



**Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna**  
Feidhmeannacht na Seirbhísí Sláinte  
Ospidéal Dr. Steevens'  
Baile Átha Cliath 8

**Office of the National Director of Human Resources**  
Health Service Executive  
Dr. Steevens' Hospital  
Dublin 8  
Tel: 01 6352319 Email: [nationalhr@hse.ie](mailto:nationalhr@hse.ie)

**To:** Each Member of the Directorate and Leadership Team  
Each Assistant National Director HR  
Each Hospital Group CEO  
Each Hospital Group Director of HR  
Each Chief Officer CHO  
Each CHO HR Manager  
Each CEO Section 38 Agencies  
Each HR Manager Section 38 Agencies  
Each Employee Relations Manager  
Each Group Director of Nursing & Midwifery  
Each Group Director of Midwifery

3<sup>rd</sup> April, 2019

**Re:** HSE HR Circular 011/2019 Adjustments to the Pay of Certain Public Servants on April 1<sup>st</sup> 2019 as provided for under the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015

Dear Colleagues,

I wish to advise that the Department of Health have issued Circular 6/2019 (attached) which incorporates DPER Circular 05/2019 (attached). The Circular sets out the pay restoration due on 1 April 2019 as provided for in the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015. This Circular provides for the final third of pay restoration for certain public servants whose annual pay remuneration is in excess of €110,000 immediately after the HRA reduction.

The revised Consolidated Salary Scales for 1 April 2019 are set out in **Appendix 1**.

The Department of Health Circular also contains provisions (Section 7) in relation to the pension entitlement "grace period" which will cease to apply after 1 April 2019.

Please ensure this Circular is brought to the attention of all relevant personnel with particular reference to Payroll and Superannuation sections.

#### **Queries**

Managers may refer any queries that they may have in relation to this Circular to their local HR / Employee Relations Department.

Queries from HR Departments on the contents of this Circular may be referred to Aoife O'Riordan, HSE Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966, Email: [aoife.oriordan@hse.ie](mailto:aoife.oriordan@hse.ie)

Please note also that the National HR Help Desk is also available to take queries on 1850 444 925 or email: [ask.hr@hse.ie](mailto:ask.hr@hse.ie)

Yours sincerely,

**Rosarii Mannion**  
National Director of Human Resources



Circular 6/2019

15<sup>th</sup> March 2019

To: Rosarii Mannion, National Director of Human Resources, HSE  
CEOs of NCSAs  
HR Managers of NCSAs

**Adjustments to the Pay of certain public servants on April 1<sup>st</sup> 2019, as provided for under the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.**

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions to the application of adjustments to health sector pay.

**1. General**

- I. This circular sets out the pay restoration due on 1 April 2019 as provided for in the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.
- II. This Circular provides for the final third of pay restoration for certain public servants who were subject to the pay adjustment under FEMPI 2013 / the Haddington Road Agreement ("the HRA reduction").

**2. Restoration of the HRA Reduction**

- I. In accordance with section 6C of the FEMPI (No.2) Act 2009 (as inserted by section 3 of the FEMPI Act 2015) the following adjustments to annualised salaries will be applied with effect from **1 April 2019** for those whose annual remuneration is in excess of €110,000 **immediately after** the HRA reduction.
- II. One third of the amount of the reduction incurred under the FEMPI Act 2013 the Haddington Road Agreement will be restored. This completes the restoration of the reductions applied under this Act.

**3. Further Pay Related Circulars**

- I. A further circular will issue with regard to the pay adjustments due on **1 September 2019**.

**4. Officers on Mark-Time**

- I. For officers on mark-time, both notional and mark-time pay will be revised with effect from 1 April 2019.

#### **5. Premium Rates of Pay**

- I. Premium rates of pay payable in respect of or subsequent to 1 April 2019 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 April 2019.

#### **6. Allowances**

- I. Allowances which are calculated as a specific percentage of specified proportion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 April 2019.
- II. Fixed allowances remain unchanged.

#### **7. Pension Entitlement "Grace Period"**

- I. The "grace period" provided for under section 9 of the FEMPI Act 2013 will cease to apply after 1 April 2019.
- II. Public servants who retired during this grace period benefitted by having their pensions and retirement lump sums calculated by reference to salary rates which discounted the impact of the FEMPI Act 2013 salary adjustment applying to salaries in excess of €65,000.
- III. However, the application of pay increases under the Public Service Pay and Pensions Act 2017 since 2018, means that after 1 April 2019, the salary used to calculate pension and lump sum entitlements will be higher than the salary used during the "grace period".
- IV. Payroll / Pension/HR Managers are reminded that, in accordance with the FEMPI Act 2013, pensions awarded in respect of persons retiring after 1<sup>st</sup> April 2019 are not subject to the Public Service Pension Reduction (PSPR).

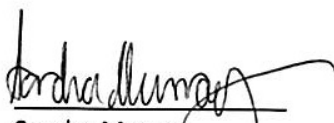
#### **8. Queries**

- I. 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](mailto:National_hr_unit@health.gov.ie)

#### **9. Circulation**

- I. 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,



Sorcha Murray  
Principal Officer

**Circular Title:** Application of 1 April 2019 pay adjustments

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure and Reform to convey the following instructions to Departments / Offices with regard to the application of adjustments to civil service pay in accordance with the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.

