

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 4/2024

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

An increase to the annualised basic salaries for public servants of 1%.

An increases of 1% 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 June 2024

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 June 2024), 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 The following grades have had a 1 euro rounding anomaly corrected w.e.f. 1.1.24: Grade codes 2906, 2907, 2911, 2912, 2913, 233X, 2119, 3107, 3072, 3149.
- 12 DoH circular 3/2024 set out adjustments that are included in these scales in respect of Dental Surgeon Sessional Rates in 'Medical and Dental Allowances' section.
- 13 Changes to the following grades that were encompassed in v3 of the 1 January 2024 consolidated salary scales are reflected in these scales also: 2704 Community Psychiatric Nurse (retrospective application of sectoral bargaining applied), 3072 Psychosis Key Worker, Early Intervention (correction to the rate previously published for Pt2), as well as single euro rounding issues to grades 1317, 3286, 6001, 0361, 3172, 3922, 0161 and 3149.
- 14 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.
- 15 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.
- 16 The grades of: 3670- Psychology Trainee, Counselling, 3671- Psychology Trainee, Educational, 3190- Student Paramedic, 3195- Paramedic, 3194- Emergency Medical Technician, 0065 - ND Access & Integration, 0068 - ND Head of Strategic Infrastructure Capital Delivery, 3250 Pharmacist, Advanced Specialist - have been newly entered in these pay scales, and grade 0076 has been expanded to include the CEO of UHL.
- 17 The outcome of LCR22828 (recommendations 44, 45 and 46) re certain Nursing and Midwifery grades and the Specialist Qualification/Location Allowance wef 30.9.23 are included (DoH Circular 2/2024).
- 18 The outcome of LCR22780 in respect of Medical Scientists grades wef 1.1.24 are included (DoH Circular 2/2024).
- 19 The outcome of LCR22714 re Chief Officers, CHOs wef 1.12.22 are included (DoH Circular 2/2024).
- 20 The following grades have been increased by 6% in total (5% re Report 42 and the 1% general round) wef 1.6.24: 0016, 0058, 0059, 0017, 0060, 0061, 0047, 0062, 0448, 0045, 0512, 0511, 0050, 0509.
The following grades have been increased by 3.3% in total (2.3% re Report 42 and the 1% general round) wef 1.6.24: 0508.
- 21 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.
- 22 Revised rates have been newly added to the scales w.e.f. 1 June 2024 for the Mental Health Authorising Officer/Assisted Admissions allowances.. These allowances may also be 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.
- 23 Revised rates have been newly added to the scales w.e.f. 1 June 2024 for Doctors and GPs in respect of Sexual Assault Treatment Unit (On Call and Call Out allowances).
- 24 The rate set out in v1 of the June 2024 scales for the grade of Specialist in Orthodontics was incorrect. The rate set out in this v2 document has been corrected.
- 25 The scale for the grade of Pharmacist, Advanced Specialist issued in v1 of the June 2024 scales showed two LSI's which was incorrect. The scale set out in this v2 document has been corrected to show only 1 LSI.

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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Source Grade	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	1/6/24	1	35,140																			
				1/1/24		34,792																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	39,200																			
				1/1/24		38,812																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/6/24	1	39,200																			
				1/1/24		38,812																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	41,375																			
				1/1/24		40,965																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	41,375																			
				1/1/24		40,965																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/6/24	1	41,375																			
				1/1/24		40,965																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	43,547																			
				1/1/24		43,116																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	43,547																			
				1/1/24		43,116																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	43,547																			
				1/1/24		43,116																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/6/24	1	43,547																			
				1/1/24		43,116																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	45,737																			
				1/1/24		45,284																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	45,737																			
				1/1/24		45,284																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	45,737																			
				1/1/24		45,284																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	49,012																			
				1/1/24		48,527																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	51,153																			
				1/1/24		50,647																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	55,611																			
				1/1/24		55,060																			

3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/6/24	5	95,412	99,849	104,270	108,703	112,553													
		1/1/24		94,467	98,860	103,238	107,627	111,439													
3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** not for use for current employees - scale replaced by 5 point scale above wef 1.05.17 **	1/6/24	7	83,233	85,336	88,666	92,019	95,347	98,682	102,003											
		1/1/24		82,408	84,491	87,789	91,108	94,403	97,705	100,993											
3452	PARAMEDICINE TUTOR, PRINCIPAL, NATIONAL AMBULANCE SERVICE	1/6/24	8	70,951	72,289	73,512	77,331	78,667	78,716	80,279	82,409										
		1/1/24		70,248	71,573	72,785	76,565	77,888	77,936	79,484	81,593										
3451	PARAMEDICINE TUTOR, NATIONAL AMBULANCE SERVICE	1/6/24	10	67,651	68,571	69,486	70,407	71,324	72,245	73,159	74,081	75,000	75,918								
		1/1/24		66,981	67,892	68,798	69,709	70,618	71,530	72,435	73,347	74,257	75,166								
3193	PARAMEDICINE PRACTICE DEVELOPMENT LEAD	1/6/24	9	68,629	69,958	71,239	75,176	76,416	77,855	79,202	80,539	84,692									
		1/1/24		67,949	69,265	70,534	74,432	75,660	77,084	78,418	79,742	83,853									
3188	SPECIALIST PARAMEDIC - NATIONAL AMBULANCE SERVICE	1/6/24	9	47,309	48,254	49,482	50,685	52,106	53,779	55,666	57,972	60,907									
		1/1/24		46,841	47,776	48,992	50,183	51,590	53,246	55,114	57,398	60,304									
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)	1/6/24	10	35,637	36,479	37,855	38,608	39,180	40,090	41,011	41,924	43,753	45,439	LSI							
		18/4/24		35,284	36,118	37,480	38,226	38,792	39,693	40,605	41,509	43,320	44,989	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)	1/6/24	4	33,542	33,976	34,411	34,744														
		18/4/24		33,210	33,640	34,070	34,400														
3194	EMERGENCY MEDICAL TECHNICIAN (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223									
		18/4/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815									
393X	LABORATORY MANAGER (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/6/24	9	87,900	92,217	97,520	104,397	109,725	115,010	120,871	124,775	128,705									
		1/1/24		87,030	91,304	96,555	103,364	108,639	113,872	119,674	123,539	127,431									
393X	LABORATORY MANAGER (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	9	60,761	63,502	65,935	68,423	70,988	73,506	76,100	78,669	81,256									
		1/1/24		60,160	62,874	65,283	67,746	70,286	72,778	75,347	77,890	80,451									
3040	LABORATORY SCIENTIST, SENIOR (PALs) ** with designated NFQ Level 9 qualification **	1/6/24	9	58,836	61,490	63,846	66,255	68,739	71,177	73,689	76,176	78,681									
		1/1/24		58,254	60,882	63,214	65,599	68,058	70,472	72,959	75,422	77,902									
3040	LABORATORY SCIENTIST, SENIOR (PALs) ** without designated NFQ Level 9 qualification **	1/6/24	5	58,836	61,490	63,846	66,255	68,739													
		1/1/24		58,254	60,882	63,214	65,599	68,058													
3039	LABORATORY SCIENTIST (PALs) **for new appointees to this grade from 17.06.22**	1/6/24	15	40,819	43,222	44,359	45,443	48,003	49,660	51,332	53,073	54,844	56,629	58,445	60,273	62,124	63,921	65,157	LSI		
		1/1/24		40,415	42,794	43,920	44,993	47,528	49,168	50,824	52,548	54,301	56,068	57,867	59,677	61,508	63,288	64,512	LSI		
3039	LABORATORY SCIENTIST (PALs) ** no employees may be newly appointed to this scale wef 16.06.22 **	1/6/24	16	39,307	40,819	43,222	44,359	45,443	48,003	49,660	51,332	53,073	54,844	56,629	58,445	60,273	62,124	63,921	65,157	LSI	
		1/1/24		38,918	40,415	42,794	43,920	44,993	47,528	49,168	50,824	52,548	54,301	56,068	57,867	59,677	61,508	63,288	64,512	LSI	
3880	MEDICAL SCIENTIST, TRAINEE	1/6/24	3	35,670	37,032	39,194															
		1/1/24		35,317	36,665	38,806															
3875	MEDICAL SCIENTIST ** For those in post at 1.1.24 and new appointees to the grade from that date **	1/6/24	16	42,392	44,039	46,649	47,889	49,069	51,863	53,728	55,636	57,585	59,544	61,507	63,487	65,480	67,496	69,454	70,800	LSI	
		1/1/24		41,972	43,603	46,187	47,415	48,583	51,350	53,196	55,085	57,015	58,954	60,898	62,859	64,832	66,827	68,766	70,099	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 **	1/6/24	15	40,819	43,222	44,359	45,443	48,003	49,660	51,332	53,073	54,844	56,629	58,445	60,273	62,124	63,921	65,157	LSI		
		1/1/24		40,415	42,794	43,920	44,993	47,528	49,168	50,824	52,548	54,301	56,068	57,867	59,677	61,508	63,288	64,512	LSI		

