



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna

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

Office of the National Director of Human Resources

Health Service Executive
Dr. Steevens' Hospital
Dublin 8

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To: Each Member of the Directorate and Leadership Team
Each Assistant National Director HR
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each CHO HR Manager
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

19th December, 2018

Re: HR Circular 024/2018 re First Phase of Retrospection arising from task transfer / sharing Social Care Sector (Older Peoples Services and Intellectual Disabilities Services)

Dear Colleagues,

HSE HR Circular 025/2017 restored T 1/6th allowance to nurses in the Social Care sector who worked between the hours of 6pm and 8pm. The process of restoring this payment to nursing grades involved verification that these staff members accepted transfer / sharing of tasks previously performed by Non Consulting Hospital Doctors (NCHDs). The restoration of payment of the allowance was effected from the 1st of July 2017.

A subsequent report from the Independent Chairperson of the National Verification and Implementation Group (NVIG) dated 2nd of May 2017 made a recommendation for retrospective payment of this allowance, subject to verification. The Chairperson has now verified that satisfactory progress has been made on transfer / sharing of tasks in the Social Care area and that the 1st phase of retrospection may now be paid to staff.

The retrospective payment is for T 1/6th payment for hours worked from 6 pm to 8 pm for nursing staff in the 10 months beginning on 30th of June 2017 and ending on 1st of September 2016. **50% of this total amount now falls due for payment.** You are authorised and requested to process this payment as soon as practical. The final 50% will be subject to further verification and will be advised on separately; at this stage employers are not to take any action on the final 50%.

As per Circular 25/2017 the mechanism for determining the payment will be the payment arrangement, in quantum and related conditions, which were in place prior to the Haddington Road Agreement, for hours worked between 6.00pm and 8.00 pm in each employment location.



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“To view the Health Services People Strategy 2015-2018, please click [here](#).”

Queries

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

Queries from HR Departments should be referred to Morgan Nolan, Corporate Employee Relations Service at morgan.nolan@hse.ie.

Please note also that the National HR Help Desk is also available to take queries on 1850 444 925.

Yours sincerely,



Rosarii Mannion,
National Director of Human Resources.

Example

During the reference period from the 1st of September 2016 to the 30th of June 2017, a nurse works between the hours of 6.00 pm and 8pm as rostered. Payroll advises that the monetary value of this work is €1,500 for the 10 months. The retrospective payment due under Phase 1 (50%) equates to €750 gross. This amount will be paid to the employee, subject to all normal payroll deductions, in the next available payroll.

Payment of the remaining 50% is subject to verification at a date in the future. No action is to be taken on this until further advised.

FAQs

1. Is the payment taxable?
Yes normal tax deductions are due.
2. Is the payment pensionable?
No the payment is not pensionable.
3. Do I pay retrospection on the full 10 months?
No. This is Phase 1 of the retrospective payment and only 50% is now due for payment.
4. When will the final 50% be due for payment?
The final payment (phase 2) will be subject to a further verification process and you will be advised of the outcome of that in due course.