

HSE HR Circular 004/2015

13th February 2015

**To: Each Member of the Directorate and Leadership Team HSE
Each Hospital Group CEO
Each Chief Officer, CHO
Each Assistant National Director, HR**

From: Ian Tegerdine, Interim National Director of Human Resources

Date: 13th February 2015

Re: Public Transfer Network and Irish Airlines (General Employees) Superannuation Scheme (IASS)

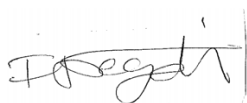
Dear Colleagues,

Please see attached Circular 16/2014 from the Department of Health, together with memorandum dated 12th December 2014 and associated documentation from the Department of Public Expenditure and Reform, in relation to the Public Transfer Network and Irish Airlines (General Employees) Superannuation Scheme (IASS).

On the basis of DPER's notification that current applications in relation to the Irish Airlines (General Employees) Superannuation Scheme are put on hold, please do not process any current applications from IASS, nor accept any further applications for transfer of service under the Public Service Transfer Network and IASS.

Queries in relation to policy clarification may be forwarded to Mr. Sean Keane, Pensions Manager, Standards & Quality. (email sean.keane@hse.ie)

Yours sincerely



Ian Tegerdine
National Director of Human Resources

Encl.

Public Sector Transfer Network**Members as at 17th February 2014**

List of organisations designated as approved organisations for the purposes of Section 4 of the Superannuation and Pensions Act 1963

Option made in relation to transfers to and from the Civil Service, Garda Síochána, National and Secondary Teaching and the Defence Forces

| Organisation | System of contributions | Operative date |
|---|---|-----------------------|
| Aer Lingus (Irish Airlines Superannuation Scheme) | 16 (d) - Transfer Values (Civil Service tables) | 01.06.73 |
| Aer Rianta (Irish Airlines Superannuation Scheme) | 16 (d) - Transfer Values (Civil Service Tables) | 01.06.73 |
| Agency for Personal Service Overseas (APSO) | Knock-for-knock | 01.04.86 |
| Agriculture Institute | <i>see An Foras Talúntais</i> | |
| An Bord Baine Co-operative Ltd (now called Irish Dairy Board) | 16 (b) i.e. similar to 1963 Act contributions | 01.04.82 |
| An Bord Iascaigh Mhara (BIM) | Knock-for-knock | 01.09.78 |
| An Bord Pleanála | Knock-for-knock | 29.11.79 |
| An Chomhairle Ealaíon | Knock-for-knock | 30.04.76 |
| An Chomhairle Oiliúna (AnCo) | Knock-for-knock | 01.06.73 |
| An Foras Aiseanna Saothair (FAS) | Knock-for-knock | 01.01.88 |
| An Foras Talúntais (AFT) <i>(became part of Teagasc)</i> | Knock-for-knock | 01.06.73 |
| An Foras Forbartha (AFF) <i>(now called Environmental Research Unit)</i> | Knock-for-knock | 01.01.80 |
| ACOT <i>(became part of Teagasc)</i> | Knock-for-knock | 21.12.81 |
| ACOT Aided Agricultural Colleges | Knock-for-knock | 09.08.85 |
| An Post | Knock-for-knock | 13.01.84 |
| Arts Council | <i>see An Chomhairle Ealaíon</i> | |

| Organisation | System of contributions | Operative date |
|--|---|-----------------------|
| Bord Bia | Knock-for-knock | 01.12.94 |
| Bord Failte Eireann | Knock-for-knock | 01.06.73 |
| Bord Gais Eireann | 16 (c) | 21.12.81 |
| Bord na gCapall | Knock-for-knock | 29.11.79 |
| Bord na gCon | Knock-for-knock | 10.12.86 |
| Bord na Gaeilge | Knock-for-knock | 23.09.83 |
| Bord na Mona | Knock-for-knock | 26.11.82 |
| British and Irish Steampacket Co. Ltd. (<i>now part of Irish Ferries Ltd.</i>) | Knock-for-knock | 01.01.83 |
| Broadcasting Commission of Ireland (BCI) (<i>dissolved when BAI was established in 2009</i>) | Knock-for-knock | 01.01.01 |
| Broadcasting Authority of Ireland (BAI) | Knock-for-knock | 01.10.09 |
| Ceimici Teoranta | Knock-for-knock | 25.09.74 |
| Central Bank of Ireland | Knock-for-knock but 16(d) from 1.3.12 (P18/82/02 pt. 4) | 01.06.73 |
| Central Fisheries Board (<i>formerly Inland Fisheries Trust</i>) | Knock-for-knock | 21.12.81 |
| Chester Beatty Library | Knock-for-knock | 01.01.06 |
| Children Acts Advisory Board | Knock-for-knock | 23.07.08 |
| Church of Ireland College of Education, Rathmines, Dublin | Knock-for-knock | 04.07.78 |
| Citizens Information Bureau | <i>see Comhairle</i> | |
| Civil Service (Established) | Knock-for-knock | 01.06.73 |
| Civil Service (Unestablished) | Knock-for-knock | 01.10.75 |

