

01 January 2010

HEALTH SECTOR

**CONSOLIDATED SALARY SCALES IN ACCORDANCE WITH
Financial Emergency Measures in the Public Interest (No. 2) Act 2009 (No. 41 of 2009)**

The following adjustments have been made to salaries:

For annual salary rates below €125,000 the rates of reduction are as follows:

- 5% on the first €30,000 of salary
- 7.5% on the next €40,000 of salary
- 10% on the next €55,000 of salary

For annual salary rates in excess of €125,000 the rates of reduction are as follows:

8% on all salary from €125,000 up to €165,000,
12% on all salary from €165,000 to €200,000, and
15% on salaries of more than €200,000.

Pay of non-whole time equivalents such as worksharers is calculated by applying the relevant reduction to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.

Anomalies

Applying the above rates will give rise to some anomalies, specifically at the threshold points of €165,000 and €200,000. Therefore, for those earning in excess of €165,000 up to €172,500 (pre-Jan 2010) a base salary of €151,800 will be applied, and for those earning in excess of €200,000 up to €207,000 (pre-Jan 2010) a base salary of €176,000 will be applied.

The sanction of the Minister is now conveyed for the application of these new pay scales with effect from 1 January, 2010 to all eligible grades.

INTRODUCTION

Please note the following :

- 1 For the 1st worksheet, the pay-scales for grades read across.
The current rate (1/01/10) and 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 "01 January 2010" 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.
These are unchanged since 1/09/08 i.e. not affected by Financial Emergency Measures in the Public Interest (No. 2) Bill 2009
- 3 LSIs (Long Service Increments) are represented by emboldened figures.
In all cases, the 1st LSI will be 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.
- 4 For all craftsmen grades (Craftsmen, Craftsmens' Mates, Chargehand, Asst Foreman, Foreman),
the points are as follows ;
Point 1 = On recruitment
Point 2 = After .5 years
Point 3 = after 1.5 years etc.
- 5 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).
- 6 To print a worksheet, please use the macros above. Simply select a macro.
- 7 As in previous years, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 8 Review Body Report No. 42 increases applied to Specialist in Orthodontics;
Director of Public Health Medicine; and Specialist in Public Health Medicine
- 9 The title of the following grade has been amended to reflect recent changes;
House Officer changed to Senior House Officer
- 10 The salary scale for Clinical Specialist Radiographer is also applicable to those former
Superintendent / Radiographer Not In Charge Of Departments
- 11 The allowances for the following grades are newly entered/amended/deleted in the Consolidated Salary Scales.
Allowance for Advanced Paramedics in line with HSE Circular 11/2009
Part Time/Sessional Pharmacists allowance amended in line with HSE HR Circular 24/2008
Clinical Directors' Allowance in line with DOHC Circulars 6/2009 and 12/2009, and HSE Circular 22/2009
Student Therapy Allowance in line with HSE Circular 4/2006
- 12 Home Help Co-ordinator grade entered in line with HSE HR Circular 10/2008
- 13 The Pension worksheet includes scales inserted for Administrative purposes only as well as for pension purposes and notional scales.
Notional scale for Clerical Admin scales which used to issue as a separate circular (last issued as 11/2005)
- 14 Some Clerical Admin Management Grades no longer in use have been moved from the scales to the Pension worksheet
- 15 **If you have a specific query, please contact your Human Resources / Personnel section first. Otherwise contact the relevant person in the Department of Health and Children, the details of which are featured at the top of each section.**

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Medical Officer (Community Hospital)(District Hospital)	1-2	Secretary to the Board (HSE)	29
Medical Officer - Senior / Principal	2	Senior House Officer	2
Medical Scientist / Senior (With/Without F.A.M.L.S.) / Chief / Specialist	11	Service Manager	30
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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
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

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)

MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/01/10	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	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	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	1	35,147															
	1/09/08	2.5%	37,186															
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/01/10	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	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	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	1	37,097															
	1/09/08	2.5%	39,294															
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/01/10	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	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	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	1	40,012															
	1/09/08	2.5%	42,445															

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/01/10	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	1	37,097																	
	1/09/08	2.5%	39,294																	
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/10	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	1	45,753																	
	1/09/08	2.5%	48,651																	
AREA MEDICAL OFFICER	1/01/10	8	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	1/01/10	8	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	1/01/10	8	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	1/01/10	1	98,107																	
	1/09/08	2.5%	106,230																	
DIRECTOR OF COMMUNITY CARE	1/01/10	1	104,557																	
	1/09/08	2.5%	113,397																	
SPECIALIST IN PUBLIC HEALTH MEDICINE	1/01/10	1	109,660																	
	1/09/08	2.5%	119,067																	
	1/03/08	2.5%	116,163																	
	14/09/07	5%	113,330																	
	1/06/07	2%	107,933																	
DIRECTOR OF PUBLIC HEALTH MEDICINE	1/01/10	1	127,796																	
	1/09/08	2.5%	138,909																	
	1/03/08	2.5%	135,521																	
	14/09/07	5%	132,215																	
	1/06/07	2%	125,919																	
COMMUNITY OPHTHALMIC PHYSICIAN	1/01/10	3	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	1	46,141																	
	1/09/08	2.5%	49,071																	
INTERN	1/01/10	1	33,619																	
	1/09/08	2.5%	35,534																	
SENIOR HOUSE OFFICER	1/01/10	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	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	1/01/10	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
SPECIALIST REGISTRAR	1/01/10	7	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	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	1/01/10	1	44,175																	
	1/09/08	2.5%	46,946																	
CLINICAL DENTAL SURGEON (GRADE I)	1/01/10	2	50,655	53,855																
	1/09/08	2.5%	53,951	57,411																
GENERAL DENTAL SURGEON	1/01/10	9	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	1/01/10	6	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)	1/01/10	6	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)	1/01/10	5	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)	1/01/10	5	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	1/01/10	1	140,175																	
	1/09/08	2.5%	152,365																	
	1/03/08	2.5%	148,648																	
	14/09/07	4.3%	145,023																	
	1/06/07	2%	139,044																	

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)

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
STUDENT PSYCHIATRIC NURSE III (FORMERLY TRAINEE PSYCHIATRIC NURSE)	1/01/10	1	24,014																	
	1/09/08	2.5%	25,277																	
STUDENT MENTAL HEALTH NURSE (DEGREE STUDENTS - ROSTERED PLACEMENT)	1/01/10	1	24,749																	
	1/09/08	2.5%	26,108																	
MENTAL HEALTH STAFF NURSE	1/01/10	11	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	1	46,254																	
	1/09/08	2.5%	49,194																	
DUAL QUALIFIED MENTAL HEALTH STAFF NURSE	1/01/10	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	1	47,497																	
	1/09/08	2.5%	50,537																	
COMMUNITY PSYCHIATRIC NURSE	1/01/10	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	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	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	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	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	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	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)	1/01/10	8	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)	1/01/10	7	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	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
ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/01/10	7	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	1/01/10	6	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

