



Príomhoifigeach Daoine

Feidhmeannacht na Seirbhísí
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8

Chief People Officer

Health Service Executive,
Dr Steevens' Hospital,
Dublin 8, D08 W2A8

www.hse.ie
[@hselive](https://twitter.com/hselive)

t 01 635 2319
e nationalhr@hse.ie

To:

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- Each Regional Executive Officer**
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- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Regional Director of People**
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- Each HR Manager Section 38 Agencies**
- Each Employee Relations Manager**
- Each Group Director of Nursing & Midwifery**
- Each Group Director of Midwifery**
- Each Clinical Director**
- Head of HR, PCRS**
- Director National Ambulance Service**

From: Anne Marie Hoey, Chief People Officer

Date: 3rd March 2025

Subject: HR Circular 004/2025 – Application of 1 March 2025 Pay Scales

Dear Colleagues

I wish to advise that the Department of Health has issued **DOH Circular 4/2025 Implementation of pay adjustments for 1 March 2025** (Appendix 1) which should be read in conjunction with **Department of Public Expenditure NDP Delivery and Reform Circular 06/2025 Application of 1 March 2025 pay adjustments** (Appendix 2). A copy of the new Department of Health Consolidated Salary Scales with the revised pay scales for affected grades is attached at Appendix 3.

Department of Health Circular 4/2025 sets out pay increases due on 1 March 2025 as provided for under the **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 2% or €1,000, whichever is greater, with effect from 1 March 2025..

It also sets out arrangements in respect of overtime, premium rates of pay, allowances and pensions. It also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for 2025.

The other matters covered by **Department of Health Circular 4/2025** are:

- (1) Rounding anomalies for certain specified grades listed in the circular by 1 euro,
- (2) The HSCP National Lead scale has been adjusted with effect from the original grade sanction date as per revised sanction issued
- (3) In line with DOH Circular 1/2025 the allowance for Training in the Management of Aggression & Violence has been newly added to the scales
- (4) In line with DOH Circular 13/2024 the 2006 Annual Radiographer / Radiation Therapist allowance has been newly added to the scales.
- (5) The rates of pay for Ambulance Officer (grade code 6122) & Ambulance Officer, Chief (grade code 6125) have been adjusted with retrospective effect from 1 February 2022. Revised rates for each general round increase since that date are included in the attached DoH salary scales. The previous rates given for this grade should be replaced by the attached rates and applied retrospectively as appropriate from 1 February 2022.
- (6) Psychosis Key Worker, Early Intervention which was formerly grade code 3072, has been moved from the HSCP staff category to Patient & Client Care staff category where it is now assigned grade code 6522..

Please refer to **Department of Health Circular 4/2025** for further details of the adjustments to these specified grades (Appendix 1).

Please ensure that this Circular is brought to the attention of all relevant managers in your area of responsibility including HR managers, payroll and staff of your organisation as appropriate.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments. Please note that the National HR Help Desk is also available to take queries on 1800 444 925 or email: ask.hr@hse.ie

Queries from HR Departments on the contents of this Circular may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966, Email: info.t@hse.ie

Yours sincerely



Anne Marie Hoey
Chief People Officer