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Ref No. 37/97

9 June, 1997

DEPARTMENT OF HEALTH AN ROINN SLÂINTE

Ship or a Heather factor

Chief Executive Officer Each Health Board

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

Chief Executive/Administrator
Each Mental Handicap and Specialist Agency

REMUNERATION OF NURSING GRADES

I am directed by the Minister for Health to refer to the agreement reached between employers and unions representing nurses in relation to their claim under Clause 2(ii) of the PCW. The sanction of the Minister may now be assumed for second phase of the implementation of the pay elements of this agreement as set out in the attached schedule.

Details of the productivity / flexibility measures agreed as part of the settlement are set out in the Department's circular letter of 12 March 1997, reference 24/97, which authorised the first phase of the special pay increase.

1. Assimilation to 1 June 1997 Scales

Staff assimilated to new scales on a maximum to maximum basis in June 1996 will move across on a point for point basis to new scales in June 1997.

Staff assimilated across to new scales on a point for point basis in June 1996, who now have an extra point on their scale (effective from June 1997) will be assimilated on a point for point basis, with those on the "old" maximum for 1 year or more proceeding to the "new" maximum point from 1 June 1997 (i.e. Unit Nursing officer and related grades; Senior PHN; A.C.N.O.; Principal Nurse Tutor; Assistant Matron 1 & 2).

2. Nurse Tutors

Nurse Tutor grades (formerly Principal II and Principal III grade) will now converge onto a single "Nurse Tutor" scale. Assimilation for former Principal II will be on the basis of maximum point to maximum point and downward; for former Principal IIIs will be on the basis of minimum point to minimum point and upwards.

The new Principal Nurse Tutor scale only applies to those previously graded at Principal Tutor I.

3. Director of Nursing / Matron / Chief Nursing Officer

A separate communication will issue at a later stage in relation to the application of the recent agreement in the case of these grades.

4. Assistant Matron 1/ Divisional Nurse Manager / Assistant Director of Nursing

This salary scale applies <u>only</u> where the Director of Nursing post has been classified at Band 1 level. The assimilation scale set out indicates the arrangements for those, in this category, previously paid on the Assistant Matron County Hospital / other hospital over 160 beds scale.

Assistant Matrons in non Band 1 Hospitals who may have been erroneously assimilated to this scale should have their scale re-adjusted to reflect the Assistant Matron 2 scale at June 1997.

5. Assistant Matron 2

This salary scale now applies on a national basis to all other Assistant Matron posts i.e. Assistant Matron County Hospital / other Hospital over 160 beds, Assistant Matron County Hospital / other Hospital 160 beds or less and Assistant Matron County Home. Assimilation scales are as set out.

6. **Dual Qualified Nurse**

It should be noted that the agreement provides that retention of this scale is on a red circle basis and personal to those nurses who were paid on the dual qualified scale on 12 March 1997 or in appropriate post-registration training on that date only.

7. Funding of Award

Your non-capital allocation will be adjusted to take account of the cost involved. You will already have supplied details of the costs of first phase of this award. As outlined in circular 24/97 the complexity of the settlement terms require that detailed accurate costings are required in respect of the various elements of the deal. You are now asked to complete a second costing form to reflect the funding required for Phase II of this award on Appendix 2 of this circular. Please note that the 1997 cost refers to the cost

of the second phase adjustment now sanctioned - costings in respect of the first phase were requested previously and should not be included again in this schedule.

Any queries on the circular or the scales attached should be directed to the Personnel Management & Development Unit, extensions 2423, 2424 or 2441. Schedules detailing requested funding adjustments should be sent to Mr Fergal Sommerville, Finance Unit.

