



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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

Tel: (01) 635 2319
Fax: (01) 635 2486
E-mail: nationalhr@hse.ie

HSE HR Circular 18/2008

**To: Director of Human Resources / Human Resources Manager
Each Voluntary Hospital
Each Specialist Agency
Each Intellectual Disability Service
Assistant National Director of Human Resources - Each HSE Region**

18th June 2008

Re: Advanced Nurse Practitioner's salary - LCR 19230

Dear Colleagues,

The dispute regarding the appropriate salary for Advanced Nurse Practitioners (ANP) employed in Non-Band 1 Hospitals has recently been the subject of a Labour Court investigation and recommendation.

The Court found that Advanced Nurse Practitioner is a clinical rather than management role and in light of the unique clinical position of ANPs, the Court recommended that all ANPs should be paid on the Assistant Director of Nursing Band 1 salary scale with effect from 1st July 2004 or from the date of appointment if later than 1st July 2004.

Employers are therefore requested to revise the salary of Advanced Nurse Practitioners as appropriate.

Advanced Nurses Practitioners working in Mental Health Services should continue to be paid on the Assistant Director of Mental Health Nursing salary scale.

Yours sincerely,

A handwritten signature in blue ink, appearing to be 'Sean McGrath', written over a horizontal line.

Sean McGrath
National Director of Human Resources