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26 March, 1997

Chief Executive Officer  
Each Health Board

Chief Executive Officer/Secretary Manager  
Each Public Voluntary and Joint Board Hospital

Chief Executive/Administrator  
Each Mental Handicap Agency

DEPARTMENT  
OF HEALTH

### **REMUNERATION OF NURSE TUTORS**

I am directed by the Minister for Health to refer to the recent agreement reached between employers and unions representing nurses in relation to their claim under the Programme for Competitiveness and Work. The agreement provides for restructuring in relation to the grade of Nurse Tutor.

Productivity/flexibility measures set out in the Department's circular letter of 12 March 1997 in relation to the remuneration of nursing grades generally, insofar as they relate to the grade of Nurse Tutor apply. The salary scales now approved for the grades of Principal Nurse Tutor and Nurse Tutor are on the basis of full co-operation with the further development and implementation of the new student nurse training education programme and other education and training initiatives.

The grade of Principal Tutor I will be re-titled "Principal Nurse Tutor". The salary maximum at 1 June 1997 for this post will be on a par with that applicable in the case of Assistant Matron 1/Divisional Nurse Manager/Assistant Director of Nursing. An allowance which had been introduced in a small number of locations in the context of the development and implementation of the new student nurse education model is being subsumed into the increased salary for the grade of Principal Nurse Tutor. There will be one Principal Nurse Tutor in each school of nursing.

The existing grades of Principal Tutor II and Principal Tutor III will be re-titled Nurse Tutor. This results effectively in the elimination of the Principal Tutor III grade where it exists with all those staff currently in that grade being upgraded.

The sanction of the Minister may be assumed for the implementation of the revised pay arrangements set out below.

<b>Principal Nurse Tutor</b>	<b>June '96</b>	<b>Oct '96</b>	<b>Jan '97</b>
	22,570	22,909	23,138
	23,009	23,354	23,588
	23,409	23,760	23,998
	24,241	24,605	24,851
	24,672	25,042	25,292
	25,076	25,452	25,707
	25,583	25,967	26,227

<b>Nurse Tutor</b> (Existing Principal II)	<b>June '96</b>	<b>Oct '96</b>	<b>Jan '97</b>
	21,624	21,948	22,167
	22,129	22,461	22,686
	22,502	22,840	23,068
	22,954	23,298	23,531
	23,360	23,711	23,948
	23,751	24,107	24,348
	24,310	24,675	24,922

Nurse Tutor (Existing Principal III)			
	June '96	Oct '96	Jan '97
	21,624	21,948	22,167
	22,129	22,461	22,686
	22,502	22,840	23,068
	22,954	23,298	23,531
	23,360	23,711	23,948
	23,751	24,107	24,348
	24,310	24,675	24,922

All agencies are requested to treat as a matter of extreme urgency implementation of the revised scales and payment of a retrospection. Where it is not possible to pay full retrospective elements before mid April 1997, each agency is advised that an appropriate "down payment" should be made.

Details of the costs involved should be included in your agency's claim in relation to the pay adjustments for nurses generally. Further communication will issue in relation to the details required for the purposes of adjusting financial allocations.

Agencies should also note the findings of the Adjudication Board which examined elements of the claim for improvements in pay and conditions in nursing grades. In relation to Nurse Tutors it referred to the absence of consensus in relation to the extent of additional responsibilities being undertaken and recommended an impartial assessment be commenced in conjunction with the ongoing policy review of the revised model of training. The management side has accepted this recommendation.

Yours sincerely



Martin McDonald  
Personnel Management and Development