

RESULTS OF IHCA SURVEY OF NEWLY APPOINTED HOSPITAL CONSULTANTS



The IHCA recently conducted a survey of Newly Appointed Hospital Consultants to ascertain their views on various aspects of their working lives including the imposition of lower salary terms as compared with their pre-October 2012 Consultant colleagues. The survey was issued to 317 Newly Appointed Hospital Consultants for completion between 3rd and 5th July 2018. 200 Consultants completed the survey giving a response rate of 63%. The vast majority of respondents confirmed that they are employed in full-time permanent employment in the public hospital system and mental health services.

6th July 2018

IRISH HOSPITAL CONSULTANTS ASSOCIATION

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Q1 Please enter your 4 digit IHCA Membership Number. (Your membership number is included in the original email that you received with the link to this survey)

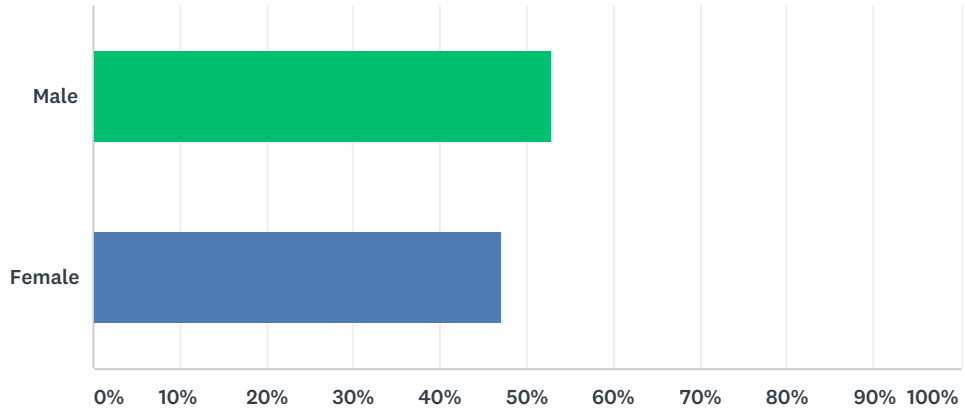
Answered: 199 Skipped: 1

Q2 Enter your specialty or sub-specialty area of practice.

Answered: 200 Skipped: 0

Q3 Confirm your gender.

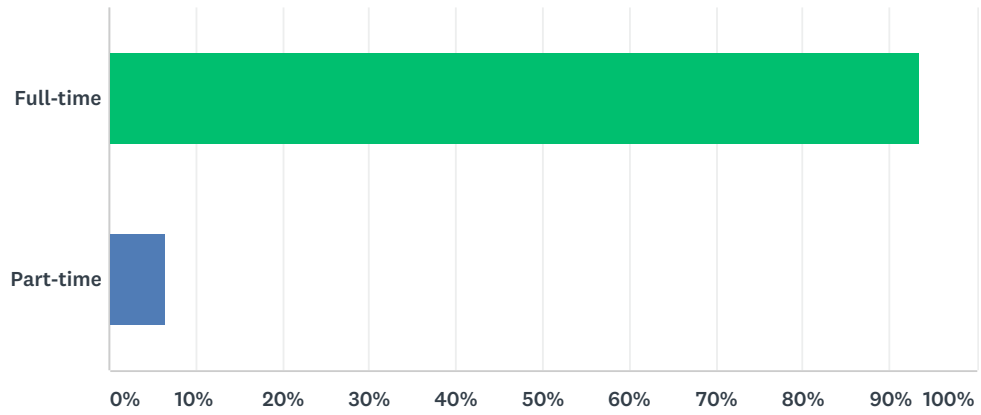
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ANSWER CHOICES	RESPONSES	
Male	53.00%	106
Female	47.00%	94
TOTAL		200

Q4 Are you employed on a full-time or part-time basis?

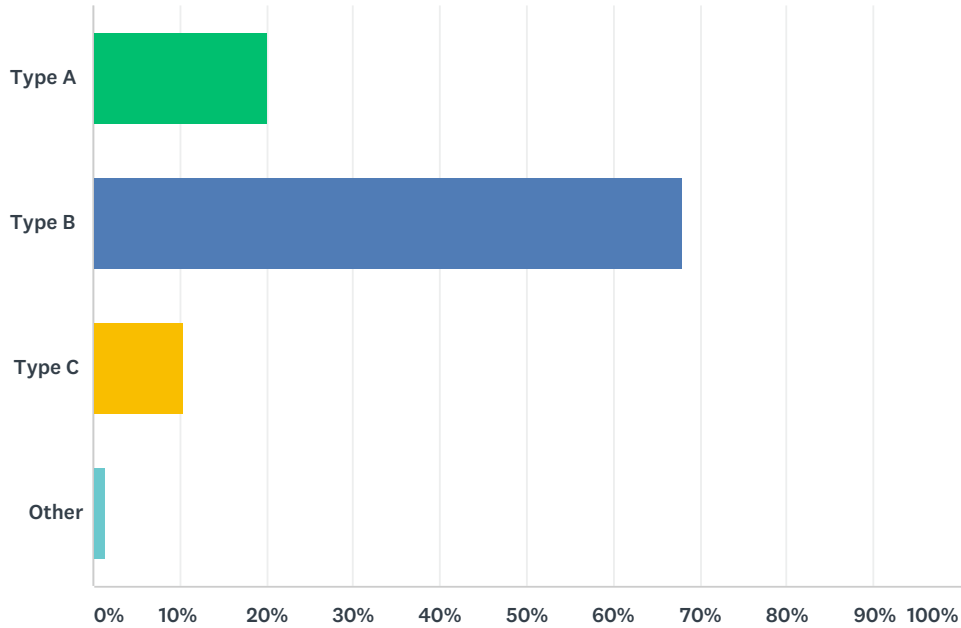
Answered: 200 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	93.50%	187
Part-time	6.50%	13
TOTAL		200

