



Feilimheannacht na Seirbhíse Sláinte  
Health Service Executive

Corporate Employee Relations Services  
HR Directorate  
Health Service Executive  
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#### Memorandum

**To:** Assistant National Director's of HR  
HR Managers of DATHS and Voluntary Hospitals  
National Payroll Manager  
HR Managers – ID Sector  
HR- Children and Families

**From:** Paul Byrne – Employee Relations Manager - CERS

**Cc:** CERS team

**Date:** 31<sup>st</sup> January 2014 (reissued 04/02/2014)

**Re:** HRA – Employees on final point of their scale with salaries between €35,000 and €65,000, (incl of allowances in the nature of pay)

Dear Colleagues,

As advised in previous memos, it is our intention to provide clarifications on an ongoing basis, should issues arise, or in response to volume of enquiries on a particular aspect. In keeping with this, and following direction and advice from DPER on the issues, I wish to formally clarify as follows:

In the case of staff who reach the final point of their scale during the course of the Agreement the following will apply, regardless of when, during the course of the particular year they become liable to the deduction.

- a) 2013 - 6 days or half of the most recent increment
- b) 2014 - 4 days or one third of the most recent increment
- c) 2015 - 2 days or one quarter of the most recent increment

*Those reaching the max in 2016 are not impacted.*

**Please be advised that the cash deductions are reduced as set out in previous memo, however any “unpaid” leave granted to discharge the liability, will be subject to the full value of the day.**

**All Queries to:** Individual employees who have queries in relation to this memo must contact their local Employee Relations/HR Department

Queries from HR and Employee Relations in relation to the implementation of this memo please contact: Corporate Employee Relations Services, HSE HR Directorate, 63-64 Adelaide Road, Dublin 2, Tel: 01-662 6966 or contact the undersigned by email. [Paulj.byrne@hse.ie](mailto:Paulj.byrne@hse.ie)

Regards

A handwritten signature in blue ink that reads "Paul Byrne". The signature is written in a cursive style.

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**Paul Byrne**  
**Employee Relations Manager**  
**Corporate Employee Relations**