

**02nd June 2009.**

**To: National HR Team**

**From: Mr. John Smith, Asst. National Director of HR – Operations**

**Re: Incentivised Scheme for Early Retirement  
Incentivised Career Break Scheme  
Shorter Working Year Scheme**

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**Dear Colleague,**

I refer to HSE HR Circulars 16, 17 and 18 which gave effect to the aforementioned Schemes'. I refer in particular to the requirement that application of the schemes is conditional on grades / staff groups co-operating fully with '..... redeployment, mobility, skill mix and flexibility...'.

The recent 'Agreed Directive' supported by the majority of health service unions contains an instruction to union members that has the effect of contravening the qualification criteria, as outlined above, for processing applications under the provisions of the three schemes.

Accordingly, it is necessary to inform applicants seeking access to either of the three schemes that the HSE is not in a position to progress applications while the union directive remains extant.

For your information and attention.

**Signed:**

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**John Smith**