



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8
Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

Teil/Tel: (01) 635 2319
Rphost/ E-mail: nationalhr@hse.ie

1st March 2016

To: Each Member of the Directorate and Leadership Team
Each Assistant National Director, HR
Each Chief Officer, CHO
Each Hospital Group HR Director
Each Hospital Group CEO
Each CEO Section 38 Agency
Each HR Manager Section 38 Agency
Each Employee Relations Manager

From: Rosarii Mannion, National Director of Human Resources

Re: HR Circular 004/2016 – Labour Court Recommendation re Clinical Psychologists Pay

Dear Colleagues,

The Labour Court in its decision CD/14/372 (copy attached), considered whether or not the basic grade Clinical Psychologist should have been treated as an entry grade for the purposes of the new entrant salary scales applicable at the 1st January 2011, where the Clinical Psychologists had been employed as Trainee Psychologists between the years 2008 and 2010 inclusive.

The Court decided that those employees who were Trainee Clinical Psychologies during the years referenced, who subsequently were appointed as Basic Grade Clinical Psychologists should not be designated as new entrants upon appointment.

Employers are now required to review the salaries of the the Clinical Psychologists covered by the terms of the recommendation, these employees should not be classified as new entrants for the purposes of the new entrant salary scales dated 1st January 2011 and they should have their pay appropriately adjusted and backdated to the date of commencement of their employment.

It should also be noted that the Court rejected the claim for incremental credit for the period of training and therefore all staff progressing from trainee to basic grade, should commence on the 1st point.

Queries:

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

Queries from HR Departments may be referred to Paul Byrne, HSE Corporate Employee Relations, HR Directorate, HSE, 63/64 Adelaide Road, Dublin 2. Tel: 01-6626966, E-mail: paulj.byrne@hse.ie

Yours sincerely,



Rosarii Mannion
National Director of Human Resources