

18th May 2000

To: Personnel Officers
Health Boards
Voluntary Hospitals
Mental Handicap Agencies

Re: Psychologists/PCW Pay Claim

Dear Colleague

As a consequence of ongoing discussions and negotiations with IMPACT on behalf of Psychologists employed in the health services the above claim was referred to the Adjudication Board for a full hearing.

I **attach** for your information the two reports of the Adjudication Board in relation to this matter dated 12th July 1999 and 17th January 2000 respectively. See Appendices I and II.

Please note that in Paragraph 6 of the Adjudication Report dated 12th July specific reference is made to "agreeing further productivity and flexibility measures which will reduce the costs of the implementation of this award".

In this context a management team will be established in order to implement such productivity and flexibility measures. It is imperative that such discussions commence as soon as possible in order to ensure that optimum flexibility in relation to the provision of psychology services is achieved.

In relation to the application of revised rates as and from 1st August 1996 please see Appendices III - VII.

In order to assist the assimilation aspect of the agreement Appendices VIII - XI refer.


Please note that the **letter of sanction** will issue from the Department of Health and Children in relation to **the authorisation to pay** the attached revised scales and the normal budgetary practice will prevail.

Should you have any queries in relation to this matter please contact the undersigned.

In the meanwhile I will brief you further in relation to the discussions regarding the implementation of the productivity flexibility measures as referred to above.

Many thanks for your assistance.

Yours sincerely



Se O'Connor

INDUSTRIAL RELATIONS EXECUTIVE

c.c. Ms. A. Harrington, Department of Health & Children

FURTHER REPORT OF THE ADJUDICATION BOARD
IN RESPECT OF A CLAIM BROUGHT BY IMPACT
ON BEHALF OF PSYCHOLOGISTS EMPLOYED IN THE HEALTH SERVICES

The Board was asked to clarify the statement contained in paragraph 4 of its report dated 12th July 1999.

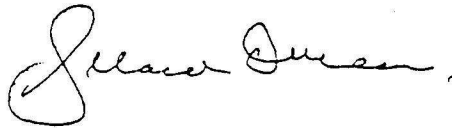
Having considered submissions from the parties the Board now believes that the most satisfactory approach is to implement the full Department of Education pay scales with effect from 1st August 1996.

In this context the Board reaffirms its view that Psychologists and Senior Psychologists in the health services should be assimilated to the prior point on the scale for Psychologists and Senior Psychologists in the Department of Education. The Board notes, however, the anomaly that would be created if service at the maximum of greater than one year was not reckoned for the purpose of assimilation. In this regard the Board recommends that individuals should be assimilated to a scale point or long service increment point based on a formula involving a deduction of one year from actual service at the maximum.

Dated this 17th day of January 2000.

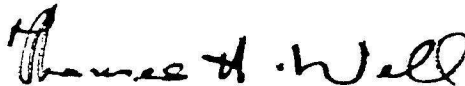
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GERARD DURCAN



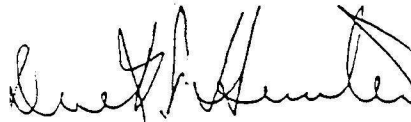
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THOMAS WALL



SIGNED

DEREK HUNTER



**REPORT OF THE ADJUDICATION BOARD
IN RESPECT OF A CLAIM BROUGHT BY IMPACT
ON BEHALF OF PSYCHOLOGISTS EMPLOYED IN THE HEALTH SERVICES**

1. The Board received written submissions from both sides in regard to this matter and held an oral hearing on the 26th of February 1999. The hearing was adjourned from that date to allow further discussions to take place between the parties.
2. A resumed hearing took place on the 24th of May 1999. Supplementary written submissions were produced by both sides which set out the history of what had occurred since the original oral hearing. The Board notes that the management side now recognises that "Psychologists employed in the Health Service should be assimilated to the education scale."
3. The Board was informed that the only outstanding matters which required to be resolved by it were
 - (a) The date of implementation and
 - (b) The method of assimilation.
4. Having regard to the history of this matter the Board recommends that the date of assimilation should be 60% as of the 1st of December 1995 and 40% as of the 1st of July 1997.
5. Again having regard to the circumstances of this case the Board recommends that assimilation should take place on the basis that psychologist and senior psychologists in the Health Services should be assimilated to the prior point on the scale for psychologists and senior psychologists in the Department of Education. For example a psychologist on point 8 on the Health scale should be assimilated at point 7 on the Education scale.

6. The Board notes that at the resumed hearing of this matter Impact confirmed on behalf of the persons bringing this claim that they were willing to undertake further discussions with the management side with a view to agreeing further productivity and flexibility measures which will reduce the costs of the implementation of this award. The Board has arrived at its recommendations in regard to this matter having regard to this commitment given on behalf of the claimants and is satisfied having regard thereto that the claim comes within the parameters of the Programme for Competitiveness and Work.
7. In regard to the principal and director grades the Board recommends that the parties should have further discussions in regard to these grades which in all the circumstances the Board believe should lead to a successful outcome. If however this is not the case then any outstanding dispute in regard to these grades can be re-entered before the Board.

