

## Decisions on Business Cases reviewed by Internal Review Group

PAC-R-1349 Correspondence 3A.2 (b) Meeting 123 01/05/2014			
Agency	Compliance issue to be addressed (Details provided by Grade title, allowance and salary paid)	Summary of Business Case made	Internal Review Group decision
Adelaide & Meath Hospital incorporating the National Children's Hospital, Tallaght	Deputy CEO allowance 33,250 Salary 85,407-103,943	Business case for continuation until October 2014.	Cease
	Associate Medical Consultant personal to holder salary - 161,131	Business case for retention on a personal to holder basis (non Consultant service grade)	Cease
	Director of Quality & Risk- on call allowance 10,757 Consultant Category A	Business case to continue until completion of contract in February 2017	Cease
	Lead Clinician in Radiology – 22,788	Business case to continue payment until service reconfiguration in context of hospital groups	Cease
	Medical Board Chairperson – 2,098 per month (25,176 per p.a.)	Business case to continue payment until service reconfiguration in context of hospital groups	Cease
Beaumont Hospital	CEO Salary – 136,282 Lecturing allowance from RCSI - 20,000	Letter confirming that this is under a separate contract of employment (time commitment is additional to contractual commitment to Beaumont)	One person one salary principle – requires Departmental approval
	Deputy CEO/Head of Strategy - Allowance 18,478  Salary 85,407-103,943	Business case to regularise post holder on Hospital Network Manager Scale on a personal to holder basis (contractual obligations exist).	Cease
	Director of HR - 7,083 allowance Salary Functional Officer (non EHB) 65,376-79,481	Business case to upgrade post to Assistant National Director level in line with comparators in other DATHs. (contractual obligations exist).	Cease
	Academic Health Centre Project Manager – 7,053 allowance Salary Functional Officer (non EHB) 65,376-79,481	Business case to regularise post holder on Deputy General Manager, Regional Hospitals Scale on a personal to holder basis (contractual obligations exist). (79,304-95,972)	Cease

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	<b>Managers x 9</b> – 2,640 each per annum On call allowance (Paid to the following managers: CEO, Deputy CEO/Head of Operations, Deputy CEO/Head of OD, Performance Lead, Director of HR, Director of Nursing, Deputy Director of Nursing, Head of Clinical Services/Business Planning, Directorate Nurse Manager)	Business case for continuation of allowance.	Cease
<b>Brothers of Charity Clare</b>	Service Leader LHO +2% 88,496 Salary 84,917-102,812	Business case for alignment with Assistant National Director, (Service) scale with a 6.25% reduction and barred at 4 <sup>th</sup> point. 84,857-95,919	Cease and further Review / Sizing
	<b>Area Manager</b> – based on a 20% reduction of FAS Grade VI pay scale 65,000	Business case for continuation	Cease and further Review / Sizing
	<b>Principal Social Worker</b> – 1,205 Designated Persons allowance Salary 63,886-73,754	Business case for continuation on personal to holder basis (due to retire in 2032).	Cease
<b>Brothers of Charity - Galway</b>	<b>Director of Services</b> – LHM +6% Salary 87,989-106,585	Business case for alignment with Assistant National Director (Service) scale with a 3% reduction 87,799-106,878	Cease and further Review / Sizing
	<b>Area Manager 51-75 clients</b> Salary 55,472-68,241	Business case to red circle to post holder	Cease and further Review / Sizing
<b>Brothers of Charity - Roscommon</b>	<b>Director of Services</b> - LHM +2% Salary 84,917-102,812	Business case for alignment with Assistant National Director (Service) scale with a 6.25% reduction and barred at 4 <sup>th</sup> point. 84,857-95,919	Cease and further Review / Sizing
<b>Brothers of Charity - Limerick</b>	<b>Director of Services</b> – LHM Scale Salary 83,252-100,796	Business case for alignment with Assistant National Director (Service) scale with a 3% reduction bringing salary to 87,799-106,878	Cease and further Review / Sizing
	<b>Head of Integrated Services</b> (Regional Manager – FAS Grade VI scale 65,000-79,756)	Business case for continuation.	Cease and further Review / Sizing

