



Circular 10/2023

8<sup>th</sup> September 2023

To: National Director of Human Resources, HSE

### **Serious Physical Assault Scheme**

Dear Anne Marie

Sanction has been received from the Department of Public Expenditure and Reform, to extend the maximum limit for payment to support staff grades under the Serious Physical Assault Scheme from 3 to **6 months**, with effect from 29<sup>th</sup> August 2023. This Scheme applies to employees who meet all the following criteria:

- The assault must occur during the discharge of the employee's duties.
- The assault must occur through no fault of their own.
- The assault must be attributable solely to the nature of the employee's duty.

All other conditions under the Scheme will continue to apply.

Existing procedures in respect of managing the implementation of this Scheme in the HSE and Section 38 organisations remain unchanged e.g. HSE's Long Term Absence Benefit Schemes Guidelines document.

#### **Pay Provisions**

With effect from 29 August 2023, the Scheme provides for basic pay, including fixed allowances and premia payments, **for a period of up to 6 months for all staff categories.**

In addition to the above, nursing and midwifery staff may be granted up to two special extensions to the Scheme as follows:

- First extension of up to 3 months at basic pay plus fixed allowances and premia payments.
- Second extension of up to 3 months at basic pay only.

Payments made shall be reduced by the amount of any Illness/Occupational Injury benefit to which an employee is eligible to claim from the Department of Social Protection. Payment under this Scheme does not affect an employee's entitlements under the Public Service Sick Leave Scheme.

**General Queries**

Requests for clarification from individual employees should be directed to the employee's own HR Manager where they are employed. Requests for clarification from HSE National Employee Relations can be raised directly with [National HR Unit@health.gov.ie](mailto:National_HR_Unit@health.gov.ie)

**Circulation**

Please bring this circular to the attention of HR Managers, payroll personnel and employees of the HSE and the Section 38 bodies under the aegis of the HSE.

Yours sincerely

A handwritten signature in black ink that reads "Michael O'Leary". The signature is written in a cursive style with a clear, legible font.

Michael O'Leary, Principal Officer  
National HR Unit (PPSU and IRU)