

Employees returning from career break are guaranteed re-employment in their substantive grade within 12 months of the expiry of the career break.

Every reasonable effort should be made to find a suitable vacancy in the employee's substantive grade and to minimise the delay in facilitating the employee's return to work. If upon expiry of the career break a vacancy does not exist in the substantive grade, the employee may be offered a post at a lower grade as an interim arrangement. During this period the employee will receive the salary applicable to that post.

Career breaks for NCHDS

The following arrangements apply to NCHDs with more than two years service. NCHDs who meet this service requirement may apply for a career break to facilitate further training abroad prior to return to employment as a Specialist in the Irish public healthcare system. The NCHD must meet the following conditions:

- Have commenced employment in the Public Service prior to 1 January 2013;
- Have been continuously employed in the Public Service since that date and have a minimum of two years service; and
- wish to go abroad to take up training posts or to take up positions to provide them with the necessary skill sets to enable them to compete for Consultant posts;

NCHDs wishing to avail of a career break under this arrangement must apply to their employer in sufficient time before the expiry of their current contract. Further details setting out the arrangements to apply are set out in HSE HR Circular 010/2014.

NCHDs may also for apply for a career break if they have to rotate into private hospitals / agencies for a period of 26 weeks or more as part of a recognised training scheme. The NCHD must meet the following conditions:

- Have commenced employment in the Public Service prior to 1 January 2013;
- Have been continuously employed in the Public Service since that date;
- the career break is for training purposes only and not to take up other private sector employment; and
- must return to a post in the HSE or HSE-funded agency when the training period has expired.

Further information is set out in HSE HR Circular 011/2014.