



**Health Service
Employers Agency**

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30th April 2003

To: Chief Executive Officers
- **Intellectual Disability Sector**
- **Each Health Board**

Re: House Parents/Assistant House Parents Intellectual Disability Sector

1. Background

Labour Court Recommendation 17044 regarding House Parent and Assistant House Parent grades in the Intellectual Disability refers. These grades were subsequently examined by the Joint Committee on Social Care professionals and the committee concluded that the same process of professionalisation is appropriate in respect of House Parent and Assistant House Parents in the Intellectual Disability sector as in the Child Care sector.

The Labour Court, in LCR 17368 recommended that 1st Feb. 2002 be the effective date for the implementation of the new structures and payscales in the Intellectual Disability sector.

The Expert Group Report on Various Health Professions (April 2000) set out the context in which Child Care Workers provide this service as in "a residential setting or community based service".

2. Assimilation criteria

(a) Social Care Worker

The grade of Assistant House Parent is to be abolished and will be replaced with the grade of Social Care Worker. The salary scale for this grade will be as follows:

	1st February 2002	1st October 2002
1	27,110	28,195
2	28,130	29,255
3	29,160	30,326
4	30,194	31,402
5	31,246	32,496
6	32,314	33,606
7	33,374	34,709
8	34,453	35,831
9	35,537	36,959
LSI	36,248	37,698

Assimilation from the old Assistant House Parent scales to the new salary scale is by way of corresponding point.

Only those holding one of the recognised qualifications (see paragraph 3 below) can proceed **beyond point 9 of the scale.**

(b) Social Care Leader

The grade of House Parent is to be abolished and is replaced by the grade of Social Care Leader. The salary scale to apply for this grade is as follows:

	1st February 2002	1st October 2002
1	36,047	37,488
2	36,866	38,340
3	37,685	39,192
4	29,848	41,442
5	40,685	42,312
6	41,518	43,179
7	42,631	44,055

Assimilation method from House Parent Scale to Social Care Leader Scale (1st February 2002).

	Old Scale	New Scale
1	24,891	36,047
2	25,950	36,047
3	26,883	36,047
4	27,829	36,047
5	28,784	36,866
6	29,746	37,685
7	30,719	39,848
8	31,702	40,685
9	32,684	41,518
LSI	33,341	42,361

Staff will continue to retain their existing incremental date.
Implementation date for both a) and b) will be effective from 1st February 2002.

3. Qualifications

The new recognised qualifications for these grades are as follows:

- HETAC /D.I.T. National Diploma in Child Care,
- HETAC/ D.I.T. National Diploma in Applied Social Care Studies,
- HETAC/ D.I.T. Diploma in Social Care,
- D.I.T. Diploma in Applied Social Studies/Social Care,
- Open Training College National Diploma in Applied Social Studies (Disability).

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

It is acknowledged that major difficulties would arise if the recruitment of non-qualified staff (or staff with other appropriate qualifications) was to cease immediately. Further clarification on this matter will issue to employers in the near future.

4. Red Circling Arrangements

As a once off measure, Assistant House Parents currently in employment and who hold one of the recognised qualifications (as per paragraph 3) may transfer to the Social Leader scale while retaining the title of Social Care Worker.

This arrangement will only apply to those Assistant House Parents **who were in permanent employment in your organisation on the 31st December 2000.**

Progression from the old Assistant House Parent scale in this instance shall be in accordance with normal promotion arrangements as per Department of Health & Children circular 10/71.

The effective date of this once-off measure is 1st February 2002.

5. Trainee Social Care Workers

The grade of Trainee Social Care Worker is to be introduced on a interim basis. It is envisaged that trainee Social Care professionals will be supernumery to existing staff compliments and that they will not form part of the normal compliment of a shift or operational number.

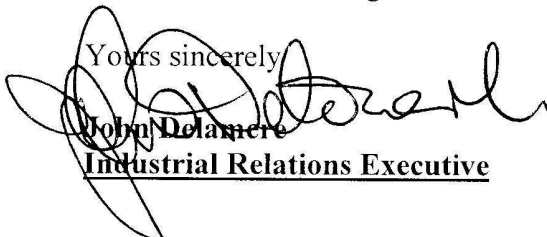
The salary scale applicable to the grade of Trainee Social Care Worker is as follows:

1.	1 st Year -	22,776
2.	2 nd Year -	23,985
3.	3 rd Year -	25,048

Any personnel recruited to this grade will be required under the terms of the contract to enrol in a recognised third level Social Care Worker Training Programme.

Further correspondence will issue in respect of the criteria surrounding the development of this grade.

All queries in respect of this Circular should be directed to the undersigned or to Caitriona McConnellogue at HSEA.

Yours sincerely

John Delamere
Industrial Relations Executive