



Briefing for INMO Members Employed in the Public Service on the Review of Building Momentum Public Service Agreement

Key points of the agreement:

- A general round increase in annualised basic salaries for public servants of 3% on 2 February 2022. Section 3.1.4. of the existing Agreement will apply in respect of this adjustment
- A general round increase in annualised basic salaries for public servants of 2% on 1 March 2023
- A general round increase in annualised basic salaries for public servants of 1.5% or €750, whichever is greater, on 1 October 2023.

As the Building Momentum Agreement is not over, why do we have proposals at this stage?

The ICTU Public Services Committee (PSC) invoked a review clause in the current Building Momentum Agreement due to high and sustained inflation, which was not anticipated when the agreement was negotiated in late 2020.

This led to negotiations, facilitated by the WRC, between public sector unions (represented by the officers of the Public Service Committee of the ICTU, (Chairperson K Callinan (FORSA), Secretary J King (SIPTU), Officers P Ní Sheaghda (INMO), and J Boyle (INTO) and the Department of Public Expenditure and Reform (DPER) between May and June 2022. The talks broke down on 17th June 2022 after union negotiators rejected a Government offer totaling 5% (on top of existing Building Momentum pay adjustments).

Talks resumed on 29th August between public sector unions and the Department of Public Expenditure and Reform, again facilitated by the WRC. After 18 hours of negotiations, improved pay proposals were brokered, amounting to a significant increase on what was put on offer earlier this summer.

The current Building Momentum Agreement is due to expire in December 2022, however the new proposals, if accepted, would extend the agreement to December 2023 with an additional pay increase this year beyond what is provided for in the current agreement and further pay increases in 2023.

What does the INMO recommend?

The INMO Executive Council met on 31st August and after considering the proposals in full, particularly the additional gains achieved following the second round of talks, they have decided to recommend that members accept the deal.

Will INMO members vote on the proposed deal?

Yes. ICTU Public Services Committee (PSC) agreed that individual unions should consult members and/or ballot on the proposals.

The INMO will commence an in-person ballot of members employed in the public sector on week commencing 12th September alongside an information campaign. The ballot will close on October 4th, 2022. The ballot count will take place in INMO HQ on the 5th of October.

The PSC will then meet on 7th October 2022 to make a collective decision on whether to accept or reject the package.

What are the pay proposals?

The package would make the following pay adjustments:

- A general round increase in annualised basic salaries for public servants of 3% on 2 February 2022. Section 3.1.4. of the existing Agreement will apply in respect of this adjustment.
- A general round increase in annualised basic salaries for public servants of 2% on 1 March 2023.
- A general round increase in annualised basic salaries for public servants of 1.5% or €750, whichever is greater, on 1 October 2023.

Is this in addition to existing Building Momentum pay adjustments?

Yes. The WRC-proposed increases already would come on top of those paid and scheduled increases under the original Building Momentum agreement.

How do lower paid workers benefit more?

In percentage terms, the package is worth an additional 6.5% between February 2022 and December 2023, on top of existing Building Momentum pay adjustments.

But the floor of €750 (in October 2023) means a higher percentage increase for workers who earn below €50,000. This includes 4th year students, most Staff Nurses and Midwives and many Enhanced Practice Nurses and Midwives.

For approximate examples, please see tables on page 4 of this document.

When would I receive the 3% increase due in February 2022?

If the package is accepted, the first additional increase of 3% will be backdated to 2nd February 2022. This would appear in pay packets as a 'lump sum' back-payment after the agreement is ratified. This would likely be in November or December 2022.

What about premium pay and allowances?

Premium pay (for night, weekend, or public holiday work) is based on your basic salary. Each time your basic salary increases, so too will the premium pay.

Fixed pensionable allowances in the nature of pay will also increase by the above proposed increases for 2022 and 2023.

Allowances apply to Staff Nurses and Midwives, Enhanced Practice Nurses, and Midwives, CNM/CMM1 and CNM/CMM2, PHN, CNS/CMS and ADPHN grades.

Nurse and Midwife Management Grades

The 3.28% pay increase due to nurse and midwife managers and analogous grades is separate to the negotiated cost of living increases set out above. However, during these negotiations, the INMO held firm that nurse and midwife managers must be paid what they are owed since February 2022 without further delay. It was agreed that the circular to increase nurse managers' pay would issue immediately. This pay increase will be back paid to 1st February 2022.

Report of the Expert Review Body on Nursing and Midwifery

The current proposals deal only with pay in the context of inflation/cost of living crisis. The Report of the Expert Review Body on Nursing and Midwifery is therefore not covered by these proposals, however, by way of update, the implementation process is due to commence, with an inaugural meeting of the National Oversight Committee on the 30th of September 2022. The INMO will be part of this process seeking the timely implementation of all 47 recommendations. The INMO will update members as matters progress.

Are there additional non-pay elements to the package?

