

[Handwritten signatures]

FAX

28th October 1999

**To: Personnel Officer – Each Health Board
Each Voluntary Hospital
Each Mental Handicap Agency**

Re: Back to Work Arrangements

Dear Colleague

In response to a number of queries in relation to back to work arrangements I can confirm that the following arrangement shall apply:

- As advised in my letter of 18th October 1999 the present pay cheque should include payment for all hours worked up to the commencement of the strike i.e. 8.00a.m. on the 19th October 1999.
- Following the suspension of industrial action and subsequent return to work, payment in respect of hours worked during the period the 28th to the 31st October 1999 should be made as soon as possible and not left to the November pay cheque.
- All nurses who participated in the strike should have their salaries reduced by 9/365th of their annual salary.
- No payment will be made in respect of emergency cover or public holidays.
- The unions have indicated that they will be seeking immediate payment of the £1,250 lump sum recommended in L.C.R. 16261 on the basis of acceptance of the **Labour Court** Recommendations following a ballot, the result of which is due on Friday 5th November 1999.

Yours sincerely

[Handwritten signature]
Brendan Mulligan
INDUSTRIAL RELATIONS EXECUTIVE

Ml/bm/1011

15 November 1999

To: Each Health Service Employer

Re: Back to Work Arrangements

Dear Colleague


My letter of 28th October 1999 refers.

In response to a number of queries raised in respect of the above matter, I should be glad if you would note the following clarification in relation to the formula to apply in respect of pay deductions.

All nurses who participated in the nurses strike should have their salaries reduced by up to 9/365ths of their annual salary, with a pro rata arrangement for job sharers and part-time nurses, subject to the proviso that:

1. All hours worked in October up to 8 a.m. on 19th October should be paid for in full.
2. Nurses who reported for night duty on the night of 27th October should be paid for attendance on that night.
3. All other staff are deemed back on the payroll with effect from 8 a.m. on 28th October 1999.

Yours faithfully


Brendan Mulligan
INDUSTRIAL RELATIONS EXECUTIVE

ot/bm.1311