

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 10/2024

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

An increase to the annualised basic salaries for public servants of 1% or €500, whichever is greater.

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 October 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 October 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 LS11, and the 3rd LSI after 3 years on the 2nd LSI.
- 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with qualification, Chef Senior, Chef Executive), the points are as follows;
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8 The weekly rate can be calculated by dividing the annual rate by 52.18.
- 9 Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
- 10 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 11 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 12 Pay relativity for grades originally sanctioned as/aligned to another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as each grade has been amended in line with National Agreements and the FEMPI legislation.
- 13 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.
- 14 The grades of: 0810 - Integrated Area Health Manager, 3240 - Deputy Pharmacist Executive Manager, 0103- Regional Director, Communications and Public Affairs, 0104 - Regional Director, Planning and Performance, 0106 Regional Director, Finance, 0107 - Regional Director, People - have been newly entered in these pay scales.
- 15 The outcome of LCR22828 (ERB recommendation 45) has been extended to the following Nursing and Midwifery grades: 2301, 2313, 2625, 2626, 2627, 2628 and 2632 (DoH Circular 7/2024 refers).
- 16 The following grades have been retrospectively increased by 6% in total (5% re Report 42 and the 1% general round) wef 1.6.24: 0014, 0015, 0018, 0065, 0031, 0032, 0057, 0693, 0064, 0022, 0068, 0026. The following grades have been retrospectively increased by 3.3% in total (2.3% re Report 42 and the 1% general round) wef 1.6.24: 0028, 0420.
- 17 Revised rates have been newly added to the scales w.e.f. 1 June 2024 for Forensic Nurse Examiners in respect of Sexual Assault Treatment Unit (On Call and Call Out allowances) (HSE Circular 036/2019 and DoH Circular 6/2024 refer).
- 18 The following grades have had a 1 euro rounding anomaly corrected w.e.f. 1.10.24: 2132, 2658, 2372, 2429, 2828, 241Y, 233X, 238Y, 2046, 2356, 2536, 2276, 2277, 2272, 2278, 2274, 2133, 3113, 319X, 3193, 314X, 6425, 6436, 0566, 4001, 0884, 6200, 3158, 3876, 3878, 233X, 3355, 3468, 3492, 331X, 3328, 0655, 0778, 0080, 0071, 014Y, 4120, 3140, 2119, 1333, 0906 - for full details see Circular 9/2024.

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

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Grade	Band	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
		MEDICAL & DENTAL GRADES																					
		EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																					
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/10/24	1	35,640																		
			1/6/24		35,140																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	39,700																		
			1/6/24		39,200																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/24	1	39,700																		
			1/6/24		39,200																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	41,875																		
			1/6/24		41,375																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	41,875																		
			1/6/24		41,375																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/24	1	41,875																		
			1/6/24		41,375																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	44,047																		
			1/6/24		43,547																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	44,047																		
			1/6/24		43,547																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	44,047																		
			1/6/24		43,547																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/10/24	1	44,047																		
			1/6/24		43,547																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	46,237																		
			1/6/24		45,737																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	46,237																		
			1/6/24		45,737																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	46,237																		
			1/6/24		45,737																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	49,512																		
			1/6/24		49,012																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	51,665																		
			1/6/24		51,153																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/24	1	56,167																		
			1/6/24		55,611																		

NURSING & MIDWIFERY GRADES													
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)													
2915	HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/10/24	6	119,364	124,668	129,973	135,275	140,584	145,886				
		1/6/24		118,182	123,434	128,686	133,936	139,192	144,442				
2004	DIRECTOR OF MIDWIFERY, NWIHP	1/10/24	6	119,364	124,668	129,973	135,275	140,584	145,886				
		1/6/24		118,182	123,434	128,686	133,936	139,192	144,442				
2525	AREA DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/24	5	107,986	112,487	116,986	121,485	125,983					
		1/6/24		106,917	111,373	115,828	120,282	124,736					
2292	AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/10/24	7	97,271	100,275	103,247	105,796	108,640	111,540	114,400			
		1/6/24		96,308	99,282	102,225	104,749	107,564	110,436	113,267			
2916	DIRECTOR OF MIDWIFERY BAND 1	1/10/24	7	91,940	94,497	97,057	99,607	102,162	104,725	107,278			
		1/6/24		91,030	93,561	96,096	98,621	101,150	103,688	106,216			
2917	DIRECTOR OF MIDWIFERY BAND 2	1/10/24	7	85,652	88,064	90,481	92,889	95,312	97,726	100,143			
		1/6/24		84,804	87,192	89,585	91,969	94,368	96,758	99,151			
2918	DIRECTOR OF MIDWIFERY BAND 3	1/10/24	7	80,211	80,717	82,437	84,210	85,973	87,752	89,517			
		1/6/24		79,417	79,918	81,621	83,376	85,122	86,883	88,631			
2903	DIRECTOR OF NURSING BAND 1 (GENERAL)	1/10/24	7	91,940	94,497	97,057	99,607	102,162	104,725	107,278			
		1/6/24		91,030	93,561	96,096	98,621	101,150	103,688	106,216			
2904	DIRECTOR OF NURSING BAND 2 (GENERAL)	1/10/24	7	85,652	88,064	90,481	92,889	95,312	97,726	100,143			
		1/6/24		84,804	87,192	89,585	91,969	94,368	96,758	99,151			
2905	DIRECTOR OF NURSING BAND 2A (GENERAL)	1/10/24	7	84,967	86,483	88,003	89,517	91,037	92,551	94,069			
		1/6/24		84,126	85,627	87,132	88,631	90,136	91,635	93,138			
2906	DIRECTOR OF NURSING BAND 3 (GENERAL)	1/10/24	7	80,211	80,717	82,437	84,210	85,974	87,752	89,517			
		1/6/24		79,417	79,918	81,621	83,376	85,123	86,883	88,631			
2907	DIRECTOR OF NURSING BAND 4 (GENERAL)	1/10/24	7	74,947	77,216	79,475	81,745	82,748	85,036	87,318			
		1/6/24		74,205	76,451	78,688	80,936	81,929	84,194	86,453			
2908	DIRECTOR OF NURSING BAND 5 (GENERAL)	1/10/24	7	70,113	71,630	73,146	74,659	76,174	77,695	79,214			
		1/6/24		69,419	70,921	72,422	73,920	75,420	76,926	78,430			
2801	DIRECTOR OF PUBLIC HEALTH NURSING	1/10/24	6	90,133	92,865	95,607	98,462	101,084	103,824				
		1/6/24		89,241	91,946	94,660	97,487	100,083	102,796				
2526	DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/24	6	90,133	92,865	95,607	98,462	101,084	103,824				
		1/6/24		89,241	91,946	94,660	97,487	100,083	102,796				
2291	DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/10/24	6	88,334	90,807	93,531	96,524	99,804	103,175				
		1/6/24		87,459	89,908	92,605	95,568	98,816	102,153				
2643	DIRECTOR, CENTRE OF NURSE EDUCATION	1/10/24	8	80,616	81,872	84,389	86,930	89,468	92,008	94,546	97,193		
		1/6/24		79,818	81,061	83,553	86,069	88,582	91,097	93,610	96,231		
2910	ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/10/24	9	69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539	
		1/6/24		68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692	
2919	ASSISTANT DIRECTOR OF MIDWIFERY BAND 1	1/10/24	9	69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539	
		1/6/24		68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692	
2542	ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/24	7	70,887	73,040	75,181	80,091	81,066	83,323	85,539			
		1/6/24		70,185	72,317	74,437	79,298	80,263	82,498	84,692			
281X	ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/10/24	6	68,657	72,428	73,977	75,407	76,849	78,824				
		1/6/24		67,977	71,711	73,245	74,660	76,088	78,044				
2920	ASSISTANT DIRECTOR OF MIDWIFERY BAND 2	1/10/24	8	65,827	67,230	68,657	72,428	73,977	75,407	76,849	78,823		
		1/6/24		65,175	66,564	67,977	71,711	73,245	74,660	76,088	78,043		

