



**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 Officers**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHO**
- Each CHO Heads of HR**
- 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 Human Resources

**Date:** 19<sup>th</sup> August 2020

**Re:** HR Circular 054/2020: Implementation and Assimilation of outcomes arising from Phase 3 of the Job Evaluation Scheme for Support Staff per Labour Court Recommendations 22066

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Dear Colleagues,

I refer to the provisions of Labour Court Recommendations No. LC22066 which are in relation to the implementation of Phase III of the Job Evaluation process for Support Staff. This Circular gives effect to the outcomes in respect of the upgrading of support staff to higher bands within the support staff structure. The revised bands applicable in per Phase III are set out below.

### PHASE III

Grade Code	Description	Current Band	New Band
6494	Health Care Support Assistant (formerly Home Help)	4	2

The effective date of application is **1<sup>st</sup> September 2020**. Individual existing increment dates will remain in place.

Appendix 1 outlines detail of the specific implementation of the band changes, including the points of movement across bands. An additional element of this Circular is adherence to HR circular [044/2020](#) in relation to new entrants.

#### 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 the contents of this Circular may be referred to Paul Byrne, HSE Corporate Employee Relations, HR Directorate, HSE, Oak House, Millennium Park, Naas, Co. Kildare. Email: [paulj.byrne@hse.ie](mailto:paulj.byrne@hse.ie) or [martina.canavan@hse.ie](mailto:martina.canavan@hse.ie)

Please note that the National HR Help Desk is also available to take queries on 1850 444 925 or email: [ask.hr@hse.ie](mailto:ask.hr@hse.ie).

Yours sincerely



**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)

## Appendix 1

**Band 4 to Band 2 - For those moving two pay bands, assimilation will take place on the basis of next nearest cash point.**

Grade Code	Grade Description	Band	Effective From	Pts	1	2	3	4	5	6	7	8	9
	<b>For those moving from BAND 4</b>	<b>4</b>	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038
		<b>2</b>	1/01/20 PSPP	9	28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862
	<b>BAND 2 Assimilation at point:</b>				<b>1st</b>	<b>2nd</b>	<b>3rd</b>	<b>3rd</b>	<b>3rd</b>	<b>4th</b>	<b>5th</b>	<b>6th</b>	<b>6th</b>