



Ceann na Seirbhíse do Dhaoine
Scothaosta
FSS an Iardheiscirt
Teach Caha,
Páirc Ghnó & Teicneolaíochta,
Bóthar na Modh Feirme,
Corcaigh

Head of Service for Older Persons
HSE South West
Caha House, Business & Technology Park
Model Farm Road
Cork
Eircode: T12 XHT4

southwest.hse.ie
Tel: 021 4923854
E: Jackie.daly@hse.ie

10th October 2025

Minister Michael Healy-Rae, T.D.,
Dáil Éireann
Dublin 2

PQ ref 52684/25

“To ask the Minister for Health if the pay imbalances for healthcare assistants in Cork and Kerry will be reviewed (details supplied); and if she will make a statement on the matter”.

Details Supplied: Minister, Healthcare Assistants in Cork and Kerry are faced with significant imbalances in terms of pay rates, as they are not being paid overtime after 39 hours. Their payments are calculated over a monthly basis rather than a weekly one, and a WRC agreement for Cork and Kerry workers where they were owed 15 minute break money from 2018 to 2021 has not materialised. They are currently in the process of threatening industrial action as a result. Could you please clarify if these imbalances in terms of pay will be addressed?

Dear Minister Healy-Rae,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, which you submitted to the Minister for Health for response.

There is no disparity in pay between Health Care Assistant staff in Cork and Kerry. Employee pay rates are related to the contracted hours undertaken by a staff member. The HSE's Health Care Assistant pay scale is a structured incremental scale with defined points which progress annually with experience and training.

Health Care Assistants are offered contracts of up to 39 hours and some remain on less than a full 39 hour contract by choice. Overtime rates are only incurred once an employee reaches 39 hours whether they have a contract of 39 hours or not. Commensurate with terms for all employees across our disciplines, you must work more hours than the standard weekly working hours for a full-time employee in your grade to be eligible for overtime rates.

In relation to the 15 minute paid break issue 2018-2021, this is currently being addressed through engagement between staff representative organisations and the HSE's National Older Persons office and we await further updates in this regard.

I trust this clarifies the position and if you require any further information, please do not hesitate to contact me.

Yours sincerely,

Jackie Daly
Head of Service for Older Persons