

HEALTH SECTOR

CONSOLIDATED SALARY SCALES IN ACCORDANCE WITH THE FEMPI ACTS, THE PUBLIC SERVICE AGREEMENTS AND THE PUBLIC SERVICE PAY AND PENSIONS ACT 2017

These scales must be read in conjunction with Department of Health Circular 4/2025

The Public Service Agreement 2024-2026 gives effect to the following adjustments effective 1st March 2025:

An increase to the annualised basic salaries for public servants of 2% or €1,000, whichever is greater.

An increase of 2% to allowances in the nature of pay

The sanction of the Minister is now conveyed for the application of these revised rates as appropriate with effect from 1st March 2025

Your attention is drawn to section 12 of the FEMPI 2015 Act which provides details of the consequences of the inclusion of unapproved terms and conditions in the contract of employment of public servants and which provides for related matters, including the recoupment of unapproved payments.

Sessional rates may not be used in respect of any new employee recruited on or after 28 March 2014 and the continued use of sessional rates in relation to those already in receipt of them is also currently being reviewed. The relevant sessional rates are highlighted † in the Consolidated Salary Scales.

COMPLIANCE WITH HEALTH SECTOR PAY POLICY (as set out in DoH Circular 11/2013)

1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 March 2025), as sanctioned by the Minister for Health and approved by the Minister for Public Expenditure and Reform, set out current salaries for public health service staff. These salary scales must be strictly adhered to and in no circumstances should an employee receive remuneration in the nature of pay and allowances of an amount greater than the amount prescribed for the relevant grade. The Department of Health Circular 11/2013 defines remuneration as basic salary, allowances and all other benefits in cash or in kind, together with general terms in regard to superannuation, holidays, sick leave etc., approximating to health service norms.

Non-Exchequer sources of funding may not be used to supplement approved rates of remuneration.

It is noted that the standard Service Arrangement between the Section 38 providers and the HSE requires that remuneration in Section 38 bodies conforms to public sector pay norms. Attention is drawn to the following provisions in particular;

- Section 3.2(c) (ix): Providers shall not pay nor subsidise salaries, expenses or other perquisites which exceed those normally paid within the public sector.
- Section 17.5: The Provider will adhere to the consolidated salary scales where they apply and is not authorised to pay salaries in excess of the consolidated scales for approved grades.

2. Financial Emergency Measures in the Public Interest Acts 2009 - 2015

The 2009 Act provided for reductions of public service pay rates with effect from 1 January 2010 and was amended by the 2013 Act to effect further reductions for employees earning over €65,000 per annum. The 2015 Act provides for an increase in the remuneration of certain grades in the public service.

Under Section 5(1) of the 2013 Act, a public servant whose pay has been reduced in accordance with the Act is not entitled to receive remuneration greater than the amount so determined. Additionally, no person or body responsible for paying the remuneration of a public servant is entitled to pay remuneration of an amount greater than the amount so determined. Accordingly, with the exception of the very limited arrangements under Section 6 of the 2013 Act, which requires the sanction of the Minister for Public Expenditure and Reform, it is not open to any public service employer to implement an increase in remuneration for public servants outside of the increases provided for in the 2015 Act and adjustments agreed as part of the public service stability agreements.

Your attention is drawn to section 12 of the 2015 Act which provides details of the consequences of the inclusion of unapproved terms and conditions in the contract of employment of public servants and which provides for related matters, including the recoupment of unapproved payments.

3. Allowances **** NO UNAPPROVED ALLOWANCES MAY BE PAID ****

As a general rule, only allowances included in the Department of Health Consolidated Salary Scales may be paid. Such allowances may be paid only in respect of those duties and grades specified in the Consolidated Salary Scales and at the approved rate, e.g. on-call allowances are payable only to those grades such as NCHDs, Nurses etc. Where the Consolidated Salary Scales provide for the payment of an on-call allowance; the approved rate of such allowances may not be varied.

4. One Person One Salary

In accordance with the one person one salary principle, serving public servants require the consent of the Department of Public Expenditure and Reform in order to undertake other forms of paid remuneration in any part of the public service. In this context it should also be noted that public servants and public sector employees (with the exception of certain worker directors), who sit on State boards in an ex officio capacity or on behalf of their parent Department/organisation or who may be nominated to such boards independently of their public service employment, should not be paid remuneration in the form of board fees when serving in such a representational capacity.

5. Temporary Contracts for Posts at a Higher Grade

The Department of Health Circular 7/2022 must be adhered to in relation to temporary contracts for posts at a higher grade. Temporary contracts for posts at a higher grade that extend beyond 12 months will only be given on an exceptional basis and prior sanction must be sought from the Department of Health. Remuneration at the higher grade does not apply until day 84 has been exceeded, at which point it is retrospectively applied to day 1.

6. Superannuation

It is a general condition of public service pension schemes that pensionable remuneration for the purpose of the calculation of pension benefits, is determined by reference to the approved salary scale and sanctioned pensionable allowances, where applicable. The various superannuation schemes in the health sector require that the salary along with pensionable allowances used to determine pension benefits are those approved by the Minister for Health with the consent of the Minister for Public Expenditure and Reform.

Retirement benefits must be calculated by reference to the substantive grade of the retiring employee and the appropriate approved salary scale, and pensionable allowance where applicable, as set out in the Consolidated Salary Scales. Superannuation scheme rules do not permit the calculation of benefits using an unapproved salary or allowance to determine pensionable remuneration.

Guide to the Consolidated Salary Scales

Please note the following

- 1 The "**MAIN**" tab shows pay scales for all grades except Consultants. Payscale on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2 The "**MAIN**" tab shows pay scales shaded in yellow that are not active scales and are not for use in relation to remuneration for current employees.
- 3 The "**CONSULTANTS**" tab shows the pay scales for Consultant grades. The current rate and a minimum of one historical rate are shown.
- 4 The "**Notional Scales**" tab shows notional scales that are not active pay scales and are not for use in relation to remuneration for current employees.
- 5 For detailed information in respect of **pension increase policy**, please see DoH circular 2/2024.
- 6 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
- 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with qualification, Chef Senior, Chef Executive), the points are as follows;
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8 The weekly rate can be calculated by dividing the annual rate by 52.18.
- 9 Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
- 10 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 11 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 12 Pay relativity for grades originally sanctioned as/aligned to another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as each grade has been amended in line with National Agreements and the FEMPI legislation.
- 13 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.
- 14 The grades of: 2347 - Regional Director, Nursing & Midwifery, 0656 - Regional, Patient & Service User Lead, 6020 - Social Work, Apprentice, 6019 - Health & Social Care Assistant, 6083 - General Assistant, Addiction Services, 3933 - Embryologist, Trainee, 3932 - Embryologist, 3934 - Embryologist, Senior, 3935 - Embryologist, Clinical Specialist, 3936 - Embryologist, Chief, 3937 - Fertility Laboratory Manger, have been newly entered in these pay scales.
- 15 The grade 3522 Social Worker (Non Professionally Qualified) has been marked as 'not for use by any new incumbents post 18.12.24' on agreement with the HSE on foot of the introduction of the new grade 6020 Social Work, Apprentice.
- 16 The National Rehabilitation Hospital CEO 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.
- 17 The rate of pay for grade 3140 - HSCP National Lead has been retrospectively revised wef the date of sanction.
- 18 The following grades have had a 1 euro rounding anomaly corrected w.e.f. 1.3.25: 506T, 3193, 319X, 3192, 3221, 3222, 3111, 3039 - for full details see Circular 4/2025.
- 19 The following allowances have been newly entered in these pay scales: Allowance for Training in the (Management of Aggression & Violence) DoH Circular 1/2025, 2006 Annual (Radiographer / Radiation Therapist Allowance) Circular 13/2024.
- 20 The rates of pay for the grades of 6122 Ambulance Officer & 6125 Ambulance Officer, Chief have been adjusted wef 1 February 2022. Revised rates for each general round increase since that date are included in these scales.
- 21 At the request of the HSE Psychosis Key Worker, Early Intervention has been moved from HSCP to P&CC and grade code 3072 is not appropriate to P&CC so a new grade code was provided.

If you have a query specific to your own existing or starting pay, please contact your own HR Manager where you are employed

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Grade	Band	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
		MEDICAL & DENTAL GRADES																					
		EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																					
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/3/25	1	36,640																		
			1/10/24		35,640																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	40,700																		
			1/10/24		39,700																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/3/25	1	40,700																		
			1/10/24		39,700																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	42,875																		
			1/10/24		41,875																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	42,875																		
			1/10/24		41,875																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/3/25	1	42,875																		
			1/10/24		41,875																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	45,047																		
			1/10/24		44,047																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	45,047																		
			1/10/24		44,047																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	45,047																		
			1/10/24		44,047																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/3/25	1	45,047																		
			1/10/24		44,047																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	47,237																		
			1/10/24		46,237																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	47,237																		
			1/10/24		46,237																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	47,237																		
			1/10/24		46,237																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	50,512																		
			1/10/24		49,512																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	52,698																		
			1/10/24		51,665																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	57,290																		
			1/10/24		56,167																		
	1333	AREA MEDICAL OFFICER ** not for use for any new incumbents post 30/6/03 **	1/3/25	8	94,896	97,587	100,313	103,009	105,709	108,454	110,981	113,511	LSIs										
			1/10/24		93,035	95,674	98,346	100,989	103,636	106,327	108,805	111,285	LSIs										

NURSING & MIDWIFERY GRADES													
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)													
2347	REGIONAL DIRECTOR, NURSING & MIDWIFERY	1/3/25	6	121,751	127,161	132,572	137,981	143,396	148,804				
		27/1/25		119,364	124,668	129,973	135,275	140,584	145,886				
2915	HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/3/25	6	121,751	127,161	132,572	137,981	143,396	148,804				
		1/10/24		119,364	124,668	129,973	135,275	140,584	145,886				
2004	DIRECTOR OF MIDWIFERY, NWIHP	1/3/25	6	121,751	127,161	132,572	137,981	143,396	148,804				
		1/10/24		119,364	124,668	129,973	135,275	140,584	145,886				
2525	AREA DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/3/25	5	110,146	114,737	119,326	123,915	128,503					
		1/10/24		107,986	112,487	116,986	121,485	125,983					
2292	AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/3/25	7	99,216	102,281	105,312	107,912	110,813	113,771	116,688			
		1/10/24		97,271	100,275	103,247	105,796	108,640	111,540	114,400			
2916	DIRECTOR OF MIDWIFERY BAND 1	1/3/25	7	93,779	96,387	98,998	101,599	104,205	106,820	109,424			
		1/10/24		91,940	94,497	97,057	99,607	102,162	104,725	107,278			
2917	DIRECTOR OF MIDWIFERY BAND 2	1/3/25	7	87,365	89,825	92,291	94,747	97,218	99,681	102,146			
		1/10/24		85,652	88,064	90,481	92,889	95,312	97,726	100,143			
2918	DIRECTOR OF MIDWIFERY BAND 3	1/3/25	7	81,815	82,331	84,086	85,894	87,692	89,507	91,307			
		1/10/24		80,211	80,717	82,437	84,210	85,973	87,752	89,517			
2903	DIRECTOR OF NURSING BAND 1 (GENERAL)	1/3/25	7	93,779	96,387	98,998	101,599	104,205	106,820	109,424			
		1/10/24		91,940	94,497	97,057	99,607	102,162	104,725	107,278			
2904	DIRECTOR OF NURSING BAND 2 (GENERAL)	1/3/25	7	87,365	89,825	92,291	94,747	97,218	99,681	102,146			
		1/10/24		85,652	88,064	90,481	92,889	95,312	97,726	100,143			
2905	DIRECTOR OF NURSING BAND 2A (GENERAL)	1/3/25	7	86,666	88,213	89,763	91,307	92,858	94,402	95,950			
		1/10/24		84,967	86,483	88,003	89,517	91,037	92,551	94,069			
2906	DIRECTOR OF NURSING BAND 3 (GENERAL)	1/3/25	7	81,815	82,331	84,086	85,894	87,693	89,507	91,307			
		1/10/24		80,211	80,717	82,437	84,210	85,974	87,752	89,517			
2907	DIRECTOR OF NURSING BAND 4 (GENERAL)	1/3/25	7	76,446	78,760	81,065	83,380	84,403	86,737	89,064			
		1/10/24		74,947	77,216	79,475	81,745	82,748	85,036	87,318			
2908	DIRECTOR OF NURSING BAND 5 (GENERAL)	1/3/25	7	71,515	73,063	74,609	76,152	77,697	79,249	80,798			
		1/10/24		70,113	71,630	73,146	74,659	76,174	77,695	79,214			
2801	DIRECTOR OF PUBLIC HEALTH NURSING	1/3/25	6	91,936	94,722	97,519	100,431	103,106	105,900				
		1/10/24		90,133	92,865	95,607	98,462	101,084	103,824				
2526	DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/3/25	6	91,936	94,722	97,519	100,431	103,106	105,900				
		1/10/24		90,133	92,865	95,607	98,462	101,084	103,824				
2291	DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/3/25	6	90,101	92,623	95,402	98,454	101,800	105,239				
		1/10/24		88,334	90,807	93,531	96,524	99,804	103,175				
2643	DIRECTOR, CENTRE OF NURSE EDUCATION	1/3/25	8	82,228	83,509	86,077	88,669	91,257	93,848	96,437	99,137		
		1/10/24		80,616	81,872	84,389	86,930	89,468	92,008	94,546	97,193		
2910	ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250	
		1/10/24		69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539	
2919	ASSISTANT DIRECTOR OF MIDWIFERY BAND 1	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250	
		1/10/24		69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539	
2542	ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/3/25	7	72,305	74,501	76,685	81,693	82,687	84,989	87,250			
		1/10/24		70,887	73,040	75,181	80,091	81,066	83,323	85,539			
281X	ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/3/25	6	70,030	73,877	75,457	76,915	78,386	80,400				
		1/10/24		68,657	72,428	73,977	75,407	76,849	78,824				
2920	ASSISTANT DIRECTOR OF MIDWIFERY BAND 2	1/3/25	8	67,144	68,575	70,030	73,877	75,457	76,915	78,386	80,399		
		1/10/24		65,827	67,230	68,657	72,428	73,977	75,407	76,849	78,823		

