



PAC-R-716

**Correspondence 3D.2
Meeting – 08/11/2012**

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31st October 2012

Mr Ted McEnery
Clerk to the Committee
Committee of Public Accounts
Leinster House
Dublin 2



Dear Mr McEnery,

I acknowledge receipt of your letter dated 12th October 2012 requesting additional information for the Committee in respect of allowances paid in the HSE broken down by grade/level of pay.

You may be aware that the level of detail now requested by the Committee goes beyond the information collated as part of the Department of Public Expenditure and Reform Review of Allowances and therefore is not readily to hand. In addition the request has sought detailed information in respect of each grade that is in receipt of an allowance. For information there are approximately 600 different grades of staff employed across the health sector, which are grouped into five grade categories for management reporting. Due to the volume of grades and the challenges posed by the legacy Payroll Systems predating the HSE it has been difficult to answer questions 3 and 4 without assigning a considerable amount of human resource effort to the almost manual retrieval of such information, which would require pulling information on each individual who is currently in receipt of an allowance. Regretfully therefore it is not possible to supply this information to the Committee in the timeframe required.

While the information per grade is not available, a response to Question 2 can be provided by Staff Category and in this regard please see Appendix 1 below. The remaining Questions No. 1 and 5 have been answered in Appendix II attached.

I trust this additional information will assist the Committee in its examination of allowances in the public health sector.

Yours Sincerely

Ray Mitchell
Parliamentary and regulatory Affairs Division

Appendix I

Health Service Executive

Response to Question 2:

Staff Category	Basic Pay	Allowances	Allowances as % of Total Pay Costs
Nursing	1,645,163,814	86,916,891	3.83%
Support Staff	943,262,488	36,288,639	2.81%
Medical/Dental	774,295,335	29,270,740	2.58%
Management Admin	714,509,882	9,257,147	1.15%
Health & Social Care Professionals	728,481,670	4,748,608	0.54%
TOTAL	4,805,713,190	166,482,026	2.61%

Appendix II

Health Service Executive Allowance Review - Information for Public Accounts Committee - Response to Question 1 and 5			Decision from DPER on Review	
No of Allowances	Name of Allowances	Range of Payment	Beneficiary (Grade)	Responses to Question 5 - Pensionable Yes/No
1	Island Inducement Allowance	1,766 (January '10); 1,589 (January '11 new entrants only)	Public Health Nurses	Yes
2	Student Medical Scientist Coordinators Annual Allowance for academic year	3,202.89 (January '10); 2,892.60 (January '11 new entrants)	Senior Medical Scientists	No
3	Sleep-In Overnight Allowance	44.49	Social Care Worker, Nursing, HCA, Domestic & Hostel Staff	Yes
4	Mental Health Authorising Officer	150 during normal working hours; 300 outside of normal working hours	Nursing & Medical	No
5	Assisted Admission	250 for Team member, 300 for Team Leader	Psychiatric Nurses	No

