

Circular Ref. 58/2001

File Ref. S 100/513 Vol II

5 July 2001

Chief Executive Officer
Each Health Board/ERHA

Secretary/Manager
Each Public Voluntary Hospital (outside the ERHA)



DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLÁINTE AGUS LEANA

Shaping a
Healthier Future

I am directed by the Minister for Health and Children to refer to the revision of remuneration for Hospital Consultants under the Review Body on Higher Remuneration in the Public Sector (Report No. 38) and to authorise payment of the pay increases contained therein, subject to the submission of appropriate costings and the agreement of same with the Department.

The findings of the Review Body, approved by the Government from 25 September 2000, provide for a 10% increase in basic pay, annual flat rate on-call allowance and emergency call-out rates. This increase should be applied as outlined in Appendix A attached. These increases are to be applied to the salaries of hospital consultants and retired hospital consultants where appropriate. Please note that the rates advised in this circular are the way increases are to be applied.

The annual limit for call-out payments is increased in line with this Report. The Review Body made a specific recommendation in relation to on-call payments for consultants on 1:1 and 1:2 rotas. Rates of increase for on-call payments to these two categories are to be increased by between 10% and 60% depending on the rota and call-out frequency.

Application of the on-call (B factor) payments where payment is based on call-outs over and above 80 or 120 per annum will require some additional administration. The normal extended duty liability allowance should be paid on an ongoing basis as is the case at present. Where entitlement is earned over and above this, i.e. in cases where the number of call-outs exceeds 80 per annum, the additional entitlement will be calculated on an annual basis and I would suggest that the calendar year be used for this purpose. However, in cases where the pattern of call-outs is well established as exceeding 80 per annum, the appropriate higher

Hawkins House Dublin 2

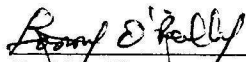
Teach Haicín Baile Átha Cliath 2
Telephone (01) 635 4000 VPNI12

extended duty liability allowance should be paid on an ongoing basis and if the pattern subsequently changes, adjustments can be made. In a year when a consultant on a 1:1 or 1:2 rota retires, he or she should not be disadvantaged in relation to pension entitlement by virtue of the fact of not having completed a full calendar year. For application of these rates see Appendix B.

Under 4.4 of the Memorandum of Agreement of the Consultants' Contract, the terms under which emergency service payments including EPJs are made are set out. Accordingly, if a consultant qualifies for a payment under 4.4, it should be included in the calculation of the number of call-outs in a given period, in this case a calendar year.

Your financial allocation falls to be adjusted. However no adjustment will be made until detailed costings are submitted and have been agreed with the Department.

Yours sincerely


L O'Reilly
Personnel Management and Development

Appendix A

Report of Review Body on Higher Remuneration in the Public Sector (Buckley 38)

10% pay increase to Hospital Consultants and method of application

The 10% pay increase to consultants basic salaries is to be applied as follows:

1. First 5% of Buckley increase to be applied from 25 September 2000 (the date of the report);
2. Apply 5.5% PPF from 1/10/00.
3. Application of the second part of the Buckley increase (5%) is to be applied from 1st March 2001. To do this, take the figure at 1st April, 2000, increase it by 10% (as per Buckley 38 report) and then apply the 5.5% PPF increase (Oct. 00). The following is an example using this method of calculation (in IR£)

Category 1 post

<u>1/4/00</u>	<u>25/9/00</u>	<u>1/10/00</u>	<u>1/3/01</u>
2% P2000	5% B-38	5.5% PPF	5% B-38
	(86,355 + 5%)	(90,673 + 5.5%)	86,355 + 10% + 5.5%
86,355	90,673	95,660	100,214

Please note that the above method of calculation is to be used only for calculation of 10 % increase to consultants' basic salary. All other Buckley and PPF increases should be applied by date in the usual manner.

