

Circular 52/2004



**DEPARTMENT  
OF HEALTH AND  
CHILDREN**  
AN ROINN  
SLÁINTE AGUS LEANAÍ

13<sup>th</sup> December 2004

Quality and Fairness  
A Health System for You

Director of Human Resources

- Each Health Board/ ERHA
- AMNCH, Tallaght
- Children's Hospital, Temple Street

I refer to the attached circular of 6<sup>th</sup> December 2004 issued by the Health Service Employers Agency regarding Adjudication Report (Therapy Professions). The sanction of the Minister for Health and Children may be assumed for the implementation of the arrangements set out in the circular.

Arrangements in respect of funding for the upgradings recommended have been advised separately by this Department.

Any queries in relation to the implementation this circular should be addressed to Mr John Delamere, HSEA, telephone (01) 662 6966.

Yours sincerely

Bernadette Ryan  
Personnel Management and Development

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**To: Director of Human Resources**  
- Each Health Board/ERHA  
- AMNCH, Tallaght  
- Children's Hospital, Temple Street

6<sup>th</sup> December 2004

**Re: Adjudication Report (Therapy Professions)**

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I refer to earlier correspondence re the above.

I wish to advise that management have accepted the contents of the report and it is now in order to proceed with the upgradings recommended by the report.

**Date of Application**

The date of application of the new arrangements is 1<sup>st</sup> June 2004.

**Assimilation**

It has been agreed that the following method of assimilation should apply to these promotions.

Therapists moving from Senior to Manager should receive the updated value of the differential set out in the Expert Group Report (€6,422, as of 1<sup>st</sup> June 2004) rounded to the nearest financial point, not below, on the Therapy Manager scale.

**Example 1**

A Senior Therapist on point 5 of scale (€46,514 as of 1<sup>st</sup> June 2004) would transfer to point 2 of Manager scale €53,453.

**Example 2**

A Senior Therapist on point 7 of scale (€48,595 as of 1<sup>st</sup> June 2004) moves to point 3 of Therapy Manager scale €55,122.

**Other recommendations**

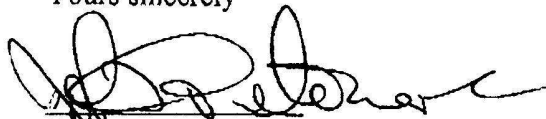
It is also in order to proceed with the other recommendations in the Report in relation to local processes with immediate effect.

**Therapist In Charge III**

I refer to earlier correspondence re the above recommendations which formed part of the initial Doran/McHugh Report. The issue of the non filling of some of the posts recommended in the report has been raised by the staff side in recent times. Any employer who has not implemented the proposals set out in that correspondence are asked to do so immediately.

A separate letter re funding arrangements for this agreement will issue from the Department of Health & Children.

Yours sincerely

A handwritten signature in black ink, appearing to read 'John Delamere', written over a horizontal line.

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

c.c Mr. Kevin Callinan, IMPACT