



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

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Memorandum

To: Each Assistant National Director of Human Resources

From: Barry O'Brien, National Director of Human Resources.

Date: 5th December 2012

Re: Revised Salary Scales

Dear Colleagues,

I refer to the attached letter of sanction from the Department of Health giving approval to revised salary scales for Directors of Nursing Band 1, Directors of Mental Health Nursing and Directors of Public Health Nursing.

The revised rates are applicable from 1st January 2011. Costs of implementation must be met from within existing resources.

Please ensure that this memo is distributed to

- Directors of Nursing Band 1
- Directors of Mental Health Nursing
- Directors of Public Health Nursing

within your area of responsibility.

Yours sincerely

Barry O'Brien
National Director of Human Resources



21 November 2012

Mr. John Delamere
HSE Corporate Employee Relations Service
63-64 Adelaide Road
Dublin 2

Re: Claim made by Directors of Nursing for application of Section 6 Determination in respect of Asst Secretary and related grades for amelioration of pay reduction terms.

Dear John,

I refer to engagement with the INMO, including Mr Hughes's email of 15 October 2012, concerning the above. I wish to confirm the Minister of Public Expenditure and Reform has exercised his powers under Section 6 of the Financial Emergency Measures in the Public Interest (No 2) Act, 2009 and extended to the Director of Nursing Grade, the terms of a determination made by the then Minister in December 2009 to ameliorate the pay reductions for grades who had access to Performance Related Award Schemes and for whom those award schemes were terminated.

In accordance with the determination made by the Minister of Public Expenditure and Reform the revised rates effective for Directors of Nursing are detailed below. The revised rates are effective **from 1 January 2011**.

Directors of Nursing Band 1

Point	Existing Rate 01/01/2010	Revised Rate 01/01/2011
1	€73,106	€74,107
2	€75,069	€76,167
3	€77,035	€78,231
4	€78,995	€80,287
5	€80,956	€82,346
6	€82,925	€84,412
7	€84,885	€86,470

Cuirfear fáilte roimh chomhfhreagras i nGaeilge

An Roinn Sláinte / Department of Health

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Directors of Mental Health Nursing/Public Health Nursing

Point	Existing Rate 01/01/2010	Revised Rate 01/01/2011
1	€71,978	€72,651
2	€74,084	€74,853
3	€76,197	€77,062
4	€78,309	€79,364
5	€80,419	€81,477
6	€82,532	€83,686

Costs of implementation must be met within existing resources.

As a rule, adjustments made under Section 6 of the Financial Emergency Measures in the Public Interest (No 2) Act, 2009 are not pensionable. In this instance, given that the salaries concerned are less than €125,000, the full salary, including the adjustment above, would be pensionable under current legislation. Performance Related Allowances for Directors of Nursing and more generally are not pensionable.

Yours sincerely



Fergal Goodman
Principal Officer
National HR