



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 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 of Human Resources

Date: 14th September 2020

Re: HR Circular 059/2020: Application of 1st October 2020 Pay Adjustments

Dear Colleagues

I wish to advise that the Department of Health have issued Circular 7/2020 (attached as **Appendix 1**) which should be read in conjunction with Department of Public Expenditure and Reform Circular 12/2020 (**Appendix 2**). This circular sets out pay increases due on **1 October 2020** as provided for in the Public Service Pay and Pensions Act 2017 ('the Act') and provides for restoration of fixed allowances. The revised Consolidated Salary Scales for **1 October 2020** are set out in **Appendix 3**.

In accordance with section 10 (2) of the Act, the annualised amount of the basic salary of public service health sector employees who are "covered" public service health sector employees will be increased by **2%** with effect from **1 October 2020**.

Department of Health Circular 12/2020 also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2020.

This Circular also provides for restoration of fixed allowances. From **1 October 2020** fixed allowances which are not calculated as a specific percentage or specified proportion of basic salary will be restored to their monetary value as of **31 December 2009**. This measure relates solely to fixed allowances which were in payment on 1 January 2010 and which were cut by either 5% or 8% under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 and which continue to be paid as fixed allowances separate to basic pay. Any new allowances introduced after 1 January 2010 will not be increased under this Circular.

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 Aoife O Riordan, Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966, Email: aoife.oriordan@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.

Yours sincerely,



Anne Marie Hoey
National Director of Human Resources