



**RECRUITMENT PAUSE DISPUTE
CLERICAL ADMIN/MANAGERIAL GRADES – HSE and Section 38 Organisations**

DEROGATIONS GRANTED BY THE DISPUTE COMMITTEE

First Published: 5th October 2023

Please note this is a live document and will be updated as further FAQs arise.

No	Service / Organisation	Derogation Sought	Decision of Dispute Committee	Date of Decision
1	South East Community Healthcare	Older People Services: Seeking a derogation for all staff across older people's services to engage with external consultants in regards to Trust in care, Dignity at Work and disciplinary processes. Seeking a derogation for an external consultant to carry out a Systems analysis review of a Serious incident that occurred in a nursing Unit.	Derogation granted	5 th October 2023
2	South East Community Healthcare	Mental Health Services: Derogation sought for staff to work on exercise aimed at reducing Agency spend across SECH.	Derogation granted	5 th October 2023
3	South East Community Healthcare	Derogation sought for maintenance of date in relations to seclusion and restraint in	Derogation granted	5 th October 2023

		approved centres that are regulated by Mental Health Commission across CHO5 (7 centres) (legal requirement).		
4	South East Community Healthcare	Mental Health Services: Derogation is sought to allow senior management carry out the duties of higher grades in cases where 'legal delegation' applies during periods of planned annual leave.	Derogation granted	5 th October 2023
5	St Michael's House	Derogation is sought to allow senior management carry out the duties of higher grades in cases where 'legal delegation' applies.	Derogation granted	5 th October 2023
6	Wexford Primary Care	Derogation sought for a clerical officer in Wexford Community Services to cover a vacant post to do the following essential tasks: 1. Neo natal bloodspot screening request that need to be done within a specified number of hours post birth. These screenings tested for specific life threatening illnesses e.g. PKU, Cystic Fibrosis, MCADD and Congenital Hypothyroidism. 2. Hospital Discharge Reports – these reports are received from hospitals around the Country of mainly elderly and terminally ill	Derogation granted	5 th October 2023

		patients who require nursing support on discharge and equipment to facilitate same.		
7	Tipperary University Hospital	Derogation sought: 24-hour Emergency Department clerical officer admissions registration to cover deficits in roster resulting from unfilled vacant post. Essential for the registration, admission of all patients presenting /attending the Hospital.	Derogation granted	5 th October 2023
8	Tipperary University Hospital	Derogation sought: Healthcare Record Department as this is a vital function within the hospital; to ensure patient records are available when requested for OPD clinics, Emergency department, Dayward, Theatre to ensure patient care is not at risk.	Derogation granted	5 th October 2023
9	Cork Kerry Community Healthcare	Older Person Residential Services – Derogation sought in regard to the circulation of Bed Data; DTOC Reports, Delayed Discharge Verifications, Bed Admission Stats etc. to Senior Management.	Partial derogation granted for collation of daily bed data only .	5 th October 2023
10	Cork Kerry Community Healthcare	Derogation sought: Mental Health Services – Continued engagement in all working groups arising from the Maskey Report (2022) is required to ensure safe CAMHS provision.	Derogation granted	5 th October 2023

11	Cork Kerry Community Healthcare	<p>Derogation sought: Primary Care Services – Palliative Care</p> <p>Clinical admin duties directly related to patients in Kerry Specialist Palliative Care Services (KSPCS) need to be carried out for vacant Grade IV and III posts – duties include admin support to Palliative Consultants, Day Services, Community Service & In Patient Unit.</p>	Derogation granted	5 th October 2023
12	CHO 8 Mental Health	<p>Derogation sought: The Mental Health Act Administrator uploads forms and other documentation to CIS in relation to a number of requirements under the MHA, including forms relating to involuntary admission, tribunals etc.</p>	Derogation granted	5 th October 2023
13	Ennis General Hospital	<p>Derogation sought for Switch Board. This is due to an on-going rostering arrangement where a member of staff works overtime on one Sunday a month to fill a deficit in the roster. Staff working in this area, along with their regular switch duties, take emergency calls for crash team to be alerted to an emergency situations in the hospital. They are at front of house where patients in emergency situations unexpectedly attend expecting treatment, switch staff would be</p>	Derogation granted	5 th October 2023



		required to alert the medical team if this unexpected event were to happen.		
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