2127	CLINICAL NURSE MANAGER 1 (GENERAL)	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045									
		1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750									
2527	CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045									
		1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750									
2259	CLINICAL NURSE MANAGER 1 - THEATRE	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045									
		1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750									
2119	CLINICAL NURSE MANAGER 2 (GENERAL)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2658	CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2372	CLINICAL NURSE MANAGER 2 - NIGHT	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2429	CLINICAL NURSE MANAGER 2 - THEATRE	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
233X	CLINICAL NURSE MANAGER 3 (GENERAL)	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081											
		1/10/24		68,652	70,010	73,444	74,795	76,154	77,530											
238Y	CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081											
		1/10/24		68,652	70,010	73,444	74,795	76,154	77,530											
2046	CLINICAL NURSE MANAGER 3 - NIGHT	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081											
		1/10/24		68,652	70,010	73,444	74,795	76,154	77,530											
2356	CLINICAL NURSE MANAGER 3 - THEATRE	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081											
		1/10/24		68,652	70,010	73,444	74,795	76,154	77,530											
2313	CLINICAL MIDWIFE SPECIALIST	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2626	CLINICAL NURSE SPECIALIST (CHILDREN'S)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2628	CLINICAL NURSE SPECIALIST (COMMUNITY/PRIMARY CARE)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2632	CLINICAL NURSE SPECIALIST (GENERAL)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2627	CLINICAL NURSE SPECIALIST (INTELLECTUAL DISABILITY)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2625	CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2301	COMMUNITY MENTAL HEALTH NURSE	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
241Y	NURSING/ MIDWIFERY CLINICAL PLACEMENT CO-ORDINATOR	1/3/25	9	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943								
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532								
2286	ENHANCED MIDWIFE, SENIOR	1/3/25	1	59,421																
		1/10/24		58,256																
2287	ENHANCED NURSE SENIOR, (CHILDREN'S)	1/3/25	1	59,421																
		1/10/24		58,256																
2288	ENHANCED NURSE SENIOR, (COMMUNITY)	1/3/25	1	59,421																
		1/10/24		58,256																
2289	ENHANCED NURSE SENIOR, (GENERAL)	1/3/25	1	59,421																
		1/10/24		58,256																
2290	ENHANCED NURSE SENIOR, (INTELLECTUAL DISABILITY)	1/3/25	1	59,421																
		1/10/24		58,256																
2293	ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/3/25	1	59,421																
		1/10/24		58,256																

2828	PUBLIC HEALTH NURSE (applies to pension benefit calculations for retirements prior to 30.9.2023 only)	1/3/25	9	59,302	60,278	61,117	62,440	63,961	65,434	66,919	68,586	70,140								
		1/10/24		58,139	59,096	59,919	61,216	62,707	64,151	65,607	67,241	68,765								
2828	PUBLIC HEALTH NURSE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 30.9.2023 only)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI					
		1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI					
2089	STAFF MIDWIFE, SENIOR	1/3/25	1	57,535																
		1/10/24		56,407																
219X	STAFF NURSE, SENIOR (CHILDREN'S)	1/3/25	1	57,535																
		1/10/24		56,407																
2105	STAFF NURSE, SENIOR (INTELLECTUAL DISABILITY)	1/3/25	1	57,535																
		1/10/24		56,407																
2157	SENIOR STAFF NURSE (MENTAL HEALTH)	1/3/25	1	57,898																
		1/10/24		56,763																
2173	SENIOR STAFF NURSE (GENERAL)	1/3/25	1	57,535																
		1/10/24		56,407																
2181	SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL) **Not available to those appointed after 1/7/98 per DoH Circular 112/1999**	1/3/25	1	59,421																
		1/10/24		58,256																
2165	SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/3/25	1	59,421																
		1/10/24		58,256																
2674	MENTAL HEALTH STAFF NURSE	1/3/25	13	37,647	39,341	40,666	42,015	43,429	44,760	46,150	47,231	48,412	49,944	51,458	53,678	55,273	LSI			
		1/10/24		36,647	38,341	39,666	41,015	42,429	43,760	45,150	46,231	47,412	48,944	50,449	52,625	54,189	LSI			
2135	STAFF NURSE	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI			
		1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI			
202X	STAFF NURSE GENERAL (COMMUNITY)	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI			
		1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI			
2143	(STAFF NURSE) REGISTERED MIDWIFE	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI			
		1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI			
213T	(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI			
		1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI			
2136	(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI			
		1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI			
2142	(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/3/25	1	32,218																
		1/10/24		31,218																
2862	MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/3/25	1	32,839																
		1/10/24		31,839																
2861	STAFF NURSE (ADAPTATION PLACEMENT)	1/3/25	1	32,218																
		1/10/24		31,218																
2860	STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/3/25	1	32,218																
		1/10/24		31,218																
2637	STAFF NURSE, PSYCHIATRIC (AWAITING REGISTRATION)	1/3/25	1	32,839																
		1/10/24		31,839																
2633	STAFF MIDWIFE (AWAITING REGISTRATION)	1/3/25	1	32,218																
		1/10/24		31,218																

2901	POST REGISTERED STUDENT NURSE ** grade obsolete - not for use - see Guide note 2 **	1/3/25	4	32,904	34,109	35,496	37,279													
		1/10/24		31,904	33,109	34,496	36,279													
2836	STUDENT PUBLIC HEALTH NURSE	1/3/25	1	40,955																
		1/10/24		39,955																
2930	STUDENT PSYCHIATRIC NURSING INTERN (PRE-REGISTRATION)	1/3/25	1	30,796																
		1/10/24		29,796																
2933	STUDENT CHILDREN'S & GENERAL NURSING INTERN (PRE-REGISTRATION)	1/3/25	1	30,214																
		1/10/24		29,214																
2931	STUDENT GENERAL NURSING INTERN (PRE-REGISTRATION)	1/3/25	1	30,214																
		1/10/24		29,214																
2932	STUDENT INTELLECTUAL DISABILITY NURSING INTERN (PRE-REGISTRATION)	1/3/25	1	30,214																
		1/10/24		29,214																
2209	STUDENT MIDWIFERY INTERN (PRE - REGISTRATION)	1/3/25	1	30,214																
		1/10/24		29,214																

HEALTH & SOCIAL CARE PROFESSIONALS GRADES																					
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																					
3742	ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/3/25	14	53,367	56,209	59,066	61,215	63,366	65,520	67,669	69,823	71,971	74,117	76,275	78,424	80,899	82,107	LSIs			
		1/10/24			52,321	55,107	57,908	60,015	62,124	64,235	66,342	68,454	70,560	72,664	74,779	76,886	79,313	80,497	LSIs		
3744	ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/3/25	11	59,890	63,814	66,408	69,326	72,209	75,124	78,059	80,979	82,620	86,412	89,118	LSIs						
		1/10/24			58,716	62,563	65,106	67,967	70,793	73,651	76,528	79,391	81,000	84,718	87,371	LSIs					
3441	AUDIOLOGIST	1/3/25	10	39,619	41,461	43,027	44,354	45,445	46,543	47,687	48,815	49,903	50,772 LSI								
		1/10/24			38,619	40,461	42,027	43,354	44,445	45,543	46,687	47,815	48,903	49,772 LSI							
384Y	AUDIOLOGIST, SENIOR	1/3/25	6	53,072	55,089	56,405	57,913	59,455	61,035												
		1/10/24			52,031	54,009	55,299	56,777	58,289	59,838											
3447	AUDIOLOGIST, CLINICAL SPECIALIST	1/3/25	6	57,913	59,455	61,035	64,289	67,622	71,037												
		1/10/24			56,777	58,289	59,838	63,028	66,296	69,644											
345X	AUDIOLOGIST, CHIEF	1/3/25	6	61,035	64,289	67,622	71,037	74,529	78,103												
		1/10/24			59,838	63,028	66,296	69,644	73,068	76,572											
3448	AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/3/25	10	76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs							
		1/10/24			74,972	78,314	80,417	83,790	87,173	90,552	93,932	97,315	100,429	103,833	LSIs						
3446	AUDIOLOGY, NATIONAL LEAD	1/3/25	7	94,871	101,675	108,600	115,589	122,059	125,967	129,872	LSIs										
		1/10/24			93,011	99,681	106,471	113,323	119,666	123,497	127,325	LSIs									
3751	BIOCHEMIST	1/3/25	16	43,892	45,539	48,149	49,389	50,569	53,430	55,350	57,316	59,324	61,342	63,364	65,404	67,458	69,534	71,552	72,938	LSI	
		1/10/24			42,892	44,539	47,149	48,389	49,569	52,382	54,265	56,192	58,161	60,139	62,122	64,122	66,135	68,171	70,149	71,508	LSI
376X	BIOCHEMIST, SENIOR	1/3/25	9	66,667	69,683	72,362	75,102	77,923	80,697	82,283	85,142	88,021									
		1/10/24			65,360	68,317	70,943	73,629	76,395	79,115	80,670	83,473	86,295								
3778	BIOCHEMIST, PRINCIPAL	1/3/25	9	80,752	84,608	89,381	94,142	98,923	103,688	108,972	112,491	116,033									
		1/10/24			79,169	82,949	87,628	92,296	96,983	101,655	106,835	110,285	113,758								
3786	BIOCHEMIST, TOP GRADE ** grade obsolete - not for use - see Guide note 2 **	1/3/25	5	112,388	117,821	122,247	126,744	131,311													
		1/10/24			110,184	115,511	119,850	124,259	128,736												
3867	CARDIAC PHYSIOLOGIST	1/3/25	10	43,838	46,070	48,089	49,006	50,020	52,725	54,418	56,151	60,473	64,747	LSIs							
		1/10/24			42,838	45,070	47,089	48,006	49,020	51,691	53,351	55,050	59,287	63,477	LSIs						
3003	CARDIAC PHYSIOLOGIST SENIOR	1/3/25	8	54,028	55,610	57,296	59,029	60,825	62,492	66,615	70,746	LSIs									
		1/10/24			52,969	54,520	56,173	57,872	59,632	61,267	65,309	69,359	LSIs								
3001	CARDIAC PHYSIOLOGIST, CHIEF I	1/3/25	8	58,809	60,028	61,649	63,223	64,797	66,355	70,383	74,492	LSIs									
		1/10/24			57,656	58,851	60,440	61,983	63,526	65,054	69,003	73,031	LSIs								
3002	CARDIAC PHYSIOLOGIST, CHIEF II	1/3/25	8	60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs									
		1/10/24			59,313	62,198	65,011	67,836	70,709	74,412	78,603	81,381	LSIs								
3922	CHILD CARE MANAGER	1/3/25	7	85,746	87,913	91,344	94,798	98,226	101,662	105,083											
		1/10/24			84,065	86,189	89,553	92,939	96,300	99,669	103,023										
3352	CHIROPODIST / PODIATRIST	1/3/25	14	44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI			
		1/10/24			43,122	45,471	47,404	48,810	50,000	51,240	52,478	53,781	55,089	56,406	57,795	59,269	60,738	61,916	LSI		
3346	CHIROPODIST / PODIATRIST, SENIOR	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509									
		1/10/24			62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048								
3355	CHIROPODIST / PODIATRIST MANAGER	1/3/25	7	76,281	79,027	80,528	83,253	86,027	88,804	91,575											
		1/10/24			74,785	77,477	78,949	81,621	84,340	87,063	89,779										
3356	CHIROPODIST / PODIATRIST MANAGER IN CHARGE III	1/3/25	7	88,301	89,748	91,190	92,709	94,308	95,906	97,186											
		1/10/24			86,570	87,988	89,402	90,891	92,459	94,025	95,280										
3654	CLINICAL SPECIALIST CHIROPODIST	1/3/25	9	69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228									
		1/10/24			68,625	69,950	71,311	72,664	74,016	75,440	76,939	78,435	79,635								
3161	CLINICAL ENGINEERING TECHNICIAN	1/3/25	7	38,494	39,720	41,603	42,369	43,909	46,952	49,213											
		1/10/24			37,494	38,720	40,603	41,369	42,909	45,952	48,213										
3162	CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/3/25	9	50,771	53,101	55,750	58,596	61,666	64,739	67,871	70,294	72,560	LSIs								
		1/10/24			49,771	52,060	54,657	57,447	60,457	63,470	66,540	68,916	71,137	LSIs							

