

File

Our File ref: S100 / 464

Circular ref: 39/2003

15th July 2003

CEO / Regional Chief Executive
E.R.H.A./ Each Health Board

Chief Executive Officer, relevant specialist agencies



DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLÁINTE AGUS LEANAÍ

Quality and Fairness
A Health System for You

Public Health Doctors and associated grades – 2003 Agreement

A Chara,

I am directed by the Minister for Health and Children to refer to the Agreement on Pay and Conditions of Employment between the Irish Medical Organisation and the Department of Health & Children / HSEA / Health Boards / ERHA.

The Minister now conveys approval for the following pay increases;

- ♦ Directors & Specialists
 - 11% increase from 1/7/97
 - 2% increase from 1/7/99

Directors of Community Care will be paid at the specialist rate from 1/7/97. Please note that as a consequence of Benchmarking, this grade has been on a higher rate of pay than specialists since December 2001. This should be taken into account when calculating arrears and ongoing costs.

- ♦ Senior Area Medical Officers (SAMOs) / Area Medical Officers (AMOs)
 - 8.5% increase to all points from 1/7/97
 - addition of 2 Long Service Increments (LSIs) of €1,250 (after 3 years on max) and then another €1,250 (after 6 years on max) from 1/7/97
 - 2% increase to all points from 1/7/99

The pay increases, including arrears, due under this agreement to SAMOs fall to be paid to Community Ophthalmic Physicians (COPs).

The new pay scales (from 1/7/97 to date) are listed in Appendix 1.

A Joint Implementation Group, comprising representatives from the Department of Health & Children, the HSEA, the Health Boards, and the IMO, has been established to oversee the implementation of the Agreement. This will include the creation, on a phased basis, of 10 new Principal Medical Officer posts, an increase in Specialist posts (in Health Boards) from the existing number to 52, an increase in Senior Area Medical Officer posts from the existing number to 94 (40 in Public Health and 54 in Community Health) and an increase in Specialist Registrar posts from the existing number to 30. When the distribution / timescale of these posts / upgrades have been determined, a second circular will issue in relation to the costs associated with these components.

On the basis that a local process can be undertaken, Health Boards will organise a single competition for each of the above, to be in process by September 30th 2003.

In parallel with the changes outlined above, there will be a corresponding decrease in AMOs, to a maximum of 86. This will result in a total maximum complement of 280 PHDs (130 in Public Health, 150 in Community Health). There will be no further recruitment of AMOs.

Early Retirement

Requests for early retirement will be considered on a case by case basis, by each CEO, in consultation with the Department of Health & Children, over a phased period commencing not earlier than January 1st 2004. Any posts vacated arising from this initiative will be suppressed.

SAMOs participating in the Specialist Registrar Training Programme.

SAMOs who are participating on the Specialist Registrar training programme in Public Health medicine will retain their substantive salary on a personal basis (red circled).

Future recruitment to Departments of Public Health will only be through the approved training programmes.

Continuing Medical Education (CME)

The annual rate payable to each Public Health Doctor is being increased to €1,500 per year with effect from 1/7/99. We would be grateful if you would pay this component of the agreement as soon as possible. The Department of Health & Children will reimburse your agency within the overall allocation of funds for the implementation of the Agreement.

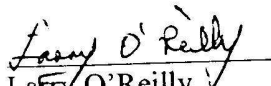
The annual rate payable to a Specialist Registrar is being increased to €3,900 with effect from 1/7/99.

In order to secure funding for the arrears and ongoing costs of implementing the aspects of this agreement relating to salary and CME increases, please complete and

return the claim forms at Appendices 2 and 3, by e-mail, to David_Maguire@health.irlgov.ie as a matter of urgency, and, in any event, not later than 30th July 2003. To this end, an electronic version will be e-mailed to your agency. While funding will be provided, it will be necessary to offset any savings arising from the reduction in Public Health Doctors numbers and from non-payment of salaries, travel, and subsistence etc. during the course of the recent dispute against costs arising from the implementation of this agreement.

Please direct any enquiries regarding this circular to the HSEA, on 01-6626966.

