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# GUIDE FOR UKRAINIAN DOCTORS

COMING TO WORK IN THE PUBLIC  
HEALTHCARE SYSTEM IN IRELAND

RCSI, UNIVERSITY OF MEDICINE AND HEALTH SCIENCES

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## INTRODUCTION

This document is intended to provide support information for doctors recently arrived in Ireland from Ukraine, who are seeking work in the public healthcare system in Ireland for the first time.

This document outlines important information on working and living in Ireland.

## MEDICAL COUNCIL REGISTRATION

The Medical Council regulates medical doctors in the Republic of Ireland. If you plan to work as a doctor in Ireland you must first register with the Irish Medical Council.

The Medical Register in Ireland has six divisions and the one the doctors travelling to Ireland are most likely to be eligible for is the Irish Medical Council General Register - [www.medicalcouncil.ie](http://www.medicalcouncil.ie)

The application process is online and the Medical Council website clearly outlines what information is required to complete an application and how to proceed for further information see [Medical Council website](#)

## INFORMATION ON THE IRISH HEALTHCARE SYSTEM

The Health Service Executive (HSE) provides all of Ireland's public health services in hospitals and communities across the country, this includes the public hospital system.

The hospital services that are delivered include, inpatient scheduled care, unscheduled/emergency care, maternity services and outpatient and diagnostic services.

The public hospital structured Ireland is split into 7 hospital groups. The groups all have a "lead" hospital.

For further details of Ireland's hospital group including services and contact details click on the links below:

- > [Ireland East Hospital Group](#)
- > [RCSI Hospital Group](#)
- > [Dublin Midlands Hospital Group](#)
- > [University of Limerick \(UL\) Hospital Group](#)
- > [South/Southwest Hospital Group](#)
- > [Saotha Hospital Group](#)
- > [Children's Hospital Group](#)

### HOSPITALS ARE IDENTIFIED AS "MODEL 1 TO 4"

**Model 4** hospitals are generally located in the larger metropolitan areas. Model 4 hospitals, admit undifferentiated medical and surgical patients and take tertiary referrals from other hospitals, they provide complex specialist care and have category 3 intensive care units.

**Model 3** hospitals provide elective and general surgical services and admit undifferentiated medical and surgical patients.

**Model 2** hospitals admit low acuity medical patients, they generally have a Minor Injuries Unit and day care surgery is carried out.

**Model 1** hospitals are community hospitals and do not provide surgical services

Further information on the Irish Health System can be found on the Health Service Executive website [www.HSE.ie](http://www.HSE.ie)

## ADVERTISING OF POSTS - GUIDANCE FOR APPLICANTS

### EMPLOYER OBLIGATIONS

A code of practice exists in Ireland that ensures that all appointments are made in an open, transparent and accountable manner.

### RECRUITMENT PROCESS

Following the successful completion of the Irish Medical Council registration process, doctors recently arrived from Ukraine can then apply for NCHD posts which are not part of specialist training programmes are advertised on a number of platforms, including;

- a. Hospital websites
- b. The Public Appointment Service in Ireland [www.publicjobs.ie](http://www.publicjobs.ie)
- c. Recruitment websites such as [www.IrishJobs.ie](http://www.IrishJobs.ie)

All NCHDs must be able to provide a CV, evidence of registration with the Medical Council in Ireland and at least two references before interview.

A short listing process generally takes place based on the information provided by candidates.

If a candidate is successful following shortlisting then an interview will be scheduled

Applicants are interviewed by at least two people one of which will be a consultant in the relevant specialty.

If successful at interview a job offer will then be made, all doctors will be offered the Irish NCHD contract.

