

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 | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | | | | | | |
|------|------|---|--------|----|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|--------|--------|--------|--------|--------|--------|-----|--|--|
| | 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 | | | | | | | | | | | | |

| GENERAL SUPPORT GRADES | | | | | | | | | | | | | | | | | | | | |
|---|---|---|--------|----|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|--------|-------------------|--------|--------|--------|--|--|
| EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) | | | | | | | | | | | | | | | | | | | | |
| 4114, 4198 | | INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 ** | 1/6/24 | 1 | 29,626 | | | | | | | | | | | | | | | |
| | | | 1/1/24 | | 29,333 | | | | | | | | | | | | | | | |
| 4114, 4198 | | INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 ** | 1/6/24 | 1 | 31,129 | | | | | | | | | | | | | | | |
| | | | 1/1/24 | | 30,821 | | | | | | | | | | | | | | | |
| 5096 | | ELECTRICIAN | 1/6/24 | 11 | 39,653 | 40,799 | 43,606 | 43,888 | 44,170 | 44,451 | 44,735 | 45,017 | 45,300 | 45,582 | 45,895 | | | | | |
| | | | 1/1/24 | | 39,260 | 40,395 | 43,174 | 43,453 | 43,733 | 44,011 | 44,292 | 44,571 | 44,851 | 45,131 | 45,441 | | | | | |
| 5118 | | PAINTER | 1/6/24 | 11 | 39,653 | 40,799 | 43,606 | 43,888 | 44,170 | 44,451 | 44,735 | 45,017 | 45,300 | 45,582 | 45,895 | | | | | |
| | | | 1/1/24 | | 39,260 | 40,395 | 43,174 | 43,453 | 43,733 | 44,011 | 44,292 | 44,571 | 44,851 | 45,131 | 45,441 | | | | | |
| 5134 | | PLUMBER | 1/6/24 | 11 | 39,653 | 40,799 | 43,606 | 43,888 | 44,170 | 44,451 | 44,735 | 45,017 | 45,300 | 45,582 | 45,895 | | | | | |
| | | | 1/1/24 | | 39,260 | 40,395 | 43,174 | 43,453 | 43,733 | 44,011 | 44,292 | 44,571 | 44,851 | 45,131 | 45,441 | | | | | |
| 515Y | | PLASTERER | 1/6/24 | 11 | 39,653 | 40,799 | 43,606 | 43,888 | 44,170 | 44,451 | 44,735 | 45,017 | 45,300 | 45,582 | 45,895 | | | | | |
| | | | 1/1/24 | | 39,260 | 40,395 | 43,174 | 43,453 | 43,733 | 44,011 | 44,292 | 44,571 | 44,851 | 45,131 | 45,441 | | | | | |
| 5606 | | MAINTENANCE CRAFTSMAN/TECHNICIAN (PAYPATH) (formerly Craftsman) | 1/6/24 | 11 | 39,653 | 40,799 | 43,606 | 43,888 | 44,170 | 44,451 | 44,735 | 45,017 | 45,300 | 45,582 | 45,895 | | | | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 39,260 | 40,395 | 43,174 | 43,453 | 43,733 | 44,011 | 44,292 | 44,571 | 44,851 | 45,131 | 45,441 | | | | | |
| 5606 | | MAINTENANCE CRAFTSMAN/TECHNICIAN (NON-PAYPATH) (formerly Craftsman) | 1/6/24 | 14 | 39,259 | 40,129 | 42,781 | 43,233 | 43,452 | 43,698 | 43,922 | 44,040 | 44,154 | 44,275 | 44,388 | 44,576 | 44,686 | 45,067 | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 38,870 | 39,732 | 42,357 | 42,805 | 43,022 | 43,265 | 43,487 | 43,604 | 43,717 | 43,837 | 43,949 | 44,135 | 44,244 | 44,621 | | |
| 4905 | | CRAFTSMAN'S MATE (PAYPATH) | 1/6/24 | 14 | 33,419 | 34,434 | 36,676 | 36,720 | 36,902 | 37,098 | 37,283 | 37,382 | 37,473 | 37,568 | 37,664 | 37,815 | 37,932 | 38,039 | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 33,088 | 34,093 | 36,313 | 36,356 | 36,537 | 36,731 | 36,914 | 37,012 | 37,102 | 37,196 | 37,291 | 37,441 | 37,556 | 37,662 | | |
| 4905 | | CRAFTSMAN'S MATE (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 ** | 1/6/24 | 14 | 32,791 | 33,815 | 35,978 | 36,359 | 36,544 | 36,751 | 36,751 | 36,751 | 36,797 | 36,896 | 36,990 | 37,141 | 37,233 | 37,541 | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 32,466 | 33,480 | 35,622 | 35,999 | 36,182 | 36,387 | 36,387 | 36,387 | 36,433 | 36,531 | 36,624 | 36,773 | 36,864 | 37,169 | | |
| 5088 | | CHARGEHAND (PAYPATH) | 1/6/24 | 14 | 42,265 | 43,579 | 46,507 | 46,996 | 47,231 | 47,491 | 47,737 | 47,863 | 47,987 | 48,111 | 48,240 | 48,440 | 48,594 | 48,968 | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 41,847 | 43,148 | 46,047 | 46,531 | 46,763 | 47,021 | 47,264 | 47,389 | 47,512 | 47,635 | 47,762 | 47,960 | 48,113 | 48,483 | | |