3004	E.C.G. TECHNICIAN, CHIEF I	1/3/25	7	48,809	49,754	50,982	52,216	53,680	56,323	58,973	LSIs													
		1/10/24		47,809	48,754	49,982	51,192	52,627	55,219	57,817	LSIs													
3005	E.C.G. TECHNICIAN, CHIEF II ** grade obsolete - not for use - see Guide note 2 **	1/3/25	7	51,726	53,227	54,698	56,201	58,320	61,058	63,919	LSIs													
		1/10/24		50,712	52,183	53,625	55,099	57,176	59,861	62,666	LSIs													
319X	ENVIRONMENTAL HEALTH OFFICER	1/3/25	13	46,805	49,442	51,393	53,412	55,484	57,591	59,715	61,840	63,963	66,094	68,233	70,421	72,605	LSIs							
		1/10/24		45,805	48,442	50,385	52,365	54,396	56,460	58,544	60,629	62,710	64,798	66,895	69,040	71,181	LSIs							
3173	ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/3/25	12	59,071	61,215	63,369	65,518	67,669	69,824	71,973	74,117	76,279	78,428	80,901	82,109	LSIs								
		1/10/24		57,913	60,015	62,126	64,233	66,342	68,455	70,562	72,664	74,783	76,890	79,315	80,499	LSIs								
3181	ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/3/25	9	78,303	80,706	81,856	84,275	86,712	89,142	91,588	94,664	97,735	LSIs											
		1/10/24		76,768	79,124	80,251	82,623	85,012	87,394	89,792	92,808	95,819	LSIs											
3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/3/25	5	98,293	102,864	107,419	111,986	115,953																
		1/10/24		96,366	100,847	105,313	109,790	113,679																
3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** not for use for current employees - scale replaced by 5 point scale above wef 1.05.17 **	1/3/25	7	85,746	87,913	91,344	94,798	98,226	101,662	105,083														
		1/10/24		84,065	86,189	89,553	92,939	96,300	99,669	103,023														
3452	PARAMEDICINE TUTOR, PRINCIPAL, NATIONAL AMBULANCE SERVICE	1/3/25	8	73,094	74,472	75,732	79,666	81,043	81,093	82,704	84,898													
		1/10/24		71,661	73,012	74,247	78,104	79,454	79,503	81,082	83,233													
3451	PARAMEDICINE TUTOR, NATIONAL AMBULANCE SERVICE	1/3/25	10	69,695	70,642	71,585	72,533	73,478	74,426	75,369	76,318	77,265	78,211											
		1/10/24		68,328	69,257	70,181	71,111	72,037	72,967	73,891	74,822	75,750	76,677											
3942	NAS EMERGING THREAT UNIT TEAM LEADER	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588														
		1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588														
3221	LEAD LYMPHOEDEMA SPECIALIST	1/3/25	9	69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228												
		1/10/24		68,625	69,950	71,310	72,664	74,017	75,440	76,939	78,435	79,635												
3222	LYMPHOEDEMA SPECIALIST	1/3/25	9	63,279	64,629	66,021	67,399	68,586	70,231	71,760	73,285	74,509												
		1/10/24		62,038	63,362	64,726	66,077	67,241	68,854	70,354	71,848	73,048												
3192	HOSPITAL AMBULANCE LIAISON SUPERVISOR (HALS)	1/3/25	7	50,968	52,489	54,035	55,620	57,218	59,082	60,950	LSIs													
		1/10/24		49,968	51,460	52,975	54,530	56,096	57,924	59,756	LSIs													
3193	PARAMEDICINE PRACTICE DEVELOPMENT LEAD	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250												
		1/10/24		69,315	70,658	71,951	75,928	77,180	78,634	79,994	81,344	85,539												
3188	SPECIALIST PARAMEDIC - NATIONAL AMBULANCE SERVICE	1/3/25	9	48,809	49,754	50,982	52,216	53,680	55,403	57,347	59,723	62,746												
		1/10/24		47,809	48,754	49,982	51,192	52,627	54,317	56,223	58,552	61,516												
3195	PARAMEDIC - NATIONAL AMBULANCE SERVICE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/3/25	10	37,137	37,979	39,355	40,108	40,680	41,590	42,511	43,424	45,253	46,939	LSI										
		1/10/24		36,137	36,979	38,355	39,108	39,680	40,590	41,511	42,424	44,253	45,939	LSI										
3190	STUDENT PARAMEDIC - NATIONAL AMBULANCE SERVICE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/3/25	4	35,042	35,476	35,911	36,244																	
		1/10/24		34,042	34,476	34,911	35,244																	
3194	EMERGENCY MEDICAL TECHNICIAN (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723												
		1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723												
393X	LABORATORY MANAGER (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	9	90,555	95,002	100,465	107,550	113,038	118,483	124,522	128,543	132,592												
		1/10/24		88,779	93,139	98,495	105,441	110,822	116,160	122,080	126,023	129,992												
393X	LABORATORY MANAGER (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/3/25	9	82,825	86,635	89,985	93,350	96,782	100,148	103,602	106,947	110,317												
		1/10/24		81,201	84,936	88,221	91,520	94,884	98,184	101,571	104,850	108,154												

	3040	LABORATORY SCIENTIST, SENIOR (PALs) ** with designated NFQ Level 9 qualification **	1/3/25	9	60,612	63,347	65,774	68,256	70,815	73,327	75,915	78,477	81,057								
			1/10/24		59,424	62,105	64,484	66,918	69,426	71,889	74,426	76,938	79,468								
	3040	LABORATORY SCIENTIST, SENIOR (PALs) ** without designated NFQ Level 9 qualification **	1/3/25	5	60,612	63,347	65,774	68,256	70,815												
			1/10/24		59,424	62,105	64,484	66,918	69,426												
	3039	LABORATORY SCIENTIST (PALs) **for new appointees to this grade from 17.06.22**	1/3/25	15	42,319	44,722	45,859	46,943	49,503	51,163	52,882	54,676	56,500	58,339	60,210	62,094	64,000	65,851	67,125	LSI	
			1/10/24		41,319	43,722	44,859	45,943	48,503	50,160	51,845	53,604	55,392	57,195	59,029	60,876	62,745	64,560	65,809	LSI	
	3039	LABORATORY SCIENTIST (PALs) ** no employees may be newly appointed to this scale wef 16.06.22 **	1/3/25	16	40,807	42,319	44,721	45,859	46,942	49,503	51,163	52,882	54,677	56,500	58,339	60,209	62,094	64,000	65,851	67,125	LSI
			1/10/24		39,807	41,319	43,722	44,859	45,943	48,503	50,160	51,845	53,604	55,392	57,195	59,029	60,876	62,745	64,560	65,809	LSI
	3880	MEDICAL SCIENTIST, TRAINEE	1/3/25	3	37,170	38,532	40,694														
			1/10/24		36,170	37,532	39,694														
	3875	MEDICAL SCIENTIST ** For those in post at 1.1.24 and new appointees to the grade from that date **	1/3/25	16	43,892	45,539	48,149	49,389	50,569	53,430	55,350	57,316	59,324	61,342	63,364	65,404	67,458	69,534	71,552	72,938	LSI
			1/10/24		42,892	44,539	47,149	48,389	49,569	52,382	54,265	56,192	58,161	60,139	62,122	64,122	66,135	68,171	70,149	71,508	LSI
	3875	MEDICAL SCIENTIST ** For pension benefit calculations for those newly appointed to this grade from 17.06.22 but gone from grade prior to 1.1.24 **	1/3/25	15	42,319	44,722	45,859	46,943	49,503	51,163	52,882	54,676	56,500	58,339	60,210	62,094	64,000	65,851	67,125	LSI	
			1/10/24		41,319	43,722	44,859	45,943	48,503	50,160	51,845	53,604	55,392	57,195	59,029	60,876	62,745	64,560	65,809	LSI	
	3875	MEDICAL SCIENTIST ** For pension benefit calculations for retirements prior to 17.6.22 **	1/3/25	16	40,807	42,319	44,722	45,859	46,943	49,503	51,163	52,882	54,676	56,500	58,339	60,210	62,094	64,000	65,851	67,125	LSI
			1/10/24		39,807	41,319	43,722	44,859	45,943	48,503	50,160	51,845	53,604	55,392	57,195	59,029	60,876	62,745	64,560	65,809	LSI
	3877	MEDICAL SCIENTIST, SENIOR (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	9	66,667	69,683	72,362	75,102	77,923	80,697	82,283	85,142	88,021								
			1/10/24		65,360	68,317	70,943	73,629	76,395	79,115	80,670	83,473	86,295								
	3877	MEDICAL SCIENTIST, SENIOR ** with designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/3/25	9	60,612	63,347	65,774	68,256	70,815	73,327	75,915	78,477	81,057								
			1/10/24		59,424	62,105	64,484	66,918	69,426	71,889	74,426	76,938	79,468								
	3877	MEDICAL SCIENTIST, SENIOR ** without designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/3/25	5	60,612	63,347	65,774	68,256	70,815												
			1/10/24		59,424	62,105	64,484	66,918	69,426												
	3876	MEDICAL SCIENTIST, CHIEF ** without quals set out in DoH Circular 2/2024 ** (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	6	80,752	84,608	89,381	94,142	98,923	103,688											
			1/10/24		79,169	82,949	87,628	92,296	96,983	101,655											
	3876	MEDICAL SCIENTIST, CHIEF ** with quals set out in DoH Circular 2/2024 ** (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	9	80,752	84,608	89,381	94,142	98,923	103,688	108,972	112,491	116,033								
			1/10/24		79,169	82,949	87,628	92,296	96,983	101,655	106,835	110,285	113,758								
	3876	MEDICAL SCIENTIST, CHIEF (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/3/25	9	73,859	77,156	80,055	81,712	84,697	87,641	90,664	93,591	96,539								
			1/10/24		72,411	75,643	78,485	80,110	83,036	85,923	88,886	91,756	94,646								
	3878	SPECIALIST MEDICAL SCIENTIST (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	9	74,058	77,075	79,755	82,496	85,317	88,092	88,215	91,075	93,991								
			1/10/24		72,606	75,564	78,191	80,878	83,644	86,365	86,485	89,289	92,148								

	3054	VASCULAR PHYSIOLOGIST, CHIEF II	1/3/25	8	60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs										
			1/10/24		59,313	62,198	65,011	67,836	70,709	74,412	78,603	81,381	LSIs										
	3104	INTERRAI CARE NEEDS FACILITATOR	1/3/25	9	59,512	60,496	61,330	62,691	64,195	65,671	67,148	68,810	70,355										
			1/10/24		58,345	59,310	60,127	61,462	62,936	64,383	65,831	67,461	68,975										

