



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

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15th November 2016

To: Each Member of the Directorate and Leadership Team
Each Chief Officer, CHO
Each CEO, Hospital Group
Each CEO, Section 38 Agency
Each Employee Relations Manager
HR Senior Staff

c.c. Ms. Mary Doran, General Manager, National Recruitment Services.
Ms. Yvonne Kelly, General Manager, National Payroll, HSE Health Business Services.

From: Rosarii Mannion, National Director HR

Re: HR Circular 016/2016 re Incremental Credit in respect of Nursing/Midwifery Clinical Placement - 2011-2015 Graduates.

Dear Colleagues,

I refer to recent consideration of the above following on from the process provided for in the Chairperson's Note attaching to the Lansdowne Road Agreement and between the HSE, the Nursing Unions and the Department of Health.

Accordingly, I can now advise of the approval of the Minister for Health, with the consent of the Minister for Public Expenditure and Reform, to the award of incremental credit in respect of the thirty six week, 4th year undergraduate clinical placement period for those nurses who graduated from Irish Universities between 2011 and 2015. The sanction is effective from 1st January 2017.

Specifically, this means that from 1st January 2017, all Nurses and Midwives who have undertaken the clinical placement as part of their 4th year undergraduate programme in an Irish University, or will in the future undertake this clinical placement as part of their 4th year undergraduate programme

in an Irish University, will qualify for thirty six weeks incremental credit in respect of clinical placement.

In addition, for nurses who continued in employment in the post qualification pre-registration period, the quantum of their employment in that period, up to a maximum of 8 weeks, also qualifies for the award of incremental credit.

Queries:

Queries from individual employees should in the first instance be directed to respective Line Managers/Department Heads.

Queries from HR/ER Departments may be referred to Edna Hoare, HSE Corporate Employee Relations, HR Directorate, HSE, 63/64 Adelaide Road, Dublin 2. Tel: 01-6626966, E-mail: info.t@hse.ie

Yours sincerely,



Rosarii Mannion
National Director of Human Resources

APPENDIX 1:

HR Circular 016/2016 re Incremental Credit in respect of Nursing/Midwifery Clinical Placement - 2011-2015 Graduates.

Appendix 1: Examples of Increment Progression from 01.01.17

Award of incremental credit in respect of the thirty six week, 4th year undergraduate clinical placement period, for those who graduated between 2011 and 2015.

1. Nurses who graduated in 2011

1. Staff Nurse graduates in 2011. Placed on 1st point of scale on 01.10.2011

01.10.11 - 1st pt

01.10.12 - 2nd pt

01.10.13 - 3rd pt

01.10.14 - 4th pt

01.10.15 - 5th pt

01.10.16 - 6th pt

22.01.17 - 7th pt * (Increment granted after 112 days allowing for incremental credit in respect of 36 week clinical placement)

2. Staff Nurse graduates in 2011. Leaves service on 13.09.2011. Re-hired on 31.03.2014 on 3rd point of Staff Nurse (new entrant scale).

31.03.14 - 3rd pt

31.03.15 - 4th pt

31.03.16 - 5th pt

31.03.17 - 6th pt

22.07.17 - 7th pt * (Increment granted after 112 days allowing for incremental credit in respect of 36 week clinical placement)

2. Nurses who graduated in 2012

1. Staff Nurse graduates in 2012. Placed on 1st point of scale on 21.09.2012

21.09.12 - 1st pt

21.09.13 - 2nd pt

21.09.14 - 3rd pt

21.09.15 - 4th pt

21.09.16 - 5th pt

21.09.17 - 6th pt

12.01.18 - 7th pt * (increment granted after 112 days allowing for incremental credit in respect of 36 week clinical placement)

2. Staff Nurse graduates in 2012. Placed on 1st point of scale on 21.09.2012. Leaves service and resumes duty on 04.04.15 on 3rd pt.

04.04.15 - 3rd pt

04.04.16 - 4th pt

04.04.17 - 5th pt

25.07.17 - 6th pt * (Increment granted after 112 days allowing for incremental credit in respect of 36 week clinical placement)

3. Nurses who graduate in 2013

1. Staff Nurse graduates in 2013. Placed on 1st point of scale on 12.09.2013

12.09.13 - 1st pt

12.09.14 - 2nd pt

12.09.15 - 3rd pt

12.09.16 - 4th pt

02.01.17 - 5th pt * (increment granted after 112 days allowing for incremental credit in respect of 36 week clinical placement)

4. Nurses who graduate in 2014

1. Staff Nurse graduates in 2014. Placed on 1st pt of scale on 03.10.2014.

03.10.14 - 1st pt

03.10.15 - 2nd pt

03.10.16 - 3rd pt

03.10.17 - 4th pt

23.01.18 - 5th pt * (increment granted after 112 days allowing for incremental credit in respect of 36 week clinical placement)