



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

28 April 2017

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C-161867

Mr Paul Byrne
Senior ER Executive
HSE

Ms Mary Gorry
Asst National Director HR

Mr Eamonn Donnelly
National Secretary
IMPACT

Re: HSE & IMPACT – field of competition for grades 4, 5, 6 and 7 posts

Dear Mr Byrne, Ms Gorry and Mr Donnelly

Further to the conciliation conference that took place on 11th April 2017 in relation the above matter, I write to confirm the agreed proposals.

In framing these proposals I have noted management's policy on open recruitment and also that Grade 4 is an entry level grade. I note also the issue relating to Specific Purpose Contract (SPC) staff having to complete on-line testing in a competition for a permanent post at their existing grade level. Given the scarcity of promotional opportunities within the sector since the imposition of the moratorium, and without prejudice to management's position on open recruitment going forward, it is proposed that panels with a lifespan of two years be formed to fill vacancies at grades 4, 5, 6 and 7 as follows:

GRADE 4

There will be two competitions as follows:

Competition 1

This will be confined to HSE employees (Clerical Officers) who are in receipt of a specified purpose contract/fixed term contract temporarily at a Grade IV level. This does not include permanent Grade IVs or agency staff wishing to change location/transfer.

An application will only be valid if:

- a) it is accompanied by the applicant's most recent payslip; and
- b) the applicant's Line Manager verifies on the application form that the applicant is a temporary grade IV.

Interviews will be held centrally in Dublin.

Online testing will not apply.

20% of grade 4 posts filled over the two year life of the panel, will be from this confined panel. This will be monitored on a 6 monthly basis.

Competition 2

This will be an open competition for the remaining 80% of grade 4 posts, with a minimum of 50% of those posts being filled by applicants from within the HSE and the remainder being filled by external candidates.

This will be monitored on a 6 monthly basis.

GRADES 5, 6 and 7

There will be two sets of competitions as follows:

Competition set 1

There will be a competition for grade 5, grade 6 and grade 7 HSE employees on specified purpose contracts or Fixed Term Contracts who wish to apply for a permanent post at their existing grade level, i.e. one competition per grade.

An application will only be valid if:

- a) it is accompanied by the applicant's most recent payslip; and
- b) the applicant's Line Manager verifies on the application form the applicant's grade and that he/she is temporary.

Interviews will be held centrally in Dublin.

Online testing will not apply.

20% of grade 5,6,7, posts filled over the two year life of the panel will be from this confined panel. This will be monitored on a 6 monthly basis.

Competition set 2

The remaining 80% of posts will be filled from a competition confined to the Health "family" i.e. HSE, TUSLA and Section 38 bodies. (See appendix 1)

This will be monitored on a 6 monthly basis.

Review arrangements

The parties will jointly review the panels at the 18 month stage. Additionally, the implementation of management plans regarding open-recruitment will be the subject of discussion between the parties, cognisant of the review and of the practices in general across the civil and public service.

Yours sincerely



Brian McGinn
Regional Manager
Conciliation Services