HEALTH & SOCIAL CARE PROFESSIONALS GRADES																				
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
3742	ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/10/24	14	52,321	55,107	57,908	60,015	62,124	64,235	66,342	68,454	70,560	72,664	74,779	76,886	79,313	80,497	LSIs		
		1/6/24		51,803	54,561	57,335	59,421	61,509	63,599	65,685	67,776	69,861	71,945	74,039	76,125	78,528	79,700	LSIs		
3744	ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/10/24	11	58,716	62,563	65,106	67,967	70,793	73,651	76,528	79,391	81,000	84,718	87,371	LSIs					
		1/6/24		58,135	61,944	64,461	67,294	70,092	72,922	75,770	78,605	80,198	83,879	86,506	LSIs					
3441	AUDIOLOGIST	1/10/24	10	38,619	40,461	42,027	43,354	44,445	45,543	46,687	47,815	48,903	49,772	LSI						
		1/6/24		38,119	39,961	41,527	42,854	43,945	45,043	46,187	47,315	48,403	49,272	LSI						
384Y	AUDIOLOGIST, SENIOR	1/10/24	6	52,031	54,009	55,299	56,777	58,289	59,838											
		1/6/24		51,516	53,474	54,751	56,215	57,712	59,246											
3447	AUDIOLOGIST, CLINICAL SPECIALIST	1/10/24	6	56,777	58,289	59,838	63,028	66,296	69,644											
		1/6/24		56,215	57,712	59,246	62,404	65,640	68,954											
345X	AUDIOLOGIST, CHIEF	1/10/24	6	59,838	63,028	66,296	69,644	73,068	76,572											
		1/6/24		59,246	62,404	65,640	68,954	72,345	75,814											
3448	AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/10/24	10	74,972	78,314	80,417	83,790	87,173	90,552	93,932	97,315	100,429	103,833	LSIs						
		1/6/24		74,230	77,539	79,621	82,960	86,310	89,655	93,002	96,351	99,435	102,805	LSIs						
3446	AUDIOLOGY, NATIONAL LEAD	1/10/24	7	93,011	99,681	106,471	113,323	119,666	123,497	127,325	LSIs									
		1/6/24		92,090	98,694	105,417	112,201	118,481	122,274	126,064	LSIs									
3751	BIOCHEMIST	1/10/24	16	42,892	44,539	47,149	48,389	49,569	52,382	54,265	56,192	58,161	60,139	62,122	64,122	66,135	68,171	70,149	71,508	LSI
		1/6/24		42,392	44,039	46,649	47,889	49,069	51,863	53,728	55,636	57,585	59,544	61,507	63,487	65,480	67,496	69,454	70,800	LSI
376X	BIOCHEMIST, SENIOR	1/10/24	9	65,360	68,317	70,943	73,629	76,395	79,115	80,670	83,473	86,295								
		1/6/24		64,713	67,641	70,241	72,900	75,639	78,332	79,871	82,647	85,441								
3778	BIOCHEMIST, PRINCIPAL	1/10/24	9	79,169	82,949	87,628	92,296	96,983	101,655	106,835	110,285	113,758								
		1/6/24		78,385	82,128	86,760	91,382	96,023	100,649	105,777	109,193	112,632								
3786	BIOCHEMIST, TOP GRADE ** grade obsolete - not for use - see Guide note 2 **	1/10/24	5	110,184	115,511	119,850	124,259	128,736												
		1/6/24		109,093	114,367	118,663	123,029	127,461												
3867	CARDIAC PHYSIOLOGIST	1/10/24	10	42,838	45,070	47,089	48,006	49,020	51,691	53,351	55,050	59,287	63,477	LSIs						
		1/6/24		42,338	44,570	46,589	47,506	48,520	51,179	52,823	54,505	58,700	62,849	LSIs						
3003	CARDIAC PHYSIOLOGIST SENIOR	1/10/24	8	52,969	54,520	56,173	57,872	59,632	61,267	65,309	69,359	LSIs								
		1/6/24		52,445	53,980	55,617	57,299	59,042	60,660	64,662	68,672	LSIs								
3001	CARDIAC PHYSIOLOGIST, CHIEF I	1/10/24	8	57,656	58,851	60,440	61,983	63,526	65,054	69,003	73,031	LSIs								
		1/6/24		57,085	58,268	59,842	61,369	62,897	64,410	68,320	72,308	LSIs								
3002	CARDIAC PHYSIOLOGIST, CHIEF II	1/10/24	8	59,313	62,198	65,011	67,836	70,709	74,412	78,603	81,381	LSIs								
		1/6/24		58,726	61,582	64,367	67,164	70,009	73,675	77,825	80,575	LSIs								
3922	CHILD CARE MANAGER	1/10/24	7	84,065	86,189	89,553	92,939	96,300	99,669	103,023										
		1/6/24		83,233	85,336	88,666	92,019	95,347	98,682	102,003										
3352	CHIROPODIST / PODIATRIST	1/10/24	14	43,122	45,471	47,404	48,810	50,000	51,240	52,478	53,781	55,089	56,406	57,795	59,269	60,738	61,916	LSI		
		1/6/24		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		
3346	CHIROPODIST / PODIATRIST, SENIOR	1/10/24	9	62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048								
		1/6/24		61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325								
3355	CHIROPODIST / PODIATRIST MANAGER	1/10/24	7	74,785	77,477	78,949	81,621	84,340	87,063	89,779										
		1/6/24		74,045	76,709	78,167	80,813	83,505	86,200	88,890										
3356	CHIROPODIST / PODIATRIST MANAGER IN CHARGE III	1/10/24	7	86,570	87,988	89,402	90,891	92,459	94,025	95,280										
		1/6/24		85,713	87,117	88,517	89,991	91,544	93,094	94,337										
3654	CLINICAL SPECIALIST CHIROPODIST	1/10/24	9	68,625	69,950	71,311	72,664	74,016	75,440	76,939	78,435	79,635								
		1/6/24		67,946	69,257	70,605	71,945	73,283	74,693	76,177	77,658	78,847								
3161	CLINICAL ENGINEERING TECHNICIAN	1/10/24	7	37,494	38,720	40,603	41,369	42,909	45,952	48,213										
		1/6/24		36,994	38,220	40,103	40,869	42,409	45,452	47,713										

