

01 November 2013

HEALTH SECTOR

**CONSOLIDATED SALARY SCALES IN ACCORDANCE WITH CLAUSE 2.31
OF THE HADDINGTON ROAD AGREEMENT**

These scales must be read in conjunction with Department of Health Circular 3/2014

With reference to Clause 2.31 of the Haddington Road Agreement (HRA) which addresses the remuneration of new entrant grades who entered the Public Service on or after 1 January 2011 and were subject to Department of Health Circular 2/2011 dated 24 March 2011.

New entrants to health sector recruitment grades, who were subject to the 2011 reduced pay rates will be assimilated to the revised/merged incremental payscale as and from 1 November 2013.

The revised incremental pay scale will apply to all public health servants including new recruits to the health sector. The new pay scale will not however vary or alter the pay rates of public health servants appointed on or before 31 December 2010 or persons appointed after this date who were not subject to the terms of Circular 2/2011.

The inappropriate use of sessional rates is currently being reviewed. These rates may not be used in respect of any new employee. 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 on the Consolidated Salary Scales. Further advice in relation to this category will issue separately.

The sanction of the Minister is now conveyed for the application of these amended pay scales with effect from 1 November 2013

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

1. Salary Scales

Under public service pay policy, the Department of Health Consolidated Salary Scales (1 Nov 2013), as sanctioned by the Minister for Health, 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. As set out in Department of Health Circular 11/2013 non-Exchequer sources of funding may not be used to supplement approved rates of remuneration. Remuneration is defined in that circular 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.

It is noted that the standard Service Agreement 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)(v): Providers shall not pay nor subsidise salaries, expenses or other perquisites which exceed those normally paid within the public sector.
- Section 16.5: 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 (No. 2) Act, 2009

The Financial Emergency Measures in the Public Interest (FEMPI) (No. 2) Act 2009 provided for reductions of public service pay rates with effect from 1 January 2010 and was amended by the FEMPI Act 2013 to effect further reductions for employees earning over €65,000 per annum.

Under Section 5(1) of that 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, it is not open to any public service employer to implement an increase in remuneration for public servants while that legislation remains in force except in accordance with the very limited arrangements under Section 6 of that Act, which require the sanction of the Minister for Public Expenditure and Reform.

Furthermore, where a public servant has received remuneration from a public service body at a rate greater than the approved amount, section 5(2) of the FEMPI (No.2) Act 2009 requires the recovery of that overpayment.

3. Future Payment of Allowances

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 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. Where, as an exception, it is proposed to pay an allowance which is not encompassed by, or in line with, the Department of Health Consolidated Salary Scales, a detailed business case must be submitted to the HSE outlining the rationale for the payment of the allowance, the length of time for which it is proposed to pay the allowance and whether it is pensionable or not. The approval of the Department of Health is required where a proposed allowance is not encompassed by existing rules. The Department will consider all such requests and, where appropriate, seek the consent of the Department of Public Expenditure and Reform. HSE and Section 38 providers' procedures should provide that where an allowance is approved, the individual should be informed in writing whether or not the allowance is reckonable for pension purposes. A copy of the notification must set out the basis for the decision and be retained on the individual's HR file.

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. 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 and 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.

NOTES

Please note the following :

- 1 For the 1st worksheet, the pay-scales for grades read across.
The current rate and at least one historical rate are shown for the 1st worksheet.
 - 2 The grades within each section are displayed in the same order as in previous Pay Scales.
The "1 November 2013" worksheet shows the pay rates for all grades except consultants.
The "Consultants" worksheet shows all consultants rates.
The "Allowances1" worksheet shows all allowances for public servants in receipt of basic pay up to and including €125,000
The "Allowances2" worksheet shows all allowances for those in receipt of basic pay in excess of €125,000
The "Pensions" worksheet shows scales for administrative and pension purposes and notional scales for pension purposes.
 - 3 The New Entrant Salary Scales of 1.1.2011 have been deleted from this document as per Clause 2.31 of the Haddington Road Agreement
 - 4 LSIs (Long Service Increments) are represented by emboldened figures.
Where previously the 1st LSI was paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI, care must now be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road Agreement
 - 5 Where previously for all craftsmen grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman), the points were as follows ;
Point 1 = On recruitment
Point 2 = After .5 years
Point 3 = after 1.5 years etc.
care must now be taken to abide by the conditions of the Haddington Road Agreement
Where one point scales have become two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point
 - 6 Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).
 - 7 As in previous scales the weekly rate can be calculated by dividing the annual rate by 52.18.
 - 8 Abbreviations: 'H Rd' = Haddington Road Agreement; - 'New Ent' = New Entrant; - 'Sec.6 adj' = Section 6 Adjustment; 'MERGED' = Assimilated Scales as per Clause 2.31 of the Haddington Road Agreement
 - 9 The Sessional Rates which are not to be used for any new employees have been highlighted.†
 - 10 Current Student Nurse rates applicable from 1.7.2013 are included
 - 11 Salaries for pension contribution and benefit (new and historic) for senior management grades affected by Section 6 (FEMPI No.2 Act 2009) adjustment are still in place
 - 12 Grades of 'Physicist, Graduate Trainee'; Audiology (Assistant, Clinical Specialist, National Lead, Assistant National Lead); 'Intern Scheme for Support Staff'; National Directors 'Health & Wellbeing'; 'Hospitals'; 'Mental Health'; 'Primary Care'; and 'Social Care' have been newly entered to these scales
 - 13 Grades of National Director 'National Hospitals Office'; 'Primary Continuing & Community Care'; 'Finance'; and 'Corporate Planning & Control Processes' have been moved to the Pension worksheet
 - 14 The Pension worksheet includes scales inserted for Administrative purposes only as well as for pension purposes and notional scales.
These were previously amended to reflect the relevant FEMPI (1.1.2010) pay reductions which became applicable to these grades with effect from 1 March 2012 (the end of first grace period).
Notional scale for Clerical Admin scales which used to issue as a separate circular (last issued as 11/2005)
 - 15 The Trainee Phlebotomist scale has not been amended under Clause 2.31 of the Haddington Road Agreement as as there is currently nobody serving at this grade
- 16 If you have a specific query, please contact your Human Resources / Personnel section first. Otherwise contact national_hr_unit@health.gov.ie**

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Grade Description	Effective From	Pts	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18

MEDICAL & DENTAL GRADES

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EMBOLDENED POINTS REPRESENT LSI's (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road Agreement

MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/01/10 FEMPI	1	26,968																		
	1/09/08 2.5%		28,387																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	31,278																		
	1/09/08 2.5%		33,003																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	33,214																		
	1/09/08 2.5%		35,096																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	35,147																		
	1/09/08 2.5%		37,186																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/01/10 FEMPI	1	31,278																		
	1/09/08 2.5%		33,003																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	33,214																		
	1/09/08 2.5%		35,096																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	35,147																		
	1/09/08 2.5%		37,186																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	37,097																		
	1/09/08 2.5%		39,294																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/01/10 FEMPI	1	33,214																		
	1/09/08 2.5%		35,096																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	35,147																		
	1/09/08 2.5%		37,186																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	37,097																		
	1/09/08 2.5%		39,294																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	40,012																		
	1/09/08 2.5%		42,445																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/01/10 FEMPI	1	35,147																		
	1/09/08 2.5%		37,186																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	37,097																		
	1/09/08 2.5%		39,294																		

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 OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	41,918																		
	1/09/08 2.5%		44,506																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10 FEMPI	1	45,753																		
	1/09/08 2.5%		48,651																		
AREA MEDICAL OFFICER	1/07/13 H Rd.	8	64,586	65,000	65,000	66,613	68,485	70,330	72,086	73,843	LSIs										
	1/01/10 FEMPI		64,586	66,582	68,537	70,490	72,471	74,423	76,281	78,141	LSIs										
	1/09/08 2.5%		69,012	71,202	73,375	75,545	77,746	79,915	81,979	84,045	LSIs										
AREA MEDICAL OFFICER - SENIOR	1/07/13 H Rd.	8	72,798	74,796	76,786	78,735	80,686	82,669	84,495	86,323	LSIs										
	1/01/10 FEMPI		77,035	79,149	81,289	83,407	85,528	87,683	89,669	91,656	LSIs										
	1/09/08 2.5%		82,817	85,166	87,544	89,897	92,253	94,648	96,854	99,062	LSIs										
MEDICAL OFFICER - SENIOR	1/07/13 H Rd.	8	72,798	74,796	76,786	78,735	80,686	82,669	84,495	86,323	LSIs										
	1/01/10 FEMPI		77,035	79,149	81,289	83,407	85,528	87,683	89,669	91,656	LSIs										
	1/09/08 2.5%		82,817	85,166	87,544	89,897	92,253	94,648	96,854	99,062	LSIs										
MEDICAL OFFICER - PRINCIPAL	1/07/13 H Rd.	1	92,258																		
	1/01/10 FEMPI		98,107																		
	1/09/08 2.5%		106,230																		
DIRECTOR OF COMMUNITY CARE	1/07/13 H Rd.	1	98,193																		
	1/01/10 FEMPI		104,557																		
	1/09/08 2.5%		113,397																		
SPECIALIST IN PUBLIC HEALTH MEDICINE	1/07/13 H Rd.	1	102,887																		
	1/01/10 FEMPI		109,660																		
	1/09/08 2.5%		119,067																		
DIRECTOR OF PUBLIC HEALTH MEDICINE	1/07/13 H Rd.	1	119,573																		
	1/01/10 FEMPI		127,796																		
	1/09/08 2.5%		138,909																		
COMMUNITY OPHTHALMIC PHYSICIAN	1/07/13 H Rd.	3	82,669	84,495	86,323	LSIs															
	1/01/10 FEMPI		87,683	89,669	91,656	LSIs															
	1/09/08 2.5%		94,648	96,854	99,062	LSIs															
FORMER MEDICAL OFFICER IN RECEIPT OF SALARY INSTEAD OF FEES	1/01/10 FEMPI	1	46,141																		
	1/09/08 2.5%		49,071																		
INTERN	1/11/13 MERGED	2	31,938																		
	1/09/08 2.5%		35,534																		
SENIOR HOUSE OFFICER	1/01/10 FEMPI	7	38,839	40,998	44,224	46,334	50,578	52,687	54,746												
	1/09/08 2.5%		41,177	43,512	46,999	49,280	53,869	56,148	58,374												
REGISTRAR	1/01/10 FEMPI	6	50,578	52,687	54,746	56,260	58,279	60,305													
	1/09/08 2.5%		53,869	56,148	58,374	60,010	62,194	64,384													
SENIOR REGISTRAR	1/07/13 H Rd.		65,000	65,000	65,620	67,682	70,062	72,540	75,097												
	1/01/10 FEMPI	7	65,347	67,392	69,440	71,621	74,139	76,762	79,468												
	1/09/08 2.5%		69,835	72,103	74,377	76,801	79,599	82,513	85,520												

Grade Description	Effective From	Pts	Euro																		
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
SPECIALIST REGISTRAR	1/07/13 H Rd.	7	60,404	61,855	63,953	65,000	66,070	68,980	71,888												
	1/01/10 FEMPI		60,404	61,855	63,953	66,840	69,915	72,995	76,072												
	1/09/08 2.5%		64,491	66,060	68,328	71,488	74,906	78,328	81,747												
PSYCHIATRIST	1/01/10 FEMPI	5	47,301	49,687	52,066	54,438	56,779														
	1/09/08 2.5%		50,325	52,905	55,477	58,041	60,572														
VOCATIONAL TRAINEE IN DENTISTRY	1/11/13 MERGED	2	39,758	44,175																	
	1/09/08 2.5%		46,946																		
CLINICAL DENTAL SURGEON (GRADE I)	1/11/13 MERGED	4	45,589	48,469	50,655	53,855															
	1/09/08 2.5%		53,951	57,411																	
GENERAL DENTAL SURGEON	1/07/13 H Rd.	9	58,270	61,279	64,244	65,000	66,423	69,245	72,055	76,259	80,370	LSIs									
	1/01/10 FEMPI		58,270	61,279	64,244	67,316	70,288	73,275	76,248	80,717	85,185	LSIs									
	1/09/08 2.5%		62,184	65,436	68,642	72,018	75,320	78,639	81,943	86,908	91,872	LSIs									
SENIOR DENTAL SURGEON	1/07/13 H Rd.	6	68,929	72,055	75,197	78,248	82,644	87,042	LSIs												
	1/01/10 FEMPI		72,941	76,248	79,573	82,878	87,657	92,437	LSIs												
	1/09/08 2.5%		78,268	81,943	85,637	89,309	94,618	99,930	LSIs												
SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/07/13 H Rd.	6	72,258	75,539	78,754	81,945	86,561	91,179	LSIs												
	1/01/10 FEMPI		76,464	79,936	83,428	86,897	91,915	96,933	LSIs												
	1/09/08 2.5%		82,182	86,040	89,920	93,774	99,349	104,926	LSIs												
PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/07/13 H Rd.	5	84,071	87,491	90,915	96,032	101,147	LSIs													
	1/01/10 FEMPI		89,208	92,925	96,647	102,209	107,769	LSIs													
	1/09/08 2.5%		96,342	100,472	104,608	110,787	116,965	LSIs													
PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/07/13 H Rd.	5	82,297	85,642	88,991	93,993	98,995	LSIs													
	1/01/10 FEMPI		87,279	90,916	94,555	99,992	105,430	LSIs													
	1/09/08 2.5%		94,199	98,240	102,284	108,325	114,366	LSIs													
SPECIALIST IN ORTHODONTICS	1/07/13 H Rd.	1	130,961																		
	1/01/10 FEMPI		140,175																		
	1/09/08 2.5%		152,365																		

MENTAL HEALTH (PSYCHIATRIC) NURSING

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EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road Agreement

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1)	1/07/13	1	23,667																		
GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2)	1/07/13	1	25,059																		
STUDENT MENTAL HEALTH NURSE (DEGREE STUDENTS - ROSTERED PLACEMENT)	1/07/13		First 12 weeks - €6.64 per hour giving annualised salary of €13,512.53																		
			Second 12 weeks - €7.08 per hour giving annualised salary of €14,407.94																		
			Final 12 weeks - €7.97 per hour giving annualised salary of €16,219.11																		
MENTAL HEALTH STAFF NURSE	1/11/13 MERGED	13	27,843	29,770	30,937	32,448	33,707	34,891	36,129	37,091	38,142	39,505	40,845	42,754	44,086 LSI						
	1/09/08 2.5%		32,634	34,268	35,629	36,910	38,247	39,288	40,424	41,897	43,346	45,410	46,850 LSI								
SENIOR STAFF NURSE (MENTAL HEALTH)	1/01/10 FEMPI	1	46,254																		
	1/09/08 2.5%		49,194																		
DUAL QUALIFIED MENTAL HEALTH STAFF NURSE	1/01/10 FEMPI	9	34,100	36,312	37,492	38,399	39,400	40,731	42,028	43,938	45,271 LSI										
	1/09/08 2.5%		36,055	38,445	39,721	40,702	41,783	43,223	44,625	46,689	48,130 LSI										
SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH)	1/01/10 FEMPI	1	47,497																		
	1/09/08 2.5%		50,537																		
COMMUNITY PSYCHIATRIC NURSE	1/01/10 FEMPI	10	45,552	45,761	46,634	47,418	49,034	49,941	50,912	51,889	53,009	54,044									
	1/09/08 2.5%		48,435	48,660	49,604	50,452	52,199	53,180	54,229	55,286	56,496	57,616									
CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/01/10 FEMPI	8	43,288	44,100	45,245	46,408	47,554	48,708	49,993	51,191											
	1/09/08 2.5%		45,987	46,864	48,102	49,360	50,599	51,846	53,236	54,531											
CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/01/10 FEMPI	9	47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852										
	1/09/08 2.5%		50,096	50,958	51,685	52,875	54,188	55,478	56,768	58,220	59,570										
CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/01/10 FEMPI	9	47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852										
	1/09/08 2.5%		50,096	50,958	51,685	52,875	54,188	55,478	56,768	58,220	59,570										
COMMUNITY MENTAL HEALTH NURSE	1/01/10 FEMPI	9	47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852										
	1/09/08 2.5%		50,096	50,958	51,685	52,875	54,188	55,478	56,768	58,220	59,570										
CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/01/10 FEMPI	6	54,336	55,430	58,199	59,288	60,382	61,491													
	1/09/08 2.5%		57,931	59,114	62,107	63,284	64,467	65,666													
NURSE TUTOR (MENTAL HEALTH)	1/01/10 FEMPI	10	55,599	56,368	57,133	57,903	58,671	59,441	60,206	60,977	61,746	62,514									
	1/09/08 2.5%		59,296	60,127	60,955	61,787	62,617	63,450	64,276	65,110	65,942	66,772									
PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/07/13 H Rd.	8	58,359	59,479	60,501	63,696	64,814	65,000	65,000	65,062											
	1/01/10 FEMPI		58,359	59,479	60,501	63,696	64,814	65,855	67,134	68,849											
	1/09/08 2.5%		62,280	63,490	64,596	68,050	69,258	70,395	71,816	73,721											
ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/07/13 H Rd.	7	56,138	57,873	59,599	63,556	65,000	65,000	65,066												
	1/01/10 FEMPI		56,138	57,873	59,599	63,556	65,342	67,134	68,853												
	1/09/08 2.5%		59,879	61,754	63,621	67,898	69,829	71,815	73,725												

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/07/13 H Rd.	7	56,138	57,873	59,599	63,556	65,000	65,000	65,066												
	1/01/10 FEMPI		56,138	57,873	59,599	63,556	65,342	67,134	68,853												
	1/09/08 2.5%		59,879	61,754	63,621	67,898	69,829	71,815	73,725												
DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/07/13 H Rd.	6	68,655	70,736	72,824	74,999	76,959	78,991													
	1/01/11 Sec.6 adj		72,651	74,853	77,062	79,364	81,477	83,686													
	1/01/10 FEMPI		71,978	74,084	76,197	78,309	80,419	82,532													
	1/09/08 2.5%		77,198	79,538	81,886	84,232	86,577	88,924													

GENERAL NURSING

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EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road Agreement

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
GRADUATE NURSE PROGRAMME (YEAR 1)	1/07/13	1	23,129																		
GRADUATE NURSE PROGRAMME (YEAR 2)	1/07/13	1	24,490																		
STUDENT NURSE/MIDWIFE (DEGREE STUDENTS - ROSTERED PLACEMENT)	1/07/13		First 12 weeks - €6.49 per hour giving annualised salary of €13,207.28																		
			Second 12 weeks - €6.92 per hour giving annualised salary of €14,082.34																		
			Final 12 weeks - €7.79 per hour giving annualised salary of €15,852.81																		
STUDENT NURSE INTELLECTUAL DISABILITY (DEGREE STUDENTS - ROSTERED PLACEMENT)	1/07/13		First 12 weeks - €6.49 per hour giving annualised salary of €13,207.28																		
			Second 12 weeks - €6.92 per hour giving annualised salary of €14,082.34																		
			Final 12 weeks - €7.79 per hour giving annualised salary of €15,852.81																		
POST REGISTERED STUDENT NURSE	1/11/13 MERGED	4	23,377	24,771	25,975	27,523															
	1/09/08 2.5%		27,342	28,972																	
STAFF NURSE	1/11/13 MERGED	13	27,211	29,205	30,234	31,710	33,189	34,666	36,137	37,408	38,683	39,952	41,222	42,469	43,800 LSI						
	1/09/08 2.5%		31,875	33,470	35,069	36,666	38,256	39,630	41,008	42,380	43,753	45,102	46,541 LSI								
(STAFF NURSE) REGISTERED MIDWIFE	1/11/13 MERGED	13	27,211	29,205	30,234	31,710	33,189	34,666	36,137	37,408	38,683	39,952	41,222	42,469	43,800 LSI						
	1/09/08 2.5%		31,875	33,470	35,069	36,666	38,256	39,630	41,008	42,380	43,753	45,102	46,541 LSI								
(STAFF NURSE)REGISTERED SICK CHILDREN'S NURSE	1/11/13 MERGED	13	27,211	29,205	30,234	31,710	33,189	34,666	36,137	37,408	38,683	39,952	41,222	42,469	43,800 LSI						
	1/09/08 2.5%		31,875	33,470	35,069	36,666	38,256	39,630	41,008	42,380	43,753	45,102	46,541 LSI								
(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/11/13 MERGED	13	27,211	29,205	30,234	31,710	33,189	34,666	36,137	37,408	38,683	39,952	41,222	42,469	43,800 LSI						
	1/09/08 2.5%		31,875	33,470	35,069	36,666	38,256	39,630	41,008	42,380	43,753	45,102	46,541 LSI								
SENIOR STAFF NURSE (GENERAL)	1/01/10 FEMPI	1	45,954																		
	1/09/08 2.5%		48,870																		
DUAL QUALIFIED STAFF NURSE (GENERAL)	1/01/10 FEMPI	9	34,100	36,312	37,492	38,399	39,400	40,731	42,028	43,938	45,271 LSI										
	1/09/08 2.5%		36,055	38,445	39,721	40,702	41,783	43,223	44,625	46,689	48,130 LSI										
SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL)	1/01/10 FEMPI	1	47,497																		
	1/09/08 2.5%		50,537																		
CLINICAL NURSE MANAGER 1 (GENERAL)	1/01/10 FEMPI	8	43,288	44,100	45,245	46,408	47,554	48,708	49,993	51,191											
	1/09/08 2.5%		45,987	46,864	48,102	49,360	50,599	51,846	53,236	54,531											

