

**Circular 112/99**

30 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  
SLÁINTE AGUS LEANAÍ

Shaping a  
Healthier Future

**Revised Allowances for Nursing Grades**

**Labour Court Recommendations No. 16261 and 16330**

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.

I am to convey sanction for the application of the revised schedule of allowances as set out in the enclosed HSEA document entitled "Implementation of new arrangements in relation to payment of Location and Qualification Allowances to Nurses working in recognised areas".

Any queries concerning same should be addressed to the Health Service Employers Agency at 63/64 Adelaide Road, Dublin 2, tel. 01-6626966.

Your non-capital allocation will be adjusted to take account of the additional cost involved. Because of the complexity of the settlement terms and the need for absolute accuracy in determination of the overall funding requirements, detailed costings will have to be provided in respect of the various elements of the agreement. Please complete and return the attached costing form to the Nursing Policy Division as quickly as possible.

Bernard Carey  
Principal Officer  
Nursing Policy Division

**INCREASED COSTS ARISING FROM REVISED ALLOWANCES FOR NURSING GRADES**

**Page 1- Schedule for Funding Adjustments - 1999.**

Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures.

Agency \_\_\_\_\_

	Numbers (WTE)	Pay Costs £m	Employers PRSI £m	1999 Cost excl. arrears £m
Revised Location Allowance - par. 3 of HSEA document				
Revised Qualification Allowance - par. 4 of HSEA document				
Senior/PHNs Qualification Allowance - par. 5 of HSEA document				
Dual Qualified Scale - par. 6 of HSEA document				
<b>Total</b>				

I confirm that the requested funding adjustment set out above reflects the cost involved in the implementation of revised allowances for nursing grades.

Signed \_\_\_\_\_

Appendix to Circular 112/99

**INCREASED COSTS ARISING FROM REVISED ALLOWANCES FOR NURSING GRADES**

**Page 2 - Schedule for Funding Adjustments - Arrears.**

Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures.

Agency \_\_\_\_\_

	Numbers (WTE)	Pay Costs £m	Employers PRSI £m	Cost of Arrears £m
Revised Location/Qual Allowance - par. 8 (i) of HSEA document				
New Beneficiaries :				
Location Allowance - par. 8(ii) (a) of HSEA document				
Qualification Allowance - par. 8(ii) (b) of HSEA document				
Senior/PHNs Qua lification Allowance - par. 8(ii) (c) of HSEA document				
Dual Qualification - par. 8 (ii) (d) of HSEA document				
Location Allowance - par. 8 (ii) (e) of HSEA document				
<b>Total</b>				

I confirm that the requested funding adjustment set out above reflects the cost involved in the implementation of revised allowances for nursing grades.

Signed \_\_\_\_\_

Appendix to Circular 112/99

INCREASED COSTS ARISING FROM REVISED ALLOWANCES FOR NURSING GRADES

**Page 3- Schedule for Funding Adjustments - Annual Cost**

Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures.

Agency \_\_\_\_\_

	Numbers (WTE)	Pay Costs £m	Employers PRSI £m	Annual Cost £m
Revised Location Allowance - par. 3 of HSEA document				
Revised Qualification Allowance - par. 4 of HSEA document				
Senior/PHNs Qualification Allowance - par. 5 of HSEA document				
Dual Qualified Scale - par. 6 of HSEA document				
<b>Total</b>				

I confirm that the requested funding adjustment set out above reflects the cost involved in the implementation of revised allowances for nursing grades.

Signed \_\_\_\_\_

✓  
J.W.

**Agreement on the Implementation of new arrangements in relation to payment of Location and Qualification Allowances to Nurses working in recognised areas**

1. **Effective Date**

The new allowance regime follows a general agreement between management and unions that such payment should relate to identified service need rather than qualifications per se. The following arrangements are effective from 5<sup>th</sup> November 1999.

2. **Eligibility**

Nurses eligible for payment of location/qualification allowances are Staff Nurses, (Senior Staff Nurses), Clinical Nurse Managers 1 and 2 (including Theatre Sisters). Grades above CNM 2 level are not eligible for such allowances. A nurse may benefit from either a qualification allowance or a location allowance when eligible – the higher of the two, when working on qualifying duties. In cases of staff rotation the location allowance is payable while a nurse continues to work in a qualifying area. Location/Qualification allowances are discontinued when nurses move from qualifying areas or are promoted above CNM 2 level. Pro-rata arrangements apply to job-sharing and part-time staff.

3. **Location Allowance**

A location allowance of £1,035 p.a. is payable to Registered General Nurses when employed on duties in the following locations;

- **Accident and Emergency Departments**
- **Theatre/O.R.**
- **Intensive Care Units**
- **Cancer/Oncology Units**
- **Geriatric Units/Long-Stay Hospital or Units in County Homes**
- *Endoscopy units*
- *Specialist Ambulatory Dialysis Unit Nurses.*

Psychiatric / Mental Health

A location allowance of £1,035 p.a. is payable to Nurses when employed on duties in the following locations;

- **Units for Severe and Profoundly Handicapped in Mental Handicap Services**
- **Acute Admission Units in Mental Health Services**
- **Secure Units in Mental Health Services.**

4. **Specialist Qualification Allowance**

A qualification allowance of £1,553 p.a. is payable to nurses employed directly on duties in specialist areas appropriate to the following qualifications where they possess the relevant clinical qualification.