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 **	1/10/24	1	30,126														
		1/6/24		29,626														
4114, 4198	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	1	31,629														
		1/6/24		31,129														
5096	ELECTRICIAN	1/10/24	11	40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395				
		1/6/24		39,653	40,799	43,606	43,888	44,170	44,451	44,735	45,017	45,300	45,582	45,895				
5118	PAINTER	1/10/24	11	40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395				
		1/6/24		39,653	40,799	43,606	43,888	44,170	44,451	44,735	45,017	45,300	45,582	45,895				
5134	PLUMBER	1/10/24	11	40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395				
		1/6/24		39,653	40,799	43,606	43,888	44,170	44,451	44,735	45,017	45,300	45,582	45,895				
515Y	PLASTERER	1/10/24	11	40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395				
		1/6/24		39,653	40,799	43,606	43,888	44,170	44,451	44,735	45,017	45,300	45,582	45,895				
5606	MAINTENANCE CRAFTSMAN/TECHNICIAN (PAYPATH) (formerly Craftsman)	1/10/24	11	40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395		Incremental progression for this grade is set out in the Guide to the Scales		
		1/6/24		39,653	40,799	43,606	43,888	44,170	44,451	44,735	45,017	45,300	45,582	45,895				
5606	MAINTENANCE CRAFTSMAN/TECHNICIAN (NON-PAYPATH) (formerly Craftsman)	1/10/24	14	39,759	40,629	43,281	43,733	43,952	44,198	44,422	44,540	44,654	44,775	44,888	45,076	45,186	45,567	Incremental progression for this grade is set out in the Guide to the Scales
		1/6/24		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	
4905	CRAFTSMAN'S MATE (PAYPATH)	1/10/24	14	33,919	34,934	37,176	37,220	37,402	37,598	37,783	37,882	37,973	38,068	38,164	38,315	38,432	38,539	Incremental progression for this grade is set out in the Guide to the Scales
		1/6/24		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	
4905	CRAFTSMAN'S MATE (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/10/24	14	33,291	34,315	36,478	36,859	37,044	37,251	37,251	37,251	37,297	37,396	37,490	37,641	37,733	38,041	Incremental progression for this grade is set out in the Guide to the Scales
		1/6/24		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	
5088	CHARGEHAND (PAYPATH)	1/10/24	14	42,765	44,079	47,007	47,496	47,731	47,991	48,237	48,363	48,487	48,611	48,740	48,940	49,094	49,468	Incremental progression for this grade is set out in the Guide to the Scales
		1/6/24		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	
5088	CHARGEHAND (NON-PAYPATH)	1/10/24	14	41,965	43,277	46,120	46,604	46,841	47,106	47,346	47,474	47,597	47,726	47,848	48,049	48,169	48,578	Incremental progression for this grade is set out in the Guide to the Scales
		1/6/24		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	
506T	MAINTENANCE FOREMAN, ASSISTANT (PAYPATH)	1/10/24	12	48,942	49,453	49,698	49,972	50,227	50,361	50,490	50,621	50,758	50,969	51,130	51,526			Incremental progression for this grade is set out in the Guide to the Scales
		1/6/24		48,442	48,953	49,198	49,472	49,727	49,861	49,990	50,120	50,255	50,464	50,624	51,016			
506T	MAINTENANCE FOREMAN, ASSISTANT (NON-PAYPATH)	1/10/24	12	48,012	48,521	48,768	49,044	49,295	49,429	49,559	49,692	49,821	50,031	50,156	50,586			Incremental progression for this grade is set out in the Guide to the Scales
		1/6/24		47,512	48,021	48,268	48,544	48,795	48,929	49,059	49,192	49,321	49,531	49,656	50,085			
5061	MAINTENANCE FOREMAN (PAYPATH)	1/10/24	12	51,854	52,412	52,683	52,984	53,269	53,419	53,563	53,710	53,859	54,094	54,273	54,714			Incremental progression for this grade is set out in the Guide to the Scales
		1/6/24		51,341	51,893	52,161	52,459	52,742	52,890	53,033	53,178	53,326	53,558	53,736	54,172			
5061	MAINTENANCE FOREMAN (NON-PAYPATH)	1/10/24	12	50,855	51,402	51,667	51,966	52,238	52,387	52,528	52,677	52,818	53,051	53,190	53,669			Incremental progression for this grade is set out in the Guide to the Scales
		1/6/24		50,351	50,893	51,155	51,451	51,721	51,868	52,008	52,155	52,295	52,526	52,663	53,138			
4008	DENTAL CRAFTSMAN/TECHNICIAN, SENIOR	1/10/24	9	44,108	45,102	46,098	47,090	48,087	49,083	50,081	51,079	52,136 LSI						
		1/6/24		43,608	44,602	45,598	46,590	47,587	48,583	49,581	50,573	51,620 LSI						
4006	DENTAL CRAFTSMAN/TECHNICIAN	1/10/24	11	35,606	37,459	38,523	39,723	40,566	41,752	42,939	44,127	45,315	46,507	47,451 LSI				
		1/6/24		35,106	36,959	38,023	39,223	40,066	41,252	42,439	43,627	44,815	46,007	46,951 LSI				
4645	PATHOLOGY TECHNICIAN	1/10/24	13	36,239	38,070	39,217	39,813	40,767	41,707	42,647	43,588	44,530	45,474	46,418	47,358	48,209		
		1/6/24		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		
4653	PATHOLOGY TECHNICIAN, SENIOR	1/10/24	11	41,729	43,077	44,427	45,776	47,125	48,475	49,828	51,185	52,556	53,967	55,401				
		1/6/24		41,229	42,577	43,927	45,276	46,625	47,975	49,328	50,678	52,036	53,433	54,852				

