

WRC Webinar – Section 56 Organisations

Questions & Answers

1. Q. Should the 2025 payroll calculation be done using current rates of pay, excluding the proposed WRC increases for 2025?

A. Yes exclude any new proposed WRC increases under the latest WRC Agreement. Tusla will calculate the WRC payment from your current Tusla funded gross pay costs etc. for 2024 and estimate costs (again excluding the latest WRC increase) for 2025.

2. Q. How should we apply the payment increase when we have the company increments in the same period? E.g: 1st increase 2.25%, from Oct 24 to March25, and the staff receive the company increment on 20/03/2025. So the next increment 1% from April 25 is considering the hourly rate with the company increase or we should disregard our company increments?

A. Any internal agreement to increase staff pay outside the wrc agreement is a decision for your organisation, provided it is in line with the total Tusla funded payroll costs which were agreed with Tusla for the provision of S56 services in 2025.

3. Q. What if a post is part funded by section 56 and the remainder by non gov grants?

A. Your WRC calculations can only be based on the Section 56 funding you receive from us i.e. Tusla funding not other streams of funding.

4. Q. If the position is paid by Local Tusla will the WRC still come from National Tusla? Also is the WRC increase based on the original salary or on the increased Salary?

A. All funding received from Tusla whether National or Local should be declared by your service and this will give the overall payment due under the WRC agreement. The WRC increase for 2024 will be based on your actual 2024 gross pay costs for Tusla funded posts, plus your actual employer PRSI and employer pension contributions, if applicable and funded by Tusla. Your WRC increase for 2025 will be based on a combination of your actual and estimated gross pay, employer PRSI and employer pension contribution costs.

You should not however include an increase under this latest WRC Agreement as part of those figures.

5. **Q. The template we received this week asks for staff projections for 2025, should we include the percentage wrc payments in these figures or not include them?**

A. Please do not include the percentage wrc payments in these figures. Tusla will calculate these figures based on the 2025 payroll costs submitted by your agency.

6. **Q. Our organisation charges a management charge to TUSLA and this includes payroll costs for our 'head office' staff. Can we include the payroll portion of this charge in the payroll workings in the claim form? This management charge is shown separately from payroll costs in our SLAs?**

A. Yes, please include any pay related costs which are being funded by Tusla for the provision of Section 56 services and ensure this costing is declared on any of your SLA -Part Bs.

7. **Q. Is it ok if it is included in management charge and not payroll costs in the SLAs?**

A. There is a staff cost field on the Part B funding details page. I would ensure you have detailed the staff costs from the management fee in this field.

8. **Q. When working out the 2nd or 3rd etc increase is the % rise based on the 1st pay rate plus after first rise or on the first pay rate again always. In other words, is it cumulative?**

A. It is cumulative. Tusla will calculate the WRC claim amounts due and so please **do not** include the new round of increases in the gross pay costs included on the claim form.

9. **Q. What if the SLA is still outstanding?**

A. In order to receive this payment the SLA must be fully signed by both the organisation and Tusla manager.

10. **Q. When we input estimated 2025 figures is that including rises ahead for the year and the back dated ones as well?**

A. When inputting 2025 figures it will be your estimated Tusla funded pay cost until the end of the year excluding the increases under this latest WRC agreement.

11. Q. Would it be possible for you to send us links to the relevant pay scales (or documents) to compare our salaries to?

A. As previously highlight, the specified pay increases can only be claimed where it **does not take** an in-scope employee **above** the relevant, or nearest equivalent Health Sector Consolidated Salary Scales as issued by the Department of Health.

For the purpose of the first increase, i.e. the 2.25% increase from October 2024 to March 2025, the relevant Health Sector Consolidated salary scales are:

- the October 2024 salary scales for salary payments made between October 2024 and February 2025 and,
- the March 2025 salary scales for salary payments made in March 2025.

For the purposes of the second and third increase; i.e. the 1% increase from April 2025 and the 2% increase from November 2025, the relevant Health Sector Consolidated salary scales is the current March 2025 salary scales.

Please see the attached link for the Department of Health Pay scales

- [OCTOBER 2024 pay scale](#)
- [MARCH 2025 pay scales](#)

12. Q. If we start the form today and continue another day / time - will it safe the data we inputted?

Please complete within the same day as there is no guarantee that the file will be saved if left overnight.