	3875	MEDICAL SCIENTIST ** For pension benefit calculations for retirements prior to 17.6.22 **	1/6/24	16	39,307	40,819	43,222	44,359	45,443	48,003	49,660	51,332	53,073	54,844	56,629	58,445	60,273	62,124	63,921	65,157	LSI		
			1/1/24		38,918	40,415	42,794	43,920	44,993	47,528	49,168	50,824	52,548	54,301	56,068	57,867	59,677	61,508	63,288	64,512	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)	1/6/24	9	64,713	67,641	70,241	72,900	75,639	78,332	79,871	82,647	85,441										
			1/1/24		64,072	66,972	69,545	72,178	74,890	77,557	79,080	81,828	84,595										
3877		MEDICAL SCIENTIST, SENIOR ** with designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	9	58,836	61,490	63,846	66,255	68,739	71,177	73,689	76,176	78,681										
			1/1/24		58,254	60,882	63,214	65,599	68,058	70,472	72,959	75,422	77,902										
3877		MEDICAL SCIENTIST, SENIOR ** without designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	5	58,836	61,490	63,846	66,255	68,739														
			1/1/24		58,254	60,882	63,214	65,599	68,058														
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)	1/6/24	6	78,385	82,128	86,760	91,382	96,023	100,649													
			1/1/24		77,608	81,315	85,901	90,478	95,072	99,652													
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)	1/6/24	9	78,385	82,128	86,760	91,382	96,023	100,649	105,777	109,193	112,632										
			1/1/24		77,608	81,315	85,901	90,478	95,072	99,652	104,729	108,112	111,517										
3876		MEDICAL SCIENTIST, CHIEF (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	9	71,694	74,894	77,709	79,317	82,214	85,072	88,006	90,848	93,709										
			1/1/24		70,984	74,152	76,940	78,532	81,400	84,230	87,135	89,948	92,782										
3878		SPECIALIST MEDICAL SCIENTIST (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/6/24	9	71,887	74,816	77,417	80,077	82,816	85,510	85,629	88,405	91,236										
			1/1/24		71,175	74,075	76,651	79,285	81,996	84,663	84,782	87,530	90,333										
3878		SPECIALIST MEDICAL SCIENTIST (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	9	65,359	68,012	70,369	72,778	75,261	77,699	79,001	81,484	84,018										
			1/1/24		64,712	67,339	69,672	72,057	74,516	76,930	78,219	80,677	83,186										
3410		NATIONAL CLINICAL LABORATORY DIRECTOR	1/6/24	9	156,617	162,190	169,889	171,044	176,267	181,505	188,923	196,934	204,944										
			1/1/24		155,066	160,585	168,206	169,350	174,522	179,708	187,053	194,984	202,915										
3604		NEURO-PHYSIOLOGIST	1/6/24	10	42,338	44,570	46,589	47,506	48,520	51,179	52,823	54,505	58,700	62,849	LSIs								
			1/1/24		41,919	44,129	46,128	47,036	48,040	50,672	52,300	53,965	58,119	62,227	LSIs								
3607		NEURO-PHYSIOLOGIST, SENIOR	1/6/24	8	52,445	53,980	55,617	57,299	59,042	60,660	64,662	68,672	LSIs										
			1/1/24		51,926	53,446	55,067	56,731	58,457	60,060	64,022	67,992	LSIs										
3605		NEURO-PHYSIOLOGIST, CHIEF I	1/6/24	8	57,085	58,268	59,842	61,369	62,897	64,410	68,320	72,308	LSIs										
			1/1/24		56,520	57,691	59,249	60,761	62,274	63,772	67,643	71,592	LSIs										
3606		NEURO-PHYSIOLOGIST, CHIEF II	1/6/24	8	58,726	61,582	64,367	67,164	70,009	73,675	77,825	80,575	LSIs										
			1/1/24		58,145	60,972	63,729	66,499	69,316	72,945	77,054	79,778	LSIs										
3298		OCCUPATIONAL THERAPIST	1/6/24	14	42,622	44,971	46,904	48,310	49,500	50,733	51,958	53,249	54,544	55,848	57,223	58,682	60,137	61,303	LSI				
			1/1/24		42,200	44,526	46,440	47,832	49,010	50,231	51,444	52,722	54,004	55,295	56,657	58,101	59,542	60,696	LSI				
3301		OCCUPATIONAL THERAPIST, SENIOR	1/6/24	9	61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325										
			1/1/24		60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609										
3824		CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	1/6/24	9	67,946	69,257	70,605	71,945	73,283	74,693	76,177	77,658	78,847										
			1/1/24		67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066										
331X		OCCUPATIONAL THERAPIST MANAGER	1/6/24	7	74,045	76,709	78,167	80,813	83,505	86,200	88,890												
			1/1/24		73,312	75,950	77,393	80,013	82,678	85,347	88,010												