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 **	1/10/24	1	30,126																
		1/6/24		29,626																
6479, 6076, 6016	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	1	31,629																
		1/6/24		31,129																
	CARE OFFICER - BASIC RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	11	38,541	39,600	40,883	42,155	43,435	44,712	46,117	47,395	48,680	50,172	51,344						
		1/6/24		38,041	39,100	40,383	41,655	42,935	44,212	45,617	46,895	48,180	49,672	50,836						
	CARE OFFICER - 5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	11	39,930	41,399	42,747	44,089	45,435	46,779	48,258	49,604	50,962	52,556	53,835						
		1/6/24		39,430	40,899	42,247	43,589	44,935	46,279	47,758	49,104	50,457	52,036	53,302						
	CARE OFFICER - 6.5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	11	39,958	41,428	42,779	44,120	45,467	46,811	48,292	49,640	50,996	52,596	53,875						
		1/6/24		39,458	40,928	42,279	43,620	44,967	46,311	47,792	49,140	50,491	52,075	53,342						
	CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	4	54,982	56,493	58,029	59,483													
		1/6/24		54,438	55,934	57,454	58,894													
	CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	4	55,027	56,539	58,073	59,526													
		1/6/24		54,482	55,979	57,498	58,937													
	HEAD ATTENDANT (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	1	66,374																
		1/6/24		65,717																
	HEAD ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	1	69,754																
		1/6/24		69,063																
	HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/10/24	1	69,806																
		1/6/24		69,115																
	CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) ** not for use for any new incumbents post 1.4.21 **	1/10/24	4	52,395	53,810	55,249	56,619													
		1/6/24		51,876	53,277	54,702	56,058													
6104	THERAPEUTIC SECURITY SUPERVISOR, NFMHS	1/10/24	4	52,395	53,810	55,249	56,619													
		1/6/24		51,876	53,277	54,702	56,058													
6436	DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/10/24	7	30,176	31,750	32,602	33,819	34,833	35,841	37,279										
		1/6/24		29,676	31,249	32,101	33,319	34,333	35,341	36,779										
6437	DENTAL NURSE (WITH QUALIFICATION)	1/10/24	17	30,176	31,750	32,602	33,819	34,833	35,841	37,279	38,274	39,153	40,086	41,701	42,307	43,453	44,890	47,065	49,638	52,824 LSI
		1/6/24		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
6440	DENTAL NURSE, SENIOR	1/10/24	7	49,884	51,608	53,188	54,640	56,421	57,941	59,618										
		1/6/24		49,384	51,097	52,661	54,099	55,862	57,367	59,028										
6521	PSYCHOLOGY ASSISTANT	1/10/24	1	32,237																
		1/6/24		31,737																
6127	NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE	1/10/24	7	55,366	56,689	58,299	61,325	63,132	65,384	67,644 LSI										
		1/6/24		54,818	56,128	57,722	60,718	62,507	64,737	66,974 LSI										
6126	NEOC DUTY SUPERVISOR, NATIONAL AMBULANCE SERVICE	1/10/24	7	49,968	51,460	52,975	54,529	56,096	57,924	59,755	LSIs									
		1/6/24		49,468	50,950	52,450	53,989	55,541	57,350	59,163	LSIs									
6120	CLINICAL PARAMEDICAL SUPERVISOR	1/10/24	9	37,836	39,061	40,109	41,488	42,873	44,255	45,642	48,257	50,119 LSI								
		1/6/24		37,336	38,561	39,609	40,988	42,373	43,755	45,142	47,757	49,619 LSI								

Medical Consultants Salary Scales

Consultant Contract 2023 salary scales are on the next page

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

Consultant Contract 2023 Salary Scales

Consultant Contract 2023 - Clinical							
		1	2	3	4	5	6
Clinician Consultants	01/10/24	226,681	238,934	251,869	258,676	265,483	272,290
	01/06/24	224,437	236,568	249,375	256,115	262,854	269,594

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	01/10/24	278,615	293,685	309,571	317,944	326,317	334,690
	01/06/24	275,856	290,777	306,506	314,796	323,086	331,376
Academic Associate Professor	01/10/24	261,368	276,440	290,409	298,782	307,155	315,528
	01/06/24	258,780	273,703	287,534	295,824	304,114	312,404
Academic Senior Lecturer	01/10/24	244,202	259,273	271,334	279,708	288,080	296,454
	01/06/24	241,784	256,706	268,648	276,939	285,228	293,519

B Factor		
On Call Payments		
	01/06/24	01/10/24
Rota	€	€
Flat Annual Payment	10,692	10,799
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,101	3,132
1 in 2	8,767	8,855
1 in 1	11,547	11,662

C - Factor Emergency Call-Out Payments		
	01/06/24	01/10/24
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	115.15	116.30
31-120 call-outs	172.72	174.45
121 call-outs or more	230.30	232.60
If the call-out occurs after midnight		
First 30 call-outs	143.93	145.37
31-120 call-outs	215.90	218.06
121 call-outs or more	287.87	290.75
Annual Limit	40,629	41,035

Clinical Directors' Allowance*	01/06/24	01/10/24
	€	€
	56,170	56,732

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 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	01/06/24	01/10/24
	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	242,127	244,548
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	236,727	239,094
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,621	233,937
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	230,603	232,909
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	225,778	228,036
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	221,261	223,474
Geographical Wholetime Consultants without fees	247,236	249,708

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
	01/06/24	01/10/24
	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	269,594	272,290
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	269,594	272,290
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	269,594	272,290
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	269,594	272,290
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	269,594	272,290
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	269,594	272,290
Geographical Wholetime Consultants without fees	269,594	272,290

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	01/06/24	01/10/24
	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	230,895	233,204
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	225,494	227,749
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	220,387	222,591
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	219,370	221,564
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	214,546	216,691
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	210,027	212,127
Geographical Wholetime Consultants without fees	236,004	238,364

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	01/06/24	01/10/24
	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	247,128	249,599
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	247,128	249,599
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	247,128	249,599
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	247,128	249,599
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	247,128	249,599
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	247,128	249,599
Geographical Wholetime Consultants without fees	247,128	249,599

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	01/06/24	01/10/24
	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	204,440	206,484
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	197,697	199,674
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	193,178	195,110
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	202,519	204,544
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	197,697	199,674
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	193,178	195,110

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	01/06/24	01/10/24
	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	213,428	215,562
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	213,428	215,562
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	213,428	215,562

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
	01/06/24	01/10/24
	€	€
Category I Consultants		
Professor	303,821	306,859
Associate Professor	284,120	286,961
Lecturer	264,456	267,101
College Lecturer	259,188	261,780
Category II Consultants		
Professor UCD, TCD, RCSI	289,014	291,904
Associate Professor UCD, TCD, RCSI	269,781	272,479
Lecturer	249,449	251,943
College Lecturer	244,179	246,621
Professor UCC	293,643	296,579
Associate Professor UCC	274,261	277,004
Lecturer UCC	254,140	256,681
College Lecturer UCC	248,870	251,359
Professor UCG	298,270	301,253
Associate Professor UCG	278,743	281,530
Lecturer UCG	258,830	261,418
College Lecturer UCG	253,558	256,094

