

Circular Ref: 7/2002

30 January 2002

Each Director of Human Resources
Health Boards

Each Human Resources Manager
Public Voluntary Hospitals and Joint Hospital Boards

Each Director of Services/Administrator
Mental Handicap and Specialist Agency



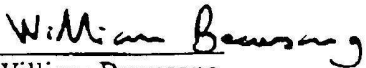
DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLAINTE AGUS LEANAÍ

Shaping a
Healthier Future

Re: Revised Superannuation arrangements for Part-Time and Temporary Staff

I am directed by the Minister for Health and Children to refer to the HSEA Circular dated 26 March 2001 in relation to the above.

Please note that the requirement that temporary / part-time staff have in excess of 1 years continuous service to be eligible for membership of pension schemes (as set out at 2 (a) of the HSEA circular) has now been amended and revised arrangements, involving mandatory registration for superannuation purposes, should be implemented in respect of all new temporary appointments with effect from 1 February 2002.


William Beausang
Principal
Personnel Management and Development

Re; Change in pensionable status of staff in the health service

Please see attached letter issued by the Department of Health and Children which requires that in respect of all staff, regardless of their contractual status, appointed on or after 1st February 2002 it will be mandatory to join the relevant pension scheme.

This changes the terms of the Flexible Working agreement which provided that temporary staff employed under a potentially renewable contract of employment for 1 year or more could be given an option of joining.

The following points are relevant :

-this is something that Health Boards have been seeking.

-it has the potential to generate several £m in 'income' for employers annually and some have factored this into their operational plans.

-it will mean the 'take-home' pay of temporary staff will be reduced from what it would otherwise have been.

-it has not been negotiated or agreed with any of the unions, other than an indication in the Flexible Working agreement that it would be done at some stage in the future, and some difficulties may be anticipated.

-in effect, given changes in incremental progression etc., it removes the final formal distinction in the conditions of employment between "permanent" and "temporary" staff. Changing the 'culture' is obviously a long-term issue.

it 'ties in' with the enactment of the Part-time Workers Act

-it would not be correct to assume that Health boards and others will have all necessary arrangements in place in the short-term.

-there will be a large agenda of issues for which it will be necessary to develop a uniform management position nationally -in particular, the situation of existing long-term staff on "roll-over" temporary contracts or individuals who in the past have been offered and formally refused permanent positions.

Martin McDonald
30th January 2001