



Príomhoifigeach Daoine

Feidhmeannacht na Seirbhísí
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Mr. Seán Canny, TD

12 March 2025

PQ 10765/25 (Health): To ask the Minister for Health further to Parliamentary Question No. 721 of 18 February 2025, if she will clarify Section 3 of the Guidelines on Terms and Conditions of HSE Employment regarding incremental credit, if service in the defence forces is recognised as relevant service in Ireland and abroad, and if 'previous experience in the Civil Service, local authorities, health service and other public service bodies and statutory agencies includes previous service in the Defence Forces; and if she will make a statement on the matter. -Seán Canney

Dear Deputy,

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

The Department of Health Circular 2/2011 provides that 'New appointees to any grades will start at the minimum point of the scale', however incremental credit may be applied for recognised relevant service in Ireland and abroad in respect of previous experience in the Civil Service, local authorities, health service and other public service bodies and statutory agencies.

The issue of whether service is deemed relevant service and therefore reckonable for incremental credit in the public service depends on a number of factors. Firstly, it depends on the incremental credit arrangements that have been agreed for that grade. There are some grades that for recruitment and retention reasons may also recognise relevant private sector experience as well public service experience. However, for the majority of grades only relevant public service in Ireland or abroad is recognised.

The Permanent Defence Force is a public service body as defined by the Public Service Superannuation (Miscellaneous Provisions) Act 2004 and therefore service is eligible for recognition if it is relevant to the grade to which the candidate is being recruited.

The issue of relevance is determined on a like with like basis within a Health Service Provider to the role into which a candidate is being appointed. This requires the same or equivalent eligibility criteria for the role. i.e. a candidate must hold the relevant qualification/criteria for the service to be considered and the duties of the roles must be comparable.

I trust this response is of some assistance.

Yours sincerely,

Mairéad Ryan
National HR