16 November, 1999

Chief Executive Officer Each Health Board

Secretary/Manager
Each Public Voluntary Hospital
and Joint Hospital Board

Administrator/Chief Officer Each Mental Handicap and Specialist Agency DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLÁINTE AGUS LEANAÍ

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Remuneration of Nursing Grades

I am directed by the Minister for Health and Children to refer to the recent agreement reached between employers and unions representing nurses in relation to their claims under the Programme for Competitiveness and Work and Partnership 2000. The sanction of the Minister may be assumed for the implementation of the arrangements set out in this circular. The totality of arrangements derive from Labour Court Recommendations 16083, 16261 and 16330. Further circulars will issue regarding other elements of the agreement, including allowances and structures.

1. Salary Adjustments

- The Minister now conveys approval for the implementation of Clause 4 of the Annex on Public Service Pay of Partnership 2000. This provides for the application of the 2 % increase with effect from 1 July 1999 to all Nursing staff. This increase should also be applied to pensioners.
- 1.2. The sanction of the Minister may also be assumed for the first phase of implementation (i.e. with effect from 1 July 1999) of revised salary scales for promotional grades arising from LCR 16261 and LCR 16330. Further clarification will issue concerning the application of these increases to retired staff.
- Full details of the revised payscales are provided in the enclosed Consolidated Salary Scales booklet. Salary details in relation to Nurse Tutors, Principal Nurse Tutor. Clinical Instructors and CNM3s will follow.

1.4 The following grades carry an allowance, payable on a red-circle basis to current staff only, with effect from 1 July 1999:

Deputy Nursing Officer - £750 per annum
Theatre/Night Sister - £450 per annum
Public Health Nurse - £900 per annum.

These allowances must be discontinued once an individual gains promotion, or if the post is upgraded.

2. Funding of Award

- Your 1999 non-capital allocation has been adjusted, on the basis of figures already agreed with the Finance Unit, to take account of the cost of the 2% increase from 1 July, 1999 payable to all nursing grades (par. 1.1 above).
- Your 1999 non- capital allocation will be adjusted to take account of the cost of the pay increases for promotional grades (par 1.2 above). Because of the complexity of the settlement terms and the need for absolute accuracy in the determination of the overall funding requirements, detailed costings will have to be provided in respect of the various elements of this agreement. Please complete and return the attached costing forms to the Nursing Policy Division not later than 26 November 1999.

Any queries in relation to this circular should be addressed to the Nursing Policy Division. Telephone enquiries may be made at (01) 6354056 / 6354057.

Bernard Carey Principal Officer

Nursing Policy Division

Appendix 1 to Circular 110/99 INCREASED COSTS ARISING FROM SPECIAL PAY INCREASE FROM 1 JULY 1999 FOR NURSING GRADES

Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures. Page 1 - Schedule for Funding Adjustments - 1999 (cost in respect of 1 July 1999 pay increase).

Agency_

					Senior PHN
					Public Health Nurse
					Community Psy. Nurse
					Asst. Matron 2
			Maria di Si		Asst. Chief Nursing Officer
					Asst. Matron 1 Div. Nurse Manager
					Night Supt. Home Sister
					Theatre Supt. Unit Nursing Officer Home Sunt
					Deputy Nursing Officer
					Theatre Sister Clinical Instructor Night Sister
,					Nursing Officer
					Ward Sister
					Junior Ward Sister
1999 Cost	Employers P.R.S.I. £	Premium Pay Costs £	Basic Pay Costs £	Numbers Employed (W.T.E.)	Grade
1000				ACCIONAL DE LA CONTRACTOR DE LA CONTRACT	

		•
		Others (specify)
		Principal Nurse Tutor
		Nurse Tutor
		Director of Nursing/ Matron Band 5
		Director of Nursing/ Matron Band 4
		Director of Nursing/ Matron Band 3
		Director of Nursing/ Matron Band 2A
		Director of Nursing/ Matron Band 2
		Director of Nursing/ Matron Band 1
		Chief Nursing Officer
		Supt. PHN

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

Please return this form to Nursing Policy Division, Floor 4, Department of Health & Children, Hawkins House, Hawkins Street, Dublin 2

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INCREASED COSTS ARISING FROM SPECIAL PAY INCREASE FROM 1 JULY 1999 FOR NURSING GRADES Appendix 2 to Circular 110/99

Page 2 - Schedule for Funding Adjustments - 2000 (cost in respect of 1 July 1999 pay increase). Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures.