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
CLINICAL NURSE MANAGER 2 (GENERAL)	1/01/10 FEMPI	9	47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852										
	1/09/08 2.5%		50,096	50,958	51,685	52,875	54,188	55,478	56,768	58,220	59,570										
CLINICAL NURSE SPECIALIST (GENERAL)	1/01/10 FEMPI	9	47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852										
	1/09/08 2.5%		50,096	50,958	51,685	52,875	54,188	55,478	56,768	58,220	59,570										
CLINICAL NURSE MANAGER 3 (GENERAL)	1/01/10 FEMPI	6	54,336	55,430	58,199	59,288	60,382	61,491													
	1/09/08 2.5%		57,931	59,114	62,107	63,284	64,467	65,666													
CLINICAL NURSE INSTRUCTOR (GENERAL)	1/01/10 FEMPI	9	49,176	49,988	50,589	51,705	52,829	54,042	55,262	56,480	57,697										
	1/09/08 2.5%		52,353	53,230	53,880	55,086	56,302	57,613	58,932	60,249	61,564										
NURSE TUTOR (GENERAL)	1/01/10 FEMPI	10	55,599	56,368	57,133	57,903	58,671	59,441	60,206	60,977	61,746	62,514									
	1/09/08 2.5%		59,296	60,127	60,955	61,787	62,617	63,450	64,276	65,110	65,942	66,772									
PRINCIPAL NURSE TUTOR	1/07/13 H Rd.	8	58,359	59,479	60,501	63,696	64,814	65,000	65,000	65,062											
	1/01/10 FEMPI		58,359	59,479	60,501	63,696	64,814	65,855	67,134	68,849											
	1/09/08 2.5%		62,280	63,490	64,596	68,050	69,258	70,395	71,816	73,721											
STUDENT PUBLIC HEALTH NURSE	1/01/10 FEMPI	1	31,504																		
	1/09/08 2.5%		33,248																		
PUBLIC HEALTH NURSE	1/01/10 FEMPI	9	45,857	46,634	47,297	48,342	49,544	50,708	51,881	53,199	54,426										
	1/09/08 2.5%		48,765	49,604	50,321	51,451	52,750	54,009	55,277	56,702	58,028										
ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/01/10 FEMPI	6	54,339	57,380	58,629	59,780	60,943	62,535													
	1/09/08 2.5%		57,934	61,221	62,572	63,816	65,074	66,794													
DIRECTOR OF PUBLIC HEALTH NURSING	1/07/13 H Rd.	6	68,655	70,736	72,824	74,999	76,959	78,991													
	1/01/11 Sec.6 adj		72,651	74,853	77,062	79,364	81,477	83,686													
	1/01/10 FEMPI		71,978	74,084	76,197	78,309	80,419	82,532													
	1/09/08 2.5%		77,198	79,538	81,886	84,232	86,577	88,924													
ADVANCED NURSE PRACTITIONER	1/07/13 H Rd.	9	54,870	55,952	56,996	60,201	61,210	62,382	63,477	64,566	65,066										
	1/01/10 FEMPI		54,870	55,952	56,996	60,201	61,210	62,382	63,477	64,566	68,853										
	1/09/08 2.5%		58,509	59,678	60,807	64,271	65,362	66,629	67,813	68,990	73,725										
ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/07/13 H Rd.	9	54,870	55,952	56,996	60,201	61,210	62,382	63,477	64,566	65,066										
	1/01/10 FEMPI		54,870	55,952	56,996	60,201	61,210	62,382	63,477	64,566	68,853										
	1/09/08 2.5%		58,509	59,678	60,807	64,271	65,362	66,629	67,813	68,990	73,725										
ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/01/10 FEMPI	8	52,059	53,189	54,339	57,379	58,629	59,780	60,943	62,534											
	1/09/08 2.5%		55,469	56,691	57,934	61,221	62,572	63,816	65,074	66,794											
AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/07/13 H Rd.	7	73,666	75,861	77,982	79,802	81,830	83,900	85,941												
	1/01/10 FEMPI		77,953	80,283	82,590	84,567	86,772	89,022	91,240												
	1/09/08 2.5%		83,837	86,426	88,988	91,186	93,636	96,136	98,600												
DIRECTOR, NURSE & MIDWIFERY PLANNING & DEVELOPMENT	1/07/13 H Rd.	6	67,114	68,927	70,924	73,118	75,523	77,930													
	1/01/10 FEMPI		71,021	72,938	75,052	77,374	79,919	82,532													
	1/09/08 2.5%		76,134	78,265	80,613	83,193	86,021	88,925													
DIRECTOR OF NURSING BAND 1 (GENERAL)	1/07/13 H Rd.	7	70,031	71,978	73,928	75,864	77,758	79,659	81,552												
	1/01/11 Sec.6 adj		74,107	76,167	78,231	80,287	82,346	84,412	86,470												
	1/01/10 FEMPI		73,106	75,069	77,035	78,995	80,956	82,925	84,885												
	1/09/08 2.5%		78,451	80,632	82,817	84,994	87,174	89,361	91,539												

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
DIRECTOR OF NURSING BAND 2 (GENERAL)	1/07/13 H Rd.	7	65,149	66,916	68,688	70,454	72,229	73,999	75,766												
	1/01/10 FEMPI		68,940	70,811	72,686	74,554	76,433	78,306	80,180												
	1/09/08 2.5%		73,823	75,901	77,985	80,060	82,148	84,229	86,311												
DIRECTOR OF NURSING BAND 2A (GENERAL)	1/07/13 H Rd.	7	65,000	65,758	66,872	67,982	69,097	70,206	71,320												
	1/01/10 FEMPI		68,409	69,585	70,764	71,939	73,118	74,293	75,470												
	1/09/08 2.5%		73,232	74,539	75,849	77,154	78,465	79,769	81,078												
DIRECTOR OF NURSING BAND 3 (GENERAL)	1/07/13 H Rd.	7	63,652	65,000	65,000	65,000	65,385	66,688	67,982												
	1/01/10 FEMPI		63,652	65,061	66,447	67,821	69,190	70,570	71,939												
	1/09/08 2.5%		68,003	69,526	71,052	72,579	74,100	75,633	77,154												
DIRECTOR OF NURSING BAND 4 (GENERAL)	1/07/13 H Rd.	7	59,410	61,238	63,060	64,890	65,000	65,000	66,369												
	1/01/10 FEMPI		59,410	61,238	63,060	64,890	66,688	68,462	70,232												
	1/09/08 2.5%		63,416	65,393	67,362	69,340	71,320	73,291	75,258												
DIRECTOR OF NURSING BAND 5 (GENERAL)	1/01/10 FEMPI	7	55,513	56,737	57,959	59,178	60,399	61,626	62,849												
	1/09/08 2.5%		59,204	60,526	61,847	63,166	64,485	65,812	67,134												
DIRECTOR, CENTRE OF NURSE EDUCATION	1/07/13 H Rd.	8	63,980	65,000	65,000	66,085	67,946	69,808	71,669	73,609											
	1/01/10 FEMPI		63,980	65,992	67,961	69,931	71,900	73,871	75,840	77,893											
	1/09/08 2.5%		68,357	70,546	72,734	74,924	77,112	79,301	81,489	83,770											

HEALTH & SOCIAL CARE PROFESSIONALS GRADES

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EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road Agreement

ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/11/13 MERGED incl. H Rd.	14	42,057	44,402	46,730	48,467	50,205	51,944	53,681	55,421	57,157	58,892	60,635	62,372	64,373	65,000	LSIs					
	1/09/08 2.5%		49,708	51,585	53,465	55,345	57,223	59,104	60,981	62,857	64,741	66,618	68,781	70,943	LSIs							
ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/11/13 MERGED incl. H Rd.	11	47,396	50,566	52,662	55,020	57,350	59,706	62,077	64,437	65,000	65,866	67,855	LSIs								
	1/09/08 2.5%		56,121	58,671	61,189	63,736	66,299	68,851	71,389	74,666	77,004	LSIs										
AUDIOLOGIST, STAFF GRADE	1/11/13 MERGED	10	29,704	31,624	33,005	34,174	35,136	36,103	37,111	38,106	39,064	39,830	LSI									
	1/09/08 2.5%		34,870	36,134	37,174	38,219	39,309	40,384	41,421	42,248	LSI											
AUDIOLOGIST, SENIOR	1/01/10 FEMPI	6	41,808	43,484	44,563	45,792	47,043	48,321														
	1/09/08 2.5%		44,387	46,199	47,365	48,695	50,047	51,429														
AUDIOLOGIST, CLINICAL SPECIALIST	1/01/10 FEMPI	6	45,792	47,043	48,321	50,950	53,644	56,402														
AUDIOLOGIST, CHIEF	1/01/10 FEMPI	6	48,321	50,950	53,644	56,402	59,225	62,113														
	1/09/08 2.5%		51,429	54,271	57,183	60,165	63,217	66,339														
AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/07/13 H Rd.	10	60,795	63,550	65,000	65,170	67,706	70,239	72,772	75,308	77,589	80,073	LSIs									
AUDIOLOGY, NATIONAL LEAD	1/07/13 H Rd.	7	72,082	77,043	81,998	86,998	91,627	94,423	97,216	LSIs												
BIOCHEMIST	1/11/13 MERGED	16	33,766	35,218	37,518	38,611	39,650	42,109	43,700	45,306	46,938	48,568	50,203	51,851	53,510	55,188	56,818	57,939	LSI			
	1/09/08 2.5%		39,749	40,931	42,054	44,713	46,433	48,169	49,933	51,696	53,463	55,244	57,038	58,852	60,615	61,826	LSI					
BIOCHEMIST, SENIOR	1/07/13 H Rd.	9	52,871	55,310	57,474	59,688	61,968	64,210	65,000	65,000	67,049											
	1/01/10 FEMPI		52,871	55,310	57,474	59,688	61,968	64,210	66,489	68,712	70,951											
	1/09/08 2.5%		56,347	58,984	61,323	63,716	66,182	68,605	71,099	73,569	76,057											
BIOCHEMIST, PRINCIPAL	1/07/13 H Rd.	9	64,253	65,000	68,046	71,547	75,060	78,483	82,263	84,781	87,316											
	1/01/10 FEMPI		64,253	68,296	72,007	75,711	79,429	83,134	87,242	89,979	92,735											
	1/09/08 2.5%		68,652	73,107	77,230	81,346	85,476	89,593	94,158	97,199	100,261											
BIOCHEMIST, TOP GRADE	1/07/13 H Rd.	5	84,707	88,594	91,761	94,979	98,246															
	1/01/10 FEMPI		89,899	94,124	97,566	101,064	104,615															
	1/09/08 2.5%		97,110	101,805	105,629	109,516	113,461															
CARDIAC CATHETERISATION TECHNICIAN	1/11/13 MERGED	10	33,719	35,686	37,466	38,273	39,168	41,511	42,931	44,355	47,866	51,320	LSIs									
	1/09/08 2.5%		39,693	40,566	41,533	44,066	45,602	47,141	50,936	54,670	LSIs											
CARDIAC CATHETERISATION TECHNICIAN, SENIOR	1/01/10 FEMPI	8	42,611	43,914	45,291	46,700	48,151	49,498	52,830	56,167	LSIs											
	1/09/08 2.5%		45,255	46,663	48,152	49,675	51,244	52,700	56,302	59,910	LSIs											
CARDIAC CATHETERISATION TECHNICIAN, CHIEF I	1/01/10 FEMPI	8	46,521	47,507	48,817	50,088	51,360	52,619	55,874	59,194	LSIs											
	1/09/08 2.5%		49,482	50,548	51,964	53,338	54,713	56,075	59,593	63,183	LSIs											

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
CARDIAC CATHETERISATION TECHNICIAN, CHIEF II	1/07/13 H Rd.	8	47,888	50,265	52,583	54,913	57,280	60,332	63,787	65,000	LSIs										
	1/01/10 FEMPI		47,888	50,265	52,583	54,913	57,280	60,332	63,787	67,053	LSIs										
	1/09/08 2.5%		50,960	53,530	56,036	58,555	61,114	64,413	68,148	71,725	LSIs										
CHIROPODIST	1/11/13 MERGED	14	33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI				
	1/09/08 2.5%		39,993	41,332	42,466	43,641	44,801	45,993	47,177	48,361	49,608	50,920	52,230	53,279	LSI						
CHIROPODIST, SENIOR	1/01/10 FEMPI	9	50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208										
	1/09/08 2.5%		53,388	54,567	55,781	56,987	58,192	59,459	60,796	62,129	63,197										
CLINICAL SPECIALIST CHIROPODIST	1/01/10 FEMPI		55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638										
	1/09/08 2.5%		59,258	60,437	61,650	62,857	64,061	65,330	66,665	67,998	69,068										
CLINICAL ENGINEERING TECHNICIAN	1/11/13 MERGED	7	28,574	29,792	31,749	32,423	33,780	36,463	38,456												
	1/09/08 2.5%		33,513	34,241	35,709	38,608	40,763														
CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/01/10 FEMPI	9	39,828	41,834	44,029	46,350	48,831	51,314	53,845	55,803	57,633	LSIs									
	1/09/08 2.5%		42,247	44,415	46,788	49,297	51,979	54,663	57,400	59,517	61,495	LSIs									
CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/07/13 H Rd.	6	55,891	57,760	60,335	62,084	63,581	65,000													
	1/01/10 FEMPI		55,891	57,760	60,335	62,084	63,581	65,300													
	1/09/08 2.5%		59,612	61,633	64,417	66,307	67,925	69,784													
CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/07/13 H Rd.	8	58,408	60,723	63,117	64,959	65,000	65,000	66,914	68,564											
	1/01/10 FEMPI		58,408	60,723	63,117	64,959	66,863	68,739	70,808	72,554											
	1/09/08 2.5%		62,333	64,836	67,423	69,415	71,515	73,599	75,898	77,838											
CLINICAL PHOTOGRAPHER (BASIC GRADE)	1/11/13 MERGED	15	26,488	28,299	29,431	31,443	32,971	34,435	35,898	37,330	38,764	40,173	41,620	42,988	44,110	45,587	47,057	LSIs			
	1/09/08 2.5%		31,007	33,182	34,834	36,417	37,998	39,546	41,096	42,620	44,184	45,663	46,875	48,472	50,061	LSIs					
CLINICAL PHOTOGRAPHER (SENIOR GRADE)	1/01/10 FEMPI	10	44,110	45,426	46,741	48,016	49,330	50,638	51,943	53,288	55,233	57,177	LSIs								
	1/09/08 2.5%		46,875	48,298	49,720	51,098	52,518	53,932	55,343	56,798	58,901	61,002	LSIs								
COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/11/13 MERGED incl. H Rd.	12	41,876	44,227	46,529	49,141	51,756	54,368	56,982	59,594	62,206	64,820	65,000	66,077	68,480	70,876					
	1/09/08 2.5%		49,491	52,315	55,142	57,966	60,791	63,615	66,439	69,264	72,088	74,914	77,739	80,557							
DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/07/13 H Rd.	9	82,585	84,338	86,091	87,843	89,595	91,348	93,100	95,764	98,783										
	1/01/10 FEMPI		87,593	89,497	91,403	93,308	95,212	97,117	99,021	101,918	105,199										
	1/09/08 2.5%		94,548	96,664	98,781	100,898	103,014	105,130	107,246	110,464	114,110										
DENTAL HYGIENIST	1/11/13 MERGED	14	34,074	36,379	37,860	39,188	40,406	41,670	42,945	44,232	45,677	46,440	47,756	48,895	50,054	51,039	LSI				
	1/09/08 2.5%		40,119	41,555	42,871	44,237	45,617	47,007	48,570	49,395	50,818	52,049	53,301	54,366	LSI						
DIETICIAN	1/11/13 MERGED	14	33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI				
	1/09/08 2.5%		39,993	41,332	42,466	43,641	44,801	45,993	47,177	48,361	49,608	50,920	52,230	53,279	LSI						
DIETICIAN, SENIOR	1/01/10 FEMPI	9	50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208										
	1/09/08 2.5%		53,388	54,567	55,781	56,987	58,192	59,459	60,796	62,129	63,197										

Grade Description	Effective From	Pts	Euro																		
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
CLINICAL SPECIALIST DIETICIAN	1/01/10 FEMPI	9	55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638										
	1/09/08 2.5%		59,258	60,437	61,650	62,857	64,061	65,330	66,665	67,998	69,068										
DIETICIAN MANAGER	1/07/13 H Rd.	7	60,641	62,858	65,000	65,000	65,583	67,623	69,659												
	1/01/10 FEMPI		60,641	62,858	65,072	67,242	69,400	71,559	73,713												
	1/09/08 2.5%		64,747	67,144	69,537	71,936	74,333	76,732	79,126												
DIETICIAN MANAGER-IN-CHARGE III	1/07/13 H Rd.	7	67,254	68,317	69,377	70,494	71,669	72,843	73,783												
	1/01/10 FEMPI		71,169	72,293	73,414	74,597	75,840	77,082	78,077												
	1/09/08 2.5%		76,299	77,548	78,794	80,107	81,489	82,869	83,975												
DOSIMETRIST, BASIC	1/11/13 MERGED	15	32,516	34,756	36,128	37,826	39,409	41,186	42,586	43,954	46,483	47,938	49,458	50,973	52,901	53,582	54,640	LSI			
	1/09/08 2.5%		38,247	40,082	41,794	43,714	45,228	46,707	49,442	51,014	52,657	54,295	56,380	57,116	58,259	LSI					
DOSIMETRIST, SENIOR	1/07/13 H Rd.	8	51,868	54,536	56,930	59,352	61,792	63,602	65,000	65,000											
	1/01/10 FEMPI		51,868	54,536	56,930	59,352	61,792	63,602	65,434	67,231											
	1/09/08 2.5%		55,262	58,148	60,735	63,353	65,991	67,948	69,928	71,923											
E.C.G. TECHNICIAN, STUDENT	1/11/13 MERGED	5	20,768	21,665	22,670	23,481	24,072														
	1/09/08 2.5%		23,864	24,717	25,339																
E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/11/13 MERGED	13	25,193	26,585	27,992	28,564	29,183	30,869	31,863	32,850	33,933	34,933	35,965	38,299	40,653	LSIs					
	1/09/08 2.5%		29,465	30,069	30,738	32,561	33,635	34,703	35,874	36,955	38,070	40,594	43,138	LSIs							
E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/11/13 MERGED	9	25,193	26,585	27,992	28,564	29,183	30,869	31,863	32,850	33,933										
	1/09/08 2.5%		29,465	30,069	30,738	32,561	33,635	34,703	35,874												
E.C.G. TECHNICIAN, SENIOR	1/01/10 FEMPI	7	35,623	36,538	37,518	38,522	39,568	41,854	44,080	LSIs											
	1/09/08 2.5%		37,701	38,690	39,749	40,834	41,965	44,437	46,843	LSIs											
E.C.G. TECHNICIAN, CHIEF I	1/01/10 FEMPI	7	38,100	38,933	40,015	41,075	42,319	44,496	46,655	LSIs											
	1/09/08 2.5%		40,378	41,279	42,449	43,595	44,939	47,293	49,627	LSIs											
E.C.G. TECHNICIAN, CHIEF II	1/01/10 FEMPI	7	40,657	41,940	43,162	44,396	46,125	48,339	50,651	LSIs											
	1/09/08 2.5%		43,143	44,529	45,851	47,185	49,054	51,448	53,947	LSIs											
ENVIRONMENTAL HEALTH OFFICER, BASIC	1/11/13 MERGED	13	36,333	38,658	40,370	42,095	43,811	45,529	47,254	48,973	50,688	52,408	54,135	55,903	57,664	LSIs					
	1/09/08 2.5%		42,833	44,697	46,552	48,410	50,275	52,133	53,987	55,847	57,713	59,625	61,528	LSIs							
ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/07/13 H Rd.	12	46,733	48,467	50,206	51,943	53,681	55,422	57,159	58,892	60,638	62,375	64,374	65,000	LSIs						
	1/01/10 FEMPI		46,733	48,467	50,206	51,943	53,681	55,422	57,159	58,892	60,638	62,375	64,374	66,350	LSIs						
	1/09/08 2.5%		49,712	51,585	53,466	55,344	57,223	59,105	60,983	62,857	64,744	66,622	68,783	70,944	LSIs						
ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/07/13 H Rd.	9	62,275	64,217	65,000	65,000	66,086	67,872	69,670	71,930	74,187	LSIs									
	1/01/10 FEMPI		62,275	64,217	66,145	68,038	69,932	71,822	73,725	76,116	78,504	LSIs									
	1/09/08 2.5%		66,514	68,613	70,716	72,820	74,925	77,024	79,139	81,796	84,449	LSIs									
ROMAN CATHOLIC HOSPITAL CHAPLAINS	1/01/10 FEMPI	7	44,849	45,954	47,291	49,795	51,295	53,157	55,032	LSIs											
	1/09/08 2.5%		47,675	48,869	50,315	53,021	54,643	56,656	58,683	LSIs											

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
LABORATORY MANAGER	1/07/13 H Rd.	9	65,000	66,030	68,492	70,965	73,487	75,951	78,422	80,816	83,225										
	1/01/10 FEMPI		66,910	69,873	72,478	75,095	77,764	80,381	83,067	85,669	88,288										
	1/09/08 2.5%		71,566	74,859	77,754	80,661	83,626	86,535	89,519	92,410	95,320										
MEDICAL SCIENTIST (FORMERLY MEDICAL LABORATORY TECHNICIAN)	1/11/13 MERGED	16	31,048	32,380	34,498	35,501	36,455	38,712	40,172	41,646	43,144	44,640	46,141	47,654	49,176	50,717	52,213	53,241	LSI		
	1/09/08 2.5%		36,484	37,569	38,600	41,040	42,618	44,212	45,832	47,449	49,071	50,707	52,353	54,018	55,635	56,747	LSI				
MEDICAL SCIENTIST, SENIOR (WITHOUT F.A.M.L.S.)(FORMERLY SENIOR MEDICAL LABORATORY TECHNICIAN)	1/01/10 FEMPI	5	47,979	50,189	52,150	54,156	56,222														
	1/09/08 2.5%		51,059	53,448	55,568	57,736	59,970														
MEDICAL SCIENTIST, SENIOR (WITH F.A.M.L.S.)(FORMERLY MEDICAL LABORATORY TECHNOLOGIST)	1/01/10 FEMPI	9	47,979	50,189	52,150	54,156	56,222	58,253	60,344	62,414	64,500										
	1/09/08 2.5%		51,059	53,448	55,568	57,736	59,970	62,165	64,426	66,664	68,919										
SPECIALIST MEDICAL SCIENTIST	1/07/13 H Rd.	9	53,410	55,619	57,580	59,586	61,653	63,683	65,000	65,000	65,970										
	1/01/10 FEMPI		53,410	55,619	57,580	59,586	61,653	63,683	65,767	67,781	69,810										
	1/09/08 2.5%		56,930	59,318	61,438	63,606	65,841	68,035	70,296	72,535	74,789										
MEDICAL SCIENTIST, CHIEF (FORMERLY MEDICAL LABORATORY CHIEF TECHNOLOGIST I AND II)	1/07/13 H Rd.	9	58,683	61,347	63,690	65,000	65,000	66,769	68,990	71,142	73,309										
	1/01/10 FEMPI		58,683	61,347	63,690	66,029	68,365	70,655	73,005	75,283	77,575										
	1/09/08 2.5%		62,630	65,510	68,043	70,588	73,184	75,728	78,339	80,870	83,417										
NEUROPHYSIOLOGICAL MEASUREMENT TECHNICIAN	1/11/13 MERGED	10	33,719	35,686	37,466	38,273	39,168	41,511	42,931	44,355	47,866	51,320	LSIs								
	1/09/08 2.5%		39,693	40,566	41,533	44,066	45,602	47,141	50,936	54,670	LSIs										
NEUROPHYSIOLOGICAL MEASUREMENT TECHNICIAN, SENIOR	1/01/10 FEMPI	8	42,611	43,914	45,291	46,700	48,151	49,498	52,830	56,167	LSIs										
	1/09/08 2.5%		45,255	46,663	48,152	49,675	51,244	52,700	56,302	59,910	LSIs										
NEUROPHYSIOLOGICAL MEASUREMENT TECHNICIAN, CHIEF I	1/01/10 FEMPI	8	46,521	47,507	48,817	50,088	51,360	52,619	55,874	59,194	LSIs										
	1/09/08 2.5%		49,482	50,548	51,964	53,338	54,713	56,075	59,593	63,183	LSIs										
NEUROPHYSIOLOGICAL MEASUREMENT TECHNICIAN, CHIEF II	1/07/13 H Rd.	8	47,888	50,265	52,583	54,913	57,280	60,332	63,787	65,000	LSIs										
	1/01/10 FEMPI		47,888	50,265	52,583	54,913	57,280	60,332	63,787	67,053	LSIs										
	1/09/08 2.5%		50,960	53,530	56,036	58,555	61,114	64,413	68,148	71,725	LSIs										
OCCUPATIONAL THERAPIST	1/11/13 MERGED	14	33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI				
	1/09/08 2.5%		39,993	41,332	42,466	43,641	44,801	45,993	47,177	48,361	49,608	50,920	52,230	53,279	LSI						
OCCUPATIONAL THERAPIST, SENIOR	1/01/10 FEMPI	9	50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208										
	1/09/08 2.5%		53,388	54,567	55,781	56,987	58,192	59,459	60,796	62,129	63,197										
CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	1/01/10 FEMPI	9	55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638										
	1/09/08 2.5%		59,258	60,437	61,650	62,857	64,061	65,330	66,665	67,998	69,068										
OCCUPATIONAL THERAPIST MANAGER	1/07/13 H Rd.	7	60,641	62,858	65,000	65,000	65,583	67,623	69,659												
	1/01/10 FEMPI		60,641	62,858	65,072	67,242	69,400	71,559	73,713												
	1/09/08 2.5%		64,747	67,144	69,537	71,936	74,333	76,732	79,126												
OCCUPATIONAL THERAPIST MANAGER-IN-CHARGE III	1/07/13 H Rd.	7	67,254	68,317	69,377	70,494	71,669	72,843	73,783												
	1/01/10 FEMPI		71,169	72,293	73,414	74,597	75,840	77,082	78,077												
	1/09/08 2.5%		76,299	77,548	78,794	80,107	81,489	82,869	83,975												

