

Ref: Circular 81/2000

30th June 2000

Chief Executive Officer
Each Health Board & Eastern Regional Health Authority
Each Public Voluntary and Joint Board Hospital

DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLÁINTE AGUS LEANAÍ

For and on
behalf of the
Department

**Re: Remuneration of certain grades listed in
The Expert Group on Various Health Professions**

I am directed by the Minister for Health and Children to refer to the recommendations of the Expert Group on Various Health Professions and the consequent revised rates of remuneration for certain grades of staff listed in the Report. These grades are Chiroprapist, Dietitian, Occupational Therapist, Orthoptist, Physiotherapist, Speech and Language Therapist, Social Worker and Audiologist (Audiometrician). The sanction of the Minister may be assumed for the implementation of the arrangements set out in this circular.

1. Implementation

The revised scales are to come into effect from 1st April 2000 and include the 1% increase due under Partnership 2000 on that date.

2. Assimilation

Existing post holders should be assimilated to the scales on the basis of corresponding points.

3. Funding

In order that your non-capital allocation may be adjusted to take account of the cost involved, you are asked to complete a costing form (Appendices I & II) to reflect the funding required. Please complete and return these forms to Personnel Management and Development Unit as soon as possible.

4. Superannuation

Serving staff assimilated to the new scales, including the Long Service Increments, who retire while on those scales, will be pensionable on the basis of those scales. Staff who retire on or after 1st April, 2000 should have their pension revised in the normal way. Lump sums for these staff should be calculated by reference to the effective actual rates on the date of retirement.

5. Common Scales for Basic and Senior Grades

Common scales are being introduced at basic level for the following grades; Chiropodist, Dietitian, Occupational Therapist, Orthoptist, Physiotherapist, and Speech and Language Therapist.

Chiropodist Basic Dietitian Basic Occupational Therapist Basic Orthoptist Basic Physiotherapist Basic Speech and Language Therapist Basic	IR£
Point	
1	IR£19,069
2	IR£19,708
3	IR£20,249
4	IR£20,809
5	IR£21,362
6	IR£21,930
7	IR£22,495
8	IR£23,059
9	IR£23,654
10	IR£24,279
11	IR£24,904
LSI	IR£25,404

The Expert Group Report recommends that the senior scale for Dietitian, Occupational Therapist, Orthoptist, Physiotherapist, and Speech and Language Therapist, be constituted on the basis of a £4,200 differential between each point on the basic scale and its corresponding point on the senior scale. Consequently the senior scale is based on point 4 and onwards of the basic scale. It also recommends the introduction of a senior Chiropodist scale for which the common senior scale should be used.

Chiropodist Senior Dietitian Senior Occupational Therapist Senior Orthoptist Senior Physiotherapist Senior Speech and Language Therapist Senior	IR£
Point	
1	IR£25,009
2	IR£25,562
3	IR£26,130
4	IR£26,695
5	IR£27,259
6	IR£27,854
7	IR£28,479
8	IR£29,104
9	IR£29,604

6. Common scales for Manager Level Posts

The Report recommends the establishment of a single manager level to replace the existing Principal / Head 1 and 11 posts for Dietitians, Occupational Therapists and Speech and Language Therapists and the introduction of a single Physiotherapist Manager post to replace Physiotherapist in Charge grades 1 and 2 in the existing structure.

Dietitian Manager Occupational Therapist Manager Speech and Language Therapist Manager Physiotherapist Manager	IR£
Point	
1	IR£30,330
2	IR£30,895
3	IR£31,459
4	IR£32,054
5	IR£32,679
6	IR£33,304
7	IR£33,804

7. Specific Scales - Physiotherapist in Charge Grade 3

The Expert Group Report recommends the retention of Physiotherapist in Charge grade 3 with a revised level of remuneration which is listed below.

Physiotherapist in Charge Grade 3	IR£
Point	
1	IR£34,530
2	IR£35,095
3	IR£35,659
4	IR£36,254
5	IR£36,879
6	IR£37,504
7	IR£38,004

8. Specific Scales - Social Workers

The Expert Group recommends a revised rate of remuneration for the Social Worker Team Leader grade in community care and further recommended that Senior Medical Social Workers and Single Handed Social Workers be paid at the same level as team leader.

Social Worker - Team Leader Social Worker - Senior Medical Social Worker - Single Handed	IR£
Point	
1	IR£28,887
2	IR£29,737
3	IR£30,587
4	IR£31,437
5	IR£32,287
6	IR£33,137
7	IR£33,987

The Expert Group also recommended that the Senior Social Worker and Head Medical Social Worker titles be replaced by the title Principal Social Worker.

Principal Social Worker	IR£
Point	
1	IR£33,137
2	IR£33,987
3	IR£34,837
4	IR£35,687
5	IR£36,537
6	IR£37,387

The scales for the remaining grades of social workers, not included under specific scales - social workers, remain as in the Department's consolidated scales of 1st April 2000.

9. Specific Scales for Audiologists (Audiometrician)

The Expert Group Report recommends the renaming of Audiometricians as Audiologists and the creation of a Chief post in each E.N.T. / Hospital Audiology Department. The identification of the number and location of these posts will be the subject of a separate exercise. Where sanction is received from the Department for these Chief posts, the following scale, as recommended in the Report, should be used:

Chief Audiologist Point	IR£
1	IR£24,092
2	IR£24,942
3	IR£25,792
4	IR£26,642
5	IR£27,492
6	IR£28,342

The scales for basic and senior Audiologists remain as in the Department's consolidated scales of 1st April 2000.

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

INCREASED COSTS ARISING FROM SPECIAL PAY INCREASE FROM 1ST APRIL 2000 FOR CERTAIN GRADES

Schedule for Funding Adjustments - 2000 (cost in respect of 1st April 2000 increase). Please complete the following

Numbers will be expected to correspond to relevant Personnel Census figures.

PROFESSION	Grade	Numbers Employed (W.T.E.)	Basic Pay Costs £	Employers P.R.S.I. £	2000 Cost £
Audiologist (Audiometrician)	Chief				
	Basic				
Chiropodist	Senior				
	Basic				
Dietician	Basic				
	Senior				
	Manager				
Occupational Therapist	Basic				
	Senior				
	Manager				
Orthoptist	Basic				
	Senior				
Physiotherapist	Basic				
	Senior				
	Manager				
Social Worker	In Charge Grade 3				
	Team Leader				
	Senior Medical				
	Single Handed Principal				
Speech and Language Therapist	Basic				
	Senior				
	Manager				
TOTAL					

I confirm that the requested funding adjustment set out reflects the cost involved in the implementation of the revised salary scales for the above listed paramedic grades.

Signed _____ Agency: _____

Please return these forms to Gerard Co. 1st, Personnel Management and Development Unit, Fourth Floor, Department of Health and Children, Hawkins House, Hawkins St, Dublin 2