



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 024/2014**

**14th October, 2014.**

**To: Each Member of Leadership Team, HSE;  
Each ISA Manager, HSE;  
Each Assistant National Director, Human Resources, HSE;  
Each Hospital Group CEO, HSE;  
Each CEO Voluntary Agency / Hospital, HSE.**

**Re: Salary scales to apply to NCHDs on streamlined specialist training programmes**

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I refer to the provisions of the attached Department of Health Circular 11/2014 which introduced new pay scales for NCHD's (Specialist Trainees) with effect from 14<sup>th</sup> July 2014 and HSE Circular 009/2014 (amended) which conveyed the Department's instruction regarding the new scales to HSE and HSE-funded agencies.

### **1. Principles underpinning new scale**

The salary scale reflected the need to ensure that:

- NCHDs do not experience a reduction in the income they would have received over the course of specialist training;
- NCHDs are treated equitably and are not financially disadvantaged arising from their choice of one particular specialist training scheme over another; and
- NCHDs who have completed specialist training are incentivised to remain in health service employment.

These principles have informed health service management's approach to this issue since - arising from the introduction of streamlined run-through specialist training schemes - it became clear that significant pay disparities would emerge for trainees in different specialties.

The salary scale issued by the Department of Health in July gives effect to the principles above by:

- Reducing the number of pay points to ensure that Specialist Trainees complete a shorter period of training at the same pay level they would previously have finished at (€68,980). This means that the new scale effectively removes the second and fifth points of the former SpR salary scale – meaning trainees move from the 1<sup>st</sup> point to 3<sup>rd</sup> point in one year and the 4<sup>th</sup> point to the 6<sup>th</sup> point in one year.
- Ensuring that NCHDs receive the same total basic pay in a shorter training period. The new scale will ensure that NCHDs who spend 10 years in training from Internship to Post CCST Fellowship will receive more than 99% of the pay they would have received for the same period under the previous scales.
- Application to all trainees entering Higher Specialist Training for the first time in 2014 and SAT3 trainees in Anaesthesia. This will ensure that trainees are not disadvantaged or advantaged based on their chosen specialty. Given their very different training structure and system of additional allowances, GP trainees are excluded from application of the new pay scale continue without change on the current system.
- Introduction of a new salary rate for NCHDs who have acquired certification of satisfactory completion of specialist training and remain in the Irish public health system before taking up a Consultant or Specialist post. Previously, such NCHDs would have been paid at the maximum point of the Registrar scale - €60,305. The new scale introduces an increase of approximately €1,000 – and provides for a Post CSCST rate of €71,388.

## 2. Revised approach to implementation of new scale

Please note that following consultation with a range of parties regarding the implementation of the new pay scales that a revised approach has been devised as set out below.

This approach should be applied immediately. HSE and HSE-funded agencies should apply it retrospectively to 14<sup>th</sup> July 2014 unless the NCHD will lose income arising from same. In such a case, the scale should be applied immediately with effect from 14<sup>th</sup> October 2014.

<b>Trainees who have completed two years or less as SHO and move directly to HST 1 or those progressing from ST2 to ST3:</b>					
<b>Years</b>	<b>Training designation</b>	<b>Point</b>	<b>Annual Salary</b>	<b>Equivalent to</b>	<b>2 or less years as SHO</b>
4	HST 1 / SAT3	4	€2,687	REG 2	<i>Join scale here</i>

<b>Trainees who have completed at least one but not more than three years as Registrar prior to moving to HST 1 will progress to ST5 as follows:</b>					
<b>Years</b>	<b>Training designation</b>	<b>Point</b>	<b>Annual Salary</b>	<b>Equivalent to</b>	<b>Between 1-3 years at Registrar</b>
4	HST 1 / ST4	4	€2,687	REG 2	
5	HST 1 / ST5	5	€60,404	SPR 1	<i>Join scale here</i>

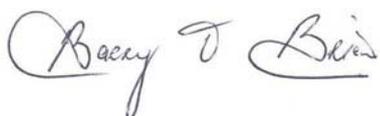
<b>Trainees who have completed four or more years at Registrar prior to moving to HST 1 will progress to ST6 as follows:</b>					
<b>Years</b>	<b>Training designation</b>	<b>Point</b>	<b>Annual Salary</b>	<b>Equivalent to</b>	<b>4 or more years at Registrar</b>
4	HST 2 / ST4	4	€2,687	REG 2	
5	HST 3 / ST5	5	€60,404	SPR 1	
6	HST 4 / ST6	6	€63,953	SPR 3	<i>Join scale here</i>

The effect of these changes will be to ensure that those NCHDs who have completed two years or less as an SHO will receive an increase from either €38,839 or €40,998 to €52,687 (the third point of the new scale) this year. In 2015, such trainees will move to €60,404.

It is recognised that not all NCHDs will remain on their initial chosen career path and may switch specialties after a number of years. The current incremental credit rules continue to apply i.e. if an NCHD is employed in an SHO position they are remunerated as an SHO, if employed in a Registrar post they are remunerated as a Registrar. For example if a trainee has completed two years as SHO an one year as Registrar in Medicine and they then decide to become an anaesthetist they will revert to the SHO salary scale although they will be awarded the relevant incremental credit. In this scenario they would move to point 6 of the SHO scale.

Any queries regarding the implementation of this circular should be directed to the HSE Medical Education and Training Unit at email: [met@hse.ie](mailto:met@hse.ie)

**Yours sincerely,**



**Barry O'Brien**  
**National Director Human Resources**



Circular 11/2014

9th July 2014

To: Mr Barry O'Brien  
National Director of Human Resources  
Health Service Executive  
Dr Steevens' Hospital  
Dublin 8

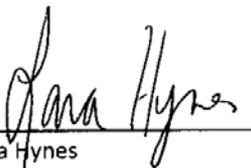
**Introduction of New Pay Scales for NCHD's (Specialist Trainees) with effect from 14<sup>th</sup> July 2014**

Dear Mr O'Brien

I wish to confirm sanction to the introduction of the attached pay scales with effect from 14<sup>th</sup> July 2014 in respect of NCHD's participation in the shorter streamlined training programmes.

This circular should be brought to the attention of all relevant HSE Managers and to all service providers funded by the HSE under Section 38 of the Health Act 2004.

Yours sincerely



Lara Hynes  
Principal Officer  
National HR Unit

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**The sanction of the Minister is now conveyed for the application of the two newly listed pay scales with effect from 14th July 2014**

EURO												
Application	Effective From	Pts	Intern	Year of specialist training							If employed in a non-consultant role after completion of specialist training and award of Certificate of Satisfactory Completion of Specialist Training	
				1	2	3	4	5	6	7		8
Specialist trainees participating in streamlined specialist training programmes in the specialty of or sub-specialties within Anaesthesia, Emergency Medicine, Medicine, Obstetrics & Gynaecology, Paediatrics, Pathology, Public Health, Radiology or Surgery	14/07/2014	10	31,938	38,839	40,998	50,578	52,687	60,404	63,953	65,000	68,980	71,888
Specialist trainees participating in streamlined specialist training programmes in the specialty of or sub-specialties within Psychiatry	14/07/2014	9	31,938	38,839	40,998	50,578	52,687	65,000	65,620	67,682	72,540	