Jan '10 scales Public Health Nurse Mid: 49,544; max 54,426	Jan '10 scales: Med Scientist Senior (without FAWLS qual): Mid: 52,150; Max: 56,222. Med Scientist (with FAWLS qual): Mid: 56,222; Max: 64,500	Jan '11 scales: Social Care worker (with qual) mid: 34,465 (pt 5); 35,620 (pt 6); max: 39,875; Social care worker (without qual): mid: 34,465; max: 39,106. Staff nurse Mid: 33,667; Max: 39,420; Health care assistant: mid: 27,498, max: 29,616; Band 4 support staff: Mid: 25,697; max: 26,198. Jan' 10 scales: Social Care worker (with qual) mid: 38,924 (pt 5); 39,577 (pt 6); max: 44,306; Social care worker (without qual): mid: 38,294; max: 43,451. Staff nurse: mid 36,137; max: 43,800. Senior staff nurse (1 point scale): 45,954. CNM1: mid: 46,408 (pt 4) 47,554 (pt 5); Max: 51,191. CNMII: Mid: 50,874; max: 55,852. Health care assistant: mid: 30,554, max: 32,096; Band 4 support staff: Mid: 28,987; max: 30,525. Band 3 support staff: mid: 30,554; max: 32,906.	Jan '11 scales: Staff nurse mental health mid: 33,382; max: 39,677; Jan' 10 scales: Staff nurse Mental Health Mid: 37,091; max: 44,086. Senior staff nurse mental health (1 point): 46,254. Community Psychiatric Nurse: mid: 49,034 (pt 5) 49,941 (pt 6) max: 54,044; CNM1: Mid: 46,408 (pt 4); 47,554 (pt 5); Max: 51,191; CNM2: Mid: 50,874; Max: 55,852; Assistant Director Mental Health: Mid: 63,556; max: 68,853; Director of Nursing mid: 76,197 (pt 3) 78,309 (pt 4) max: 82,532.	Jan '11 scales: Staff nurse mental health (??) mid: 33,382; max: 39,677; Jan' 10 scales: Staff nurse Mental Health(??) Mid: 37,091; max: 44,086. Senior staff nurse mental health (1 point): 46,254. Community Psychiatric Nurse: mid: 49,034 (pt 5) 49,941 (pt 6) max: 54,044; CNM1: Mid: 46,408 (pt 4); 47,554 (pt 5); Max: 51,191; CNM2: Mid: 50,874; Max: 55,852; Assistant Director Mental Health: Mid: 63,556; max: 68,853; Director of Nursing mid: 76,197 (pt 3) 78,309 (pt 4) max: 82,532.
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Approved for new beneficiaries	Approved for new beneficiaries	Approved for new beneficiaries	Approved for new beneficiaries
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No of Allowances	Name of Allowances	Range of Payment	Beneficiary (Grade)	Response to Question 1 - Mid Point & Max Point on Salary Scale for Grade	Response to Question 5 - Pensionable Yes/No	Decision from DIPER on Review
6	Allowance for Advanced Paramedics	9,215 (January '10); 8,293 (January '11 new entrants)	Ambulance staff	Jan '11 scales: EMT mid: 28,712; max: 32,976; Jan '10 scales: EMT mid: 31,902; max: 36,640; Leading EMT: mid 33,749; max: 40,135; Ambulance Officer: mid 49,797 max 55,032.	Yes	Approved for new beneficiaries
7	Clinical Directors Allowance	46,000 per annum	Consultants	Jan' 11 scales: Type A contract 4 point scale: 168,420 (pt 2); 170,831 (pt 3); Max: 173,243. Type B contract 4 point scale: Mid: 158,338 (pt 2) 158,400 (pt 3); Max: 158,400	Yes	Approved for new beneficiaries subject to further review
8	Location Allowance	1,858 (Jan'10); 1,673 (Jan'11 for new entrants)	Staff nurses, and nurse managers at grades CNM1 and CNM2	Jan' 11 scales: Staff nurse Mid: 33,667; Max: 39,420; Jan' 10 scales: Staff nurse: mid 36,137; max: 43,800. Senior staff nurse (1 point scale): 45,954. CNM1: mid: 46,408 (pt 4) 47,554 (pt 5); Max: 51,191. CNM2: Mid: 50,874; max: 55,852. Staff nurse Mental Health (1 point): 46,254	Yes	Approved for new beneficiaries subject to further review
9	Specialist Qualification Allowance - Paid to Courses designated as 'Category II' by An Bord Altranais see attached document.	2,791 (Jan '10) 2,512 (January '11 - reduced for new entrants)	Staff nurses, and nurse managers at grades CNM1 and CNM2	Jan' 11 scales: Staff nurse Mid: 33,667; Max: 39,420; Jan' 10 scales: Staff nurse: mid 36,137; max: 43,800. Senior staff nurse (1 point scale): 45,954. CNM1: mid: 46,408 (pt 4) 47,554 (pt 5); Max: 51,191. CNM2: Mid: 50,874; max: 55,852. Staff nurse Mental Health Mid: 37,091; max: 44,086. Senior staff nurse mental health (1 point): 46,254	Yes	Approved for new beneficiaries subject to further review
10	Living Out Allowance for Registrars, House Officers and Interns (weekly allowance)	61.20 p.w (January '10); 55.08 p.w. (January '11 new entrants)	All junior doctors except Senior or Specialist Registrars	Jan '10 scales: Interns: 33,619 (1 point); SHO mid: 46,334; max: 54,746; Registrar: mid: 54,746 (pt 3); 56,260 (pt 4); max: 60,305.	No	Notified for new beneficiaries
11	Acting Up	Amount or Unit based depending on grade category	All grades	Payable to various grades who meet qualifying criteria including clerical, nursing, allied health professional and dental. Salary scale ranging from Clerical Officer grade: mid: 26,715; max: 33,607 (Jan '11 scales)	Yes	Approved for new beneficiaries subject to further review

