



Circular 5/2025

11th April 2025

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

Extension of the Expert Review Body Recommendation 45 to one additional Nursing and Midwifery grade

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions regarding pay adjustments.

Following on from Circulars 2/2024 and 7/2024, this circular provides for the extension of recommendation 45 from the Expert Review Body on Nursing to one additional Nursing and Midwifery grade.

Recommendation 45

The grade of 241Y NURSING/ MIDWIFERY CLINICAL PLACEMENT CO-ORDINATOR will be extended by an additional scale point making Pt10 the new max of scale, and the grade will benefit from the introduction of an LSI at Pt11. These adjustments apply retrospectively wef 30 September 2023 and will be included in the next set of Department of Health Consolidated Salary Scales, however in the interim, the revised rates for this grade are set out below.

Effective Date		Pt1	Pt2	Pt3	Pt4	Pt5	Pt6	Pt7	Pt8	Pt9	Pt10	Pt11	
01/03/2025	11	€60,854	€61,862	€62,715	€64,106	€65,644	€67,154	€68,664	€70,364	€71,943	€74,658	€76,897	LSI
01/10/2024		€59,661	€60,649	€61,485	€62,849	€64,357	€65,837	€67,318	€68,984	€70,532	€73,194	€75,389	LSI
01/06/2024		€59,070	€60,049	€60,876	€62,227	€63,720	€65,185	€66,651	€68,302	€69,834	€72,469	€74,643	LSI
01/01/2024		€58,485	€59,455	€60,273	€61,611	€63,089	€64,540	€65,991	€67,625	€69,143	€71,752	€73,904	LSI
01/10/2023		€57,198	€58,146	€58,947	€60,255	€61,701	€63,120	€64,539	€66,137	€67,621	€70,173	€72,278	LSI
30/09/2023		€56,353	€57,287	€58,076	€59,365	€60,789	€62,187	€63,585	€65,160	€66,622	€69,136	€71,210	LSI

Principles related to the operational implementation of Recommendation 45

Service will be considered for persons who are currently at the 9th point of the grade listed above. Existing rules regarding international service continue to apply.

Guidance on retrospective treatment of employees on impacted grades set out above on 30.9.2023

- Employees on Pt9 of the current scale who have been on that point for one or more years at that date, move to new Pt10, subject to existing agreed eligibility.
- Employees on Pt9 of the current scale who have been on that point for four or more years at that date, move to the new LSI (Pt11), subject to existing agreed eligibility.
- Employees on Pt9 of the current scale who have been on that point for 2 years, move to new Pt10 and reach the new LSI (Pt11) on achieving 2 years, subject to existing agreed eligibility.
- Employees on Pt9 of the current scale for 3 years move to Pt10 on 30.09.23 and reach the new LSI on achieving 1 year, subject to existing agreed eligibility.
- Increment dates are unchanged.
- The point-to-point merge will have no detrimental impact on incremental credit.

Overtime

Payment in respect of overtime rendered should be calculated by reference to the revised rates detailed above.

Allowances

Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates detailed above.

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 public health service should be directed towards the HSE National Employee Relations team. Requests for clarification from NCSAs HR Managers and from HSE National Employee Relations should be raised directly with National_HR_Unit@health.gov.ie

Circulation

Please bring this circular 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