



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

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HSE HR Circular 013/2009

6th May, 2009.

- To:** Each Member of Management Team, HSE;
Each Assistant National Director, PCCC, HSE;
Each Hospital Network Manager, NHO, HSE;
Each Assistant National Director, HR, HSE;
Each Local Health Office Manager, PCCC, HSE;
Each Chief Executive Officer, Voluntary Hospitals;
Each Chief Executive Officer, Intellectual Disability Services;
Each Chief Executive Officer, Specialist Agencies;
Each Medical Manpower Manager, HSE;
- c.c:** Each Assistant National Director, Finance, HSE Areas.

Re: Revised Salary Scales for Medical Consultants

Dear Colleague,

Please find attached revised salary scales for medical consultants in the context of implementation of the Consultant Contract 2008 (attached).

The Minister for Health and Children has approved application of the salary scales with effect from 1st January 2009.

HSE and HSE funded agencies should now take such measures as are necessary to:

- a)** apply the revised salary scales as attached to:
- i. those permanent Consultants who have been verified as implementing Consultant Contract 2008 by the HSE Contract Verification process;
 - ii. temporary and locum Consultants in employment since 1st January 2009;
- b)** ensure the revised salary scales are implemented by Friday 29th May 2009.

The following points should be noted:

- The Department of Health & Children Circular, and Mr Carey's, Assistant Secretary DOHC, letter of 1st May 2009, attached salary scales and this circular supersede all previous communications regarding payment to Consultants including salary scales as part of the implementation of Consultant Contract 2008.
- Previous versions of the Salary Scales issued as part of the implementation of Consultant Contract 2008 indicated that scales up to 31st May 2009 were notional and a standard scale would apply from 1st June 2009. This is no longer the case.
- While the salary scale is effective from 1st January 2009 for Consultants in employment at that time, the date on which the Consultant signed Consultant Contract 2008 should be recorded.

- The effective date for the allowance of €50,000 per annum for Clinical Directors appointed under Consultant Contract 2008 is the date specified in the letter of offer regarding the Clinical Director position.

Any enquiries regarding funding adjustments in respect of the costs of implementation should be addressed to the Assistant Director of Finance in each of the four HSE administrative areas.

If you have any other enquiries in relation to the content of this circular, you can contact Andrew Condon, Office of the National Director of Human Resources via email: andrew.condon@hse.ie.

Many thanks,

A handwritten signature in dark ink, appearing to read 'Séan McGrath', is written over a horizontal line. The signature is stylized and somewhat abstract.

Séan McGrath,
National Director of Human Resources.

Encl.

1 May 2009

Professor Brendan Drumm
Chief Executive Officer
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

Re: Revised Salary Scales for Medical Consultants

Dear Professor Drumm

I refer to the Revised Salary Scales for Medical Consultants which issued under Circular 06/09 on 24 April 2009.

Consultants in Emergency Medicine

The scales have now been amended to reflect the outcome of the binding arbitration relating to Consultants in Emergency Medicine (Tables A1, A2, A3 and F1 refer).

Regional Consultant Orthodontists

The salary scales have also been amended in respect of Regional Consultant Orthodontists (Tables A1, A2, and A3 refer).

The attached salary scales accordingly supersede those issued on 24 April.

Yours sincerely

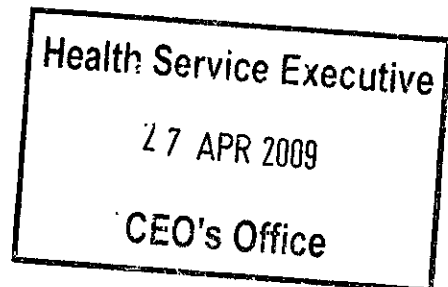
Bernard Carey
Assistant Secretary



Circular Ref: 06/2009

24 April 2009

Professor Brendan Drumm
Chief Executive Officer
Health Service Executive
Dr. Steevens' Hospital
Dublin 8



Re: Revised Salary Scales for Medical Consultants

Dear Professor Drumm,

I am writing to you regarding arrangements for the application of revised salary scales and allowances to medical consultants in the context of the implementation of Consultant Contract 2008.

