

## Required English Language Competency

The ability to communicate clearly with patients and colleagues is a key requirement for all healthcare professionals.

Proficiency in the English language is therefore a core competency for NCHDs working in the Irish public health service.

Under Section 6 'Standard duties and responsibilities' of NCHD Contract 2010, NCHDs are required to be able to communicate effectively with patients and clients; and comply with statutory and regulatory requirements, corporate policies and procedures and human resource policies and procedures.

### Requirement for all NCHDs

The English language requirements for NCHDs are universally applicable. There is no distinction between training, non-training, intern or any other category or grouping.

In this context, all NCHDs taking up employment with the HSE who were not registered with the Irish Medical Council in any of the divisions of the Register of Medical Practitioners prior to 1st January 2015, or who did not complete the entirety of their under-graduate medical training in the Republic of Ireland, are required to provide evidence of one of the following:

- Completion of their Medical degree in English from any of the following countries: Australia, Canada, New Zealand, The United States of America or The United Kingdom. A copy of their Degree Certificate is the required evidence.

**OR**

- English Language Tests: The doctor may submit a certificate of test results from either the International English Language Test System (IELTS) or Occupational English Test (OET).

Please refer to the table below for the minimum levels in each of the tests that are accepted by the HSE:

<b>IELTS</b>	<b>Minimum scores</b>
Listening	6.5
Reading	6.5
Writing	6.5
Speaking	6.5
Overall	7
<b>OET</b>	<b>Minimum Grade</b>
Listening	B
Reading	B
Writing	B
Speaking	B
Overall	B

**Please note:**

IELTS/OET test results must be current and dated within two years of the date submitted to the employer, however IELTS/OET test results for those applying for national Training Programmes must be current and dated within two years of the date of application for the particular Training Programme.

Test results cannot be combined. The HSE will only accept one test result.

The NCHDs communication skills must be independently assessed, by employer or training body, as part of the application and interview process, before the NCHD is recommended for appointment or contract of employment issued (excludes Interns).

Potential applicants must be informed of these requirements as part of the recruitment process.

There are no exemptions to the above requirements.

**Remedial Action**

Should the NCHD at any point not be able to demonstrate the required level of English language competency set out in Section 6 of the NCHD Contract 2010, the Employer may wish to consider remedial or other action under NCHD Contract 2010.