While there are no additional non-pay elements in this specific package, the Government came to the negotiations promising that economy-wide cost-of-living supports would accompany any pay improvements. As members know these measures are advised by the Government as expected to come through the 2023 Budget announcement (scheduled for 27th September 2022). The ICTU have met government and set out the measures necessary for costs of living supports and details are in ICTU pre budget submission.

Does the WRC package affect sectoral bargaining under Building Momentum?

No. The 'sectoral bargaining fund' established under the original Building Momentum agreement is not affected by the WRC proposals. As stated above, the circular sanctioning the implementation of the 3.28% award to nurse managers will issue immediately, which will be backdated to 1st February 2022.

What about part-time workers and job-sharers?

If the proposed agreement is accepted, pay adjustments will be delivered through revised pay scales. Part-time workers and others who don't work full-time hours will get pro-rata adjustments based on the number of hours they work.

With effect from 1st July 2022, the full-time working hours for a nurse or midwife is 37.5 hours.

Who would the package apply to?

The package would apply to workers currently covered by the Building Momentum agreement, including staff directly employed in the public service and staff employed in section 38 agencies.

Will these proposals directly apply in the private sector and section 39 organisations?

No, unless there is a specific agreement in place stating that any adjustment will apply. The INMO will meet with members in these organisations on conclusion of the public service ballot, and lodge corresponding claims with these employers.

What about agency workers?

As Agency workers are not directly employed in the public service, they would not be eligible to vote on the proposed deal. However, they are entitled to receive the same basic employment conditions, including pay, as their directly employed counterparts by virtue of the Protection of Employees (Temporary Agency Work) Act 2012. That being so, agency nurses and midwives working in the public health service would stand to benefit if this deal is accepted.

Are there any productivity measures in the package?

There are no additional productivity measures in the WRC proposed package. It reaffirms the measures in the original Building Momentum agreement.

What is the duration of the WRC proposed package?

The package would extend the duration of Building Momentum by one year, so that it would expire on 31st December 2023. Unions would expect to be in negotiations on a successor agreement around the middle of next year.

How would this affect public service pensioners?

Under public service agreements, increases in public service pay scales are generally reflected in public service pensions that are linked to pay scales. The PSC has written to the Minister for Public Expenditure and Reform seeking confirmation that, if accepted, this will apply to the WRC proposed package in the usual way.

What about planned industrial action ballots?

The ICTU Public Services Committee (which represents most unions in the sector) has recommended that planned industrial action ballots be suspended while unions consult on the WRC package. The INMO Executive Council met on 30th of August 2022 and made the decision to suspend balloting for industrial action.

Who can vote on this agreement?

INMO members, who are employed in the public service (HSE & Section 38 agencies) and are affected by the terms, including 4th year student nurses on 36-week clinical work placement, will be balloted.

How will a decision on accepting or rejecting the package be reached?

Individual ICTU affiliated unions representing public servants are now consulting with their members and/or arranging ballots. The unions will meet again to take a collective decision on whether to accept or reject the package on Friday 7th October. Voting at that meeting will be weighted to reflect the number of public servants that each union represents

Estimated salary scale examples

- Cumulative salary increases under entirety of Building Momentum Agreement, including proposed increases.
- Figures highlighted are the proposed increases under the Building Momentum Review, which members will be balloting on.

Student Nurse

4th Year Student Nurse	Pre Building Momentum Salary	Current Salary	3% Increase 02.02.22	1% increase/€500 01.10.22	2% increase 01.03.23	1.5% increase/€750 increase 01.10.23	Increase over life-time of BM with Proposed Increases (Oct 2021 - Oct 2023)
36 week rostered placement (annualised salary)	21,749	22,249	22,916 (667)	23,416 (500)	23,885 (468)	24,635 (750) 36 weeks = 16,996	2,886 (13.3%) (annualised salary)

Staff Nurse/Midwife

Staff Nurse/Midwife	Pre Building Momentum Salary	Current Salary	3% Increase 02.02.22	1% increase/€500 01.10.22	2% increase 01.03.23	1.5% increase/€750 increase 01.10.23	Increase over life-time of BM with Proposed Increases (Oct 2021 - Oct 2023)
Point 3	33,388	33,888	34,905 (1017)	35,405 (500)	36,113 (708)	36,863 (750)	3,475 (10.4%)
SSN/SSM	49,711	50,211	51,717 (1,506)	52,234 (517)	53,279 (1045)	54,078 (799)	4,367 (8.8%)

Enhanced Practice Nurse/Midwife

Enhanced Practice Nurse/Midwife	Pre Building Momentum Salary	Current Salary	3% Increase 02.02.22	1% increase/€500 01.10.22	2% increase 01.03.23	1.5% increase/€750 increase 01.10.23	Increase over life-time of BM with Proposed Increases (Oct 2021 - Oct 2023)
Point 1	37,161	37,661	38,791 (1130)	39,291 (500)	40,077 (786)	40,827 (750)	3,666 (9.9%)
Point 5	42,772	43,272	44,570 (1298)	45,070 (500)	45,972 (901)	46,722 (750)	3,950 (9.2%)
Senior Enhanced Nurse/Midwife	51,344	51,857	53,413 (1556)	53,947 (534)	55,026 (1079)	55,851 (825)	4,508 (8.8%)

