



Circular 8/2022

30 September 2022

To: National Director of Human Resources, HSE
CEOs and HR Managers of the NCSAs

Application of 1 February 2022 pay adjustments for specified grades

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions regarding adjustments to pay due on 1 February 2022 to specific grades.

Building Momentum – Public Service Agreement 2021-2022

Sectoral Bargaining Adjustments wef 1 February 2022

Building Momentum – Public Service Agreement 2021-2022 provides for the equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund or a general pay round increase on 1 February 2022.

This section specifically applies to the retrospective application of 1 February 2022 pay adjustments in relation to two of the remaining Sectoral Bargaining Units in the Public Health Sector that have not previously been agreed. These are:

- 1) Health and Social Care Professionals (HSCP - FORSA) Bargaining Unit
- 2) Nursing and Midwifery Bargaining Unit

Within the terms of the Sectoral Bargaining fund available for the two Bargaining Units encompassed by this circular, relevant unions have opted to either use some of this fund to settle a number of outstanding claims or awards within the Exchequer funding limit in place, or, to use the fund as a general round increase of 1% to all grades. This circular sets out the agreed outcome with relevant unions in relation to these claims that are to be settled under Sectoral Bargaining.

In line with 2.7 of the WRC Review of Building Momentum Document the adjustments set out below will be implemented at the earliest possible date with retrospective effect to **1 February 2022** (or date of appointment, if later), unless there are exceptional circumstances in the settlement arrangements whereby retrospection would not be appropriate.

Health and Social Care Professionals (HSCP - FORSA) Bargaining Unit

- 1% to be applied to all grades of staff encompassed within the HSCP FORSA Bargaining Unit.
- 1% increase to fixed allowances paid to grades within the HSCP FORSA Bargaining Unit

Nursing and Midwifery Bargaining Unit

- In line with 2.7 of the WRC Review of Building Momentum, an increase of 3.28% to be applied for specified nursing and midwifery management grades only (*see associated Consolidated Salary Scales for full grade details*)
- Fixed allowances receive no adjustments as agreed in a letter with the Bargaining Unit representatives on 22.02.22.
- Employers must ensure that the benefit under 2.7 of the WRC Review of Building Momentum cannot be applied to holders of an enhanced nursing contract at the same time.

Bargaining Unit Queries

Requests for clarification in respect of which Bargaining Unit grades belong to should be directed to the employer in the first instance. If the employer cannot advise, then employers should contact the HSE NERS by emailing info.t@hse.ie who will seek to assist in this regard.

Pensions

Pension increase policy up to end 2022

To determine if an increase is due to pensions in payment, under pre-existing pension schemes, up to end 2022, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018, 19/2019 and 10/2021 as well as DoH Circulars 9/2021 and 10/2021. These circulars set out the position in relation to pension increase policy, in the public service, up to end 2022 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.

For guidance on increasing pensions in payment as a result of the pay adjustments due on 1st February 2022, please refer to Part 4 of DPER Circular 10/2021, 'Instruction on the pension increase policy in the public service until end 2022'

Additional Superannuation Contributions

There have been no changes to ASC for 2022.

Overtime

Payment in respect of overtime rendered on or subsequent to 1 February 2022 by members of certain grades to which this circular applies should be calculated by reference to the revised pay rates w.e.f. those dates.

Premium Rates of Pay

Premium rates of pay payable in respect of or subsequent to 1 February 2022 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay effective from those dates.

Allowances

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 February 2022.

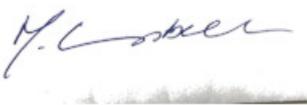
General Queries

Requests for clarification from individual employees should be directed to the employees own HR Manager where they are employed. Requests for clarification from HR Managers in the NCSAs should be raised directly with National_HR_Unit@health.gov.ie

Circulation

Please bring this circular to the attention of relevant HR Managers, payroll and staff of your organisation as appropriate. The HSE is also requested to bring this circular to the attention of relevant Section 38 employers.

Yours sincerely



Margaret Campbell, Principal Officer
People, Pay and Superannuation Unit