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Brothers of Charity - South East Region	<b>Director of Services</b> – LHM +6% Salary 87,989-106,585	Business case for alignment with Assistant National Director (Service) scale with a 3% reduction bringing salary to 87,799-106,878	Cease and further Review / Sizing
	<b>Regional Manager</b> – FÁS Grade VI scale – 65,000-79,756	Business case to red circle to existing post holder	Cease and further Review / Sizing
	<b>Area Manager 75-100 clients</b> 58,692-72,118	Business case to red circle to existing post holders (DOH approved)	Cease and further Review / Sizing
	<b>Area Manager 50-75 clients</b> x 5 55,473-68,243	Business case to red circle to existing post holders (DOH approved)	Cease and further Review / Sizing
	<b>Services Manager</b> 68,243 + Health & Safety allowance -10,121 + Farm allowance 7,591.	Business case to link salary to Technical Services Officer scale 74,876-88,876. Post holder would not progress beyond 86,152.	Cease and further Review / Sizing
Brothers of Charity - Southern Region	<b>Director of Services</b> – LHO +6% 87,989-106,585	Business case for alignment with AND PCCC scale with a 3% reduction bringing salary to 87,799-106,878	Cease and further Review / Sizing
Cappagh National Orthopaedic Hospital	<b>CEO</b> – flexibility/on call 8,000 Salary 103,943	Business case to continue payment on a personal to holder basis or to assimilate onto nearest comparator DOH scale.	Cease
	<b>Director of Nursing</b> – IR allowance 8,067 Salary 75,766 (DON Band 2)	Business case to continue payment on a personal to holder basis or to assimilate on nearest DOH scale.	Cease
	<b>Financial Controller</b> - Flexibility/On call 8,000 Grade VIII Salary 64,812-74,551	Business case to continue payment on a personal to holder basis or to assimilate on nearest DOH scale.	Cease
	Chairperson to Medical Board allowance 38,653 & Consultant CPD Category 2 Academic Consultant	Business case for continuation of a reduced allowance @ 14,490 on a personal to holder basis or to assimilate onto the recognised salary scale.	Cease

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	Secretary of Medical Board - Medical Board 20,675 & EDL & CPD & call outs. Category 2 Consultant	Business case for continuation of allowance of 14,490 on personal to holder basis or to assimilate onto recognised salary scale.	Cease
Central Remedial Clinic	<b>Manager of Client Services</b> – 32,357 CRC funded salary Total salary – 101,469	Permanent contract – retires September 2015	Cease and further Review / Sizing
	<b>ICT Manager</b> – 37,841 – CRC funded salary	On long term sick leave	Cease and further Review / Sizing
	<b>Senior Manager, National Physical Sensory Disability Database</b> – Allowance 13,958 Salary 69,659 (Total 83,617)	3 year contract to April 2015	Cease and further Review / Sizing
	<b>Quality, Risk &amp; Health &amp; Safety Manager</b> – Allowance 13,848 Salary 73,783 (Total 87,631)	3 year contract to April 2015	Cease and further Review / Sizing
	<b>Strategic Development Manager</b> – Allowance 9,821 Salary 91,648 (Total 101,469)	3 year contract to April 2015	Cease and further Review / Sizing
	<b>Medical Director</b> – Medical Director Allowance 19,187 Consultant Type B		Cease and further Review / Sizing
	<b>IT Manager</b> – Allowance 4,725 Salary – 68,564 (Total 73,289)	Permanent contract	Cease and further Review / Sizing
	5 Managers – externally funded pension contribution	IPT pension scheme which has an employer's contribution of 25% and employee contribution of 10% under an approved funding proposal.	Cease and further Review / Sizing
Coombe Women's Hospital	<b>Director of Nursing/Midwifery</b> - Dual allowance 2,166 Salary 75,766 (DON Band 2)	Business case for red circle on a personal to holder basis.	Cease

