



Oifig an Stiúrthóra 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

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To:

- Chief Executive Officer**
- Each National Director**
- 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**
- Each Clinical Director**

23rd August, 2019

Re: HSE HR Circular 021/2019 - Implementation of allowance changes arising from 1) Labour Court Recommendations 21900 and 21901; and 2) Recommendation of Public Service Pay Commission

Dear Colleagues,

I refer to the provision of LCR's 21900 and 21901, together with the recommendations of the Public Service Pay Commission (PSPC) Report of August 2018, in respect of nursing grades. Arising from same, the following measures now stand to be implemented:

1. Location/Qualification Allowance (PSPC)

The Public Service Pay Commission has recommended that the payment applicable in respect of location and qualification allowances be increased by 20%. Accordingly, the revised allowance applicable to beneficiaries is as follows:

Location allowance: €2,230

Specialist Qualification Allowance (S100/406 refers): €3,349.

The date of application for this revised payment is 1st March 2019.

2. Extension of areas to which location allowance applies:

a. Maternity Departments

The Public Service Pay Commission has recommended that payment of the location/qualification allowance should be extended to incorporate nursing / midwifery staff working in Maternity departments, on the same basis as they apply in other areas. This arrangement will now apply to nurses and midwives working in such departments.

The date of applicability is 1st March 2019.

3. Extension of Location Allowance to certain Public Health Nurses

The LCR21900 and 21901 recommended that the location allowance set out at 1 above be extended to those public health nurses not holding a midwifery qualification, but engaged in provision of midwifery services as part of their duties.

The arrangement will apply with effect from 1st March 2019.

4. Senior Staff Nurse

The report of the Public Service Pay Commission has recommended that the requisite period of service, post qualification, to qualify for progression to the Senior Staff Nurse salary be reduced from 20 years to 17 years. The arrangement will apply from 1st November 2019.

The arrangements with regard to applying for access to the scale, together with Job Role etc. remain as per earlier circulars.

5. Extension of location/qualification allowance to Medical/Surgical areas

The Labour Court states that this extension will be subject to maximum full year cost, not exceeding €10m. Accordingly, a verification process to establish the number of WTE nurses working in Medical and Surgical areas of Acute Hospital settings will be carried out within 8 weeks of the date of issue of this Circular. This exercise will be used as the basis for determining the rate of the annual allowance payable to each individual (fulltime) working in these areas.

This new allowance will apply with effect from 1st March 2019.

6. Eligibility

Subject to existing requirements and application, the allowances set out above are applicable to grades up to and including Clinical Nurse Manager 2 or equivalent **only** and should not be paid or extended to any grade above that level.

Queries

All employers are requested to implement the provisions of this Circular without delay. Queries from individual employees or managers regarding these arrangements must be referred to local HR Departments.

Queries from HR Departments on the contents of this Circular may be referred to Morgan Nolan, Corporate Employee Relations Service, 63/64 Adelaide Road, Dublin 2. Tel: 01- 6626966, Email: info.t@hse.ie

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

Yours sincerely,



Rosarii Mannion
National Director of Human Resources