

Appendix 4 - Assimilation Arrangements resulting from (i) New Entrant measure and (ii) Enhanced Nurse/Midwife Practice (ENP) scale

The Labour Court recommendations 21900/21901 state that “assimilation to the Enhanced Nurse Practice Grade will occur for each individual on their increment date.... In general, assimilation on that date will be on the basis of application of the increment on the existing Staff Nurse scale on the incremental date and assimilation to the nearest cost point upwards on the Enhanced Nurse Practice scale immediately thereafter on the date”.

Nurses/Midwives on points 1-3 benefit from the revised new entrant deal and movement to new scale.

Nurses/Midwives currently on point 1 will benefit from the revised new entrant measure and, at their next increment post 1st March 2019, skip point 2 and go to point 3. At their next increment date, they progress normally to point 4 of the old scale and potentially become eligible to move to point 1 of the new scale.

Nurses/Midwives currently on point 2 will benefit from the revised new entrant measure and, at their next increment date post 1st March 2019, instead of progressing normally to point 3 go to point 4. They then potentially become eligible to move to point 1 of the new scale.

Nurses/Midwives currently on point 3 will benefit from the revised new entrant measure and, at their next increment post 1st March 2019, instead of progressing normally to point 4, they become instantly eligible to move to point 1 of the new scale.

Nurses/Midwives currently on point 4, at their next increment post 1st March 2019, progress normally to point 5 and become eligible to move to point 1 of the new scale.

Nurses/Midwives currently on point 5, at their next increment post 1st March 2019, progress normally to 6 and become eligible to move to point 2 of the new scale.

Nurses/Midwives currently on point 6, at their next increment post 1st March 2019, progress normally to 7 and become eligible to move to point 3 of the new scale.

Nurses/Midwives currently on point 7, at their next increment post 1st March 2019, progress normally to 8 and become eligible to move to point 4 of the new scale.

Nurses/Midwives currently on point 8, at their next increment post 1st March 2019, progress normally to 9 and become eligible to move to point 5 of the new scale.

Nurses/Midwives currently on point 9, at their next increment post 1st March 2019, progress normally to 10 and become eligible to move to point 6 of the new scale.

Nurses/Midwives currently on point 10, at their next increment post 1st March 2019, progress normally to 11 and become eligible to move to point 7 of the new scale.

Nurses/Midwives currently on point 11, at their next increment date post 1st March 2019, progress normally to 12 and become eligible to move to point 8 of the new scale.

Nurses/Midwives currently on point 12 (Max of Scale) at their next increment post 1st March 2019 progress normally towards achievement of the Long Service Increment (LSI).

If they do not have the required service to achieve the LSI they become eligible to move to point 8 of the new scale, with their existing level of service towards achievement of the LSI.

If they do have the required service to achieve the LSI they become eligible to move to point 9 (LSI) of the new scale.

Nurses/Midwives currently on point 13 (LSI), at their next increment post 1st March 2019, progress normally towards achievement of the Senior Staff Nurse/Midwife.

If they do not have the required service to achieve the Senior Staff Nurse/Midwife they become eligible to move point 9 (LSI) of the new scale, with their existing level of service towards achievement of the Senior Staff Nurse/Midwife.

If they do have the required service to progress to become a Senior Staff Nurse/Midwife they become eligible to move to the Senior Enhanced Nurse Practice point of the new scale.