Q5 What type of contract do you hold?

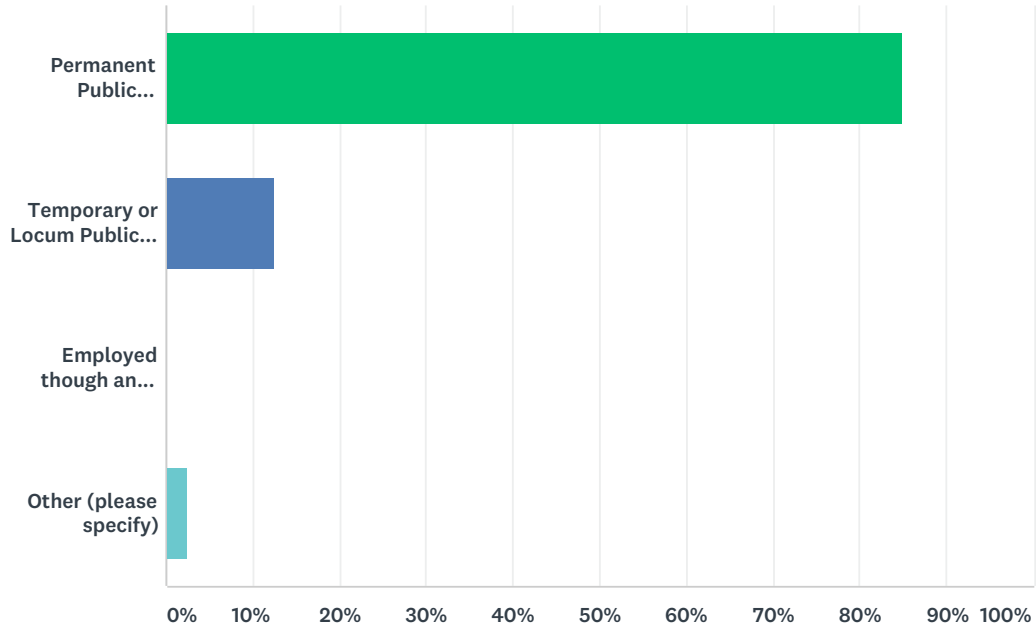
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ANSWER CHOICES		RESPONSES	
Type A		20.00%	40
Type B		68.00%	136
Type C		10.50%	21
Other		1.50%	3
TOTAL			200

Q6 Select the option that best describes your current employment status.

Answered: 200 Skipped: 0



ANSWER CHOICES	RESPONSES	
Permanent Public Consultant Contract	85.00%	170
Temporary or Locum Public Consultant Contract (including fixed term, specified purpose, etc.)	12.50%	25
Employed though an Agency	0.00%	0
Other (please specify)	2.50%	5
TOTAL		200

Q7 When did you interview for your current post? (Month and Year will suffice)