3902	SOCIAL WORKER, TEAM LEADER	1/6/24	7	68,217	70,161	72,109	74,053	75,999	77,943	78,687											
		1/1/24		67,541	69,467	71,395	73,320	75,246	77,172	77,908											
3371	SOCIAL CARE MANAGER 1	1/6/24	7	54,157	55,328	56,498	59,618	60,827	62,028	63,245											
		1/1/24		53,621	54,780	55,938	59,028	60,225	61,414	62,619											
3372	SOCIAL CARE MANAGER 2	1/6/24	6	58,880	60,147	63,491	64,784	66,073	67,375												
		1/1/24		58,297	59,551	62,863	64,143	65,419	66,708												
3373	SOCIAL CARE MANAGER 3	1/6/24	6	65,423	66,829	70,547	71,983	73,414	74,861												
		1/1/24		64,776	66,167	69,849	71,270	72,687	74,120												
3959	FAMILY THERAPIST	1/6/24	6	77,943	80,202	83,725	87,248	90,771	94,299												
		1/1/24		77,172	79,408	82,896	86,384	89,873	93,365												
336Y	SPEECH AND LANGUAGE THERAPIST	1/6/24	14	42,622	44,971	46,904	48,310	49,500	50,733	51,958	53,249	54,544	55,848	57,223	58,682	60,137	61,303	LSI			
		1/1/24		42,200	44,526	46,440	47,832	49,010	50,231	51,444	52,722	54,004	55,295	56,657	58,101	59,542	60,696	LSI			
3379	SPEECH AND LANGUAGE THERAPIST, SENIOR	1/6/24	9	61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325									
		1/1/24		60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609									
3025	SPEECH AND LANGUAGE THERAPIST, CLINICAL SPECIALIST	1/6/24	9	67,946	69,257	70,605	71,945	73,283	74,693	76,177	77,658	78,847									
		1/1/24		67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066									
3468	SPEECH AND LANGUAGE THERAPIST, MANAGER	1/6/24	7	74,045	76,709	78,167	80,813	83,505	86,200	88,890											
		1/1/24		73,312	75,950	77,393	80,013	82,678	85,347	88,010											
3361	SPEECH AND LANGUAGE THERAPIST, MANAGER IN CHARGE III	1/6/24	7	85,713	87,117	88,517	89,991	91,544	93,094	94,337											
		1/1/24		84,864	86,255	87,640	89,100	90,637	92,172	93,403											
3031	TRAINEE SOCIAL CARE WORKER ** grade obsolete - not for use - see Guide note 2 **	1/6/24	5	32,391	34,535	35,534	36,863	38,103													
		1/1/24		32,070	34,193	35,182	36,498	37,726													
3077	VASCULAR PHYSIOLOGIST	1/6/24	10	42,338	44,570	46,589	47,506	48,520	51,179	52,823	54,505	58,700	62,849	LSIs							
		1/1/24		41,919	44,129	46,128	47,036	48,040	50,672	52,300	53,965	58,119	62,227	LSIs							
322Y	VASCULAR PHYSIOLOGIST, SENIOR	1/6/24	8	52,445	53,980	55,617	57,299	59,042	60,660	64,662	68,672	LSIs									
		1/1/24		51,926	53,446	55,067	56,731	58,457	60,060	64,022	67,992	LSIs									
3255	VASCULAR PHYSIOLOGIST, CHIEF I	1/6/24	8	57,085	58,268	59,842	61,369	62,897	64,410	68,320	72,308	LSIs									
		1/1/24		56,520	57,691	59,249	60,761	62,274	63,772	67,643	71,592	LSIs									
3054	VASCULAR PHYSIOLOGIST, CHIEF II	1/6/24	8	58,726	61,582	64,367	67,164	70,009	73,675	77,825	80,575	LSIs									
		1/1/24		58,145	60,972	63,729	66,499	69,316	72,945	77,054	79,778	LSIs									
3104	INTERRAI CARE NEEDS FACILITATOR	1/6/24	9	57,767	58,723	59,532	60,853	62,313	63,746	65,179	66,793	68,292									
		1/1/24		57,195	58,142	58,943	60,251	61,696	63,115	64,534	66,132	67,616									

