**Respondent Form and Consultation Questions**

**If you have any concerns about the form, nature or adequacy of the consultation exercise or the procedure adopted by the Department, please advise the Department *as a matter of urgency* via the email address below in order that the Department may consider your concerns and take any appropriate action.**

**Respondent Form**

**Please note** this form should be used if not responding via Citizen Space

Are you responding as an individual or an organisation?

**☐** as an individual

**☐** on behalf of an organisation

Full name or organisation’s name

Phone number

Address

Postcode

Email

Please send form to: [**ceaconsultation@health-ni.gov.uk**](mailto:ceaconsultation@health-ni.gov.uk)or by post to:

**Pay & Employment Team**

**Department of Health**

**Castle Buildings**

**Stormont Estate**

**BT4 3WQ**

The deadline for consultation responses is **5.00pm** on **13th February 2024**

**Consultation Questions**

**Is there a need for an Awards Scheme**

**Question 1**. Do you consider that there is a need for these awards in the modern HSC for consultant staff?

Yes  No

Comments

**Question 2**. Do you agree that having an awards scheme in place will assist in improving the recruitment and retention issues currently facing the HSC?

Yes  No

Comments

**Question 3**. Do you consider that these awards should be expanded to other senior medical staff s such as Specialist Doctors, Associate Specialist Doctors and Specialty Doctors?

Yes  No

Comments

**Proposed Structure of the New Scheme**

**Question 4**. Do you agree that the number of levels should be reduced from 12 to 6?

Yes  No

Comments

**Question 5**. Do you agree with the proposed award levels?

Yes  No

Comments

**Broadening Access to the scheme and Costs of the new Scheme**

**Question 6**. Do you agree that the number of awards should be revised so that 25% of the eligible clinical population could hold an award as outlined?

Yes  No

Comments

**Question 7**. Do you agree that the payment is made as a yearly taxable lump sum?

Yes  No

Comments

**Question 8**. Do you agree with the change that applicants no longer have to progress through the different levels in the scheme?

Yes  No

Comments

**Question 9**. Do you agree that applicants should only be able to apply for either the higher or lower award scheme during the awards round?

Yes  No

Comments

**Question 10.**. Do you have suggestions on how we can improve access to the scheme for women and those with protected characteristics?

Yes  No

Comments

**Question 11**. Do you agree that those working LTFT should be in receipt of the full award values as opposed to the current pro-rated award payment?

Yes  No

Comments

**Question 12**. Do you agree with the move to an online system for applications?

Yes  No

Comments

**Eligibility & Non-Eligibility**

**Question 13**. Do you agree that a consultant needs to be in post for 3 years before being eligible to apply for an award?

Yes  No

Comments

**Question 14**. Do you agree that a consultant needs to carry out a minimum number of 3 PAs before being eligible to apply for an award?

Yes  No

Comments

**Assessment Criteria**

**Question 15**. Do you agree with the Themes and Areas of Excellence for the lower awards?

Yes  No

Comments

**Question 16**. Do you agree with the domains for the higher awards?

Yes  No

Comments

**Question 17**. Do you agree with the with the evidence period for the higher awards?

Yes  No

Comments

**Question 18**. Do you agree with the with the evidence period for the lower awards?

Yes  No

Comments

**Scoring of the Scheme**

**Question 19**. Do you support the changes proposed for the role of employers?

Yes  No

Comments

**Question 20**. Do you support the changes proposed for third-party citations?

Yes  No

Comments

**An end to the renewals process**

**Question 21**. Do you agree that for higher awards the 5-year award period should be retained?

Yes  No

Comments

**Question 22**. Do you agree with the ending the renewals process for awards, with clinicians applying for a new award at the point of expiry?

Yes  No

Comments

**Question 23**. Do you agree that for lower awards the 5-year award period should be reduced to 3 years?

Yes  No

Comments

**Question 24**. Do you agree with the ending the renewals process for lower awards, with clinicians applying for a new award at the point of expiry?

Yes  No

Comments

**The pensionable status of awards**

**Question 25**. Do you agree that awards should be non-pensionable?

Yes  No

Comments

**Transitional Period - Old Scheme to New Scheme**

**Question 26**. Do you agree with the transitional arrangements for moving from the old scheme to the new scheme?

Yes  No

Comments

**Transitional Period - Evidence for new scheme**

**Question 27**. Do you agree with the transitional arrangements for evidence for the new scheme?

Yes  No

Comments

**Any further comments on future arrangements for the new awards scheme**

**Question 28**. Do you have any additional proposals or further comments on future arrangements for the new awards scheme?

Yes  No

Comments