E-MAIL : BRENDAN_MCGAURAN@HEALTH.IRLGOV.JE TEL : 01 6354057

EMBOLEDENED POINTS REPRESENT LSI's (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
STUDENT NURSE III	1/01/10	1	24,014																	
	1/09/08	2.5%	25,277																	
STUDENT NURSE (DEGREE STUDENTS - ROSTERED PLACEMENT)	1/01/10	1	24,188																	
	1/09/08	2.5%	25,500																	
STUDENT NURSE INTELLECTUAL DISABILITY (DEGREE STUDENTS - ROSTERED PLACEMENT)	1/01/10	1	24,188																	
	1/09/08	2.5%	25,500																	
POST REGISTERED STUDENT NURSE	1/01/10	2	25,975	27,523																
	1/09/08	2.5%	27,342	28,972																
STAFF NURSE	1/01/10	11	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	1/01/10	11	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	1/01/10	11	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	1/01/10	11	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	1	45,954																	
	1/09/08	2.5%	48,870																	
DUAL QUALIFIED STAFF NURSE (GENERAL)	1/01/10	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	1	47,497																	
	1/09/08	2.5%	50,537																	
CLINICAL NURSE MANAGER 1 (GENERAL)	1/01/10	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 (GENERAL)	1/01/10	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									

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
CLINICAL NURSE SPECIALIST (GENERAL)	1/01/10	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	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	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	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	1/01/10	8	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	1	31,504																	
	1/09/08	2.5%	33,248																	
PUBLIC HEALTH NURSE	1/01/10	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	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	1/01/10	6	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	1/01/10	9	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)	1/01/10	9	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	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	1/01/10	1	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	1/01/10	1	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												

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
DIRECTOR OF NURSING BAND 1 (GENERAL)	1/01/10	7	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											
DIRECTOR OF NURSING BAND 2 (GENERAL)	1/01/10	7	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)	1/01/10	7	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)	1/01/10	7	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)	1/01/10	7	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	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	1/01/10	8	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

E-MAIL : ALISON_GERAGHTY@HEALTH.IRLGOV.IE

TEL : 01 6354726

EMBOLEDENED 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	
ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/01/10	12	46,730	48,467	50,205	51,944	53,681	55,421	57,157	58,892	60,635	62,372	64,373	66,348	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)	1/01/10	9	52,662	55,020	57,350	59,706	62,077	64,437	66,750	69,700	71,804	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	1/01/10	8	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	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, CHIEF	1/01/10	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													
BIOCHEMIST	1/01/10	14	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	1/01/10	9	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	1/01/10	9	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	1/01/10	5	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	1/01/10	8	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	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	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										
CARDIAC CATHETERISATION TECHNICIAN, CHIEF II	1/01/10	8	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	1/01/10	12	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	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
CLINICAL SPECIALIST CHIROPODIST	1/01/10	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									
CLINICAL ENGINEERING TECHNICIAN	1/01/10	5	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	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	1/01/10	6	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	1/01/10	8	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)	1/01/10	13	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	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	1/01/10	12	46,529	49,141	51,756	54,368	56,982	59,594	62,206	64,820	67,379	69,922	72,465	75,002						
	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	1/01/10	9	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	1/01/10	12	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	1/01/10	12	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	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 DIETICIAN	1/01/10	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	1/01/10	7	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	1/01/10	7	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	1/01/10	13	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	1/01/10	8	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	1/01/10	3	22,670	23,481	24,072															
	1/09/08	2.5%	23,864	24,717	25,339															

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/01/10	11	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)	1/01/10	7	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	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	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	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	1/01/10	11	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	1/01/10	12	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	1/01/10	9	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	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										
LABORATORY MANAGER	1/01/10	9	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)	1/01/10	14	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	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	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	1/01/10	9	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)	1/01/10	9	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	1/01/10	8	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	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									

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
NEUROPHYSIOLOGICAL MEASUREMENT TECHNICIAN, CHIEF I	1/01/10	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	1/01/10	8	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	1/01/10	12	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	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	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	1/01/10	7	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	1/01/10	7	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											
ORTHOPTIST	1/01/10	12	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	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	1/01/10	11	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	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	1/01/10	3	24,550	25,494	26,439															
	1/09/08	2.5%	25,842	26,836	27,830															
PHARMACEUTICAL TECHNICIAN	1/01/10	8	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	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	1/01/10	1	24,031																	
	1/09/08	2.5%	25,295																	
PHARMACIST	1/01/10	11	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	1/01/10	8	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	1/01/10	6	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												

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
PHARMACIST, CHIEF I	1/01/10	6	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	1/01/10	1	18,648																	
	1/09/08	2.5%	19,629																	
PHLEBOTOMIST	1/01/10	7	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	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												
PHYSICIST	1/01/10	13	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	1/01/10	10	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	1/01/10	7	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	1/01/10	6	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	1/01/10	12	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	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 PHYSIOTHERAPIST	1/01/10	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	1/01/10	7	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	1/01/10	7	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	1/01/10	12	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	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	1/01/10	12	37,743	38,982	40,031	41,120	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	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)	1/01/10	3	40,866	42,757	44,630															
	1/09/08	2.5%	43,368	45,413	47,438															
PSYCHOLOGIST, TRAINEE CLINICAL (post 2006)	1/01/10	3	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
PSYCHOLOGIST, CLINICAL	1/01/10	11	53,983	56,324	58,652	60,959	63,864	68,209	72,096	76,034	79,241	81,715	84,194	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	1/01/10	8	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	1/01/10	7	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	1/01/10	7	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	1/01/10	12	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	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	1/01/10	9	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	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	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)	1/01/10	5	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	1/01/10	8	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)	1/01/10	8	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	1/01/10	7	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										
RESPIRATORY TECHNICIAN	1/01/10	8	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	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	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	1/01/10	8	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									

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
SOCIAL WORK PRACTITIONER, SENIOR	1/01/10	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	1/01/10	10	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	1/01/10	8	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	1/01/10	8	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	1/01/10	8	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	1/01/10	7	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)	1/01/10	6	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	1/01/10	7	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	1/01/10	12	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	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	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									
SPEECH AND LANGUAGE THERAPIST MANAGER	1/01/10	7	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	1/01/10	7	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	1/01/10	3	27,026	28,460	29,689															
	1/09/08	2.5%	28,449	29,958	31,286															
SOCIAL CARE WORKER (WITH QUALIFICATION)	1/01/10	10	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)	1/01/10	9	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	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	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												

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
VASCULAR TECHNICIAN	1/01/10	8	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	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	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	1/01/10	8	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

E-MAIL : FIONA.M.KEANE@HEALTH.IRLGOV.IE TEL : 01 6353094

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

EMERGENCY MEDICAL TECHNICIAN	1/01/10	9	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	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	1/01/10	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								
TEAM LEADER EMERGENCY MEDICAL CONTROLLER	1/01/10	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)	1/01/10	11	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	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	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	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	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	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	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	1	53,980																	
	1/09/08	2.5%	57,546																	
HEAD ATTENDANT 5% RATE (CMH, DUNDRUM)	1/01/10	1	56,779																	
	1/09/08	2.5%	60,572																	
HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/01/10	1	56,823																	
	1/09/08	2.5%	60,620																	

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18		
CRAFTSMEN (PAYPATH)	1/01/10	9	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)	1/01/10	12	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)	1/01/10	12	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	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	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)	1/01/10	12	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)	1/01/10	12	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)	1/01/10	12	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	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	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	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	1/01/10	9	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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													
ATTENDANTS	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
PORTERS / DRIVERS	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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)	1/01/10	7	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	1/01/10	7	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											
CARETAKERS	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
MINI BUS DRIVERS	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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											
DARK ROOM PORTERS / ATTENDANTS	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	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	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	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	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	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	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	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											