Name of Agency

					Senior PHN
					Public Health Nurse
					Community Psy. Nurse
					Asst. Matron 2
					Asst. Chief Nursing Officer
					Asst. Matron 1 Div. Nurse Manager
					Home Sister
		,			Home Supt.
					Unit Nursing Officer
					Deputy Nursing Officer
					Danuty Mursing Officer
					Clinical Instructor Night Sister
·					Theatre Sister
				100	Nursing Officer
					Ward Sister
					Junior Ward Sister
**	**	***	***	(W.T.E.)	
2000 Cosi	Employers F.K.S.I.	Premium Pay Costs	Basic Pay Costs	Numbers Employed	Grade
JAAA Cact	T J a a c J				0

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

Agency

O\SHARED\PERSNLE\CIRCULAR\NURSING\CIRC99\110-99CSAM Please return this form to Nursing Policy Division, Floor 4, Department of Health & Children, Hawkins House, Hawkins Street, Dublin 2

PSYCHIATRIC NURSING GRADES

MR DONAL McCARTHY

TEL: 6354056

MS CAITRIONA MASON

TEL: 6354057

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PCYCHIATRIC NURSING GRADES	1st Oct 1996	1st Jan 1997	1st June 1997	1st July 1997	1st April 1998	1st July 1998	1st July 1999	01/07/99 Phase 1 Increase	01/07/99 2% P2000
Trainee Psychiatric Nurse	7,979	5,263 8,059 11,405	N/A	5,395 8,260 11,666	5,395 8,260 11,690	5,516 8,446 11,953	5.599 8,573 12,132	N/A	5,711 8,744 12,375
Psychiatric Nurse	14,944	14,725 15,093	14,725 15,461	14,986 15,722	15,093 15,848	15,433 16,205	15,664 16,448		15,977 16,777
	15,977 16,500	15,625 16,137 16,665 17,125	16,076 16,654 17,258 17,727	16,337 16,915 17,519 17,988	16,478 17,070 17,689 18,170	16,849 17,454 18,087 18,579	17,102 17,716 18,358 18,858	N/A	17.444 18.070 18,725 19.235
	17,981 18,529	17,606 18,161 18,714	18,239 18,904 19,558	18,500 19,165 19,819	18,695 19,377 20,047	19.116 19.813 20.498	19,403 20,110 20,805		19.791 20.512 21.221
LSI after 3 yrs on max		19,404 19,729	20,489 21,139	20,750 21,400	21,001 21,667	21,474 22,155	21,796 22,487		22.232 22,937
Dual Qualified Psychiatric Nurse	16,641	16,267 16,807	16,267 17,346	16,528 17,607	16,674 17,780	17,049 18,180	17,305 18,453		17.651 18,822
	17,565 18,017	17,307 17,741 18,197 18,597	17,923 18,364 18,853 19,501	18,184 18,625 19,114 19,762	18,371 18,823 19,324 19,989	18,784 19,247 19,759 20,439	19,066 19,536 20,055 20,746	N/A	19,447 19,927 20,456 21,161
	19,076	19,267 19,951	20,136 21,066	20,397 21,327	20,639 21,593	21,103 22,079	21,420 22,410		21,848 22,858
LSI after 3 yrs on max	20,075	20,276	21,716	21,977	22,259	22.760	23,101		23.563
Community Psychiatric Nurse	19,661 20,040 20,426	19,477 19,858 20,240 20,630 20,866	19,477 19,858 20,240 20,630 21,102	19,738 20,119 20,501 20,891 21,363	19,964 20,354 20,746 21,146 21,630	20,413 20,812 21,213 21,622 22,117	20,719 21,124 21,531 21,946 22,449	21,548 21,969 22,392 22,824 23,347	21,979 22,408 22,840 23,280 23,814
	20,893 21,147 21,400	21,102 21,358 21,614 21,871		21,835 22,347 22,860 23,372	22,113 22,638 23,164 23,689	22,611 23,147 23,685 24,222	22,950 23,494 24,040 24,585	23,868 24,434 25,002 25,568	24.345 24.922 25.502
		22,127	23,624	23,885	24,215	24,760	25,131	26,136	
Deputy Nursing Officer Clinical Nurse Manager 1	19,155 19,534 19,916 20,150 20,383 20,637 20,891	18,962 19,347 19,729 20,115 20,352 20,587 20,843 21,100	19,729 20,115 20,587 21,059 21,572 22,084	19,990 20,376 20,848 21,320 21,833 22,345	19,436 19,831 20,222 20,618 21,102 21,585 22,111 22,636	19,873 20,277 20,677 21,082 21,577 22,071 22,608 23,145	20,171 20,581 20,987 21,398 21,901 22,402 22,947 23,492	21,230 21,662 22,089 22,327 22,869 23,468 24,058 24,650	22.095 22.531 22.773 23.326 23.938 24.539 25.143
			22,597 23,109	22,858 23,370	23,162 23,687	23,683 24,220	24,038 24,583	25,300 25,874	

