

Ref: 30/2001

11 April 2001

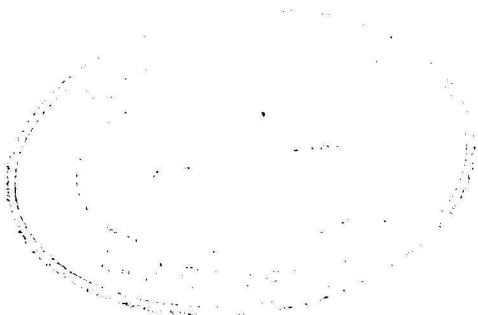
Each Chief Executive
Health Boards/Voluntary Hospitals/Mental Handicap Agencies

A Chara

I refer to the agreement reached between the Health Service Employers Agency and IMPACT regarding Child Care Workers.

The sanction of the Minister for Health and Children can be assumed for the implementation of the arrangements set out in the attached circular.

Yours sincerely



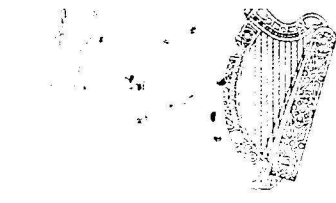
Thomas Monks

Thomas Monks
Personnel Management & Development Division



**DEPARTMENT
OF HEALTH AND
CHILDREN**
AN ROINN
SLÁINTE AGUS LEAN

Shaping a
Healthier Future



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2nd April 2001

Each Chief Executive
Health Boards/Voluntary Hospitals/Mental Handicap Agencies

Re: Child Care Workers

A Chara,

Arising from the work of the Joint Committee dealing with issues pertaining to the Child Care Worker Professions, and in the context of the decision to introduce formal professional status to the Child Care area and to cease the recruitment of non-qualified personnel, the following interim restructuring arrangements have been agreed between the parties and are to be implemented from the dates set out hereunder.

1. The interim staffing structure to apply is as follows:

- Trainee Child Care Worker
- Child Care Worker
- Child Care Leader
- Manager (in residential settings)

Trainee Child Care Worker

The grade of Trainee Child Care Worker is to be introduced on an interim basis. Any personnel recruited to this grade will be required under the terms of their contract to enrol in a recognised 3rd level Child Care Worker training programme.

The salary for this grade will be as follows:

£16,028

£16,878

£17,626

The position in relation to this grade will be reviewed after one year.

Child Care Worker

The grade of Assistant House Parent is to be abolished and replaced by the grade of Child Care Worker. This grade will operate in both community and residential care settings. The salary scale for this grade will be as follows (1st October, 2000 and 1st. April, 2001 Rates):

<u>01/10/00</u>	<u>01/04/01</u>
£19,841	£20,238
£20,587	£20,999
£21,241	£21,768
£22,098	£22,540
£22,868	£23,325
£23,649	£24,122 *
£24,425	£24,914
£25,215	£25,719
£26,009	£26,529
£26,529 (LSI)	£27,060 (LSI)

Assimilation will be by way of corresponding point.

Child Care Leader

The grade of House Parent is to be abolished and is replaced by the grade of Child Care Leader. The salary scale to apply for this grade is as follows (1st October, 2000 and 1st. April, 2001 Rates):

<u>01/10/00</u>	<u>01/04/01</u>
£26,381	£26,909
£26,980	£27,520
£27,580	£28,132
£29,164	£29,747 *
£29,776	£30,372
£30,385	£30,993
£31,003	£31,623

Assimilation will be way of corresponding point.

Qualifications

All future entrants to the profession at both Child Care Worker and Child Care Leader grades will be required to hold a recognised qualification.

In relation to the new grade of Child Care Worker, a bar point will exist at the 9th point of the Salary Scale and only those post holders who have a recognised formal qualification can proceed beyond this point on the Scale.

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Assistant House Parent

There are currently a number of Assistant House Parents in employment who have undertaken the Diploma in Child Care, but have not transferred to the House Parent Salary Scale. As a once off measure, these officers will now transfer to the Child Care Leader scale.

All new Salary Scales will apply from January 1st 2001.

Promotion

The first line promotional outlet for Child Care Workers will be the position of Child Care Leader. Agencies are requested to identify such positions in all residential and community settings and posts which are identified should be filled.

Child Care Workers in community settings are to have full and equal access to the various managerial positions subject to filling the requirements set down.

Child Care Leaders will have access to Residential Manager positions.

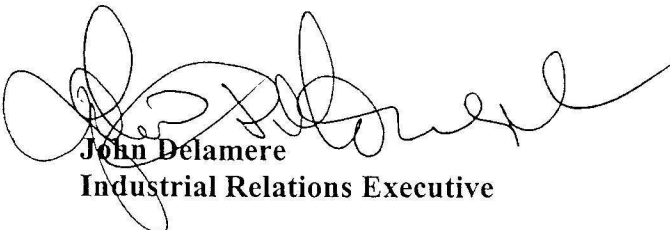
Resident Manager

In accordance with the recommendations of the Expert Group, resident managers are to be paid Unsocial Hours Premiums where the manager is rostered to work such hours.

This arrangement to apply from January 1st 2001.

Your agency is asked to put in place the necessary measures to have the contents of this agreement put in place at the earliest stage.

Yours sincerely,



John Delamere
Industrial Relations Executive