



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Office of the National Director of HR,  
Block D, Floor 2,  
Parkgate Business Centre,  
Parkgate Street,  
Dublin 8.  
Tel: 01 6352827  
Fax: 01 6352813  
E-mail: nationalhr@hse.ie

**HR Circular 0010(b)/05**

**9<sup>th</sup> August 2005**

To: Human Resources Directors  
Each HSE Area  
Each Dublin Academic Teaching Hospital  
Each Voluntary Hospital

**Re: NCHD Registrars (Removal of Bar Point)**

A chara

The Report of the Public Service Benchmarking Body (PSBB) which issued in June 2002 recommended the removal of the bar point in respect of NCHD Registrars who had not completed higher specialist training.

Following recommendations put forward by the LRC and accepted by the parties, the following arrangements should now be implemented.

**Lump Sum**

- 1) A lump sum of €5,000 to be paid in lieu of retrospectation to these registrars who were in service on the date of issue of the Benchmarking Report (June 2002) and who were in service in January 2005.
- 2) Registrars who entered in the service in 2003 and 2004, and who are now covered by the terms of the agreement will qualify, for the following lump sum in lieu of retrospective.

Those who entered the service in 2003 should receive a retrospective payment of €2,000 and those who commenced in 2004 should be given a retrospective payment of €1,000.

The lump sum payment covers all arrears liabilities, including overtime, up to December 31<sup>st</sup> 2004.

### **Incremental Progression**

All NCHD Registrar encompassed by the deal should be placed on the appropriate point of scale with effect from 1<sup>st</sup> January 2005 e.g.

- 1) A doctor who was in employment in June 02 and who has been held on point 3 of scale and still in employment (Jan 05) moves to point 5 with effect 1/1/05, progressing to point 6 n 1/7/05.
- 2) A doctor who commenced employment as a Registrar in July 2003 and who has been held on point 3 of scale moves to point 4 on 1/1/05 and progresses to point 5 on 1/7/05.

The doctors current employer, i.e. their employer as of January 05, is responsible for all retrospective payments e.g. a doctor currently in employment in a particular hospital but who was in different employments since 2002 will be paid their full arrears by their current employer.

Employers are requested to implement the provisions of this circular at the earliest stage. Any enquiries in respect of the contents of this circular should be addressed to Mr John Delamere, Senior Industrial Relations Executive, at HSEEA (01) 6626966.

Yours sincerely,



---

**Martin McDonald**  
**National Human Resources Directorate**