

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

All NCHDs taking up employment with the HSE and section 38 organisations 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 under one of the following categories:

Category 1

Doctors who completed their Medical degree in English from any of the following countries: Australia, Canada, New Zealand, The United States of America or The United

Kingdom must provide:

1. A copy of their Medical Degree Certificate

Category 2

Doctors who completed the Irish State Leaving Certificate examination or A Levels in the United Kingdom and a Medical Degree in English must provide all three of the following:

1. A copy of Irish Leaving Certificate/UK A-Level transcript results
2. A copy of their Medical Degree
3. Certificate/confirmation from their University confirming their Medical degree was taught and examined solely in English

Category 3

Doctors who meet the English Language requirements by attaining certification via the recognized English Language Tests must submit a certificate of test results from either the International English Language Test System (IELTS) (Academic EXAM) or Occupational English Test (OET).

Category 4

Currently employed by the HSE whereby IELTS/OET/ (CAE accepted until 2016) was completed upon entering service to the HSE*.

*Applicants that have been in continuous HSE employment as a medical doctor for longer than 2 years, with no break in service, that submitted an acceptable English language competency certificate at the time of commencing HSE employment will not be required to re-sit an English language competency test. These applicants can upload the test they submitted to HSE on commencement of employment and must also confirm on the application that they have been in continuous HSE employment >2 years, without a break in service.

IELTS/OET

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.

*Applicants that have been in continuous HSE employment as a medical doctor for longer than 2 years, with no break in service, that submitted an acceptable English language competency certificate at the time of commencing HSE employment will not be required to re-sit an English language competency test. These applicants can upload the test they submitted to HSE on commencement of employment and must also confirm on the application that they have been in continuous HSE employment >2 years, without a break in service.