



Oifig an Stiúrthóra 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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David Cullinane T.D.

20th December 2021

PQ 60953/21

To ask the Minister for Health when the disciplinary procedure for employees of the health service was last revised; the versions which apply to different providers; if the same version does not apply to all providers, the reason; and if he will make a statement on the matter.

Dear Deputy Cullinane,

I refer to your PQ to the Minister of Health which was forwarded to the HSE for reply.

The Disciplinary Procedure for Employees of the Health Service Executive

January 2007 was last updated in 2014 to reflect changes to organisational structures within the Health Service Executive.

A review of the Procedure is scheduled during 2022, including consultation with relevant stakeholders.

Employees of Voluntary Hospitals, ID Sector and Specialist Agencies Voluntary Hospitals, the Intellectual Disability sector and Specialist Agencies continue to be covered by the **Grievance and Disciplinary Procedure for the Health Service 2004**.

The Health Act, 2004 established the Health Service Executive which replaced the health boards and subsumed a number of agencies. It also repealed sections 22, 23 (i) (ii) (iii) and 24 of the Health Act, 1970 which dealt with the suspension and dismissal of permanent health board officers. A subsequent agreement with IMPACT provided for revisions to the disciplinary procedure which would provide for protections not any less favourable than those enjoyed under the Health Act, 1970 but would be suitably modified to suit the new circumstances. It is in this context that a revised Disciplinary Procedure for employees of the HSE was agreed between the HSE management and health service union.

Yours sincerely,

A handwritten signature in black ink that reads "Marie O'Sullivan".

Marie O'Sullivan
National HR

