



**Stiúirthóra Náisiúnta
Acmhainní Daonna**

Feidhmeannacht na Seirbhíse,
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8.

**National Director
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Jackie Cahill T.D.

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PQ 31005/24 To ask the Minister for Health further to Parliamentary Question Nos. 408 to 412 of 2 July 2024, and the responses received from the HSE for same which repeatedly stated that it is at local management's discretion to request medical certificates at alternative intervals, if he will outline, given that the HSE HR Circular 014 2018 Appendix B states that a manager should take into consideration their approach in other cases and most notably, "the need for consistency of approach", whether the consistency in approach is expected to apply across the board for all staff under that managements' purview, or if the consistency in approach may vary by staff role and level; and if he will make a statement on the matter. -Jackie Cahill

Dear Deputy,

I refer to your recent Parliamentary Question which was sent to the HSE for response.

There are three sources of information that managers are required to consider when determining if there are "exceptional circumstances" which would warrant the granting of the extended sick pay limits under CIP on the basis of managerial discretion. These are:

1. The Occupation Health Physician's medical report;
2. The relevant information from the employee such as the severity of the illness or injury; and
3. The relevant HR information such as the length of the absence to date, the willingness of the employee to engage with workplace rehabilitation measures etc.

Further details are set out in HSE HR Circular 014/2018 Appendix B.

I trust this clarifies and is of some assistance.

Yours sincerely,

Catriona McConnellogue
National HR