In light of the positive outcome of the verification exercise carried out by the Health Service Executive in relation to the operation of new work practices by consultants who have signed up to Consultant Contract 2008, I am to convey the Minister's approval for the application of the attached salary scales, **with effect from 1 January 2009**, on the basis set out hereunder.

Consultants who have signed up to Consultant Contract 2008

The salary scales for existing consultants who have signed up to Consultant Contract 2008 are attached at Tables A1, A2, A3 and B1, B2 and B3.

New Entrants

The salary scales applicable to newly-appointed consultants are attached at Tables C1 to C4.

Remuneration for Masters of Maternity Hospitals

The salary scales for Masters of Maternity Hospitals are attached at Table D.

Consultants continuing on their existing contracts

The salaries of serving consultants who have opted to remain on their existing contracts are to be increased by **5%** with effect from 1 January 2009. The relevant revised salary scales for such consultants are attached at Tables F1 to F6.

Cuirfear fáilte roimh chomhfhreagras i nGaeilge

Department of Health & Children
Hawkins House Dublin 2
Teach Haicín Baile Átha Cliath 2

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Fax (01) 671 9884

Email info@health.gov.ie
Web www.dohc.ie

Payments for Weekend Working

The following premium payments are to be applied, with effect from 1 January 2009, to structured on-site attendance by consultants at weekends and on public holidays:

- (i) Time and one-half on Saturdays,
- (ii) Double time on Sundays and Public Holidays

Clinical Directors

A non-pensionable allowance of €50,000 per annum is to be paid to consultants appointed as Clinical Directors, in accordance with the process set out in Consultant Contract 2008.

Continuing Medical Education (CME)

The CME allowance is to be increased to €3,000 with effect from 1 January 2009. Payment will continue to be on a vouched basis. In accordance with the terms of Consultant Contract 2008, this allowance may be carried over annually for a maximum of five years.

Retired Consultants

The pensions of consultants who retired prior to 1 January 2009 on their existing contracts are to be increased by 5% with effect from 1 January 2009.

Consultants who signed up to Consultant Contract 2008, and who subsequently retired prior to January 2009, are to have their pensions increased with effect from 1 January 2009 by reference to the relevant revised salary scale.

It would be appreciated if you would circulate this letter and attached salary scales to relevant agencies and bodies under your aegis, as appropriate.

Yours sincerely



Michael Scanlan
Secretary General

01-May-09

Medical Consultants Salary Scales - 1 January 2009

MR JOHN KELLY
E-MAIL : JOHN_KELLY@HEALTH.IRLGOV.IE TEL: 01 6354062

Table A1

Salary scales for serving Consultants who have opted for the new Type A Contract

Consultants Revised Common Contract, 1997	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	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	178,429	181,998	186,548	191,212	226,461
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	169,452	172,841	177,162	181,591	221,410
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	160,962	164,181	168,286	172,493	216,634
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	159,269	162,455	166,516	170,679	215,682
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	151,251	154,276	158,133	162,087	211,170
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	143,738	146,613	150,278	154,035	206,944
Geographical Wholetime Consultants without fees	186,922	190,661	195,427	200,313	231,239

Table A2

Salary scales for serving Consultants who have opted for the new Type B Contract

Consultants Revised Common Contract, 1997	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	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	178,429	181,998	186,548	191,212	215,955
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	169,452	172,841	177,162	181,591	210,904
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	160,962	164,181	168,286	172,493	206,127
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	159,269	162,455	166,516	170,679	205,175
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	151,251	154,276	158,133	162,087	200,664
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	143,738	146,613	150,278	154,035	196,437
Geographical Wholetime Consultants without fees	186,922	190,661	195,427	200,313	220,733

Table A3

Salary scales for serving Consultants who have opted for the new Type B* Contract

Consultants Revised Common Contract, 1997	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	Type B*
	€	€	€	€	€
Category I consultants					
Consultants in Emergency Medicine in all HSE areas	178,429	181,998	186,548	191,212	191,212
Regional Consultant Orthodontists in all HSE areas	169,452	172,841	177,162	181,591	184,905
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	159,269	162,455	166,516	170,679	189,416
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	151,251	154,276	158,133	162,087	184,905
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	143,738	146,613	150,278	154,035	180,678

