



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

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1<sup>st</sup> June, 2007

To: National Directors HSE  
Assistant National Directors HSE  
Hospital Network Managers

**Re. Payment of 2% (2.5% for those earning up to and including €400 per week or €20,859 per annum) Towards 2016 Increase with effect from 1 June, 2007**

I refer to the pay provisions of the 'Towards 2016' National Agreement. As you are aware, payment of all increases under the Agreement is strictly conditional on the successful completion of the performance verification process detailed in the Agreement.

The second phase assessment of the modernisation and change objectives set out in Towards 2016 has now been completed and it has been decided that payment of the 2% (2.5% for those earning up to and including €400 per week or €20,859 per annum) general round increase under Towards 2016 with effect from 1 June, 2007 is warranted.

The Health Service Performance Verification Group will be providing feedback to agencies, through the Health Service National Partnership Forum, on this phase of the performance verification process. It is essential that each area/network /agency carefully considers the feedback provided and ensures that issues raised are addressed in the context of the next phase of the performance verification process.

The sanction of the Minister has now been received for the application of these revised pay scales interpreting the general pay round increase provided for under 'Towards 2016' with effect from 1 June, 2007 to all eligible grades.

A copy of the revised consolidated salary scales incorporating these increases for all relevant grades in the health service is attached.

On 25 May 2007, the Irish Nurses Organisation (INO) notified this Department of the Organisation's acceptance of the Towards 2016 Social Partnership Agreement. Accordingly, the payment of general round increases under the Agreement to members of the INO is hereby sanctioned as follows:

- (a) 3% from 25 May 2007 and
- (b) 2% from 1 June 2007.

On 25 May 2007, the Irish Nurses Organisation (INO) formally confirmed the Organisation's acceptance of the Towards 2016 Social Partnership Agreement. Accordingly, the payment of general round increases under the Agreement to members of the INO is hereby sanctioned as follows:

- (a) **3% from 25 May 2007** and
- (b) **2% from 1 June 2007.**

Pending satisfactory resolution of industrial relations issues, this sanction does not apply to:

- (1) Certain craft-workers in Cork University Hospital, (members of the TEEU), who refuse to carry out duties consistent with the change and modernisation agenda agreed for craft grades under the parallel benchmarking process;
- (2) Ambulance Personnel HSE West (members of SIPTU) who refuse to co-operate with a move to a combined ambulance and fire control centre – Camp West (Computer Aided Mobile Project) in the HSE West;
- (3) Medical Consultant members of the Irish Hospital Consultants Association who have been engaged in a campaign of industrial action from 21<sup>st</sup> May, 2007;
- (4) Craft-workers members of the TEEU who have served notice of industrial action in the HSE South, involving a withdrawal from On-Call / Call-Out service from 1 June 2007;
- (5) Nurses in membership of the Psychiatric Nurses' Association who have not confirmed acceptance of the terms of Towards 2016 to date.

Mr Liam Woods, National Director of Finance, has confirmed that funding in respect of this pay adjustment is provided in the HSE Vote. Accordingly, please arrange early implementation subject to the exceptions outlined.

The provisions of this sanction also cover Voluntary Hospitals and Voluntary Agencies funded directly by the HSE where approved national pay scales are applicable. Please circulate this letter to relevant agencies, as appropriate.

**Yours sincerely**



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Martin McDonald  
National Director of Human Resources