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PSYCHIATRIC NURSING GRADES	1st Oct 1996	1st Jan 1997	1st June 1997	1st July 1997	1st April 1998	1st July 1998	ylut tat 1999	01/07/99 Phase 1 Increase	01/07/99 2% P2000
Nursing Officer	19,284	19,477	19,477	19,738	19,964	20,413	20,719	21.807	22,243
Clinical Nurse Manager 2		19,858	19,858	20,119	20,354	20,812	21,124	22,233	22.678
_	20,040	20,240	20,240	20,501	20,746	21,213	21.531	22,661	23,115
		20,630	20,630	20,891	21,146	21,622	21,946	23,098	23.560
		20,866	21,102	21,363	21,630	22,117	22,449	23.628	24.100
		21,102	21,574	21,835	22,113	22,611	22.950	24.155	24.638
		21,358	22,086	22,347	22,638	23,147	23,494	24.727	25,222
		21,614	22,599	22,860	23,164	23,685	24.040	25.302	25.808
¥1		21,871	23,111	23,372	23,689	24,222	24,585	25.876	26.393
	21,908	22,127	23,624	23,885	24,215	24,760	25,131	26,450	26,979
Nursing Officer, Assistant Chief		22,244	23,093	23,354	23,670	24,203	24,566	25,856	26,373
		22,943	23,817	24,078	24,412	24,961	25,335	26,665	27,198
		23,637	24,537	24,798	25,150	25,716	26,102	27,472	28.022
		24,794	26,185	26,446	26,840 27,604	27,444	27,856	29,318	29,905
		25,500 26,227	26,931 27,697	27,192 27,958	28,389	28,225 29,028	28,648 29,463	30,152 31,010	30,755 31,630
	25,907	20,221	28,432	28,693	29,143	29,028	30,246	31,834	32,471
			20,402	20,093	23,143	29,139	30,240	31,034	32,471
Nursing Officer, Chief	27 760	28,038	29,516	29,777	30,254	30,935	31,399	33.047	33.708
reasoning officer, officer		28,887	30,412	30,673	31,172	31,873	32,351	34,049	34.730
		29,738	31,309	31,570	32,092	32,814	33,306	35,055	35.756
		30,588	32,206	32,467	33,011	33,754	34,260	36,059	36.780
		31,443	33,103	33,364	33,931	34,694	35,214	37.063	37,804
	31,977	32,297	34,000	34,261	34,850	35,634	36,169	38,068	38,829
	00.000	00.400	04.040	04.000	04.040	05.470	05.554		
Principal Nurse Tutor		23,138	24,019	24,280	24,619	25,173	25.551		
		23,588	24,486	24,747	25,098	25,663	26,048		
		23,998 24,851	24,912 26,245	25,173 26,506	25,535 26,901	26,110 27,506	26,502 27,919	Scales to	
		25,292	26,711	26,972	27,379	27,995	28,415	follow	
		25,707	27,149	27,410	27,828	28,454	28,881	TOHOW	
		26,227	27,697	27,958	28,389	29,028	29,463		
		,	28,432	28,693	29,143	29,799	30,246		
Nurse Tutor	-	-	23,090	23,351	23,667	24,200	24,563		
(includes assimilation scales to June 97)	•	•	23,413	23,674	23,998	24,538	24,906		
	•	•	23,737	23,998	24,330	24,877	25,250	N266 93	
		22,167	24,060	24,321	24,662	25,217	25.595	Scales to	
		22,686	24,383	24,644	24,993	25,555	25.938	follow	
		23,068	24,707	24,968	25,325	25,895	26.283		
		23,531	25,030	25,291	25,656	26,233	26,626		
	10 10000 Mills 24 1	23,948	25,353 25,677	25,614 25,938	25,987 26,319	26,572 26,911	26,971 27,315		
	and the second	24,348 5 24,922	26,000	25,936	26,650	27,250	27,659		
	24,073	24,522	20,000	20,201	20,000	21,200	21,000		

