



Circular 10/2019

6th August 2019

To: Rosarii Mannion, National Director of Human Resources, HSE
CEO of NCSAs
HR Managers of NCSAs

**Application of 1 September 2019 pay adjustments under
the Public Service Pay and Pensions Act 2017**

Dear Sir/Madam,

I am directed by the Minister for Health to convey the following instructions, with regard to the application of adjustments to public health sector pay in accordance with the Public Service Pay and Pensions Act 2017.

1. General

- 1.1. This circular applies to all public health sector grades and the pay adjustments should be applied, as appropriate, from 1 September 2019.
- 1.2. This circular sets out the pay restoration and pay increases due on 1 September 2019 as provided for in the Public Service Pay and Pensions Act 2017 ("the Act").
- 1.3. For the purpose of this circular, all public health sector employees should be considered "covered" public servants pursuant to section 3 of the Act.
- 1.4. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2019.

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

- 2.1. In accordance with section 8 (4) of the Act, the annualised amount of the basic salary of public health sector employees who are "covered" public servants will be increased by **1.75%** with effect from **1 September 2019**.

3. Additional Superannuation Contribution (ASC)

3.1 The Rates/Thresholds of ASC for the year 2019 are provided below:

Covered Public Servants – Rates/Thresholds in 2019

Standard Accrual Group	Fast Accrual Group	Single Scheme Group
First €32,000 @ 0 %	First €28,750 @ 0 %	First €32,000 @ 0 %
Next €28,000 @ 10%	Next €31,250 @ 10%	Next €28,000@ 6.66%
Balance @ 10.5%	Balance @ 10.5%	Balance @ 7%

4. Overtime

4.1. Payment in respect of overtime rendered on or subsequent to 1 September 2019 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 September 2019.

5. Premium Rates of Pay

5.1. Premium rates of pay payable in respect of or subsequent to 1 September 2019 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 September 2019.

6. Allowances

6.1. Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 September 2019.

6.2. Fixed allowances remain unchanged.

7. Pension Entitlement Grace Period

7.1. The "grace period" provided for under section 9 of the FEMPI Act 2013 ceased to apply after 1 April 2019.

7.2. Public servants who retired during this grace period benefitted by having their pensions and retirement lump sums calculated by reference to salary rates which discounted the impact of the FEMPI Act 2013 salary adjustments applying to salaries in excess of €65,000.

7.3. However, the application of pay increases under the Public Service Pay and Pensions Act 2017 since 2018, means that after 1 April 2019, the salary used to calculate pension and lump sum entitlements is higher than the salary used during the "grace period".

7.4. In accordance with the FEMPI Act 2013, pensions awarded in respect of persons retiring after 1 April 2019 are not subject to the Public Service Pension Reduction (PSPR).

8. Queries

- 8.1. All employee queries should be directed to the relevant employer. Requests for clarification from payroll and HR managers should be directed to National_hr_unit@health.gov.ie.
- 8.2. This circular is available under publications at www.health.gov.ie.

9. Circulation

- 9.1 The contents of this circular should be brought to the attention of all HR managers, Payroll Staff, and all employees of the HSE, Section 38 Agencies and the NCSAs.



Gerry O'Brien
Principal Officer
National HR Unit