



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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Health Service Executive
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4th October 2006.

HSE HR Circular 17/2006

**To: Each National Director
 Each Assistant National Director of Human Resources
 Each Employee Relations Manager**

Re: Information and Consultation Agreement

Dear Colleague,

The EU directive 2002/14/EC of March 2002 has recently been transposed into national Irish legislation in the "Employees (Provision of Information and Consultation) Act 2006". Together, they set out the basis and obligations for organisations to put in place procedures, processes and practices to enable effective information sharing and consultation between employers and employees' representatives.

The attached Agreement dated 1st September gives effect to the EU Directive and the Act and is to be used as the basis for meeting our obligations under the Act. The parties to the Agreement are health service management and trade unions working under the aegis of the Health Service National Partnership Forum.

The Agreement sets out the approaches necessary to:

- ensure employees and their trade union representatives receive the information to which they are entitled
- provide information to enable involvement of staff and their representatives in change processes
- implement arrangements that enable information and consultation to improve decision-making and organisational performance.

The Agreement is intended to reflect the spirit of the partnership culture being developed within the health services including the recently updated Partnership Agreement and the Protocol for Handling Significant Change, as well as meeting the requirements of the Act.

The Agreement is formulated in the context of existing partnership structures and processes which already fulfil many if not all of the requirements of the Act.

I would be obliged if you would take whatever steps necessary to ensure that the Agreement is implemented in your area of responsibility.

Yours sincerely,

A handwritten signature in cursive script, reading "Martin McDonald".

Martin McDonald
A/National Director of Human Resources.