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM	1/01/10	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	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)	1/01/10	13	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)	1/01/10	13	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					
CLEANERS (NON-DUBLIN) (NON-PAYPATH)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
BEAUTICIANS (NON-DUBLIN) (NON-PAYPATH)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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)	1/01/10	13	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	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	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 PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/01/10	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	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	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
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/10	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	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	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	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	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	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	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	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	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	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	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	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)	1/01/10	8	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)	1/01/10	8	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)	1/01/10	8	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										
NURSES AIDES (DUBLIN) (NON-PAYPATH)	1/01/10	13	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					
OCCUPATIONAL THERAPY ASSISTANT	1/01/10	7	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	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
PHYSIOTHERAPY ASSISTANT	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	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											
MEDICAL LABORATORY AIDES	1/01/10	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											
FAMILY SUPPORT WORKERS	1/01/10	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											
FAMILY SUPPORT WORKERS (NON-PAYPATH)	1/01/10	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					
HOME HELPS	1/01/10	7	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)	1/01/10	13	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 Euro

CLERICAL, ADMINISTRATION & RELATED GRADES

E-MAIL : PADRAIG_KELLY@HEALTH.IRLGOV.IE TEL : 01 6354058

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

CATERING OFFICER, GRADE III	1/01/10	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							
CATERING OFFICER, GRADE II	1/01/10	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	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	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	1/01/10	7	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	1/01/10	3	18,455	20,811	23,147															
	1/09/08	2.5%	19,426	21,906	24,365															
CHEF II (FORMERLY COOK GRADE II) WITH QUALIFICATION	1/01/10	10	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	1/01/10	4	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	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	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	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	1/01/10	16	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	1/01/10	8	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									
DRAUGHTSMAN/TECHNICIAN II	1/01/10	13	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				

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
DRAUGHTSMAN/TECHNICIAN I	1/01/10	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)	1/01/10	5	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))	1/01/10	15	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	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	1/01/10	12	46,733	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%	49,712	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	1/01/10	13	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)	1/01/10	10	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	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	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	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	1/01/10	10	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	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	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	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	1/01/10	11	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						
SENIOR ASSISTANT TECHNICAL SERVICES OFFICER	1/01/10	12	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	1/01/10	9	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	1/01/10	8	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									

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
HOME HELP ORGANISER	1/01/10	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	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	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	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	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	1/01/10	11	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	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 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
NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE)	1/01/10	1	183,774																	
	1/09/08	2.5%	194,264																	
NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE)	1/01/10	1	183,774																	
	1/09/08	2.5%	194,264																	
NATIONAL DIRECTOR OF FINANCE (HSE)	1/01/10	1	158,296																	
	1/09/08	2.5%	163,158																	
NATIONAL DIRECTOR OF HUMAN RESOURCES (HSE)	1/01/10	1	158,296																	
	1/09/08	2.5%	163,158																	
NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE)	1/01/10	1	145,959																	
	1/09/08	2.5%	150,442																	
NATIONAL DIRECTOR OF COMMUNICATIONS (HSE)	1/01/10	1	145,959																	
	1/09/08	2.5%	150,442																	
NATIONAL DIRECTOR OF INFORMATION TECHNOLOGY (HSE)	1/01/10	1	145,959																	
	1/09/08	2.5%	150,442																	
NATIONAL DIRECTOR OF POPULATION HEALTH (HSE)	1/01/10	1	158,296																	
	1/09/08	2.5%	163,158																	
NATIONAL DIRECTOR OF PROCUREMENT (HSE)	1/01/10	1	145,959																	
	1/09/08	2.5%	150,442																	
NATIONAL DIRECTOR OF ESTATE MANAGEMENT (HSE)	1/01/10	1	145,959																	
	1/09/08	2.5%	150,442																	
HEAD OF INTERNAL AUDIT (HSE)	1/01/10	1	145,959																	
	1/09/08	2.5%	150,442																	
ASSISTANT NATIONAL DIRECTOR NATIONAL HOSPITALS OFFICE (HSE)	1/01/10	6	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)	1/01/10	6	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)	1/01/10	6	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)	1/01/10	6	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	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
SECRETARY TO THE BOARD (HSE)	1/01/10	6	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												
HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE)	1/01/10	6	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)	1/01/10	6	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)	1/01/10	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												
CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(ADELAIDE AND MEATH (INC NCH) HOSPITAL)	1/01/10	1	145,959																	
	1/09/08	2.5%	150,442																	
GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/01/10	1	145,959																	
	1/09/08	2.5%	150,442																	
DIRECTOR OF INFORMATION SYSTEMS (HSE)	1/01/10	6	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)	1/01/10	6	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)	1/01/10	6	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))	1/01/10	6	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												

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 2))	1/01/10	7	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)	1/01/10	7	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)	1/01/10	7	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 PCCC	1/01/10	7	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)	1/01/10	7	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)	1/01/10	7	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)	1/01/10	7	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	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	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	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	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	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	1/01/10	7	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	1/01/10	7	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	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
(GRADE VIII) MANAGEMENT ACCOUNTANT	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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	1/01/10	7	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 OFFICER (HSE NON-EASTERN REGIONAL AREA)(HEALTH AREAS)	1/01/10	7	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)	1/01/10	6	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	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	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	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	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)	1/01/10	12	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)	1/01/10	8	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	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	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	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	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)	1/01/10	11	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 January 2010

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Table A1

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

Consultants Revised Common Contract, 1997	01/06/2007	01/03/2008	01/09/2008	01/01/2009	01/01/2010
	2% - T2016	2.5% - T2016	2.5% - T2016	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	181,998	186,548	191,212	226,461	192,492
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	172,841	177,162	181,591	221,410	188,199
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	164,181	168,286	172,493	216,634	184,139
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	162,455	166,516	170,679	215,682	183,330
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	154,276	158,133	162,087	211,170	179,495
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	146,613	150,278	154,035	206,944	176,000
Geographical Wholetime Consultants without fees	190,661	195,427	200,313	231,239	196,553

Table A2

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

Consultants Revised Common Contract, 1997	01/06/2007	01/03/2008	01/09/2008	01/01/2009	01/01/2010
	2% - T2016	2.5% - T2016	2.5% - T2016	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	181,998	186,548	191,212	215,955	183,562
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	172,841	177,162	181,591	210,904	179,268
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	164,181	168,286	172,493	206,127	176,000
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	162,455	166,516	170,679	205,175	176,000
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	154,276	158,133	162,087	200,664	176,000
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	146,613	150,278	154,035	196,437	172,865
Geographical Wholetime Consultants without fees	190,661	195,427	200,313	220,733	187,623

Table A3

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

Consultants Revised Common Contract, 1997	01/06/2007	01/03/2008	01/09/2008	01/01/2009	01/01/2010
	2% - T2016	2.5% - T2016	2.5% - T2016	Type B*	Type B*
	€	€	€	€	€
Category I consultants					
Consultants in Emergency Medicine in all HSE areas	181,998	186,548	191,212	191,212	168,266
Regional Consultant Orthodontists in all HSE areas	172,841	177,162	181,591	184,905	162,716
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	162,455	166,516	170,679	189,416	166,686
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	154,276	158,133	162,087	184,905	162,716
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	146,613	150,278	154,035	180,678	158,997

Table B1

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

<i>Category I Consultants</i>	T2016 2%	T2016 2.5%	T2016 2.5%	Type A	Type A
	01/06/07	01/03/08	01/09/08	Contract	Contract
	€	€	€	€	€
Professor	234,230	240,085	246,088	284,163	241,539
Associate Professor	216,906	222,328	227,887	265,736	225,876
Lecturer	199,575	204,564	209,679	247,345	210,243
College Lecturer	194,937	199,811	204,806	242,418	206,055

