

Circular: 104/00

27 September, 2000

To: Chief Executive Officer- Eastern Regional Health Authority
 Health Board
 Chief Executive Officer- Voluntary Hospitals (non-ERHA area)
 Chief Officer - Ee's Mental Handicap and Specialist Agency
 Chief Executive - HSEA

RE: 'Successful to Retire' Long Service Increments and Age Related Pay Scales

Long Service Increments

I am directed by the Minister for Health and Children to state that arising from discussions between the Department of Finance and the public service unions, it has been agreed that long service increments assigned to permanent staff in the clerical officer grade under PCW restructuring agreement may be regarded as a permanent part of the scale structure with effect from 1 April 2000.

With effect from 1 April 2000 officers in the grade of Clerical Officer, who were not eligible for the long service increments under the relevant PCW agreement and who have three years satisfactory service on the maximum of higher scale will now be eligible for the LSI from 1 April 2000 or with effect from such later date on which three years satisfactory service on the relevant maximum has been completed.

As regards people already on pension prior to 1st April 2000, the revised arrangements will apply in accordance with standard parity rules.

Age Related Pay Scales

Clerical Officer/Telephonist

With effect from 1 May 2000 the revised entry point for the above grades is €11,664. This scale is 1 April 2000 terms.

Staff in the clerical officer grade, who were on 1 May 2000, paid at a rate below the revised entry point, should be assimilated to the new point with effect from 1 May 2000, which becomes their incremental date. Staff who at 1 May 2000 were already being paid at the revised entry point will retain their incremental date.

The above may be applied to grades which have point for point parity with the Grade III.

Clerical Grade IV/Senior Telephonist

With effect from 1 May 2000 the revised entry point for the above grade is as follows:

£14,254 (at entry under 22)
£15,390 (at entry at 22)
£16,339 (at entry at 23 or over)

The above scales are in 1st April, 2000 terms.

Community Welfare Officer

With effect from 1 May 2000 the revised entry point for the above grade is as follows:

£14,506 (at entry under 22)
£15,544 (at entry at 22)
£16,593 (at entry at 23 or over)

The above scales are in 1st April, 2000 terms.

Staff in the above-mentioned grades, on any of the first four age points of the existing scale will be on the minimum of the revised scale with effect from 1 May 2000. In the case of staff on any of the first three points of the existing scale this date becomes his/her new incremental date and his/she will move along the revised scale by annual incremental progression. Staff on the fourth, fifth and sixth point of the existing scale will retain his/her existing incremental date.

The above may be applied to grades that have point for point parity with the Grade 4.

A new recruit to the above grades who is under age 22 entering at minimum of the revised scale, will move along the scale by annual incremental progression, except where the person reaches his/her 22nd birthday before their first incremental date in which case he/she will be placed on the second point of the scale on reaching his/her 22nd birthday. A new recruit to the above grades who is aged 22 entering the revised scale at the second point, will be placed on the third point of the scale on reaching his/her 23rd birthday.

Any queries in relation to this circular should be addressed in writing to Ms Pauline Redmond, Personnel Management and Development.

Yours sincerely



Pauline Redmond
Personnel Management and Development