



Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhísí Sláinte

Ospidéal Dr. Steevens'

Baile Átha Cliath 8

Office of the National Director of Human Resources

Health Service Executive

Dr. Steevens' Hospital

Dublin 8

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To: Chief Executive Officer
Each National Director
Each Assistant National Director HR
Each Assistant Chief Finance Officers
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each CHO HR Manager
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each Group Director of Midwifery
Each Clinical Director

From: Anne Marie Hoey, National Director of Human Resources

Date: 21st October 2019

Subject: HR Circular 031/2019 re Registered Nurse Intellectual Disability

Dear Colleagues,

Labour Court Recommendation LCR 21900/21901 provided for the implementation of the Registered Nurse Intellectual Disability (RNID) element of the 2017 Workplace Relations Commission agreement on recruitment and retention.

This provided that RNIDs working in the intellectual disability sector who, as part of their daily work, supervise social care workers (as distinct from Care Assistants) or work alongside them in the same locations should be upgraded to Clinical Nurse Manager 1 level. Assimilation onto the CNM 1 scale is by assimilation to the nearest point but not below (see Appendix 1).

Before assimilation can occur each RNID must apply using the attached verification form (Appendix 2) along with HR Form 102. An assessment of the application will be required by the individual's Line Manager and final approval is sanctioned by HR.



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The effective date for the assimilation is the 1st of March 2019. The 1st of March becomes the new incremental date for those assimilated under this Circular.

Queries

Queries from individual employees should be addressed to the local management or the relevant CHO Head of HR/Hospital Group Director of HR.

Queries from HR Departments on the contents of this Circular may be referred to Morgan Nolan CERS, HSE, Corporate Employee Relations, 63/64 Adelaide Road, Dublin 2. Tel: 01- 6626966, Email: morgan.nolan@hse.ie

Yours sincerely,



Ann Marie Hoey
National Director of HR



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Appendix 1 Assimilation onto CNM 1 scale

RNID	(1/9/2019)	Assimilate	CNM 1	(1/09/2019)
1	29,860	to	Point 1	45,969
2	31,654	to	Point 1	45,969
3	32,734	to	Point 1	45,969
4	33,951	to	Point 1	45,969
5	35,487	to	Point 1	45,969
6	37,019	to	Point 1	45,969
7	38,546	to	Point 1	45,969
8	39,866	to	Point 1	45,969
9	41,189	to	Point 1	45,969
10	42,506	to	Point 1	45,969
11	43,824	to	Point 1	45,969
12	45,119	to	Point 1	45,969
13 LSI	46,501	to	Point 2	46,811



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Verification Form

APPLICANT'S DETAILS:**Name:** _____**Work Location:** _____**Personnel Number** :(Mandatory) _____**Service Area:** _____

Your appointment to and continuing employment in this post is subject to you providing evidence to the Employer that you hold, prior to the Commencement date, all the following qualifications and registrations:

Criteria as set out in HR Circular 031/2019	Applicant meets criteria (Y/N)
Registration as a Registered Nurse Intellectual Disabilities on the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland	
That you supervise or work alongside social care workers as part of your daily work	

Mr/Ms _____ hereby make an application for the post of RNID CNM1 scale and I declare that the above information provided in support of my application is, to the best of my knowledge, correct. I agree to provide validation, where requested.

Signature of applicant: _____ **Date:** _____**Approved by Director of Nursing:** _____ **Date;** _____**HR Approval;** _____ **Date;** _____
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