

The INMO Guide to the Enhanced Practice Contract

Below is the new contract for the “Enhanced Practice” scale. This is the negotiated and Labour Court-recommended contract to accompany the new, higher “Enhanced Practice” salary scale.

This Enhanced Practice contract **only applies to staff nurses and midwives** who choose to sign it and access the new, higher salary scale. The new contract does not apply to other grades of nurse or midwife, such as CNMs/CMMs, CNS/CMS PHNs, ANP/AMP etc.

Signing the new contract is optional – staff nurses and midwives can choose to stay on their current contracts, but will not be able to go on the higher Enhanced Practice salary scale.

Both the existing staff nurse/midwife contract and the proposed contract are made up of two kinds of terms: express terms (directly written in the contract below) and implied terms (through legislation, national agreements etc.). For example, if legislation was passed after you signed your contract, the legislation still applies, as would national agreements.

The exact text of the Enhanced Practice contract is on the left – how it differs from the current arrangements is on the right. “Consistent” means that the Enhanced Practice contract has the same or similar effects to your existing contract.

Section	Enhanced Practice contract text	Comparison with current arrangements
0	<p>THE PARTIES</p> <p>This Contract of Employment (the ‘Contract’) is made on the __ [insert day of month] day of _____ [insert month and year] between _____ [insert name of the Employer] having its registered office at _____ [insert registered address of Employer] (hereinafter called the ‘Employer’) on the one part and _____ [insert name of Employee], of _____ [insert address of Employee] (hereinafter called the “Employee”) of the other part.</p> <p>It is agreed that the Employee will work for the Employer under the terms and conditions set out below. These terms and conditions may be revised from time to time in accordance with the Public Service Agreements and / or subsequent national agreements relating to public service employees.</p>	<p>Consistent with current staff nurse contract.</p>
1	<p>TITLE AND QUALIFICATIONS / ELIGIBILITY CRITERIA</p> <p>1.1 You are employed as an Enhanced Nurse / Midwife (the ‘Role’).</p>	<p>NEW: 1.1 Title of staff nurse / midwife changed to “Enhanced Nurse” or “Enhanced Midwife”</p>

	<p>1.2 Your appointment to and continuing employment in this post is subject to you providing evidence to the Employer that you hold, prior to the Commencement date, the following qualifications and registrations:</p> <ul style="list-style-type: none"> i. Registration as a Nurse / Midwife on the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland; ii. Placement on the 4th point of the Department of Health Staff Nurse / Midwife salary scale and meet the qualifying conditions below; iii. Documented competencies including care competencies in relation to patient case load; iv. Evidence of skill acquisition from ‘on the job’ learning; v. Certified skills training – including as a minimum mandatory training - relevant to care required for patient case load; vi. Evidence of participation in audit and evaluation of care provision including collection of quality care metrics where same are in place. <p>1.3 You are required to maintain your registration with the Nursing and Midwifery Board of Ireland for the duration of your employment and evidence of such registration/renewal must be furnished annually to your Employer. Failure to maintain your registration with the relevant professional body may lead to disciplinary action up to and including dismissal.</p>	<p>NEW: 1.2 Those wishing to join the “Enhanced Practice” scale must provide evidence of experience in the role and must have reached the 4th increment on the staff nurse scale (1 year 16 weeks after graduating).</p> <p>You must also provide evidence of having used scoring methods such as Falls Assessment, Pressure Area Assessment, etc.</p> <p>Otherwise consistent with current contract.</p>
2	<p>COMMENCEMENT DATE</p> <p>2.1 This Contract is a _____ [state which of permanent / fixed-term / specified purpose] Contract. This is not a promotional post. Your employment in this role will commence on _____ [insert start date] and will unless otherwise terminated in accordance with this Contract continue as follows [delete non-applicable clauses depending on permanent, fixed term or specified purpose]:</p> <p>_____ [state indefinitely]</p> <p>or</p>	<p>NEW: The contract notes (2.1) that this is not a promotional post, meaning no break in service so there is no negative impact on your pension.</p> <p>Otherwise this is consistent with the existing contract.</p>

