



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Office of the National Director of Human Resources  
Health Service Executive  
Block D  
Parkgate Street Business Centre  
Parkgate Street  
Dublin 8

Tel: (01) 635 2827  
Fax: (01) 635 2813  
E-mail: nationalhr@hse.ie

**31<sup>st</sup> December 2006.**

**HSE HR Circular 023/2006**

**To:** Each Asst. National Director of Human Resources  
Each Network Manager  
Each LHO Manager

**Cc:** Mr. Liam Woods, National Director of Finance.  
Dr. Siobhan O'Halloran, Nursing Services Director.

**Re:** Starting Pay on Promotion – Clinical Nurse Managers 2 who are  
in receipt of a Specialist Qualifications/Location Allowance.

I refer to the starting pay on promotion arrangements for staff at Clinical Nurse Manager 2 level who are in receipt of an allowance. These are now being revised following recent Labour Court Recommendation No. LCR 18462.

The Labour Court in recommendation 18642 identified an anomalous position in respect to some individual Clinical Nurse Managers 2.

With effect from 1<sup>st</sup> February 2006, Clinical Nurse Managers 2 who are in receipt of an allowance and who are promoted to Clinical Nurse Manager 3 or Assistant Director of Nursing will be assimilated on a personal to holder basis in the following manner.

*Existing substantive salary plus a sum equivalent to the Specialist Qualification or Location Allowances if they are in receipt of one or the other of these allowances.*

The normal application of the Circular 10/71 provisions will then apply.

In respect to individual nurses who were promoted prior to the Labour Court Recommendation:

*“Clinical Nurse Managers 2 who were in receipt of an allowance and who were promoted before the 1<sup>st</sup> February 2006 may also benefit from the new arrangements. In such circumstances, the assimilation rules will be applied to the salary plus the allowance at the date of promotion and, where a higher assimilation point is indicated, the employee’s salary will be revised as a the 1<sup>st</sup> February 2006.”*

I should be grateful if you would ensure that this Circular is forwarded to all relevant parties and voluntary agencies within your area.

Any queries with regard to this matter should be addressed to Mr. Gerry Bellew, Senior IR/HR Executive, HSE – Employers Agency, 63 – 64 Adelaide Road, Dublin 2. Telephone No. 01 6626966

**Yours sincerely,**



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**Martin Mc Donald,  
National Director of Human Resources.**