All NCHD contract holders are obliged to open a National Employment Record (NER) Portal account, and then upload the relevant training certificates (e.g. BLS/Standard Precautions (including Hand hygiene/Fire Training/Patient Handling etc). and pre-employment information (e.g. passport, birth cert and applicable GNIB)

#### Checklist:

Documentation required prior to taking up a position in Ireland:

- > Curriculum Vitae
- > Evidence of Registration
- > Work permit (if applicable)
- > Qualifications / certificates
- > Offer letter – signed and dated
- > References at least two and one of which must be from the most recent Supervising Consultant / Employer
- > Satisfactory Garda Vetting
- > Evidence of maintenance of Medical Council Continuing Professional Development requirements
- > Valid IELTS Certificate to standard required

## THE OPERATION OF A SURGICAL TEAM

A surgical team is led by a Consultant Surgeon, and supported by a number of what is termed non-Consultant Hospital Doctors (NCHDs).

The number of doctors on the team is generally determined by the service that is provided; for example a general surgical team in large hospital will have a number of registrar, senior house officers and interns (doctors recently graduated from medical school).

The on-call arrangements for each team are worked out locally by the hospital.

## MAKING THE MOST OF YOUR MEDICAL CAREER IN IRELAND

After arrival in Ireland it is important that you have a full understanding of the opportunities available and set yourself achievable career goals.

There are many opportunities for further education and training open to doctors working in Ireland, including post-graduate education.

The RCSI offer a range of post graduate courses for doctors including masters programmes, further details can be found on the RCSI website

As detailed previously the majority of posts in Ireland are temporary in nature, and although this presents its own challenges, it does present opportunities to work in a number of locations offering a different exposure to clinical cases. The opportunities to gain permanent employment as a surgical doctor in Ireland are very limited.

## APPLICATION FOR THE SPECIALIST REGISTER

In order to apply for consultant posts there is a requirement to be registered on the Specialist Register of the Medical Council.

Those who are not eligible for automatic recognition into the specialist division may have their existing training and experience evaluated, this is done by comparing the training and experience they received, to the training attained by a graduate of the relevant training programme in Ireland.

Applicants under this category include:

- > 1st time applicants for specialist registration who have completed their training in a Non European Union/ European Economic Area Country
- > Applicants for specialist registration who have a mixture of training and experience wholly or partly obtained in a European Union/ European Economic Area member state but whose qualifications are not eligible for automatic recognition

Full details of the process can be found on the Medical Council website [www.medicalcouncil.ie](http://www.medicalcouncil.ie)

## APPLICATION FOR SPECIALIST TRAINING

The goal for many doctors planning to travel to Ireland is to apply for a specialist training programme that leads to specialist registration and qualify as a hospital consultant.

It is important that you have clarity on how access to specialist training for all specialties including General Practice works in Ireland.

### Admission to Specialist Training Programmes

Admission to specialist training occurs on an annual basis. The process generally opens in October with the training commencing in July of the following year.

Selection for training is based on a review of clinical and academic achievements, interview performance and general suitability for a career in surgery. Candidates who meet the eligibility criteria may be shortlisted for interview.

When the interview process is completed candidates are then ranked, however, it is very important to be aware that available places are allocated by training bodies including the RCSI in the first instance to those candidates who at the time of application are citizens of Ireland or nationals of another member of the European Union.

For further information on the application to specialist training see application for surgical training Application for a consultant post.

In order to apply for a consultant post, registration on the Specialist Register of the Medical Council of Ireland is required.

The application process for consultant posts is managed centrally by the Irish Public Appointments Service (PAS).

## IMMIGRATION PROCESS IN IRELAND

Your journey to Ireland is most likely unplanned.

The most up to date information for Ukrainian Citizens and their Family members wishing to travel to Ireland. Can be found on the Irish Immigration Website [www.irishimmigration.ie](http://www.irishimmigration.ie)

There are a number of steps that those coming to Ireland must complete in order to obtain the necessary permissions to work and life in Ireland.

### STEP 1: VISA APPLICATION

In order to secure the necessary visa, you are required to complete a visa application. Full details of how to apply for a visa can be obtained from the Department of Justice [www.justice.ie](http://www.justice.ie)

### STEP 2: WORK PERMIT APPLICATION

Before arriving in Ireland, it is important that you have secured a work permit as the visa alone is not sufficient to gain entry to the country.

You are required to have a job offer or a contract and a work permit. The employer applies for the work permit on behalf of the doctor.