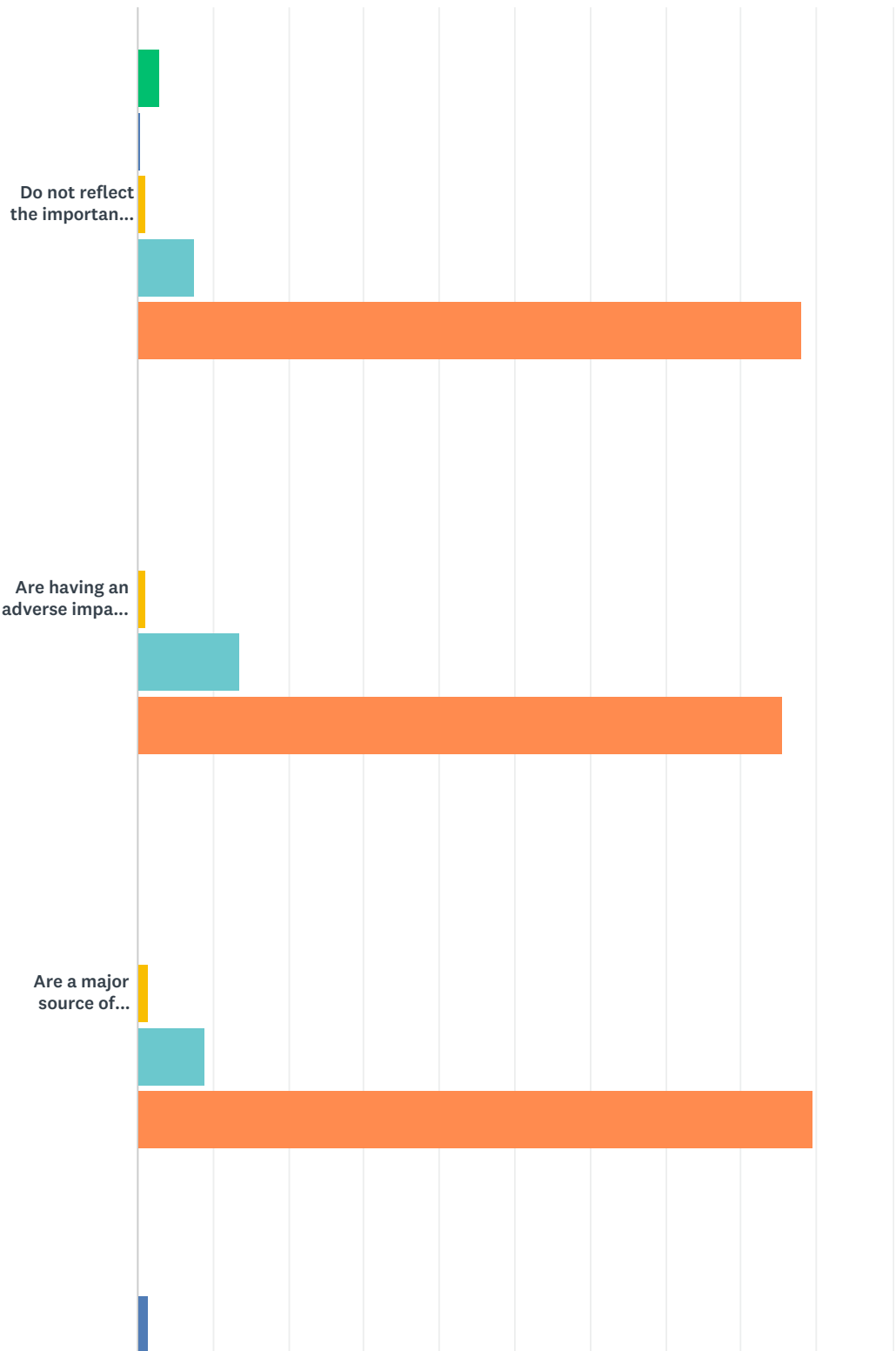
Answered: 200 Skipped: 0

Q8 When did you commence in your current post? (Month and Year will suffice)

