



**Príomhoifigeach Daoine**

Feidhmeannacht na Seirbhísí  
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**Chief People Officer**

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**To:**

- Chief Executive Officer**
- Each Regional Executive Officer**
- Each National Director**
- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Regional Director of People**
- Each Regional Director of Finance**
- 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**
- Head of HR, PCRS**
- Director National Ambulance Service**

**From:** Anne Marie Hoey, Chief People Officer

**Date:** 28<sup>th</sup> July 2025

**Subject:** HR Circular 014/2025 - Application of 1 August 2025 Pay Adjustments

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Dear Colleagues,

I wish to advise that the Department of Health has issued **DOH Circular 6/2025 *Implementation of pay adjustments for 1 August 2025*** (Appendix 1) which should be read in conjunction with the **Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation Circular 16/2025 *Application of 1 August 2025 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.

**Department of Health Circular 6/2025** sets out pay increases due on 1 August 2025 as provided for under the ***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.

It also 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 2025.

The other matters covered by **Department of Health Circular 6/2025** are:

- (1) Rounding anomalies for certain specified grades listed in the circular by 1 euro;
- (2) Correcting a typographical error on the Lymphoedema Specialist (3222) scale point 5;
- (3) Rebanding the National Rehabilitation Hospital CEO post;
- (4) Annual Allowance for Director of Nursing added retrospectively to 01/06/2024 as part of the original WRC process, and Labour Court Rec 22075
- (5) Grades 0511 Chief Finance Officer, Hospital Groups and 0512 Chief Operations Officer, Hospital Groups have been made obsolete with effect from 01/08/2025.

Please refer to **Department of Health Circular 6/2025** for further details of the adjustments to these specified grades (Appendix 1).

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 1800 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



**Anne Marie Hoey**  
**Chief People Officer**