GENERAL NURSING GRADES

MR DONAL McCARTHY

TEL: 6354056

MS CAITRIONA MASON

TEL: 6354057

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MURSING GRADES	1st June 1996	1st Oct 1996	1st Jan 1997	1st June 1997	fat July 1997	1st April 1998	1st July 1998	1st July 1999	01/07/99 Phase 1 Increase	01/07/99 2% P2000
Student Nurse I	5.134	5,211	5,263		5,395	5,395	5,516	5.599		5.71
Student Nurse II	7,861	7,979	8,059	N/A	8,260	8,260	8,446	8,573	N/A	8.744
Student Nurse III	11,125	11,292	11,405		11,666	11.690	11,953	12.132		12.375
Post Registered Student Nurse	12,034	12,215	12,337	N/A	12,598	12,645	12,930	13.124	N/A	13.386
	12,752	12,943	13,072		13,333	13.399	13,700	13.906		14,184
Pupil Midwife	12,783	12,975	13,105	N/A	13,366	13,433	13.735	13.941	N.A	14.220
	13,200	13,398	13,532		13,793	13,870	14,182	14,395		14,663
Staff Nurse	14,030	14,240	14,382	14,382	14,643	14,742	15.074	15,300		15.606
including	14,381	14,597	14,743	15,102	15,363	15.480	15,828	16,065		16.386
Registered Midwife	15,001	15,226	15,378	15,822	16,083	16,218	16.583	16,832		17,169
Registered Sick Children's Nurse	15,635	15,870	16,029	16,542	16,803	16,956	17,338	17,598		17,950
Registered Mental Handicap Nurse	16,260	16,504	16,669	17,262	17,523	17,694	18.092	18.363	N/A	18.730
	16.850	17,103	17,274	17,882	18,143	18,329	18.741	19,022		19,402
	17.420	17,681	17,858	18,502	18.763	18,965	19,392	19,683		20.077
	17,921	18,190	18,372	19,122	19,383	19,600	20,041	20,342		20.749
	18,426	18,702	18,889	19,742	20,003	20,236	20,691	21.001		21,421
	18,799	19,081	19,272	20,350	20,611	20,859	21,328	21,648		22.081
LSI after 3 yrs on max	19,116	19,403	19,597	21,000	21,261	21,525	22,009	22.339		22.786
Dual Qualified Nurse	15,870	16,106	16,267	16,267	16.528	16 674	17.040	17 205		47.05
Duai Quaimed Nurse	16,395	16,641	16,807	17,346	17,607	16,674	17.049	17,305		17.651
	16,883					17,780	18,180	18,453		18,822
		17,136	17,307	17,923	18.184	18,371	18.784	19,066	****	19.447
	17,305 17,751	17,565	17,741	18,364	18.625	18,823	19,247	19.536	N/A	19.927
	to end their enderton	18,017	18,197	18,853	19,114	19,324	19,759	20.055		20.456
	18,141	18,413	18,597	19,501	19,762	19,989	20,439	20,746		21.16
	18, 7 94 19, 4 61	19,076 19,753	19,267 19,951	20,136 21,066	20,397 21,327	20,639 21,593	21,103 22,079	21,420 22,410		21.848 22.858
LSI after 3 yrs on max	19,778	20,075	20,276	21,716	21,977	22.259	22.760	23,101		23.563
						2001-03 NJ. ANNON	to water Proceduration	Marion & Monta		
Sister, Junior Ward	18,511	18,789	18,977	18,977	19,238	19,451	19.889	20.187	21,247	
Clinical Nurse Manager 1	18,864	19,147	19,338	19,338	19,599	19,821	20,267	20,571	21.651	22.084
	18,886	19,169	19,361	19,361	19,622	19,845	20,292	20,596	21,677	22.11
	19,116	19,403	19,597	19,832	20,093	20,328	20.785	21.097	22.205	
	19,346	19,636	19,832	20,304	20,565	20,812	21,280	21,599	22,733	
							24 047	00 4 4 4		00 776
	19,596	19,890	20,089	20,817	21,078	21,337	21,817	22.144	23,307	
	19,846	20,144	20,345	21,329	21,590	21,862	22,354	22,689	23.880	24.358
										24.944

