



Circular 7/2024

26th July 2024

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

Extension of the Expert Review Body Recommendation 45 to certain Nursing and Midwifery grades

Dear Sir/Madam

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

Following on from Circular 2/2024, this circular provides for the extension of recommendation 45 from the Expert Review Body on Nursing to certain additional Nursing and Midwifery grades. These adjustments will be included in the next set of Department of Health Consolidated Salary Scales, however in the interim, the revised rates and impacted list of grades are set out below.

These adjustments apply retrospectively wef 30 September 2023 and are as follows:

Recommendation 45

Certain further nursing and midwifery grades will be extended by an additional scale point making Pt10 the new max of scale, and will benefit from the introduction of an LSI at Pt11. Impacted grades are as follows:

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

The revised rates for these grades are as follows:

Effective Date		Pt1	Pt2	Pt3	Pt4	Pt5	Pt6	Pt7	Pt8	Pt9	Pt10	Pt11	
01/06/2024	11	€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 those grades 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