



Príomhoifigeach Daoine

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

Chief People Officer

Health Service Executive,
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To: Chief Executive Officer
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Each National Director
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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 Office

Date: 6th December 2024

Subject: HR Circular 026/2024 - Job Evaluation Scheme for Support Staff Phase IV: 6083 General Assistant - Addiction Services

Dear Colleagues,

The Department of Health has sanctioned the following grade: **General Assistant, Addiction Services.**

This grade is to be placed on Band 1 with effect from 1st January 2021, in line with the Job Evaluation Scheme for Support Staff Phase IV report.

Grade Name	General Assistant, Addiction Services
Grade Code	6083
Pay Scale – 7 Points (Support Grade Band 1)	The current salary scale for the post at 01/10/2024: €39,710 – €40,722 -€41,906- €42,993 - €44,156 -€45,353- €46,558
Category	Patient & Client Care

The effective date of application is **1st January 2021**.

Those in General Assistant posts on the effective date should have the Band 1 pay scale applied to them with effect from 1st January 2021. The uplift to the Band 1 scale will be to the point nearest not below their rate of pay on the effective date. See Appendix 1 below. They should progress on the scale in the normal manner on their increment date.

Employees commencing **after** the effective date of the Circular, should be placed on the point of scale on which they would have commenced, had the relevant uplifted Band scale been in place in real time at 1st January 2021. They should progress on the scale in the normal manner on their increment date.

Individual existing increment dates will remain in place. Where an employee has been on the max of the previous scale and therefore does not have an increment, previous date of increment applies.

The higher rebanded rate is applicable to pension benefit calculations for retirements with effect from 1st January 2021 only. Those no longer in the grade at 1st January 2021 will have their pension benefits calculated on the basis of their rate prior to this date.

Please ensure that this Circular is brought to the attention of all relevant managers in your area of responsibility, to ensure that action is taken in relation to each employee affected by this change in pay rate and that NPA/Processing Units are provided with the correct information for each affected employee.

Queries

Queries from individual employees or managers regarding this circular should be referred to local HR Departments/Employee Relations Departments. Please note that the National HR Helpdesk is also available to take queries from employees Tel: 1800 444 925 Email: Ask.HR@hse.ie

Queries from HR Departments on the contents of this Circular may be referred to HSE National Employee Relations, HR Directorate, HSE, Oak House, Millennium Park, Naas, Co. Kildare. Email: paulj.byrne@hse.ie or martina.canavan@hse.ie

Yours sincerely



Anne Marie Hoey
Chief People Officer

Appendix 1

BAND 1

Scale at 01/10/2020	34,011	35,005	36,068	37,088	38,178	39,301	40,459
	Pt 1	Pt 2	Pt 3	Pt 4	Pt 5	Pt 6	Pt 7

General Assistant (Former scale)	Implementation date 01/01/2021 Move to Band 1
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	Scale at 01/10/2020	Point	Value
Pt 1	32,480	1	34,011
Pt 2	33,179	1	34,011
Pt 3	34,041	2	35,005
Pt 4	34,566	2	35,005
Pt 5	35,422	3	36,068
Pt 6	36,276	4	37,088
Pt 7	37,131	5	38,178
Pt 8	38,835	6	39,301