

**Príomhoifigeach Daoine**

Feidhmeannacht na Seirbhísí  
Sláinte Ospidéal Dr. Steevens',  
Baile Átha Cliath 8, D08 W2A8

**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 Regional Director of People**
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- Each CEO Section 38 Agencies**
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- 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:** 25<sup>th</sup> September 2025

**Subject:** HR Circular 016/2025 – Mental Health Nursing on Call

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Dear Colleagues,

Following WRC - CAM – 101540-24 – Review of Nursing on-call Mental Health Services, the following has been agreed. The rate of allowance is applicable with effect from 1<sup>st</sup> June 2024, as per the following **remuneration/compensation for on-call arrangements**

The Fixed Allowance rate per annum is:

Rate @ 1st June 2024	€7,717
Rate @ 1 <sup>st</sup> October 2024	€7,794
Rate @ 1 <sup>st</sup> March 2025	€7,950

This allowance will have a dedicated SAP wage code which should be used, to ensure those entitled receive retrospection and future increases.

### **1. Grades of Staff to Participate in on-call:**

1. Assistant Directors of Nursing,
2. Directors of Nursing

Specific current arrangements for Area DONs (3 years and review 2027) and specific and current arrangements for CNM3 to be communicated locally.

### **2. Minimum & Maximum number of staff to participate in on call arrangement:**

Minimum 4, or a total available number of relevant Nurse Manager Grades up to a Maximum 9.

The areas where the numbers are above 9 (as of August 2024) are red circled to the current incumbents. This number should therefore decrease to the maximum or below, over time.

### **3. On-call time**

Start Time: at the end of the rostered on site Assistant Director of Nursing day shift.

Finish Time: at the commencement of rostered on site Assistant Director of Nursing day shift.

### **4. Time Off In Lieu**

- On Call TOIL 1 day time off in lieu per 7 days on call – to be taken within the on-call roster period identified. In acknowledgement of areas where time off in lieu was not previously provided, certain arrangements for the above will apply locally, based on information previously provided.
- On Site TOIL (hour for hour): Call Out sheet to include time of call out and time call ends, standard approval process apply.

### **5. Travel and Subsistence**

Standard travel and subsistence rules and approval processes apply as per National Financial Regulations

### **6. Grade on site (night duty) Acute Unit**

CNMIII (substantive or acting) minimum grade on night duty in Acute Unit.

### **7. Other Matters**

The on-call rota including contact details/phone number (separate to duty roster) is to be made available to services and retained for record purposes.

Further review may be required as the RHA structures are embedded, including ongoing analysis of the number and nature of calls to staff on the on-call rota.

## 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 Help Desk is also available to take queries on 1800 444 925 or email [ask.hr@hse.ie](mailto: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. Tell 016626966. Email: [info.t@hse.ie](mailto:info.t@hse.ie).

Yours sincerely



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**Anne Marie Hoey**  
**Chief People Officer**