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Larry O'Reilly ✓
Principal Officer

Personnel Management & Development

C.C. Director of HR / Personnel Officer

Principal Medical Officer 81,516

Directors of Public Health Specialists in Public Health

OLD RATES 1997 - 2003(€)

	PT1	PT2	PT3	PT4	PT5	PT6	LSI1	LSI2	PT1	PT2	PT3	PT4	PT5	PT6	LSI1	LSI2
01/07/1997	84,904	82,001	43,288	44,484	48,932	48,157	48,369		01/07/1997	38,540	39,753	40,955	42,157	43,378	44,577	
01/04/1998	86,188	83,211	44,008	45,258	47,770	49,022	50,284		01/04/1998	39,184	40,407	41,640	42,871	44,121	45,351	
01/07/1998	87,878	84,834	44,988	46,274	47,588	48,845	50,125	51,428	01/07/1998	40,045	41,316	42,577	43,838	45,114	46,372	
01/07/1999	88,891	85,803	45,873	48,988	49,578	50,877	52,197		01/07/1999	40,848	41,838	43,215	44,484	45,760	47,087	
01/07/1999	88,891	85,803	45,873	48,988	49,578	50,877	52,197		01/07/1999	40,848	41,838	43,215	44,484	45,760	47,087	
01/04/2000	89,378	86,259	46,130	47,438	48,782	50,073	51,366	52,719	01/04/2000	41,052	42,355	43,647	44,939	46,248	47,538	
01/07/2000	89,378	86,259	46,130	47,438	48,782	50,073	51,366	52,719	01/07/2000	41,052	42,355	43,647	44,939	46,248	47,538	
01/10/2000	73,193	89,603	48,687	50,047	51,444	52,827	54,212	55,619	01/10/2000	43,310	44,885	46,048	47,410	48,762	50,152	
01/04/2001	74,657	89,603	48,687	50,047	51,444	52,827	54,212	55,619	01/04/2001	44,178	45,578	46,989	48,358	49,768	51,158	
01/10/2001	78,793	75,223	49,840	51,048	52,473	53,884	55,286	56,731	01/10/2001	48,608	49,085	49,552	50,018	50,505	50,969	
01/12/2001	81,559	75,693	52,370	53,858	55,359	56,848	58,337	59,851	01/12/2001	48,955	49,448	49,924	50,401	50,889	51,374	
01/10/2002	84,822	78,721	55,827	57,410	59,013	60,600	62,188	63,802	01/10/2002	48,934	50,384	51,921	53,457	55,015	56,549	

SENIOR AREA MEDICAL OFFICERS
OLD RATES 1997 - 2003 (€)

	PT1	PT2	PT3	PT4	PT5	PT6	LSI1	LSI2
01/07/1997	43,288	44,484	45,718	48,932	48,157	48,369		
01/04/1998	44,008	45,258	48,519	47,770	49,022	50,284		
01/07/1998	44,988	46,274	47,588	48,845	50,125	51,428		
01/07/1999	45,873	48,988	49,578	49,578	50,877	52,197		
01/07/1999	45,873	48,988	49,578	49,578	50,877	52,197		
01/04/2000	46,130	47,438	48,782	50,073	51,366	52,719		
01/07/2000	46,130	47,438	48,782	50,073	51,366	52,719		
01/10/2000	48,687	50,047	51,444	52,827	54,212	55,619		
01/04/2001	49,840	51,048	52,473	53,884	55,286	56,731		
01/10/2001	52,370	53,858	55,359	56,848	58,337	59,851		
01/12/2001	53,860	55,202	56,743	58,289	59,786	61,348		
01/10/2002	55,827	57,410	59,013	60,600	62,188	63,802		

AREA MEDICAL OFFICERS
OLD RATES 1997 - 2003 (€)

	PT1	PT2	PT3	PT4	PT5	PT6	LSI1	LSI2
01/07/1997	38,540	39,753	40,955	42,157	43,378	44,577		
01/04/1998	39,184	40,407	41,640	42,871	44,121	45,351		
01/07/1998	40,045	41,316	42,577	43,838	45,114	46,372		
01/07/1999	40,848	41,838	43,215	44,484	45,760	47,087		
01/07/1999	40,848	41,838	43,215	44,484	45,760	47,087		
01/04/2000	41,052	42,355	43,647	44,939	46,248	47,538		
01/07/2000	41,052	42,355	43,647	44,939	46,248	47,538		
01/10/2000	43,310	44,885	46,048	47,410	48,762	50,152		
01/04/2001	44,178	45,578	46,989	48,358	49,768	51,158		
01/10/2001	48,608	49,085	49,552	50,018	50,505	50,969		
01/12/2001	48,955	49,448	49,924	50,401	50,889	51,374		
01/10/2002	48,934	50,384	51,921	53,457	55,015	56,549		

Directors of Public Health Specialists in Public Health

NEW RATES 1997 - 2003(€)