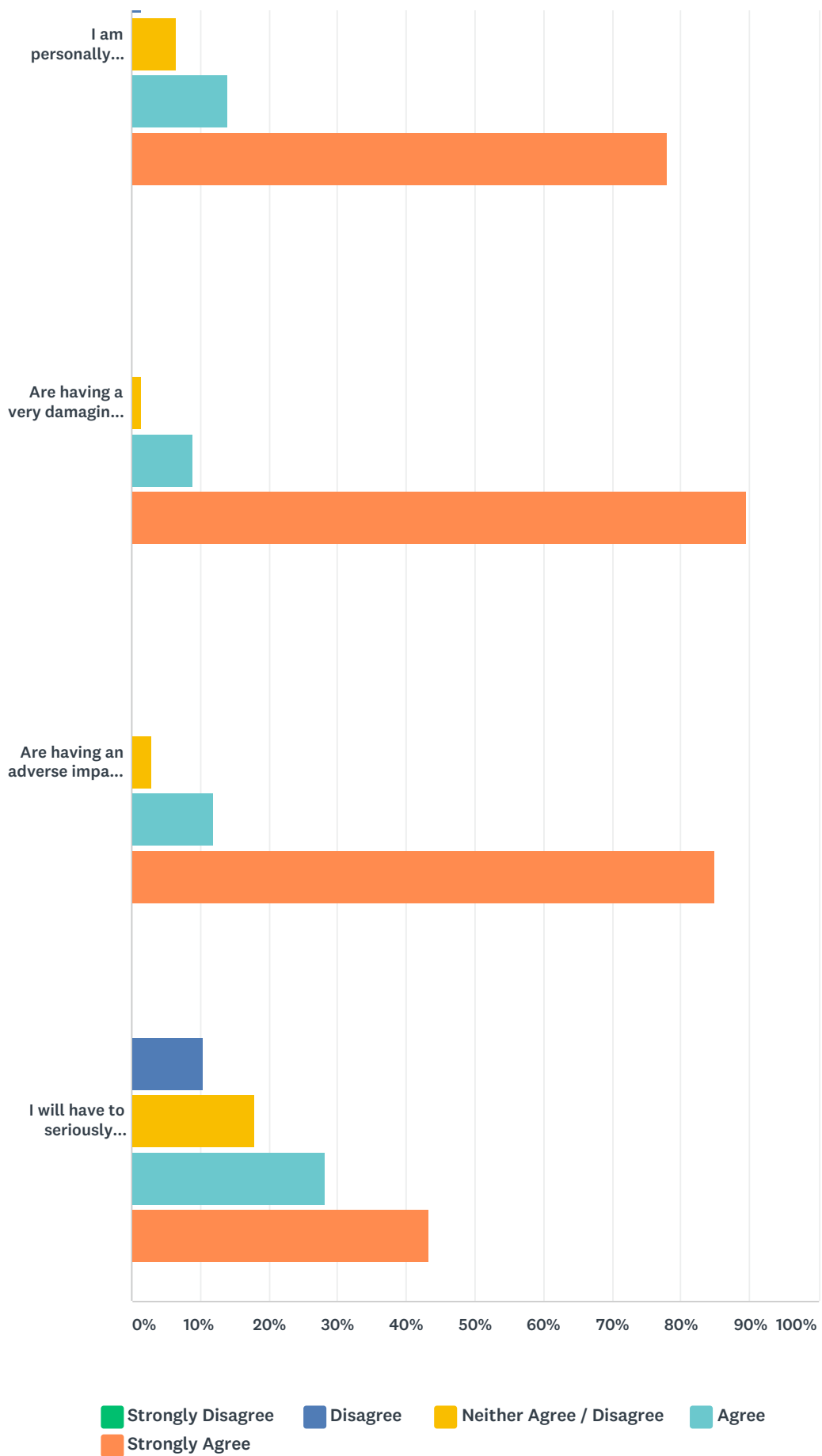
Answered: 200 Skipped: 0

Q9 With regard to the lower salary terms imposed on New Entrant Consultants, compared with consultant colleagues appointed before October 2012, please indicate the extent to which you agree or disagree with the following statements:

Answered: 200 Skipped: 0



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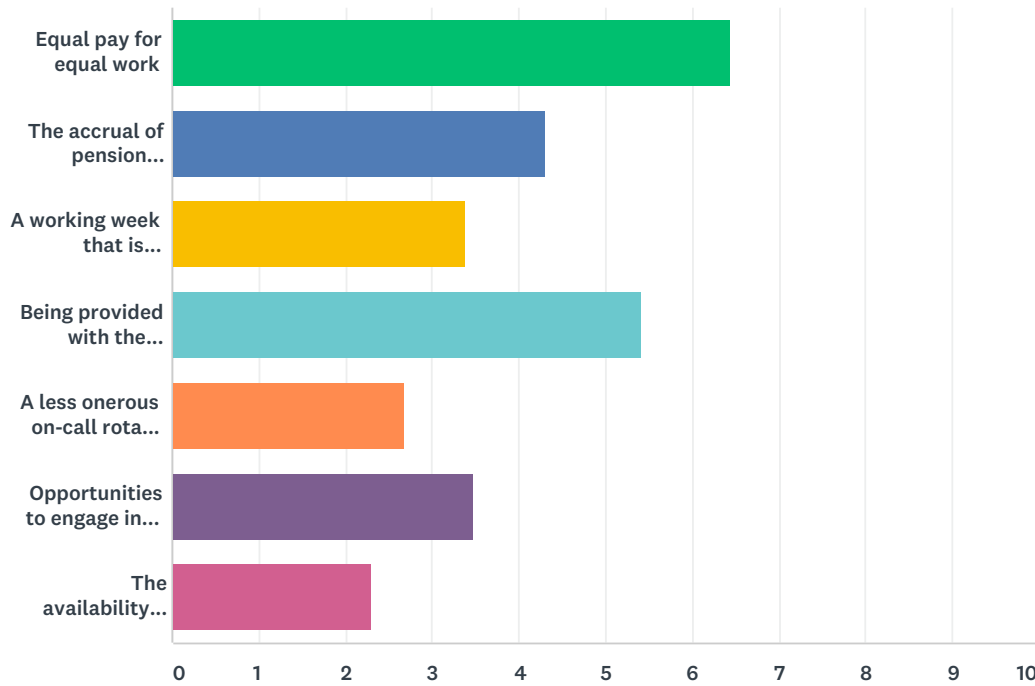


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	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE / DISAGREE	AGREE	STRONGLY AGREE	TOTAL
Do not reflect the importance of the work and level of responsibility in my Consultant post	3.00% 6	0.50% 1	1.00% 2	7.50% 15	88.00% 176	200
Are having an adverse impact on the delivery of patient care due to the large number of consultant posts that are unfilled or filled on a temporary basis.	0.00% 0	0.00% 0	1.00% 2	13.50% 27	85.50% 171	200
Are a major source of resentment among New Entrant Consultants	0.00% 0	0.00% 0	1.50% 3	9.00% 18	89.50% 179	200
I am personally aware of colleagues working abroad who will not return to work in the Irish Public Health System as a direct result of the lower salary terms	0.00% 0	1.50% 3	6.50% 13	14.00% 28	78.00% 156	200
Are having a very damaging effect on recruitment	0.00% 0	0.00% 0	1.51% 3	9.05% 18	89.45% 178	199
Are having an adverse impact on retention	0.00% 0	0.00% 0	3.00% 6	12.00% 24	85.00% 170	200
I will have to seriously consider resigning from my post if the lower salary terms are not corrected	0.00% 0	10.55% 21	18.09% 36	28.14% 56	43.22% 86	199