Dated this 12th July 1999

SIGNED


GERARD DURCAN

SIGNED


THOMAS WALL

SIGNED


DEREK HUNTER

TRAINEE CLINICAL PSYCHOLOGIST

POINT	1.8.96	1.10.96	1.1.97	1.6.97	1.7.97	1.4.98	1.7.98	1.7.99	1.7.99
1	17502	17764	17942	18030	18226	18480	18896	19180	19563
2	18326	18601	18787	18879	19085	19351	19787	20083	20485
3	19143	19430	19625	19721	19936	20214	20669	20979	21399

CLINICAL PSYCHOLOGIST

POINT	1.8.96	1.10.96	1.1.97	1.6.97	1.7.97	1.4.98	1.7.98	1.7.99	1.7.99
1	23224	23572	23808	23925	24186	24523	25075	25451	25960
2	24247	24611	24857	24978	25239	25602	26179	26571	27102
3	25260	25639	25895	26023	26254	26674	27274	27683	28237
4	26269	26663	26930	27061	27322	27738	28362	28787	29363
5	27535	27948	28227	28367	28628	29076	29730	30176	30779
6	29457	29899	30198	30353	30614	31112	31812	32289	32935
7	31199	31667	31984	32149	32410	32953	33694	34199	34883
8	32962	33456	33791	33968	34229	34817	35601	36134	36857
9	34578	35097	35448	35448	35709	36334	37152	37709	38463
LSI 1	35248	35777	36135	36592	36853	37507	38351	38926	39704
LSI 2	35919	36458	36823	37738	37999	38681	39552	40144	40947

SENIOR CLINICAL PSYCHOLOGIST

POINT	1.8.96	1.10.96	1.1.97	1.6.97	1.7.97	1.4.98	1.7.98	1.7.99	1.7.99
1	34008	34518	34863	35034	35295	35910	36718	37269	38014
2	34815	35337	35690	35867	36128	36764	37591	38155	38918
3	35622	36156	36518	36706	36967	37624	38470	39048	39829
4	36430	36976	37346	37541	37802	38479	39345	39936	40735
5	37235	37794	38172	38371	38632	39330	40215	40818	41634
6	37739	38305	38688	38688	38949	39655	40547	41155	41978
LSI 1	38467	39044	39434	39933	40194	40931	41852	42480	43330
LSI 2	39196	39784	40182	41180	41441	42209	43159	43807	44683

PRINCIPAL CLINICAL PSYCHOLOGIST

POINT	1.8.96	1.10.96	1.1.97	1.6.97	1.7.97	1.4.98	1.7.98	1.7.99	1.7.99
1	39782	40379	40783	40888	41149	41910	42853	43496	44366
2	40737	41348	41761	41866	42127	42913	43879	44537	45428
3	41697	42322	42745	42848	43109	43919	44907	45581	46493
4	42649	43289	43722	43822	44083	44918	45929	46618	47550
5	43464	44116	44557	44557	44818	45671	46699	47399	48347
LSI 1	44297	44961	45411	45979	46240	47128	48188	48911	49889
LSI 2	45128	45805	46263	47400	47661	48585	49678	50423	51431

DIRECTOR OF PSYCHOLOGY

POINT	1.8.96	Differential	1.10.96	1.1.97	1.6.97	1.7.97	1.4.98	1.7.98	1.7.99	1.7.99
1	44165	(+11.018%)	44827	45275	45393	45654	46528	47575	48289	49255
2	45256	(+11.092%)	45935	46394	46510	46771	47673	48746	49477	50467
3	46350	(+11.160%)	47045	47515	47630	47891	48821	49919	50668	51681
4	47441	(+11.236%)	48153	48635	48746	49007	49965	51089	51855	52892
5	48374	(+11.296%)	49099	49590	49590	49851	50830	51974	52754	53809
LSI 1	49301	(+11.296%)	50041	50541	51173	51434	52452	53632	54436	55525
LSI 2	50226	(+11.296%)	50979	51489	52754	53015	54073	55290	56119	57241

APPENDIX VIII

CLINICAL PSYCHOLOGIST

<u>POINT</u>	<u>PRE-ASSIMILATION</u>	<u>1.8.1996</u>
1	21258 }	
2	22187 }	23224
3	23105	24247
4	24030	25260
5	24951	26269
6	26117	27535
7	27285	29457
8	28323	31199
Max < 1 yr	29684	32962
Max 1 – 4 yrs	29684	34578
Max 4 > 7 yrs	29684	35248 (LSI 1)
Max > 7 yrs	29684	35919 (LSI 2)

APPENDIX IX

SENIOR CLINICAL PSYCHOLOGIST

<u>POINT</u>	<u>PRE-ASSIMILATION</u>	<u>1.8.1996</u>
1	29684 }	
2	30730 }	34008
3	31832	34815
4	32934	35622
Max < 1 yr	33948	36430
Max 1 – 2 yrs	33948	37235
Max 2 – 5 yrs	33948	37739
Max 5 – 8 yrs	33948	38467 (LSI 1)
Max > 8 yrs	33948	39196 (LSI 2)

APPENDIX X

PRINCIPAL CLINICAL PSYCHOLOGIST

<u>POINT</u>	<u>PRE-ASSIMILATION</u>	<u>1.8.1996</u>
1	32909 }	
	}	39782
2	33816 }	
3	34726	40737
4	35635	41697
5	36542	42649
Max < 3 yr	37455	43464
Max 3 > 6 yrs	37455	44297 (LSI 1)
Max > 6 yrs	37455	45128 (LSI 2)

APPENDIX XI

DIRECTOR OF PSYCHOLOGY

<u>POINT</u>	<u>PRE-ASSIMILATION</u>		<u>1.8.1996</u>	<u>DIFFERENTIAL OVER PRINCIPAL</u>
1	36504	}		+ 11.018%
		}	44165	
2	37542	}		
3	38578		45256	+ 11.092%
4	39612		46350	+ 11.160%
5	40648		47441	+ 11.236%
Max < 3 yr	41686		48374	+ 11.296%
Max 3 > 6 yrs	41686		49301 (LSI 1)	+ 11.296%
Max > 6 yrs	41686		50226 (LSI 2)	+ 11.296%