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14th September 2015

Ms Rosarii Mannion
National Director of Human Resources,
Office of the National Director of HR, HSE,
Dr. Steevens' Hospital
Dublin 2

Re: Salary rates for future CEO appointments to Section 38 agencies

Dear Ms Mannion

This Department has completed a review of the appropriate salary levels for the CEOs of Section 38 agencies, in conjunction with the HSE and DPER. This review was carried out on foot of Recommendation No. 20 in the HSE's Internal Audit report on the remuneration of senior managers in Section 38 agencies which stated that a review of the remuneration rates of CEOs and senior management was required for a number of organisations, particularly in the social care area, to ensure pay rates reflect the comparable size, scale and complexity of each organisation.

The review of the appropriate level of remuneration for Section 38 Agencies is now complete in respect of the CEOs. Completion of this banding exercise is an important stage in addressing non-compliance with Government pay policy as it will provide clarity on the appropriate rate of pay for all the CEO posts within the health service.

It has been agreed with DPER that in future there will be two banding levels - one for the CEOs of Acute Hospitals and one for the CEOs of Social Care organisations. The attached document, Appendix 1, outlines the revised salary bands which will apply to any new CEO appointments arising from this date.

Can you please bring the new salary rates to the attention of all Section 38 agencies.

Yours sincerely

Lara Hynes
Principal Officer
National HR



APPENDIX 1

Banding of CEO Salaries in Section 38 Agencies - September 2015

Hospitals		
Band	Pay Scale	Agency Names
Band H1	€64,812 €65,000 €65,114 €67,485 €69,839 €72,702 €74,551	6 Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincents (Fairview), Leopardstown Park,
Band H2	€75,000 €76,250 €77,500 €78,750 €80,000	6 Cappagh, National Rehabilitation Hospital, Pearmount, Royal Victoria Eye & Ear St. Johns Hospital, St. Michaels Hospital,
Band H3	€89,000 €91,500 €94,000 €96,500 €99,000 €101,500 €104,000	5 Coombe, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital,
Band H4	€95,000 €97,500 €100,000 €102,500 €105,000 €107,500 €110,000	2 Our Lady's Childrens Hospital, Temple Street Childrens University Hospital
Band H5	€121,600	5 AMNCH, Beaumont Hospital, Mater Misericordiae Hospital , St. Vincents University Hospital, St. James Hospital

Social Care (not hospitals)		
Band	Pay Scale	Agency Names
Band SC1	€64,812 €65,000 €65,114 €67,485 €69,839 €72,702 €74,551	6 BOC Clare, Carriglea Cairde Services, The Childrens Sunshine Home, Sisters of Charity Kilkenny, BOC Roscommon, KARE
Band SC2	€75,000 €76,250 €77,500 €78,750 €80,000	6 BOC Limerick, BOC South East, CRC, Cheeverstown House, Our Ladys Hospice, Sunbeam House,
Band SC3	€89,000 €91,500 €94,000 €96,500 €99,000 €101,500 €104,000	5 BOC Galway, BOC South, COPE Foundation, Muiriosa Foundation, Stewarts Care,
Band SC4	€95,000 €97,500 €100,000 €102,500 €105,000 €107,500 €110,000	3 St Michaels House, Daughters of Charity, St. John of God Hospitalier