

Ref:MHEM1220

18/12/20

To All Branches and Officer Board

Re: Temporary Higher Assignments

Dear Colleagues,

As you may be aware, the PNA has been engaged with the HSE in relation to the regularisation of individuals who have been working in a higher capacity under a Temporary Higher Assignment (THA). Engagement on this issue was progressed under the auspices of the Workplace Relations Commission over the past year and, although a broad agreement was reached early in 2020 prior to the Covid pandemic, a final memorandum has just been published.

The proposal was initially brought by the employer and is an attempt by them to reduce the numbers of individuals who are working in higher positions for long periods of time. The protocol for these appointments is set out in the circular attached and will allow anyone working under a THA (and receiving payment for same) on or before January 2019 the opportunity to be regularised into that post.

I would advise that all branches familiarise themselves with this document, paying specific attention to the validation criteria checklist supplied and identify anyone that this may apply to. We would advise that if any further clarity is sought or if questions arise as to individual eligibility that you contact the PNA in relation to this as soon as possible. Any individual cases that are unclear or may be problematic will need to be addressed with the employer on an individual basis but, generally speaking, the criteria is clear and should not lead to ambiguity.

If you have any queries in relation to this circular please contact head office or your local regional representative to seek advice. Please ensure that this document is distributed as necessary to all PNA members in your area.

Thank you for your time and ongoing commitment to the PNA. I hope you all have a happy and peaceful Christmas.

Yours sincerely,



Mr Michael Hayes
Deputy General Secretary

*General Secretary, Mr Peter Hughes
Deputy General Secretary, Mr Michael Hayes*