



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

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

Office of the National Director of Human Resources  
Health Service Executive  
Dr. Steevens' Hospital  
Dublin 8

All Queries to  
[Info.t@hse.ie](mailto:Info.t@hse.ie)  
Tel: (01) 662-6966

**HSE HR Circular 004/2014**

**26th March, 2014.**

**To: Each Member of Leadership Team, HSE;  
Each Regional Director of Performance & Integration, HSE;  
Each Assistant National Director, Human Resources, HSE;  
Each CEO Voluntary Agency / Hospital, HSE.**

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

**Date: 24th March 2014**

**Re: Implementation of Consultant Salary Scales for 'Serving' Consultants**

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I refer to the attached correspondence from the Department of Health regarding implementation of Consultant salary scales for 'serving Consultants'.

Please note the Department's decision to amend previous guidance – issued on 4<sup>th</sup> December 2012 – regarding the application of October 2012 salary scales to serving, permanent clinical Consultants.

With effect from 14<sup>th</sup> February 2014 health employers should ensure that where a serving permanent clinical (e.g. non-academic) Consultant takes up employment in new or replacement Consultant post he/she is to be employed on the salary scale to which he/she was subject prior to such appointment. This decision applies only to salary scale and has no effect on other terms and conditions associated with the new or replacement post.

Any queries regarding the implementation of the circular or matters contained in the guidelines should be addressed to: Corporate Employee Relations Services, HSE HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966; Email: [info.t@hse.ie](mailto:info.t@hse.ie).

**Yours sincerely,**

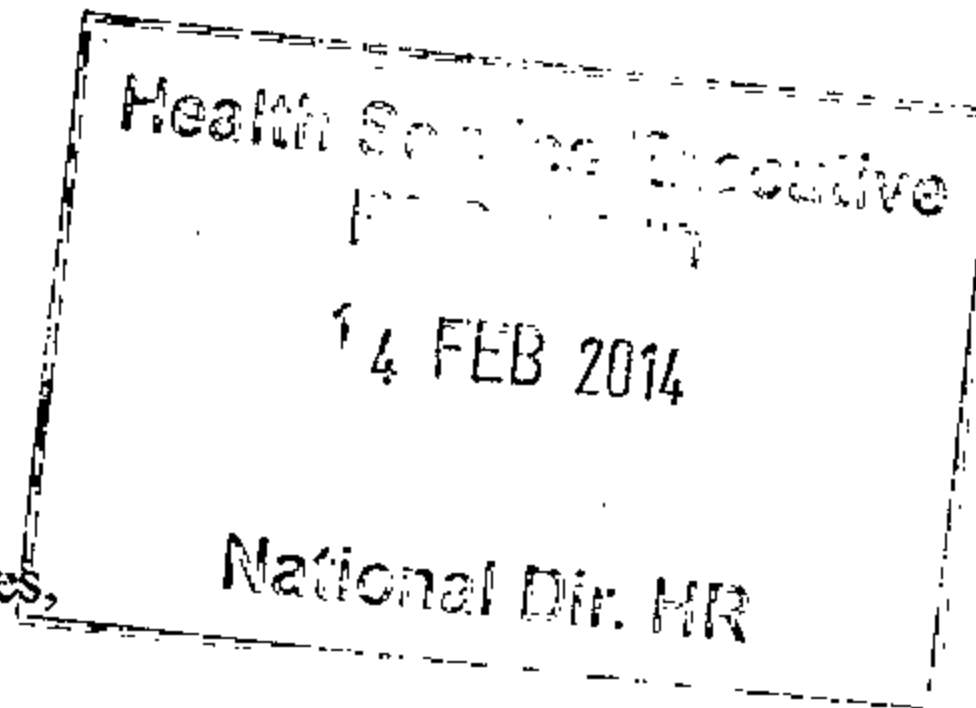
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**Barry O'Brien**  
**National Director of Human Resources.**



14 February, 2014

Mr Barry O'Brien,  
National Director Human Resources,  
HSE,  
Dr. Steevens' Hospital,  
Dublin 8.



**Re: Implementation of Consultant Salary Scales for 'Serving Consultants'**

Dear Mr O'Brien,

I refer to this Department's letter of 4<sup>th</sup> December 2012, Circular 03/2012 dated 26<sup>th</sup> September 2012, and related correspondence between the Department and the HSE concerning the above.

The letter of 4<sup>th</sup> December provided that where a serving permanent clinical consultant was to be appointed to a clinical consultant post, the 30% reduced October 2012 salary scales would apply. Having regard to issues that have arisen in relation to consultant recruitment and mobility, representations made by the JMO and others, this instruction is being amended.

I wish to confirm that:

- where a serving permanent clinical consultant is to be appointed to a clinical consultant post, the consultant concerned may be employed on the salary scale to which he/she was subject before such appointment.

This instruction encompasses appointments made pursuant to the 4<sup>th</sup> December guidance. A 'serving permanent clinical consultant' is a consultant who was interviewed for a permanent post prior to 1 October 2012.

I would be grateful if you would ensure that this revised guidance is communicated within the HSE and to relevant agencies and bodies under its aegis as appropriate. Advertisements for posts should reflect this position.

Yours sincerely

  
Frances Spillane  
Assistant Secretary