	PT1	PT2	PT3	PT4	PT5	PT6	LSI1	LSI2	PT1	PT2	PT3	PT4	PT5	PT6	LSI1	LSI2
01/07/1997	72,043	68,821	48,944	48,285	50,925	52,251	53,588	54,848	01/07/1997	41,818	43,132	44,437	45,740	47,082	48,388	50,688
01/04/1998	73,470	70,183	47,749	49,103	51,831	53,189	54,569	55,842	01/04/1998	42,493	43,841	45,179	46,518	47,871	49,206	51,750
01/07/1998	75,123	71,742	48,823	50,208	52,987	54,388	55,797	57,088	01/07/1998	43,449	44,828	46,198	47,562	48,948	50,313	51,814
01/07/1999	76,250	72,816	49,555	50,961	53,792	55,201	56,634	57,955	01/07/1999	44,101	45,500	46,889	48,276	49,682	51,088	52,388
01/07/1999	77,775	74,275	50,548	51,960	54,868	56,305	57,767	59,114	01/07/1999	44,863	46,410	47,828	49,241	50,678	52,089	53,438
01/04/2000	78,552	75,017	51,052	52,500	55,418	56,869	58,344	59,705	01/04/2000	45,432	46,874	48,305	49,733	51,183	52,610	54,062
01/07/2000	78,552	75,017	51,052	52,500	55,418	56,869	58,344	59,705	01/07/2000	45,432	46,874	48,305	49,733	51,183	52,610	54,062
01/10/2000	82,873	79,143	53,860	55,387	58,494	59,988	61,553	62,989	01/10/2000	47,931	49,453	50,961	52,489	53,968	55,504	56,938
01/04/2001	84,530	80,728	54,937	56,485	59,633	61,188	62,784	64,249	01/04/2001	48,890	50,442	51,981	53,518	55,078	56,614	58,171
01/10/2001	88,179	85,188	57,958	59,802	62,913	64,562	66,239	67,782	01/10/2001	51,579	53,218	54,840	56,482	58,107	59,728	61,315
01/12/2001	92,345	85,868	59,407	61,062	64,488	68,178	71,894	75,600	01/12/2001	51,988	53,815	55,251	56,885	58,543	60,178	61,731
01/10/2002	96,039	89,128	61,784	63,538	67,085	69,823	72,558	75,303	01/10/2002	54,044	55,780	57,481	59,181	60,885	62,583	64,200

AREA MEDICAL OFFICERS
NEW RATES 1997 - 2003 (€)

	PT1	PT2	PT3	PT4	PT5	PT6	LSI1	LSI2
01/07/1997	41,818	43,132	44,437	45,740	47,082	48,388	49,818	50,688
01/04/1998	42,493	43,841	45,179	46,518	47,871	49,206	50,478	51,750
01/07/1998	43,449	44,828	46,198	47,562	48,948	50,313	51,814	52,914
01/07/1999	44,101	45,500	46,889	48,276	49,682	51,088	52,388	53,708
01/07/1999	44,101	45,500	46,889	48,276	49,682	51,088	52,388	53,708
01/04/2000	44,863	46,410	47,828	49,241	50,678	52,089	53,438	54,762
01/07/2000	44,863	46,410	47,828	49,241	50,678	52,089	53,438	54,762
01/10/2000	45,432	46,874	48,305	49,733	51,183	52,610	53,970	55,330
01/04/2001	45,432	46,874	48,305	49,733	51,183	52,610	53,970	55,330
01/10/2001	47,931	49,453	50,961	52,489	53,968	55,504	56,938	58,373
01/12/2001	48,890	50,442	51,981	53,518	55,078	56,614	58,171	59,540
01/10/2002	51,579	53,218	54,840	56,482	58,107	59,728	61,315	62,815
01/12/2002	51,988	53,815	55,251	56,885	58,543	60,178	61,731	63,289
01/10/2002	54,044	55,780	57,481	59,181	60,885	62,583	64,200	65,817

