



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhísí Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8
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Health Service Executive
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To:

- Chief Executive Officer**
- Each National Director**
- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHOs**
- Each Head of HR CHOs**
- Head of HR, PCRS**
- CEO Section 38 Agencies**
- Each HR Manager Section 38 Agencies**
- Each Employee Relations Manager**
- Each Group Director of Nursing & Midwifery**
- Each Group Director of Midwifery**
- Each Clinical Director**
- Director National Ambulance Service**

From: **Anne Marie Hoey, National Director of Human Resources**

Date: **23rd April 2021**

Re: **HR Circular 020/2021: Health Care Assistants in Mental Health Facilities**

Dear Colleagues,

I refer to the provisions of HR Circular [005/2020](#) which outlines the implementation of Job Evaluation for Support Staff resulting in re-banding for certain grades. In particular, Health Care Assistants in specific Mental Health facilities were re-banded to Band 1.

There are Health Care Assistants in Mental Health Facilities who were not part of the sanctioned cohort of listed locations in HR Circular 005/2020. It has come to attention that the difference in pay band potentially causes an inequality regarding recruitment and retention ability for facilities not included in the listed locations. It

has been agreed that effective from 1st January 2021, Health Care Assistants employed in all Mental Health Facilities, will be re-banded to Band 1.

This agreement does not form part of the Job Evaluation sanction. Therefore costs in relation to this will be met from within existing resources in the relevant areas.

For the avoidance of doubt, those Health Care Assistants employed in Mental Health Facilities who, under the terms of HSE HR Circular 005/2020, moved to Band 2 from 1st September 2019 will, as per this circular, move to Band 1 from 1st January 2021.

The Grade Code to be used is 6012 Health Care Assistant Band 1; originally intended for use with the specific mental health agencies, now extended in these circumstances.

The assimilation will be to the next nearest cash point on the higher band, as outlined below.

	Health Care Assistant Grade Code 6075 BAND 2	Assimilation to Band 1	Health Care Assistant Grade Code 6012 BAND 1
OLD SCALE POINT	OLD SCALE VALUE	NEW SCALE POINT	NEW SCALE VALUE
1	29,062	1	34,011
2	30,421	1	34,011
3	31,854	1	34,011
4	32,234	1	34,011
5	33,169	1	34,011
6	33,976	1	34,011
7	35,141	3	36,068
8	36,348	4	37,088
9	37,600	5	38,178

The effective date is **1st January 2021**. Individual existing increment dates will be retained.

Please note, new entrant additional increment measures do not apply to Band 1, as clarified in CERS Memo 042/2020.

Managers at Mental Health Facilities affected by this circular will need to instruct HR/Payroll Departments of the staff impacted by this circular.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments / Employee Relations Departments. Please note also that the National HR Help Desk is also available to take queries on 1850 444 925 or email: ask.hr@hse.ie.

Queries from HR Departments on the contents of this Circular may be referred to Paul Byrne, HSE Corporate Employee Relations, HR Directorate, HSE, Oak House, Millennium Park, Naas, Co. Kildare. Email: paulj.byrne@hse.ie or martina.canavan@hse.ie

Yours sincerely,



Anne Marie Hoey
National Director of Human Resources