Yours sincerely,

Mary Aylward

Personnel Management and Development

Appendix 1: Amended Scales for June 97

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19,079 19,365 19,359 19,359 19,359 19,359 19,359 19,359 19,350 19,858 19,858 19,858 19,406 19,697 19,894 19,894 19,744 20,040 20,240 20,240 20,023 20,023 20,525 20,526 20,124 20,426 20,630 20,630 20,630 20,253 20,557 20,763 20,998 21,470 20,584 20,859 20,866 21,102 21,574 20,483 20,790 20,998 21,470 20,584 20,893 21,102 21,574 20,865 21,102 21,574 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 20,865 21,102 21,574 21,102 21	Ward S	June '96 Oct '9 19,079 1 19,406 1 19,739 2 20,023 2 20,253 2 20,253 2 20,483 2	9,365 19,5i 9,697 19,8i 0,035 20,2i 0,323 20,5i 0,557 20,7i 0,790 20,9i	19,559 94 19,894 35 20,235 26 20,526 33 20,998 98 21,470			18,999 19,370 19,744 20,12 20,35 20,58	19,284 19,661 120,040 120,426 120,659 120,893	4 19,477 1 19,858 0 20,240 6 20,630 9 20,866 3 21,102	7 19,477 3 19,858 0 20,240 0 20,630 6 21,102 2 21,574
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19,406 19,697 19,894 19,894 19,894 19,870 19,661 19,858 19,858 19,744 20,040 20,240 20,240 20,023 20,023 20,526 20,526 20,526 20,124 20,426 20,630 20	Ward S	19,079 1 19,406 1 19,739 2 20,023 2 20,253 2 20,483 2 20,733 2 20,983 2	9,365 19,59 9,697 19,89 0,035 20,29 0,323 20,57 0,557 20,79 1,044 21,2 1,298 21,5	59 19,559 94 19,894 35 20,235 26 20,526 53 20,998 98 21,470 54 21,983 11 22,495			18,999 19,374 19,744 20,12- 20,358 20,58 21,08	9 19,284 1 19,665 4 20,040 4 20,655 4 20,89 4 21,147 4 21,400	4 19,477 1 19,858 0 20,240 6 20,630 9 20,866 3 21,102 7 21,358 0 21,614	7 19,477 8 19,858 9 20,240 9 20,630 6 21,102 2 21,574 8 22,086 4 22,598
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Dual Qualified Nurse Assistant Matron 1 Jan '97 June '96 Oct '96 June '97 15,870 16,106 16,267 16.267 June '96 Oct '96 Jan '97 June '97 16.395 16.641 16,807 17.346 17,136 17,565 17,923 16.883 17,307 17,741 21 205 21 523 21,738 22.566 17,305 18 364 21 627 21 951 22,171 23 016 17,751 18,017 18,197 18,853 22,036 22,367 22,591 23,451 18,141 18,413 18,597 19,501 22,895 23,238 23,470 24,786 18,794 19,076 19,267 20,136 23,284 23,633 23,869 25,209 19,461 19,753 19,951 21,066 23,735 24,091 24,332 25,697 24,158 24.520 24.765 26,154 +322 LSI +325 LSI +650 LSI LSI (1) +317 LSI 24.577 24,946 25,195 26 608 28 433 Theatre Sister Assistant Matron 2 Clinical Instructor Night Sister June '96 Oct '96 Jan '97 June '97 June '96 Oct '96 Jan '97 June '97 19,787 20,084 20,285 21,393 20,741 21,198 20.536 20.233 21,863 20,677 20,988 22,339 19,548 19,841 20,039 20,039 21,096 21,412 21,626 23,645 19,886 20,184 20,386 20,386 21,535 21,858 22,077 24,128 20,220 20,523 20,728 20,728 21,978 22,307 22,530 24,608 20,980 20,465 20,772 20,980 22,413 22,749 22,976 25,093 21,215 20.695 21.005 21.451 25,758 21,239 21,923 20,925 21,451 21,175 21,493 21,708 22,435 21,425 21,746 21,963 22,948 21,675 22.000 22,220 23,460 21,925 22,254 22,477 23,973 Assistant Matron 2 June '96 Oct '96 Jan '97 June '97 20,103 20,405 20,609 21,393 20,545 20,853 21,062 21,863 20.991 **Unit Nursing Officer** 21.306 21.519 22,339 Night Superintendent 21 840 22 168 22 390 23 645 22,287 22,621 22,847 24,128 Theatre Superintendent 22,730 23,071 23,302 24,608 23,177 23,525 25,093 23,760 June '96 Oct '96 Jan '97 June '97 25,758 19,996 20,296 20,499 21,280 21,724 22,967 20,413 21,214 20,719 21,532 20,926 21,639 21,964 22,184 23,427 23,886 A.C.N.O 22,063 22,394 22,618 24,520 June '96 Oct '96 Jan '97 June '97 21,699 22,244 23,093 22.024 22,380 22,716 22,943 23,817 23,057 23,403 23,637 24,537 24,186 24,549 24,794 26,185 24.875 25,248 25,500 26,931

