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Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each Group Director of Midwifery
Each Clinical Director
Director National Ambulance Service

From: Anne Marie Hoey, National Director of Human Resources

Date: 4th August 2022

Subject: HR Circular 025/2022: Application of 1 February 2022 and 1 July 2022 pay adjustments for certain grades

Dear Colleagues

I wish to advise that the Department of Health has issued Circular 6/2022 (**Appendix 1**) which should be read in conjunction with Department of Public Expenditure and Reform (DPER) Circular 04/2022 *Application of 1st February 2022 pay adjustments* (**Appendix 2**) and DPER Circular 15/2022 *Application of 1 July 2022 FEMPI Pay Restoration for certain Civil Service Grades with basic salary of more than €150,000* (**Appendix 3**). A copy of the new Department of Health Consolidated Salary Scales with the revised pay scales for affected grades is attached at **Appendix 4**.

Application

The pay adjustments should be applied, as appropriate, on 1 February 2022, and on 1 July 2022 to certain public health sector grades.

Please note that **not all grades receive an adjustment for 1.2.2022 or 1.7.2022** and only those adjustments set out within these scales may be applied. Further scales for 1.2.2022 will be prepared and circulated as they are agreed with the staff representative bodies.

Building Momentum – Public Service Agreement 2021-2022

Section 3.1.3 of the Building Momentum Agreement provides for the equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund with effect from 1 February 2022.

As set out in DOH Circular 6/2022 this specifically applies to the application of pay adjustments for 4 of the 7 Bargaining Units established under Sectoral Bargaining in the Public Health Sector. These are:

- 1) SIPTU Bargaining Unit
- 2) Fórsa 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. Specific details of the changes to remuneration and/or allowances are set out in DoH Circular 6/2022 and the attached Consolidated Salary Scales (**Appendix 4**).

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.

This circular does not apply to grades encompassed by any of the other three Sectoral Bargaining Units in the Public Health Sector. These are the:

- 1) 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. 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.

FEMPI Restoration

The circular sets out the pay restoration due 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. As provided for in the Act, the annualised amount of the basic salary shall stand at the amount which stood immediately before the enactment of the section 2 FEMPI No.2 Act of 2009 salary level.

Revised pay scales for affected grades are set out in the Department of Health Consolidated Salary Scales for application from 1 July 2022 (**Appendix 4**). 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 with effect 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

The circulars also set out the position in relation to pension increase policy up to the end of 2022 and Additional Superannuation Contributions (ASC). There have been no changes to ASC for 2022.

Please ensure that this Circular is brought to the attention of all relevant managers in your area of responsibility including Payroll Managers.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments. Please note that the National HR Help Desk is also available to take queries on 1850 444 925 or email: ask.hr@hse.ie .

Queries from HR Departments on the contents of this Circular may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966, Email: info.t@hse.ie .

Yours sincerely



Anne Marie Hoey
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