



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

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29<sup>th</sup> February 2024

Ms Jacqueline Nix, HSE

Ms Linda Kelly, Fórsa

Mr James Hamell, DOH

Ms Chris Cully, Fórsa

**Re: HSE, Department of Health, and Fórsa concerning a Career Pathway Process for 8 Health and Social Care Professional Grades in the HSE and Funded Agencies**

The parties re-engaged under the auspices of the WRC for a further Conciliation Conference on 28<sup>th</sup> February 2024. It is acknowledged that there has been extensive engagement by the parties to progress the ongoing issues related to the Staff to Senior Pathway identified in the Interim Career Pathway Review Report. The following is a further addendum to the related WRC Agreements of 04/09/2023 and 11/12/23 and should be read in conjunction with those.

**1. Eligible HSCPs remaining to be progressed in Primary Care**

**(a)** The parties acknowledge the challenges that contributed to the 31/01/24 deadline not being met but reaffirm their commitment to bottoming out the remaining cohort of eligible HSCPs in Primary Care as of 7th November 2022.

The mapping process for the remaining cohort will be completed no later than 1st March 2024 with immediate implementation of the following agreed process:

- Letter of Offer will issue to all remaining eligible HSCP's in Primary Care, specifying details of the offer and details regarding acceptance.
- The parties have agreed a joint review process, if required, and will avail of further support from the Commission if necessary.

## **(b) Social Worker – Primary Care**

Following a series of focused engagements between Fórsa and HSE Community Strategy, the parties have now agreed the grade for the Staff to Senior pathway for eligible Social Workers in Primary Care. This will be Staff grade to Senior Social Worker Primary Care with a revised job description to be agreed.

Staff Grade Social Workers in Primary Care will be afforded the same process as other eligible HSCP Grades in Primary Care. The parties will now commence the mapping process for Social Workers with a view to concluding same by the 2<sup>nd</sup> of April 2024.

The parties note that outstanding matters in relation to the broader structure of Social Work within Primary Care will be comprehended by the separate WRC engagement to review the CHN Model /CHO Agreement 2018.

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

Despite the efforts made to date the WRC notes the parties are not in a position to begin implementation of the Staff to Senior Career Pathway for all HSE Funded Services from the 1<sup>st</sup> of March 2024. The Commission requests the parties to redouble their efforts to finalise associated documents and process flows with a view to implementation by 02/04/24.

### **3. Remaining elements of the Career Pathway Review**

The principals from each side will meet in March to agree the composition of the joint working group and the next steps and associated timelines for the process with the independent HR consultant.

Brendan Cunningham  
Regional Manager