

**Master Copy
Do Not Remove
From File**

39/97

30 June 1997

Chief Executive Officer
Each Health Board

Secretary/Manager
Each Public Voluntary
& Joint Board Hospital

Chief Executive/Administrator
Each Mental Handicap Agency

DEPARTMENT
OF HEALTH
AN ROINN
SAINTÉ

Seirbhísí
Eolacha

**Re: Remuneration of certain Paramedical grades and Child Care Workers
under the Programme for Competitiveness and Work**

I am directed by the Minister for Health to refer to Clause 2 (iii) of Annex 1 of the Programme for Competitiveness and Work, and acceptance by IMPACT of Labour Court recommendation 15515 on behalf of certain paramedical grades and child care workers. The sanction of the Minister may be assumed for the implementation of the arrangements set out in this circular.

1. Grades to which this Circular applies.

The grades to which this circular applies, and the appropriate revised salary scales effective from 1st April 1997, are set out in Appendix I as follows:

Grade	Page
• Audiometrician	3
• Biochemist	4, 5
• Chiropodist	5
• Dietitian	6, 7
• Occupational Therapist	8, 9
• Orthoptist	10
• Physiotherapist	11, 12
• Speech and Language Therapist	13, 14
• Social Worker	15, 16, 17
• House Parent	18, 19

It should be noted that the new salary scales outlined in Appendix 1 are exclusive of any new national wage rounds under Partnership 2000.

2. Flexibility and change.

Arising from negotiations between IMPACT and the Health Service Employers Agency (HSEA) under Clause 2 (iii) Annex 1 of PCW, and in the context of Labour Court Recommendation No 15515, Appendix II sets out the flexibility and change measures to be introduced for child care workers and individual paramedical grades, as appropriate

3. Sessional rates.

A separate circular will issue in due course.

4. Superannuation

- 4.1 Serving staff assimilated to the new scales, including the long service increment, who retire while on those scales, will be pensionable on the basis of those scales.
- 4.2 Staff who retire on or after 1 April 1997 should have their pension revised in the normal way, by reference to the rate of pay applicable to serving staff on 1 April 1997. Lump sums for these staff should be calculated by reference to the effective actual rates (now revised) on the date of retirement.
- 4.3 Pending consideration of the pensions issue generally across the public service, it is not possible to set out the effect of the Labour Court Recommendation on pensions of former child care workers and paramedical staff who retired prior to 1st April 1997.

5. Funding

In order that your non-capital allocation may be adjusted to take account of the cost involved, you are asked to complete a costing form (Appendix III and IV) to reflect the funding required. **Please complete and return these forms to Personnel Management and Development Unit, as soon as possible.**

6. Queries

- General queries in relation to Child Care Workers should be addressed in writing to

Angela Noonan, Personnel Management & Development Unit, Department of Health.

- General queries in relation to all other grades on this circular should be addressed in writing to the following

Caroline Whelan Susan Rea
Unit, Department of Health.

Personnel Management & Development

- Queries in relation to Appendix II - *flexibility and Change*, should be addressed to the:

Health Service Employers Agency
Block B
Dublin Castle
Ship Street
Dublin 2 Telephone: 01-475 1333.



Frank Ahern
Personnel Management & Development Unit

Appendix I

SALARY SCALES

Audiometrician

	1/10/96	1/1/97	1/4/97
	£	£	£
1	14,239	14,381	15,172
2	14,556	14,702	15,721
3	14,877	15,026	16,174
4	15,195	15,347	16,629
5	15,526	15,681	17,103
6	15,848	16,006	17,572
7	16,148	16,309	18,021
Long service increment*			18,381

Senior Audiometrician

1/10/96	1/1/97	1/4/97
£	£	£
17,806	17,984	18,973
18,246	18,428	19,749
18,561	18,747	20,247
18,936	19,125	20,815
19,314	19,507	21,393
19,697	19,894	21,983

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 7th point of the scale.

