



Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhísí Sláinte

Ospidéal Dr. Steevens'

Baile Átha Cliath 8

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Health Service Executive

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To: Chief Executive Officer
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Each Assistant National Director HR
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Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each CHO HR Manager
Each CEO Section 38 Agencies
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Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each CHO Heads of Service for Mental Health
Each Area Director of Nursing-Mental Health
Each Director of Mental Health Nursing

From Anne Marie Hoey, National Director of Human Resources.

Date 23rd June 2020

Subject: HR Circular 043/2020 - Task Sharing/Transfer in the Mental Health Services and (Application of Haddington Road Agreement (HRA) (Appendix 7) point 4 and Lansdowne Road Agreement (LRA) (Chairman's Note) – Medical/Nursing Interface – Task Transfer. Previous Circulars HSE HR 003/2016 (Task Transfer/Sharing Staff Nurse/Midwives in Acute Hospital Sector) and HSE HR Circular 025/2017(Task Transfer/Sharing in the Social Care/Primary Care and Intellectual Disability Sectors refer.

Dear Colleagues,

I am writing to inform you that the Department of Health have conveyed its approval for the implementation of the Nursing/Medical Interface Section of the above agreement, to nurses in the Mental Health Services. An independent Chairperson's report of January 2020, agreed in consultation with HSE, DOH, PNA, SIPTU and IMO identified the tasks for sharing in this sector, and as agreed between all parties to the process.

The following are the four (4) tasks for sharing in the Mental Health Services;

- Sharing of formulating, documenting, reviewing and implementing integrated care plans
- Sharing of initiation and documentation of risk assessments and ongoing review
- Sharing of clozapine/denzapine monitoring
- Sharing of Management of Aggression and Violence Training for medical staff

A core principle underpinning the allocation of tasks to either Medical or Nursing is that the task is undertaken by the most appropriate employee at the particular time in the location/site. These tasks remain the responsibility of each qualified and trained health professional and no individual or group is excluded from this responsibility.

Implementation

As agreed, each CHO/Mental Health Division is required to prioritise this matter and ensure the necessary actions are taken to implement the agreement with immediate effect. The responsibility for implementation lies with local management within each CHO including the Heads of Service for Mental Health, Director of Nursing, Area Directors of Nursing, Clinical Medical Directors and Heads of HR.

In line with the agreement Local Implementation Groups (LIGs), three (3) in total are to be established by CHO Management which should involve representatives from PNA, SIPTU, and IMO, together with relevant local management nominees. As agreed the arrangements to set up these first meetings would be coordinated through HR in Mental Health.

The following are the agreed LIGs for establishment.

LIG 1: CHO Area 1 and CHO Area 2.

LIG 2: CHO Area 3, CHO Area 4 and CHO Area 5.

LIG 3: CHO Area 6, CHO Area 7, CHO Area 8 and CHO Area 9.

There is a guidance document agreed (which can be customized in respect of each LIG) to support and facilitate the LIG in implementation of the agreement. (**Appendix 1 refers**). Mental Health Division/CERS will be in early contact with relevant personnel regarding the establishment of the LIG's.

In the event of a disagreement on any aspect of the agreement it should be referred without delay to the National Implementation Verification Group (NIVG) for determination. The NIVG consists of representatives from DOH, CERS, HSE, PNA, SIPTU and IMO.

Payment of Time +1/6th (restoration)

Payment of (T+ 1/6) should be restored to the nursing grades, (Mental Health Services) covered by this agreement effective from 1st July 2018. The method for payment will be the payment in quantum and related conditions in place prior to HRA, for having worked between 6pm-8pm.

Verification Process.

In line with the agreement a verification/validation process will be carried by the NIVG via liaising with the LIGs commencing in September 2020, who will report back to the Independent Chairperson in terms of progress and efficiencies achieved at that stage in respect of the identified tasks for sharing.

The Chairperson will issue, at that stage, a final verification and implementation report which should encompass (or otherwise) evidence of task transfers and the benefits accruing to the services. This report will also deal with Union claims for retrospective application of the restoration from an earlier date.

In conclusion, this sanction is being approved on the basis of HSE recognizing the success of the process to date and the contribution of nurses, doctors and trade unions working collaboratively in agreement on task transfers and overall benefits to be achieved under the agreement for patients and service users. The final sanction will be pending the report of the independent chairperson as referred to above.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments or the HR Helpdesk (ask.hr@hse.ie or 1850 444 925)

HR and Employee Relations Managers may contact Ann Kearney Corporate Employee Relations Services for further advice, ann.kearney@hse.ie

Yours sincerely



Anne Marie Hoey
National Director of Human Resources



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