

HEALTH SECTOR

CONSOLIDATED SALARY SCALES IN ACCORDANCE WITH THE FEMPI ACTS, THE PUBLIC SERVICE AGREEMENTS AND THE PUBLIC SERVICE PAY AND PENSIONS ACT 2017

These scales must be read in conjunction with Department of Health Circular 6/2022

1 February 2022

Adjustments for certain grades agreed under the Sectoral Bargaining provisions (Chapter 2) of “Building Momentum – A New Public Service Agreement 2021- 2022” are contained as follows:

- An increase to annualised rates of remuneration *for certain* health sector grades (and in some cases, only certain points on certain scales).
- An increase to *certain* allowances.

** Sectoral Bargaining adjustments for other public health sector grades will be communicated separately when agreed **

The sanction of the Minister is now conveyed for the retrospective application of these revised rates with effect from 1 February 2022

1 July 2022

The Public Service Pay and Pensions Act 2017 gives effect to the following adjustment to salaries with effect from 1st July 2022:

Section 20 shall apply to a public servant in a case in which the relevant restoration enjoyed by the public servant is such that the annualised amount of his or her basic salary, on the relevant date, is more than €150,000.

The sanction of the Minister is now conveyed for the retrospective application of these revised pay scales with effect from 1 July 2022

Your attention is drawn to section 12 of the FEMPI 2015 Act which provides details of the consequences of the inclusion of unapproved terms and conditions in the contract of employment of public servants and which provides for related matters, including the recoupment of unapproved payments.

Sessional rates may not be used in respect of any new employee recruited on or after 28 March 2014 and the continued use of sessional rates in relation to those already in receipt of them is also currently being reviewed. The relevant sessional rates are highlighted † in the Consolidated Salary Scales.

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

1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 February 2022 and 1 July 2022), as sanctioned by the Minister for Health and approved by the Minister for Public Expenditure and Reform, set out current salaries for public health service staff. These salary scales must be strictly adhered to and in no circumstances should an employee receive remuneration in the nature of pay and allowances of an amount greater than the amount prescribed for the relevant grade. The Department of Health Circular 11/2013 defines remuneration as basic salary, allowances and all other benefits in cash or in kind, together with general terms in regard to superannuation, holidays, sick leave etc., approximating to health service norms.

Non-Exchequer sources of funding may not be used to supplement approved rates of remuneration.

It is noted that the standard Service Arrangement between the Section 38 providers and the HSE requires that remuneration in Section 38 bodies conforms to public sector pay norms. Attention is drawn to the following provisions in particular;

- Section 3.2(c) (ix): Providers shall not pay nor subsidise salaries, expenses or other perquisites which exceed those normally paid within the public sector.
- Section 17.5: The Provider will adhere to the consolidated salary scales where they apply and is not authorised to pay salaries in excess of the consolidated scales for approved grades.

2. Financial Emergency Measures in the Public Interest Acts 2009 - 2015

The 2009 Act provided for reductions of public service pay rates with effect from 1 January 2010 and was amended by the 2013 Act to effect further reductions for employees earning over €65,000 per annum. The 2015 Act provides for an increase in the remuneration of certain grades in the public service.

Under Section 5(1) of the 2013 Act, a public servant whose pay has been reduced in accordance with the Act is not entitled to receive remuneration greater than the amount so determined. Additionally, no person or body responsible for paying the remuneration of a public servant is entitled to pay remuneration of an amount greater than the amount so determined. Accordingly, with the exception of the very limited arrangements under Section 6 of the 2013 Act, which requires the sanction of the Minister for Public Expenditure and Reform, it is not open to any public service employer to implement an increase in remuneration for public servants outside of the increases provided for in the 2015 Act and adjustments agreed as part of the public service stability agreements.

Your attention is drawn to section 12 of the 2015 Act which provides details of the consequences of the inclusion of unapproved terms and conditions in the contract of employment of public servants and which provides for related matters, including the recoupment of unapproved payments.

3. Allowances **** NO UNAPPROVED ALLOWANCES MAY BE PAID ****

As a general rule, only allowances included in the Department of Health Consolidated Salary Scales may be paid. Such allowances may be paid only in respect of those duties and grades specified in the Consolidated Salary Scales and at the approved rate, e.g. on-call allowances are payable only to those grades such as NCHDs, nurses etc. Where the Consolidated Salary Scales provide for the payment of an on-call allowance; the approved rate of such allowances may not be varied.

4. One Person One Salary

In accordance with the one person one salary principle, serving public servants require the consent of the Department of Public Expenditure and Reform in order to undertake other forms of paid remuneration in any part of the public service. In this context it should also be noted that public servants and public sector employees (with the exception of certain worker directors), who sit on State boards in an ex officio capacity or on behalf of their parent Department/organisation or who may be nominated to such boards independently of their public service employment, should not be paid remuneration in the form of board fees when serving in such a representational capacity.

5. Temporary Contracts for Posts at a Higher Grade

The Department of Health Circular 9/2016 must be adhered to in relation to temporary contracts for posts at a higher grade. Temporary contracts for posts at a higher grade that extend beyond 12 months will only be given on an exceptional basis and prior sanction must be sought from the Department of Health.

6. Superannuation

It is a general condition of public service pension schemes that pensionable remuneration for the purpose of the calculation of pension benefits, is determined by reference to the approved salary scale and sanctioned pensionable allowances, where applicable. The various superannuation schemes in the health sector require that the salary along with pensionable allowances used to determine pension benefits are those approved by the Minister for Health with the consent of the Minister for Public Expenditure and Reform.

Retirement benefits must be calculated by reference to the substantive grade of the retiring employee and the appropriate approved salary scale, and pensionable allowance where applicable, as set out in the Consolidated Salary Scales. Superannuation scheme rules do not permit the calculation of benefits using an unapproved salary or allowance to determine pensionable remuneration.

