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Regional General Managers
District General Managers
General Managers of the Special
Health Authorities for the London
Postgraduate Teaching Hospitals

Your reference

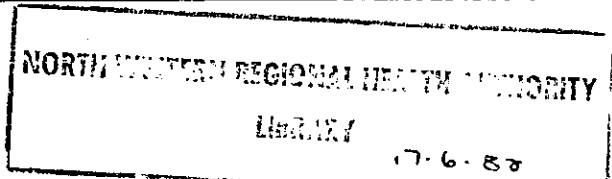
Our reference

EL(88)P85

Date

June 1988

Dear General Manager



NURSES' PAY: RELATIVITIES BETWEEN THE NEW CLINICAL GRADES AND CLINICAL TUTORS AND CERTAIN OTHER SENIOR NURSES

This letter provides guidance on the implications for educational grades and certain senior nurses of the pay scales recommended by the Review Body for the new clinical grades.

2. The salary scales for grades H and I under the new structure will take the pay of those who will be regraded into these scales well up into the senior nurse and DNS/DNE paybands. As the Review Body report (paragraph 94) makes clear, that is entirely consistent with the aim of providing a career structure which rewards clinical nurses as highly as some nurses who go into management. There may clearly however be problems where a nurse on scale H or I will be earning substantially more than his or her line manager. These problems will be particularly acute in relation to those senior tutors who are paid less than the maximum for SN4 and who are responsible for tutors, all of whom will go into Scale I.

3. These problems will be addressed in the review of senior nurse grades which is proceeding in the Nursing and Midwifery Staffs Joint Negotiating Council and which the Review Body wants us to complete in time for the next Report. The Management Side has agreed that the problem of reverse differentials for senior tutors will be given top priority in that review.

4. In the shorter term, the 1988 Review Body report, in drawing attention to the problem of senior tutors, says (paragraph 115) "we must leave management to decide what immediate relief is practicable". The Management Side of the NMNC is currently considering a Staff Side request for urgent action on this point.

5. In the meantime, health authorities are advised that, while it is open to authorities to regrade posts at any time if the duties and responsibilities change in such a way as to make such regrading appropriate, it would not be appropriate to regrade senior tutor posts solely to correct reverse differentials arising out of this year's Review Body recommendations. To do so could prejudice the outcome of the current review of senior nurse grades.

6. Moreover, any ad hoc pay arrangements (ie not including regrading) to correct anomalies of this kind could, of course, only be made if sanctioned in advance through the issue of the necessary directions on behalf of the Secretary of State.

7. Discussions on this issue are continuing as a matter of urgency within the Negotiating Council and I will let you know if any changes are agreed in the position as outlined above.

Copies of this letter are enclosed for Treasurers, Nursing Advisers/Officers and Personnel Officers.

Yours sincerely

P Garland

PETER GARLAND
Principal

Encs

cc Family Practitioner Committees (for information)
Independent Hospitals
Home Office
Ministry of Defence

Expiry Date: This letter will be cancelled and deleted from the current communications index on 10 June 1989.