	<p>for a period of _____ [state number of months] months up to and including _____ [state end date] (the "End Date").</p> <p>or</p> <p>until the purpose for which you have been employed, being _____ [insert description of specified purpose] has been completed (the "End Date")</p> <p>2.2 Should this be a fixed term or specified purpose Contract the Unfair Dismissals Acts 1977-2015 shall not apply to a dismissal consisting only of the expiry of the term of this Contract without it being renewed under this Contract.</p> <p>2.3 Where this Contract is a renewal of a previous specified purpose Contract or fixed-term Contract, in compliance with the Protection of Employees (Fixed Term) Work Act 2003 you will be advised separately in writing of the reason why you are being hired on another specified purpose or fixed-term Contract.</p>	
3	<p>PROBATIONARY PERIOD</p> <p>3.1 A probationary period of one year shall apply from commencement of employment, during which the contract may be terminated by either party in accordance with the Minimum Notice and Terms of Employment Act, 1973-2005. The probationary period may be extended at the discretion of management.</p> <p>3.2 Your performance will be monitored regularly during this period to identify any guidance or assistance that you may need in order to achieve the Employer's required standard of working. Confirmation of your appointment as a permanent member of staff is subject to the successful completion of the probation period.</p> <p>3.3 Notwithstanding Section 3.1 above, where you have already completed a probationary period with the Employer or have completed 12 months temporary employment with the Employer, no period of probation applies to this Contract of employment.</p>	<p>Consistent with existing contract.</p> <p>Staff nurses/midwives who have already completed a probationary period on their previous contract will not have to do another one.</p>

4	<p>LOCATION</p> <p>4.1 Care is delivered in a variety of settings. New approaches and models of care are being advanced within the context of overall healthcare reform. Many of the components in this contract will put nursing in a position to lead on these reforms</p> <p>4.2 Your appointment is to _____ [insert name(s) of employment locations] and the normal duties of your work shall be delivered at such locations.</p> <p>4.3 You may be required, in order to meet the requirements of the service and patient needs, to support:</p> <ul style="list-style-type: none"> • the delivery of services in the acute hospital and/or community sectors, • the transfer of workload from the acute hospital sector to the community, and • the implementation of strategies and projects to shift care delivery to the community setting including new approaches to chronic disease management. <p>This may require you to provide services at other places of work on a regular / intermittent basis as required by the Employer.</p> <p>4.4 Any transfer to another place of work will be in accordance with this contract, employer policies and the National Agreements in place from time to time.</p> <p>4.5 Flexibilities will continue to be delivered with the implementation of new models of care.</p>	<p>Your current contract states: “you may be required to work in any service area as the need arises.”</p> <p>This Enhanced Practice contract describes that process in greater detail, in the context of Sláintecare and health service reforms.</p> <p>Nurses or midwives cannot be moved individually, only as part of nationally agreed wider service shift to the community.</p>
5	<p>REPORTING RELATIONSHIP</p> <p>5.1 You will report to the [insert title e.g. Director of Nursing] or such other nominated supervisor/manager.</p>	<p>Identical to current staff nurse/midwife contract.</p>
6	<p>DUTIES</p> <p>6.1 Your standard duties and responsibilities as determined by the Employer and directed by your line manager are as set out below.</p>	<p>The Labour Court have noted that the employer has undertaken to provide all necessary supports for the self-development required for the following duties, in particular in imparting training and education.</p>

