



Memo

To: Chief Executive Officer
Each Regional Executive Officer
Each National Director
Each Assistant National Director HR
Each Assistant Chief Finance Officer
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each Head of HR CHO
Head of HR, PCRS
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each Group Director of Midwifery
Each Clinical Director
Director National Ambulance Service

From: Anne Marie Hoey, Chief People Officer

Date: 30th July 2024

Subject: HR Memo 039/2024 – Pension Abatement

Dear Colleagues,

I refer to my previous Memo 059/2023 regarding Pension Abatement and the application of abatement where an individual is in receipt of a public sector pension and is subsequently re-employed directly within the public sector.

Memo 059/2023 details the abatement requirements as outlined in DPER Circular 24/2022 with practical examples on the application of the Circular and a flow chart of the process to be followed with roles and responsibilities of the various stakeholders in the accompanying Appendices.

Since the issuing of Circular 24/2022, ongoing discussions continue to take place between Staff Representative organisations, HSE Management, DoH and DPENDR in advance of finalising the HSE Circular on these changes.

It is important to reiterate that while discussions remain ongoing, pension abatement must continue to be applied in accordance with the terms of Circular 24/2022. This is relevant to all HSE and health sector employees who were employed post 21/12/2022 or who had their previous contract of employment renewed/extended after that date.

The purpose of this Memo is to remind Managers of the requirements as set out in Memo 059/2023, specifically that they should be identifying potentially impacted employees and ensuring each case is examined and individuals notified as appropriate where pension abatement may be required. I would also further reiterate the importance of identifying any potential requirement for abatement at the recruitment stage, at which point an examination of the Section 51 declaration form should identify if a candidate is in receipt of a public sector pension.

Memo 059/2023 provides comprehensive detail for Managers and should be referred to in conjunction with this Memo for full information on requirements.

Queries

Queries in relation to this Memo, Memo 059/2023 or the abatement process itself should be sent to PensionsQualityAndStandards@hse.ie

Yours Sincerely



Anne Marie Hoey
Chief People Officer