| Organisation | System of contributions | Operative date |
|---|---|-----------------------|
| Coillte | Knock-for-knock | 01.01.89 |
| Combat Poverty Agency | Knock-for-knock | 01.01.92 |
| Comhairle <i>(name change in 2007 to the Citizens Information Board)</i> | Knock-for-knock | 12.06.00 |
| ComReg - Commission for Communications Regulation <i>(formerly ODTR)</i> | 16(d) - Transfer Values (Civil Service Tables) | 07.09.98 |
| Commission for Energy Regulation | 16 (c) | 14.07.99 |
| Commission for Taxi Regulation | Knock-for-knock | 01.09.04 |
| Competition Authority (Chairman & Members' Scheme) | Knock-for-knock NB. Uniform Accrual applies | 26.07.96 |
| Competition Authority (Staff Superannuation Scheme) | Knock-for-knock | 01.07.02 |
| Comprehensive and Community Schools | <i>see under Schools</i> | |
| Coras Iompair Eireann (CIE) | Knock-for-knock but 16(d) from 1.1.06 (P18/82/02 pt. 2) | 01.06.73 |
| Coras Trachtala Teo. (CTT) | Knock-for-knock | 01.06.73 |
| Cork District Milk Board | Knock-for-knock | 29.11.79 |
| Cork Harbour Commissioners <i>(now called Port of Cork Company)</i> | 16 (b) | 01.01.80 |
| Cork/Kerry Regional Tourism Organisation Ltd | 16 (b) | 01.06.73 |
| Cork Savings Bank | 16 (b) | 25.09.74 |
| Council for Education Recruitment and Training (CERT) | 16 (c) | 29.11.79 |

| Organisation | System of contributions | Operative date |
|---|---|-----------------------|
| County & City Enterprise Boards <i>(listed in the Schedule to Industrial Development Act 1995)</i> | Knock-for-knock | 02.04.08 |
| Crafts Council of Ireland | Knock-for-knock | 01.01.05 |
| Crisis Pregnancy Agency | Knock-for-knock | 01.05.05 |
| Defence Forces | Knock-for-knock NB Uniform Accrual applies to 'new entrants' | 04.07.78 |
| Donegal-Leitrim-Sligo Regional Tourism Organisation Ltd | 16 (c) | 01.06.73 |
| Dublin Airport Authority (DAA) | <i>formerly called Aer Rianta – see above. (name changed under State Airports Act 2004)</i> | |
| Dublin City University (DCU) | <i>see National Institute for Higher Education, Dublin</i> | |
| Dublin District Milk Board | 16 (c) | 30.04.76 |
| Dublin Docklands Development Authority (DDDA) | 16 (c) | 01.05.97 |
| Dublin Institute for Advanced Studies (DIAS) | Knock-for-knock NB Uniform Accrual applies for certain staff | 30.04.76 |
| Dublin Institute of Technology | Knock-for-knock | 30.01.01 |
| Dublin Port and Docks Board | Knock-for-knock | 04.07.78 |
| Dublin Regional Tourism Organisation Ltd | 16 (c) | 01.06.73 |
| Dublin Savings Bank | 16 (b) | 25.09.74 |
| Dublin Transport Authority | Knock-for-knock | 14.12.87 |
| Dublin University | <i>see Trinity College, Dublin</i> | |
| Eastern Regional Fisheries Board | Knock-for-knock | 21.12.81 |

