



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

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Memorandum

To: Each Assistant National Director of HR, HSE
Each CEO, HR Manager, Voluntary Hospitals & Agencies
Each Employee Relations Manager, HSE

From: Barry O'Brien, National Director of Human Resources.

Re: Reduction of allowances for new entrants to traditional recruitment grades in the public service

Date: 25th July 2014

Colleagues,

On 2 December 2010 the Government approved the reduction by 10% of the salary scale and fixed allowances for new entrants to traditional recruitment grades in the public service. This reduction took effect from 1 January 2011 and necessitated the production of new salary scales for public service grades or posts for application to new entrants to the public service from that date.

The application of this 10% reduction in pay rates was explained in Department of Health Circular 2/2011. This stated that "recruitment through open competitions is now commonplace for many posts in the public service, which previously would have been filled, either wholly primarily, by promotion of serving staff. The 10% reduction does not apply to these grades, even where the persons recruited are new entrants to the public service."

The pay scales attached to Circular 2/2011 outlined the new pay and allowance rates for new entrants to the Health Service, effective from 1st January 2011. However, allowances paid to some non-traditional recruitment grades were also reduced by 10%. As outlined in the Circular, the reduced allowance rates should only have been applied to traditional recruitment grades.

The issue covered, relates in the main to new recruitment grades, for example CNM1/2 in nursing, senior therapists, senior radiographer, senior medical scientists etc, who are in receipt of an allowance and who were appointed to their position since January 2011.

The contents of this memo should be implemented without delay

Yours Sincerely,

Barry O'Brien
National Director of Human Resources