



Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhísí Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8
Tel: 01 6352319 Email: nationalhr@hse.ie

MEMO

To: Each Member of the Directorate and Leadership Team
Each Assistant National Director of Human Resources, HSE
Each Chief Officer, CHO
Each HR Manager, CHO
Each CEO, Hospital Group
Each HR Director, Hospital Group
Each CEO, Section 38 Agency
Each HR Manager, Section 38 Agency
Each Employee Relations Manager, HSE
Each Group Director of Nursing & Midwifery

From: Rosarii Mannion, National Director HR

Date: 27th February 2018

Re: Red Alert Warnings/Storm Ophelia

Dear Colleagues,

I refer to previous memo in respect of disruption caused by Storm Ophelia, which occurred on the 16th October 2017. As provided for in that memo, those who were unable to attend work, or had to leave their place of work for health and safety reasons, were paid for the hours which they were scheduled to work, without having to take annual leave or other form of leave, in respect of the hours which they were unable to work.

It is acknowledged that a significant number of staff were required and did attend for work, to ensure that critical services were delivered to the public. Local arrangements should therefore be agreed to recognise their required attendance on the day, and appropriate time or leave be credited to them. The granting of this time, or leave, to the employee, can be agreed locally and may be discharged over an extended period if necessary, subject to exigencies of the service. This arrangement applies to Storm Ophelia only.

Additionally, where such an event occurs in the future, where for health and safety reasons some employees are unable to attend for duty; those affected can be granted annual leave from their allocation, for the hours they were scheduled to work. If the employee has no annual leave remaining, they may use leave from the next leave cycle, and have their allocation adjusted accordingly

Queries

Employees and Managers are invited to address any queries that they may have regarding these arrangements to their local HR / Employee Relations Departments.

Any queries from HR / Employee Relations Departments on the contents of this memo may be referred to HSE Corporate Employee Relations, 63-64 Adelaide Road, Dublin 2. Tel: 016626966, Email: info.t@hse.ie

Yours sincerely



Rosarii Mannion
National Director of HR