| Organisation | System of contributions | Operative date |
|--|--|-----------------------|
| Eastern Regional Tourism Organisation Ltd. | 16 (c) | 01.06.73 |
| ESRI | 16 (c) | 01.06.73 |
| Electricity Supply Board (ESB) | 16 (c) | 01.06.73 |
| Environmental Protection Agency (EPA) | Knock-for-knock | 26.07.93 |
| Environmental Research Unit (ERU) (<i>NB. see also An Foras Forbartha</i>) | Knock-for-knock | 10.02.88 |
| EOLAS | <i>see Institute for Industrial Research & Standards</i> | |
| Fáilte Ireland | <i>see National Tourism Development Authority</i> | |
| Family Support Agency | Knock-for-knock | 24.08.10 |
| FÁS | <i>see An Foras Aiseanna Saothair</i> | |
| FETAC - Further Education & Training Awards Council | Knock-for-knock | 11.06.01 |
| Fine Gael | 16 (c) | 09.03.87 |
| Financial Services Ombudsman's Bureau | Knock-for-knock | 01.04.05 |
| Food Safety Authority 01.01.99 | (FSA) Knock-for-knock | |
| Forfás | Knock-for-knock | 06.04.95 |
| Foyle Fisheries Commission | 16 (d) - Transfer Values (Civil Service Tables) | 30.04.76 |
| Galway Harbour Commissioners | 16 (d) - Transfer Values (Civil Service Tables) | 29.11.79 |
| Garda Síochána | Knock-for-knock | 04.07.78 |
| Grangegorman Development Agency | Knock-for-knock | 01.01.12 |

| Organisation | System of contributions | Operative date |
|---|------------------------------------|-----------------------|
| Health & Safety Authority (HSA) | Knock-for-knock | 01.11.97 |
| Health Service Executive (HSE) | Knock-for-knock | 01.01.05 |
| Health Insurance Authority | Knock-for-knock | 01.12.05 |
| Health Information & Quality Authority | Knock-for-knock | 15.05.07 |
| Health & Social Care Professionals Council | Knock-for-knock | 26.05.07 |
| Housing Agency | Knock-for-knock | 09.12.13 |
| Housing Finance Agency (HFA) | 16 (c) | 01.01.94 |
| Higher Education & Training Awards Council (HETAC) <i>(formerly NCEA)</i> | Knock-for-knock | 23.09.83 |
| Higher Education Authority (HEA) | Knock-for-knock | 29.11.79 |
| Industrial Development Authority (IDA) | 16 (c) | 01.06.73 |
| Inland Fisheries Trust Inc. | <i>see Central Fisheries Board</i> | |
| Institiuid Teangeolaiochta Eireann | Knock-for-knock | 29.11.79 |
| Institute for Industrial Research and Standards (EOLAS) 01.10.76 | Knock-for-knock | |
| Institute of Public Administration (IPA) | 16 (c) | 29.11.79 |
| Institutes of Technology established under the Regional Technical Colleges Act 1992 | Knock-for-knock | 30.01.01 |
| Irish Auditing & Accounting Supervisory Authority | Knock-for-knock | 13.12.05 |

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| Irish Aviation Authority (IAA) | 16 (d) - Transfer Values (Civil Service Tables) | 01.01.94 |
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| Organisation | System of contributions | Operative date |
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|---|--|----------|
| Irish Dairy Board | <i>see An Bord Bainne</i> | |
| Irish National Council on Alcoholism | 16 (d) - Transfer Values (Civil Service Tables) | 01.11.88 |
| Irish National Petroleum Corporation (INPC) | 16 (b) | 13.09.84 |
| Irish National Teachers Organisation (INTO) | 16 (c) | 23.09.83 |
| Irish Society for the Prevention of Cruelty to Children (ISPCC) | 16 (b) | 04.07.78 |
| Irish Sports Council | Knock-for-knock | 17.02.14 |
| Kilkenny Design Workshops Ltd. | Knock-for-knock | 30.04.76 |
| Labour Court | Knock-for-knock | 01.06.73 |
| Law Reform Commission | Knock-for-knock | 29.11.79 |
| Legal Aid Board | Knock-for-knock | 23.09.83 |
| Limerick Harbour Commissioners | Knock-for-knock | 21.12.81 |
| Local Government and Public Services Union (LGPSU) | 16 (c) | 21.12.81 |
| Marine Institute | Knock-for-knock | 30.10.92 |
| Mary Immaculate College of Education, Limerick | Knock-for-knock | 04.07.78 |
| Medical Research Council of Ireland | Knock-for-knock | 09.08.85 |
| Mental Health Commission | Knock-for-knock | 01.11.03 |
| Midland Regional Tourism Organisation Ltd | 16 (c) | 01.06.73 |
| Mid Western Regional Tourism | 16 (c) | 01.06.73 |