- Accident & Emergency Nursing Course**
- Anaesthetic Nursing Course**
- Behaviour Modification Course**
- Behavioural Therapy Course**
- Burns Nursing Course**
- X **Child and Adolescent Psychiatric Nursing Course**
- Coronary Care Course**
- X **Diabetic Nursing Course**
- Ear Nose and Throat Nursing Course**
- X **Forensic Psychiatric Nursing Course**
- Gerontological Nursing Course**
- Higher Diploma in Midwifery**
- Higher Diploma in Paediatrics**
- Infection Control Nursing Course**
- ✓ **Intensive Care Nursing Course – (including Paediatric Intensive Care and Special and Intensive Care of the New Born)**
- Neurological/Neurosurgical Nursing Course**
- Operating Theatre Nursing Course (including Paediatric Operating Theatre)**
- Ophthalmic Nursing Course**

- Orthopaedic Nursing Course
- Higher Diploma in Cardiovascular Nursing/Diabetes Nursing/Oncological Nursing/Palliative Care Nursing/Accident and Emergency Nursing
- Rehabilitation Nursing Course
- X Renal Nursing Course
- Stoma Care Nursing Course

It will be a matter for the employer to decide whether or not a nurse is engaged in a specialist area on specialist duties.

A nurse may benefit from only one of the schedule of qualification allowances when engaged on qualifying duties.

5. Arrangements regarding Public Health Nurses and Senior Public Health Nurses

A qualification allowance of £1,553 p.a. is payable to Public Health Nurses and Senior Public Health Nurses in respect of their Midwifery qualification.

6. Dual – Qualification Scale

Staff Nurses paid on the Dual-Qualification scale at 1 October 1996 and also qualifying for new location/qualification allowance on the basis outlined may benefit as follows;

The value of the location/qualification allowance payable is £776 p.a.

✓ W.E.P. 1/8/98.

Nurses on the dual-qualified scale who are not eligible for either a location or qualification allowance may be retained on their current scale on a personalised red-circle basis. Nurses appointed after 1 July 1998 may not be paid on the Dual-Qualified scale regardless of their qualifications.

Em

Appropriate arrangements should be put in place to ensure that Staff Nurses on the dual-qualified scale do not benefit from a full location/qualification allowance in addition to the dual-qualified scale.

7. Arrangements, will be made to review the allowance system including locations, qualifications and payments on a bi-annual basis in the future within the overall framework of reconciling payment systems and service requirements.  
New specialist clinical courses accredited by Bord Altranais as (a) Category 2 courses or, (b) equivalent courses shall be added to the list set out in para. 4 above.

8. **Arrangements for payment of Arrears**

The following arrangements apply in relation to payment of arrears:

(i) **Existing Beneficiaries**

Registered General Nurses who also hold recognised post-registration qualifications in Midwifery, Sick Childrens Nursing or Orthopaedics and who are currently paid the £333 qualification allowance (being engaged on duties appropriate to their qualification) should be paid the qualification allowance of £1,500 p.a. with effect from 1 August 1998 and £1,553 p.a. with effect from 1 July 1999.

Registered General Nurses who are currently eligible for the £333 location allowance should be paid the allowance at the rate of £1,000 p.a. with effect from 1 August 1998 and £1,035 p.a. with effect from 1 July 1999.

Nurses paid on the dual-qualified scale who were in receipt of the existing £333 location allowance should be paid arrears on the basis of their location allowance being £750 p.a. with effect from 1 August 1998 and £776 p.a. with effect from 1 July 1999.



A nurse may benefit from arrears in respect of one allowance only.

(ii) New Beneficiaries

- (a) Nurses currently working in the following locations: Accident & Emergency Departments, Units for Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units and Secure Units in Mental Health Services may be paid arrears of the location allowance at the rate of £1,000 w.e.f. 31 March 1999 and £1,035 p.a. w.e.f. 1 July 1999, where the dual-qualified scale does not apply to such nurses.
- (b) Nurses holding the specialist clinical qualifications specified in para. 4 above and employed directly on duties in specialist areas appropriate to their qualifications may be paid arrears of the qualification allowance at the rate of £1,500 p.a. with effect from 31 March 1999 and £1,553 p.a. with effect from 1 July 1999.
- (c) Public Health Nurses and Senior Public Health Nurses may be paid arrears of the qualification allowance ~~to~~ <sup>from</sup> 1 July 1999 at the rate of £1,553 p.a.
- (d) Staff Nurses who held the qualification of Midwifery or Sick Childrens Nursing, where held in addition to RGN/RPN/RNMH qualification on 1 October 1996, (or were in appropriate training on that date) and where not eligible for a location or qualification allowance should be paid on the dual-qualified scale, with effect from 1 August 1998 on a red-circle personal to holder basis.

(Accordingly, an RGN with Midwifery or Sick Childrens Nursing Qualifications when working in Maternity or Paediatric Hospitals/Units would not be assimilated to the dual-qualified scale but would receive the more beneficial qualification allowance of £1,500 p.a. from 1 August 1998.)

- (e) Staff Nurses eligible for a location allowance who would also have been eligible for the dual-qualified scale under L.C.R. 16083 will be paid a £1,000 location allowance with effect from 31 March 1999 and £1,035 with effect from 1 July 1999 rather than the dual-qualified scale. Such nurses should be paid a once-off lump sum of £500 in lieu of arrears on the dual-qualified scale from 1 August 1998 – 30 March 1999 or pro-rata as appropriate for shorter periods between those dates.

Nurses appointed after 1 July 1998 will not be paid on the dual-qualified scale or eligible for arrears in any circumstances

*Employed*

25th Nov. 1999.