Table B1**Salary scales for serving Academic Consultants (1998 Contract) who have opted for the new Type A Contract**

<i>Category I Consultants</i>	T2016 3%	T2016 2%	T2016 2.5%	T2016 2.5%	Type A
	<u>01/12/06</u>	<u>01/06/07</u>	<u>01/03/08</u>	<u>01/09/08</u>	Contract
	€	€	€	€	€
Professor	229,637	234,230	240,085	246,088	284,163
Associate Professor	212,653	216,906	222,328	227,887	265,736
Lecturer	195,662	199,575	204,564	209,679	247,345
College Lecturer	191,115	194,937	199,811	204,806	242,418

<i>Category II Consultants</i>	T2016 3%	T2016 2%	T2016 2.5%	T2016 2.5%	Type A
	<u>01/12/06</u>	<u>01/06/07</u>	<u>01/03/08</u>	<u>01/09/08</u>	Contract
	€	€	€	€	€
Professor UCD, TCD, RCSI	205,020	209,121	214,349	219,707	270,314
Associate Professor UCD, TCD, RCSI	188,817	192,593	197,408	202,343	252,325
Lecturer UCD, TCD, RCSI	170,714	174,128	178,482	182,944	233,309
College Lecturer UCD, TCD, RCSI	166,161	169,484	173,721	178,064	228,379
Professor UCC	212,716	216,970	222,394	227,954	274,643
Associate Professor UCC	196,266	200,191	205,196	210,326	256,516
Lecturer UCC	178,511	182,081	186,633	191,299	237,696
College Lecturer UCC	173,960	177,440	181,876	186,423	232,767
Professor UCG	220,408	224,816	230,436	236,197	278,971
Associate Professor UCG	203,715	207,789	212,984	218,308	260,707
Lecturer UCG	186,307	190,033	194,784	199,653	242,082
College Lecturer UCG	181,753	185,389	190,023	194,774	237,152

Table B2

Salary scales for serving Academic Consultants (1998 contract) who have opted for the new Type B Contract

Category I Consultants

	T2016 3% 01/12/06	T2016 2% 01/06/07	T2016 2.5% 01/03/08	T2016 2.5% 01/09/08	Type B Contract 01/01/2009
	€	€	€	€	€
Professor	229,637	234,230	240,085	246,088	278,910
Associate Professor	212,653	216,906	222,328	227,887	258,536
Lecturer	195,662	199,575	204,564	209,679	236,885
College Lecturer	191,115	194,937	199,811	204,806	231,292

Category II Consultants

	T2016 3% 01/12/06	T2016 2% 01/06/07	T2016 2.5% 01/03/08	T2016 2.5% 01/09/08	Type B Contract 01/01/2009
	€	€	€	€	€
Professor UCD, TCD, RCSI	205,020	209,121	214,349	219,707	265,061
Associate Professor UCD, TCD, RCSI	188,817	192,593	197,408	202,343	245,125
Lecturer UCD, TCD, RCSI	170,714	174,128	178,482	182,944	222,849
College Lecturer UCD, TCD, RCSI	166,161	169,484	173,721	178,064	217,253
Professor UCC	212,716	216,970	222,394	227,954	269,390
Associate Professor UCC	196,266	200,191	205,196	210,326	249,316
Lecturer UCC	178,511	182,081	186,633	191,299	227,236
College Lecturer UCC	173,960	177,440	181,876	186,423	221,641
Professor UCG	220,408	224,816	230,436	236,197	273,718
Associate Professor UCG	203,715	207,789	212,984	218,308	253,507
Lecturer UCG	186,307	190,033	194,784	199,653	231,622
College Lecturer UCG	181,753	185,389	190,023	194,774	226,025

Table B3**Salary scales for serving Academic Consultants (1998 contract) who have opted for the new Type B* Contract***Category II Consultants*

