



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

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To:

- Chief Executive Officer**
- Each National Director**
- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHOs**
- Each Head of HR CHOs**
- Head of HR, PCRS**
- 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 October 2021

Subject: HR Circular 033/2021: Application of 1 October 2021 pay adjustments

Dear Colleagues

I wish to advise that the Department of Health has issued Circular 14/2021 (**Appendix 1**) which should be read in conjunction with Department of Public Expenditure and Reform Circular 19/2021 (**Appendix 2**). A copy of the new Department of Health Consolidated Salary Scales with the revised pay scales for affected grades is attached at **Appendix 3**.

Application

This circular applies to certain public health sector grades.

The pay adjustments should be applied, as appropriate, from **1 October 2021**.

Where an individual received pay restoration on 1 July 2021 under Section 19 of the Public Service Pay Pensions Act 2017 (HSE HR Circular 29/2021 refers), they will not benefit from the general round increase on 1 October 2021 unless the amount restored was less than the general round increase that applies, in which case the balance is applicable on 1 October 2021 (further details are set out in the next section).

General

This circular sets out pay increases due on 1 October 2021 as provided for in Section 3 of “**Building Momentum – A New Public Service Agreement 2021-2022**”. It provides that the annualised amount of the basic salary of public servants will be increased by 1% or €500 whichever is greater with effect from **1 October 2021**.

As per section 3.1.4 of the Agreement, where pay restoration applied to a salary on 1 July 2021 under Section 19 of the Public Service Pay Pensions Act 2017 (FEMPI restoration – Department of Health Circular 11/2021 refers), the salary will not also benefit from the general round increase of 1% on 1 October 2021. Where the amount of restoration on 1 July 2021 was less than the general round increase of 1%, the salary will be increased by the balance (up to a combined total of 1%) on 1 October 2021.

The circular also provides for 1% rise in the rate of allowances in the nature of pay.

Pensions

Instructions will issue separately on increasing pensions in payment as a result of the pay adjustments due on 1 July 2021 and 1 October 2021.

There has been no changes to the thresholds for the Additional Superannuation Contribution (ASC) for the year 2021. The 2020 rates will continue to apply and are set out in Department of Health Circular 14/2021 (**Appendix 1**).

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
National Director of Human Resources