Organisation Ltd.

| Organisation | System of contributions | Operative date |
|--|---|-----------------------|
| National and Secondary Schools | <i>see under Schools</i> | |
| National Board for Science and Technology (NBST) | Knock-for-knock | 29.11.79 |
| National Building Agency Ltd. | 16 (c) – but Knock-for-knock with Civil Service – see P28/135/02 | 01.06.73 |
| National Centre for Technology in Education (NCTE) | Knock-for-knock | 13.08.10 |
| National College of Art and Design (NCAD) | Knock-for-knock | 29.11.79 |
| National Consumer Agency | Knock-for-knock | 01.05.07 |
| National Council for Educational Awards (NCEA) | <i>see Higher Education and Training Awards Council (HETAC)</i> | |
| National Development Corporation Ltd. (NDC) | Knock-for-knock | 01.01.91 |
| National Disability Authority (NDA) | Knock-for-knock | 12.06.00 |
| National Economic & Social Development Office (NESDO) | Knock-for-knock | 01.06.10 |
| National Educational Welfare Board (NEWB) | Knock-for-knock | 05.07.02 |
| National Institute for Higher Education, Dublin (<i>now called DCU</i>) | Knock-for-knock | 21.12.81 |
| National Institute for Higher Education, Limerick (<i>now called University of Limerick</i>) | Knock-for-knock | 21.12.81 |
| National Library of Ireland | Knock-for-knock | 01.01.08 |
| National Museum of Ireland | Knock-for-knock | 01.06.07 |
| National Qualifications | Knock-for-knock | 01.01.07 |

Authority of Ireland

| Organisation | System of contributions | Operative date |
|---|---|-----------------------|
| National Roads Authority (NRA) | Knock-for-knock | 23.12.93 |
| National Safety Council | Knock-for-knock | 01.01.91 |
| National Standards Authority of Ireland (NSAI) | Knock-for-knock | 02.01.06 |
| National Transport Authority | Knock-for-knock | 01.12.09 |
| National Treasury Management Agency (NTMA) | 16 (c) | 07.04.97 |
| National Treatment Purchase Fund Board (NTPFB) | Knock-for-knock | 01.05.04 |
| National Tourism Development Authority (a.k.a. Fáilte Ireland) | Knock-for-knock | 01.01.11 |
| National University of Ireland (NUI) | Knock-for-knock | 01.06.73 |
| National University of Ireland, Galway (NUIG) | <i>see University College Galway (UCG)</i> | |
| National University of Ireland, Maynooth (NUIM) | <i>see St Patrick's College Maynooth</i> | |
| Nitrigin Eireann Teo.(<i>now part of Irish Fertiliser Industries – IFI - which is not a member</i>) | 16 (d) - Transfer Values (Civil Service Tables) | 04.07.78 |
| Northern Regional Fisheries Board | Knock-for-knock | 21.12.81 |
| North/South Bodies to which the “North/South Pension Scheme” applies | Knock-for-knock | 02.12.99 |
| North Western Regional Fisheries Board | Knock-for-knock | 21.12.81 |
| Nuclear Energy Board 09.03.87 | <i>(now called</i> Knock-for-knock | |

Radiological Protection Institute)

