



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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

**Re: HSE Circular 16/2016 Incremental Credit in respect of Nursing/Midwifery
Clinical Placement: 2011-2015 Graduates**

Date: 27th January 2017

Ref: CERS 03/2017

Dear Colleagues,

I refer to the provisions of the above and wish to provide the following clarification with regard to whether a 3 month pause (as per provisions of HRA para 2.18) should apply.

The Incremental pause of 3 months under the Haddington Road Agreement has expired. It is also noted that the sanction granted for the granting of the 36 week credit does not encompass retrospection and that there was a near three month delay between the sanction being granted in October 2016 and it taking effect in January 2017 given budgetary restraints.

Taking account of the expiration of the Incremental Measures under the terms of the Haddington Road Agreement nurses and the absence of incremental credit for this cohort since 2011, nurses and midwives who are to benefit from the awarding of credit should be given the full benefit of the restoration of the 36 weeks incremental credit and not be subjected to any increment freeze.

Additionally, the provisions of the above has applicability since January 1st, 2017 and payments to staff who now have an entitlement to have their salary adjusted should be actioned without delay.

Yours sincerley

**John Delamere,
Head of Corporate Employee Relations Services.**

Cc. Phil Ni Sheaghda, INMO

Peter Hughes, PNA

Kevin Figgis, SIPTU