



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  
Health Service Executive  
Dr. Steevens' Hospital  
Dublin 8

**All Queries:**

Corporate Employee Relations Service,  
HSE HR Directorate,  
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**HSE HR Circular 013/2012**

**27<sup>th</sup> April, 2012**

**To: Each Member of Management Team, HSE;  
Each Regional Director of Operations, HSE;  
Each Assistant National Director of Human Resources, HSE;  
Each Employee Relations Manager, HSE;  
Each CEO & HR Manager, directly funded Voluntary Hospital / Section 38 Agency**

**Re: Performance Related Pay – Directors of Nursing**

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I refer to the decision of the Rights Commissioner of April 2010 that certain Directors of Nursing were properly due a Performance Related Payment in 2009 in respect of their assessed performance in 2008. As this decision has not been appealed to the Employment Appeals Tribunal, the Department of Health and the Department of Public Expenditure and Reform have now sanctioned payment of the award to Directors of Nursing effected. This sanction is subject to the payments being made from within existing resources.

It is important to note that a number of Directors of Nursing did receive payment in the first half of 2009, prior to the Department of Health advising the HSE that all such payments should be suspended, pending the issuing of further guidelines from government. The contents of this circular applies solely to those Directors of Nursing who did not receive such payment prior to the suspension and who have been appropriately assessed as meriting such payment. This payment relates only to the year 2008.

Please bring this to the attention of all relevant staff.

**Barry O'Brien**  
**National Director of Human Resources**