



## Memo

**To:** Chief Executive Officer  
Each Regional Executive Officer  
Each National Director  
Each Assistant National Director HR  
Each Assistant Chief Finance Officer  
Each Hospital Group CEO  
Each Hospital Group Director of HR  
Each Chief Officer CHO  
Each Head of HR CHO  
Head of HR, PCRS  
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  
Director National Ambulance Service

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

**Date:** 2<sup>nd</sup> July 2024

**Subject:** HR Memo 032/2024 - New NAS Paramedic and EMT Grade Codes

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Dear Colleagues,

The Department of Health have sanctioned the creation of the following grades which are to be used to both accurately record and report this staff cohort and for the purposes of subsequent financial allocation, specifically related to this cadre of staff.

<b>Grade Title</b>	Emergency Medical Technician, Registered
<b>Grade Code:</b>	3194
<b>Staff Category:</b>	Health & Social Care Professionals
<b>Pay Scale:</b>	The salary scale for the post is (01/01/2024): €33,361 - €35,187 - €36,284 - €37,035 - €37,685 - €38,527 - €39,041 - €39,916 - €40,815

<b>Grade Title</b>	Paramedic, Registered
<b>Grade Code:</b>	3195
<b>Staff Category:</b>	Health & Social Care Professionals
<b>Pay Scale:</b>	The salary scale for the post is (01/01/2024):€35,284 - €36,118 - €37,480 - €38,226 - €38,792 - €39,693 - €40,605 - €41,509 - €43,320 - <b>€44,989 (LSI)</b>

<b>Grade Title</b>	Paramedic, Student
<b>Grade Code:</b>	3190
<b>Staff Category:</b>	Health & Social Care Professionals
<b>Pay Scale:</b>	The salary scale for the post is (01/01/2024): €33,210 - €33,640 - €34,070 - €34,400

**Emergency Medical Technician:** In respect of the establishment of a new EMT grade, the Department of Health sanctions a red circling arrangement in respect of pay, strictly on a personal to post holder basis for NAS employees currently on grade code 6132, who are in receipt of a higher rate of pay than that which is sanctioned for this grade. , However, that cohort of NAS employees, as well as NAS employees coded to 6133 and 413y must be recoded to the new EMT code when it is established.

**Paramedic:** The Department understands that Paramedics are currently coded to the existing EMT grade (code 6463) which is an 11pt pay scale. This new Paramedic pay scale has been creating by dropping the first point of existing EMT 6463, resulting in a shortened 10pt pay scale. In migrating to Paramedic 3195, no existing Paramedic will experience any change to their rate of pay. Any guidance that issues from the HSE in respect of the new Paramedic grade must clearly set this out. On qualification and taking up post, all new Paramedics appointed to 3195 will commence on point 1 of the new Paramedic 10pt scale.

**Student Paramedic:** In recognition of challenges to the recruitment of this grade, the Department of Health sanctions the red circling of existing pay for any suitable Health Service employee who may wish to retrain to become a Paramedic, strictly on a personal to holder basis for the duration of the Student Paramedic training. The grade of EMT Student (code 6453), must be made obsolete without delay, and all existing employees recoded as appropriate.

To note for SAP sites, confirmation has been received from SAP Centre of Excellence that the new grade codes are now available for use on SAP.

## Queries

General queries in relation to these grade codes should be directed to: Strategic Workforce Planning & Intelligence, National HR. **Email:** [workforcedata@hse.ie](mailto:workforcedata@hse.ie)

Queries in relation to Terms & Conditions of employment should be directed to: HSE National Employee Relations. **Email:** [info.t@hse.ie](mailto:info.t@hse.ie)

Yours Sincerely



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