Grade Description	Effective From	Pts	Euro																		
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
ORTHOPTIST	1/11/13 MERGED	14	33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI				
	1/09/08 2.5%		39,993	41,332	42,466	43,641	44,801	45,993	47,177	48,361	49,608	50,920	52,230	53,279	LSI						
ORTHOPTIST, SENIOR	1/01/10 FEMPI	9	50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208										
	1/09/08 2.5%		53,388	54,567	55,781	56,987	58,192	59,459	60,796	62,129	63,197										
PATHOLOGY TECHNICIAN, BASIC	1/11/13 MERGED	13	27,345	29,226	30,383	31,216	32,060	32,893	33,725	34,558	35,392	36,230	37,064	37,897	38,652						
	1/09/08 2.5%		32,036	32,936	33,848	34,749	35,649	36,549	37,451	38,356	39,258	40,159	40,975								
PATHOLOGY TECHNICIAN, SENIOR	1/01/10 FEMPI	11	32,911	34,104	35,301	36,496	37,691	38,887	40,085	41,280	42,475	43,672	44,877								
	1/09/08 2.5%		34,768	36,059	37,353	38,645	39,937	41,229	42,524	43,817	45,109	46,403	47,705								
PHARMACEUTICAL TECHNICIAN, STUDENT	1/11/13 MERGED	5	22,095	23,370	24,550	25,494	26,439														
	1/09/08 2.5%		25,842	26,836	27,830																
PHARMACEUTICAL TECHNICIAN	1/11/13 MERGED	10	31,292	33,360	34,768	35,688	36,607	37,526	38,446	39,365	40,284	41,204									
	1/09/08 2.5%		36,777	37,770	38,764	39,758	40,752	41,746	42,740	43,734											
PHARMACEUTICAL TECHNICIAN, SENIOR	1/01/10 FEMPI	6	42,862	43,797	44,733	45,669	46,605	47,542													
	1/09/08 2.5%		45,526	46,538	47,549	48,561	49,573	50,586													
PHARMACY STUDENT	1/11/13 MERGED	2	21,628	24,031																	
	1/09/08 2.5%		25,295																		
PHARMACIST	1/11/13 MERGED	13	31,831	34,438	35,368	38,265	41,016	43,799	46,595	49,425	52,271	55,171	58,122	61,130	62,338	LSI					
	1/09/08 2.5%		37,425	40,556	43,530	46,540	49,562	52,621	55,699	58,834	62,024	65,275	66,581	LSI							
PHARMACIST, SENIOR	1/07/13 H Rd.	8	59,427	62,204	63,093	63,979	65,000	65,000	65,000	66,089											
	1/01/10 FEMPI		59,427	62,204	63,093	63,979	65,086	66,325	67,641	69,936											
	1/09/08 2.5%		63,434	66,437	67,398	68,355	69,553	70,916	72,379	74,929											
PHARMACIST, CHIEF II	1/07/13 H Rd.	6	65,000	67,319	69,723	72,695	75,863	79,062													
	1/01/10 FEMPI		66,883	71,237	73,781	76,926	80,286	83,763													
	1/09/08 2.5%		71,537	76,375	79,201	82,696	86,429	90,292													
PHARMACIST, CHIEF I	1/07/13 H Rd.	6	71,573	74,856	76,128	77,860	79,781	81,740													
	1/01/10 FEMPI		75,739	79,212	80,573	82,456	84,544	86,674													
	1/09/08 2.5%		81,376	85,236	86,748	88,840	91,160	93,527													
PHLEBOTOMIST TRAINEE	1/01/11 New Ent	1	16,783																		
	1/01/10 FEMPI		18,648																		
	1/09/08 2.5%		19,629																		
PHLEBOTOMIST	1/11/13 MERGED	9	27,353	29,508	30,392	32,062	33,511	34,980	36,457	37,971	38,716	LSI									
	1/09/08 2.5%		32,046	33,850	35,417	37,006	38,602	40,239	41,044	LSI											
PHLEBOTOMIST, SENIOR	1/01/10 FEMPI	6	33,701	35,605	37,239	38,933	40,620	42,363													
	1/09/08 2.5%		35,623	37,682	39,447	41,279	43,102	44,987													

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
PHYSICIST, GRADUATE TRAINEE - YEAR 1	1/07/13	1	23,500																			
PHYSICIST, GRADUATE TRAINEE - YEAR 2	1/07/13	1	25,000																			
PHYSICIST	1/11/13 MERGED	15	35,491	38,185	39,435	41,435	43,420	45,764	47,308	48,789	52,560	54,165	55,860	57,553	59,242	60,951	61,893					
	1/09/08 2.5%		41,821	43,984	46,130	48,664	50,333	51,934	56,010	57,746	59,578	61,409	63,234	65,082	66,100							
PHYSICIST, SENIOR	1/07/13 H Rd.	10	60,795	63,550	65,000	65,170	67,706	70,239	72,772	75,308	77,589	80,073	LSIs									
	1/01/10 FEMPI		60,795	63,550	66,283	68,963	71,647	74,327	77,008	79,691	82,162	84,862	LSIs									
	1/09/08 2.5%		64,913	67,891	70,870	73,848	76,830	79,808	82,786	85,768	88,513	91,513	LSIs									
PHYSICIST, PRINCIPAL	1/07/13 H Rd.	7	72,082	77,043	81,998	86,998	91,627	94,423	97,216	LSIs												
	1/01/10 FEMPI		76,277	81,569	86,954	92,390	97,420	100,460	103,496	LSIs												
	1/09/08 2.5%		81,975	87,854	93,838	99,877	105,467	108,844	112,218	LSIs												
PHYSICIST, CHIEF	1/07/13 H Rd.	6	92,132	94,696	97,263	99,355	102,398	105,437	LSIs													
	1/01/10 FEMPI		97,969	100,757	103,547	105,821	109,129	112,432	LSIs													
	1/09/08 2.5%		106,077	109,174	112,275	114,801	118,476	122,146	LSIs													
PHYSIOTHERAPIST	1/11/13 MERGED	14	33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI					
	1/09/08 2.5%		39,993	41,332	42,466	43,641	44,801	45,993	47,177	48,361	49,608	50,920	52,230	53,279	LSI							
PHYSIOTHERAPIST, SENIOR	1/01/10 FEMPI		50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208											
	1/09/08 2.5%		53,388	54,567	55,781	56,987	58,192	59,459	60,796	62,129	63,197											
CLINICAL SPECIALIST PHYSIOTHERAPIST	1/01/10 FEMPI	9	55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638											
	1/09/08 2.5%		59,258	60,437	61,650	62,857	64,061	65,330	66,665	67,998	69,068											
PHYSIOTHERAPIST MANAGER	1/07/13 H Rd.	7	60,641	62,858	65,000	65,000	65,583	67,623	69,659													
	1/01/10 FEMPI		60,641	62,858	65,072	67,242	69,400	71,559	73,713													
	1/09/08 2.5%		64,747	67,144	69,537	71,936	74,333	76,732	79,126													
PHYSIOTHERAPIST MANAGER-IN-CHARGE III	1/07/13 H Rd.	7	67,254	68,317	69,377	70,494	71,669	72,843	73,783													
	1/01/10 FEMPI		71,169	72,293	73,414	74,597	75,840	77,082	78,077													
	1/09/08 2.5%		76,299	77,548	78,794	80,107	81,489	82,869	83,975													
PLAY SPECIALIST, BASIC	1/11/13 MERGED	14	33,939	35,981	37,710	38,814	40,009	41,112	42,123	43,318	44,018	45,525	46,629	47,824	49,019	49,984	LSI					
	1/09/08 2.5%		39,957	41,150	42,442	43,635	44,728	46,020	46,776	48,406	49,599	50,891	52,183	53,226	LSI							
PLAY SPECIALIST, SENIOR	1/01/10 FEMPI	8	48,664	49,881	51,190	52,688	53,998	55,224	56,328	57,078												
	1/09/08 2.5%		51,799	53,114	54,530	56,149	57,566	58,891	60,085	60,895												
PLAY THERAPIST, BASIC	1/11/13 MERGED	14	33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI					
	1/09/08 2.5%		39,993	41,332	42,466	43,643	44,801	45,993	47,177	48,361	49,608	50,920	52,230	53,279	LSI							
PLAY THERAPIST, SENIOR	1/01/10 FEMPI	9	50,134	51,224	52,348	53,463	54,576	55,752	56,987	58,220	59,208											
	1/09/08 2.5%		53,388	54,567	55,781	56,987	58,190	59,461	60,796	62,129	63,197											
PSYCHOLOGIST, TRAINEE CLINICAL (pre 2006)	1/11/13 MERGED	5	36,779	39,324	40,866	42,757	44,630															
	1/01/10 FEMPI		40,866	42,757	44,630																	
	1/09/08 2.5%		43,368	45,413	47,438																	
PSYCHOLOGIST, TRAINEE CLINICAL (post 2006)	1/11/13 MERGED	5	32,185	34,729	35,761	37,652	39,525															
	1/09/08 2.5%		37,850	39,894	41,919																	

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
PSYCHOLOGIST, CLINICAL	1/11/13 MERGED incl. H Rd.	13	48,585	51,739	53,983	56,324	58,652	60,959	63,864	65,000	68,131	71,852	74,882	77,178	79,458	LSIs						
	1/09/08 2.5%		57,549	60,080	62,597	65,091	68,231	73,010	77,329	81,705	85,267	88,017	90,771	LSIs								
PSYCHOLOGIST, SENIOR CLINICAL	1/07/13 H Rd.	8	74,035	75,734	77,407	79,070	80,720	81,353	83,833	86,317	LSIs											
	1/01/10 FEMPI		78,344	80,146	81,964	83,771	85,565	86,253	88,949	91,649	LSIs											
	1/09/08 2.5%		84,271	86,273	88,293	90,301	92,295	93,059	96,055	99,054	LSIs											
PSYCHOLOGIST, PRINCIPAL CLINICAL	1/07/13 H Rd.	7	85,734	87,684	89,640	91,579	93,043	95,873	98,703	LSIs												
	1/01/10 FEMPI		91,015	93,135	95,260	97,369	98,960	102,036	105,112	LSIs												
	1/09/08 2.5%		98,350	100,706	103,067	105,410	107,178	110,596	114,014	LSIs												
PSYCHOLOGY, DIRECTOR OF	1/07/13 H Rd.	7	93,042	95,225	97,411	99,594	101,245	104,337	107,429	LSIs												
	1/01/10 FEMPI		98,959	101,332	103,708	106,081	107,875	111,236	114,597	LSIs												
	1/09/08 2.5%		107,177	109,813	112,453	115,090	117,083	120,818	124,552	LSIs												
RADIOGRAPHER	1/11/13 MERGED	14	32,567	34,514	36,186	37,256	38,344	39,446	40,518	41,586	42,695	43,777	44,825	45,901	47,011	48,054	LSI					
	1/09/08 2.5%		38,309	39,466	40,642	41,833	42,992	44,147	45,346	46,516	47,649	48,812	50,012	51,139	LSI							
RADIOGRAPHER, SENIOR	1/01/10 FEMPI	5	44,068	45,782	47,567	49,379	51,215															
	1/09/08 2.5%		46,831	48,683	50,613	52,572	54,557															
RADIATION THERAPIST	1/11/13 MERGED	11	32,568	34,020	36,187	37,255	38,345	41,488	44,068	45,783	47,567	49,379	51,213									
	1/09/08 2.5%		38,310	39,465	40,643	44,041	46,831	48,684	50,613	52,571	54,555											
CLINICAL SPECIALIST RADIOGRAPHER AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/01/10 FEMPI	5	49,591	52,162	54,345	56,530	58,758															
	1/09/08 2.5%		52,801	55,581	57,940	60,303	62,711															
RADIOGRAPHY SERVICE MANAGER 1 (FORMERLY RADIOGRAPHER, SUPERINTENDENT I AND II)	1/01/10 FEMPI	5	51,484	54,324	56,733	59,165	61,644															
	1/09/08 2.5%		54,848	57,918	60,522	63,151	65,831															
RADIOGRAPHY SERVICE MANAGER 2 (FORMERLY RADIOGRAPHER, SUPERINTENDENT III)	1/07/13 H Rd.	5	56,177	58,842	62,495	65,000	66,010															
	1/01/10 FEMPI		56,177	58,842	62,495	66,187	69,852															
	1/09/08 2.5%		59,921	62,802	66,751	70,763	74,836															
REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/07/13 H Rd.	8	64,556	65,000	65,000	65,537	67,016	68,524	70,708	72,964	LSIs											
	1/01/10 FEMPI		64,556	66,176	67,741	69,352	70,916	72,513	74,824	77,210	LSIs											
	1/09/08 2.5%		68,979	70,751	72,490	74,280	76,018	77,792	80,360	83,012	LSIs											
REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER)	1/07/13 H Rd.	8	65,909	67,213	68,513	69,837	71,135	72,446	74,754	77,102	LSIs											
	1/01/10 FEMPI		69,745	71,125	72,501	73,902	75,275	76,663	79,105	81,633	LSIs											
	1/09/08 2.5%		74,717	76,250	77,779	79,335	80,861	82,403	85,117	87,925	LSIs											
REGIONAL PUBLIC ANALYST	1/07/13 H Rd.	7	76,419	78,027	79,619	81,225	82,831	85,423	88,100	LSIs												
	1/01/10 FEMPI		80,890	82,638	84,369	86,114	87,859	90,678	93,587	LSIs												
	1/09/08 2.5%		87,100	89,043	90,965	92,905	94,844	97,975	101,208	LSIs												

Grade Description	Effective From	Pts	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
RESPIRATORY TECHNICIAN	1/11/13 MERGED	10	33,719	35,686	37,466	38,273	39,168	41,511	42,931	44,355	47,866	51,320	LSIs								
	1/09/08 2.5%		39,693	40,566	41,533	44,066	45,602	47,141	50,936	54,670	LSIs										
RESPIRATORY TECHNICIAN, SENIOR	1/01/10 FEMPI	8	42,611	43,914	45,291	46,700	48,151	49,498	52,830	56,167	LSIs										
	1/09/08 2.5%		45,255	46,663	48,152	49,675	51,244	52,700	56,302	59,910	LSIs										
RESPIRATORY TECHNICIAN , CHIEF 1	1/01/10 FEMPI	8	46,521	47,507	48,817	50,088	51,360	52,619	55,874	59,194	LSIs										
	1/09/08 2.5%		49,482	50,548	51,964	53,338	54,713	56,075	59,593	63,183	LSIs										
RESPIRATORY TECHNICIAN , CHIEF 2	1/07/13 H Rd.	8	47,888	50,265	52,583	54,913	57,280	60,332	63,787	65,000	LSIs										
	1/01/10 FEMPI		47,888	50,265	52,583	54,913	57,280	60,332	63,787	67,053	LSIs										
	1/09/08 2.5%		50,960	53,530	56,036	58,555	61,114	64,413	68,148	71,725	LSIs										
SOCIAL WORK PRACTITIONER, SENIOR	1/01/10 FEMPI	8	48,157	50,318	52,509	54,693	56,869	59,039	61,206	62,307	LSI										
	1/09/08 2.5%		51,251	53,587	55,956	58,317	60,669	63,015	65,358	66,548	LSI										
SOCIAL WORKER	1/11/13 MERGED	12	32,351	34,939	35,945	37,841	39,802	41,767	43,723	45,707	47,666	49,171	50,680	51,680	LSI						
	1/09/08 2.5%		38,049	40,098	42,218	44,342	46,457	48,602	50,720	52,347	53,978	55,060	LSI								
PROFESSIONALLY QUALIFIED SOCIAL WORKER	1/11/13 MERGED	10	38,819	41,667	43,132	45,242	47,351	49,462	51,570	53,677	55,789	56,889	LSI								
	1/09/08 2.5%		45,819	48,100	50,379	52,662	54,940	57,219	59,501	60,691	LSI										
MEDICAL SOCIAL WORKER	1/11/13 MERGED	10	38,819	41,667	43,132	45,242	47,351	49,462	51,570	53,677	55,789	56,889	LSI								
	1/09/08 2.5%		45,819	48,100	50,379	52,662	54,940	57,219	59,501	60,691	LSI										
PSYCHIATRIC SOCIAL WORKER	1/11/13 MERGED	10	38,819	41,667	43,132	45,242	47,351	49,462	51,570	53,677	55,789	56,889	LSI								
	1/09/08 2.5%		45,819	48,100	50,379	52,662	54,940	57,219	59,501	60,691	LSI										
SOCIAL WORKER SENIOR MEDICAL/ SINGLE HANDED	1/07/13 H Rd.	7	55,789	57,408	59,028	60,648	62,266	63,886	65,000												
	1/01/10 FEMPI		55,789	57,408	59,028	60,648	62,266	63,886	65,506												
	1/09/08 2.5%		59,501	61,252	63,003	64,754	66,504	68,255	70,006												
SOCIAL WORKER, PRINCIPAL (EX - SOCIAL WORKER, SENIOR / HEAD MEDICAL)	1/07/13 H Rd.	6	63,886	65,000	65,750	68,417	71,084	73,754													
	1/01/10 FEMPI		63,886	66,754	69,576	72,399	75,221	78,047													
	1/09/08 2.5%		68,255	71,394	74,529	77,665	80,801	83,941													
SOCIAL WORKER, TEAM LEADER	1/07/13 H Rd.	7	55,789	57,408	59,028	60,648	62,266	63,886	65,000												
	1/01/10 FEMPI		55,789	57,408	59,028	60,648	62,266	63,886	65,506												
	1/09/08 2.5%		59,501	61,252	63,003	64,754	66,504	68,255	70,006												
SPEECH AND LANGUAGE THERAPIST	1/11/13 MERGED	14	33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI				
	1/09/08 2.5%		39,993	41,332	42,466	43,641	44,801	45,993	47,177	48,361	49,608	50,920	52,230	53,279	LSI						
SPEECH AND LANGUAGE THERAPIST, SENIOR	1/01/10 FEMPI	9	50,134	51,224	52,348	53,462	54,577	55,750	56,986	58,219	59,208										
	1/09/08 2.5%		53,388	54,566	55,782	56,986	58,192	59,460	60,796	62,129	63,198										
CLINICAL SPECIALIST SPEECH AND LANGUAGE THERAPIST	1/01/10 FEMPI	9	55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638										
	1/09/08 2.5%		59,258	60,437	61,650	62,857	64,061	65,330	66,665	67,998	69,068										

Grade Description	Effective From	H Rd.	Pts	Euro																		
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
SPEECH AND LANGUAGE THERAPIST MANAGER	1/07/13	H Rd.	7	60,640	62,859	65,000	65,000	65,583	67,623	69,660												
	1/01/10	FEMPI		60,640	62,859	65,072	67,243	69,400	71,559	73,714												
	1/09/08	2.5%		64,746	67,144	69,537	71,936	74,333	76,732	79,127												
SPEECH AND LANGUAGE THERAPIST MANAGER-IN-CHARGE III	1/07/13	H Rd.	7	67,254	68,317	69,377	70,494	71,669	72,843	73,783												
	1/01/10	FEMPI		71,169	72,293	73,414	74,597	75,840	77,082	78,077												
	1/09/08	2.5%		76,299	77,548	78,794	80,107	81,489	82,869	83,975												
TRAINEE SOCIAL CARE WORKER	1/11/13	MERGED	5	24,324	26,167	27,026	28,460	29,689														
	1/09/08	2.5%		28,449	29,958	31,286																
SOCIAL CARE WORKER (WITH QUALIFICATION)	1/11/13	MERGED	12	29,993	31,652	33,325	34,550	35,788	37,031	38,294	39,577	40,851	42,148	43,451	44,306	LSI						
	1/09/08	2.5%		35,216	36,541	37,878	39,223	40,588	41,976	43,353	44,755	46,163	47,087	LSI								
SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/11/13	MERGED	11	29,993	31,652	33,325	34,550	35,788	37,031	38,294	39,577	40,851	42,148	43,451								
	1/09/08	2.5%		35,216	36,541	37,878	39,223	40,588	41,976	43,353	44,755	46,163										
SOCIAL CARE LEADER	1/01/10	FEMPI	7	44,063	45,047	46,031	48,631	49,636	50,637	51,650												
	1/09/08	2.5%		46,825	47,889	48,953	51,763	52,850	53,932	55,027												
SOCIAL CARE MANAGER IN CHILDREN'S RESIDENTIAL CENTRES	1/01/10	FEMPI	6	53,463	54,634	57,728	58,923	60,115	61,321													
	1/09/08	2.5%		56,988	58,253	61,598	62,890	64,179	65,482													
VASCULAR TECHNICIAN	1/11/13	MERGED	10	33,719	35,686	37,466	38,273	39,168	41,511	42,931	44,355	47,866	51,320	LSIs								
	1/09/08	2.5%		39,693	40,566	41,533	44,066	45,602	47,141	50,936	54,670	LSIs										
VASCULAR TECHNICIAN, SENIOR	1/01/10	FEMPI	8	42,611	43,914	45,291	46,700	48,151	49,498	52,830	56,167	LSIs										
	1/09/08	2.5%		45,255	46,663	48,152	49,675	51,244	52,700	56,302	59,910	LSIs										
VASCULAR TECHNICIAN , CHIEF I	1/01/10	FEMPI	8	46,521	47,507	48,817	50,088	51,360	52,619	55,874	59,194	LSIs										
	1/09/08	2.5%		49,482	50,548	51,964	53,338	54,713	56,075	59,593	63,183	LSIs										
VASCULAR TECHNICIAN , CHIEF II	1/07/13	H Rd.	8	47,888	50,265	52,583	54,913	57,280	60,332	63,787	65,000	LSIs										
	1/01/10	FEMPI		47,888	50,265	52,583	54,913	57,280	60,332	63,787	67,053	LSIs										
	1/09/08	2.5%		50,960	53,530	56,036	58,555	61,114	64,413	68,148	71,725	LSIs										