	5002	ENGINEERING OFFICER (FORMERLY EHB) (Mater, St. James, Tallaght, Beaumont, Crumlin)	1/6/24	7	62,816	65,484	67,007	68,484	69,954	72,460	74,977	LSIs																																			
			1/1/24		62,194	64,836	66,344	67,806	69,261	71,743	74,234	LSIs																																			
	5497	FIRE PREVENTION OFFICER	1/6/24	14	51,806	54,562	57,340	59,421	61,511	63,599	65,687	67,778	69,865	71,945	74,041	76,125	78,528	79,700	LSIs																												
			1/1/24		51,293	54,022	56,772	58,833	60,902	62,970	65,037	67,107	69,173	71,233	73,308	75,371	77,751	78,911	LSIs																												
	5312	DRAUGHTSMAN/TECHNICIAN II	1/6/24	15	32,874	34,487	36,073	36,933	37,928	39,085	39,870	41,033	42,166	43,328	44,477	45,570	46,778	48,201	49,616	LSIs																											
			1/1/24		32,549	34,146	35,716	36,567	37,552	38,698	39,475	40,627	41,749	42,899	44,037	45,119	46,315	47,724	49,125	LSIs																											
	532Y	DRAUGHTSMAN/TECHNICIAN I	1/6/24	9	46,778	47,510	48,463	49,420	50,359	51,312	52,194	53,854	55,539	LSIs																																	
			1/1/24		46,315	47,040	47,983	48,931	49,860	50,804	51,677	53,321	54,989	LSIs																																	
	4372	TRANSPORT OFFICER (FORMERLY EHB)	1/6/24	7	54,819	56,128	57,722	60,718	62,507	64,738	66,975	LSIs																																			
			1/1/24		54,276	55,572	57,151	60,117	61,888	64,097	66,312	LSIs																																			
	4122	AMBULANCE OFFICER (HSE HEALTH AREAS) (FORMERLY AMBULANCE / TRANSPORT SUPERVISOR (HEALTH BOARDS)) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	7	54,819	56,128	57,722	60,718	62,507	64,738	66,975	LSIs																																			
			1/1/24		54,276	55,572	57,151	60,117	61,888	64,097	66,312	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 **	1/6/24	1	29,626																
		1/1/24		29,333																
	CARE OFFICER - BASIC RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	11	38,041	39,100	40,383	41,655	42,935	44,212	45,617	46,895	48,180	49,672	50,836						
		1/1/24		37,664	38,713	39,983	41,243	42,510	43,774	45,165	46,431	47,703	49,180	50,333						
	CARE OFFICER - 5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	11	39,430	40,899	42,247	43,589	44,935	46,279	47,758	49,104	50,457	52,036	53,302						
		1/1/24		39,040	40,494	41,829	43,157	44,490	45,821	47,285	48,618	49,957	51,521	52,774						
	CARE OFFICER - 6.5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	11	39,458	40,928	42,279	43,620	44,967	46,311	47,792	49,140	50,491	52,075	53,342						
		1/1/24		39,067	40,523	41,860	43,188	44,522	45,852	47,319	48,653	49,991	51,560	52,813						
	CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	4	54,438	55,934	57,454	58,894													
		1/1/24		53,899	55,380	56,885	58,311													
	CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	4	54,482	55,979	57,498	58,937													
		1/1/24		53,943	55,425	56,929	58,353													
	HEAD ATTENDANT (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	65,717																
		1/1/24		65,066																
	HEAD ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	69,063																
		1/1/24		68,379																
	HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	69,115																
		1/1/24		68,431																
	CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) ** not for use for any new incumbents post 1.4.21 **	1/6/24	4	51,876	53,277	54,702	56,058													
		1/1/24		51,362	52,749	54,161	55,503													
6104	THERAPEUTIC SECURITY SUPERVISOR, NFMHS	1/6/24	4	51,876	53,277	54,702	56,058													
		1/1/24		51,362	52,749	54,161	55,503													
6436	DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/6/24	7	29,676	31,249	32,101	33,319	34,333	35,341	36,779										
		1/1/24		29,382	30,940	31,783	32,989	33,993	34,991	36,415										
6437	DENTAL NURSE (WITH QUALIFICATION)	1/6/24	17	29,676	31,250	32,102	33,319	34,333	35,341	36,779	37,774	38,653	39,586	41,201	41,807	42,953	44,390	46,565	49,138	52,301 LSI
		1/1/24		29,382	30,941	31,784	32,989	33,993	34,991	36,415	37,400	38,270	39,194	40,793	41,393	42,528	43,950	46,104	48,651	51,783 LSI
6440	DENTAL NURSE, SENIOR	1/6/24	7	49,384	51,097	52,661	54,099	55,862	57,367	59,028										
		1/1/24		48,895	50,591	52,140	53,564	55,308	56,799	58,444										
6521	PSYCHOLOGY ASSISTANT	1/6/24	1	31,737																
		1/1/24		31,423																
6127	NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE	1/6/24	7	54,818	56,128	57,722	60,718	62,507	64,737	66,974 LSI										
		1/1/24		54,275	55,572	57,151	60,117	61,888	64,096	66,311 LSI										
6126	NEOC DUTY SUPERVISOR, NATIONAL AMBULANCE SERVICE	1/6/24	7	49,468	50,950	52,450	53,989	55,541	57,350	59,163 LSIs										
		1/1/24		48,978	50,446	51,930	53,455	54,991	56,782	58,578 LSIs										
6120	CLINICAL PARAMEDICAL SUPERVISOR	1/6/24	9	37,336	38,561	39,609	40,988	42,373	43,755	45,142	47,757	49,619 LSI								
		1/1/24		36,966	38,179	39,217	40,582	41,953	43,322	44,695	47,284	49,128 LSI								
6463	EMERGENCY MEDICAL TECHNICIAN ** Grade obsolete- not for use by existing employees w.e.f. 18.4.24**	1/6/24	11	33,542	35,637	36,479	37,855	38,608	39,180	40,090	41,011	41,924	43,753	45,439 LSI						
		1/1/24		33,210	35,284	36,118	37,480	38,226	38,792	39,693	40,605	41,509	43,320	44,989 LSI						
6464	EMERGENCY MEDICAL TECHNICIAN, LEADING	1/6/24	9	37,164	38,382	39,425	40,796	42,175	43,550	44,929	47,534	49,385 LSI								
		1/1/24		36,796	38,002	39,035	40,392	41,757	43,119	44,484	47,063	48,896 LSI								

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 **	1/6/24	1	382,675																	
		1/1/24		378,886																	
0004	DIRECTOR GENERAL (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	251,572																	
		1/1/24		249,081																	
0120	REGIONAL EXECUTIVE OFFICER	1/6/24	6	224,437	236,568	249,375	256,115	262,854	269,594												
		1/1/24		222,215	234,225	246,906	253,579	260,251	266,925												
0005	CHIEF STRATEGY OFFICER/CHIEF OPERATIONS OFFICER HSE (FORMERLY DDO STRATEGY/OPERATIONS HSE)	1/6/24	1	207,207																	
		1/1/24		205,156																	
0016	CHIEF FINANCIAL OFFICER (HSE)	1/6/24	1	217,465																	
		1/1/24		205,156																	
0014	NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	220,754																	
		1/1/24		218,569																	
0015	NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	220,754																	
		1/1/24		218,569																	
0068	NATIONAL DIRECTOR, HEAD OF STRATEGIC INFRASTRUCTURE CAPITAL DELIVERY (HSE)	1/6/24	1	207,207																	
0009	CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS ** for new incumbents post 14/05/2018**	1/6/24	1	193,115																	
		1/1/24		191,203																	
0009	CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS	1/6/24	1	182,825																	
		1/1/24		181,014																	
0058	NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE)	1/6/24	1	199,564																	
		1/1/24		188,268																	
0059	NATIONAL DIRECTOR, HOSPITAL CARE (HSE)	1/6/24	1	199,564																	
		1/1/24		188,268																	
0017	NATIONAL DIRECTOR, HUMAN RESOURCES (HSE)	1/6/24	1	199,564																	
		1/1/24		188,268																	
0060	NATIONAL DIRECTOR, MENTAL HEALTH (HSE)	1/6/24	1	199,564																	
		1/1/24		188,268																	
0061	NATIONAL DIRECTOR, PRIMARY CARE (HSE)	1/6/24	1	199,564																	
		1/1/24		188,268																	
0018	NATIONAL DIRECTOR, POPULATION HEALTH (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	190,151																	
		1/1/24		188,268																	
0065	NATIONAL DIRECTOR, ACCESS & INTEGRATION (HSE)	1/6/24	1	190,151																	
0047	NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE)	1/6/24	1	199,564																	
		1/1/24		188,268																	
0062	NATIONAL DIRECTOR, SOCIAL CARE (HSE)	1/6/24	1	199,564																	
		1/1/24		188,268																	
0064	CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE	1/6/24	1	190,151																	
		1/1/24		188,268																	
0448	NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/6/24	1	184,011																	
		1/1/24		173,595																	
0050	CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/6/24	1	184,011																	
		1/1/24		173,595																	
0031	NATIONAL DIRECTOR, PROCUREMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	175,331																	
		1/1/24		173,595																	

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
<i>Clinician Consultants</i>	01/06/24	224,437	236,568	249,375	256,115	262,854	269,594
	01/01/24	222,215	234,225	246,906	253,579	260,251	266,925

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
<i>Academic Professor</i>	01/06/24	275,856	290,777	306,506	314,796	323,086	331,376
	01/01/24	273,125	287,898	303,471	311,679	319,887	328,095
<i>Academic Associate Professor</i>	01/06/24	258,780	273,703	287,534	295,824	304,114	312,404
	01/01/24	256,218	270,993	284,687	292,895	301,103	309,311
<i>Academic Senior Lecturer</i>	01/06/24	241,784	256,706	268,648	276,939	285,228	293,519
	01/01/24	239,390	254,164	265,988	274,197	282,404	290,613

B Factor		
On Call Payments		
	01/01/24	01/06/24
Rota	€	€
Flat Annual Payment	10,586	10,692
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,070	3,101
1 in 2	8,680	8,767
1 in 1	11,433	11,547

C - Factor Emergency Call-Out Payments		
	01/01/24	01/06/24
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	114.01	115.15
31-120 call-outs	171.01	172.72
121 call-outs or more	228.01	230.30
If the call-out occurs after midnight		
First 30 call-outs	142.51	143.93
31-120 call-outs	213.76	215.90
121 call-outs or more	285.02	287.87
Annual Limit	40,227	40,629

Clinical Directors' Allowance*	01/01/24	01/06/24
	€	€
	55,614	56,170

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.

