



Circular 6/2025

21st July 2025

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

Implementation of pay adjustments for 1 August 2025

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions regarding pay adjustments, in accordance with the *Public Service Agreement 2024-2026*. The adjustments set out below are included in the attached Consolidated Salary Scales and should be applied, with effect from 1 August 2025.

General

This circular sets out pay increases due on 1 August 2025 as provided for under the *Public Service Agreement 2024-2026*.

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 €0.01.

This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2025.

Public Service Agreement 2024-2026

In accordance with Section 3.1 of the Agreement, the annualised amount of the basic salary of public health sector employees will be increased by 1%, with effect from 1 August 2025.

Overtime

Payment in respect of overtime rendered on or subsequent to 1 August 2025 should be calculated by reference to the revised pay rates in effect from 1 August 2025.

Premium Rates of Pay

Premium rates of pay payable in respect of or subsequent to 1 August 2025 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 August 2025.

Allowances

Allowances in the nature of pay for public health sector employees are increased by 1% from 1 August 2025.

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 August 2025.

Other adjustments included in the attached DoH Consolidated Salary Scales

Single euro rounding anomalies adjusted with effect from 1 August 2025

- **2918** Director of Midwifery Band 3 (POINT 5)
- **3039** Laboratory Scientist (PALs) **for new appointees to this grade from 17.06.22** (POINTS 2, 3, 4, 5, 8, 9, 11 & 12)
- **3113** Surveillance Officer, Public Health (POINTS 3, 5, 9, & 12)
- **6122** Chief Ambulance Officer (Points 1, 2, 4, 6 & 7)

3222 LYMPHOEDEMA SPECIALIST

There was a typo on the original sanction letter, point 5 for Lymphoedema Specialist (3222) should have been €64,646 for 1/10/2023, not €64,466 as originally stated. This has been corrected back as far as 1/10/2023 in the salary scales.

The National Rehabilitation Hospital CEO

This post has been regraded from 0072 Band H2 to 0073 Band H3 for new NRH CEOs in post wef 1.1.2025. The 0072 Band H2 rate applies for pension benefit calculations for CEOs newly in post between 14.9.2015 and 31.12.2024.

Director of Nursing

Annual Allowance for Director of Nursing added retrospectively to 01/06/2024 as part of the original WRC process, and Labour Court Rec 22075 ensuring a uniformity around on call allowances

Obsolete Grades

0511 Chief Finance Officer, Hospital Groups and 0512 Chief Operations Officer, Hospital Groups have been made obsolete Wef: 01/08/2025

Pensions

The principle of pay parity in pension increases for pre-existing public service schemes has been agreed up to the end of 30 June 2026, in line with the Public Service Agreement 2024-2026. Public health sector pension increases should be passed on to pensions in line with that policy. Guidance on the methodology for calculating these pension increases is appended to the letter 'Application of "Pay Parity" as Pension Increase Policy, in line with the Public Service Agreement 2024-2026' dated 24 September 2024 (attached).

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 (ASC)

The ASC rates for 2025 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 2025

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%

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.

Circulation

Please bring this circular and attached set of Department of Health Consolidated Salary Scales to the attention of 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
National Employee and Industrial Relations
Resources Division