No of Allowances	Name of Allowances	Range of Payment	Beneficiary (Grade)	Response to Question 1 - Mid Point & Max Point on Salary Scale for Grade	Response to Question 5 - Pensionable Yes/No	Decision from DPER on Review
12	Cardiac Allowance (weekly allowance) - requires recertification on an annual basis)	16.89 per week (January '10); 15.20 (January '11 new entrants)	Ambulance grades	Jan '11 scales: EMT mid: 28,712; max: 32,976; EMC: mid 30,374; max: 36,122. Jan '10 scales: EMT mid: 31,902; max: 36,640; EMC: mid 33,749; max: 40,135; Leading EMT: mid 33,749; max: 40,135; Team Leader EMC: mid 44,146; max: 48,496. Ambulance Officer: mid 49,797 max 55,032	Yes	Applied for new beneficiaries
13	Craftworkers Tool Allowance	843.60 (1/1/10 - 31/12/10) (January '10); 759.21 (1/1/11 - 31/12/11)	Craftworkers including electricians, plumbers etc	Jan '11 scales: Paid to various Craftworker grades ranging from Craftmen's mate (non paypath) Mid: 25,489 (pt 6, 25,563 (pt 7); max: 26,144; Craftsmen: mid: 31,608 (pt 6) 31,788 (pt 7); max: 32,512; chagelhand mid 34,024 (pt 6) 34,122 (pt 7) max 34,900. Jan '10 scales: Assistant Foreman: mid: 39,528 (pt 6) 39,641 (pt 7) max: 40,546; Foreman (non paypath): mid 42,113 (pt 6) 42,234 (pt 7); max: 43,199.	No	Applied for new beneficiaries
14	GP Trainees	11,430 per annum	Trainee GP's	Jan '10 scales: SHO's mid 46,334 max 54,746; Registrar mid: 54,746 (pt 3) 56,260 (pt 4) max 60,305.	Yes	Approved for new beneficiaries subject to further review
15	Second Opinion	3 hrs Clinical time	Consultant Psychiatrists	Jan' 11 scales: Type A contract 4 point scale: 168,420 (pt 2); 170,831 (pt 3); Max: 173,243. Type B contract 4 point scale: Mid: 158,338 (pt 2) 158,400 (pt 3); Max: 158,400; Jan '10 scales: Category 1 Type A contract: 192,492; Category II Type A: 183,330 Category 1 Type B: 183,562; Category II Type B: 176,000; Category 1 on 1997 contract: 176,000; Category II on 1997 contract: 157,708	Yes	Applied for new beneficiaries
16	Consultants Continuing Medical Education Allowance	3,000 (2008 contract CPT linked)	Consultants	Various Consultants on various contract types including medical and academic (Jan '11 scales): Type A Medical Consultant contract 4 point scale: 168,420 (pt 2); 170,831 (pt 3); Max: 173,243. Type B contract 4 point scale: Mid: 158,338 (pt 2) 158,400 (pt 3) Max: 158,400; Type A College Lecturer mid 179,518 (pt 2) 182,484 (pt 3) max 185,450. Type B college Lecturer mid 161,014 (pt 2) 163,606 (pt 3) Max 166,199; Type A Professor: mid 211,454 (pt 2) 214,420 (pt 3) max 217,385.	No	Applied for new beneficiaries
17	Special Allowance for weekends/public holidays	2,976 (January '10, 2,678 (January '11 new entrants only)	Nurse management sub structures	Jan' 11 scales: Staff nurse Mid: 33,667; Max: 39,420; Jan' 10 scales: Staff nurse: mid 36,137; max: 43,800. Senior staff nurse (1 point scale): 45,954. CNM1: mid: 46,408 (pt 4) 47,554 (pt 5); Max: 51,191. CNM11: Mid: 50,874; max: 55,852	Yes	Applied for new beneficiaries

