

## **Appendix I - Implementation guidance for Medical Manpower Managers**

### **A. Salary Arrangements**

#### **1. Effective Date of New Salary**

Consultants will be paid as Consultant Contract 2008 Type A consultants with effect from the date of approval of their contract change by the Hospital Group CEO/CHO Chief Officer. This may be any date following the issue of HR Circular 029/2020 from the National Director of Human Resources.

#### **2. Salary Scales Encompassed**

The applicable salary scales are as outlined in the current Department of Health Consolidated Salary Scales, as at 1<sup>st</sup> January 2020. All consultants taking up a Type A contract will move scales on a “point to point” basis.

The salary scale upon which consultants can be placed must mirror their existing scale. The relevant scales may be as follows:

- i. Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the Settlement Agreement
- ii. Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.
- iii. Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who have availed of the Settlement Agreement
- iv. New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012\* (interviewed prior to 1 October 2012) who are not covered by the Settlement Agreement.
- v. New Entrant Consultant (Clinicians) from 1st October 2012\*
- vi. Equivalent Academic Scales

No allowances are changed by this change in contract type.

#### **1997 Contract Holders**

All consultants who are on Category 1 or Category 2 contracts will immediately assimilate onto the maximum point on the Type A payscale.

#### **2008 Contract Holders**

For the avoidance of doubt, all consultants must be placed on the “Type A” version of their salary scale. New entrants must be placed on the appropriate “Type A” new entrant scales only. It is not permitted to place a new entrant on a salary scale for serving consultants.

## **B. Contractual arrangements**

### **1. Application and Documentation required**

In order to be eligible a consultant must hold any version of the nationally agreed Consultants Contract 2008 or Consultants Contract 1997 ("Buckley Contract").

Each consultant who wishes to avail of a change in contact type to a "Type A" is required to submit a request to the relevant Hospital Group CEO or CHO Chief Officer. Where this is approved, the date of the letter of approval (see template attached) becomes the effective date of the temporary contract change. Each consultant must sign and return the associated acceptance letter which employers must append to the Consultant's existing contract of employment. There is no requirement on employers to issue a further temporary contract.

### **2. Privately remunerated work permissible under Type A contract**

A Consultant holding Consultant Contract 2008 Type A shall not engage in privately remunerated professional medical/dental practice. A Consultant holding Consultant Contract 2008 Type A may engage in professional medical/dental practice exclusively for the public Employer(s) or as provided for below.

- i. Professional medical/dental practice carried out for or on behalf of the Mental Health Commission, the Coroner, other Irish statutory bodies, medical/dental education and training bodies shall not be regarded as private practice.
- ii. In addition, the provision of expert medical/dental opinion relating to insurance claims, preparation of reports for the Courts and Court attendance shall not be regarded as private practice.
- iii. The HSE may specify additional bodies dealing with public patients or aspects of the public health system to which this provision will also apply. The use of public facilities for all such activities is subject to the prior agreement of the Employer.