NURSING GRADES	1st June 1996	1st Oct 1996	tst Jan 1997	1st June 1997	1st July 1997	1st April 1998	1st July 1998	1 s t July 1999	01/07/99 Phase 1 Increase	01/07/99 2% P2000
Sister, Ward Clinical Nurse Manager 2	19,079 19,406 19,739 20,023 20,253 20,483 20,733	19,365 19,697 20,035 20,323 20,557 20,790 21,044	19.559 19,894 20,235 20,526 20,763 20,998 21,254	19,559 19,894 20,235 20,526 20,998 21,470 21,983	19,820 20,155 20,496 20,787 21,259 21,731 22,244	20,048 20,391 20,741 21,039 21,523 22,007 22,533	20.499 20.850 21.208 21.512 22.007 22.502 23,040	20,806 21,163 21,526 21,835 22,337 22,840 23,386	21,898 22,274 22,656 22,981 23,510 24,039 24,614	22,336 22,720 23,109 23,441 23,980 24,520 25,106
	20,983 21,233 21,483	21,298 21,551 21,805	21,511 21,767 22,023	22,495 23,008 23,520	22.756 23,269 23,781	23,057 23,583 24,108	23,576 24,114 24,650	23.930 24.476 25.020	25.186 25.761 26.334	25,690 26,276 26,860
Theatre Sister	19,548 19,886	19,841 20,184	20,039 20,386	20,039 20,386	20,300 20,647	20,540 20,896	21,002 21.366	21,317 21,686	22,436 22,825	22.885 23.281
Night Sister. Clinical Nurse Manager 2	20,220 20,465 20,695 20,925 21,175 21,425 21,675 21,925	20,523 20,772 21,005 21,239 21,493 21,746 22,000 22,254	20,728 20,980 21,215 21,451 21,708 21,963 22,220 22,477	20,728 20,980 21,451 21,923 22,435 22,948 23,460 23,973	20,989 21,241 21,712 22,184 22,696 23,209 23,721 24,234	21,246 21,505 21,987 22,471 22,996 23,522 24,047 24,572	21.724 21.989 22.482 22.977 23.513 24.051 24.588 25.125	22,050 22,319 22,819 23,322 23,866 24,412 24,957 25,502	23,208 23,491 24,017 24,546 25,119 25,694 26,267 26,841	23.261 23.961 24.497 25.037 25.621 26.208 26.793 27.378
Nurse Tutor assimilation scales for former Tutor Principal III	21,624 22,129 22,502 22,954 23,360 23,751 24,310	21,948 22,461 22,840 23,298 23,710 24,107 24,675	22,167 22,686 23,068 23,531 23,947 24,348 24,922	23,090 23,413 23,737 24,060 24,383 24,707 25,030 25,353 25,677 26,000	23,351 23,674 23,998 24,321 24,644 24,968 25,291 25,614 25,938 26,261	23,667 23,998 24,330 24,662 24,993 25,325 25,656 25,987 26,319 26,650	24,200 24,538 24,877 25,217 25,555 25,895 26,233 26,572 26,911 27,250	24,563 24,906 25,250 25,595 25,938 26,283 26,626 26,971 27,315 27,659	Scales to follow	
assimilation scales for former Tutor Principal I	20,874 21,362 21,722 22,158 22,550 22,927 23,467	21,187 21,682 22,048 22,490 22,888 23,271 23,819	21,399 21,899 22,268 22,715 23,117 23,504 24,057	23,090 23,413 23,737 24,060 24,383 24,707 25,030 25,353 25,677 26,000	23,351 23,674 23,998 24,321 24,644 24,968 25,291 25,614 25,938 26,261	23,667 23,998 24,330 24,662 24,993 25,325 25,656 25,987 26,319 26,650	24.200 24,538 24,877 25,217 25,555 25,895 26,233 26,572 26,911 27,250	24,563 24,906 25,250 25,595 25,938 26,283 26,626 26,971 27,315 27,659		

