



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
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15th November 2016

To: Each Member of the Directorate and Leadership Team
Each Chief Officer, CHO
Each CEO, Hospital Group
Each CEO, Section 38 Agency
Each Employee Relations Manager
HR Senior Staff

c.c. Ms. Mary Doran, General Manager, National Recruitment Services.
Ms. Yvonne Kelly, General Manager, National Payroll, HSE Health Business Services.

From: Rosarii Mannion, National Director HR

Re: **HR Circular 016/2016 re Incremental Credit in respect of Nursing/Midwifery Clinical Placement - 2011-2015 Graduates.**

Dear Colleagues,

I refer to recent consideration of the above following on from the process provided for in the Chairperson's Note attaching to the Lansdowne Road Agreement and between the HSE, the Nursing Unions and the Department of Health.

Accordingly, I can now advise of the approval of the Minister for Health, with the consent of the Minister for Public Expenditure and Reform, to the award of incremental credit in respect of the thirty six week, 4th year undergraduate clinical placement period for those nurses who graduated from Irish Universities between 2011 and 2015. The sanction is effective from 1st January 2017.

Specifically, this means that from 1st January 2017, all Nurses and Midwives who have undertaken the clinical placement as part of their 4th year undergraduate programme in an Irish University, or will in the future undertake this clinical placement as part of their 4th year undergraduate programme

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in an Irish University, will qualify for thirty six weeks incremental credit in respect of clinical placement. Practical examples of how the new arrangements will apply in different circumstances are set out in **Appendix 1** (revised 25th November 2016).

In addition, for nurses who continued in employment in the post qualification pre-registration period, the quantum of their employment in that period, up to a maximum of 8 weeks, also qualifies for the award of incremental credit.

Queries:

Queries from individual employees should in the first instance be directed to respective Line Managers/Department Heads.

Queries from HR/ER Departments may be referred to Edna Hoare, HSE Corporate Employee Relations, HR Directorate, HSE, 63/64 Adelaide Road, Dublin 2. Tel: 01-6626966, E-mail: info.t@hse.ie

Yours sincerely,



Rosarii Mannion
National Director of Human Resources

REVISED APPENDIX 1 (25th November 2016):

HR Circular 016/2016 re Incremental Credit in respect of Nursing/Midwifery Clinical Placement: 2011 – 2015 Graduates

Appendix 1 sets out the process of awarding incremental progression in respect of the 36 week, 4th year undergraduate clinical placement period, for those who graduated between 2011 and 2015.

The incremental point of all Staff Nurses who graduated since 2011 should be reviewed on the basis that they should have their increment brought forward by 36 weeks, provided the effective date is 1st January 2017 or later.

Examples of Incremental Progression from 01.01.2017:

1. Nurses who graduated in 2011

Staff nurse graduates in 2011 and was placed on 1st point of the salary scale on 1.10.2011

01.10.2011 – 1st point

01.10.2012 – 2nd point

01.10.2013 – 3rd point

01.10.2014 – 4th point

01.10.2015 – 5th point

01.10.2016 – 6th point

21.01.2017 – 7th point (Increment granted after 112 days allowing for incremental credit in respect of 36-week clinical placement)

Staff nurse graduates in 2011. Leaves the service on 13.09.2011. Rehired on 31.03.2014 on 3rd point of staff nurse (new entrant scale)

31.03.2014 – 3rd point

31.03.2015 – 4th point

31.03.2016 – 5th point

01.01.2017 – 6th point (Incremental credit granted in respect of 36 week placement means increment date revised from effective date of circular)

22.07.2017 – 7th point (Increment granted after 202 days allowing for incremental credit in respect of 163 days carried forward in respect of clinical placement)

Note the above example must allow for incremental credit in respect of nursing service that is verified in accordance with the relevant circulars

2. Nurses who graduated in 2012

Staff nurse graduates in 2012 and was placed on the 1st point of the salary scale on

21.09.2012

21.09.2012 – 1st point

21.09.2013 – 2nd point

21.09.2014 – 3rd point

21.09.2015 – 4th point

21.09.2016 – 5th point

11.01.2017 – 6th point (Increment granted after 112 days allowing for incremental credit in respect of 36 week clinical placement)

3. Nurses who graduated in 2014

Staff nurses graduates in 2014 and was placed on the 1st point of the salary scale on 3.10.2014

03.10.2014 – 1st point

03.10.2015 – 2nd point

03.10.2016 – 3rd point

23.01.2017 – 4th point (Increment granted after 112 days allowing for incremental credit in respect of 36 week clinical placement)