



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

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### MEMORANDUM

**To:** *Each Member of HSE Management Team  
Each Assistant National Director of HR  
Each Assistant National Director of Finance  
Each Regional Director of Operations*

*Each CEO, Voluntary Hospitals & Agencies*

**c.c.:** *Employee Relations Managers  
Each HR Manager, Voluntary Hospitals & Agencies*

**Re:** *Government Decision on Review of Allowances*

**Date:** *12<sup>th</sup> October 2012*



I refer to the Government decision of 18<sup>th</sup> September 2012 in respect of the Review of Allowances conducted by the Department of Public Expenditure and Reform which has now concluded.

The outcome of the consideration by Government for allowances across the civil and public sector is that while many allowances remain valid, appropriate and cost effective and will continue in payment to public servants, there is no sustainable business case for the payment of a number of allowances to new beneficiaries. As per previous communications, under the terms of the Review a new beneficiary is defined as a new entrant to the public sector with effect from 1<sup>st</sup> February 2012 or an existing employee not in receipt of the allowance as at 31<sup>st</sup> January 2012.

Detailed below are a list of all allowances considered under the DPER Review and the decision made in respect of the continuance, modification or cessation of the allowance. The allowances have been broken down into four distinct categories as follows: -

(i) *Classes of allowances to be abolished for new beneficiaries with effect from 1<sup>st</sup> February 2012*

1	Island Inducement Allowance
13	Tool Allowance
27	Gaeltacht grants/Allowances
10	Living Out (NCHD's)
12	Cardiac Allowance
23	Community Allowance
18	Dual Responsibility
19	Midwifery Qualification (paid to Public Health Nurses)
17	Special Allowance for Weekend Public Holidays

20	Registered General Nurse in Community
21	Nurse Coordinator Allowance
22	Specialist Coordinator Allowance (Nurse Tutors)
25	Annual Allowance for Biochemists (Qual) payable to Senior and Basic Grades only
26	Annual Allowance for Radiographers (Qual)
29	Trainers Allowance
30	Coordination and overseeing of Undergraduate Student Therapists in clinical placements
15	Second Opinion Allowance
16	Consultants Continuing Medical Education Allowance
28	Travel Allowance for non nursing Dublin Personnel
24	Nurses assigned to Occupational Therapy

**(ii) *Classes of allowance to be approved for new beneficiaries with effect from 1<sup>st</sup> February 2012 but subject to review and/or modification***

7	Clinical Directors Allowance
8	Location Allowance
9	Specialist Qualification Allowance
14	GP Trainees
11	Acting Up The terms of the moratorium are still in place. Where an exception is allowable, the acting up allowance should only be payable where the acting up period exceeds a continuous period of 84 days*

*\*Note: A process is currently ongoing at National Level to agree new arrangements for Acting which references this provision. Further instruction will issue once this process has concluded. In the meantime the current arrangements for the approval and payment of acting arrangements will continue.*

**(iii) *Classes of allowances to be approved for new beneficiaries with effect from 1<sup>st</sup> February 2012***

2	Student Medical Scientist Coordinators Annual Allowance for academic year
3	Sleep-in overnight Allowance
4	Mental Health Authorising Officer
5	Assisted Admission
6	Allowance for Advanced Paramedics who meet qualifying criteria
38	Forensic Psychiatry – Out of Hours
39	Secure Unit (High Support) – Child Care Services
40	Training Allowance – Student Environmental Health Officers
41	Training Allowance – Student Medical Scientists

**Arrangements should now be made through the Finance Directorate to action payment of the allowances listed at (ii) and (iii) above to new beneficiaries with effect from 1<sup>st</sup> February 2012.**



It is important to note that at this stage of the Review any allowance not mentioned on the lists above was not included in the deliberations and therefore does not have sanction/delegated sanction for payment to new beneficiaries.

***(iv) Priority list for elimination/review for current beneficiaries***

In addition to the decisions outlined above, the DPER has requested that each Sector engage immediately with staff interests with a view to securing early agreement to the elimination of allowances where no business case exists to pay such allowances to new beneficiaries. While it will be a matter for each Sector to prioritise among the relevant allowances, the DPER consider that priority for elimination should include, inter alia, the following: -

1	Island Inducement Allowance
12	Cardiac Allowance
15	Second Opinion **
16	Consultants Continuing Medical Education Allowance **
27	Gaeltacht
28	Travel Allowance for non-nursing Personnel
30	Coordination and overseeing of Undergraduate Student Therapists during clinical placements

*\*\* Note. These allowances were the subject of recent LRC discussion with the Consultant Representative Organisations*

While it is anticipated that decisions on the further review of allowances outlined in (ii) & (iv) should conclude as quickly as possible the deadline for completion of this final stage of the Review should conclude not later than 28<sup>th</sup> February 2013.

**Voluntary Hospitals / Agencies**

It should be noted that the review of allowances unique to Voluntary Hospitals and Agencies is still ongoing and further communication in this regard will issue in due course.

Please bring this notice to the attention of all appropriate personnel in your area of responsibility to ensure Government decision is actioned.



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**Barry O'Brien**  
**National Director of Human Resources**