



Ref: Circular 3/2000

20th January 2000

Ms Josephine Fitzmaurice
Personnel Officer
St. Luke's Hospital
Rathgar
Dublin 6



DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLÁINTE AGUS LEANAÍ

Shaping a
Healthier Future

**Re: Remuneration of all grades of Mechanical Workshop Technician
under the Programme for Competitiveness and Work**

I am directed by the Minister for Health to refer to Clause 2 (iii) of Annex 1 of the Programme for Competitiveness and Work, and acceptance by IMPACT of PCW proposals on behalf of Mechanical Workshop Technician. The sanction of the Minister may be assumed for the implementation of the arrangements set out in this circular.

1. Pay

1.1 Salary scales

The appropriate revised salary scales are set out at Appendix B.

1.2 Assimilation

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

2. Flexibility and change.

Arising from negotiations between IMPACT and the Health Service Employers Agency (HSEA) under Clause 2 (iii) Annex 1 of PCW. (see Appendix A)

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3. Superannuation

- 3.1 Serving staff assimilated to the new scales, including the long service increment, who retire while on those scales, will be pensionable on the basis of those scales.
- 3.2 Staff who retire on or after 1 April 1997 should have their pension revised in the normal way, by reference to the rate of pay applicable to serving staff on 1 April 1997. Lump sums for these staff should be calculated by reference to the effective actual rates (now revised) on the date of retirement.

4. Funding

Your allocation has been adjusted to take account of this increase.

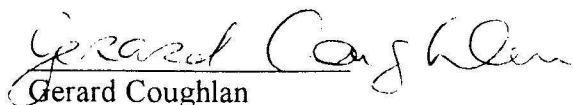
5. Regradings

In addition to the above the following has been agreed:

- (a) That the designated post basic grade of Mechanical Workshop Technician be regraded to that of Senior Clinical Engineering Technician and that the present incumbent be assimilated on the next nearest point of that scale from 1/7/98.
- (b) That the designated post basic grade of Senior Mechanical Workshop Technician be regraded to that of Principal Clinical Engineering Technician and that the present incumbent be assimilated to the minimum of the appropriate scale from 1/7/98

Please note that the regradings at (a) and (b) are in the context of the above designated posts and are on a personal to holder basis. The individuals will not be eligible to progress further in the Clinical Engineering Technician structure unless they have the qualifications for the grade.

All queries in relation to this circular should be addressed to the Health Service Employers Agency, 63/64 Adelaide Road, Dublin 2. (Telephone: 01-6626966).



Gerard Coughlan
Higher Executive Officer
Personnel Management & Development Unit

APPENDIX A

AGREEMENT ON THE PAY AND CONDITIONS OF MECHANICAL WORKSHOP TECHNICIANS EMPLOYED IN THE HEALTH SERVICE, AS PROVIDED FOR IN THE AGREEMENT ON PAY INCORPORATED IN THE PROGRAMME FOR COMPETITIVENESS AND WORK

1. FLEXIBILITY AND CHANGE

Introduction:

Both sides recognise that there is constant evolution and change in the nature of work and the ways in which it is carried out and agree that this will continue. The PCW provides that, in return for improvements in pay and conditions, there should be a contribution on the part of employees in the area of flexibility and change, in the interests of efficiency and effectiveness and an improved quality of public service. In the context of the Agreement, the following flexibility and change measures have been agreed.

1.1 Technology

It is acknowledged that the application of technology and associated practices and processes has had, and will continue to have, a beneficial effect on the capacity of the health services to deliver and manage services to the public more effectively and efficiently and provides opportunities for staff to have more satisfying work. Accordingly it is agreed that both sides will co-operate on an ongoing basis, in the introduction of new (or improved) technology/processes and that the staff side will not seek additional benefits, over and above those contained in this Agreement, in return for this co-operation.

1.2 Full co-operation with and commitment to implementing the Health Strategy - Shaping a Healthier Future

It is accepted that the aims of the Health Strategy can only be achieved with the co-operation of staff including Mechanical Workshop Technicians. It is agreed that to achieve such co-operation will require the trust and goodwill of all parties through ongoing discussions and consultations.

