

*Received
18/6/99*

18th June 1999

To: Personnel Officers - Each Health Board
- Each Voluntary Hospital
- Each Mental Handicap Agency
Emer Darcy - IBEC

CC: Teresa Cody, DOH@C

Re: Incremental Credit – Nurses – LCR 16094

Dear Colleague

Further to my letter of 5th May 1999.

Following the issue of Labour Court Recommendation No. 16094 agreement has been reached with the Nursing Alliance in relation to revised incremental credit arrangements for temporary nurses. The new Agreement (copy attached) will provide full incremental credit on appointment for temporary nurses on foot of satisfactory validation.

The Agreement will come into effect from 1st January 1999 and will replace the 1992 Incremental Credit Agreement for Temporary Nurses.

Arrangements for implementation should now proceed.

I have, of yet, not received detailed costings associated with implementation of the Labour Court Recommendation. Definite costings should be provided as reported in my letter of the 5th May 1999.

Please acknowledge receipt.

Yours sincerely


Brendan Mulligan
INDUSTRIAL RELATIONS EXECUTIVE

MI/bmv0501

INCREMENTAL CREDIT – NURSES

Incremental Credit on Permanent Appointment

Full incremental credit may be granted on permanent appointment in respect of all previous genuine* nursing experience in Ireland and abroad.

** This provision was agreed with the Nursing Alliance on 3rd November 1998 and took effect from that date. Prior to this agreement, incremental credit on permanent appointment could only be granted in respect of previous nursing experience in the public health service and designated private hospitals.*

Wholetime Temporary Nurses Agreement

The following proposals are intended to replace the Wholetime Temporary Nurses Incremental Credit Agreement (1992). This agreement applies to temporary and *part-time working including dual qualified nurses who are red circled in accordance with the Blue Book agreement. The Agreement will come into effect on the 1st January 1999.

- Incremental progression from the seventh to the maximum point of the salary scale will be implemented on a phased basis :
 - Eight point in 1999
 - Ninth point in 2000
 - Tenth point in 2001
 - LSI point in 2004

A wholetime temporary nurse may be awarded incremental credit for previous genuine nursing experience up to the eighth point in 1999, the ninth point in 2000 and the 10th point in 2001.

Temporary nurses will be required to satisfy the following validation criteria :

1. Letter from previous Irish employer confirming service and relevant salary point.
2. Statement of employment details from foreign employers.
3. Up to date C.V.

* Weeks in which 8 hours or more are worked.

Post-Registration Courses

Incremental credit may be granted to nurses undertaking approved post-graduate courses on a full-time basis, up to a maximum of *two* increments.

Note: This provision only applies once during a nurse's career, irrespective of the number of full-time courses s/he undertakes.

Changing Disciplines

A nurse may be granted incremental credit in respect of previous service in another nursing discipline. For example, a psychiatric nurse who transfers to general nursing is entitled to incremental credit in respect of service as a psychiatric nurse.