SUPPORT SERVICES GRADES

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EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road Agreement

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
INTERN SCHEME FOR SUPPORT STAFF (YEAR 1)	1/07/13	1	21,741																		
INTERN SCHEME FOR SUPPORT STAFF (YEAR 2)	1/07/13	1	23,020																		
EMERGENCY MEDICAL TECHNICIAN	1/11/13 MERGED	11	25,447	27,257	28,275	29,475	30,287	31,096	31,902	32,719	33,528	35,147	36,640 LSI								
	1/09/08 2.5%		29,763	31,054	31,932	32,806	33,678	34,561	35,436	37,185	38,800 LSI										
LEADING EMERGENCY MEDICAL TECHNICIAN	1/01/10 FEMPI	9	28,871	30,089	31,313	32,528	33,749	34,967	36,189	38,495	40,135 LSI										
	1/09/08 2.5%		30,401	31,718	33,042	34,355	35,675	36,992	38,313	40,806	42,579 LSI										
EMERGENCY MEDICAL CONTROLLER	1/11/13 MERGED	11	25,984	27,631	28,871	30,089	31,313	32,528	33,749	34,967	36,189	38,495	40,135 LSI								
	1/09/08 2.5%		30,401	31,718	33,042	34,355	35,675	36,992	38,313	40,806	42,579 LSI										
TEAM LEADER EMERGENCY MEDICAL CONTROLLER	1/01/10 FEMPI	7	40,209	41,522	42,834	44,146	45,458	46,980	48,496	LSIs											
	1/09/08 2.5%		42,658	44,078	45,496	46,915	48,334	49,978	51,617	LSIs											
CARE ASSISTANT (INTELLECTUAL DISABILITY AGENCIES)	1/11/13 MERGED	13	23,931	25,263	26,590	27,031	27,746	29,434	31,409	31,942	33,269	34,261	35,070	35,977	36,680 LSI						
	1/09/08 2.5%		27,990	28,454	29,206	31,010	33,145	33,722	35,156	36,228	37,102	38,084	38,844 LSI								
CARE OFFICER - BASIC RATE (CMH, DUNDRUM)	1/01/10 FEMPI	11	29,790	31,026	32,162	33,289	34,422	35,553	36,797	37,930	39,068	40,390	41,421								
	1/09/08 2.5%		31,395	32,731	33,959	35,177	36,402	37,625	38,970	40,195	41,425	42,854	43,969								
CARE OFFICER - 5% (CMH, DUNDRUM)	1/01/10 FEMPI	11	31,318	32,619	33,814	35,003	36,194	37,384	38,695	39,887	41,085	42,476	43,561								
	1/09/08 2.5%		33,047	34,453	35,745	37,030	38,318	39,605	41,022	42,310	43,605	45,109	46,283								
CARE OFFICER - 6.5% (CMH, DUNDRUM)	1/01/10 FEMPI	11	31,344	32,645	33,841	35,030	36,223	37,413	38,725	39,918	41,116	42,509	43,595								
	1/09/08 2.5%		33,074	34,481	35,774	37,059	38,349	39,635	41,054	42,344	43,639	45,145	46,319								
CHARGE ATTENDANT NET RATE (CMH, DUNDRUM)	1/01/10 FEMPI	4	42,338	43,539	44,750	45,895															
	1/09/08 2.5%		44,960	46,259	47,567	48,806															
CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM)	1/01/10 FEMPI	4	44,528	45,791	47,066	48,271															
	1/09/08 2.5%		47,327	48,693	50,072	51,374															
CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/01/10 FEMPI	4	44,564	45,829	47,103	48,309															
	1/09/08 2.5%		47,367	48,734	50,111	51,415															
HEAD ATTENDANT (CMH, DUNDRUM)	1/01/10 FEMPI	1	53,980																		
	1/09/08 2.5%		57,546																		
HEAD ATTENDANT 5% RATE (CMH, DUNDRUM)	1/01/10 FEMPI	1	56,779																		
	1/09/08 2.5%		60,572																		
HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/01/10 FEMPI	1	56,823																		
	1/09/08 2.5%		60,620																		

Grade Description	Effective From	Pts	Euro																		
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
CRAFTSMEN (PAYPATH)	1/11/13 MERGED	11	31,352	32,363	34,836	35,084	35,333	35,581	35,831	36,080	36,328	36,578	36,855								Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		36,849	37,118	37,387	37,656	37,925	38,194	38,463	38,733	39,032										Pt 1 paid on recruitment, pt. 2 after .5 years etc.
CRAFTSMEN'S MATE (PAYPATH)	1/11/13 MERGED	14	25,207	26,080	28,008	28,336	28,494	28,665	28,825	28,910	28,990	29,072	29,156	29,287	29,388	29,634					Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		29,482	29,827	29,993	30,178	30,351	30,444	30,530	30,619	30,709	30,851	30,960	31,226							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
CHARGEHAND (PAYPATH)	1/11/13 MERGED	14	33,654	34,813	37,394	37,824	38,031	38,261	38,476	38,589	38,698	38,808	38,920	39,096	39,232	39,562					Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		39,615	40,080	40,304	40,552	40,785	40,907	41,024	41,143	41,265	41,455	41,602	41,959							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
ASSISTANT FOREMAN (PAYPATH)	1/01/10 FEMPI	12	39,098	39,548	39,765	40,005	40,231	40,348	40,463	40,578	40,695	40,880	41,022	41,367							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		41,457	41,944	42,178	42,438	42,682	42,809	42,932	43,057	43,184	43,384	43,537	43,911							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
FOREMAN (PAYPATH)	1/01/10 FEMPI	12	41,654	42,134	42,366	42,622	42,863	42,988	43,110	43,233	43,358	43,555	43,706	44,075							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		44,221	44,740	44,990	45,267	45,527	45,663	45,795	45,927	46,063	46,276	46,439	46,838							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
CRAFTSMEN (NON-PAYPATH)	1/11/13 MERGED	14	30,698	31,773	34,109	34,507	34,701	34,917	35,114	35,219	35,320	35,425	35,526	35,691	35,789	36,124					Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		36,064	36,494	36,703	36,938	37,150	37,264	37,373	37,487	37,596	37,774	37,880	38,242							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
CRAFTSMEN'S MATE (NON-PAYPATH)	1/11/13 MERGED	14	24,667	25,548	27,408	27,735	27,894	28,072	28,234	28,321	28,403	28,489	28,570	28,701	28,781	29,049					Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		28,850	29,195	29,362	29,550	29,720	29,812	29,898	29,989	30,076	30,218	30,304	30,594							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
CHARGEHAND (NON-PAYPATH)	1/11/13 MERGED	14	32,950	34,105	36,611	37,039	37,247	37,480	37,692	37,805	37,913	38,026	38,134	38,311	38,416	38,777					Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		38,768	39,231	39,456	39,708	39,937	40,059	40,176	40,298	40,415	40,607	40,720	41,111							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
ASSISTANT FOREMAN (NON-PAYPATH)	1/01/10 FEMPI	12	38,279	38,727	38,945	39,188	39,410	39,528	39,641	39,760	39,873	40,059	40,168	40,546							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		40,571	41,056	41,291	41,555	41,794	41,922	42,045	42,173	42,295	42,496	42,614	43,023							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
FOREMAN (NON-PAYPATH)	1/01/10 FEMPI	12	40,781	41,258	41,491	41,751	41,987	42,113	42,234	42,361	42,481	42,679	42,796	43,199							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/09/08 2.5%		43,276	43,793	44,044	44,325	44,581	44,717	44,848	44,984	45,115	45,329	45,455	45,891							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
DENTAL TECHNICIAN, SENIOR	1/01/10 FEMPI	9	35,018	35,899	36,783	37,660	38,544	39,426	40,309	41,188	42,116 LSI										
	1/09/08 2.5%		37,047	37,999	38,954	39,903	40,858	41,812	42,766	43,716	44,720 LSI										
DENTAL TECHNICIAN, BASIC	1/11/13 MERGED	11	26,798	28,692	29,775	30,827	31,881	32,932	33,983	35,036	36,087	37,144	37,979 LSI								
	1/09/08 2.5%		31,379	32,515	33,655	34,792	35,928	37,066	38,203	39,344	40,248 LSI										
DOMESTICS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
MULTI-TASK ATTENDANT	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906										
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763												
HEALTH CARE ASSISTANT	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906										
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763												

Grade Description	Effective From	Pts	1	2	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	
ATTENDANTS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
CLEANERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
PORTERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
PORTERS / DRIVERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
BUILDERS LABOURERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
GENERAL LABOURERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
GROUNDSMEN	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
GARDEN LABOURERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
FARM LABOURERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
DRIVERS WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
DRIVERS WHOSE DUTIES INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS (ON PUBLIC ROADS)	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906											
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763													
GATE KEEPERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
CARETAKERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
STORES PORTERS / ATTENDANTS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
LAUNDRY WORKERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
HOSTEL SUPERVISOR	1/01/10 FEMPI	7	28,651	29,005	30,029	31,092	32,192	33,333	34,514												
	1/09/08 2.5%		30,163	30,545	31,653	32,802	33,992	35,224	36,502												
SEAMSTRESS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
HAIRDRESSERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
BEAUTICIANS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
BARBERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
MINI BUS DRIVERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
TRACTOR DRIVERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
VAN DRIVERS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
MORTUARY ATTENDANTS	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906										
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763												
LABORATORY ATTENDANTS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
THEATRE PORTERS / ATTENDANTS	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906										
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763												

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
DARK ROOM PORTERS / ATTENDANTS	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906										
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763												
GARDENER	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
STOREMAN	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
BOILERMEN	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
BOILERMAN / GROUNDSMAN	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525										
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189												
DOMESTIC SUPERVISOR	1/01/10 FEMPI	7	31,125	32,064	33,068	34,032	35,061	36,122	37,216												
	1/09/08 2.5%		32,837	33,853	34,938	35,980	37,093	38,240	39,422												
PORTER SUPERVISOR	1/01/10 FEMPI	7	31,125	32,064	33,068	34,032	35,061	36,122	37,216												
	1/09/08 2.5%		32,837	33,853	34,938	35,980	37,093	38,240	39,422												
DINING ROOM SUPERVISOR	1/01/10 FEMPI	7	31,125	32,064	33,068	34,032	35,061	36,122	37,216												
	1/09/08 2.5%		32,837	33,853	34,938	35,980	37,093	38,240	39,422												
CATERING SUPERVISOR	1/01/10 FEMPI	7	31,125	32,064	33,068	34,032	35,061	36,122	37,216												
	1/09/08 2.5%		32,837	33,853	34,938	35,980	37,093	38,240	39,422												
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/01/10 FEMPI	7	31,125	32,064	33,068	34,032	35,061	36,122	37,216												
	1/09/08 2.5%		32,837	33,853	34,938	35,980	37,093	38,240	39,422												
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/01/10 FEMPI	7	31,125	32,064	33,068	34,032	35,061	36,122	37,216												
	1/09/08 2.5%		32,837	33,853	34,938	35,980	37,093	38,240	39,422												
LINEN ROOM SUPERVISOR	1/01/10 FEMPI	7	31,125	32,064	33,068	34,032	35,061	36,122	37,216												
	1/09/08 2.5%		32,837	33,853	34,938	35,980	37,093	38,240	39,422												
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM	1/01/10 FEMPI	7	31,125	32,064	33,068	34,032	35,061	36,122	37,216												
	1/09/08 2.5%		32,837	33,853	34,938	35,980	37,093	38,240	39,422												
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/01/10 FEMPI	7	31,125	32,064	33,068	34,032	35,061	36,122	37,216												
	1/09/08 2.5%		32,837	33,853	34,938	35,980	37,093	38,240	39,422												
DOMESTICS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
CLEANERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
PORTERS / DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
BUILDERS LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
GENERAL LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
GARDEN LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
FARM LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
LAUNDRY WORKERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109				
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658						
SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,382	26,024	28,202	28,368	28,521	28,610	28,694	28,785	28,868	28,956	29,048	29,142	29,235	29,330	29,426				
	1/09/08 2.5%		29,687	29,862	30,023	30,119	30,210	30,308	30,398	30,493	30,592	30,694	30,795	30,897	31,001						
HAIRDRESSERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,382	26,024	28,202	28,368	28,521	28,610	28,694	28,785	28,868	28,956	29,048	29,142	29,235	29,330	29,426				
	1/09/08 2.5%		29,687	29,862	30,023	30,119	30,210	30,308	30,398	30,493	30,592	30,694	30,795	30,897	31,001						

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
BEAUTICIANS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,382	26,024	28,202	28,368	28,521	28,610	28,694	28,785	28,868	28,956	29,048	29,142	29,235	29,330	29,426				
	1/09/08 2.5%		29,687	29,862	30,023	30,119	30,210	30,308	30,398	30,493	30,592	30,694	30,795	30,897	31,001						
BARBERS (NON-DUBLIN)(NON-PAYPATH)	1/11/13 MERGED	15	25,382	26,024	28,202	28,368	28,521	28,610	28,694	28,785	28,868	28,956	29,048	29,142	29,235	29,330	29,426				
	1/09/08 2.5%		29,687	29,862	30,023	30,119	30,210	30,308	30,398	30,493	30,592	30,694	30,795	30,897	31,001						
MINI BUS DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,458	26,098	28,287	28,448	28,602	28,689	28,776	28,862	28,949	29,040	29,127	29,223	29,321	29,417	29,513				
	1/09/08 2.5%		29,776	29,946	30,111	30,205	30,299	30,391	30,485	30,584	30,678	30,782	30,887	30,991	31,095						
TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,458	26,098	28,287	28,448	28,602	28,689	28,776	28,862	28,949	29,040	29,127	29,223	29,321	29,417	29,513				
	1/09/08 2.5%		29,776	29,946	30,111	30,205	30,299	30,391	30,485	30,584	30,678	30,782	30,887	30,991	31,095						
VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,458	26,098	28,287	28,448	28,602	28,689	28,776	28,862	28,949	29,040	29,127	29,223	29,321	29,417	29,513				
	1/09/08 2.5%		29,776	29,946	30,111	30,205	30,299	30,391	30,485	30,584	30,678	30,782	30,887	30,991	31,095						
MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,532	26,169	28,368	28,532	28,685	28,767	28,856	28,946	29,028	29,119	29,208	29,292	29,399	29,498	29,595				
	1/09/08 2.5%		29,862	30,035	30,200	30,289	30,384	30,482	30,571	30,670	30,765	30,856	30,972	31,079	31,184						
LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,532	26,169	28,368	28,532	28,685	28,767	28,856	28,946	29,028	29,119	29,208	29,292	29,399	29,498	29,595				
	1/09/08 2.5%		29,862	30,035	30,200	30,289	30,384	30,482	30,571	30,670	30,765	30,856	30,972	31,079	31,184						
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,532	26,169	28,368	28,532	28,685	28,767	28,856	28,946	29,028	29,119	29,208	29,292	29,399	29,498	29,595				
	1/09/08 2.5%		29,862	30,035	30,200	30,289	30,384	30,482	30,571	30,670	30,765	30,856	30,972	31,079	31,184						
DARK ROOM PORTERS /ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,532	26,169	28,368	28,532	28,685	28,767	28,856	28,946	29,028	29,119	29,208	29,292	29,399	29,498	29,595				
	1/09/08 2.5%		29,862	30,035	30,200	30,289	30,384	30,482	30,571	30,670	30,765	30,856	30,972	31,079	31,184						
GARDENER (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,829	26,469	28,698	28,859	29,008	29,100	29,184	29,272	29,356	29,448	29,542	29,640	29,750	29,834	29,931				
	1/09/08 2.5%		30,214	30,388	30,549	30,648	30,739	30,835	30,925	31,024	31,127	31,232	31,351	31,442	31,547						
STOREMAN (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,829	26,469	28,698	28,859	29,008	29,100	29,184	29,272	29,356	29,448	29,542	29,640	29,750	29,834	29,931				
	1/09/08 2.5%		30,214	30,388	30,549	30,648	30,739	30,835	30,925	31,024	31,127	31,232	31,351	31,442	31,547						
BOILERMAN / GROUNDSMAN (NON-DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,829	26,469	28,698	28,859	29,008	29,100	29,184	29,272	29,356	29,448	29,542	29,640	29,750	29,834	29,931				
	1/09/08 2.5%		30,214	30,388	30,549	30,648	30,739	30,835	30,925	31,024	31,127	31,232	31,351	31,442	31,547						
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	28,875	29,048	29,208	29,303	29,396	29,490	29,614	29,687	29,783	29,895	30,000	30,108	30,215						
	1/09/08 2.5%		30,406	30,592	30,765	30,868	30,968	31,071	31,204	31,283	31,387	31,508	31,621	31,739	31,854						
DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	28,875	29,048	29,208	29,303	29,396	29,490	29,614	29,687	29,783	29,895	30,000	30,108	30,215						
	1/09/08 2.5%		30,406	30,592	30,765	30,868	30,968	31,071	31,204	31,283	31,387	31,508	31,621	31,739	31,854						

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	28,875	29,048	29,208	29,303	29,396	29,490	29,614	29,687	29,783	29,895	30,000	30,108	30,215						
	1/09/08 2.5%		30,406	30,592	30,765	30,868	30,968	31,071	31,204	31,283	31,387	31,508	31,621	31,739	31,854						
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	28,875	29,048	29,208	29,303	29,396	29,490	29,614	29,687	29,783	29,895	30,000	30,108	30,215						
	1/09/08 2.5%		30,406	30,592	30,765	30,868	30,968	31,071	31,204	31,283	31,387	31,508	31,621	31,739	31,854						
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	28,875	29,048	29,208	29,303	29,396	29,490	29,614	29,687	29,783	29,895	30,000	30,108	30,215						
	1/09/08 2.5%		30,406	30,592	30,765	30,868	30,968	31,071	31,204	31,283	31,387	31,508	31,621	31,739	31,854						
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	29,542	29,727	29,901	30,006	30,108	30,210	30,313	30,422	30,523	30,638	30,749	30,866	30,979						
	1/09/08 2.5%		31,127	31,326	31,514	31,628	31,739	31,849	31,960	32,078	32,187	32,311	32,431	32,558	32,680						
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	29,542	29,727	29,901	30,006	30,108	30,210	30,313	30,422	30,523	30,638	30,749	30,866	30,979						
	1/09/08 2.5%		31,127	31,326	31,514	31,628	31,739	31,849	31,960	32,078	32,187	32,311	32,431	32,558	32,680						
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	29,542	29,727	29,901	30,006	30,108	30,210	30,313	30,422	30,523	30,638	30,749	30,866	30,979						
	1/09/08 2.5%		31,127	31,326	31,514	31,628	31,739	31,849	31,960	32,078	32,187	32,311	32,431	32,558	32,680						
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	29,542	29,727	29,901	30,006	30,108	30,210	30,313	30,422	30,523	30,638	30,749	30,866	30,979						
	1/09/08 2.5%		31,127	31,326	31,514	31,628	31,739	31,849	31,960	32,078	32,187	32,311	32,431	32,558	32,680						
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	29,542	29,727	29,901	30,006	30,108	30,210	30,313	30,422	30,523	30,638	30,749	30,866	30,979						
	1/09/08 2.5%		31,127	31,326	31,514	31,628	31,739	31,849	31,960	32,078	32,187	32,311	32,431	32,558	32,680						
LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	29,542	29,727	29,901	30,006	30,108	30,210	30,313	30,422	30,523	30,638	30,749	30,866	30,979						
	1/09/08 2.5%		31,127	31,326	31,514	31,628	31,739	31,849	31,960	32,078	32,187	32,311	32,431	32,558	32,680						
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	30,554	30,761	30,955	31,060	31,173	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102						
	1/09/08 2.5%		32,220	32,444	32,654	32,768	32,890	33,012	33,127	33,253	33,419	33,502	33,632	33,769	33,894						
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	30,554	30,761	30,955	31,060	31,173	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102						
	1/09/08 2.5%		32,220	32,444	32,654	32,768	32,890	33,012	33,127	33,253	33,419	33,502	33,632	33,769	33,894						
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	30,554	30,761	30,955	31,060	31,173	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102						
	1/09/08 2.5%		32,220	32,444	32,654	32,768	32,890	33,012	33,127	33,253	33,419	33,502	33,632	33,769	33,894						
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	30,554	30,761	30,955	31,060	31,173	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102						
	1/09/08 2.5%		32,220	32,444	32,654	32,768	32,890	33,012	33,127	33,253	33,419	33,502	33,632	33,769	33,894						
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	30,554	30,761	30,955	31,060	31,173	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102						
	1/09/08 2.5%		32,220	32,444	32,654	32,768	32,890	33,012	33,127	33,253	33,419	33,502	33,632	33,769	33,894						
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/10 FEMPI	13	30,554	30,761	30,955	31,060	31,173	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102						
	1/09/08 2.5%		32,220	32,444	32,654	32,768	32,890	33,012	33,127	33,253	33,419	33,502	33,632	33,769	33,894						
PORTERS (DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	10	24,563	25,497	27,292	27,547	27,814	28,072	28,334	28,592	28,849	29,101									
	1/09/08 2.5%		28,728	28,997	29,278	29,550	29,825	30,099	30,378	30,650											
BOILERMEN (DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	10	25,317	26,255	28,130	28,389	28,762	28,904	29,153	29,414	29,666	29,919									
	1/09/08 2.5%		29,611	29,883	30,284	30,437	30,706	30,988	31,260	31,534											
DOMESTICS (DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	10	23,557	24,473	26,175	26,430	26,681	26,930	27,189	27,447	27,706	27,961									
	1/09/08 2.5%		27,552	27,821	28,085	28,347	28,620	28,892	29,164	29,433											

