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Feidhmeannacht na Seirbhíse Sláinte
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Secretary to the Review Group examining Private Practice in Public Hospitals

c/o Room 424

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Independent review group examining private practice in public hospitals

Dear Colleague

Thank you for the invitation to make a submission to the review group. As the HSE's National Director of Human Resources, my submission addresses the impact that a change to current arrangements might have on recruitment and retention, and in particular on the recruitment and retention of consultant medical staff. I am attaching two documents that may be of interest to the review group.


Human
Resources
Leaders in People Services

Seirbhís Sláinte | Building a
Níos Fearr | Better Health
á Forbairt | Service

"To view the Health Services People Strategy 2015-2018, please click [here](#)."

Consultant recruitment data

An Excel document attached gives details of the outcome of recruitment campaigns for consultant posts run for the HSE by the Public Appointments Service in the period 2007-2017. It contains:

- A summary sheet with the numbers of posts advertised in the period 2009-2016 where a candidate (or candidates) was recommended, and with the numbers of posts that remained unfilled after competitions run in the period from 2014-2016
- A sheet for each year from 2007 listing out consultant campaigns advertised by the Public Appointment Service
- A sheet with all posts where a recommendation was made from 2009-2016 with information on the citizenship of the candidate recommended and what country they completed their undergraduate degree if that information was available

This information was supplied to the HSE by the Public Appointments Service. The review group will wish to note that this document has been submitted to the Public Service Pay Commission by the Public Appointments Service. Although some of the data is incomplete on PAS recruitment campaigns in the earlier years covered by this document, the HSE and the PAS would agree on the desirability of one definitive set of data being used on this issue.

[REDACTED]



“To view the Health Services People Strategy 2015-2018, please click [here](#).”

Views of current Non-Consultant Hospital Doctors (NCHDs)

The HSE's HR Division includes the National Doctors Training and Planning unit (NDTP) whose remit incorporates medical education and training, the approvals process for new and replacement consultant appointments, and medical workforce planning. The NDTP has developed the Lead NCHD initiative as one of a range of initiatives taken at national level to improve NCHD recruitment and retention in the Irish public health system. The role of Lead NCHD is a recommendation from the MacCraith Report (Strategic Review of Medical Training and Career Structure). While the role is still developing, is a critical to two-way communication between NCHDs and the management structures in hospitals around the country, which benefits NCHDs and patients. NDTP therefore canvassed the views of some of the lead NCHDs on how doctors in training view current recruitment opportunities at consultant level as compared to opportunities in other jurisdictions, and how a separation of private practice from the public system here would impact on the attraction of building a consultant career in Ireland or on the attraction of returning home following time overseas either in training or at consultant level. While the canvassing of NCHDs' views cannot be viewed as scientific, NDTP reports that, as a result of changes in the consultant contract resulting in the current contractual restrictions, a proportion of NCHDs would now be more likely to pursue a career in private practice in Ireland or to pursue a career. Most NCHDs whose views were sought (and all of the surgical and anaesthetic lead NCHDs) felt that having more flexibility between private and public practice would influence their decision to stay in Ireland or to return home to Ireland from abroad.

I trust that this information and the views relayed will be of interest to the review group. Please do not hesitate to revert to me if any aspect of this submission requires clarification.

Yours sincerely,



Rosarii Mannion

National Director Human Resources