Directors of Public Health Specialists in Public Health

AMOUNT OF INCREASE

	PT 1	PT 2	PT 3	PT 4	PT 5	PT 6	LSI 1	LSI 2	PT 1	PT 2	PT 3	PT 4	PT 5	PT 6	LSI 1	LSI 2
01/07/1997	7,139	8,820	3,878	3,781	3,888	3,980	4,093	4,189	5,449	8,699	3,378	3,481	3,583	3,687	3,789	5,039
01/04/1998	7,283	8,952	3,741	3,847	3,954	4,060	4,167	4,275	5,548	8,329	3,435	3,539	3,644	3,750	3,855	6,289
01/07/1998	7,447	9,109	3,825	3,933	4,043	4,152	4,261	4,371	5,672	8,974	3,512	3,619	3,728	3,835	3,942	8,542
01/07/1998	7,589	7,215	3,882	3,992	4,104	4,214	4,325	4,437	5,758	7,078	3,455	3,565	3,673	3,782	3,892	8,940
01/07/1999	8,084	8,672	4,922	5,012	5,151	5,290	5,429	5,569	6,917	8,284	4,337	4,475	4,611	4,747	4,888	7,715
01/07/1999	8,175	8,758	4,922	5,062	5,203	5,343	5,483	5,625	6,866	8,347	4,380	4,518	4,657	4,795	4,935	7,762
01/04/2000	9,075	8,758	4,922	5,082	5,203	5,343	5,483	5,625	6,866	8,347	4,380	4,518	4,657	4,795	4,935	8,220
01/10/2000	9,879	9,240	5,183	5,340	5,489	5,637	5,784	5,935	7,370	8,608	4,821	4,913	5,059	5,208	5,351	8,365
01/10/2000	9,879	9,240	5,183	5,340	5,489	5,637	5,784	5,935	7,370	8,608	4,821	4,913	5,059	5,208	5,351	8,365
01/04/2001	9,873	9,425	5,297	5,447	5,599	5,748	5,900	6,053	7,517	8,982	5,012	5,151	5,297	5,444	5,602	8,848
01/10/2001	10,418	9,843	5,588	5,748	5,907	6,068	6,225	6,388	8,478	9,713	5,131	5,287	5,444	5,602	5,758	8,912
01/12/2001	10,788	10,005	5,728	5,890	6,054	6,217	6,380	6,548	8,129	9,713	5,169	5,327	5,484	5,644	5,802	8,912
01/10/2002	11,217	10,405	5,957	6,123	6,287	6,458	6,635	6,808	8,454	10,101	5,378	5,540	5,704	5,870	6,034	9,289
13.22%	13.22%		10.87%	10.87%	10.87%	10.87%	10.87%	10.87%	13.25%	15.83%	10.87%	10.87%	10.87%	10.87%	10.87%	16.36%
% Increase																

APPENDIX 2 : CALCULATION OF ONGOING COST OF PHD AGREEMENT

PLEASE INSERT INFORMATION IN BORDERED CELLS ONLY.

	Difference between old rate and new rate	+ PRSI per WTE	Total Per WTE	Number of WTEs	Cost
	11,217		11,217		0
	10,405		10,405		0
	9,495		9,495		0
Point 1	5,957		5,957		0
Point 2	6,126		6,126		0
Point 3	6,297		6,297		0
Point 4	6,466		6,466		0
Point 5	6,635		6,635		0
Point 6 (1-2 years)	6,808		6,808		0
Point 6 (3-5 years)	8,454		8,454		0
Point 6 (6 years & over)	10,101		10,101		0
			0		0

Point 1	5,211		5,211		0
Point 2	5,378		5,378		0
Point 3	5,540		5,540		0
Point 4	5,704		5,704		0
Point 5	5,870		5,870		0
Point 6 (1-2 years)	6,034		6,034		0
Point 6 (3-5 years)	7,651		7,651		0
Point 6 (6 years & up)	9,269		9,269		0

TOTAL COST 1-6

0

7. CME increase	Existing Rate	New Rate	Difference	Number of WTEs	Total
		1,500	1,500		0

NET ONGOING COST (TOTAL ONGOING COST LESS TOTAL SAVING)

0

APPENDIX 3 : CALCULATION OF ARREARS COST OF PHD AGREEMENT

PLEASE INSERT INFORMATION IN BORDERED CELLS ONLY.

	Arrears Total	+PRSI Total	Total Cost	Number of WTEs	Average Cost Per WTE
			0		0
			0		0
			0		0
Point 1			0		0
Point 2			0		0
Point 3			0		0
Point 4			0		0
Point 5			0		0
Point 6 (1-2 years)			0		0
Point 6 (3-5 years)			0		0
Point 6 (6 years & over)			0		0
			0		0

Point 1			0		0
Point 2			0		0
Point 3			0		0
Point 4			0		0
Point 5			0		0
Point 6 (1-2 years)			0		0
Point 6 (3-5 years)			0		0
Point 6 (6 years & up)			0		0
			0		0

TOTAL COST 1-6

	Existing Rate	New Rate	Difference	Number of WTEs	Total
1/7/99-31/12/99 (HALF-YEAR)		1,500	1,500		0
2000		1,500	1,500		0
2001		1,500	1,500		0
2002		1,500	1,500		0
2003		1,500	1,500		0
				TOTAL CME ARREARS	0

TOTAL ARREARS COST

0

LESS SAVINGS DURING RECENT PHD DISPUTE

TOTAL

Number of WTEs Savings per WTE

0

NET ARREARS COST (TOTAL ARREARS COST LESS TOTAL SAVINGS)

0