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NURSING GRADES	1st June 1996	1st Oct 1996	1st Jan 1997	1st June 1997	fst July 1997	1st April 1998	1st July 1998	1st July 1999	01/07/99 Phase 1 Increase	01/07/99 2% P2000
				000000000000000000000000000000000000000		000000000000000000000000000000000000000				
Principal Nurse Tutor	22,570	22,909	23,138	24,019	24,280	24,619	25.173	25.551		
Fillicipal Nuise Tutor	23,009	23,354	23,588	24,486	24,747	25,098	25.663	26.048		
	23,409	23,760	23,998	24,912	25,173	25,535	26,110	26.502		
	24,241	24,605	24,851	26,245	26,506	26,901	27,506	27,919	Scales to	
	24,672	25,042	25,292	26,711	26,972	27,379	27,995	28,415	follow	
	25,076	25,452	25,707	27,149	27,410	27,828	28,454	28.881		
	25,583	25,967	26,227	27.697	27,958	28,389	29,028	29.463		
				28,432	28,693	29.143	29,799	30.246		
Hama Consciptor dont	19.996	20,296	20.499	21,280	21,541	21.812	22 202	22.020		
Home Superintendent; Night Superintendent;	20,413	20,290	20,499	21,724	21,985	22,267	22,303 22,768	22.638 23.110		
Theatre Superintendent;	21,214	21.532	21,747	22,967	23,228	23,541	24,071	24,432	Scales to	
Unit Nursing Officer;	21,639	21,964	22,184	23,427	23,688	24.013	24,553	24,432	follow	
Home Sister.	22,063	22,394	22,618	23,886	24,147	24,483	25,034	25.410	TOTION	
Clinical Nurse Manager 3	22,000	22,00	22,0,0	24,520	24,781	25,133	25,698	26.083		
omnountered menager o	***********	************		,	_,,,,,,,	20,100	20,000	20,000		
Public Health Nurse	19,642	19,937	20,136	20,136	20,397	20,639	21,103	21,420	22,277	22.722
	19,945	20,244	20.446	20,446	20,707	20,957	21,429	21,750	22.620	
	20,285	20,589	20,795	20,795	21,056	21,315	21,795	22.122	23,007	
	20,623	20,932	21,141	21,142	21,403	21,671	22,159	22,491	23.391	23.858
	20,847	21,160	21,372	21,372	21,633	21,906	22,399	22.735	23.644	
	21,147	21,464	21,679	21,987	22,248	22.537	23,044	23,390	24.326	
	21,447	21,769	21,987	22,602	22,863	23,167	23.688	24,043	25,005	
	21,747	22,073	22,294	23,217	23,478	23,797	24,332	24,697	25.685	
	22,047	22,378	22,602	23,832	24,093	24,428	24,978	25,353	26,367	
	22,347	22,682	22,909	24,447	24,708	25,058	25,622	26,006	27,046	27,587
Public Health Nurse, Senior	21,106	21,423	21,637	22,461	22,722	23,023	23,541	23,894	25,148	25.651
	21,532	21,855	22,074	22,914	23,175	23,487	24,015	24.375	25.655	26.168
	22,377	22,713	22,940	24,226	24,487	24,832	25,391	25,772	27,125	27.668
	22,810	23,152	23,384	24,695	24,956	25,312	25,882	26,270	27.649	28.202
	23,245	23,594	23,830	25,166	25,427	25,795	26,375	26.771	28.176	
				25,834	26,095	26.480	27,076	27,482	28.925	29,503
Public Health Nurse, Superintendent	23,631	23,985	24,225	26,000	26,261	26,650	27,250	27,659	29.111	29.693
, ashe hadin males, supermitation	24,320	24,685	24,932	26,583	26,844	27,248	27,861	28.279	29.764	
	24.657	25,027	25,277	27,167	27,428	27,846	28.473	28,900	30.417	
	25,143	25,520	25,775	27,749	28,010	28,443	29,083	29,519	31,069	
	25,555	25,938	26,197	28,333	28,594	29,041	29,694	30,139	31,721	
	25,973	26,363	26,627	28,917	29,178	29,640	30.307	30.762	32.377	
	26,867	27,270	27,543	29,500	29,761	30.238	3 0,918	31,382	33,030	