Guide to the Consolidated Salary Scales

Please note the following

- 1 The "**MAIN**" worksheet shows the payscales for all grades except consultants. Payscales on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2 The "**MAIN**" worksheet contains pay scales shaded in **yellow** that are not active scales and are not for use in relation to remuneration for current employees.
- 3 The "**Consultants**" worksheet shows all consultants rates.
- 4 The "**Notional Scales**" worksheet shows notional scales that are not active pay scales and are not for use in relation to remuneration for current employees.
- 5 **Pension increase policy up to end 2022.**
To determine if an increase is due to pensions in payment, under pre-existing pension schemes, up to end 2022, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018, 19/2019 and 10/2021 as well as DoH Circulars 9/2021 and 10/2021. These circulars set out the position in relation to pension increase policy, in the public service, up to end 2022 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.
- 6 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
- 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with/without qualification, Chef Senior, Chef Executive), the points are as follows;
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8 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).
- 9 As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 10 Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
- 11 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 12 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 13 Arising from a Labour Court engagement on 25th May 2022, Grade 3875 - Medical Scientist has been revised with effect from 17th June 2022.
- 14 On Call off site rate for Public Health Doctors (and Occupational Health Doctors for duration of pandemic) agreed as per LCR as an interim measure included in these payscales. (HSE Circular 35/2020).
- 15 Pay relativity for certain grades originally sanctioned or aligned as a percentage of another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as pay has been amended in line with recent National Agreements.
- 16 The Radiography Services Manager II/ Radiation Therapy Services Manager II allowance is no longer payable with effect from 1st February 2022 as per SIPTU Sectoral Bargaining agreement.
- 17 Minor adjustments to some scales have been made to resolve rounding anomalies that evolved over time.
- 18 The new allowance for 'CT out of hours for Radiographers' in respect of computed topography only is a non pensionable allowance.
- 19 Grade Code 4262 has been consolidated from 8 separate 'Labourer' entries to two single entries entitled 'Labourer' and 'Labourer (Non Dublin) (Non Paypath)'
- 20 The rate previously included in the 1.10.2021 salary scale for the grade of Interrai Care Needs Faciliator was not utilised and has been replaced by the rate contained in these scales.
- 21 The grades of: Epidemiologist, Senior, and Principal - Surveillance Officer, Public Health - Paramedicine Tutor, and Prinicpal, National Ambulance Service - Clinical Paramedical, Supervisor - Ambulance Service Shift Manager, Service District Operations Manager, and Tactical Manager, Senior - Health Promotion and Improvement Officer, and Senior - Chief Executive Officer for Galway and Cork University Hospitals with Cork Maternity Hospital - Psychology Assistant - Chiropodist / Podiatrist Manager and Manager in Charge III - Clinical Specialist Radiation Therapist - Radiation Therapy Service Manager 1, 2, 3 - Radiography Service Manager 3 - Clinical Coordinator - have been newly entered in these payscales.
- 22 The previous section entitled 'Support Services' has been split into 'General Support' and 'Patient & Client Care' in line with the HSE staff categories.

If you have a query specific to your own pay, please contact your own HR Manager. For policy queries, please contact national_hr_unit@health.gov.ie

CONTENTS	PAGE	CONTENTS	PAGE
<i>Staff Categories:</i>			
Medical and Dental	5-7		
Mental Health (Psychiatric) Nursing	8-9		
General Nursing and Midwifery	10-13		
Health and Social Care Professionals	14-20		
General Support	21-25		
Patient and Client Care	26-28		
Clerical, Administration, and Related	29-30		
Management Administration Clerical	31-35		
Consultants	36-56		
Allowances	57-65		
Notional Scales	66-68		
Sectoral Bargaining Legend	69		

Source Grade	Grade	Band	Bargaining Unit	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
				MEDICAL & DENTAL GRADES																					
				EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																					
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/10/21	1	30,846																		
					1/10/20		30,346																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	34,673																		
					1/10/20		34,173																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/21	1	34,673																		
					1/10/20		34,173																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	36,722																		
					1/10/20		36,222																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	36,722																		
					1/10/20		36,222																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/21	1	36,722																		
					1/10/20		36,222																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	38,769																		
					1/10/20		38,269																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	38,769																		
					1/10/20		38,269																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	38,769																		
					1/10/20		38,269																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/10/21	1	38,769																		
					1/10/20		38,269																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	40,833																		
					1/10/20		40,333																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	40,833																		
					1/10/20		40,333																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	40,833																		
					1/10/20		40,333																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	43,920																		
					1/10/20		43,420																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	45,938																		
					1/10/20		45,438																		

Medical Consultants Salary Scales - 1st July 2022

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

Table A1				
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	Type A €	Type A €	Type A €	Type A €
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	226,461	205,830	-	226,461
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	221,410	201,239	-	221,410
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,634	196,898	-	216,634
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	215,682	194,092	-	215,682
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,170	190,031	-	211,170
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,944	186,332	-	206,944
Geographical Wholtime Consultants without fees	231,239	208,091	-	231,239

Table SA - A1				
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	Type A €	Type A €	Type A €	Type A €
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	252,150	229,179	-	252,150
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	252,150	229,179	-	252,150
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	229,179	-	252,150
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	252,150	229,179	-	252,150
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	229,179	-	252,150
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	229,179	-	252,150
Geographical Wholtime Consultants without fees	252,150	229,179	-	252,150

Table A2				
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	Type B	Type B	Type B	Type B
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	215,955	196,281	-	215,955
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	210,904	191,690	-	210,904
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,127	188,195	-	206,127
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	205,175	188,195	-	205,175
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	200,664	188,195	-	200,664
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	196,437	184,842	-	196,437
Geographical Wholetime Consultants without fees	220,733	200,624	-	220,733

Table SA - A2				
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	Type B	Type B	Type B	Type B
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	231,138	210,081	-	231,138
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	231,138	210,081	-	231,138
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	210,081	-	231,138
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	231,138	210,081	-	231,138
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	210,081	-	231,138
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	210,081	-	231,138
Geographical Wholetime Consultants without fees	231,138	210,081	-	231,138

Table A3				
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	Type B*	Type B*	Type B*	Type B*
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	191,212	179,926	-	191,212
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	184,905	173,991	-	184,905
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	170,014	-	180,678
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	189,416	178,236	-	189,416
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,905	173,991	-	184,905
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	170,014	-	180,678

Table SA - A3				
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	Type B*	Type B*	Type B*	Type B*
	€	€	€	€
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	199,619	187,837	-	199,619
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	199,619	187,837	-	199,619
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,619	187,837	-	199,619

Table B1				
Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.				
Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	284,163	258,275	-	284,163
Associate Professor	265,736	241,526	-	265,736
Lecturer	247,345	224,811	-	247,345
College Lecturer	242,418	220,333	-	242,418
Category II Consultants				
Professor UCD, TCD, RCSI	270,314	245,687	-	270,314
Associate Professor UCD, TCD, RCSI	252,325	229,337	-	252,325
Lecturer	233,309	212,054	-	233,309
College Lecturer	228,379	207,573	-	228,379
Professor UCC	274,643	249,622	-	274,643
Associate Professor UCC	256,516	233,146	-	256,516
Lecturer UCC	237,696	216,041	-	237,696
College Lecturer UCC	232,767	211,561	-	232,767
Professor UCG	278,971	253,556	-	278,971
Associate Professor UCG	260,707	236,956	-	260,707
Lecturer UCG	242,082	220,028	-	242,082
College Lecturer UCG	237,152	215,547	-	237,152

Table SA - B1				
Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.				
Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	309,934	281,698	-	309,934
Associate Professor	292,190	265,571	-	292,190
Lecturer	274,527	249,517	-	274,527
College Lecturer	269,790	245,212	-	269,790
Professor UCD, TCD, RCSI	309,934	281,698	-	309,934
Associate Professor UCD, TCD, RCSI	292,190	265,571	-	292,190
Lecturer	274,527	249,517	-	274,527
College Lecturer	269,790	245,212	-	269,790
Professor UCC	309,934	281,698	-	309,934
Associate Professor UCC	292,190	265,571	-	292,190
Lecturer UCC	274,527	249,517	-	274,527
College Lecturer UCC	269,790	245,212	-	269,790
Professor UCG	309,934	281,698	-	309,934
Associate Professor UCG	292,190	265,571	-	292,190
Lecturer UCG	274,527	249,517	-	274,527
College Lecturer UCG	269,790	245,212	-	269,790