| Organisation | System of contributions | Operative date |
|---|--|-----------------------|
| Office of the Director of Telecommunications Regulation (ODTR) | <i>see Commission for Communications Regulation</i> | |
| Office of Tobacco Control | Knock-for-knock | 01.01.06 |
| Ombudsman for Children <i>(the actual Ombudsman position itself)</i> | Knock-for-knock | 25.04.04 |
| Ordnance Survey Ireland | Knock-for-knock | 04.03.02 |
| Organisations to which the Min. for Health certifies that the Nominated Health Agencies Superannuation Scheme, under the control of D/Health, applies | Knock-for-knock | 23.09.83 |
| Ostlanna Iompair Eireann Teo. | Knock-for-knock | 25.09.74 |
| Our Lady of Mercy College of Education, Blackrock, Co. Dublin | Knock-for-knock | 04.07.78 |
| Pensions Board | Knock-for-knock | 01.01.91 |
| Personal Injuries Assessment Board | Knock-for-knock | 13.04.04 |
| Pharmaceutical Society of Ireland <i>(new superannuation scheme only for employees recruited on or after 22 May 2007)</i> | Knock-for-knock | 22.05.07 |
| Pigs and Bacon Commission | 16 (c) | 01.06.73 |
| Port of Cork Company | <i>see Cork Harbour Commissioners</i> | |
| Private Residential Tenancies Board | Knock-for-Knock | 01.06.06 |
| Radio Telefís Éireann (RTE) (DB scheme only) | 16 (d) - Transfer Values (Civil Service tables but 16 (c) for pre-ops) | 01.06.73 |
| Radiological Protection Inst. | <i>see Nuclear Energy Board</i> | |
| Restrictive Practices | Knock-for-knock | 21.12.81 |

Commission

Road Safety Authority Knock-for-knock 01.01.12

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| Organisation | System of contributions | Operative date |
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| Royal College of Surgeons in Ireland | 16 (c) | 21.12.81 |
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| Royal Irish Academy | 16 (c) for their pre-94 scheme Knock-for-knock for their post-94 scheme | 04.07.78 |
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| Royal Irish Academy of Music (RIAM) | 16 (d) - Transfer Values (Civil Service tables) | 01.01.91 |
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| Salmon Research Trust of Ireland Inc. | Knock-for-knock | 21.12.81 |
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| Schools, service in which is pensionable in accordance with a scheme made under the Teachers Superannuation Act 1928 (No 32 of 1928) i.e. in general terms National and Secondary Schools | Knock-for-knock | 04.07.78 |
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| Schools, service in which is pensionable in accordance with the Contributory Superannuation Scheme for full-time non-teaching employees serving on the staffs of comprehensive and community schools under the control of the Minister for Education | Knock-for-knock | 29.11.79 |
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| Schools service in which is pensionable in accordance with the Contributory Superannuation Scheme for members of staff in special schools under the Department of Education | Knock-for-knock | 29.11.79 |
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| Schools, service in which is pensionable in accordance with the contributory Pension Scheme for clerical staff in National and | Knock-for-knock | 23.09.88 |
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Secondary Schools

| Organisation | System of contributions | Operative date |
|--|--------------------------|----------------|
| Schools, service in which is pensionable in accordance with the Superannuation (Education) Scheme (covers certain non-teaching staff such as SNAs, certain caretakers) | Knock-for-knock | 01.09.01 |
| Sea Fisheries Protection Authority | Knock-for-knock | 01.01.07 |
| Shannon Free Airport Development Co Ltd. (SFADCo) | 16 (c) | 01.06.73 |
| Shannon Regional Fisheries Board | Knock-for-knock | 21.12.81 |
| Secretarial Assistants Scheme 23.09.88 | Knock-for-knock | |
| South Eastern Regional Tourism Organisation Ltd | 16 (c) | 01.06.73 |
| Southern Regional Fisheries Board | Knock-for-knock | 21.12.81 |
| South Western Regional Fisheries Board | Knock-for-knock | 21.12.81 |
| Special Schools | <i>see under schools</i> | |
| Stewarts Hospital <i>(new superannuation scheme only for employees recruited on or after 1 January 2007)</i> | Knock-for-knock | 01.01.07 |
| St Angela's Training College of Home Economics, Lough Gill, Sligo | Knock-for-knock | 29.11.79 |
| St Catherine's Training College of Home Economics, Blackrock, Co. Dublin | Knock-for-knock | 29.11.79 |
| St. Laurence's Hospital | Knock-for-knock | 01.06.86 |
| St Patrick's College, Maynooth | Knock-for-knock | 01.06.73 |

