### An Roinn Sláinte Department of Health



Circular 2/2023

15 February 2023

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

#### Application 1 February 2022 pay adjustments for certain Dental grades only in the Medical/Dental Sectoral Bargaining Unit

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions regarding pay adjustments as provided for in *Building Momentum - A New Public Service Agreement 2021-2023* to pay due on 1 February 2022 to specific grades.

**Building Momentum – Public Service Agreement 2021-2022** provided for the equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund or a general pay round increase on 1 February 2022.

This section <u>specifically applies</u> to the retrospective application of 1 February 2022 pay adjustments in relation to a <u>select</u> <u>number of Dental grades only</u>, who are part of the Medical/Dental Sectoral Bargaining Unit in the Public Health Sector that have not previously been agreed. These are:

- 1988 Dental Surgeon, Clinical Grade 1
- 1597 Dental Surgeon, General
- 197X Dental Surgeon, Principal
- 1589 Dental Surgeon, Senior
- 1619 Dental Surgeon, Senior Administrative
- 1465 Orthodontics, Specialist
- 104X Vocational Trainee in Dentistry

Within the terms of the Sectoral Bargaining fund available for this Bargaining Unit, relevant unions have opted to use the fund as a general round increase of 1% to the above Dental grades.

In line with 2.7 of the WRC Review of Building Momentum, the adjustments will be implemented at the earliest possible date with retrospective effect to **1 February 2022** (or date of appointment, if later), unless there are exceptional circumstances in the settlement arrangements whereby retrospection would not be appropriate.

It is important to note that pay scales already issued by the Department of Health for these grades with effective dates between 2 February and 1 October 2022 will now need to be revised accordingly to take account of the 1 February 2022 adjustments that are now provided for.

Salary scales for these grades for all impacted dates are provided in the Appendix.

#### Pensions

#### Pension increase policy up to end 2022

To determine if an increase is due to pensions in payment, under pre-existing pension schemes, up to end 2022, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018, 19/2019 and 10/2021 as well as DoH Circulars 9/2021 and 10/2021. These circulars set out the position in relation to pension increase policy, in the public service, up to end 2022 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.

For guidance on increasing pensions in payment as a result of the pay adjustments due on 1st February 2022, please refer to Part 4 of DPER Circular 10/2021, 'Instruction on the pension increase policy in the public service until end 2022'.

#### Additional Superannuation Contributions

There have been no changes to ASC for 2022.

#### Overtime

Payment in respect of overtime should be calculated by reference to the revised pay rates effective from these dates.

#### **Premium Rates of Pay**

Premium rates of pay payable which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay effective from these dates.

#### Allowances

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 effective from these dates.

#### **General Queries**

Requests for clarification from individual employees should be directed to the employees own HR Manager where they are employed. Requests for clarification from HR Managers in the NCSAs and from the HSE National Employee Relations Service should be raised directly with <u>National HR Unit@health.gov.ie</u>

#### Circulation

Please bring this circular to the attention of relevant hr managers, payroll and staff of your organisation as appropriate. The HSE is also requested to bring this circular to the attention of relevant Section 38 employers.

Yours sincerely

M. Coster

Margaret Campbell, Principal Officer People, Pay and Superannuation Unit

## Appendix 1

104X	VOCATIONAL	4/40/00	_	45.046	50 776								
10-1/	TRAINEE IN	1/10/22	2	45,910	50,778								
	DENTISTRY	2/02/22		45,410	50,275								
		1/02/22		44,087	48,811								
1988	CLINICAL	1/10/21		43,651	48,327								
	DENTAL SURGEON (GRADE I)	1/10/22	4	52,351	55,580	58,035	61,630						
		2/02/22		51,832	55,029	57,460	61,020						
		1/02/22		50,323	53,427	55,787	59,243						
		1/10/21		49,824	52,898	55,234	58,656						
1597	GENERAL DENTAL SURGEON	1/10/22	9	66,590	69,971	73,303	75,670	79,139	82,627	86,097	91,314	96,531	LSIs
		2/02/22		65,931	69,278	72,577	74,921	78,356	81,809	85,245	90,410	95,575	LSIs
		1/02/22		64,011	67,260	70,463	72,739	76,074	79,426	82,762	87,777	92,791	LSIs
		1/10/21		63,377	66,594	69,765	72,018	75,320	78,639	81,943	86,908	91,872	LSIs
1589	SENIOR DENTAL SURGEON	1/10/22	6	82,236	86,097	89,979	93,838	99,416	104,997	LSIs			
		2/02/22		81,422	85,245	89,088	92,909	98,432	103,957	LSIs			
		1/02/22		79,051	82,762	86,494	90,203	95,565	100,929	LSIs			
		1/07/21		78,268	81,943	85,637	89,309	94,618	99,930	LSIs			
1619	SENIOR	1/10/22	6	86,349	90,402	94,479	98,529	104,387	110,246	LSIs			
	ADMINISTRATIVE DENTAL	2/02/22		85,494	89,507	93,544	97,553	103,353	109,155	LSIs			
	SURGEON	1/02/22		83,004	86,900	90,819	94,712	100,343	105,975	LSIs			
	(INCS. HIGHER DUTIES												
	ALLOWANCE)	1/07/21		82,182	86,040	89,920	93,774	99,349	104,926	LSIs			
197X	PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION	1/10/22	5	101,227	105,566	109,912	116,404	122,896	LSIs				
		2/02/22		100,225	104,521	108,824	115,252	121,679	LSIs				
		1/02/22		97,306	101,477	105,654	111,895	118,135	LSIs				
	DUTIES ALLOWANCE)	1/07/21		96,342	100.472	104.608	110.787	116,965	LSIs				
197X	PRINCIPAL DENTAL SURGEON (INCS. REGIONAL	1/10/22	5	98,976	103,221	107,470	113,817	120,165	LSIs				
		2/02/22	-	97,996	102,199	106,406	112,690	118,975	LSIs				
		1/02/22		95,141	99,222	103,306	109,408	115,510	LSIs				
	DUTIES												
	ALLOWANCE) PRINCIPAL	1/07/21		94,199	98,240	102,284	108,325	114,366	LSIs				
	DENTAL	1/10/22	5	89,979	93,838	97,700	103,470	109,241	LSIs				
	SURGEON (RETIREES PRE 1/4/2000)	2/02/22		89,088	92,909	96,733	102,445	108,160	LSIs				
		1/02/22		86,494	90,203	93,915	99,461	105,010	LSIs				
	** grade	1/02/22		00,454	50,205	55,515	55,401	105,010	2513				
	obsolete - not	1/07/24		05 627	00.200	02.005	00 477	102.070					
1465	for use ** SPECIALIST IN	1/07/21		85,637	89,309	92,985	98,477	103,970	LSIs				
	ORTHODONTICS	1/10/22	1	160,090									
		2/02/22		158,505									
		1/02/22		153,888									
		1/07/21		152,365									<u> </u>