

05th February 2002

Directors of Human Resources
Employee Relations Managers
- Health Boards
- Voluntary Hospitals
- Intellectual Disability Sector
- Specialist Agencies

Re: Grading Anomalies - Therapy Professions

I refer to my correspondence of November 05th 2001 regarding the above. In response to a number of queries regarding same, I wish to clarify a number of issues.

1. The anomalies referred to are in situations where a Therapist graded as senior and carrying out clearly identifiable administrative responsibilities find themselves at the same grade as colleagues who have been upgraded from basic to senior arising from implementation of Expert Group Report.

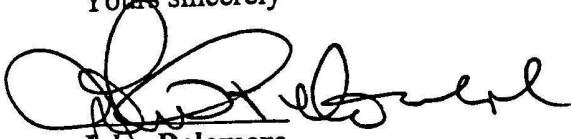
Example

Hospital A employs two physiotherapists X and Y. Up to the implementation of the Expert Group Report X was graded at senior level, Y at basic level. Y has now been regraded to senior. X has always carried a managerial workload in addition to clinical duties, involving liaising with other hospital staff and externally. X is now only paid the same salary as Y. This situation is obviously anomalous, hence under our proposals X is put into the Therapy Manager Salary Scale.

2. A number of other issues also require clarification.
 - a) The individual senior therapist who is being considered for upgrading must have managerial responsibilities and must be at a financial disadvantage vis-à-vis colleagues e.g. a senior who works alongside a basic is not eligible for upgrading as they have a clear financial gain over their colleague.
 - b) A Therapist working single handedly would not be eligible for upgrading to manager in any circumstances.
 - c) I wish to again clarify that any Senior Therapist who is a beneficiary of this arrangement continues to carry out their clinical case load as heretofore.

Any queries in respect of the above should be directed to the undersigned.

Yours sincerely

A handwritten signature in black ink, appearing to read 'John Delamere', written over a horizontal line.

John Delamere
Industrial Relations Executive

cc: Mr William Beausang, Dept. of Health & Children
Mr Kevin Callinan, IMPACT

5th November 2001

To: Directors or HR/Personnel Officers
Health Boards
Voluntary Hospitals
Intellectual Disability Centers

A Chara

I refer to previous correspondence in respect of grading anomalies that have arisen among the Therapy professions consequent of the Expert Group Report on various health professions.

Following discussions between Department of Health & Children, HSEA and IMPACT the following has been agreed as a means of progressing the issue:

1. Discussions to take place at local level between management and staff representatives to identify where anomalies exist.
2. Where it is established that an individual therapist is carrying out clearly identifiable and defined management duties and responsibilities, that individual should be assimilated onto the Therapy Manager pay scale retrospective to August 1st 2001. The scale is as follows:

£32,639
£33,247
£33,854
£34,493
£35,167
£35,839
£36,377

3. The filling of post identified and agreed are to be by designation. Consequential vacancies will be filled in accordance with normal procedure.
4. The filling of any posts arising from this process must not result in any diminution in the delivery of core services to clients. All basic duties currently being carried out by a therapist who may be upgraded arising from this agreement must continue to be carried out in full by the individual concerned.

Employers are asked to commence the process of initiating local discussions with the therapy staff representatives in order to progress the matter at the earliest stage.

Any queries in respect of the above should be directed to the undersigned.

Yours sincerely

John Delamere
Industrial Relations Executive

cc: Mr William Beausang, Dept. of Health & Children
Mr Kevin Callinan, IMPACT