

Ref No. 37/97

9 June, 1997

**DEPARTMENT  
OF HEALTH**  
AN ROINN  
SÁINTE

Shirley  
Heatherington

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 only 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,

A handwritten signature in dark ink, appearing to read 'M. Aylward', written over a horizontal line.

Mary Aylward  
Personnel Management and Development

## Appendix 1: Amended Scales for June 97

### Staff Nurse

June '96	Oct '96	Jan '97	June '97
14,030	14,240	14,382	14,382
14,381	14,597	14,743	15,102
15,001	15,226	15,378	15,822
15,635	15,870	16,029	16,542
16,260	16,504	16,669	17,262
16,850	17,103	17,274	17,882
17,420	17,681	17,858	18,502
17,921	18,190	18,372	18,122
18,426	18,702	18,889	19,742
18,799	19,081	19,272	20,350

LSI (1) +317 LSI +322 LSI +325 LSI +650 LSI

### Psychiatric Nurse

June '96	Oct '96	Jan '97	June '97
14,364	14,579	14,725	14,725
14,723	14,944	15,093	15,461
15,241	15,470	15,625	16,076
15,741	15,977	16,137	16,654
16,256	16,500	16,665	17,258
16,704	16,955	17,125	17,727
17,174	17,432	17,606	18,239
17,715	17,981	18,161	18,904
18,255	18,529	18,714	19,558
18,928	19,212	19,404	20,489

LSI (1) +317 LSI +322 LSI +325 LSI +650 LSI

### Junior Ward Sister

June '96	Oct '96	Jan '97	June '97
18,511	18,789	18,977	18,977
18,864	19,147	19,338	19,338
18,886	19,169	19,361	19,361
19,116	19,403	19,597	19,832
19,346	19,636	19,832	20,304
19,596	19,890	20,089	20,817
19,846	20,144	20,345	21,329
20,096	20,397	20,601	21,842
20,346	20,651	20,858	22,354

### Nursing Officer (2)

June '96	Oct '96	Jan '97	June '97
18,497	18,774	18,962	18,962
18,872	19,155	19,347	19,347
19,245	19,534	19,729	19,729
19,622	19,916	20,115	20,115
19,852	20,150	20,352	20,587
20,082	20,383	20,587	21,059
20,332	20,637	20,843	21,572
20,582	20,891	21,100	22,084
20,832	21,144	21,355	22,597
21,082	21,398	21,612	23,109

### Ward Sister

June '96	Oct '96	Jan '97	June '97
19,079	19,365	19,559	19,559
19,406	19,697	19,894	19,894
19,739	20,035	20,235	20,235
20,023	20,323	20,526	20,526
20,253	20,557	20,763	20,998
20,483	20,790	20,998	21,470
20,733	21,044	21,254	21,983
20,983	21,298	21,511	22,495
21,233	21,551	21,767	23,008
21,483	21,805	22,023	23,520

### Nursing Officer (1)

June '96	Oct '96	Jan '97	June '97
18,999	19,284	19,477	19,477
19,370	19,661	19,858	19,858
19,744	20,040	20,240	20,240
20,124	20,426	20,630	20,630
20,354	20,659	20,866	21,102
20,584	20,893	21,102	21,574
20,834	21,147	21,358	22,086
21,084	21,400	21,614	22,599
21,334	21,654	21,871	23,111
21,584	21,908	22,127	23,624

## Dual Qualified Nurse

June '96	Oct '96	Jan '97	June '97
15,870	16,106	16,267	16,267
16,395	16,641	16,807	17,346
16,883	17,136	17,307	17,923
17,305	17,565	17,741	18,364
17,751	18,017	18,197	18,853
18,141	18,413	18,597	19,501
18,794	19,076	19,267	20,136
19,461	19,753	19,951	21,066

LSI (1) +317 LSI +322 LSI +325 LSI +650 LSI

## Assistant Matron 1

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June '96	Oct '96	Jan '97	June '97
21,205	21,523	21,738	22,566
21,627	21,951	22,171	23,016
22,036	22,367	22,591	23,451
22,895	23,238	23,470	24,786
23,284	23,633	23,869	25,209
23,735	24,091	24,332	25,697
24,158	24,520	24,765	26,154
24,577	24,946	25,195	26,608
			28,433

Theatre Sister  
Clinical Instructor  
Night Sister

June '96	Oct '96	Jan '97	June '97
19,548	19,841	20,039	20,039
19,886	20,184	20,386	20,386
20,220	20,523	20,728	20,728
20,465	20,772	20,980	20,980
20,695	21,005	21,215	21,451
20,925	21,239	21,451	21,923
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

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June '96	Oct '96	Jan '97	June '97
19,787	20,084	20,285	21,393
20,233	20,536	20,741	21,863
20,677	20,988	21,198	22,339
21,096	21,412	21,626	23,645
21,535	21,858	22,077	24,128
21,978	22,307	22,530	24,608
22,413	22,749	22,976	25,093
			25,758

## Assistant Matron 2

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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	21,306	21,519	22,339
21,840	22,168	22,390	23,645
22,287	22,621	22,847	24,128
22,730	23,071	23,302	24,608
23,177	23,525	23,760	25,093
			25,758

Unit Nursing Officer  
Night Superintendent  
Theatre Superintendent

June '96	Oct '96	Jan '97	June '97
19,996	20,296	20,499	21,280
20,413	20,719	20,926	21,724
21,214	21,532	21,747	22,967
21,639	21,964	22,184	23,427
22,063	22,394	22,618	23,886
			24,520

## A.C.N.O

June '96	Oct '96	Jan '97	June '97
21,699	22,024	22,244	23,093
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
25,583	25,967	26,227	27,697
			28,432

Note \*\* Please see sections 4 & 5 of circular for the correct application of these scales.

## 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
22,347	22,682	22,909	24,447

## 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

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 Principal 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
24,310	24,675	24,922	26,000

## Nurse Tutor (formerly Principal III)

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

# 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 £
<b>Basic Grade Nurse Level</b> (Staff Nurse, Psychiatric & Dual Qualified)				
Number qualifying for LSI				
Remainder at max. at 1 June 1996				
Points 1 to 8 (old scale)				
<b>Ward Sister Level</b>				
Junior Ward Sister / Ward Sister				
Theatre / Night Sister & Clinical Instructor				
Public Health Nurse				
Nursing Officer (1) and (2)				
<b>Management Grades</b>				
Senior Public Health Nurse				
UNO & Night / Theatre Superintendent				
Asst. Chief Nursing Officer				
Matron Welfare Home				
Principal Nurse Tutor				
<b>Senior Management Grades</b>				
Director of Nursing / Matron / CNO				
Assistant Director of Nursing				
Superintendent Public Health Nurse				
Others (specify)				
<b>TOTAL</b>				

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 £
<b>Basic Grade Nurse Level</b>				
(Staff Nurse, Psychiatric & Dual Qualified)				
Number qualifying for LSI				
Remainder at max. at 1 June 1996				
Points 1 to 8 (old scale)				
<b>Ward Sister Level</b>				
Junior Ward Sister / Ward Sister				
Theatre / Night Sister & Clinical Instructor				
Public Health Nurse				
Nursing Officer (1) and (2)				
<b>Management Grades</b>				
Senior Public Health Nurse				
UNO & Night / Theatre Superintendent				
Asst. Chief Nursing Officer				
Matron Welfare Home				
Principal Nurse Tutor				
<b>Senior Management Grades</b>				
Director of Nursing / Matron / CNO				
Assistant Director of Nursing				
Superintendent Public Health Nurse				
Others (specify)				
<b>TOTAL</b>				

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