

FAX

14<sup>th</sup> September 2000

To: Chief Executive Officer – Each Health Board


Re: Director of Human Resources  
Director of Finance  
Functional Officers/Related Grades  
Grade VIII's  
Technical Services Grades

Dear Chief Executive Officer

Agreement has been reached with IMPACT, in full and final settlement of claims under the Programme for Competitiveness and Work, on the revised salary scales as set out below on the attached schedules.

Sanction will issue shortly from the Department of Health and Children.

Yours faithfully

  
James Doran  
HEAD OF INDUSTRIAL RELATIONS

MI/jd/1489

FAX

14<sup>th</sup> September 2000

To: Chief Executive/Secretary/Manager – Each Voluntary Hospital

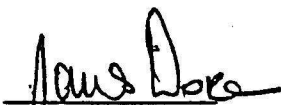
Re: Secretary Manager/Chief Executive – Group 2

Dear Secretary/Manager/Chief Executive

I refer to the above and enclose the attached scales for implementation following agreement with IMPACT in full and final settlement of claims under the P.C.W.

Sanction will issue shortly from the Department of Health and Children.

Yours faithfully

  
James Doran  
HEAD OF INDUSTRIAL RELATIONS

MI/jd/1489

FAX

14<sup>th</sup> September 2000

To: Chief Executive Officer – Eastern Regional Health Authority

Area Chief Executive – East Coast Area Health Board  
Area Chief Executive – Northern Area Health Board  
Area Chief Executive – South Western Area Health Board

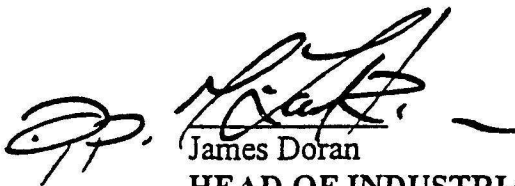
Re: Functional Officers/Related Grades

Dear Chief Executive Officer

Agreement has been reached with IMPACT, in full and final settlement of claims under the Programme for Competitiveness and Work, on the revised salary scales as set out below on the attached schedules.

Sanction will issue shortly from the Department of Health and Children.

Yours faithfully

  
James Doran  
HEAD OF INDUSTRIAL RELATIONS

MI/jd/1489

ASSISTANT TECHNICAL SERVICES OFFICER

	1-Jun-95	1-Jun-96	1-Oct-96	1-Jan-97	1-Jun-97	1-Jul-97	1-Apr-98	1-Jul-98	1-Jul-99	2% 1/7/99	1-Apr-00
1 <sup>st</sup>	£18,673	18,953	19,237	19,429	19,429	19,690	19,915	20,363	20,668	21,081	21,292
2 <sup>nd</sup>	£19,381	19,724	20,020	20,274	20,535	20,781	21,044	21,249	21,568	21,999	22,219
3 <sup>rd</sup>	£20,095	20,498	20,805	21,013	21,377	21,644	22,509	22,131	22,463	22,912	23,141
4 <sup>th</sup>	£20,810	21,272	21,591	21,807	22,221	22,509	23,374	23,015	23,360	23,827	24,065
5 <sup>th</sup>	£21,525	22,047	22,378	22,602	23,065	23,374	24,259	23,900	24,259	24,744	24,991
6 <sup>th</sup>	£22,247	22,823	23,165	23,397	23,908	24,238	24,783	24,783	25,155	25,658	25,915
7 <sup>th</sup>	£22,974	23,604	23,958	24,198	24,749	25,100	25,665	25,665	26,050	26,571	26,837
8 <sup>th</sup>	£23,688	24,378	24,744	24,991	25,594	25,965	26,550	26,550	26,948	27,487	27,762
9 <sup>th</sup>	£24,420	25,163	25,540	25,795	26,440	26,833	27,437	27,437	27,849	28,406	28,690
old max	£25,160										
1 <sup>st</sup> LSI		25,961	26,350	26,614	27,047	27,308	27,723	28,347	28,772	29,347	29,640
2 <sup>nd</sup> LSI		26,383	26,779	27,047	27,911	28,172	28,609	29,253	29,692	30,286	30,589