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
	01/06/24	01/10/24
	€	€
Category I Consultants		
Professor	331,376	334,690
Associate Professor	312,404	315,528
Lecturer	293,519	296,454
College Lecturer	288,454	291,339
Category II Consultants		
Professor UCD, TCD, RCSI	331,376	334,690
Associate Professor UCD, TCD, RCSI	312,404	315,528
Lecturer	293,519	296,454
College Lecturer	288,454	291,339
Professor UCC	331,376	334,690
Associate Professor UCC	312,404	315,528
Lecturer UCC	293,519	296,454
College Lecturer UCC	288,454	291,339
Professor UCG	331,376	334,690
Associate Professor UCG	312,404	315,528
Lecturer UCG	293,519	296,454
College Lecturer UCG	288,454	291,339

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
	01/06/24	01/10/24
	€	€
Professor	298,205	301,187
Associate Professor	276,422	279,186
Lecturer	253,273	255,806
College Lecturer	247,293	249,766
Category II Consultants		
Professor UCD, TCD, RCSI	283,398	286,232
Associate Professor UCD, TCD, RCSI	262,083	264,704
Lecturer UCD, TCD, RCSI	238,266	240,649
College Lecturer UCD, TCD, RCSI	232,283	234,606
Professor UCC	288,027	290,907
Associate Professor UCC	266,563	269,229
Lecturer UCC	242,957	245,387
College Lecturer UCC	236,974	239,344
Professor UCG	292,653	295,580
Associate Professor UCG	271,045	273,755
Lecturer UCG	247,645	250,121
College Lecturer UCG	241,662	244,079

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
	01/06/24	01/10/24
	€	€
Professor	320,143	323,344
Associate Professor	297,008	299,978
Lecturer	271,152	273,864
College Lecturer	264,663	267,310
Category II Consultants		
Professor UCD, TCD, RCSI	320,143	323,344
Associate Professor UCD, TCD, RCSI	297,008	299,978
Lecturer UCD, TCD, RCSI	271,152	273,864
College Lecturer UCD, TCD, RCSI	264,663	267,310
Professor UCC	320,143	323,344
Associate Professor UCC	297,008	299,978
Lecturer UCC	271,152	273,864
College Lecturer UCC	264,663	267,310
Professor UCG	320,143	323,344
Associate Professor UCG	297,008	299,978
Lecturer UCG	271,152	273,864
College Lecturer UCG	264,663	267,310

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
	01/06/24	01/10/24
	€	€
Professor UCD, TCD, RCSI	266,548	269,213
Associate Professor UCD, TCD, RCSI	245,482	247,937
Lecturer UCD, TCD, RCSI	221,946	224,165
College Lecturer UCD, TCD, RCSI	216,026	218,186
Professor UCC	271,178	273,890
Associate Professor UCC	249,962	252,462
Lecturer UCC	226,635	228,901
College Lecturer UCC	220,719	222,926
Professor UCG	275,803	278,561
Associate Professor UCG	254,443	256,987
Lecturer UCG	231,326	233,639
College Lecturer UCG	225,405	227,659

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
	01/06/24	01/10/24
	€	€
Professor UCD, TCD, RCSI	286,443	289,307
Associate Professor UCD, TCD, RCSI	265,247	267,899
Lecturer UCD, TCD, RCSI	244,050	246,491
College Lecturer UCD, TCD, RCSI	238,378	240,762
Professor UCC	286,443	289,307
Associate Professor UCC	265,247	267,899
Lecturer UCC	244,050	246,491
College Lecturer UCC	238,378	240,762
Professor UCG	286,443	289,307
Associate Professor UCG	265,247	267,899
Lecturer UCG	244,050	246,491
College Lecturer UCG	238,378	240,762

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	01/10/24	203,716	209,632	234,338	237,740	241,145	244,548
	01/06/24	201,699	207,556	232,018	235,386	238,757	242,127
Type B	01/10/24	191,749	194,351	213,053	215,890	218,727	221,565
	01/06/24	189,850	192,427	210,944	213,752	216,561	219,371
Type C	01/10/24	166,825	172,727	182,347	187,197	192,873	195,110
	01/06/24	165,173	171,017	180,542	185,344	190,963	193,178

* 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	01/10/24	165,909	170,521	180,184	189,464	197,554	204,297	212,388	227,562	239,477
	01/06/24	164,266	168,833	178,400	187,588	195,598	202,274	210,285	225,309	237,106
Type B	01/10/24	156,618	162,191	169,888	171,044	176,268	181,505	190,812	198,903	206,993
	01/06/24	155,067	160,585	168,206	169,350	174,523	179,708	188,923	196,934	204,944
Type C	01/10/24	137,216	141,235	145,998	149,316	152,634	156,618	161,926	167,899	172,350
	01/06/24	135,857	139,837	144,552	147,838	151,123	155,067	160,323	166,237	170,644

* 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	01/06/24	01/10/24
	€	€
Type A	224,437	226,681
	236,568	238,934
	249,375	251,869
	256,115	258,676
	262,854	265,483
	269,594	272,290
Type B	207,250	209,323
	217,360	219,534
	230,278	232,581
	235,895	238,254
	241,511	243,926
	247,128	249,599
Type B*	213,428	215,562
Type C	165,173	166,825
	171,865	173,584
	180,542	182,347
	185,346	187,199
	190,962	192,872
	196,578	198,544

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	01/10/24	264,871	272,406	294,301	298,487	302,675	306,859
	01/06/24	262,249	269,709	291,387	295,532	299,678	303,821
Type A Associate Professor / Consultant	01/10/24	246,961	254,496	274,401	278,588	282,774	286,961
	01/06/24	244,516	251,976	271,684	275,830	279,974	284,120
Type A Senior Lecturer / Consultant	01/10/24	229,088	236,622	254,541	258,728	262,914	267,101
	01/06/24	226,820	234,279	252,021	256,166	260,311	264,456

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	01/10/24	237,073	250,889	263,250	267,709	267,709	267,709
	01/06/24	234,726	248,405	260,644	265,058	265,058	265,058
Type A Associate Professor / Consultant	01/10/24	213,166	233,675	245,445	259,130	267,709	267,709
	01/06/24	211,055	231,361	243,015	256,564	265,058	265,058
Type A Senior Lecturer / Consultant	01/10/24	197,397	209,281	227,758	240,673	249,154	262,258
	01/06/24	195,443	207,209	225,503	238,290	246,687	259,661

*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	01/06/24	01/10/24
		Type A	Type A
		€	€
TYPE A Professor	1	275,856	278,615
	2	290,777	293,685
	3	306,506	309,571
	4	314,796	317,944
	5	323,086	326,317
	6	331,376	334,690
TYPE A Associate Professor	1	258,780	261,368
	2	273,703	276,440
	3	287,534	290,409
	4	295,824	298,782
	5	304,114	307,155
	6	312,404	315,528
TYPE A Lecturer	1	241,784	244,202
	2	256,706	259,273
	3	268,648	271,334
	4	276,939	279,708
	5	285,228	288,080
	6	293,519	296,454
TYPE A College Lecturer	1	237,226	239,598
	2	252,148	254,669
	3	263,584	266,220
	4	271,875	274,594
	5	280,164	282,966
	6	288,454	291,339