	<u>T2016 3%</u> <u>01/12/06</u>	<u>T2016 2%</u> <u>01/06/07</u>	<u>T2016 2.5%</u> <u>01/03/08</u>	<u>T2016 2.5%</u> <u>01/09/08</u>	<u>Type B*</u> <u>Contract</u> <u>01/01/2009</u>
	€	€	€	€	€
Professor UCD, TCD, RCSI	205,020	209,121	214,349	219,707	249,301
Associate Professor UCD, TCD, RCSI	188,817	192,593	197,408	202,343	229,598
Lecturer UCD, TCD, RCSI	170,714	174,128	178,482	182,944	207,585
College Lecturer UCD, TCD, RCSI	166,161	169,484	173,721	178,064	202,048
Professor UCC	212,716	216,970	222,394	227,954	253,631
Associate Professor UCC	196,266	200,191	205,196	210,326	233,788
Lecturer UCC	178,511	182,081	186,633	191,299	211,971
College Lecturer UCC	173,960	177,440	181,876	186,423	206,437
Professor UCG	220,408	224,816	230,436	236,197	257,958
Associate Professor UCG	203,715	207,789	212,984	218,308	237,979
Lecturer UCG	186,307	190,033	194,784	199,653	216,358
College Lecturer UCG	181,753	185,389	190,023	194,774	210,821

Table C 1

Salary scales for New Entrant Consultants (Clinicians)

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type A	01/06/2008	211,713	214,788	217,863	220,938
	01/09/2008 2.5%	217,006	220,157	223,309	226,461
Type B	01/06/2008	192,484	195,046	197,609	200,171
	01/09/2008 2.5%	197,296	199,922	202,549	205,176

Table C2

Salary scales for New Entrant Academic Consultants on Type A Contract

Contract Type	Scale Points				
		1	2	3	4
		€	€	€	€
Type A Professor	01/06/2008	265,886	269,668	273,451	277,233
	01/09/2008 2.5%	272,533	276,410	280,287	284,163
Type A Associate Professor	01/06/2008	247,908	251,690	255,472	259,254
	01/09/2008 2.5%	254,105	257,982	261,859	265,736
Type A Lecturer	01/06/2008	229,965	233,748	237,530	241,312
	01/09/2008 2.5%	235,715	239,591	243,468	247,345
Type A College Lecturer	01/06/2008	225,159	228,941	232,723	236,505
	01/09/2008 2.5%	230,788	234,664	238,541	242,418

Table C3

Salary scales for New Entrant Academic Consultants on Type B Contract

Contract Type	Scale Points				
		1	2	3	4
		€	€	€	€
Type B Professor	01/06/2008	248,679	251,984	255,290	258,596
	01/09/2008 2.5%	254,896	258,284	261,672	265,061
Type B Associate Professor	01/06/2008	229,230	232,536	235,841	239,147
	01/09/2008 2.5%	234,961	238,349	241,737	245,125
Type B Lecturer	01/06/2008	207,497	210,803	214,108	217,414
	01/09/2008 2.5%	212,684	216,073	219,461	222,849
Type B College Lecturer	01/06/2008	202,037	205,342	208,648	211,954
	01/09/2008 2.5%	207,088	210,476	213,864	217,253

Table C4**Salary scales for New Entrant Academic Consultants on Type C Contract**

Contract Type		Scale Points			
		1	2	3	4
		€	€	€	€
Type C Professor	01/06/2008	225,001	228,512	232,023	235,533
	01/09/2008 2.5%	230,626	234,225	237,823	241,422
Type C Associate Professor	01/06/2008	206,386	209,896	213,407	216,918
	01/09/2008 2.5%	211,545	215,144	218,742	222,341
Type C Lecturer	01/06/2008	185,589	189,099	192,610	196,120
	01/09/2008 2.5%	190,228	193,827	197,425	201,023
Type C College Lecturer	01/06/2008	180,358	183,869	187,379	190,890
	01/09/2008 2.5%	184,867	188,465	192,064	195,662

Table D
Revision of Remuneration for Masters with effect from 1 January 2009

		Master's Allowance	Total
	€	€	€
Consultants who are remaining on the 1997 contract	200,772	57,618	258,390
Consultants who have opted for the Type A Contract	226,461	57,618	284,079
Consultants who have opted for the Type B Contract	215,955	57,618	273,573

