



Circular 11/2004

28 January 2004

Regional Chief Executive
Eastern Regional Health Authority

Chief Executive Officer
Each Health Board



DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLÁINTE AGUS LEANAÍ

Quality and Fairness
A Health System for You

Re: Audiological Scientists

Sanction of the Department of Health and Children can be assumed for the arrangements set out in the HSEA circular attached.

Relevant health boards should note that any costs arising from the implementation of these arrangements are to be met from each agency's existing financial allocation.

Any queries in relation to the implementation of the HSEA circular should be addressed to Mr John Delamere or Ms Denise O' Shea, telephone (01) 6626966.

Yours sincerely

Paul Flanagan
Personnel Management and Development.

To - Chief Executive Officer

- Each Health Board and ERHA

Re: Audiological Scientists

3rd December 2003

The Labour Court in LCR 16573 in respect of Audiological Scientists, then employed in National Rehabilitation Board, recommended the undertaking of an evaluation of the value of the posts being carried out by the staff concerned. Following completion of the evaluation process, and subsequent to further submissions by both parties to the Labour Court, the Court recommended that all future appointments to basic or senior Audiological Scientists posts should be paid at the rate of basic or senior physicists scale. In respect of the senior post, the Court recommended that the parties commence early discussions to agree a job profile for the post. Discussions in respect of this element of the recommendation remain to be completed.

Accordingly, any staff recruited to a post of Audiological Scientist should be paid on the basic grade Physicist salary scale. The current rate of pay applicable to this grade is:

1. 32,287
2. 33,957
3. 35,613
4. 37,569
5. 38,858
6. 40,094
7. 43,241
8. 44,581
9. 45,995
10. 47,409
11. 48,818
12. 50,244
13. 51,031

Any staff recruited to a post of Senior Audiological Scientist should be paid on the Senior Physicist salary scale. The current rate of pay applicable to this grade is:

1. 49,150
2. 51,405
3. 53,660
4. 55,915
5. 58,173
6. 60,428
7. 62,683
8. 64,980

LSI (1) 67,019
LSI (2) 69,290

Please note that any such recruitment should await the outcome of the discussions in respect of job description referred to in the opening paragraph.

Ex NRB staff

In respect of the above small group of staff who were in the employment of the National Rehabilitation Board in April 2000, the Court recommends that these staff be paid on the Senior Physicist salary scale. The Court further recommends that this arrangement should apply from 14th April 2000 and that the method of assimilation should be on the basis of the nearest point not below existing pay, plus one increment. It should be noted that the staff concerned were heretofore paid on the teacher's common salary scale with appropriate extra allowances for additional qualifications held. The Court states that the assimilation arrangements should take account of such qualifications allowances.

The rate of pay for Senior Physicists as of 14th April 2000 was as follows:

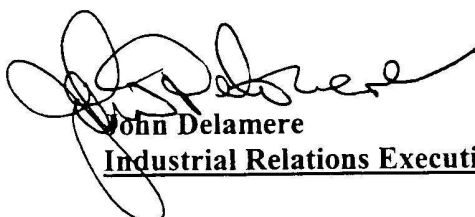
1. 39,642
2. 41,460
3. 43,280
4. 45,098
5. 46,919
6. 48,738
7. 50,557
8. 52,377
- LSI 54,052
- LSI 55,886

NB. Please note that the above salaries are in Euro.

Relevant employers are asked to put in place the necessary arrangements to implement the contents of this circular as soon as possible.

Any enquiries in relation to this correspondence should be forwarded to the undersigned or to Ms. Denise O'Shea at HSEA.

Yours sincerely



John Delamere
Industrial Relations Executive