



Circular 7/2020

10th September 2020

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

Application of 1st October 2020 Pay Adjustments

This circular sets out pay increases due on 1 October 2020 as provided for in the Public Service Pay and Pensions Act 2017 ('the Act') and provides for restoration of fixed allowances.

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 service health sector grades.
- 1.2. The pay adjustments should be applied, as appropriate, from **1 October 2020**.

2. General

- 2.1. This circular sets out the pay restoration and pay increases due on 1 October 2020 as provided for in the Public Service Pay and Pensions Act 2017 ("the Act").
- 2.2. For the purpose of this circular, all public service health sector employees should be considered "covered" public servants pursuant to section 3 of the Act.
- 2.3. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2020.
- 2.4. This circular also provides for restoration of fixed allowances.

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

- 3.1. In accordance with section 10 (2) of the Act, the annualised amount of the basic salary of public service health sector employees who are “covered” public service health sector employees will be increased by **2%** with effect from **1 October 2020**.

4. Pensions

- 4.1. Pension increases
Departments / Offices are reminded that instructions on increasing pensions in payment on foot of the award of salary increases agreed under the PSSA are set out in DoH Circulars 1/2018 and 11/2019.
- 4.2. Additional Superannuation Contributions:

Covered Public Service Health Sector Employees –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 1 October 2020 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 October 2020.

6. Premium Rates of Pay and Allowances (including Fixed Allowance Restoration)

- 6.1 Premium rates of pay payable in respect of or subsequent to 1 October 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 1 October 2020.
- 6.2 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 2020.

On 1 October 2020:

Fixed allowances which are not calculated as a specific percentage or specified proportion of basic salary will be restored to their monetary value as of 31 December 2009.

Note that this measure relates solely to fixed allowances which were in payment on 1 January 2010 **and** which were cut by either 5% or 8% under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 **and** which continue to be paid as fixed allowances separate to basic pay.

Any new allowances introduced after 1 January 2010 will not be increased under this circular.

7. Queries

- 7.1 'Requests for clarification from payroll and HR managers should be directed to the HSE Corporate Employees Relations Service (info.t@hse.ie) who if required, will raise the matter further with the Department of Health at (National_HR_Unit@health.gov.ie).

8. Circulation

- 8.1 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

Mairéad Keating

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Principal Officer,
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