



Féilthmeánacht na Seirbhíse Sláinte  
Health Service Executive

Corporate Employee Relations Services  
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Health Service Executive  
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**Memorandum**

**To:** *AND's HR (for circulation)  
HR Managers of DATHS and Voluntary Hospitals  
National Payroll Manager (for circulation)*

**From:** *Paul Byrne – Employee Relations Manager - CERS*

**Cc:** *CERS team.*

**Date:** *18<sup>th</sup> December 2013*

**Re:** *HRA – Employees on final point of their scale with salaries  
between €35,000 and €65,000, (incl. of allowances in the nature of pay)*

Dear Colleagues,

Further to memo dated 10<sup>th</sup> December 2013, in relation to the operation of Sections 2.24 and 2.25 of the Haddington Road Agreement, I wish to provide further clarifications, on foot of issues raised.

- 1) The provisions do not apply to single point salary scales, e.g. Senior Staff Nurse etc
- 2) The taking of "unpaid" leave is an option, however this will be the most costly option for employees, as the deduction will be based on the gross figure for the days pay, and considered to be "Special Leave without pay". This should be brought to the attention of any staff member considering this option.
- 3) Those opting to pay "half the most recent increment" must have the amount fully paid within 12 months of the first deduction. The "increment" being the difference between the current value of the final point and the current value of the previous point on the scale.

Regards

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**Paul Byrne**  
Employee Relations Manager  
Corporate Employee Relations