Table E

On Call/Call-Out Payments

	No. of Call-Outs	T2016 1/12/06 3%	T2016 1/06/07 2%	T2016 1/03/08 2.5%	T2016 1/09/08 2.5%
Rota		€	€	€	€
Flat Annual Payment		3,912	3,991	4,091	4,193
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...					
1 in 3		2,266	2,311	2,369	2,428
1 in 2					
	1-80 call-outs	5,656	5,769	5,914	6,062
	81-120 call-outs	6,537	6,667	6,834	7,005
	121+ call-outs	7,159	7,302	7,484	7,671
1 in 1					
	1-80 call-outs	6,789	6,925	7,098	7,275
	81-120 call-outs	8,591	8,763	8,982	9,207
	121+ call-outs	10,609	10,821	11,092	11,369

Emergency Call-Out Payments

	01/06/2006 2.5% SP	01/12/2006 3% T2016	01/06/2007 2% T2016	01/03/2008 2.5% T2016	01/09/2008 2.5% T2016
	€	€	€	€	€
Per call-out					
First 30 call-outs	77.39	79.71	81.31	83.34	85.42
31-120 call-outs	116.40	119.90	122.29	125.35	128.48
121 call-outs or more	153.77	158.38	161.55	165.59	169.73
If the call-out occurs after midnight					
First 30 call-outs	103.16	106.26	108.38	111.09	113.87
31-120 call-outs	155.98	160.66	163.87	167.97	172.17
121 call-outs or more	206.46	212.65	216.90	222.33	227.89
For each hour or part hour in excess of the first hour					
First 30 call-outs	51.51	53.05	54.12	55.47	56.85
31-120 call-outs	76.87	79.17	80.76	82.78	84.85
121 call-outs or more	103.24	106.34	108.47	111.18	113.96
Annual Limit	21,963	22,622	23,075	23,652	24,243

Table F1

Salary scales for Consultants who are remaining on the 1997 Consultant Contract

Consultants Revised Common Contract, 1997	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	5%
	€	€	€	€	€
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	178,429	181,998	186,548	191,212	200,772
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	169,452	172,841	177,162	181,591	190,670
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	160,962	164,181	168,286	172,493	181,118
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	159,269	162,455	166,516	170,679	179,213
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	151,251	154,276	158,133	162,087	170,191
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	143,738	146,613	150,278	154,035	161,737
Geographical Wholetime Consultants without fees	186,922	190,661	195,427	200,313	210,329

Table F2
Salary scales for Academic Consultants who are remaining on the 1998 Contract

<i>Category I Consultants</i>	T2016 3%	T2016 2%	T2016 2.5%	T2016 2.5%	5%
	<u>01/12/06</u>	<u>01/06/07</u>	<u>01/03/08</u>	<u>01/09/08</u>	<u>01/01/2009</u>
	€	€	€	€	€
Professor	229,637	234,230	240,085	246,088	258,392
Associate Professor	212,653	216,906	222,328	227,887	239,281
Lecturer	195,662	199,575	204,564	209,679	220,163
College Lecturer	191,115	194,937	199,811	204,806	215,046

<i>Category II Consultants</i>	T2016 3%	T2016 2%	T2016 2.5%	T2016 2.5%	5%
	<u>01/12/06</u>	<u>01/06/07</u>	<u>01/03/08</u>	<u>01/09/08</u>	<u>01/01/2009</u>
	€	€	€	€	€
Professor UCD, TCD, RCSI	205,020	209,121	214,349	219,707	230,693
Associate Professor UCD, TCD, RCSI	188,817	192,593	197,408	202,343	212,460
Lecturer UCD, TCD, RCSI	170,714	174,128	178,482	182,944	192,091
College Lecturer UCD, TCD, RCSI	166,161	169,484	173,721	178,064	186,967

Professor UCC	212,716	216,970	222,394	227,954	239,352
Associate Professor UCC	196,266	200,191	205,196	210,326	220,842
Lecturer UCC	178,511	182,081	186,633	191,299	200,864
College Lecturer UCC	173,960	177,440	181,876	186,423	195,744

