



An Coimisiún um Chaidreamh san Áit Oibre  
Workplace Relations Commission

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## HSE/PNA and SIPTU

Further to several conciliations between representatives of the above-named parties the following outcome was recorded by the WRC.

### **Community Allowance**

The WRC agreement of 5<sup>th</sup> August and subsequent clarification of 16<sup>th</sup> August 2016 refers. As part of the process that led to this Agreement, it was decided that a joint management/union implementation group would discuss issues of eligibility for application of the community allowance and provide clarity where agreement was reached. It was also noted that any issues that remained unresolved would be subject to further WRC engagement.

The matters agreed between the parties are set out below:

1. Working Mon – Fri in community with no premium pay
2. Working in community and 1-in-4 up to and including ADON
3. Working as ANP, CMHNS/ CNS – CBT, Addiction, Family therapy
4. Working as nurse Scan, Self-harm, liaison and doing 1-in-4
5. Clozaril nurse and clozaril nurse doing ECT
6. Working 1 in 3. – Circular has issued
7. Unqualified OT allowance can be applied to those who meet the criteria in approved centres, in respect of working in activation. This can be paid in conjunction with location allowance.

Both SIPTU / PNA sought the application of the allowance in other cases such as :

- Nursing staff working in practice development, including CPC clinical placement coordinators and Nurse Practice Development co-ordinators.
- Clinical Placement Co-Ordinators
- ECT

These issues have not been conceded by the HSE.

The parties however acknowledge that the role and function may not be consistent around the country, and anomalies to the job spec for such grades exist. It is also recognised that numerous individual cases, being taken to various adjudication officers, may not provide the consistency required, and may not be in the interest of either the staff side, or management.

It is therefore the preference of the parties, that a single adjudicator be appointed to hear such cases, in a binding process. This can be the subject of discussion between the parties, on the issue of selection and terms of reference, which would need to be consistent with the criteria already set out, in previous submissions.



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Mairead Daly  
Regional Manager  
5th July 2018