



Circular 3/2023

21 February 2023

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

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

Dear Sir/Madam

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

This adjustment applies to all public health sector grades. The pay adjustment should be applied, as appropriate, from 1 March 2023.

#### **General**

This circular sets out pay increases due on 1 March 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 staff will be increased by 2% with effect from 1 March 2023.

#### **Overtime**

Payment in respect of overtime rendered on or subsequent to 1 March 2023 by members of certain grades to which this circular applies should be calculated by reference to the revised pay rates in effect from 1 March 2023.

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

Premium rates of pay payable in respect of or subsequent to 1 March 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 March 2023.

#### **Allowances**

Allowances in the nature of pay for public health sector employees to whom this circular applies may be increased by 2% from 1 March 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 March 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, i.e. a 2% increase with effect from 1 March 2023.

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, and 10/2022.

Single Public Service Pension Scheme ('Single Scheme') pensions are uprated in-line with the Consumer Price Index (CPI). Therefore pensions in payment in respect of former public servants who served in grades to which this circular applies, 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%

## Other Amendments

### Amendments to certain grades impacting on previously issued scales dated 1.2.2022, 2.2.2022 and 1.10.2022

The consolidated salary scales attached to this circular also contains revised figures resulting from the agreed realignment of bargaining units for the scales issued wef 1.2.2022. These realignments have implications for the rates of pay previously published by the Department for the scales dated 2.2.2022 and 1.10.2022 for the following grades only:

- 6200 - Health Promotion & Improvement Officer
- 6300 - Health Promotion & Improvement Officer, Senior
- 6001 - Assessment of Need Officer
- 6120 - Clinical Paramedical Supervisor

### Sectoral Bargaining adjustments for 1.2.2022 for certain dental grades

In line with Department of Health circular 2/2023, sectoral bargaining increases for certain dental grades are agreed and rates of pay are included for 1.2.2022 as well as revised rates for 2.2.2022 and 1.10.2022. Sectoral Bargaining adjustments for the remaining Medical Grades will issue by separate cover when agreed.

## 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 and attached set of Department of Health Consolidated Salary Scales 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