



Oifig an Stiúirthóra 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: 01 635 2319 Email: nationalhr@hse.ie

Memorandum

To: Chief Executive Officer
Each National Director
Each Assistant National Director HR
Each Assistant Chief Finance Officer
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHOs
Each Head of HR CHOs
Head of HR, PCRS
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: 19th January 2021

Re: HR Memo re Updated Derogation Guidance

Dear Colleagues

Given the increased risk specific for close contacts of household cases, it has been agreed that there will be an extra approval level for derogation of these HCWs. As for all HCWs, **only** senior management can make the decision to derogate a HCW based on a risk assessment, however this decision must now be approved by the Office of the National Director of Acute Operations or the Office of the National Director of Community Operations.

The full guidance, including the draft risk assessment can be found here [Derogation for the Return to Work of Healthcare Workers \(HCW\) who are Essential for Critical Services](#)

Update regarding Testing and Return to Work of HCWs who are Close Contacts

In line with advice from NPHET there will be day 5 and day 10 testing for HCWs designated as close contacts, with exit from restricted movements if the Day 10 test is reported as 'not detected'.

The full guidance, including the draft risk assessment can be found here [Occupational Health Interim Guidance for Healthcare Workers](#)

Queries

Queries on the HSE 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

Yours sincerely



Anne Marie Hoey
National Director of Human Resources