



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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HSE HR Circular 31/2008

To: Each Assistant National Director of HR, HSE

**c.c: Ms. Ann O'Doherty, Director, National Hospitals Office, HSE
Mr. Liam Woods, National Director of Finance, HSE
Each Hospital Network Manager, HSE**

24th December 2008

Re: Out-of-Hours Nurse Managers in Acute Hospitals

I refer to the grading of Out of Hours Nurse Managers, which was outlined in HSE HR Circular 001/2007, following a Labour Court Recommendation (LCR18595).

The circular confirms that Out of Hours Nurse managers (Clinical Nurse Managers 3) who fulfil all of the identified criteria should be graded at the same level as Night Superintendent. The effective date for implementation was 1 December 2006.

The Irish Nurses Organisation (INO) sought an earlier implementation date in line with the implementation arrangements applying to Night Superintendents (i.e. November 2001). The issue was the subject of a Labour Court Hearing and the Court in Labour Court Recommendation 19397 has recommended that the effective date should be 7 January 2004 (the date the original claim was lodged).

Please make arrangements to review posts, which were re-graded as a consequence of circular 001/2007 to apply a new effective date of 7 January 2004 and calculate any arrears that may fall due.

Enquiries regarding the operation of this circular should be directed to Ms Ann Marie Ward, Industrial Relations Executive, HSE-Employers Agency, 63/64 Adelaide Road, Dublin 2; telephone: 01-6626966; email; ann-marie.ward@mailt.hse.ie. Any enquiries regarding adjustments in respect of the costs of implementation should be addressed to the Assistant National Director of Finance in each of the four HSE Administrative areas

Yours sincerely,

Sean McGrath
National Director of Human Resources