



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

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## **HSE HR Circular 18/2008**

**To: Director of Human Resources / Human Resources Manager  
Each Voluntary Hospital  
Each Specialist Agency  
Each Intellectual Disability Service  
Assistant National Director of Human Resources - Each HSE Region**

**18<sup>th</sup> June 2008**

**Re: Advanced Nurse Practitioner's salary - LCR 19230**

Dear Colleagues,

The dispute regarding the appropriate salary for Advanced Nurse Practitioners (ANP) employed in Non-Band 1 Hospitals has recently been the subject of a Labour Court investigation and recommendation.

The Court found that Advanced Nurse Practitioner is a clinical rather than management role and in light of the unique clinical position of ANPs, the Court recommended that all ANPs should be paid on the Assistant Director of Nursing Band 1 salary scale with effect from 1<sup>st</sup> July 2004 or from the date of appointment if later than 1<sup>st</sup> July 2004.

Employers are therefore requested to revise the salary of Advanced Nurse Practitioners as appropriate.

Advanced Nurses Practitioners working in Mental Health Services should continue to be paid on the Assistant Director of Mental Health Nursing salary scale.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Sean McGrath', is written over a horizontal line.

**Sean McGrath**  
**National Director of Human Resources**