Secretary/Manager - Group 2

	7.5% 1/1/1997	P2K2.5% 1/4/1998	P2K2.25% 1/7/1998	P2K2.2% 1/7/1999	P2K1.9% 07/01/99	P2K1.7% 01/01/00
£	£	£	£	£	£	£
28031	30,133	30,886	31,581	32,055	32,696	33,023
28739	30,894	31,666	32,378	32,864	33,521	33,856
29861	32,101	32,904	33,644	34,149	34,832	35,180
30990	33,314	34,147	34,915	35,439	36,148	36,509
32111	34,519	35,382	36,178	36,721	37,455	37,830
33234	35,727	36,620	37,444	38,006	38,766	39,154
34352	36,928	37,851	38,703	39,284	40,070	40,471

**FUNCTIONAL OFFICERS**

Personnel Officer, Finance Officer, Management Services Officer,  
Regional Materials Manager

Other Grades with Pay Parity -

General Manager, Community Care

General Manager - Tralee, Castlebar, Acute Hospitals Services MWHB, WHB, SHB, SEHB

Child Care Manager (where parity exists)

Service Manager (i.e. Personnel Officers, Finance Officers, Patient Services Officers)

Beaumont, St James's, Mater, St Vincent's, Tallaght, Cork University Hospital,

University College Hospital Galway

	7.5%	P2K2.5%	P2K2.25%	P2K1.5%	P2K2%	P2K1%
	3774987	3774987	3742938	3772938	3740199	3740199
	£	£	£	£	£	£
	28,603	30,748	31,517	32,226	32,709	33,697
	29,325	31,524	32,312	33,039	33,535	34,548
	30,470	32,755	33,574	34,329	34,844	35,896
	31,622	33,994	34,844	35,628	36,162	37,254
	32,766	35,223	36,104	36,916	37,470	38,601
	33,912	36,455	37,366	38,207	38,780	39,952
	35,053	37,682	38,624	39,493	40,085	41,296

**Grade VIII**

- Health Boards
- Hospital and Community Care Administrators
- Financial Accountants
- Management Accountants
- Internal Auditors
- IT Personnel
- Industrial Relations Officers/Executives
- Chief Ambulance Officer(MVHB\SHB\WHB)

	1/1/1997	1/7/1997	1/1/1998	1/7/1998	1/1/1999	1/7/1999	1/1/2000	1/7/2000	1/1/2001
£	27720	30133	30886	31581	32055	32696	33023	33856	35180
	28626	30894	31666	32378	32864	33521	33856	35180	36509
	29156	32101	32904	33644	34149	34832	35180	36509	37830
	29667	33314	34147	34915	35439	36148	36509	37830	39154
	30187	34519	35382	36178	36721	37455	37830	39154	40471
	30711	35727	36620	37444	38006	38766	39154	40471	
		36928	37851	38703	39284	40070			

*old 27720*  
*23,742*  
*20151301551*  
*F*

**FUNCTIONAL OFFICERS**

Personnel Officer, Finance Officer, Management Services Officer,  
Regional Materials Manager

Other Grades with Pay Parity -

General Manager, Community Care

General Manager - Tralee, Castlebar, Acute Hospitals Services MWHB, WHB, SHB, SEHB

Child Care Manager (where parity exists)

Service Manager (i.e. Personnel Officers, Finance Officers, Patient Services Officers)

Beaumont, St James's, Mater, St Vincent's, Tallaght, Cork University Hospital,

University College Hospital Galway

	1.5%	P2K 2.5%	P2K 2.25%	P2K 1.5%	P2K 2%	P2K 1%
	07/1997	07/1997	04/1998	07/1998	07/1999	04/2000
	£	£	£	£	£	£
	28,603	30,748	31,517	32,226	32,709	33,697
	29,325	31,524	32,312	33,039	33,535	34,548
	30,470	32,755	33,574	34,329	34,844	35,896
	31,622	33,994	34,844	35,628	36,162	37,254
	32,766	35,223	36,104	36,916	37,470	38,601
	33,912	36,455	37,366	38,207	38,780	39,952
	35,053	37,682	38,624	39,493	40,085	41,296



