

16<sup>th</sup> February 2001

Personnel Officer  
Each Health Board/Each Voluntary Hospital/Each Mental Handicap Agency


**Re: Mark Time Scheme for Nurses**

Dear Colleague,

I attach for your attention copy of a Mark Time Scheme, which has now been agreed with the Nursing Unions. The scheme is intended to address a situation where a nurse becomes financially disadvantaged under existing pay on promotion arrangements. In particular the scheme will overcome a loss of earnings situation, which may occur, particularly in the area of allowances, which do not travel above CMN2.

Should you require any further clarification in relation to the operation of the scheme please contact the undersigned.

Yours sincerely,

  
**Brendan Mulligan**  
**Industrial Relations Executive**

c.c. Ms Teresa Cody, Department of Health and Children  
Ms Sheila O'Sullivan, IBEC

256. HM/BM

## MARK - TIME

### ARRANGEMENTS TO COVER THE INCLUSION OF ALLOWANCES FOR PAY ON PROMOTION PURPOSES IN NURSING

*Location / Qualification allowances including Red Circle Allowances awarded under  
LCR 16261.*

#### What is Mark – time ?

Mark – time is a term used to describe a situation where a nurse is allowed to retain his/her basic salary including pensionable allowances for a period following promotion. It denotes a notional salary and protects against a loss in basic salary on promotion

#### When will it apply?

Mark – time will apply in a situation where a nurse will be financially disadvantaged on promotion under the existing pay on promotion arrangements ( nearest point plus one ).

This scheme will not apply in a situation where a nurse is required to act up in a higher post.

#### When will it cease?

Mark – time will cease when under normal incremental arrangements the loss incurred under the initial assimilation is equalled or eroded.

#### *Principles*

- This arrangement only applies where there is a financial disadvantage following promotion under Pay on Promotion arrangements for nurses.
- Nurses must be an existing beneficiary of either a location/qualification and/or red circle allowance for a minimum period of one year at time of promotion i.e. nearest point plus one.

#### *Methodology*

- Where a nurse is in receipt of either of the above allowances for a period of no less than one year, starting pay is calculated in accordance with the normal rules, exclusive of the allowance.
- Where a loss in basic earnings occurs under normal pay on promotion arrangements a nurse may retain existing pay plus the allowance/s on a mark –

time basis until such time under normal pay on promotion arrangements the loss is eroded.

- Mark –time will cease when the value of the increments on the higher scale are equal to or greater than the notional salary. The value of the increments at the higher scale will be considered on the nurse's normal incremental date under normal pay on promotion arrangements.
- Mark – time pay attracts only general pay increases – it does not attract special increases and a nurse will not receive an increment outside of the provisions of the preceding paragraph.
- In no case may a nurse's pay ( on a mark – time basis ) exceed the maximum of the higher scale.

### ***Example***

A Public health nurse on the 9<sup>th</sup> point (**max**) of the PHN salary scale (£29,939) plus qualification allowance ( £1,655 ) in addition to a red circle allowance of ( £ 950 ).

Total Basic Salary = £32,544

Under pay on promotion arrangements the nurse, on promotion to an Assistant Director of Public Health Nursing post will be assimilated to the nearest point plus one ( exclusive of allowances ) which will place the nurse on a salary of £ 30,655 (**3<sup>rd</sup> point**). In addition an Assistant Director is also eligible to receive the qualification allowance which brings his/her salary to £32,310.

This assimilation will result in an actual loss on promotion of £234

Under the Mark - Time scheme the Nurse will be allowed retain existing basic salary, inclusive of allowances, on a mark – time basis i.e. £32,544

On the nurses next normal incremental date the nurse will be assimilated as follows-

Asst. Dir. scale	£31,265 ( <b>4<sup>th</sup> point</b> )
Qual. Allow	£1,655
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Total	£32,920

The nurse's salary is now £32,920 and will increase in accordance with normal incremental progression arrangements on the Assistant Director of Public Health Nurses salary scale.