

June 1999  
Chief Executive Officer  
Each Health Board

DEPARTMENT  
OF HEALTH AND  
CHILDREN  
AN ROINN  
SLÁINTE AGUS LEANAÍ

Shionn  
Health and Children

Revision of Remuneration of Ambulance Personnel Under the Partnership 2000 for  
Inclusion, Employment and Competitiveness

A Chara,

I am directed by the Minister for Health and Children to refer to the Annex to the Agreement on Pay and Conditions of Employment between the Irish Congress of Trade Unions and Employers Organisations which forms part of Partnership 2000 for Inclusion, Employment and Competitiveness with regard to Ambulance Personnel.

In accordance with Clause 3 of the Annex, sanction is hereby given for the implementation of Phase III of the Agreement i.e. an increase of 1.5% of basic weekly pay with effect from 1 July 1999. Full details of the revised pay scales are provided overleaf. Please note it is also in order to apply this increases to pensioners.

Agencies are reminded that no offers or commitments whatever can be made at any stage with regard to special increases, or for improvements or in conditions of employment of any grade, group or individual, without prior consultation with the Department.

Any queries in relation to this circular or the pay scales should be addressed to the Personnel Section, Department of Health and Children 6354040/6354041.

Mise le meas,

*David Maguire*  
David Maguire  
Personnel Management & Development

### Ambulance Personnel

	01/01/97	01/06/97	01/07/97	01/04/98	01/07/98	01/07/99
L.A.P.		11506	11767	11794	12059	12240
	11803	12005	12266	12305	12582	12771
	12296	12505	12766	12818	13106	13303
	12788	13003	13264	13328	13628	13832
	13280	13502	13763	13840	14151	14363
	13773	14001	14262	14351	14674	14894
	14266	14501	14762	14864	15198	15426
	14980					
	15225	15444	15705	15830	16186	16429
	15560	16115	16376	16518	16890	17143

	01/01/97	01/06/97	01/07/97	01/04/98	01/07/98	01/07/99
Driver		11264	11525	11546	11806	11983
	11554	11753	12014	12047	12318	12503
	11884	12086	12347	12388	12667	12857
	12211	12417	12678	12728	13014	13209
	12538	12747	13008	13066	13360	13560
	12866	13080	13341	13407	13709	13915
	13195	13412	13673	13747	14056	14267
	13727					
	13874	14074	14335	14426	14751	14972
	14179	14686	14947	15053	15392	15623

	01/01/97	01/06/97	01/07/97	01/04/98	01/07/98	01/07/99
Attendant		10926	11187	11199	11451	11623
	11208	11400	11661	11685	11948	12127
	11527	11723	11984	12016	12286	12470
	11844	12044	12305	12345	12623	12812
	12162	12365	12626	12674	12959	13153
	12481	12688	12949	13005	13298	13497
	12799	13010	13271	13335	13635	13840
	13315					
	13458	13652	13913	13993	14308	14523
	13754	14245	14506	14601	14930	15154

Ref. 19/99

10th March, 1999

Chief Executive Officer  
Each Health Board

DEPARTMENT  
OF HEALTH AND  
CHILDREN  
AIR CORRIGAN,  
SIR ANTHONY LEAHY  
SINGAPORE  
10/10/1999

**Revision of Remuneration of Ambulance Personnel Outside Dublin**

A Chara,

I am directed by the Minister for Health and Children to refer to the Agreement on Pay and Conditions of Employment with regard to Ambulance Personnel.

The Minister's sanction may be assumed for the payment of the revised remuneration, for the grades involved following agreement on the Union's claim concerning their relationship with the Dublin Controller group, which has been addressed on the basis of a pay and productivity agreement.

- The revised levels of remuneration are set out on the attached Appendix 1. You should ensure that arrangements are made for the payment of the revised remuneration as soon as possible.
- Appropriate steps should be taken to initiate arrangements for the implementation of the Productivity/Flexibility Agenda (attached at Appendix 2) at the earliest possible date. You should note that implementation of the pay award is contingent on the implementation of the other aspects of the agreement. Therefore, it is incumbent on both sides to make progress at a very early date on the productivity elements of the agreement, in order to ensure that the contingent pay and non-pay elements can be implemented in accordance with the agreed schedule.
- Any queries in relation to the implementation of the revised package - pay or productivity elements - should be referred to the Health Service Employers Agency at (01) 6626966.