Q10 Please review the following aspects of your working terms and conditions and then rank them in order of their importance to you where a score of 1 represents most important and 7 represents less important:

Answered: 200 Skipped: 0



	1	2	3	4	5	6	7	TOTAL	SCORE
Equal pay for equal work	72.00% 144	14.00% 28	7.50% 15	2.50% 5	2.00% 4	0.50% 1	1.50% 3	200	6.44
The accrual of pension entitlements equivalent to my longer serving consultant colleagues.	1.50% 3	30.50% 61	20.50% 41	18.50% 37	11.00% 22	9.50% 19	8.50% 17	200	4.30
A working week that is consistent with my contractual commitment (39 hours)	1.00% 2	6.00% 12	21.00% 42	19.00% 38	22.00% 44	17.00% 34	14.00% 28	200	3.38
Being provided with the necessary resources to properly carry out my duties and provide required patient care	22.50% 45	34.50% 69	19.50% 39	14.50% 29	5.50% 11	2.50% 5	1.00% 2	200	5.42
A less onerous on-call rota that reflects the intensity of the general workload and the necessity for work/life balance	0.50% 1	5.50% 11	7.50% 15	8.50% 17	26.50% 53	29.00% 58	22.50% 45	200	2.68
Opportunities to engage in research activities, build my expertise and engage in continuing medical education for the benefit of patients	2.00% 4	5.50% 11	19.50% 39	24.00% 48	17.00% 34	23.50% 47	8.50% 17	200	3.47
The availability and provision of locum cover for absences arising from annual leave, sick leave, etc.	0.50% 1	4.00% 8	4.50% 9	13.00% 26	16.00% 32	18.00% 36	44.00% 88	200	2.30

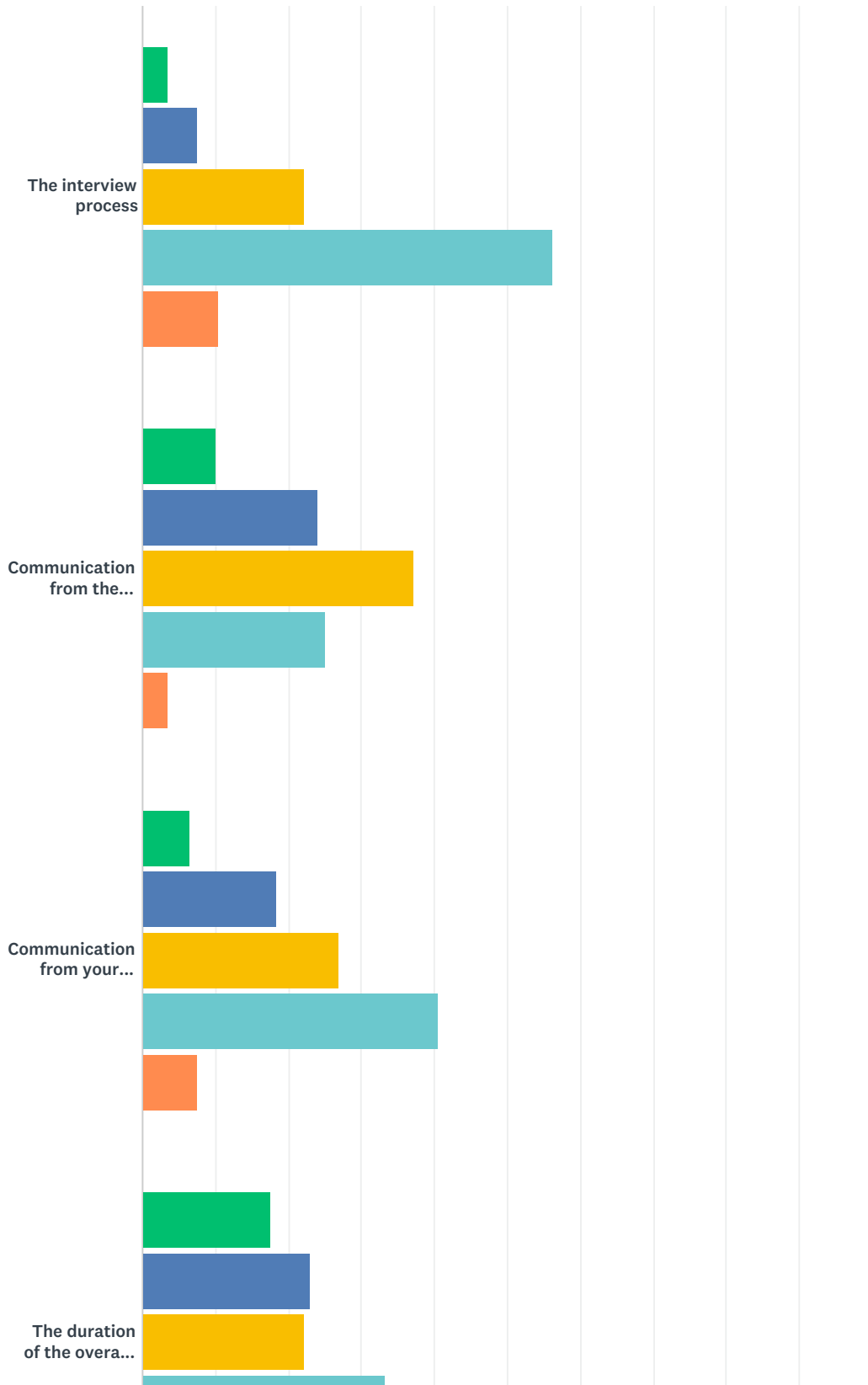
Q11 Using key words or short statements, please enter below in summary form the main issues or factors that impact positively and negatively on your working life and your commitment to working in the public health service:

Answered: 172 Skipped: 28

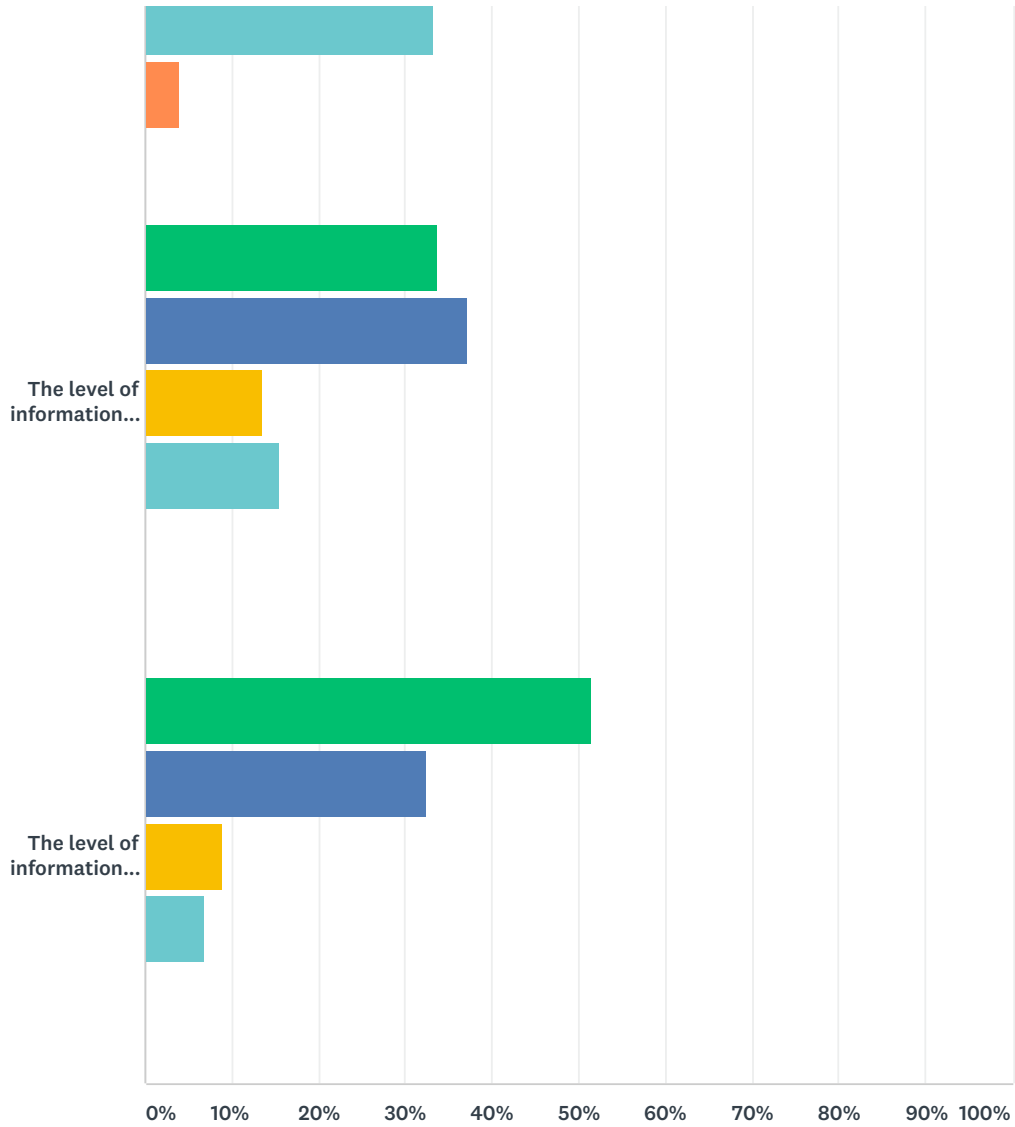
ANSWER CHOICES	RESPONSES	
Positive Factors / Issues	94.19%	162
Negative Factors / Issues	100.00%	172

Q12 Please rate your level of satisfaction with regard to the following aspects of the recruitment process:

