



Circular 14/2021

1<sup>st</sup> October 2021

To: National Director of Human Resources, HSE  
CEOs and HR Managers of the NCSAs

### **Application of 1 October 2021 pay adjustments**

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions with regard to adjustments to pay due on 1 October 2021 in accordance with the Public Service Agreement “Building Momentum – A New Public Service Agreement 2021-2022”.

#### **1. Application**

- 1.1. This circular applies to certain public health sector grades.
- 1.2. The pay adjustments should be applied, as appropriate, from **1 October 2021**.
- 1.3. It should be noted that grades receiving FEMPI restoration under Circular 11/2021 that received more than 1% will not benefit from further adjustment as of 1 October 2021.

#### **2. General**

- 2.1. This circular sets out pay increases due on 1 October 2021 as provided for in “Building Momentum – A New Public Service Agreement 2021-2022”
- 2.2. The circular also provides for 1% rise in the rate of allowances in the nature of pay.
- 2.3. The adjustments arising from this circular should be rounded to the nearest euro on annual pay scales and to the nearest cent on weekly pay scales. Hourly rates should be rounded to the nearest €0.01.
- 2.4. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2021.

#### **3. “Building Momentum - A New Public Service Agreement 2021-2022”**

- 3.1. In accordance with section 3 of the agreement, the annualised amount of the basic salary of public servants will be increased by 1% or €500 whichever is greater with effect from 1 October 2021 subject to para 3.2 below.
- 3.2. As per section 3.1.4 of the Agreement, where pay restoration applied to a salary on 1 July 2021 under Section 19 of the Public Service Pay Pensions Act 2017 (Circular 11/2021 refers), the salary will not also benefit from the general round increase of 1% on 1 October 2021. Where the amount of restoration on 1 July 2021 was less than the general round increase of 1%, the salary will be increased by the balance (up to a combined total of 1%) on 1 October 2021.
- 3.3. Revised pay scales for affected grades are set out in the Department of Health Consolidated Salary Scales and the Civil Service Salary Scales (as appropriate) wef 1 October 2021.

#### 4. Pensions

- 4.1. Instructions will issue separately on increasing pensions in payment as a result of the pay adjustments due on 1 July 2021 and 1 October 2021.
- 4.2. Additional Superannuation Contributions:  
Note, there has been no changes to the thresholds for ASC. The 2020 rates will continue to apply.

#### Thresholds/Rates in 2021

Member of a standard accrual pension scheme	Member of a fast accrual pension scheme	Member of the Single Scheme
€0 - €34,500 @ 0%	€0 - €28,750 @ 0%	€0 - €34,500 @ 0%
>€34,500 – €60,000 @ 10%	>€28,750 – €60,000 @ 10%	>€34,500 – €60,000 @ 3.33%
>€60,000 @ 10.5%	>€60,000 @ 10.5%	>€60,000 @ 3.5%

#### 5. Overtime

- 5.1. Payment in respect of overtime rendered on or subsequent to 1 October 2021 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 October 2021.

#### 6. Premium Rates of Pay

- 6.1. Premium rates of pay payable in respect of or subsequent to 1 October 2021 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay wef 1 October 2021.

#### 7. Allowances

- 7.1. Allowances in the nature of pay for public servants to whom this circular applies are increased by 1% wef 1 October 2021.
- 7.2. Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 October 2021.

#### 8. Queries

- 8.1. Requests for clarification from individual employees should be directed to the employees own HR Manager where they are employed.
- 8.2. Requests for clarification from payroll and HR managers in the HSE and Section 38 agencies should be directed to the HSE National Employees Relations Service [info.t@hse.ie](mailto:info.t@hse.ie) who if required, will raise the matter further with the Department of Health at [National\\_HR\\_Unit@health.gov.ie](mailto:National_HR_Unit@health.gov.ie)
- 8.3. Requests for clarification from HR Managers in the NCSAs should be raised directly with [National\\_HR\\_Unit@health.gov.ie](mailto:National_HR_Unit@health.gov.ie)

#### 9. Circulation

- 9.1. The contents of this circular should be brought to the attention of all HR managers, payroll staff, and all employees of the HSE, Section 38 Agencies and the NCSAs.

Yours sincerely



Margaret Campbell  
Principal Officer, Resources Division