GENERAL SUPPORT GRADES																			
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																			
4114, 4198		INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	31,126														
			1/10/24		30,126														
4114, 4198		INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	32,629														
			1/10/24		31,629														
5096		ELECTRICIAN	1/3/25	11	41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395				
			1/10/24		40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395				
5118		PAINTER	1/3/25	11	41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395				
			1/10/24		40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395				
5134		PLUMBER	1/3/25	11	41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395				
			1/10/24		40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395				
515Y		PLASTERER	1/3/25	11	41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395				
			1/10/24		40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395				
5606		MAINTENANCE CRAFTSMAN/TECHNICIAN (PAYPATH)	1/3/25	11	41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395				Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395				
5606		MAINTENANCE CRAFTSMAN/TECHNICIAN (NON-PAYPATH)	1/3/25	14	40,759	41,629	44,281	44,733	44,952	45,198	45,422	45,540	45,654	45,775	45,888	46,076	46,186	46,567	Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		39,759	40,629	43,281	43,733	43,952	44,198	44,422	44,540	44,654	44,775	44,888	45,076	45,186	45,567	
4905		CRAFTSMAN'S MATE (PAYPATH)	1/3/25	14	34,919	35,934	38,176	38,220	38,402	38,598	38,783	38,882	38,973	39,068	39,164	39,315	39,432	39,539	Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		33,919	34,934	37,176	37,220	37,402	37,598	37,783	37,882	37,973	38,068	38,164	38,315	38,432	38,539	
4905		CRAFTSMAN'S MATE (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	14	34,291	35,315	37,478	37,859	38,044	38,251	38,251	38,251	38,297	38,396	38,490	38,641	38,733	39,041	Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		33,291	34,315	36,478	36,859	37,044	37,251	37,251	37,251	37,297	37,396	37,490	37,641	37,733	38,041	
5088		CHARGEHAND (PAYPATH)	1/3/25	14	43,765	45,079	48,007	48,496	48,731	48,991	49,237	49,363	49,487	49,611	49,740	49,940	50,094	50,468	Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		42,765	44,079	47,007	47,496	47,731	47,991	48,237	48,363	48,487	48,611	48,740	48,940	49,094	49,468	
5088		CHARGEHAND (NON-PAYPATH)	1/3/25	14	42,965	44,277	47,120	47,604	47,841	48,106	48,346	48,474	48,597	48,726	48,848	49,049	49,169	49,578	Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		41,965	43,277	46,120	46,604	46,841	47,106	47,346	47,474	47,597	47,726	47,848	48,049	48,169	48,578	
506T		MAINTENANCE FOREMAN, ASSISTANT (PAYPATH)	1/3/25	12	49,942	50,453	50,698	50,972	51,232	51,367	51,500	51,633	51,773	51,988	52,153	52,557			Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		48,942	49,453	49,698	49,972	50,227	50,361	50,490	50,621	50,758	50,969	51,130	51,526			
506T		MAINTENANCE FOREMAN, ASSISTANT (NON-PAYPATH)	1/3/25	12	49,012	49,521	49,768	50,044	50,295	50,429	50,559	50,692	50,821	51,032	51,159	51,598			Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		48,012	48,521	48,768	49,044	49,295	49,429	49,559	49,692	49,821	50,031	50,156	50,586			
5061		MAINTENANCE FOREMAN (PAYPATH)	1/3/25	12	52,891	53,460	53,737	54,044	54,334	54,487	54,634	54,784	54,936	55,176	55,358	55,808			Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		51,854	52,412	52,683	52,984	53,269	53,419	53,563	53,710	53,859	54,094	54,273	54,714			
5061		MAINTENANCE FOREMAN (NON-PAYPATH)	1/3/25	12	51,872	52,430	52,700	53,005	53,283	53,435	53,579	53,731	53,874	54,112	54,254	54,742			Incremental progression for this grade is set out in the Guide to the Scales
			1/10/24		50,855	51,402	51,667	51,966	52,238	52,387	52,528	52,677	52,818	53,051	53,190	53,669			
4008		DENTAL CRAFTSMAN/TECHNICIAN, SENIOR	1/3/25	9	45,108	46,102	47,098	48,090	49,087	50,083	51,083	52,101	53,179 LSI						
			1/10/24		44,108	45,102	46,098	47,090	48,087	49,083	50,081	51,079	52,136 LSI						
4006		DENTAL CRAFTSMAN/TECHNICIAN	1/3/25	11	36,606	38,459	39,523	40,723	41,566	42,752	43,939	45,127	46,315	47,507	48,451 LSI				
			1/10/24		35,606	37,459	38,523	39,723	40,566	41,752	42,939	44,127	45,315	46,507	47,451 LSI				
4645		PATHOLOGY TECHNICIAN	1/3/25	13	37,239	39,070	40,217	40,813	41,767	42,707	43,647	44,588	45,530	46,474	47,418	48,358	49,209		
			1/10/24		36,239	38,070	39,217	39,813	40,767	41,707	42,647	43,588	44,530	45,474	46,418	47,358	48,209		
4653		PATHOLOGY TECHNICIAN, SENIOR	1/3/25	11	42,729	44,077	45,427	46,776	48,125	49,475	50,828	52,209	53,607	55,046	56,509				
			1/10/24		41,729	43,077	44,427	45,776	47,125	48,475	49,828	51,185	52,556	53,967	55,401				
5001	2	PHARMACY PORTER	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539						
			1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539						

5003	3	PHARMACY AIDE/ATTENDANT	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723								
			1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723								
5487	3	GENERAL OPERATIVE (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723								
			1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723								
4106	2	SECURITY GUARD (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539								
			1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539								
4010	4	GATE KEEPERS ** grade obsolete - not for use - see Guide note 2 **	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379								
			1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379								
4297	4	STORES PORTERS/ASSISTANT/ATTENDANT	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379								
			1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379								
4013	2	HOSTEL SUPERVISOR	1/3/25	7	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
			1/10/24		37,410	37,816	38,813	39,675	40,917	42,204	43,539										
413Y	3	DRIVER WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723								
			1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723								
4906	4	TRACTOR DRIVERS ** grade obsolete - not for use - see Guide note 2 **	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379								
			1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379								
4901	3	MORTUARY ATTENDANTS ** not for use for any new incumbents post 1/3/23 **	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723								
			1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723								
5000	3	LABORATORY PORTER	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723								
			1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723								
5931	4	LABORATORY ATTENDANTS	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379								
			1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379								
5931		LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399		
			1/10/24		34,056	34,796	36,994	37,179	37,356	37,456	37,556	37,653	37,752	37,857	37,957	38,067	38,179	38,289	38,399		
5363	2	THEATRE PORTERS / ATTENDANTS (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539								
			1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539								
5363		THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399		
			1/10/24		34,056	34,796	36,994	37,179	37,356	37,456	37,556	37,653	37,752	37,857	37,957	38,067	38,179	38,289	38,399		
422X	1	DARK ROOM TECHNICIAN (Rebanded from Band3 to Band1 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 1 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588										
			1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588										
422X		DARK ROOM TECHNICIAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399		
			1/10/24		34,056	34,796	36,994	37,179	37,356	37,456	37,556	37,653	37,752	37,857	37,957	38,067	38,179	38,289	38,399		
4238	4	STOREPERSON	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379								
			1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379								
4201		STOREPERSON GRADE A	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588										
			1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588										
4202		STOREPERSON GRADE B	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539								
			1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539								

	5002	ENGINEERING OFFICER (FORMERLY EHB) (Mater, St. James, Tallaght, Beaumont, Crumlin)	1/3/25	7	64,713	67,462	69,031	70,552	72,067	74,649	77,242	LSIs										
			1/10/24		63,444	66,139	67,677	69,169	70,654	73,185	75,727	LSIs										
	5497	FIRE PREVENTION OFFICER	1/3/25	14	53,370	56,210	59,071	61,215	63,369	65,520	67,671	69,825	71,975	74,117	76,277	78,424	80,899	82,107	LSIs			
			1/10/24		52,324	55,108	57,913	60,015	62,126	64,235	66,344	68,456	70,564	72,664	74,781	76,886	79,313	80,497	LSIs			
	5312	DRAUGHTSMAN/TECHNICIAN II	1/3/25	15	34,374	35,987	37,573	38,433	39,428	40,585	41,370	42,533	43,666	44,828	45,977	47,070	48,278	49,701	51,118	LSIs		
			1/10/24		33,374	34,987	36,573	37,433	38,428	39,585	40,370	41,533	42,666	43,828	44,977	46,070	47,278	48,701	50,116	LSIs		
	532Y	DRAUGHTSMAN/TECHNICIAN I	1/3/25	9	48,278	49,010	49,963	50,920	51,880	52,862	53,770	55,481	57,216	LSIs								
			1/10/24		47,278	48,010	48,963	49,920	50,863	51,825	52,716	54,393	56,094	LSIs								
	4372	TRANSPORT OFFICER (FORMERLY EHB)	1/3/25	7	56,474	57,823	59,465	62,552	64,395	66,693	68,998	LSIs										
			1/10/24		55,367	56,689	58,299	61,325	63,132	65,385	67,645	LSIs										
	4122	AMBULANCE OFFICER (HSE HEALTH AREAS) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	7	56,474	57,823	59,465	62,552	64,395	66,693	68,998	LSIs										
			1/10/24		55,367	56,689	58,299	61,325	63,132	65,385	67,645	LSIs										

PATIENT & CLIENT CARE GRADES																			
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																			
6479, 6076, 6016	INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	31,126															
		1/10/24		30,126															
6479, 6076, 6016	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	32,629															
		1/10/24		31,629															
	CARE OFFICER - BASIC RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	11	39,541	40,600	41,883	43,155	44,435	45,712	47,117	48,395	49,680	51,175	52,371					
		1/10/24		38,541	39,600	40,883	42,155	43,435	44,712	46,117	47,395	48,680	50,172	51,344					
	CARE OFFICER - 5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	11	40,930	42,399	43,747	45,089	46,435	47,779	49,258	50,604	51,981	53,607	54,912					
		1/10/24		39,930	41,399	42,747	44,089	45,435	46,779	48,258	49,604	50,962	52,556	53,835					
	CARE OFFICER - 6.5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	11	40,958	42,428	43,779	45,120	46,467	47,811	49,292	50,640	52,016	53,648	54,953					
		1/10/24		39,958	41,428	42,779	44,120	45,467	46,811	48,292	49,640	50,996	52,596	53,875					
	CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	4	56,082	57,623	59,190	60,673												
		1/10/24		54,982	56,493	58,029	59,483												
	CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	4	56,128	57,670	59,234	60,717												
		1/10/24		55,027	56,539	58,073	59,526												
	HEAD ATTENDANT (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	67,701															
		1/10/24		66,374															
	HEAD ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	71,149															
		1/10/24		69,754															
	HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	71,202															
		1/10/24		69,806															
	CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) ** not for use for any new incumbents post 1.4.21 **	1/3/25	4	53,443	54,886	56,354	57,751												
		1/10/24		52,395	53,810	55,249	56,619												
6104	THERAPEUTIC SECURITY SUPERVISOR, NFMHS	1/3/25	4	53,443	54,886	56,354	57,751												
		1/10/24		52,395	53,810	55,249	56,619												
6522	PSYCHOSIS KEY WORKER, EARLY INTERVENTION (formerly code 3072 in HSCP staff category)	1/3/25	7	70,277	72,280	74,287	76,290	78,294	80,296	81,063									
		1/10/24		68,899	70,863	72,830	74,794	76,759	78,722	79,474									
6436	DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/3/25	7	31,176	32,750	33,602	34,819	35,833	36,841	38,279									
		1/10/24		30,176	31,750	32,602	33,819	34,833	35,841	37,279									
6437	DENTAL NURSE (WITH QUALIFICATION)	1/3/25	17	31,176	32,750	33,602	34,819	35,833	36,841	38,279	39,274	40,153	41,086	42,701	43,307	44,453	45,890	48,065	50,638
		1/10/24		30,176	31,750	32,602	33,819	34,833	35,841	37,279	38,274	39,153	40,086	41,701	42,307	43,453	44,890	47,065	49,638
6440	DENTAL NURSE, SENIOR	1/3/25	7	50,884	52,640	54,252	55,733	57,549	59,100	60,810									
		1/10/24		49,884	51,608	53,188	54,640	56,421	57,941	59,618									
6521	PSYCHOLOGY ASSISTANT	1/3/25	1	33,237															
		1/10/24		32,237															
6020	SOCIAL WORK, APPRENTICE	1/3/25	2	35,256	37,367														
		18/12/24		34,256	36,367														
6127	NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE	1/3/25	7	56,473	57,823	59,465	62,552	64,395	66,692	68,997	LSI								
		1/10/24		55,366	56,689	58,299	61,325	63,132	65,384	67,644	LSI								
6126	NEOC DUTY SUPERVISOR, NATIONAL AMBULANCE SERVICE	1/3/25	7	50,968	52,489	54,035	55,620	57,218	59,082	60,950	LSIs								
		1/10/24		49,968	51,460	52,975	54,529	56,096	57,924	59,755	LSIs								

6516	HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/3/25	12	40,008	41,197	42,808	44,416	46,009	47,604	49,182	50,340	51,519	52,736	53,745	54,752							
		1/10/24		39,008	40,197	41,808	43,416	45,009	46,604	48,182	49,340	50,509	51,702	52,691	53,678							
6434	NURSERY NURSE	1/3/25	13	36,553	38,296	39,465	40,470	40,951	41,805	42,669	43,521	44,381	45,260	46,135	47,022	47,834	LSI					
		1/10/24		35,553	37,296	38,465	39,470	39,951	40,805	41,669	42,521	43,381	44,260	45,135	46,022	46,834	LSI					
6030	COMMUNITY WELFARE OFFICER	1/3/25	18	36,186	38,113	39,237	41,186	43,432	45,630	47,788	49,853	51,940	54,108	56,267	58,469	60,742	62,927	65,158	67,484	69,819	72,080	LSIs
		1/10/24		35,186	37,113	38,237	40,186	42,432	44,630	46,788	48,853	50,922	53,047	55,164	57,323	59,551	61,693	63,880	66,161	68,450	70,667	LSIs
6484	HOME SUPPORT RESOURCE OFFICER	1/3/25	7	51,206	52,738	54,300	55,897	57,503	59,375	61,253	LSIs											
		1/10/24		50,202	51,704	53,235	54,801	56,375	58,211	60,052	LSIs											
6584	HOME SUPPORT RESOURCE MANAGER ** Scale replaces 7pt scale for employees wef 9.10.2019 ** (This rate applies to pension benefit calculations for retirements from 9.10.2019)	1/3/25	11	59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs							
		1/10/24		58,254	59,676	61,339	63,008	64,682	66,177	67,700	69,182	70,654	73,186	75,728	LSIs							
6584	HOME SUPPORT RESOURCE MANAGER ** grade obsolete - not for use - see Guide note 2 ** (This rate applies to pension benefit calculations for retirements prior to 9.10.2019)	1/3/25	7	56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs											
		1/10/24		55,644	56,971	58,589	61,629	63,447	65,711	67,981	LSIs											

