

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna Feidhmeannacht na Seirbhísí Sláinte Ospidéal Dr. Steevens' Baile Átha Cliath 8 Office of the National Director of Human Resources Health Service Executive Dr. Steevens' Hospital Dublin 8

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> > Tús Aite do

18th April 2016

To: Each Member of the Directorate and Leadership Team Each Assistant National Director HR Each Chief Officer. CHO Each Hospital Group HR Director Each Hospital Group CEO Each CEO Section 38 Agency Each HR Manager Section 38 Agency Each Employee Relations Manager

From: Rosarii Mannion, National Director of Human Resources

Re: HSE HR Circular 008/2016 - Labour Court Recommendation 21104 – Temporary **Arrangements for Temporarily Assigned Staff**

Dear Colleagues,

Please find attached Labour Court Recommendation LCR 21104, which issued following a hearing regarding the assimilation arrangements in relation to the salary to apply to personnel who are temporarily assigned into promotional roles, in accordance with the protocol set out under the provisions of HSE HR Circular 17/2013. The provisions of the LCR state that the pay and assimilation arrangements for such staff are to be the same as those applying to employees who have been permanently appointed.

Consequently, all agencies are required to review the pay arrangements which have applied to such temporary appointments since 1st October 2013 and ensure that the payment arrangements applied are no less favourable than that which would apply in respect of permanent promotion to the position, for the staff category concerned.

This assimilation arrangement for temporary appointments to higher grades under the terms of HSE HR Circular 017/2013 will continue to apply until such time that other arrangements are agreed between health service employers and the staff representative bodies.

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All agencies are requested to give effect to the provisions of this circular with immediate effect.

Queries from HR/ER Departments may be referred to Paul Byrne, HSE Corporate Employee Relations, HR Directorate, HSE, 63/64 Adelaide Road, Dublin 2. Tel: 01-6626966, E-mail: paulj.byrne@hse.ie

Yours sincerely,

Rosarii Mannion National Director of Human Resources



Tús Áite do Shábháilteacht Othar Patient Safety First

To view the Health Services People Strategy 2015-2018, http://hse.ie/eng/staff/Resources/hrstrategiesreports/peoplestrategy201518.html