



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhísí Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources

Health Service Executive
Dr. Steevens' Hospital
Dublin 8

Tel: 01 6352319 Email: nationalhr@hse.ie

To:

- Each Member of the Directorate and Leadership Team**
- Each Assistant National Director HR**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHO**
- Each CHO HR Manager**
- Each CEO Section 38 Agencies**
- Each HR Manager Section 38 Agencies**
- Each Employee Relations Manager**
- Each Group Director of Nursing & Midwifery**
- Each Group Director of Midwifery**

5th February, 2019

Re: HR Circular 007/2019 - Deductions from pay for nursing staff engaged in strike action, over a 24 hour period, commencing 8am Wednesday 30th January 2019

Dear Colleagues,

I refer to action taken by members of our nursing workforce, which commenced on the 30th January 2019. In keeping with our obligations regarding pay for such action, I wish to confirm the following:

- Any nurse who carried out the normal duties of the grade, during the period, should be paid for all such hours, this includes nurses who were part of the local strike committee.
- All nursing staff, rostered for duty in the period covered, must be deducted pay, in respect of the hours, in which they did not carry out their duty. All absences to be clearly reported as industrial action. This deduction should also be in respect of any allowance, factored in to their hourly rate.
- Any nurse, on continuous sick leave, which commenced prior to the day of action, and who has a medical certificate covering the period, may be paid in accordance with the provisions of the sick leave scheme.
- Nursing staff on any statutory leave (maternity leave, etc.), which encompasses the period, are paid as normal.
- Any nurse on pre approved annual leave, should be paid as normal. Where systems are not in place to automatically identify and exclude from deduction, appropriate adjustments should be made in following payroll.

Queries

Queries from individual employees or managers regarding these arrangements must be referred to local HR Departments.

Queries from HR Departments in relation to the contents of this Circular may be referred to Paul Byrne HSE Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Email: paulj.byrne@hse.ie

Please note also that the National HR Help Desk is also available to take queries on 1850 444 925 or ask.hr@hse.ie.

Yours sincerely,



Rosarii Mannion,
National Director of Human Resources.