(a) Evaluating Patient Satisfaction

The Health Strategy refers to users' satisfaction and participation and states that the health and personal social services exist to serve the patient or client and that this has not been sufficiently highlighted in the past. It also states that the services must therefore be consumer-orientated. It is anticipated that Health Agencies will introduce various methods by which the users of services and their families can participate in the planning and delivery of the services. It is further expected that Health Agencies will also introduce various consumer feedback mechanisms. Mechanical Workshop Technicians will co-operate with these aspects of service improvements.

(b) *Quality of service Initiatives*

Mechanical Workshop Technicians agree to participate jointly in initiatives to improve the quality of all aspects of their service. It is accepted that the help of professional organisations or other assistance may be required to develop quality audit techniques over the coming years. The unions will be consulted in relation to this external assistance.

(c) *Ongoing monitoring and evaluation of the effectiveness of services being provided - costs, outcomes and accountability*

Mechanical Workshop Technicians agree to co-operate with the development of value for money initiatives and programmes designed to achieve improvement in the efficiency and effectiveness of the service.

1.3 Flexibility

It is recognised that changing work requirements and the need to provide better services to the public necessitate greater flexibility in traditional attendance patterns and work practices. Staff will see benefits in a system which allows them to fulfil their work obligations in a more flexible way. In this regard, where the need is demonstrated, staff agree to co-operate with such flexibility and with atypical employment arrangements and agree to the more flexible reporting relationships to allow for greater flexibility of response to the needs of the public. Management agrees to prior consultation in such instances.

1.4 Monthly/Four Weekly Paypath

It is accepted that, where management so desires, paypath will be introduced, and that there will be no objections to introducing changes in pay frequency including monthly/four-weekly pay. Such arrangements will provide for mid-monthly fortnightly advances. Further discussion will be required at national/local level on the administrative detail associated with its implementation.

1.5 Appraisal Systems

Both parties are committed to the introduction of changes which promote a positive attitude to organisational and personal performance and development. These changes will include the introduction of systems to develop and encourage such performance and development.

1.6 Recording Attendance

It is agreed that where individual employing authorities so desire to introduce a new form of recording attendance, local discussion will be held with staff representatives on the issue. If necessary the matter will be progressed through the normal industrial relations machinery.

APPENDIX B

Basic Grade Mechanical Workshop Technician

Basic	1.4.94	1.6.94	1.6.95	1.6.96	1.10.96	1.1.97	1.7.97	1.4.98	1.7.98
	£	£	£	£	£	£	£	£	£
1	14,097	14,379	14,667	14,887	15,110	15,261	15,522	15,649	16,001
2	14,533	14,824	15,120	15,347	15,577	15,733	15,994	16,133	16,496
3	14,965	15,264	15,569	15,803	16,040	16,200	16,461	16,612	16,986
4	15,400	15,708	16,022	16,262	16,506	16,671	16,932	17,094	17,479
5	15,836	16,153	16,476	16,723	16,974	17,144	17,405	17,579	17,975
6	16,273	16,578	16,930	17,184	17,442	17,616	17,877	18,063	18,469
7	16,709	17,043	17,384	17,645	17,910	18,089	18,350	18,548	18,965
8	17,143	17,486	17,836	18,104	18,376	18,559	18,820	19,030	19,458
9	17,583	17,935	18,274	18,568	18,847	19,035	19,296	19,517	19,956
10	18,016	18,376	18,744	19,025	19,310	19,503	19,764	19,997	20,447
LSI after 3 years on max			19,463	19,463	19,755	19,953	20,214	20,457	20,917
LSI after 6 years on max			19,891	19,891	20,189	20,391	20,652	20,907	21,377

Senior Grade Mechanical Workshop Technician

Basic	1.4.94	1.6.94	1.6.95	1.6.96	1.10.96	1.1.97	1.7.97	1.4.98	1.7.98
	£	£	£	£	£	£	£	£	£
1	n/a	n/a	18,806	19,088	19,374	19,568	19,829	20,064	20,516
2			19,266	19,555	19,848	20,047	20,308	20,555	21,017
3			19,840	20,138	20,440	20,644	20,905	21,167	21,644
4			20,428	20,734	21,045	21,255	21,516	21,793	22,284
5			20,900	21,214	21,532	21,748	22,009	22,298	22,799
6			20,960	21,274	21,593	21,809	22,070	22,361	22,864
LSI after 3 years on max			21,763	21,763	22,089	22,310	22,571	22,875	23,389
LSI after 6 years on max			22,242	22,242	22,576	22,801	23,062	23,378	23,904