

Ref. No. 43/2000

28 March 2000

Chief Executive Officer
Each Health Board/Authority

Secretary/Manager
Each Public Voluntary Hospital
and Joint Hospital Board

Administrator/Chief Officer
Each Mental Handicap
and Specialist Agency

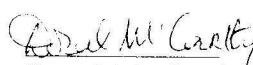
DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLÁINTE AGUS LEANAÍ

Revision of Pay for Nursing Grades

I am directed by the Minister for Health and Children to refer to the Agreement on Pay and Conditions of Employment between the Irish Congress of Trade Unions and Employers Organisations which forms part of Partnership 2000 for Inclusion, Employment and Competitiveness.

Application of Clause 3 (i) of the Agreement, as it applies to the Public Service, provides for a general pay increase for the period beginning 1 April 2000. The Minister now conveys approval for the implementation of the 1% increase in nursing salaries with effect from 1 April 2000. Details of the revised rates in respect of Nursing Staff have already issued in the book of Consolidated Salary Scales.

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


Donal Mc Carthy
Nursing Policy Division

Hawkins House Dublin 2
Feach Fháin, Balle Átha Clath 2
Telephone (01) 635 4000 (VPN 112)
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PSYCHIATRIC NURSING

MR DONAL McCARTHY TEL : 6354056

MS CAITRIONA MASON TEL : 6354057

PSYCHIATRIC NURSING GRADES	1st July 1997	1st Ap 1998	1st July 1998	1st July 1999	07/01/99 Phase 1 Increase	07/01/99 2% P2000	1st April 2000	01/07/00 Phase 2 Increase	
Trainee Psychiatric Nurse	5,395	5,395	5,516	5,599		5,711	5,768		
	8,260	8,260	8,446	8,573	N/A	8,744	8,831	N/A	
	11,666	11,690	11,953	12,132		12,375	12,499		
Psychiatric Nurse	14,986	15,093	15,433	15,664		15,977	16,137		
	15,722	15,848	16,205	16,448		16,777	16,945		
	16,337	16,478	16,849	17,102		17,444	17,618		
	16,915	17,070	17,454	17,716		18,070	18,251		
	17,519	17,689	18,087	18,358	N/A	18,725	18,912	N/A	
	17,988	18,170	18,579	18,858		19,235	19,427		
	18,500	18,695	19,116	19,403		19,791	19,989		
	19,165	19,377	19,813	20,110		20,512	20,717		
	19,819	20,047	20,498	20,805		21,221	21,433		
	20,750	21,001	21,474	21,796		22,232	22,454		
LSI after 3 yrs on max	21,400	21,667	22,155	22,487		22,937	23,166		
Senior Staff Nurse From 5 Nov 1999 (Psychiatric)						24,084	23,398	N/A	
Dual Qualified Psychiatric Nurse	16,528	16,674	17,049	17,305		17,651	17,828		
	17,607	17,780	18,180	18,453		18,822	19,010		
	18,184	18,371	18,784	19,066		19,447	19,641		
	18,625	18,823	19,247	19,536	N/A	19,927	20,126	N/A	
	19,114	19,324	19,759	20,055		20,456	20,661		
	19,762	19,989	20,439	20,746		21,161	21,373		
	20,397	20,639	21,103	21,420		21,848	22,066		
21,327	21,593	22,079	22,410		22,858	23,087			
LSI after 3 yrs on max	21,977	22,259	22,760	23,101		23,563	23,799		
Senior Staff Nurse From 5 Nov 1999 (Dual Qualified Psychiatric)						24,741	24,989	N/A	
Community Psychiatric Nurse	19,738	19,964	20,413	20,719	21,548	21,979	22,199	23,053	
	20,119	20,354	20,812	21,124	21,969	22,408	22,632	23,161	
	20,501	20,746	21,213	21,531	22,392	22,840	23,068	23,610	
	20,891	21,146	21,622	21,946	22,824	23,280	23,513	24,013	
	21,363	21,630	22,117	22,449	23,347	23,814	24,052	24,845	
	21,835	22,113	22,611	22,950	23,868	24,345	24,588	25,312	
	22,347	22,638	23,147	23,494	24,434	24,922	25,171	25,811	
	22,860	23,164	23,685	24,040	25,002	25,502	25,757	26,314	
	23,372	23,689	24,222	24,585	25,568	26,080	26,341	26,890	
	23,885	24,215	24,760	25,131	26,136	26,659	26,926	27,423	
	Clinical Nurse Manager 1 Formerly Deputy Nursing Officer	19,223	19,436	19,873	20,171	21,230	21,655	21,872	22,740
		19,608	19,831	20,277	20,581	21,662	22,095	22,316	22,740
19,990		20,222	20,677	20,987	22,089	22,531	22,756	23,173	
20,376		20,618	21,082	21,398	22,327	22,773	23,001	23,222	
20,848		21,102	21,577	21,901	22,869	23,326	23,559	23,785	
21,320		21,585	22,071	22,402	23,468	23,938	24,177	24,407	
21,833		22,111	22,608	22,947	24,058	24,539	24,784	25,020	
22,345		22,636	23,145	23,492	24,650	25,143	25,394	25,637	
22,858		23,162	23,683	24,038	25,300	25,806	26,064	26,324	
23,370		23,687	24,220	24,583	25,874	26,391	26,655	26,964	