<i>Category II Consultants</i>	T2016 2%	T2016 2.5%	T2016 2.5%	Type A	Type A
	01/06/07	01/03/08	01/09/08	Contract	Contract
	€	€	€	€	€
Professor UCD, TCD, RCSI	209,121	214,349	219,707	270,314	229,767
Associate Professor UCD, TCD, RCSI	192,593	197,408	202,343	252,325	214,476
Lecturer UCD, TCD, RCSI	174,128	178,482	182,944	233,309	198,313
College Lecturer UCD, TCD, RCSI	169,484	173,721	178,064	228,379	194,122

Professor UCC	216,970	222,394	227,954	274,643	233,447
Associate Professor UCC	200,191	205,196	210,326	256,516	218,039
Lecturer UCC	182,081	186,633	191,299	237,696	202,042
College Lecturer UCC	177,440	181,876	186,423	232,767	197,852

Professor UCG	224,816	230,436	236,197	278,971	237,125
Associate Professor UCG	207,789	212,984	218,308	260,707	221,601
Lecturer UCG	190,033	194,784	199,653	242,082	205,770
College Lecturer UCG	185,389	190,023	194,774	237,152	201,579

Table B2

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

Category I Consultants

	T2016 2% 01/06/07	T2016 2.5% 01/03/08	T2016 2.5% 01/09/08	Type B Contract 01/01/2009	Type B Contract 01/01/2010
	€	€	€	€	€
Professor	234,230	240,085	246,088	278,910	237,074
Associate Professor	216,906	222,328	227,887	258,536	219,756
Lecturer	199,575	204,564	209,679	236,885	201,352
College Lecturer	194,937	199,811	204,806	231,292	196,598

Category II Consultants

	T2016 2% 01/06/07	T2016 2.5% 01/03/08	T2016 2.5% 01/09/08	Type B Contract 01/01/2009	Type B Contract 01/01/2010
	€	€	€	€	€
Professor UCD, TCD, RCSI	209,121	214,349	219,707	265,061	225,302
Associate Professor UCD, TCD, RCSI	192,593	197,408	202,343	245,125	208,356
Lecturer UCD, TCD, RCSI	174,128	178,482	182,944	222,849	189,422
College Lecturer UCD, TCD, RCSI	169,484	173,721	178,064	217,253	184,665
Professor UCC	216,970	222,394	227,954	269,390	228,982
Associate Professor UCC	200,191	205,196	210,326	249,316	211,919
Lecturer UCC	182,081	186,633	191,299	227,236	193,151
College Lecturer UCC	177,440	181,876	186,423	221,641	188,395
Professor UCG	224,816	230,436	236,197	273,718	232,660
Associate Professor UCG	207,789	212,984	218,308	253,507	215,481
Lecturer UCG	190,033	194,784	199,653	231,622	196,879
College Lecturer UCG	185,389	190,023	194,774	226,025	192,121

Table B3

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

Category II Consultants

	T2016 2% 01/06/07	T2016 2.5% 01/03/08	T2016 2.5% 01/09/08	Type B* Contract 01/01/2009	Type B* Contract 01/01/2010
	€	€	€	€	€
Professor UCD, TCD, RCSI	209,121	214,349	219,707	249,301	211,906
Associate Professor UCD, TCD, RCSI	192,593	197,408	202,343	229,598	195,158
Lecturer UCD, TCD, RCSI	174,128	178,482	182,944	207,585	176,447
College Lecturer UCD, TCD, RCSI	169,484	173,721	178,064	202,048	176,000
Professor UCC	216,970	222,394	227,954	253,631	215,586
Associate Professor UCC	200,191	205,196	210,326	233,788	198,720
Lecturer UCC	182,081	186,633	191,299	211,971	180,175
College Lecturer UCC	177,440	181,876	186,423	206,437	176,000
Professor UCG	224,816	230,436	236,197	257,958	219,264
Associate Professor UCG	207,789	212,984	218,308	237,979	202,282
Lecturer UCG	190,033	194,784	199,653	216,358	183,904
College Lecturer UCG	185,389	190,023	194,774	210,821	179,198

Table C 1

Salary scales for New Entrant Consultants (Clinicians)

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type A	01/09/2008 2.5%	217,006	220,157	223,309	226,461
	01/01/2010	184,455	187,133	189,813	192,492
Type B	01/09/2008 2.5%	197,296	199,922	202,549	205,176
	01/01/2010	173,620	175,931	176,000	176,000

Table C2**Salary scales for New Entrant Academic Consultants on Type A Contract**

Contract Type		Scale Points			
		1	2	3	4
		€	€	€	€
Type A Professor	01/09/2008 2.5%	272,533	276,410	280,287	284,163
	01/01/2010	231,653	234,949	238,244	241,539
Type A Associate Professor	01/09/2008 2.5%	254,105	257,982	261,859	265,736
	01/01/2010	215,989	219,285	222,580	225,876
Type A Lecturer	01/09/2008 2.5%	235,715	239,591	243,468	247,345
	01/01/2010	200,358	203,652	206,948	210,243
Type A College Lecturer	01/09/2008 2.5%	230,788	234,664	238,541	242,418
	01/01/2010	196,170	199,464	202,760	206,055

Table C3

Salary scales for New Entrant Academic Consultants on Type B Contract

Contract Type		Scale Points			
		1	2	3	4
		€	€	€	€
Type B Professor	01/09/2008 2.5%	254,896	258,284	261,672	265,061
	01/01/2010	216,662	219,541	222,421	225,302
Type B Associate Professor	01/09/2008 2.5%	234,961	238,349	241,737	245,125
	01/01/2010	199,717	202,597	205,476	208,356
Type B Lecturer	01/09/2008 2.5%	212,684	216,073	219,461	222,849
	01/01/2010	180,782	183,662	186,542	189,422
Type B College Lecturer	01/09/2008 2.5%	207,088	210,476	213,864	217,253
	01/01/2010	176,025	178,904	181,785	184,665

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

Contract Type		Scale Points			
		1	2	3	4
		€	€	€	€
Type C Professor	01/09/2008 2.5%	230,626	234,225	237,823	241,422
	01/01/2010	196,032	199,091	202,150	205,208
Type C Associate Professor	01/09/2008 2.5%	211,545	215,144	218,742	222,341
	01/01/2010	179,814	182,872	185,931	188,990
Type C Lecturer	01/09/2008 2.5%	190,228	193,827	197,425	201,023
	01/01/2010	167,401	170,567	173,734	176,000
Type C College Lecturer	01/09/2008 2.5%	184,867	188,465	192,064	195,662
	01/01/2010	162,683	165,849	169,016	172,183

Table D
Revision of Remuneration for Masters with effect from 1 January 2010

		Master's Allowance	Total
	€	€	€
Consultants who are remaining on the 1997 contract	176,000	53009	229,009
Consultants who have opted for the Type A Contract	192,492	53009	245,500
Consultants who have opted for the Type B Contract	183,562	53009	236,570

Clinical Directors' Allowance	01/01/2009	01/01/2010
	€	€
	50,000	46,000

Table E

On Call/Call-Out Payments

	No. of Call-Outs	T2016 1/06/07 2%	T2016 1/03/08 2.5%	T2016 1/09/08 2.5%	01/01/2010
		€	€	€	€
Rota					
Flat Annual Payment		3,991	4,091	4,193	3,857
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...					
1 in 3		2,311	2,369	2,428	2,234
1 in 2					
	1-80 call-outs	5,769	5,914	6,062	5,577
	81-120 call-outs	6,667	6,834	7,005	6,445
	121+ call-outs	7,302	7,484	7,671	7,058
1 in 1					
	1-80 call-outs	6,925	7,098	7,275	6,693
	81-120 call-outs	8,763	8,982	9,207	8,470
	121+ call-outs	10,821	11,092	11,369	10,460

