



Stiúrthóra Náisiúnta,  
Acmhainní Daonna

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**To:**

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- Each National Director**
- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHOs**
- Each Head of HR CHOs**
- Head of HR, PCRS**
- 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**
- Director National Ambulance Service**

**From:** Anne Marie Hoey, National Director of Human Resources

**Date:** 18<sup>th</sup> September 2023

**Subject:** HR Circular 021/2023: Application of pay adjustments for 1 October 2023

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Dear Colleagues

I wish to advise that the Department of Health has issued **Circular 11/2023 Application of pay adjustments for 1 October 2023 (Appendix 1)** which should be read in conjunction with **Department of Public Expenditure NDP Delivery and Reform Circular 11/2023 Application of 1 October 2023 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**.

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. 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 is the greater, with effect from 1 October 2023.

**Department of Health Circular 11/2023** 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 the year 2023.

Please note that the outstanding sectoral bargaining adjustments for medical grades for 1 February 2022 will issue by separate cover when agreed.

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 1850 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**  
**National Director of Human Resources**