CLERICAL & MANAGEMENT ADMINISTRATION GRADES													
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)													
0001	CHIEF EXECUTIVE OFFICER (HSE) ** for new incumbents post 03/10/22 **	1/3/25	1	394,232									
		1/10/24		386,502									
0004	DIRECTOR GENERAL (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	259,170									
		1/10/24		254,088									
0120	REGIONAL EXECUTIVE OFFICER (HSE)	1/3/25	6	231,215	243,713	256,906	263,850	270,793	277,736				
		1/10/24		226,681	238,934	251,869	258,676	265,483	272,290				
0005	CHIEF STRATEGY OFFICER/CHIEF OPERATIONS OFFICER HSE	1/3/25	1	213,465									
		1/10/24		209,279									
0016	CHIEF FINANCIAL OFFICER (HSE)	1/3/25	1	224,033									
		1/10/24		219,640									
0014	NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	238,680									
		1/10/24		234,000									
0015	NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	238,680									
		1/10/24		234,000									
0068	NATIONAL DIRECTOR, HEAD OF STRATEGIC INFRASTRUCTURE CAPITAL DELIVERY (HSE)	1/3/25	1	224,033									
		1/10/24		219,640									
0009	CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS ** for new incumbents post 14/05/2018**	1/3/25	1	198,947									
		1/10/24		195,046									
0009	CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS	1/3/25	1	188,346									
		1/10/24		184,653									
0058	NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE)	1/3/25	1	205,591									
		1/10/24		201,560									
0059	NATIONAL DIRECTOR, HOSPITAL CARE (HSE)	1/3/25	1	205,591									
		1/10/24		201,560									
0017	NATIONAL DIRECTOR, HUMAN RESOURCES (HSE)	1/3/25	1	205,591									
		1/10/24		201,560									
0060	NATIONAL DIRECTOR, MENTAL HEALTH (HSE)	1/3/25	1	205,591									
		1/10/24		201,560									
0061	NATIONAL DIRECTOR, PRIMARY CARE (HSE)	1/3/25	1	205,591									
		1/10/24		201,560									
0018	NATIONAL DIRECTOR, POPULATION HEALTH (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	205,591									
		1/10/24		201,560									
0065	NATIONAL DIRECTOR, ACCESS & INTEGRATION (HSE)	1/3/25	1	205,591									
		1/10/24		201,560									
0047	NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE)	1/3/25	1	205,591									
		1/10/24		201,560									
0062	NATIONAL DIRECTOR, SOCIAL CARE (HSE)	1/3/25	1	205,591									
		1/10/24		201,560									
0064	CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE	1/3/25	1	205,591									
		1/10/24		201,560									
0810	INTEGRATED HEALTH AREA LEAD (HSE)	1/3/25	1	189,568									
		1/10/24		185,851									

	0448	NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/3/25	1	189,568																
			1/10/24		185,851																
	0050	CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/3/25	1	189,568																
			1/10/24		185,851																
	0031	NATIONAL DIRECTOR, PROCUREMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	189,568																
			1/10/24		185,851																
	0045	NATIONAL DIRECTOR, COMMUNICATIONS (HSE)	1/3/25	1	189,568																
			1/10/24		185,851																
	0022	NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	189,568																
			1/10/24		185,851																
	0032	NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	189,568																
			1/10/24		185,851																
	0057	NATIONAL DIRECTOR OF SHARED SERVICES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	182,728																
			1/10/24		179,145																
	0019	CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TUH) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/3/25	1	180,626																
			1/10/24		177,084																
	0076	CHIEF EXECUTIVE OFFICER: GALWAY UNIVERSITY HOSPITAL, CORK UNIVERSITY HOSPITAL, INCLUDING CORK MATERNITY HOSPITAL, AND UNIVERSITY HOSPITAL LIMERICK	1/3/25	1	163,533																
			1/10/24		160,326																
	014Y	CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 1)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/3/25	6	108,146	112,953	117,759	122,564	127,370	132,179											
			1/10/24		106,025	110,738	115,450	120,161	124,873	129,587											
	014Y	CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 2)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/3/25	7	81,444	82,175	85,389	88,616	91,818	95,033	98,231										
			1/10/24		79,847	80,564	83,715	86,878	90,018	93,170	96,305										
	0071	CEO BAND H1 HOSPITALS (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincent's (Fairview), Leopardstown Park)	1/3/25	7	81,444	82,175	85,389	88,616	91,818	95,033	98,231										
			1/10/24		79,847	80,564	83,715	86,878	90,018	93,170	96,305										
	0072	CEO BAND H2 HOSPITALS (Cappagh Hospital, Peamount Hospital, Royal Victoria Eye & Ear Hospital, St. Johns Hospital, St. Michaels Hospital, National Rehabilitation Hospital [Band H2 rate for use for pension benefit calculations for NRH CEOs newly in post between 14/9/15 - 19/1/25])	1/3/25	5	98,841	100,567	102,313	104,061	105,808												
			1/10/24		96,903	98,595	100,307	102,021	103,733												
	0073	CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital, National Rehabilitation Hospital [NRH CEO Rebanding from Band H2 to H3 wef 20.1.2025. Band H3 rate applicable to serving NRH CEOs wef 20/1/2025 only])	1/3/25	7	118,387	121,882	125,375	128,870	132,364	135,859	139,353										
			1/10/24		116,066	119,492	122,917	126,343	129,769	133,195	136,621										
	0074	CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/3/25	7	126,774	130,267	133,762	137,255	140,752	144,244	147,737										
			1/10/24		124,288	127,713	131,139	134,564	137,992	141,416	144,777										
	0075	CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincent's University Hospital, St. James Hospital)	1/3/25	1	163,533																
			1/10/24		160,326																

	0906	SUPPLIES OFFICER GRADE C	1/3/25	8	42,317	44,033	45,694	47,935	49,563	51,206	52,768	54,370	LSIs											
			1/10/24		41,317	43,033	44,694	46,935	48,563	50,202	51,733	53,304	LSIs											
	0914	SUPPLIES OFFICER GRADE D	1/3/25	12	35,432	37,373	38,408	39,475	40,362	41,071	42,123	43,175	44,232	45,284	46,334	47,948	LSI							
			1/10/24		34,432	36,373	37,408	38,475	39,362	40,071	41,123	42,175	43,232	44,284	45,334	46,948	LSI							

Medical Consultants Salary Scales

Consultant Contract 2023 salary scales are on the next page

Salary Scales for eligible consultants who have availed of the Consultant Contract 2008 Settlement Agreement, as per Circular 11/2018 are demarcated in green shading and have the letters SA before each table number.

Consultant Contract 2023 Salary Scales

Consultant Contract 2023 - Clinical							
		1	2	3	4	5	6
Clinician Consultants	1/3/25	231,215	243,713	256,906	263,850	270,793	277,736
	01/10/24	226,681	238,934	251,869	258,676	265,483	272,290

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	1/3/25	284,187	299,559	315,762	324,303	332,843	341,384
	01/10/24	278,615	293,685	309,571	317,944	326,317	334,690
Academic Associate Professor	1/3/25	266,595	281,969	296,217	304,758	313,298	321,839
	01/10/24	261,368	276,440	290,409	298,782	307,155	315,528
Academic Senior Lecturer	1/3/25	249,086	264,458	276,761	285,302	293,842	302,383
	01/10/24	244,202	259,273	271,334	279,708	288,080	296,454

CONSULTANT CONTRACT 2023 ALLOWANCES

B Factor		
On Call Payments		
	01/10/24	01/03/25
Rota	€	€
Flat Annual Payment	10,799	11,015
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,132	3,195
1 in 2	8,855	9,032
1 in 1	11,662	11,895

	01/10/24	01/03/25
Clinical Directors' Allowance*	€	€
	56,732	57,867

Consultant Contract 2023

Calculating the Allowance paid to the Master of a Maternity Hospital
 The allowance attached to the role of Master is calculated as the difference between the rate applying to the standard clinical post and the professorial post.

C - Factor Emergency Call-Out Payments		
	01/10/24	01/03/25
Per call-out (hourly rate or part thereof)	€	
First 30 call-outs	116.30	118.63
31-120 call-outs	174.45	177.94
121 call-outs or more	232.60	237.25
If the call-out occurs after midnight		
First 30 call-outs	145.37	148.28
31-120 call-outs	218.06	222.42
121 call-outs or more	290.75	296.57
Annual Limit	41,035	41,856

Table A1		
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	244,548	249,439
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	239,094	243,876
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	233,937	238,616
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	232,909	237,567
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	228,036	232,597
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	223,474	227,943
Geographical Wholetime Consultants without fees	249,708	254,702

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
	01/10/24	01/03/25
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	272,290	277,736
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	272,290	277,736
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	272,290	277,736
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	272,290	277,736
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	272,290	277,736
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	272,290	277,736
Geographical Wholetime Consultants without fees	272,290	277,736

Table A2		
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type B €	Type B €
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	233,204	237,868
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	227,749	232,304
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	222,591	227,043
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	221,564	225,995
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,691	221,025
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	212,127	216,370
Geographical Wholetime Consultants without fees	238,364	243,131

Table SA - A2		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type B €	Type B €
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	249,599	254,591
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	249,599	254,591
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	249,599	254,591
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	249,599	254,591
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	249,599	254,591
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	249,599	254,591
Geographical Wholetime Consultants without fees	249,599	254,591

Table A3		
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type B*	Type B*
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	206,484	210,614
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	199,674	203,667
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,110	199,012
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	204,544	208,635
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,674	203,667
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,110	199,012

Table SA - A3		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type B*	Type B*
	€	€
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	215,562	219,873
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	215,562	219,873
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	215,562	219,873

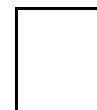


Table B1

Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.		
	Type A Contract	Type A Contract
	01/10/24	01/03/25
	€	€
Category I Consultants		
Professor	306,859	312,996
Associate Professor	286,961	292,700
Lecturer	267,101	272,443
College Lecturer	261,780	267,016
Category II Consultants		
Professor UCD, TCD, RCSI	291,904	297,742
Associate Professor UCD, TCD, RCSI	272,479	277,929
Lecturer	251,943	256,982
College Lecturer	246,621	251,553
Category III Consultants		
Professor UCC	296,579	302,511
Associate Professor UCC	277,004	282,544
Lecturer UCC	256,681	261,815
College Lecturer UCC	251,359	256,386
Category IV Consultants		
Professor UCG	301,253	307,278
Associate Professor UCG	281,530	287,161
Lecturer UCG	261,418	266,646
College Lecturer UCG	256,094	261,216

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.		
	Type A Contract	Type A Contract
	01/10/24	01/03/25
	€	€
Category I Consultants		
Professor	334,690	341,384
Associate Professor	315,528	321,839
Lecturer	296,454	302,383
College Lecturer	291,339	297,166
Category II Consultants		
Professor UCD, TCD, RCSI	334,690	341,384
Associate Professor UCD, TCD, RCSI	315,528	321,839
Lecturer	296,454	302,383
College Lecturer	291,339	297,166
Category III Consultants		
Professor UCC	334,690	341,384
Associate Professor UCC	315,528	321,839
Lecturer UCC	296,454	302,383
College Lecturer UCC	291,339	297,166
Category IV Consultants		
Professor UCG	334,690	341,384
Associate Professor UCG	315,528	321,839
Lecturer UCG	296,454	302,383
College Lecturer UCG	291,339	297,166

Table B2		
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.		
Category I Consultants	Type B Contract	Type B Contract
	01/10/24	01/03/25
	€	€
Professor	301,187	307,211
Associate Professor	279,186	284,770
Lecturer	255,806	260,922
College Lecturer	249,766	254,761
Category II Consultants		
Professor UCD, TCD, RCSI	286,232	291,957
Associate Professor UCD, TCD, RCSI	264,704	269,998
Lecturer UCD, TCD, RCSI	240,649	245,462
College Lecturer UCD, TCD, RCSI	234,606	239,298
Professor UCC	290,907	296,725
Associate Professor UCC	269,229	274,614
Lecturer UCC	245,387	250,295
College Lecturer UCC	239,344	244,131
Professor UCG	295,580	301,492
Associate Professor UCG	273,755	279,230
Lecturer UCG	250,121	255,123
College Lecturer UCG	244,079	248,961

