

**Príomhoifigeach Daoine**

Feidhmeannacht na Seirbhísí
Sláinte Ospidéal Dr. Steevens',
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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 Regional Director of People**
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- 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**
- Head of HR, PCRS**
- Director National Ambulance Service**

From: Anne Marie Hoey, Chief People Officer

Date: 6th August 2025

Subject: HR Circular 015/2025 - Upgrade of Registered Nurses, Intellectual Disability to CNM1

Dear Colleagues,

I refer to the above matter which was sanctioned under the provisions of HSE HR Circular 31/2019¹ and further referenced in correspondence from HSE National Director of HR dated August 10th, 2020. The overall process stems from LCR21900 provisions and dates back to the introduction of Social Care Grades in the ID Service. There has now been agreement in terms of how these posts are to be filled, to apply as follows;

1. There are to be 300 WTE upgrading's to CNM1 level. There is no change in WTE. The precise distribution of posts to employers is set out below. Distribution in each former CHO is as follows;

¹ HSE HR Circular 31/2019 and 53/2020 are now superseded by this Circular as they relate to RNID upgrading to CNM 1 grade

Former CHO Area 1	-	18 WTE upgrading
Former CHO Area 2	-	27 WTE upgrading
Former CHO Area 3	-	28 WTE upgrading
Former CHO Area 4	-	27 WTE upgrading
Former CHO Area 5	-	17 WTE upgrading
Former CHO Area 6	-	30 WTE upgrading
Former CHO Area 7	-	43 WTE upgrading
Former CHO Area 8	-	42 WTE upgrading
Former CHO Area 9	-	68 WTE upgrading

The further breakdown of posts, per service provider is set out in the attached **appendix 1**.

2. The new post shall be titled, CNM1 – non supervisory/clinical
3. The agreed Job Description for the new posts are set out in **appendix 2**.
4. The allotted posts for each service provider are to be filled on the basis of;
 - i. 2/3rds of total WTE's to be filled, effective from 1st October 2022.
 - ii. Residual number up to the quota for each service provider to be filled effective from 1 October 2023.
5. The filling of the first posts (initial 2/3rds) will be based on the following;
 - i. Length of service as an RNID within the organisation. Where there is equality of length of service, within the organisation, overall length of service as a RNID, more generally, will determine the order of appointment.
 - ii. 3 years post qualification experience.
 - iii. This cohort will have an appointment date of 1st October 2022.
 - iv. These posts will be advertised and filled with the postholder remaining in-situ, on their existing work pattern. (i.e., the pattern that the RNID worked before the appointment to the CNM1 scale)
6. In respect of Phase 2 of the process, these posts will be notified within each agency. The successful candidate/s will remain in situ and the post will be filled on the following basis;
 - i. Length of service as RNID with the organisation. Where there is an equality of service as an RNID in the organisation, overall RNID service, more generally, will determine order by appointment.
 - ii. 3 years post qualified experience.
 - iii. Date of implementation for this cohort shall be 1 October 2023.
 - iv. These posts will be advertised and filled with the postholder remaining in-situ, on their existing work pattern. (i.e., the pattern that the RNID worked before the appointment to the CNM1 scale)

7. The allocation of any upgrades under this circular will not be subject to appeal, other than on the grounds that the provisions in this circular have not been complied with.

Future fillings

The total number of upgraded posts will be ring-fenced in each employment for future filling. Any elements of the total allocated WTE, not filled in each employment after implementation of Phases 1 & 2, as well as future vacancies arising, will be filled via confined local competition, open to all qualified nurses, who meet the requirements of the post, including the service requirement.

Steering Group

A steering Group, made of representatives of HSE NER, Voluntary Bodies and INMO, will be established to oversee rollout and implementation of this agreement.

Funding

Please note that specific funding for the implementation of HSE HR Circular 015/2025 *Re: Upgrade of Registered Nurses Intellectual Disability to CNM1* has already been provided, on a recurring basis, to your Agency in respect of the period from commencement date of application of the circular so as to enable implementation.

Queries

Queries from individual employees or managers should be referred to local HR/Employee Relations Departments. Please note that the National HR Helpdesk is also available to take queries from employees Tel: 1800 444 925 Email:

Ask.HR@hse.ie

Queries from HR/Employee Relations Departments on this memorandum and related matters 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