



**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:** 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 Human Resources

**Date:** 8<sup>th</sup> May 2020

**RE:** HR Circular 035/2020 re Pilot Pre-Retirement Initiative for Nurses / Midwives during COVID-19

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Dear Colleagues

I refer to HR Circular 014/2017 which sets out the terms and conditions of the Pilot Pre-Retirement Initiative for Nurses / Midwives which came into operation on 1 July 2017 for a two-year period [view here](#).

Following consultation with the Department of Health, I wish to advise that nurses participating in this scheme who temporarily increase their attendance from 0.5 WTE to 1 WTE/full-time in response to COVID-19, and revert to the terms of the Pre-

Retirement Initiative (50% attendance) following the COVID-19 response, may, in these exceptional circumstances, retain the enhanced pension arrangements under the scheme upon retirement, subject to the following conditions:

- That the nurses in question are returning to work full-time for the purpose of COVID-19 related activities only;
- That the return to work full-time is limited to a maximum of 3 months;
- That it is subject to the service during this period being reckoned as actual service with no additional service; and
- That the pension contributions and ASC for the 3-month period are calculated on the basis of the full-time salary.

Please ensure that this Circular is brought to the attention of relevant managers and staff within your area of responsibility and that written records in respect of such arrangements are maintained for future reference.

### **Queries**

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments.

Queries from HR Departments on this Circular and related documents may be referred to Anna Killilea, Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966, Email: [anna.killilea@hse.ie](mailto:anna.killilea@hse.ie)

Yours sincerely



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**Anne Marie Hoey**  
**National Director of Human Resources**



“To view the Health Services People Strategy 2019 - 2024 please click [here](#).”

**Need information and advice on COVID-19 Go to [www.hse.ie/coronavirus](http://www.hse.ie/coronavirus)**