

Circular 111/99

30 November, 1999

Chief Executive Officer  
Each Health Board

Secretary/Manager  
Each Public Voluntary Hospital  
and Joint Hospital Board

Administrator/Chief Officer  
Each Mental Handicap  
and Specialist Agency



DEPARTMENT  
OF HEALTH AND  
CHILDREN  
AN ROINN  
SLÁINTE AGUS LEANAÍ

Shaping a  
Healthier Future

**Revised Annual Leave Entitlements for Nursing Grades**

**Labour Court Recommendation No. 16261**

I am directed by the Minister for Health and Children to refer to the recent agreement reached between employers and unions representing nurses in relation to their claims under the Programme for Competitiveness and Work and Partnership 2000.

The sanction of the Minister may be assumed for the implementation of the arrangements set out in this circular.

**Annual Leave**

1. The following revised annual leave entitlements apply with effect from the current leave year:

**Staff Nurses**

0 to 5 years service	24 days
5 to 10 years service	25 days
More than 10 years service	27 days

**All other grades**

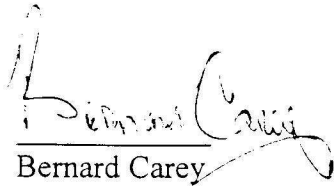
0 to 5 years service	25 days
5 to 10 years service	26 days
More than 10 years service	28 days

2. Please note that the service requirement refers to cumulative service in the publicly funded health services in Ireland, for example:
  - a newly appointed staff nurse with 5 years service in a previous employment as described above would be entitled to 25 days leave;
  - a staff nurse with 4 years service would be entitled to 25 days leave on promotion;
  - a staff nurse with 6 years service would be entitled to 26 days leave on promotion;
  - a staff nurse with 11 years service would be entitled to 28 days leave on promotion.
  
3. Previous service in the following private hospitals may be reckoned for the purposes of annual leave:
  - Mater Private Hospital, Dublin; Bon Secours Hospital, Dublin; Bon Secours Hospital, Cork; Bon Secours Hospital, Tralee; St. Vincent's Private Hospital, Dublin; Blackrock Private Hospital, Dublin; Mount Carmel Hospital, Dublin; Galvia Private Hospital, Galway; Aut Even Hospital, Kilkenny; St. John of God Private Hospital; St. Patrick's Hospital, Dublin.
  
4. Subject to receipt of satisfactory documentary evidence of relevant nursing experience abroad, such experience may be reckoned for the purposes of establishing annual leave entitlements.
  
5. The revised annual leave arrangements may be implemented for job-sharing, part-time and temporary nurses in accordance with existing provisions relating to their annual leave entitlements.
  
6. Any queries concerning this arrangement should be addressed to the Health Service Employers Agency at 63/64 Adelaide Road, Dublin 2, tel. 01-6626966.

**Funding**

7. Your non-capital allocation will be adjusted to take account of the additional cost involved. Because of the complexity of the settlement terms and the need for absolute accuracy in determination of the overall funding requirements, detailed costings will have to be provided in respect of the various elements of the agreement. Please complete and return the attached costing form to the Nursing Policy Division as quickly as possible.

Any queries in relation to point 7 - Funding - should be addressed to the Nursing Policy Division. Telephone enquiries may be made at (01) 6354056 / 6354057.



Bernard Carey  
Principal Officer  
Nursing Policy Division

Appendix to Circular 111/99INCREASED COSTS ARISING FROM ADDITIONAL ANNUAL LEAVE FOR NURSING GRADES**Schedule for Funding Adjustments - 1999.**

Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures.

Agency \_\_\_\_\_

<b>Grade</b>	<b>Numbers (WTE) eligible for additional day</b>	<b>Numbers (WTE) eligible for 2 additional days</b>	<b>Numbers (WTE) eligible for 3 additional days</b>	<b>Numbers (WTE) eligible for 4 additional days</b>	<b>Annual Cost £m</b>
Staff Nurse Level including Reg. Midwife Reg. Sick Children's Nurse Reg. Mental Handicap Nurse Reg. Psychiatric Nurse Dual Qualified Nurse				N/A	
All Nursing Grades above Staff Nurse Level					
<b>Total</b>					

I confirm that the requested funding adjustment set out above reflects the cost involved in the implementation of the revised annual leave arrangements for nursing grades.

Signed \_\_\_\_\_