Emergency Call-Out Payments

	01/12/2006 3% T2016	01/06/2007 2% T2016	01/03/2008 2.5% T2016	01/09/2008 2.5% T2016	01/01/2010
	€	€	€	€	€
Per call-out					
First 30 call-outs	79.71	81.31	83.34	85.42	78.59
31-120 call-outs	119.90	122.29	125.35	128.48	118.21
121 call-outs or more	158.38	161.55	165.59	169.73	156.15
If the call-out occurs after midnight					
First 30 call-outs	106.26	108.38	111.09	113.87	104.76
31-120 call-outs	160.66	163.87	167.97	172.17	158.40
121 call-outs or more	212.65	216.90	222.33	227.89	209.65
For each hour or part hour in excess of the first hour					
First 30 call-outs	53.05	54.12	55.47	56.85	52.31
31-120 call-outs	79.17	80.76	82.78	84.85	78.06
121 call-outs or more	106.34	108.47	111.18	113.96	104.84
Annual Limit	22,622	23,075	23,652	24,243	22,303

Table F1

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

Consultants Revised Common Contract, 1997	01/06/2007	01/03/2008	01/09/2008	01/01/2009	01/01/2010
	2% - T2016	2.5% - T2016	2.5% - T2016	5%	
	€	€	€	€	€
Category I Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	181,998	186,548	191,212	200,772	176,000
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	172,841	177,162	181,591	190,670	167,790
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	164,181	168,286	172,493	181,118	159,384
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	162,455	166,516	170,679	179,213	157,708
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	154,276	158,133	162,087	170,191	151,800
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	146,613	150,278	154,035	161,737	148,798
Geographical Wholtime Consultants without fees	190,661	195,427	200,313	210,329	178,779

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

<i>Category I Consultants</i>	T2016 2%	T2016 2.5%	T2016 2.5%	5%	
	01/06/07	01/03/08	01/09/08	01/01/2009	01/01/2010
	€	€	€	€	€
Professor	234,230	240,085	246,088	258,392	219,633
Associate Professor	216,906	222,328	227,887	239,281	203,389
Lecturer	199,575	204,564	209,679	220,163	187,138
College Lecturer	194,937	199,811	204,806	215,046	182,789

<i>Category II Consultants</i>	T2016 2%	T2016 2.5%	T2016 2.5%	5%	
	01/06/07	01/03/08	01/09/08	01/01/2009	01/01/2010
	€	€	€	€	€
Professor UCD, TCD, RCSI	209,121	214,349	219,707	230,693	196,089
Associate Professor UCD, TCD, RCSI	192,593	197,408	202,343	212,460	180,591
Lecturer UCD, TCD, RCSI	174,128	178,482	182,944	192,091	169,040
College Lecturer UCD, TCD, RCSI	169,484	173,721	178,064	186,967	164,531

Professor UCC	216,970	222,394	227,954	239,352	203,449
Associate Professor UCC	200,191	205,196	210,326	220,842	187,716
Lecturer UCC	182,081	186,633	191,299	200,864	176,000
College Lecturer UCC	177,440	181,876	186,423	195,744	172,254

Professor UCG	224,816	230,436	236,197	248,007	210,806
Associate Professor UCG	207,789	212,984	218,308	229,224	194,840
Lecturer UCG	190,033	194,784	199,653	209,636	178,191
College Lecturer UCG	185,389	190,023	194,774	204,513	173,836

Table F3

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

	01/06/2007	01/03/2008	01/09/2008	01/01/2009	01/01/2010
	2% - T2016	2.5% - T2016	2.5% - T2016	5%	
	€	€	€	€	€
Regional Consultant Orthodontists	172,841	177,162	181,591	190,670	167,790

Table F4

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

	01/06/2007	01/03/2008	01/09/2008	01/01/2009	01/01/2010
	2% - T2016	2.5% - T2016	2.5% - T2016	5%	
	€	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in					
G.W.T. WITHOUT FEES	150,057	153,809	157,654	165,537	151,800
G.W.T. WITH FEES	142,950	146,524	150,187	157,697	145,081
EXISTING WHOLETIME	134,936	138,309	141,767	148,855	136,947
Consultants in SHB, MWHB, NEHB & SEHB (excluding					
G.W.T. WITHOUT FEES	150,057	153,809	157,654	165,537	151,800
G.W.T. WITH FEES	136,274	139,681	143,173	150,332	138,305
EXISTING WHOLETIME	128,254	131,461	134,747	141,485	130,166
Consultants in EHB (excluding Psychiatrists and					
G.W.T. WITHOUT FEES	150,057	153,809	157,654	165,537	151,800
G.W.T. WITH FEES	129,594	132,834	136,155	142,963	131,526
EXISTING WHOLETIME	121,573	124,612	127,727	134,114	123,385

	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

Emergency Services	01/06/2007	01/03/2008	01/09/2008	01/01/2010
Scale of fees for call-outs arising after the completion of the scheduled commitment.	2% - T2016	2.5% - T2016	2.5% - T2016	
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

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

Consultants Contract, 1981	01/06/07 2% - T2016 €	01/03/08 2.5% - T2016 €	01/09/08 2.5% - T2016 €	01/01/10 €
'A' Factor per hour	50.80	52.07	53.37	49.10
all Consultant Psychiatrists and Consultants in the MHB,				
WHOLETEIME	66,330	67,989	69,688	64,113
MAX PART-TIME	54,272	55,629	57,020	52,458
MWHB, NEHB and SEHB (excluding Consultant				
WHOLETEIME	62,646	64,212	65,818	60,552
MAX PART-TIME	51,258	52,539	53,853	49,545
(excluding Consultant Geriatricians and Consultant				
WHOLETEIME	58,962	60,436	61,947	56,991
MAX PART-TIME	48,242	49,448	50,684	46,629
To each of these figures there falls to be added the following, being the annual value of ten additional hours per week at the end of the schedule commitment as provided for in section 4.2 of the Interim Report.				
	22,335	22,893	23,465	21,588
B' Factor effective from 1 September 2008				
Per 24 hour period or a proportionate sum of any greater or lesser period.	78.81	80.78	82.80	76.17
Annual amount payable to any one individual is subject to an upper limit as follows	7,881	8,078	8,280	7,618
C' Factor effective from 1 September 2008				
Per call-out to each patient.	78.81	80.78	82.80	76.17
In the event of the call-out taking place after midnight or extending beyond that time the figure is as follows	104.96	107.58	110.27	101.45
In the event of the call-out extending beyond one hours duration from leaving home until return a further sum for each hour or part hour is payable as follows	52.40	53.71	55.06	50.65
The annual amount payable to any one individual is subject to an upper limit in any one calendar year as follows	7,881	8,078	8,280	7,618

Table F6

Original Contract for Consultant Medical Staff 1981

	01/06/07	01/03/08	01/09/08	01/01/09	01/01/10
Pensions	2% - T2016	2.5% - T2016	2.5% - T2016	5%	
	€	€	€	€	€
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate	179,740	184,233	188,839	198,281	198,281
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347 (£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	9,453	9,689	9,931	10,428	10,428

ALLOWANCES

Fixed rate allowances for public servants in receipt of basic pay up to and including €125,000 will be reduced by 5%; fixed rate allowances for those in receipt of basic pay in excess of €125,000 will be reduced by 8%.