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	01/10/24	247,729	254,315	275,255	278,914	282,572	286,232
	01/06/24	245,276	251,797	272,530	276,152	279,774	283,398
Type B Associate Professor / Consultant	01/10/24	228,355	234,940	253,727	257,386	261,046	264,704
	01/06/24	226,094	232,614	251,215	254,838	258,461	262,083
Type B Senior Lecturer / Consultant	01/10/24	199,658	206,020	229,672	233,330	236,989	240,649
	01/06/24	197,681	203,980	227,398	231,020	234,643	238,266

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	01/10/24	223,691	233,694	243,979	254,466	265,309	267,709
	01/06/24	221,476	231,380	241,563	251,947	262,682	265,058
Type B Associate Professor / Consultant	01/10/24	198,798	207,941	224,929	234,763	244,787	254,813
	01/06/24	196,830	205,882	222,702	232,439	242,363	252,290
Type B Senior Lecturer / Consultant	01/10/24	175,764	188,066	196,806	205,723	214,432	231,015
	01/06/24	174,024	186,204	194,857	203,686	212,309	228,728

*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	01/06/24	01/10/24
		Type B €	Type B €
TYPE B Professor	1	268,567	271,253
	2	281,608	284,424
	3	298,407	301,391
	4	305,652	308,709
	5	312,898	316,027
	6	320,143	323,344
TYPE B Associate Professor	1	247,744	250,221
	2	260,786	263,394
	3	275,271	278,024
	4	282,517	285,342
	5	289,761	292,659
	6	297,008	299,978
TYPE B Lecturer	1	224,473	226,718
	2	237,515	239,890
	3	249,417	251,911
	4	256,662	259,229
	5	263,907	266,546
	6	271,152	273,864
TYPE B College Lecturer	1	218,634	220,820
	2	231,676	233,993
	3	242,926	245,355
	4	250,172	252,674
	5	257,417	259,991
	6	264,663	267,310

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	01/10/24	224,141	231,137	249,047	252,933	256,818	260,704
	01/06/24	221,922	228,849	246,581	250,429	254,275	258,123
Type C Associate Professor / Consultant	01/10/24	198,588	205,345	228,442	232,328	236,214	240,100
	01/06/24	196,622	203,312	226,180	230,028	233,875	237,723
Type C Senior Lecturer / Consultant	01/10/24	180,979	191,543	205,422	209,308	213,194	217,078
	01/06/24	179,187	189,647	203,388	207,236	211,083	214,929

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	01/10/24	178,522	189,419	197,458	207,357	215,053	232,382
	01/06/24	176,754	187,544	195,503	205,304	212,924	230,081
Type C Associate Professor / Consultant	01/10/24	166,238	172,864	177,442	190,597	197,685	206,349
	01/06/24	164,592	171,152	175,685	188,710	195,728	204,306
Type C Senior Lecturer / Consultant	01/10/24	154,579	161,055	168,368	173,506	179,898	191,840
	01/06/24	153,049	159,460	166,701	171,788	178,117	189,941

*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	01/06/24	01/10/24
		Type C	Type C
		€	€
TYPE C Professor	1	221,859	224,078
	2	235,709	238,066
	3	246,510	248,975
	4	254,204	256,746
	5	261,899	264,518
	6	269,594	272,290
TYPE C Associate Professor	1	202,681	204,708
	2	216,531	218,696
	3	225,202	227,454
	4	232,897	235,226
	5	240,591	242,997
	6	248,286	250,769
TYPE C Lecturer	1	181,260	183,073
	2	195,109	197,060
	3	201,398	203,412
	4	209,092	211,183
	5	216,787	218,955
	6	224,482	226,727
TYPE C College Lecturer	1	175,870	177,629
	2	189,720	191,617
	3	195,410	197,364
	4	203,105	205,136
	5	210,799	212,907
	6	218,494	220,679

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	01/06/24	01/10/24
	Type B*	Type B*
	€	€
TYPE B* Professor	286,443	289,307
TYPE B* Associate Professor	265,247	267,899
TYPE B* Lecturer	244,050	246,491
TYPE B* College Lecturer	238,378	240,762

Table D1	01/06/24	01/10/24
	€	€
Clinical Directors' Allowance*	56,170	56,732

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

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/10/24	260,652		
	01/06/24	258,071		
Head of Department**	01/10/24	232,447	239,477	246,535
	01/06/24	230,146	237,106	244,094

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

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 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	01/06/24	01/10/24
		€	€
Flat Annual Payment		4,711	4,758
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,727	2,754
1 in 2	1-80 call-outs	6,809	6,877
	81-120 call-outs	7,869	7,948
	121+ call-outs	8,617	8,703
1 in 1	1-80 call-outs	8,173	8,255
	81-120 call-outs	10,343	10,446
	121+ call-outs	12,771	12,899

SA - B and C Factor Payments			
SA - On Call/Call-Out Payments			
Rota	No. of Call-Outs	01/06/24	01/10/24
		€	€
Flat Annual Payment		6,909	6,978
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows			
1 in 3		2,865	2,894
1 in 2	1-80 call-outs	7,150	7,222
	81-120 call-outs	8,263	8,346
	121+ call-outs	9,048	9,138
1 in 1	1-80 call-outs	8,583	8,669
	81-120 call-outs	10,860	10,969
	121+ call-outs	13,411	13,545

Emergency Call-Out Payments for all Consultants		
Per call-out	01/06/24	01/10/24
	€	€
First 30 call-outs	95.96	96.92
31-120 call-outs	144.33	145.78
121 call-outs or more	190.67	192.58
If the call-out occurs after midnight		
First 30 call-outs	127.92	129.20
31-120 call-outs	193.41	195.35
121 call-outs or more	256.01	258.57
For each hour or part hour in excess of the first hour		
First 30 call-outs	63.86	64.50
31-120 call-outs	95.32	96.27
121 call-outs or more	128.02	129.30
Annual Limit	27,235	27,507

SA - Emergency Call-Out Payments for all Consultants		
Per call-out (hourly rate or part thereof)	01/06/24	01/10/24
	€	€
First 30 call-outs	115.15	116.30
31-120 call-outs	172.72	174.45
121 call-outs or more	230.30	232.60
If the call-out occurs after midnight		
First 30 call-outs	143.93	145.37
31-120 call-outs	215.90	218.06
121 call-outs or more	287.87	290.75
Annual Limit	33,701	34,038

Table F1			
Salary scales for Consultants who are remaining on the 1997 Consultant Contract			
Consultants Revised Common Contract, 1997	01/06/24	01/10/24	
	€	€	
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	214,661	216,808	
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,860	205,899	
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	193,647	195,583	
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	191,611	193,527	
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	181,965	183,785	
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,970	178,740	
Geographical Wholetime Consultants without fees	224,880	227,129	