Director of Human Resources

Director of Finance

1/1/1997	1/7/1997	P2K 2.5% 1/4/1998	P2K 2.25% 1/7/1998	P2K 1.5% 1/7/99	P2K 2% 1/7/99	P2K 1% 1/4/00
£	£	£	£	£	£	£
37304	38128	38814	39687	40282	41088	41499
38413	39728	40454	41364	41984	42824	43252
39534	41358	42124	43072	43718	44592	45038
40681	43018	43826	44812	45484	46394	46858
41805	44708	45558	46583	47282	48228	48710
42930	46430	47323	48388	49114	50096	50597

## TECHNICAL SERVICES GRADES

The same PCW increase as the appropriate local authority analogue

- Chief Assistant Technical Services Officers i.e. Senior Executive Engineer
- Senior Assistant Technical Services Officer i.e. Executive Engineer
- Assistant Technical Services Officer i.e. Assistant Engineer

### Implementation Dates:

- 1% has been paid from 1<sup>st</sup> April 1994
- 50% of the balance to be implemented with effect from 1<sup>st</sup> June 1996
- The remaining 50% of the balance to be implemented with effect from 1<sup>st</sup> June 1997

### Assimilation:

Assimilation to the revised scale will be by way of corresponding point.

### Long Service Increments:

Two long service increments on top of the new maximum of the relevant scale will apply, payable after 3 and 6 years service on the maximum. A special arrangement will apply so that all members of the relevant grades on the maximum or who reach the maximum within the life of the PCW (i.e. on or before 30<sup>th</sup> June 1997) will receive the first LSI without having to serve 3 years on the maximum. Service on the maximum counts towards the 2<sup>nd</sup> LSI.

CHIEF ASSISTANT TECHNICAL SERVICES OFFICERS

	1-Jun-95	1-Jun-96	1-Oct-96	1-Jan-97	1-Jun-97	1-Jul-97	1-Apr-98	1-Jul-98	1-Jul-99	2% special	1-Apr-00
1 <sup>st</sup>	£27,367	27,778	28,195	28,477	28,738	29,189	29,846	30,294	30,900	31,209	
2 <sup>nd</sup>	£28,111	28,595	29,024	29,377	29,638	30,111	30,788	31,250	31,875	32,194	
3 <sup>rd</sup>	£28,848	29,408	29,849	30,147	30,538	31,034	31,732	32,208	32,852	33,181	
4 <sup>th</sup>	£29,601	30,230	30,683	31,178	31,439	31,957	32,676	33,166	33,829	34,167	
5 <sup>th</sup>	£30,360	31,054	31,520	32,079	32,340	32,881	33,621	34,125	34,808	35,158	
6 <sup>th</sup>	£31,115	31,877	32,355	32,979	33,240	33,803	34,564	35,082	35,784	36,142	
7 <sup>th</sup>	£31,846	32,688	33,178	33,883	34,144	34,730	35,511	36,044	36,755	37,133	
old max	£32,564										
1 <sup>st</sup> LSI		33,606	34,110	34,451	35,020	35,281	36,704	37,255	38,000	38,380	
2 <sup>nd</sup> LSI		34,161	34,673	35,020	36,156	36,417	37,894	38,462	39,231	39,623	

