



Oifig an Stiúrtóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhísí Sláinte
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Memo

To: Chief Executive Officer
Each National Director
Each Assistant National Director HR
Each Assistant Chief Finance Officer
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHOs
Each Head of HR CHOs
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each Group Director of Midwifery
Each Clinical Director

From: Anne Marie Hoey, National HR Director

Date: 28th February 2020

Subject: Revised Procedures and Process for the Recruitment/Filling of New and Replacement Senior Level Posts at Grade VIII and above in the Staff Category of Management/ Administration

Introduction

Further to the memo circulated on 1st October 2018, this memo sets out the revised procedures and processes for all **new senior management posts** required for sanction by the **Resourcing Unit** in the **Department of Health**, and for all **replacement** senior management posts **prior to** the commencement of the recruitment/appointment process.

This memo applies to all HSE Statutory, Voluntary Hospitals and Voluntary Agencies.

Of note, all applications for **new senior management and administration posts** continue to require **formal sanction** by the Department of Health/ Department. The Department of Health will **only** accept applications, submitted by the National Director of Human Resources (HR) on behalf of the relevant Executive Team Member/ National Director, as approved through the process set out herein. All applications are routed through Strategic Workforce Planning and Intelligence, National HR division (workforcedata@hse.ie), on behalf of the National

Director HR.

A suite of Appendices are provided with this memo to support the application and approval process.

Summary of Revised Arrangements

1 New Post

- i. In overall terms a new post is defined as an **NSP New Service Development** post, both approved and funded, as provided for in the current National Service Plan (NSP) and the HSE Pay and Numbers Strategy (i.e. current year) and as approved through the Commissioning Oversight Group process.
- ii. A **New Development Post** - includes developments that have been the subject of a specific business case outside of the NSP approved by the Department of Health with associated funding, or posts specifically identified and communicated by the Department of Health, both approved and with associated funding, outside of the NSP. In either case above, confirmation of the associated approval and funding is required by the relevant National Director with subsequent inclusion of the relevant WTE in the WTE Limit refresh;
- iii. New posts created to address changes to service delivery, may be the subject of an application, with specific detail to determine the funding, allocated either through suppression or reassignment of an existing vacancy, with validation of same by the relevant National Director, with no additional consequent growth in WTE and therefore requiring no WTE limit adjustment except where there is a movement of the WTE from one service to another with a corresponding net increase/decrease in WTE as appropriate.

1.1 Application and Approval Process

The following documentation is required to complete the application process:

- i. An **Approval to Hire Form A1** must be completed. Of note this Form has been revised in line with the revised procedures set out in this memo. **(See Appendix 1);**
- ii. A **New Senior Management/ Administration Business Case Summary Form** must be completed. A newly revised Senior Management/ Administration Business Case Form has been developed in line with the revised procedures set out in this memo. **(See Appendix 2);**
- iii. A **New Senior Management/ Administration Business Case** must be completed. This is a broader in-depth report setting out the specific detail supporting the rationale for the creation of the new post/s. (Support from National HR is available to develop same by services).

- The above documentation is required in the first instance to be submitted to the relevant National Director for their review and approval.

- Each National Director is required to complete a new Assessment and Recommendation section (now included in the documentation See Appendix XX), setting out their recommendation to proceed to the EMT and CEO for decision as appropriate.

- The completed documentation including this assessment is submitted to National HR (via workforcedata@hse.ie).

- On review by National HR a file is then prepared by the National Director of HR for submission of the application for consideration by the EMT and decision by the CEO on a quarterly basis to the EMT.

- The outcomes from the EMT meetings, will be communicated back to the relevant National Director for communication to the relevant applicant. Approvals, by the EMT and CEO, will automatically be processed by the Strategic Workforce Planning and Intelligence on behalf of the National Director HR, to the Department of Health to ensure no undue delays. Outcomes from the Department of Health will be communicated by the National Director of HR to the relevant National Director and service as applicable.

-Applications approved by the Department of Health, will automatically be issued a Primary Notification Number by the Strategic Workforce Planning and Intelligence Unit of National HR.

-Applications for new posts, will be accepted on a **quarterly basis only** with the timelines set out below:

Quarters	Last date to be submitted to National HR	EMT Meeting Month
Quarter 1 Applications	March (10 th of the month)	Last meeting in March
Quarter 2 Applications	June (10 th of the month)	Last meeting in June

Quarter 3 Applications	September (10 th of the month)	Last meeting in September
Quarter 4 Applications	December (10 th of December)	Last meeting in December

Applications will only be accepted on an **exceptional basis** outside of the quarterly timelines.

2 Replacement Post

- i. A replacement post, is defined as an **already approved and funded** senior management/ administration post, that has become vacant for which the service is seeking to replace and for which the post continues to have the required funding in place;

2.1 Application and Approval Process

The following documentation is required to complete the application process:

- i. An **Approval to Hire Form B1 – Senior Management and Administration Replacement Posts** must be completed. Of note this Form has been devised in line with the newly revised procedures set out in this memo. **(See Appendix 3);**

The above documentation is required to be submitted to the relevant National Director for their review and approval, with onward submission to Strategic Workforce Planning and Intelligence National HR Division (email workforcedata@hse.ie) for monitoring and validation purposes.

The HSE CEO, NDHR and DOH require monthly progress report on the recruitment of these posts for monitoring and audit purposes. Therefore Strategic Workforce Planning & Intelligence, National HR Division, will request a monthly progress update on the posts approved by the Department of Health.

Any queries relating to this process please contact via email Workforcedata@hse.ie.

Yours sincerely,



Anne Marie Hoey
National Director of Human Resources

