



Circular 10/2024

26th September 2024

To: National Director of Human Resources, HSE
CEOs and HR Managers of the NCSAs

Implementation of pay adjustments for 1 October 2024

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions regarding pay adjustments, in accordance with the *Public Service Agreement 2024-2026*. The adjustments set out below should be applied, with effect from 1 October 2024.

General

This circular sets out pay increases due on 1 October 2024 as provided for under the *Public Service Agreement 2024-2026*.

The adjustments should be rounded to the nearest euro on annual pay scales and to the nearest cent on weekly pay scales. Hourly rates should be rounded to the nearest €0.01.

This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2024.

Public Service Agreement 2024-2026

In accordance with Section 3.1 of the Agreement, the annualised amount of the basic salary of public health sector employees will be increased by 1% or €500, whichever is greater, with effect from 1 October 2024.

Overtime

Payment in respect of overtime rendered on or subsequent to 1 October 2024 should be calculated by reference to the revised pay rates in effect from 1 October 2024.

Premium Rates of Pay

Premium rates of pay payable in respect of or subsequent to 1 October 2024 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 October 2024.

Allowances

Allowances in the nature of pay for public health sector employees are increased by 1% from 1 October 2024.

Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay in effect from 1 October 2024.

Other adjustments to pay scales/allowances included in the attached Consolidated Salary Scales

Single euro rounding anomalies adjusted with effect from 1 October 2024

Grades 2132, 2372, 241Y, 2429, 2658, and 2828 have had point 8 adjusted to match grade 2119.
Grades 2046, 2133, 2272, 2274, 2276, 2277, 2278, 2356, and 238Y have had point 5 adjusted to match grade 233X.
Grades 014Y, 0071, 0655, 0080, and 0778 have had points 4 and 5 adjusted to match grade 4120.
Grades 3328, 331X, 3492, 3468, and 3355 have had points 2 and 6 adjusted to match grade 3146.
Grades 0566 and 4001 have had point 5 adjusted to match grade 0892.
Grade 233X has had point 6 adjusted to match grade 2133.
Grade 1333 has had points 4 and 8 adjusted to match grade 1325.
Grade 3140 has had point 4 adjusted to match grade 0063.
Grade 3878 has had points 2 and 7 adjusted to match grade 3110.
Grade 3158 has had point 7 adjusted to match grade 3705.
Grade 6200 has had point 7 adjusted to match grade 6404.
Grade 0884 has had point 2 adjusted to match grade 0574.
Grade 6425 has had points 4,6,9 and 12 adjusted to match grade 506T.
Grade 314X has had points 11 and 12 adjusted to match grade 3409.
Grade 3113 has had points 2 and 4 adjusted to match grade 3039.
Grade 6436 has had points 2 and 3 to match grade 6437.
Grade 0906 has had points 5 and point 7 adjusted to match grade 0558.
Grade 3193 has had point 3 adjusted to match grade 2271.
Grade 3876 has had point 3 adjusted to match grade 3111.
Grade 319X has had points 6, 8, 9, 11,12 and 13 adjusted to match grade 555X.

On Call and Call Out allowances for Forensic Nurse Examiners in SATU's

In line with Circular 6/2024, revised allowance rates have been newly added to the scales for Forensic Nurse Examiners in respect of Sexual Assault Treatment Units (On Call and Call Out allowances).

Extension of the Expert Review Body's on Nursing's Recommendation 45 to certain additional Nursing and Midwifery grades

Certain further nursing and midwifery grades have been extended by an additional scale point making Pt10 the new max of scale and have benefitted from the introduction of an LSI at Pt11. These changes are effective from 30th September 2023 and will require retrospective application by payroll. Revised rates from that date are included in the salary scales that accompany this circular. Impacted grades are as follows:

2313 - CLINICAL MIDWIFE SPECIALIST
2625 - CLINICAL NURSE SPECIALIST (MENTAL HEALTH)
2626 - CLINICAL NURSE SPECIALIST (CHILDREN'S)
2627 - CLINICAL NURSE SPECIALIST (INTELLECTUAL DISABILITY)
2628 - CLINICAL NURSE SPECIALIST (COMMUNITY/PRIMARY CARE)
2632 - CLINICAL NURSE SPECIALIST (GENERAL)
2301 - COMMUNITY MENTAL HEALTH NURSE

For principles and guidance in respect of the operational implementation of these changes, and for guidance on the retrospective treatment of employees on these grades, please refer to DoH Circular 7/2024.

Review Body on Higher Remuneration in the Public Sector - Report 42

The following grades have been retrospectively increased by 6% in total (5% re Report 42 and 1% general round) w.e.f. 1.6.24:

0014 - NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE)
0015 - NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE)

0018 - NATIONAL DIRECTOR, POPULATION HEALTH (HSE)
 0065 - NATIONAL DIRECTOR, ACCESS & INTEGRATION (HSE)
 0031 - NATIONAL DIRECTOR, PROCUREMENT (HSE)
 0032 - NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE)
 0057 - NATIONAL DIRECTOR OF SHARED SERVICES (HSE)
 0693 - HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE)
 0064 - CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE
 0022 - NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE)
 0068 - NATIONAL DIRECTOR, HEAD OF STRATEGIC INFRASTRUCTURE CAPITAL DELIVERY (HSE)
 0026 - DIRECTOR REGIONAL HEALTH OFFICE (HSE)

The following grades have been retrospectively increased by 3.3% in total (2.3% re Report 42 and 1% general round) w.e.f. 1.6.24:

0420 - ARCHITECTURAL ADVISER, CHIEF
 0028 - SECRETARY TO THE BOARD (HSE)

Pensions

The principle of pay parity in pension increases for pre-existing public service schemes has been agreed up to the end of 30 June 2026, in line with the Public Service Agreement 2024-2026. Public health sector pension increases should be passed on to pensions in line with that policy.

Single Public Service Pension Scheme ('Single Scheme') pensions are uprated in-line with the Consumer Price Index (CPI), subject to a separate instruction from DPENDPDR. Therefore, Single Scheme pensions in payment in respect of former public health sector employees, will not be adjusted with reference to the revisions of basic pay set out above.

Additional Superannuation Contributions (ASC)

The ASC rates for 2024 are unchanged. Below are the current rates of ASC as provided for in Part 4 of the Public Service Pay and Pensions Act 2017.

Thresholds/Rates in 2024

Member of a standard accrual pension scheme	Member of a fast accrual pension scheme	Member of the Single Scheme
€0 - €34,500 @ 0%	€0 - €28,750 @ 0%	€0 - €34,500 @ 0%
>€34,500 - €60,000 @ 10%	>€28,750 - €60,000 @ 10%	>€34,500 - €60,000 @ 3.33%
>€60,000 @ 10.5%	>€60,000 @ 10.5%	>€60,000 @ 3.5%

General Queries

Requests for clarification from individual employees should be directed to the employee's own HR Manager where they are employed. Requests for clarification from HR Managers in the NCSAs and from HSE National Employee Relations should be raised directly with National_HR_Unit@health.gov.ie.

Circulation

Please bring this circular and attached set of Department of Health Consolidated Salary Scales to the attention of HR Managers, payroll and staff of your organisation. The HSE is also requested to bring this circular to the attention of Section 38 employers.

Yours sincerely



Michael O'Leary
 Principal Officer
 PPSU & IRU
 Resources Division