



Circular 15/2022

23<sup>rd</sup> December 2022

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

**Re: Pharmacy Grades**

Dear Colleague

Clause 2.7 of the extension to the national pay agreement Building Momentum provided for “the implementation of the Mc Loughlin Report with a view to commencing implementation from December 1<sup>st</sup> on a cost neutral basis.” Accordingly, the HSE and the Department of Health have reached agreement with Forsa to introduce a revised pay-scale for Pharmacists (grade code 3247) and to introduce new grades of Pharmacist Executive Manager.

**A. Revised Pharmacist scale**

1. Effective from the 1<sup>st</sup> of December 2022 a revised Pharmacist scale (grade code 3247) shall apply. This scale will see the removal of the first 3 points of the existing scale and will result in an adjustment to salary for most, but not all of those on the existing scale. Please see Table 1 below

	1	2	3	4	5	6	7	8	9	10	11	12	13	
Current 1/10/2022	37,180	40,051	41,075	44,265	47,295	50,361	53,473	56,653	59,851	63,109	66,425	69,804	<b>71,161</b>	<b>LSI</b>
New scale 1/12/2022	44,265	47,295	50,361	53,473	56,653	59,851	63,109	66,425	69,804	<b>71,161</b>	<b>LSI</b>			
Assimilation old to new	44,265	47,295	50,361	53,473	56,653	59,851	63,109	66,425	69,804	69,804	69,804	69,804	<b>71,161</b>	<b>LSI</b>

- Those currently on Points 12 and 13 will see no increase in salary. Point 13 remains a Long Service Increment with normal rules applying.
- The old salary scale will be maintained in the Department of Health Consolidated Salary Scales for pension purposes.
- The new salary scale is applicable only to those in post with effect from 1<sup>st</sup> December 2022 and does not apply to those in receipt of a pension.
- Human Resources shall issue a letter to each employee affected, identifying the new point on salary.

**B. New grades of Pharmacist Executive Manger**

1. It has been agreed that a new grade of Pharmacist Executive Manager (PEM) shall be introduced and that a salary scale commensurate with the Hospital Model the PEM is employed in shall be applied, as follows:

- Band 4 Hospitals- Pharmacist Executive Manager 3- Grade code 3244
- Band 3 Hospitals- Pharmacist Executive Manager 2- Grade code 3245
- Band 2 Hospitals- Pharmacist Executive Manager 1- Grade code 3246

2. These new grades will be introduced with effect from the 1<sup>st</sup> of December 2022.

3. Table 2 Salary scales for new Pharmacist Executive Manager grades

Grade	Date Effective	Pt1	Pt2	Pt3	Pt4	Pt5	Pt6
Pharmacist Executive Manager 3	01/12/2022	108,671	112,903	117,132	121,361	125,590	
Pharmacist Executive Manager 2	01/12/2022	101,522	105,754	109,983	114,212	118,441	
Pharmacist Executive Manager 1	01/12/2022	75,164	80,247	83,217	86,889	90,811	94,870

4. In the first instance, these posts will be filled by designation of existing Chief Pharmacist. Placement on the new scale will be point to point.
5. Human Resources will issue a new contract and job description to those appointed to all three grades.
6. The old salary scale will be maintained in the Department of Health Consolidated Salary Scales for pension purposes.
7. The new salary scale is applicable only to those in post with effect from 1<sup>st</sup> December 2022.

### General Queries

Requests for clarification from individual employees should be directed to the employees own HR Manager where they are employed. Requests for clarification from HR Managers in the NCSAs and from the HSE National Employee Relations Service should be raised directly with [National\\_HR\\_Unit@health.gov.ie](mailto:National_HR_Unit@health.gov.ie)

### Circulation

Please bring this circular to the attention of relevant hr managers, payroll and staff of your organisation as appropriate. The HSE is also requested to bring this circular to the attention of relevant Section 38 employers.

Yours sincerely



Margaret Campbell, Principal Officer  
People, Pay and Superannuation Unit