| 5088 | | CHARGEHAND (NON-PAYPATH) | 1/6/24 | 14 | 41,465 | 42,777 | 45,620 | 46,104 | 46,341 | 46,606 | 46,846 | 46,974 | 47,097 | 47,226 | 47,348 | 47,549 | 47,669 | 48,078 | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 41,054 | 42,353 | 45,168 | 45,648 | 45,882 | 46,145 | 46,382 | 46,509 | 46,631 | 46,758 | 46,879 | 47,078 | 47,197 | 47,602 | | |
| 506T | | MAINTENANCE FOREMAN, ASSISTANT (PAYPATH) | 1/6/24 | 12 | 48,442 | 48,953 | 49,198 | 49,472 | 49,727 | 49,861 | 49,990 | 50,120 | 50,255 | 50,464 | 50,624 | 51,016 | | | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 47,962 | 48,468 | 48,711 | 48,982 | 49,235 | 49,367 | 49,495 | 49,624 | 49,757 | 49,964 | 50,123 | 50,511 | | | | |
| 506T | | MAINTENANCE FOREMAN, ASSISTANT (NON-PAYPATH) | 1/6/24 | 12 | 47,512 | 48,021 | 48,268 | 48,544 | 48,795 | 48,929 | 49,059 | 49,192 | 49,321 | 49,531 | 49,656 | 50,085 | | | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 47,042 | 47,546 | 47,790 | 48,063 | 48,312 | 48,445 | 48,573 | 48,705 | 48,833 | 49,041 | 49,164 | 49,589 | | | | |
| 5061 | | MAINTENANCE FOREMAN (PAYPATH) | 1/6/24 | 12 | 51,341 | 51,893 | 52,161 | 52,459 | 52,742 | 52,890 | 53,033 | 53,178 | 53,326 | 53,558 | 53,736 | 54,172 | | | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 50,833 | 51,380 | 51,644 | 51,940 | 52,220 | 52,366 | 52,508 | 52,652 | 52,798 | 53,027 | 53,204 | 53,635 | | | | |
| 5061 | | MAINTENANCE FOREMAN (NON-PAYPATH) | 1/6/24 | 12 | 50,351 | 50,893 | 51,155 | 51,451 | 51,721 | 51,868 | 52,008 | 52,155 | 52,295 | 52,526 | 52,663 | 53,138 | | | | Incremental progression for this grade is set out in the Guide to the Scales |
| | | | 1/1/24 | | 49,852 | 50,389 | 50,649 | 50,942 | 51,209 | 51,354 | 51,493 | 51,638 | 51,777 | 52,006 | 52,142 | 52,612 | | | | |
| 4008 | | DENTAL CRAFTSMAN/TECHNICIAN, SENIOR | 1/6/24 | 9 | 43,608 | 44,602 | 45,598 | 46,590 | 47,587 | 48,583 | 49,581 | 50,573 | 51,620 LSI | | | | | | | |
| | | | 1/1/24 | | 43,176 | 44,160 | 45,147 | 46,129 | 47,116 | 48,102 | 49,090 | 50,072 | 51,109 LSI | | | | | | | |
| 4006 | | DENTAL CRAFTSMAN/TECHNICIAN | 1/6/24 | 11 | 35,106 | 36,959 | 38,023 | 39,223 | 40,066 | 41,252 | 42,439 | 43,627 | 44,815 | 46,007 | 46,951 LSI | | | | | |
| | | | 1/1/24 | | 34,758 | 36,593 | 37,647 | 38,835 | 39,669 | 40,844 | 42,019 | 43,195 | 44,371 | 45,551 | 46,486 LSI | | | | | |
| 4645 | | PATHOLOGY TECHNICIAN | 1/6/24 | 13 | 35,739 | 37,570 | 38,717 | 39,313 | 40,267 | 41,207 | 42,147 | 43,088 | 44,030 | 44,974 | 45,918 | 46,858 | 47,709 | | | |
| | | | 1/1/24 | | 35,385 | 37,198 | 38,334 | 38,924 | 39,868 | 40,799 | 41,730 | 42,661 | 43,594 | 44,529 | 45,463 | 46,394 | 47,237 | | | |
| 4653 | | PATHOLOGY TECHNICIAN, SENIOR | 1/6/24 | 11 | 41,229 | 42,577 | 43,927 | 45,276 | 46,625 | 47,975 | 49,328 | 50,678 | 52,036 | 53,433 | 54,852 | | | | | |
| | | | 1/1/24 | | 40,821 | 42,155 | 43,492 | 44,828 | 46,163 | 47,500 | 48,840 | 50,176 | 51,521 | 52,904 | 54,309 | | | | | |
| 5001 | 2 | PHARMACY PORTER | 1/6/24 | 9 | 33,934 | 35,383 | 36,910 | 37,316 | 38,313 | 39,175 | 40,417 | 41,704 | 43,039 | | | | | | | |
| | | | 1/1/24 | | 33,598 | 35,033 | 36,545 | 36,947 | 37,934 | 38,787 | 40,017 | 41,291 | 42,613 | | | | | | | |

| 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 | | | | | | | | |

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 | 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 | 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 | 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 | 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 |
| 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

| Per call-out | 01/01/24 | 01/06/24 |
|--|----------|----------|
| | € | € |
| 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

| Per call-out (hourly rate or part thereof) | 01/01/24 | 01/06/24 |
|--|----------|----------|
| | € | € |
| 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> | | |

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 | | | | | | | | |