

Public Service Stability Agreement 2018-2020 (PSSA)

FOR CERTAINTY, FOR SECURITY, FOR PROGRESS – **VOTE YES**

BEFORE YOU VOTE, CONSIDER THE FACTS, NOT THE FICTION ABOUT AN AGREEMENT THAT ADVANCES OUR JOURNEY ON THE ROAD TO FULL PAY RESTORATION AND PAY PROGRESSION.



To all SIPTU members in the National Ambulance Service

Dear Comrades,

Our National Executive Council has recommended acceptance of the Public Service Stability Agreement (PSSA). If approved, we can move closer to full pay restoration and increases in all elements of your pay.

We are committed to working with your elected representatives to deliver on all elements of the agreement thereby ensuring real and tangible progress in your legitimate demands for pay justice. Let's move forward together, Vote YES to putting more of your hard earned salary in your pocket.

Paul Bell,
SIPTU Health Division Organiser

What I need to know before I cast my vote?

The Public Service Stability Agreement 2018-2020 (PSSA) is an extension of the Lansdowne Road Agreement (LRA). It restores cuts to wages from January 2018 that were imposed under the FEMPI legislation and provides job security to SIPTU members.

Three steps to full pay restoration

- The first step secures an increase in pay between 7% and 9% over the course of the agreement from January 2018 and one full year ahead of schedule. (See table overleaf)
- The second step allows for **non-pensionable pay** to be totally exempt from the Pension Related Deduction (PRD).
- The third step increases the threshold for the deduction of PRD on pensionable pay to €34,500.

These three steps combined complete our journey out of FEMPI and puts more pay back in your pocket.

Protecting our members jobs

Job security as an Ambulance Professional is critical. The PSSA strengthens protections against the privatisation of our public health services. The PSSA reaffirms the provisions negotiated under the LRA to protect decent jobs in the public service from outsourcing including the National Ambulance Service.

Allowances for Ambulance Professionals


Our claim for members not in receipt of a Cardiac Allowance remains active and is recognised within the agreement. The restoration of a Twilight Allowances (6.00 p.m. – 8.00 p.m.) for Ambulance Professionals is also subject to negotiation within the period of the agreement.

Pursuing outstanding claims

Since 2009, adjudication awards prior to that date were suspended under the terms of the FEMPI legislation. Under the terms of the PSSA we can pursue and engage the HSE on the 5% award outstanding to Ambulance Professionals under Benchmarking 2.

The PSSA does not prevent our union from pursuing issues already under negotiation

BEFORE YOU VOTE, CONSIDER WHAT'S BEST FOR YOU AND YOUR FAMILY FOR CERTAINTY, FOR SECURITY, FOR PROGRESS – VOTE YES



The ballot on the PSSA will commence on Monday, 3rd July and conclude on Wednesday, 9th August. Contact your local Shop Steward or SIPTU Organiser for specific arrangements of the ballot in your workplace. Visit www.siptuhealth.ie or download the SIPTU Health app for the full text of the Public Services Stability Agreement and to request a postal vote if you require one.

Visit www.siptuhealth.ie or download the SIPTU Health APP to read the full text of the Public Services Stability Agreement.

• **Table 1** shows the effect on the Non-Single Scheme (the pre-2013 public service pensions scheme)

Non-Single Scheme - PRE-2013						
Salary Range	Revised Average Pay	Pay Increase	PRD Benefit Non Single Scheme	Total Benefit Non Single Scheme	% Benefit Non Single Scheme	Remaining PRD
0-25,000	€24,175	€1,675	€0	€1,675	7.4%	€0
25000-30,000	€29,547	€2,047	€0	€2,047	7.4%	€0
30000-35000	€34,409	€1,909	€375	€2,284	7.0%	€0
35000-40000	€39,703	€2,203	€575	€2,778	7.4%	€520
40000-45000	€44,997	€2,497	€575	€3,072	7.2%	€1,050
45000-50000	€50,290	€2,790	€575	€3,365	7.1%	€1,579
50000-55000	€55,584	€3,084	€575	€3,659	7.0%	€2,108
55000-60000	€60,878	€3,378	€575	€3,953	6.9%	€2,642
60000-65000	€66,172	€3,672	€575	€4,247	6.8%	€3,198
65000-70000	€71,465	€3,965	€575	€4,540	6.7%	€3,754
70000-75000	€76,759	€4,259	€575	€4,834	6.7%	€4,310
75000-80000	€82,053	€4,553	€575	€5,128	6.6%	€4,866
80000-85000	€87,347	€4,847	€575	€5,422	6.6%	€5,421
85000-90000	€92,640	€5,140	€575	€5,715	6.5%	€5,977
90000-95000	€97,934	€5,434	€575	€6,009	6.5%	€6,533
95000-100000	€103,228	€5,728	€575	€6,303	6.5%	€7,089
100000-125000	€119,109	€6,609	€575	€7,184	6.4%	€8,756
125000-150000	€145,578	€8,078	€575	€8,653	6.3%	€11,536
150000-185000	€177,340	€9,840	€575	€10,415	6.2%	€14,871
185000+	€211,749	€11,749	€575	€12,324	6.2%	€18,484

• **Table 2** shows the effect on the Single Scheme (post 2013).

Single Scheme – POST-2013				
Salary Range	PRD Benefit Single Scheme	Total Benefit Single Scheme	% Benefit Single Scheme	Remaining PRD
0-25000	€0	€1,675	7%	€0
25,000-30,000	€0	€2,047	7%	€0
30,000-35,000	€375	€2,284	7%	€0
35,000-40,000	€775	€2,978	8%	€173
40,000-45,000	€1,109	€3,605	8%	€350
45,000-50,000	€1,442	€4,233	9%	€526
50,000-55,000	€1,776	€4,860	9%	€702
55,000-60,000	€2,109	€5,487	10%	€880

• **Table 3** demonstrates the overall effect of pay restoration measures on the various pay bands by 2021

Tail of FEMPI - 2021			
Salary Range	Total Numbers	Individual Outstanding PAY	% Pre Cut Pay
0-25000	18,003	2,094	109%
25,000-30,000	17,481	1,938	107%
30,000-35,000	48,091	1,514	105%
35,000-40,000	40,152	1,080	103%
40,000-45,000	45,012	965	102%
45,000-50,000	32,532	851	102%
50,000-55,000	22,258	738	101%
55,000-60,000	27,080	624	101%
60,000-65,000	18,835	511	101%
65,000-70,000	10,865	457	101%
70,000-75,000	7,503	-998	99%
75,000-80,000	6,241	-1,271	98%
80,000-85,000	3,161	-1,546	98%
85,000-90,000	2,312	-1,787	98%
90,000-95,000	1,210	-2,062	98%
95,000-100,000	1,054	-2,337	98%
100,000-125,000	1,605	-3,127	97%
125,000-150,000	1,476	-3,878	97%
150,000-185,000	1,472	-13,001	93%
185000+	489	-23,545	90%

Figures and tables provided by Department of Finance/Public Expenditure and Reform