Increases in On-Call payments (in IR£) as recommended by Report 38 of Review Body on Higher Remuneration in the Public Sector

	No. of Call-Outs	P 2000 1/4/00 1%	Buckley 38 25/9/00 5%	PPF 1/10/00 5.5%	Buckley 38 1/3/01 5%	PPF 1/4/01 2%	Buckley 38 - 1/7/01 first half of balance if increase > 10%	PPF 1/10/01 5.5%	Buckley 38 1/4/02 remainder of balance due
Rota		£	£	£	£	£	£	£	£
Fiat Annual Payment		2,031	2,133	2,250	2,362	2,410	N/A	2,542	N/A
1 in 3		1,176	1,235	1,303	1,368	1,395	N/A	1,472	N/A
1 in 2		2,936							
	1-80 call-outs		3,083	3,252	3,415	3,483	N/A	3,675	N/A
	81-120 call-outs		3,083	3,252	3,415	3,483	3,745	3,950	4,247
	121+ call-outs		3,083	3,252	3,415	3,483	3,919	4,134	4,651
1 in 1		3,524							
	1-80 call-outs		3,700	3,904	4,099	4,181	N/A	4,411	N/A
	81-120 call-outs		3,700	3,904	4,099	4,181	4,703	4,962	5,582
	121+ call-outs		3,700	3,904	4,099	4,181	5,226	5,514	6,892

Increases in On-Call payments (in Euros) as recommended by Report 38 of Review Body on Higher Remuneration in the Public Sector

	No. of Call-Outs	P 2000 1/4/00 1%	Buckley 38 25/9/00 5%	PPF 1/10/00 5.5%	Buckley 38 1/3/01 5%	PPF 1/4/01 2%	Buckley 38 - 1/7/01 first half of balance if increase > 10%	PPF 1/10/01 5.5%	Buckley 38 1/4/02 remainder of balance due
Rota		Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
Fiat Annual Payment		2,579	2,708	2,857	2,999	3,060	N/A	3,228	N/A
1 in 3		1,493	1,568	1,654	1,737	1,771	N/A	1,869	N/A
1 in 2		3,728							
	1-80 call-outs		3,915	4,130	4,336	4,422	N/A	4,666	N/A
	81-120 call-outs		3,915	4,130	4,336	4,422	4,755	5,015	5,393
	121+ call-outs		3,915	4,130	4,336	4,422	4,976	5,249	5,906
1 in 1		4,475							
	1-80 call-outs		4,698	4,957	5,205	5,309	N/A	5,601	N/A
	81-120 call-outs		4,698	4,957	5,205	5,309	5,972	6,300	7,088
	121+ call-outs		4,698	4,957	5,205	5,309	6,636	7,001	8,751

Application of pay increases as recommended in the Report of the Review Body on Higher Remuneration in the Public Sector - No. 38

Consultants Revised Common Contract, 1998	01/04/00	01/04/00	25/09/00	25/09/00	01/10/00	01/10/00	01/03/01	01/03/01	01/04/01	01/04/01	01/10/01	01/10/01
	1% - P2000 £IR	1% - P2000 Euro	5% - B 38 £IR	5% - B 38 Euro	5.5% - PPF £IR	5.5% - PPF Euro	5% - B 38 £IR	5% - B 38 Euro	2% - PPF £IR	2% - PPF Euro	5.5% - PPF £IR	5.5% - PPF Euro
Category I Consultants												
Psychiatrists, Geriatricians, Consultants in Palliative Care, Consultants in MHB, NWHB and WHB	86,355	109,648	90,673	115,131	95,660	121,463	100,214	127,246	102,218	129,790	107,840	136,929
Consultants in the SHB/ MWHB/NEHB/SEHB	82,009	104,130	86,109	109,336	90,845	115,349	95,172	120,844	97,075	123,260	102,414	130,039
Consultants in the ERHA	77,897	98,909	81,792	103,854	86,291	109,567	90,403	114,788	92,211	117,084	97,283	123,524
Category II Consultants												
Psychiatrists, Geriatricians, Consultants in Palliative Care, Consultants in MHB, NWHB and WHB	77,076	97,866	80,930	102,760	85,381	108,412	89,453	113,582	91,242	115,853	96,260	122,225
Consultants in the SHB/ MWHB/NEHB/SEHB	73,200	92,945	76,860	97,592	81,087	102,959	84,949	107,863	86,648	110,020	91,414	116,072
Consultants in the ERHA	69,559	88,322	73,037	92,738	77,054	97,838	80,729	102,505	82,344	104,555	86,873	110,306
Geographical Wholetime Consultants without fees	90,458	114,858	94,981	120,601	100,205	127,234	104,983	133,301	107,083	135,967	112,973	143,446

