



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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HSE HR Circular 14/2008

**To: Each Assistant National Director, PCCC
Each HSE Area Assistant National Director, Human Resources**

19th May 2008

Re: Director of Public Health Nursing, Labour Court Determination EDA 0720

Dear Colleague,

Following the issuing of Labour Court Determination No EDA 0720 which found that the above grade are entitled to equal pay with Directors of Mental Health Nursing, the following revised pay arrangements fall to be implemented.

1. Revised Salary Scale:

With effect from 23 February 2005, Directors of Public Health Nursing in employment on that date and any personnel taking up appointment to such post subsequent to that date are to be paid in accordance with the salary scale which has been in operation for Directors of Mental Health Nursing.

The current salary obtaining for the grade of Director of Mental Health Nursing (1st March 2008) and which is now to be applied to Directors of Public Health Nursing is as follows:

€75,313
€77,599
€79,889
€82,177
€84,465
€86,756

Assimilation to the new pay scale shall be on the basis of corresponding point.

2. Arrears:

The Labour Court has also directed that Directors of Public Nursing be paid arrears backdated to 23rd February 2002 (if in employment on that date) or arrears in respect of so much of their employment as begins not more than three years before 23rd February 2005, whichever is appropriate.

The Court has further directed that for the purpose of calculation of arrears and until such time as a performance related pay scheme is put in place for the grade, that Directors of Public Health Nursing, be paid an average equal to the average performance related bonus approved by the appropriate line Manager within the PCCC Directorate and paid to Directors of Mental Health Nursing over the period concerned.

The average bonus paid to Directors of Mental Health Nursing in the years concerned is as follows:

2002 – €4,520; 2003 – €4,889; 2004 – €5,658; 2005 – €6,062; 2006 – €6,395;
2007 – €6,523.

3. Acting Up:

H.R. Departments are requested to review acting up arrangements that may have occurred during the periods set to determine if there is a requirement to adjust the rates of pay that may have been applicable to personnel carrying out such duties in light of the new rates for the substantive grade now being introduced.

4. Pension:

The lump sum and pensions of those who have retired from position of Director of Public Health Nursing since 23rd February 2005 now stand to be adjusted to reflect the new salaries which have come into being since that date. The pension of staff who retired prior to this date are not to be adjusted arising from the provisions of this circular.

5. Performance Related Pay Scheme:

Further correspondence will issue in due course regarding the putting into place of a performance related bonus scheme for the grade of Director of Public Health Nursing.

6. Implementation

The costs associated with full implementation of the Equal Pay decision are significant and have been discussed with the Department of Finance in the context of the 2009 Estimates. Each Local Health Office should move to implement items 1, 3 and 4 above immediately. Implementation of items 2 and 5 requires further consideration at this time.

The pay rates applicable to the grades involved since 2002 are attached. Any enquiries with regard to the contents of this circular should be addressed to John Delamere or Denise O'Shea at the HSE – Employers Agency, (01 – 6626966).

Yours sincerely



Martin McDonald
National Director of Human Resources

cc: Mr. Paddy Mc Donald, Assistant National Director, Finance

DIRECTORS OF MENTAL HEALTH AND PUBLIC HEALTH PAY SCALES

EFFECTIVE FROM	EURO PT 1	EURO PT 2	EURO PT 3	EURO PT 4	EURO PT 5	EURO PT 6	EURO PT 7
1/10/01 5.5%	Dirs. MH Nursing 45,129	52,784	54,342	55,899	57,456	59,014	
	Dirs. PH Nursing	46,140	47,153	48,164	49,176	50,193	51,202
1/12/01 (25% B.M. Increase)	Dirs. MH Nursing 53,281	54,896	56,516	58,135	59,754	61,374	
	Dirs. PH Nursing	46,934	47,985	49,039	50,090	51,143	52,200
01/10/2002 4% + B.M. INCREASE	Dirs. MH Nursing 55,412	57,091	58,777	60,460	62,144	63,829	
	Dirs. PH Nursing	48,812	49,905	51,001	52,094	53,188	54,288
01/01/2004 (3% increase)	Dirs. MH Nursing 57,074	58,804	60,540	62,274	64,008	65,744	
	Dirs. PH Nursing	50,276	51,402	52,531	53,657	54,784	55,917
01/01/2004 (3% + 50% BM increase)	Dirs. MH Nursing 61,465	63,328	65,197	67,064	68,932	70,801	
	Dirs. PH Nursing	54,143	55,356	56,572	57,784	58,998	60,218
01/07/2004 2%	Dirs. MH Nursing 62,694	64,594	66,501	68,406	70,311	72,217	
	Dirs. PH Nursing	55,226	56,463	57,703	58,940	60,178	61,423
01/12/04 2%	Dirs. MH Nursing 63,948	65,886	67,831	69,774	71,717	73,662	
	Dirs. PH Nursing	56,331	57,592	58,857	60,119	61,382	62,651
01/06/2005 (1.5% increase)	Dirs. MH Nursing 64,907	66,874	68,848	70,821	72,793	74,767	
	Dirs. PH Nursing	57,176	58,456	59,740	61,021	62,303	63,591
01/06/2005 (1.5% and 25% BM)	Dirs. MH Nursing 67,225	69,263	71,307	73,350	75,392	77,437	
	Dirs. PH Nursing	59,218	60,544	61,873	63,200	64,528	65,862
01/12/2005 1.5%	Dirs. MH Nursing 68,233	70,302	72,377	74,450	76,523	78,598	
	Dirs. PH Nursing	60,106	61,452	62,802	64,148	65,495	66,850
01/06/06 2.5%	Dirs. MH Nursing 69,939	72,059	74,186	76,311	78,436	80,563	
	Dirs. PH Nursing	61,609	62,988	64,372	65,751	67,133	68,521
01/12/06 3%	Dirs. MH Nursing 72,037	74,221	76,412	78,601	80,789	82,980	
	Dirs. PH Nursing	63,457	64,878	66,303	67,724	69,147	70,577
01/06/07 2%	Dirs. MH Nursing 73,478	75,705	77,940	80,173	82,405	84,640	
	Dirs. PH Nursing	64,726	66,176	67,629	69,078	70,530	71,989
							73,436