There are two categories of work permit that are relevant for those planning to work as a doctor in Ireland.

#### 1. A critical skills permit:

In order to obtain a critical skills applicants will need to be in possession of a job offer of two years duration.

#### 2. General employment permit:

This is permit that most doctors applying to work in Ireland are eligible to apply for. Once this permit is obtained, the doctor may seek to enter the country.

## STAMP

To summarise therefore, before presenting himself for entry to the country the doctor has to have:

- > Registration as medical practitioner with the Medical Council
- > An immigration visa granting permission to work in Ireland
- > A work permit issued by the Department of Enterprise, Trade and Employment [www.enterprise.gov.ie](http://www.enterprise.gov.ie)
- > A job offer or employment contract

It is then necessary to secure a “stamp” on an immigration card.

Once a doctor has successfully entered the country he/she must attend an appointment with the immigration service of the Department of Justice where they will receive the appropriate stamp on their immigration card.

This stamp constitutes the permission to reside in the state and is granted for a finite period of time.



## LANGUAGE

Proficiency in the English language is a core competence required of all non-consultant hospital doctors (NCHDs) working in the Irish public health service. You are required to be able to communicate effectively with patients and to comply with statutory and regulatory requirements and human resource policies and procedures.

The English language requirements are of universal application and make no distinction between training, non-training, intern or any category or grouping.

Thus NCHDs seeking to take up employment who were not registered with the Irish Medical Council prior to the 1st January 2015 and who did not complete the entirety of their undergraduate medical training in the Republic of Ireland are required to provide evidence of such proficiency.

This is done in one of three ways.

1. Doctors who completed their medical degree in English in any of the following countries, i.e. Australia, Canada, New Zealand, USA, or the United Kingdom must provide a copy of their medical degree certificate.
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;
  - a. A copy of the Irish Leaving Certificate/ UK A Level transcript results
  - b. A copy of their Medical Degree
  - c. A certificate/confirmation from their university confirming their medical degree was taught and examined solely in English
3. If doctors do not fall into either preceding category have to meet the English language requirements by attaining certification via the recognised English language tests and submit a certificate of test results from either the International English Language Test system (IELTS) or Occupational English Test (OET).



## INTRODUCTION TO LIFE IN IRELAND

### HOUSING

Accommodation should be arranged prior to arrival in Ireland, even for the first few days of your stay. Organise in advance to stay with friends or book yourself in to a hotel in order to give yourself time to look around and establish the accommodation situation in the area in which you plan to live.

There are many different types of rental accommodation, including houses, apartment or house shares. Doctors arriving in Ireland often source accommodation through contacts with colleagues already here, apartments and houses for rent are generally advertised online, useful websites include; [Daft.ie](https://www.daft.ie) or [myhome.ie](https://www.myhome.ie)

Further information and advice relating to housing in Ireland can be sourced from a number of support organisations including, [Threshold](https://www.threshold.ie).

### BANKING

When working in Ireland your salary will be paid directly to your bank account.

There are a number of commercial banks in Ireland, so prior to opening and account it is worth doing some research on the different options available to you.

In order to open an account you will need;

- > **Personal Details:** An Irish address and an Irish mobile phone number
- > **Photo Identification:** Such as a passport
- > **Evidence of your Irish residential address:** Two forms of non-photographic identification. They need to be documents that have your name and residential address on them and they need to be dated within the last 6 months.

### Accepted forms are:

Bank statement or credit card statement (if you are new to Ireland, then this will only work if your bank from your home country has been sending these to your home address in Ireland).

Utility bill e.g. electricity, internet, water.

Current household/contents insurance, health insurance or motor insurance certificate

They may also accept your rental agreement as one form of evidence.

