



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

HSE HR Circular 022/2009

10<sup>th</sup> July, 2009.

**To:** Each Member of Management Team, HSE;  
Each Assistant National Director, PCCC, HSE;  
Each Hospital Network Manager, NHO, HSE;  
Each Assistant National Director, HR, HSE;  
Each Local Health Office Manager, PCCC, HSE;  
Each Chief Executive Officer, Voluntary Hospitals;  
Each Chief Executive Officer, Intellectual Disability Services;  
Each Chief Executive Officer, Specialist Agencies;  
Each Medical Manpower Manager, HSE;  
**c.c:** Each Assistant National Director, Finance, HSE Areas.

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**Re:** *Revised Salary Scales for Medical Consultants – Clinical Director's Allowance*

Dear Colleague,

I refer to Department of Health and Children Circular 12/2009 (copy attached).

This confirms that the allowance of €50,000 to be paid to Clinical Directors appointed under Consultant Contract 2008 is pensionable.

The attached Department of Health and Children Circular 12/2009 supersedes Department Circular 6/2009 (circulated with HSE HR Circular 013/2009) which asserted that the allowance was not pensionable.

The Clinical Director's allowance payable under Consultant Contract 2008 is subject to the terms of Department Circular 8/2008 – Revised method of reckoning variable pensionable allowances in the Public Health Sector. This allows for the inclusion of pensionable allowances held in the best three consecutive years of employment in the ten years preceding retirement to be included when determining remuneration for pension purposes.

The reckoning of the Clinical Directors allowance for pension purposes is subject to payment of appropriate contributions in accordance with the rules of the employee superannuation scheme.

If you have any enquiries in relation to the content of this circular, you can contact Andrew Condon, Office of the National Director of Human Resources via email: [andrew.condon@hse.ie](mailto:andrew.condon@hse.ie).

Many thanks,

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**Martin McDonald,**  
**A/National Director of Human Resources.**

Encl.



Circular 12/2009

16<sup>th</sup> June 2009

Each Public Health Sector Employer:  
Voluntary Hospital Superannuation Scheme  
Local Government Superannuation Scheme (Health Sector)  
Nominated Health Agency Superannuation Scheme  
Model Superannuation Scheme of Agencies under  
the Aegis of the Department of Health and Children

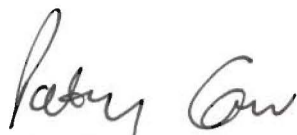
**Re: Revised Salary Scales for Medical Consultants –  
Clinical Directors Allowance**

Dear Employer/Superannuation Officer

I refer to the Revised Salary Scales for Medical Consultants which issued under Circular 06 on 24 April 2009 and in particular to the allowance of €50,000 per annum payable in respect of the role of Clinical Director in accordance with the process set out in Consultant Contract 2008.

I wish to advise that the Department of Finance has clarified that the allowance paid to Clinical Directors **is pensionable**. The allowance will be subject to the terms of circular 8/2008 - Revised method of reckoning variable pensionable allowances for pension purposes in the Public Health Sector. Under that circular the pensionable allowances held in the best three consecutive years of employment in the ten years preceding retirement will be included in determining remuneration for pension purposes. Therefore, as with all other pensionable allowances, the reckoning of the allowance for pension purposes is subject to the payment of appropriate contributions in accordance with the rules of the employee superannuation scheme.

Yours sincerely



Patsy Carr  
Assistant Principal