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	Director of Nursing/Midwifery – privately funded allowance 6,000	Business case to red circle on a personal to holder basis.	Cease
	Director of Nursing/Midwifery – 20,000 lead role for Quality & Patient safety	Business case to red circle on a personal to holder basis for 3 yrs.	Cease
	<b>Financial Controller</b> - 10,000 allowance Grade VIII Salary 64,812-74,551	Business case to red circle on a personal to holder basis.	Cease
<b>COPE Foundation</b>	<b>Chief Executive</b> – Salary 121,600	Business case for continuation of salary.	Cease and further Review / Sizing
	<b>Head of Client Services/Director of Nursing</b> – Salary 89,120 (Link to point 4 Deputy GM CUH salary scale)	Business case to link to Deputy General Manager (Cork University Hospital & Galway Regional Hospital) @ 89,305	Cease and further Review / Sizing
<b>Daughters of Charity Services for Persons with Intellectual Disability</b>	<b>CEO</b> – Motor car allowance - 11,892 per annum Salary 136,282 (CEO Beaumont scale)	Business case for continuation of motor allowance (contractual obligations)	Cease and further Review / Sizing
<b>Dublin Dental School &amp; Hospital</b>	<b>CEO</b> - TCD lecturing 27,600 Salary 103,200	Business case for recognition of contractual status on personal to holder basis or to assimilate onto nearest DOH scale @ 136,282	One person one salary principle – requires Departmental approval
	<b>Specialist Dentists</b> (x4) External hospital on call	Business case for continuation @ 1,881 per week when clinician is on call.	Cease and further Review/ Sizing
	<b>Facilities Manager</b> - On call 2,893 Grade VIII Salary 64,812-74,551	Business case for continuation on a personal to holder basis.	Cease
	<b>HR Manager</b> – Dual responsibility 3,731 Grade VIII Salary 64,812-74,551	Business case for continuation on a personal to holder basis	Cease

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	<b>Dean</b> 1,519 allowance for senior admin tasks Professor/Consultant	Business case for continuation on a personal to holder basis.	Cease
<b>Leopardstown Park Hospital</b>	<b>Medical Officer</b> - 86,560 pro rata (37,097 for 15 hr week) 9,637 on call allowance	Medical Officer Business case received to re designate position to Medical Officer Principal salary of 92,258 with an appropriate on call allowance.	Cease and further Review / Sizing
<b>Mater Hospital</b>	Consultant Administrative Sessions x 9 posts :		
	<b>Chairman of Medical Executive</b> -28,035	Business case for retention	Cease
	<b>Deputy Chairman, Medical Executive</b> – 14,017	Business case for retention	Cease
	<b>Honorary Secretary, Medical Executive</b> – 27,007	Business case for retention	Cease
	<b>Dean of Post Graduate Education</b> – 14,017	Business case for retention	Cease
	<b>Clinical Audit Lead</b> – 18,035	Business case for retention	Cease
	<b>Chair of Research Ethics Committee</b> – 14,017	Business case for retention	Cease
	<b>Director, National Centre for Cardiothoracic Surgery</b> – 14,017	Business case for retention	Cease
	<b>Clinical Lead, Unscheduled Care</b> – 14,878	Business case for retention	Cease
	<b>Clinical Director – St. Paul's Hospital</b> – 14,878	Business case for retention	Cease
	<b>Emergency &amp; Speciality Medicine</b> – 29,756	Business case for retention	Cease
<b>Muiriosa Foundation, Sisters of Charity of Jesus and Mary</b>	<b>Director of Finance</b> - 6,215 Additional responsibility allowance & 15,000 once off special payment Grade VIII Salary 64,812-74,551	Business case for continuation of 6,215 allowance	Cease
	<b>2 Senior Managers</b> – Funded defined benefit pension scheme	Business case for continuation	Ongoing engagement

