



Oifig an Stúirthóra 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
Tel: 01 6352319 Email: nationalhr@hse.ie

Memorandum

To: Chief Executive Officer
Each National Director
Each Assistant National Director HR
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
Director National Ambulance Service

From: Anne Marie Hoey National Director Human Resources

Date: 16th April 2021

Re: Update on Guidance for Vaccinated Healthcare Workers

Dear Colleagues

In light of emerging evidence regarding vaccine efficacy the following guidance is being issued:

1. Healthcare Workers (HCWs) who have completed vaccination*, and who are identified as a Close Contact of a Covid-19 case (which is not a suspected or confirmed COVID-19 'variant of concern'), are no longer required to restrict movement or undergo testing or monitoring, unless there are specific concerns identified following risk assessment. See *'Interim Guidance for Coronavirus - Healthcare Worker Management By Occupational Health'*
2. HCW's over 70 years who have completed mRNA vaccination*
AND
HCWs with underlying conditions, who are not immunosuppressed and who have completed vaccination*

can now be referred to the Occupational Health Service for assessment of fitness for work.

As with those in the 'high risk' category, these HCWs should continue to work from home if possible. If they cannot work from home, they can return to work following medical assessment by Occupational Health and a risk assessment by management, in line with the '*Guidance on Fitness for Work of Healthcare Workers in the Higher Risk Categories, including Pregnant Healthcare Workers*'

(*They have completed a COVID-19 vaccination and the specified interval following that vaccination to achieve immunity as per '[Clinical Guidance for COVID-19 Vaccination](#)' - Duration of protection of COVID-19 vaccines)

Please note, the return to work of vaccinated HCWs who are pregnant or who are immunosuppressed, will be decided as further evidence on vaccine efficacy becomes available.

These Workplace Health & Wellbeing Unit guidance documents can be accessed from this link:

<https://www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/covid-19-guidance/>

Queries

Queries on the Workplace Health & Wellbeing Unit's Covid-19 guideline documents may be referred to hr.wellbeing@hse.ie or the HCW helpline **t: 1850 420 420**

Queries from HR/Employee Relations Departments on HSE HR Circular 60/2020 may be referred to Anna Killilea, Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: **01 6626966**, Email: anna.killilea@hse.ie

Please note that the National HR Helpdesk is also available to take queries on **t:1850 444 925** or ask.hr@hse.ie.

Yours sincerely,



Anne Marie Hoey
National Director of Human Resources



Need information and advice on COVID-19 Go to www.hse.ie/coronavirus