



To: Chief Executive Officer
Each National Director
Director, National Ambulance Service
Each Assistant National Director of HR
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each Head of HR CHO
Head of HR, PCRS
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery

Re: Annual Leave Restoration

Ref: CERS 51/2020

Date: 13th November 2020

Dear Colleagues

In line with discussions at WRC, and consistent with the position of our colleagues in DOH / DPER, the HSE are agreeable to reinstate annual leave for those who had no alternative but to take leave to care for children, in the circumstances specified below, from the 13th March 2020 to 26th May 2020

It is noted that the DPER FAQ of the 26th April 2020, outlined the obligation of the employer to ensure that working from home arrangements would apply in these circumstances, however it is acknowledged that there may have been a lead in period required in some areas, in order to set up such arrangements. It has therefore been agreed that the reference period can extend to the 26th May 2020.

- Where this leave was taken as a direct consequence of Public Health advice regarding the closure of schools, pre-schools, crèches and other childcare facilities.
- Where all other alternative options were explored, for example roster changes, working from home, or any other alternatives, and these were found to be unsuitable by the manager and /or the employee and as a consequence, leave was selected by the employee;
- Leave will not be reinstated where such options were not considered by the employee, and where it can be demonstrated that they willingly opted for annual leave, parental leave etc. without proper consideration of alternative options.
- There will be no reinstatement of any leave requested and approved prior to 12th March 2020

•With respect to Non Consultant Hospital Doctors, in the event that an NCHD changed their employment location during the July 2020 changeover, the terms of this agreement will apply to that NCHD in their current employment location

• It is expected that local management should proactively address these matters expeditiously and judiciously at local level. In exceptional cases which can't be resolved locally, a joint Management/Union dispute resolution group, will examine any issues arising. Requests can be forwarded via the appropriate HR manager for consideration to Corporate Employee Relations at Susan.Keegan@hse.ie

Queries

Queries from individual employees or managers in relation to this memorandum should be referred to local HR/Employee Relations Departments. Please note that the National HR Helpdesk is also available to take queries on 1850 444 925 or ask.hr@hse.ie.

Queries from HR/Employee Relations Departments in relation to this memorandum may be referred to Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966, Email: info.t@hse.ie

Yours Sincerely



John Delamere
Corporate Employee Relations