



**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

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**To:** Chief Executive Officer  
Each National Director  
Each Assistant National Director HR  
Each Assistant Chief Finance Officers  
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

**From:** Anne Marie Hoey, National Director of Human Resources

**Date:** 21<sup>st</sup> October 2019

**Subject:** HR Circular 031/2019 re Registered Nurse Intellectual Disability

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Dear Colleagues,

Labour Court Recommendation LCR 21900/21901 provided for the implementation of the Registered Nurse Intellectual Disability (RNID) element of the 2017 Workplace Relations Commission agreement on recruitment and retention.

This provided that RNIDs working in the intellectual disability sector who, as part of their daily work, supervise social care workers (as distinct from Care Assistants) or work alongside them in the same locations should be upgraded to Clinical Nurse Manager 1 level. Assimilation onto the CNM 1 scale is by assimilation to the nearest point but not below (see Appendix 1).

Before assimilation can occur each RNID must apply using the attached verification form (Appendix 2) along with HR Form 102. An assessment of the application will be required by the individual's Line Manager and final approval is sanctioned by HR.



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The effective date for the assimilation is the 1<sup>st</sup> of March 2019. The 1<sup>st</sup> of March becomes the new incremental date for those assimilated under this Circular.

### **Queries**

Queries from individual employees should be addressed to the local management or the relevant CHO Head of HR/Hospital Group Director of HR.

Queries from HR Departments on the contents of this Circular may be referred to Morgan Nolan CERS, HSE, Corporate Employee Relations, 63/64 Adelaide Road, Dublin 2. Tel: 01- 6626966, Email: [morgan.nolan@hse.ie](mailto:morgan.nolan@hse.ie)

Yours sincerely,



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Ann Marie Hoey  
National Director of HR



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## Appendix 1 Assimilation onto CNM 1 scale

RNID	(1/9/2019)	Assimilate	CNM 1	(1/09/2019)
1	29,860	to	Point 1	45,969
2	31,654	to	Point 1	45,969
3	32,734	to	Point 1	45,969
4	33,951	to	Point 1	45,969
5	35,487	to	Point 1	45,969
6	37,019	to	Point 1	45,969
7	38,546	to	Point 1	45,969
8	39,866	to	Point 1	45,969
9	41,189	to	Point 1	45,969
10	42,506	to	Point 1	45,969
11	43,824	to	Point 1	45,969
12	45,119	to	Point 1	45,969
<b>13 LSI</b>	<b>46,501</b>	to	Point 2	46,811



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## Appendix 2

# Verification Form

### APPLICANT'S DETAILS:

**Name:** \_\_\_\_\_

**Work Location:** \_\_\_\_\_

**Personnel Number** :( Mandatory) \_\_\_\_\_

**Service Area:** \_\_\_\_\_

Your appointment to and continuing employment in this post is subject to you providing evidence to the Employer that you hold, prior to the Commencement date, all the following qualifications and registrations:

Criteria as set out in HR Circular 031/2019	Applicant meets criteria (Y/N)
Registration as a Registered Nurse Intellectual Disabilities on the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland	
That you supervise or work alongside social care workers as part of your daily work	

Mr/Ms \_\_\_\_\_ hereby make an application for the post of RNID CNM1 scale and I declare that the above information provided in support of my application is, to the best of my knowledge, correct. I agree to provide validation, where requested.

**Signature of applicant:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Approved by Director of Nursing:** \_\_\_\_\_ **Date;** \_\_\_\_\_

**HR Approval;** \_\_\_\_\_ **Date;** \_\_\_\_\_



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