



FAQ 1

Question: Do the normal eligibility criteria for payment of a Location Allowance or a Specialist Qualification Allowance apply to the extension to these allowances to CNM 3s under HSE HR Circular 005/2024?

Ans: Yes. The qualifying criteria established for Location Allowances and Specialist Qualification Allowances are also applicable to those promoted to CNM 3 roles.

FAQ 2

Question: Are all CNM3 grades (grade codes 233X, 238Y, 2046 and 2356) eligible regardless of date of appointment?

ANS: yes, subject to normal eligibility criteria.

FAQ 3

Currently when promoting Staff Nurse/CNM1/CNM2 to CNM3 grade, those that were in receipt of Location/Qualification allowance had this added to their substantive salary and then given pay on promotion under 10/71 rules – should this practice continue for new appointees?

Ans: No, the inclusion of the Location/Specialist Qualification Allowance, for the purpose of calculating pay on promotion, should be discontinued **from the date of the Circular** (4th of April 2024). For those nurses who are promoted to CNM 3 and who continue to qualify for a Location/Specialist Qualification Allowance, payment of the allowance shall continue. **Note please see FAQ 4 for exceptions.**

FAQ 4

Question: If a nurse is promoted from Staff Nurse/CNM 1 or CNM 2 to CNM 3 and this nurse holds a qualification in one Speciality and is moving to another CNM 3 role in a speciality that s/he does not hold a qualification (eg from Paediatrics to Geriatrics), or from a location that is recognised for a Location Allowance to a location that is not. In these circumstances may the nurse have the allowance added to her/his substantive salary and then given pay on promotion under 10/71 rules?

Answer: In these specific circumstances it would be allowable to give recognition to the allowance in the nurse's substantive salary before applying 10/71 pay on promotion rules. This is an exception to the general rule set-out in FAQ 3.

FAQ 5

Question: What occurs where a CNM3 is temporarily relocated from a qualifying to non-qualifying area?

Answer: Where a CNM3 is assigned on a permanent basis to a qualifying location/speciality, they will not be penalised when required to work outside the qualifying location/speciality for a short period of time.

FAQ 6

Question: Should we now review the appointment and remove the Qualification/Location Allowance from substantive salary for all nurses who have been promoted to CNM3 since the 4th of April 2024?

Answer: No. There should be no retrospective action taken. See FAQ 3 for action post 4/4/2024.

FAQ 7

Question: Does a CNM3 have to be engaged in clinical duties to qualify for a Location/Specialist Qualification Allowance?

Answer: See FAQ 1

FAQ 8

Question: Similarly if the CNM is not in a Location that normally attracts a Location Allowance are they still eligible

Answer: No. See FAQ 1

FAQ 9

When calculating retrospective treatment for PHN/CNM2/CMM2 Salary scale, what date should be used to calculate existing service and future moves on scale?

Answer: The effective date of the Circular, **30th of September 2023**, is the date to be used for calculating entitlements to move to the new Point 10 and Point 11 (LSI). Those entitled, will move to the new point from 30th September 2023, and any further moves due, for those individuals, will be on their existing increment date, in line with their service.

As outlined, increment dates remain unchanged.

Example for those with one or more years' service

INCREMENT DATE 3rd January

Checkpoint 30/09/2023 – 1.75 years service at max Appoint to point 10.

3/01/2024 – 1 years service at point 10 ---- Counting service viewed as 1 year complete

3/01/2025 – 2 years service at point 10 ----- Year 2 on point 10 concludes

3/01/2026 – 3 years service at point 10 ----- Year 3 on point 10 concludes-----move to point 11 LSI on 03/01/26

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Example for those who have been on point 9 for 2 years.

INCREMENT DATE 3rd January

Checkpoint 30/09/2023 – 2.75 years service at point 9. Appoint to point 10.

3/01/2024 – 1 years service at point 10 ---- Counting service viewed as 1 year complete

3/01/2025 – 2 years service at point 10 ----- Year 2 on point 10 concludes - move to point 11 LSI on 03/01/25