

Circular Ref. 1/2001

4 January, 2000

DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLÁINTE AGUS LEANAÍ

Chief Executive Officer
Eastern Regional Health Authority

Chief Executive Officer
Each Health Board

Secretary/Manager
Each Public Voluntary Hospital

Chief Officer
Each Mental Handicap and Specialist Agency

Revision of Remuneration under Craftworkers' Analogue Agreement

I am directed by the Minister for Health and Children to refer the to recent agreement reached with the Craft group of unions on phase I and phase II of the side agreement to the Programme for Prosperity and Fairness relating to the craft analogue process.

The Minister's sanction may be assumed for the payment of the revised remuneration, for the grades involved as attached at Appendix A (Paypath) and Appendix B (Non-paypath).

You should ensure that arrangements are made for the payment of the revised remuneration as soon as possible. However, prior to application of the revised pay rates, it is incumbent on both sides to make progress at a very early date on local consultation for:

1. the continued implementation of "Main Trade Makes Good".
2. the development of voluntary codes of practice regarding the maintenance of essential services during industrial disputes.

Your agency's determination will be adjusted when the claim costing form (see Appendix C) is returned and verified. The completed claim should be returned to David Maguire, Department of Health and Children, Personnel Management & Development, 4th Floor, Hawkins House, Dublin 2.

Any queries in relation to the implementation of the revised package - pay or productivity elements - should be referred to the Health Service Employers Agency at (01) 6626966.

Your sincerely,


David Maguire
Personnel Management & Development

Appendix A

PAYPATH		01/10/00	01/10/00	01/10/00	01/10/00	01/10/00	01/10/00	01/10/00	01/10/00
		Weekly	Weekly	Annual	Annual	Weekly	Weekly	Annual	Annual
		£IR	EURO	£IR	EURO	£IR	EURO	£IR	EURO
Craftsman						Craftsman's Mate (80% of Craftsman)			
On recruitment		337.30	428.28	17.600	22.348	269.84	342.62	14.080	17.878
After 5 year		341.96	434.20	17.843	22.656	273.57	347.36	14.275	18.125
After 1.5 years		344.22	437.07	17.961	22.806	275.37	349.65	14.369	18.245
After 2.5 years		346.71	440.23	18.091	22.971	277.37	352.18	14.473	18.377
After 3.5 years		349.04	443.19	18.213	23.126	279.23	354.55	14.570	18.500
After 4.5 years		350.27	444.75	18.277	23.207	280.22	355.80	14.622	18.566
After 5.5 years		351.44	446.24	18.338	23.285	281.16	356.99	14.671	18.628
After 6.5 years		352.65	447.77	18.401	23.365	282.12	358.22	14.721	18.692
After 7.5 years		353.86	449.31	18.464	23.445	283.09	359.45	14.772	18.756
After 8.5 years		355.78	451.75	18.565	23.572	284.62	361.40	14.852	18.858
After 9.5 years		357.26	453.62	18.642	23.670	285.81	362.90	14.913	18.936
After 10.5 years		360.83	458.16	18.828	23.907	288.67	366.53	15.063	19.126
Chargehand (107.5% of Craftsman)						Assistant Foreman (112.5% of Craftsman)			
On recruitment		362.59	460.40	18.920	24.024	379.46	481.81	19.800	25.141
After 5 year		367.61	466.76	19.182	24.356	384.70	488.47	20.074	25.489
After 1.5 years		370.03	469.85	19.308	24.517	387.24	491.70	20.206	25.657
After 2.5 years		372.71	473.24	19.448	24.694	390.05	495.26	20.353	25.842
After 3.5 years		375.22	476.43	19.579	24.860	392.67	498.59	20.489	26.016
After 4.5 years		376.54	478.11	19.648	24.948	394.06	500.35	20.562	26.108
After 5.5 years		377.80	479.71	19.714	25.031	395.37	502.02	20.631	26.195
After 6.5 years		379.10	481.35	19.781	25.117	396.73	503.74	20.701	26.285
After 7.5 years		380.40	483.01	19.849	25.203	398.09	505.47	20.772	26.376
After 8.5 years		382.46	485.63	19.957	25.340	400.25	508.22	20.885	26.519
After 9.5 years		384.05	487.64	20.040	25.445	401.91	510.33	20.972	26.629
After 10.5 years		387.90	492.53	20.240	25.700	405.94	515.43	21.182	26.895
Foreman (120% of Craftsman)									
On recruitment		404.76	513.93	21.120	26.817				
After 5 year		410.35	521.04	21.412	27.188				
After 1.5 years		413.06	524.48	21.553	27.367				
After 2.5 years		416.05	528.27	21.709	27.565				
After 3.5 years		418.85	531.82	21.855	27.751				
After 4.5 years		420.33	533.71	21.933	27.849				
After 5.5 years		421.73	535.49	22.006	27.942				
After 6.5 years		423.18	537.32	22.081	28.037				
After 7.5 years		424.63	539.17	22.157	28.134				
After 8.5 years		426.94	542.10	22.278	28.287				
After 9.5 years		428.71	544.35	22.370	28.404				
After 10.5 years		433.00	549.80	22.594	28.688				