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
NURSES AIDES (DUBLIN) (NON-PAYPATH)	1/11/13 MERGED	15	25,025	25,670	27,806	28,027	28,119	28,196	28,284	28,376	28,461	28,553	28,642	28,723	28,837	28,962	29,083					
	1/09/08 2.5%		29,269	29,502	29,599	29,680	29,772	29,870	29,959	30,058	30,153	30,241	30,365	30,500	30,630							
AUDIOLOGY ASSISTANT	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906											
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763													
PHYSIOTHERAPY ASSISTANT	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906											
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763													
SPEECH AND LANGUAGE THERAPY ASSISTANT	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906											
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763													
RADIOGRAPHY ASSISTANT	1/11/13 MERGED	9	25,578	27,172	28,420	29,083	29,809	30,554	31,319	32,102	32,906											
	1/09/08 2.5%		29,916	30,630	31,415	32,220	33,047	33,894	34,763													
CSSD OPERATIVES	1/11/13 MERGED	9	25,786	27,038	28,651	29,005	30,029	31,092	32,192	33,333	34,514											
	1/09/08 2.5%		30,163	30,545	31,653	32,802	33,992	35,224	36,502													
MEDICAL LABORATORY AIDES	1/11/13 MERGED	9	25,786	27,038	28,651	29,005	30,029	31,092	32,192	33,333	34,514											
	1/09/08 2.5%		30,163	30,545	31,653	32,802	33,992	35,224	36,502													
FAMILY SUPPORT WORKERS	1/11/13 MERGED	9	25,786	27,038	28,651	29,005	30,029	31,092	32,192	33,333	34,514											
	1/09/08 2.5%		30,163	30,545	31,653	32,802	33,992	35,224	36,502													
FAMILY SUPPORT WORKERS (NON-PAYPATH)	1/11/13 MERGED	15	27,498	28,312	30,554	30,761	30,955	31,060	31,173	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102					
	1/09/08 2.5%		32,220	32,444	32,654	32,768	32,890	33,012	33,127	33,253	33,419	33,502	33,632	33,769	33,894							
HOME HELPS	1/11/13 MERGED	9	24,754	26,330	27,504	27,994	28,494	28,987	29,492	30,044	30,525											
	1/09/08 2.5%		28,952	29,468	29,993	30,527	31,073	31,670	32,189													
HOME HELPS (NON-PAYPATH)	1/11/13 MERGED	15	25,096	25,737	27,884	28,041	28,199	28,287	28,376	28,466	28,552	28,642	28,730	28,827	28,918	29,016	29,109					
	1/09/08 2.5%		29,352	29,517	29,683	29,776	29,870	29,964	30,056	30,153	30,249	30,353	30,452	30,558	30,658							

CLERICAL, ADMINISTRATION & RELATED GRADES

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EMBOLEDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road Agreement

CATERING OFFICER, GRADE III	1/11/13 MERGED	12	25,498	27,312	28,331	30,347	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs											
	1/09/08 2.5%		29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs													
CATERING OFFICER, GRADE II	1/01/10 FEMPI	7	40,209	41,523	42,833	44,148	45,459	46,979	48,497	LSIs																
	1/09/08 2.5%		42,659	44,078	45,495	46,916	48,334	49,978	51,618	LSIs																
CATERING OFFICER, GRADE I	1/01/10 FEMPI	7	44,849	45,954	47,289	49,797	51,293	53,161	55,032	LSIs																
	1/09/08 2.5%		47,675	48,869	50,312	53,024	54,641	56,660	58,683	LSIs																
CATERING MANAGER	1/01/10 FEMPI	11	47,015	48,186	49,558	50,933	52,314	53,545	54,801	56,022	57,234	59,322	61,417	LSIs												
	1/09/08 2.5%		50,016	51,282	52,766	54,252	55,744	57,076	58,433	59,753	61,064	63,321	65,586	LSIs												
HEAD OF CATERING	1/07/13 H Rd.	7	64,812	65,000	65,114	67,485	69,839	72,202	74,551																	
	1/01/10 FEMPI		64,812	66,403	68,904	71,413	73,903	76,404	78,889																	
	1/09/08 2.5%		69,257	71,004	73,782	76,570	79,337	82,116	84,877																	
COOK, TRAINEE	1/11/13 MERGED	3	17,669	20,832	23,147																					
	1/09/08 2.5%		19,426	21,906	24,365																					
CHEF II (FORMERLY COOK GRADE II) WITH QUALIFICATION	1/11/13 MERGED	12	22,643	24,140	25,158	26,010	26,801	27,656	28,521	29,294	30,135	30,913	31,765	32,816												
	1/09/08 2.5%		26,482	27,379	28,211	29,111	30,022	30,858	31,767	32,608	33,530	34,666														
CHEF II (FORMERLY COOK GRADE II) WITHOUT QUALIFICATION	1/11/13 MERGED	6	22,643	24,140	25,158	26,010	26,801	27,656																		
	1/09/08 2.5%		26,482	27,379	28,211	29,111																				
CHEF I (FORMERLY COOK GRADE I)	1/01/10 FEMPI	13	25,468	26,306	27,205	28,040	28,934	29,751	30,640	31,461	32,358	33,179	34,000	34,902	36,028											
	1/09/08 2.5%		26,808	27,690	28,637	29,516	30,470	31,352	32,313	33,201	34,171	35,058	35,946	36,921	38,138											
CHEF, SENIOR	1/01/10 FEMPI	13	27,122	28,209	29,229	30,079	31,180	32,063	33,026	33,911	34,876	35,764	36,651	37,623	38,840											
	1/09/08 2.5%		28,549	29,694	30,788	31,707	32,898	33,852	34,893	35,850	36,893	37,853	38,812	39,863	41,178											
CHEF, EXECUTIVE	1/01/10 FEMPI	13	28,875	29,799	30,797	31,717	32,719	33,644	34,655	35,586	36,599	37,531	38,465	39,484	40,764											
	1/09/08 2.5%		30,405	31,404	32,483	33,478	34,561	35,561	36,655	37,660	38,756	39,763	40,772	41,875	43,258											
COMMUNITY WELFARE OFFICER	1/11/13 MERGED	18	26,297	28,243	29,218	31,381	33,361	35,299	37,199	39,020	40,839	42,675	44,451	46,246	48,084	49,849	51,652	53,532	55,418	57,246	LSIs					
	1/09/08 2.5%		30,777	33,115	35,255	37,350	39,405	41,373	43,340	45,325	47,244	49,185	51,172	53,081	55,029	57,061	59,101	61,076	LSIs							
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/07/13 H Rd.	8	61,966	64,257	65,000	65,000	67,074	68,289	70,417	72,545	LSIs															
	1/01/10 FEMPI		61,966	64,257	66,518	68,748	70,978	72,264	74,516	76,767	LSIs															
	1/09/08 2.5%		66,180	68,656	71,131	73,609	76,087	77,515	80,017	82,519	LSIs															

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
DRAUGHTSMAN/TECHNICIAN II	1/11/13 MERGED	15	24,740	26,126	27,489	28,521	29,536	30,546	31,544	32,568	33,567	34,592	35,604	36,568	37,632	38,886	40,134	LSIs				
	1/09/08 2.5%		28,936	30,023	31,120	32,212	33,291	34,398	35,478	36,586	37,680	38,722	39,873	41,228	42,577	LSIs						
DRAUGHTSMAN/TECHNICIAN I	1/01/10 FEMPI	9	37,632	38,277	39,117	39,961	40,788	41,628	42,395	43,807	45,225	LSIs										
	1/09/08 2.5%		39,873	40,570	41,478	42,390	43,284	44,193	45,021	46,548	48,081	LSIs										
DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/11/13 MERGED	7	21,668	23,002	24,076	25,121	25,993	26,861	28,097													
	1/09/08 2.5%		25,343	26,444	27,361	28,274	29,575															
DENTAL NURSE (FORMERLY DENTAL SURGERY ASSISTANT (WITH QUALIFICATION))	1/11/13 MERGED	17	21,668	23,002	24,076	25,121	25,993	26,861	28,097	29,251	30,168	31,293	32,717	33,250	34,261	35,527	37,444	39,712	42,487	LSI		
	1/09/08 2.5%		25,343	26,444	27,361	28,274	29,575	30,811	31,804	33,020	34,559	35,136	36,228	37,596	39,670	42,121	45,121	LSI				
DENTAL NURSE, SENIOR	1/01/10 FEMPI	7	39,929	41,439	42,795	44,014	45,496	46,757	48,140													
	1/09/08 2.5%		42,356	43,988	45,454	46,772	48,374	49,737	51,232													
FIRE PREVENTION OFFICER	1/11/13 MERGED incl. H Rd.	14	42,060	44,403	46,733	48,467	50,206	51,944	53,683	55,422	57,161	58,892	60,637	62,372	64,373	65,000	LSIs					
	1/09/08 2.5%		49,712	51,585	53,466	55,345	57,224	59,105	60,984	62,857	64,743	66,618	68,781	70,943	LSIs							
CLERICAL OFFICER GRADE	1/11/13 MERGED	15	21,358	22,826	23,187	24,276	25,362	26,452	27,542	28,626	29,683	30,739	31,800	32,856	33,921	35,919	37,341	LSI				
	1/09/08 2.5%		24,407	25,554	26,697	27,844	28,991	30,136	31,279	32,421	33,568	34,710	35,860	38,021	39,557	LSI						
GRADE IV (CLERICAL)	1/11/13 MERGED	12	25,497	27,312	28,330	30,346	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs							
	1/09/08 2.5%		29,821	31,996	34,193	35,828	37,410	39,544	41,097	42,658	44,105	45,558	LSIs									
GRADE V (CLERICAL)	1/01/10 FEMPI	7	40,209	41,522	42,834	44,146	45,458	46,980	48,496	LSIs												
	1/09/08 2.5%		42,658	44,078	45,496	46,915	48,334	49,978	51,617	LSIs												
GRADE VI (CLERICAL)	1/01/10 FEMPI	7	44,849	45,954	47,291	49,795	51,295	53,157	55,032	LSIs												
	1/09/08 2.5%		47,675	48,869	50,314	53,022	54,643	56,656	58,683	LSIs												
GRADE VII (CLERICAL)	1/01/10 FEMPI	11	47,015	48,186	49,558	50,933	52,314	53,545	54,801	56,022	57,234	59,322	61,417	LSIs								
	1/09/08 2.5%		50,016	51,282	52,766	54,252	55,744	57,076	58,433	59,753	61,064	63,321	65,586	LSIs								
SUPPLIES OFFICER GRADE D	1/11/13 MERGED	12	25,649	27,317	28,499	29,426	30,351	31,280	32,207	33,134	34,066	34,993	35,919	37,341	LSI							
	1/09/08 2.5%		29,999	31,001	32,002	33,006	34,008	35,010	36,017	37,020	38,020	39,557	LSI									
SUPPLIES OFFICER GRADE C	1/01/10 FEMPI	8	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs											
	1/09/08 2.5%		34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs											
SUPPLIES OFFICER GRADE B	1/01/10 FEMPI	7	40,209	41,523	42,833	44,148	45,459	46,979	48,497	LSIs												
	1/09/08 2.5%		42,659	44,078	45,495	46,916	48,334	49,978	51,618	LSIs												
SUPPLIES OFFICER GRADE A	1/01/10 FEMPI	7	44,849	45,954	47,289	49,797	51,293	53,161	55,032	LSIs												
	1/09/08 2.5%		47,675	48,869	50,312	53,024	54,641	56,660	58,683	LSIs												
ASSISTANT TECHNICAL SERVICES OFFICER	1/11/13 MERGED	13	36,333	38,658	40,370	42,095	43,811	45,531	47,254	48,971	50,687	52,408	54,137	55,904	57,669	LSIs						
	1/09/08 2.5%		42,833	44,697	46,552	48,412	50,275	52,131	53,986	55,847	57,715	59,626	61,534	LSIs								

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
SENIOR ASSISTANT TECHNICAL SERVICES OFFICER	1/07/13 H Rd.	12	46,732	48,467	50,206	51,944	53,683	55,422	57,161	58,892	60,637	62,372	64,373	65,000	LSIs						
	1/01/10 FEMPI		46,732	48,467	50,206	51,944	53,683	55,422	57,161	58,892	60,637	62,372	64,373	66,348	LSIs						
	1/09/08 2.5%		49,710	51,585	53,466	55,345	57,224	59,105	60,984	62,857	64,743	66,618	68,781	69,212	LSIs						
CHIEF ASSISTANT TECHNICAL SERVICES OFFICER	1/07/13 H Rd.	9	62,275	64,217	65,000	65,000	66,088	67,873	69,651	71,930	74,184	LSIs									
	1/01/10 FEMPI		62,275	64,217	66,143	68,036	69,934	71,824	73,705	76,116	78,501	LSIs									
	1/09/08 2.5%		66,514	68,613	70,715	72,818	74,927	77,026	79,117	81,796	84,446	LSIs									
TECHNICAL SERVICES OFFICER	1/07/13 H Rd.	8	74,876	76,625	78,352	80,081	81,808	83,542	86,152	88,764	LSIs										
	1/01/10 FEMPI		79,234	81,114	82,991	84,871	86,748	88,633	91,470	94,309	LSIs										
	1/09/08 2.5%		85,260	87,348	89,435	91,523	93,609	95,703	98,856	102,010	LSIs										
HOME HELP ORGANISER	1/01/10 FEMPI	7	40,209	41,523	42,833	44,148	45,459	46,979	48,497	LSIs											
	1/09/08 2.5%		42,659	44,078	45,495	46,916	48,334	49,978	51,618	LSIs											
HOME HELP CO-ORDINATOR	1/01/10 FEMPI	7	44,849	45,954	47,291	49,795	51,295	53,157	55,032	LSIs											
	1/09/08 2.5%		47,675	48,869	50,314	53,022	54,643	56,656	58,683	LSIs											
SUPERVISOR OF WELFARE HOME-WITHOUT NURSING QUAL.	1/01/10 FEMPI	7	30,821	31,657	32,487	33,324	34,153	35,000	35,808												
	1/09/08 2.5%		32,510	33,413	34,311	35,216	36,112	37,027	37,900												
ASSISTANT SUPERVISOR, WELFARE HOME	1/01/10 FEMPI	3	28,390	29,100	29,816																
	1/09/08 2.5%		29,884	30,648	31,423																
SUPERVISOR, WELFARE HOME - HSE EASTERN REGIONAL AREA ONLY	1/01/10 FEMPI	9	41,697	42,476	42,525	43,542	44,560	45,666	46,772	47,877	48,983										
	1/09/08 2.5%		44,267	45,109	45,163	46,262	47,363	48,558	49,753	50,948	52,144										
NURSERY NURSE	1/11/13 MERGED	13	26,752	28,551	29,724	30,604	31,337	32,094	32,858	33,613	34,374	35,153	35,928	36,714	37,432	LSI					
	1/09/08 2.5%		31,323	32,275	33,067	33,885	34,711	35,527	36,350	37,193	38,030	38,880	39,656	LSI							
HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/01/10 FEMPI	12	30,043	31,391	32,811	34,228	35,632	37,038	38,429	39,449	40,480	41,520	42,373	43,207							
	1/09/08 2.5%		31,668	33,125	34,661	36,193	37,710	39,231	40,734	41,837	42,951	44,076	44,997	45,899							

CLERICAL ADMIN MANAGEMENT GRADES

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EMBOLDENED POINTS REPRESENT LSI's (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road Agreement

CHIEF FINANCIAL OFFICER (HSE)	1/07/13 H Rd.	160,470																		
		172,495																		
CHIEF OPERATIONS OFFICER (HSE)	1/07/13 H Rd.	160,470																		
		172,495																		
NATIONAL DIRECTOR HEALTH & WELLBEING (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1 147,549																		
<i>full reduction for pension contribution and benefits from</i>	1/07/13	140,096																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12	150,105																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10	158,296																		
NATIONAL DIRECTOR HOSPITAL CARE (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1 147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13	140,096																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12	150,105																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10	158,296																		
NATIONAL DIRECTOR MENTAL HEALTH (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1 147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13	140,096																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12	150,105																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10	158,296																		
NATIONAL DIRECTOR PRIMARY CARE (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1 147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13	140,096																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12	150,105																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10	158,296																		
NATIOANL DIRECTOR SOCIAL CARE (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1 147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13	140,096																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12	150,105																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10	158,296																		
NATIONAL DIRECTOR OF HUMAN RESOURCES (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1 147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13	140,096																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12	150,105																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10	158,296																		
	1/09/08 2.5%	163,158																		
NATIONAL DIRECTOR OF COMMUNICATIONS (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1 136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13	129,334																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12	138,407																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10	145,959																		
	1/09/08 2.5%	150,442																		

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
NATIONAL DIRECTOR OF INFORMATION TECHNOLOGY (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1	136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12		138,407																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10		145,959																		
	1/09/08 2.5%		150,442																		
NATIONAL DIRECTOR OF POPULATION HEALTH (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1	147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12		150,105																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10		158,296																		
	1/09/08 2.5%		163,158																		
NATIONAL DIRECTOR OF PROCUREMENT (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1	136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12		138,407																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10		145,959																		
	1/09/08 2.5%		150,442																		
NATIONAL DIRECTOR OF ESTATE MANAGEMENT (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1	136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12		138,407																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10		145,959																		
	1/09/08 2.5%		150,442																		
HEAD OF INTERNAL AUDIT (HSE)	1/07/13 H Rd.	1	136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefit from</i>	1/03/12		138,407																		
<i>Section 6 adjustment - modified rate from</i>	1/01/10		145,959																		
	1/09/08 2.5%		150,442																		
ASSISTANT NATIONAL DIRECTOR NATIONAL HOSPITALS OFFICE (HSE)	1/07/13 H Rd.	6	90,514	94,448	98,382	102,314	106,250	110,183													
	1/01/10 FEMPI		96,211	100,487	104,763	109,037	113,315	117,591													
	1/09/08 2.5%		99,166	103,574	107,981	112,386	116,795	121,203													
ASSISTANT NATIONAL DIRECTOR PRIMARY, COMMUNITY & CONTINUING CARE (HSE)	1/07/13 H Rd.	6	90,514	94,448	98,382	102,314	106,250	110,183													
	1/01/10 FEMPI		96,211	100,487	104,763	109,037	113,315	117,591													
	1/09/08 2.5%		99,166	103,574	107,981	112,386	116,795	121,203													
ASSISTANT NATIONAL DIRECTOR POPULATION HEALTH (HSE)	1/07/13 H Rd.	6	90,514	94,448	98,382	102,314	106,250	110,183													
	1/01/10 FEMPI		96,211	100,487	104,763	109,037	113,315	117,591													
	1/09/08 2.5%		99,166	103,574	107,981	112,386	116,795	121,203													
ASSISTANT NATIONAL DIRECTOR FINANCE/ HR / ICT (HSE)	1/07/13 H Rd.	6	89,212	92,897	96,650	100,475	104,366	108,332													
	1/01/10 FEMPI		94,796	98,801	102,881	107,039	111,267	115,579													
	1/09/08 2.5%		97,707	101,836	106,041	110,326	114,685	119,129													
SECRETARY TO THE BOARD (HSE)	1/07/13 H Rd.	6	89,212	92,897	96,650	100,475	104,366	108,332													
	1/01/10 FEMPI		94,796	98,801	102,881	107,039	111,267	115,579													
	1/09/08 2.5%		97,707	101,836	106,041	110,326	114,685	119,129													

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE)	1/07/13 H Rd.	6	90,514	94,448	98,382	102,314	106,250	110,183													
	1/01/10 FEMPI		96,211	100,487	104,763	109,037	113,315	117,591													
	1/09/08 2.5%		99,166	103,574	107,981	112,386	116,795	121,203													
DIRECTOR REGIONAL HEALTH OFFICE (HSE)	1/07/13 H Rd.	6	90,514	94,448	98,382	102,314	106,250	110,183													
	1/01/10 FEMPI		96,211	100,487	104,763	109,037	113,315	117,591													
	1/09/08 2.5%		99,166	103,574	107,981	112,386	116,795	121,203													
LOCAL HEALTH OFFICE MANAGER (HSE)	1/07/13 H Rd.	6	83,252	86,761	90,269	93,777	97,287	100,796													
	1/01/10 FEMPI		88,317	92,131	95,945	99,757	103,573	107,387													
	1/09/08 2.5%		95,352	99,590	103,828	108,064	112,303	116,541													
CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(ADELAIDE AND MEATH (INC NCH HOSPITAL))	1/07/13 H Rd. + Sec.6 adjustment	1	136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefit from	1/03/12		138,407																		
Section 6 adjustment - modified rate from	1/01/10		145,959																		
	1/09/08 2.5%		150,442																		
GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/07/13 H Rd. + Sec.6 adjustment	1	136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefit from	1/03/12		138,407																		
Section 6 adjustment - modified rate from	1/01/10		145,959																		
	1/09/08 2.5%		150,442																		
DIRECTOR OF INFORMATION SYSTEMS (HSE)	1/07/13 H Rd.	6	82,090	85,377	88,725	92,137	95,607	99,145													
	1/01/10 FEMPI		87,054	90,627	94,266	97,975	101,746	105,592													
	1/09/08 2.5%		93,949	97,919	101,962	106,083	110,274	114,547													
DEPUTY CEO (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TALLAGHT)	1/07/13 H Rd.	6	85,407	89,115	92,822	96,528	100,235	103,943													
	1/01/10 FEMPI		90,660	94,690	98,719	102,748	106,777	110,808													
	1/09/08 2.5%		93,444	97,599	101,751	105,904	110,057	114,211													
DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/07/13 H Rd.	6	79,304	82,638	85,971	89,305	92,637	95,972													
	1/01/10 FEMPI		84,026	87,650	91,272	94,897	98,519	102,143													
	1/09/08 2.5%		90,584	94,611	98,636	102,663	106,688	110,714													
CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 1))	1/07/13 H Rd.	6	81,672	85,112	88,550	91,989	95,427	98,867													
	1/01/10 FEMPI		86,600	90,339	94,076	97,814	101,551	105,290													
	1/09/08 2.5%		93,444	97,599	101,751	105,904	110,057	114,211													
CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 2))	1/07/13 H Rd.	7	64,812	65,000	65,114	67,485	69,839	72,202	74,551												
	1/01/10 FEMPI		64,812	66,404	68,904	71,413	73,903	76,404	78,890												
	1/09/08 2.5%		69,256	71,004	73,782	76,570	79,337	82,116	84,877												
FUNCTIONAL OFFICERS (FORMERLY NON-EHB)	1/07/13 H Rd.	7	65,376	66,969	69,489	72,029	74,548	77,034	79,481												
	1/01/10 FEMPI		69,181	70,867	73,534	76,221	78,886	81,558	84,219												
	1/09/08 2.5%		74,090	75,963	78,926	81,912	84,874	87,843	90,799												
SERVICE MANAGER (BEAUMONT)(ST. JAMES)(MATER)(ST. VINCENTS)(TALLAGHT)(CORK UH)(UCHG)	1/07/13 H Rd.	7	65,376	66,969	69,489	72,029	74,548	77,034	79,481												
	1/01/10 FEMPI		69,181	70,867	73,534	76,221	78,886	81,558	84,219												
	1/09/08 2.5%		74,090	75,963	78,926	81,912	84,874	87,843	90,799												