PSYCHIATRIC NURSING GRADES	1st July 1997	1st April 1998	1st July 1998	1st July 1999	07/01/99 Phase 1 Increase	07/01/99 2% P2000	1st April 2000	01/07/00 Phase 2 Increase
Clinical Nurse Manager 2 Formerly Nursing Officer	19,738	19,964	20,413	20,719	21,807	22,243	22,465	23,844
	20,119	20,354	20,812	21,124	22,233	22,678	22,905	23,844
	20,501	20,746	21,213	21,531	22,661	23,115	23,346	24,254
	20,891	21,146	21,622	21,946	23,098	23,560	23,796	24,600
	21,363	21,630	22,117	22,449	23,628	24,100	24,341	25,166
	21,835	22,113	22,611	22,950	24,155	24,638	24,884	25,792
	22,347	22,638	23,147	23,494	24,727	25,222	25,474	26,406
	22,860	23,164	23,685	24,040	25,302	25,808	26,066	27,020
	23,372	23,689	24,222	24,585	25,876	26,393	26,657	27,711
	23,885	24,215	24,760	25,131	26,450	26,979	27,249	28,353
	Clinical Nurse Manager 3				22,638	23,826	24,303	24,546
				23,110	24,323	24,810	25,058	27,451
				24,432	26,160	26,683	26,950	28,842
				24,921	26,674	27,208	27,480	29,387
				25,410	27,189	27,733	28,010	29,937
Nurse Tutor (includes assimilation scales to June 97)	23,351	23,667	24,200	24,563	25,853	26,370	26,634	27,802
	23,674	23,998	24,538	24,906	26,214	26,738	27,005	28,191
	23,998	24,330	24,877	25,250	26,576	27,107	27,378	28,580
	24,321	24,662	25,217	25,595	26,939	27,478	27,753	28,970
	24,644	24,993	25,555	25,938	27,300	27,846	28,124	29,359
	24,968	25,325	25,895	26,283	27,663	28,216	28,498	29,749
	25,291	25,656	26,233	26,626	28,024	28,584	28,870	30,137
	25,614	25,987	26,572	26,971	28,387	28,955	29,245	30,528
	25,938	26,319	26,911	27,315	28,749	29,324	29,617	30,917
	26,261	26,650	27,250	27,659	29,111	29,693	29,990	31,307
	Principal Nurse Tutor	24,280	24,619	25,173	25,551	26,892	27,430	27,704
24,747		25,098	25,663	26,048	27,416	27,964	28,244	29,483
25,173		25,535	26,110	26,502	27,893	28,451	28,736	29,997
26,506		26,901	27,506	27,919	29,385	29,972	30,272	31,601
26,972		27,379	27,995	28,415	29,907	30,505	30,810	32,162
27,410		27,828	28,454	28,881	30,397	31,005	31,315	32,690
27,958		28,389	29,028	29,463	31,010	31,630	31,946	33,349
28,693		29,143	29,799	30,246	31,834	32,471	32,796	34,235
Assistant Director of Nursing Mental Health Services (Formerly Asst. Chief Nursing Officer)	23,354	23,670	24,203	24,566	25,856	26,373	26,637	27,806
	24,078	24,412	24,961	25,335	26,665	27,198	27,470	28,677
	24,798	25,150	25,716	26,102	27,472	28,022	28,302	29,544
	26,446	26,840	27,444	27,856	29,318	29,905	30,204	31,530
	27,192	27,604	28,225	28,648	30,152	30,755	31,063	32,427
	27,958	28,389	29,028	29,463	31,010	31,630	31,946	33,349
	28,693	29,143	29,799	30,246	31,834	32,471	32,796	34,236
Director of Nursing Mental Health Services (Formerly Chief Nursing Officer)	29,777	30,254	30,935	31,399	33,047	33,708	34,045	35,540
	30,673	31,172	31,873	32,351	34,049	34,730	35,077	36,617
	31,570	32,092	32,814	33,306	35,055	35,756	36,114	37,698
	32,467	33,011	33,754	34,260	36,059	36,780	37,148	38,778
	33,364	33,931	34,694	35,214	37,063	37,804	38,182	39,858
	34,261	34,850	35,634	36,169	38,068	38,829	39,217	40,939

