

11th February 2004

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

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

Dear Sirs

I refer to previous correspondence in relation to the above scheme.

You will recall that payment is made after the year under review has finished and the scheme provides for the amounts payable to be reviewed in light of pay movements generally for the grades involved. As there were no pay movements for the grades during the course of 2003, the amounts payable remain unchanged from those advised on 18th August 2003.

The rates for 2003 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

Yours sincerely

GERRY BELLEW
Industrial Relations Executive