Table SA - B2		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract		
Category I Consultants	Type B Contract	Type B Contract
	01/10/24	01/03/25
	€	€
Professor	323,344	329,811
Associate Professor	299,978	305,978
Lecturer	273,864	279,341
College Lecturer	267,310	272,656
Category II Consultants		
Professor UCD, TCD, RCSI	323,344	329,811
Associate Professor UCD, TCD, RCSI	299,978	305,978
Lecturer UCD, TCD, RCSI	273,864	279,341
College Lecturer UCD, TCD, RCSI	267,310	272,656
Professor UCC	323,344	329,811
Associate Professor UCC	299,978	305,978
Lecturer UCC	273,864	279,341
College Lecturer UCC	267,310	272,656
Professor UCG	323,344	329,811
Associate Professor UCG	299,978	305,978
Lecturer UCG	273,864	279,341
College Lecturer UCG	267,310	272,656

Table B3		
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Category II Consultants	Type B* Contract	Type B* Contract
	01/10/24	01/03/25
	€	€
Professor UCD, TCD, RCSI	269,213	274,597
Associate Professor UCD, TCD, RCSI	247,937	252,896
Lecturer UCD, TCD, RCSI	224,165	228,648
College Lecturer UCD, TCD, RCSI	218,186	222,550
Professor UCC	273,890	279,368
Associate Professor UCC	252,462	257,511
Lecturer UCC	228,901	233,479
College Lecturer UCC	222,926	227,385
Professor UCG	278,561	284,132
Associate Professor UCG	256,987	262,127
Lecturer UCG	233,639	238,312
College Lecturer UCG	227,659	232,212

Table SA - B3		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract		
Category II Consultants	Type B* Contract	Type B* Contract
	01/10/24	01/03/25
	€	€
Professor UCD, TCD, RCSI	289,307	295,093
Associate Professor UCD, TCD, RCSI	267,899	273,257
Lecturer UCD, TCD, RCSI	246,491	251,421
College Lecturer UCD, TCD, RCSI	240,762	245,577
Professor UCC	289,307	295,093
Associate Professor UCC	267,899	273,257
Lecturer UCC	246,491	251,421
College Lecturer UCC	240,762	245,577
Professor UCG	289,307	295,093
Associate Professor UCG	267,899	273,257
Lecturer UCG	246,491	251,421
College Lecturer UCG	240,762	245,577

Table C1(1)							
New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/03/25	207,790	213,825	239,025	242,495	245,968	249,439
	01/10/24	203,716	209,632	234,338	237,740	241,145	244,548
Type B	01/03/25	195,584	198,238	217,314	220,208	223,102	225,996
	01/10/24	191,749	194,351	213,053	215,890	218,727	221,565
Type C	01/03/25	170,162	176,182	185,994	190,941	196,730	199,012
	01/10/24	166,825	172,727	182,347	187,197	192,873	195,110

* Serving Consultants appointed prior to 1st October 2012 moving from permanent posts are allowed retain their existing salary scales.

Table C1(2)										
New Entrant Consultant (Clinicians) from 1 st October 2012*										
Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/03/25	169,227	173,931	183,788	193,253	201,505	208,383	216,636	232,113	244,267
	01/10/24	165,909	170,521	180,184	189,464	197,554	204,297	212,388	227,562	239,477
Type B	01/03/25	159,750	165,435	173,286	174,465	179,793	185,135	194,628	202,881	211,133
	01/10/24	156,618	162,191	169,888	171,044	176,268	181,505	190,812	198,903	206,993
Type C	01/03/25	139,960	144,060	148,918	152,302	155,687	159,750	165,165	171,257	175,797
	01/10/24	137,216	141,235	145,998	149,316	152,634	156,618	161,926	167,899	172,350

* Serving Consultants appointed prior to 1st October 2012 moving from permanent posts are allowed retain their existing salary scales.

Table SA - C1(1)		
Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement.		
Contract Type	01/10/24	01/03/25
	€	€
Type A	226,681	231,215
	238,934	243,713
	251,869	256,906
	258,676	263,850
	265,483	270,793
	272,290	277,736
Type B	209,323	213,509
	219,534	223,925
	232,581	237,233
	238,254	243,019
	243,926	248,805
	249,599	254,591
Type B*	215,562	219,873
Type C	166,825	170,162
	173,584	177,056
	182,347	185,994
	187,199	190,943
	192,872	196,729
	198,544	202,515

Table C2(1)							
New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/03/25	270,168	277,854	300,187	304,457	308,729	312,996
	01/10/24	264,871	272,406	294,301	298,487	302,675	306,859
Type A Associate Professor / Consultant	01/03/25	251,900	259,586	279,889	284,160	288,429	292,700
	01/10/24	246,961	254,496	274,401	278,588	282,774	286,961
Type A Senior Lecturer / Consultant	01/03/25	233,670	241,354	259,632	263,903	268,172	272,443
	01/10/24	229,088	236,622	254,541	258,728	262,914	267,101

Table C2(2)							
New Entrant Academic Consultants from 1 October 2012 (Type A)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/03/25	241,814	255,907	268,515	273,063	273,063	273,063
	01/10/24	237,073	250,889	263,250	267,709	267,709	267,709
Type A Associate Professor / Consultant	01/03/25	217,429	238,349	250,354	264,313	273,063	273,063
	01/10/24	213,166	233,675	245,445	259,130	267,709	267,709
Type A Senior Lecturer / Consultant	01/03/25	201,345	213,467	232,313	245,486	254,137	267,503
	01/10/24	197,397	209,281	227,758	240,673	249,154	262,258

*serving Consultants moving from permanent posts are allowed retain their existing salary scales

Table SA - C2(1)			
Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	01/10/24	01/03/25
		Type A	Type A
		€	€
TYPE A Professor	1	278,615	284,187
	2	293,685	299,559
	3	309,571	315,762
	4	317,944	324,303
	5	326,317	332,843
	6	334,690	341,384
TYPE A Associate Professor	1	261,368	266,595
	2	276,440	281,969
	3	290,409	296,217
	4	298,782	304,758
	5	307,155	313,298
	6	315,528	321,839
TYPE A Lecturer	1	244,202	249,086
	2	259,273	264,458
	3	271,334	276,761
	4	279,708	285,302
	5	288,080	293,842
	6	296,454	302,383
TYPE A College Lecturer	1	239,598	244,390
	2	254,669	259,762
	3	266,220	271,544
	4	274,594	280,086
	5	282,966	288,625
	6	291,339	297,166

Table C3(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/03/25	252,684	259,401	280,760	284,492	288,223	291,957
	01/10/24	247,729	254,315	275,255	278,914	282,572	286,232
Type B Associate Professor / Consultant	01/03/25	232,922	239,639	258,802	262,534	266,267	269,998
	01/10/24	228,355	234,940	253,727	257,386	261,046	264,704
Type B Senior Lecturer / Consultant	01/03/25	203,651	210,140	234,265	237,997	241,729	245,462
	01/10/24	199,658	206,020	229,672	233,330	236,989	240,649

Table C3(2)							
New Entrant Academic Consultants from 1 October 2012 (Type B)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/03/25	228,165	238,368	248,859	259,555	270,615	273,063
	01/10/24	223,691	233,694	243,979	254,466	265,309	267,709
Type B Associate Professor / Consultant	01/03/25	202,774	212,100	229,428	239,458	249,683	259,909
	01/10/24	198,798	207,941	224,929	234,763	244,787	254,813
Type B Senior Lecturer / Consultant	01/03/25	179,279	191,827	200,742	209,837	218,721	235,635
	01/10/24	175,764	188,066	196,806	205,723	214,432	231,015

*serving Consultants moving from permanent posts are allowed retain their existing salary scales

Table SA - C3(1)			
Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	01/10/24	01/03/25
		Type B	Type B
		€	€
TYPE B Professor	1	271,253	276,678
	2	284,424	290,112
	3	301,391	307,419
	4	308,709	314,883
	5	316,027	322,348
	6	323,344	329,811
TYPE B Associate Professor	1	250,221	255,225
	2	263,394	268,662
	3	278,024	283,584
	4	285,342	291,049
	5	292,659	298,512
	6	299,978	305,978
TYPE B Lecturer	1	226,718	231,252
	2	239,890	244,688
	3	251,911	256,949
	4	259,229	264,414
	5	266,546	271,877
	6	273,864	279,341
TYPE B College Lecturer	1	220,820	225,236
	2	233,993	238,673
	3	245,355	250,262
	4	252,674	257,727
	5	259,991	265,191
	6	267,310	272,656

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/03/25	228,624	235,760	254,028	257,992	261,954	265,918
	01/10/24	224,141	231,137	249,047	252,933	256,818	260,704
Type C Associate Professor / Consultant	01/03/25	202,560	209,452	233,011	236,975	240,938	244,902
	01/10/24	198,588	205,345	228,442	232,328	236,214	240,100
Type C Senior Lecturer / Consultant	01/03/25	184,599	195,374	209,530	213,494	217,458	221,420
	01/10/24	180,979	191,543	205,422	209,308	213,194	217,078

Table C4(2)							
New Entrant Academic Consultants from 1 October 2012 (Type C)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/03/25	182,092	193,207	201,407	211,504	219,354	237,030
	01/10/24	178,522	189,419	197,458	207,357	215,053	232,382
Type C Associate Professor / Consultant	01/03/25	169,563	176,321	180,991	194,409	201,639	210,476
	01/10/24	166,238	172,864	177,442	190,597	197,685	206,349
Type C Senior Lecturer / Consultant	01/03/25	157,671	164,276	171,735	176,976	183,496	195,677
	01/10/24	154,579	161,055	168,368	173,506	179,898	191,840

*serving Consultants moving from permanent posts are allowed retain their existing salary scales

Table SA - C4(1)			
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	01/10/24	01/03/25
		Type C	Type C
		€	€
TYPE C Professor	1	224,078	228,560
	2	238,066	242,827
	3	248,975	253,955
	4	256,746	261,881
	5	264,518	269,808
	6	272,290	277,736
TYPE C Associate Professor	1	204,708	208,802
	2	218,696	223,070
	3	227,454	232,003
	4	235,226	239,931
	5	242,997	247,857
	6	250,769	255,784
TYPE C Lecturer	1	183,073	186,734
	2	197,060	201,001
	3	203,412	207,480
	4	211,183	215,407
	5	218,955	223,334
	6	226,727	231,262
TYPE C College Lecturer	1	177,629	181,182
	2	191,617	195,449
	3	197,364	201,311
	4	205,136	209,239
	5	212,907	217,165
	6	220,679	225,093

Table SA - C5(1)

Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement		
Contract Type	01/10/24	01/03/25
	Type B*	Type B*
	€	€
TYPE B* Professor	289,307	295,093
TYPE B* Associate Professor	267,899	273,257
TYPE B* Lecturer	246,491	251,421
TYPE B* College Lecturer	240,762	245,577

Table D1	01/10/24	01/03/25
	€	€
Clinical Directors' Allowance*	56,732	57,867

* Any Consultant remunerated under salary scales issued prior to 1st October 2012 or under the integrated salary scale applying from 1st November 2013 who is appointed to a Clinical Director post will receive the above allowance.

