

MINISTERIAL DIRECTION – BACKGROUND INFORMATION

Department:

Department of Health

Title:

HSC Staff Recognition Payment: (Bonus Scheme) Application of Gross Award (April 2021)

Description:

Minister Swann directed that the gross value of a bonus payment be increased in order that individuals may benefit more fully from the value of the award of up to £500 nett.

Background:

- Following a ministerial direction in January 2021, a bonus scheme of up to £500 for Health and Social Care Staff was to be implemented.
- Department of Finance approval was sought to secure funding for this and agreed.
- Further discussions ensued around the amount payable and how to ensure that HSC staff availed more fully of the intention to provide an award of up to £500, nett of statutory deductions.

Rationale:

- Further advice highlighted the implications of applying a higher gross award to the recognition payment to facilitate a nett award, after tax and National Insurance deductions, of up to £500. In order for an individual, on basic rate of Income Taxation, to receive a nett award of £500, a gross award of £735 was required.
- Officials could not construct a case that meets the requirement of Managing Public Money Northern Ireland (MPMNI) for this expenditure.