



Circular 41/2004

1 October 2004

DEPARTMENT  
OF HEALTH AND  
CHILDREN  
AN ROINN  
SLAINTE AGUS LEANAÍ

Óglaigh agus Fianáil  
Airíonna agus Leanaí

Regional Chief Executive  
Eastern Regional Health Authority

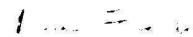
Chief Executive Officer  
Each Health Board

I refer to the attached circular of 6<sup>th</sup> October 2004 issued by the Health Service Employers Agency regarding Audiologist grades (formerly National Rehabilitation Board employees). The sanction of the Minister for Health and Children may be assumed for the implementation of the arrangements set out in the circular.

Arrangements in respect of funding of the pay adjustments involved in implementing these arrangements for relevant health boards have been advised separately by this Department, as per letters of allocation to each relevant health board.

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 Unit

6<sup>th</sup> October 2004

**Director of Human Resources**  
- **Each Health Board/ERHA**

**Health Service  
Employers Agency**

63-64 Adelaide Road  
Dublin 2

Tel: 01 662 6966

Fax: 01 662 6977

email: info@hsea.ie

**Re: Audiologist grades (formerly National Rehabilitation Board Employees)**

The Report of the Expert Group on various health professions which issued in April 2000 dealt with Audiologist grades in chapter 6 of its Report. In recommendation 128 of the Report, the Expert Group recommended that a "Chief" post should be established in each ENT/Hospital Audiology department.

In subsequent negotiations between the parties, it was agreed that a pro rota allocation of posts at Chief level would be given to those staff working in community settings, i.e. formerly NRB.

The matter of how best to deal with this element of the agreement. has been the subject of ongoing discussions, including a hearing at LRC, between the HSEA, Department of Health & Children and IMPACT. Subsequent to same, the following set of proposals have been agreed between the parties.

The staff members outlined below are to be upgraded, by designation, to the post of Chief Audiologist with effect from April 1<sup>st</sup> 2000.

SHB	Rose O'Neill
WHB	Joan Dunne
SWAHB	Elizabeth Nesbitt/Nuala Redmond – Job Sharing
MHB	Patricia Kilmartin (Job Sharing)
SEHB	Michael Nevin

There has also been agreement with regard to addressing those remaining Audiologists who were in the employment of the NRB as of 1<sup>st</sup> April 2000. Further correspondence on this matter will issue to employers at an appropriate stage.

The assimilation arrangements for the staff concerned should be in accordance with the starting pay on promotion provisions of circular 10/71.

Salary Scale for the post of Chief Audiologist is as follows:

1/4/00	1/10/00	1/4/01	1/10/01	1/12/01	1/10/02	1/1/04
30,590	32,273	32,918	34,728	35,944	37,382	41,107
31,670	33,412	34,080	35,954	37,410	38,906	43,193
32,749	34,550	35,241	37,179	38,889	40,445	45,322
33,828	35,689	36,403	38,405	40,382	41,998	47,495
34,908	36,828	37,564	39,630	41,989	43,564	49,711
35,987	37,966	38,726	40,855	43,409	45,145	51,970

The arrangements set out are on a strictly “red circled” basis and are subject to drawing up of a new job description for post holders and to their agreement to fully co-operate with the delivery of audiological services in the each Health Board area and with ongoing changes and developments in the health services generally. A small sub group, comprising of representatives from the management and staff sides is being established with immediate effect to deal with and progress the issue of agreeing a new job description.

Any enquiries with regard to the contents of this circular should be addressed to the undersigned or to Ms. Denise O’Shea at HSEA.

Your Sincerely

---

**John Delamere**  
**Industrial Relations Executive**