	<p>6.2 In addition to your normal duties and those documented in the job description, you may be required to undertake other duties appropriate to your position and within your scope of practice, including deputising as appropriate.</p> <p>6.3 Your standard duties and responsibilities include:</p> <ul style="list-style-type: none"> i. To practice Nursing according to the Code of Professional Conduct issued by the Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland) and Professional Clinical Guidelines; ii. To work within your scope of practice and take measures to maintain and enhance the competence necessary for professional practice; iii. Complying with and adhere to all relevant policies and procedures; iv. Promoting the safety, health, welfare and social wellbeing of patients and respect the dignity and confidentiality of patients and their families; v. Promoting patient advocacy and maintain patients' privacy and dignity; vi. Performing the full range of clinical duties appropriate to your area of practice and as determined by your line manager to ensure a comprehensive nursing service is delivered to patients in your care; vii. Maintaining appropriate and accurate written/electronic nursing and midwifery records and care plans regarding patient care in accordance with local/national/professional guidelines; viii. Utilising appropriate evidence-based and recognised screening tools, risk prediction models, assessment and enhanced skills to support patient's remaining in their own home (e.g. Early Warning Scores, Falls Assessment); ix. Supporting and cooperating with the sharing of tasks with Non-Consultant Hospital Doctors as per national agreements; x. Engaging in continuous skill acquisition and be supported as appropriate in doing so to ensure the ongoing development of the enhanced role; xi. Taking responsibility for own competency and learning and development needs and actively contribute to the learning and development of the wider nursing / midwifery and primary care team; xii. Completing all mandatory training as deemed necessary by the Director of Nursing and Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland); 	<p>6.3 lists various duties. Some are new, most are consistent with your existing duties.</p> <ul style="list-style-type: none"> i. Consistent with existing contract ii. Consistent with existing contract iii. Consistent with existing contract iv. Consistent with existing contract v. Consistent with existing contract vi. Consistent with existing contract vii. Consistent with existing contract viii. Consistent with existing contract ix. NEW to contract, but already implied due to 2015 national agreement. x. NEW: Employer must support you in obtaining new skills and continuous professional development. xi. Consistent with existing contract xii. Consistent with existing contract
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	<ul style="list-style-type: none"> xiii. Supporting the training and education of nursing / midwifery students and participating in the clinical / workplace induction of new nursing and clinical support staff; xiv. Contributing to the identification of training needs pertinent to the clinical area; xv. Developing clinical teaching skills and participating in the planning and implementation of orientation, training and teaching programmes for nursing / midwifery students and other health-care staff allocated to the service e.g. Preceptorship; xvi. Co-operating with and implement, where appropriate, strategies developed to move work to the community; xvii. Co-operate with changes arising from implementation of the recommendations of the review of nursing and non-nursing in all areas including ambulatory and outpatients areas; xviii. Participating in clinical governance structures within the local / regional / national clinical governance framework; xix. Reporting complaints/ incidents and assist with the investigation of same as appropriate; xx. Facilitating and supervise the delegation of appropriate tasks to other clinical support grades as part of the nursing team; xxi. Co-operating with the implementation of the agreed new structures developed to support Integrated Care Organisations; xxii. Supporting the implementation of all recommendations from the HCA review including development of appropriate policies and guidelines to promote and sustain delegation; xxiii. Co-operating with the introduction of ICT systems including those to support the Safe Nurse Staffing Framework and input, utilise and analyse the data; xxiv. Collecting and input data on nursing metrics; xxv. Ensuring that records are protected and managed as per HSE / local policy and in accordance with relevant legislation; xxvi. Working closely with colleagues across health services in order to provide a seamless service delivery to the patients as part of integration; xxvii. Participating in and contributing to and providing data as required to any verification process at local, regional or national level for the purposes of documenting and assuring delivery of the range of duties specified in this Contract; 	<ul style="list-style-type: none"> xiii. Consistent with existing contract xiv. Consistent with existing contract xv. Consistent with existing contract xvi. NEW: This refers to cooperating with the implementation of Sláintecare. This makes nurses and midwives part of the design of healthcare reforms. xvii. NEW: Cooperation with the rollout of the Safe Staffing Framework and reviews in other locations on the same model. xviii. Consistent with existing contract xix. Consistent with current requirements. xx. NEW: Extra protection: nurses/midwives will only be required to delegate work to those in the nursing team, i.e. HCAs or MCAs. xxi. Consistent with current national agreements. xxii. Consistent with current national agreements. xxiii. Consistent with current national agreements. xxiv. Consistent with current duties, where a process is in place. xxv. Consistent with existing contract xxvi. Consistent with existing contract xxvii. NEW: This means participating in an agreed process to verify the benefits of this new role. xxviii. Consistent with existing contract
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	<p>xxviii. Undertake any other duties in accordance with your scope of practice as may be assigned by the Assistant Director of Nursing / Midwifery and Clinical Nurse / Midwifery Manager II or Employer.</p>	
7	<p>POLICIES, PROCEDURES AND LEGISLATION</p> <p>7.1 You are required to comply with legislation and national, regional and local policies, procedures and regulations which have particular application to the Employer and appropriate national agreements. Such policies include, but are not limited to:</p> <ul style="list-style-type: none"> i. National Human Resource policies and procedures as issued by the Health Service Executive; ii. Sláintecare; iii. the Safe Nurse Staffing Framework; iv. Implementing the recommendations of the review of nursing and non-nursing in all areas including ambulatory and outpatients areas; v. as a mandated person under the Children First Act 2015 you will have a legal obligation to report child protection concerns at or above a defined threshold to TUSLA and to assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report <p>7.2 You shall participate as required in the development of policies and procedures:</p> <ul style="list-style-type: none"> i. that will maximise efficiency of the service provided to the enhancement of client care; ii. to support compliance with current legal requirements, where existing, for the safe storage and administration of medicines and other clinical products; iii. and in any investigations/reviews convened thereunder. <p>7.3 You must have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated national and local protocols for implementing and maintaining these standards as appropriate to the role.</p> <p>7.4 Details of policies and procedures will be communicated to you by your line manager / Employer and are subject to change.</p>	<p>Consistent: 7.1 lists national agreements, policies, and legislation already agreed and applying currently.</p> <p>NEW: 7.2 offers a chance for input into these policies, which previously did not exist.</p>

