



Circular 11/2023

13<sup>th</sup> September 2023

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

### **Application of pay adjustments for 1 October 2023**

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions regarding pay adjustments in accordance with *Building Momentum - A New Public Service Agreement 2021-2023*, as reviewed, due on 1 October 2023.

This adjustment applies to all public health sector grades and should be applied, as appropriate, from 1 October 2023.

#### **General**

This circular sets out pay increases due on 1 October 2023 as provided for under *Building Momentum - A New Public Service Agreement 2021-2023* as reviewed.

The adjustments should be rounded to the nearest euro on annual pay scales and to the nearest cent on weekly pay scales. Hourly rates should be rounded to the nearest €0.001.

This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2023.

#### **Building Momentum – A New Public Service Agreement 2021-2023**

In accordance with section 3.1 of the reviewed Agreement, the annualised amount of the basic salary of public health sector employees will be increased by 1.5% or €750, whichever the greater, with effect from 1 October 2023.

#### **Overtime**

Payment in respect of overtime rendered on or subsequent to 1 October 2023 should be calculated by reference to the revised pay rates in effect from 1 October 2023.

#### **Premium Rates of Pay**

Premium rates of pay payable in respect of or subsequent to 1 October 2023 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay in effect from 1 October 2023.

#### **Allowances**

Allowances in the nature of pay for public health sector employees may be increased by 1.5% from 1 October 2023.

Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay in effect from 1 October 2023.

### Pensions

The principle of pay parity in pension increases for pre-existing schemes has been agreed up to the end of 2023, in line with the amended agreement under Building Momentum. Public health sector pension increases should be passed on to pensions in line with that policy.

For further guidance, or to determine if a historic increase is due to pensions in payment for pre-existing schemes, please refer to DoH Circulars 9/2021, 10/2021, 10/2022 and 3/2023.

Single Public Service Pension Scheme ('Single Scheme') pensions are uprated in-line with the Consumer Price Index (CPI), subject to a separate instruction from DPENDPDR. Therefore, Single Scheme pensions in payment in respect of former public health sector employees, will not be adjusted with reference to the revisions of basic pay set out above.

Additional Superannuation Contributions: The ASC rates for 2023 are unchanged. Below are the current rates of ASC, as provided for in Part 4 of the Public Service Pay and Pensions Act 2017.

#### Thresholds/Rates in 2023

Member of a standard accrual pension scheme	Member of a fast accrual pension scheme	Member of the Single Scheme
€0 - €34,500 @ 0%	€0 - €28,750 @ 0%	€0 - €34,500 @ 0%
>€34,500 - €60,000 @ 10%	>€28,750 - €60,000 @ 10%	>€34,500 - €60,000 @ 3.33%
>€60,000 @ 10.5%	>€60,000 @ 10.5%	>€60,000 @ 3.5%

### Outstanding Sectoral Bargaining Adjustments for 1 February 2022 for Medical Grades

Sectoral Bargaining adjustments for medical grades for 1 February 2022 will issue by separate cover when agreed.

### 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 NCSAs and from HSE National Employee Relations should be raised directly with [National\\_HR\\_Unit@health.gov.ie](mailto:National_HR_Unit@health.gov.ie)

### Circulation

Please bring this circular and attached set of Department of Health Consolidated Salary Scales for 1 October 2023 to the attention of relevant 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