

DPE 100/05/13

22 December 2015

**Circular 20/2015: Expiry of Increment Measures under the terms of the Haddington Road Agreement**

Dear Personnel Officer / HR Manager

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 will expire under the Haddington Road Agreement. Examples are set out in the attached Appendix. Any costs arising out of the application of these measures are to be met within existing resources.

Increment dates revised by 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.

**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.

**General**

Individual queries in relation to the application of this circular should be raised with an officer's HR/Personnel Unit or where appropriate Peoplepoint.

**Please ensure that ALL offices/organisations under your aegis are notified of the contents of this circular.**

Yours sincerely

**Peter Brazel**

**Principal Officer**

## **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 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<sup>th</sup> June 2016, under the terms of the Agreement increment progression is suspended for three years in total, giving an incremental date of 30<sup>th</sup> 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).