GENERAL NURSING

MR DONAL McCARTHY TEL : 6354056

MS CAITRIONA MASON TEL : 6354057

NURSING GRADES	1st July 1997	1st April 1998	1st July 1998	1st July 1999	07/01/99 Phase 1 Increase	07/01/99 2% P2000	1st April 2000	01/07/00 Phase 2 Increase
Student Nurse I	5,395	5,395	5,516	5,599		5,711	5,768	
Student Nurse II	8,260	8,260	8,446	8,573	N/A	8,744	8,831	N/A
Student Nurse III	11,666	11,690	11,953	12,132		12,375	12,499	
Post Registered Student Nurse	12,598	12,645	12,930	13,124	N/A	13,386	13,520	N/A
	13,333	13,399	13,700	13,906		14,184	14,326	
Pupil Midwife	13,366	13,433	13,735	13,941	N/A	14,220	14,362	N/A
	13,793	13,870	14,182	14,395		14,683	14,830	
Staff Nurse	14,643	14,742	15,074	15,300		15,606	15,762	
including....	15,363	15,480	15,828	16,065		16,386	16,550	
Registered Midwife	16,083	16,218	16,583	16,832		17,169	17,341	
Registered Sick Children's Nurse	16,803	16,956	17,338	17,598		17,950	18,130	
Registered Mental Handicap Nurse	17,523	17,694	18,092	18,363	N/A	18,730	18,917	N/A
	18,143	18,329	18,741	19,022		19,402	19,596	
	18,763	18,965	19,392	19,683		20,077	20,278	
	19,383	19,600	20,041	20,342		20,749	20,956	
	20,003	20,236	20,691	21,001		21,421	21,635	
	20,611	20,859	21,328	21,648		22,081	22,302	
LSI after 3 yrs on max	21,261	21,525	22,009	22,339		22,786	23,014	
Senior Staff Nurse From 5 Nov 1999						23,925	24165	
Dual Qualified Nurse	16,528	16,674	17,049	17,305		17,651	17,828	
	17,607	17,780	18,180	18,453		18,822	19,010	
	18,184	18,371	18,784	19,066		19,447	19,641	
	18,625	18,823	19,247	19,536	N/A	19,927	20,126	N/A
	19,114	19,324	19,759	20,055		20,456	20,661	
	19,762	19,989	20,439	20,746		21,161	21,373	
	20,397	20,639	21,103	21,420		21,848	22,066	
	21,327	21,593	22,079	22,410		22,858	23,087	
LSI after 3 yrs on max	21,977	22,259	22,760	23,101		23,563	23,799	
Senior Staff Nurse From 5 Nov 1999 (Dual Qualified)						24,741	24,989	N/A
Clinical Nurse Manager 1 (Formerly Junior Ward Sister)	19,238	19,451	19,889	20,187	21,247	21,672	21,889	22,740
	19,599	19,821	20,267	20,571	21,651	22,084	22,305	23,173
	19,622	19,845	20,292	20,596	21,677	22,111	22,332	23,222
	20,093	20,328	20,785	21,097	22,205	22,649	22,875	23,785
	20,565	20,812	21,280	21,599	22,733	23,188	23,420	24,407
	21,078	21,337	21,817	22,144	23,307	23,773	24,011	25,020
	21,590	21,862	22,354	22,689	23,880	24,358	24,602	25,637

