



**Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna**

Feidhmeannacht na Seirbhíse 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](mailto:nationalhr@hse.ie)

**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:** 23<sup>rd</sup> October 2019

**Subject:** HR Circular 032/2019 Re: Addendum to Circular 10/2019 New Entrant Measure for Staff Nurses/Midwives.

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Dear Colleagues,

I refer to HSE HR Circular 010/2019, which stated that new entrant staff nurses and midwives will not benefit from an intervention at points 4 and 8.

As per LCR 21900/21901, new entrant staff nurses/midwives will instead skip point 2 of their salary scale. The additional increment for new entrant staff nurses/midwives will apply as follows:



[www.hse.ie/changeguide](http://www.hse.ie/changeguide)

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**Nurses/Midwives currently on point 1** will benefit from the revised new entrant measure and, at their next increment post 1<sup>st</sup> March 2019, skip point 2 and go to point 3. At their next increment date, they progress normally to point 4 of the old scale and become eligible to move to point 1 of the new scale (for Enhanced Practice), subject to the application process. If they do not move to the new scale, they will progress as normal on the existing Staff Nurse / Midwife scale.

**Nurses/Midwives currently on point 2** will benefit from the revised new entrant measure and, at their next increment date post 1<sup>st</sup> March 2019, instead of progressing normally to point 3, go to point 4. They then become eligible to move to point 1 of the new scale (for Enhanced Practice), subject to the application process, if they do not move to the new scale, they will progress as normal on the existing Staff Nurse / Midwife scale.

Those on points 3 and above progress normally on the old scale, with no incremental skipping; but all staff nurses and midwives are eligible to apply to move to the new scale (for Enhanced Practice) upon reaching point 4.

**The process for those wishing to apply for the new Enhanced Practice Nurse/Midwife grade is set out in HSE HR Circular 22/2019.**

#### **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, HSE, Corporate Employee Relations, 63/64 Adelaide Road, Dublin 2. Tel: 01- 6626966, Email: [info.t@hse.ie](mailto:info.t@hse.ie)

Yours sincerely



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**Anne Marie Hoey**  
**National Director of HR**



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