If you haven't opened a bank account prior to your move to Ireland, then ensure you have other ways of accessing money whilst waiting for your account to be opened, as it can take up to a week to receive your bank debit card

## EMPLOYMENT LEGISLATION IN IRELAND

This section of the document outline some of the main pieces of employment legislation in Ireland. For further information on employment legislation in Ireland please see [irishstatutebook.ie](https://www.irishstatutebook.ie) and [oireachtas.ie](https://www.oireachtas.ie)

The pieces of legislation most relevant for doctors planning to work in Ireland include;

### Information about your position;

Employers should provide you with certain information such as a contract of employment, a job description, rate of pay and hours of work. For further details please see Terms of Employment (Information) Acts 1994–2014:

**Terms and conditions of employment;** there are four pieces of legislation that are relevant:

### National Minimum Wage Act 2000:

provides for an enforceable national minimum wage.

**Payment of Wages Act 1991:** gives employees the right to a pay slip showing their gross wages and details of any deductions.

### Minimum Notice and Terms of

**Employment Acts 1973–2005:** set out the amount of notice you are entitled to prior to the termination of employment.

## WORKING HOURS, ANNUAL LEAVE AND HOLIDAY LEAVE

### Organisation of Working Time

**Act 1997:** regulates a number of employment conditions including maximum working hours, night work, annual leave and public holiday leave.

**Organisation of Working Time (Records) (Prescribed Form and Exemptions) Regulations 2001:** require that employers keep records of the number of hours employees work on a daily and weekly basis, the amount of leave granted to employees in each week as annual leave or as public holidays and details of the payments in respect of this leave. Employers must also keep weekly records of employees starting and finishing times.

### Statutory leave

**Maternity leave Maternity Protection (Amendment) Act 2004:**

**Paternity leave Paternity Leave and Benefit Act 2016:**

**Adoptive leave The Adoptive Leave Act 2005**

## SAFETY AT WORK

**Safety, Health and Welfare at Work Act 2005 (as amended):**

### Equal Treatment in the Workplace The Employment Equality Acts

**1998–2015:** prohibits discrimination in a range of employment-related areas. The prohibited grounds of discrimination are gender, civil status, family status, age, race, religion, disability, sexual orientation and membership of the Traveller community. It also places an obligation on employers to prevent harassment in the workplace.

## PART-TIME EMPLOYEES

**Protection of Employees (Part-Time Work) Act 2001:** prevents discrimination against part-time workers.

## FIXED TERM EMPLOYEES

**Protection of Employees (Fixed Term Work) Act 2003:** protects fixed-term employees by ensuring that they cannot be treated less favourably than comparable permanent workers and that employers cannot continually renew fixed term contracts.

## WHISTLE-BLOWERS

**Protected Disclosures Act 2014:** protects employees from penalisation if they make a disclosure about wrongdoing in the workplace.

Ireland has a comprehensive range of legislation and for further information [www.citizensinformation.ie](http://www.citizensinformation.ie)

## POSTGRADUATE COURSES

### THE ADVANCED TRAUMA LIFE SUPPORT® (ATLS) PROVIDER

ATLS teaches a safe reliable method for immediate management of the injured trauma patient. ATLS is a multidisciplinary course enabling a standardised language of trauma care across the specialties.

The course is taught by clinicians who are experienced in trauma care and who have themselves undergone both the ATLS® Provider Course but also a special educational course to optimise their teaching skills. Each student will have the benefit of a mentor and the faculty will be present throughout the course to help with any queries.

### CARE OF THE CRITICALLY ILL SURGICAL PATIENT COURSE

This informative and interactive course combines a variety of teaching and learning techniques to advance the practical, theoretical and personal skills necessary for the care of critically ill surgical patients.

After successful completion of this course, you will be able to understand the requirements of the patients and their relatives during critical illness and be able to inform and support both appropriately.

### BASIC SURGICAL SKILLS COURSE

This course has been designed to introduce NCHDs interested in a career in surgery to safe surgical practice within a controlled workshop environment. It aims to teach, assess and certify the ability to use safe and sound surgical techniques that are common to all forms of surgery.

## ACADEMIC PROGRAMMES

### MSc ADVANCED CLINICAL PRACTICE

**Overview** The MSc in Advanced Clinical Practice is open to all non-consultant health doctors in Ireland within non-surgical specialties such as radiology, anaesthesiology, general practice, emergency medicine, pathology, public health, occupational health, and all general medical specialties.

