



Memo

To: Chief Executive Officer
Each Regional Executive Officer
Each National Director
Each Assistant National Director HR
Each Assistant Chief Finance Officer
Each Regional Director of People
Each Regional Director of Finance
Each Integrated Health Area Manager
Each 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
Head of HR, PCRS
Director National Ambulance Service

From: Anne Marie Hoey, Chief People Officer

Date: 20th November 2025

Subject: HR Memo 051/2025 – Conclusion of the Temporary Special Scheme of Paid Leave for Public Health Service Employees Unfit for Work Post COVID-19 Infection on 31st December 2025

Dear Colleagues

As set out in [HSE HR Circular 010/2025](#) the Temporary Special Scheme of Paid Leave for Public Health Service Employees Unfit for Work Post COVID-19 Infection will conclude on **31st December 2025** in line with Labour Court Recommendation LCR23154 and the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation sanction. No further extensions will be granted or permitted.

In order to ensure that impacted employees in your organisation / area of responsibility are aware of this position, each employee who currently remains on the Scheme must be personally notified by letter that payment under the temporary Special Scheme of Paid Leave will be discontinued on 31st December 2025 and no

further extensions will be granted or permitted. The letter of notification to each individual employee should also set out clearly that, should the employee remain unwell beyond 31st December 2025, the full provisions of the Public Service Sick Leave Scheme, including extended sick pay under the Critical Illness Protocol (CIP) (if granted) and TRR (if granted) may be utilised by those impacted by the ending of the Special Scheme as required, after that date.

Further details on CIP are available at [HSE HR Circular 14/2018](#).
Further details on TRR are available at [HSE HR Circular 24/2023](#).

I also wish to clarify that those moving to the Public Service Sick Leave Scheme on 1st January 2026 will be utilising the revised sick leave scheme for the first time on that date, and as such, will be subject to the revised sick leave provisions that came into effect from 4 September 2023 as set out in [HSE HR Circular 24/2023](#). Please note that the transitional arrangements are not applicable to this cohort of employees.

Please ensure that this memorandum is brought to the attention of all relevant managers and staff in your area of responsibility and appropriate arrangements are put in place to issue letters of notification to each impacted employee no later than **Friday 28th November 2025**.

Please ensure that this Circular is brought to the attention of all relevant managers and staff in your area of responsibility.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments. Please note that the National HR Help Desk is also available to take queries on 1800 444 925 or email: ask.hr@hse.ie.

Queries from HR Departments on the contents of this Circular may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966, Email: info.t@hse.ie.

Yours Sincerely



Anne Marie Hoey
Chief People Officer