

Ref 103/196
34/94

16 September, 1994

Chief Executive Officer
Each Health Board

Secretary/Manager
Each Voluntary Hospital



DEPARTMENT
OF HEALTH
AN ROINN
SLÁINTE

Shaping a
healthier Future

Incremental Credit for Nursing Grades in Respect of Work Experience in the Private Sector

I am directed by the Minister for Health to refer to this Department's previous circulars regarding incremental credit for previous nursing experience.

Resulting from discussions with staff representatives, it has been agreed that with effect from 1 January, 1994 incremental credit may be allowed in respect of periods working in the following list of approved private hospitals :-

Mater Private Hospital, Dublin
St. Vincent's Hospital, Dublin
Blackrock Private Hospital, Dublin
Bon Secours, Dublin
Mount Carmel Hospital, Dublin
Bon Secours Hospital, Cork

Service completed in these hospitals in the relevant grade from 1 January 1994 onwards may therefore be reckoned for incremental credit purposes. Enquiries relating to this circular may be addressed to the Personnel Unit, Room 423, Hawkins House, Dublin 2 (telephone 6714711, extension 2423/2441).

A handwritten signature in black ink, appearing to read 'Charlie Hardy'.

Charlie Hardy
Principal
Personnel and Management Development

Department of Health
Hawkins House, Dublin 2



An Roinn Sláinte
Teach Haicin, Baile Átha Cliath 2

TEL. (01) 714711 EXTN.
TELEX 33451
FAX 711947
REF.

S103/196

25 November, 1992

Chief Executive Officer
Each Health Board

Secretary/Manager/Administrator
Each Public Voluntary Hospital
and Mental Handicap Agency

A Chara

I am directed by the Minister for Health to refer to the agreed report from the National Joint Council and Arbitration Board for Local Government and Health Services and subsequent discussions regarding incremental credit for temporary nurses.

In relation to whole-time temporary nurses in all disciplines (excluding part-timers), it has been agreed that incremental credit up to a maximum of the (5th) fifth point on the relevant scale may be implemented on the following basis:

- (a) 2 increments may be granted with effect from 1 January, 1992 for those nurses with two years full-time continuous service or the equivalent of two years aggregate service in the preceding 3 years in the health service.

In accordance with current public sector pay policy, implementation of any increase due will be with effect from 1 December, 1992 with retrospection to 1 January, 1992 payable from 1 January, 1993, if appropriate.

- (b) A further increment may be granted, if appropriate, not earlier than 1 January, 1993.
- (c) A final increment may be granted, if appropriate, not earlier than 1 January, 1994.

Increments payable on 1 January, 1993 and 1 January, 1994 would be subject to a nurse having worked a year's full-time satisfactory service in the preceding year or on such date thereafter that an aggregate year's service has been worked.

Department of Health

Hawkins House, Dublin 2



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REF.

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It has also been agreed that each January, employing authorities will examine the employment records of all temporary nurses who had not previously qualified for incremental credit, and will grant same to those who meet the criteria as outlined above.

Your 1992 non-capital allocation will be appropriately adjusted to reflect the cost of implementation. Details of the 1992 cost involved (together with the number of temporary nurses who would have the requisite service to be eligible to benefit from this award) and of the 1993 cost, with the cost of arrears specifically indicated, should be forwarded to the Department's Finance Unit, Floor 8, Hawkins House immediately.

Any queries relating to this circular may be addressed to Personnel Unit, Room 423, Hawkins House, Tel. 714711 Ext. 2441/2423/2424.

Mise le meas

A handwritten signature in cursive script, reading 'Michael Power', is written over a horizontal line.

Michael Power
PERSONNEL UNIT

Department of Health
Hawkins House, Dublin 2



An Roinn Sláinte
Teach Haicín, Baile Átha Cliath 2

TEL (01) 714711 EXTN
TELEX 33451
FAX 711947
REF

S100/415

22 November, 1991

Chief Executive Officer
Each Health Board

Secretary/Manager
Each Public Voluntary Hospital

Administrator
Each Mental Handicap and Specialist Agency

A. O'Keefe

I am directed by the Minister for Health to refer to Arbitration Report No. 146 of the National Joint Council and Arbitration Board for Local Government and Health Services concerning local registration training of nurses and its consequences.

Following discussion with staff representatives, it has been agreed that the elements of this arbitration report will be implemented as follows:

Proportional Credit for Nurses in respect of time while on post
registration courses commenced after 1st January, 1991

1. The following table sets out the proportion of credit to be granted to nurses who have commenced post registration courses after 1st January, 1991. The proportion of credit to be granted is based on the number of years of post registration study completed by the nurse at the time of the arbitration award. The proportion of credit to be granted is as follows:

Years of post registration study completed	Proportion of credit to be granted
0	0.00
1	0.25
2	0.50
3	0.75
4	1.00

2. The proportion of credit to be granted to nurses who have commenced post registration courses after 1st January, 1991, shall be calculated on the basis of the number of years of post registration study completed by the nurse at the time of the arbitration award. The proportion of credit to be granted is as follows:

Years of post registration study completed	Proportion of credit to be granted
0	0.00
1	0.25
2	0.50
3	0.75
4	1.00

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Salary scale for post registration student nurses

In accordance with the terms of the arbitration report, it has been agreed that a revised salary scale will be implemented for post registration student nurses, excluding Pupil Midwives, in accordance with the terms of Clause 3.4 of the Agreement on Pay in the Public Service incorporated in the P.N.R. With effect from 1st May, 1991, the following scale is applicable.

1st year - £7,877
2nd year - £9,769

Accordingly, all post registration student nurses commencing courses from a current date should be remunerated on the above basis. The above rates may be applied also to existing post registration students with effect from 1st May, 1991 in situations where the new rates are more favourable than existing ones.

Dual qualification scale

At present, Psychiatric Nurses working in the Psychiatric service who also hold General Nursing qualifications are paid in accordance with the Dual qualified nurse scale.

Following Arbitration Report 140, it has been agreed that the Dual qualified scale will be introduced on a phased basis for nurses working in general or mental handicap areas who are registered in any two (2) of the three (3) divisions (General, Mental Handicap or Psychiatric) of the Register as maintained by An Bord Níursála. Similar phasing should be applied to psychiatric nurses registered in the Mental Handicap division working in the Psychiatric service.

The agreement provides that the Dual qualified scale will be introduced on a phased basis in accordance with clause 3.4 of the Agreement on Pay in the Public Service incorporated in the P.N.R. with effect from 1st May 1991.

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Department of Health
Hawkins House, Dublin 2



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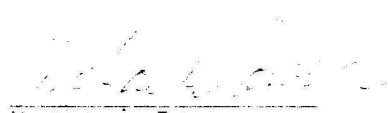
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In relation to assimilation, the position is that, where applicable, those nurses on points 1-3 of the Staff Nurse scale should be assimilated to point 1 of the scale outlined above. Those on point 4 should be assimilated to the second point of the dual qualified scale with those on higher points assimilated to the appropriate point on a corresponding basis.

Your 1991 non-capital allocation will be appropriately adjusted. Details of the actual cost of implementation in 1991 should be forwarded to the Department's Finance Unit, Floor 8, Hawkins House as soon as possible. In view of the time-scale involved, such details should reach the Department's Finance Unit not later than 2nd December, 1991.

Enquiries relating to this circular may be addressed to Mr T Delaney, Personnel Unit, Room 423, Hawkins House, telephone 714711, extension 2441.

Yours sincerely


Michael Power
PERSONNEL UNIT

11/11/91