No of Allowances	Name of Allowances	Range of Payment	Beneficiary (Grade)	Response to Question 1 - Mid Point & Max Point on Salary Scale for Grade	Response to Question 5 - Pensionable Yes/No	Decision from DPFR on Review
18	Dual Responsibility Allowance (Also includes Responsibility Allowance 1,344 or 1,242 paid to Various Grades and Responsibility All Lower and All Higher, plus Allow Equiv Dual)	3,731 Grades whose max salary exceeds 48,569 on 1/1/10; 4,001 Grades whose max salary does not exceed 48,569 (January '10); 3,358 Grades whose max salary exceeds 43,712 on 1/1/11; 3,601 Grades whose max salary does not exceed 43,712 (January '11 new entrants)	Clerical/admin grades	Paid to various Clerical/admin grades including Jan '11 scales: Clerical Officer mid: 26,715, max: 33,607; Grade IV mid: 31,819 (pt 5), 33,596 (pt 6), max 38,602 Jan '10 scales: Grade V: mid 44,146 max 48,496 Grade VI: mid 49,795 max 55,032; Grade VII mid 53,545 max 61,417; Grade VIII mid 71,413 max 78,889; General Manager mid 76,221 max 84,219.	Yes	Assessed for new beneficiaries
19	Midwifery Qualification	2,791 (Jan '10) 2,512 (January '11 - reduced for new entrants)	Public Health Nurses and Assistant Directors of PHN	Jan '10 scales Public Health Nurse: Mid: 49,544; max 54,426 . Assistant Directors PHN: Mid: 58,629 (pt 3); 59,780 (pt 4); Max: 62,535	Yes	Assessed for new beneficiaries
20	Registered General Nurse in the Community	3,709 (Jan '10)	Registered General Nurse paid as staff nurses	Jan' 11 scales: Staff nurse Mid: 33,667; Max: 39,420; Jan' 10 scales: Staff nurse: mid 36,137; max: 43,800.	Yes	Assessed for new beneficiaries
21	Nurse Coordinator Allowance	18.09 per shift (January '10); 16.28 (January '11 new entrants only)	Staff nurse	Jan' 11 scales: Staff nurse Mid: 33,667; Max: 39,420; Jan' 10 scales: Staff nurse: mid 36,137; max: 43,800.	Yes	Assessed for new beneficiaries
22	Specialist Coordinator Allowance	4,319 (January '10); 4,327 (January '11)	Nurse Tutors in Centres for Nurse Education	Jan '10 scales: Nurse Tutor General and Mental Health: Mid: 58,671 (pt 5), 59,441 (pt 6); Max: 62,514	Yes	Assessed for new beneficiaries
23	Community Allowance	varies depending on grade of nurse i.e. Range from 4,962 (staff nurse) to 5,722 (Assistant Director of Nursing (January '10))	Mental Health Nurses - all grades except Directors of Mental Health Nurses	Jan' 10 scales: Staff nurse Mental Health Mid: 37,091; max: 44,086. Senior staff nurse mental health (1 point): 46,254; CNM1: Mid: 46,408 (pt 4); 47,554 (pt 5); Max: 51,191; CNM2: Mid: 50,874; Max: 55,852; Assistant Director Mental Health: Mid: 63,556; max: 68,853	Yes	Assessed for new beneficiaries

