



Circular Ref: 51/2004

14 December, 2004

To: Chief Executive Officer  
Each Non-commercial State Sponsored Body

**DEPARTMENT  
OF HEALTH AND  
CHILDREN**  
AN ROINN  
SLÁINTE AGUS LEANAÍ

Quality and Fairness  
A Health System for You

**Application of a Pay Increase of 2% under section 19.18 of Sustaining Progress  
with effect from 1 December, 2004**

A Chara,

I am directed by the Minister for Health and Children to refer to the public service pay provisions of Sustaining Progress.

As you are aware, payment of all increases are strictly dependent in the case of each State body and grade on:

- (A) verification of co-operation with flexibility and ongoing change, satisfactory implementation of the agenda for modernisation, maintenance of stable industrial relations and absence of industrial action in respect of any matters covered by the Sustaining Progress agreement,
- (B) the absence of cost increasing claims which are considered to be a breach of the Sustaining Progress agreement,

and having regard to the reports submitted by each agency on progress in modernisation and change, the Secretary General has decided that payment of the 2% general round increase under Sustaining Progress with effect from 1 December 2004 is warranted.

Subject to the provisions of this letter, sanction is hereby given for the application, in accordance with the Sustaining Progress agreement, of the 2% increase due under section 19.18 of Sustaining Progress with effect from 1 December 2004 to the basic pay of relevant grades in non-commercial State sponsored bodies as set out in the enclosed Consolidated Salary Scales. The increases due under this paragraph are being added to basic pay as at 30 November 2004. The increases are being added to each point of incremental scales (and to off-scale points), rounding to the nearest euro on annual scales and to the nearest cent on weekly scales. Hourly rates should be rounded to the nearest €0.001.

**Hawkins House Dublin 2**  
Teach Haicín Baile Átha Cliath 2  
Telephone (01) 635 4000 VPNI12  
Fax (01) 635 4001  
Email: [info@health.gov.ie](mailto:info@health.gov.ie)  
Website: <http://www.doh.ie>



Separate letters will issue giving revised rates for Chief Executive Officers, where these are affected.

This sanction does not apply to:

- (i) employees whose pay is related to that of workers outside the public service;
- (ii) grades whose pay and conditions are related to other grades where pay is determined by the Joint Industrial Council for State industrial employees, e.g. craft workers, general operatives and other grades which share a relativity with those grades;
- (iii) persons paid on a fee, contract or piece-work basis or employed casually or on infrequent or nominal duties;
- (iv) staff employed by State bodies in offices outside the State whose pay is fixed by reference to local conditions.
- (v) Staff of the North/South implementation bodies and Tourism Ireland Ltd.
- (vi) Chief Executive Officers.

In the case of officers employed in more than one capacity, each employment may be treated separately for the purposes of calculating revised remuneration in accordance with this circular.

Payment in respect of overtime rendered on or subsequent to 1 December 2004 by members of grades to which this circular applies should be calculated by reference to pay as increased with effect from 1 December 2004.

For officers on mark-time, both notional and mark-time pay may be increased by 2% with effect from 1 December 2004.

Any allowances in the nature of pay that have a history of being adjusted in line with general rounds may be increased by 2% for staff at non-commercial State sponsored bodies.

If applicable, Children's allowances which are exactly the same as those paid in the civil service, both standard and ex-gratia, should not be increased.

Any queries in relation to the implementation arrangements for the above circular should be communicated, in the first instance, to Ms. Nuala Coleman, Personnel Management and Development, Department of Health and Children (tel. 01 6354058, e-mail [nuala\\_coleman@health.gov.ie](mailto:nuala_coleman@health.gov.ie)).

Yours sincerely,



Geraldine Kelly  
Assistant Principal  
Personnel Management and Development