NURSING GRADES	1st June 1996	1st Oct 1996	1st Jan 1997	1st June 1997	1st July 1997	1st April 1998	1st July 1998	Page 9 1st July 1999	01/07/99 Phase 1 Increase	01/07/99 2% P2000
Assistant Matron 1	21,205	21,523	21,738	22,566	22.827	23,130	23,650	24.005	25,265	25,771
(payable only in Band 1 Hospitals)	21,627	21,951	22,171	23,016	23,277	23,591	24,122	24.484	25.769	26,285
	22,036	22,367	22,591	23.451	23,712	24,037	24,578	24.947	26,257	26.782
	22,895	23,238	23,470	24,786	25,047	25,406	25,978	26.368	27,752	28.307
	23,284	23,633	23,869	25,209	25,470	25,839	26.420	26,816	28.224	28,788
	23,735	24,091	24.332	25.697	25,958	26,339	26,932	27,336	28,771	29.347
	24,158	24,520	24,765	26,154	26,415	26,808	27,411	27,822	29,283	29.868
	24,577	24,946	25,195	26,608	26,869	27,273	27,887	28,305	29.791	30.387
				28,433	28,694	29,144	29,800	30,247	31.835	32.472
Assistant Matron 2										
(payable in all other Hospitais)										
(Assimilation scale for those previously on Asst. Matron	19,787	20,084	20,285	21,393	21,654	21,928	22,421	22.757	23.952	24 431
County Home scale now moving to Band 2)	20,233	20,536	20,741	21,863	22,124	22,410	22.914	23,258	24.479	24.969
	20,677	20,987	21,197	22,339	22,600	22,897	23,412	23.763	25.011	25.511
	21,096	21,412	21,626	23,645	23,906	24,236	24.781	25.153	26.474	27.003
	21,535	21,858	22,077	24,128	24,389	24,731	25,287	25.666	27.013	27.554
	21,978	22,308	22,531	24,608	24.869	25,223	25,791	26,178	27,552	28.103
	22,413	22,749	22,976	25,093	25,354	25,720	26,299	26,693	28.094	28.656
				25,758	26,019	26,402	26,996	27,401	28.840	29.416
	00.400	20.405	20,000	04.202	04.054	24.000	80.404	00.757		
(Assimilation scale for those previously on Asst. Matron		20,405	20,609	21,393	21.654	21,928	22,421	22,757		
County/Other Hospital 160 beds or less now moving to		20,853	21,062	21,863	22,124	22,410	22,914	23,258		
Band 2)	20,991	21,306	21,519	22,339	22,600	22,897	23,412	23.763		
	21,840	22,168	22,390	23,645	23,906	24,236	24,781	25,153		
	22,287	22,621	22,847	24,128	24,389	24,731	25,287	25,666		
	22,730	23,071	23,302	24,608	24,869	25,223	25,791	26,178		
	23,177	23,525	23,760	25,093	25,354	25,720	26,299	26.693		
	SAME AND SAME OF	000000000000000000000000000000000000000	23,760	25 759	25,354 26,019	26,402	26,299	25.593		

