

23rd May 2003

To: Chief Executive Officers

- Intellectual Disability Sector
- Each Health Board

Re: Social Care Grades – Circular of 30th April 2003 (House Parents/Assistant House Parents Intellectual Disability Sector)

Please note the following clarifications in respect of the above.

Social Care Leader

- (1) Point 4 of new salary scale on 1st February 2002 should read €39,848 rather than €29,848.
- (2) Point 7 of Social Care Leader salary scale is a long service increment, applicable when the individual has served 3 years on the top of their scale and should read €42,361

Please see revised table below.

(a) Social Care Leader

The grade of House Parent is to be abolished and is replaced by the grade of Social Care Leader. The salary scale to apply for this grade is as follows:

	1st February 2002	1st October 2002
1	36,047	37,488
2	36,866	38,340
3	37,685	39,192
4	39,848	41,442
5	40,685	42,312
6	41,518	43,179
7	LSI 42,361	44,055

Assimilation method from House Parent Scale to Social Care Leader Scale (1st February 2002).

	Old Scale	New Scale
1	24,891	36,047
2	25,950	36,047
3	26,883	36,047
4	27,829	36,047
5	28,784	36,866
6	29,746	37,685
7	30,719	39,848
8	31,702	40,685
9	32,684	41,518
LSI	33,341	42,361

Staff will continue to retain their existing incremental date.
Implementation date for both a) and b) will be effective from 1st February 2002.

Yours Sincerely

John Delamere
Industrial Relations Executive

25th June 2003

To all Employers – ID Sector

Re: Social Care Worker/Leader Circular letters of 30th April 2003 and 23rd May 2003.

Dear colleague

Please note that the maximum point of the new Social Care Leader(formally House Parent) payscale was inadvertently outlined as an LSI in correspondence of above dates re new grading structures and salary scales for Social Care staff in the Intellectual Disability sector. The new grade of Social Care Leader is a 7 point scale with assimilation arrangements from the old House Parent scale in accordance with arrangements outlined in correspondence of May 23rd.

Yours sincerely

John Delamere
Industrial Relations Executive

Agency:

A. Houseparents

Nos. employed at 1 February 2002	Nos. employed at 30 April 2003	Average rate of pay	Average increase	Total cost 1 February 2002 – 30 April 2003	Total Cost May 2003 – End 2003	Annual Ongoing Cost

B. Assistant Houseparents – excluding those Assistant Houseparents at C.

Nos. employed at 1 February 2002	Nos. employed at 30 April 2003	Average rate of pay	Average increase	Total cost 1 February 2002 – 30 April 2003	Total Cost May 2003 – End 2003	Annual Ongoing Cost

C. Assistant Houseparents – red circling arrangements

Nos. of Assistant Houseparents in permanent employment at 31 December 2000, holding recognised qualifications and currently employed as Assistant Houseparents	Average rate of pay as Assistant Houseparent at 1 February 2002	Average increase on transfer to Social Care Leader rate at 1 February 2002	Total cost 1 February 2002 – 30 April 2003	Total Cost May 2003 – End 2003	Annual Ongoing Cost