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			with the Pensions Policy Unit, DoH to resolve issue
National Maternity Hospital, Holles Street	<b>Secretary/Manager</b> – 39,000 externally funded Salary 103,943	Business case for continuation on a personal to holder basis.	Cease
	<b>Financial Controller</b> – 30,000 externally funded Grade VIII Salary 64,812-74,551	Business case for continuation on a personal to holder basis.	Cease
	<b>Director of Midwifery &amp; Nursing</b> – 37,500 externally funded Salary 65,149- 75,766 (DON Band 2)	Business case for continuation.	Cease
National Rehabilitation Hospital	<b>CEO</b> –Foundation/Company Secretary allowance 25,000 Salary 103,943	Business case for realignment of salary with CEO DATHs scale (136,282) on a personal to post holder basis.	Cease and further Review / Sizing
	<b>Chair of Medical Board</b> – 41,213 Consultant	Business case for continuation until the appointment of a Clinical Director (end of 2014)	Cease
	<b>Secretary of Medical Board</b> – 27,476 Consultant	Business case for continuation until the appointment of a Clinical Director (end of 2014)	Cease
Our Lady's Hospice, Harolds Cross	<b>CEO</b> - Blackrock Hospice Allowance 12,700 Salary -100,796 paid to current CEO (on secondment from HSE) (Business cases states that salary is CEO/Sec Manager Vol Hospitals Group 1 scale 81,672-98,867)	Business case for continuation for duration of CEO contract.	Cease
	CEO – Fundraising allowance 7,000	Business case for continuation for duration of CEO contract	Cease
	<b>Head of HROD</b> - IR allowance 8,769 Grade VIII Salary 64,812-74,551	Business case for continuation for duration of contract.	Cease
	Head of HROD – Mission Effectiveness allowance 10,000	Business case for continuation for duration of contract.	Cease

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	<b>Head of Finance</b> -Company Secretary allowance 4,000 Grade VIII Salary 64,812-74,551	Business case for continuation for duration of contract.	Cease
	Head of Finance -Fundraising allowance 6,000	Business case for continuation for duration of contract.	Cease
	<b>Director of Nursing</b> – Quality, Risk & Corporate Governance allowance 6,000 Salary 75,766 (DON Band 2)	Business case for continuation for duration of contract.	Cease
	Director of Nursing – Head of Clinical Services allowance 10,000	Business case for continuation for duration of contract.	Cease
	<b>Medical Director (Palliative Care)</b> – 37,506 allowance	Business case for continuation in the absence of a Clinical Director	Cease
<b>Our Lady's Children's Hospital, Crumlin</b>	<b>CEO</b> – allowance 30,000 Salary 103,943	Business case received to bring the CEO base salary in line with DATHs CEO scale (136,282)	Cease
	<b>Director of Pathology</b> – additional duties allowance 16,648 Consultant	Business case for continuation of allowance	Cease
	<b>Clinical Risk Advisor</b> – 27,931 Consultant	Business case for continuation of allowance.	Cease
	<b>Chair of Medical Board</b> – 36,417 Consultant	Business case for continuation of allowance	Cease
	<b>Secretary to Medical Board</b> – 16,648 Consultant	Business case for continuation of allowance	Cease
<b>Pea mount</b>	<b>CEO</b> – On campus accommodation Salary -136,282	Business case for continuation.	Cease and further Review/ Sizing
	<b>Deputy General Manager</b> x 2 – Director of Finance - Deputy GM scale 95,972 Director of Nursing - Deputy GM scale – 95,972	Background information provided	Cease and further Review/ Sizing



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Rotunda	<b>Master-</b> non publicly funded 20,000	Business case for continuation at an amount of not more than 25,000 per annum	Cease
	<b>Secretary/GM</b> -non publicly funded 17,000 Salary 92,821	Business case for continuation at an amount not more than 20,000 per annum	Cease
	Secretary/GM -Dual allowance 4,025	Business case for continuation.	Cease
	Secretary/GM - 294 phone allowance	Business case to red circle to post holder.	Cease
	<b>Director of Midwifery</b> - 16,000 non publicly funded 81,552 (DON Band 1)	Business case for continuation at an amount not more than 15,000 per annum	Cease
	<b>Financial Controller</b> - non publicly funded 19,000 Grade VIII Salary 64,812-74,551	Business case for continuation at an amount not more than 17,000 per annum	Cease
	<b>HR Manager</b> - 6,000 non publicly funded Grade VIII Salary 64,812-74,551	Business case for continuation.	Cease
	<b>Facilities Manager</b> – dual allowance 3,732 Grade VIII Salary 64,812-74,551	Business case for continuation.	Cease
	<b>Clinical Lead Laboratory Medicine</b> (Director of Pathology) - 13,527 allowance Consultant	Business case for continuation to increase to 15,000	Cease
	<b>Clinical Lead Anaesthetics</b> (Medical Director anaesthesia) - 14,454 allowance Consultant	Business case for continuation to increase to 15,000	Cease
	<b>Clinical Lead Neonatology</b> -16,000 (paid in 2012, nil paid in 2013) Consultant	Business case for continuation of 15,000	Cease
Royal Hospital Donnybrook	<b>CEO</b> - Health Insurance 1,792 Salary 103,943 (Group 1 98,867 + 5,076 PRA Adjustment )	Business case to red circle on personal to holder basis.	Cease