**To:** HR Manager / Personnel Officer in each Department and Office

**Circular Number:** Circular 05/2019

**Purpose:** To set out the adjustments to the pay of certain civil servants on 1 April 2019 as provided for under the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.

**Date:** 07<sup>th</sup> March 2019

**File Reference:** E107/006/2015

**Relevant Legislation:** Financial Emergency Measures in the Public Interest (No. 2) Act 2009;  
Financial Emergency Measures in the Public Interest Act 2013;  
Financial Emergency Measures in the Public Interest Act 2015.

**Effective From:** 1 April 2019

Mise le meas,



Colin Menton  
Assistant Secretary  
Public Service Pay and Pensions Division

## **1. Application**

- 1.1. This circular applies to certain civil service grades.
- 1.2. The pay adjustments should be applied, as appropriate, from **1 April 2019**.

## **2. General**

- 2.1. This circular sets out the pay restoration due on 1 April 2019 as provided for in the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.
- 2.2. This circular provides for the final third of pay restoration for certain public servants who were subject to the pay adjustment under FEMPI 2013 / the Haddington Road Agreement ("the HRA reduction").
- 2.3. The adjustments should be rounded to the nearest euro on annual payscales and to the nearest cent on weekly payscales. Hourly rates should be rounded to the nearest €0.001.

## **3. Restoration of the HRA reduction**

- 3.1. In accordance with section 6C of the FEMPI (No. 2) Act 2009 (as inserted by section 3 of the FEMPI Act 2015), the following adjustments to annualised salaries will be applied with effect from **1 April 2019** for those whose annual remuneration is in excess of €110,000 **immediately after** the HRA reduction:
- 3.2. One third of the amount of the reduction incurred under the FEMPI Act 2013 / the Haddington Road Agreement will be restored. This completes the restoration of the reductions applied under this act.
- 3.3. Revised payscales for members of general service grades to which this circular applies are set out in the Appendices to this circular.

## **4. Further Pay Related Circulars**

- 4.1. A further circular will issue with regard to the pay adjustments due on **1 September 2019**.



## **5. Possible Anomalies**

- 5.1. For a very small number of grades, the application of previous pay adjustments may have resulted in increment “leapfrogging” being applied in order to avoid anomalies arising (Part II of this Department’s guidance note dated 21 December 2017 refers). Departments and Offices are requested to review such cases and to regularise the relevant payscales with effect from 1 April 2019.
- 5.2. While no such anomaly arises in respect of the revised payscales in the appendices to this circular, Departments should consult with this Department where such anomalies are identified.

## **6. Officers on Mark-Time**

- 6.1. For officers on mark-time, both notional and mark-time pay will be revised with effect from 1 April 2019.

## **7. Premium Rates of Pay**

- 7.1. Premium rates of pay payable in respect of or subsequent to 1 April 2019 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 April 2019.

## **8. Allowances**

- 8.1. Allowances which are calculated as a specific percentage or specified proportion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 April 2019.
- 8.2. Fixed allowances remain unchanged.
- 8.3. Children’s allowances, both standard and ex-gratia, remain unchanged.

## **9. Pension Entitlement “Grace Period”**

- 9.1. The “grace period” provided for under section 9 of the FEMPI Act 2013 will cease to apply after 1 April 2019.
- 9.2. Public servants who retired during this grace period benefitted by having their pensions and retirement lump sums calculated by reference to salary rates which discounted the impact of the FEMPI Act 2013 salary adjustments applying to salaries in excess of €65,000.
- 9.3. However, the application of pay increases under the Public Service Pay and Pensions Act 2017 since 2018, means that after 1 April 2019, the salary used to calculate pension and lump sum entitlements will be higher than the salary used during the “grace period”.
- 9.4. Departments / Offices are reminded that, in accordance with the FEMPI Act 2013, pensions awarded in respect of persons retiring after 1 April 2019 are not subject to the Public Service Pension Reduction (PSPR).

## **10. Queries**

- 10.1. Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (PeoplePoint) or, where applicable, with local HR Units.
- 10.2. Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department via email to [payscales@per.gov.ie](mailto:payscales@per.gov.ie).
- 10.3. This circular is also available at [www.circulars.gov.ie](http://www.circulars.gov.ie).

**Revised payscales with effect from 1 April 2019 for General Service grades.**

**SECRETARY GENERAL I**

€204,020

**SECRETARY GENERAL II**

€193,819

**SECRETARY GENERAL III**

€183,618

**DEPUTY SECRETARY**

€168,317

**ASSISTANT SECRETARY**

€130,365    €136,290    €142,710    €149,130



## Appendix 2A

Revised paycales with effect from 1 April 2019 for established employees appointed on or after 6<sup>th</sup> April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for General Service grades.

### SECRETARY GENERAL I (PPC)

€204,020

### SECRETARY GENERAL II (PPC)

€204,020

### SECRETARY GENERAL III (PPC)

€193,282

### DEPUTY SECRETARY (PPC)

€177,175

### ASSISTANT SECRETARY (PPC)

€137,227    €143,462    €150,222    €156,978