Biochemist

	1/10/96	1/1/97	1/4/97
	£	£	£
1	16,230	16,392	17,294
2	16,592	16,758	17,809
3	16,985	17,155	18,297
4	17,994	18,174	19,454
5	18,620	18,806	20,202
6	19,249	19,441	20,959
7	19,881	20,080	21,725
8	20,510	20,715	22,491
9	21,137	21,348	23,261
10	21,764	21,982	24,036
11	22,393	22,617	24,818
12	23,023	23,253	25,605
13	23,631	23,867	26,373
Long service increment*			26,900

Senior Biochemist

1/10/96	1/1/97	1/4/97
£	£	£
22,604	22,830	24,086
23,416	23,650	25,214
24,218	24,460	26,213
25,033	25,283	27,236
25,868	26,127	28,290
26,677	26,946	29,326
27,508	27,783	30,391
28,322	28,605	31,449
29,131	29,422	32,511

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 13th point of the scale.

Principal Biochemist

1/10/96	1/1/97	1/4/97
£	£	£
27,540	27,815	29,345
28,506	28,791	30,695
29,456	29,751	31,883
30,398	30,702	33,073
31,354	31,668	34,290
32,280	32,603	35,483
33,223	33,555	36,706
34,123	34,464	37,892
35,022	35,372	39,086

Chiropodist

	1/10/96	1/1/97	1/4/97
	£	£	£
1	14,945	15,094	15,924
2	15,415	15,569	16,567
3	15,783	15,941	17,035
4	16,208	16,370	17,568
5	16,624	16,790	18,095
6	17,053	17,224	18,641
7	17,470	17,645	19,176
8	17,895	18,074	19,725
9	18,360	18,544	20,323
10	18,733	18,920	20,821
11	19,155	19,347	21,378
Long service increment*			21,806

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 11th point of the scale.

your Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

Dietitian

	1/10/96	1/1/97	1/4/97
	£	£	£
1	16,330	16,493	17,400
2	16,732	16,899	17,982
3	17,119	17,290	18,477
4	17,517	17,692	18,987
5	17,908	18,087	19,493
6	18,307	18,490	20,011
7	18,700	18,887	20,527
8	19,089	19,280	21,041
9	19,491	19,686	21,574
10	19,885	20,084	22,102
11	20,276	20,479	22,629
Long service increment*			23,082

Senior Dietitian

1/10/96	1/1/97	1/4/97
£	£	£
18,782	18,970	20,013
19,230	19,422	20,733
19,872	20,071	21,551
20,321	20,524	22,166
20,773	20,981	22,791
21,329	21,542	23,535
21,702	21,919	24,084
22,080	22,301	24,643

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 11th point of the scale.

your Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

Principal II Dietitian

1/10/96	1/1/97	1/4/97
£	£	£
20,691	20,898	22,047
21,109	21,320	22,848
21,701	21,918	23,671
22,295	22,518	24,507
22,889	23,118	25,352
23,701	23,938	26,452

Principal I Dietitian

1/10/96	1/1/97	1/4/97
£	£	£
21,834	22,052	23,265
22,282	22,505	24,118
22,964	23,194	25,050
23,811	24,049	26,174
24,549	24,794	27,191
25,340	25,593	28,281

about Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

Occupational Therapist

	1/10/96	1/1/97	1/4/97
	£	£	£
1	15,552	15,708	16,572
2	15,950	16,110	17,142
3	16,332	16,495	17,627
4	16,730	16,897	18,133
5	17,114	17,285	18,629
6	17,505	17,680	19,134
7	17,890	18,069	19,638
8	18,280	18,463	20,149
9	18,667	18,854	20,662
10	19,061	19,252	21,186
11	19,446	19,640	21,702
Long service increment*			22,136

Senior Occupational Therapist

1/10/96	1/1/97	1/4/97
£	£	£
17,119	17,290	18,241
17,701	17,878	19,084
18,278	18,461	19,822
18,859	19,048	20,572
19,441	19,635	21,329
20,013	20,213	22,083
20,596	20,802	22,856
21,182	21,394	23,641

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 11th point of the scale.

our Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

Head II Occupational Therapist

1/10/96	1/1/97	1/4/97
£	£	£
19,358	19,562	20,638
19,982	20,182	21,628
20,596	20,802	22,466
21,210	21,422	23,314
21,826	22,044	24,175
22,624	22,850	25,250