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	01/01/24	01/06/24
	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	239,730	242,127
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	234,383	236,727
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	229,328	231,621
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	228,320	230,603
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	223,543	225,778
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	219,070	221,261
Geographical Wholetime Consultants without fees	244,789	247,236

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
Consultants Revised Common Contract, 1997	01/01/24	01/06/24
	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	266,925	269,594
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	266,925	269,594
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	266,925	269,594
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	266,925	269,594
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	266,925	269,594
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	266,925	269,594
Geographical Wholetime Consultants without fees	266,925	269,594

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	01/01/24	01/06/24
	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	228,609	230,895
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	223,262	225,494
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	218,205	220,387
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	217,198	219,370
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	212,421	214,546
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	207,947	210,027
Geographical Wholetime Consultants without fees	233,667	236,004

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	01/01/24	01/06/24
	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	244,682	247,128
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	244,682	247,128
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	244,682	247,128
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	244,682	247,128
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	244,682	247,128
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	244,682	247,128
Geographical Wholetime Consultants without fees	244,682	247,128

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	01/01/24	01/06/24
	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	202,416	204,440
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	195,739	197,697
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,265	193,178
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	200,514	202,519
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,739	197,697
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,265	193,178

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	01/01/24	01/06/24
	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	211,315	213,428
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,315	213,428
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,315	213,428

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
	01/01/24	01/06/24
	€	€
Category I Consultants		
Professor	300,813	303,821
Associate Professor	281,307	284,120
Lecturer	261,838	264,456
College Lecturer	256,622	259,188
Category II Consultants		
Professor UCD, TCD, RCSI	286,153	289,014
Associate Professor UCD, TCD, RCSI	267,110	269,781
Lecturer	246,979	249,449
College Lecturer	241,761	244,179
Category III Consultants		
Professor UCC	290,736	293,643
Associate Professor UCC	271,546	274,261
Lecturer UCC	251,624	254,140
College Lecturer UCC	246,405	248,870
Category IV Consultants		
Professor UCG	295,317	298,270
Associate Professor UCG	275,983	278,743
Lecturer UCG	256,267	258,830
College Lecturer UCG	251,048	253,558

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
	01/01/24	01/06/24
	€	€
Category I Consultants		
Professor	328,095	331,376
Associate Professor	309,311	312,404
Lecturer	290,613	293,519
College Lecturer	285,598	288,454
Category II Consultants		
Professor UCD, TCD, RCSI	328,095	331,376
Associate Professor UCD, TCD, RCSI	309,311	312,404
Lecturer	290,613	293,519
College Lecturer	285,598	288,454
Category III Consultants		
Professor UCC	328,095	331,376
Associate Professor UCC	309,311	312,404
Lecturer UCC	290,613	293,519
College Lecturer UCC	285,598	288,454
Category IV Consultants		
Professor UCG	328,095	331,376
Associate Professor UCG	309,311	312,404
Lecturer UCG	290,613	293,519
College Lecturer UCG	285,598	288,454

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
	01/01/24	01/06/24
	€	€
Professor	295,252	298,205
Associate Professor	273,685	276,422
Lecturer	250,765	253,273
College Lecturer	244,845	247,293
Category II Consultants		
Professor UCD, TCD, RCSI	280,592	283,398
Associate Professor UCD, TCD, RCSI	259,488	262,083
Lecturer UCD, TCD, RCSI	235,907	238,266
College Lecturer UCD, TCD, RCSI	229,983	232,283
Professor UCC		
Professor UCC	285,175	288,027
Associate Professor UCC	263,924	266,563
Lecturer UCC	240,551	242,957
College Lecturer UCC	234,628	236,974
Professor UCG		
Professor UCG	289,756	292,653
Associate Professor UCG	268,361	271,045
Lecturer UCG	245,193	247,645
College Lecturer UCG	239,269	241,662

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
	01/01/24	01/06/24
	€	€
Professor	316,973	320,143
Associate Professor	294,067	297,008
Lecturer	268,468	271,152
College Lecturer	262,043	264,663
Category II Consultants		
Professor UCD, TCD, RCSI	316,973	320,143
Associate Professor UCD, TCD, RCSI	294,067	297,008
Lecturer UCD, TCD, RCSI	268,468	271,152
College Lecturer UCD, TCD, RCSI	262,043	264,663
Professor UCC		
Professor UCC	316,973	320,143
Associate Professor UCC	294,067	297,008
Lecturer UCC	268,468	271,152
College Lecturer UCC	262,043	264,663
Professor UCG		
Professor UCG	316,973	320,143
Associate Professor UCG	294,067	297,008
Lecturer UCG	268,468	271,152
College Lecturer UCG	262,043	264,663

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
	01/01/24	01/06/24
	€	€
Professor UCD, TCD, RCSI	263,909	266,548
Associate Professor UCD, TCD, RCSI	243,051	245,482
Lecturer UCD, TCD, RCSI	219,749	221,946
College Lecturer UCD, TCD, RCSI	213,887	216,026
Professor UCC	268,493	271,178
Associate Professor UCC	247,487	249,962
Lecturer UCC	224,391	226,635
College Lecturer UCC	218,533	220,719
Professor UCG	273,073	275,803
Associate Professor UCG	251,924	254,443
Lecturer UCG	229,035	231,326
College Lecturer UCG	223,173	225,405

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
	01/01/24	01/06/24
	€	€
Professor UCD, TCD, RCSI	283,607	286,443
Associate Professor UCD, TCD, RCSI	262,621	265,247
Lecturer UCD, TCD, RCSI	241,633	244,050
College Lecturer UCD, TCD, RCSI	236,018	238,378
Professor UCC	283,607	286,443
Associate Professor UCC	262,621	265,247
Lecturer UCC	241,633	244,050
College Lecturer UCC	236,018	238,378
Professor UCG	283,607	286,443
Associate Professor UCG	262,621	265,247
Lecturer UCG	241,633	244,050
College Lecturer UCG	236,018	238,378

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	01/06/24	201,699	207,556	232,018	235,386	238,757	242,127
	01/01/24	199,702	205,501	229,721	233,056	236,393	239,730
Type B	01/06/24	189,850	192,427	210,944	213,752	216,561	219,371
	01/01/24	187,970	190,522	208,855	211,636	214,417	217,199
Type C	01/06/24	165,173	171,017	180,542	185,344	190,963	193,178
	01/01/24	163,537	169,324	178,754	183,509	189,072	191,265

