

## **Private & Confidential**

8<sup>th</sup> December 2020

**Deputy Michael Healy Rae, TD,  
Dail Eireann,  
Leinster House,  
Kildare St, Dublin 2**

**PQ Number: 39125/20**

**Dear Deputy Healy Rae,**

The Health Service Executive (HSE) – South (Cork & Kerry) has been requested to reply directly to you in the context of the following Parliamentary Question, which was submitted to this office for response.

**PQ:** To ask the Minister for Health if he will address a matter (details supplied) regarding industrial action in UHK; and if he will make a statement on the matter. -Michael Healy-Rae

**Details Supplied:** Minister workers in UHK went on strike for job evaluation for support workers, they were to be paid in September 2019 and they have not received this yet. Some Hospitals have been paid, when will the HSE South pay these workers. They have been approached on numerous occasions and they are still awaiting an answer.

Management in UHK confirm that national industrial action was taken by SIPTU in furtherance of a claim by support workers across the HSE in 2020.

HSE Circular 005/2020 on Job Evaluation for Job Evaluation Scheme for Support Staff was issued in line with Labour Court recommendation LC22066. This circular gave effect to the outcomes in respect of the upgrading of certain support staff to higher pay bands within the support staff structure. The support grades encompassed by this circular include: Medical Laboratory Aide, Theatre Porter/Attendant, CSSD Operatives, Physiotherapy Assistant, Radiography Aide, Health Care Assistant grades.

Management at UHK confirm that they have set the necessary arrangements haven been undertaken through HR and Payroll and line management in support of the implementation in line with the above HSE Circular. Engagement is on-going at local level in UHK between Hospital Management, HR with Line management and direct contact with the staff involved to respond to any particular queries which may arise.

It is confirmed that this circular is being implemented on a grade by grade basis. The respective grades outlined above are being progressed for payment through an agreed process between HR and payroll. The process of assimilation to reflect of the adjusted rates of pay at the higher band and point of scale as outlined in the circular has commenced. The first listing was the HCA's and the second listing was the CSSD's. From October all HCA's were updated to the New Salary Scales ( October 2020) and work is currently underway on the calculation of arrears. The second listing for the CSSD's was applied with a pay date the 26/11/2020 and payroll are currently working on calculation and payment of the arrears for the staff involved. This process will continue on a grade by grade basis for the respective support grades.

In conclusion as outlined above management can provide reassurance that the process is well underway and all staff will receive their adjusted pay scales and arrears in due course.

I trust this response is to your satisfaction; should you have any further queries however, please do not hesitate to contact me.

**Yours sincerely,**

A handwritten signature in black ink that reads "Fearghal Grimes". The signature is written in a cursive, flowing style.

---

**Fearghal Grimes**  
**General Manager**  
**University Hospital Kerry**