

2nd March, 1999

**To: Chief Executive Officer
Each Health Board**

**Chief Executive Officer
St. James's Hospital
Mater Hospital
Beaumont Hospital
St Vincent's Hospital
Adelaide & Meath Hospital, inc. N.C.H. Tallaght**

**Re: Performance Related Pay for certain Directors of Nursing and
Chief Nursing Officers**

As you will be aware the Nurses P.C.W. agreement provided for the introduction of performance related pay for specified Nurse Managers.

During 1998 Hay Management Consultants were engaged to assist in devising an appropriate scheme. A copy of the scheme proposed by the Consultants was forwarded to you on 29th October 1998.

In the absence of the operation of an agreed scheme in respect of 1998 the unions representing the staff involved sought payment of the monetary amounts provided for in, the P.C.W. agreement. Following acceptance by the unions of a proposal which includes an agreement that future P.R.P. payments must be on the basis of utilisation of an agreed performance related pay scheme, it has been agreed that payments, which had been withheld, may now be made in respect of the year ending 31 December 1998. The appropriate payments are £2,500 in respect of Directors of Nursing and £2,250 in respect of Chief Nursing Officers.

The posts covered by these arrangements are Chief Nursing Officer posts and eleven Director of Nursing posts in the following hospitals; St. James, Mater, Beaumont, Tallaght and St. Vincents, Hospitals, Cork University Hospital, Limerick Regional Hospital, University College Hospital, Galway, Sligo General Hospital, Letterkenny General Hospital and Waterford Regional Hospital.

If permanent or long-term 'acting' appointments were made during 1998 the post-holders may benefit on a pro-rata basis.

Yours sincerely,

**Martin McDonald
PROJECT MANAGER**