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Ref 26/97

26 March, 1997.

Chief Executive Officer/Administrator
Each Mental Handicap Agency

**DEPARTMENT
OF HEALTH**

REMUNERATION OF DIRECTOR OF NURSING/MATRON GRADES

I am directed by the Minister for Health to refer to the recent agreement reached between employers and unions representing nursing grades in relation to their claim for a special pay increase under the Programme for Competitiveness and work. In relation to the grades Director of Nursing/Matron the agreement provides for a revised and rationalised structure being introduced to replace previous arrangements under which salary scales were determined historically on the basis of factors such as bed numbers. Revised scales for all posts are based on inclusive salaries for the role and responsibilities attaching to the posts. No additional payments by way of premium payments for attendance at weekends, nights or bank holidays are payable. Accordingly, in circumstances where staff at Director of Nursing/Matron level are currently in receipt of premium payments for weekend, bank holiday or night attendance arrangements must be put in place to terminate this practice no later than the date of implementation of the revised scales now approved. The overall national criteria for the classification of posts within the five pay band/salary structure is as follows:

Posts in Band 1 must satisfy all of the following criteria :

- ♦ Activity levels at 20,000 patients per annum (through combination of in-patient admissions and day cases;
- ♦ Full recognition for pre-registration nurse training;
- ♦ Responsibility for 200 nursing staff or over;
- ♦ Accident and Emergency Department with over 15,000 attendances per annum.

Posts in Band 2 must satisfy the following criteria:

- ♦ Activity levels above 10,000 patients per annum (through combination of in-patient admissions and day cases)
- ♦ Responsibility for 100 nursing staff or more

Posts in Band 3 must satisfy the following criteria:

- ♦ Activity levels above 1,000 in-patient admissions per annum

Posts in Band 4 must satisfy the following criteria:

- ♦ Hospital budget in 1996 in excess of £1 million or additional responsibilities attached to the Matron post which involve responsibility for services provided at other geographical locations.

Posts in Band 5 :

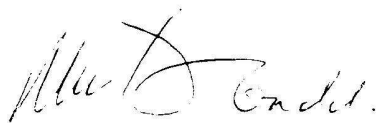
- ♦ Remaining District Hospitals

Having regard to the nature of Director of Nursing/Matron posts in mental handicap service it has been agreed that a separate band/salary scales will be introduced for those in Director of Nursing/Matron posts in mental handicap agencies. Accordingly, in relation to posts where the Director of Nursing/Matron has responsibility for a full nurse training school or where the budget for 1996 is in excess of £5 million a salary scale maximum of £31,000 at 1 June 1997 is being introduced. Others posts should be categorised on the basis of the criteria in respect of Bands 4 and 5 as set out above.

For the purposes of rationalisation the top Director of Nursing/Matron posts in mental handicap agencies will be classified as Band 2A of the new national structure. Other posts would be classified as appropriate (typically band 4 or 5).

The sanction of the Minister may be assumed for the implementation of the revised salary scales as set out at the appendix attached. Allocations will be adjusted in due course to take account of the costs involved. Details should be included with your agency's claim in respect of the adjustments for nurses generally. Agencies are requested to treat as a matter of urgency implementation of the revised scales and payment of retrospection. Where it is not possible to pay full retrospective elements before mid April, each agency is advised that an appropriate "down payment" on the retrospective element may be paid.

Yours sincerely



Martin Mc Donald
Personnel Management & Development

	1 June 1996	1 October 1996	1 January 1997
Band 2A	25,900	26,289	26,552
	26,363	26,758	27,026
	26,825	27,227	27,499
	27,288	27,697	27,974
	27,750	28,166	28,448
	28,213	28,636	28,922
	28,675	29,105	29,396
Band 3	24,050	24,411	24,655
	24,589	24,958	25,208
	25,129	25,506	25,761
	25,669	26,054	26,315
	26,208	26,601	26,867
	26,748	27,149	27,420
	27,288	27,697	27,974
Band 4	22,428	22,764	22,992
	23,127	23,474	23,709
	23,824	24,181	24,423
	24,523	24,891	25,140
	25,223	25,601	25,857
	25,920	26,309	26,572
	26,617	27,016	27,286
Band 5	20,938	21,252	21,465
	21,405	21,726	21,943
	21,873	22,201	22,423
	22,340	22,675	22,902
	22,807	23,149	23,380
	23,276	23,625	24,861
	23,743	24,099	24,340

BAND 1 POSTS

Cork University Hospital
University Hospital Galway
St James' Hospital
Beaumont Hospital
Limerick Regional Hospital
Mater Misericordiae Hospital
St Vincent's Hospital
Sligo Regional Hospital
Letterkenny General Hospital
Waterford Regional Hospital
Adelaide and Meath Hospital, Incorporating the National Children's Hospital
Our Lady of Lourdes Hospital, Drogheda

