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16 December, 1997

Chief Executive Officer
each Health Board

Chief Officer, Secretary/Manager
each Voluntary Hospital

Chief Officer
each other Health Agency

DEPARTMENT
OF HEALTH
AN ROINN
SIANTAE

Staircase
100-1000 2 1/2 1/2

**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 1987 concerning the pension increases for staff who retired prior to the commencement dates for PCW Restructuring Agreements. As stated in the Circular, the pensioners in question should benefit from these deals on a parity basis, subject to a minimum or floor adjustment of 3% in their pensions (or 2% in the case of those pensioners who have already received an advance payment of 1%).

In order to implement the new arrangements, notional salary scales have been prepared in respect of the following clerical / administrative and analogous grades for which restructuring deals have been concluded:

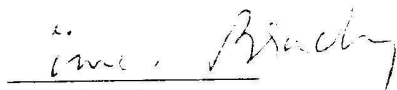
1. Clerical / administrative grades (Circular letter 90/96 of 5 December 1996)
2. Dental Surgery Assistants (Circular letter 91/96 of 5 December 1996)
3. Telephonists (Circular letter 34/97 of 22 May 1997). Note: applicable only in the case of Telephonists who were formerly linked to Bord Telecom Telephonists.
4. Community Welfare Officers (Circular letter of 31 July 1997)
5. Cooks (Circular letter 63/97 of 5 September 1997).

The notional scales are set out in Appendix B which, for purposes of completeness, includes the notional scales for the first phase of Partnership 2000. The notional scales were calculated by applying a special pay increase of 2% with effect 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 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 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
Catering Officer, Assistant	13409	13677	13882	14090	14231	14492
	14328	14615	14834	15057	15208	15469
	15013	15313	15543	15776	15934	16195
	15677	15991	16231	16474	16639	16900
	16571	16902	17156	17413	17587	17848
	16571	16902	17156	17413	17587	17848
Catering Officer, Senior Assistant	14328	14615	14834	15057	15208	15469
	15013	15313	15543	15776	15934	16195
	15677	15991	16231	16474	16639	16900
	16571	16902	17156	17413	17587	17848
	17222	17566	17829	18096	18277	18538
Catering Officer, Grade IV	14328	14615	14834	15057	15208	15469
	15013	15313	15543	15776	15934	16195
	15677	15991	16231	16474	16639	16900
	16571	16902	17156	17413	17587	17848
	17222	17566	17829	18096	18277	18538
Catering Officer, Grade III	17222	17566	17829	18096	18277	18538
	17877	18235	18509	18787	18975	19236
	18344	18711	18992	19277	19470	19731
	18886	19264	19553	19846	20044	20305
Catering Officer, Grade II	17877	18235	18509	18787	18975	19236
	18344	18711	18992	19277	19470	19731
	18886	19264	19553	19846	20044	20305
	19491	19881	20179	20482	20687	20948
	19978	20378	20684	20994	21204	21465

Catering Officer, Grade I

19978	20378	20684	20994	21204	21465
20407	20815	21127	21444	21658	21919
20995	21415	21736	22062	22283	22544
21985	22425	22761	23102	23333	23594
22585	23037	23383	23734	23971	24232

Cook, Trainee

7123	7265	7374	7485	7560	7821
8016	8176	8299	8423	8507	8768
8956	9135	9272	9411	9505	9766

Cook Grade II

9347	9534	9677	9822	9920	10181
9606	9798	9945	10094	10195	10456
9865	10062	10213	10366	10470	10731
10125	10328	10483	10640	10746	11007
10383	10591	10750	10911	11020	11281
10643	10856	11019	11184	11296	11557
10901	11119	11286	11455	11570	11831
11160	11383	11554	11727	11844	12105
11417	11645	11820	11997	12117	12378
11675	11909	12088	12269	12392	12653
11934	12173	12356	12541	12666	12927
12193	12437	12624	12813	12941	13202
12447	12696	12886	13079	13210	13471

Cook Grade I

10362	10569	10728	10889	10998	11259
10757	10972	11137	11304	11417	11678
11198	11422	11593	11767	11885	12146
11545	11776	11953	12132	12253	12514
11910	12148	12330	12515	12640	12901
12336	12583	12772	12964	13094	13355
12729	12984	13179	13377	13511	13772
13123	13385	13586	13790	13928	14189

Community Welfare Officer

10087	10289	10443	10600	10706	10967
10830	11047	11213	11381	11495	11756
11624	11856	12034	12215	12337	12598

12502	12752	12943	13137	13268	13529
13415	13683	13888	14096	14237	14498
14246	14531	14749	14970	15120	15381
15072	15373	15604	15838	15996	16257
15869	16186	16429	16675	16842	17103
16634	16967	17222	17480	17655	17916
17403	17751	18017	18287	18470	18731
18178	18542	18820	19102	19293	19554
18928	19307	19597	19891	20090	20351
19684	20078	20379	20685	20892	21153
20462	20871	21184	21502	21717	21978
21207	21631	21955	22284	22507	22768
21966	22405	22741	23082	23313	23574
22703	23157	23504	23857	24096	24357