13. Q. Section 56 funded staff member has left the organisation. Do we return funds for this employee?

A. Yes you should include any payroll costs incurred in either 2024 and 2025 where this former staff member was in a Tusla funded post for the provision of Section 56 services.

14. Q. How can we pay existing staff that have left? Their revenue details etc is no longer valid?

A. Staff who have left but are within the time scope are entitled to this payment. Please link with your own internal payroll processes to establish a mechanism to pay such staff

15. Q. What date do we actually process the first increase and include in payroll?

A. Once the claim form has been completed correctly (and no further information and/or queries arise), Tusla will endeavour to process the payment by the end of Q3 2025. Organisations should then process the payment increase to their staff as soon as possible thereafter.

16. Q. Is this just for employees directly funded under these agreements or can we include all staff who are partially funded?

A. Only include staff funded by Tusla or the Tusla portion of staff salaries where staff are partially funded by other agencies.

17. Q. Does this include CYPSC funded roles?

A. Yes

18. Q. Do we include Dormant Account one off payments in total annual Tusla Funding allocation figure?

A. Yes pay costs associated with Dormant Account Funding are eligible for the WRC agreement.

19. Q. We received dormant accounts funding administered by Tusla last year. Is this included in total section 56 funding?

A. Yes

20. Q. If your organisation has more than one SLA, do you include all funding etc on one claim form or do you need to do a separate form for each SLA?

A. One form per organisation for all Part Bs combined. CRS may vary where we have issued separate guidance

21. Q. Under the WRC pay agreement, we understand that salary rates for Section 56-funded posts must not exceed the relevant HSE October 2024 consolidated scale for the equivalent grade. How do we confirm that we have assigned the correct HSE grade to each role in our organisation?

A. The specified pay increases can only be claimed where it **does not take** an in-scope employee **above** the relevant, or nearest equivalent Health Sector Consolidated Salary Scales as issued by the Department of Health.

For the purpose of the first increase, i.e. the 2.25% increase from October 2024 to March 2025, the relevant Health Sector Consolidated salary scales are:

- the October 2024 salary scales for salary payments made between October 2024 and February 2025 and,
- the March 2025 salary scales for salary payments made in March 2025.

For the purposes of the second and third increase; i.e. the 1% increase from April 2025 and the 2% increase from November 2025, the relevant Health Sector Consolidated salary scales is the current March 2025 salary scales.

A. Where you are unsure what the nearest equivalent Health Sector Consolidated Salary Scale is for one of the Tusla funded roles you should consult with your local Commissioner and use the nearest equivalent salary scale as agreed with them.

22. Q. Can we get clarification on what the HSE equivalent grades are for Family Support Workers, Administrator, Coordinator, Community Dev Worker etc?

A. The National FRC Forum are currently developing a response to this, and we will share with all FRCs once available.

23. Q. Where there was a backpay element paid in 2024 - some of which related to 2023 how do we reflect this gross pay figure for 2024?

A. It is only the gross pay for 2024 which should be reflected on your claim.

24. Q. We have staff paid from Tulsa locally as well and also under the Preparing for life programme. Should their income be included?

A. All section 56 payments are covered (national regional local) pay elements.

25. Q. Where does all this fit with the EU Pay Transparency Directive going live in June 2026, where an organisation needs pay equalisation across the whole organisation. If we provide 9.25% to one group of staff, it will be out of kilter with the remaining staff and our pay scales?

A. We understand your predicament, but we can only issue payments out on funding under Section 56s as agreed by the WRC.

26. Q. Some confusion re HSE rates of pay and Tusla for positions like FSW. Can we have clarification on this?

The National FRC Forum are currently developing a response to this and we will share with all FRCs once available.

27. Q. What about staff that are on Maternity leave-I am assuming we have to pay then the back pay and re calculate their “backpay “ that has accrued until they return to work?

A. Yes, staff on maternity leave should be paid as soon as the WRC payment is received by your organisation. This can be applied by your payroll administrator as is and/or you may need to supply such staff with a back payment.

28. Q. If 2024 pay included non-paid leave (parental leave / long term sick) - however 2025 estimates are not known, how will these figures be captured going forward if these are not included it will lead to a greater deficit in funding. These are not vacant posts.

A. The WRC agreement relates to actual pay but we are understanding of the predicament you are in.

29. Q. Has it been discussed at some level that the roles within FRC's are equivalent to the HSE scale, in other words has it been decided what scale do Administrators equate to?

