

**To: CEO's - All Health Boards, Voluntary Hospitals, Mental Handicap Agencies**

8<sup>th</sup> May 2001

**Re: Senior Social Work Practitioner Grade**

A Chara,

I wish to advise that arising from the work of the Social Workers Forum, agreement has been reached between IMPACT and HSEA regarding the introduction of the post of Senior Social Worker Practitioner. The agreement provides for the filling of 250 positions nationally and it is important to note the following criteria which will apply to the posts.

1. Posts will be filled on the basis of service requirements and not on seniority.
2. The posts are to be filled on a non-replacement basis and the introduction of the post must not have an adverse effect on clinical caseloads.
3. The allocation of posts within each agency will be a matter for discussion between management and the Social Work Manager.
4. In order to be eligible to apply for posts at Snr. Social Worker level, the social worker must have 3 years post qualification experience. This requirement is to be waived in the case of those social workers who have recently completed the NQSW Conversion course.
5. The initial filling of posts will be by way of confined competition within each agency.
6. The salary scale attaching to the post will be a differential of £3,060 (at April 2001 rates) on all points of the professionally qualified basic social worker salary scale.

- £28,875
- £29,881
- £30,713
- £31,554
- £32,411
- £33,272
- £34,145

LSI    £34,767

7. The effectiveness of the posts will be reviewed after 18 months.
8. The role of the practitioner will vary from agency to agency depending on service requirements, however, it is envisaged that the post holder will specialise in particular areas e.g. Travellers, Refugees, Child Protection etc. The ultimate allocation of responsibility will be a matter for local decision.
9. A number of job profiles have been drawn up and these are attached. It should be noted that these are guidelines towards the drawing up of job descriptions and may be varied to suit individual agency requirements. Core attributes and competencies, entry-level requirements and duties and responsibilities are also included.
10. The allocation of posts to each agency is attached. Employers should immediately begin the process of filling these positions which will have an implementation date of June 1<sup>st</sup> 2001.

Yours sincerely,

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**John Delamere**  
**Industrial Relations Executive**

## ALLOCATION OF SNR. PRACTITIONER SOCIAL WORKER POSTS

North Western Health Board	12
Western Health Board	15
Southern Health Board	24
Sth. Eastern Health Board	17
Midwestern Health Board	15
Midland Health Board	12
North East Health Board	12
NAHB/ECAHB/SWAHB (Division of posts between 3 Area Boards to be agreed by respective Directors of HR).	100

VOLUNTARY AGENCIES	
St. Michaels House	3
Bros. of Charity Galway	2
Bros of Charity Roscommon	1
Western Care	1
Brothers of Charity Lota	1
Brothers of Charity Waterford	1
Brothers of Charity Bawnmore	1
Daughters of Charity Lisnagry	1
Daughters of Charity Dublin	1
Sisters of Jesus & Mary	2
Central Remedial Clinic	1
Enable	1
St. John of God	2
Galway County Association	1

DUBLIN HOSPITALS	
Beaumont	2
Mater	1
Crumlin	2
Temple Street	2
Coombe	1
National Maternity Holles Street	1
Rotunda	1
Rehab Dun Laoire	1
Tallaght	3
St. Vincents	3
Our Ladys Hospice	1
St. James	4
St. Lukes	1