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
GENERAL MANAGER PCCC	1/07/13 H Rd.	7	65,376	66,969	69,489	72,029	74,548	77,034	79,481												
	1/01/10 FEMPI		69,181	70,867	73,534	76,221	78,886	81,558	84,219												
	1/09/08 2.5%		74,090	75,963	78,926	81,912	84,874	87,843	90,799												
GENERAL MANAGER (TRALEE) (CASTLEBAR)	1/07/13 H Rd.	7	65,376	66,969	69,489	72,029	74,548	77,034	79,481												
	1/01/10 FEMPI		69,181	70,867	73,534	76,221	78,886	81,558	84,219												
	1/09/08 2.5%		74,090	75,963	78,926	81,912	84,874	87,843	90,799												
GENERAL MANAGER - ACUTE HOSP. SERVICES (HSE MID-WESTERN AREA, HSE WESTERN AREA, HSE SOUTHERN AREA, HSE SOUTH EASTERN AREA)	1/07/13 H Rd.	7	65,376	66,969	69,489	72,029	74,548	77,034	79,481												
	1/01/10 FEMPI		69,181	70,867	73,534	76,221	78,886	81,558	84,219												
	1/09/08 2.5%		74,090	75,963	78,926	81,912	84,874	87,843	90,799												
CHILD CARE MANAGER (WHERE PARITY EXISTS) (FORMERLY NON-EHB)	1/07/13 H Rd.	7	65,376	66,969	69,489	72,029	74,548	77,034	79,481												
	1/01/10 FEMPI		69,181	70,867	73,534	76,221	78,886	81,558	84,219												
	1/09/08 2.5%		74,090	75,963	78,926	81,912	84,874	87,843	90,799												
TECHNICAL SERVICES MANAGER (ST VINCENTS)	1/01/10 FEMPI	6	53,489	55,021	56,582	58,110	59,676	61,216													
	1/09/08 2.5%		57,015	58,672	60,359	62,011	63,704	65,369													
TECHNICAL SERVICES OFFICER (MATER) (TALLAGHT)	1/01/10 FEMPI	5	51,660	53,876	55,123	56,340	57,544														
	1/09/08 2.5%		55,038	57,433	58,782	60,098	61,398														
PROJECT TECHNICAL SERVICES MANAGER (BEAUMONT)(ST. JAMES)	1/01/10 FEMPI	5	51,660	53,876	55,123	56,340	57,544														
	1/09/08 2.5%		55,038	57,433	58,782	60,098	61,398														
ENGINEERING OFFICER (FORMERLY EHB) (MATER, ST. JAMES, TALLAGHT, BEAUMONT, CRUMLIN)	1/01/10 FEMPI	7	51,293	53,513	54,782	56,012	57,234	59,322	61,415	LSIs											
	1/09/08 2.5%		54,641	57,042	58,413	59,742	61,064	63,321	65,584	LSIs											
ASST. TECHNICAL SERVICES MANAGER (MATER)	1/01/10 FEMPI	7	51,293	53,513	54,782	56,012	57,234	59,322	61,415	LSIs											
	1/09/08 2.5%		54,641	57,042	58,413	59,742	61,064	63,321	65,584	LSIs											
HOSPITAL & COMMUNITY CARE ADMINISTRATOR	1/07/13 H Rd.	7	64,812	65,000	65,114	67,485	69,839	72,202	74,551												
	1/01/10 FEMPI		64,812	66,403	68,904	71,413	73,903	76,404	78,889												
	1/09/08 2.5%		69,257	71,004	73,782	76,570	79,337	82,116	84,877												
(GRADE VIII) FINANCIAL ACCOUNTANT	1/07/13 H Rd.	7	64,812	65,000	65,114	67,485	69,839	72,202	74,551												
	1/01/10 FEMPI		64,812	66,403	68,904	71,413	73,903	76,404	78,889												
	1/09/08 2.5%		69,257	71,004	73,782	76,570	79,337	82,116	84,877												
(GRADE VIII) MANAGEMENT ACCOUNTANT	1/07/13 H Rd.	7	64,812	65,000	65,114	67,485	69,839	72,202	74,551												
	1/01/10 FEMPI		64,812	66,403	68,904	71,413	73,903	76,404	78,889												
	1/09/08 2.5%		69,257	71,004	73,782	76,570	79,337	82,116	84,877												
(GRADE VIII) INTERNAL AUDITOR	1/07/13 H Rd.	7	64,812	65,000	65,114	67,485	69,839	72,202	74,551												
	1/01/10 FEMPI		64,812	66,403	68,904	71,413	73,903	76,404	78,889												
	1/09/08 2.5%		69,257	71,004	73,782	76,570	79,337	82,116	84,877												
(GRADE VIII) IT PERSONNEL	1/07/13 H Rd.	7	64,812	65,000	65,114	67,485	69,839	72,202	74,551												
	1/01/10 FEMPI		64,812	66,403	68,904	71,413	73,903	76,404	78,889												
	1/09/08 2.5%		69,257	71,004	73,782	76,570	79,337	82,116	84,877												
(GRADE VIII) INDUSTRIAL RELATIONS OFFICER EXECUTIVE	1/07/13 H Rd.	7	64,812	65,000	65,114	67,485	69,839	72,202	74,551												
	1/01/10 FEMPI		64,812	66,403	68,904	71,413	73,903	76,404	78,889												
	1/09/08 2.5%		69,257	71,004	73,782	76,570	79,337	82,116	84,877												

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
CHIEF AMBULANCE OFFICER (HSE NON-EASTERN REGIONAL AREA)(HEALTH AREAS)	1/07/13 H Rd.	7	64,812	65,000	65,114	67,485	69,839	72,202	74,551												
	1/01/10 FEMPI		64,812	66,403	68,904	71,413	73,903	76,404	78,889												
	1/09/08 2.5%		69,257	71,004	73,782	76,570	79,337	82,116	84,877												
CHIEF AMBULANCE OFFICERS (FORMERLY EHB)	1/07/13 H Rd.	6	61,940	63,925	65,000	65,000	65,971	67,898													
	1/01/10 FEMPI		61,940	63,925	65,916	67,870	69,810	71,850													
	1/09/08 2.5%		66,151	68,298	70,463	72,633	74,789	77,056													
JOURNEYMAN CHEF	1/01/10 FEMPI	6	34,106	35,187	36,794	37,903	39,180	40,472	LSIs												
	1/09/08 2.5%		36,060	37,229	38,967	40,166	41,546	42,943	LSIs												
TRANSPORT OFFICER (FORMERLY EHB)	1/01/10 FEMPI	7	44,849	45,954	47,289	49,797	51,293	53,157	55,032	LSIs											
	1/09/08 2.5%		47,675	48,869	50,312	53,024	54,641	56,656	58,683	LSIs											
AMBULANCE OFFICER (HSE HEALTH AREAS) (FORMERLY AMBULANCE / TRANSPORT SUPERVISOR (HEALTH BOARDS))	1/01/10 FEMPI	7	44,849	45,954	47,289	49,797	51,293	53,157	55,032	LSIs											
	1/09/08 2.5%		47,675	48,869	50,312	53,024	54,641	56,656	58,683	LSIs											
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +12.5%)(LEVEL 1)	1/01/10 FEMPI	12	39,098	39,548	39,765	40,005	40,231	40,348	40,463	40,578	40,695	40,880	41,022	41,367							
	1/09/08 2.5%		41,457	41,944	42,178	42,438	42,682	42,809	42,932	43,057	43,184	43,384	43,537	43,911							
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +25%)(LEVEL 2)	1/11/13 MERGED	14	39,023	40,371	43,359	43,859	44,100	44,367	44,618	44,748	44,875	45,003	45,134	45,339	45,496	45,880					
	1/09/08 2.5%		46,064	46,604	46,865	47,153	47,424	47,566	47,703	47,841	47,982	48,204	48,374	48,790							
REGIONAL WORKSHOP MANAGER (HSE NORTH WESTERN AREA)	1/07/13 H Rd.	8	52,060	54,273	56,489	58,708	60,919	63,144	65,000	65,000	LSIs										
	1/01/10 FEMPI		52,060	54,273	56,489	58,708	60,919	63,144	65,425	67,649	LSIs										
	1/09/08 2.5%		55,470	57,862	60,258	62,658	65,048	67,453	69,919	72,387	LSIs										
WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/01/10 FEMPI	18	38,729	39,861	41,000	42,093	43,175	44,277	45,258	46,141	47,534	48,750	49,890	50,769	51,877	53,219	54,535	55,401	57,380	59,357	
	1/09/08 2.5%		41,059	42,282	43,513	44,695	45,865	47,056	48,117	49,071	50,578	51,892	53,124	54,075	55,273	56,723	58,146	59,082	61,222	63,359	
WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/01/10 FEMPI	17	38,729	39,861	41,000	42,093	43,175	44,277	45,258	46,141	47,534	48,750	49,890	50,769	51,877	53,219	54,535	55,401	57,380	LSI	
	1/09/08 2.5%		41,059	42,282	43,513	44,695	45,865	47,056	48,117	49,071	50,578	51,892	53,124	54,075	55,273	56,723	58,146	59,082	61,222	LSI	
WORKSHOP MANAGER (SPECIALIST AGENCIES)	1/01/10 FEMPI	5	41,484	42,961	44,492	46,079	47,758														
	1/09/08 2.5%		44,037	45,634	47,289	49,004	50,819														
SENIOR SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/01/10 FEMPI	11	30,141	31,207	32,312	33,457	34,643	35,873	37,146	38,466	39,835	41,252	42,722	LSIs							
	1/09/08 2.5%		31,774	32,926	34,121	35,359	36,641	37,971	39,348	40,774	42,255	43,786	45,375	LSIs							
SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/11/13 MERGED	13	25,348	27,190	28,164	29,168	30,199	31,267	32,373	33,521	34,710	35,941	37,218	38,539	39,911						
	1/09/08 2.5%		29,646	30,722	31,837	32,992	34,188	35,428	36,713	38,044	39,424	40,853	42,336								

Medical Consultants Salary Scales - 1 NOVEMBER 2013

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Table A1

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

Consultants Revised Common Contract, 1997	01/03/2008	01/09/2008	01/01/2009	01/01/2010	01/07/2013
	2.5% - T2016	2.5% - T2016	Type A	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	186,548	191,212	226,461	192,492	178,593
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	177,162	181,591	221,410	188,199	174,729
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	168,286	172,493	216,634	184,139	171,066
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	166,516	170,679	215,682	183,330	170,330
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	158,133	162,087	211,170	179,495	166,840
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	150,278	154,035	206,944	176,000	163,660
Geographical Wholetime Consultants without fees	195,427	200,313	231,239	196,553	182,248

Table A2

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

Consultants Revised Common Contract, 1997	01/03/2008	01/09/2008	01/01/2009	01/01/2010	01/07/2013
	2.5% - T2016	2.5% - T2016	Type B	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	186,548	191,212	215,955	183,562	170,541
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	177,162	181,591	210,904	179,268	166,634
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	168,286	172,493	206,127	176,000	163,660
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	166,516	170,679	205,175	176,000	163,660
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	158,133	162,087	200,664	176,000	163,660
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	150,278	154,035	196,437	172,865	160,807
Geographical Wholetime Consultants without fees	195,427	200,313	220,733	187,623	174,211

Table A3

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

Consultants Revised Common Contract, 1997	01/03/2008	01/09/2008	01/01/2009	01/01/2010	01/07/2013
	2.5% - T2016	2.5% - T2016	Type B*	Type B*	Type B*
	€	€	€	€	€
Category I consultants					
Consultants in Emergency Medicine in all HSE areas	186,548	191,212	191,212	168,266	156,622
Regional Consultant Orthodontists in all HSE areas	177,162	181,591	184,905	162,716	151,572
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	166,516	170,679	189,416	166,686	155,184
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	158,133	162,087	184,905	162,716	151,572
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	150,278	154,035	180,678	158,997	148,187

Table B1

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

<i>Category I Consultants</i>	T2016 2.5%	T2016 2.5%	Type A	Type A	Type A
	<u>01/03/08</u>	<u>01/09/08</u>	<u>Contract</u>	<u>Contract</u>	<u>Contract</u>
	€	€	€	€	€
Professor	240,085	246,088	284,163	241,539	222,735
Associate Professor	222,328	227,887	265,736	225,876	208,638
Lecturer	204,564	209,679	247,345	210,243	194,569
College Lecturer	199,811	204,806	242,418	206,055	190,800

<i>Category II Consultants</i>	T2016 2.5%	T2016 2.5%	Type A	Type A	Type A
	<u>01/03/08</u>	<u>01/09/08</u>	<u>Contract</u>	<u>Contract</u>	<u>Contract</u>
	€	€	€	€	€
Associate Professor UCD, TCD, RCSI	214,349	219,707	270,314	229,767	212,140
	197,408	202,343	252,325	214,476	198,379
	178,482	182,944	233,309	198,313	183,831
	173,721	178,064	228,379	194,122	180,060

Professor UCC	222,394	227,954	274,643	233,447	215,452
Associate Professor UCC	205,196	210,326	256,516	218,039	201,585
Lecturer UCC	186,633	191,299	237,696	202,042	187,187
College Lecturer UCC	181,876	186,423	232,767	197,852	183,417

Professor UCG	230,436	236,197	278,971	237,125	218,763
Associate Professor UCG	212,984	218,308	260,707	221,601	204,791
Lecturer UCG	194,784	199,653	242,082	205,770	190,543
College Lecturer UCG	190,023	194,774	237,152	201,579	186,771

Table B2

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

Category I Consultants

	T2016 2.5%	T2016 2.5%	Type B	Type B	Type B
	<u>01/03/08</u>	<u>01/09/08</u>	<u>01/01/2009</u>	<u>01/01/2010</u>	<u>01/07/2013</u>
	€	€	€	€	€
Professor	240,085	246,088	278,910	237,074	218,716
Associate Professor	222,328	227,887	258,536	219,756	203,130
Lecturer	204,564	209,679	236,885	201,352	186,567
College Lecturer	199,811	204,806	231,292	196,598	182,288

Category II Consultants

	T2016 2.5%	T2016 2.5%	Type B	Type B	Type B
	<u>01/03/08</u>	<u>01/09/08</u>	<u>01/01/2009</u>	<u>01/01/2010</u>	<u>01/07/2013</u>
	€	€	€	€	€
Professor UCD, TCD, RCSI	214,349	219,707	265,061	225,302	208,122
Associate Professor UCD, TCD, RCSI	197,408	202,343	245,125	208,356	192,871
Lecturer UCD, TCD, RCSI	178,482	182,944	222,849	189,422	175,829
College Lecturer UCD, TCD, RCSI	173,721	178,064	217,253	184,665	171,545
Professor UCC	222,394	227,954	269,390	228,982	211,433
Associate Professor UCC	205,196	210,326	249,316	211,919	196,077
Lecturer UCC	186,633	191,299	227,236	193,151	179,186
College Lecturer UCC	181,876	186,423	221,641	188,395	174,905
Professor UCG	230,436	236,197	273,718	232,660	214,744
Associate Professor UCG	212,984	218,308	253,507	215,481	199,283
Lecturer UCG	194,784	199,653	231,622	196,879	182,541
College Lecturer UCG	190,023	194,774	226,025	192,121	178,259

Table B3

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

Category II Consultants

	T2016 2.5%	T2016 2.5%	Type B*	Type B*	Type B*
	<u>01/03/08</u>	<u>01/09/08</u>	<u>01/01/2009</u>	<u>01/01/2010</u>	<u>01/07/2013</u>
	€	€	€	€	€
Professor UCD, TCD, RCSI	214,349	219,707	249,301	211,906	196,065
Associate Professor UCD, TCD, RCSI	197,408	202,343	229,598	195,158	180,992
Lecturer UCD, TCD, RCSI	178,482	182,944	207,585	176,447	164,067
College Lecturer UCD, TCD, RCSI	173,721	178,064	202,048	176,000	163,660
Professor UCC	222,394	227,954	253,631	215,586	199,378
Associate Professor UCC	205,196	210,326	233,788	198,720	184,198
Lecturer UCC	186,633	191,299	211,971	180,175	167,460
College Lecturer UCC	181,876	186,423	206,437	176,000	163,660
Professor UCG	230,436	236,197	257,958	219,264	202,688
Associate Professor UCG	212,984	218,308	237,979	202,282	187,404
Lecturer UCG	194,784	199,653	216,358	183,904	170,853
College Lecturer UCG	190,023	194,774	210,821	179,198	166,570

Table C1(1)

New Entrant Consultants (Clinicians) appointed under 2008 contract up to 30 September 2012 (interviewed prior to 1 October 2012)

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/11/2013	154,569	158,957	171,354	173,770	176,181	178,593
Type B	01/11/2013	145,695	147,625	161,495	163,598	163,660	163,660
Type C	01/11/2013	127,690	132,140	141,638	142,321	146,528	148,187

Table C1(2)

New Entrant Consultants (Clinicians) from 1 October 2012*

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type A	01/10/2012	116,207	117,894	119,582	121,270
Type B	01/10/2012	109,381	110,837	110,880	110,880
Type C	01/10/2012	95,634	96,107	99,019	101,932

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

Table C2(1)

New Entrant Academic Consultants appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012)

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor	01/11/2013	192,989	198,327	213,838	216,804	219,770	222,735
Type A Associate Professor	01/11/2013	180,301	185,640	199,740	202,706	205,672	208,638
Type A Lecturer	01/11/2013	167,593	172,972	185,672	188,637	191,603	194,569
Type A College Lecturer	01/11/2013	164,163	169,559	181,903	184,868	187,834	190,800

Table C2(2)

New Entrant Academic Consultants from 1 October 2012 (Type A)*

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type A Professor	01/10/2012	145,942	148,018	150,094	152,170
Type A Associate Professor	01/10/2012	136,073	138,149	140,225	142,302
Type A Lecturer	01/10/2012	126,225	128,301	130,377	132,453
Type A College Lecturer	01/10/2012	123,587	125,663	127,739	129,815

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

Table C3(1)

New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012 (interviewed prior to 1 October 2012)

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor	01/11/2013	180,846	185,511	200,345	202,937	205,529	208,122
Type B Associate Professor	01/11/2013	167,068	171,777	185,095	187,687	190,279	192,871
Type B Lecturer	01/11/2013	151,560	156,278	168,011	170,633	173,237	175,830
Type B College Lecturer	01/11/2013	147,664	152,382	163,683	166,303	168,924	171,545

Table C3(2)

New Entrant Academic Consultants from 1 October 2012 (type B)

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type B Professor	01/10/2012	136,497	138,311	140,125	141,940
Type B Associate Professor	01/10/2012	125,822	127,636	129,450	131,265
Type B Lecturer	01/10/2012	113,893	115,707	117,521	119,336
Type B College Lecturer	01/10/2012	110,895	112,710	114,524	116,339

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

Table C4(1)

New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012)

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor	01/11/2013	164,051	169,061	181,779	184,532	187,285	190,037
Type C Associate Professor	01/11/2013	150,767	155,777	167,130	169,914	172,688	175,441
Type C Lecturer	01/11/2013	140,601	145,542	155,835	158,716	161,598	163,660
Type C College Lecturer	01/11/2013	136,701	141,922	151,541	154,423	157,305	160,186

Table C4(2)

New Entrant Academic Consultants from 1 October 2012 (Type C)*

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type C Professor	01/10/2012	123,500	125,427	127,355	129,281
Type C Associate Professor	01/10/2012	113,282	115,210	117,137	119,064
Type C Lecturer	01/10/2012	105,463	107,458	109,453	110,880
Type C College Lecturer	01/10/2012	102,491	104,486	106,480	108,475

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

Table D

Clinical Directors' Allowance	01/01/2010	New Entrants from 01/10/2012 onwards
	€	€
	46,000	28,980

1 July 2013 - Pay of those in receipt Clinical Directors Allowance

For those in receipt of a Clinical Directors Allowance, the amount of the allowance should be added to the person's 30 June 2013 scale and overall remuneration adjusted in accordance with Section 2A of the Financial Emergency Measures in the Public Interest (No. 2) Act 2009.

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. (e.g. A Type B Consultant (Eastern Region) €163,660 moves to a Type B Professor (Eastern Region) €218,716. The Masters Allowance in this case is €55,056 and the annual salary is €218,716.)

