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76 January, 1998

**DEPARTMENT
OF HEALTH**

AN RÓIM
SIÂN

Chief Executive Officer
each Health Board

Chief Officer, Secretary/Manager
each Voluntary Hospital

Chief Officer
each other Health Agency

**Re: Pension Increases for Staff who retired prior to the
commencement dates of PCW Restructuring Deals**

Dear Sir /Madam

I refer to this Department's Circular Letter of 28 November 1997 and to Appendix B (Notional Scales for Pension Purposes) of my letter of 16 December, 1997 concerning the pension increases for staff who retired prior to the commencement dates for PCW Restructuring Agreements.

The notional scales for Community Welfare Officers and Cooks set out in that letter are incorrect and I am now enclosing revised notional scales for Community Welfare Officers and Cooks for which restructuring deals have been concluded:

1. Community Welfare Officers (Circular letter of 31 July 1997)
2. Cooks (Circular letter 63/97 of 5 September 1997).

The notional scales, for purposes of completeness, includes the notional scales for the first phase of Partnership 2000. The notional scales for Community Welfare Officers were calculated by applying a special pay increase of 3% with effect from 1 September 1995 and subsequent general round increases. The notional scales for Cooks were calculated by applying a special pay increase of 2% from 1 May, 1996 in addition to the advance payment of

1% with effect from 1 April 1994 and subsequent general round increases. To determine which of the restructured or notional scales is more beneficial, the position of each pensioner should be assessed on the basis of the scales applying at the end of the PCW restructuring exercise. In the case of the restructured scales this is the rate shown as at 1 June 1997 and pensioners should be assimilated as if they were serving on this date, subject to the condition that any preferential assimilation terms that applied to serving staff will not apply to them. In the case of the notional scales the relevant rate is that shown as at 1 January 1997.

Where the restructured salary scale gives the higher increase, the pension should be increased with effect from 1 June 1996, 1 October 1996, 1 January 1997, 1 June 1997 and 1 July 1997 in the case of Cooks and with effect from 1 October, 1994, 1 June 1996 and 1 June 1997 in the case of Community Welfare Officers in line with the actual salary rates set out in the restructuring circulars referred to in the previous paragraph. Where the notional scale gives the higher increase, the pension should be increased with effect from 1 May 1996, 1 June 1996, 1 October 1996, 1 January 1997 and 1 July 1997 in the case of Cooks and from 1 September, 1995, 1 June 1996, 1 October 1996, 1 January 1997 and 1 July 1997 in the case of Community Welfare Officers as set out in Appendix B.

As already indicated, every effort should be made to ensure pensioners receive the benefits due without delay.

Yours sincerely


Emer Brady
Personnel Management and Development

APPENDIX B

Notional Scales for Pension Purposes

<i>Date</i>	<i>Rate of Increase</i>	<i>Comments</i>
1 April 1994	1%	Advance payment of PCW Restructuring Increase
1 June 1994	2%	General Round Increase (28th Pay Round Phase I)
1 June 1995	2%	General Round Increase (28th Pay Round Phase II)
1 May 1996	2%	2% Special Increase to bring floor adjustment up to 3%
1 June 1996	1.5%	General Round Increase (28th Pay Round Phase III)
1 October 1996	1.5%	General Round Increase (28th Pay Round Phase IV)
1 January 1997	1%	General Round Increase (28th Pay Round Phase V)
1 July 1997	2.5% (£261 p.a.)	General Round Increase (29th Pay Round Phase I(i))

Notional Scales for pension purposes Clerical/Administrative and Analogous Grades

	1Jun 1995	1May 1996	1June 1996	1Oct 1996	1Jan 1997	1July 1997
Cook, Trainee	7193 8096 9045	7337 8258 9226	7447 8382 9364	7559 8508 9504	7635 8593 9599	7896 8854 9860
Cook Grade II	9440 9702 9964 10226 10487 10749 11010 11271 11532 11792 12054 12315 12573	9629 9896 10163 10431 10697 10964 11230 11496 11763 12028 12295 12561 12824	9773 10044 10315 10587 10857 11128 11398 11668 11939 12208 12479 12749 13016	9920 10195 10470 10746 11020 11295 11569 11843 12118 12391 12666 12940 13211	10019 10297 10575 10853 11130 11408 11685 11961 12239 12515 12793 13069 13343	10280 10558 10836 11114 11391 11669 11946 12222 12500 12776 13054 13330 13604
Cook Grade I	10466 10864 11310 11661 12028 12460 12855 13255 13255 13255 13255 13255 13255	10675 11081 11536 11894 12269 12709 13112 13520 13520 13520 13520 13520 13520	10835 11247 11709 12072 12453 12900 13309 13723 13723 13723 13723 13723 13723	10998 11416 11885 12253 12640 13094 13509 13929 13929 13929 13929 13929 13929	11108 11530 12004 12376 12766 13225 13644 14068 14068 14068 14068 14068	11369 11791 12265 12637 13027 13486 13905 14329 14329 14329 14329 14329 14329

Community Welfare Officer	1 Jun 1995	1 Sept 1995	1 June 1996	1 Oct 1996	1 Jan 1997	1 July 1997
Under 19 Years						
At Age 19	10087	10390	10546	10704	10811	11072
At Age 20	10830	11155	11322	11492	11607	11868
At Age 21	11624	11973	12153	12335	12458	12719
At Age 22	12502	12877	13070	13266	13399	13660
At Age 23	13415	13817	14024	14234	14376	14637
At Age 24 or Over	14246	14673	14893	15116	15267	15528
	15072	15524	15757	15993	16153	16414
	15869	16345	16590	16839	17007	17268
	16634	17133	17390	17651	17828	18089
	17403	17925	18194	18467	18652	18913
	18178	18723	19004	19289	19482	19743
	18928	19496	19788	20085	20286	20547
	19684	20275	20579	20888	21097	21358
	20462	21076	21392	21713	21930	22191
	21207	21843	22171	22504	22729	22990
	21966	22625	22964	23308	23541	23802
	22703	23384	23735	24091	24332	24593