



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

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To: Chief Executive Officer
Each National Director
Each Assistant National Director HR
Each Assistant Chief Finance Officers
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHOs
Each Head of HR CHOs
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
Each Clinical Director

From: Anne Marie Hoey, National Director of Human Resources

Date: 10th July 2020

RE: HR Circular 047/2020 Extension to Waiver of Pension Abatement for Frontline Staff in the context of COVID-19

Dear Colleagues,

I refer to Department of Health Circular 06/2020 (copy attached) which advises that the Department of Public Expenditure and Reform (DPER) have confirmed that approval has been granted for an **extension** to the temporary waiver of abatement in respect of 100 (headcount) front line staff under Section 52(4) of the Public Service pensions (Single Scheme and Other Provisions) Act 2012. This waiver extension is effective until **30 September 2020**.

The reference to 100 (headcount) front line staff refers to the specific cohort of rehired retirees, who are currently employed on specified purpose contracts to meet the specific

demands arising from COVID-19, in respect of whom the Department of Health and DPER have given sanction to extend the application of the temporary waiver of abatement with effect from **1 July to 30 September 2020**. The cohort of rehired retirees *for whom sanction for an extension was not given* cease to be covered by the temporary waiver of abatement, which expired on 30 June 2020, and any further period of temporary employment from 1 July 2020, if deemed necessary to meet service demands arising from COVID-19, is subject to the normal abatement rules.

The departmental sanction has been granted on the basis that no further extension beyond end September 2020 will be provided unless there is a significant deterioration in the public health situation.

The direction from DPER/ Department of Health is that the extension to the temporary waiver of abatement is subject to the collation and provision of data on the operation and implementation of this extension. The HSE is required to ensure that all expenditure under this waiver can be tracked separately in order to ensure that all exceptional spending on COVID-19 is capable of being identified.

To comply within this direction, the following data must be maintained by the HSE and each Section 38 organisation in respect of all rehired retirees who are covered by the extension to the temporary waiver of abatement from 1 July 2020 to 30 September 2020:

- Employee's name;
- Job title/ position;
- Staff category;
- Service area;
- Location;
- Cost centre;
- Expected duration of contract;
- The contracted weekly working hours and WTE;
- The total remuneration paid – this includes basic salary/allowances/unsocial hours, premium payments/overtime/on-call payments/call-out payment etc. The amount is inclusive of Employer PRSI and associated income i.e. superannuation/ ASC.

Health service managers within the HSE and each Section 38 organisation must continue to have in place the necessary arrangements to ensure that this level of data can be reported on in line with the Department of Health Circular and DPER letter.

Further correspondence will issue to services directly in regard to the 100 frontline staff approved under this circular to advise on the specific posts that have been approved/not approved.

Please ensure that this Circular is brought to the attention of all relevant managers in your area of responsibility. Please ensure that appropriate arrangements are in place for the recording and collation of data, in accordance with GDPR requirements, to enable the HSE

to submit the information required by the Department of Health/DPER in respect of the public health sector.

Please ensure that responsibility is assigned to appropriate managers to ensure compliance with the requirements for collation and provision of data on rehired retirees for whom sanction has been granted for the temporary waiver extension from 1 July to 30 September 2020.

Queries

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

Queries from HR Departments on the contents of this circular may be referred to Anna Kililea, Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966, Email: anna.killilea@hse.ie

Yours sincerely



Anne Marie Hoey
National Director Human Resources

Attachments: 2

1. Dept. Health Circular 06 /2020
2. DPER correspondence 02/07/2020



“To view the Health Services People Strategy 2019 - 2024 please click [here.](#)”
Need information and advice on COVID-19 Go to www.hse.ie/coronavirus