



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
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11th November 2015

**To: Each Member of the Directorate and Leadership Team HSE
Each Hospital Group CEO
Each Chief Officer, CHO
Each Assistant National Director, HR
Each HR Director, Hospital Groups
Each Employee Relations Manager
Each CEO Section 38 Agency**

Re: HR Circular 025/2015 – Intern Scheme

Dear Colleagues,

HSE HR Circular 14/2013 gave effect to the provisions of the Public Service Stability Agreement 2013-2016 (Haddington Road Agreement) allowing for the introduction of an initiative to recruit up to 1,000 intern Health Care Assistants, Multi Task Attendants and other support grades on a 2 year programme, to be employed at 85% of the first point of Band 3 salary in year 1, progressing to 90% of same in year 2.

The issue of these interns formed part of discussions around the proposed Public Service Stability Agreement 2013-2018 (Lansdowne Road Agreement). It was agreed, in the event the overall agreement was ratified, that there would be a process put in place to appoint interns to permanent positions.

The Lansdowne Road Agreement has been ratified and this Circular gives effect to the commitments contained in the Chairman's note, as part of that process, namely:

- 1) Subject to satisfactory service, the current cohort of Interns will be appointed to posts in the health service after 18 months.
- 2) Such interns will be appointed to the next favourable point on the appropriate scale, almost always the 1st point.

I would ask that you ensure that all such staff with 18 months satisfactory service on, or from, the date of ratification of the LRA, the 8th September 2015, have the provisions of the agreement applied to them.

The parties are currently engaged in a process of reviewing the current and future requirements and this will be concluded in due course. Consequently, pending the outcome of this process there should be no recruitment of support grades to positions in services where there are existing interns in situ, unless such positions have been made available to those interns in the first instance.

The initial scheme for interns has been concluded, however appointments currently being processed, should be brought to conclusion.

Queries

Employees and Managers are invited to address any queries that they may have regarding these arrangements to their local HR/Employee Relations Departments.

Queries from HR/ER Departments may be referred to Employee Relations Advisory Services, 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