



Health Service
Employers Agency

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1st August 2003

To: **Chief Executive Officer and Director of Human Resources
Each Health Board
Eastern Regional Health Authority**

Re: **Permanent appointment of Counsellor Therapists – National Counselling Service:
Grade Code 3028**

Dear Chief Executive

Following discussion with representatives of Counsellor Therapists – National Counselling Service, the arrangements set out below have been agreed for the permanent appointment of existing post-holders:

1. Each Health Board will proceed with a local competition for permanent filling of Counsellor Therapist posts in the National Counselling Service. Competitions will be confined to staff within each individual board who possess the required qualifications and experience already laid down.
2. Existing post-holders who may not have the requisite experience or qualifications for the Counsellor Therapist grade at the time of the above competition, will be allowed time to acquire the experience and/or time to acquire the qualifications required. Posts currently being filled by such individuals should be retained for future filling. This provision applies uniquely to existing post-holders at the time of the conversion process.
3. With the exception of those post-holders referred to at Items 1 and 2 above, all future appointments to posts of Counsellor Therapists – National Counselling Service will be subject to open competition and the normal recruitment process.

Any queries in relation to the above arrangements should be addressed to the undersigned.

Yours sincerely

GERRY BELLEW
Industrial Relations Executive

cc: Mr David Byrne, Child Care Legislation Unit, Department of Health & Children