



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

All enquiries to:
HSE Corporate Employee Relations Services,
Tel: (01) 6626966

HSE HR Circular 005A/2009

13th October 2009.

To: Each Assistant National Director of Human Resources, HSE.

**c.c: Each Member of Management Team, HSE;
Each Regional Director of Operations, HSE;
Each Hospital Network Manager, NHO, HSE;
Each Assistant National Director, PCCC, HSE;
Each Local Health Manager, PCCC, HSE;
Each Employee Relations Manager, HSE.**

Re: Standardisation of Terms and Conditions of Employment

Dear Colleague

I refer to HSE HR Circular 005/2009 and issues pertaining to interpretation and implementation raised by SIPTU (on behalf of Radiographers/Radiation Therapists) and the MLSA (on behalf of Medical Scientists). The Agreement was reached with both unions under the Public Services Modernisation Agenda of the Social Partnership Agreement, Towards 2016 (Paragraph 30.8)

The parties have agreed the following clarification:

1. New entrants who commenced employment with the HSE during the period 1st January 2005 – 15th December 2008 will retain the terms and conditions of their original employment. If their status changes after 16th December 2008 i.e. if they transfer, are promoted or upgraded, the standard annual leave entitlement and working hours will be applied.
2. Favourable consideration will be given to increasing the annual leave of employees who are not eligible to receive the application of the revised annual leave standard in instances where the employees current working hours are less than 35 hours per week and where the employee agrees to increase his/her working week hours to 35 hours per week.
3. In cases where an employee is currently working 35 hours per week and wishes to opt for the revised standard annual leave entitlement, favourable consideration will be given to such requests provided the employee agrees to the terms of the Extended Working Day for basis working hours in line with the terms of the Extended Day Agreement.

Any enquiries regarding the Circular should be addressed to the HSE Corporate Employee Relations Services, 63-64 Adelaide Road, Dublin 2; Telephone: 01 6626966.

Yours sincerely,

Séan McGrath
National Director of Human Resources