Table B2				
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.				
Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	278,910	253,500	-	278,910
Associate Professor	258,536	234,982	-	258,536
Lecturer	236,885	215,304	-	236,885
College Lecturer	231,292	210,221	-	231,292
Category II Consultants				
Professor UCD, TCD, RCSI	265,061	240,913	-	265,061
Associate Professor UCD, TCD, RCSI	245,125	222,793	-	245,125
Lecturer UCD, TCD, RCSI	222,849	202,547	-	222,849
College Lecturer UCD, TCD, RCSI	217,253	197,461	-	217,253
Professor UCC	269,390	244,848	-	269,390
Associate Professor UCC	249,316	226,602	-	249,316
Lecturer UCC	227,236	206,534	-	227,236
College Lecturer UCC	221,641	201,449	-	221,641
Professor UCG	273,718	248,781	-	273,718
Associate Professor UCG	253,507	230,412	-	253,507
Lecturer UCG	231,622	210,520	-	231,622
College Lecturer UCG	226,025	205,433	-	226,025

Table SA - B2				
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract				
Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	299,428	272,149	-	299,428
Associate Professor	277,790	252,483	-	277,790
Lecturer	253,608	230,504	-	253,608
College Lecturer	247,538	224,986	-	247,538
Category II Consultants				
Professor UCD, TCD, RCSI	299,428	272,149	-	299,428
Associate Professor UCD, TCD, RCSI	277,790	252,483	-	277,790
Lecturer UCD, TCD, RCSI	253,608	230,504	-	253,608
College Lecturer UCD, TCD, RCSI	247,538	224,986	-	247,538
Professor UCC	299,428	272,149	-	299,428
Associate Professor UCC	277,790	252,483	-	277,790
Lecturer UCC	253,608	230,504	-	253,608
College Lecturer UCC	247,538	224,986	-	247,538
Professor UCG	299,428	272,149	-	299,428
Associate Professor UCG	277,790	252,483	-	277,790
Lecturer UCG	253,608	230,504	-	253,608
College Lecturer UCG	247,538	224,986	-	247,538

Table B3				
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.				
Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor UCD, TCD, RCSI	249,301	226,589	-	249,301
Associate Professor UCD, TCD, RCSI	229,598	208,681	-	229,598
Lecturer UCD, TCD, RCSI	207,585	188,673	-	207,585
College Lecturer UCD, TCD, RCSI	202,048	188,195	-	202,048
Professor UCC	253,631	230,524	-	253,631
Associate Professor UCC	233,788	212,489	-	233,788
Lecturer UCC	211,971	192,660	-	211,971
College Lecturer UCC	206,437	188,195	-	206,437
Professor UCG	257,958	234,457	-	257,958
Associate Professor UCG	237,979	216,298	-	237,979
Lecturer UCG	216,358	196,647	-	216,358
College Lecturer UCG	210,821	191,615	-	210,821

Table SA - B3				
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract				
Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor UCD, TCD, RCSI	267,909	243,502	-	267,909
Associate Professor UCD, TCD, RCSI	248,084	225,482	-	248,084
Lecturer UCD, TCD, RCSI	228,259	207,464	-	228,259
College Lecturer UCD, TCD, RCSI	222,954	202,642	-	222,954
Professor UCC	267,909	243,502	-	267,909
Associate Professor UCC	248,084	225,482	-	248,084
Lecturer UCC	228,259	207,464	-	228,259
College Lecturer UCC	222,954	202,642	-	222,954
Professor UCG	267,909	243,502	-	267,909
Associate Professor UCG	248,084	225,482	-	248,084
Lecturer UCG	228,259	207,464	-	228,259
College Lecturer UCG	222,954	202,642	-	222,954

Table C1(1)							
New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/07/22	188,648	194,126	217,006	220,156	223,309	226,461
	01/02/22	-	-	-	-	-	-
	01/10/21	177,513	182,668	197,236	200,100	202,965	205,830
Type B	01/06/09	188,648	194,126	217,006	220,156	223,309	226,461
	01/07/22	177,566	179,976	197,295	199,922	202,549	205,176
	01/02/22	-	-	-	-	-	-
Type C	01/10/21	167,085	169,353	185,650	188,121	188,195	188,195
	01/06/09	177,566	179,976	197,295	199,922	202,549	205,176
	01/07/22	148,500	153,756	168,100	173,352	178,607	180,678
Type B	01/02/22	-	-	-	-	-	-
	01/10/21	148,500	153,756	162,318	163,120	168,065	170,014
	01/07/21	148,500	153,756	160,711	161,505	166,401	168,331
Type C	01/06/09	148,500	153,756	168,100	173,352	178,607	180,678

* Serving Consultants appointed prior to 1st October 2012 moving from permanent posts are allowed retain their existing salary scales.

Table SA - C1(1)				
Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement.				
Contract Type	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Type A Consultants	209,915	190,791	-	209,915
	221,261	201,098	-	221,261
	233,239	211,990	-	233,239
	239,543	217,720	-	239,543
	245,846	223,449	-	245,846
	252,150	229,178	-	252,150
Type B Consultants	193,840	176,181	-	193,840
	203,296	184,775	-	203,296
	215,378	195,756	-	215,378
	220,631	200,531	-	220,631
	225,884	205,305	-	225,884
	231,138	210,081	-	231,138
Type B* Consultants	199,619	187,837	-	199,619
Type C Consultants	151,296	148,500	-	151,296
	160,745	153,757	-	160,745
	168,100	162,318	-	168,100
	173,353	163,121	-	173,353
	178,606	168,064	-	178,606
	183,859	173,007	-	183,859

Table C1(2)										
New Entrant Consultant (Clinicians) from 1 st October 2012*										
Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/07/22	147,685	154,300	163,043	175,450	182,942	189,186	196,678	210,730	221,765
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	147,685	151,792	160,394	165,094	172,144	178,020	185,070	191,532	201,561
Type B	01/06/09	147,685	154,300	163,043	175,450	182,942	189,186	196,678	210,730	221,765
	01/07/22	139,414	144,376	151,228	154,772	159,499	164,238	176,699	184,191	191,683
	01/02/22	-	-	-	-	-	-	-	-	-
Type C	01/10/21	139,414	144,376	151,228	152,256	156,907	161,569	166,269	173,319	180,369
	01/06/09	139,414	144,376	151,228	154,772	159,499	164,238	176,699	184,191	191,683
	01/07/22	122,145	125,723	129,962	132,916	135,870	139,414	144,140	149,457	155,954
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	122,145	125,723	129,962	132,916	135,870	139,414	144,140	149,457	153,420
	01/06/09	121,618	125,236	129,962	132,916	135,870	139,414	144,140	149,457	155,954

* Serving Consultants appointed prior to 1st October 2012 moving from permanent posts are allowed retain their existing salary scales.