5% - PAGES 52-63

8% - PAGES 64-75

Any element of remuneration, such as overtime, premium rates of pay or allowances, that is based on the basic salary or wage will be reduced proportionately to the reduction to the basic rate of pay.

N.B. Fees payable to self-employed professionals are not included in these scales.

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 52

MEDICAL AND DENTAL ALLOWANCES II

	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -5.0%
Psychiatrist Special Responsibility Allowance				
Revised rate per annum	10412.04	10672.34	10939.15	10392.19
Revision of allowances for Registrars, House Officers and Interns				
Effective date 1 July 2009		Effective date 1 January, 2010		
Higher Degree Allowance €3,207 per annum		€3,047 per annum		
Diploma Allowance €1,103 per annum		€1,048 per annum		
Living Out Allowance €64.42 per week		€61.20 per week		
Revision of allowance for Specialist Registrars				
Effective date 1 July, 2009		Effective date 1 January 2010		
Higher Degree Allowance €3,207 per annum		€3,047 per annum		

MEDICAL AND DENTAL ALLOWANCES IV

1 June 07
2%

1 March 08
2.5%

1 Sept 08
2.5%

1 Jan 10
-5.0%

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
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
Psychiatric Nurses (S100/411 refers)				
HSE HR Directorate Circular 1/2005				
Community Allowance				
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
Nurses assigned to Occupational Therapy (Unqualified)	1,705	1,748	1,791	1,702

NURSING ALLOWANCES II

	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -5.0%	
Long-Stay Unit Allowance for Trainee Psychiatric Nurses - Diploma Students only					
Where there were any 3rd year Trainee Psychiatric Nurses (in training)					
1st Year	217	222	228	216	
2nd Year	366	375	384	365	
3rd Year	531	544	557	530	
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	
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%
<i>(iii) 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)				
<i>(iv) On Call over Weekend</i>				
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.				
<i>(v) Nurse Co-ordinator Allowance (See Circular 33/2003 for full details)</i>				
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.	18.12	18.57	19.04	18.09
Registered General Nurses in the Community				
(HSEA letter dated 5th April 2001 refers)				
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance.	3,716	3,809	3,904	3,709
(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).				
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

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF				
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%
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 SCIENTISTS				
<u>Sessional Hospitals</u>				
Emergency/On-Call Duty - Emergency Sessions)				
- Fee Per Session	263.39	269.97	276.72	262.88
- Fee per call/patient for service midnight-9 a.m. each night of the week	23.30	23.88	24.48	23.25
- Standby (a) Monday to Friday	11.63	11.92	12.22	11.61
(b) Saturdays	15.18	15.56	15.95	15.15
(c) Sundays and Public Holidays	22.65	23.22	23.80	22.61
<u>Non-Sessional Hospitals</u>				
I Hospitals up to 5 calls per week				
- Per call without standby	63.94	65.54	67.18	63.82
II Hospitals over 5 calls per week				
- Payment for up to 60 calls per week per hospital	23.30	23.88	24.48	23.25
- Payment for over 60 calls per week per hospital	15.73	16.12	16.53	15.70
- 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
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				
<u>Emergency/On-Call Duty</u>				
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.				
<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:	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

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								
<u>Sessional Hospitals</u>								
Emergency/On-Call Duty								
I Standby Payment								
From 10.00p.m. to 9.00a.m. Monday - Friday		16.66	17.07	17.50		16.63		
Per hour on Saturday		1.71	1.75	1.80		1.71		
Per hour on Sunday		2.51	2.57	2.64		2.51		
II Fee Per Call/Patient								
Per Call / Patient		23.30	23.88	24.48		23.25		
III Sessions								
Monday to Friday		188.16	192.86	197.68		187.80		
Saturday		219.46	224.95	230.57		219.04		
Sunday		263.39	269.97	276.72		262.88		
<u>Non-Sessional Hospitals</u>								
I On-Call with Standby								
Monday to Friday (each day)		23.30	23.88	24.48		23.25		
Saturday		30.41	31.17	31.95		30.35		
Sunday & Public Holidays		45.48	46.62	47.78		45.39		
Fee Per Call		23.30	23.88	24.48		23.25		
II On-Call without Standby								
Fee Per Call		63.94	65.54	67.18		63.82		
NB; The total On-Call Standby fees paid by an individual hospital should not exceed 192.13 Euros from 1/01/09 for any week except for a week which includes a public holiday.								
<u>CT Scan On-Call Rates</u>								
Between normal finishing time and midnight Mon to Fri and from 9.00a.m. to 12 noon Sat		92.59	94.91	97.28		92.42		
Midnight to 9.00a.m. Mon to Fri and from 12 noon Sat to 9.00a.m. Mon		123.35	126.43	129.59		123.11		
PART-TIME RADIOGRAPHERS								
Rate-Per-Hour : Premium rate		25.17	25.80	26.44		25.12		
							PAGE 60	

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)					
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					
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					
			250	238.50	
STUDENT ENVIRONMENTAL HEALTH OFFICERS					
WEEKLY Training Allowance for students of Environmental Health while on approved practice placement for academic year is 203.39 Euros					
STUDENT MEDICAL SCIENTISTS					
3rd year Medical Scientist students MONTHLY Training Allowance academic year is : 903.98 Euros					
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	
				PAGE 61	

MEDICAL AND DENTAL ALLOWANCES I

	1 June 07	1 March 08	1 Sept 08	1 Jan 10
	2%	2.5%	2.5%	-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 II

1 June 07
2%

1 March 08
2.5%

1 Sept 08
2.5%

1 Jan 10
-8.0%

Psychiatrist Special Responsibility Allowance

Revised rate per annum

10412.04

10672.34

10939.15

10064.02

Revision of allowances for Registrars, House Officers and Interns

Effective date 1 July 2009

Higher Degree Allowance €3,207 per annum

Diploma Allowance €1,103 per annum

Living Out Allowance €64.42 per week

Effective date 1 January, 2010

€2,950 per annum

€1,015 per annum

€59.27 per week

Revision of allowance for Specialist Registrars

Effective date 1 July, 2009

Higher Degree Allowance €3,207 per annum

Effective date 1 January, 2010

€2,950 per annum

MEDICAL AND DENTAL ALLOWANCES IV

1 June 07
2%

1 March 08
2.5%

1 Sept 08
2.5%

1 Jan 10
-8.0%

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	
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	
Psychiatric Nurses (S100/411 refers)					
HSE HR Directorate Circular 1/2005					
Community Allowance					
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	
Nurses assigned to Occupational Therapy (Unqualified)	1,705	1,748	1,791	1,648	

NURSING ALLOWANCES II

	1 June 07 2%	1 March 08 2.5%	1 Sept 08 2.5%	1 Jan 10 -8.0%
Long-Stay Unit Allowance for Trainee Psychiatric Nurses - Diploma Students only				
Where there were any 3rd year Trainee Psychiatric Nurses (in training)				
1st Year	217	222	228	209
2nd Year	366	375	384	354
3rd Year	531	544	557	513
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 (\$103/151 refers)				
Island Inducement Allowance	1,769	1,814	1,859	1,710
Theatre Nurses who participate in the On-Call/standby Emergency Services (\$100/125 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	1 March 08	1 Sept 08	1 Jan 10
	2%	2.5%	2.5%	-8.0%
<i>(iii) 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)				
<i>(iv) On Call over Weekend</i>				
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.				
<i>(v) Nurse Co-ordinator Allowance (See Circular 33/2003 for full details)</i>				
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.	18.12	18.57	19.04	17.52
Registered General Nurses in the Community (HSEA letter dated 5th April 2001 refers)				
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).	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