Solved, N. & Walley, S. Stranger, S. Strange							351025500741740207-137	rage 10	Lagita I tom	
NURSING GRADES	1st June 1996	1st Oct 1996	1st Jan 1997	1st June 1997	1st July 1997	1st April 1998	1st July 1998	1st July 1999	01/07/99 Phase 1 Increase	01/07/99 2% P2000
TERM STEEL STEEL BARNESSESSESSESSESSESSESSESSESSESSESSESSESS								330-32-30-33-		
Director of Nursing/Matron Band 1	27,745	28,161	28,443	29,995	30,256	30.745	31.437	31.909	33.584	34.256
	28,517	28,945	29,234	30,829	31.090	31,600	32,311	32,796	34.518	35.208
	29,289	29,728	30,025	31,664	31,925	32,456	33,186	33.684	35.452	36.161
	30,061	30,512	30,817	32,498	32,759	33,310	34,059	34.570	36.385	37,113
	30,831	31,293	31,606	33,331	33,592 34,428	34,164 35,021	34.933 35,809	35.457	37.318 38.254	38.065
	31,604 32,375	32,078 32,861	32,399 33,190	34,167 35,000	35,261	35,875	36,682	36,346 37.232	39.187	39.019 39.970
Director of Nursing/Matron Band 2	26,108	26,500	26,765	28,225	28,486	28,931	29.582	30,026	31.602	32.234
Director of Narsing/Matron Band 2	26,844	27,247	27.519	29,021	29,282	29,747	30,416	30,872	32.493	33,143
	27,581	27,995	28,275	29,817	30,078	30,562	31,250	31,719	33.384	34.052
	28,316	28,741	29,028	30,612	30,873	31,377	32,083	32.564	34.274	34,959
	29,053	29,489	29,784	31,409	31,670	32,194	32,918	33.412	35.166	35.869
	29,790	30,237	30,539	32,205	32,466	33,010	33,753	34.259	36,058	36.779
	30.525	30,983	31,293	33,000	33,261	33,825	34.586	35.105	36.948	37.687
Director of Nursing/Matron Band 2A	25.900	26,289	26,552	28,000	28,261	28,700	29,346	29,786	31.350	31.977
- 11.00101 - 1 11.00 - 11.00 - 11.00 - 11.00 - 11.00 - 11.00 - 11.00 - 11.00 - 11.00 - 11.00 - 11.00 - 11.00 -	26,363	26,758	27,026	28,500	28,761	29,213	29,870	30,318	31,910	32.548
×	26,825	27,227	27,499	29,000	29,261	29,725	30,394	30,850	32,470	33.119
	27,288	27,697	27,974	29,500	29,761	30,238	30,918	31,382	33.030	33.690
	27,750	28,166	28,448	30,000	30,261	30,750	31.442	31,914	33,589	34.261
	28,213	28,636	28,922	30,500	30,761	31,263	31,966	32,445	34.148	34.831
	28,675	29,105	29,396	31,000	31,261	31,775	32.490	32,977	34.708	35,402
Pirector of Nursing/Matron Band 3	24,050	24,411	24,655	26,000	26,261	26,650	27,250	27.659	29.111	29 693
	24,589	24,958	25,208	26,583	26,844	27,248	27,861	28,279	29.764	30.359
	25,129	25,506	25,761	27,167	27,428	27,846	28,473	28.900	30.417	31.026
	25,669	26,054	26,315	27,750	28,011	28,444	29,084	29.520	31.070	31,691
	26,208	26,601	26,867	28,333	28,594	29,041	29,694	30,139	31.721	32.356
	26,748	27,149	27,420	28,917	29,178	29,640	30,307	30,762	32.377	33.025
	27,288	27,697	27,974	29,500	29,761	30,238	30,918	31,382	33.030	33.690
Director of Nursing/Matron Band 4	22,428	22,764	22,992	24,247	24,508	24,853	25,412	25.793	27,147	27.690
	23,127	23,474	23,709	25,002	25,263	25,627	26,204	26,597	27.993	28.553
	23.824	24,181	24,423	25,756	26.017	26,400	26.994	27.399	28.837	29.414
	24,523	24,891	25,140	26,511	26,772	27,174	27.785	28.202	29.683	30.276
	25,223	25,601	25,857	27,268	27,529	27,950	28,579	29,008	30.531	31.142
	25,920	26,309	26,572	28,022	28,283	28,723	29,369	29.810	31,375	32.003
	26,617	27,016	27,286	28,775	29,036	29,494	30,158	30,610	32.217	32,861
Director of Nursing/Matron Band 5	20,938	21,252	21,465	22,636	22.897	23,202	23.724	24.080	25,344	25.851
	21,405	21,726	21,943	23,140	23,401	23,719	24,253	24,617	25.909	26.428
	21,873	22,201	22,423	23,647	23,908	24,238	24,783	25,155	26.476	27.005
	22,340	22,675	22,902	24.151	24,412	24.755	25.312	25,692	27.041	27.582
	22,807	23,149	23,380	24,656	24,917	25,272	25,841	26.229	27.606	
	23,276	23,625	23,861	25,163	25,424	25.792	26,372	26.768	28.173	
	23,743	24,099	24.340	25,668	25.929	26,310	26,902	27.306	28.740	29.314