Table C2(1)							
New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/07/22	245,280	252,258	272,533	276,410	280,287	284,163
	01/02/22	-	-	-	-	-	-
	01/10/21	222,934	229,277	247,704	251,229	254,752	258,275
	01/06/09	245,280	252,258	272,533	276,410	280,287	284,163
Type A Associate Professor / Consultant	01/07/22	228,695	235,673	254,105	257,982	261,859	265,736
	01/02/22	-	-	-	-	-	-
	01/10/21	207,859	214,202	230,955	234,479	238,003	241,527
	01/06/09	228,695	235,673	254,105	257,982	261,859	265,736
Type A Senior Lecturer / Consultant	01/07/22	212,144	219,121	235,715	239,591	243,468	247,345
	01/02/22	-	-	-	-	-	-
	01/10/21	192,817	199,152	214,241	217,763	221,287	224,811
	01/06/09	212,144	219,121	235,715	239,591	243,468	247,345

Table SA - C2(1)					
Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.					
Contract Type	Salary Points	01/06/09	01/10/21	01/02/22	01/07/22
		Type A	Type A	Type A	Type A
		€	€	€	€
TYPE A Professor	1	258,007	234,501	-	258,007
	2	271,963	247,186	-	271,963
	3	286,674	260,557	-	286,674
	4	294,427	267,604	-	294,427
	5	302,181	274,651	-	302,181
	6	309,934	281,698	-	309,934
TYPE A Associate Professor	1	242,036	219,986	-	242,036
	2	255,993	232,671	-	255,993
	3	268,929	244,429	-	268,929
	4	276,683	251,477	-	276,683
	5	284,436	258,523	-	284,436
	6	292,190	265,571	-	292,190
TYPE A Lecturer	1	226,139	205,537	-	226,139
	2	240,096	218,222	-	240,096
	3	251,266	228,375	-	251,266
	4	259,020	235,422	-	259,020
	5	266,773	242,469	-	266,773
	6	274,527	249,517	-	274,527
TYPE A College Lecturer	1	221,876	201,663	-	221,876
	2	235,833	214,348	-	235,833
	3	246,529	224,070	-	246,529
	4	254,283	231,117	-	254,283
	5	262,036	238,164	-	262,036
	6	269,790	245,212	-	269,790

Table C2(2)							
New Entrant Academic Consultants from 1 October 2012 (Type A)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/07/22	219,538	232,332	243,779	247,908	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	199,538	211,166	221,570	225,323	225,323	225,323
	01/06/09	219,538	232,332	243,779	247,908	247,908	247,908
Type A Associate Professor / Consultant	01/07/22	197,399	216,391	227,291	239,964	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	185,747	196,677	206,583	218,102	225,323	225,323
	01/06/09	197,399	216,391	227,291	239,964	247,908	247,908
Type A Senior Lecturer / Consultant	01/07/22	182,797	193,802	210,912	222,872	230,725	242,860
	01/02/22	-	-	-	-	-	-
	01/10/21	172,008	182,363	191,697	202,568	209,705	220,734
	01/06/09	182,797	193,802	210,912	222,872	230,725	242,860

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

Table C3(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/07/22	229,406	235,505	254,896	258,284	261,672	265,061
	01/02/22	-	-	-	-	-	-
	01/10/21	208,506	214,049	231,675	234,753	237,833	240,913
	01/06/09	229,406	235,505	254,896	258,284	261,672	265,061
Type B Associate Professor / Consultant	01/07/22	211,465	217,563	234,961	238,349	241,737	245,125
	01/02/22	-	-	-	-	-	-
	01/10/21	192,200	197,726	213,555	216,635	219,713	222,793
	01/06/09	211,465	217,563	234,961	238,349	241,737	245,125
Type B Senior Lecturer / Consultant	01/07/22	184,890	190,781	212,684	216,073	219,461	222,849
	01/02/22	-	-	-	-	-	-
	01/10/21	173,978	179,520	193,308	196,388	199,468	202,547
	01/06/09	184,890	190,781	212,684	216,073	219,461	222,849

Table SA - C3(1)

Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.

Contract Type	Salary Points	01/06/09	01/10/21	01/02/22	01/07/22
		Type B €	Type B €	Type B €	Type B €
TYPE B Professor	1	251,189	228,305	-	251,189
	2	263,387	239,391	-	263,387
	3	279,099	253,672	-	279,099
	4	285,875	259,831	-	285,875
	5	292,652	265,990	-	292,652
	6	299,428	272,149	-	299,428
TYPE B Associate Professor	1	231,714	210,604	-	231,714
	2	243,912	221,691	-	243,912
	3	257,460	234,004	-	257,460
	4	264,237	240,164	-	264,237
	5	271,013	246,323	-	271,013
	6	277,790	252,483	-	277,790
TYPE B Lecturer	1	209,949	190,823	-	209,949
	2	222,147	201,905	-	222,147
	3	233,278	212,025	-	233,278
	4	240,055	218,185	-	240,055
	5	246,831	224,343	-	246,831
	6	253,608	230,504	-	253,608
TYPE B College Lecturer	1	204,487	185,858	-	204,487
	2	216,685	196,929	-	216,685
	3	227,208	206,509	-	227,208
	4	233,985	212,668	-	233,985
	5	240,761	218,827	-	240,761
	6	247,538	224,986	-	247,538

Table C3(2)

New Entrant Academic Consultants from 1 October 2012 (Type B)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/07/22	207,146	216,409	225,933	235,645	245,685	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	188,274	196,694	205,350	214,177	223,302	225,323
	01/06/09	207,146	216,409	225,933	235,645	245,685	247,908
Type B Associate Professor / Consultant	01/07/22	184,094	192,561	208,292	217,399	226,681	235,966
	01/02/22	-	-	-	-	-	-
	01/10/21	173,228	181,196	189,315	197,594	206,030	214,469
	01/06/09	184,094	192,561	208,292	217,399	226,681	235,966
Type B Senior Lecturer / Consultant	01/07/22	159,043	174,156	182,249	190,507	198,572	213,928
	01/02/22	-	-	-	-	-	-
	01/10/21	156,459	163,877	171,491	179,262	186,851	194,438
	01/06/09	159,043	174,156	182,249	190,507	198,572	213,928

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

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/07/22	207,563	214,041	230,626	234,225	237,823	241,422
	01/02/22	-	-	-	-	-	-
	01/10/21	188,654	194,541	209,615	212,886	216,157	219,427
	01/06/09	207,563	214,041	230,626	234,225	237,823	241,422
Type C Associate Professor / Consultant	01/07/22	183,900	190,157	211,545	215,144	218,742	222,341
	01/02/22	-	-	-	-	-	-
	01/10/21	173,045	178,933	192,273	195,543	198,814	202,085
	01/06/09	183,900	190,157	211,545	215,144	218,742	222,341
Type C Senior Lecturer / Consultant	01/07/22	163,761	177,376	190,228	193,827	197,425	201,023
	01/02/22	-	-	-	-	-	-
	01/10/21	161,100	166,906	179,000	182,386	185,772	188,195
	01/06/09	163,761	177,376	190,228	193,827	197,425	201,023