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF								
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%			
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 SCIENTISTS								
<u>Sessional Hospitals</u>								
Emergency/On-Call Duty - Emergency Sessions)								
- Fee Per Session		263.39	269.97	276.72	254.58			
- Fee per call/patient for service midnight-9 a.m. each night of the week		23.30	23.88	24.48	22.52			
- Standby (a) Monday to Friday		11.63	11.92	12.22	11.24			
(b) Saturdays		15.18	15.56	15.95	14.67			
(c) Sundays and Public Holidays		22.65	23.22	23.80	21.90			
<u>Non-Sessional Hospitals</u>								
I Hospitals up to 5 calls per week								
- Per call without standby		63.94	65.54	67.18	61.81			
II Hospitals over 5 calls per week								
- Payment for up to 60 calls per week per hospital		23.30	23.88	24.48	22.52			
- Payment for over 60 calls per week per hospital		15.73	16.12	16.53	15.20			
- 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			
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								
<u>Emergency/On-Call Duty</u>								
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.								
<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:		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			

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%		-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								
<u>Sessional Hospitals</u>								
Emergency/On-Call Duty								
I Standby Payment								
From 10.00p.m. to 9.00a.m. Monday - Friday		16.66	17.07		17.50		16.10	
Per hour on Saturday		1.71	1.75		1.80		1.65	
Per hour on Sunday		2.51	2.57		2.64		2.43	
II Fee Per Call/Patient								
Per Call / Patient		23.30	23.88		24.48		22.52	
III Sessions								
Monday to Friday		188.16	192.86		197.68		181.87	
Saturday		219.46	224.95		230.57		212.12	
Sunday		263.39	269.97		276.72		254.58	
<u>Non-Sessional Hospitals</u>								
I On-Call with Standby								
Monday to Friday (each day)		23.30	23.88		24.48		22.52	
Saturday		30.41	31.17		31.95		29.39	
Sunday & Public Holidays		45.48	46.62		47.78		43.96	
Fee Per Call		23.30	23.88		24.48		22.52	
II On-Call without Standby								
Fee Per Call		63.94	65.54		67.18		61.81	
NB; 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 which includes a public holiday.								
<u>CT Scan On-Call Rates</u>								
Between normal finishing time and midnight Mon to Fri and from 9.00a.m. to 12 noon Sat		92.59	94.91		97.28		89.50	
Midnight to 9.00a.m. Mon to Fri and from 12 noon Sat to 9.00a.m. Mon		123.35	126.43		129.59		119.23	
PART-TIME RADIOGRAPHERS								
Rate-Per-Hour : Premium rate		25.17	25.80		26.44		24.32	
							PAGE 72	

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)					
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					
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			250	230.00	
STUDENT ENVIRONMENTAL HEALTH OFFICERS					
WEEKLY Training Allowance for students of Environmental Health while on approved practice placement for academic year is 196.96 Euros					
STUDENT MEDICAL SCIENTISTS					
3rd year Medical Scientist students MONTHLY Training Allowance academic year is : 875.44 Euros					
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					
<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	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;					
	161.79	165.84	169.98	156.38	
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	

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	
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)		29.37		30.11		30.86		28.39	
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									
1/1/06 -- 31/12/06	888.00 Euros								
1/1/07 -- 31/12/07	888.00 Euros								
1/1/08 -- 31/12/08	888.00 Euros								
1/1/09 -- 31/12/09	888.00 Euros								
1/1/10 -- 31/12/10	816.96 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 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18

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)	1/09/08	2.5%	5	85,637	89,309	92,985	98,477	103,970	LSIs											
	1/03/08	2.5%		83,548	87,131	90,718	96,075	101,434	LSIs											

SUPPORT SERVICES GRADES

CRAFTSMEN (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	12	36,852	37,284	37,494	37,724	37,941	38,054	38,163	38,274	38,388	38,564	38,701	39,032					
	1/03/08	2.5%		35,953	36,375	36,579	36,804	37,015	37,126	37,232	37,340	37,451	37,623	37,757	38,080					
DOMESTICS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
ATTENDANTS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
CLEANERS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
PORTERS / DRIVERS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
BUILDERS LABOURERS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
GENERAL LABOURERS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
GROUNDSMEN (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
GARDEN LABOURERS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
FARM LABOURERS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
DRIVERS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				

			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) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
CARETAKERS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
LAUNDRY WORKERS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
	1/03/08	2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464				
SEAMSTRESS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569				
	1/03/08	2.5%		29,516	29,688	29,846	29,938	30,028	30,121	30,211	30,305	30,401	30,501	30,598	30,699	30,799				
HAIRDRESSERS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569				
	1/03/08	2.5%		29,516	29,688	29,846	29,938	30,028	30,121	30,211	30,305	30,401	30,501	30,598	30,699	30,799				
BEAUTICIANS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569				
	1/03/08	2.5%		29,516	29,688	29,846	29,938	30,028	30,121	30,211	30,305	30,401	30,501	30,598	30,699	30,799				
BARBERS (NON-DUBLIN)(PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569				
	1/03/08	2.5%		29,516	29,688	29,846	29,938	30,028	30,121	30,211	30,305	30,401	30,501	30,598	30,699	30,799				
MINI BUS DRIVERS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663				
	1/03/08	2.5%		29,603	29,769	29,931	30,021	30,115	30,205	30,297	30,390	30,483	30,586	30,688	30,789	30,890				
TRACTOR DRIVERS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663				
	1/03/08	2.5%		29,603	29,769	29,931	30,021	30,115	30,205	30,297	30,390	30,483	30,586	30,688	30,789	30,890				
VAN DRIVERS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663				
	1/03/08	2.5%		29,603	29,769	29,931	30,021	30,115	30,205	30,297	30,390	30,483	30,586	30,688	30,789	30,890				
MORTUARY ATTENDANTS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752				
	1/03/08	2.5%		29,690	29,857	30,015	30,107	30,197	30,292	30,380	30,475	30,572	30,659	30,771	30,876	30,977				
LABORATORY ATTENDANTS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752				
	1/03/08	2.5%		29,690	29,857	30,015	30,107	30,197	30,292	30,380	30,475	30,572	30,659	30,771	30,876	30,977				
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH) (RETIREES PRE 17/10/03)	1/09/08	2.5%	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752				
	1/03/08	2.5%		29,690	29,857	30,015	30,107	30,197	30,292	30,380	30,475	30,572	30,659	30,771	30,876	30,977				