CNM1/CMM1

CNM1/CMM1	Pre Building Momentum Salary	Current Salary	3.28% increase 01.02.22	3% Increase 02.02.22	1% increase/€500 01.10.22	2% increase 01.03.23	1.5% increase/€750 increase 01.10.23	Increase over life-time of BM with Proposed Increases (Oct 2021 - Oct 2023)
Point 1	46,889	47,389	48,943 (1554)	50,412 (1468)	50,916 (504)	51,934 (1018)	52,713 (779)	5,824 (12.4%)
Point 4	50,191	50,693	52,356 (1663)	53,926 (1571)	54,466 (539)	55,555 (1089)	56,388 (833)	6,197 (12.3%)
Point 8	55,255	55,808	57,638 (1830)	59,368 (1729)	59,961 (594)	61,161 (1199)	62,078 (917)	6,823 (12.3%)

CNM2/CMM2 and CNS/CMS

CNM2/CMM2 CNS/CMS	Pre Building Momentum Salary	Current Salary	3.28% increase 01.02.22	3% Increase 02.02.2022	1% increase/€500 01.10.22	2% increase 01.03.23	1.5% increase/€750 increase 01.10.23	Increase over life-time of BM with Proposed Increases (Oct 2021 - Oct 2023)
Point 1	50,912	51,422	53,109 (1687)	54,702 (1593)	55,249 (547)	56,354 (1105)	57,199 (845)	6,287 (12.3%)
Point 4	53,633	54,170	55,947 (1777)	57,625 (1678)	58,201 (576)	59,365 (1164)	60,256 (890)	6,623 (12.3%)
Point 9	60,190	60,792	62,786 (1994)	64,670 (1884)	65,316 (647)	66,623 (1306)	67,622 (999)	7,432 (12.3%)

PHN

PHN	Pre Building Momentum Salary	Current Salary	3.28% Increase 01.02.22	3% Increase 02.02.2022	1% increase/€500 01.10.22	2% increase 01.03.23	1.5% increase/€750 increase 01.10.23	Increase over life-time of BM with Proposed Increases (Oct 2021 - Oct 2023)
Point 1	49,608	50,108	51,751 (1643)	53,304 (1552)	53,837 (533)	54,914 (1077)	55,738 (824)	6,130 (12.3%)
Point 5	53,511	54,046	55,819 (1773)	57,493 (1675)	58,068 (575)	59,230 (1161)	60,118 (888)	6,607 (12.3%)
Point 9	58,680	59,267	61,211 (1944)	63,047 (1836)	63,678 (630)	64,951 (1274)	65,926 (974)	7,246 (12.3%)

ADON/ADOM Band 1 and ANP/AMP

ADON/ADOM Band 1 & ANP/AMP	Pre Building Momentum Salary	Current Salary	3.28% increase 01.02.22	3% Increase 02.02.2022	1% increase/€500 01.10.22	2% increase 01.03.23	1.5% increase/€750 increase 01.10.23	Increase over life-time of BM with Proposed Increases (Oct 2021 - Oct 2023)
Point 1	59,151	59,742	61,701 (1959)	63,553 (1851)	64,188 (635)	65,472 (1284)	66,454 (982)	7,303 (12.3%)
Point 5	65,862	66,521	68,703 (2,182)	70,764 (2061)	71,472 (708)	72,901 (1429)	73,995 (1093)	8,133 (12.3%)
Point 9	72,895	73,725	76,143 (2418)	78,427 (2284)	79,212 (784)	80,796 (1584)	82,008 (1212)	9,113 (12.5%)

ADON/ADOM Non-Band 1

ADON/ADOM Non-Band 1	Pre Building Momentum Salary	Current Salary	3.28% Increase 01.02.22	3% Increase 02.02.2022	1% increase/€500 01.10.22	2% increase 01.03.23	1.5% increase/€750 increase 01.10.23	Increase over life-time of BM with Proposed Increases (Oct 2021 - Oct 2023)
Point 1	56,174	56,736	58,597 (1861)	60,355 (1758)	60,958 (603)	62,178 (1219)	63,110 (933)	6,936 (12.3%)
Point 4	61,807	62,425	64,472 (2047)	66,407 (1934)	67,071 (664)	68,412 (1341)	69,438 (1026)	7,631 (12.3%)
Point 8	67,264	67,937	70,165 (2228)	72,270 (2105)	72,993 (723)	74,453 (1460)	75,570 (1117)	8,306 (12.3%)

Formula for calculating part-time salary and hourly rate:

Divide annual salary by 52.18 = weekly rate; divide weekly rate by 37.5 = hourly rate; multiply hourly rate by part-time hours = weekly salary; multiply weekly salary by 52.18 = annual salary based on part-time hours.