Table SA - C4(1)					
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.					
Contract Type	Salary Points	01/06/09	01/10/21	01/02/22	01/07/22
		Type C	Type C	Type C	Type C
		€	€	€	€
TYPE C Professor	1	207,504	188,600	-	207,504
	2	220,458	200,363	-	220,458
	3	230,560	209,555	-	230,560
	4	237,756	216,096	-	237,756
	5	244,953	222,637	-	244,953
	6	252,150	229,179	-	252,150
TYPE C Associate Professor	1	189,567	172,297	-	189,567
	2	202,521	184,071	-	202,521
	3	210,630	191,441	-	210,630
	4	217,827	197,982	-	217,827
	5	225,024	204,523	-	225,024
	6	232,221	211,065	-	232,221
TYPE C Lecturer	1	169,531	159,524	-	169,531
	2	182,484	168,963	-	182,484
	3	188,367	177,249	-	188,367
	4	195,563	184,020	-	195,563
	5	202,760	188,195	-	202,760
	6	209,957	190,829	-	209,957
TYPE C College Lecturer	1	164,490	154,781	-	164,490
	2	177,444	165,874	-	177,444
	3	182,767	171,979	-	182,767
	4	189,964	178,751	-	189,964
	5	197,160	185,523	-	197,160
	6	204,357	188,195	-	204,357

Table C4(2)							
New Entrant Academic Consultants from 1 October 2012 (Type C)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/07/22	161,539	175,409	182,853	192,020	199,147	215,194
	01/02/22	-	-	-	-	-	-
	01/10/21	158,914	165,056	172,060	180,686	187,392	195,589
	01/06/09	161,539	175,409	182,853	192,020	199,147	215,194
Type C Associate Professor / Consultant	01/07/22	147,978	153,876	160,562	176,500	183,064	191,086
	01/02/22	-	-	-	-	-	-
	01/10/21	147,978	153,876	157,952	166,083	172,258	179,808
	01/06/09	147,978	153,876	160,562	176,500	183,064	191,086
Type C Senior Lecturer / Consultant	01/07/22	137,601	143,364	149,875	157,000	162,784	177,651
	01/02/22	-	-	-	-	-	-
	01/10/21	137,601	143,364	149,875	154,449	160,138	167,165
	01/06/09	137,601	143,364	149,875	157,000	162,784	177,651

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

Table SA - C5(1)				
Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement				
Contract Type	01/06/09	01/10/21	01/02/22	01/07/22
	Type B*	Type B*	Type B*	Type B*
	€	€	€	€
TYPE B* Professor	267,909	243,502	-	267,909
TYPE B* Associate Professor	248,084	225,482	-	248,084
TYPE B* Lecturer	228,259	207,464	-	228,259
TYPE B* College Lecturer	222,954	202,642	-	222,954

Table D1	01/10/20	01/10/21
	€	€
Clinical Directors' Allowance*	50,000	50,500

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

Table D1(a)				
	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/07/22	241,373		
	01/02/22	-		
	01/10/21	219,383		
	01/06/09	241,373		
Head of Department**	01/07/22	215,255	221,765	228,300
	01/02/22	-	-	-
	01/10/21	195,645	201,561	207,501
	01/06/09	215,255	221,765	228,300

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

Masters Allowance
Calculating the Allowance paid to the Master of a Maternity Hospital
The allowance attached to the role of Master is calculated as the difference between the rate applying to the standard clinical post and a professorial post as determined by Contract Type. For example, should you opt for Consultant Contract 2008 on a Type B basis, you will receive an allowance equal to the difference between the salary rate for the Type B standard clinical post and the Type B Professor post.

Table E

B&C Factor Payments for Consultants who (1) are not eligible for settlement agreement or (2) who are eligible and do not avail of settlement agreement.			
On Call/Call-Out Payments			
	No. of Call-Outs	01/10/20	01/10/21
Rota		€	€
Flat Annual Payment		4,193	4,235
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,428	2,452
1 in 2	1-80 call-outs	6,062	6,123
	81-120 call-outs	7,005	7,075
	121+ call-outs	7,671	7,748
1 in 1	1-80 call-outs	7,275	7,348
	81-120 call-outs	9,207	9,299
	121+ call-outs	11,369	11,483

SA - B and C Factor Payments			
SA - On Call/Call-Out Payments			
	No. of Call-Outs	01/10/20	01/10/21
Rota		€	€
Flat Annual Payment		6,150	6,212
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows			
1 in 3		2,549	2,575
1 in 2	1-80 call-outs	6,365	6,428
	81-120 call-outs	7,355	7,429
	121+ call-outs	8,055	8,135
1 in 1	1-80 call-outs	7,639	7,716
	81-120 call-outs	9,667	9,764
	121+ call-outs	11,938	12,057

Emergency Call-Out Payments for all Consultants		
	01/10/20	01/10/21
Per call-out	€	€
First 30 call-outs	85.42	86.27
31-120 call-outs	128.48	129.76
121 call-outs or more	169.73	171.43
If the call-out occurs after midnight		
First 30 call-outs	113.87	115.01
31-120 call-outs	172.17	173.89
121 call-outs or more	227.89	230.17
For each hour or part hour in excess of the first hour		
First 30 call-outs	56.85	57.42
31-120 call-outs	84.85	85.70
121 call-outs or more	113.96	115.10
Annual Limit	24,243	24,485

SA - Emergency Call-Out Payments for all Consultants		
	01/10/20	01/10/21
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	102.50	103.53
31-120 call-outs	153.75	155.29
121 call-outs or more	205.00	207.05
If the call-out occurs after midnight		
First 30 call-outs	128.13	129.41
31-120 call-outs	192.19	194.11
121 call-outs or more	256.25	258.81
Annual Limit €30,000		

Table F1				
Salary scales for Consultants who are remaining on the 1997 Consultant Contract				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
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	200,772	188,195	-	200,772
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	190,670	179,416	-	190,670
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	181,118	170,427	-	181,118
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	179,213	168,635	-	179,213
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,191	162,318	-	170,191
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	161,737	159,108	-	161,737
Geographical Wholetime Consultants without fees	210,329	191,167	-	210,329

Table F2				
Salary scales for Academic Consultants who are remaining on the 1998 Contract				
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Category I Consultants				
Professor	258,392	234,852	-	258,392
Associate Professor	239,281	217,482	-	239,281
Lecturer	220,163	200,105	-	220,163
College Lecturer	215,046	195,455	-	215,046
Category II Consultants				
Professor UCD, TCD, RCSI	230,693	209,676	-	230,693
Associate Professor UCD, TCD, RCSI	212,460	193,105	-	212,460
Lecturer UCD, TCD, RCSI	192,091	180,753	-	192,091
College Lecturer UCD, TCD, RCSI	186,967	175,932	-	186,967
Category III Consultants				
Professor UCC	239,352	217,546	-	239,352
Associate Professor UCC	220,842	200,723	-	220,842
Lecturer UCC	200,864	188,195	-	200,864
College Lecturer UCC	195,744	184,190	-	195,744
Category IV Consultants				
Professor UCG	248,007	225,413	-	248,007
Associate Professor UCG	229,224	208,341	-	229,224
Lecturer UCG	209,636	190,538	-	209,636
College Lecturer UCG	204,513	185,881	-	204,513

