



Circular - 16/2019

17th December, 2019

To: Anne Marie Hoey, Interim National Director of Human Resources, HSE
CEOs of NCSAs
HR Managers of NCSAs

**Application of 1st January 2020 pay adjustments under
the Public Service Pay and Pensions Act 2017.**

Dear Sir/Madam,

I am directed by the Minister for Health to convey the following instructions with regard to the application of adjustments to public health sector pay in accordance with the Public Service Pay and Pensions Act 2017.

1. Application

1.1 This circular applies to all public health sector grades with an annualised salary of up to and including €32,000.

1.2 The pay adjustments should be applied, as appropriate, from **1st January 2020**.

2. General

2.1 This circular sets out the pay increases due on 1st January 2020 as provided for in the Public Service Pay and Pensions Act 2017 (“the Act”).

2.2 This circular applies to all public health sector grades with an annualised salary of up to and including €32,000 on the basis that at date of issue they are considered to be “covered” public servants pursuant to section 3 of the Act.

2.3 This Circular also sets out arrangements in respect of Additional Superannuation Contribution (ASC) for the year 2020.

3. Public Service Stability Agreement (PSSA) 2018-2020 pay increase

3.1 In accordance with section 10(1) of the Act, annualised salaries of up to and including €32,000 will be increased by **0.5%** with effect from **1st January 2020**.

4. Additional Superannuation Contribution

4.1 Please note that the ASC Thresholds/Rates will change with effect from 1st January 2020.

The Thresholds/Rates of ASC for the year 2020 tables are provided below:

Covered public servants –**Thresholds/Rates in 2020**

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 1st January 2020 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1st January 2020.

6. Premium Rates of Pay

6.1 Premium rates of pay payable in respect of or subsequent to 1st January 2020 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1st January 2020.

7. Allowances

7.1 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 1st January 2020.

7.2 Fixed allowances remain unchanged.

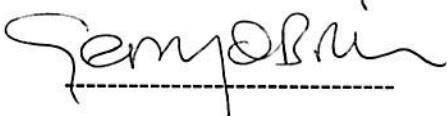
8. Queries

8.1 All employee queries should be directed to the relevant employer. Requests for clarification from payroll and HR managers should be directed to National_hr_unit@health.gov.ie.

8.2 This circular is also available at www.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.

A handwritten signature in black ink, appearing to read 'Gerry O'Brien', written over a horizontal dashed line.

Gerry O'Brien
Principal Officer
People, Pay and Superannuation Unit