Yours sincerely,

*Dave Maguire*

Dave Maguire  
Personnel Management and Development

Hawkins House Dublin 2

100, Hawkins House, Dublin 2

Telephone: 01 454 4000

Fax: 01 454 4000



## Ambulance Personnel - Provincial

	01/06/96	01/10/96	01/01/97	01/06/97	01/07/97	01/04/98	01/07/98
<b>L.A.P.</b>				11506	11767	11794	12059
	11513	11686	11803	12005	12266	12305	12582
	11994	12174	12296	12505	12766	12818	13106
	12474	12661	12788	13003	13264	13328	13628
	12955	13149	13280	13502	13763	13840	14151
	13435	13637	13773	14001	14262	14351	14674
	13916	14125	14266	14501	14762	14864	15198
	14613	14832	14980				
	14851	15074	15225	15444	15705	15830	16186
	15178	15406	15560	16115	16376	16518	16890

	01/06/96	01/10/96	01/01/97	01/06/97	01/07/97	01/04/98	01/07/98
<b>Driver</b>				11264	11525	11546	11806
	11271	11440	11554	11753	12014	12047	12318
	11592	11766	11884	12086	12347	12388	12667
	11911	12090	12211	12417	12678	12728	13014
	12231	12414	12538	12747	13008	13066	13360
	12551	12739	12866	13080	13341	13407	13709
	12871	13064	13195	13412	13673	13747	14056
	13390	13591	13727				
	13534	13737	13874	14074	14335	14426	14751
	13832	14039	14179	14686	14947	15053	15392

	01/06/96	01/10/96	01/01/97	01/06/97	01/07/97	01/04/98	01/07/98
<b>Attendant</b>				10926	11187	11199	11451
	10933	11097	11208	11400	11661	11685	11948
	11244	11413	11527	11723	11984	12016	12286
	11554	11727	11844	12044	12305	12345	12623
	11864	12042	12162	12365	12626	12674	12959
	12174	12357	12481	12688	12949	13005	13298
	12485	12672	12799	13010	13271	13335	13635
	12988	13183	13315				
	13128	13325	13458	13652	13913	13993	14308
	13417	13618	13754	14245	14506	14601	14930

**FLEXIBILITY/PRODUCTIVITY MEASURES  
(Provincial Ambulance Personnel)**

Management and union agree to engaging in a process at national level, ending no later than 1<sup>st</sup> June 1999, designed to address and reconcile the following:

The need to formulate relief factors to cover the following:

- Annual leave
- Sick leave
- Training
- The need to recruit relief staff.

Failing resolution of the above, it is agreed to refer the matter(s) in accordance with the provisions contained in Appendix B of Agreement with Provincial Ambulance Personnel (April 1997).

Full co-operation with the implementation of roster changes that may be expedient to fulfil the needs and requirements of the Ambulance Service with the understanding that no unilateral changes will be made by management. Both parties agree that in the event of disputes arising in this regard, the matter will be referred to the appropriate third party under normal industrial relations procedures.

All calls designated emergency to be responded to up to shift finishing time.

Full participation and co-operation with all reporting systems incorporating appropriate documentation designed for quality and delivery of care.

Co-operation with assimilation of new entrants into the Ambulance Service to include participation in the mentoring process on a more formalised basis and agreement to complete relevant documentation. Acceptance of In-Service Instructor travelling on ambulance vehicles during calls to provide feedback to staff participating in training programmes.

Co-operation with the introduction of staffing structures appropriate to the efficient and effective operation of central command and control centres. Developments in this area will follow normal negotiating procedures.

Agreement to discussions on a dispute procedure including emergency cover arrangements in line with the Code of Practice issued by the Labour Relations Commission and subsequently approved by the Minister in January 1992 in respect of emergency and essential services. (These discussions to commence at the earliest possible date).