

Castle Road, Mahon, Cork, Ireland T12 PY50  
Tel: +353 (0)21-4359444 / Fax: +353 (0)21-4359450  
Email: [firstname.surname@stlukeshome.ie](mailto:firstname.surname@stlukeshome.ie) Web: [www.stlukeshome.ie](http://www.stlukeshome.ie)

**To: All Staff of Saint Lukes Cork**

**From: CEO**

**Date: 30<sup>TH</sup> January 2024**

**Update on inadequate funding for S39 pay agreement and impact of the proposed Public Sector Pay Deal on Pay Parity**

**Dear Staff Member**

Thank you for your continued work at Saint Lukes. It is very much appreciated and respected by all those who use our services, on a daily basis. While we continuously strive to care for our Residents with kindness and compassion, the high standard model of care that we insist upon continues but under considerable pressure.

**Update:**

In November 2023, Trade Unions and Government agreed a pay proposal for Section 39 workers which successfully averted a strike at the last moment. Just prior to Christmas last, Saint Lukes had been notified that a structured financial template was being prepared by the HSE. This would allow us to apply to the HSE and subsequently to receive the necessary funding which would allow us to release the payment to you.

I wanted you to know that we have now, indirectly, been advised (through SIPTU) that a block and interim funding allocation would be made available to us and to all Section 39's by the HSE as a matter of urgency. We are concerned that this interim and block funding, when received from the HSE, will not be sufficient to cover the initial pay award in full. Pay equality for all Section 39 staff means that that full cost of services provided on behalf of the state includes associated employer Pension and Employer PRSI costs for staff working at Saint Lukes Home. We now await communication and clarity on the matter from the HSE as well as the appropriate funding which cover all costs set out above.

In addition, it is worth mentioning that the recent and proposed pay increase for public sector workers of 10.25% over the next two and a half years means that the gap between Section 39 workers and the HSE will deepen even further, if not dealt with comprehensively now.



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We will, as always urgently continue to canvass and urge all parties to continue the positive momentum from the end of last year and to continue meaningful talks for re-aligning Section 39 staff pay rates with those of our HSE counterparts. We would ask you to continue your efforts with your union. Thanks, in advance... we wish you well always.

**Yours sincerely**

**Saint Lukes Cork**

**Directors:**

Mr Patrick Mayes (Chairman), The Rev. Edwin Hunter, Ms Anne Hevers,  
Dr Kieran Hogan, Mr. Charles Olden, Mr. Malcolm Tyrrell.