



Caidreamh Náisiúnta Fostaithe
63-64 Bóthar Adelaide,
Baile Átha Cliath 2 D02 FR50

National Employee Relations
63-64 Adelaide Road, Dublin 2
D02 FR50

www.hse.ie
[@hselive](https://twitter.com/hselive)
t 01 6626966
e info.t@hse.ie

Donnchadh Ó Laoghaire TD
Dáil Éireann
Leinster House
Kildare Street
Dublin 2

12 April 2022

PQ 16110/22: To ask the Minister for Health if there are plans to extend to the acute and hospital sector the current provision whereby HSPCs and physios in the primary setting can be upgraded to a senior role after five years

Dear Deputy Ó Laoghaire,

I refer to your recent parliamentary question above which was sent to the HSE for reply.

The arrangements recently agreed between the HSE and FORSA trade union, in the context of the employment of an additional 1,200 HSCPs across our Community Healthcare Networks (CHNs) in Primary Care and if those arrangements will be put in place outside of Primary Care.

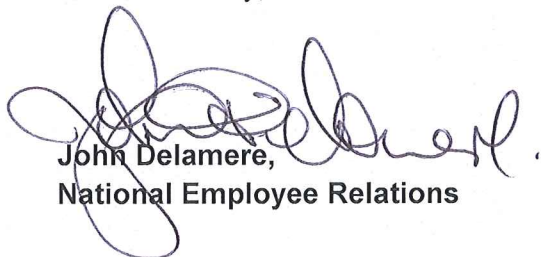
In the first instance, I should advise that as part of a WRC national agreement between the HSE and FORSA, it was agreed that a process would be established to “review the criteria set down in the Expert Review Group on AHPs 2000, supplemented by the McHugh/Doran report of 2004 to take account of the changes to working practices within the professions since the production of the reports”.

This review process is underway, chaired by an independent facilitator, Mr. Robbie Ryan; the review encompasses the span of professions originally addressed in the report and covers all areas of the HSE.

The escalating situation due to the Pandemic and in the context of 1200 new HSCP posts required for Primary Care Services to implement the Community Health Networks the foundations for Sláintecare, the Independent Chairperson made an ‘Interim Recommendation’ in November 2020 that HCSP working in Primary Care, with 5 years post graduate experience would be automatically upgraded to Senior Posts. The HSE further engaged with Forsa Trade Union to agree a process for any upgrading in order to comply with our Recruitment Code of Practice. A process was agreed that were a HSCP currently assigned to Primary Care had already been through a publically advertised Recruitment Campaign and placed on a panel (that was still live) for a Senior Grade HSCP, they could be assigned into a funded Primary Care Senior HSCP Post. Where a HSCP was not on a live panel they could apply to undergo a competency assessment, with an appeal mechanism also established.

This process has not yielded the required level of suitably qualified staff, to fill the identified vacancies in Primary Care, and the remaining posts going to our National Recruitment Service for filing. Following further discussions with Forsa, it has been agreed to review the learnings from Primary Care, in order to inform the next phase of engagement, and the recommendations of the Final Report for the Career Pathway for HCSP.

Yours sincerely,



John Delamere,
National Employee Relations