

Ref: PH/EM 0217

Mr. Kevin Duffy  
 Chairman of Public Service Pay Commission  
 4<sup>th</sup> Floor, St Stephens Green House  
 Dublin 2



01/03/17

Dear Mr. Duffy

As a follow on to our meeting with the Pay Commission on 19<sup>th</sup> December 216 we outlined that we would submit examples of:


- Vacancies in the Mental Health Services
- The amount of Agency/Overtime Shifts per week
- The number of nurses who graduated in that Mental Health Service in 2016
- The number of graduates who stayed in the service upon qualification.

In this regard please refer to the table below.

Service	No. of Vacancies	No. of Overtime/Agency/ Bank Shifts p/w	Number who Graduated in 2016	Number of Graduates who Stayed
Louth/Meath MHS	45	25	19	6
St Ita's MHS Portrane	28	25-30	14	9
St Ita's ID Services	60	50-60	9	6
Linn Dara Child & Adolescent Service, Cherry Orchard	15 plus 8 Development posts unfilled	40	26*	14*

\*Graduates from Tallaght/St Loman's inclusive of Linn Dara

In addition can I also bring to your attention for consideration the principles of the UK approach in comparing pay levels of nurses, HCA's and Therapy Grades. (See attached, Appendix 1)

Yours sincerely  
  
 Peter Hughes  
 General Secretary



## Applying the Principles of the UK Approach in Comparative Pay Levels of Nurses, HCAs and Therapy Grades to Nursing Pay in Ireland

The competencies for entry to the Nurses and Midwives Division of the professional register maintained by the Nursing Board Standards and Requirements (NMBI 2015) are assured and require that Nurses in Ireland graduate with an Honours Degree. The title nurse and midwife is protected in law through the Nurses and Midwives Act of 2011. *“An Act for the enhancement of the protection of the public in its dealings with nurses and midwives and provides for the registration, regulation and control of nurses and midwives, to enhance the high standards of professional education, training and competence of nurses and midwives”.*

*“The Nurse or midwife who is delegating a particular role or activity (the delegator) is accountable for the decision to delegate. This means the delegator is accountable and that resources and supervision, where required, are available. They are also accountable for appropriate assessment, planning, implementation, monitoring and evaluation of the delegated role of activity.”* (Scope of Nursing and Midwifery Practice Framework 2015)

On recruitment to the Health Services Nurses are required to supervise, delegate to Health Care Assistants (HCA's) and provide clinical leadership.

- Those same young graduate nurses are highly offended when they discover the HCAs they are supervising are being paid more than them.

Please note the comparative salaries

<i>Staff Nurse Mental Health</i>	<i>Health Care Assistant</i>
28,122	25,834
30,067	27,444
31,246	28,704
32,448	29,374
33,707	30,107
34,891	30,859
36,129	31,319
37,091	32,102
38,142	32,906
39,505	
40,845	
42,754	
44,086 LSI	

- In Ireland the Nurse must reach the 5<sup>th</sup> point of the scale before s/he exceeds the basic pay of a HCA.
- In the UK the professional qualifications of the Nurse is recognised with the 1<sup>st</sup> point of the nurse's scale above the maximum of the max of the HCA Scale.
- In the UK The Nurse is recruited at the same level as the Therapy Grades (Physiotherapist, Occupational Therapist, Podiatrist etc).

- In Ireland the nurse is treated as a lesser professional than the Therapy Grades.

Please note the comparative salaries

Staff Nurse Mental Health	Therapy Grades
28,122	33,969
30,067	36,040
31,246	37,743
32,448	38,982
33,707	40,031
34,891	41,118
36,129	42,191
37,091	43,293
38,142	44,389
39,505	45,484
40,845	46,638
42,754	47,851
44,086 LSI	49,062
	50,033

- It is the PNA's view that the Staff Nurse Scale must start at a point higher than that of the HCA, e.g. 33,969 the first point of the Therapy Grade Scale.
- Having regard to the comparable minimum qualifications (Honours Degree) and the role and responsibilities the Therapy Grades Salary Scale should be applied in its entirety to Nursing.
- The development of the Staff Nurse scale in this way would enhance recruitment and retention.