No of Allowances	Name of Allowances	Range of Payment	Beneficiary (Grade)	Response to Question 1 - Mid Point & Max Point on Salary Scale for Grade	Response to Question 5 - Pensionable Yes/No	Decision from DPER on Review
24	Nurses assigned to Occupational Therapy - 1 level for qualified, and another level for unqualified.	3,732 (qualified); 1,702 (unqualified) (January '10)	Mental Health Nurses	Jan '11 scales: Staff nurse mental health mid: 33,382; max: 39,677; Jan '10 scales: Staff nurse Mental Health Mid: 37,091; max: 44,086. Senior staff nurse mental health (1 point): 46,254;	No	Abolished for new beneficiaries
25	Annual Allowance for Biochemists	Honours BSc 1,009; msc 2,017; phd 2,629 (January '10); Honours BSc 908; msc 2,017; phd 2,366 (January '11);	Payable only to Basic and Senior Grades of Biochemists	Jan '11 scales: Biochemist: Mid: 42,244 (pt 7); 43,712 (pt 8); Max: 52,145. Jan '10 scales: Biochemist: Mid: 45,306 (pt 6); 46,938 (pt 7); Max: 55,186, Senior Biochemist: Mid: 61,968; Max: 70,951	Yes	Abolished for new beneficiaries
26	Annual Allowance for Radiographers - Allowance varies depending on level of qualification	Higher Diploma College of Radiography 912; Diploma in Ultrasound 456; Diploma in Nuclear Medicine 456 (January '10); Higher Diploma College of Radiography 821; Diploma in Ultrasound 410; Diploma in Nuclear Medicine 410 (January '11 new entrants);	Radiography Grades	Jan '11 scales: Radiographer: Mid: 37,427 (pt 6); 38,425 (pt 6); 42,695 (pt 7); Max: 48,054. Radiographer Senior: Mid: 47,557; Max: 51,215; Clinical specialist radiographer: Mid: 54,345; Max: 58,758; Radiographer Service Manager 1: Mid: 56,733; Max: 61,644; Radiographer Service Manager 2: Mid: 62,495; max: 69,852	Yes	Abolished for new beneficiaries
27	Gaeleacht	Cannot exceed 7.5% of basic salary	Various Grades	Payable to various grades who meet qualifying criteria including clerical, nursing, allied health professional and dental. Salary scale ranging from Clerical Officer grade: mid: 26,715, max: 33,607 (Jan '11 scales)	Yes	Abolished for new beneficiaries
28	Travel Allowance for Non-Nursing Personnel	29.32 per week	Support Staff	Jan '11 scales: Band 4 support staff: Mid: 25,697; max: 26,198. Band 3 support staff: mid: 27,498; max: 29,616. Band 2: mid: 27,983; max: 31,063; Jan '10 scales: Band 4 support staff: Mid: 28,987; max: 30,525. Band 3 support staff: mid: 30,554; max: 32,906. Band 2: mid 31,092, max: 34,514; Band 1 mid: 30,313; max: 30,979	No	Abolished for new beneficiaries
29	Trainers Allowance	3047	Clinical Nurse Manager 2	Jan '10 scales: CNM2: Mid: 50,874; max: 55,852.	No	Abolished for new beneficiaries

No of Allowances	Name of Allowances	Range of Payment	Beneficiary (Grade)	Response to Question 1 - Mid Point & Max Point on Salary Scale for Grade	Response to Question 5 - Pensionable Yes/No	Decision from DPER on Review
30	Coordination and overseeing of Undergraduate Student Therapists during clinical placements	238.50 (January '10); 215 (January '11 new entrants)	Various 'therapy' grades which include Dieticians, Physiotherapists, Occupational Therapists	Jan '11 scales: Basic: Mid: 38,964 (pt 6); 39,950 (pt 7); Max: 45,030. Jan '10 scales: Basic: Mid: 43,293 (pt 6); 44,389 (pt 7); Max: 50,033. Senior: Mid: 54,577; Max: 59,208; Clinical specialist: Mid: 60,006; Max: 64,638; Manager: Mid: 67,243; Max: 73,714	No	Applied for new beneficiaries
31	Staff Nurse Dual Qualification Scale	1,395 (Jan '10)	Staff Nurses	Jan '10 scales: Dual qualified staff nurse mid: 39,400; max 45,271.	Yes	Applied for new beneficiaries
32	Red circled allowances to Deputy Nursing Officer, Theatre/Night Sister, Public Health Nurse	Deputy Nursing Officer 1,333; Theatre/Night Sister 801; Public Health Nurse 1,601 (January '10).	Deputy Nursing Officer; Theatre/Night Sister, Public Health Nurse	Jan '10 scales: Staff nurse: mid 36,137; max: 43,800. Senior staff nurse (1 point scale): 45,954. CNM1: mid: 46,408 (pt 4) 47,554 (pt 5); Max: 51,191. CNMII: Mid: 50,874; max: 55,852. Public Health Nurse Mid: 49,544; max 54,426	Yes	Applied for new beneficiaries
33	Community Care Administrator	8,769 (January '10)	Grade VII clerical/admin management grades	Jan '10 scales: Grade VII: Mid: 53,545; Max: 61,417	Yes	Applied for new beneficiaries
34	Industrial Relations Officer (Health Areas Only) annual allowance (Red Circled)	8,769 (January '10)	Industrial Relations Officer	Jan '10 scales: Grade VII: mid 52,314, max: 61,417	Yes	Applied for new beneficiaries
35	Matron and Assistant Matron Welfare Homes (excluding HSE Eastern Regional Area) - Annual allowance	3,927 (January '10)	Matron & Assistant Matron of Welfare Homes	No longer applicable	Yes	Applied for new beneficiaries
36	Land Stewards/Assistant Land Stewards	Varied from 1,686 (1st type) to 461 (Assistant Land Steward 3rd type) (January '10)	Clerical staff with farm responsibilities	No longer applicable	N/A	Applied for new beneficiaries
37	Psychiatrist Special Responsibility Allowance (annual)	10,064 (January '10); 9,057.62 (January '11 new entrants)	Psychiatrists	Jan '11 scales: Type A contract 4 point scale: 168,420 (pt 2); 170,831 (pt 3); Max: 173,243. Type B contract 4 point scale: Mid: 158,338 (pt 2) 158,400 (pt 3); Max: 158,400; Jan '10 scales: Category 1 Type A contract: 192,492; Category II Type A: 183,330 Category 1 Type B: 183,562; Category II Type B: 176,000; Category 1 on 1997 contract: 176,000; Category II on 1997 contract: 157,708	Yes	Applied for new beneficiaries

