



Health Service
Employers Agency

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30th October 2002

To: Director of Human Resources Manager/Personnel Manager/Director of
Services

- Each Health Board
- Voluntary Hospital
- Mental Handicap Agency

Re: National Pilot Programme for Healthcare Assistants

Dear *etc*

Please find attached copy of arbitration report in relation to those who participated in the above programme.

As can be seen a once off payment is to be made to each participant who completed the accredited programme of €2,750, to be paid not later than the 1st December 2002.

My apologies in the delay in issuing a copy of this arbitration to you. However this delay is primarily in the context of ensuring that funding will be provided in the future for the payment of this amount. In this context your organisation will be refunded through your claim under the parallel process which applies to all non-nursing grades.

Should you have any queries in relation to this matter please do not hesitate to contact me.

Yours sincerely

[Signature]
Se O'Connor

INDUSTRIAL RELATIONS EXECUTIVE

2066/soc/ml

**Payment for those who participated in the
Pilot Training Programme – (4.55 Initiative)
Arbitration Report (SIPTU and HSEA)**

1. Each person who completed the accredited programme is to receive €2750.
2. The above payment shall also be payable to those whose participation in the Pilot Programme was prevented by the Southern Health Board and who had already participated in a similar programme run by that Health Board.
3. This payment to be made to those who participated in a similar programme in St Mary's Hospital Dublin.
4. Any person who commenced the programme but can establish that exceptional reasons existed which prevented them completing the course shall have their application for payment considered by a representative of SIPTU and of the HSEA.
5. This payment is merited due to the exceptional nature of the programme which provides the basis for fundamentally altering the role of the care assistant/ attendant in the Health Service.

Participation in the programme was voluntary – but the degree of commitment of the participants is exemplified by the unusually low level of dropout across a range of ages, educational background and locations. These participants deserve tangible recognition for their efforts and for allowing themselves to be used as the basis for developing and testing what will become the national programme for these and other categories in the support services where extended formal accredited training has not been either a requirement or a practice in the past.