

14th
14th November 2001

Mr David Hughes
Director of industrial Relations
Irish Nurses Organisation
11 Fitzwilliam Place
Dublin 2

Dear Mr Hughes,

I refer to your letter of 18th October 2001 regarding performance related pay for Directors of Nursing in Band 1 Acute Hospitals and Mental Health.

My records indicate that the rates, which applied in respect of the year 2000, were drawn up in the light of salaries applicable in April 2000. A similar exercise would be based on April 2001 salaries.

However, in the circumstances and to benefit the individuals involved, it is proposed to use the rate applicable at 1st November each year for such adjustments from now on. Accordingly, the uprated amounts in respect of the year 2001 will be:

Rating	Director Band 1	Director Mental Health
Superior	£3,850	£3,560
Satisfactory	£3,260	£2,970
Adequate	£2,240	£2,070
Unsatisfactory	Nil	Nil

Perhaps you would consult with your colleagues in the other unions and advise whether the above is agreed. A meeting can be arranged to discuss the situation but this may not be necessary.

Yours sincerely



Martin McDonald
Project Manager