

Ref: Circular 44/98

December 1998

Chief Executive Officer  
Each Health Board

DEPARTMENT  
OF HEALTH AND  
CHILDREN  
AN ROINN  
SLAINTE AGUS LIANAI  
Shaping a  
Healthier Future

**Re: Remuneration of Executive Analytical Chemists under the Programme for  
Competitiveness and Work**

I am directed by the Minister for Health and Children to refer to Clause 2 (iii) of Annex 1 of the Programme for Competitiveness and Work, and acceptance by IMPACT of PCW proposals for Executive Analytical Chemists. The sanction of the Minister may be assumed for the implementation of the arrangements set out in this circular.

**1. Pay**

**1.1 Salary scales**

The appropriate revised salary scales are set out at **Appendix A**.

**1.2 Assimilation**

Assimilation to the new scale will be by way of corresponding point.

**1.3 Long Service Increments**

The scales provide for two Long Service Increments of £900 each payable with effect from 1st June 1996 and 1st June 1997 after 3 and 6 years service on the maximum. Both LSIs will be a permanent part of the scales. A special arrangement will apply so that all Executive Analytical

Chemists on the maximum, or who reach the maximum within the life of the PCW, will receive the first LSI without having to serve 3 years. Service on the maximum counts towards the 2nd LSI, (e.g. if an officer has 4 years service on the maximum, this officer would receive the 2nd LSI after a further 2 years service).

## **2. Implementation Dates**

### **2.1 First Phase**

1% has already been paid from 1st April 1994.

### **2.2 Second Phase**

50% of the balance of this special increase will be implemented with effect from 1st June 1996.

### **2.3 Final Phase**

The remaining 50% of the balance of this special increase will be implemented with effect from 1st June 1997.

## **3. Superannuation**

- 3.1 Serving staff assimilated to the new scales, including the long service increments, who retire while on those scales, will be pensionable on the basis of those scales.
- 3.2 Staff who retired on or after 1st June 1996 but before 1st June 1997, will have their pensions revised in the normal way on 1st June 1997 by reference to the rates of pay applicable to serving staff on 1st June 1997.

## **4. Flexibility and Change**

### **4.1 Introduction**

Both sides recognise that there is constant evolution and change in the nature of work and the ways in which it is carried out and agree that this will continue. The PCW provides that, in

return for improvements in pay and conditions, there should be a contribution on the part of the employees in the area of flexibility and change, in the interests of efficiency and effectiveness and an improved quality of public service. In the context of this Agreement, the following flexibility and change measures have been agreed.

Health Agencies are at present expected to deliver increased service levels within tightening resources. This can only be achieved by using the human resource to its greatest potential. In addition to this, there is a need to re-examine the effectiveness of the structures through which services are delivered and to explore alternatives.

Executive Analytical Chemists agree to facilitate flexible use of staff resources in response to demographic change, client base and service requirements.

Executive Analytical Chemists, through both their technical and management roles, are key grades in the delivery of services. It is agreed that Executive Analytical Chemists will participate in discussions at national and local levels to maximise their contribution to flexibility and change within Health Services. Possible outcomes of such discussions may include:

- Appropriate training programmes for Executive Analytical Chemists
- Enhanced/Multiple communication and working relationships within the health agency.

#### **4.2. Full Co-operation with and commitment to implementing the Health Strategy - Shaping a Healthier Future**

It is accepted that the aims of the Health Strategy can only be achieved with the co-operation of staff, including Executive Analytical Chemists. It is agreed that to achieve such co-operation will require the trust and goodwill of all parties through ongoing discussions and consultations.

(a) Evaluating Patient Satisfaction

The Health Strategy refers to user satisfaction and participation and states that the health and personal social services exist to serve the patient or client and that this has not been sufficiently highlighted in the past. It also states that the services must therefore be consumer-orientated. It is anticipated that Health Agencies will introduce various methods by which the users of services can participate in the planning and delivery of the services. It is further expected that Health Agencies will also introduce various consumer feedback mechanisms. Staff will co-operate with these aspects of service improvements.

(b) Quality of Service initiatives

Executive Analytical Chemists agree to participate in initiatives to improve the quality of all aspects of their service. Where changes result from these initiatives they will be the subject of consultation.

(c) Ongoing monitoring and evaluation of the effectiveness of services being provided - costs, outcomes and accountability

Initiatives to improve the quality of service and particularly the introduction of audit will be processed to evaluate the effectiveness of services being provided. Evaluating effectiveness requires the determination of expected outcomes and setting of objectives and priorities. In accordance with the contents of the Health Strategy, Executive Analytical Chemists agree to co-operate with the setting of agreed objectives and high standards and to be accountable for their achievement.

