

## APPENDIX 1



DEPARTMENT  
OF HEALTH  
AN ROINN  
SLÁINTE

Shaping a  
Healthier Future

9 December, 1997

Chief Executive Officer  
Each Health Board

Secretary/Manager  
Each Public Voluntary Hospital  
and Joint Hospital Board

**DIRECTOR OF NURSING/MATRON GRADE  
REVISION OF REMUNERATION UNDER THE PARTNERSHIP 2000 FOR  
INCLUSION EMPLOYMENT AND COMPETITIVENESS**

I am directed by the Minister for Health and Children to refer to the Agreement on Pay and Conditions of Employment between the Irish Congress of Trade Unions and Employers Organisations which forms part of the Partnership 2000.

Application of clause 3(i) of the Agreement, as it applies to the Public Service, provides for a general pay increase for the period beginning on 1 July, 1997. The Minister conveys approval for implementation of the first phase of 2.5% on the first £200 of basic weekly pay (£10,436 in annual terms) with effect from 1 July, 1997, i.e., an increase of 2.5% of basic pay subject to the maximum increase of £5 a week (£261 a year).

Revised salary scales are attached at Appendix 1.

The Department's circular letter of 7 July, 1997, which sanctioned the second phase of the special increase for these grades (under the Programme for Competitiveness and Work) indicated that it should be paid in circumstances where arrangements had been put in place to terminate the practice of additional payment for weekend, bank holiday and night allowance in accordance with the provisions of the PCW Agreement or where such arrangements were normal practice. It has been argued by the nursing unions that residual problems remain with implementation of these arrangements in a limited number of instances involving certain posts in Bands 3, 4, and 5. Efforts are continuing to resolve these difficulties in the areas in which they arise and it is hoped that these efforts will allow for early application of the second phase increase. Where such problems have not, as yet, been resolved the salary scales for Bands 3, 4, and 5 attached at Appendix 2 incorporate the Partnership 2000 increase.

Yours sincerely,

Martin McDonald  
Personnel Management and Development

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**APPENDIX 1**

<b>NURSING GRADES</b>	<b>1/6/96</b>	<b>1/10/96</b>	<b>1/1/97</b>	<b>1/6/97</b>	<b>1/7/97</b>
<b>Director of Nursing/Matron Band 1</b>	27,745	28,161	28,443	29,995	30,256
	28,517	28,945	29,234	30,829	31,090
	29,289	29,728	30,025	31,664	31,925
	30,061	30,512	30,817	32,498	32,759
	30,831	31,293	31,606	33,331	33,592
	31,604	32,078	32,399	34,167	34,428
	32,375	32,861	33,190	35,000	35,261
<b>Director of Nursing/Matron Band 2</b>	26,108	26,500	26,765	28,225	28,486
	26,844	27,247	27,519	29,021	29,282
	27,581	27,995	28,275	29,817	30,078
	28,316	28,741	29,028	30,612	30,873
	29,053	29,489	29,784	31,409	31,670
	29,790	30,237	30,539	32,205	32,466
	30,525	30,983	31,293	33,000	33,261
<b>Director of Nursing/Matron Band 3</b>	24,050	24,411	24,655	26,000	26,261
	24,589	24,958	25,208	26,583	26,844
	25,129	25,506	25,761	27,167	27,428
	25,669	26,054	26,315	27,750	28,011
	26,208	26,601	26,867	28,333	28,594
	26,748	27,149	27,420	28,917	29,178
	27,288	27,697	27,974	29,500	29,761
<b>Director of Nursing/Matron Band 4</b>	22,428	22,764	22,992	24,247	24,508
	23,127	23,474	23,709	25,002	25,263
	23,824	24,181	24,423	25,756	26,017
	24,523	24,891	25,140	26,511	26,772
	25,223	25,601	25,857	27,268	27,529
	25,920	26,309	26,572	28,022	28,283
	26,617	27,016	27,286	28,775	29,036
<b>Director of Nursing/Matron Band 5</b>	20,938	21,252	21,465	22,636	22,897
	21,405	21,726	21,943	23,140	23,401
	21,873	22,201	22,423	23,647	23,908
	22,340	22,675	22,902	24,151	24,412
	22,807	23,149	23,380	24,656	24,917
	23,276	23,625	23,861	25,163	25,424
	23,743	24,099	24,340	25,668	25,929

**APPENDIX 2**

NURSING GRADES	1/6/96	1/10/96	1/1/97	1/7/97
<b>Director of Nursing/Matron Band 3</b>	24,050	24,411	24,655	24,916
	24,589	24,958	25,208	25,469
	25,129	25,506	25,761	26,022
	25,669	26,054	26,315	26,576
	26,208	26,601	26,867	27,128
	26,748	27,149	27,420	27,681
	27,288	27,697	27,974	28,235
<b>Director of Nursing/Matron Band 4</b>	22,428	22,764	22,992	23,253
	23,127	23,474	23,709	23,970
	23,824	24,181	24,423	24,684
	24,523	24,891	25,140	25,401
	25,223	25,601	25,857	26,118
	25,920	26,309	26,572	26,833
	26,617	27,016	27,286	27,547
<b>Director of Nursing/Matron Band 5</b>	20,938	21,252	21,465	21,726
	21,405	21,726	21,943	22,204
	21,873	22,201	22,423	22,684
	22,340	22,675	22,902	23,163
	22,807	23,149	23,380	23,641
	23,276	23,625	23,861	24,122
	23,743	24,099	24,340	24,601