

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.



"The PSSA which you are now being asked to consider, arose from determined efforts to secure an accelerated clear path to full pay restoration and to win commitments on job security for our members in the home care and community settings.

The agreement, endorsed by the SIPTU National Executive Council, prioritises increases in pay for low paid health workers working in frontline services. The agreement also provides job security with no compulsory redundancies and maintains a strong defence against the threat of privatisation."

Paul Bell, SIPTU Health Division Organiser

Home Helps and Community Care Workers

The recently negotiated Public Service Pay Agreement recommended to you for your endorsement by the SIPTU National Executive Council prioritises increases in pay for low paid health workers working in frontline services.

Our 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. 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 Pension Related Deduction (PRD) threshold from €28,750 to €34,500. This adjustment leaves the vast majority of home helps and community care workers completely exempt from PRD.

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

FULL BREAKDOWN OF PROGRESSION ON PAY

- **1st January 2018:**
1% pay adjustment
- **1st October 2018:**
1% pay adjustment
- **1st January 2019:**
Pension levy threshold up from €28,750 to €32,000 (worth €325 pa)
- **1st January 2019:**
1% pay adjustment for those earning less than €30,000
- **1st September 2019:**
1.75% pay adjustment
- **1st January 2020:**
Pension levy threshold increased to €34,500 (worth €250pa)
- **1st January 2020:** 0.5% pay increase for those earning less than €32,000
- **1st October 2020:** 2% pay adjustment

Regaining allowances

Under the terms of the PSSA, negotiations will commence for the purpose of reinstating the Twilight Allowance for Home Helps and Community Care workers working between 6pm and 8pm.

Protecting your job

As per the terms of the Lansdowne Road Agreement your job and service will be defended against outsourcing and your job security will be assured throughout the period of the agreement.

Existing agreements and ongoing reviews

The proposals before you now do not impact on existing agreements pertaining to Home Helps and Community Care Workers. The PSSA does not impact on the ongoing review now in process.

How to use your vote

Mark X in the box opposite your choice on the ballot paper and return in the pre-paid envelope provided to arrive no later than Friday August 4th 2017.

**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