Table F3				
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008				
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Regional Consultant Orthodontists	190,670	179,416	-	190,670

Table F4				
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991				
	01/01/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB				
G.W.T. WITHOUT FEES	165,537	162,318	-	165,537
G.W.T. WITH FEES	157,697	155,134	-	157,697
EXISTING WHOLETIME	148,855	148,855	-	148,855
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)				
G.W.T. WITHOUT FEES	165,537	162,318	-	165,537
G.W.T. WITH FEES	150,332	150,332	-	150,332
EXISTING WHOLETIME	141,485	141,485	-	141,485
Consultants in EHB (excluding Psychiatrists and Geriatricians)				
G.W.T. WITHOUT FEES	165,537	162,318	-	165,537
G.W.T. WITH FEES	142,963	142,963	-	142,963
EXISTING WHOLETIME	134,114	134,114	-	134,114

Extended Duty Liability	01/10/2020	01/10/21
	€	€
A flat payment will be paid to each consultant with on-call liability.	7,854	7,933

Emergency Services	01/10/2020	01/10/21
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	83.00	83.83
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	110.53	111.63
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	55.19	55.74
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475	10,580

Table F5				
Original Contract for Consultant Medical Staff 1981				
	01/01/09	01/10/21	01/02/22	01/07/22
		This represents the cumulative restorations up to and including 1/10/2021	This represents the cumulative restorations up to and including 1/02/2022	This represents the cumulative restorations up to and including 1/07/22
	€	€	€	€
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*	198,281	186,596	-	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.	10,428	10,532	-	10,532

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

ALLOWANCES

Government Decision on Review of Allowances

The following allowances were abolished for new beneficiaries (*a new beneficiary is defined as a new entrant to the Public Service w.e.f. 1 February 2012 or an existing employee not in receipt of the allowance at 31 January 2012*) w.e.f 1 February 2012

Island Inducement Allowance

Tool Allowance ([Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018](#))

Gaeltacht grants/Allowances

Cardiac Allowance

Community Allowance ([new rate now available to new beneficiaries pursuant to WRC Agreement August 2016](#))

Midwifery Qualification (paid to Public Health Nurses) ([Restored to new entrant nurses as per DoH Circular 14/2017](#))

Special Allowance for Weekend Public Holidays

Registered General Nurse in Community ([Restored to new entrant nurses as per DoH Circular 14/2017](#))

Nurse Coordinator Allowance ([Restored to new entrant nurses as per DoH Circular 14/2017](#))

Specialist Coordinator Allowance (Nurse Tutors) ([Restored to new entrant nurses as per DoH Circular 14/2017](#))

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

Annual Allowance for Radiographers (Qual) -

Allowance figures for Radiography grades are based on a 12 hr period after which pro rata will apply from 11.07.2019

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education Allowance

Travel Allowance for non nursing Dublin Personnel

Nurses assigned to Occupational Therapy ([Restored to new entrant nurses as per DoH Circular 14/2017](#))

MEDICAL AND DENTAL ALLOWANCES

	1 October 2020	1 October 2021
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)	130.04	131.34
2. Emergency Sessions		
The rate at 1 above subject to a minimum fee in the case of Anaesthetists	85.18	86.04
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons	50.74	51.24
3. Community Ophthalmic Physicians per 3 hour session	188.38	190.26
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;	64.94	65.59
minimum rate;	130.04	131.34
(b) Where the duration is <u>not less</u> than 3 hours;		
first 3 hours	194.78	196.72
3 hour sessional rate for hours in excess of 3 (and pro-rata)	130.04	131.34
5. Pool Payments		
General Teaching Hospital (per bed day)	5.43	5.49
General Non-Teaching Hospital (per bed day)	3.66	3.70
Maternity Teaching Hospital (per bed day)	10.52	10.62
Maternity Non-Teaching Hospital (per bed day)	4.96	5.01
6. Private Dental Surgeons Sessional Rates		
(a) For clinics held on health board premises	134.27	135.62
(b) For clinics held in a dentist's private surgery	179.69	181.48

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)	155.99	157.55
Special rates for clinics held outside a radius of 25 miles		
(a) For clinics of <i>less than</i> 3 hours duration		
Per hour	78.69	79.48
Minimum rate	94.73	95.67
(b) For clinics of <i>not less than</i> 3 hours		
For the first three hours	234.15	236.49
For 3 hour sessions in excess of 3 hours	157.58	159.16

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.

						1 October 2020	1 October 2021	
Psychiatrist Special Responsibility Allowance								
Revised rate per annum						10,939	11,049	
Child Health Services Development Paediatrics								
3 hour session						69.15	69.84	
2 hour session						51.86	52.38	
1 hour session						34.61	34.96	
Casual Locum for Former District Medical Officers								
For first three days						75.82	76.58	
For next 25 days						64.86	65.51	
For each subsequent day						55.81	56.37	
Fees for lectures to Nurses						31.75	32.07	
(Circular S100/84 of 22 August 1975)						23.86	24.10	
Consultant CME.								
This scheme is open to Consultants employed in the public service and allows Consultants claim a maximum of €3,000 p/a towards courses and conference, reference materials and professional fees.								
Training Supports Scheme for NCHDs								
*** AMOUNT PER REGISTRATION PER YEAR						1 July 2019		
Intern						750		
SHOs and Registrars						1,250		
SPRs/GP Registrars/ Psychiatry SRs on a training scheme						2,000		
GP Registrar Allowance (from the NCHD contract)						11,428	11,542	
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred						3,809	3,847	
Public Health Doctors (and Occupational Health Doctors for duration of pandemic)								
On Call off site rate agreed as per LCR as an interim measure at rate of€576. HSE CERS Circular 35/2020 refers.								

NURSING ALLOWANCES

	1 October 2020	1 October 2021
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)(DoH Circular 14/2019 Refers)		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	3,525	3,561
(B) Location Allowance for nurses engaged in the following Duties: A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) With effect from 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).	2,347	2,371
(B) Also applies to the Public Health Nurse grade in the following manner: With effect from 1 March 2019, Location Allowance set out at (B) above shall also apply to certain Public Health Nurses not holding a midwifery qualification, but engaged in provision of midwifery services as part of their duties (Refer to Para 3, HSE Circular 21/2019).	2,347	2,371
Public Health Nurses & Assistant Directors of Public Health Nursing Midwifery Qualification*	3,525	3,561
*Restored to new entrant nurses as per DoH Circular 14/2017		
Staff Nurse Dual Qualification Scale New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,468	1,483
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	1,404	1,418
Theatre / Night Sister	843	851
Public Health Nurse	1,686	1,703
Relevant nursing staff Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,132	3,164
*Abolished for new beneficiaries with effect from 1 February 2012		
Psychiatric Nurses (S100/411 refers) HSE HR Directorate Circular 1/2005 Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012		
Psychiatric Staff Nurse	5,223	5,275
Senior Staff Nurse (Psychiatric)	5,485	5,539
Community Psychiatric Nurse	5,728	5,785
Clinical Nurse Manager I (Psychiatric)	5,550	5,605
CNM II (Psychiatric)/Community Mental Health Nurse	5,922	5,981
Clinical Nurse Manager III (Psychiatric)	6,222	6,284
Assistant Director of Nursing Mental Health	6,023	6,083
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	3,929	3,968
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449		5,503
Public Health Nurses (S103/151 refers) Island Inducement Allowance*	1,859	1,877
*Abolished for new beneficiaries with effect from 1 February 2012		

Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)						1 October 2020	1 October 2021	
<i>(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>								
Monday to Friday (Each day)						44.57	45.01	
Saturday						57.24	57.82	
Sunday and Public Holidays						77.38	78.15	
<i>(ii) Call Out Rate - Monday to Sunday</i>								
Fee per operation per 2 hours (17.00 - 22.00 hours)						44.57	45.01	
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)						66.84	67.50	
Operation lasting more than 4 hours and up to five hours						111.40	112.52	
Fee per operation per hour (after 22.00 hours)						44.57	45.01	
<i>(iii) On-call Without Standby</i>								
Fee per operation, call in without standby						89.13	90.02	
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.						19.04	19.23	
*Restored for new entrant nurses as per DoH Circular 14/2017								
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017 (HSEA letter dated 5 April 2001 refers)								
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).						3,904	3,943	
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.								
Public Health Nurses Week-end Work (S100/414 refers)								
Fixed Payment						29.62	29.92	
First call on Saturday and first call on Sunday						39.32	39.71	
Each subsequent call on Saturday and Sunday						19.69	19.89	
Payment in lieu of time off for Emergency work						29.59	29.89	
Saturday Premium						16.10	16.26	
Specialist Co-ordinator Allowance*						4,546	4,592	
*Restored for new entrant nurses as per DoH Circular 14/2017								

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES		1 October 2020	1 October 2021	1 February 2022	
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)				
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am	39.53	39.93	40.32
	Mon - Thurs	12am - 8am	50.31	50.81	51.32
	Sat 12am til Sun 12am		55.34	55.89	56.45
	Bank Holiday		55.34	55.89	56.45
Stand-by Payments (off site on call)	Mon - Fri		44.57	45.02	45.47
	Saturday		57.24	57.81	58.39
	Sun & Public Holidays		77.38	78.15	78.94
Rates shaded black above for 1.2.22 are applicable to Medical Scientists only as per Sectoral Bargaining					
PHYSIOTHERAPISTS					
Emergency/On-Call Duty					
I On-Call with Standby	(a) Monday to Friday		24.48	24.72	
	(b) Saturdays		31.95	32.27	
	(c) Sundays and Public Holidays		47.78	48.26	
- Fee per call (per half hour)			24.48	24.72	
II On-Call without Standby					
- Fee per call (per hour)			67.18	67.85	
The total On-Call Standby fees paid by an individual hospital should not exceed the rate opposite for any week except for a week during which a public holiday occurs.			197.31	199.28	
Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker				
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker				
Saturday Premium			16.10	16.26	
RADIOGRAPHERS					
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am			49.91
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am			63.52
	Saturday	8am - 12am			58.23
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)			69.87
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>					
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am	39.53	39.93	
	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am	50.31	50.81	
	Saturday	8am - 12am	46.12	46.58	
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)	55.34	55.89	
Stand-by Payments (off site on call)	Mon - Fri		44.57	45.02	
	Saturday		57.24	57.81	
	Sun & Public Holiday		77.38	78.15	

All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours

							1 October 2020	1 October 2021	1 February 2022
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate							26.44	26.70	
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Hons BSc							1,062	1,073	
MSc							2,123	2,144	
PhD							2,768	2,795	
Only one allowance is payable at a time									
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography							960	970	
Diploma in Ultrasound							480	485	
Diploma in Nuclear Medicine							480	485	
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.									
Annual Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)							4,492	4,537	
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)							1,500	1,515	
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*							250	253	
*Abolished for new beneficiaries with effect from 1 February 2012									
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.									
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year							214.09	216.23	
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year							951.56	961.08	970.69
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year							3,371.46	3,405.17	3,439.23
Allowance for Advanced Paramedics as per HSE Circular 11/2009							9,700	9,797	

†The inappropriate use of the sessional rates below is currently being reviewed and these rates may not be used in respect of any new employee.

Further instruction in relation to employees currently on these rates will issue separately.

	1 October 2020	1 October 2021
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	102.47	103.49
For 2 three hourly sessions held at the same location on same day	175.32	177.07
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	44.02	44.46
Over 6 hours:	32.61	32.93
Maximum payment for 21 hours:	746.79	754.26
† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	133.81	135.14
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	178.40	180.18
†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;	193.44	195.38
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	162.39	164.01
for 2 3-hour sessions held at the same location on same day	277.95	280.73
† SOCIAL WORKERS		
3-hour Session	110.97	112.07
2 3-hour sessions (held at the same location on the same day)	189.87	191.77
† Sessional Rates for employees who do not derive their principal source of income from sessional work.		
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	94.07	95.01
For 2 three hourly sessions held at the same location on the same day	160.93	162.54
† 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:	119.47	120.66
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	159.28	160.88
† PSYCHOLOGISTS		
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)	169.98	171.68
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	142.70	144.12
for 2 3-hour sessions held at the same location on same day	244.25	246.69

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

SUPPORT SERVICES GRADES ALLOWANCES

1 October 2020

1 October 2021

1 February 2022

Cardiac Allowance*

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

17.78

17.95

18.13

Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*

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

30.86

31.17

31.48

Saturday Premium

11.27

11.38

11.50

Craftworkers Tool Allowance* ***Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018**

The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full from 1 July 2021; a separate instruction will issue in relation to the Tool Allowance for 2021.

01/1/2020 - 30/9/2020 675 Euros

1/10/2020 - 31/12/2020 710 Euros

1/1/2021 - 31/12/2021 799 Euros

6 months at 710 and 6 months at 888

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)

9,230

9,323

9,416

On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)

450.00

454.50

459.05

Industrial Relations Officer (Health Areas only) ****not for use for any new incumbents post formation of the HSE****

- Annual Allowance to Postholder

9,230

9,322

9,416

Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area

- Matrons with full time commitment to after hours work

4,133

4,175

4,216

Saturday Premium

16.10

16.26

16.42

**** These are NOTIONAL pay scales. They are not active pay scales and are not for use in relation to current employees.**

In order to determine if a pension increase is due, please refer to the detailed guidance set out in DPER Circular 19/2019 and in particular Part B of the circular which clarifies the position in relation to pension increase policy in the public service up to end 2020 in respect of certain grades where notional scales exist.

The table in Part B provide specific guidance in determining if / when a pension increase is due.

