




Circular 2/2016

 January 2016

To: 1) National Director of Human Resources, HSE, Dr Steeven's Hospital, Dublin 8.
2) CEOs of the NCSSBs.

Expiry of Increment Measures under the terms of the Haddington Road Agreement

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions in relation to the revision of increment measures as provided under clauses 2.18 to 2.22 of the Haddington Road Agreement and outlined in Circular 5/2013.

The Haddington Road Agreement is effective up to 30 June 2016 and the increment measures contained in the Agreement will continue to apply until that date. No increment measures are provided for under the terms of the Lansdowne Road Agreement which is effective from 1 July 2016 and extends the terms of the Public Service Stability Agreement 2013 out to September 2018.

This circular sets out how the increment measures under the Haddington Road Agreement will expire. Any costs arising out of the application of these measures are to be met within existing resources. Increment dates revised by the operation of the Haddington Road Agreement will remain in place.

Revision of Increment Measures under clauses 2.18, 2.19, 2.20 and 2.22

For those covered by the Agreement, no increment will be deferred beyond 1 July 2017 as a result of the increment measures contained in the Haddington Road Agreement. Where an increment date is deferred beyond 1 July 2017 due to a three or six month deferral, increment accrual will revert to a 12 month (or the standard) accrual period. Examples are set out in the attached Appendix.

Revision of Increment Measures under clause 2.21

For those covered by the Agreement, the total period between increments should be three years, starting from the date they received their last increment, with the normal accrual period included in the three year increment period. For those covered by the Agreement, no increment will be deferred beyond 1 July 2017 as a result of the increment measures contained in the Haddington Road Agreement. Examples are set out in the attached Appendix.

Tús Áite do
Shábháilteacht  Othar
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Queries

HSE and Section 38 agencies

All employee queries should be directed to the relevant employer. Requests for clarification from Section 38 providers as well as from local / regional HSE management should be handled by a central unit in the HSE.

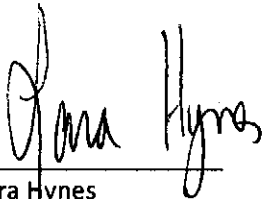
NCSSBS

Requests for clarification from payroll and HR managers in NCSSBs should be directed to the relevant employer in the first instance. If required, queries can be directed to national_hr_unit@health.gov.ie.

Circulation

The contents of this circular should be brought to the attention of all employees, including the HSE, Section 38 agencies and the NCSSBs.

Yours sincerely,



Lara Hynes
National HR Unit

Appendix

Revision of Increment Measures under clauses 2.18, 2.19, 2.20 and 2.22

Examples

Employee Earning under €35,000

An employee recruited on 1 May 2015 will be due their first increment as normal on 1 May 2016. The 3 month deferral due under HRA will bring them to 1 August 2017. As this is after 1 July 2017 no deferral will apply and the employee will revert to a 12 month incremental period with their next increment being due on 1 May 2017.

Employee Earning between €35,000 and €65,000

An employee recruited on 1 December 2014 will be due their first increment as normal on 1 December 2015. Their first 3 month deferral will bring them to 1 March 2017. The second 3 month deferral will bring them to 1 June 2018, as this is after 1 July 2017 no deferral will apply and the employee will revert to a 12 month incremental period with their next increment being due on 1 March 2018.

Employee Earning over €65,000

An employee recruited on 1 December 2014 will be due their first increment as normal on 1 December 2015. Their first 6 month deferral will bring them to 1 June 2017. The second 6 month deferral will bring them to 1 December 2018, as this is after 1 July 2017 no deferral will apply and the employee will revert to a 12 month Incremental period with their next increment being due on 1 June 2018.

Revision of Increment Measures under clause 2.21

Examples

For an employee recruited on 1 September 2014, under the terms of the Agreement increment progression is suspended for three years in total, giving an incremental date of 1 September 2017. However as this date is later than 1 July 2017, the incremental date should now be brought back to 1 July 2017 (an incremental period of 2 years and 10 months).

For an employee recruited on 1 January 2015, under the terms of the Agreement increment progression is suspended for three years in total, giving an incremental date of 1 January 2018, as this is later than 1 July 2017, the incremental date should now be brought back to 1 July 2017 (an incremental period of 2 years and 6 months).

For an employee recruited on 1 January 2016, under the terms of the Agreement increment progression is suspended for three years in total, giving an incremental date of 1 January 2019, as this is later than 1 July 2017, the incremental date should now be brought back to 1 July 2017 (an incremental period of 1 year and 6 months).

For an employee recruited on 30 June 2016, under the terms of the Agreement increment progression is suspended for three years in total, giving an incremental date of 30 June 2019, as this is later than 1 July 2017, the incremental date should now be brought back to 1 July 2017 (an incremental period of 1 year and 1 day).