A. The National FRC Forum are currently developing a response to this and we will share with all FRCs once available.

30. Q. If an employee left in Nov 2024 and they were replaced by a new employee. Is there a section to put in the employee who left?

A. The claim form does not break down per individual employee this will be a requirement of the service to work out the pay per employee. However, when completing the form and providing the associated gross pay etc. costs, you should include the costs actually incurred for the employee who left their Tusla funded post in November, and then the costs for the new employee from the date they commenced. No pay costs should be included for any gap in between, i.e. when the post was vacant.

31. Q. We have staff funded under ESF funding drawdown through tusla are they included in this?

A. Yes

32. Q. What if the part A is signed but the part B is still outstanding?

A. Please link with your local commissioner to discuss as the Part B must be accepted in order for it to be a valid contract.

33. Q. When should we hope to start receiving payments?

A. Once your claim form has been submitted correctly to Tusla by the 22nd August 2025 and reviewed (with no further information or clarifications being required), then Tusla will endeavour to process the payment by the end of end Q3 2025.

34. Q. Should the gross pay for calculations include the already WRC payment made?

A. Yes, the gross pay figures provided should include any increases previously received under the 2023 WRC agreement. The gross pay figures should not however include any estimate under this new 2025 WRC Agreement.

35. Q. Are new staff entitled to the payments? Even if they only started in 2025?

A. Yes, from staff are entitled to the pay increase from their start date in 2025. The salary should not go above the relevant Department of Health Consolidated salary scales.

36. Q. Our company transferred FRC staff to HSE scales earlier this year. This has meant the company is now part funding our salaries. Am I correct in assuming we use our pre increase salaries on the claim submission?

A. Yes, you only include the portion of salaries that are funded by Tusla.

37. Q. If a person has left the company do we back date and make the payment to them also?

A. We would initially suggest that you pay existing staff, but your administrators should also claim the cost of staff who have vacated their Tusla funded (fully or in part) posts since 1 October 2024 and agree and implement a process to pay those impacted former staff under the WRC Agreement. The costs claimed for these former staff members should only cover the relevant period that they were employed by the organisation and entitled to Tusla funded pay.

38.Q. If a staff member has left employment to take up a new post during 2025 are they entitlement to the increase?

A. Yes.

39.Q. Does Ukrainian Support worker funding from Tusla fall in under this WRC process too?

A. Yes.

40.Q. Total TUSLA funding to be entered does this include Counselling funding/dormant account funding etc?

A. Yes, please include all funding received from Tusla.

41. Q. The WRC agreed increases are based on pay from 2023 - however staff are on yearly increments - therefore this dilutes our overall Tusla funding - leaving less for overheads etc. Any comments?

A. The WRC agreement shall be applied to relevant staff members salaries based upon their current increment and if there is any deficit the WRC payment can be utilised to cover.

42.Q. If there is a Support charge on an SLA say 10% and most of that charge relates to Salaries of the Central Support team, can that amount be included in the claim?

A. Any staff costs throughout the service are eligible for WRC payments. This will need to be included in your claim form.

43. Q. Re auto enrolment if over 60 basically others are getting a pay rise and the over 60 year olds are not.

A. This is a separate issue which we have not received government advise on yet.

44. Q. If the 2024 actual costs included staff who were not paid due to sick leave or parental leave how will this effect funds going forward?

A. It is the actual Tusla funded staff costs which the services have incurred throughout the 2024 period.

45. Q. Is it a separate form for each SLA?

A. No there is one form for each agency apart from a number of CRS agencies which have been communicated with separately.

46. Q. There are significant challenges within this process, within a small counselling team in terms of dividing up posts and salaries, when all staff provide services to children and families?

A. We understand your predicament, unfortunately we are required to work within the parameters of the WRC Agreement.

47. Q. We have 3 SLAs, one for FRC one for Family Support, will agreement of WRC to FRC scales create a difference to FSW in one organisation?

A. The WRC Agreement is associated with actual pay costs and not with differences in service type or job title classification.

48. Q. If the vacant post is due to be filled in the coming weeks do we add this to the claim for the remainder of 2025?

A. You can claim for this if there is a known start date, but should the recruitment process not be underway, or have advanced to a point of certainty, you are unable to claim.