

29 February, 2000

Chief Executive Officer  
Each Health Board

Secretary/Manager  
Each Public Voluntary Hospital and Joint Hospital Board

Ref. 22/00

**Revision of Remuneration of Pathology Technicians**



DEPARTMENT  
OF HEALTH AND  
CHILDREN  
AN ROINN  
SLÁINTE AGUS LEANAÍ

Shaping a  
Healthier Future

A Chara,

I am directed by the Minister for Health and Children to refer to the Agreement on Pay and Conditions of Employment with regard to Pathology Technicians.

The Minister's sanction may be assumed for the payment of the revised remuneration as attached. You should ensure that arrangements are made for the payment of the revised remuneration as soon as possible.

Appropriate steps should be taken to initiate arrangements for the implementation of the revised conditions and job description as agreed by the Health Service Employers Agency (attached). You should note that implementation of the pay award is contingent on the implementation of the other aspects of the agreement. Therefore, it is incumbent on both sides to make progress at a very early date on its implementation, in order to ensure that the contingent pay and non-pay elements can be implemented without delay.

Your allocation has already been adjusted to take account of the cost of the increase. However, details of the costs arising from the implementation of the revised remuneration should be included on the attached form and returned immediately to Dave Maguire, Personnel Management & Development Unit, 4th Floor, Department of Health, Hawkin's House, Hawkin's Street, Dublin 2.

**Any queries in relation to the implementation of the revised package should be referred to the Health Service Employers Agency at (01) 6626966.**

Mise le meas,

*Dave Maguire*

Dave Maguire  
Personnel Management & Development Unit

O:\SHARED\PERSONLE\CIRCULAR\NONOFFIC\CIRC99\84-99

**Hawkins House Dublin 2**  
Teach Haicín Baile Átha Cliath 2  
Telephone (01) 635 4000 VPN 112  
Fax (01) 635 4001

## **PATHOLOGY TECHNICIANS**

This claim has been the subject of two adjudication findings in 1995 and 1996. The latter adjudication found that “ in relation to pay relativity ..that management and union should meet after the expiry of the P.C.W. to review and discuss and arrive at a mutually satisfactory agreement... if necessary the issue can be referred back to Adjudication.

As no meaningful progress was made a further adjudication was held in June 1998. The claim by the union was to achieve a pay relativity with a paramedic grade (undefined). Following further discussions it was agreed by both sides that it was preferable to examine the overall role and responsibilities of the grade.

In order to facilitate the above it as agreed that an independent facilitator would be utilized with the following areas being examined:

Role and Function (see appendix 1)

Career Structure

Qualifications

Training and Education

Health and Safety

Remuneration

During this process considerable consultation was undertaken with the employers and the employees in relation to the above with particular reference to career structure and the duties / responsibilities of the pathology technician.

In this context there is a consensus on the overall nature and detail of the duties applicable to the grade and a view that there is merit in introducing a structure which includes the grades of trainee, basic and senior pathology technician.

**Structure:**

The basic grade of pathology technician will be as per the attached job description (see appendix 1)

A grade of senior pathology technician will be introduced where the following additional criteria are satisfied:

A senior must be qualified to diploma level.

*The entry is done by CMC*

The attached job description applies (see Appendix 2).

Where advanced specialist autopsy techniques are carried out by the senior grade (see attached appendix 3).

The senior grade will assist in the teaching and training of varying grades of staff e.g. NCHD's, external personnel and other technician grades

Where there are 2 or more qualified pathology technicians in an in a location one will be a senior post taking into account the above criteria.

**Qualifications:**

In relation to qualifications the following is proposed:

That the entry requirement for a trainee will be Leaving Certificate with an aptitude in science desirable or the equivalent (this to be agreed).

The entry requirement for the basic grade will be the above plus the certificate in Anatomical Pathology Technology and 2 years minimum practical experience.

In relation to the senior grade the basic entry requirement would be that of a Diploma in Anatomical Pathology Technology and have 5 years as a basic grade technician.

**Training:**

With regard to the training of pathology technicians (including trainees) a small joint working group should be formed in order to address the current and future needs.

**Remuneration:**

The proposed remuneration for the grades of basic and senior is attached as per appendix 4 (further discussions are required regarding the trainee rate). These scales incorporate the post mortem allowance.

It is proposed that the basic grade will be assimilated to the revised scale from 1/7/97 on the basis of corresponding point. In relation to the senior scale assimilation will be on the basis of Circular 10/71, as and from 1/7/98.

In relation to future developments for this service it is proposed that a review would be undertaken at the end of 2001 in order to measure the progress of these proposals. Such a review will involve representatives from both management and staff.

The salary scales for Pathology Technicians will be included in the consolidated rates in future.

## **APPENDIX 1**

### **Trainee**

- 1) Entry requirement, leaving Certificate with an aptitude in science (biology) desirable.
- 2) Work under the instruction of histopathologist and senior pathology technicians in all aspects of practical training as set down in guidelines for certificate in Anatomical Pathology Technology.
- 3) Assist pathologists and technician under supervision.