[now called National University of Ireland Maynooth (NUIM)]

| Organisation | System of contributions | Operative date |
|---|---|-----------------------|
| St Patrick's College of Education, Drumcondra, Dublin 9 | Knock-for-knock | 04.07.78 |
| Sustainable Energy Ireland | Knock-for-knock | 01.05.06 |
| Teaching Council of Ireland | Knock-for-knock | 28.03.08 |
| Teagasc | Knock-for-knock | 09.09.88 |
| Telecom Eireann | Knock-for-knock | 31.07.86 |
| Thomond College of Education | Knock-for-knock | 13.09.84 |
| Tipperary Institute | Knock-for-knock | 01.05.02 |
| Trinity College, Dublin (TCD) | Knock-for-knock | 01.06.73 |
| Údaras na Gaeltachta (ar a dtugtaí Gaeltarra Éireann) | Knock-for-knock | 01.06.73 |
| University College, Cork (UCC) | Knock-for-knock | 01.06.73 |
| University College, Dublin (UCD) | Knock-for-knock | 01.06.73 |
| University College, Galway (UCG) <i>(now called National University of Ireland, Galway, or NUIG)</i> | Knock-for-knock | 01.06.73 |
| University of Limerick | <i>see National Institute of Higher Education, Limerick</i> | |
| VECs - Vocational Education Committees established under the Vocational Education Act 1930 | Knock-for-knock | Teachers 29.09.98 |
| | | Non-Teachers 30.01.01 |
| VHI - Voluntary Health Insurance Board | 16 (c) | 25.09.74 |
| Voluntary Hospitals and Nursing Organisations to which the Non Officers (Voluntary Hospitals) Superann. Scheme 1985 applies | Knock-for-knock | 06.12.85 |

| Organisation | System of contributions | Operative date |
|--|--------------------------------|-----------------------|
| Voluntary Hospitals and Nursing Organisations to which the Voluntary Hospitals Superann. Scheme 1969 applies | Knock-for-knock | 27.05.77 |
| Waterford Harbour Commissioners | Knock-for-knock | 21.12.81 |
| Western Development Commission | Knock-for-knock | 01.02.99 |
| Western Regional Fisheries Board | Knock-for-knock | 21.12.81 |
| Western Regional Tourism Organisation Ltd. | 16 (c) | 01.06.73 |

Circular 16/2014

12 December 2014

Mr Ian Tegerdine
Interim National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

**Re: Public Service Transfer Network (the "Network") and Irish Airlines (General Employees)
Superannuation Scheme (IASS)**

Dear Mr Tegerdine,

Please see attached notice from the Department of Public Expenditure and Reform (DPER) in relation to the Public Service Transfer Network (the "Network") and Irish Airlines (General Employees) Superannuation Scheme (IASS).

Please bring the contents of this notification to the attention of all relevant staff in the HR and Pensions / Superannuation units in the HSE and also to the attention of all Section 38 Agencies funded by the HSE.

As required by DPER we request that you confirm the organisations that have been informed so that this information can be provided to DPER in order to ensure that all organisations within the Network have been informed.

Yours sincerely



Lara Hynes
Principal Officer
National HR Unit

Enc.

Communication from DPER

Date: 12/12/2014 11:10
Subject: Public Service Transfer Network

Dear Personnel Officer/HR Manager

Re: Public Service Transfer Network (the "Network") and Irish Airlines (General Employees) Superannuation Scheme (IASS)

We have recently received communication from Irish Airlines Pensions Limited informing us that the Irish Airlines (General Employees) Superannuation Scheme has a substantial deficit and because of this deficit they are seeking to reduce transfer values payable for the transfer of service between Irish Airlines and the Civil Service.

A meeting was held with Irish Airlines to discuss this matter further and to ascertain Irish Airlines continued participation in the Network. Irish Airlines have indicated that they cannot continue to pay the full transfer value in respect of transfer service and are offering to pay a small percentage of the value.

In view of this we are putting current applications on hold and are not accepting any further applications for transfer of service under the Public Service Transfer Network and IASS. We are awaiting further details from IASS on their continued membership of the Network and how to handle the current enquires/applications on hand.

Please bring the contents of this notification to the attention of staff in the HR and Pension Divisions in your organisation and other organisations under your remit. In this regard we enclose the current list of organisations in the Network. We would ask that you confirm for us the organisations that have been informed so that we can ensure that all organisations within the Network have been informed.

On receipt of further information from IASS we will revert to you. In the meantime if you require further information please contact me (details below).

Kevin Colman

Tel: 01 6045759
Email: kevin.colman@per.gov.ie