Head I Occupational Therapist

1/10/96	1/1/97	1/4/97
£	£	£
20,160	20,362	21,482
20,690	20,897	22,394
21,570	21,786	23,529
22,454	22,679	24,682
23,337	23,570	25,848
24,226	24,468	27,037

labour Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

Orthoptist

	1/10/96	1/1/97	1/4/97
	£	£	£
1	15,482	15,637	16,497
2	15,864	16,023	17,050
3	16,247	16,409	17,535
4	16,631	16,797	18,026
5	17,010	17,180	18,515
6	17,398	17,572	19,017
7	17,779	17,957	19,516
8	18,161	18,343	20,019
9	18,542	18,727	20,523
10	18,927	19,116	21,036
11	19,312	19,505	21,553
Long service increment*			21,984

Senior Orthoptist

1/10/96	1/1/97	1/4/97
£	£	£
17,773	17,951	18,938
18,175	18,357	19,596
18,649	18,835	20,224
19,119	19,310	20,855
19,593	19,789	21,495
20,062	20,263	22,137
20,536	20,741	22,789
21,013	21,223	23,451

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 11th point of the scale.

Physiotherapist

	1/10/96	1/1/97	1/4/97
	£	£	£
1	15,489	15,644	16,500
2	15,864	16,023	17,050
3	16,249	16,411	17,538
4	16,630	16,796	18,025
5	17,010	17,180	18,515
6	17,397	17,571	19,016
7	17,779	17,957	19,516
8	18,161	18,343	20,019
9	18,543	18,728	20,524
10	18,927	19,116	21,036
11	19,309	19,502	21,550
Long service increment*			21,981

Senior Physiotherapist

1/10/96	1/1/97	1/4/97
£	£	£
17,776	17,954	18,941
18,175	18,357	19,596
18,766	18,954	20,351
19,175	19,367	20,916
19,583	19,779	21,485
20,085	20,286	22,163
20,600	20,806	22,860
21,015	21,225	23,453

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 11th point of the scale.

labour Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

Physiotherapist in Charge I

1/10/96	1/1/97	1/4/97
£	£	£
19,788	19,986	21,085
20,167	20,369	21,828
20,687	20,894	22,565
21,204	21,416	23,308
21,718	21,935	24,055
22,435	22,659	25,038

Physiotherapist in Charge II

1/10/96	1/1/97	1/4/97
£	£	£
20,906	21,115	22,276
21,312	21,525	23,068
21,924	22,143	23,915
22,610	22,836	24,853
23,296	23,529	25,803
23,987	24,227	26,770

Physiotherapist in Charge III

1/10/96	1/1/97	1/4/97
£	£	£
21,660	21,877	23,080
22,444	22,668	24,239
23,227	23,459	25,252
24,015	24,255	26,282
24,794	25,042	27,313
25,576	25,832	28,360
26,364	26,628	29,424

Basic Speech and Language Therapist

	1/10/96	1/1/97	1/4/97
	£	£	£
1	16,078	16,239	17,132
2	16,505	16,670	17,394
3	16,938	17,107	18,281
4	17,367	17,541	18,825
5	17,790	17,968	19,364
6	18,221	18,403	19,917
7	18,649	18,835	20,470
8	19,076	19,267	21,028
9	19,500	19,695	21,584
10	19,933	20,132	22,154
11	20,362	20,566	22,725
Long service increment*			23,180

Senior Speech and Language Therapist

1/10/96	1/1/97	1/4/97
£	£	£
18,446	18,630	19,655
18,882	19,071	20,358
19,516	19,711	21,165
19,960	20,160	21,773
20,403	20,607	22,384
20,951	21,161	23,119
21,502	21,717	23,861
22,173	22,395	24,747

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 11th point of the scale.

