



Circular 1/2026

03/02/2026

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

Implementation of pay adjustments for 1 February 2026

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 should be applied, with effect from 1 February 2026.

General

This circular sets out pay increases due on 1 February 2026 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 2026.

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% or €500, whichever is greater, with effect from 1 February 2026.

Overtime

Payment in respect of overtime rendered on or subsequent to 1 February 2026 should be calculated by reference to the revised pay rates in effect from 1 February 2026.

Premium Rates of Pay

Premium rates of pay payable in respect of or subsequent to 1 February 2026 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 February 2026.

Allowances

Allowances in the nature of pay for public health sector employees are increased by 1% from 1 February 2026.

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 February 2026.

Other adjustments to pay scales/allowances included in the attached Consolidated Salary Scales

Review Body on Higher Remuneration in the Public Sector - Report 42

The following grades have been retrospectively increased by 6% in total (5% re Report 42 and 1% general round) w.e.f. 5.7.21:

0016 - CHIEF FINANCIAL OFFICER (HSE)
0017 - NATIONAL DIRECTOR, HUMAN RESOURCES (HSE)
0045 - NATIONAL DIRECTOR, COMMUNICATIONS (HSE)
0050 - CHIEF INFORMATION OFFICER (HSE),
0058 - NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE)
0059 - NATIONAL DIRECTOR, HOSPITAL CARE (HSE)
0060 - NATIONAL DIRECTOR, MENTAL HEALTH (HSE)
0061 - NATIONAL DIRECTOR, PRIMARY CARE (HSE)
0062 - NATIONAL DIRECTOR, SOCIAL CARE (HSE)
0064 - CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE
0448 - NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)
0509 - ASSISTANT NATIONAL DIRECTOR (SERVICES)
0065 - NATIONAL DIRECTOR, ACCESS & INTEGRATION (HSE)
0068 - NATIONAL DIRECTOR, HEAD OF STRATEGIC INFRASTRUCTURE CAPITAL DELIVERY (HSE)

The following grades have been retrospectively increased by 3.3% in total (2.3% re Report 42 and 1% general round) w.e.f. 5.7.21:

0420 - ARCHITECTURAL ADVISER, CHIEF
0508 - ASSISTANT NATIONAL DIRECTOR (SUPPORT)

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.

Single Public Service Pension Scheme ('Single Scheme') pensions are updated 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 2024 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 2024

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

A handwritten signature in cursive script that reads "Michael O'Leary". The signature is written in black ink and is positioned above the typed name.

Michael O'Leary
Principal Officer
National Employee & Industrial Relations Unit
Resources Division