No of Allowances	Name of Allowances	Range of Payment	Beneficiary (Grade)	Response to Question 1 - Mid Point & Max Point on Salary Scale for Grade	Response to Question 5 - Pensionable Yes/No	Decision from DPER on Review
38	Forensic Psychiatry - Out of Hours Service	On call - one session per annum, Call-out ranging from 1.75 session to 2.75 sessions per week	Consultants participating in a one in four liability	Jan '11 scales: Type A contract 4 point scale: 168,420 (pt 2); 170,831 (pt 3); Max: 173,243. Type B contract 4 point scale: Mid: 158,338 (pt 2); 158,400 (pt 3); Max: 158,400; Jan '10 scales: Category 1 Type A contract: 192,492; Category II Type A: 183,330 Category I Type B: 183,562; Category II Type B: 176,000; Category I on 1997 contract: 176,000; Category II on 1997 contract: 157,708	Yes	Approved for new beneficiaries
39	Secure Unit (High Support) - Child Care Services	2194	Care Staff	Jan '11 scales: Care assistant: Mid: 28,748; Max: 33,012; Domestic/porters/attendants: Mid: 25,697; max: 26,198. Chef II with qualification: Mid: 25,669 (pt 5); 26,364 (pt 6); Max: 29,535; Chef 2 (without qualification): Mid: 23,409 (pt 2); 24,121 (pt 3); Max: 24,890. Jan '10 scales: Care Assistant: Mid: 31,942; Max: 36,680. Domestic/porters/attendants: Mid: 28,987; max: 30,525. Chef II with qualification: Mid: 28,521 (pt 5); 229,294 (pt 6); Max: 32,816; Chef 2 (without qualification): Mid: 26,010 (pt 2); 26,801 (pt 3); Max: 27,656; Chef 1: mid: 30,640; max: 36,028; Chef senior: mid: 33,026; max: 38,840; Chef Executive: mid: 34,655; max: 40,764.	Yes	Approved for new beneficiaries
40	Training Allowance	203.59 p.w. (January '10); 183.05 p.w. (January '11 new entrants)	Student Environmental Health Officers	203.59 p.w. (January '10); 183.05 p.w. (January '11 new entrants)	Yes	Approved for new beneficiaries
41	Training Allowance	903.98 p.m. (January '10); 813.58 (January '11 new entrants)	Student Medical Scientists	903.98 p.m. (January '10); 813.58 (January '11 new entrants)	Yes	Approved for new beneficiaries
Abbreviations:						
FAMLS - Fellowship of the Academy of Medical Laboratory Science						
EMT - Emergency Medical Technician						
HCA - Home Care Attendant						
CNNM - Clinical Nurse Manager						