(d) "Value for Money" Initiatives

Executive Analytical Chemists agree to co-operate with the development of value for money structures and programmes designed to achieve improvements in the efficiency and effectiveness of the service and will not demand additional benefits, over and above those contained in the agreement in return for this co-operation

#### **4.3. Co-operation with Performance Management Programme for Executive Analytical Chemists**

Both parties are committed to the introduction of changes which promote a positive attitude to organisational and personal performance and development. These changes will include the introduction of systems to develop and encourage such performance and development.

#### **4.4. Flexibility within Functions/Specialised Areas**

It is desirable from both the management and staff perspective that Executive Analytical Chemists do not become specialised in only one particular area to the detriment of their general skills and career advancement. The commitment of Executive Analytical Chemists is given to the concept of their transferability within all functions and their agreement to undertake whatever training may be required to operate in a particular function or speciality.

#### **4.5. Monthly Paypath**

Executive Analytical Chemists agree to the introduction of monthly/four weekly paypath (at the discretion of the employer), with staff having the option of a mid-monthly "basic" advance payment.

#### **4.6. Standard 35 Hour Week**

It is agreed that, where individual employers so desire, local discussions may be held with staff representatives on this issue.

#### **4.7 New Technology - No New Claims**

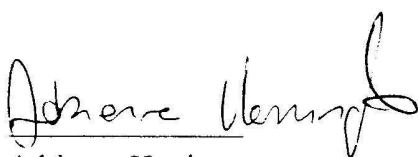
It is acknowledged that the application of technology and associated practices and processes has had, and will continue to have, a beneficial effect on the capacity of the health services to deliver and manage services to the community more effectively and efficiently and provided opportunities for staff to have more satisfying work. Accordingly, it is agreed that both sides will co-operate on an on-going basis, in the introduction of new (or improved) technology/processes and that the staff side will not seek additional benefits, over and above those contained in this Agreement, in return for this co-operation.

## **5. Funding**

Your 1998 and 1999 allocations will be adjusted to take accounts of the cost of this claim.

## **6. Queries**

All queries in relation to the implementation of this circular should be addressed to the Health Service Employers Agency, 63/64 Adelaide Road, Dublin 2. Telephone: 01- 6626966.

A handwritten signature in black ink, appearing to read 'Adrienne Harrington', written over a horizontal line.

Adrienne Harrington  
Assistant Principal  
Personnel Management & Development Unit

**Executive Analytical Chemist without Branch E Cert  
PCW Pay Scales**

	01/01/94	01/04/94	01/06/94	01/01/95	01/06/95	01/06/96	01/10/96	01/01/97	01/06/97	01/07/97	01/04/98	01/07/98
<b>Executive Analytical Chemist</b>	£	£	£	£	£	£	£	£	£	£	£	£
1	20,484	20,689	21,103	21,103	21,525	21,848	22,176	22,398	22,398	22,659	22,958	23,475
2	21,171	21,383	21,811	21,811	22,247	22,581	22,920	23,149	23,149	23,410	23,728	24,262
3	21,863	22,082	22,524	22,524	22,974	23,319	23,669	23,906	23,906	24,167	24,504	25,055
4	22,544	22,769	23,224	23,224	23,688	24,043	24,404	24,648	24,648	24,909	25,264	25,832
5	23,242	23,474	23,943	23,943	24,422	24,788	25,160	25,412	25,412	25,673	26,047	26,633
6	23,946	24,185	24,669	24,669	25,162	25,539	25,922	26,181	26,181	26,442	26,836	27,440
7	24,641	24,887	25,385	25,385	25,893	26,281	26,675	26,942	26,942	27,203	27,616	28,237
8	25,349	25,602	26,114	26,114	26,636	27,036	27,442	27,716	27,716	27,977	28,409	29,048
9	26,045	26,305	26,831	26,831	27,368	27,779	28,196	28,478	28,478	28,739	29,190	29,847
10	26,752	27,020	27,560	27,560	28,111	28,533	28,961	29,251	29,251	29,512	29,982	30,657
11	27,452	27,727	28,282	28,282	28,848	29,281	29,720	30,017	30,017	30,278	30,767	31,459
LSI 3 yrs						30,181	30,634	30,940	31,840	32,101	31,714	32,428
LSI 6 yrs						31,081	31,547	31,862	32,762	33,023	32,659	33,394