



**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 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 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  
Director National Ambulance Service

**From:** Anne Marie Hoey, National Director Human Resources

**Date:** 8<sup>th</sup> July 2021

**Re:** HR Circular 29/2021: Application of 1 July 2021 FEMPI Pay Restoration for certain public health service grades with basic salary of not more than €150,000

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Dear Colleagues

I wish to advise that the Department of Health has issued Circular 11/2021 (**Appendix 1**) which should be read in conjunction with Department of Public Expenditure and Reform Circular 09/2021 (**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 July 2021.

#### **General**

This circular sets out the pay restoration due on 1 July 2021 as provided for in the Public Service Pay and Pensions Act 2017 ("the Act"). Where section 19 of the Act applies, it relates to grades with basic

salary of not more than €150,000. In accordance with section 19 of the Act, the annualised amount of the basic salary shall stand at the amount which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009 salary level.

The completion of outstanding pay restoration for grades with basic salary of more than €150,000 is due by 1 July 2022 under section 20 of the Act and will be subject to a further circular at that time.

In line with section 19(3) of the Act, no further restoration is due where the basic salary is equal to or exceeds the amount at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

The adjustments arising from this circular should be rounded to the nearest euro on annual pay scales and to the nearest cent on weekly pay scales. Hourly rates should be rounded to the nearest €0.01.

### **Pensions**

Where DPER approval is received, a separate circular will issue on increasing pensions in payment as a result of the pay restoration due on 1 July 2021.

This circular also sets out the arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2021. There has been no changes to the thresholds for ASC. The 2020 rates will continue to apply.

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.

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](mailto:info.t@hse.ie)

Please note 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,



**Anne Marie Hoey**  
**National Director of Human Resources**



Information and advice on COVID-19 Go to [www.hse.ie/coronavirus](http://www.hse.ie/coronavirus)