



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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HSE HR Circular 006/2009

23rd March, 2009.

To: Each Hospital Network Manager, NHO, HSE.
For issue to HSE and HSE-funded agencies employing Consultants in Emergency Medicine

c.c: Each Member of Management Team, HSE;
Each Assistant National Director, PCCC, HSE;
Each Assistant National Director of Human Resources, HSE.

Re: Payment of Arbitration Award to Consultants in Emergency Medicine

Dear Colleague

I refer to previous correspondence from Andrew Condon, General Manager, Consultant Contract Implementation regarding payment of the arbitration award to Consultants in Emergency Medicine.

I note that Consultants were paid 85% of the award in line with the attached template prior to 31st December 2008. On 9th February 2009 Mr Condon notified Hospital Network Managers that HSE and HSE-funded agencies should take the steps necessary to:

- a) pay the outstanding 15% of the arbitration award;
- b) ensure those Consultants in Emergency Medicine who have remained on Consultant Contract 1997 and hold a Category I Contract are now paid at the higher Category I rate;
- c) pay any monies outstanding to Consultants in Emergency Medicine who have remained on Consultant Contract 1997 and hold a Category I Contract on the basis that they were eligible for payment at the higher Category I rate from 1st June 2008 onwards.

In addition, Mr Condon noted that claims for payments related to rest days etc. will be examined at a later date on a case by case basis as agreed with the IHCA.

Taking this into account, arrangements should now be made to:

- Complete the implementation of the measures listed at a) to c) above immediately;
- Locum or temporary Consultants employed between 1st January 1998 and 31st May 2008 on the Consultant Contract 1997 who make claims relating to the arbitration award should be paid in the same manner as permanent Consultants;
- Obtain from Consultants in Emergency Medicine details of claims relating to untaken rest days and other payments calculated on a daily or sessional basis. Payment should be made in relation to such claims once validated by the employer;
- Calculate the extent to which payments made to Consultants who retired during the period in question may require adjustment.

Yours sincerely,

Seán McGrath,
National Director of Human Resources.

Consultants in Emergency Medicine Retrospection

Group 1

Psychiatrists in All HSE areas, Geriatricians in all HSE Areas, Consultants in Palliative Care,
in all HSE areas, Consultants in HSE Midland area HSE North Western area and HSE Western Area

Year*	4%	85% payment due now	
1998	4,125	3,506	
1999	4,268	3,628	
2000	4,491	3,818	
2001	5,197	4,417	
2002	5,531	4,701	
2003	5,696	4,842	
2004	5,934	5,044	
2005	6,280	5,338	
2006	6,874	5,843	
2007	7,219	6,136	
2008**	3,078	2,616	
Total	58,693	49,889	

Group 2

Consultants in the HSE Southern/Mid- West/North East/South East (excluding Psychiatrists and
Geriatricians and Consultants in Palliative Care)

Year*	1st part of Arbitration Award	4%	Total due	85% payment due now
1998	5,189	4,130	9,319	7,921
1999	5,370	4,265	9,635	8,190
2000	5,649	4,493	10,142	8,621
2001	6,539	5,199	11,738	9,977
2002	6,957	5,532	12,489	10,616
2003	7,165	5,696	12,861	10,931
2004	7,466	5,924	13,390	11,382
2005	7,903	6,280	14,183	12,056
2006	8,649	6,874	15,523	13,195
2007	9,081	7,216	16,297	13,852
2008*	3,872	3,078	6,950	5,907
Total		58,687	132,527	112,648

Group 3

Consultants in HSE Regional Areas, excluding Psychiatrists, Geriatricians and
Consultants in palliative care

Year*	1st part of Arbitration Award	4%	Total	85% payment due now
1998	10,097	4,130	14,227	12,093
1999	10,452	4,265	14,717	12,509
2000	10,996	4,493	15,489	13,166
2001	12,724	5,199	17,923	15,235
2002	13,538	5,532	19,070	16,210
2003	13,941	5,696	19,637	16,691
2004	14,528	5,924	20,452	17,384
2005	15,375	6,280	21,655	18,407
2006	16,829	6,874	23,703	20,148
2007	17,456	7,216	24,672	20,971
2008** A24	7,536	3,078	10,614	9,022
Total		58,687	202,159	171,836

* Annualised amounts are based on the consultant having worked for a full calendar year.

** From 1-1-08 to 31-5-09