



**Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna**

Feidhmeannacht na Seirbhísí Sláinte  
Ospidéal Dr. Steevens'  
Baile Átha Cliath 8

**Office of the National Director of Human Resources**

Health Service Executive  
Dr. Steevens' Hospital  
Dublin 8

Tel: 01 6352319 Email: nationalhr@hse.ie

**To: Each Member of the Directorate and Leadership Team  
Each Assistant National Director HR  
Each Hospital Group CEO  
Each Hospital Group Director of HR  
Each Chief Officer CHO  
Each CHO HR Manager  
Each CEO Section 38 Agencies  
Each HR Manager Section 38 Agencies  
Each Employee Relations Manager  
Each Group Director of Nursing & Midwifery  
Each Group Director of Midwifery**

19<sup>th</sup> December, 2018

**Re: HR Circular 028/2018 re Pay Adjustments, Consolidated Salary Scales and other related matters for 1<sup>st</sup> January 2019**

Dear Colleagues,

I wish to advise that the Department of Health have issued Circular 15/2018 (attached as Appendix 1) which incorporates DPER Circular 20/2018 (Appendix 2). The Circular sets out the pay adjustments due on 1 January 2019 as provided for in the Public Service Pay and Pensions Act 2017 and in accordance with the pay increase agreed in the Public Service Stability Agreement (PSSA 2018 – 2020).

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

The revised Consolidated Salary Scales for 1 January 2019 are set out in Appendix 3.

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

The Public Service Pension Reduction (PSPR) rates which will apply in 2019 and 2020 are set out in HSE HR Circular 010/2018, which incorporates DoH Circular 1/2018 and DPER Circular 02/2018.

Please ensure this Circular is brought to the attention of all relevant personnel including Payroll Managers.

#### **Queries**

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments / Employee Relations Department.

Queries from HR Departments on the contents of this Circular may be referred to Aoife O’Riordan, HSE Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966, Email: [aoife.oriordan@hse.ie](mailto:aoife.oriordan@hse.ie)

Please note that the National HR Help Desk is also available to take queries on 1850 444 925 or [ask.hr@hse.ie](mailto:ask.hr@hse.ie)

Yours sincerely,



**Rosarii Mannion,  
National Director of Human Resources.**