



Circular 6/2022

2 August 2022

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

Application of 1 February 2022 and 1 July 2022 pay adjustments for certain grades

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions regarding adjustments to pay due on 1 February 2022, and on 1 July 2022 to certain grades.

Building Momentum – Public Service Agreement 2021-2022

Building Momentum – Public Service Agreement 2021-2022 provides 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.

Arrangements for Civil Service grades for 1.2.22

Please see the attached DPER circular – **Circular 4/2022** which sets out pay increases due on 1 February 2022 as provided for under the Sectoral Bargaining provisions (Chapter 2) of “Building Momentum - A New Public Service Agreement 2021-2022” in respect of Civil Service grades only.

Bargaining Units within the Civil Service opted to use the Sectoral Bargaining Fund as a general round increase.

In accordance with **section 3.1.3** of the Agreement, the annualised amount of the basic salary of civil servants will be increased by 1% with effect from **1 February 2022**. The circular also:

- Provides for a 1% rise in the rate of allowances in the nature of pay for Civil Service Grades.
- Sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2022.

Arrangements for Public Health Sector Grades for 1.2.22

This circular specifically applies to the application of pay adjustments in relation to 4 of the 7 Bargaining Units established under Sectoral Bargaining in the Public Health Sector. These are:

- 1) SIPTU Bargaining Unit
- 2) Forsa Management/Administration Bargaining Unit
- 3) Cross-Sectoral Bargaining Unit
- 4) Medical Scientist Bargaining Unit

Within the terms of the Sectoral Bargaining fund available for the 4 bargaining units encompassed by this circular, relevant unions have opted to use some of this fund to settle a number of outstanding claims or awards within the Exchequer funding limit in place. This circular sets out the agreed outcome with relevant unions in relation to these claims that are to be settled under Sectoral Bargaining.

The payroll adjustments necessitated by this Circular 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.

Remaining Sectoral Bargaining Units in the Public Health Sector

This circular does not apply to grades encompassed by any of the other three Sectoral Bargaining Units in the Public Health Sector. These are 1) the Nursing Bargaining Unit, 2) Medical/Dental Bargaining Unit, and 3) Health and Social Care Professionals Bargaining Unit. Separate arrangements will apply in relation to these Units. It is anticipated that any such separate arrangements will be made retrospective to 1 February 2022, unless there are exceptional circumstances in the settlement arrangements whereby retrospection would not be appropriate. A further circular will issue outlining the agreed outcome on the remaining outstanding claims or awards which will be dealt with under the provisions of the Sectoral Bargaining Fund.

Public health sector employees can only benefit once from this measure i.e. either from the 1% pay increase on 1 February OR from the settlement of claims, but not both under any circumstances.

It is your Agency's responsibility to check if your employees are encompassed by this circular and, if so, what adjustments to their pay need to be paid, if any. If any cohorts of employees are not encompassed by this circular, please wait until the next circular issues before implementing any directed changes to their pay, if any.

Bargaining Unit Queries

Requests for clarification in respect of which Bargaining Unit grades belong to should be directed to the employer in the first instance. If the employer cannot advise, the employer should then contact the HSE NERS by emailing info.t@hse.ie who will seek to assist in this regard.

Summary of Agreed Sectoral Bargaining Unit changes

Summary of changes to be implemented under the Sectoral Bargaining Fund in the Public Health Sector. All changes will be implemented with effect from **1 February 2022**. *See Appendices for full details.*