### **Basis Grade Technician**

- 1) Basic entry requirement into this grade will be the Certificate in Anatomical Pathology Technology and two years minimum practical experience.
- 2) The reception, and storage in secure, safe and hygienic conditions bodies received.
- 3) To keep accurate records of the deceased and their property in the register and to deal with certificates required for disposal and cremation.
- 4) To prepare bodies and assist pathologists during post-mortem examination.
- 5) To reconstitute bodies to agreed standards after post-mortem examinations.
- 6) The discharge of the deceased to authorized funeral directors in accordance with the law.
- 7) To arrange for relatives to identify and to view the deceased and deal sympathetically with bereaved persons.
- 8) To establish and maintain liaison with hospital staff, relatives, funeral director's and medical staff.
- 9) Participate in the training of junior MTOs including participation in Anatomical Pathology Technology courses under the auspices of the Royal Institute of Public Health and Hygiene and lecturing on mortuary procedures to other groups of staff.
- 10) The cleaning, disinfection and care of the mortuary to ensure that it is hygienic, safe and efficient at all times.
- 11) To clean, sterilize and maintain equipment and instruments required by the pathologist.
- 12) To receive, store and transmit specimens taken for analysis and laboratory examination.
- 13) The management and disposal of pre-24 week pregnancy loss.
- 14) To maintain health and safety standards in the mortuary work area, including observing codes of laboratory practice to fire and accident policies.
- 15) Any other appropriate duties assigned.

## **APPENDIX 2**

### **Senior Grade**

1. Basic entry requirement will be; Dip Anatomical Pathology Technology.
2. To take charge of the mortuary, organize and efficiently manage this facility.
3. To partake in advanced specialist autopsy techniques.
4. To monitor and audit mortuary records.
5. To organise the effective dispatch of specimens to other laboratories and institutions.
6. To assist in photography and maintain archives.
7. To organise the taking of x-rays.
8. Fixation and perfusion of specimens.
9. Liaise with coroners office, administration and external agencies/organizations i.e. death certificates, permission for autopsy etc.
10. To assist in training of trainee personnel i.e. trainee and junior technicians, NCHD's, external personnel.
11. The hygienic treatment, perfusion and preservation of remains for families and undertakers as requested.

## **APPENDIX 3**

### **Special Autopsy Techniques Performed by Pathology Technicians**

1. Angiography of organs harvested at autopsy.
2. Pulmonary angiograms, coronary angiograms, cerebral angiography.
3. Specialist dissection of intestine for specific dissecting microscopy survey, e.g. necrotising enterocolitis.
4. Special staining of tissues:-
  - a. Perl's staining of tissue for iron deposits;
  - b. Decalcification and staining of osteoid for growth arrests in bone development
5. Dissection of central nervous system within the dura in the case of macerated fetuses. This ensures proper neuropathology examination where such examination could not otherwise be performed.
6. X-ray of fetuses for growth arrest and grades of bony development, and also for abnormalities.
7. Photography of fetus externally, for malformations versus normal development: of specific organs for scientific documentation and conference presentation.
8. Examination using standard techniques for surgical pathology specimens, including placentas and other specimens
9. Cultures for bacteria, viruses, chlamydia and mycoplasma
10. Angiography
11. Tissues for metabolic and genetic studies
12. Potted pathology specimens for pathology museums – teaching purpose
13. Photographic and computer graphics, recording an illustration for medical education and conference work.
14. Dissection of middle ear, skull bones
15. Removal of brain/spinal cord as one block
16. procurement of multiple bone marrow samples
17. Removal of long bones e.g. femur
18. Sampling of vitreous humus for toxicology and chemistry
19. The above is not an exhaustive list.

# PARAMEDICAL GRADES

1st Jan 1997    1st April 1997    1st July 1997    1st April 1998    1st July 1998    1st July 1999    1st July 1999    1st April 2000

## Pathology Technician, Basic

14,643	14,748	15,080	15,306	15,612	15,768
15,047	15,162	15,503	15,736	16,050	16,211
15,456	15,582	15,933	16,172	16,495	16,660
15,865	15,996	16,356	16,601	16,933	17,103
16,274	16,411	16,780	17,032	17,373	17,546
16,683	16,825	17,204	17,462	17,811	17,989
17,092	17,240	17,628	17,892	18,250	18,433
17,501	17,657	18,054	18,325	18,692	18,879
17,910	18,073	18,480	18,757	19,132	19,323
18,319	18,487	18,903	19,187	19,570	19,766
18,657	18,863	19,287	19,577	19,968	20,168

## Pathology Technician, Senior

16,245	16,611	16,943	17,113
16,849	17,228	17,573	17,748
17,453	17,846	18,203	18,385
18,057	18,463	18,832	19,021
18,661	19,081	19,463	19,657
19,265	19,698	20,092	20,293
19,869	20,316	20,722	20,930
20,473	20,934	21,353	21,566
21,077	21,551	21,982	22,202
21,681	22,169	22,612	22,839
22,290	22,792	23,248	23,480



<b>AGENCY NAME:</b>  <b>Signed:</b> _____	<b>Date:</b> _____
---	--------------------

**Additional Costs Arising Of The Revision of Remuneration of Pathology Technicians**

	WTE's	1st July 1997 £	Full Year 1998 £	Full Year 1999 £	Full Year 2000 £	TOTAL
Pathology Technician, Basic						
Pathology Technician, Senior						
PREMIA PAY						
SUB-TOTAL						
PRSI						
TOTAL						