Revised Pay for Academic Consultants following Report No. 38

Category 1 Consultants

	Phase 1 Buckley 38		PPF 5.5%		Phase 2 Buckley 38		PPF 2%		PPF 5.5%	
	01/04/00	25/09/00	01/10/00	01/03/01	01/04/01	01/10/01	01/04/01	01/10/01	01/10/01	
Professor	£ 111,137	£ 141,115	£ 116,694	£ 148,171	£ 123,112	£ 156,320	£ 128,974	£ 163,764	£ 131,554	£ 176,226
Associate Professor	102,917	130,678	108,063	137,212	114,006	144,758	119,435	151,651	121,824	163,192
Lecturer	94,694	120,237	99,429	126,248	104,897	133,192	109,892	139,535	112,090	150,153
College Lecturer	92,493	117,442	97,118	123,314	102,459	130,096	107,338	136,291	109,485	146,663

Category II Consultants

	Phase 1 Buckley 38		PPF 5.5%		Phase 2 Buckley 38		PPF 2%		PPF 5.5%	
	01/04/00	25/09/00	01/10/00	01/03/01	01/04/01	01/10/01	01/04/01	01/10/01	01/10/01	
Professor UCD, TCD, RCSI	£ 99,223	£ 125,987	£ 104,184	£ 132,287	£ 109,914	£ 139,562	£ 115,148	£ 146,208	£ 117,451	£ 157,335
Associate Professor UCD, TCD, RCSI	91,381	116,030	95,950	121,831	101,227	128,532	106,048	134,653	108,169	144,900
Lecturer UCD, TCD, RCSI	82,620	104,906	86,751	110,151	91,522	116,209	95,881	121,743	97,798	131,008
College Lecturer UCD, TCD, RCSI	80,416	102,107	84,437	107,213	89,081	113,109	93,323	118,495	95,189	127,513
Professor UCC	102,947	130,716	108,094	137,252	114,040	144,800	119,470	151,696	121,859	163,240
Associate Professor UCC	94,986	120,607	99,735	126,638	105,221	133,603	110,231	139,965	112,436	150,616
Lecturer UCC	86,393	109,696	90,713	115,181	95,702	121,516	100,259	127,303	102,264	136,991
College Lecturer UCC	84,191	106,901	88,401	112,246	93,263	118,419	97,704	124,058	99,658	133,499
Professor UCG	106,670	135,443	112,004	142,215	118,164	150,037	123,791	157,182	126,266	169,143
Associate Professor UCG	98,591	125,185	103,521	131,444	109,214	138,673	114,415	145,277	116,703	156,332
Lecturer UCG	90,166	114,487	94,674	120,212	99,881	126,823	104,638	132,862	106,730	142,973
College Lecturer UCG	87,963	111,690	92,361	117,274	97,441	123,725	102,081	129,616	104,123	139,480

**Application of pay increases as recommended in the Report of the
Review Body on Higher Remuneration in the Public Sector - No. 38**

	01/04/00	01/04/00	25/09/00	25/09/00	01/10/00	01/10/00	01/03/01	01/03/01	01/04/01	01/04/01	01/10/01	01/10/01
	1% - P2000 €IR	1% - P2000 Euro	5% - B 38 €IR	5% - B 38 Euro	5.5% - PPF €IR	5.5% - PPF Euro	5% - B 38 €IR	5% - B 38 Euro	2% - PPF €IR	2% - PPF Euro	5.5% - PPF €IR	5.5% - PPF Euro
Consultant Orthodontists	82,009	104,130	86,109	109,336	90,845	115,349	95,172	120,844	97,075	123,260	102,414	130,039