



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna  
Feidhmeannacht na Seirbhíse Sláinte  
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27<sup>th</sup> April 2016

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

**From:** Rosarii Mannion, National Director of Human Resources

**Re:** HSE HR Circular 008/2016 - Labour Court Recommendation 21104 – Temporary Arrangements for Temporarily Assigned Staff

Dear Colleagues,

Please find attached Labour Court Recommendation LCR 21104, which issued following a hearing regarding the assimilation arrangements in relation to the salary to apply to personnel who are temporarily assigned into promotional roles, in accordance with the protocol set out under the provisions of HSE HR Circular 17/2013. The provisions of the LCR state that the pay and assimilation arrangements for such staff are to be the same as those applying to employees who have been permanently appointed.

Consequently, all agencies are required to review the pay arrangements which have applied to such temporary appointments since 1<sup>st</sup> October 2013 and ensure that the payment arrangements applied are no less favourable than that which would apply in respect of permanent promotion to the position, for the staff category concerned.

The assimilation arrangement for temporary appointments to higher grades under the terms of this Circular will continue to apply until such time that other arrangements are agreed between health service employers and the staff representative bodies.

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All agencies are requested to give effect to the provisions of this circular with immediate effect.

Queries from HR/ER Departments may be referred to Paul Byrne, HSE Corporate Employee Relations, HR Directorate, HSE, 63/64 Adelaide Road, Dublin 2. Tel: 01-6626966, E-mail:

[paulj.byrne@hse.ie](mailto:paulj.byrne@hse.ie)

Yours sincerely,



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**Rosarii Mannion**  
**National Director of Human Resources**