Answered: 200 Skipped: 0



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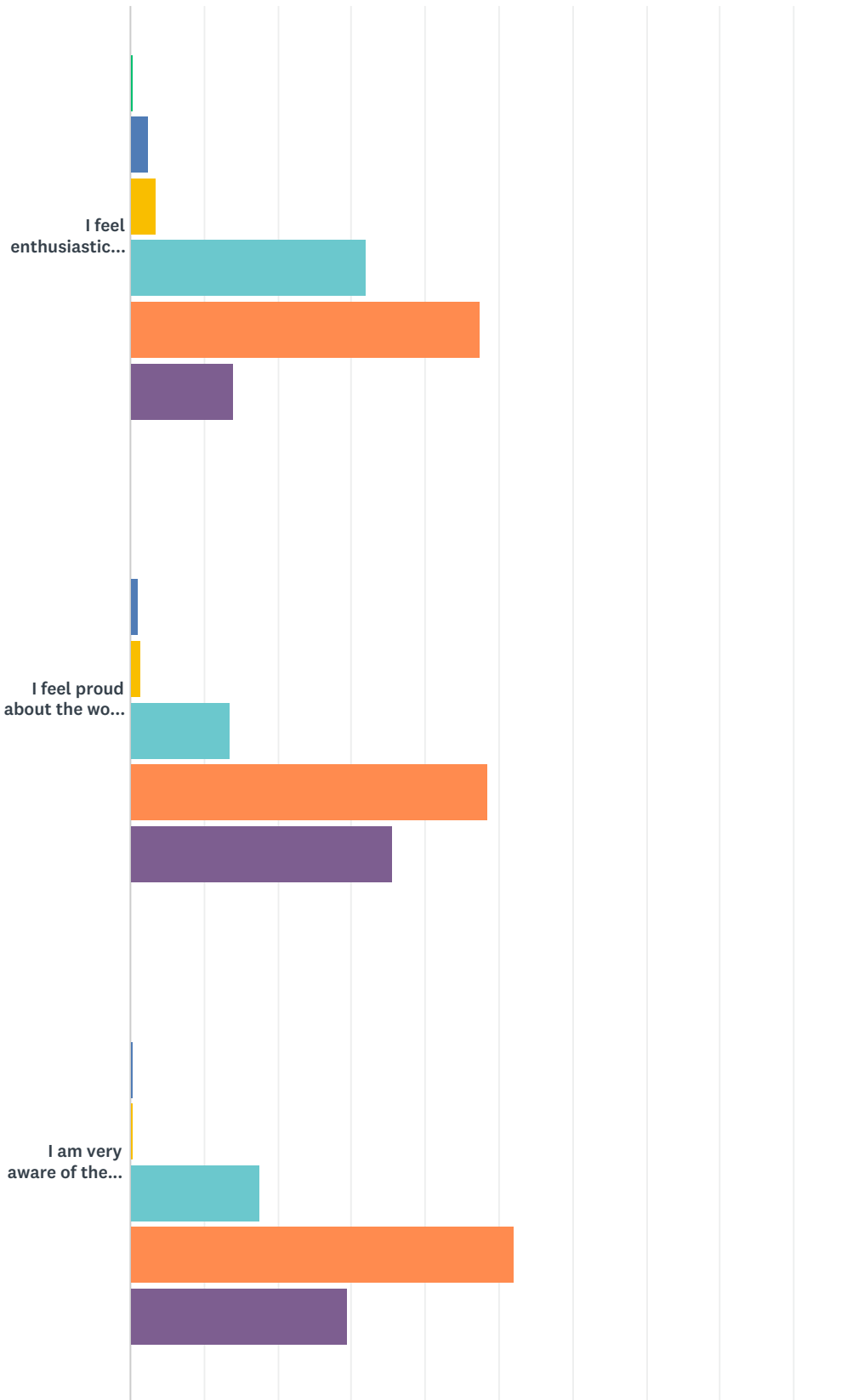


■ Very Dissatisfied
 ■ Dissatisfied
 ■ Neither Satisfied / Dissatisfied
■ Satisfied
 ■ Very Satisfied