Labour Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

Principal II Speech and Language Therapist

1/10/96	1/1/97	1/4/97
£	£	£
20,691	20,898	22,047
21,109	21,320	22,848
21,701	21,918	23,671
22,295	22,518	24,507
22,889	23,118	25,352
23,701	23,938	26,452

Principal I Speech and Language Therapist

1/10/96	1/1/97	1/4/97
£	£	£
21,834	22,052	23,265
22,282	22,505	24,118
22,964	23,194	25,050
23,811	24,049	26,174
24,549	24,794	27,191
25,340	25,593	28,281

Social Worker

	1/10/96	1/1/97	1/4/97
	£	£	£
1	17,059	17,230	18,178
2	17,608	17,784	18,960
3	18,154	18,336	19,650
4	18,698	18,885	20,344
5	19,245	19,437	21,046
6	19,796	19,994	21,760
7	20,337	20,540	22,469
8	20,883	21,092	23,189
9	21,427	21,641	23,913
Long Service Increment*			24,391

**Professionally Qualified Social Worker;
Medical Social Worker;
Psychiatric Social Worker**

	1/10/96	1/1/97	1/4/97
	£	£	£
1	20,544	20,749	21,890
2	21,057	21,268	22,742
3	21,567	21,783	23,448
4	22,078	22,299	23,162
5	22,592	22,818	24,888
6	23,104	23,335	25,618
7	23,618	23,854	26,359
Long service increment*			26,886

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 9th point of the Social Worker scale or the 7th point of the Professionally Qualified scale respectively.

Labour Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

Social Worker, Senior Medical/Single Handed

1/10/96	1/1/97	1/4/97
£	£	£
20,778	20,986	22,140
21,266	21,479	22,928
22,010	22,230	23,870
22,752	22,980	24,819
23,490	23,725	25,771
24,236	24,478	26,742
24,979	25,229	27,721
25,723	25,980	28,708

Senior Social Worker

1/10/96	1/1/97	1/4/97
£	£	£
24,974	25,224	26,611
25,498	25,753	27,598
26,022	26,282	28,385
26,551	26,817	29,186
27,074	27,345	29,988
27,827	28,105	31,056

Team Leader Social Worker

1/10/96	1/1/97	1/4/97
£	£	£
22,592	22,818	24,073
23,105	23,336	24,952
23,618	23,854	25,677
24,973	25,223	27,331
25,499	25,754	28,090
26,022	26,282	28,854
26,550	26,816	29,632

our Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

Head Social Worker

1/10/96	1/1/97	1/4/97
£	£	£
25,275	25,528	26,932
25,812	26,070	27,939
26,351	26,615	28,744
26,890	27,159	29,558
27,427	27,701	30,379
28,192	28,474	31,464

Trainee House Parent

1/10/96	1/1/97	1/4/97
£	£	£
10,757	10,865	11,463
11,022	11,132	12,115
11,292	11,405	12,603

Assistant House Parent

	1/10/96	1/1/97	1/4/97
	£	£	£
1	13,852	13,991	14,761
2	14,231	14,373	15,324
3	14,611	14,757	15,815
4	14,991	15,141	16,310
5	15,371	15,525	16,810
6	15,754	15,912	17,317
Qualification Bar	7	16,125	16,286
8	16,502	16,667	17,815
9	16,889	17,058	18,325
Long service increment*			18,849
			19,226

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 9th point of the Social Worker scale or the 7th point of the Professionally Qualified scale respectively.

hour Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

House Parent

	1/10/96	1/1/97	1/4/97
	£	£	£
1	14,787	14,935	15,756
2	15,255	15,408	16,426
3	15,722	15,879	17,017
4	16,192	16,354	17,616
5	16,661	16,828	18,221
6	17,129	17,300	18,829
7	17,600	17,776	19,445
8	18,071	18,252	20,067
9	18,539	18,724	20,690
Long service increment*			21,104

*This LSI is payable to such staff who already have 3 or more years service on the existing maximum point of the scale at 1 April 1997. Service prior to 1 April 1997 on the existing maximum will count towards the qualifying period of 3 years for the payment of this LSI in the future. In addition, the LSI will be payable to staff who attain 3 years service on the 9th point of the Social Worker scale or the 7th point of the Professionally Qualified scale respectively.

End

Appendix II

LABOUR COURT RECOMMENDATION 15515 (Child Care Workers and certain Paramedic grades).