Grade Description	Effective From	Pts	Euro																		
			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)	1/09/08	2.5%	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
	1/03/08	2.5%		29,690	29,857	30,015	30,107	30,197	30,292	30,380	30,475	30,572	30,659	30,771	30,876	30,977					
GARDENER (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
	1/03/08	2.5%		30,031	30,200	30,359	30,453	30,541	30,638	30,726	30,823	30,921	31,022	31,140	31,230	31,330					
STOREMAN (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
	1/03/08	2.5%		30,031	30,200	30,359	30,453	30,541	30,638	30,726	30,823	30,921	31,022	31,140	31,230	31,330					
BOILERMAN / GROUNDSMAN (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
	1/03/08	2.5%		30,031	30,200	30,359	30,453	30,541	30,638	30,726	30,823	30,921	31,022	31,140	31,230	31,330					
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					
	1/03/08	2.5%		30,219	30,401	30,572	30,670	30,768	30,868	30,997	31,077	31,177	31,293	31,404	31,520	31,632					
DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					
	1/03/08	2.5%		30,219	30,401	30,572	30,670	30,768	30,868	30,997	31,077	31,177	31,293	31,404	31,520	31,632					
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					
	1/03/08	2.5%		30,219	30,401	30,572	30,670	30,768	30,868	30,997	31,077	31,177	31,293	31,404	31,520	31,632					
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					
	1/03/08	2.5%		30,219	30,401	30,572	30,670	30,768	30,868	30,997	31,077	31,177	31,293	31,404	31,520	31,632					
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					
	1/03/08	2.5%		30,219	30,401	30,572	30,670	30,768	30,868	30,997	31,077	31,177	31,293	31,404	31,520	31,632					
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
	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					
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
	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					
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
	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					

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
	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				
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
	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				
LINEN ROOM SUPERVISOR (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
	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				
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
	1/03/08	2.5%		31,989	32,207	32,409	32,524	32,643	32,760	32,873	32,995	33,163	33,240	33,369	33,500	33,624				
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
	1/03/08	2.5%		31,989	32,207	32,409	32,524	32,643	32,760	32,873	32,995	33,163	33,240	33,369	33,500	33,624				
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
	1/03/08	2.5%		31,989	32,207	32,409	32,524	32,643	32,760	32,873	32,995	33,163	33,240	33,369	33,500	33,624				
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
	1/03/08	2.5%		31,989	32,207	32,409	32,524	32,643	32,760	32,873	32,995	33,163	33,240	33,369	33,500	33,624				
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
	1/03/08	2.5%		31,989	32,207	32,409	32,524	32,643	32,760	32,873	32,995	33,163	33,240	33,369	33,500	33,624				
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
	1/03/08	2.5%		31,989	32,207	32,409	32,524	32,643	32,760	32,873	32,995	33,163	33,240	33,369	33,500	33,624				
PORTERS (DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	8	29,296	29,566	29,845	30,117	30,394	30,668	30,945	31,217									
	1/03/08	2.5%		28,581	28,845	29,117	29,383	29,653	29,920	30,190	30,456									
BOILERMEN (DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	8	29,588	29,855	30,248	30,397	30,662	30,938	31,204	31,472									
	1/03/08	2.5%		28,866	29,127	29,510	29,655	29,914	30,184	30,442	30,704									
DOMESTICS (DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08	2.5%	8	28,121	28,387	28,654	28,915	29,187	29,459	29,733	30,003									
	1/03/08	2.5%		27,435	27,695	27,955	28,210	28,475	28,741	29,008	29,272									

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 AIDES (DUBLIN) (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08 2.5%	13	29,840	30,069	30,167	30,247	30,338	30,439	30,530	30,624	30,721	30,807	30,935	31,071	31,198					
	1/03/08 2.5%		29,112	29,336	29,431	29,510	29,598	29,696	29,785	29,877	29,972	30,055	30,181	30,313	30,437					
CSSD OPERATIVES (RETIRES PRE 17/10/03)	1/09/08 2.5%	7	26,987	28,044	29,095	30,153	31,209	32,261	33,319											
	1/03/08 2.5%		26,328	27,360	28,385	29,418	30,448	31,475	32,506											
MEDICAL LABORATORY AIDES (DUBLIN) (RETIRES PRE 17/10/03)	1/09/08 2.5%	7	26,987	28,044	29,095	30,153	31,209	32,261	33,319											
	1/03/08 2.5%		26,328	27,360	28,385	29,418	30,448	31,475	32,506											
FAMILY SUPPORT WORKERS (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08 2.5%	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
	1/03/08 2.5%		31,989	32,207	32,409	32,524	32,643	32,760	32,873	32,995	33,163	33,240	33,369	33,500	33,624					
HOME HELPS (PAYPATH) (RETIRES PRE 17/10/03)	1/09/08 2.5%	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
	1/03/08 2.5%		29,188	29,354	29,513	29,603	29,696	29,788	29,877	29,972	30,066	30,166	30,263	30,367	30,464					
CLERICAL, ADMINISTRATION & RELATED GRADES																				
CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY)	1/09/08 2.5%	7	31,996	34,192	35,828	37,410	39,545	40,889	42,229	LSIs										
	1/03/08 2.5%		31,216	33,358	34,954	36,497	38,580	39,891	41,199	LSIs										
CATERING OFFICER, SENIOR ASSISTANT (FOR PENSION PURPOSES ONLY)	1/09/08 2.5%	7	34,192	35,828	37,410	39,545	41,096	42,489	43,890	LSIs										
	1/03/08 2.5%		33,358	34,954	36,497	38,580	40,094	41,452	42,819	LSIs										
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY)	1/09/08 2.5%	8	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs									
	1/03/08 2.5%		33,358	34,954	36,497	38,580	40,094	41,618	43,029	44,447	LSIs									
CATERING OFFICER, GRADE III (RETIRES PRE 31/12/2000)	1/09/08 2.5%	10	29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs							
	1/03/08 2.5%		29,095	31,216	33,358	34,954	36,497	38,580	40,094	41,618	43,029	44,447	LSIs							
CLERICAL ADMIN MANAGEMENT GRADES																				
REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/09/08 2.5%	1	184,347																	
	1/03/08 2.5%		179,850																	
CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA)(FOR PENSION PURPOSES ONLY)	1/09/08 2.5%	1	163,158																	
	1/03/08 2.5%		159,179																	
AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/09/08 2.5%	1	163,158																	
	1/03/08 2.5%		159,179																	

			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
CHIEF OFFICER (HSE MIDLAND AREA, MID-WESTERN AREA, NORTH EASTERN AREA, NORTH WESTERN AREA) (FOR PENSION PURPOSES ONLY)	1/09/08 2.5%	1	150,442																	
	1/03/08 2.5%		146,773																	
PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA)	1/09/08 2.5%	1	150,442																	
	1/03/08 2.5%		146,773																	
PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS)	1/09/08 2.5%	6	95,352	99,590	103,828	108,064	112,303	116,541												
	1/03/08 2.5%		93,027	97,161	101,295	105,428	109,564	113,698												
NATIONAL DIRECTOR OF SHARED SERVICES (HSE)	1/09/08 2.5%	1	150,442																	
	1/03/08 2.5%		146,773																	
DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA)	1/09/08 2.5%	1	139,761																	
	1/03/08 2.5%		136,352																	
FUNCTIONAL OFFICERS (FORMERLY EHB)	1/09/08 2.5%	5	91,143	95,274	98,645	102,030	105,407													
	1/03/08 2.5%		88,920	92,950	96,239	99,541	102,836													
GENERAL ADMINISTRATOR (FORMERLY EHB)	1/09/08 2.5%	6	74,727	77,328	79,906	83,841	86,487	89,112												
	1/03/08 2.5%		72,904	75,442	77,957	81,796	84,377	86,939												
SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB)	1/09/08 2.5%	8	71,454	73,761	76,109	78,454	80,774	82,026	84,524	87,032	LSIs									
	1/03/08 2.5%		69,712	71,962	74,253	76,540	78,804	80,025	82,462	84,909	LSIs									
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												