27,697

28.432

25,583

25,967

26,227

Public Health Nurse

June '96	Oct '96	Jan '97	June '97
19,642	19,937	20,136	20,136
19,945	20,244	20,446	20,446
20,285	20,589	20,795	20,795
20,623	20,932	21,141	21,142
20,847	21,160	21,372	21,372
21,147	21,464	21,679	21,987
21,447	21,769	21,987	22,602
21.747	22,073	22,294	23,217
22,047	22.378	22,602	23,832
00.017	00.000	00.000	04 447

Senior Public Health Nurse

June '96	Oct '96	Jan '97	June '97
21,106	21,423	21,637	22,461
21,532	21,855	22,074	22,914
22,377	22,713	22,940	24,226
22,810	23,152	23,384	24,695
23,245	23,594	23,830	25.166
			25,834

Superintendent PHN

June '96	Oct '96	Jan '97	June '97
23,631	23,985	24,225	26,000
24,320	24.685	24,932	26,583
24,657	25,027	25,277	27,167
25,143	25,520	25,775	27,749
25,555	25,938	26,197	28,333
25,973	26,363	26,627	28,917
26,867	27,270	27,543	29,500

Principal Nurse Tutor

Nurse Tutor

June '96	Oct '96	Jan '97	June ' 97
22,570	22,909	23,138	24,019
23,009	23,354	23,588	24,486
23,409	23,760	23,998	24,912
24,241	24,605	24,851	26,245
24,672	25,042	25,292	26,711
25,076	25,452	25,707	27,149
25,583	25,967	26,227	27,697
			28,432

Nurse Tutor	(formerly Pr	incipal II)	
June '96	Oct '96	Jan '97	June '97
			23,090
			23,413
			23,737
21,624	21,948	22,167	24,060
22,129	22,461	22,686	24,383
22,502	22,840	23,068	24,707
22.954	23,298	23,531	25,030
23,360	23,711	23,948	25,353
23,751	24,107	24,348	25,677
24 210	24.675	24 022	26,000

June '96	Oct '96	Jan '97	June '97
21,624	21,948	22,167	23,090
22,129	22,461	22,686	23,413
22,502	22,840	23,068	23.737
22,954	23,298	23,531	24,060
23,360	23,711	23,948	24,383
23,751	24,107	24,348	24,707
24,310	24,675	24,922	25,030
			25,353
			25,677
			26,000

(formerly Principal III)

INCREASED COSTS ARISING FROM SPECIAL PAY INCREASE FROM 1 JUNE 1997 FOR NURSING GRADES

PAGE 1 - SCHEDULE FOR FUNDING ADJUSTMENTS - 1997 (COST IN RESPECT OF 1 JUNE 1997 INCREASE)

Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures

	Numbers in Grade (WTE)	Basic Pay	PRSI £	1996 Cost £	3
Basic Grade Nurse Level (Staff Nurse, Psychiatric & Dual Qualified)	Commence of the commence of th	e dance or	6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		
Number qualifying for LSI	* ************************************		material designation of the second designati	and a section of the condenses	<u>-</u> -
Remainder at max, at 1 June 1996		The state of the s	10 10 10 10 10 10 10 10 10 10 10 10 10 1	2 Managed	
Points 1 to 8 (old scale)	N C SHOTSTAN OF E STOTEMEN OF E	2 SS PER CONTRACTOR AND INCOMPANIENCE C 2 IS SS TO RECOVER IN COMPANIENCE			
Ward Sister Level	a de la companya de l		a se la	9 0	ii ii
Junior Ward Sister / Ward Sister	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Tables and a second sec			
Theatre / Night Sister & Clinical Instructor			N. 1995 - St.		
Public Health Nurse			0.000.000.0000	All and the second second	
Nursing Officer (1) and (2)					
Management Grades			TOTAL STATE OF STATE	The second of th	í
Senior Public Health Nurse		2			r = 432151
UNO & Night / Theatre Superintendent			* * * * * * * * * * * * * * * * * * *		
Asst. Chief Nursing Officer	THE RESIDENCE OF THE PROPERTY				9
Matron Welfare Home		10 to			
Principal Nurse Tutor		A STATE AND ADDRESS OF THE PARTY OF THE PART		2) 200 200 20 20 20 20 20 20 20 20 20 20 20	
Senior Management Grades		2 C C C C C C C C C C C C C C C C C C C	The second secon	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Terms con-
Director of Nursing / Matron / CNO	3				
Assistant Director of Nursing			0 000 000 0 00 00	1	T.
Superintendent Public Health Nurse			0 90 1	S of the second participation and second or	
Others (specify)			3 2 3 4 5 10 4 5 10 5 10 5 10 5 10 5 10 5 10		
	2000				V 10-
TOTAL		В	A CHARLES THE SAME OF THE SAME		

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

Signed

Agency

INCREASED COSTS ARISING FROM SPECIAL PAY INCREASE FROM 1 JUNE 1997 FOR NURSING GRADES

PAGE 2 - SCHEDULE FOR FUNDING ADJUSTMENTS - 1998 (FULL YEAR COST OF 1 JUNE 1997 INCREASE)

Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures

	Numbers in Grade (WTE)	Basic Pay £	PRSI £	Full Year Cost in 1997 £	x (m) (m) x
Basic Grade Nurse Level				To all the second secon	-
(Staff Nurse, Psychiatric & Dual Qualified)		2	The second secon	1	-
Number qualifying for LSI		27			
Remainder at max, at 1 June 1996	200			CO. O. MICHAEL ST.	
Points 1 to 8 (old scale)			10 mm200mm sex		
Ward Sister Level				The Commission of the Commissi	(-
Junior Ward Sister / Ward Sister	20 42 43		3000		
Theatre / Night Sister & Clinical Instructor		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 Disk is national account and management	to the second second	
Public Health Nurse	The second secon				
Nursing Officer (1) and (2)	,	0 00 000000000 00 0 X 000 00 X X		is a strain of the strain of t	
Management Grades		8. C C C C C C C C C C C C C C C C C C C		To a secure of the control of the co	i i
Senior Public Health Nurse	10 10 10 10 10 10 10 10 10 10 10 10 10 1		250		
UNO & Night / Theatre Superintendent		55 BK took is decommon(\$3000 is \$150 is	0 access cont. 0	E CONTROL CONTROL OF THE CONTROL OF	
Asst. Chief Nursing Officer	ACCIDING SCIENCES (SC. 4)	2 2 2 3 500 · acc acc acceptance elementation	2 0000000000000000000000000000000000000	8	
Matron Welfare Home	8	25 S S S S	Dec 20 May 12 Ma	To propose and the second seco	
Principal Nurse Tutor	5 SE S S DO CHICADOS CHARACTER CONTROL OF SECURIOR SECURI	25 252 252	CO. TO STATE AND ADDRESS OF THE PARTY OF THE		5
Senior Management Grades	2 sense; 2 s	A A	the state of the s	100 marin (100 marin 100 m	i v
Director of Nursing / Matron / CNO			2 2 2 2		
Assistant Director of Nursing	**************************************			6 = 0 1000 (MAX HERE) 5	ē
Superintendent Public Health Nurse	8	The state of the s	0 0 0 0 0		
Others (specify)	the second terror comments of the control objection		Control of the Contro	* * * * * * * * * * * * * * * * * * *	,
	8 8	æ	Patrick Contractors and		
TOTAL	0	9	and the second s	to the property of	

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

Signed

Agency