



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
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To: Each Member of the Directorate and Leadership Team
Each Assistant National Director, HR
Each Chief Officer, CHO
Each CEO, Hospital Group
Each CEO, Section 38 Agency
Each Employee Relations Manager
HR Senior Staff

From: Rosarii Mannion, National Director Human Resources

Date: 27th June, 2017

Re: **HR Circular 018/2017 re Nursing Staff – Return to Work Arrangements**

Dear Colleagues,

I refer to agreement between Management and INMO / SIPTU dated 8th February, 2017 in relation to Nurse / Midwifery recruitment and retention initiatives.

Having regard to the recruitment challenges currently prevailing, sanction is now given, in respect of nurses and midwives who return to work, post retirement, to be remunerated at the incremental point they were on when they left the system, up to long service increment on staff nurse salary scale (Staff nurse).

With regard to staff who have retired at a higher grade (CNM1 CNM2 etc.), if they return to work at the grade occupied at time of retirement, they will be paid at the incremental point of the scale they were on at time of retirement.

However, if returning at a lower grade (e.g. Staff Nurse) they can only be remunerated at the maximum point of the lower scale.

This sanction is conditional on normal abatement rules applying and is effective from March 6th 2017.

Queries:

Employees and Managers are invited to address any queries that they may have regarding these arrangements to their local HR Department.

Queries from HR Departments should be referred to john.delamere@hse.ie

Yours sincerely,



Rosarii Mannion
National Director of Human Resources