



Health Service
Employers Agency

63-64 Adelaide Road
Dublin 2

Tel: 01 662 6966
Fax: 01 662 6977
email: info@hsea.ie

18th August 2003

Director of Human Resources
Each Health Board

Re: **Performance Related Pay Scheme for Directors of Nursing
(Band 1 Acute Hospitals and Mental Health Services)**

I refer to correspondence of 14th January 2003 regarding the above scheme in respect of the year 2002.

The scheme provides that the amounts payable would be reviewed in the light of pay movements for the grades involved. The letter of 14th January 2003 stated that in the event of agreement on a new national programme involving implementation of the recommendations of the Public service Benchmarking Body it would be necessary to review the amounts set out. It is now necessary to up-rate the amounts payable in the various categories for the year 2002 by 4%, representing the first phase of the benchmarking increase for the grades involved.

The revised rates for the year 2002 are set out below:

<u>Rating</u>	<u>Band 1 Hospitals</u>	<u>Mental Health Service</u>
Superior	€5,287	€4,889
Satisfactory	€4,477	€4,079
Adequate	€3,076	€2,842
Unsatisfactory	Nil	Nil

I would be grateful if you would bring this matter to the attention of the Assistant C.E.O.'s involved in the performance assessment process and arrange that any payments due are processed.

Yours sincerely

GERRY BELLEW
Industrial Relations Executive

Posted 14/1/03
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14th January 2003

Mr. Martin Cowley, CEO – Mater Hospital
Mr. Nicky Jermyn, CEO – St. Vincent's Hospital
Mr. John Lamont, CEO – Beaumont Hospital
Mr. John O'Brien, CEO – St. James's Hospital
Mr. Michael Lyons, CEO – AMNCH, Tallaght Hospital
Mr. Edward Byrne, Secretary/Manager - St. Vincent's Hospital, Fairview

**Re: Performance Related Pay Scheme for Directors of Nursing (Band 1
Acute Hospitals and Mental Health Services)**

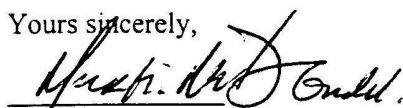
I refer to previous correspondence regarding this scheme which was introduced in respect of the year, 2000.

It was provided that the amounts payable would be reviewed in the light of pay movements generally for the grades involved.

Accordingly, the following up-rated amounts are now applicable in respect of the performance assessment for the year, 2002. You will recall that payment is made after the year under review has finished. Please note that in the event of agreement on a new national programme involving implementation of the recommendations of the Public Service Benchmarking Body it will be necessary to review the amounts set out.

<u>Rating</u>	<u>Band 1 Acute Hospital</u>	<u>Mental Health Service</u>
Superior	€5,084	€4,701
Satisfactory	€4,305	€3,922
Adequate	€2,958	€2,733
Unsatisfactory	Nil	Nil

Yours sincerely,


Martin McDonald
Project Manager

Posted 14/1/03
Gene

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Each Health Board

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Project Manager