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/03/25	265,865		
	01/10/24	260,652		
Head of Department**	01/03/25	237,096	244,267	251,466
	01/10/24	232,447	239,477	246,535

** New Entrants - Those not covered by footnote to Table D1

Masters Allowance
<p>Calculating the Allowance paid to the Master of a Maternity Hospital</p> <p>The allowance attached to the role of Master is calculated as the difference between the rate applying to the standard clinical post and a professorial post as determined by Contract Type. For example, should you opt for Consultant Contract 2008 on a Type B basis, you will receive an allowance equal to the difference between the salary rate for the Type B standard clinical post and the Type B Professor post.</p>

Table E			
B&C Factor Payments for Consultants who (1) are not eligible for settlement agreement or (2) who are eligible and do not avail of settlement agreement.			
On Call/Call-Out Payments			
	No. of Call-Outs	01/10/24	01/03/25
Rota		€	€
Flat Annual Payment		4,758	4,853
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,754	2,809
1 in 2	1-80 call-outs	6,877	7,015
	81-120 call-outs	7,948	8,107
	121+ call-outs	8,703	8,877
1 in 1	1-80 call-outs	8,255	8,420
	81-120 call-outs	10,446	10,655
	121+ call-outs	12,899	13,157

SA - B and C Factor Payments			
SA - On Call/Call-Out Payments			
	No. of Call-Outs	01/10/24	01/03/25
Rota		€	€
Flat Annual Payment		6,978	7,118
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,894	2,952
1 in 2	1-80 call-outs	7,222	7,366
	81-120 call-outs	8,346	8,513
	121+ call-outs	9,138	9,321
1 in 1	1-80 call-outs	8,669	8,842
	81-120 call-outs	10,969	11,188
	121+ call-outs	13,545	13,816

Emergency Call-Out Payments for all Consultants		
	01/10/24	01/03/25
Per call-out	€	€
First 30 call-outs	96.92	98.86
31-120 call-outs	145.78	148.69
121 call-outs or more	192.58	196.43
If the call-out occurs after midnight		
First 30 call-outs	129.20	131.78
31-120 call-outs	195.35	199.26
121 call-outs or more	258.57	263.74
For each hour or part hour in excess of the first hour		
First 30 call-outs	64.50	65.79
31-120 call-outs	96.27	98.20
121 call-outs or more	129.30	131.89
Annual Limit	27,507	28,057

SA - Emergency Call-Out Payments for all Consultants		
	01/10/24	01/03/25
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	116.30	118.63
31-120 call-outs	174.45	177.94
121 call-outs or more	232.60	237.25
If the call-out occurs after midnight		
First 30 call-outs	145.37	148.28
31-120 call-outs	218.06	222.42
121 call-outs or more	290.75	296.56
Annual Limit	34,038	34,719

Table F1		
Salary scales for Consultants who are remaining on the 1997 Consultant Contract		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	216,808	221,144
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	205,899	210,017
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,583	199,495
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	193,527	197,398
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	183,785	187,461
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	178,740	182,315
Geographical Wholetime Consultants without fees	227,129	231,672

Table F3		
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008		
	01/10/24	01/03/25
	€	€
Regional Consultant Orthodontists	205,899	210,017

Table F2		
Salary scales for Academic Consultants who are remaining on the 1998 Contract		
	01/10/24	01/03/25
	€	€
Category I Consultants		
Professor	279,031	284,612
Associate Professor	258,393	263,561
Lecturer	237,748	242,503
College Lecturer	232,222	236,866
Category II Consultants		
Professor UCD, TCD, RCSI	249,120	254,102
Associate Professor UCD, TCD, RCSI	229,430	234,019
Lecturer UCD, TCD, RCSI	207,434	211,583
College Lecturer UCD, TCD, RCSI	201,900	205,938
Professor UCC	258,469	263,638
Associate Professor UCC	238,481	243,251
Lecturer UCC	216,908	221,246
College Lecturer UCC	211,379	215,607
Professor UCG	267,816	273,172
Associate Professor UCG	247,532	252,483
Lecturer UCG	226,380	230,908
College Lecturer UCG	220,848	225,265

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	01/10/24	01/03/25
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	182,347	185,994
G.W.T. WITH FEES	174,277	177,763
EXISTING WHOLETIME	167,223	170,567
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	182,347	185,994
G.W.T. WITH FEES	168,881	172,259
EXISTING WHOLETIME	158,943	162,122
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	182,347	185,994
G.W.T. WITH FEES	160,602	163,814
EXISTING WHOLETIME	150,663	153,676

	01/10/24	01/03/25
	€	€
Extended Duty Liability		
A flat payment will be paid to each consultant with on-call liability.	8,912	9,090

Table F5		
Original Contract for Consultant Medical Staff 1981		
	01/10/24	01/03/25
	Cumulative restoration up to and including 1/01/25	Cumulative restoration up to and including 1/01/26
	€	€
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate*	214,119	218,401
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347(£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	11,831	12,068
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

Emergency Services	01/10/24	01/03/25
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	94.17	96.05
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	125.41	127.91
In the event of the call extending beyond one hour's duration from leaving home until return this further amount for each hour or part hour is payable	62.62	63.87
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	11,886	12,124

ALLOWANCES

Government Decision on Review of Allowances

The following allowances were abolished for new beneficiaries (*a new beneficiary is defined as a new entrant to the Public Service w.e.f. 1 February 2012 or an existing employee not in receipt of the allowance at 31 January 2012*) w.e.f 1 February 2012

Island Inducement Allowance

Tool Allowance (Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018)

Gaeltacht grants/Allowances

Cardiac Allowance

Community Allowance (new rate now available to new beneficiaries pursuant to WRC Agreement August 2016)

Midwifery Qualification (paid to Public Health Nurses) (Restored to new entrant nurses as per DoH Circular 14/2017)

Special Allowance for Weekend Public Holidays

Registered General Nurse in Community (Restored to new entrant nurses as per DoH Circular 14/2017)

Nurse Coordinator Allowance (Restored to new entrant nurses as per DoH Circular 14/2017)

Specialist Coordinator Allowance (Nurse Tutors) (Restored to new entrant nurses as per DoH Circular 14/2017)

Annual Allowance for Biochemists (Qual) payable to Senior and Basic Grades only

Annual Allowance for Radiographers (Qual)

Allowance figures for Radiography grades are based on a 12 hr period after which pro rata will apply from 11.07.2019

Trainers Allowance (Management of Aggression & Violence)

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Travel Allowance for non nursing Dublin Personnel

Nurses assigned to Occupational Therapy (Restored to new entrant nurses as per DoH Circular 14/2017)

MEDICAL AND DENTAL ALLOWANCES

								1 October 2024	1 March 2025
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts									
1.	Consultants	per 3 hour session (and pro-rata)						147.54	150.50
2.	Emergency Sessions								
		The rate at 1 above subject to a minimum fee in the case of Anaesthetists						96.65	98.59
		The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons						57.57	58.72
3.	Community Ophthalmic Physicians	per 3 hour session						213.74	218.02
4.	Special rates payable for clinics held outside a radius of 25 miles								
	(a)	Where the clinics are held for <u>less</u> than 3 hours duration;							
		hourly rate;						73.68	75.15
		minimum rate;						147.54	150.50
	(b)	Where the duration is <u>not less</u> than 3 hours;							
		first 3 hours						221.00	225.42
		3 hour sessional rate for hours in excess of 3 (and pro-rata)						147.54	150.50
5.	Pool Payments								
	General	Teaching Hospital (per bed day)						6.16	6.29
	General	Non-Teaching Hospital (per bed day)						4.15	4.24
	Maternity	Teaching Hospital (per bed day)						11.93	12.17
	Maternity	Non-Teaching Hospital (per bed day)						5.63	5.74
6.	Private Dental Surgeons	Sessional Rates (Circular 3/2024 refers)							
	(a)	Private dental surgeon clinics held in HSE premises						329	336
	(b)	Private dental surgeon clinics held in dentist's private surgery						441	450
Wholetime public dental surgeons may be paid for at the revised rates set out at (a) above in respect of extra 3-hour sessions undertaken by them (maximum of 2 sessions per week)									
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.									
		Per 3 hour session (and pro-rata)						173.52	176.99
		Special rates for clinics held outside a radius of 25 miles							
	(a)	For clinics of <i>less than</i> 3 hours duration							
		Per hour						87.53	89.28
		Minimum rate						105.37	107.48
	(b)	For clinics of <i>not less than</i> 3 hours							
		For the first three hours						260.46	265.67
		For 3 hour sessions in excess of 3 hours						175.29	178.79
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.									
SATU Doctor & GPs (payment to GPs will be based on an invoicing system for contracts of service. Tax clearance certificates will be required)									
		<u>On-Call</u>							
		Monday - Friday	9am -1pm					103.22	105.28
		Monday - Friday	1pm - 5pm					103.22	105.28
		Monday - Friday	5pm - 9am					138.47	141.24
		Saturday	24hr					431.12	439.75
		Sunday and Public Holidays	24hr					517.34	527.69
		<u>Call-Out</u>							
		Fee per call out						118.00	120.36
		For each hour or part hour in excess of the first hour						61.41	62.63
		Sub-call						43.99	44.87
Psychiatrist Special Responsibility Allowance (per annum)								12,412	12,660

									1 October 2024	1 March 2025
Child Health Services Development Paediatrics										
3 hour session									78.46	80.03
2 hour session									58.84	60.02
1 hour session									39.27	40.06
Casual Locum for Former District Medical Officers										
For first three days									86.02	87.74
For next 25 days									73.60	75.07
For each subsequent day									63.32	64.59
Fees for lectures to Nurses									36.03	36.75
(Circular S100/84 of 22 August 1975)									27.07	27.61
Consultant CME										
This scheme is open to Consultants employed in the public service and allow Consultants claim towards courses and conferences, reference materials and professional fees etc. as set out in the HSE's Guidance on Continuing Medical Education Supports for Consultants. Maximum of €3,000 per annum for 2008 or 1997 Consultant Contract holders. Maximum of €12,000 per annum for 2023 Consultant Contract holders (except where a higher amount is approved in accordance with the terms of the Contract).										
Vouched CME for certain other medical grades (Circulars 39/2003 and 1/2024 refer). Annual rate of €2,750 for the grades of AMO, SAMO, SMO, PMO and COP with retrospective effect from 1 February 2022.										
Research and Innovation Projects Maximum of €8,000 for 2023 Consultant Contract holders as provided for in the Contract (except where a higher amount is approved in accordance with the terms of the Contract).										
Training Supports Scheme for NCHDs										
*** AMOUNT PER REGISTRATION PER YEAR										
									1 July 2019	22-Dec-22
Intern									750	1,250
SHOs and Registrars									1,250	1,750
SPRs/GP Registrars/ Psychiatry SRs on a training scheme									2,000	2,500
GP Trainers Allowance (maintained for pension benefit calculation purposes only)										
3 hour session									233.23	237.89
GP Registrar Allowance (from the NCHD contract)										
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred										
									12,967	13,226
									4,322	4,408
Public Health Doctors										
On Call off site rate agreed as per LCR as an interim measure at rate of €576. (HSE CERS Circular 35/2020 refers, however this is now only applicable to Public Health Doctors)										

NURSING ALLOWANCES

1 October 2024

1 March 2025

Staff Nurses (Senior Staff Nurses), Clinical Nurse/Midwifery Manager 1, 2 and 3 (S100/406 refers)(DoH Circulars 14/2019 and 2/2024 refer)

(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification

4,000

4,080

(B) Location Allowance for nurses engaged in the following Duties:

2,663

2,716

A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) **With effect from 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).**

(B) Also applies to the Public Health Nurse grade in the following manner:

With effect from 1 March 2019, Location Allowance set out at (B) above shall also apply to certain Public Health Nurses not holding a midwifery qualification, but engaged in provision of midwifery services as part of their duties (Refer to Para 3, HSE Circular 21/2019).

2,663

2,716

Public Health Nurses & Assistant Directors of Public Health Nursing

Midwifery Qualification*

4,000

4,080

*Restored to new entrant nurses as per DoH Circular 14/2017

Staff Nurse Dual Qualification Scale

New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.

1,665

1,698

Red-Circled Allowances (Circular 126/2000 refers)

Payable on a red-circle basis to staff who were in employment in the following grades on 16/11/99 and are existing beneficiaries of such allowances

Deputy Nursing Officer

1,593

1,625

Theatre / Night Sister

956

975

Public Health Nurse

1,913

1,951

Relevant nursing staff

Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*

3,554

3,625

*Abolished for new beneficiaries with effect from 1 February 2012

Psychiatric Nurses (HSE HR Directorate Circular 1/2005 and DoH S100/411 refer)

Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012

Psychiatric Staff Nurse

5,926

6,045

Senior Staff Nurse (Psychiatric)

6,223

6,347

Community Psychiatric Nurse

6,499

6,629

Clinical Nurse Manager I (Psychiatric)

6,297

6,423

CNM II (Psychiatric)/Community Mental Health Nurse

6,720

6,854

Clinical Nurse Manager III (Psychiatric)

7,060

7,201

Assistant Director of Nursing Mental Health

6,834

6,971

Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017

4,458

4,547

Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449

6,183

6,307

Public Health Nurses (S103/151 refers)

Island Inducement Allowance*

2,109

2,151

*Abolished for new beneficiaries with effect from 1 February 2012

Assisted Admissions Allowance - Team Member

283.66

289.33

Assisted Admissions Allowance - Team Leader

340.39

347.19

Mental Health Authorising Officer Allowance - Normal Working Hours

170.19

173.60

Mental Health Authorising Officer Allowance - Outside Working Hours

340.39

347.19

These allowances are also payable to a limited number of grades in other staff categories, where they are identified as an Authorised Officer, or are part of an Assisted Admissions team.

Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)							1 October 2024	1 March 2025
<i>(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>								
Monday to Friday (Each day)							50.57	51.58
Saturday							64.95	66.25
Sunday and Public Holidays							87.80	89.55
<i>(ii) Call Out Rate - Monday to Sunday</i>								
Fee per operation per 2 hours (17.00 - 22.00 hours)							50.57	51.58
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)							75.83	77.35
Operation lasting more than 4 hours and up to five hours							126.40	128.93
Fee per operation per hour (after 22.00 hours)							50.57	51.58
<i>(iii) On-call Without Standby</i>								
Fee per operation, call in without standby							101.13	103.15
Overruns from roster at normal overtime rates (no time back in lieu)								
<i>(iv) On Call over Weekend</i>								
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.								
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details) *Restored for new entrant nurses as per DoH Circular 14/2017</i>								
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.							21.60	22.03
Sexual Assault Treatment Unit - Forensic Nurse Examiners (HSE Circular 036/2019 and DoH Circular 6/2024 refer)								
<i>(i) On-Call payment. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>								
Monday to Friday (Each day)							50.57	51.58
Saturday							64.95	66.25
Sunday and Public Holidays							87.80	89.56
<i>In exceptional circumstances where a person not "on call" is required to attend a SATU, that individual will be remunerated on a fee per case basis. (€200.28). If such a person's advice is solely provided over the phone, a pro rata payment equating to the period of the time involved will be made. This agreement will also apply to circumstances where such advice is given by a person "on call" but not required to physically attend the SATU.</i>								
<i>(ii) Call Out payment. Rates apply in respect of call out durations of up to 4 hours - hourly rate to apply thereafter. Payment applies from time of receipt of call regarding the case.</i>								
Monday - Sunday, including public holidays (Each day)							202.28	206.33
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017								
(HSEA letter dated 5 April 2001 refers) Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).								
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.								
							4,430	4,519
Trainers Allowance (Management of Aggression & Violence) DoH Circular 1/2025							107.79	109.95
Public Health Nurses Week-end Work (S100/414 refers)								
Fixed Payment							33.61	34.28
First call on Saturday and first call on Sunday							44.62	45.51
Each subsequent call on Saturday and Sunday							22.35	22.79
Payment in lieu of time off for Emergency work							33.57	34.25
Saturday Premium							18.27	18.63
Specialist Co-ordinator Allowance*								
*Restored for new entrant nurses as per DoH Circular 14/2017							5,158	5,261

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES						1 October 2024	1 March 2025
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)						
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am				45.30	46.21
	Mon - Thurs	12am - 8am				57.65	58.81
	Sat	12am til Sun 12am				63.42	64.69
	Bank Holiday					63.42	64.69
Stand-by Payments (off site on call)	Mon - Fri					51.08	52.10
	Saturday					65.60	66.91
	Sun & Public Holidays					88.68	90.45
PHYSIOTHERAPISTS							
<u>Emergency/On-Call Duty</u>							
I On-Call with Standby (a) Monday to Friday						28.05	28.61
(b) Saturdays						36.61	37.34
(c) Sundays and Public Holidays						54.76	55.85
- Fee per call (per half hour)						28.05	28.61
II On-Call without Standby							
- Fee per call (per hour)						76.99	78.53
The total On-Call Standby fees paid by an individual hospital should not exceed the rate opposite for any week except for a week during which a public holiday occurs.						226.11	230.63
GENERAL PARAMEDICAL SESSIONAL RATES							
Per 3 hour session						117.42	119.77
For 2 three hourly sessions held at the same location on same day						200.91	204.93
PHYSIOTHERAPISTS							
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>							
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:						136.90	139.64
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:						182.53	186.18
Child Care Workers / Social Care Workers required to do an 8 hour sleepover							
	Set at the minimum wage per hour rate for an adult worker						
Saturday Premium						18.45	18.82
RADIOGRAPHERS							
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am				56.06	57.19
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am				71.35	72.78
	Saturday	8am - 12am				65.41	66.72
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)				78.49	80.06
<u>(HSE Circular 006/2012 and LCR20232 refers)</u>							
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am				44.85	45.75
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am				57.08	58.22
	Saturday	8am - 12am				52.33	53.38
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)				62.79	64.05

								1 October 2024	1 March 2025
Stand-by Payments (off site on call)	Mon - Fri		All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours.					50.57	51.58
	Saturday							64.95	66.24
	Sun & Public Holiday							87.80	89.55
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate								30.00	30.60
2006 Annual Radiographer / Radiation Therapist Allowance (DoH Circular 13/2024)								2,042	2,083
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography								1,090	1,112
Diploma in Ultrasound								544.59	555.48
Diploma in Nuclear Medicine								544.59	555.48
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.									
Annual Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								5,365	5,472
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								1,792	1,828
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)* Only one allowance is payable at a time									
*Abolished for new beneficiaries with effect from 1 February 2012									
Hons BSc								1,217	1,241
MSc								2,433	2,482
PhD								3,171	3,234
PSYCHOLOGISTS									
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social Worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;								194.80	198.69
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								163.53	166.80
for 2 3-hour sessions held at the same location on same day								279.90	285.50
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*								287	293
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.									
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year								245.34	250.25
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year								1,091	1,113
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year								3,863	3,940
Allowance for Advanced Paramedics as per HSE Circular 11/2009								11,005	11,225

†The inappropriate use of the sessional rates below is currently being reviewed and these rates may not be used in respect of any new employee.

Further instruction in relation to employees currently on these rates will issue separately.

	1 October 2024	1 March 2025
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	50.45	51.46
Over 6 hours:	37.36	38.11
Maximum payment for 21 hours:	855.80	872.92
† <u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	153.34	156.40
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	204.44	208.53
† SESSIONAL RATES FOR PSYCHOLOGISTS		
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social Worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;	221.68	226.11
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	186.09	189.81
for 2 three hourly sessions held at the same location on the same day	318.52	324.89
† SOCIAL WORKERS		
3-hour Session	127.16	129.71
For 2 three hourly sessions held at the same location on the same day	217.58	221.94
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	107.80	109.95
For 2 three hourly sessions held at the same location on the same day	184.42	188.11
† PHYSIOTHERAPISTS		
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	153.34	156.41
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	204.44	208.53

The position in relation to the inappropriate use of these rates is under review.

SUPPORT SERVICES GRADES ALLOWANCES

	1 October 2024	1 March 2025
Cardiac Allowance*	20.37	20.78
*Abolished for new beneficiaries with effect from 1 February 2012		
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	35.36	36.07
*Abolished for new beneficiaries with effect from 1 February 2012		
Saturday Premium	12.92	13.17
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018		
1/1/2023 - 31/12/2023 DoH Circular 16/2023 888 Euros		
1/1/2024 - 31/12/2024 DoH Circular 11/2024 888 Euros		

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)	10,578	10,790
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)	515.69	526.00
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder	10,578	10,790
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,737	4,832
Saturday Premium	18.45	18.82

**** These are NOTIONAL pay scales. They are not active pay scales and are not for use in relation to current employees.**

In order to determine if a pension increase is due, please refer to the detailed guidance set out in DPER Circular 19/2019 and in particular Part B of the circular which clarifies the position in relation to pension increase policy in the public service up to end 2020 in respect of certain grades where notional scales exist.

The table in Part B provide specific guidance in determining if / when a pension increase is due.

DPER have clarified that the sanction conveyed in Part B can be applied to the scales in this section of the DoH Consolidated Salary Scales **

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
SUPPORT SERVICES GRADES ** SCALES IN THIS SECTION APPLICABLE TO RETIREES PRE 17/10/03 ONLY (CRAFTWORKERS PARALLEL BENCHMARKING AGREEMENT 2003) **																				
CRAFTSMEN (PAYPATH)	1/09/08	12	36,852	37,284	37,494	37,724	37,941	38,054	38,163	38,274	38,388	38,564	38,701	39,032						
DOMESTICS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CLEANERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
PORTERS / DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
BUILDERS LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GENERAL LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GROUNDSMEN (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GARDEN LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
FARM LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GATE KEEPERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CARETAKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
LAUNDRY WORKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
SEAMSTRESS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
HAIRDRESSERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BEAUTICIANS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BARBERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
MINI BUS DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
TRACTOR DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
VAN DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
MORTUARY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
LABORATORY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
DARK ROOM PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
GARDENER (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
STOREMAN (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
BOILERMAN / GROUNDSMAN (NON-DUBLIN)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					

DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
LINEN ROOM SUPERVISOR (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
PORTERS (DUBLIN) (PAYPATH)	1/09/08	8	29,296	29,566	29,845	30,117	30,394	30,668	30,945	31,217									
BOILERMEN (DUBLIN) (PAYPATH)	1/09/08	8	29,588	29,855	30,248	30,397	30,662	30,938	31,204	31,472									
DOMESTICS (DUBLIN) (PAYPATH)	1/09/08	8	28,121	28,387	28,654	28,915	29,187	29,459	29,733	30,003									
NURSES AIDE (DUBLIN) (PAYPATH)	1/09/08	13	29,840	30,069	30,167	30,247	30,338	30,439	30,530	30,624	30,721	30,807	30,935	31,071	31,198				
CSSD OPERATIVES	1/09/08	7	26,987	28,044	29,095	30,153	31,209	32,261	33,319										
MEDICAL LABORATORY AIDES (DUBLIN)	1/09/08	7	26,987	28,044	29,095	30,153	31,209	32,261	33,319										
FAMILY SUPPORT WORKERS (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
HOME HELPS (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				

CLERICAL, ADMINISTRATION & RELATED GRADES																
(Catering Officer Grade III restructured to become new Catering Officer Grade II. Grades of Catering Officer Assistant/Senior Assistant/Grade IV restructured to form new Catering Officer Grade III. Restructured via agreement regarding catering management grades 20th April 1999 w.e.f 1/1/01)																
CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/09/08	7	31,996	34,192	35,828	37,410	39,545	40,889	42,229	LSIs						
CATERING OFFICER, SENIOR ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/09/08	7	34,192	35,828	37,410	39,545	41,096	42,489	43,890	LSIs						
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/09/08	8	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs					
CATERING OFFICER, GRADE III (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/09/08	10	29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs			

CLERICAL, ADMINISTRATION & RELATED GRADES NOTIONAL SCALES (for pensioners who retired prior to the commencement of the PCW Restructuring Deals)																			
CATERING OFFICER, ASSISTANT	1/09/08	5	32,342	34,561	36,208	37,815	39,967												
CATERING OFFICER, SENIOR ASSISTANT	1/09/08	5	34,561	36,208	37,815	39,967	41,536												
CATERING OFFICER, GRADE IV	1/09/08	5	34,561	36,208	37,815	39,967	41,536												
CATERING OFFICER, GRADE III	1/09/08	4	41,536	43,122	44,246	45,547													
CATERING OFFICER, GRADE II	1/09/08	5	43,122	44,522	45,933	47,372	48,779												
CATERING OFFICER, GRADE I	1/09/08	5	48,184	49,371	50,830	53,525	55,146												
TRAINEE COOK	1/09/08	3	17,515	19,715	21,921														
CHEF II (FORMERLY COOK GRADE II)	1/09/08	13	22,768	23,399	24,033	24,665	25,294	25,924	26,554	27,182	27,811	28,441	29,073	29,699	30,325				
CHEF I (FORMERLY COOK GRADE I)	1/09/08	8	25,245	26,201	27,279	28,122	29,014	30,056	31,008	31,970									
COMMUNITY WELFARE OFFICER	1/09/08	17	24,631	26,468	28,419	30,562	32,800	34,843	36,859	38,810	40,683	42,560	44,454	46,290	48,140	50,042	51,863	53,722	55,524
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/09/08	6	65,740	68,432	70,629	73,070	75,518	77,951											
DENTAL SURGERY ASSISTANT	1/09/08	14	22,930	23,772	24,598	25,791	26,915	27,817	28,932	30,084	31,103	31,853	33,099	34,002	34,906	36,107			
TELEPHONISTS* *This scale applies to Telephonists formerly linked to Bord Telecom	1/09/08	10	22,945	23,890	24,842	25,787	26,735	27,689	28,636	29,579	30,533	32,575							
SENIOR TELEPHONISTS* *This scale applies to Telephonists formerly linked to Bord Telecom	1/09/08	1	39,385																
SUPPLIES OFFICER GRADE D	1/09/08	9	29,371	30,374	31,382	32,389	33,389	34,395	35,401	36,404	37,408								
SUPPLIES OFFICER GRADE C	1/09/08	6	34,561	36,208	37,815	39,967	41,536	43,122											
SUPPLIES OFFICER GRADE B	1/09/08	5	43,122	44,522	45,933	47,372	48,779												
SUPPLIES OFFICER GRADE A	1/09/08	5	48,184	49,217	50,638	53,024	54,474												
GRADE I (CLERICAL)	1/09/08	4	21,165	21,930	22,583	23,678													
GRADE II (CLERICAL)	1/09/08	11	21,165	21,930	22,583	23,678	24,716	25,546	26,567	27,623	28,558	29,250	30,391						
GRADE III (CLERICAL)	1/09/08	14	22,747	23,875	25,004	26,132	27,264	28,388	29,516	30,638	31,767	32,899	34,021	35,151	36,279	37,408			
GRADE IV (CLERICAL)	1/09/08	11	24,632	26,292	28,212	30,145	32,342	34,561	36,208	37,815	39,967	41,536	43,122						
GRADE V (CLERICAL)	1/09/08	5	43,122	44,382	45,828	47,444	48,779												
GRADE VI (CLERICAL)	1/09/08	5	48,184	49,318	50,951	53,514	55,146												
GRADE VII (CLERICAL)	1/09/08	9	50,477	51,753	53,247	54,743	56,250	57,598	58,967	60,297	61,613								