



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

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**17<sup>th</sup> October 2006.**

**HSE HR Circular 018/2006**

**To: Each Hospital Network Manager  
Each LHO Manager  
Each Asst. National Director of Human Resources.**

**Re: Appointment of Staff Nurses with prior U.K. experience as State  
Enrolled Nurse**

**Dear Colleague,**

A reasoned opinion has been issued by the European Commission regarding recognition of prior U.K. experience as S.E.N. on appointment to Staff Nurse positions in Ireland.

The background to this case is as follows:

*Ms. Anne Camlin was employed as a Staff Nurse at St Vincent's University Hospital in March 1998 and placed on the 4<sup>th</sup> point of the salary scale. She had qualified as a registered nurse in the U.K. in 1994, having completed the SEN conversion course. She had 16 years experience as an SEN.*

*On her behalf, the INO lodged a claim for recognition of her SEN experience on the same basis as such experience was recognised for Hospital Attendants holding the SEN qualification in Ireland who undertook the conversion course, i.e. one increment for each three years SEN experience.*

*This claim was rejected and in due course was adjudicated on by the Rights Commissioners Service and the Labour Court, both of whom supported management's rejection of the claim. Ms. Camlin then referred the claim to the Department of Enterprise, Trade and Employment and it eventually found its way through to the European Commission, where the reasoned opinion issued in December 2005.*

On 18<sup>th</sup> January 2006, the Irish Permanent Representative to the European Commission indicated acceptance of the Commission's opinion.

*Accordingly, Incremental credit for experience as a State Enrolled Nurse in the U.K. should be granted on appointment as Staff Nurse, on the basis of one increment for every three years service as a State Enrolled Nurse, with the seventh incremental point being given for twenty years service."*

It is not anticipated that a significant number of individuals will be affected. For further background information please contact Mr. Gerry Bellew, Senior Industrial Relations Executive, HSE – Employers Agency at 01 6626966.

**Yours sincerely,**

A handwritten signature in cursive script, appearing to read "Martin Mc Donald".

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**Martin Mc Donald,  
A/National Director of Human Resources.**