NON PAYPATH	01/10/00	01/10/00	01/10/00	01/10/00	01/10/00	01/10/00	01/10/00	01/10/00
	Weekly £IR	Weekly EURO	Annual £IR	Annual EURO	Weekly £IR	Weekly EURO	Annual £IR	Annual EURO
Craftsman					Craftsman's Mate (80% of Craftsman)			
On recruitment	328.77	417.45	17,155	21,783	263.02	333.96	13,724	17,426
After 5 year	333.42	423.36	17,398	22,091	266.74	338.69	13,918	17,673
After 1.5 years	335.68	426.23	17,516	22,241	268.55	340.98	14,013	17,792
After 2.5 years	338.21	429.44	17,648	22,408	270.57	343.55	14,118	17,927
After 3.5 years	340.51	432.36	17,768	22,561	272.41	345.89	14,214	18,049
After 4.5 years	341.75	433.93	17,832	22,643	273.40	347.14	14,266	18,114
After 5.5 years	342.92	435.42	17,894	22,720	274.34	348.33	14,315	18,176
After 6.5 years	344.14	436.97	17,957	22,801	275.31	349.58	14,366	18,241
After 7.5 years	345.32	438.47	18,019	22,879	276.26	350.78	14,415	18,304
After 8.5 years	347.23	440.90	18,119	23,006	277.79	352.72	14,495	18,405
After 9.5 years	348.38	442.36	18,179	23,082	278.71	353.89	14,543	18,466
After 10.5 years	352.31	447.34	18,383	23,342	281.85	357.87	14,707	18,674
Chargehand (107.5% of Craftsman)					Assistant Foreman (112.5% of Craftsman)			
On recruitment	353.43	448.76	18,442	23,416	369.87	469.64	19,300	24,506
After 5 year	358.43	455.11	18,703	23,748	375.10	476.28	19,573	24,852
After 1.5 years	360.86	458.20	18,830	23,909	377.64	479.51	19,705	25,021
After 2.5 years	363.58	461.65	18,972	24,089	380.49	483.12	19,854	25,209
After 3.5 years	366.05	464.79	19,101	24,253	383.08	486.41	19,989	25,381
After 4.5 years	367.38	466.48	19,170	24,341	384.47	488.17	20,061	25,473
After 5.5 years	368.64	468.07	19,236	24,424	385.78	489.85	20,130	25,560
After 6.5 years	369.95	469.74	19,304	24,511	387.16	491.59	20,202	25,651
After 7.5 years	371.22	471.36	19,370	24,595	388.49	493.28	20,271	25,739
After 8.5 years	373.28	473.96	19,478	24,731	390.64	496.01	20,384	25,862
After 9.5 years	374.51	475.53	19,542	24,813	391.93	497.65	20,451	25,967
After 10.5 years	378.73	480.89	19,762	25,093	396.35	503.26	20,681	26,260
Foreman (120% of Craftsman)								
On recruitment	394.53	500.95	20,586	26,139				
After 5 year	400.11	508.03	20,878	26,509				
After 1.5 years	402.82	511.47	21,019	26,689				
After 2.5 years	405.86	515.33	21,178	26,890				
After 3.5 years	408.62	518.84	21,322	27,073				
After 4.5 years	410.10	520.72	21,399	27,171				
After 5.5 years	411.50	522.50	21,472	27,264				
After 6.5 years	412.97	524.37	21,549	27,361				
After 7.5 years	414.39	526.17	21,623	27,455				
After 8.5 years	416.68	529.08	21,742	27,607				
After 9.5 years	418.06	530.83	21,814	27,699				
After 10.5 years	422.77	536.81	22,060	28,011				

Revision of Remuneration under Craftworkers' Analogue Agreement

Actual Year 2000 Costs (i.e. 1 October, 2000 - 31 December 2000)

Grade Name	WTE's	Basic increase (i.e. £24.32 by WTE's)	increase in Premia Pay	PRSI (12%)	Total
Craftsmen					
Craftsmen's Mate					
Chargehand					
Assistant Foreman					
Foreman					
Total					

Estimated Annual Costs (i.e. 1 January, 2001 - 31 December 2001)

Grade Name	WTE's	Basic increase (i.e. £24.32 by WTE's)	increase in Premia Pay	PRSI (12%)	Total
Craftsmen					
Craftsmen's Mate					
Chargehand					
Assistant Foreman					
Foreman					
Total					

Please Note:

1. Returns must be verifiable and supporting documentation should be available for inspection when required.
2. WTE's should be in line with your Census Return.

Agency Name: _____

Signed: _____