<p>8</p>	<p>REMUNERATION</p> <p>8.1 The approved salary scale as at _____ [insert date] for the Role is as set out in the Department of Health Consolidated Salary Scales which can be accessed _____ [insert location and/or web location].</p> <p>8.2 The approved salary scale may be revised or amended pursuant to the Public Service Agreement, national agreements relating to public service employees or Collective Agreements relating to your grade.</p> <p>8.3 Subject to verification of prior reckonable service the Employer has calculated your remuneration as follows:</p> <ul style="list-style-type: none"> i. Point on Scale: _____ [insert point on salary scale] ii. Gross Rate of Pay: _____ [insert remuneration per annum] iii. Incremental Date: _____ [insert date on which next increment is due] <p>8.4 You will be paid as per payroll arrangements, subject to the normal Revenue and statutory deductions required under applicable laws. The frequency will be advised to you on the commencement of your employment. Should you work part-time you will be paid on a pro rata basis.</p> <p>8.5 You may, under Section 23 of the National Minimum Wage Act, 2000, request from the Employer a written statement of your average hourly rate of pay for any pay reference period (other than this current pay reference period) falling within the twelve month period immediately preceding the request.</p> <p>8.6 By signing this Contract you authorise the Employer to deduct from your remuneration and other monies payable and reimbursable to you by the Employer all and any sums due from you to the Employer. Subject to the requirements of the Payment of Wages legislation, the Employer will endeavour to provide you with details of any such deductions due in advance of the deductions being made.</p>	<p>Consistent with existing contract and legislation.</p>
<p>9</p>	<p>HOURS OF WORK</p> <p>9.1 You are contracted to undertake such duties / provide such services as are set out in this Contract in the manner specified for 39 hours per week. Contracted hours which are less</p>	<p>9.1 – Consistent with existing contract</p>

