



Ref: 15/99

16 February, 1999

Chief Executive Officer
Each Health Board

Secretary/Manager
Each Public Voluntary Hospital
and Joint Hospital Board

Secretary/Manager / Administrator
Each Mental Handicap Agency



DEPARTMENT
OF HEALTH AND
CHILDREN

AN ROINN
SLÁINTE AGUS LE

Shaping a
Healthier Future

**Retrospection Payments for
Director of Nursing/Matron, Bands 3, 4, 5 Hospitals**

Dear Chief Executive / Secretary/Manager,

I am directed by the Minister for Health and Children to refer to Labour Court Recommendation No. 16011 and to Circular 14/99, dated 4th February 1999 .

As indicated in previous Circulars, nursing unions had argued that, in a limited number of instances in Bands 3, 4, and 5 hospitals, residual problems remained with regard to the implementation of the arrangements whereby Directors of Nursing/Matrons and Chief Nursing Officers who were in receipt of premium payments for weekend, bank holiday or night attendance would terminate the practice in accordance with the provisions of the PCW Agreement.

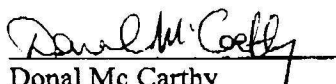
In accordance with the terms of this Recommendation, I am to convey sanction to the payment of retrospection for Director of Nursing/Matron in Bands 3, 4, 5 Hospitals, with effect from 1 June 1997. The increase only applies to basic salary. Revised salary scales are attached at Appendix 1.

Arrangements should now be put in place to terminate the practice of additional payment for weekend, bank holiday and night allowance in accordance with the provisions of the PCW Agreement, where such arrangements are not yet normal practice.

The costs involved are to be met from within your existing financial allocation.

Any queries in relation to the application of this circular should be addressed to the Health Service Employers Agency.

Yours sincerely,


Donal Mc Carthy
Nursing Policy Division

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APPENDIX 1							
Director of Nursing/Matron	1/6/96	1/10/96	1/1/97	1/6/97	1/7/97	1/4/98	1/7/98
Band 1	27,745	28,161	28,443	29,995	30,256	30,745	31,437
	28,517	28,945	29,234	30,829	31,090	31,600	32,311
	29,289	29,728	30,025	31,664	31,925	32,456	33,186
	30,061	30,512	30,817	32,498	32,759	33,310	34,059
	30,831	31,293	31,606	33,331	33,592	34,164	34,933
	31,604	32,078	32,399	34,167	34,428	35,021	35,809
	32,375	32,861	33,190	35,000	35,261	35,875	36,682
Band 2	26,108	26,500	26,765	28,225	28,486	28,931	29,582
	26,844	27,247	27,519	29,021	29,282	29,747	30,416
	27,581	27,995	28,275	29,817	30,078	30,562	31,250
	28,316	28,741	29,028	30,612	30,873	31,377	32,083
	29,053	29,489	29,784	31,409	31,670	32,194	32,918
	29,790	30,237	30,539	32,205	32,466	33,010	33,753
	30,525	30,983	31,293	33,000	33,261	33,825	34,586
Band 2A	25,900	26,289	26,552	28,000	28,261	28,700	29,346
	26,363	26,758	27,026	28,500	28,761	29,213	29,870
	26,825	27,227	27,499	29,000	29,261	29,725	30,394
	27,288	27,697	27,974	29,500	29,761	30,238	30,918
	27,750	28,166	28,448	30,000	30,261	30,750	31,442
	28,213	28,636	28,922	30,500	30,761	31,263	31,966
	28,675	29,105	29,396	31,000	31,261	31,775	32,490
Band 3	24,050	24,411	24,655	26,000	26,261	26,650	27,250
	24,589	24,958	25,208	26,583	26,844	27,248	27,861
	25,129	25,506	25,761	27,167	27,428	27,846	28,473
	25,669	26,054	26,315	27,750	28,011	28,444	29,084
	26,208	26,601	26,867	28,333	28,594	29,041	29,694
	26,748	27,149	27,420	28,917	29,178	29,640	30,307
	27,288	27,697	27,974	29,500	29,761	30,238	30,918

Band 4	22,428	22,764	22,992	24,247	24,508	24,853	25,412
	23,127	23,474	23,709	25,002	25,263	25,627	26,204
	23,824	24,181	24,423	25,756	26,017	26,400	26,994
	24,523	24,891	25,140	26,511	26,772	27,174	27,785
	25,223	25,601	25,857	27,268	27,529	27,950	28,579
	25,920	26,309	26,572	28,022	28,283	28,723	29,369
	26,617	27,016	27,286	28,775	29,036	29,494	30,158
Band 5	20,938	21,252	21,465	22,636	22,897	23,202	23,724
	21,405	21,726	21,943	23,140	23,401	23,719	24,253
	21,873	22,201	22,423	23,647	23,908	24,238	24,783
	22,340	22,675	22,902	24,151	24,412	24,755	25,312
	22,807	23,149	23,380	24,656	24,917	25,272	25,841
	23,276	23,625	23,861	25,163	25,424	25,792	26,372
	23,743	24,099	24,340	25,668	25,929	26,310	26,902