* 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 1st October 2012*

Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/06/24	164,266	168,833	178,400	187,588	195,598	202,274	210,285	225,309	237,106
	01/01/24	162,640	167,161	176,634	185,730	193,662	200,272	208,203	223,078	234,759
Type B	01/06/24	155,067	160,585	168,206	169,350	174,523	179,708	188,923	196,934	204,944
	01/01/24	153,531	158,995	166,541	167,673	172,795	177,929	187,053	194,984	202,915
Type C	01/06/24	135,857	139,837	144,552	147,838	151,123	155,067	160,323	166,237	170,644
	01/01/24	134,512	138,453	143,121	146,375	149,627	153,531	158,735	164,591	168,955

* 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	01/01/24	01/06/24
	€	€
Type A	222,215	224,437
	234,225	236,568
	246,906	249,375
	253,579	256,115
	260,251	262,854
	266,925	269,594

Type B	205,198	207,250
	215,208	217,360
	227,998	230,278
	233,559	235,895
	239,120	241,511
	244,682	247,128

Type B*	211,315	213,428
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Type C	163,537	165,173
	170,164	171,865
	178,754	180,542
	183,510	185,346
	189,071	190,962
	194,632	196,578

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	01/06/24	262,249	269,709	291,387	295,532	299,678	303,821
	01/01/24	259,652	267,039	288,502	292,606	296,710	300,813
Type A Associate Professor / Consultant	01/06/24	244,516	251,976	271,684	275,830	279,974	284,120
	01/01/24	242,095	249,482	268,994	273,099	277,202	281,307
Type A Senior Lecturer / Consultant	01/06/24	226,820	234,279	252,021	256,166	260,311	264,456
	01/01/24	224,575	231,960	249,526	253,630	257,733	261,838

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	01/06/24	234,726	248,405	260,644	265,058	265,058	265,058
	01/01/24	232,402	245,946	258,063	262,434	262,434	262,434
Type A Associate Professor / Consultant	01/06/24	211,055	231,361	243,015	256,564	265,058	265,058
	01/01/24	208,965	229,070	240,609	254,024	262,434	262,434
Type A Senior Lecturer / Consultant	01/06/24	195,443	207,209	225,503	238,290	246,687	259,661
	01/01/24	193,508	205,158	223,270	235,931	244,245	257,090

*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	01/01/24	01/06/24
		Type A	Type A
		€	€
TYPE A Professor	1	273,125	275,856
	2	287,898	290,777
	3	303,471	306,506
	4	311,679	314,796
	5	319,887	323,086
	6	328,095	331,376
TYPE A Associate Professor	1	256,218	258,780
	2	270,993	273,703
	3	284,687	287,534
	4	292,895	295,824
	5	301,103	304,114
	6	309,311	312,404
TYPE A Lecturer	1	239,390	241,784
	2	254,164	256,706
	3	265,988	268,648
	4	274,197	276,939
	5	282,404	285,228
	6	290,613	293,519
TYPE A College Lecturer	1	234,877	237,226
	2	249,652	252,148
	3	260,975	263,584
	4	269,183	271,875
	5	277,390	280,164
	6	285,598	288,454

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	01/06/24	245,276	251,797	272,530	276,152	279,774	283,398
	01/01/24	242,848	249,304	269,832	273,418	277,004	280,592
Type B Associate Professor / Consultant	01/06/24	226,094	232,614	251,215	254,838	258,461	262,083
	01/01/24	223,855	230,311	248,728	252,315	255,902	259,488
Type B Senior Lecturer / Consultant	01/06/24	197,681	203,980	227,398	231,020	234,643	238,266
	01/01/24	195,724	201,960	225,146	228,733	232,320	235,907

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	01/06/24	221,476	231,380	241,563	251,947	262,682	265,058
	01/01/24	219,284	229,089	239,172	249,453	260,081	262,434
Type B Associate Professor / Consultant	01/06/24	196,830	205,882	222,702	232,439	242,363	252,290
	01/01/24	194,881	203,844	220,497	230,137	239,964	249,792
Type B Senior Lecturer / Consultant	01/06/24	174,024	186,204	194,857	203,686	212,309	228,728
	01/01/24	172,301	184,360	192,928	201,669	210,207	226,463

*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	01/01/24	02/01/24
		Type B €	Type B €
TYPE B Professor	1	265,907	268,567
	2	278,820	281,608
	3	295,453	298,407
	4	302,626	305,652
	5	309,800	312,898
	6	316,973	320,143
TYPE B Associate Professor	1	245,291	247,744
	2	258,204	260,786
	3	272,545	275,271
	4	279,720	282,517
	5	286,893	289,761
	6	294,067	297,008
TYPE B Lecturer	1	222,251	224,473
	2	235,164	237,515
	3	246,947	249,417
	4	254,121	256,662
	5	261,294	263,907
	6	268,468	271,152
TYPE B College Lecturer	1	216,469	218,634
	2	229,382	231,676
	3	240,521	242,926
	4	247,695	250,172
	5	254,868	257,417
	6	262,043	264,663

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	01/06/24	221,922	228,849	246,581	250,429	254,275	258,123
	01/01/24	219,725	226,583	244,140	247,950	251,758	255,567
Type C Associate Professor / Consultant	01/06/24	196,622	203,312	226,180	230,028	233,875	237,723
	01/01/24	194,675	201,299	223,940	227,750	231,559	235,369
Type C Senior Lecturer / Consultant	01/06/24	179,187	189,647	203,388	207,236	211,083	214,929
	01/01/24	177,413	187,770	201,375	205,185	208,993	212,801

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	01/06/24	176,754	187,544	195,503	205,304	212,924	230,081
	01/01/24	175,004	185,687	193,567	203,271	210,816	227,803
Type C Associate Professor / Consultant	01/06/24	164,592	171,152	175,685	188,710	195,728	204,306
	01/01/24	162,962	169,457	173,946	186,842	193,790	202,283
Type C Senior Lecturer / Consultant	01/06/24	153,049	159,460	166,701	171,788	178,117	189,941
	01/01/24	151,534	157,881	165,050	170,087	176,353	188,060

*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	01/01/24	01/06/24
		Type C €	Type C €
TYPE C Professor	1	219,662	221,859
	2	233,375	235,709
	3	244,069	246,510
	4	251,687	254,204
	5	259,306	261,899
	6	266,925	269,594
TYPE C Associate Professor	1	200,674	202,681
	2	214,387	216,531
	3	222,972	225,202
	4	230,591	232,897
	5	238,209	240,591
	6	245,827	248,286
TYPE C Lecturer	1	179,465	181,260
	2	193,177	195,109
	3	199,404	201,398
	4	207,022	209,092
	5	214,640	216,787
	6	222,259	224,482
TYPE C College Lecturer	1	174,128	175,870
	2	187,841	189,720
	3	193,476	195,410
	4	201,095	203,105
	5	208,712	210,799
	6	216,331	218,494

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	01/01/24	01/06/24
	Type B*	Type B*
	€	€
TYPE B* Professor	283,607	286,443
TYPE B* Associate Professor	262,621	265,247
TYPE B* Lecturer	241,633	244,050
TYPE B* College Lecturer	236,018	238,378

Table D1	01/01/24	01/06/24
	€	€
Clinical Directors' Allowance*	55,614	56,170

* 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.

