



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 specifically applies to the retrospective application of 1 February 2022 pay adjustments in relation to a select number of Dental grades only, 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 [National\\_HR\\_Unit@health.gov.ie](mailto:National_HR_Unit@health.gov.ie)

## **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



Margaret Campbell, Principal Officer  
People, Pay and Superannuation Unit

