



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

21<sup>st</sup> January 2014

Corporate Employee Relations Services

HR DIRECTORATE

Health Service Executive

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**To:** Assistant National Director's HR  
HR Managers of DATHS and Voluntary Hospitals  
National Payroll Manager  
HR Managers – ID Sector  
HR- Children and Families

**Cc:** National Director of HR  
CERS Team

**From:** John Delamere – Head of CERS

**Re:** Senior Staff Nurse – HRA and Pensions Calculations

Colleagues,

Please find attached direction from the Department of Health and Children, following their discussions with the Department of Public Expenditure and Reform in respect of Senior Staff Nurses encompassed by the provisions of Circular 17/2013.

I wish to particularly draw your attention to the treatment of such employees for pension purposes, and wish to advise that this supersedes previous advice contained in our Frequently Asked Questions on the Haddington Road Agreement.

Yours sincerely



**John Delamere**  
Head of Corporate Employee Relations



14 January, 2014.



Mr John Delamere,  
Head of Corporate Employee Relations,  
HSE Corporate Employee Relations Service,  
63-64 Adelaide Road,  
Dublin 2.

**Re: Senior Staff Nurses – Haddington Road Agreement and Pension calculations**

Dear Mr Delamere,

I refer to consideration of issues raised by the INMO in correspondence to you in relation to the Senior Staff Nurse grade.

In particular, consideration has been given to the points raised in section 3 of the correspondence proposing how Senior Staff Nurses should be treated under paragraphs 2.24 and 2.25 of the Haddington Road Agreement and the pension rules that should apply.


Following engagement with the Department of Public Expenditure and Reform on the matter, I am to confirm that the Senior Staff Nurse is recognised as a promotional post. Given this, the position in relation to the increment and pension issues arising is:-

- (i) Those moving to Senior Staff Nurse under the Haddington Road Agreement do not attract the top of scale provisions (in line with the fact that single point scales do not attract them), and
- (ii) As the Senior Staff Nurse post is a promotional post, averaging rules for pension purposes will apply. This is in accordance with pension scheme rules.

In relation to the latter it is noted that, prior to the Moratorium taking effect, those promoted to the Senior Staff Nurse Grade were subject to the averaging rule in the normal way.

I would be grateful if you could arrange for these clarifications to be circulated to relevant staff and agencies.

Yours sincerely

  
Paddy Barrett  
National HR

Cuirfear fáilte roimh chomhfhreagras i nGaeilge

**An Roinn Sláinte / Department of Health**

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