Masters Allowance

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 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.

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/06/24	258,071		
	01/01/24	255,516		
Head of Department**	01/06/24	230,146	237,106	244,094
	01/01/24	227,868	234,759	241,677

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

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			
Rota	No. of Call-Outs	01/01/24 €	01/06/24 €
Flat Annual Payment		4,664	4,711
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,700	2,727
1 in 2	1-80 call-outs	6,742	6,809
	81-120 call-outs	7,791	7,869
	121+ call-outs	8,532	8,617
1 in 1	1-80 call-outs	8,092	8,173
	81-120 call-outs	10,240	10,343
	121+ call-outs	12,645	12,771

SA - B and C Factor Payments			
SA - On Call/Call-Out Payments			
Rota	No. of Call-Outs	01/01/24 €	01/06/24 €
Flat Annual Payment		6,840	6,909
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows			
1 in 3		2,836	2,865
1 in 2	1-80 call-outs	7,079	7,150
	81-120 call-outs	8,181	8,263
	121+ call-outs	8,959	9,048
1 in 1	1-80 call-outs	8,498	8,583
	81-120 call-outs	10,752	10,860
	121+ call-outs	13,278	13,411

Emergency Call-Out Payments for all Consultants		
	01/01/24 €	01/06/24 €
Per call-out		
First 30 call-outs	95.01	95.96
31-120 call-outs	142.90	144.33
121 call-outs or more	188.79	190.67
If the call-out occurs after midnight		
First 30 call-outs	126.65	127.92
31-120 call-outs	191.50	193.41
121 call-outs or more	253.47	256.01
For each hour or part hour in excess of the first hour		
First 30 call-outs	63.23	63.86
31-120 call-outs	94.38	95.32
121 call-outs or more	126.75	128.02
Annual Limit	26,965	27,235

SA - Emergency Call-Out Payments for all Consultants		
	01/01/24 €	01/06/24 €
Per call-out (hourly rate or part thereof)		
First 30 call-outs	114.01	115.15
31-120 call-outs	171.01	172.72
121 call-outs or more	228.01	230.30
If the call-out occurs after midnight		
First 30 call-outs	142.51	143.93
31-120 call-outs	213.76	215.90
121 call-outs or more	285.02	287.87
Annual Limit	33,368	33,701

Table F1		
Salary scales for Consultants who are remaining on the 1997 Consultant Contract		
Consultants Revised Common Contract, 1997	01/01/24	01/06/24
	€	€
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	212,536	214,661
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,842	203,860
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,730	193,647
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	189,714	191,611
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,163	181,965
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	175,218	176,970
Geographical Wholetime Consultants without fees	222,654	224,880

Table F3		
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant		
	01/01/24	01/06/24
	€	€
Regional Consultant Orthodontists	201,842	203,860

Table F2		
Salary scales for Academic Consultants who are remaining on the 1998 Contract		
	01/01/24	01/06/24
	€	€
Category I Consultants		
Professor	273,532	276,268
Associate Professor	253,302	255,835
Lecturer	233,063	235,394
College Lecturer	227,647	229,923
Category II Consultants		
Professor UCD, TCD, RCSI	244,210	246,653
Associate Professor UCD, TCD, RCSI	224,909	227,158
Lecturer UCD, TCD, RCSI	203,347	205,380
College Lecturer UCD, TCD, RCSI	197,922	199,901
Professor UCC	253,377	255,910
Associate Professor UCC	233,782	236,120
Lecturer UCC	212,633	214,760
College Lecturer UCC	207,214	209,286
Professor UCG	262,539	265,164
Associate Professor UCG	242,655	245,081
Lecturer UCG	221,920	224,139
College Lecturer UCG	216,496	218,661

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	01/01/24	01/06/24
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	178,754	180,542
G.W.T. WITH FEES	170,843	172,551
EXISTING WHOLETIME	163,927	165,567
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	178,754	180,542
G.W.T. WITH FEES	165,554	167,209
EXISTING WHOLETIME	155,811	157,369
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	178,754	180,542
G.W.T. WITH FEES	157,438	159,012
EXISTING WHOLETIME	147,694	149,171

Emergency Services	01/01/24	01/06/24
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	92.32	93.24
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	122.93	124.16
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	61.38	62.00
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	11,652	11,768

	01/01/24	01/06/24
	€	€
Extended Duty Liability		
A flat payment will be paid to each consultant with on-call liability.	8,737	8,824

Table F5		
Original Contract for Consultant Medical Staff 1981		
	01/01/24	01/06/24
	Cumulative restoration up to and including 1/01/24	Cumulative restoration up to and including 1/01/25
	€	€
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*	209,900	211,999
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.	11,598	11,714
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

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

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 Jan 2024	1 June 2024
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)						144.64	146.08
2.	Emergency Sessions								
		The rate at 1 above subject to a minimum fee in the case of Anaesthetists						94.75	95.70
		The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons						56.43	57.00
3.	Community Ophthalmic Physicians	per 3 hour session						209.53	211.63
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;						72.23	72.95
		minimum rate;						144.64	146.08
	(b)	Where the duration is <u>not less</u> than 3 hours;							
		first 3 hours						216.64	218.81
		3 hour sessional rate for hours in excess of 3 (and pro-rata)						144.64	146.08
5.	Pool Payments								
	General Teaching Hospital	(per bed day)						6.04	6.10
	General Non-Teaching Hospital	(per bed day)						4.07	4.11
	Maternity Teaching Hospital	(per bed day)						11.70	11.81
	Maternity Non-Teaching Hospital	(per bed day)						5.52	5.57
6.	Private Dental Surgeons	Sessional Rates (Circular 3/2024 refers)					25 April 2024		
	(a)	Private dental surgeon clinics held in HSE premises					323		326
	(b)	Private dental surgeon clinics held in dentist's private surgery					432		436
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)						170.10	171.81
		Special rates for clinics held outside a radius of 25 miles							
	(a)	For clinics of <i>less than</i> 3 hours duration							
		Per hour						85.81	86.67
		Minimum rate						103.30	104.33
	(b)	For clinics of <i>not less than</i> 3 hours							
		For the first three hours						255.33	257.88
		For 3 hour sessions in excess of 3 hours						171.83	173.55
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									
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							102.19
	Monday - Friday	1pm - 5pm							102.19
	Monday - Friday	5pm - 9am							137.10
	Saturday	24hr							426.85
	Sunday and Public Holidays	24hr							512.22
<u>Call-Out</u>									
	Fee per call out								116.83
	For each hour or part hour in excess of the first hour								60.80
	Sub-call								43.55

