



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

Teil/Tel: (01) 635 2319
Rphost/ E-mail: nationalhr@hse.ie

MEMO

To: Each Member of the Directorate and Leadership Team
Each Chief Officer, CHO
Each CEO, Hospital Group
Each CEO, Section 38 Agency
Each Employee Relations Manager
HR Senior Staff

From: **Rosarii Mannion, National Director HR**

Date: 27th December 2017

Re: **HR Circular 037/2017 - Application of 1 January 2018 Pay Adjustments and related measures in accordance with the Financial Emergency in the Public Interest (FEMPI) Act 2015 and the Public Service Pay and Pensions Act 2017 and setting out the PRD Arrangements for 2018**

Dear Colleagues,

I wish to advise that the Department of Health have issued Circular 18/2017 (**attached as appendix 1**) with regard to the application of adjustments and related measures in accordance with the Financial Emergency in the Public Interest (FEMPI) Act 2015 and the Public Service Pay and Pensions Act 2017 and setting out the PRD Arrangements for 2018.

The provisions of Circular 18/2017 provide for the following;

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

In accordance with Section 7 (1) of the Act, the annualised amount of the basic pay of public servants who are “covered” public servants will be increased by 1% with effect from 1 January 2018.

2. Restoration of HRA Reduction

In accordance with Section 6c of the FEMPI (No.2) Act 2009, as inserted by Section 3 of the FEMPI Act 2015, the second half of the amount of reduction incurred by those whose annual remuneration is not less than €65,000 and not more than €110,000 will be restored from 1 January 2018.

3. Further Pay Related Circulars

A further circular will issue with regard to those entitled to the second third of pay restoration under HRA (for those on annual salaries of more than €11,000)

4. The revised consolidated scales for members of health sector grades, effective from January 1st, 2018 are set out in **appendix 2**.
5. The impact of the provisions of the revised salary scales
 - a. Overtime
 - b. Premium Payments
 - c. Allowances, including fixed allowances are set out in paragraphs 8,9 and 10 of attached appendix 1.
6. With regard to a small number of instances where the implementation of the pay increases give rise to a situation where an increase to one scale results in this point exceeding a higher point on the scale, DPEP have issued advise regarding same. (**attached as appendix 3**)
7. Matters pertaining to PRD and Pension “Grace Period” entitlement are set out in Paragraphs 7 and 11 respectively of Appendix 1

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments.

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

Yours sincerely,



Rosarii Mannion
National Director of Human Resources