NURSING GRADES	1st July 1997	1st April 1998	1st July 1998	1st July 1999	07/01/99 Phase 1 Increase	07/01/99 2% P2000	1st April 2000	01/07/00 Phase 2 Increase
Clinical Nurse Manager 2 (Formerly Ward Sister)	19,820	20,048	20,499	20,806	21,898	22,336	22,559	23,844
	20,155	20,391	20,850	21,163	22,274	22,720	22,947	23,844
	20,496	20,741	21,208	21,526	22,656	23,109	23,340	24,254
	20,787	21,039	21,512	21,835	22,981	23,441	23,675	24,600
	21,259	21,523	22,007	22,337	23,510	23,980	24,220	25,166
	21,731	22,007	22,502	22,840	24,039	24,520	24,765	25,792
	22,244	22,533	23,040	23,386	24,614	25,106	25,357	26,406
	22,756	23,057	23,576	23,930	25,186	25,690	25,947	27,020
	23,269	23,583	24,114	24,476	25,761	26,276	26,539	27,711
	23,781	24,108	24,650	25,020	26,334	26,860	27,129	28,353
	Clinical Nurse Manager 2 Formerly Theatre Sister Night Sister Clinical Instructor	20,300	20,540	21,002	21,317	22,436	22,885	23,114
20,647		20,896	21,366	21,686	22,825	23,281	23,514	23,844
20,989		21,246	21,724	22,050	23,208	23,672	23,909	24,254
21,241		21,505	21,989	22,319	23,491	23,961	24,201	24,600
21,712		21,987	22,482	22,819	24,017	24,497	24,742	25,166
22,184		22,471	22,977	23,322	24,546	25,037	25,287	25,792
22,696		22,996	23,513	23,866	25,119	25,621	25,877	26,406
23,209		23,522	24,051	24,412	25,694	26,208	26,470	27,020
23,721		24,047	24,588	24,957	26,267	26,793	27,061	27,711
24,234		24,572	25,125	25,502	26,841	27,378	27,652	28,353
Clinical Nurse Manager 3 Formerly Home/Night/Theatre Superintendent Unit Nursing Officer Home Sister		21,541	21,812	22,303	22,638	23,826	24,303	24,546
	21,985	22,267	22,768	23,110	24,323	24,810	25,058	27,451
	23,228	23,541	24,071	24,432	26,160	26,683	26,950	28,841
	23,688	24,013	24,553	24,921	26,674	27,208	27,480	29,387
	24,147	24,483	25,034	25,410	27,189	27,733	28,010	29,937
	24,781	25,133	25,698	26,083	28,607	29,179	29,471	30,494
Nurse Tutor assimilation scales for former Tutor Principal III	23,351	23,667	24,200	24,563	25,853	26,370	26,634	27,802
	23,674	23,998	24,538	24,906	26,214	26,738	27,005	28,191
	23,998	24,330	24,877	25,250	26,576	27,107	27,378	28,580
	24,321	24,662	25,217	25,595	26,939	27,478	27,753	28,970
	24,644	24,993	25,555	25,938	27,300	27,846	28,124	29,359
	24,968	25,325	25,895	26,283	27,663	28,216	28,498	29,749
	25,291	25,656	26,233	26,626	28,024	28,584	28,870	30,137
	25,614	25,987	26,572	26,971	28,387	28,955	29,245	30,528
	25,938	26,319	26,911	27,315	28,749	29,324	29,617	30,917
	26,261	26,650	27,250	27,659	29,111	29,693	29,990	31,307