									1 Jan 2024	1 June 2024
Psychiatrist Special Responsibility Allowance										
Revised rate per annum										
									12,168	12,289
Child Health Services Development Paediatrics										
3 hour session										
									76.91	77.68
2 hour session										
									57.68	58.26
1 hour session										
									38.50	38.88
Casual Locum for Former District Medical Officers										
For first three days										
									84.33	85.17
For next 25 days										
									72.15	72.87
For each subsequent day										
									62.07	62.69
Fees for lectures to Nurses										
(Circular S100/84 of 22 August 1975)										
									35.32	35.67
									26.54	26.80
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 Registrar Allowance (from the NCHD contract)										
									12,711	12,839
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred										
									4,236	4,279
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 Jan 2024	1 June 2024
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	3,921	3,960
(B) Location Allowance for nurses engaged in the following Duties: 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	2,611	2,637
(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).	2,611	2,637
Public Health Nurses & Assistant Directors of Public Health Nursing		
Midwifery Qualification*	3,921	3,960
*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.	1,633	1,649
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	1,561	1,577
Theatre / Night Sister	937	947
Public Health Nurse	1,875	1,894
Relevant nursing staff		
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,484	3,519
*Abolished for new beneficiaries with effect from 1 February 2012		
Psychiatric Nurses (S100/411 refers)		
HSE HR Directorate Circular 1/2005		
Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012		
Psychiatric Staff Nurse	5,809	5,867
Senior Staff Nurse (Psychiatric)	6,100	6,161
Community Psychiatric Nurse	6,371	6,435
Clinical Nurse Manager I (Psychiatric)	6,173	6,235
CNM II (Psychiatric)/Community Mental Health Nurse	6,587	6,653
Clinical Nurse Manager III (Psychiatric)	6,920	6,990
Assistant Director of Nursing Mental Health	6,699	6,766
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	4,370	4,414
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449	6,061	6,122
Public Health Nurses (S103/151 refers)		
Island Inducement Allowance*	2,067	2,088
*Abolished for new beneficiaries with effect from 1 February 2012		
Assisted Admissions Allowance - Team Member		280.85
Assisted Admissions Allowance - Team Leader		337.02
Mental Health Authorising Officer Allowance - Normal Working Hours		168.51
Mental Health Authorising Officer Allowance - Outside Working Hours		337.02
<i>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</i>		

									1 Jan 2024	1 June 2024
Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)										
<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)								49.57	50.07	
Saturday								63.67	64.31	
Sunday and Public Holidays								86.07	86.93	
<i>(ii) Call Out Rate - Monday to Sunday</i>										
Fee per operation per 2 hours (17.00 - 22.00 hours)								49.57	50.07	
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)								74.34	75.08	
Operation lasting more than 4 hours and up to five hours								123.91	125.15	
Fee per operation per hour (after 22.00 hours)								49.57	50.07	
<i>(iii) On-call Without Standby</i>										
Fee per operation, call in without standby								99.14	100.13	
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)</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.								21.18	21.39	
*Restored for new entrant nurses as per DoH Circular 14/2017										
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).								4,342	4,386	
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.										
Public Health Nurses Week-end Work (S100/414 refers)										
Fixed Payment								32.95	33.28	
First call on Saturday and first call on Sunday								43.74	44.17	
Each subsequent call on Saturday and Sunday								21.90	22.12	
Payment in lieu of time off for Emergency work								32.91	33.24	
Saturday Premium								17.91	18.09	
Specialist Co-ordinator Allowance*								5,056	5,107	
*Restored for new entrant nurses as per DoH Circular 14/2017										

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES						1 Jan 2024	1 June 2024
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)						
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am				44.41	44.85
	Mon - Thurs	12am - 8am				56.52	57.08
	Sat	12am til Sun 12am				62.17	62.79
	Bank Holiday					62.17	62.79
Stand-by Payments (off site on call)	Mon - Fri					50.07	50.57
	Saturday					64.30	64.95
	Sun & Public Holidays					86.93	87.80
PHYSIOTHERAPISTS							
<u>Emergency/On-Call Duty</u>							
I On-Call with Standby (a) Monday to Friday						27.50	27.77
(b) Saturdays						35.89	36.25
(c) Sundays and Public Holidays						53.68	54.22
- Fee per call (per half hour)						27.50	27.77
II On-Call without Standby							
- Fee per call (per hour)						75.47	76.22
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.						221.66	223.87
GENERAL PARAMEDICAL SESSIONAL RATES							
Per 3 hour session						115.11	116.26
For 2 three hourly sessions held at the same location on same day						196.95	198.92
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:						134.20	135.55
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:						178.94	180.73
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						18.09	18.27

RADIOGRAPHERS								1 Jan 2024	1 June 2024
CT Out of Hours - Hourly Rate <i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Monday - Friday							54.96	55.51
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)							69.95	70.65
	Saturday							64.12	64.76
	Sunday (into Monday morning / Public Holiday)							76.94	77.71
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>									
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday							43.97	44.41
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)							55.96	56.52
	Saturday							51.30	51.81
	Sunday (into Monday morning / Public Holiday)							61.55	62.17
Stand-by Payments (off site on call)	Mon - Fri							49.57	50.07
	Saturday							63.67	64.30
	Sun & Public Holiday							86.07	86.93
All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours									
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate								29.41	29.70
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography								1,068	1,079
Diploma in Ultrasound								533.86	539.20
Diploma in Nuclear Medicine								533.86	539.20
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)								5,260	5,312
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								1,756	1,774
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)* <i>Only one allowance is payable at a time</i>									
*Abolished for new beneficiaries with effect from 1 February 2012									
Hons BSc								1,194	1,205
MSc								2,385	2,409
PhD								3,109	3,140
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.)								190.96	192.87
Employed on a sessional basis but not specifically appointed to an assessment team per 3-hour session								160.30	161.91
for 2 3-hour sessions held at the same location on same day								274.39	277.13
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*								281	284
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								240.51	242.91
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year								1,069	1,080
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year								3,787	3,825
Allowance for Advanced Paramedics as per HSE Circular 11/2009								10,788	10,896

†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 Jan 2024	1 June 2024
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	49.46	49.95
Over 6 hours:	36.63	36.99
Maximum payment for 21 hours:	838.94	847.33
† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	150.32	151.82
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	200.41	202.41
† 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;	217.31	219.49
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	182.42	184.25
for 2 3-hour sessions held at the same location on same day	312.24	315.36
† SOCIAL WORKERS		
3-hour Session	124.66	125.90
2 3-hour sessions (held at the same location on the same day)	213.30	215.43
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	105.67	106.73
For 2 three hourly sessions held at the same location on the same day	180.79	182.60
† 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:	150.32	151.82
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	200.41	202.41
	274.39	277.13

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

SUPPORT SERVICES GRADES ALLOWANCES

	1 Jan 2024	1 June 2024
Cardiac Allowance* *Abolished for new beneficiaries with effect from 1 February 2012	19.97	20.17
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)* *Abolished for new beneficiaries with effect from 1 February 2012	34.67	35.01
Saturday Premium	12.66	12.79
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018 The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full from 1 1/1/2022 - 31/12/2022 DoH Circular 13/2022 888 Euros 1/1/2023 - 31/12/2023 DoH Circular 16/2023 888 Euros		

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)	10,369	10,473
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)	505.53	510.58
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder	10,369	10,473
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,643	4,690
Saturday Premium	18.09	18.27

**** 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) (RETIRES 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) (RETIRES 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) (RETIRES 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) (RETIRES 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								