



Circular 6/2019

15th March 2019

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

Adjustments to the Pay of certain public servants on April 1st 2019, as provided for under the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions to the application of adjustments to health sector pay.

1. General

- I. This circular sets out the pay restoration due on 1 April 2019 as provided for in the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.
- II. This Circular provides for the final third of pay restoration for certain public servants who were subject to the pay adjustment under FEMPI 2013 / the Haddington Road Agreement ("the HRA reduction").

2. Restoration of the HRA Reduction

- I. In accordance with section 6C of the FEMPI (No.2) Act 2009 (as inserted by section 3 of the FEMPI Act 2015) the following adjustments to annualised salaries will be applied with effect from **1 April 2019** for those whose annual remuneration is in excess of €110,000 **immediately after** the HRA reduction.
- II. One third of the amount of the reduction incurred under the FEMPI Act 2013 the Haddington Road Agreement will be restored. This completes the restoration of the reductions applied under this Act.

3. Further Pay Related Circulars

- I. A further circular will issue with regard to the pay adjustments due on **1 September 2019**.

4. Officers on Mark-Time

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

5. Premium Rates of Pay

- I. Premium rates of pay payable in respect of or subsequent to 1 April 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 April 2019.

6. Allowances

- I. Allowances which are calculated as a specific percentage of specified proportion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 April 2019.
- II. Fixed allowances remain unchanged.

7. Pension Entitlement "Grace Period"

- I. The "grace period" provided for under section 9 of the FEMPI Act 2013 will cease to apply after 1 April 2019.
- II. 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 adjustment applying to salaries in excess of €65,000.
- III. 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 will be higher than the salary used during the "grace period".
- IV. Payroll / Pension/HR Managers are reminded that, in accordance with the FEMPI Act 2013, pensions awarded in respect of persons retiring after 1st April 2019 are not subject to the Public Service Pension Reduction (PSPR).

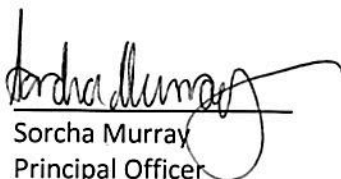
8. Queries

- I. 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

9. Circulation

- I. 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.

Yours sincerely,


Sorcha Murray
Principal Officer