Table F3			
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008			
		01/06/24	01/10/24
		€	€
Regional Consultant Orthodontists		203,860	205,899

Table F2			
Salary scales for Academic Consultants who are remaining on the 1998 Contract			
		01/06/24	01/10/24
		€	€
Category I Consultants			
Professor		276,268	279,031
Associate Professor		255,835	258,393
Lecturer		235,394	237,748
College Lecturer		229,923	232,222
Category II Consultants			
Professor UCD, TCD, RCSI		246,653	249,120
Associate Professor UCD, TCD, RCSI		227,158	229,430
Lecturer UCD, TCD, RCSI		205,380	207,434
College Lecturer UCD, TCD, RCSI		199,901	201,900
Professor UCC		255,910	258,469
Associate Professor UCC		236,120	238,481
Lecturer UCC		214,760	216,908
College Lecturer UCC		209,286	211,379
Professor UCG		265,164	267,816
Associate Professor UCG		245,081	247,532
Lecturer UCG		224,139	226,380
College Lecturer UCG		218,661	220,848

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	01/06/24	01/10/24
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	180,542	182,347
G.W.T. WITH FEES	172,551	174,277
EXISTING WHOLETIME	165,567	167,223
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	180,542	182,347
G.W.T. WITH FEES	167,209	168,881
EXISTING WHOLETIME	157,369	158,943
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	180,542	182,347
G.W.T. WITH FEES	159,012	160,602
EXISTING WHOLETIME	149,171	150,663

	01/06/24	01/10/24
	€	€
Extended Duty Liability		
A flat payment will be paid to each consultant with on-call liability.	8,824	8,912

Table F5		
Original Contract for Consultant Medical Staff 1981		
	01/06/24	01/10/24
	Cumulative restoration up to and including 1/01/25	Cumulative restoration up to and including 1/01/26
	€	€
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate*	211,999	214,119
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.	11,714	11,831

*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32

Emergency Services	01/06/24	01/10/24
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	93.24	94.17
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	124.16	125.41
In the event of the call extending beyond one hour's duration from leaving home until return this further amount for each hour or part hour is payable	62.00	62.62
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	11,768	11,886

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 June 2024	1 October 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)						146.08	147.54
2.	Emergency Sessions								
	The rate at 1 above subject to a minimum fee in the case of Anaesthetists							95.70	96.65
	The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons							57.00	57.57
3.	Community Ophthalmic Physicians		per 3 hour session					211.63	213.74
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;						72.95	73.68
		minimum rate;						146.08	147.54
	(b) Where the duration is <u>not less</u> than 3 hours;								
		first 3 hours						218.81	221.00
		3 hour sessional rate for hours in excess of 3 (and pro-rata)						146.08	147.54
5.	Pool Payments								
	General	Teaching Hospital	(per bed day)					6.10	6.16
	General	Non-Teaching Hospital	(per bed day)					4.11	4.15
	Maternity	Teaching Hospital	(per bed day)					11.81	11.93
	Maternity	Non-Teaching Hospital	(per bed day)					5.57	5.63
6.	Private Dental Surgeons Sessional Rates (Circular 3/2024 refers)								
	(a) Private dental surgeon clinics held in HSE premises							326	329
	(b) Private dental surgeon clinics held in dentist's private surgery							436	441
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)							171.81	173.52
	Special rates for clinics held outside a radius of 25 miles								
	(a) For clinics of <i>less than</i> 3 hours duration								
		Per hour						86.67	87.53
		Minimum rate						104.33	105.37
	(b) For clinics of <i>not less than</i> 3 hours								
		For the first three hours						257.88	260.46
		For 3 hour sessions in excess of 3 hours						173.55	175.29
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.									
SATU Doctor & GPs (payment to GPs will be based on an invoicing system for contracts of service. Tax clearance certificates will be required)									
	<u>On-Call</u>								
	Monday - Friday	9am -1pm						102.19	103.22
	Monday - Friday	1pm - 5pm						102.19	103.22
	Monday - Friday	5pm - 9am						137.10	138.47
	Saturday	24hr						426.85	431.12
	Sunday and Public Holidays	24hr						512.22	517.34
	<u>Call-Out</u>								
	Fee per call out							116.83	118.00
	For each hour or part hour in excess of the first hour							60.80	61.41
	Sub-call							43.55	43.99
Psychiatrist Special Responsibility Allowance									
	Revised rate per annum							12,289	12,412

								1 June 2024	1 October 2024
Child Health Services Development Paediatrics									
3 hour session								77.68	78.46
2 hour session								58.26	58.84
1 hour session								38.88	39.27
Casual Locum for Former District Medical Officers									
For first three days								85.17	86.02
For next 25 days								72.87	73.60
For each subsequent day								62.69	63.32
Fees for lectures to Nurses									
(Circular S100/84 of 22 August 1975)								26.80	27.07
Consultant CME									
This scheme is open to Consultants employed in the public service and allow Consultants claim towards courses and conferences, reference materials and professional fees etc. as set out in the HSE's Guidance on Continuing Medical Education Supports for Consultants. Maximum of €3,000 per annum for 2008 or 1997 Consultant Contract holders. Maximum of €12,000 per annum for 2023 Consultant Contract holders (except where a higher amount is approved in accordance with the terms of the Contract).									
Vouched CME for certain other medical grades (Circulars 39/2003 and 1/2024 refer). Annual rate of €2,750 for the grades of AMO, SAMO, SMO, PMO and COP with retrospective effect from 1 February 2022.									
Research and Innovation Projects Maximum of €8,000 for 2023 Consultant Contract holders as provided for in the Contract (except where a higher amount is approved in accordance with the terms of the Contract).									
Training Supports Scheme for NCHDs									
*** AMOUNT PER REGISTRATION PER YEAR									
						1 July 2019	22-Dec-22		
Intern						750	1,250		
SHOs and Registrars						1,250	1,750		
SPRs/GP Registrars/ Psychiatry SRs on a training scheme						2,000	2,500		
GP Trainers Allowance (maintained for pension benefit calculation purposes only)									
3 hour session								230.92	233.23
GP Registrar Allowance (from the NCHD contract)									
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred									
								12,839	12,967
								4,279	4,322
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 June 2024	1 October 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 document attached to Circular 112/99, where they possess relevant clinical qualification	3,960	4,000
(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 Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) With effect from 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).	2,637	2,663
(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).	2,637	2,663
Public Health Nurses & Assistant Directors of Public Health Nursing Midwifery Qualification*	3,960	4,000
*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.	1,649	1,665
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	1,577	1,593
Theatre / Night Sister	947	956
Public Health Nurse	1,894	1,913
Relevant nursing staff Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,519	3,554
*Abolished for new beneficiaries with effect from 1 February 2012		
Psychiatric Nurses (HSE HR Directorate Circular 1/2005 and DoH S100/411 refer) Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012		
Psychiatric Staff Nurse	5,867	5,926
Senior Staff Nurse (Psychiatric)	6,161	6,223
Community Psychiatric Nurse	6,435	6,499
Clinical Nurse Manager I (Psychiatric)	6,235	6,297
CNM II (Psychiatric)/Community Mental Health Nurse	6,653	6,720
Clinical Nurse Manager III (Psychiatric)	6,990	7,060
Assistant Director of Nursing Mental Health	6,766	6,834
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	4,414	4,458
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449	6,122	6,183
Public Health Nurses (S103/151 refers) Island Inducement Allowance*	2,088	2,109
*Abolished for new beneficiaries with effect from 1 February 2012		
Assisted Admissions Allowance - Team Member	280.85	283.66
Assisted Admissions Allowance - Team Leader	337.02	340.39
Mental Health Authorising Officer Allowance - Normal Working Hours	168.51	170.19
Mental Health Authorising Officer Allowance - Outside Working Hours	337.02	340.39