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	DOH state salary should be at Group 2 (64,812-74,551)	Business case re banding of hospital. Business case to red circle CEO as Group 1.	Cease and further Review / Sizing
	CEO - 1,485 on call allowance	Business case submitted – Non Clinical on call allowance	Cease
	<b>Medical Director</b> - 1,485 on call allowance	Business case submitted – Non Clinical on call allowance	Cease
	<b>Director of Nursing</b> - 2,982 allowance Salary 63,652-67,982 (Band 3)	Business case for re banding from Band 3 to 2a	Cease and further Review / Sizing
	Director of Nursing - 1,485 on call allowance	Business case submitted – Non Clinical on call allowance	Cease
	Director of Nursing 1,030 re difference in pension payments from Band 3 to Band 2a	Business case for continuation	Cease
	<b>Operations Manager</b> (Allied Health Services Manager)– 79,481 Service Manager Salary	Currently on secondment to HSE. Business case for grading of post to reflect post holder's current salary 65,376-79,481	Cease and further Review / Sizing
<b>Royal Victoria Eye &amp; Ear Hospital</b>	<b>Director of Education &amp; Research</b> - 35,943 allowance Consultant	Business case for 2 Consultant sessions per month for 3 year term	Cease
	<b>Medical Director</b> - 27,054 Allowance Consultant	Business case for 2 Consultant sessions per month for 3 year term	Cease
<b>South Infirmary Victoria University Hospital, Cork</b>	<b>CEO</b> - 11,485 company secretary allowance Salary 103,943	Business case for continuation (paid to current CEO since 2000).	Cease
<b>Stewarts Hospital</b>	<b>Asst. Director of Nursing</b> x 5 – 14.9% salary -9,694 Salary ADON Mental Health 56,138-65,066	Business case for continuation as part of contract of employment	Cease
	<b>Technical Services Officer</b> – on call 14.9% salary] 74,876-88,764	Business case for continuation as part of contract of employment since 1991	Cease

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	<b>Principal Social Worker</b> – 2,947 allowance Salary 63,886-73,754	Business case for continuation (in place since 2000)	Cease
<b>St. James' Hospital</b>	<b>CEO</b> - travel allowance 8,937 Salary 136,282	Business case received for contractual duration until end of 2016	Cease
	<b>CEO</b> - Lecturing - TCD	Letter confirming that this salary is paid directly from TCD payroll	One person one salary principle – requires Departmental approval
	<b>Director of HR</b> - 3,613 & 3,613 Dual responsibility allowances Salary 108,332 (AND grade)	Business case for continuance until review date of 1/11/2014	Cease
	<b>Fire Services Manager</b> - On call allowance - 7,724 Grade VII Salary 64,417	Business case for continuance – 7,724	Cease
	Clinical Director (x10) 28,979 Clinical Directors Allowance	Business case for allowance for 6 Clinical Directors @ 45,998 each per annum (to reflect revised Clinical Directorate structure)	Cease
	<b>Director of Post Graduate Medical Education</b> - 51,617 post graduate coordinator allowance (Consultant Rheumatologist)	Business case for continuation until next contract review in 2015	Cease
	<b>Director Clinical Audit</b> Programme- 36,417 allowance (Consultant in Emergency Medicine)	Business case for continuation of allowance.	Cease
	<b>National Haemophilia Director</b> - 43,468 allowance (Consultant Haematologist) -	Business case for linkage of allowance in perpetuity to the post (45,998)	Cease
	<b>Chairperson of Medical Board</b> 24,328 allowance (Consultant Psychiatrist)	Business case for continuation of allowance.	Cease
<b>St. John of God Hospitaller Services</b>	<b>Administration Manager Kildare</b> –15,040 allowance Grade VII Salary 61,417	Business case for approval to pay Asst. Director of Nursing (Band 1) scale to Programme Manager. Individual to be put on point 8- 64,566	Cease
<b>St. Michael's House</b>	<b>CEO</b> – 141,638 (129,334 + 12,304 privately funded)	Business case to align to salary of 136,282	Cease and further Review /

