

Impact of Haddington Road Agreement on New Entrants to the Public Sector

The Haddington Road Agreement resulted in a number of changes to the terms and conditions of staff for the purpose of reducing the public service pay cost.

Staff who joined the public sector for the first time after the introduction of the Agreement on the 1st July 2013 are impacted in a number of key ways by its provisions owing to their status as ‘new entrants’. For example, their weekly working hours are generally longer, and their annual leave entitlements generally less than those of existing public sector staff. In addition, revised pay scales apply to new entrants who are appointed to certain entry-level grades, and the appointment of new entrants, regardless of their grade, is to the first point of the applicable salary scale. New entrants are also impacted by changes to sick leave and pension arrangements.

A brief overview of how the Haddington Road Agreement impacts the terms and conditions of employment of new entrants to the public sector is provided below:

Weekly working hours¹

Existing Staff	New Entrants
35 hours	37 hours

Annual Leave²

Grade	Existing Staff	New Entrants
Executive Assistant	29 days in total (inc 5 days at Christmas)	23 days in total (inc 5 days at Christmas)
Senior Executive Assistant	29 days in total (inc 5 days at Christmas)	25 days in total (inc 5 days at Christmas)
Administrative Officer II	29 days in total (inc 5 days at Christmas)	27 days in total (inc 5 days at Christmas)
Administrative Officer I	29 days in total (inc 5 days at Christmas)	29 days in total (inc 5 days at Christmas)
Senior Administrative Officer IV - I	29 days in total (inc 5 days at Christmas)	30 days in total (inc 5 days at Christmas)

Pay³

Revised pay scales apply to new entrants to certain direct entry grades.

New entrants are appointed to the first point of the salary scale applicable to their grade.

¹ See Section 2.4 and Appendix 9 of the Haddington Road Agreement and the Department of Education and Skills circular dated 14th June 2013 re *Staff of Universities and other Colleges under the remit of the HEA - Public Service Stability Agreement 2013 – 2016 (Haddington Road Agreement) and the Financial Emergency Measures in the Public Interest Act 2013*.

² See Department of Education and Skills circular dated 31st January 2014 on *Revised Annual Leave Arrangements for Staff employed by Universities and Colleges other than Lecturing Staff*.

³ See Clause 2.31 of the Haddington Road Agreement and the Department of Education and Skills circular letter to the Higher Education Authority dated 11th July 2014 re revised pay scales and allowances for persons recruited to certain direct entry grades

Sick Leave⁴

New entrants are also impacted by the revised sick leave arrangements that came into effect on the 1st September 2014. These arrangements apply to all staff of Universities and Third Level Colleges under the remit of the HEA and provide an entitlement to full pay for a total of three months (92 days) and to half pay for a further three months (91 days), subject to a maximum of six months paid sick leave (183 certified sick days) in a rolling four year period.

Pension⁵

A new Single Public Service Pension Scheme (“Single Scheme”) commenced with effect from the 1st January 2013. All new entrants to pensionable public service employment on or after the 1st January 2013 are, in general, members of the Single Scheme.

⁴ See Public Service Management (Sick Leave) Regulations 2014 (S.I. No. 124 of 2014), as amended by the Public Service Management (Sick Leave) Amendment Regulations 2015 (S.I. No. 384 of 2015). See also the circular ‘*Revised Sick Leave Arrangements for all staff of Universities and Third Level Colleges under the remit of the HEA*’ dated 1st December 2015.

⁵ Please refer to *Letter to Personnel Officers, 31 October 2012 Commencement Orders – Chapter 4 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012*; Circular 19 of 2012 – *Commencement of the Single Public Service Pension Scheme*; Circular 11 of 2014 – *Single Public Service Pension Scheme: Benefits Calculation and Statements for Members*, and Circular 09 of 2015 - *Single Public Service Pension Scheme: Notification of position on Consumer Price Index (CPI) uprating of Referable Amounts, and certain operational matters*.