PAC-R-1816 Correspondence 3A.4 [B]
Meeting 161 14/05/15

Approved Consultant Establishment by Hospital Group as at 31st Mar 2015 - Note 'Blank' is all other consultant posts not in designated Hospital Groups									
GROUPSPECIALITY	Dublin Midlands HG	Ireland East HG	Saolta HG	South/South West HG	University of Limerick HG	RCSI Hospitals Group	Children's Hospital Group	(blank)	Grand Total
ANAESTHESIA	57	68	57	65	23	55	21	3	**349**
EMERGENCY MEDICINE	17	11	12	14	5	15	6	1	**81**
INTENSIVE CARE	3	5	1			1	10		**20**
MEDICINE	126	134	102	121	36	95	10	30	**654**
OBSTETRICS/GYNAECOLOGY	23	26	24	25	9	27			**134**
PAEDIATRICS	16	14	21	25	11	16	47	10	**160**
PATHOLOGY	48	34	42	40	12	45	14	15	**250**
PSYCHIATRY	16	16	15	7	1	11	5	345	**416**
RADIOLOGY	42	43	39	44	13	36	11	11	**239**
RADIATION ONCOLOGY	14		4	7				1	**26**
SURGERY	71	95	76	85	30	69	25	3	**454**
Grand Total	**433**	**446**	**393**	**433**	**140**	**370**	**149**	**419**	**2783**

Consultant Establishment as at 31st Mar 2015 - By Hospital Group and Contract Type - Note 'Blank' is all other consultant posts not in designated Hospital Groups										
CONTRACT2	CONTRACT	Dublin Midlands HG	Ireland East HG	RCSI Hospitals Group	Saolta HG	South/South West HG	University of Limerick HG	Children's Hospital Group	(blank)	Grand Total
Category 1	Academic - Full-time (Category 1)	7	4	1	5	1	1		1	**20**
	Cat 1 - part-time								1	**1**
	Category 1	12	21	22	32	36	20	4	35	**182**
Category 1 Count		**19**	**25**	**23**	**37**	**37**	**21**	**4**	**37**	**203**
Category 2	Academic - Full-time (Category 2)			1						**1**
	Cat 2 - part-time				1	1			3	**5**
	Category 2	28	40	29	45	5	3	6	6	**162**
Category 2 Count		**28**	**40**	**30**	**46**	**6**	**3**	**6**	**9**	**168**
G/W.t. Without fees	G/W.t. Without fees					1			3	**4**
G/W.t. Without fees Count						**1**			**3**	**4**
Type A	Type A	37	33	33	31	21	6	17	306	**484**
	Type A - academic	7	4		4	1	2		2	**20**
	Type A - part-time								12	**12**
Type A Count		**44**	**37**	**33**	**35**	**22**	**8**	**17**	**320**	**516**
Type B	Type B	234	216	186	227	319	102	102	43	**1429**
	Type B - academic	28	15	12	20	29	5	2	2	**113**
	Type B - part-time	1		4	3	5			1	**14**
	Type B - Temp	2								**2**
Type B Count		**265**	**231**	**202**	**250**	**353**	**107**	**104**	**46**	**1558**
Type B*	Type B*	63	102	59	17	13	1	17	3	**275**
	Type B* - academic		4	7	1					**12**
	Type B* - part-time	1		2						**3**
Type B* Count		**64**	**106**	**68**	**18**	**13**	**1**	**17**	**3**	**290**
Type C	Type C	13	7	14	7	1		1	1	**44**
Type C Count		**13**	**7**	**14**	**7**	**1**		**1**	**1**	**44**
Grand Total		**433**	**446**	**370**	**393**	**433**	**140**	**149**	**419**	**2783**
	Cat 2, Type B*, Type C total	105	153	112	71	20	4	24	13	502
	% of HG Consultant Est.	24%	34%	30%	18%	5%	3%	16%	3%	18%

Consultant Contract Categories and Types

1. Context

Consultants are employed under a number of contractual arrangements depending on when they were appointed and whether after appointment, they accepted or rejected the offer of a revised contract. In that context, as an example, some Consultants appointed in the years between 1997 and 2008 retained Consultant Contract 1997 following rejection of the offer of Consultant Contract 2008. All new appointees are employed under Consultant Contract 2008.

Leaving aside the substantial differences in accountability, teamwork, flexible work practices, reporting relationships, disciplinary procedures and standard duties between the various contracts, there are two means of differentiating Consultants depending on contract – hours of work and access to private practice.

2. Hours of Work

In relation to hours of work, Consultants employed under Consultant Contract 1991, 1997 and the Academic Contract 1998 were – if fulltime - contracted to work a base 33 hours per week. Under the Public Service Stability Agreement 2013-16 (Haddington Road Agreement or HRA) this moved to 35 in 2013 and will increase to 37 in July 2015.

Consultants employed under Consultant Contract 2008 were – if fulltime – contracted to work a base 37 hours per week. Under the HRA this increased to 39 hours.

3. Private Practice

Consultants, depending on Type or Category of Contract may engage in private practice as set out below:

<u>Consultant Contract 2008</u>

i) **Type A Consultants** cannot engage in engage in privately practice. Professional medical/dental practice carried out for or on behalf of the Mental Health Commission, the Coroner, other Irish statutory bodies[1], medical/dental education and training bodies is not regarded as private practice. In addition, the provision of expert medical/dental opinion relating to insurance claims, preparation of reports for the Courts and Court attendance is not regarded as private practice.

ii) **Type B Consultants** who:

a. In the post they now hold were previously employed under Consultant Contract 1997, the Academic Consultant Contract 1998, Consultant Contract 1991 or as Regional Consultant Orthodontists retain an entitlement to off-site outpatient private practice identical to that of a Category I Consultant under Consultant Contract 1997.

