



Bulletin Board

With INMO director of industrial relations Phil Ní Sheaghda



Query from member

I have been acting in a role for a year and a half and did not qualify for regularisation under the Haddington Road Agreement as I did not have the two year service requirement in December 2012. I have continued to act in this role and I the post will not be advertised as a permanent position as it is currently filled by an employee granted extended maternity leave. I understood that I would be appointed to this post in a temporary capacity; however my employer seems confused in respect of my entitlements. Can you please advise?

Reply

Following on from the Haddington Road Agreement, from October 1, 2013, a new arrangement is in place for what was

previously termed 'acting'. The HSE issued a circular, Circular 17/2013, setting out the conditions under which future promotional posts will be filled on a temporary basis.

In your case, you should be appointed on a temporary basis for the remaining fixed term of the vacancy until the individual returns to the post or until a decision is made to advertise the role as a vacant position. Therefore you should receive a fixed term contract, appointing you to the higher post, for the required period of absence. This should be applied retrospectively to October 1, 2013, as you are in the post for longer than three months. This is a temporary arrangement, under which you also maintain your substantive post and when the employee currently on extended maternity leave returns, you will revert to your substantive post.

I hope this answers your question, if you have any further questions, do not hesitate to contact us again.

Query from member

I am not sure if I am eligible to apply for the senior staff nurse grade. I have worked as a nurse for 20 years, but not all of my service has been in Ireland. Can you please advise what steps I should take to obtain this grade?

Reply

The senior staff nurse grade is applicable to all nurses and midwives who have accumulated 20 years' genuine

nursing service. The accrual of service in Ireland, or abroad, in the public and/or the private sector is permitted, provided the service constitutes genuine nursing service.

Your employer should advise all nursing staff that applications for the senior staff nurse grade should be submitted at this time of year. As you are aware, the senior staff nurse grade is awarded in the month of November of each year.

Therefore, you should provide proof of your 20 years' genuine nursing service to your employer. This is the only requirement to apply for the senior staff nurse grade.



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