



Circular 15/2018

05 December 2018

To: Rosarii Mannion, National Director of Human Resources, HSE  
CEOs of NCSAs

**Application of 1 January 2019 pay adjustments and related matters 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, following on from the circular which issued on 19 September 2018, with regard to the application of adjustments to health sector pay in accordance with the Public Service Pay and Pensions Act, 2017.

**1. General**

This circular sets out the pay increases due on 1 January 2019 as provided for in the Public Service Pay and Pensions Act 2017 ("the Act").

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

In accordance with section 8(1) of the Act, annualised salaries of up to and including €30,000 will be increased by 1% with effect from **1 January 2019**.

A new set of consolidated salary scales are provided for 1 January 2019 including revised scales for grades to which this circular applies.

**3. Pension Related Deduction**

The Pension Related Deduction will be replaced by the Additional Superannuation Contribution (ASC) from 1 January 2019. A separate circular will issue explaining this contribution.

**4. Overtime**

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

**5. Officers on Mark-Time**

For officers on mark-time, both notional and mark-time pay will be revised with effect from 1 January 2019

## **6. Premium Rates of Pay**

Premium rates of pay payable in respect of or subsequent to 1 January 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 January 2019.

## **7. 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 January 2019.

Fixed allowances remain unchanged.

## **8. Pension Entitlement "Grace Period"**

Departments are reminded that public servants who retire during the grace period are entitled to have any impact on pay arising from the FEMPI 2013 suspension of the operation of a pay scale i.e. increment freeze or delay, discounted in the calculation of their pension and lump sum awards.

This "grace period" was provided for originally under section 9 of the FEMPI Act 2013, and has been extended to 1 April 2019 by S.I. No. 547 of 2015.

## **9. Public Service Pension Reduction (PSPR) - 2019 and 2020**

The PSPR rates applying in 2019 and 2020 are set out in DoH Circular 1/2018 which incorporates DPER Circular 02/2018.

## **10. Queries**

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](mailto:National_hr_unit@health.gov.ie)

## **11. Circulation**

The contents of this circular should be brought to the attention of all HR managers, payroll staff, and all employees of the HSE, Section38 agencies and the NCSAs.

Yours sincerely,

  
Teresa Cody  
Assistant Secretary

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