BAND 2 POSTS

Tralee General Hospital
Meath Hospital
Our Lady's Hospital for Sick Children
James Connolly Memorial Hospital
Mercy Hospital
The Children's Hospital, Temple Street
National Maternity Hospital
Coombe Womens' Hospital
Rotunda Hospital
Mayo General Hospital
Portincola Hospital, Ballinasloe
South Infirmary/Victoria Hospital, Cork
Longford/Westmeath Hospital, Mullingar
Cavan/Monaghan Hospital Group
Louth/Meath Hospital Group
Wexford General Hospital
St Luke's Hospital, Kilkenny
Tullamore General Hospital

BAND 3 POST

Portlaoise General Hospital.
Our Lady's Hospital, Cashel.
Kilcreene Orthopaedic Hospital.
Bantry General Hospital.
Mallow General Hospital.
Erinville Hospital, Cork.
St. Finbarr's Hospital, Cork.
X St. Mary's Hospital, Gurranebraher. ✓
City of Dublin Skin and Cancer Hospital, Hume Street.
Ennis General Hospital.
Nenagh General Hospital.
Roscommon Hospital.
Limerick Maternity Hospital.
St. Nesson's Hospital, Croom.
St. John's Hospital, Limerick.
Cherry Orchard Hospital.
Naas General Hospital.
National Children's Hospital, Harcourt Street.
National Rehabilitation Hospital, Dún Laoghaire.
Peamount Hospital.
St. Michael's Hospital, Dún Laoghaire.
Merlin Park Hospital.
Royal Victoria Eye and Ear Hospital.
St. Mary's Orthopaedic Hospital, Cappagh.
St. Luke's/St. Anne's Hospital.
St. Colmcille's Hospital, Loughlinstown.
Adelaide Hospital.
St. Joseph's Hospital, Clonmel.
Royal Hospital, Donnybrook.
St. Mary's Hospital, Phoenix Park.
Our Lady's Hospice, Harold's Cross.

BAND 4 POSTS

Incorporated Orthopaedic Hospital, Clontarf
St. Mary's Hospital, Baldoyle
Drogheda Geriatric Services
St. Oliver Plunkett Hospital, Dundalk
St. Joseph's Hospital, Trim
Cavan Geriatric Service
St. Mary's Hospital, Castleblaney
St. Joseph's Hospital, Stranorlar
St. John's Hospital, Sligo
Shiel Hospital, Ballyshannon
Carndonagh Community Hospital Service
St. Patrick's Hospital, Carrick-On-Shannon
Manorhamilton Hospital
Dungloe Community Hospital Service
Lifford Community Hospital Service
Sacred Heart Hospital, Carlow
St. John's Hospital, Enniscorthy
St. Columba's Hospital, Thomastown
St. Patrick's Hospital, Cashel
St. Joseph's Hospital, Dungarvan
St. Patrick's Hospital, Waterford
Mountmellick Hospital
St. Mary's Hospital, Mullingar
Longford Hospital Group
Fermoy Hospital
Mount Carmel Hospital, Clonakilty
St. Columbanus Hospital, Killarney
Midleton Hospital
St. Brendan's Hospital, Loughrea

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Sacred Heart Hospital, Roscommon
Sacred Heart Hospital, Castlebar
Brú Caoimhin
St. Vincent's Hospital, Athy
St. Colman's Hospital, Rathdrum
St. Brigid's, Crooksling
Clonskeagh Hospital
St. Clare's, Ballymun
St. Camillus' Hospital, Limerick
St. Joseph's Hospital, Ennis
Hospital of the Assumption, Thurles
Baggot Street Community Hospital
Leopardstown Park Hospital
Baltinglass Hospital

(St Anne's Galway 77)
DUC
20/5/98

BAND 5 POSTS

Schull District Hospital
Bandon District Hospital
Dunmanway District Hospital
Millstreet District Hospital
Kenmare District Hospital
Castletownbere District Hospital
Youghal District Hospital
Kinsale District Hospital
Macroom District Hospital
Skibbereen District Hospital
Killarney District Hospital
Dingle District Hospital
Kanturk District Hospital
Listowel District Hospital
Carlow District Hospital
Castlecomer District Hospital
Gorey District Hospital
Carrick-On-Suir District Hospital
Clogheen District Hospital
Dungarvan District Hospital
Newhoughton Hospital, New Ross
St. Joseph's District Hospital, Ardee
Birr District Hospital
Abbeyleix District Hospital
Edenderry District Hospital
Athlone District Hospital
Shaen Hospital, Portlaoise
Buncrana District Hospital
Donegal District Hospital
Ramelton District Hospital
Falcarragh District Hospital

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Clifden District Hospital
Swinford District Hospital
Belmullet District Hospital
Ballina District Hospital
Wicklow District Hospital
Ennistymon District Hospital
Raheen District Hospital

04/11/2001