



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

17 December 2013

Corporate Employee Relations Services

HR DIRECTORATE  
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**To: Each Member of the Leadership Team, HSE;  
Each Regional Director of Performance & Integration  
Each Assistant National Director, Human Resources  
Each Employee Relations Manager  
Each CEO & HR Manager directly funded Voluntary Hospital/Agency  
Each CEO & HR Manager Intellectual Disability Sector**

**Re: Update on the Commencement Date for the  
New Public Service Sick Leave Scheme**

Dear Colleagues

1. The purpose of this update is to inform you of the change in the implementation date for the new single Public Service Sick Leave Scheme from the date recently advised of 1 January 2014.

**Background: Legislative Process for the new scheme**

2. When the *Public Service Management (Recruitment and Appointments) (Amendment) Bill 2013* is enacted it will give the Minister for Public Expenditure & Reform the power to make Regulations that will set out the new Public Service Sick Leave Scheme. The Regulations, which will be made once the legislation is enacted, will set out the new sick leave scheme in accordance with the binding recommendations that the Labour Court made in July 2012. This legislation is currently going through the Houses of the Oireachtas and is due to be enacted by the end of 2013.

**Minister's Decision to lay the Regulations before both Houses of the Oireachtas**

3. The Minister decided in the context of Report Stage in Dáil Éireann on 12 December that it is appropriate that both Houses are given the opportunity to consider the detail of the new Public Service Sick Leave Scheme before it comes into effect. In that regard he proposed an amendment to the Bill requiring the Regulations to be laid before both Houses of the Oireachtas and allowing Deputies and Senators 21 sitting days to consider the Sick Leave Regulations before the Regulations come into effect. The amendment also provided that the Regulations can be annulled if a resolution to that effect is passed by either House.
4. Consequently following the enactment of the legislation, the making and laying of the Regulations, the new single Sick Leave Scheme for the public service will not come into effect for 21 sitting days. On that basis the likely commencement date will be in **March 2014**. The Department of Public Expenditure and Reform will notify us of the actual commencement date as soon as the process of laying the Regulations before the Houses of the Oireachtas is complete.
5. A copy of the Regulations will be circulated to you for information when they are available.

Yours sincerely



**Anna Killilea**

**SENIOR EXECUTIVE**