As Above
From
06/01/97

assimilation scales for former Tutor Principal II

NURSING GRADES	1st July 1997	1st April 1998	1st July 1998	1999	Phase 1 Increase	2% P2000	1st April 2000	01/07/00 Phase 2 Increase
Principal Nurse Tutor	24,280	24,619	25,173	25,551	26,892	27,430	27,704	28,921
	24,747	25,098	25,663	26,048	27,416	27,964	28,244	29,483
	25,173	25,535	26,110	26,502	27,893	28,451	28,736	29,997
	26,506	26,901	27,506	27,919	29,385	29,972	30,272	31,601
	26,972	27,379	27,995	28,415	29,907	30,505	30,810	32,162
	27,410	27,828	28,454	28,881	30,397	31,005	31,315	32,690
	27,958	28,389	29,028	29,463	31,010	31,630	31,946	33,349
	28,693	29,143	29,799	30,246	31,834	32,471	32,796	34,235
Public Health Nurse	20,397	20,639	21,103	21,420	22,277	22,722	22,949	23,848
	20,707	20,957	21,429	21,750	22,620	23,072	23,303	23,848
	21,056	21,315	21,795	22,122	23,007	23,467	23,702	24,258
	21,403	21,671	22,159	22,491	23,391	23,858	24,097	24,609
	21,633	21,906	22,399	22,735	23,644	24,117	24,358	25,162
	22,248	22,537	23,044	23,390	24,326	24,812	25,060	25,797
	22,863	23,167	23,688	24,043	25,005	25,505	25,760	26,413
	23,478	23,797	24,332	24,697	25,685	26,199	26,461	27,033
	24,093	24,428	24,978	25,353	26,367	26,894	27,163	27,730
	24,708	25,058	25,622	26,006	27,046	27,587	27,863	28,378
Assistant Director of Public Health Nursing	22,722	23,023	23,541	23,894	25,148	25,651	25,908	26,903
	23,175	23,487	24,015	24,375	25,655	26,168	26,430	28,430
	24,487	24,832	25,391	25,772	27,125	27,668	27,945	29,057
	24,956	25,312	25,882	26,270	27,649	28,202	28,484	29,635
	25,427	25,795	26,375	26,771	28,176	28,740	29,027	30,219
	26,095	26,480	27,076	27,482	28,925	29,503	29,798	31,018
Director of Public Health Nursing	26,261	26,650	27,250	27,659	29,111	29,693	29,990	31,307
	26,844	27,248	27,861	28,279	29,764	30,359	30,663	32,008
	27,428	27,846	28,473	28,900	30,417	31,026	31,336	32,711
	28,010	28,443	29,083	29,519	31,069	31,690	32,007	33,412
	28,594	29,041	29,694	30,139	31,721	32,356	32,680	34,114
	29,178	29,640	30,307	30,762	32,377	33,025	33,355	34,819
	29,761	30,238	30,918	31,382	33,030	33,690	34,027	35,520

NURSING GRADES	1st July 1997	1st April 1998	1st July 1998	1st July 1999	07/01/99 Phase 1 Increase	07/01/99 2% P2000	1st April 2000	01/07/00 Phase 2 Increase
Assistant Director of Nursing,	22,827	23,130	23,650	24,005	25,265	25,771	26,029	27,170
(payable only in Band 1 Hospitals)	23,277	23,591	24,122	24,484	25,769	26,285	26,548	27,713
	23,712	24,037	24,578	24,947	26,257	26,782	27,050	28,237
	25,047	25,406	25,978	26,368	27,752	28,307	28,590	29,846
	25,470	25,839	26,420	26,816	28,224	28,788	29,076	30,353
	25,958	26,339	26,932	27,336	28,771	29,347	29,640	30,941
	26,415	26,808	27,411	27,822	29,283	29,868	30,167	31,491
	26,869	27,273	27,887	28,305	29,791	30,387	30,691	32,038
	28,694	29,144	29,800	30,247	31,835	32,472	32,797	34,236
Assistant Director of Nursing	21,654	21,928	22,421	22,757	23,952	24,431	24,675	25,758
(payable in all other Hospitals)	22,124	22,410	22,914	23,258	24,479	24,969	25,219	26,326
(Assimilation scale for those previously on Asst. Matron County Home scale now moving to Band 2)	22,600	22,897	23,412	23,763	25,011	25,511	25,766	26,903
	23,906	24,236	24,781	25,153	26,474	27,003	27,273	28,430
	24,389	24,731	25,287	25,666	27,013	27,554	27,830	29,057
	24,869	25,223	25,791	26,178	27,552	28,103	28,384	29,635
	25,354	25,720	26,299	26,693	28,094	28,656	28,943	30,219
	26,019	26,402	26,996	27,401	28,840	29,416	29,710	31,018

