



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhísí Sláinte

Ospidéal Dr. Steevens'

Baile Átha Cliath 8

Office of the National Director of Human Resources

Health Service Executive

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To: Chief Executive Officer
Each National Director
Each Assistant National Director HR
Each Assistant Chief Finance Officer
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHOs
Each Head of HR CHOs
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each Clinical Director

From: Anne Marie Hoey, National Director Human Resources

Date: 18th April 2020

Re: HR Circular 030/2020: Changes to Employment Permits for NCHDs

Dear Colleagues,

Please be advised there are changes being made to the process of applying for NCHD employment permits. These changes are effective immediately. Please read the contents of this circular carefully.

Background

As set out in the HSE employment census reports, there are now close to 7000 NCHDs employed by the HSE and HSE funded agencies. This number has been increasing steadily over the last number of years. Processing employment permits has become onerous for both employers and the Employment Permits section of the Department of Business, Enterprise and Innovation (DBEI). NCHDs are also disadvantaged when compared to other staff categories requiring employment

permits, as they are required to rotate between employers on a frequent basis, and immigration permission is linked to the duration of their employment permit.

Changes

In order to streamline the employment permit application process for NCHDs as well as to reduce the administrative burden on health service employers and the DBEI, the following changes are introduced with immediate effect:

1. Availability of a Multi-site employment permit

DBEI has agreed that employment permits will be facilitated on a multi-site basis for all NCHDs where this is applied for by employers. This would mean where an NCHD rotates between employers they may be granted one employment permit for a defined period and this single permit will cover all of their rotations. The permit must be applied for on the first rotation of the training year or training programme i.e. usually by the first employer at the July changeover. Within the HSE this was piloted in July 2019 for 90 interns and also within the Childrens Hospital Ireland Group for NCHDs in July 2019 without any identified issues.

2. Eligibility for both General Employment Permits and Critical Skills Employment Permits

There are now two types of employment permits available for NCHDs. These are a General Employment Permit (GEP) and a Critical Skills Permit (CSEP). A general employment permit is typically granted for NCHDs as an offer of employment for two years is not required. A critical skills permit may now be granted to an NCHD where an employer is offering employment for two years. Either permit can now be issued on a multi-site basis if required, subject to relevant conditions attached to both permits being met. CSEPs are already available to other healthcare professionals such as nurses and this change brings NCHDs in line with these staff categories.

Employers must be cognisant of the following when applying for a CSEP:

- a) That an NCHD is on a training programme the duration of which is at least two years and/or a vacancy exists for the duration of the permit, and
- b) The post will not be required to be used as part of a training scheme during the time it is occupied by a doctor on a CSEP who is not on a training scheme, including that the post will not be required for GP training.

Guidance

Further detailed guidance, template letters to be used and checklists for employers will be sent directly to Medical Manpower Departments.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments.

HR and Employee Relations Managers may contact Barbara Whiston, Corporate Employee Relations Services for further advice, 01-662 6966, barbara.whiston@hse.ie

Yours sincerely



Anne Marie Hoey
National Director of Human Resources



“To view the Health Services People Strategy 2019 - 2024 please click [here](#).”

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