SIPTU Bargaining Unit - *full detail set out in Appendix 1*

- Align Chef 2 (with qualification) 4529 to Craftsman grade 5606; align Chef 2 (without qualification) 4529 to Craftsman grade 5606; align Chef 1 451Y to Chargehand grade 5088; align Senior Chef 427Y to Assistant Foreman grade 506T; align Executive Chef to 4211 to Foreman grade 5061.
- Assimilation onto the new Grades will be on a point-to-point basis.
- Current Radiographer and Radiation Therapy Service Manager 2 grades (managing 40 or more staff) will move on a point on scale basis to a new grade. The current RSM/RTSM +40 allowance will be removed.
- Current Radiographer Service Managers and Radiation Therapy Services Managers (managing between 24-40 staff with no allowance) will assimilate to the nearest cash point on a new scale with grade code 3328.
- Increase the basic rate of pay by 3.73% for the following: 1) Radiographer grade code 3093, 2) Senior Radiographer grade code 3107, 3) Clinical Specialist Radiographer grade code 3131, 4) Radiography Services Manager 1 grade code 309X, 5) Radiation Therapists grade code 3950, 6) Radiation Therapists Services Manager 1 grade code 3972 and 7) Clinical Specialist Radiation Therapist grade code 3964.
- Computed Tomography (CT) on Call rates for Radiographers - increase the On-Call rates for CT scans by 25% as set out in the allowances section of the Department of Health Consolidated Salary Scales. For Radiographers on-call but not providing a CT service, their Out Of Hours on-call hourly rates shall remain unchanged.
- All remaining grades in the SIPTU Bargaining Unit (excluding Radiographers, Radiation Therapists and Chefs) to receive a general round increase of 0.5%.

Forsa Management/Admin Bargaining Unit - *full detail set out in Appendix 2*

- The top point of the General Manager scale to increase by 1.5%. Every other point of the General Manager scale will remain unchanged.
- All other grades that fall under the Forsa Management/Administration bargaining unit to receive a 1% pay increase.

Cross-sectoral Bargaining Unit - *full detail set out in Appendix 2*

- The top point of the Principal Social Worker scale to increase by 1.4%. Every other point of the Principal Social Worker scale to remain unchanged.
- All other grades that fall under the Cross-Sectoral Bargaining unit will receive a 1% pay increase.

Medical Scientist Bargaining Unit - *full detail set out in Appendix 2*

- All grades that fall under the Medical Scientist bargaining unit will receive a 1% pay increase.

FEMPI Restoration

Pay restoration arising from Section 20 of the Public Service Pay and Pension Act, 2017 applying to certain Public Health Sector Grades wef 1.7.22

The following instructions apply with regard to pay restoration due to certain grades on 1 July 2022 as provided for by section 20 of the Public Service Pay and Pensions Act 2017. Where section 20 applies, it relates to grades with basic salary of more than €150,000 at the referable date.

In accordance with section 20(5) of the 2017 Act, no further restoration is due where the basic salary is equal to or exceeds the amount at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

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) for application from 1 July 2022.

If there is no scale dated 1 July 2022 beside a grade, then no adjustment is to be applied.

Adjustment to basic Medical Scientist Grade wef from 17.6.22

Arising from a Labour Court engagement on May 25th 2022, the first point of the basic Medical Scientist Grade (3875) will be removed from June 17th 2022. All new entrants from that date will start on Point 2. Those currently on Point 1 of the Medical Scientist scale will move to Point 2 of the scale. The change applies only to those currently on Point 1 of the scale and future new entrants.

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 rendered on or subsequent to 1 February 2022 and 1 July 2022 by members of certain grades to which this circular applies should be calculated by reference to the revised pay rates w.e.f. those dates.

Premium Rates of Pay

Premium rates of pay payable in respect of or subsequent to 1 February 2022 and 1 July 2022 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 those 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 with effect from 1 February 2022 and 1 July 2022.

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 should be raised directly with 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

Appendix 1

SIPTU Bargaining Unit

1: Chefs will migrate to the Crafts paypath pay scales as follows:

- Chef 2 (with qualification) 4529 to Craftsman 5606
 - Chef 2 (without qualification) 4529 to Craftsman 5606
 - Chef 1 451Y to Chargehand 5088
 - Senior Chef 427Y to Assistant Foreman 506T
 - Executive Chef to 4211 to Foreman 5061
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- Assimilation onto the new scales will be on a point-to-point basis.
 - Staff will move across to the new scale on the 1 February 2022 and will progress on their next increment date. Existing increment dates remain unaffected by this agreement.
 - Progression for all staff impacted by the alignment to the Craftsmen scales as set out above will be as per progression for Craftsmen as set out in the Department of Health Consolidated Salary Scales. For the avoidance of doubt, advancement to Point 2 is achieved after a 6-month interval, Point 3 and all other points are 12 month increment intervals.
 - Apart from pay, no other Terms and Conditions of employment are affected.
 - No new contracts or job descriptions will be issued.