SENIOR ASSISTANT TECHNICAL SERVICES OFFICER

	1-Jun-95	1-Jun-96	1-Oct-96	1-Jan-97	1-Jun-97	1-Jul-97	1-Apr-98	1-Jul-98	1-Jul-99	2% special	1-Apr-00
1 <sup>st</sup>	£21,525	21,848	22,176	22,398	22,398	22,659	22,958	23,475	23,827	24,304	24,547
2 <sup>nd</sup>	£22,247	22,627	22,966	23,196	23,243	23,504	23,824	24,380	24,725	25,220	25,472
3 <sup>rd</sup>	£22,974	23,409	23,760	23,998	24,090	24,351	24,692	25,248	25,627	26,140	26,401
4 <sup>th</sup>	£23,688	24,184	24,547	24,792	24,937	25,198	25,560	28,135	26,527	27,058	27,329
5 <sup>th</sup>	£24,420	24,969	25,344	25,597	25,783	26,044	26,428	27,023	27,428	27,977	28,257
6 <sup>th</sup>	£25,160	25,758	26,144	26,405	26,631	26,892	27,297	27,911	28,330	28,897	29,186
7 <sup>th</sup>	£25,893	26,542	26,940	27,209	27,477	27,738	28,164	28,798	29,230	29,815	30,113
8 <sup>th</sup>	£26,636	27,333	27,743	28,020	28,322	28,583	29,030	29,638	30,128	30,731	31,038
9 <sup>th</sup>	£27,367	28,117	28,539	28,824	29,171	29,432	29,900	30,573	31,032	31,653	31,970
10 <sup>th</sup>	£28,111	28,906	29,340	29,633	30,017	30,278	30,767	31,459	31,931	32,570	32,896
old max	£28,848										
1 <sup>st</sup> LSI		29,756	30,202	30,504	30,991	31,252	31,766	32,481	32,968	33,627	33,963
2 <sup>nd</sup> LSI		30,231	30,684	30,991	31,965	32,226	32,764	33,501	34,004	34,684	35,031

CLERICAL ADMIN MANAGEMENT GRADES SCALES & ALLOWANCES	01/07/99	01/04/00	01/10/00	01/10/00	01/10/00
	P2K 2%	1%	3%	5.5%	5.5%
	€IR	€IR	€IR	€IR	EURO
Functional Officers (Formerly EHB)	41,042	41,452	42,696	45,044	57,194
	42,902	43,331	44,631	47,086	59,786
	44,420	44,864	46,210	48,752	61,902
	45,944	46,403	47,796	50,424	64,026
	47,465	47,940	49,378	52,094	66,145
<b>Functional Officers including...</b>					
Personnel Officer/	33,363	33,697	34,708	36,616	46,493
Finance Officer/	34,206	34,548	35,585	37,542	47,668
Regional Materials Manager/	35,541	35,896	36,973	39,007	49,528
Service Manager (Beaumont)/	36,885	37,254	38,371	40,482	51,401
Service Manager (St James) /	38,219	38,601	39,759	41,946	53,260
Service Manager (Mater) /	39,556	39,952	41,150	43,413	55,124
Service Manager (St Vincents) /	40,887	41,296	42,535	44,874	56,978
Service Manager (Tallaght) /					
Service Manager (Cork UH)/					
Service Manager (UCHG) /					
General Manager - Community Care/					
General Manager (Tralee)/					
General Manager (Castlebar)/					
General Manager - Acute Hospital Services (MWHB)/					
General Manager - Acute Hospital Services (WHB)/					
General Manager - Acute Hospital Services (SHB)/					
General Manager - Acute Hospital Services (SEHB)					
Management Services Officer/					
Child Care Manager (where parity exists)/					
Technical Services Manager (St Vincents)	28,904	29,193		30,799	39,106
	29,744	30,041		31,693	40,242
	30,599	30,905		32,605	41,400
	31,437	31,751		33,497	42,533
	32,294	32,617		34,411	43,693
	33,139	33,470		35,311	44,836
Technical Services Officer (Mater)/	27,902	28,181		29,731	37,751
Technical Services Officer (Tallaght)/	29,116	29,407		31,024	39,393
Project Technical Services Manager (Beaumont)/	29,799	30,097		31,752	40,317
Project Technical Services Manager (St James)	30,466	30,771		32,463	41,220
	31,126	31,437		33,166	42,112