



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna  
Feidhmeannacht na Seirbhíse Sláinte  
Ospidéal Dr. Steevens'  
Baile Átha Cliath 8

Office of the National Director of Human Resources  
Health Service Executive  
Dr. Steevens' Hospital  
Dublin 8

All Queries to  
[Info.t@hse.ie](mailto:Info.t@hse.ie)  
Tel: (01) 662-6966

**HSE HR Circular 010/2014**

**10th July, 2014.**

**To: Each Member of Leadership Team, HSE;  
Each Regional Director of Performance & Integration, HSE;  
Each Assistant National Director, Human Resources, HSE;  
Each CEO Voluntary Agency / Hospital, HSE.**

**Re: Career Breaks for NCHDs who travel abroad for Specialist Training**

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Since 2008 Specialist and Senior Registrars have been eligible to apply for a career break, the primary purpose of which is to facilitate further training prior to return to employment as a Specialist in the Irish public healthcare system. These standard career break terms are now being extended to all Non Consultant Hospital Doctors (NCHDs) who have completed a minimum of two years service.

NCHDs employed by the HSE or relevant Section 38 organisations funded by the HSE who meet the following criteria may now avail of career break arrangements which have been agreed to facilitate such training.

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- commenced employment in the Public Service prior to 1 January 2013;
- have been continuously employed in the Public Service since that date; and
- wish to go abroad to take up training posts or to take up positions to provide them with the necessary skill sets to enable them to compete for Consultant posts;

NCHDs wishing to avail of a career break under this arrangement must apply to their Employer in sufficient time before the expiry of their current contract. An NCHD's application may be refused where it is considered that the granting of a career break would have a serious detrimental effect on the service.

NCHDs participating in a Specialist Training Scheme must also apply to the relevant postgraduate medical training body and obtain the formal written approval of the relevant postgraduate medical training body. This formal written approval must be attached to the career break application to their Employer.

Career breaks under this arrangement shall be granted in accordance with the provisions of the existing HSE Career Break Scheme, however, with regard to duration, career breaks granted to NCHDs under these arrangements shall be for a minimum of 6 months and a maximum of 3 years. An extended period may be considered only in exceptional circumstances, such as illness.

In order to avail of this arrangement NCHDs must - as specified above - have completed a minimum of two years continuous service and must satisfy all the terms and conditions of the HSE Career Break Scheme as set out in the relevant HSE Circulars (HSE HR Circular 010/2013 available at <http://circulars.gov.ie/pdf/circular/hse/2013/10.pdf> refer).

Please note that NCHDs who are required to take up employment in private hospitals or other private sector settings within Ireland as part of their training programme are not covered by these arrangements. Their position is addressed under HSE HR Circular 011/2014.

Please ensure that this Circular is brought to the attention of all relevant personnel in both HSE and in Section 38 organisations within your remit.

All queries regarding the implementation of this circular should be addressed to: Corporate Employee Relations Services, HSE HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966; Email: [info.t@hse.ie](mailto:info.t@hse.ie)

Yours sincerely,



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**Frank O'Leary**  
**(Acting) National Director of Human Resources**