



Príomhoifigeach Daoine

Feidhmeannacht na Seirbhísí
Sláinte Ospidéal Dr. Steevens',
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Chief People Officer

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To:

- Chief Executive Officer**
- Each Regional Executive Officer**
- Each National Director**
- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHOs**
- Each Head of HR CHOs**
- Head of HR, PCRS**
- Each CEO Section 38 Agencies**
- Each HR Manager Section 38 Agencies**
- Each Employee Relations Manager**
- Each Group Director of Nursing & Midwifery**
- Each Group Director of Midwifery**
- Each Clinical Director**
- Director National Ambulance Service**

From: Anne Marie Hoey, Chief People Officer

Date: 27th June 2025

Subject: HR Circular 010/2025 - Extension of the Temporary Scheme of Paid Leave for Public Health Service Employees Unfit for Work Post COVID-19 Infection until 31st December 2025

Dear Colleagues

I refer to the *Temporary Scheme of Paid Leave for Public Health Service Employees Unfit for Work post COVID-19 Infection* as set out in [HSE HR Circular 22/2022](#).

I wish to advise that on foot of **Labour Court Recommendation LCR23154** approval has been received from the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation to extend this Special Scheme of Paid Leave to existing beneficiaries for a 6-month period from the current cessation date of **30th June 2025** to a revised concluding date of **31st December 2025**.

This 6-month extension is sanctioned on a final basis and applies only to those public health service employees who are currently availing of the Scheme and excludes any new applications. The eligibility criteria and terms and conditions remain as per the original Scheme which was set out in HSE HR Circular 22/2022. Sanction for the 6-month extension is on the same basis as the Second Special Extension of the Scheme i.e. the extension provides for basic pay and fixed allowances only for the period. Unsocial hours premium payments are **not** included.

Those remaining unwell beyond **31st December 2025** may utilise the full provisions of the Public Service Sick Leave Scheme as appropriate. This includes extended sick pay under the Critical Illness Protocol (CIP) and TRR where approved. The full range of HSE support services including [Occupational Health](#) and [Employee Assistance](#) Programme are also available.

It is a condition of the sanction that each employee must comply with their employer's Managing Attendance and Rehabilitation policies, and that they be fully supported during their absence, and where possible, be supported in returning to work. Each employee will be required to continue to attend their employer's Occupational Health Physician (OHP)¹ every 3 months for assessment as set out in [HSE HR Circular 014/2024](#) and [017/2024](#).

Employers are required to continue to monitor absences under the scheme in line with the provisions of **HSE HR Circular 014/2024** and **017/2024**. They are also required to continue with the submission of updated [excel spreadsheets](#) on a three monthly basis as set out in **HSE HR Circular 017/2024** which facilitates tracking of each anonymised employee on the Special Scheme and submission of same to the Department of Health.

The next OHP review is to take place by **22nd August 2025** at the latest with a further OHP review required by **21st November 2025**.

The next deadline for submission of the [excel spreadsheet](#) to David Tyrell, National Employee Relations (email: david.tyrell@hse.ie) is **28th August 2025**.

Please ensure that impacted employees within your area of responsibility are notified without delay that the Scheme is being extended for 6 months only up to **31st December 2025**. Employees should also be advised that payment will be conditional upon them complying with the conditions of the Scheme. Should any employee fail to comply with any of the conditions, they will no longer be eligible for

¹ This includes external Occupational Health Physicians who are engaged by Section 38 employers that do not directly employ an OHP.

payment under the Special Scheme. The Public Service Sick Leave Scheme may be utilised in these cases.

Costs arising must be met within existing resources.

Please ensure that this Circular is brought to the attention of all relevant managers in your area of responsibility and the impacted employees are notified without delay.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments. Please note that the National HR Employee Helpdesk is also available to take queries on 1800 444 925 or email: Ask.HR@hse.ie

Queries from HR Departments on the contents of this Circular may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966, Email: info.t@hse.ie

Yours sincerely



Anne Marie Hoey
Chief People Officer