

## HSE English Language Competency Requirements

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.

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

### Requirement for all NCHDs:

Criteria (Exemptions for IELTS/OET)	Required Supporting Documentation
<b>A.</b> Registration with the IMC prior to 1 <sup>st</sup> January 2015	<b>IMC certificate of registration</b> (any division of the register) - dated prior 1 <sup>st</sup> January 2015
<b>B.</b> Completion of medical degree through English in Ireland, UK, Australia, Canada, New Zealand or USA	<b>Copy of Medical Degree</b> from Ireland, UK, Australia, Canada, New Zealand or United States
<b>C.</b> Completion of Irish state leaving certificate <b>or</b> A Levels (UK) and completion of a Medical Degree through English	Copy of Irish state leaving certificate <b>or</b> A Levels (UK) Copy of Medical Degree. Confirmation from university that the medical degree was taught/examined solely in English.
<b>D.</b> Currently or previously employed as medical doctor by the HSE, whereby IELTS/OET was completed upon entering service to HSE	Copy of IELTS/OET submitted to HSE (this does not have to be dated within 2 years of application but is required to meet the minimum scoring as outlined below.  Provision of current/previous HSE employment posts as MD on the application form.
<b>Applicants that do not meet any of the above criteria are required to submit one of the following:</b>	
<b>E.</b> IELTS Certificate–International English Language Testing System	<b>IELTS certificate</b> , dated within 2 years of the application to gp training. Overall score of 7 & min of 6.5 in reading, writing, listening & speaking.
<b>F.</b> OET Certificate –Occupational English Test	<b>OET certificate</b> , dated within 2 years of the application to GP training. Minimum grade of B & min. of B in reading, writing, listening & speaking.

**Applicants that do not meet any of the exemptions outlined above are required to submit a valid, in date IELTS/OET certificate – see guidance below.**

**IELTS (International English Language Testing System)** certificate with an overall band score of 7.0 and a minimum score of 6.5 in each of the four domains – reading, writing, listening and speaking - on the academic test. The test must be undertaken no more than two years prior to the date of it being submitted at application stage.

Or

**OET (Occupational English Test)** certificate with an overall minimum grade of B and a minimum grade of B in Listening, Reading, Writing and speaking. The test must be undertaken no more than two years prior to the date of it being submitted at application stage

**Please note that:**

- As outlined above doctors who have not previously been employed with the HSE/section 38 organisations who apply for an NCHD position or to a national Training Programmes must provide evidence of a valid IELTS/OET test dated within two years at application stage.
- NCHDs applying for national Training Programmes who have completed IELTS/OET and are currently in employment or were previously employed by the HSE must provide evidence at application stage that a valid IELTS/OET test was completed and submitted to the employer at the time of first employment with the HSE. Test results cannot be combined. The HSE will only accept one test result.
- In addition to providing evidence, as required, of the IELTS/OET 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 exceptions to the above requirements.**

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

**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.

<https://www.hse.ie/eng/staff/resources/hr-circulars/hr-circular-063-2020-english-language-requirements-for-nchds.pdf>