FLEXIBILITY AND CHANGE

1. 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. 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 in referring to user satisfaction and participation, 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 and their families 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*

Staff agree to participate in initiatives to improve the quality of all aspects of their service. Staff agree to co-operate with Health Agencies to introduce Joint Audit.

(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 from treatment, and setting of objectives and priorities. In accordance with the contents of the Health Strategy, staff 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*

Staff 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.

2. Co-operation and flexibility with the re-organisation of management structures in Community Care

Following agreement between the Department of Health and the Irish Medical Organisation, a Department of Public Health is being established in each Health Board and the posts of Directors of Community Care Medical Officer of Health are being abolished. The management of services function at Community Care area level, which was carried out by the Directors of Community Care, will be undertaken by the holders of posts which are to be newly established. While the details of the posts to be established remain to be determined and discussed with IMPACT, it is possible that a post of a General Manager nature in the Community Care area will be the outcome.

Staff agree in principle to co-operate fully with the introduction of this new post and the associated change of reporting relationships, etc. which will be required.

3. Co-ordination of services in respect of clients at district level.

At present, different professional staff provide services at the same time to the same patient or client. This is particularly true in relation to persons who have a need for a service over a prolonged period of time, such as persons with a physical disability, mental handicap, psychiatric illness, chronic ill health and the elderly. There is at present much wasted effort and frustration through lack of co-ordination because there are no co-ordination structures or arrangements in place. Poorly co-ordinated effort also has a detrimental effect on the patient or client.

Health Agencies will increasingly be introducing arrangements to considerably improve co-ordination at individual client level, sub-district level, eg the district of a Public Health Nurse and at larger district level comprising, for example, a population of say, 25,000 to 30,000. As there is no general agreement at present as to what is the best approach to obtaining better co-ordination, it is probable that pilot schemes and experimentation will be necessary. Staff agree to co-operate with efforts to introduce improved co-ordination arrangements and structures at the various organisational levels within Health Agency areas.

4. Personal Performance and Development

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.

5. Standard 35 Hour Week

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

6. Flexibility

It is recognised that changing work requirements and the need to provide better services to the public necessitate greater flexibility in traditional attendance patterns and work practices. The elderly, disabled, vulnerable families etc. require services on a much extended basis, ie it is not adequate to provide this service over the normal working hours, Monday - Friday, 9 am to 5 pm. Staff will see benefits in a system which would allow them to fulfil their work obligations in a more flexible way. In this regard, where the need is demonstrated, staff agree to co-operate with such flexibility and with atypical employment arrangements and agree to more flexible reporting relationships to allow for greater flexibility of response to the needs of the public. Management agrees to prior consultation in such instances.

7. Flexibility of Movement

It is agreed, in consultation with staff, to facilitate flexible use of staff resources in response to demographic changes, client base and service requirements.

8. Assistants

The introduction of Assistants into the service is a measure that could involve savings and improvements in efficiency and effectiveness, e.g. Speech and Language Therapy, Physiotherapy, Occupational Therapy, etc. This area will require further investigation and consultation but it is agreed that staff will co-operate with initiatives in this area.

9. Full co-operation with the introduction of the Child Care Act, 1991

Social Workers and Child Care Workers agree to co-operate with the introduction of all aspects of the Child Care Act, 1991. This will be the subject of further negotiations including the urgent introduction of an Out-of-Hours service to protect children.

10. Technology

Staff agree to co-operate with all aspects of the design, installation and operation of new technology.

Management agree to full consultation with grades on technological change.

Staff agree that no technology-related claims will be made in the future.

Health Agencies are committed to the development of the necessary skills and knowledge for their efficient use of new technology. Every effort will be made to encourage grades to familiarise themselves with new technology by way of training organised by the employing authorities to meet local needs.

Health Agencies are committed to drafting a policy for the internal and external training of grades involved with new technology as appropriate.

Labour Court recommendation 15515 (Child Care Workers & certain Paramedic grades).

11. Monthly Paypath

Staff agree to the introduction of monthly 4 weekly paypath (at the discretion of the employer) from 1 January 1997 with grades having the option of a mid-monthly "basic" advance payment

Consultations will take place with IMPACT on the administrative details of these changes and to address such issues as the timetable for change.