Table E

B and C Factor Payments

On Call/Call-Out Payments

	No. of Call-Outs	T2016 1/03/08 2.5%	T2016 1/09/08 2.5%	Consultants Appointed prior to 01/01/2011	Consultants appointed from 01/01/2011 to end- September 2012	1/10/2012*
		€	€	€	€	€
Rota						
Flat Annual Payment		4,091	4,193	3,857	3,472	2,430
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...						
1 in 3		2,369	2,428	2,234	2,010	1,407
1 in 2						
	1-80 call-outs	5,914	6,062	5,577	5,019	3,513
	81-120 call-outs	6,834	7,005	6,445	5,800	4,060
	121+ call-outs	7,484	7,671	7,058	6,352	4,446
1 in 1						
	1-80 call-outs	7,098	7,275	6,693	6,024	4,217
	81-120 call-outs	8,982	9,207	8,470	7,623	5,336
	121+ call-outs	11,092	11,369	10,460	9,414	6,590

Emergency Call-Out Payments

	01/06/2007 2% T2016	01/03/2008 2.5% T2016	01/09/2008 2.5% T2016	Consultants Appointed prior to 01/01/2011	Consultants appointed from 01/01/2011 to end- September 2012	1/10/2012*
	€	€	€	€	€	€
Per call-out						
First 30 call-outs	81.31	83.34	85.42	78.59	70.73	49.51
31-120 call-outs	122.29	125.35	128.48	118.21	106.39	74.47
121 call-outs or more	161.55	165.59	169.73	156.15	140.54	98.37
If the call-out occurs after midnight						
First 30 call-outs	108.38	111.09	113.87	104.76	94.29	66.00
31-120 call-outs	163.87	167.97	172.17	158.40	142.56	99.79
121 call-outs or more	216.90	222.33	227.89	209.65	188.69	132.08
For each hour or part hour in excess of the first hour						
First 30 call-outs	54.12	55.47	56.85	52.31	47.08	32.95
31-120 call-outs	80.76	82.78	84.85	78.06	70.25	49.18
121 call-outs or more	108.47	111.18	113.96	104.84	94.36	66.05
Annual Limit	23,075	23,652	24,243	22,303	20,073	14,051

*Interviews held on or after 1 October 2012 and excluding Academic Consultant appointments where the successful candidates are entitled to retain their previous salary scales

Table F1

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

Consultants Revised Common Contract, 1997	01/03/2008	01/09/2008	01/01/2009	01/01/2010	01/07/2013
	2.5% - T2016	2.5% - T2016	5%	FEMPI	H.R.
	€	€	€	€	€
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	186,548	191,212	200,772	176,000	163,660
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	177,162	181,591	190,670	167,790	156,189
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	168,286	172,493	181,118	159,384	148,539
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	166,516	170,679	179,213	157,708	147,014
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	158,133	162,087	170,191	151,800	141,638
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	150,278	154,035	161,737	148,798	138,894
Geographical Wholetime Consultants without fees	195,427	200,313	210,329	178,779	166,189

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

<i>Category I Consultants</i>	T2016 2.5%	T2016 2.5%	5%	FEMPI	H.R.
	01/03/08	01/09/08	01/01/2009	01/01/2010	01/07/2013
	€	€	€	€	€
Professor	240,085	246,088	258,392	219,633	203,020
Associate Professor	222,328	227,887	239,281	203,389	188,400
Lecturer	204,564	209,679	220,163	187,138	173,774
College Lecturer	199,811	204,806	215,046	182,789	169,838

<i>Category II Consultants</i>	T2016 2.5%	T2016 2.5%	5%	FEMPI	H.R.
	01/03/08	01/09/08	01/01/2009	01/01/2010	01/07/2013
	€	€	€	€	€
Professor UCD, TCD, RCSI	214,349	219,707	230,693	196,089	181,830
Associate Professor UCD, TCD, RCSI	197,408	202,343	212,460	180,591	167,838
Lecturer UCD, TCD, RCSI	178,482	182,944	192,091	169,040	157,326
College Lecturer UCD, TCD, RCSI	173,721	178,064	186,967	164,531	153,223

Professor UCC	222,394	227,954	239,352	203,449	188,454
Associate Professor UCC	205,196	210,326	220,842	187,716	174,294
Lecturer UCC	186,633	191,299	200,864	176,000	163,660
College Lecturer UCC	181,876	186,423	195,744	172,254	160,252

Professor UCG	230,436	236,197	248,007	210,806	195,075
Associate Professor UCG	212,984	218,308	229,224	194,840	180,706
Lecturer UCG	194,784	199,653	209,636	178,191	165,654
College Lecturer UCG	190,023	194,774	204,513	173,836	161,690

Table F3

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

	01/03/2008	01/09/2008	01/01/2009	01/01/2010	01/07/2013
	2.5% - T2016	2.5% - T2016	5%	FEMPI	H.R.
	€	€	€	€	€
Regional Consultant Orthodontists	177,162	181,591	190,670	167,790	156,189

Table F4

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

	01/03/2008	01/09/2008	01/01/2009	01/01/2010	01/07/2013
	2.5% - T2016	2.5% - T2016	5%	FEMPI	H.R.
	€	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in					
G.W.T. WITHOUT FEES	153,809	157,654	165,537	151,800	141,638
G.W.T. WITH FEES	146,524	150,187	157,697	145,081	135,474
EXISTING WHOLETIME	138,309	141,767	148,855	136,947	127,991
Consultants in SHB, MWHB, NEHB & SEHB (excluding					
G.W.T. WITHOUT FEES	153,809	157,654	165,537	151,800	141,638
G.W.T. WITH FEES	139,681	143,173	150,332	138,305	129,241
EXISTING WHOLETIME	131,461	134,747	141,485	130,166	121,752
Consultants in EHB (excluding Psychiatrists and					
G.W.T. WITHOUT FEES	153,809	157,654	165,537	151,800	141,638
G.W.T. WITH FEES	132,834	136,155	142,963	131,526	123,004
EXISTING WHOLETIME	124,612	127,727	134,114	123,385	115,514

	01/06/2007	01/03/2008	01/09/2008	01/01/2010
	2% - T2016	2.5% - T2016	2.5% - T2016	
	€	€	€	€
Extended Duty Liability				
A flat payment will be paid to each consultant with on-call liability.	7,476	7,663	7,854	7,226

1 July 2013 - Extended Duty Liability Payment

For those in receipt of an Extended Duty Liability flat rate payment, the amount of the payment should be added to the person's 30 June 2013 scale and overall remuneration adjusted in accordance with Financial Emergency Measures in the Public Interest Act 2013 (No. 18 of 2013).

Emergency Services Scale of fees for call-outs arising after the completion of the scheduled commitment.	01/06/2007	01/03/2008	01/09/2008	01/01/2010
	2% - T2016	2.5% - T2016	2.5% - T2016	FEMPI
per call-out for each patient	79.00	80.97	83.00	76.36
in the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	105.20	107.83	110.53	101.68
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	52.53	53.84	55.19	50.77
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	9,971	10,220	10,475	9,637

Table F5

Original Contract for Consultant Medical Staff 1981

	01/09/08	01/01/09	01/03/12	01/09/14		
	2.5% - T2016	5%	12% reduction on salary scale and 8% on allowance	With 10% abatement	With 15% abatement	With 20% abatement
Pensions	€	€	€	€	€	€
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	188,839	198,281	174,487	146,405*	137,449*	130,423*
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.	9,931	10,428	9,594	or 155,135**	or 147,196**	or 139,249**

*The 1/9/2014 rate of remuneration is calculated by adjusting the 1/3/2012 abated salary scale in accordance with the Financial Emergency Measures in the Public Interest Act 2013 (No. 18 of 2013) . ** Where the extended duty factor applies the rate of remuneration is calculated by adding the extended duty liability factor to the relevant salary scale (i.e. after abatement) and adjusting the overall amount in accordance with the Financial Emergency Measures in the Public Interest Act 2013 (No. 18 of 2013).

ALLOWANCES

On 1 January 2010 fixed rate allowances for public servants in receipt of basic pay up to and including €125,000 were reduced by 5%; fixed rate allowances for those in receipt of basic pay in excess of €125,000 were reduced by 8%.

5% - PAGES 60-70

8% - PAGES 71-81

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. 1st Feb. or an existing employee not in receipt of the allowance at 31st January 2012*) with effect from 1st February 2012

Island Inducement Allowance

Tool Allowance

Gaeltacht grants/Allowances

Living Out (NCHD's)

Cardiac Allowance

Community Allowance

Dual Responsibility

Midwifery Qualification (paid to Public Health Nurses)

Special Allowance for Weekend Public Holidays

Registered General Nurse in Community

Nurse Coordinator Allowance

Specialist Coordinator Allowance (Nurse Tutors)

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

Annual Allowance for Radiographers (Qual)

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education Allowance

Travel Allowance for non nursing Dublin Personnel

Nurses assigned to Occupational Therapy

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MEDICAL AND DENTAL ALLOWANCES I

	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -5.0%
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)	123.77	126.87	130.04	123.54
2. Emergency Sessions				
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of	81.08	83.11	85.18	80.93
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of	48.29	49.50	50.74	48.20
3. Community Ophthalmic Physicians per 3 hour session	179.30	183.79	188.38	178.96
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;	61.81	63.35	64.94	61.69
minimum rate;	123.77	126.87	130.04	123.54
(b) Where the duration is <u>not less</u> than 3 hours;				
first 3 hours	185.39	190.03	194.78	185.04
3 hour sessional rate for hours in excess of 3 (and pro-rata)	123.77	126.87	130.04	123.54
5. Pool Payments				
General Teaching Hospital (per bed day)	5.17	5.30	5.43	5.16
General Non-Teaching Hospital (per bed day)	3.48	3.57	3.66	3.48
Maternity Teaching Hospital (per bed day)	10.01	10.26	10.52	9.99
Maternity Non-Teaching Hospital (per bed day)	4.72	4.84	4.96	4.71
6. Private Dental Surgeons Sessional Rates				
(a) For clinics held on health board premises	127.80	131.00	134.27	127.56
(b) For clinics held in a dentist's private surgery	171.03	175.31	179.69	170.70
Extra 3 hour sessions (maximum of 2 sessions per week) held by wholetime health area dental surgeons may be paid for at the revised rates approved for sessions held by private dentists on health area premises as indicated above.				
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)	148.48	152.19	155.99	148.19
Special rates for clinics held outside a radius of 25 miles				
(a) For clinics of <i>less than</i> 3 hours duration				
Per hour	74.90	76.77	78.69	74.76
Minimum rate	90.16	92.42	94.73	89.99
(b) For clinics of <i>not less than</i> 3 hours				
For the first three hours	222.86	228.44	234.15	222.44
For 3 hour sessions in excess of 3 hours	149.99	153.74	157.58	149.70
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.				
				PAGE

NURSING ALLOWANCES I

	1 June 07	1 March 08	1 Sept 08	1 Jan 10
	2%	2.5%	2.5%	-5.0%
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)				
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA document attached to Circular 112/99 , where they possess relevant clinical qualification	2,796	2,866	2,938	2,791
(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)	1,862	1,908	1,956	1,858
Public Health Nurses & Assistant Directors of Public Health Nursing				
Midwifery Qualification*	2,796	2,866	2,938	2,791
*Abolished for new beneficiaries with effect from 1st February 2012				
Staff Nurse Dual Qualification Scale				
New Location/Qualification Allowance.Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,397	1,432	1,468	1,395
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	1,336	1,369	1,404	1,333
Theatre / Night Sister	802	822	843	801
Public Health Nurse	1,604	1,645	1,686	1,601
Relevant nursing staff				
Nurse Management Sub-structures - Special Allowance for Weekends / public holidays (S121/26 refers)*	2,981	3,056	3,132	2,976
*Abolished for new beneficiaries with effect from 1st February 2012				
Psychiatric Nurses (S100/411 refers)				
HSE HR Directorate Circular 1/2005				
Community Allowance*				
*Abolished for new beneficiaries with effect from 1st February 2012				
Pyschiatric Staff Nurse	4,971	5,095	5,223	4,962
Senior Staff Nurse (Psychiatric)	5,220	5,351	5,485	5,210
Community Psychiatric Nurse	5,452	5,588	5,728	5,442
Clinical Nurse Manager I (Psychiatric)	5,283	5,415	5,550	5,272
CNM II (Psychiatric)/Community Mental Health Nurse	5,637	5,778	5,922	5,626
Clinical Nurse Manager III (Psychiatric)	5,922	6,070	6,222	5,911
Assistant Director of Nursing Mental Health	5,733	5,876	6,023	5,722
Nurses assigned to Occupational Therapy (Qualified)*	3,740	3,833	3,929	3,732
*Abolished for new beneficiaries with effect from 1st February 2012				

NURSING ALLOWANCES II

	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -5.0%
Acting-Up Arrangements for Psychiatric Nurses				
Psychiatric Staff Nurse acting-up at Clinical Nurse Manager 1 should receive the following allowance or the minimum of the scale, whichever is greater.	3,460	3,547	3,636	3,454
Psychiatric Staff Nurse acting-up at Clinical Nurse Manager 2 should receive the following allowance or the minimum of the scale, whichever is greater.	4,451	4,562	4,676	4,442
Clinical Nurse Manager 1 acting-up at Clinical Nurse Manager 2 should receive the following allowance or the minimum of the scale, whichever is greater.	1,329	1,362	1,396	1,326
Clinical Nurse Manager 1 or Clinical Nurse Manager 2 acting up at Clinical Nurse Manger 3 should receive the following allowance or the minimum of the scale, whichever is greater.	4,451	4,562	4,676	4,442
Clinical Nurse Manager 1 or Clinical Nurse Manager 2 acting-up at Assistant Director of Nursing should receive the following allowance or the minimum of the scale, whichever is greater.	4,451	4,562	4,676	4,442
Clinical Nurse Manager 3 acting-up at Assistant Director of Nursing should receive the following allowance or the minimum of the scale, whichever is greater.	4,451	4,562	4,676	4,442
Attention is drawn to the over-riding condition governing such circumstances that the acting-up allowance payable in each case together with the substantive salary cannot exceed the maximum of the scale applicable to the grade in which the Psychiatric Nurse is acting-up.				
Public Health Nurses (S103/151 refers)				
Island Inducement Allowance*	1,769	1,814	1,859	1,766
*Abolished for new beneficiaries with effect from 1st February 2012				
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</i>				
Monday to Friday (Each day)	42.42	43.48	44.57	42.34
Saturday	54.49	55.85	57.24	54.38
Sunday and Public Holidays	73.65	75.49	77.38	73.51
All of these figures are based on a 12 hour period . Pro rata to apply after 12 hours.				
<i>(ii) Call Out Rate - Monday to Sunday</i>				
Fee per operation per 2 hours (17.00 - 22.00 hours)	42.42	43.48	44.57	42.34
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	63.62	65.21	66.84	63.49
Operation lasting more than 4 hours and up to five hours	106.03	108.69	111.40	105.83
Fee per operation per hour (after 22.00 hours)	42.42	43.48	44.57	42.34

NURSING ALLOWANCES III

	1 June 07	1 March 08	1 Sept 08	1 Jan 10
	2%	2.5%	2.5%	-5.0%
(iii) <i>On-call Without Standby</i>				
Fee per operation, call in without standby	84.84	86.96	89.13	84.68
Overruns from roster at normal overtime rates (no time back in lieu)				
(iv) <i>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.				
(v) <i>Nurse Co-ordinator Allowance*</i> (See Circular 33/2003 for full details)				
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.	18.12	18.57	19.04	18.09
*Abolished for new beneficiaries with effect from 1st February 2012				
Registered General Nurses in the Community* (HSEA letter dated 5th April 2001 refers)	*Abolished for new beneficiaries with effect from 1st February 2012			
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).	3,716	3,809	3,904	3,709
Note: This allowance is only payable 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	28.20	28.90	29.62	28.14
First call on Saturday and first call on Sunday	37.43	38.36	39.32	37.36
Each subsequent call on Saturday and Sunday	18.74	19.21	19.69	18.71
Payment in lieu of time off for Emergency work	28.16	28.87	29.59	28.11
Saturday Premium (Effective Date 1/1/08) 15.32 EUROS				
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS				
Saturday Premium (Effective Date 1/1/10) 15.30 EUROS				
Specialist Co-ordinator Allowance*	4,327	4,435	4,546	4,319
*Abolished for new beneficiaries with effect from 1st February 2012				

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF						
HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -5.0%		
†GENERAL PARAMEDICAL SESSIONAL RATES						
Per 3 hour session	97.53	99.97	102.47	97.34		
For 2 three hourly sessions held at the same location on same day	166.87	171.04	175.32	166.55		
SPECIFIC PARAMEDICAL SESSIONAL RATES						
Medical Scientific Staff (Scientists and Biochemists) (HSE Circular 001/2011 refers)						
Out of Hours remuneration rates from 1 March 2011	Time Band	Mon - Fri 8pm - 12am	Mon - Thurs 12am - 8am	Sat 12am until Sun 12am	Bank Holiday	
	Hourly Rate of Pay	37.55	47.80	52.57	52.57	
Stand-by Payments (off site on call)		Stand-by Payment				
		Monday - Friday	42.34			
		Saturday	54.38			
		Sunday & Public Holidays	73.51			
†PART-TIME PHARMACISTS						
Rate per hour:-						
First 6 hours:	41.91	42.95	44.02	41.82		
Over 6 hours:	31.04	31.81	32.61	30.97		
Maximum payment for 21 hours:	710.80	728.58	746.79	709.45		
PHYSIOTHERAPISTS						
Emergency/On-Call Duty						
I On-Call with Standby (a) Monday to Friday	23.30	23.88	24.48	23.25		
(b) Saturdays	30.41	31.17	31.95	30.35		
(c) Sundays and Public Holidays	45.48	46.62	47.78	45.39		
- Fee per call (per half hour)	23.30	23.88	24.48	23.25		
II On-Call without Standby						
- Fee per call (per hour)	63.94	65.54	67.18	63.82		
The total On-Call Standby fees paid by an individual hospital should not exceed 192.13 Euros from 1/01/10 for any week except for a week during which a public holiday occurs.						
†Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays						
I Saturdays						
- Per 3 hour session and pro-rata subject to a minimum payment of:	127.36	130.54	133.81	127.12		
II Sundays and Public Holidays						
- Per 3 hour session and pro-rata subject to a minimum payment of:	169.80	174.05	178.40	169.48		
†The inappropriate use of sessional rates 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 sessional rates will issue separately.						

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF I								
HEALTH & SOCIAL CARE PROFESSIONALS GRADES		1 June 07		1 March 08		1 Sept 08		1 Jan 10
ALLOWANCES & SESSIONAL RATES		2%		2.5%		2.5%		-5.0%
Child Care Workers required to "sleep-in" overnight		44.57		45.68		46.83		44.49
Saturday Premium (Effective Date 1/1/09)	16.10 EUROS							
Saturday Premium (Effective Date 1/1/10)	15.30 EUROS							
†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;								
		184.12		188.73		193.44		183.77
Employed on a sessional basis but not specifically appointed to an assessment team								
per 3-hour session		154.56		158.43		162.39		154.27
for 2 3-hour sessions held at the same location on same day		264.55		271.17		277.95		264.05
RADIOGRAPHERS								
(HSE Circular 006/2012 refers)								
Out of Hours Remuneration Rates from 1 February 2012								
	Monday - Friday		8pm - 12am	37.55 per hour				
	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)		12am - 8am	47.80 per hour				
	Saturday		8am - 12am	43.81 per hour				
	Sunday (into Monday morning / Public Holiday		8am (Sun) - 8am (Mon)	52.57 per hour				
Stand-by Payments (off site on call)								
			Stand-by Payment					
	Monday - Friday		42.34					
	Saturday		54.38					
	Sunday & Public Holidays (8am Sun / 8am Mon)		73.51					
PART-TIME RADIOGRAPHERS								
Rate-Per-Hour : Premium rate		25.17		25.80		26.44		25.12

†The inappropriate use of sessional rates 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 sessional rates will issue separately.

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF II

HEALTH & SOCIAL CARE PROFESSIONALS GRADES	1 June 07	1 March 08	1 Sept 08	1 Jan 10
ALLOWANCES & SESSIONAL RATES	2%	2.5%	2.5%	-5.0%
†SOCIAL WORKERS				
3-hour Session	105.62	108.26	110.97	105.42
2 3-hour sessions (held at the same location on the same day)	180.72	185.24	189.87	180.38
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*				
*Abolished for new beneficiaries with effect from 1st February 2012				
Hons BSc	1,011	1,036	1,062	1,009
MSc	2,020	2,071	2,123	2,017
PhD	2,634	2,700	2,768	2,629
Only one allowance is payable at a time				
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*				
*Abolished for new beneficiaries with effect from 1st February 2012				
Higher Diploma of the College of Radiography	914	937	960	912
Diploma in Ultrasound	457	468	480	456
Diploma in Nuclear Medicine	457	468	480	456
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.				
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*				
*Abolished for new beneficiaries with effect from 1st February 2012				
250				
238.50				
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR				
Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3202.89 Euros				
†Sessional Rates for employees who do not derive their principal source of income from sessional work.				
GENERAL PARAMEDICAL SESSIONAL RATES				
Per 3 hour session	89.53	91.77	94.07	89.36
For 2 three hourly sessions held at the same location on the same day	153.18	157.01	160.93	152.89
PHYSIOTHERAPISTS				
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>				
I Saturdays				
- Per 3 hour session and pro-rata subject to a minimum payment of:	113.71	116.55	119.47	113.49
II Sundays and Public Holidays				
- Per 3 hour session and pro-rata subject to a minimum payment of:	151.61	155.40	159.28	151.32
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;				
	161.79	165.84	169.98	161.48
Employed on a sessional basis but not specifically appointed to an assessment team				
per 3-hour session	135.82	139.22	142.70	135.56
for 2 3-hour sessions held at the same location on same day	232.48	238.29	244.25	232.04
Allowance for Advanced Paramedics as per HSE Circular 11/2009				
9,700				
9,215				

†The inappropriate use of sessional rates 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 sessional rates will issue separately.

ruary 2012

MEDICAL AND DENTAL ALLOWANCES I

	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -8.0%
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)	123.77	126.87	130.04	119.64
2. Emergency Sessions				
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of	81.08	83.11	85.18	78.37
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of	48.29	49.50	50.74	46.68
3. Community Ophthalmic Physicians per 3 hour session	179.30	183.79	188.38	173.31
4. Special rates payable for clinics held outside a radius of 25 miles				
(a) Where the clinics are held for less than 3 hours duration;				
hourly rate;	61.81	63.35	64.94	59.74
minimum rate;	123.77	126.87	130.04	119.64
(b) Where the duration is not less than 3 hours;				
first 3 hours	185.39	190.03	194.78	179.19
3 hour sessional rate for hours in excess of 3 (and pro-rata)	123.77	126.87	130.04	119.64
5. Pool Payments				
General Teaching Hospital (per bed day)	5.17	5.30	5.43	5.00
General Non-Teaching Hospital (per bed day)	3.48	3.57	3.66	3.37
Maternity Teaching Hospital (per bed day)	10.01	10.26	10.52	9.68
Maternity Non-Teaching Hospital (per bed day)	4.72	4.84	4.96	4.56
6. Private Dental Surgeons Sessional Rates				
(a) For clinics held on health board premises	127.80	131.00	134.27	123.53
(b) For clinics held in a dentist's private surgery	171.03	175.31	179.69	165.31
Extra 3 hour sessions (maximum of 2 sessions per week) held by wholetime health area dental surgeons may be paid for at the revised rates approved for sessions held by private dentists on health area premises as indicated above.				
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)	148.48	152.19	155.99	143.51
Special rates for clinics held outside a radius of 25 miles				
(a) For clinics of less than 3 hours duration				
Per hour	74.90	76.77	78.69	72.39
Minimum rate	90.16	92.42	94.73	87.15
(b) For clinics of not less than 3 hours				
For the first three hours	222.86	228.44	234.15	215.41
For 3 hour sessions in excess of 3 hours	149.99	153.74	157.58	144.97
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.				