(Assimilation scale for those previously on Asst. Matron
County/Other Hospital 160 beds or less now moving to
Band 2)

**As Above
From
06/01/97**

NURSING GRADES	1st July 1997	1st April 1998	1st July 1998	1st July 1999	07/01/99 Phase 1 Increase	07/01/99 2% P2000	1st April 2000	01/07/00 Phase 2 Increase
Director of Nursing/Matron Band 1	30,256	30,745	31,437	31,909	33,584	34,256	34,599	36,117
	31,090	31,600	32,311	32,796	34,518	35,208	35,560	37,121
	31,925	32,456	33,186	33,684	35,452	36,161	36,523	38,127
	32,759	33,310	34,059	34,570	36,385	37,113	37,484	39,129
	33,592	34,164	34,933	35,457	37,318	38,065	38,446	40,133
	34,428	35,021	35,809	36,346	38,254	39,019	39,409	41,139
	35,261	35,875	36,682	37,232	39,187	39,970	40,370	42,142
Director of Nursing/Matron Band 2	28,486	28,931	29,582	30,026	31,602	32,234	32,556	33,986
	29,282	29,747	30,416	30,872	32,493	33,143	33,474	34,943
	30,078	30,562	31,250	31,719	33,384	34,052	34,393	35,902
	30,873	31,377	32,083	32,564	34,274	34,959	35,309	36,858
	31,670	32,194	32,918	33,412	35,166	35,869	36,228	37,819
	32,466	33,010	33,753	34,259	36,058	36,779	37,147	38,777
	33,261	33,825	34,586	35,105	36,948	37,687	38,064	39,735
Director of Nursing/Matron Band 2A	28,261	28,700	29,346	29,786	31,350	31,977	32,297	33,714
	28,761	29,213	29,870	30,318	31,910	32,548	32,873	34,316
	29,261	29,725	30,394	30,850	32,470	33,119	33,450	34,919
	29,761	30,238	30,918	31,382	33,030	33,690	34,027	35,520
	30,261	30,750	31,442	31,914	33,589	34,261	34,604	36,123
	30,761	31,263	31,966	32,445	34,148	34,831	35,179	36,724
	31,261	31,775	32,490	32,977	34,708	35,402	35,756	37,326
Director of Nursing/Matron Band 3	26,261	26,650	27,250	27,659	29,111	29,693	29,990	31,307
	26,844	27,248	27,861	28,279	29,764	30,359	30,663	32,008
	27,428	27,846	28,473	28,900	30,417	31,026	31,336	32,711
	28,011	28,444	29,084	29,520	31,070	31,691	32,008	33,414
	28,594	29,041	29,694	30,139	31,721	32,356	32,680	34,114
	29,178	29,640	30,307	30,762	32,377	33,025	33,355	34,819
	29,761	30,238	30,918	31,382	33,030	33,690	34,027	35,520
Director of Nursing/Matron Band 4	24,508	24,853	25,412	25,793	27,147	27,690	27,967	29,195
	25,263	25,627	26,204	26,597	27,993	28,553	28,839	30,105
	26,017	26,400	26,994	27,399	28,837	29,414	29,708	31,012
	26,772	27,174	27,785	28,202	29,683	30,276	30,579	31,922
	27,529	27,950	28,579	29,008	30,531	31,142	31,453	32,834
	28,283	28,723	29,369	29,810	31,375	32,003	32,323	33,741
	29,036	29,494	30,158	30,610	32,217	32,861	33,190	34,647
Director of Nursing/Matron Band 5	22,897	23,202	23,724	24,080	25,344	25,851	26,110	27,256
	23,401	23,719	24,253	24,617	25,909	26,428	26,692	27,864
	23,908	24,238	24,783	25,155	26,476	27,005	27,275	28,473
	24,412	24,755	25,312	25,692	27,041	27,582	27,858	29,080
	24,917	25,272	25,841	26,229	27,606	28,158	28,440	29,688
	25,424	25,792	26,372	26,768	28,173	28,737	29,024	30,298
	25,929	26,310	26,902	27,306	28,740	29,314	29,607	30,907