



Irish trained doctors

Non-EU migrant doctors

**Non Consultant  
Hospital Doctors  
(NCHDs) in the  
health system**

Brain waste  
Difficult working  
conditions  
Unclear career  
progression

**Impact on  
individual  
NCHDs**

Dissatisfaction  
Low morale  
Intent to  
emigrate?

Brain drain

Who stays?  
Who leaves?  
Will they return?

Brain drain