



Circular 1/2024

7th March 2024

To: National Director of Human Resources, HSE
CEOs and HR Managers of the NCSA's

**Application of 1 February 2022 pay adjustments for certain medical grades only
in the Medical/Dental Sectoral Bargaining Unit**

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions regarding pay adjustments as provided for in *Building Momentum - A New Public Service Agreement 2021-2023* to pay due on 1 February 2022 to specific grades.

Building Momentum – Public Service Agreement 2021-2022 provided for the equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund or a general pay round increase on 1 February 2022. This circular specifically applies to the retrospective application of 1 February 2022 pay adjustments in relation to a select number of medical grades only, who are part of the Medical/Dental Sectoral Bargaining Unit in the Public Health Sector that have not previously been agreed.

The relevant unions have opted to use the sectoral bargaining fund in the following three ways:

(1) As a general round increase of 1.64% with retrospective effect from 1 February 2022 to the following grades only:

- 1012 - Senior House Officer
- 1012 - Senior House Officer for Pension purposes (*Applies to those who have retired or resigned before 1 July 2017*)
- 1538 - Registrar
- 1538 - Registrar (NCHD) for Pension purposes (*Applies to those who have retired or resigned before 1 July 2017*)
- 1554 - Intern
- 1554 - Intern (NCHD) for Pension purposes (*Applies to those who have retired or resigned before 1 July 2017*)
- 1627 - Senior Registrar
- 1628 - Specialist Registrar

(2) Specific adjustments with retrospective effect from 1 February 2022 to the following grades only:

- 1333 - Area Medical Officer **** not for use for any new incumbents post 30/6/03 **** is aligned to the Senior Area Medical Officer scale on a point for point basis
- 1491 - Community Ophthalmic Physician - becomes a newly agreed 1-point scale
- 1961 - Occupational Health Physician- becomes a newly agreed 6-point scale

(3) The vouched CME Allowance for the following grades (*Circular 39/2003 refers*), is increased from the current annual rate of €1,500 to €2,750 with retrospective effect from 1 February 2022.

- 1333 - Area Medical Officer
- 1325 – Senior Area Medical Officer
- 183T – Senior Medical Officer
- 1791 – Principal Medical Officer
- 1491 - Community Ophthalmic Physician

In line with 2.7 of the WRC Review of Building Momentum, the adjustments will be implemented as soon as possible, with retrospective effect to **1 February 2022** (or date of appointment, if later).

It is important to note that pay scales already issued by the Department of Health for these grades with effective dates between 2 February 2022 and 1 October 2023 are revised accordingly to take account of these 1 February 2022 adjustments and these are now set out in the Appendix.

General Queries

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

Circulation

Please bring this circular to the attention of relevant hr managers, payroll and staff of your organisation as appropriate. The HSE is also requested to bring this circular to the attention of relevant Section 38 employers.

Yours sincerely



Michael O'Leary, Principal Officer
National HR Unit (PPSU and IRU)

Appendix

1012	SENIOR HOUSE OFFICER	1/10/23	7	50,443	52,922	56,674	59,144	64,112	66,581	68,991
		1/03/23		49,693	52,140	55,837	58,270	63,164	65,597	67,971
		1/10/22		48,718	51,117	54,742	57,128	61,926	64,310	66,638
		2/02/22		48,218	50,611	54,200	56,562	61,313	63,674	65,979
		01/02/22		46,814	49,137	52,621	54,914	59,527	61,819	64,057
		1/10/21		46,058	48,344	51,772	54,028	58,567	60,822	63,023

1012	SENIOR HOUSE OFFICER FOR PENSION PURPOSES <i>(Applies to those who retired/resigned before 1 July 2017) (Circular 11/2017 refers)</i>	1/10/23	7	46,833	49,274	52,960	55,407	60,375	62,843	65,253
		1/03/23		46,083	48,524	52,178	54,588	59,483	61,915	64,288
		1/10/22		45,179	47,572	51,155	53,518	58,316	60,701	63,028
		2/02/22		44,679	47,072	50,648	52,988	57,739	60,100	62,404
		01/02/22		43,378	45,701	49,173	51,445	56,057	58,349	60,586
		1/10/21		42,678	44,964	48,380	50,615	55,153	57,408	59,609