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

	1 June 2024	1 October 2024
Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)		
<i>(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>		
Monday to Friday (Each day)	50.07	50.57
Saturday	64.31	64.95
Sunday and Public Holidays	86.93	87.80
<i>(ii) Call Out Rate - Monday to Sunday</i>		
Fee per operation per 2 hours (17.00 - 22.00 hours)	50.07	50.57
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	75.08	75.83
Operation lasting more than 4 hours and up to five hours	125.15	126.40
Fee per operation per hour (after 22.00 hours)	50.07	50.57
<i>(iii) On-call Without Standby</i>		
Fee per operation, call in without standby	100.13	101.13
Overruns from roster at normal overtime rates (no time back in lieu)		
<i>(iv) On Call over Weekend</i>		
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.		
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</i>		
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.	21.39	21.60
*Restored for new entrant nurses as per DoH Circular 14/2017		
Sexual Assault Treatment Unit - Forensic Nurse Examiners (HSE Circular 036/2019 and DoH Circular 6/2024 refer)		
<i>(i) On-Call payment. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>		
Monday to Friday (Each day)	50.07	50.57
Saturday	64.31	64.95
Sunday and Public Holidays	86.93	87.80
<i>In exceptional circumstances where a person not "on call" is required to attend a SATU, that individual will be remunerated on a fee per case basis. (€200.28). If such a person's advice is solely provided over the phone, a pro rata payment equating to the period of the time involved will be made. This agreement will also apply to circumstances where such advice is given by a person "on call" but not required to physically attend the SATU.</i>		
<i>(ii) Call Out payment. Rates apply in respect of call out durations of up to 4 hours - hourly rate to apply thereafter. Payment applies from time of receipt of call regarding the case.</i>		
Monday - Sunday, including public holidays (Each day)	200.28	202.28
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017		
(HSEA letter dated 5 April 2001 refers) Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).	4,386	4,430
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.		
Public Health Nurses Week-end Work (S100/414 refers)		
Fixed Payment	33.28	33.61
First call on Saturday and first call on Sunday	44.17	44.62
Each subsequent call on Saturday and Sunday	22.12	22.35
Payment in lieu of time off for Emergency work	33.24	33.57
Saturday Premium	18.09	18.27
Specialist Co-ordinator Allowance*	5,107	5,158
*Restored for new entrant nurses as per DoH Circular 14/2017		

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES				1 June 2024	1 October 2024
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)				
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am		44.85	45.30
	Mon - Thurs	12am - 8am		57.08	57.65
	Sat	12am til Sun 12am		62.79	63.42
	Bank Holiday			62.79	63.42
Stand-by Payments (off site on call)	Mon - Fri			50.57	51.08
	Saturday			64.95	65.60
	Sun & Public Holidays			87.80	88.68
PHYSIOTHERAPISTS					
<i>Emergency/On-Call Duty</i>					
I On-Call with Standby (a) Monday to Friday				27.77	28.05
(b) Saturdays				36.25	36.61
(c) Sundays and Public Holidays				54.22	54.76
- Fee per call (per half hour)				27.77	28.05
II On-Call without Standby					
- Fee per call (per hour)				76.22	76.99
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.				223.87	226.11
GENERAL PARAMEDICAL SESSIONAL RATES					
Per 3 hour session				116.26	117.42
For 2 three hourly sessions held at the same location on same day				198.92	200.91
PHYSIOTHERAPISTS					
<i>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</i>					
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:				135.55	136.90
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:				180.73	182.53
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				18.27	18.45
RADIOGRAPHERS					
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am		55.51	56.06
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am		70.65	71.35
	Saturday	8am - 12am		64.76	65.41
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		77.71	78.49
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>					
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am		44.41	44.85
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am		56.52	57.08
	Saturday	8am - 12am		51.81	52.33
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		62.17	62.79

								1 June 2024	1 October 2024
Stand-by Payments (off site on call)	Mon - Fri							50.07	50.57
	Saturday							64.30	64.95
	Sun & Public Holiday							86.93	87.80
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								29.70	30.00
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography								1,079	1,090
Diploma in Ultrasound								539.20	544.59
Diploma in Nuclear Medicine								539.20	544.59
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)									
								5,312	5,365
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)									
								1,774	1,792
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								1,205	1,217
MSc								2,409	2,433
PhD								3,140	3,171
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;)									
								192.87	194.80
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								161.91	163.53
for 2 3-hour sessions held at the same location on same day								277.13	279.90
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*									
								284	287
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									
								242.91	245.34
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year									
								1,080	1,091
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year									
								3,825	3,863
Allowance for Advanced Paramedics as per HSE Circular 11/2009									
								10,896	11,005

†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 June 2024	1 October 2024
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	49.95	50.45
Over 6 hours:	36.99	37.36
Maximum payment for 21 hours:	847.33	855.80
† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	151.82	153.34
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	202.41	204.44
† 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;	219.49	221.68
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	184.25	186.09
for 2 3-hour sessions held at the same location on same day	315.36	318.52
† SOCIAL WORKERS		
3-hour Session	125.90	127.16
2 3-hour sessions (held at the same location on the same day)	215.43	217.58
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	106.73	107.80
For 2 three hourly sessions held at the same location on the same day	182.60	184.42
† PHYSIOTHERAPISTS		
Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	151.82	153.34
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	202.41	204.44

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

SUPPORT SERVICES GRADES ALLOWANCES

								1 June 2024	1 October 2024
Cardiac Allowance*								20.17	20.37
*Abolished for new beneficiaries with effect from 1 February 2012									
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*								35.01	35.36
*Abolished for new beneficiaries with effect from 1 February 2012									
Saturday Premium								12.79	12.92
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018									
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)								10,473	10,578
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)								510.58	515.69
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**								10,473	10,578
- Annual Allowance to Postholder									
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area								4,690	4,737
- Matrons with full time commitment to after hours work									
Saturday Premium								18.27	18.45

**** 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								