DPER have clarified that the sanction conveyed in Part B can be applied to the scales in this section of the DoH Consolidated Salary Scales **

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
SUPPORT SERVICES GRADES ** SCALES IN THIS SECTION APPLICABLE TO RETIREES PRE 17/10/03 ONLY (CRAFTWORKERS PARALLEL BENCHMARKING AGREEMENT 2003) **																				
CRAFTSMEN (PAYPATH)	1/09/08	12	36,852	37,284	37,494	37,724	37,941	38,054	38,163	38,274	38,388	38,564	38,701	39,032						
DOMESTICS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CLEANERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
PORTERS / DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
BUILDERS LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GENERAL LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GROUNDSMEN (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GARDEN LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
FARM LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GATE KEEPERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CARETAKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
LAUNDRY WORKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
SEAMSTRESS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
HAIRDRESSERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BEAUTICIANS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BARBERS (NON-DUBLIN)(PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
MINI BUS DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
TRACTOR DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
VAN DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
MORTUARY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
LABORATORY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
DARK ROOM PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
GARDENER (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
STOREMAN (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					

BOILERMAN / GROUNDSMAN (NON-DUBLIN)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113				
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
LINEN ROOM SUPERVISOR (NON-DUBLIN) (PAYPATH)	1/09/08	13	31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
PORTERS (DUBLIN) (PAYPATH)	1/09/08	8	29,296	29,566	29,845	30,117	30,394	30,668	30,945	31,217									
BOILERMEN (DUBLIN) (PAYPATH)	1/09/08	8	29,588	29,855	30,248	30,397	30,662	30,938	31,204	31,472									
DOMESTICS (DUBLIN) (PAYPATH)	1/09/08	8	28,121	28,387	28,654	28,915	29,187	29,459	29,733	30,003									
NURSES AIDE (DUBLIN) (PAYPATH)	1/09/08	13	29,840	30,069	30,167	30,247	30,338	30,439	30,530	30,624	30,721	30,807	30,935	31,071	31,198				
CSSD OPERATIVES	1/09/08	7	26,987	28,044	29,095	30,153	31,209	32,261	33,319										
MEDICAL LABORATORY AIDES (DUBLIN)	1/09/08	7	26,987	28,044	29,095	30,153	31,209	32,261	33,319										
FAMILY SUPPORT WORKERS (PAYPATH)	1/09/08	13	32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465				
HOME HELPS (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				

CLERICAL, ADMINISTRATION & RELATED GRADES																		
(Catering Officer Grade III restructured to become new Catering Officer Grade II. Grades of Catering Officer Assistant/Senior Assistant/Grade IV restructured to form new Catering Officer Grade III. Restructured via agreement regarding catering management grades 20th April 1999 w.e.f 1/1/01)																		
CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	7	31,996	34,192	35,828	37,410	39,545	40,889	42,229	LSIs								
CATERING OFFICER, SENIOR ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	7	34,192	35,828	37,410	39,545	41,096	42,489	43,890	LSIs								
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	8	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs							
CATERING OFFICER, GRADE III (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	10	29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs					

CLERICAL, ADMINISTRATION & RELATED GRADES NOTIONAL SCALES (for pensioners who retired prior to the commencement of the PCW Restructuring Deals)																			
CATERING OFFICER, ASSISTANT	1/09/08	5	32,342	34,561	36,208	37,815	39,967												
CATERING OFFICER, SENIOR ASSISTANT	1/09/08	5	34,561	36,208	37,815	39,967	41,536												
CATERING OFFICER, GRADE IV	1/09/08	5	34,561	36,208	37,815	39,967	41,536												
CATERING OFFICER, GRADE III	1/09/08	4	41,536	43,122	44,246	45,547													
CATERING OFFICER, GRADE II	1/09/08	5	43,122	44,522	45,933	47,372	48,779												
CATERING OFFICER, GRADE I	1/09/08	5	48,184	49,371	50,830	53,525	55,146												
TRAINEE COOK	1/09/08	3	17,515	19,715	21,921														
CHEF II (FORMERLY COOK GRADE II)	1/09/08	13	22,768	23,399	24,033	24,665	25,294	25,924	26,554	27,182	27,811	28,441	29,073	29,699	30,325				
CHEF I (FORMERLY COOK GRADE I)	1/09/08	8	25,245	26,201	27,279	28,122	29,014	30,056	31,008	31,970									
COMMUNITY WELFARE OFFICER	1/09/08	17	24,631	26,468	28,419	30,562	32,800	34,843	36,859	38,810	40,683	42,560	44,454	46,290	48,140	50,042	51,863	53,722	55,524
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/09/08	6	65,740	68,432	70,629	73,070	75,518	77,951											
DENTAL SURGERY ASSISTANT	1/09/08	14	22,930	23,772	24,598	25,791	26,915	27,817	28,932	30,084	31,103	31,853	33,099	34,002	34,906	36,107			
TELEPHONISTS* *This scale applies to Telephonists formerly linked to Bord Telecom	1/09/08	10	22,945	23,890	24,842	25,787	26,735	27,689	28,636	29,579	30,533	32,575							
SENIOR TELEPHONISTS* *This scale applies to Telephonists formerly linked to Bord Telecom	1/09/08	1	39,385																
SUPPLIES OFFICER GRADE D	1/09/08	9	29,371	30,374	31,382	32,389	33,389	34,395	35,401	36,404	37,408								
SUPPLIES OFFICER GRADE C	1/09/08	6	34,561	36,208	37,815	39,967	41,536	43,122											
SUPPLIES OFFICER GRADE B	1/09/08	5	43,122	44,522	45,933	47,372	48,779												
SUPPLIES OFFICER GRADE A	1/09/08	5	48,184	49,217	50,638	53,024	54,474												
GRADE I (CLERICAL)	1/09/08	4	21,165	21,930	22,583	23,678													
GRADE II (CLERICAL)	1/09/08	11	21,165	21,930	22,583	23,678	24,716	25,546	26,567	27,623	28,558	29,250	30,391						
GRADE III (CLERICAL)	1/09/08	14	22,747	23,875	25,004	26,132	27,264	28,388	29,516	30,638	31,767	32,899	34,021	35,151	36,279	37,408			
GRADE IV (CLERICAL)	1/09/08	11	24,632	26,292	28,212	30,145	32,342	34,561	36,208	37,815	39,967	41,536	43,122						
GRADE V (CLERICAL)	1/09/08	5	43,122	44,382	45,828	47,444	48,779												
GRADE VI (CLERICAL)	1/09/08	5	48,184	49,318	50,951	53,514	55,146												
GRADE VII (CLERICAL)	1/09/08	9	50,477	51,753	53,247	54,743	56,250	57,598	58,967	60,297	61,613								

Bargaining Unit Number	Staff Grades Summary
1	Medical and Dental
2	Nursing
3	FORSA-M&A grade VIII and above
4	SIPTU
	<i>Support and patient & client care</i>
	<i>excl. craft workers</i>
	<i>Radiographers and radiation therapists</i>
5	Cross sector
	<i>Craft workers</i>
	<i>Social Workers (excl non professionally qualified)</i>
	<i>Engineering</i>
	<i>Admin grades up to Grade VII</i>
6	FORSA-HSCP
	<i>excl. Radiographers & Radiation Therapists</i>
	<i>excl. Med Lab</i>
	<i>excl. Social Workers</i>
7	Med Lab