

**20th September 2021**

Deputy David Cullinane T.D.,  
Dáil Éireann,  
Leinster House,  
Kildare Street,  
Dublin 2  
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**Re: PQ 43098/21 – Nursing staff, SVUH**

**“To ask the Minister for Health if advice will be provided regarding a matter raised in correspondence (details supplied); and if he will make a statement on the matter.**

**\*Issue: refusal to grant enhanced nurse contract salary to staff who didn't apply on time before incremental date, without adequate effort made by HR to contact staff affected Enhanced nurse contract was brought in through INMO strikes 2 years ago and bring the salary of new nurses up to that of allied health professionals. Colleagues in other hospitals have had access to the salary adjustment immediately, however St Vincent's state that the HSE will not pay them the correct amount to be able to place eligible staff onto the new scale. This has been brought to attention or senior hospital management and has been refused by all. The CEO and director of nursing are aware of the issue, yet nothing is being done to help staff nurses. A cut off date was made (being the date of next incremental increase), with the next date of increment change serving as the date applicable for enhanced nurse salary change. I am not due to receive this until April 2022. This will result in a loss of 3-5'000 euro over the course of 1 year. HR and management have advised that there is no back pay element involved so essentially this money will be lost. Many colleagues from university class are in same position, having not applied prior to incremental scale change. HR and senior hospital management have failed in achieving any positive result.”**

Dear Deputy Cullinane,

I refer to the above Parliamentary Question seeking an update on nursing contracts in St Vincent's University Hospital, which has been referred to the Ireland East Hospital Group for direct response.

I have had this matter examined and am advised that St Vincent's University Hospital has implemented the Enhanced Nurse Contract in full in accordance with National HR Circulars (HR Circular 22/2019 & HR Circular 39/2020). The implementation of the Enhanced Nurse Contract provided for payments to be retrospectively applied on receipt of application approved by the Director of Nursing. The arrangement was effective from the 1st March 2019 and any applications received before the 30th June 2020 were applied retrospectively. Any applications received post the 30th June 2020 were applied from the next increment date of the individual applicant.



The extension of retrospection to applications received before the 30th June 2020 was advised by the HSE/Ireland East Hospital Group and was therefore not a decision of any individual Hospital.

I trust this information is of assistance to you.

Yours sincerely



Paul Gallagher  
Chief Director of Nursing and Midwifery