

Revision of increment measures under clauses 2.18, 2.19, 2.20 and 2.22 of the HRA (i.e. public servants for whom increments were frozen for 3 month or 6 month periods under the HRA)

Example 1: Employees earning under €35,000 (one 3 month increment freeze)

Under the HRA, employees in this income bracket received their first increment as normal and received their 2nd increment 15 months later, reverting to their normal 12 month increment cycle thereafter e.g.

(a) A person in employment in the University before 2nd April 2013 incremented as normal on 1st October 2013. Their next increment was deferred by 3 months, bringing their increment date to 1st January 2015. The employee's next increment was not subject to a deferral and so was paid on 1st January 2016. The employee's increment date remains as 1st January for subsequent years.

(b) Employees recruited or promoted through a recruitment competition between 2nd April 2015 and 1st April 2016 will receive their first increment as normal on 1st October 2016. The 3 month deferral of the next increment due under the HRA would mean that the next increment would be due for payment on 1st January 2018. However, as this is after 1st July 2017, no deferral will apply and the employee will revert to a 12 month incremental period - the next increment will therefore be paid on 1st October 2017. The employee's increment date remains as 1st October for subsequent years.

Example 2: Employees earning between €35,000 and €65,000 (two 3 month freezes)

Under the HRA, employees in this income bracket received their first increment as normal, receiving their 2nd increment 15 months later, their 3rd increment 15 months later, reverting to their normal 12 month increment cycle thereafter e.g.

(a) A person in employment in the University before 2nd April 2013 incremented as normal on 1st October 2013. Their next increment was deferred by 3 months, bringing their increment date to 1st January 2015. The following increment was also deferred by 3 months, bringing their increment date to 1st April 2016. The employee's next increment is

not subject to a deferral and so is due to be paid on 1st April 2017. The employee's increment date remains as 1st April for subsequent years.

(b) Employees recruited or promoted through a recruitment competition between 2nd April 2013 and 1st April 2014 received their first increment as normal on 1st October 2014. Their next increment was deferred by 3 months, bringing their increment date to 1st January 2016. The 3 month deferral of the next increment due under the HRA means that the next increment will be due on the 1st April 2017. This date is before 1st July 2017 and therefore this deferral will apply. The employee's increment date remains as 1st April for subsequent years.

(c) Employees recruited or promoted through a recruitment competition between 2nd April 2014 and 1st April 2015 received their first increment as normal on 1st October 2015. Their next increment will be deferred by 3 months, bringing their increment date to 1st January 2017. The 3 month deferral of the next increment due under the HRA would mean that the next increment would be due for payment on 1st April 2018. However, as this is after 1st July 2017, no deferral will apply and the employee will revert to a 12 month incremental period - the next increment will therefore be paid on 1st January 2018. The employee's increment date remains as 1st January for subsequent years.

Example 3: Employees earning over €65,000 (two 6 month freezes)

Under the HRA, employees in this income bracket received their first increment as normal, receiving their 2nd increment 18 months later, their 3rd increment 18 months later, reverting to their normal 12 month increment cycle thereafter e.g.

(a) A person in employment in the University before 2nd April 2013 incremented as normal on 1st October 2013. Their next increment was deferred by 6 months, bringing their increment date to 1st April 2015. The following increment is also deferred by 6 months, bringing their increment date to 1st October 2016. The employee's next increment is not subject to a deferral so is paid on 1st October 2017. The employee's increment date remains as 1st October for subsequent years.

(b) Employees recruited or promoted through a recruitment competition between between 2nd April 2013 and 1st April 2014 received their first increment as normal on 1st October 2014. Their next increment was deferred by 6 months, bringing their increment date to 1st April 2016. The 6 month deferral of the next increment due under the HRA means that the next increment will be due

on the 1st October 2017. This date is after 1st July 2017 and therefore this deferral will not apply. The employee's increment date will be 1st July 2017 and will remain as July for subsequent years.

(c) An employee recruited or promoted through a recruitment competition between 2nd April 2014 and 1st April 2015 will be due their first increment as normal on 1st October 2015. Their next increment is deferred by 6 months, bringing their increment date to 1st April 2017. The 6 month deferral of the next increment due under the HRA would mean that the next increment would be due for payment on 1st October 2018. However, as this is after 1st July 2017, no deferral will apply and the employee will revert to a 12 month Incremental period - the next increment will therefore be paid on 1st April 2018. The employee's increment date remains as 1st April for subsequent years.

Revision of increment measures under clause 2.21 of the HRA (i.e. public servants on salary scales starting over €100,000 inclusive of allowances in the nature of pay for whom incremental progression was suspended for three years under the HRA)

Example 4: Employees on Salary Scales starting over €100,000 (three year freeze)

Employees in this income bracket had a three year increment freeze applied, with the normal accrual period included in the 3 year period, reverting to their normal 12 month increment cycle thereafter e.g.

(a) An employee received an increment on 1st October 2012. The total period between increments should be 3 years, starting from the date the staff member received their last increment, with the normal accrual period included in the 3 year increment period. The employee's next increment is therefore due to be paid on 1st October 2015. The employee's increment date remains as 1st October for 2016 and subsequent years.

(b) For employees appointed between 2nd October 2012 and 30th June 2014 – under the terms of the Agreement incremental progression is suspended for 3 years. The employee's increment date is aligned to the next quarterly increment date (i.e. 1 Jan/ Apr/July/Oct) following the completion of 3 years' service e.g.

Month of Appointment	(First) Increment Date
November 2012	1st January 2016
December 2012	1st January 2016
February 2013	1st April 2016

Month of Appointment	(First) Increment Date
May 2013	1st July 2016
September 2013	1st October 2016
November 2013	1st January 2017
December 2013	1st January 2017
February 2014	1st April 2017
March 2014	1st April 2017
May 2014	1st July 2017
June 2014	1st July 2017

(c) For employees appointed between 1st July 2014 and 1st April 2016 - under the terms of the Agreement incremental progression is suspended for 3 years. However, as this date is later than 1st July 2017, the increment date is brought back to 1st July 2017. The employee's increment date remains as 1st July for subsequent years.

An employee incrementing for the first time in October 2016 will continue to have an increment date of the 1st October for subsequent years.

June 2016