



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

Áras Lansdún, Bóthar Lansdún, Droichead na Dothra, Baile Átha Cliath 4, D04 A3A8 Éire
Lansdowne House, Lansdowne Road, Ballsbridge, Dublin 4, D04 A3A8 Ireland

T: 0818 80 80 90 or +353 (0)1 6136700

Our ref: CAM100964-23

Mr John Delamare, HSE

Ms Linda Kelly, Fórsa

Mr Michael O'Leary

Re: Department of Health, the HSE and Fórsa concerning a career pathway process for 8 Health and Social Care Professionals grades in the HSE and HSE Funded Agencies

Following engagement at the WRC in early September, the parties have engaged extensively on issues related to the staff to senior pathway identified in the Interim Career Pathway Review report. The following is an addendum to the WRC Agreement of 04/09/22 and is representative of the position as of 11/12/23.

1. Eligible HSCPs remaining to be progressed in Primary Care

The HSE re-affirm their commitment to those eligible HSCPs in Primary Care as of the 7th of November 2022 that remain unresolved to finding a solution to their residual issues.

In the context of the CEO Memo dated 10/11/23 management agree to flexibility in relation to progression of staff to senior appointments in Primary Care, on the basis that:

- The process is confined to those staff grade HSCP in Primary Care identified as eligible at 07/11/22.

It is acknowledged that there will be no loss of HSCP positions vacated as a result of this process. The associated backfill of these staff grade positions falls to be filled in the context of the National Service Plan 2024.

(a) Social Worker – Primary Care

The parties confirm their commitment to finalise an agreed implementation of a staff to senior pathway for eligible Social Workers in Primary Care. The implementation of same must take account of separate discussions between Fórsa and the HSE in relation to the SW structure in the CHN Model.

The parties give their commitment to implementation of the above no later than 31st January 2024.

2. Progression of HSCP Career Pathway to all HSE funded services.

The parties have agreed to the implementation of a staff to senior pathway in the eight professions for all HSE funded services based on principles of equity with the process already undertaken in Primary Care.

In 2024,

- All vacancies at senior grade within the 8 professions will be offered in the first instance to those confirmed as eligible through this pathway.
- The cut-off date for eligibility to this pathway is the 7th of November 2022.
- Commencing in January 2024, and for a period of 8 weeks, there will be an exercise to identify those eligible, based on the following criteria:
 - 5 years post qualification aggregate service as a staff grade HSCP

And

- Be on a current Senior HSCP panel / have been on a Senior HSCP panel on the 7th of November 2022

OR

Successfully complete the competency verification exercise agreed between the parties.

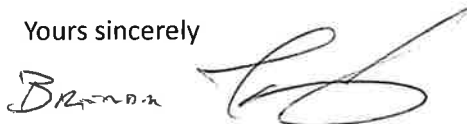
- From the 1st of March 2024, vacancies will be offered to all validated eligible candidates as per the associated guidance document agreed between the parties.

The parties agree to re-convene at the WRC in Mid-January 2024 to finalise associated documents and process flows to give effect to the principles outlined above. A key element of that discussion will include agreeing the appropriate status and recognition for those identified and validated as eligible under this pathway.

The parties have agreed to establish a joint oversight group to oversee implementation of this pathway. The composition of which will be agreed in January. Any dispute at service level in relation to implementation of any aspect of this agreement, must be referred to the oversight group for decision. The oversight group will undertake a review of implementation processes in June 2024 to ensure compliance with the agreement.

In accordance with the WRC agreement of 4th September, the parties will now proceed to re-engage with an independent HR consultant regarding the remaining elements of the Career Pathway Review, including but not limited to Clinical Specialisms, Advanced Practice, CPD and Supervision, Discipline Manager Roles and Ratios and future career pathways in the new Health Regions Structure with an intention to completing the full review in 6 months.

Yours sincerely



Brendan Cunningham

Regional Manager

18 December 2023.