



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna  
Feidhmeannacht na Seirbhíse Sláinte  
Ospidéal Dr. Steevens'  
Baile Átha Cliath 8

Office of the National Director of Human Resources  
Health Service Executive  
Dr. Steevens' Hospital  
Dublin 8

HSE HR Circular 022/2014

September 29<sup>th</sup> 2014

**To: Each Assistant National Director of Human Resources, HSE;  
Each Employee Relations Manager, HSE.  
Each CEO & HR Manager, directly funded Voluntary Hospital/Agency.**

**Re: 1<sup>st</sup> November 2013 Pay Scales – Correction to Table E relating to B and C Factor Payments  
(On call/ call-out payments and emergency call-out payments to consultants)**

Dear Colleagues,

I refer to the provisions of the attached circular 09/2014 from the Department of health with regard to the above.

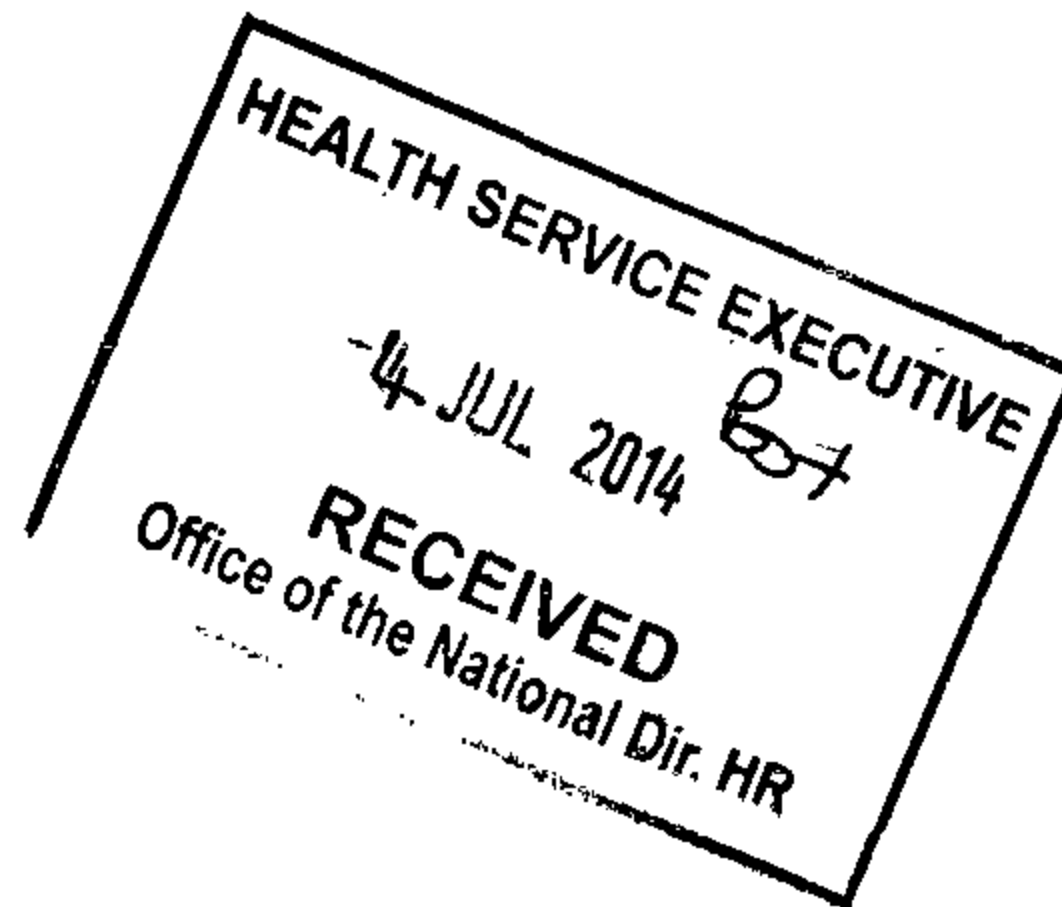
All HSE and HSE funded agencies are now required to put in place the necessary measures to give effect to the implementation of the changes set out in the circular

Queries in relation to this matter should be referred to Corporate Employee Relations Services, HSE HR Directorate, 63/64 Adelaide Road, Dublin 2. Tel: 01 6626966; Email: [info.t@hse.ie](mailto:info.t@hse.ie).

Yours sincerely,

**Barry O'Brien**  
National Director of Human Resources

Encl.



Circular 9/2014

3<sup>rd</sup> July 2014

To: Mr Barry O'Brien  
National Director of Human Resources  
Health Service Executive  
Dr Steevens' Hospital  
Dublin 8

**1<sup>st</sup> November 2013 Pay Scales –**  
**Correction to Table E relating to B and C Factor Payments (On Call/Call-Out Payments and**  
**Emergency Call-Out Payments) to Consultants**

Dear Mr O'Brien

- Please note that Table E relating to B and C Factor Payments for Consultants has been corrected to show the 1 January 2011 scale merged with the existing scale as per Clause 2.31 of the Haddington Road Agreement (HRA) which addresses the remuneration of new entrant grades who entered the Public Service on or after 1 January 2011 and were subject to Department of Health Circular 2/2011 dated 24 March 2011.

Circular 2/2011 had provided for a reduction of 10% in the fixed term allowances of persons recruited to new entrant grades. As detailed in Circular 3/2014, "this reduction in allowances will cease as and from 1 November 2013. All fixed amount allowances reduced by 10% with effect from 1 January 2011 will be restored and paid at 2010 rate (100%) with effect from 1 November 2013."

The attached will provide accordingly. Some consultants may be entitled to an adjustment to reflect this correction.

This circular should be brought to the attention of all relevant HSE Managers and to all service providers funded by the HSE under Section 38 of the Health Act 2004.

Yours sincerely

Lara Hynes  
Principal Officer  
National HR Unit  
Tús Aite do

Shábháilteacht **1** Othar  
Patient Safety **1** First

Cuirfear fáilte roimh chomhfhreagras i nGaeilge

**An Roinn Sláinte / Department of Health**

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Table E

## B and C Factor Payments

## On Call/Call-Out Payments

	No. of Call-Outs	Consultants interviewed prior to 1 October 2012	1/10/2012*
Rota		€	€
Flat Annual Payment		3,857	2,430
<b>In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...</b>			
1 in 3		2,234	1,407
1 in 2			
	1-80 call-outs	5,577	3,513
	81-120 call-outs	6,445	4,060
	121+ call-outs	7,058	4,446
1 in 1			
	1-80 call-outs	6,693	4,217
	81-120 call-outs	8,470	5,336
	121+ call-outs	10,460	6,590

## Emergency Call-Out Payments

	Consultants interviewed prior to 1 October 2012	1/10/2012*
	€	€
<b>Per call-out</b>		
First 30 call-outs	78.59	49.51
31-120 call-outs	118.21	74.47
121 call-outs or more	156.15	98.37
<b>If the call-out occurs after midnight</b>		
First 30 call-outs	104.76	66.00
31-120 call-outs	158.40	99.79
121 call-outs or more	209.65	132.08
<b>For each hour or part hour in excess of the first hour</b>		
First 30 call-outs	52.31	32.95
31-120 call-outs	78.06	49.18
121 call-outs or more	104.84	66.05
<b>Annual Limit</b>	22,303	14,051

\*Interviews held on or after 1 October 2012