To: Each Member of the Leadership Team
     Each Assistant National Director HR
     Each Hospital Group CEO
     Each Hospital Group Director of HR
     Each CHO Head of HR
     Each Chief Officer CHO
     Each CEO Section 38 Agencies
     Each HR Manager Section 38 Agencies
     CEO Tusla

From: Rosarii Mannion, National Director Human Resources

Date: 4th September, 2017

Subject: HR Circular 032/2017 re New National Framework Agreement for Agency Services

Dear Colleagues,

The Health Service Executive has recently completed an EU procurement process to develop a National Multi-Supplier Framework Agreement for the delivery of Agency Services for the provision of short term / temporary medical agency placements for the following staff:

- Doctors (Consultants and NCHDs)
- Nurses
- Health Care Assistants
- Allied Health Professionals
- Social Care Workers

This National Framework Agreement is primarily for the HSE / TUSLA and the wider publicly-funded Health sector in line with Government Policy / One Voice for Health, to engage the services of an Agency Company to provide personnel to fill short term / locum cover for the above positions. The Agency personnel provided by the Agency Company will be employed and paid by the Agency Company.
As you are aware, costs associated with the supply of agency staffing represents an extremely significant area of expenditure for the Organisation and the award of this National Framework is a critical step in achieving value for the public purse while also maintaining service standards and ensuring continuance of supply.

For the purposes of the Framework, the HSE / Tusla Locations have been divided into two Lot Areas, as follows:

**Lot 1**
- Saolta Hospital Group
- RCSI Hospital Group
- Ireland East Hospital Group
- **CHO Area 1**: Donegal, Sligo / Leitrim / West Cavan and Cavan / Monaghan
- **CHO Area 2**: Galway, Roscommon and Mayo
- **CHO Area 8**: Laois / Offaly, Longford / Westmeath, Louth and Meath
- **CHO Area 9**: Dublin North, Dublin North Central and Dublin North West
- Tusla Sites in CHO Areas 1, 2, 8 & 9.

**Lot 2**
- Dublin Midlands Hospital Group
- The Children’s Hospital Group
- South/Southwest Hospital Group
- University of Limerick Hospital Group
- **CHO Area 3**: Clare, Limerick, and North Tipperary / East Limerick
- **CHO Area 4**: Kerry, North Cork, North Lee, South Lee, and West Cork
- **CHO Area 5**: South Tipperary, Carlow / Kilkenny, Waterford and Wexford
- **CHO Area 6**: Wicklow, Dun Laoghaire and Dublin South East
- **CHO Area 7**: Kildare / West Wicklow, Dublin West, Dublin South City, and Dublin South West
- Tusla Sites in CHO Areas 3, 4, 5, 6 & 7.

The main changes in the new Framework are:

1. This is a multi-supplier Agency Framework - There will be one Principal supplier for each Category in each Lot, as well as up to four second-tier suppliers for each Category in each Lot;
2. Doctor hourly pay rates are reduced;
3. Agency fee will now only apply on standard rate of pay and not on any premium rates.

The implementation date for the new Framework is 1st September, 2017. From this date, only the Agencies on the Framework contract may be used for the provision of short-term / temporary and locum staff and strict adherence to the terms on which the contracts have been awarded must be maintained. There is no authorization for any HSE staff member to use any Agency outside of the Agencies formally contracted for a particular staff category in the relevant Lot Area. For details of the approved supplier Agencies for each Category and each Lot Area, and the relevant Agency fees, please see [http://ihbs.healthirl.net/Human-Resources/Agency-Contract-Management/](http://ihbs.healthirl.net/Human-Resources/Agency-Contract-Management/)

Agency staff currently employed in the system through Agencies other than those on the Framework must not have their contracts renewed.

This Framework is separate to any international recruitment initiative.

[http://hse.ie/eng/staff/Resources/hrstrategiesreports/peoplestrategy201518.html](http://hse.ie/eng/staff/Resources/hrstrategiesreports/peoplestrategy201518.html)
Queries

If you have any queries regarding this matter, please contact Pam Connolly, HBS Business Manager, pam.connolly@hse.ie 091 775329 or 087 8032923

Yours sincerely,

__________________________
Rosarii Mannion
National Director of Human Resources