[1] An indicative list of such bodies is available from HSE Corporate Employee Relations, 63-64 Adelaide Road, Dublin 2, tel: 01 6626966

This means that they may engage in outpatient private practice in private rooms so long as it does not include day case procedures requiring anaesthesia and subject to the Consultant fully discharging his/her aggregate 37-hour weekly standard commitment as required by the Employer. They may not – other than providing occasional consultations at the request of another Consultant – work in private hospitals or clinics of any type.

They may also engage in in-patient, day-patient, out-patient or diagnostic private practice as appropriate in hospitals or facilities operated by the Employer, as part of such activities that arise as part of the employment contract (e.g. home visits) and in colocated private hospitals on public hospital campuses. Such private practice may not exceed 30% (or a lower figure as specified in their Contract) of the Consultant's clinical workload in any of his or her clinical activities, including in-patient, day-patient and out-patient.

OR

b. Commenced employment in a permanent, locum or temporary post under Consultant Contract 2008 on a Type B basis They may engage in in-patient, day-patient, out-patient or diagnostic private practice as appropriate in hospitals or facilities operated by the Employer, as part of such activities that arise as part of the employment contract (e.g. home visits) and in colocated private hospitals on public hospital campuses. Such private practice may not exceed 20% of the Consultant's clinical workload in any of his or her clinical activities, including in-patient, day-patient and out-patient.

They have no entitlement to private practice off-site.

iii) **Type B* Consultants** are Consultants who were previously employed in a permanent temporary or locum capacity under Consultant Contract 1997, the Academic Consultant Contract 1998 on a Category II basis, Consultant Contract 1991 or as Regional Consultant Orthodontists when the contract was offered in July 2008.

They retain an entitlement to off-site private practice identical to that of a Category II Consultant under Consultant Contract 1997.

This means that they may engage in off-site private practice in private rooms, hospitals clinics or otherwise subject to subject to the Consultant satisfying the employing authority that he or she is fulfilling their contractual commitment to the public hospital(s) and such private practice being confined to periods outside the aggregate 37 hour weekly commitment and other scheduled commitments to the public service.

They may also engage in in-patient, day-patient, out-patient or diagnostic private practice as appropriate in hospitals or facilities operated by the Employer, as part of such activities that arise as part of the employment contract (e.g. home visits) and in colocated private hospitals on public hospital campuses. Such private practice may not exceed 30% (or a lower figure as specified in their Contract) of the Consultant's clinical workload in any of his or her clinical activities, including in-patient, day-patient and out-patient.

Type B* is not available to Consultants who were not in post at the time of the offer of Consultant Contract 2008 in July 2008.

iv) **Type C Consultants** may engage in off-site private practice in private rooms, hospitals, clinics or otherwise subject to the Consultant fully discharging his/her aggregate 37-hour weekly standard commitment as required by the Employer.

They may also engage in in-patient, day-patient, out-patient or diagnostic private practice as appropriate in hospitals or facilities operated by the Employer, as part of such activities that arise as part of the employment contract (e.g. home visits) and in colocated private hospitals on public hospital campuses. Such private practice may not exceed 20% of the Consultant's clinical workload in any of his or her clinical activities, including in-patient, day-patient and out-patient.

Consultant Contract 1997 / Academic Consultant Contract 1998

i) **Category I Consultants** must devote substantially the whole of their professional time to the public hospital. They may engage in off-site outpatient private practice in private rooms so long as it does not include day case procedures requiring anaesthesia and subject to the Consultant satisfying the employing authority that he or she is fulfilling their contractual commitment to the public hospital(s). They may not – other than providing occasional consultations at the request of another Consultant – work in private hospitals or clinics of any type.

They may also engage in on-site private practice subject to the requirement that a Consultant's overall proportion of private patients should reflect the ratio of designated private beds.

ii) **Category II Consultants** may engage in off-site private practice in private rooms, hospitals, clinics or otherwise subject to the Consultant satisfying the employing authority that he or she is fulfilling their contractual commitment to the public hospital(s).

They may also engage in on-site private practice subject to the requirement that a Consultant's overall proportion of private patients should reflect the ratio of designated private beds.

Consultant Contract 1991

i) **Geographical Wholetime Consultants** must devote substantially the whole of their professional time to the public hospital. They may engage in off-site outpatient private practice in private rooms so long as it does not include day case procedures requiring anaesthesia and subject to the Consultant satisfying the employing authority that he or she is fulfilling their contractual commitment to the public hospital(s). They may not – other than providing occasional consultations at the request of another Consultant – work in private hospitals or clinics of any type.

They may also engage in on-site private practice. The Consultant Contract 1991 does not specify any restrictions on same.

ii) **Existing Wholetime Consultants** may engage in off-site private practice in private rooms, hospitals, clinics or otherwise subject to the Consultant satisfying the employing authority that he or she is fulfilling their contractual commitment to the public hospital(s).

They may also engage in on-site private practice. The Consultant Contract 1991 does not specify any restrictions on same.