	<p>than the 39 standard weekly working hours for your grade will be paid pro rata to the full time equivalent.</p> <p>9.2 Hours of work may be revised or amended pursuant to the Public Service Agreement, national agreements relating to public service employees or Collective Agreements relating to your grade.</p> <p>9.3 Your roster may be subject to assessment and change in the context of the Framework on Safe Staffing and may provide for a variety of shifts. This will include all healthcare settings in due course.</p> <p>9.4 It is acknowledged that hours are delivered on a 24/7 basis including day and/or night duties over any 5 or 7 days out of the 7 days in a week as determined by the Employer. The provision of services over an extended working week will be delivered in accordance with the Framework Agreement 2008.</p> <p>9.5 Your duty roster will be flexible and as determined by the Director of Nursing / Midwifery / Employer in line with:</p> <ul style="list-style-type: none"> • implementation of the Framework for Staff Nursing Staffing and Skill Mix and Clinical Care Programmes; • other evidence-based safe staffing tools; <p>and taking account of:</p> <ul style="list-style-type: none"> • finalisation of rosters at least 4 weeks in advance of start date following consultation with nurses / midwives; • measures to ensure an equitable distribution of premium pay hours allocation; • patient safety requirements; <p>9.6 Rostering arrangements may be changed from time to time in line with clinical and/or service need as determined by the Employer.</p> <p>9.7 You will be notified of rosters at least 4 weeks prior to their taking effect other than where there is a requirement for the employer to amend the roster to respond to unplanned clinical need.</p>	<p>9.2 – Consistent with existing contract</p> <p>NEW: 9.3, 9.4, 9.5, 9.6 & 9.7 – Your current contract says: “You may be required to work the agreed roster/on-call arrangements advised to you by your line manager. Your work schedule is liable to change to meet the requirements of the service in the context of the public service agreement.”</p> <p>The new contract has the same effect as the current one, but with additional protections including:</p> <ul style="list-style-type: none"> - four weeks’ notice of roster changes (outside of unplanned needs); - Changes having to be made, where applicable, only with both the Framework on Safe Staffing and the pre-existing framework agreement of 2008 on the extension of the working day. <p>9.8 - Consistent with existing arrangements</p>
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	<p>9.8 You will receive rest and daily / weekly breaks in line with the Employer’s policies and collective agreements as a minimum rest breaks and other entitlements provided for under the Organisation of Working Time legislation.</p> <p>9.9 You shall comply with such arrangements as are put into place by the Employer for measurable and transparent systems of continuously monitoring adherence to working time legislation in line with the provisions of the Public Service Agreements.</p> <p>9.10 You may be required to work such reasonable additional hours as may be necessary to meet service needs in accordance with national overtime policy. The rate of overtime payment, where applicable to you, will be in line with nationally approved rates for your grade.</p> <p>9.11 Work outside the confines of this Contract is not permissible if the combined working time associated with this employment taken together with any other employment exceeds the maximum weekly working hours as set out in the Organisation of Working Time Act.</p>	<p>9.9 – Consistent with existing national agreements</p> <p>9.10 – Consistent with existing contract and National Overtime Agreement.</p> <p>9.11 – Consistent with existing contract. No additional restrictions from current arrangements.</p>
10	<p>ANNUAL LEAVE AND PUBLIC HOLIDAYS</p> <p>10.1 Annual leave and public holidays are granted in accordance with the provisions of the Organisation of Working Time Act, 1997. The annual leave entitlement for your grade, based on the standard hours of attendance is __ [state number of days] days per completed year of service. You are entitled to pro-rata of this amount for periods of employment of less than one year. Employees who work on a part-time basis will receive a pro – rata annual leave entitlement based on their hours of attendance.</p> <p>10.2 Your annual leave entitlements may be revised or amended pursuant to the Public Service Agreement, national agreements relating to public service employees or Collective Agreements relating to your grade.</p> <p>10.3 If you commence employment with, or leave the employment of, the Employer during an annual leave year, your leave entitlement for that year will be calculated on a pro-rata basis at the rate of one twelfth of the full entitlement for each complete month of service prior to the annual leave year end.</p>	<p>Consistent with existing national agreements.</p>
11	<p>PERFORMANCE REVIEW</p>	<p>Consistent with national agreements (most recently PSSA 2018-2020).</p>

	<p>11.1 Your performance will be regularly reviewed during your employment, which will involve:</p> <ul style="list-style-type: none"> i. Implementation of the requirements of the HSE or other national performance verification or management process; ii. structured discussions between you and your line manager / Employer in relation to your performance and conduct; iii. identifying areas for improvement, if any; iv. specifying and implementing appropriate plans / measures to achieve any changes required. 	
12	<p>CODE OF STANDARDS AND BEHAVIOUR</p> <p>12.1 You are required to abide by the Department of Health Code of Conduct for Health and Social Service Providers, or other Code that may be published by the Employer from time to time. The code(s) are available from the Employer.</p> <p>12.2 Failure to abide by the terms of the Code may result in disciplinary action up to and including dismissal.</p>	Consistent with existing code.
13	<p>OTHER EMPLOYMENT</p> <p>13.1 You should not engage in any gainful occupation, other than as an employee of the Employer, to such an extent as to impair the performance of your duties or which might be inconsistent with the discharge of your duties as an employee of the Employer or which conflicts with the interests of the Employer.</p>	Consistent with exact wording of current staff nurse/midwife contract.
14	<p>SICK LEAVE</p> <p>14.1 You are covered by the Public Service sick leave scheme, details of which are available on the HSE website (www.hse.ie) or through your Line Manager. The granting of paid sick leave is subject to compliance with the Employer's Managing Attendance Policy and related policies and procedures that are in place from time to time.</p>	Consistent with existing national agreements.
15	<p>GRIEVANCE PROCEDURE</p>	Consistent with existing national collective agreements.

