

Ref. No. 109/99

11 November, 1999

Chief Executive Officer
Each Health Board

Secretary/Manager
Each Public Voluntary Hospital
and Joint Hospital Board

Administrator/Chief Officer
Each Mental Handicap
and Specialist Agency



DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLAINTE AGUS LEANAÍ

Shaping a
Healthier Future

Remuneration of Nursing Grades
Payment of Lump Sums

I am directed by the Minister for Health and Children to refer to the recent agreement reached between employers and unions representing nurses in relation to their claims under the Programme for Competitiveness and Work and Partnership 2000. The agreement derives from Labour Court Recommendations 16083, 16261 and 16330.

There is particular urgency attached to the payment of lump sums recommended by the Labour Court in LCR 16261 and LCR 16330. These are to be paid as soon as possible. Please note that the Labour Court recommended that the lump sum referred to at 1.1 below should be paid within one month of acceptance of the recommendation i.e. by 5 December 1999.

Accordingly, agencies are asked to implement the terms of this circular as a matter of extreme urgency. Further circulars will issue regarding other elements of the agreement, including revised pay rates, allowances and structures.

1. Payment of General Lump Sum of £1,250

- 1.1 The sanction of the Minister may be assumed to the payment of a lump sum of £1,250 to all nurses in employment on 5 November 1999.
- 1.2 The lump sum is not payable to Student Nurses but is payable to Student Public Health Nurses, Post Registered Student Nurses and Pupil Midwives.

- 1.3 Nurses on short-term Special Leave for domestic reasons should be considered for payment on return to work on a case by case basis. Any queries on this point should be made to the HSEA, 63-64 Adelaide Road, Dublin 2, Tel. (01) 662 6966.
- 1.4 Nurses on career break who return to work on or before 1 July 2000 should be paid the lump sum on completion of six months satisfactory post - career break service. Agencies will be required to return details of the numbers and grades involved to the Nursing Policy Division by 31 July 2000.
- 1.5 The lump sum is not payable to Agency Nurses.

2. Payment of Lump Sum of £1,000 to Management Grades

- 2.1 A further lump sum of £1,000 is payable to post-holders in the following Management grades subject to the proviso that such lump sum is not paid twice in respect of the same position. :

Deputy Nursing Officer/ Clinical Nurse Manager 1
 Nursing Officer/Clinical Nurse Manager 2
 Assistant Chief Nursing Officer
 Chief Nursing Officer

Junior Ward Sister/Clinical Nurse Manager 1
 Ward Sister/Clinical Nurse Manager 2
 Theatre Sister
 Night Sister
 Principal Nurse Tutor
 Home Superintendent
 Night Superintendent
 Theatre Superintendent
 Unit Nursing Officer
 Home Sister
 Senior Public Health Nurse
 Superintendent Public Health Nurse
 Assistant Matron 1
 Assistant Matron 2
 Director of Nursing/Matron Band 1
 Director of Nursing/Matron Band 2
 Director of Nursing/Matron Band 2A
 Director of Nursing/Matron Band 3
 Director of Nursing/Matron Band 4
 Director of Nursing/Matron Band 5

- 2.2 This lump sum should be paid on a pro-rata basis to job sharers and part-timers etc.
- 2.3 Staff nurses acting in a vacant management post on 5 November 1999, where the vacancy is due to retirement, resignation, promotion, or career break or is consequential to the previous incumbent opting for job sharing, are entitled to the lump

sum of £1,000. Those staff nurses acting up on a short-term basis where the substantive post-holder will receive the lump sum are not eligible.

- 2.4 Nurses on career break from management grades who return to work on or before 1 July 2000 should be paid the lump sum on completion of six months satisfactory post - career break service. Agencies will be required to return details of the numbers and grades involved to the Nursing Policy Division by 31 July 2000.

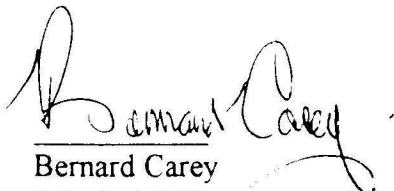
3. Deductions

- 3.1 Both lump sums are taxable and non-superannuable - the only deductions which should be made are for tax and PRSI.

4. Funding

- 4.1 In order that your non- capital allocation may be adjusted to take account of the cost involved, you are asked to complete the attached costing form to reflect the actual funding required. Please complete and return this form to the Nursing Policy Division by 23 November 1999 at the latest.

Any queries from agencies in relation to this circular should be addressed to the Nursing Policy Division, unless otherwise stated. Telephone enquiries may be made at (01) 6354056 / 6354057.



Bernard Carey
Principal Officer
Nursing Policy Division

Appendix to Circular 109/99
Cost of payment of lump sums to nurses arising from LCR 16261 and 16330.

AGENCY _____

Please complete the following and return to Nursing Policy Division.

Grade	Numbers	Amount of Lump Sum £	Basic Cost	Employers' PRSI £	Total Cost £
Student PHN		1,250			
Post Registered Student Nurse		1,250			
Pupil Midwife		1,250			
Staff Nurse including Registered Midwife Registered Sick Children's Nurse Registered Mental Handicap Nurse		1,250			
Registered Psychiatric Nurse		1,250			
Dual Qualified Nurse		1,250			
Public Health Nurse		1,250			
Community Psychiatric Nurse		1,250			
Clinical Instructor		1,250			
Nurse Tutor		1,250			
Deputy Nursing Officer / CNM 1		2,250			
Nursing Officer/ CNM 2		2,250			
Asst. Chief Nursing Officer		2,250			

Chief Nursing Officer		2,250			
Junior Ward Sister /CNM1		2,250			
Ward Sister /CNM2		2,250			
Theatre Sister		2,250			
Night Sister		2,250			
Principal Nurse Tutor		2,250			
Home Supt. Night Supt. Theatre Supt. Unit Nursing Officer Home Sister		2,250			
Senior PHN		2,250			
Supt. PHN		2,250			
Asst. Matron 1 & 2		2,250			
Director of Nursing/ Matron		2,250			
Other (specify)					
Grand Total					

I confirm that the requested funding adjustment set out reflects the cost of payment of lump sums to nurses.

Signed: _____

Date: _____

Agency: _____

Please complete and return to Nursing Policy Division, Department of Health and Children, Hawkins House, Dublin 2.