1627	SENIOR REGISTRAR	1/10/23	7	76,492	78,930	81,420	84,073	87,136	90,326	93,618
		1/03/23		75,361	77,763	80,217	82,831	85,849	88,991	92,234
		1/10/22		73,884	76,239	78,644	81,207	84,165	87,246	90,426
		2/02/22		73,152	75,484	77,865	80,403	83,332	86,382	89,530
		01/02/22		71,021	73,285	75,597	78,061	80,905	83,866	86,923
		1/10/21		69,876	72,103	74,377	76,801	79,599	82,513	85,520

1628	SPECIALIST REGISTRAR	1/10/23	7	71,876	73,575	76,031	78,257	81,999	85,744	89,487
		1/03/23		70,814	72,488	74,907	77,101	80,787	84,477	88,164
		1/10/22		69,425	71,066	73,438	75,589	79,203	82,821	86,436
		2/02/22		68,738	70,363	72,711	74,841	78,419	82,001	85,580
		01/02/22		66,736	68,313	70,593	72,661	76,134	79,612	83,087
		1/10/21		65,659	67,211	69,454	71,488	74,906	78,328	81,747

1538	REGISTRAR	1/10/23	6	64,112	66,581	68,991	70,763	73,126	75,498
		1/03/23		63,164	65,597	67,971	69,717	72,046	74,382
		1/10/22		61,926	64,310	66,638	68,350	70,633	72,924
		2/02/22		61,313	63,674	65,979	67,673	69,934	72,202
		01/02/22		59,527	61,819	64,057	65,702	67,897	70,099
		1/10/21		58,567	60,822	63,023	64,642	66,801	68,968

1538	REGISTRAR (NCHD) FOR PENSION PURPOSES (<i>Applies to those who retired/resigned before 1 July 2017</i>) (<i>Circular 11/2017 refers</i>)	1/10/23	6	60,375	62,843	65,253	67,025	69,389	71,761
		1/03/23		59,483	61,915	64,288	66,034	68,364	70,700
		1/10/22		58,316	60,701	63,028	64,740	67,023	69,314
		2/02/22		57,739	60,100	62,404	64,099	66,360	68,628
		01/02/22		56,057	58,349	60,586	62,232	64,427	66,629
		1/10/21		55,153	57,408	59,609	61,227	63,387	65,554

1554	INTERN <i>**Payment may also be made for up to a max of 5 days induction or where induction lasts less than 5 days they may be paid on a pro-rata basis**</i>	1/10/23	1	42,641
		1/03/23		41,891
		1/10/22		41,069
		2/02/22		40,569
		01/02/22		39,388
		1/10/21		38,752

1554	INTERN (NCHD) FOR PENSION PURPOSES (<i>Applies to those who retired/resigned before 1 July 2017</i>) (<i>Circular 11/2017 refers</i>)	1/10/23	1	39,205
		1/03/23		38,455
		1/10/22		37,701
		2/02/22		37,201
		01/02/22		36,117
		1/10/21		35,534

1491	COMMUNITY OPHTHALMIC PHYSICIAN	1/10/23	1	139,194			
		1/03/23		137,137			
		1/10/22		134,448			
		2/02/22		133,117			
		01/02/22		129,240			
		1/10/21	3	94,648	96,854	99,062	LSIs

1961	OCCUPATIONAL HEALTH PHYSICIAN	1/10/23	6	161,553	168,016	174,478	180,940	187,402	193,864
		1/03/23		159,166	165,533	171,899	178,266	184,632	190,999
		1/10/22		156,045	162,287	168,529	174,770	181,012	187,254
		2/02/22		154,500	160,680	166,860	173,040	179,220	185,400
		1/2/22		150,000	156,000	162,000	168,000	174,000	180,000
		01/10/21	4	134,933	136,926	138,921	140,914		

1333	AREA MEDICAL OFFICER <i>** not for use for any new incumbents post 30/6/03 **</i>	1/10/23	8	89,195	91,726	94,286	96,821	99,359	101,938	104,314	106,692	LSIs
		1/03/23		87,877	90,370	92,893	95,390	97,890	100,432	102,773	105,115	LSIs
		1/10/22		86,154	88,598	91,072	93,520	95,971	98,462	100,758	103,054	LSIs
		2/02/22		85,301	87,721	90,170	92,594	95,021	97,488	99,760	102,034	LSIs
		01/02/22		82,817	85,166	87,544	89,897	92,253	94,648	96,854	99,062	LSIs
		01/10/21		70,131	71,202	73,375	75,545	77,746	79,915	81,979	84,045	LSIs