

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 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.

The SIPTU National Executive Council has recommended the acceptance of PSSA. This leaflet gives you a breakdown of the agreement and details of how pay will progress over the next 3 years if the proposals are accepted.

Paul Bell,
SIPTU Health Division Organiser

SIPTU Nurses, Midwives and Allied Health Professionals – 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, for example on-call and overtime, to be totally exempt from the Pension Related Deduction (PRD). This will increase the value of on-call and overtime by approx. 10% as and from the 1st January 2019.
- The third step increases the threshold for the deduction of PRD on pensionable pay to €34,500. This will be worth €575 per annum.

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

Professional Fees (NMBI & CORU)

If accepted, the PSSA guarantees the NMBI & CORU annual retention fee of €100 will remain for the lifetime of the agreement.

Restoring Allowances

The restoration of a number of allowances for post-2012 new entrant nurses, as and from the 1st July 2017, are as follows: Midwifery Qualification, Registered general nurse in the community, Nurse co-ordinator allowance, Specialist co-ordinator allowance and nurses assigned to occupational therapy.

An allowance for Radiographers working in the Breast Check Unit will also be fully restored from the 1st January 2018. The restoration of a Twilight Allowance (6.00 p.m. – 8.00 p.m.) for Allied Health Professionals is also subject to negotiation within the period of the agreement.

There is also a commitment within the proposals that all other allowances removed as part of the 2012 review remain live to be considered in the future.

Recruitment and Retention

The Public Service Pay Commission (PSPC) recommended a comprehensive examination of recruitment and retention difficulties. SIPTU will make submissions to the PSPC on a full range of factors and generate options for resolution. The PSPC will complete this exercise by the end of 2018.

Protecting Jobs

Job security as a health 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. This is of significant importance to all grades and services including diagnostic radiology, other Health & Social Care Professions and Nursing Midwifery.

Saturday Working/Review of Rosters

There will be no change to existing arrangements for Saturday Premium Payments. In addition, any review of existing rosters must be achieved by agreement or use of agreed resolution procedures.


Working Hours

There is no general reduction in working hours. However, there is a new provision that gives staff the option of a permanent return to 'pre-Haddington Road' hours on the basis of a pro-rata pay adjustment.

Outstanding Adjudications

Proposals provide a commitment to a process to deal with all matters relating to outstanding adjudications by September 2018. This must include an analysis of continued validity and cost.

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

