HSE HR Circular 14/2008

To: Each Assistant National Director, PCCC
    Each HSE Area Assistant National Director, Human Resources

19th May 2008

Re: Director of Public Health Nursing, Labour Court Determination EDA 0720

Dear Colleague,

Following the issuing of Labour Court Determination No EDA 0720 which found that the above grade are entitled to equal pay with Directors of Mental Health Nursing, the following revised pay arrangements fall to be implemented.

1. Revised Salary Scale:

With effect from 23 February 2005, Directors of Public Health Nursing in employment on that date and any personnel taking up appointment to such post subsequent to that date are to be paid in accordance with the salary scale which has been in operation for Directors of Mental Health Nursing.

The current salary obtaining for the grade of Director of Mental Health Nursing (1st March 2008) and which is now to be applied to Directors of Public Health Nursing is as follows:

- €75,313
- €77,599
- €79,889
- €82,177
- €84,465
- €86,756

Assimilation to the new pay scale shall be on the basis of corresponding point.

2. Arrears:

The Labour Court has also directed that Directors of Public Nursing be paid arrears backdated to 23rd February 2002 (if in employment on that date) or arrears in respect of so much of their employment as begins not more than three years before 23rd February 2005, whichever is appropriate.
The Court has further directed that for the purpose of calculation of arrears and until such time as a performance related pay scheme is put in place for the grade, that Directors of Public Health Nursing, be paid an average equal to the average performance related bonus approved by the appropriate line Manager within the PCCC Directorate and paid to Directors of Mental Health Nursing over the period concerned.

The average bonus paid to Directors of Mental Health Nursing in the years concerned is as follows:
- 2002 - €4,520;
- 2003 - €4,889;
- 2004 - €5,658;
- 2005 - €6,062;
- 2006 - €6,395;
- 2007 - €6,523.

3. Acting Up:

H.R. Departments are requested to review acting up arrangements that may have occurred during the periods set to determine if there is a requirement to adjust the rates of pay that may have been applicable to personnel carrying out such duties in light of the new rates for the substantive grade now being introduced.

4. Pension:

The lump sum and pensions of those who have retired from position of Director of Public Health Nursing since 23rd February 2005 now stand to be adjusted to reflect the new salaries which have come into being since that date. The pension of staff who retired prior to this date are not to be adjusted arising from the provisions of this circular.

5. Performance Related Pay Scheme:

Further correspondence will issue in due course regarding the putting into place of a performance related bonus scheme for the grade of Director of Public Health Nursing.

6. Implementation

The costs associated with full implementation of the Equal Pay decision are significant and have been discussed with the Department of Finance in the context of the 2009 Estimates. Each Local Health Office should move to implement items 1, 3 and 4 above immediately. Implementation of items 2 and 5 requires further consideration at this time.

The pay rates applicable to the grades involved since 2002 are attached. Any enquiries with regard to the contents of this circular should be addressed to John Delamere or Denise O'Shea at the HSE – Employers Agency, (01 – 6626966).

Yours sincerely,

Martin McDonald
National Director of Human Resources

c: Mr. Paddy Mc Donald, Assistant National Director, Finance
<table>
<thead>
<tr>
<th>EFFECTIVE FROM</th>
<th>PT 1</th>
<th>PT 2</th>
<th>PT 3</th>
<th>PT 4</th>
<th>PT 5</th>
<th>PT 6</th>
<th>PT 7</th>
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<tbody>
<tr>
<td>1/10/01 5.5%</td>
<td>Dirs. MH Nursing</td>
<td>€61,231</td>
<td>€52,784</td>
<td>€54,342</td>
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<td>9/10/2002 4% + B.M. INCREASE</td>
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<td>9/12/2005 1.5%</td>
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<td>9/06/2006 2.5%</td>
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<td>9/08/2007 2%</td>
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