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Acmhainní Daonna**
Feidhmeannacht na Seirbhísí,
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John Lahart T.D.

27th June, 2023

PQ 27181/23 To ask the Minister for Health if he will outline the situation with regard to the HSE job evaluation team scheme, as it relates to the Haddington Road Agreement of May 2013 where an undertaking was given to assess and where feasible, upgrade a position if it was held by a person for a period in excess of 24 months; and if he will make a statement on the matter. - John Lahart

Dear Deputy,

I refer to your recent Parliamentary Question which was sent to the HSE for response.

The HSE Job Evaluation Scheme re-opened with effect from September 2016 under the provisions of the attached circular <https://www.hse.ie/eng/staff/resources/hr-circulars/hrcirc0142016.pdf> with the first evaluations commencing in May 2017, which took in to account a lead in time to train evaluators and to deal with administrative and validation processes, given there were a number of staff who had priority having been in the queue when the scheme was previously stood down. Applications are validated, and entered onto the database although there was a few months backlog.

The rules of the scheme state that in order to be eligible to apply for evaluation, applicants must be in the post for a minimum of 2 years. The application requires sign off at various levels including National Director. Evaluators are assigned applications and they are evaluated in sequence based on the information on the form. Contact is also made with the applicant to clarify detail if necessary, however this is not an interview process. Each evaluated decision is subject to a Quality Assurance process, prior to the final result issuing to the applicant and the service area.

It is important to point out that the evaluators work on the scheme voluntarily, and have existing roles in the health service, therefore availability is based on the exigencies of their own service. If the post is upgraded and the applicant is in the post 4 years the post, the uplift will be by designation. If the applicant is only 2 years in the post and it is upgraded, then a temporary appointment would be issued from management and under the terms of the scheme the post must open to competition.

I trust this clarifies and is of some assistance.

Yours sincerely,

**Marie O'Sullivan
National HR**