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			Sizing
	<b>Director of Operations</b> – 121,926 (100,796 + 21,796 privately funded) Salary paid as former Programme Manager grade EHB scale	Business case to align salary with approved scale as close as possible to 121,926	Cease and further Review / Sizing
	<b>Regional Director x 2</b> - 111,874 (91,577 + 20,297 privately funded) <b>Regional Director x 1</b> – 98,757 + 7,180 privately funded) Salary paid as former Programme Manager grade Non EHB scale	Business case to align salary with approved scale as close as possible to 111,874	Cease and further Review / Sizing
	<b>Communications &amp; Regional Services Support Manager</b> 97,812 (91,577 + 6,235 privately funded) Functional Officer scale	Business case to red circle on personal to holder basis	Cease and further Review / Sizing
<b>St. Vincent's Healthcare Group</b>	<b>Director of Finance</b> – 32,544 allowance (privately sourced) Salary 108,332 (AND grade)	Business case for , payment of Company Secretary allowance @ 24,408 – to be funded by HSE	Cease
	<b>Chair of Medical Board &amp; Medical Executive</b> – 19,777	Business case for continuation	Cease
	<b>Chair of Surgery Sub Group</b> – 11,212	Business case for continuation	Cease
	<b>Hon Sec of Medical Board</b> -16,648	Business case for continuation	Cease
	<b>Chair of Pathology</b> 15,040	Business case for continuation	Cease
	<b>Chair of Radiology</b> - 15,040	Business case for continuation	Cease
	<b>Chair of Physicians</b> – 16,648	Business case for continuation	Cease
	<b>Chair of Anaesthesia</b> – 15,040	Business case for continuation	Cease
	<b>Intern Tutor</b> – 13,527	Business case for continuation	Cease
	<b>Director of Education &amp; Research Centre (ERC)</b> – 30,080	Business case for continuation	Cease
	<b>Palliative Care</b> – 21,505	Business case for continuation	Cease
<b>Temple Street Children's University Hospital</b>	<b>Director of Finance</b> – 13,143 allowance Salary 79,481 (Functional Officer scale)	Business case for continuation to post holder	Cease

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	<b>Director of Nursing</b> – 3,432 dual duty allowance Salary 75,766 (DON Band 2)	Business case for continuation to post holder.	Cease
	<b>Chair Medical Board</b> - 29,756 Consultant	Business case for continuation of payment to post holder	Cease
	<b>ENT Consultant</b> - 13,472 allowance for Money Follows the Patient & Casemix initiatives	Business for continuation on personal to holder basis.	Cease
	<b>Director of Renal Unit</b> - 14,,878 allowance Consultant Type B	Business case for continuation	Cease
	<b>Director of the Child Mental Health Unit</b> - 14,878 allowance Consultant	Business case for continuation of payment to post holder	Cease
	<b>Director of Metabolic Unit</b> - 13,422 Consultant Type B	Business case for continuation	Cease
	<b>Occupational Health Physician</b> - 2,402 allowance	Business case for continuation of payment to post holder.	Cease
	<b>Deputy Laboratory Manager</b> – dual duty allowance 3,731 Chief Medical Scientist grade 58,683-73,309	Business case for continued payment to post holder.	Cease