MEDICAL AND DENTAL ALLOWANCES III

	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -8.0%
Child Health Services Development Paediatrics				
3 hour session	65.82	67.46	69.15	63.62
2 hour session	49.36	50.60	51.86	47.71
1 hour session	32.94	33.77	34.61	31.84
Casual Locum for Former District Medical Officers				
Daily Rates				
For first three days	72.16	73.97	75.82	69.75
For next 25 days	61.74	63.28	64.86	59.67
For each subsequent day	53.12	54.45	55.81	51.34
Fees for lectures to Nurses				
(Circular S100/84 of 22 August 1975)	30.22	30.98	31.75	29.21
	22.71	23.27	23.86	21.95

NURSING ALLOWANCES I

	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -8.0%	
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)					
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA document attached to Circular 112/99 , where they possess relevant clinical qualification	2,796	2,866	2,938	2,703	
(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)	1,862	1,908	1,956	1,800	
Public Health Nurses & Assistant Directors of Public Health Nursing					
Midwifery Qualification*	2,796	2,866	2,938	2,703	
*Abolished for new beneficiaries with effect from 1st February 2012					
Staff Nurse Dual Qualification Scale					
New Location/Qualification Allowance.Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,397	1,432	1,468	1,351	
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	1,336	1,369	1,404	1,291	
Theatre / Night Sister	802	822	843	775	
Public Health Nurse	1,604	1,645	1,686	1,551	
Relevant nursing staff					
Nurse Management Sub-structures - Special Allowance for Weekends / public holidays (S121/26 refers)*	2,981	3,056	3,132	2,882	
*Abolished for new beneficiaries with effect from 1st February 2012					
Psychiatric Nurses (S100/411 refers)					
HSE HR Directorate Circular 1/2005					
Community Allowance*					
*Abolished for new beneficiaries with effect from 1st February 2012					
Pyschiatric Staff Nurse	4,971	5,095	5,223	4,805	
Senior Staff Nurse (Psychiatric)	5,220	5,351	5,485	5,046	
Community Psychiatric Nurse	5,452	5,588	5,728	5,270	
Clinical Nurse Manager I (Psychiatric)	5,283	5,415	5,550	5,106	
CNM II (Psychiatric)/Community Mental Health Nurse	5,637	5,778	5,922	5,448	
Clinical Nurse Manager III (Psychiatric)	5,922	6,070	6,222	5,724	
Assistant Director of Nursing Mental Health	5,733	5,876	6,023	5,541	
Nurses assigned to Occupational Therapy (Qualified)*	3,740	3,833	3,929	3,615	
*Abolished for new beneficiaries with effect from 1st February 2012					

NURSING ALLOWANCES II

	1 June 07	1 March 08	1 Sept 08	1 Jan 10	
	2%	2.5%	2.5%	-8.0%	
Acting-Up Arrangements for Psychiatric Nurses					
Psychiatric Staff Nurse acting-up at Clinical Nurse Manager 1 should receive the following allowance or the minimum of the scale, whichever is greater.	3,460	3,547	3,636	3,345	
Psychiatric Staff Nurse acting-up at Clinical Nurse Manager 2 should receive the following allowance or the minimum of the scale, whichever is greater.	4,451	4,562	4,676	4,302	
Clinical Nurse Manager 1 acting-up at Clinical Nurse Manager 2 should receive the following allowance or the minimum of the scale, whichever is greater.	1,329	1,362	1,396	1,284	
Clinical Nurse Manager 1 or Clinical Nurse Manager 2 acting up at Clinical Nurse Manger 3 should receive the following allowance or the minimum of the scale, whichever is greater.	4,451	4,562	4,676	4,302	
Clinical Nurse Manager 1 or Clinical Nurse Manager 2 acting-up at Assistant Director of Nursing should receive the following allowance or the minimum of the scale, whichever is greater.	4,451	4,562	4,676	4,302	
Clinical Nurse Manager 3 acting-up at Assistant Director of Nursing should receive the following allowance or the minimum of the scale, whichever is greater.	4,451	4,562	4,676	4,302	
Attention is drawn to the over-riding condition governing such circumstances that the acting-up allowance payable in each case together with the substantive salary cannot exceed the maximum of the scale applicable to the grade in which the Psychiatric Nurse is acting-up.					
Public Health Nurses (S103/151 refers)					
Island Inducement Allowance*	1,769	1,814	1,859	1,710	
*Abolished for new beneficiaries with effect from 1st February 2012					
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</i>					
Monday to Friday (Each day)	42.42	43.48	44.57	41.00	
Saturday	54.49	55.85	57.24	52.66	
Sunday and Public Holidays	73.65	75.49	77.38	71.19	
All of these figures are based on a 12 hour period . Pro rata to apply after 12 hours.					
<i>(ii) Call Out Rate - Monday to Sunday</i>					
Fee per operation per 2 hours (17.00 - 22.00 hours)	42.42	43.48	44.57	41.00	
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	63.62	65.21	66.84	61.49	
Operation lasting more than 4 hours and up to five hours	106.03	108.69	111.40	102.49	
Fee per operation per hour (after 22.00 hours)	42.42	43.48	44.57	41.00	

NURSING ALLOWANCES III

	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -8.0%	
(iii) <i>On-call Without Standby</i>					
Fee per operation, call in without standby	84.84	86.96	89.13	82.00	
Overruns from roster at normal overtime rates (no time back in lieu)					
(iv) <i>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.					
(v) <i>Nurse Co-ordinator Allowance*</i> (See Circular 33/2003 for full details)					
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.	18.12	18.57	19.04	17.52	
*Abolished for new beneficiaries with effect from 1st February 2012					
Registered General Nurses in the Community* (HSEA letter dated 5th April 2001 refers)					*Abolished for new beneficiaries with effect from 1st February 2012
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).	3,716	3,809	3,904	3,592	
Note: This allowance is only payable 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	28.20	28.90	29.62	27.25	
First call on Saturday and first call on Sunday	37.43	38.36	39.32	36.18	
Each subsequent call on Saturday and Sunday	18.74	19.21	19.69	18.12	
Payment in lieu of time off for Emergency work	28.16	28.87	29.59	27.22	
Saturday Premium (Effective Date 1/1/08) 15.32 EUROS					
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS					
Saturday Premium (Effective Date 1/1/10) 14.81 EUROS					
Specialist Co-ordinator Allowance*	4,327	4,435	4,546	4,183	
*Abolished for new beneficiaries with effect from 1st February 2012					

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES	1 June 07	1 March 08	1 Sept 08	1 Jan 10
	2%	2.5%	2.5%	-8.0%

†GENERAL PARAMEDICAL SESSIONAL RATES

Per 3 hour session	97.53	99.97	102.47	94.27
For 2 three hourly sessions held at the same location on same day	166.87	171.04	175.32	161.29

SPECIFIC PARAMEDICAL SESSIONAL RATES

Medical Scientific Staff (Scientists and Biochemists)

(HSE Circular 001/2011 refers)

Out of Hours remuneration rates from 1 March 2011

Time Band	Mon - Fri 8pm - 12am	Mon - Thurs 12am - 8am	Sat 12am until Sun 12am	Bank Holiday
Hourly Rate of Pay	36.37	46.29	50.91	50.91

Stand-by Payments (off site on call)

	Stand-by Payment
Monday - Friday	41.00
Saturday	52.66
Sunday & Public Holidays	71.19

†PART-TIME PHARMACISTS

Rate per hour:-				
First 6 hours:	41.91	42.95	44.02	40.50
Over 6 hours:	31.04	31.81	32.61	30.00
Maximum payment for 21 hours:	710.80	728.58	746.79	687.05

PHYSIOTHERAPISTS

Emergency/On-Call Duty

I On-Call with Standby (a) Monday to Friday	23.30	23.88	24.48	22.52
(b) Saturdays	30.41	31.17	31.95	29.39
(c) Sundays and Public Holidays	45.48	46.62	47.78	43.96
- Fee per call (per half hour)	23.30	23.88	24.48	22.52
II On-Call without Standby				
- Fee per call (per hour)	63.94	65.54	67.18	61.81

The total On-Call Standby fees paid by an individual hospital should not exceed 186.06 Euros from 1/01/10 for any week except for a week during which a public holiday occurs.

†Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays

I Saturdays				
- Per 3 hour session and pro-rata subject to a minimum payment of:	127.36	130.54	133.81	123.10
II Sundays and Public Holidays				
- Per 3 hour session and pro-rata subject to a minimum payment of:	169.80	174.05	178.40	164.12

†The inappropriate use of sessional rates 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 sessional rates will issue separately.

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF I

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES	1 June 07	1 March 08	1 Sept 08	1 Jan 10												
	2%	2.5%	2.5%	-8.0%												
Child Care Workers required to "sleep-in" overnight	44.57	45.68	46.83	43.08												
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS																
Saturday Premium (Effective Date 1/1/10) 14.81 EUROS																
†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;	184.12	188.73	193.44	177.97												
Employed on a sessional basis but not specifically appointed to an assessment team per 3-hour session	154.56	158.43	162.39	149.40												
for 2 3-hour sessions held at the same location on same day	264.55	271.17	277.95	255.71												
RADIOGRAPHERS (HSE Circular 006/2012 refers)																
Out of Hours Remuneration Rates from 1 February 2012	<table border="1"> <tr> <td>Monday - Friday</td> <td>8pm - 12am</td> <td>36.36 per hour</td> </tr> <tr> <td>Monday - Saturday (Fri night into Saturday)</td> <td>12am - 8am</td> <td>46.29 per hour</td> </tr> <tr> <td>Saturday</td> <td>8am - 12am</td> <td>42.43 per hour</td> </tr> <tr> <td>Sunday (into Monday morning / Sunday)</td> <td>8am (Mon)</td> <td>50.91 per hour</td> </tr> </table>				Monday - Friday	8pm - 12am	36.36 per hour	Monday - Saturday (Fri night into Saturday)	12am - 8am	46.29 per hour	Saturday	8am - 12am	42.43 per hour	Sunday (into Monday morning / Sunday)	8am (Mon)	50.91 per hour
Monday - Friday	8pm - 12am	36.36 per hour														
Monday - Saturday (Fri night into Saturday)	12am - 8am	46.29 per hour														
Saturday	8am - 12am	42.43 per hour														
Sunday (into Monday morning / Sunday)	8am (Mon)	50.91 per hour														
Stand-by Payments (off site on call)	<table border="1"> <tr> <td></td> <td>Stand-by Payment</td> </tr> <tr> <td>Monday - Friday</td> <td>41.00</td> </tr> <tr> <td>Saturday</td> <td>52.66</td> </tr> <tr> <td>Sunday & Public Holidays (8am Sun / 8am Mon)</td> <td>71.19</td> </tr> </table>					Stand-by Payment	Monday - Friday	41.00	Saturday	52.66	Sunday & Public Holidays (8am Sun / 8am Mon)	71.19				
	Stand-by Payment															
Monday - Friday	41.00															
Saturday	52.66															
Sunday & Public Holidays (8am Sun / 8am Mon)	71.19															
PART-TIME RADIOGRAPHERS																
Rate-Per-Hour : Premium rate	25.17	25.80	26.44	24.32												

†The inappropriate use of sessional rates 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 sessional rates will issue separately.

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF II

HEALTH & SOCIAL CARE PROFESSIONALS GRADES	1 June 07	1 March 08	1 Sept 08	1 Jan 10
ALLOWANCES & SESSIONAL RATES	2%	2.5%	2.5%	-8.0%

†SOCIAL WORKERS

3-hour Session	105.62	108.26	110.97	102.09
2 3-hour sessions (held at the same location on the same day)	180.72	185.24	189.87	174.68

ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*

*Abolished for new beneficiaries with effect from 1st February 2012

Hons BSc	1,011	1,036	1,062	977
MSc	2,020	2,071	2,123	1,953
PhD	2,634	2,700	2,768	2,546
Only one allowance is payable at a time				

ANNUAL ALLOWANCE FOR RADIOGRAPHERS*

*Abolished for new beneficiaries with effect from 1st February 2012

Higher Diploma of the College of Radiography	914	937	960	883
Diploma in Ultrasound	457	468	480	442
Diploma in Nuclear Medicine	457	468	480	442

Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.

Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*

*Abolished for new beneficiaries with effect from 1st February 2012

250

230.00

STUDENT MEDICAL SCIENTISTS CO-ORDINATOR

Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3101.74 Euros

†Sessional Rates for employees who do not derive their principal source of income from sessional work.

GENERAL PARAMEDICAL SESSIONAL RATES

Per 3 hour session	89.53	91.77	94.07	86.54
For 2 three hourly sessions held at the same location on the same day	153.18	157.01	160.93	148.06

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:	113.71	116.55	119.47	109.91
II Sundays and Public Holidays				
- Per 3 hour session and pro-rata subject to a minimum payment of:	151.61	155.40	159.28	146.54

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;

Employed on a sessional basis but not specifically appointed to an assessment team				
per 3-hour session	135.82	139.22	142.70	131.28
for 2 3-hour sessions held at the same location on same day	232.48	238.29	244.25	224.71

Allowance for Advanced Paramedics as per HSE Circular 11/2009

9,700

8,924

†The inappropriate use of sessional rates 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 sessional rates will issue separately.

SUPPORT SERVICES GRADES	1 June 07	1 March 08	1 Sept 08	1 Jan 10
Related Grades	2%	2.5%	2.5%	-8.0%
Cardiac Allowance*	16.92	17.34	17.78	16.35
*Abolished for new beneficiaries with effect from 1st February 2012				
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	29.37	30.11	30.86	28.39
*Abolished for new beneficiaries with effect from 1st February 2012				
Saturday Premium (Effective Date 1/1/08) 10.73 Euros				
Saturday Premium (Effective Date 1/1/09) 11.27 Euros				
Saturday Premium (Effective Date 1/1/10) 10.37 Euros				
Craftworkers Tool Allowance*	*Abolished for new beneficiaries with effect from 1st February 2012			
1/1/09 -- 31/12/09 888.00 Euros				
1/1/10 -- 31/12/10 816.96 Euros				
1/1/11 -- 31/12/11 816.96 Euros				
1/1/12 -- 31/12/12 816.96 Euros				
1/1/13 -- 30/06/13 816.96 Euros				
1/7/13 -- 31/12/13 653.57 Euros				
Support Staff - Acting Up Allowance				
Annual allowance for employees on Band 4 who are required to act up to Band 1			2,626.56	2,416.44
- For persons acting up in other bands, the payment of point for point on the higher scale for the duration of the acting will continue to apply				

Euro Euro

Grade Description

Effective From Pts

Scales for Administrative and Pension Purposes only

EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
MEDICAL & DENTAL GRADES																				
PRINCIPAL DENTAL SURGEON (FOR PENSION PURPOSES ONLY)	1/03/12	5	79,573	82,878	86,187	91,129	96,073	LSIs												
	1/09/08 2.5%		85,637	89,309	92,985	98,477	103,970	LSIs												

SUPPORT SERVICES GRADES

CRAFTSMEN (PAYPATH) (RETIRES PRE 17/10/03)	1/03/12	12	34,838	35,238	35,432	35,645	35,845	35,950	36,051	36,153	36,258	36,422	36,548	36,855						
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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					

			Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
GATE KEEPERS (NON-DUBLIN) (PAYPATH) (RETIREEES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		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) (PAYPATH) (RETIREEES PRE 17/10/03)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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) (PAYPATH) (RETIREEES PRE 17/10/03)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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) (RETIREEES PRE 17/10/03)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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					

			Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
DARK ROOM PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		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) (PAYPATH) (RETIRES PRE 17/10/03)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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					
REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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					
	1/03/08 2.5%		30,921	31,114	31,299	31,409	31,520	31,626	31,734	31,851	31,957	32,078	32,195	32,319	32,440					
ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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					
	1/09/08 2.5%		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					

			Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
STAFF (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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					
HIM (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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					
STAFF (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	8	27,831	28,088	28,353	28,608	28,865	29,118	29,374	29,626										
	1/09/08 2.5%		29,296	29,566	29,845	30,117	30,394	30,668	30,945	31,217										
BOILERMEN (DUBLIN)(PAYPATH)(RETIRES PRE 17/10/2003)	1/03/12	8	28,109	28,362	28,729	28,867	29,112	29,368	29,613	29,862										
	1/09/08 2.5%		29,588	29,855	30,248	30,397	30,662	30,938	31,204	31,472										
DOMESTICS (DUBLIN)(PAYPATH)(RETIRES PRE 17/10/2003)	1/03/12	8	26,715	26,968	27,221	27,469	27,728	27,986	28,246	28,503										
	1/09/08 2.5%		28,121	28,387	28,654	28,915	29,187	29,459	29,733	30,003										

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
NURSES AIDE (DUBLIN)(PAYPATH)(RETIRES PRE 17/10/2003)	1/03/12	13	28,348	28,564	28,654	28,729	28,813	28,906	28,990	29,077	29,167	29,246	29,365	29,490	29,608					
	1/09/08 2.5%		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 (RETIRES PRE 17/10/03)	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
MEDICAL LABORATORY AIDES (DUBLIN) (RETIRES PRE 17/10/03)	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
FAMILY SUPPORT WORKERS (PAYPATH) (RETIRES PRE 17/10/03)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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) (RETIRES PRE 17/10/03)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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, ASSISTANT (FOR PENSION PURPOSES ONLY)	1/03/12	7	30,347	32,378	33,891	35,354	37,329	38,572	39,812	LSIs								
	1/09/08 2.5%		31,996	34,192	35,828	37,410	39,545	40,889	42,229	LSIs								
CATERING OFFICER, SENIOR ASSISTANT (FOR PENSION PURPOSES ONLY)	1/03/12	7	32,378	33,891	35,354	37,329	38,764	40,052	41,348	LSIs								
	1/09/08 2.5%		34,192	35,828	37,410	39,545	41,096	42,489	43,890	LSIs								
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY)	1/03/12	8	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs							
	1/09/08 2.5%		34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs							
CATERING OFFICER, GRADE III (RETIRES PRE 31/12/2000)	1/03/12	10	28,331	30,347	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs					
	1/09/08 2.5%		29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs					

CLERICAL ADMIN MANAGEMENT GRADES

REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	162,225															
	1/09/08 2.5%		184,347															
CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	150,105															
	1/09/08 2.5%		163,158															
AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	150,105															
	1/09/08 2.5%		163,158															
CHIEF OFFICER (HSE MIDLAND AREA, MID-WESTERN AREA, NORTH EASTERN AREA, NORTH WESTERN AREA) (FOR PENSION PURPOSES ONLY)	1/03/12	1	138,407															
	1/09/08 2.5%		150,442															
PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA)	1/03/12	1	138,407															
	1/09/08 2.5%		150,442															

Grade Description	Effective From	Pts	Euro																		
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS)	1/03/12	6	88,317	92,131	95,945	99,757	103,573	107,387													
	1/09/08 2.5%		95,352	99,590	103,828	108,064	112,303	116,541													
NATIONAL DIRECTOR OF SHARED SERVICES (HSE)	1/03/12	1	138,407																		
	1/09/08 2.5%		150,442																		
DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA)	1/03/12	1	128,580																		
	1/09/08 2.5%		139,761																		
FUNCTIONAL OFFICERS (FORMERLY EHB)	1/03/12	5	84,528	88,246	91,281	94,327	97,366														
	1/09/08 2.5%		91,143	95,274	98,645	102,030	105,407														
GENERAL ADMINISTRATOR (FORMERLY EHB)	1/03/12	6	69,754	72,096	74,415	77,957	80,338	82,701													
	1/09/08 2.5%		74,727	77,328	79,906	83,841	86,487	89,112													
SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB)	1/03/12	8	66,809	68,885	70,998	73,108	75,196	76,323	78,572	80,829	LSIs										
	1/09/08 2.5%		71,454	73,761	76,109	78,454	80,774	82,026	84,524	87,032	LSIs										
NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1	170,734																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		159,067																		
NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1	170,734																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		159,067																		
NATIONAL DIRECTOR OF FINANCE (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1	147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE)	1/07/13 H Rd. + Sec.6 adjustment	1	136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
GRADES NOTIONAL SCALES (for pensioners who retired prior to the commencement of the PCW Restructuring Deals)																					
CATERING OFFICER, ASSISTANT	1/09/08 2.5%	5	32,342	34,561	36,208	37,815	39,967														
	1/03/08 2.5%		31,553	33,718	35,325	36,892	38,992														
CATERING OFFICER, SENIOR ASSISTANT	1/09/08 2.5%	5	34,561	36,208	37,815	39,967	41,536														
	1/03/08 2.5%		33,718	35,325	36,892	38,992	40,523														
CATERING OFFICER, GRADE IV	1/09/08 2.5%	5	34,561	36,208	37,815	39,967	41,536														
	1/03/08 2.5%		33,718	35,325	36,892	38,992	40,523														
CATERING OFFICER, GRADE III	1/09/08 2.5%	4	41,536	43,122	44,246	45,547															
	1/03/08 2.5%		40,523	42,070	43,166	44,436															
CATERING OFFICER, GRADE II	1/09/08 2.5%	5	43,122	44,522	45,933	47,372	48,779														
	1/03/08 2.5%		42,070	43,436	44,813	46,217	47,589														
CATERING OFFICER, GRADE I	1/09/08 2.5%	5	48,184	49,371	50,830	53,525	55,146														
	1/03/08 2.5%		47,009	48,166	49,590	52,220	53,801														

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
TRAINEE COOK	1/09/08 2.5%	3	17,515	19,715	21,921															
	1/03/08 2.5%		17,088	19,234	21,386															
CHEF II (FORMERLY COOK GRADE II)	1/09/08 2.5%	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					
	1/03/08 2.5%		22,213	22,829	23,447	24,063	24,677	25,292	25,906	26,519	27,133	27,747	28,364	28,974	29,585					
CHEF I (FORMERLY COOK GRADE I)	1/09/08 2.5%	8	25,245	26,201	27,279	28,122	29,014	30,056	31,008	31,970										
	1/03/08 2.5%		24,629	25,562	26,614	27,437	28,306	29,323	30,252	31,190										
COMMUNITY WELFARE OFFICER	1/09/08 2.5%	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	
	1/03/08 2.5%		24,030	25,823	27,726	29,817	32,000	33,993	35,960	37,863	39,690	41,522	43,370	45,161	46,966	48,822	50,598	52,412	54,170	
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/09/08 2.5%	6	65,740	68,432	70,629	73,070	75,518	77,951												
	1/03/08 2.5%		64,136	66,763	68,906	71,288	73,676	76,050												
DENTAL SURGERY ASSISTANT	1/09/08 2.5%	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				
	1/03/08 2.5%		22,371	23,192	23,998	25,162	26,258	27,139	28,226	29,350	30,345	31,076	32,292	33,173	34,055	35,226				
TELEPHONISTS*	1/09/08 2.5%	10	22,945	23,890	24,842	25,787	26,735	27,689	28,636	29,579	30,533	32,575								
<i>*This scale applies to Telephonists formerly linked to Bord Telecom</i>	1/03/08 2.5%		22,386	23,307	24,236	25,158	26,083	27,014	27,937	28,857	29,788	31,780								
SENIOR TELEPHONISTS*	1/09/08 2.5%	1	39,385																	
<i>*This scale applies to Telephonists formerly linked to Bord Telecom</i>	1/03/08 2.5%		38,425																	
SUPPLIES OFFICER GRADE D	1/09/08 2.5%	9	29,371	30,374	31,382	32,389	33,389	34,395	35,401	36,404	37,408									
	1/03/08 2.5%		28,654	29,633	30,616	31,599	32,575	33,556	34,537	35,517	36,496									
SUPPLIES OFFICER GRADE C	1/09/08 2.5%	6	34,561	36,208	37,815	39,967	41,536	43,122												
	1/03/08 2.5%		33,718	35,325	36,892	38,992	40,523	42,070												
SUPPLIES OFFICER GRADE B	1/09/08 2.5%	5	43,122	44,522	45,933	47,372	48,779													
	1/03/08 2.5%		42,070	43,436	44,813	46,217	47,589													
SUPPLIES OFFICER GRADE A	1/09/08 2.5%	5	48,184	49,217	50,638	53,024	54,474													
	1/03/08 2.5%		47,009	48,016	49,403	51,731	53,145													

