



DEPARTMENT  
OF HEALTH AND  
CHILDREN  
AN ROINN  
SLAINTE AGAIRS NA

Quality and Quantity  
A Health Supplement

Director of Human Resources  
Each Health Board/ERHA

Dear CEO, Director of Human Resources,

**QUALIFICATIONS:**

For every qualification for an office in relation to which the Minister for Health and Children is the appropriate Minister and for which a direction contained the requirement that experience be in a permanent and pensionable capacity is hereby revoked by virtue of Section 6(3) of the Protection of Employees (Fixed-Term Work) Act, 2003.

Following the publication of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004 the Qualifications and Particulars of Office for these posts have been amended as outlined below. Please substitute the following wording into the appropriate sections.

For every qualification for an office in relation to which the Minister for Health and Children is the appropriate Minister the section entitled "Age" shall be replaced with the following:

## AGE RESTRICTIONS IN RELATION TO APPLICATIONS

"Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs."

### **Revised wording for health requirements**

For every qualification for an office in relation to which the Minister for Health and Children is the appropriate Minister the section entitled "Health" shall be replaced with the following:

### HEALTH

"A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service."

## PARTICULARS OF OFFICE

In relation to pension arrangements and retirement age please use the following in the Particulars of Office for health board posts.

### PENSION ARRANGEMENTS AND RETIREMENT AGE

For existing Public Servants (i.e. those who have entered the public service on or before the 31<sup>st</sup> March 2004), retirement is compulsory on reaching the age of 65 years.

However, candidates should note that changes have been made in the superannuation provisions and retirement ages for public servants who take up duty with effect from 1<sup>st</sup> of April 2004.

In this context **new entrants**, within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004, to the public service should note:

- *the minimum pension age has been increased to 65 for most new entrants to the public service;*
- *this includes new entrant civil servants, teachers, staff in local government, the health service and non-commercial State Sponsored bodies;*
- *the compulsory retirement age of 65 has been removed enabling staff to remain longer in work should they wish, subject to suitability and health requirements*
- *Pension benefits for new entrants will accrue on a standard basis (i.e. one year's credit for one year's service up to a maximum of 40 years' service) while normal abatement of pension provision will apply to all public sector posts*

In relation to Clinical Indemnity for consultant posts please replace the previous wording in the Particulars of Office document with the following wording:

**INDEMNITY AGAINST NEGLIGENCE, ETC.:**

Personal injury claims against the holder of a consultant post in a public hospital arising from the treatment of public or private patients in the hospital are covered by the Clinical Indemnity Scheme. The scheme was established under the terms of the National Treasury Management Agency (Delegation of Functions) Order 2003.

For your information I am enclosing copies of revised:

- Typical qualifications for consultant posts as specified by this Department and Comhairle na nOspidéal. (TAB A)
- Particulars of office. (TAB B)

If you have any queries please contact me on 01-6354060 or contact Emma Craven on 01-6354062.

Yours sincerely



Philip Doran  
Personnel Management and Development

In exercise of the powers conferred on me by Section 18 of the Health Act, 1970, I hereby approve qualifications, as set out hereunder, for appointment and continuing as Consultant Paediatrician/Professor of Paediatrics under a Health Board.

1. PROFESSIONAL QUALIFICATIONS, EXPERIENCE, ETC

A candidate must -

(A) on the latest date for receiving completed application forms for the office -

(a) possess full registration in the General Register of Medical Practitioners maintained by the Medical Council in Ireland or entitlement to be so registered;

and

(b) possess the MRCPI in Paediatrics or a qualification equivalent thereto;

and

(c) (i) be included on the division of paediatrics of the Register of Medical Specialists maintained by the Medical Council in Ireland;

or

(ii) have seven years satisfactory postgraduate training and experience in the medical profession including four years in paediatrics and one year in neonatology;

(B) possess a high standard of professional attainment;

(C) possess the requisite knowledge and ability (including a high standard of suitability) for the proper discharge of the duties of the office.

2. **AGE RESTRICTIONS IN RELATION TO APPLICATIONS**

Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs

3. **HEALTH**

A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

4. **CHARACTER**

A candidate for and any person holding the office must be of good character.

5. **GENERAL**

Any person holding the office must be registered otherwise than provisionally or temporarily in the General Register of Medical Practitioners for Ireland.

