

Circular 75/99

 July 1999

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

**Re: Remuneration of Dosimetrists**

Dear Ms Fitzmaurice


I refer to the agreement reached between the Health Service Employers Agency and IMPACT concerning the pay of Dosimetrists.

The sanction of the Minister for Health and Children can be assumed for the implementation of the arrangements set out in the attached circular and the revised pay scales in Appendix 1.

Any queries regarding the implementation of same can be addressed to Rory Costello, Health Service Employers Agency.

Please note that your Board's allocation has been adjusted to take account of this agreement.

Yours sincerely

  
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Gerard Coughlan  
Personnel Management and Development Unit

(b) **Quality of Service Initiatives**

Dosimetrists agree to participate in initiatives to improve the quality of all aspects of their service. Dosimetrists agree to co-operate with Health Agencies to introduce Joint Audit.

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

Initiatives to improve the quality of service and particularly the introduction of audit will be processed to evaluate the effectiveness of services being provided. Evaluation effectiveness requires the determination of expected outcomes from treatments and the setting of objectives and priorities in accordance with the contents of the Health Strategy. Dosimetrists agree to co-operate with the setting of objectives and high standards and to be accountable for their achievement.

(d) **“Value for Money” Initiatives**

Dosimetrists agree to co-operate with the development of value for money structures and programmes designed to achieve improvements in the efficiency and effectiveness of the service.

3. **Personal Performance and Development**

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. Any initiatives arising from this shall be discussed and agreed in advance of their introduction.

4. **Standard 35 Hour Week**

It is agreed that, where individual employers so desire, local discussions may be held with staff representatives on this issue.

Health Agencies are committed to drafting a policy for the internal and external training of staff involved with new technology as appropriate.

This clause to be reviewed at the instigation of either party after 5 years.

8. **Monthly Paypath**

Dosimetrists agree to the introduction of monthly/4 weekly paypath (at the discretion of the employer) from 1<sup>st</sup> July, 1997, with staff having the option of a mid-monthly "basic" advance payment.

Consultations will take place with Impact on the administrative details of these changes and to address such issues as the timetable for change.

Briefing sessions will take place at Hospital level involving the banks, at which they will address the issue of bank charges, etc.

9. Within the context of this settlement and ongoing service change in dosimetry a review may take place. While it is not proposed to make elaborate arrangements for a group as small as dosimetrists, it is accepted both sides are free to raise issues arising from the broad principles which may arise in this general area.

**Appendix 1**

**Dosimetrist Pay Scales**

	01/04/97	01/07/97	01/04/98	01/07/98	01/07/99
	£	£	£	£	£
<b>Dosimetrist Basic</b>					
1	17,578	17,839	18,017	18,423	18,699
2	18,421	18,682	18,882	19,306	19,596
3	19,208	19,469	19,688	20,131	20,433
4	20,091	20,352	20,593	21,057	21,372
5	20,786	21,047	21,306	21,785	22,112
6	21,466	21,727	22,003	22,498	22,835
7	22,723	22,984	23,291	23,815	24,172
8	23,446	23,707	24,032	24,573	24,941
9	24,200	24,461	24,805	25,363	25,744
10	24,953	25,214	25,577	26,152	26,545
11	25,911	26,172	26,559	27,156	27,564
12	26,250	26,511	26,906	27,512	27,924
LSI after 3 yrs	26,775	27,036	27,444	28,062	28,483

	01/04/97	01/07/97	01/04/98	01/07/98	01/07/99
	£	£	£	£	£
<b>Dosimetrist Senior</b>					
1	24,738	24,999	25,356	25,927	26,316
2	26,030	26,291	26,681	27,281	27,690
3	27,188	27,449	27,868	28,495	28,922
4	28,360	28,621	29,069	29,723	30,169
5	29,541	29,802	30,280	30,961	31,425
6	30,417	30,678	31,177	31,879	32,357
7	31,303	31,564	32,086	32,808	33,300
8	32,196	32,457	33,001	33,743	34,250