2: Radiography Services Manager 2 and Radiation Therapy Services Manager 2 with 40 or more eligible direct reports: For these two grades it is agreed that two new Grades, to be known as Radiography Services Manager 3 (grade code 3356) and Radiation Therapy Services Manager 3 (grade code 3974) respectively, be created. It is agreed that:

- The new scales will be 7-points starting at €75,536 with a max of €83,135.
- The current RSM/RSMT Allowance is discontinued. As the allowance has continued to be paid to eligible staff since 1 February 2022, any arrears should be calculated based on the difference of the new salary and the current salary plus the allowance.
- Assimilation must be based on inclusion of the existing RSM 2/RTSM 2 +40 allowance of €5,125 plus basic salary, with individuals then placed onto the new Grade on a Point-to-Point basis
- Assimilation will be by appointment, that is, existing post holders will be appointed.
- Apart from pay no other Terms and Conditions will be affected.
- Increment dates will remain unaffected. Note that anyone on the maximum will have to have their increment date reviewed as there are two additional points added to the applicable scale going forward.
- HR departments will issue a letter to the employee confirming move to new scale.

3: Radiography Services Manager 2 and Radiation Therapy Services Manager 2 with less than 40 direct reports: These employees will migrate to a new pay scale but retain existing grade codes.

- The new scale will be a 7-point scale starting at €65,253 with a max of €78,335.
- Assimilation onto the new Grade will be to the nearest cash point not below existing salary.
- Assimilation will be by appointment, that is, existing post holders will be appointed.
- Increment dates will remain unaffected. Note anyone on the maximum will have to have their increment date reviewed as there are two additional points added to the applicable scale going forward.
- Apart from pay no other Terms and Conditions will be affected.
- HR departments will issue a letter to the employee confirming move to new scale.

4: General pay increase for Radiography and Radiation Therapy Grades of 3.73%: It is agreed that the following grades will receive a 3.73% pay increase effective on the 1 February 2022.

- Radiographer (grade code 3093)
- Senior Radiographer (grade code 3107)
- Clinical Specialist Radiographer (grade code 3131)
- Radiography Services Manager 1 (grade code 309X)
- Radiation Therapist (grade code 3950)
- Radiation Therapist Services Manager 1 (grade code 3972)
- Clinical Specialist Radiation Therapist (grade code 3964)

5: Computed Topography Out of Hours on-call Hourly rate: It is agreed that on-call Out of Hours Hourly Rate as identified on the Department of Health Consolidated Pay Scales shall increase by 25% for Radiographers in respect of Computed Topography only, as per the table below:

CT Out of Hours rates for Radiographers		CT On-Call rates for Radiographers
Mon - Fri	8pm - 12am	49.91
Mon - Sat (Fri night into Sat morning/Sat night into Sun morning)	12am - 8am	63.52
Saturday	8am - 12am	58.23
Sunday (into Mon morning/Public holiday)	8am (Sun) - 8am (Mon)	69.87

- There is no increase for the Stand-by rate
- Out of Hours on-call hourly rates shall remain unchanged for all other modalities providing an Out of Hours service

6: Non-Radiography, Radiation Therapy and Chef Support staff grades: For all other grades in this Bargaining Unit a 0.5% increase is applied.

Appendix 2

Fórsa Management/ Administration Bargaining Unit

1: General Manager (grade code 0041). It is agreed that the top point of the General Manager scale 0041 will increase by 1.5% from €90,799 to €92,161. Every other point of the General Manager scale will remain unchanged.

2: All other grades that fall under the Forsa Management/Administration bargaining unit to take 1% pay rise. It is agreed that all other grades apart from General Managers, receive a 1% pay rise.

Cross Sectoral Bargaining Unit

1: Principal Social Worker (grade code 350Y) It is agreed that the top point of the Principal Social Worker scale 350Y will increase by 1.4% from €83,941 to €85,116. Every other point of the Principal Social Worker scale will remain unchanged.

2: All other grades that fall under the Cross Sectoral bargaining unit to take 1% pay rise. It is agreed that all other grades within the Cross Sectoral bargaining unit, apart from Principal Social Workers, will receive a 1% pay rise.

Medical Scientist Bargaining Unit

1: All grades that fall under the Medical Scientist bargaining unit will receive a 1% pay increase.