



Circular 13/2015

20th November 2015

Ms Rosarii Mannion
National Director of Human Resources
Health Service Executive
Dr Steevens' Hospital
Dublin 8

Assimilating an employee who is re-joining the public health sector who left prior to the introduction of the 2011 New Entrant scales on to the current pay scale

Dear Rosarii

I am writing to you to provide clarification on how to assimilate an employee who left public health sector employment prior to the introduction of the new entrant pay scales in 2011 on to the current scale.

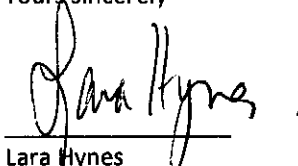
Where an employee is re-joining the public health service they should be assimilated to the merged scale at 1/11/13 value for the point of scale/rate they left on, with all of the relevant pay reductions applied to it. Incremental credit in line with the usual rules can then be applied.

Example using the Staff Nurse grade for an employee who left in 2008 is set out below.

| 01/09/2008 | 01/01/2010 | 01/01/2011 | 01/11/2013 |
|------------|------------|------------|------------|
| 31875 | 30234 | 27211 | 27111 |
| 33470 | 31710 | 28539 | 29205 |
| 35069 | 33189 | 29870 | 30234 |
| 36666 | 34666 | 31199 | 31710 |
| 38256 | 36137 | 32523 | 33189 |
| 39630 | 37408 | 33667 | 34666 |
| 41008 | 38683 | 34815 | 36137 |
| 42380 | 39952 | 35957 | 37408 |
| 43753 | 41222 | 37100 | 38683 |
| 45102 | 42469 | 38222 | 39952 |
| 46541 | 43800 | 39420 | 41222 |
| | | | 42469 |
| | | | 43800 |

This circular should be brought to the attention of all relevant HSE managers and to all service providers funded by the HSE under Section 38 of the Health Act 2004.

Yours sincerely



Lara Hynes
Principal, National HR Unit

Shábháilteacht 1 Othar
Patient Safety 1 First

