



Oifig an Stiúrthóra 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
Tel: 01 6352319 Email: nationalhr@hse.ie

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
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

From: Anne Marie Hoey, National Director of Human Resources

Date: 19th December 2019

Subject: HR Circular 036/2019: Sexual Assault Treatment Unit (Standardisation of Out of Hours Arrangements) Forensic Nurse Examiners

Dear Colleagues,

Following the conclusion of conciliation discussions under the auspices of the Workplace Relations Commission, the following standardised arrangements in respect of Forensic Nurse Examiners involved in the provision of "On Call Arrangements" now stand to be implemented in relevant locations. These services are currently provided in SIVUH, Letterkenny, UCHG, Waterford, Mullingar and Rotunda Hospital.

1. These standardised arrangements will apply from 1st July 2019.

2. On call payments

Mon – Fri	44.57
Saturday	57.24
Sun/Public Holidays	77.38

- Call out duration up to 4 hours per case – hourly rate to apply thereafter.
- a. All these figures (on call) are based on a 12 hour period. Pro rata to apply after 12 hours.
- b. In exceptional circumstances where a person not “on call” is required to attend a SATU, that individual will be remunerated on a fee per case basis. (€178.28). If such a person’s advice is solely provided over the phone, a pro rata payment equating to the period of the time involved will be made.

This agreement will also apply to circumstances where such advice is given by a person “on call” but not required to physically attend the SATU.

3. Call Out Fee/Payments

Mon – Fri	178.28
Saturday	178.28
Sun/Public Holidays	178.28

- a) These rates apply in respect of call out durations of up to 4 hours, - hourly rate to apply thereafter.
- b) The call out fee (178.28) will apply from time of receipt of call regarding the case.

4. Time off in Lieu

TOIL will be applied in accordance with general HSE arrangements

5. Sleep time/Compensatory Rest

Will be applied as per general HSE arrangements i.e. staff up between 12 and 2am will get the half day the next day and staff up after 2am will receive the next day off.

6. Travel

Travel will be paid in accordance with agreed HSE rates.

7. Loss of Earnings

Where the introduction of the new arrangements results in a loss of earnings for any individual after a period of twelve (12) months application, the established arrangements for loss of earnings, provided for under the Public Service Stability Agreement (PSSA) will apply.

8. Once off Additional Leave

On an exceptional basis and as a gesture of goodwill an additional three (3) days annual leave to be taken by claimants not later than 31st December 2021. Such additional leave arrangement will be made in full contemplation of the exigencies of SATU services.

9. Local issues

The INMO identified several circumstances where local anomalies exist with application of the general HSE on call arrangements. These issues will be addressed by direct engagement between the INMO and the HSE locally.

10. Review

The practical operation of this agreement will be jointly reviewed by the parties not earlier than October 1st 2020.

Queries

Queries from individual employees or managers regarding these arrangements must be referred to local HR Departments.

Queries from HR Departments in relation to the contents of this circular may be referred to John Delamere, HSE Corporate Employee Relations, 63-64 Adelaide Road, Dublin 2. Email:

john.delamere@hse.ie

Please note also that the National HR Help Desk is also available to take queries on 1850 444 925 or ask.hr@hse.ie

Yours sincerely,



Anne Marie Hoey
National Director of Human Resources.