



**Stiúrtóra Náisiúnta,
Acmhainní Daonna**

Feidhmeannacht na Seirbhíse
Sláinte Ospidéal Dr. Steevens',
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**National Director
Human Resources**

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To:

- Chief 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, National Director of Human Resources**

Date: **17th May 2022**

Subject: **HR Circular 015/2022 - Pay arrangements for Medical Scientist Staff engaged in strike action, commencing 8 am Wednesday 18th of May 2022 and subsequent dates.**

Dear Colleagues,

I refer to action taken by members of our Medical Scientist workforce, due to commence on Wednesday 18th of May 2022. In keeping with our obligations regarding pay for such action, I wish to confirm the following.

- Any Medical Scientist who carried out the normal duties of the grade, during the period, should be paid for all such hours, this includes medical scientists who were part of the local strike committee.
- All Medical Scientists, rostered for duty in the period covered, must be deducted pay, in respect of the hours, in which they did not carry out their duty. This deduction should also be in respect of any allowance, factored in to their hourly rate.

- Any Medical Scientist, on continuous sick leave, which commenced prior to the day of action, and who has a medical certificate covering the period, may be paid in accordance with the provisions of the sick leave scheme.
- Any Medical Scientist on any statutory leave (maternity leave, etc.), which encompasses the period, are paid as normal.
- Any Medical Scientist on pre-approved annual leave, should be paid as normal.

Where systems are not in place to automatically identify and exclude from deduction, appropriate adjustments should be made in following payroll.

Queries

Queries from individual employees or managers regarding these arrangements must be referred to local HR Departments.

Queries from HR Departments in relation to the contents of this Circular may be referred to Morgan Nolan HSE Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Email: info.t@hse.ie

Yours sincerely



Anne Marie Hoey
National Director of Human Resources