Professor UCG	220,408	224,816	230,436	236,197	248,007
Associate Professor UCG	203,715	207,789	212,984	218,308	229,224
Lecturer UCG	186,307	190,033	194,784	199,653	209,636
College Lecturer UCG	181,753	185,389	190,023	194,774	204,513

Table F3

Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008

	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	5%
	€	€	€	€	€
Regional Consultant Orthodontists	169,452	172,841	177,162	181,591	190,670

Table F4

Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991

	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	5%
	€	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB,					
G.W.T. WITHOUT FEES	147,115	150,057	153,809	157,654	165,537
G.W.T. WITH FEES	140,148	142,950	146,524	150,187	157,697
EXISTING WHOLETIME	132,290	134,936	138,309	141,767	148,855
Consultants in SHB, MWHB, NEHB & SEHB (excluding					
G.W.T. WITHOUT FEES	147,115	150,057	153,809	157,654	165,537
G.W.T. WITH FEES	133,602	136,274	139,681	143,173	150,332
EXISTING WHOLETIME	125,740	128,254	131,461	134,747	141,485
Consultants in EHB (excluding Psychiatrists and					
G.W.T. WITHOUT FEES	147,115	150,057	153,809	157,654	165,537
G.W.T. WITH FEES	127,053	129,594	132,834	136,155	142,963
EXISTING WHOLETIME	119,189	121,573	124,612	127,727	134,114

	01/12/2006	01/06/2007	01/03/2008	01/09/2008
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016
	€	€	€	€
Extended Duty Liability				
A flat payment will be paid to each consultant with on-call liability.	7,329	7,476	7,663	7,854

Emergency Services	01/12/2006	01/06/2007	01/03/2008	01/09/2008
Scale of fees for call-outs arising after the completion of the scheduled commitment.	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016
per call-out for each patient	77.45	79.00	80.97	83.00
in the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	103.14	105.20	107.83	110.53
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	51.50	52.53	53.84	55.19
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	9,775	9,971	10,220	10,475

Table F5

Payments for consultants who are remaining on the original Contract for Consultant Medical Staff 1981

Consultants Contract, 1981	01/12/06 3% - T2016 €	01/06/07 2% - T2016 €	01/03/08 2.5% - T2016 €	01/09/08 2.5% - T2016 €
'A' Factor per hour	49.80	50.80	52.07	53.37
Consultant Psychiatrists and Consultants in the MHB, WHB, or				
WHOLETIME	65,030	66,330	67,989	69,688
MAX PART-TIME	53,208	54,272	55,629	57,020
NEHB and SEHB (excluding Consultant Geriatricians and				
WHOLETIME	61,418	62,646	64,212	65,818
MAX PART-TIME	50,253	51,258	52,539	53,853
(excluding Consultant Geriatricians and Consultant				
WHOLETIME	57,806	58,962	60,436	61,947
MAX PART-TIME	47,296	48,242	49,448	50,684
To each of these figures there falls to be added the following, being the annual value of ten additional hours per week at the end of the schedule commitment as provided for in section 4.2 of the Interim Report.	21,897	22,335	22,893	23,465
B' Factor effective from 1 September 2008				
Per 24 hour period or a proportionate sum of any greater or lesser period.	77.26	78.81	80.78	82.80
Annual amount payable to any one individual is subject to an upper limit as follows	7,726	7,881	8,078	8,280
C' Factor effective from 1 September 2008				
Per call-out to each patient.	77.26	78.81	80.78	82.80
In the event of the call-out taking place after midnight or extending beyond that time the figure is as follows	102.90	104.96	107.58	110.27
In the event of the call-out extending beyond one hours duration from leaving home until return a further sum for each hour or part hour is payable as follows	51.38	52.40	53.71	55.06
The annual amount payable to any one individual is subject to an upper limit in any one calendar year as follows	7,726	7,881	8,078	8,280

Table F6

Original Contract for Consultant Medical Staff 1981

	01/12/06	01/06/07	01/03/08	01/09/08	01/01/09
Pensions	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	5%
	€	€	€	€	€
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	176,216	179,740	184,233	188,839	198,281
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.	9,267	9,453	9,689	9,931	10,428