Dated this      day of  
two thousand and four

Minister for Health and Children

### PARTICULARS OF OFFICE

1. The person appointed will hold appointment under Part II of the Health Act, 1970 on such terms and conditions and shall perform such duties as the Chief Executive Officer from time to time determines subject to any directions of the Minister for Health and Children. A statement showing the duties already assigned is attached.

As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act, 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act. You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. Such officer will on receiving a report on child abuse formally notify the Senior Social Worker or designated officer

2. The post is wholetime, permanent, pensionable and Category (*appropriate category*) save that the Officer:-

(a) may engage in private practice in accordance with the terms of his/her contract.

(b) may if offered a teaching appointment in his/her specialty by the Governing Body of the Royal College of Surgeons in Ireland undertake the duties of such appointment subject to the limitations specified at Paragraph (*state paragraph*) of the duties.

3. SUPERANNUATION CONTRIBUTIONS:

(a) With effect from 6th April, 1995:

- (i) Persons who become pensionable officers of a health board, who are liable to pay the Class A rate of PRSI contribution will be required in respect of their superannuation to contribute to the health board at the rate of 1.5% of their pensionable remuneration plus 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children).
- (ii) persons who become pensionable officers of a health board who are liable to pay the Class D rate of PRSI contribution will be required, in respect of their superannuation, to

contribute to the health board at the rate of 5% of their pensionable remuneration.

- (b) All persons who become pensionable officers of a health board, are required, in respect of the Local Government (Spouses and Childrens Contributory Pension) Scheme, 1986, to contribute to the health board at the rate of 1.5% of their pensionable remuneration in accordance with the terms of the Scheme.

#### 4. PROBATION

The person appointed shall hold office for a probationary period of twelve months which the Chief Executive Officer may, at his/her discretion, extend unless he/she is already the holder of a permanent appointment of Consultant in the State.

#### 5. TRAVELLING EXPENSES

Travelling and subsistence expenses necessarily incurred in the course of a consultant's duties shall be met on the basis applicable to persons of appropriate senior status in the public sector. Consultants holding joint appointments or appointments involving a commitment at more than one location will be reimbursed expenses in respect of travel between locations specified in the schedule which are agreed with the employing authority or authorities.

#### 6. PENSION ARRANGEMENTS AND RETIREMENT AGE

For existing Public Servants (i.e. those who have entered the public service on or before the 31<sup>st</sup> March 2004), retirement is compulsory on reaching the age of 65 years.

However, candidates should note that changes have been made in the superannuation provisions and retirement ages for public servants who take up duty with effect from 1<sup>st</sup> of April 2004.

In this context new entrants, within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004, to the public service should note:

- *the minimum pension age has been increased to 65 for most new entrants to the public service;*
- *this includes new entrant civil servants, teachers staff in local government the health service and non-commercial State Sponsored bodies;*



- the compulsory retirement age of 65 has been removed enabling staff to remain longer in work should they wish, subject to suitability and health requirements;
- Pension benefits for new entrants will accrue on a standard basis (i.e. one year's credit for one year's service up to a maximum of 40 years' service) while normal abatement of pension provision will apply to all public sector posts.

7. **INDEMNITY AGAINST NEGLIGENCE, ETC.:**

Personal injury claims against the holder of a consultant post in a public hospital arising from the treatment of public or private patients in the hospital are covered by the Clinical Indemnity Scheme. The scheme was established under the terms of the National Treasury Management Agency (Delegation of Function) Order 2003.

8. **REMUNERATION**

(a) € With effect from the

(b) **On-Call Payments**

A flat payment of € will be paid to all consultants with an on-call liability.

Further payments will be made to consultants on the more onerous rotas of 1 in 3, 1 in 2, and 1 in 1, in accordance with the provisions of the Memorandum of Agreement and the Review Body on Higher Remuneration in the Public Sector - Report No. 38.

Rota	Amount
1 in 3	€ a year

	1- 80 call-outs	81 - 120 call-outs	121 call-outs or more
1 in 2	€	€	€
1 in 1	€	€	€

(c) **Emergency Call-Out Payments**

The following call-out payments will apply:

	First 30 call-outs	31 - 120 call-outs	121 call-outs or more
Per call-out	€	€	€
If the call-out occurs after midnight	€	€	€
For each hour or part hour in excess of the first hour	€	€	€
Annual Limit	€		