Dental Surgery Assistants

9507	9697	9842	9990	10090	10351
9855	10052	10203	10356	10460	10721
10199	10403	10559	10717	10824	11085
10693	10907	11071	11237	11349	11610
11160	11383	11554	11727	11844	12105
11535	11766	11942	12121	12242	12503
11995	12235	12419	12605	12731	12992
12473	12722	12913	13107	13238	13499
12895	13153	13350	13550	13686	13947
13208	13472	13674	13879	14018	14279
13724	13998	14208	14421	14565	14826
14098	14380	14596	14815	14963	15224
14473	14762	14983	15208	15360	15621
14972	15271	15500	15733	15890	16151

Supplies Officer Grade D

12178	12422	12608	12797	12925	13186
12594	12846	13039	13235	13367	13628
13012	13272	13471	13673	13810	14071
13428	13697	13902	14111	14252	14513
13844	14121	14333	14548	14693	14954
14261	14546	14764	14985	15135	15396
14678	14972	15197	15425	15579	15840

Supplies Officer Grade C

15093	15395	15626	15860	16019	16280
15509	15819	16056	16297	16460	16721
14328	14615	14834	15057	15208	15469
15013	15313	15543	15776	15934	16195
15677	15991	16231	16474	16639	16900
16571	16902	17156	17413	17587	17848
17222	17566	17829	18096	18277	18538
17877	18235	18509	18787	18975	19236

Supplies Officer Grade B

17877	18235	18509	18787	18975	19236
18344	18711	18992	19277	19470	19731
18886	19264	19553	19846	20044	20305
19491	19881	20179	20482	20687	20948
19978	20378	20684	20994	21204	21465

Supplies Officer Grade A

19978	20378	20684	20994	21204	21465
20407	20815	21127	21444	21658	21919
20995	21415	21736	22062	22283	22544
21985	22425	22761	23102	23333	23594
22585	23037	23383	23734	23971	24232

Telephonists *

9512	9702	9848	9996	10096	10357
9904	10102	10254	10408	10512	10773
10299	10505	10663	10823	10931	11192
10692	10906	11070	11236	11348	11609
11085	11307	11477	11649	11765	12026
11479	11709	11885	12063	12184	12445
11873	12110	12292	12476	12601	12862
12264	12509	12697	12887	13016	13277
12658	12911	13105	13302	13435	13696
13505	13775	13982	14192	14334	14595

Senior Telephonists*

16328	16655	16905	17159	17331	17592
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*These scales apply to Telephonists formerly linked to Bord Telecom Telephonists for pay purposes

Grade 1

8730	8905	9039	9175	9267	9499
9049	9230	9368	9509	9604	9844
9365	9552	9695	9840	9938	10186
9818	10014	10164	10316	10419	10679

Grade 2

8730	8905	9039	9175	9267	9499
9049	9230	9368	9509	9604	9844
9365	9552	9695	9840	9938	10186
9818	10014	10164	10316	10419	10679
10247	10452	10609	10768	10876	11137
10592	10804	10966	11130	11241	11502
11014	11234	11403	11574	11690	11951
11452	11681	11856	12034	12154	12415
11841	12078	12259	12443	12567	12828
12127	12370	12556	12744	12871	13132
12601	12853	13046	13242	13374	13635

Grade 3

9432	9621	9765	9911	10010	10260
9899	10097	10248	10402	10506	10767
10367	10574	10733	10894	11003	11264
10834	11051	11217	11385	11499	11760
11303	11529	11702	11878	11997	12258
11769	12004	12184	12367	12491	12752
12237	12482	12669	12859	12988	13249
12704	12958	13152	13349	13482	13743
13171	13434	13636	13841	13979	14240
13639	13912	14121	14333	14476	14737
14107	14389	14605	14824	14972	15233
14574	14865	15088	15314	15467	15728
15041	15342	15572	15806	15964	16225
15509	15819	16056	16297	16460	16721

Grade 4

10213	10417	10573	10732	10839	11100
10901	11119	11286	11455	11570	11831
11697	11931	12110	12292	12415	12676
12498	12748	12939	13133	13264	13525

13409	13677	13882	14090	14231	14492
14328	14615	14834	15057	15208	15469
15013	15313	15543	15776	15934	16195
15677	15991	16231	16474	16639	16900
16571	16902	17156	17413	17587	17848
17222	17566	17829	18096	18277	18538
17877	18235	18509	18787	18975	19236

Grade 5

17877	18235	18509	18787	18975	19236
18344	18711	18992	19277	19470	19731
18886	19264	19553	19846	20044	20305
19491	19881	20179	20482	20687	20948
19978	20378	20684	20994	21204	21465

Grade 6

19978	20378	20684	20994	21204	21465
20407	20815	21127	21444	21658	21919
20995	21415	21736	22062	22283	22544
21985	22425	22761	23102	23333	23594
22585	23037	23383	23734	23971	24232

Grade 7

20674	21087	21403	21724	21941	22202
21191	21615	21939	22268	22491	22752
21798	22234	22568	22907	23136	23397
22407	22855	23198	23546	23781	24042
23020	23480	23832	24189	24431	24692
23566	24037	24398	24764	25012	26273
24122	24604	24973	25348	25601	25862
24661	25154	25531	25914	26173	26434
25194	25698	26083	26474	26739	27000