



**Príomhoifigeach Daoine**

Feidhmeannacht na Seirbhísí  
Sláinte Ospidéal Dr. Steevens',  
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**Chief People Officer**

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**To:**

- Chief Executive Officer**
- Each Regional Executive Officer**
- Each National Director**
- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Regional Director of People**
- Each Regional Director of Finance**
- Each CEO Section 38 Agencies**
- 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:** 1<sup>st</sup> October 2024

**Subject:** HR Circular 023/2024 - Application of 1 October 2024 pay adjustments

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Dear Colleagues

I wish to advise that the Department of Health has issued **DOH Circular 10/2024 *Implementation of retrospective pay adjustments for 1 October 2024*** (Appendix 1) which should be read in conjunction with **Department of Public Expenditure NDP Delivery and Reform Circular 14/2024 *Application of 1 October 2024 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 10/2024** sets out pay increases due on 1 October 2024 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 1% or €500, whichever is greater, with effect from 1 October 2024.

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 2024.

The other matters covered by **Department of Health Circular 4/2024** are:

- (1) Rounding anomalies for certain specified grades listed in the circular by 1 euro,
- (2) On Call and Call Out allowances for Forensic Nurse Examiners in SATU's have been added to the scales in line with HSE HR Circular 022/2024
- (3) Extension of the Expert Review Body's on Nursing's Recommendation 45 to certain additional Nursing and Midwifery grades (HSE HR Circular 020/2024 refers)
- (4) Review Body Report No. 42 on Higher Remuneration in the Public Sector increases for specified grades.

Please refer to **Department of Health Circular 10/2024** 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](mailto: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](mailto:info.t@hse.ie)

Yours sincerely



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**Anne Marie Hoey**  
**Chief People Officer**