	<p>15.1 You have the right to seek redress in respect of any aspect of your terms and conditions of employment under the Employer’s Grievance Procedure details of which are available from your Line Manager or on the Employer’s website at _____ [state website]. Should you have a grievance you should follow this Grievance Procedure.</p>	
16	<p>DISCIPLINARY PROCEDURE</p> <p>16.1 The Employer requires that you carry out your duties in such a way as to achieve high standards of conduct and performance of work. In the event of your failure to achieve these standards the disciplinary procedure will be invoked. Details of the Employer’s Disciplinary Procedure are available on the website _____ [state website] or through your Line Manager.</p>	<p>Consistent with existing national collective agreements.</p>
17	<p>HEALTH AND SAFETY</p> <p>17.1 The Employer is committed to ensuring the safety, health and welfare of its staff and, to this end, national and local safety statements, policies, risk assessments, control programmes and procedures, have been prepared setting out all the safety arrangements which are in force. All staff have legal obligations in relation to safety, health and welfare at work and are required to familiarise themselves with and adhere to the provisions contained in the aforesaid safety statements, policies, risk assessments, control programmes and procedures.</p>	<p>Consistent with existing contract.</p>
18	<p>CONFIDENTIALITY</p> <p>18.1 In the course of your employment you may have access to, or hear information concerning the medical or personal affairs of patient/service users, and/or staff or any other health service business. Such records and information is strictly confidential and unless acting on the instructions of the Employer, on no account shall you discuss or disclose any information of a confidential nature except in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required. This duty of confidentiality will continue to apply after this Contract terminates.</p>	<p>Consistent with existing contract.</p>

19	<p>RECORDS / PROPERTY</p> <p>19.1 You shall not remove any records belonging to the Employer from the Employer's premises at any time without proper advance authorisation.</p> <p>19.2 You will return to the Employer upon request, and, in any event, upon the termination of your employment, all records and property belonging to the Employer which are in your possession or under your control.</p>	Consistent with existing contract.
20	<p>SECURITY</p> <p>20.1 The Employer reserves the right to search your person and property while on or while departing from the Employer premises.</p>	Identical wording to existing contract.
21	<p>NOTICE</p> <p>21.1 Your employment may be terminated at any time by the Employer on the giving of the appropriate period of notice set down by the Minimum Notice and Terms of Employment Act, 1973-2005. You will be required to give the Employer one month's notice in writing of your intention to terminate your employment.</p>	Identical wording to existing contract.
22	<p>SUPERANNUATION</p> <p>22.1 Arrangements with regard to superannuation and associated pension entitlements are set out in the Staff Handbook available from the Employer and is available at _____ [insert website address].</p>	Consistent with existing superannuation scheme.
23	<p>DATA PROTECTION</p> <p>23.1 The Employer will process your personal data in connection with your employment. Details of the personal data that will be processed by the Employer, the reasons for any such processing and the measures that the Employer has implemented to protect its employees' privacy rights are set out in the Employer's Data Protection Policy available here: _____ [state location / website].</p>	NEW: This sets out the employer's obligation to safeguard your data, in accordance with data protection legislation.

24	<p>INDUCTION</p> <p>24.1 The Employer’s Employee Resource / Induction pack will be made available to you, through your line manager. Induction will be provided to help you integrate into the workforce and your employer’s brand, values and culture</p>	Identical wording to existing contract.
25	<p>GARDA VETTING AND RE-VETTING</p> <p>25.1 Should you be a new employee your appointment is conditional on the completion of the Garda vetting in accordance with the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 – 2016 and related HSE Circulars, including HSE HR Circular 012/2018 re ‘National Vetting Bureau Acts 2012-2016 – Garda Vetting of New Employees and Other Persons engaged in “Relevant Work” With Children or Vulnerable Adults’</p> <p>25.2 Thereafter during your employment with the Employer, if you are convicted of criminal offences, or given the benefit of the Probation Act when tried for a criminal offence, you must report that fact directly to _____ [insert title of person to report to].</p>	Consistent with existing national policy.
26	<p>TERMS OF EMPLOYMENT (INFORMATION) ACT 1994</p> <p>26.1 This Contract is a statement of your terms and conditions of employment within the meaning of the Terms of Employment (Information) Act 1994, as amended.</p>	Consistent with existing national legislation.
27	<p>ACCEPTANCE OF CONTRACT</p> <p>I accept and agree to be bound by the above terms and conditions.</p> <p>SIGNED by the employee: _____</p> <p>DATE: _____</p> <p>SIGNED on behalf of the Employer: _____</p> <p>Date: _____</p>	Identical wording to existing contract.