The aim of the Advanced Clinical Practice programme is to provide clinicians of various specialties a systematic understanding of the professional skills and techniques needed to provide leadership, management, teaching and research in clinical practice. Scholars on this programme will be able to gain a suite of essential skills and competencies in clinical practice in order to take on more advanced roles within your specialty, sector or setting.

Available over two years part-time, programme modules are designed to equip the scholar with a versatile skill set that will help to better meet the demands which are an essential part of the professional life of the modern practicing clinician.

#### Suitability

The MSc in Advanced Clinical Practice is open to all non-consultant health doctors in Ireland within non-surgical specialties such as radiology, anaesthesiology, general practice, emergency medicine, pathology, public health, occupational health, and all general medical specialties.

*Appointment subject to eligibility criteria.*

*Further information available from RCSI*

### MASTER OF SURGERY (by Module)

The Master of Surgery (MCh) by module is the first in Ireland to incorporate a taught component in addition to the research dissertation.

Available over one year on a full-time basis or two years part-time, programme modules are designed to equip you with a versatile skill set that will help you better meet the demands of higher surgical training.

The programme greatly benefits medical graduates planning a surgical career in obtaining a higher degree in surgery. This programme can be undertaken before, during or on completion of a structured surgical training programme.

*Appointment subject to eligibility criteria.*

*Further information available from RCSI*

## MAINTAINING YOUR PROFESSIONAL COMPETENCE

All doctors who hold Specialist, General and Supervised registration with the Irish Medical Council are legally obliged to maintain professional competence by enrolling in a Professional Competence Scheme (PCS) and meeting the requirements set by the Medical Council. Doctors are required to enrol in a Professional Competence Scheme that best reflects their education, training, competence and scope of practice.

The PCS year commences 1 May and ends 30 April of each year.

Due to the coronavirus pandemic, the Medical Council revised the requirements for the PCS Year May 2022 – April 2023.

Doctors will be required to undertake and record the following CPD activity with their Professional Competence Scheme:

- > 25 credits (in any category: external, internal, personal, research teaching); and
- > Complete one clinical/practice audit.

For further information, please visit [www.rcsi.ie/about-pcs](http://www.rcsi.ie/about-pcs)

If you have any questions, please email us at [cpdss@rcsi.ie](mailto:cpdss@rcsi.ie)

### AFFILIATE MEMBERSHIP

Affiliate Membership of RCSI offers access to a comprehensive range of resources supporting you as you pass through your surgical career.

We aim to support future surgeons to realise the potential for a career in surgery, support your professional development, offer resources to help you pass the MRCS exams and to embed the value of pursuing the Fellowship pathway.

For more information, visit:

[www.rcsi.com/surgery/membership/affiliate-members](http://www.rcsi.com/surgery/membership/affiliate-members)

## CONTACT RCSI

### WHAT WOULD YOU LIKE INFORMATION ON *(please tick)*

Working Ireland

Postgraduate Courses

Academic Courses

Maintaining your Professional Competence

Affiliate membership of the RCSI

### CONTACT DETAILS

Name

Contact Telephon/Mobile Number

Contact Email Address

Message

## USEFUL INFORMATION

Medical Council of Ireland [www.medicalcouncil.ie](http://www.medicalcouncil.ie)

RCSI [www.rcsi.com](http://www.rcsi.com)

Health Service Executive [www.hse.ie](http://www.hse.ie)

Department of Enterprise, Trade and Employment [www.enterprise.gov.ie](http://www.enterprise.gov.ie)

Irish Immigration Website [www.irishimmigration.ie](http://www.irishimmigration.ie)

The Public Appointment Service in Ireland [www.publicjobs.ie](http://www.publicjobs.ie)

Department of Enterprise, Trade and Employment [www.enterprise.gov.ie](http://www.enterprise.gov.ie)

Department of Justice [www.justice.ie](http://www.justice.ie)

Irish Immigration Website [www.irishimmigration.ie](http://www.irishimmigration.ie)



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