Briefing sessions will take place at Health Agency level involving the banks, at which they will address the issue of bank charges, etc.

Ends

Appendix III to Circular 39/97

INCREASED COSTS ARISING FROM SPECIAL PAY INCREASE FROM 1 APRIL 1997 FOR CERTAIN PARAMEDIC GRADES

Page 1 - Schedule for Funding Adjustments - 1997 (cost in respect of 1 April 1997 increase). Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures).

<i>Profession</i>	<i>Grade</i>	<i>Numbers Employed (W.T.E.)</i>	<i>Basic Pay Costs £</i>	<i>Employers P.R.S.I. £</i>	<i>1997 Cost £</i>
Audiometrist	Basic				
	Senior				
Biochemist	Basic				
	Senior				
	Principal				
Chiropodist	Basic				
Dietician	Basic				
	Senior				
	Principal II				
	Principal I				
Occupational Therapist	Basic				
	Senior				
	Head II				
	Head I				
Orthoptists	Basic				
	Senior				

Please return these forms to Personnel Management & Development Unit, Floor 4, Department of Health, Hawkins House, Hawkins Street, Dublin 2

Profession	Grade	Numbers Employed (W.F.E.)	Basic Pay Costs £	Employers P.R.S.I. £	1997 Cost £
Physiotherapist	Basic				
	Senior				
	In Charge I				
	In Charge II				
	In Charge III				
Speech & Language Therapist	Basic				
	Senior				
	Principal II				
	Principal I				
Social Worker	Social Worker				
	Prof. qualified				
	Social Worker				
	(a) Medical Social				
	(b) Psychiatric Worker				
	Senior Medical / Single Handed				
	Senior				
	Team Leader				
	Head				
	Trainee House Parent				
Child Care Workers	Assistant House Parent				
	House Parent				
TOTAL					

I confirm that the requested funding adjustment set out reflects the cost involved in the implementation of the revised salary scales for the above listed paramedic grades.

Signed _____

Agency _____

Please return these forms to **Personnel Management & Development Unit, Floor 4, Department of Health, Hawkins House, Hawkins Street, Dublin 2**

Appendix IV to Circular 39/97

INCREASED COSTS ARISING FROM SPECIAL PAY INCREASE FROM 1 APRIL 1997 FOR CERTAIN PARAMEDIC GRADES

Page 2 - Schedule for Funding Adjustments - 1998 (Full year cost of 1 April 1997 increase). Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures).

<i>Profession</i>	<i>Grade</i>	<i>Numbers Employed (W.T.E.)</i>	<i>Basic Pay Costs £</i>	<i>Employers P.R.S.I. £</i>	<i>Full year cost in 1998 £</i>
Audiometrist	Basic				
	Senior				
Biochemist	Basic				
	Senior				
	Principal				
Chiropodist	Basic				
Dietician	Basic				
	Senior				
	Principal II				
	Principal I				
Occupational Therapist	Basic				
	Senior				
	Head II				
	Head I				
Orthoptists	Basic				
	Senior				

Please return these forms to Personnel Management & Development Unit, Floor 4, Department of Health, Hawkins House, Hawkins Street, Dublin 2

<i>Profession</i>	<i>Grade</i>	<i>Numbers Employed (W.T.E.)</i>	<i>Basic Pay Costs £</i>	<i>Employers P.R.S.I. £</i>	<i>1997 Cost £</i>
Physiotherapist	In Charge I				
	In Charge II				
	In Charge III				
Speech & Language Therapist	Basic				
	Senior				
	Principal II				
	Principal I				
Social Worker	Social Worker				
	Prof.qualified Social Worker				
	(a) Medical Social				
	(b) Psychiatric Worker				
	Senior Medical / Single Handed				
	Senior				
	Team Leader				
	Head				
Child Care Workers	Trainee House Parent				
	Assistant House Parent				
	House Parent				
TOTAL					

I confirm that the requested funding adjustment set out reflects the cost involved in the implementation of the revised salary scales for the above listed paramedic grades.

Signed _____

Agency _____

Please return these forms to Personnel Management & Development Unit, Floor 4, Department of Health, Hawkins House, Hawkins Street, Dublin 2