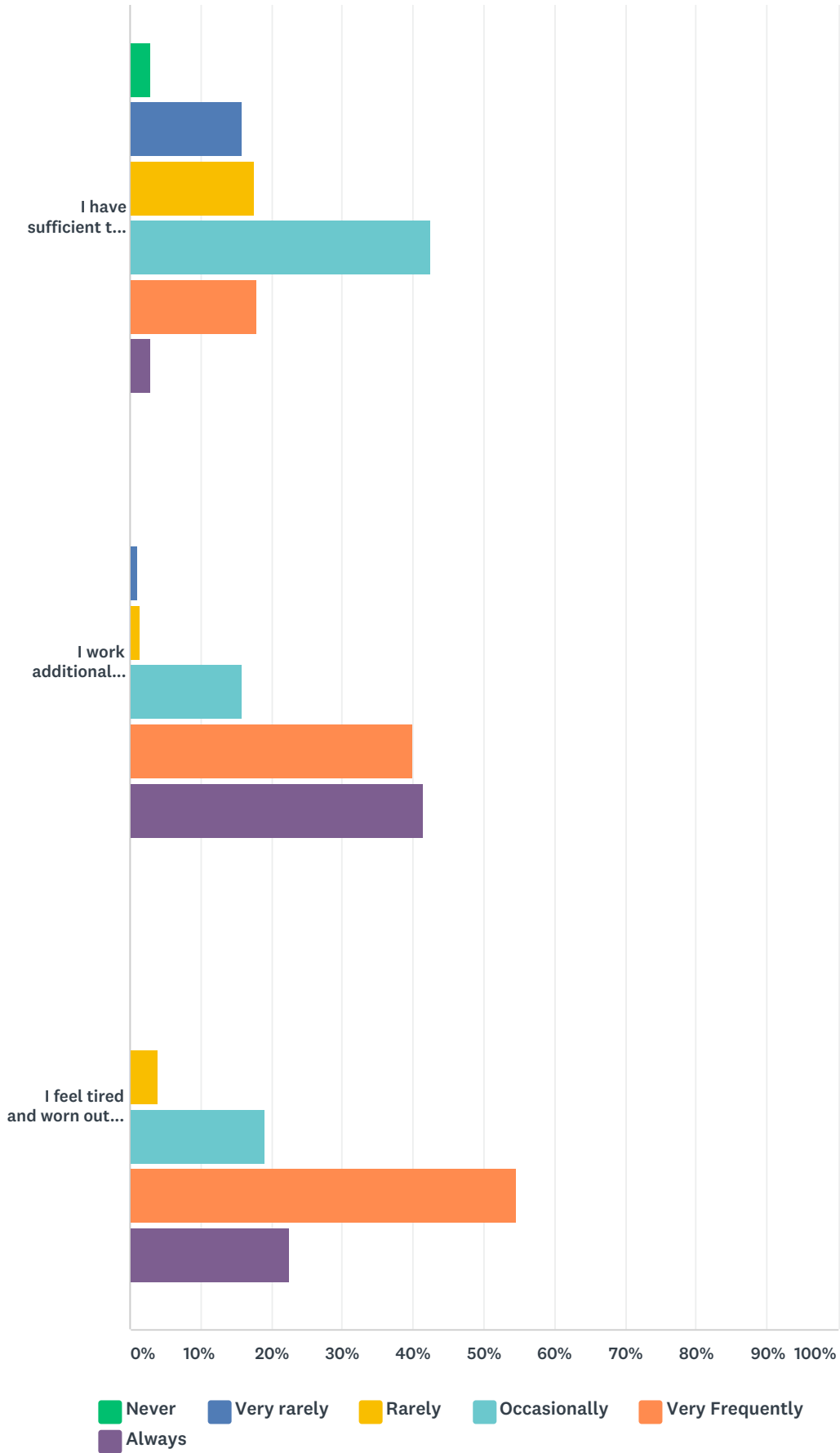
	VERY DISSATISFIED	DISSATISFIED	NEITHER SATISFIED / DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
The interview process	3.52% 7	7.54% 15	22.11% 44	56.28% 112	10.55% 21	199
Communication from the National Recruitment Service	10.05% 20	24.12% 48	37.19% 74	25.13% 50	3.52% 7	199
Communication from your employer	6.50% 13	18.50% 37	27.00% 54	40.50% 81	7.50% 15	200
The duration of the overall recruitment process	17.59% 35	23.12% 46	22.11% 44	33.17% 66	4.02% 8	199
The level of information provided regarding your salary arrangements	33.67% 67	37.19% 74	13.57% 27	15.58% 31	0.00% 0	199
The level of information provided regarding your pension arrangements	51.50% 103	32.50% 65	9.00% 18	7.00% 14	0.00% 0	200

Q13 How often do the following statements apply to you in terms of your public hospital commitment

Answered: 200 Skipped: 0



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	NEVER	VERY RARELY	RARELY	OCCASIONALLY	VERY FREQUENTLY	ALWAYS	TOTAL
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I feel enthusiastic about my job	0.50% 1	2.50% 5	3.50% 7	32.00% 64	47.50% 95	14.00% 28	200
I feel proud about the work I do	0.00% 0	1.00% 2	1.50% 3	13.50% 27	48.50% 97	35.50% 71	200
I am very aware of the positive effects that my work has on patients	0.00% 0	0.50% 1	0.50% 1	17.50% 35	52.00% 104	29.50% 59	200
I have sufficient time for family and friends during leisure time	3.00% 6	16.00% 32	17.50% 35	42.50% 85	18.00% 36	3.00% 6	200
I work additional hours over and above my contractual commitment without pay	0.00% 0	1.00% 2	1.50% 3	16.00% 32	40.00% 80	41.50% 83	200
I feel tired and worn out at the end of the working day	0.00% 0	0.00% 0	4.00% 8	19.00% 38	54.50% 109	22.50% 45	200

Q14 Please include any additional information that you think is relevant.

Answered: 70 Skipped: 130