



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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4th February, 2007

HSE HR Circular 002/2007

**To: Each Asst. National Director of Finance
Each Asst. National Director of Human Resources**

Cc: National Management Team

Re: 3% Pay increase with effect from 1 December, 2006.

Approval has now been received from the Minister for Health and Children in respect of the application of the public service pay provisions of Towards 2016 within the health service.

In particular, sanction has been received in respect of the 3% general round increase under Towards 2016 with effect from 1 December 2006. Accordingly this increase may be applied with effect from 1 December, 2006 to all eligible grades. The increases apply to all of the grades as set out in the attached Consolidated Salary scales, with the following exceptions:

- (i) The Irish Nurses Organisation and the Psychiatric Nurses Association have not accepted the terms of the Towards 2016 Partnership Agreement, including the provisions relating to pay increases. Accordingly while the increase may be applied in the case of nursing grades, it can **not** be applied in the case of nursing staff who are members of the INO and PNA
- (ii) Ambulance Personnel HSE West (members of SIPTU) who refuse to co-operate with a move to a combined ambulance and fire control centre Camp West (Computer Aided Mobile Project) in the HSE West.
- (iii) Four craftworkers in Cork University Hospital, (members of the TEEU), who refuse to carry out duties consistent with the change and modernisation agenda agreed for craft grades under the parallel benchmarking process.

A separate application must be made in respect of any grade/group or position not listed in the revised Consolidated Salary scales.

Pay Increases Previously Withheld

You will be aware that payments under Sustaining Progress and benchmarking to certain groups had been withheld because of non co-operation with the modernisation programme or industrial action. Sanction for the payment of partial retrospection (60%) for the period of the disputes and full retrospection from the month it was resolved has now been received in these cases. The details are as follows:

1. Craft Workers at Waterford Hospital

Payments Withheld:

- Sustaining Progress increases of 1.5% from 1 June 2005, 1.5% from 1 December 2005 and 2.5% from 1 June 2006.
- Final Parallel Benchmarking increase of €21.90 from 1 June 2005.

By letter dated 12 September, 2006 the TEEU confirmed its acceptance of the modernisation programme under the craft workers Parallel Benchmarking Agreement.

Sanction is now conveyed to the payment of 60% of the increases specified above from the relevant dates to 31 August, 2006. Full payment of all of the increases are to apply from 1 September 2006, the month in which the TEEU confirmed its acceptance.

2. Home Help Organisers

Payment Withheld:

- Sustaining Progress increase of 2.5% from 1 June, 2006.

IMPACT confirmed the cessation of this industrial action on 20 November, 2006.

Sanction is now conveyed to the payment of 60% of the increase for the period 1 June, 2006 to 31 October, 2006. Full payment of the increase is to apply from 1 November 2006, the month in which the industrial action ceased.

Mr. Liam Woods, National Director of Finance, has confirmed that funding in respect of this pay adjustment is provided in the HSE Vote. Accordingly, please arrange early implementation subject to the exceptions outlined.

The provisions of this sanction also cover Voluntary Hospitals and Voluntary Agencies funded directly by the HSE where approved national pay scales are applicable. Please circulate this letter to relevant agencies, as appropriate.

Yours sincerely,



Martin Mc Donald,
National Director of Human Resources.