



Oifig an Leas-Stiúrthóir Ginearálta-Oibríochtaí  
Feidhmeannacht na Seirbhísí Sláinte  
Ospidéal Dr. Steevens'  
Baile Átha Cliath 8

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17<sup>th</sup> November 2020

Mr Matt Carthy, TD  
Dáil Eireann  
Leinster House  
Kildare Street  
Dublin 2

By email to: [matt.carthy@oireachtas.ie](mailto:matt.carthy@oireachtas.ie)

**Ref: PQ 33109/20**

**To ask the Minister for Health the number of community registered nurses that have yet to have their salary increased in line with the agreement reached following the 2019 industrial dispute by region; the reason for the delay in this regard; when all community registered nurses will be moved to the new pay scale; and if he will make a statement on the matter.**

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Dear Deputy Carthy

The Health Service Executive (HSE) has been requested to reply directly to you in the context of the above Parliamentary Question which you submitted to the Minister for response.

In December 2019 the HSE published the Implementation Plan for the Enhanced Nurse/Midwife Contract as per Labour Court Recommendations (LCRs) LCR21901 and LCR21942 which were agreed in 2019. Please see link below to the Implementation Plan which provides for the creation of the Enhanced Nurse/Midwife Grade.

<https://www.hse.ie/eng/services/publications/nursingmidwifery%20services/enhanced-nurse-midwife-contract-implementation-plan-november-2019.pdf>

The Implementation Plan identifies a number of key actions, including the establishment of a mechanism whereby any nurse or midwife working within HSE community or acute hospital settings and who meet eligibility criteria as agreed in the LCRs can make an application to their employer for appointment to the Enhanced Nurse/Midwife grade. The processing of applications from any eligible nurses or midwives commenced in 2019 and is at an advanced stage across all settings, with the majority of those eligible being approved for appointment to the Enhanced Nurse/Midwife grade.

The HSE has facilitated a series of information sessions across healthcare settings and has worked collaboratively with employers in ensuring a clear application and appointment process has been communicated to all key stakeholders.

Within community settings as at the end of September 2020 a total of 1,559 appointments have been made to the Enhanced Nurse/Midwife grade (1,344 WTEs) and work is ongoing to ensure any remaining

applications received from those eligible are processed. A breakdown per Community Healthcare Organisation (CHO) area as requested is detailed in the table below.

<b>Community Healthcare Organisation (CHO)</b>	<b>Whole Time Equivalent (WTE)</b>	<b>No. Appointed</b>
CHO1	127	147
CHO2	250	288
CHO3	24	28
CHO4	50	64
CHO5	256	306
CHO6	120	131
CHO7	288	319
CHO8	162	200
CHO9	66	75
Other	1	1
<b>Total</b>	<b>1,344</b>	<b>1,559</b>

*\*data source – HSE National HR Census Sept 2020*

It should be noted that there is a time-lag between eligible nurses/midwives being appointed to the Enhanced Nurse/Midwife Grade and the numbers being reflected in the National HR Census Data each month and so the numbers below are a slight under representation of the actual numbers appointed to date.

I trust that this information is of assistance to you. Please do not hesitate in contacting me if you have any further queries.

Yours sincerely,

  
Anne O'Connor  
Chief Operations Officer