

**1st January 2020**

## **HEALTH SECTOR**

### **CONSOLIDATED SALARY SCALES IN ACCORDANCE WITH FEMPI 2015 AND THE PUBLIC SERVICE STABILITY AGREEMENTS 2013 - 2020 (THE LANSDOWNE ROAD AGREEMENTS)**

**These scales must be read in conjunction with Department of Health Circular 16/2019**

**The Public Service Pay and Pensions Act 2017 to give effect to the following adjustments to salaries effective 1st January 2020:**

**Section 10(1)(a)(b): In respect of a public servant, and the annualised amount of the basic salary of whom does not exceed €32,000, the annualised amount of his or her basic salary shall, on and from 1 January 2020, be increased by 0.5 per cent.**

**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.**

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.

Sessional rates may not be used in respect of any new employee recruited on or after 28th 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 on the Consolidated Salary Scales.

**The sanction of the Minister is now conveyed for the application of these amended pay scales with effect from 1st January 2020**

## **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 (1st January 2020), 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 "**1st January 2020**" 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 "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 public servants in receipt of basic pay in excess of €125,000.
- 3** The "Pensions" worksheet includes scales inserted for Administrative purposes only as well as for pension purposes and notional scales. These were previously amended to reflect relevant FEMPI (1.1.2010) pay reductions which became applicable to these grades with effect from 1 March 2012 (end of first grace period). Notional scale for Clerical Admin grades which used to issue as a separate circular (Circular 11/2005) are also contained on these pages. This worksheet has not been maintained due to PSPR adjustments.
- 4** 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.
- 5** For all craftsmen grades (Craftsmen, Craftsmen's 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. 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.
- 6** Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).
- 7** As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 8** Anomalies where an increase to one scale point has resulted in this point exceeding the next, or even the next two or three scale points (a lower point on the scale will overtake a higher point on the same scale, ie, leapfrogging), the Minister for Public Expenditure and Reform has directed that higher increments 'leapfrogged' in this way will be increased so they are the same value as the lower point following the application of the pay increase. The effect of this is that the staff affected will remain at the same pay level for two or more years.
- 9** Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 10** Salaries for pension contribution and benefit (new and historic) for National Director of National Hospitals Office (HSE) and National Director of Primary Continuing and Community Care (HSE) \*both obsolete\* grades affected by Section 6 (FEMPI No.2 Act 2009) adjustment are still in place as they are still below pre-fempi 2008 rate of pay. All other Senior Managers grades salaries affected by Section 6 (FEMPI No.2 Act 2009) are now above pre-FEMPI September 2008 rate and have had the pension contribution and benefit line removed.
- 11** Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 12** Sleepover rates are set at €9.80 per hour for an adult worker from 1st January 2019, in line with the increase in the minimum wage from €9.55 to €9.80 per hour on that date.
- 13** The Living Out Allowance was abolished completely on 1st July 2017 and is incorporated into the following pay scales as a result: Intern, Senior House Officer, Registrar (Circular 11/2017 refers).  
For Pension Purposes:- separate payscales for Intern, Senior House Officer and Registrar who retired or resigned before 1 July 2013 are showing on the payscales.
- 14** Grades of:- CEO(HSE), CEO (National Screening Service), Head of Function/Service (Acute Services) & (National Services) Assessment of Need Officer, Community Healthcare Network Manager, Enhanced Midwife/Senior, Enhanced Nurse/Senior (Children's), Enhanced Nurse/Senior (Community/Primary Care), Enhanced Nurse/Senior (General) and Enhanced Nurse/Senior (Intellectual Disability) were newly entered into September 1 2019 payscales.
- 15** The grade of National Clinical Laboratory Director has been newly entered in these payscales.
- 16** As per WRC agreement of 6th March 2017 (Circular 12/2017), amended salary scales for New Entrant Academic Consultants from 1st Oct 2012 (tables C2(2), C3(2) and C4(2) ) for 1st April 2017 are entered.
- 17** Amendments to allowances as follows:- Brexit Provisions - Remuneration for a new shift working arrangement confined to Environmental Health Service (EHS) staff working in Dublin Port and Rosslare Port Teams recruited on a shift working basis or existing EHS Staff who voluntarily opt to join these teams on a shift working basis will be a premium equal to 25% of their salary. HSE Circ 033/2019 refers.
- 18** Midwifery Allowance for Public Health Nurses have been increased by 20% in these payscales in line with provisions of HSE Circular 27/2019.
- 19** Consultant CME scheme and Training supports scheme for NCHDs payments included in these payscales. Payment for Intern Induction included in these payscales.
- 20** Pay rates for the grades of Staff Nurse, Post Qualification Pre Registration, and Staff Nurse (Adaptation Placement) General/Children's/Midwife/Mental Health are calculated at 85% of the first point Staff Nurse/Staff Nurse Mental Health pay scale as appropriate.
- 21** Provisions of LCR No 22066 in relation to the implementation of Phase 1 and 2 of the Job Evaluation Scheme for support staff have been included in these payscales. This LCR gives effect to the outcomes in respect of the upgrading of support staff to higher pay bands within the support staff structure.
- 22** Abbreviations:'PSPP'=Public Service Pay & Pensions; 'LRA'=Lansdowne Rd A/ment; 'HRA'=Haddington Rd A/ment; 'Sec.6 adj'=Section 6 Adjustment.'PSSA'=Public Services Stability A/ment; p/a Per Annum;
- 23** Please refer to Circular 4/19 for application of additional increments awarded in relation to New Entrant under the PSSA 2018-2020. This circular does not apply to nursing or midwifery grades.
- 24** **If you have a query specific to your own pay and employment, please contact your own HR / Personnel section. For policy or other queries, please contact [national\\_hr\\_unit@health.gov.ie](mailto:national_hr_unit@health.gov.ie)**

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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	Euro 19
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**MEDICAL & DENTAL GRADES**

**EMBOLDENED POINTS REPRESENT LSIs (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	1/01/20 PSPP	1	29,751																		
	1/09/19 PSPP		29,603																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	33,503																		
	1/10/18 PSPP		32,926																		
	1/10/18 PSPP		34,901																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	37,518																		
	1/10/18 PSPP		36,873																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/09/19 PSPP	1	33,503																		
	1/10/18 PSPP		32,926																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	35,512																		
	1/10/18 PSPP		34,901																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	37,518																		
	1/10/18 PSPP		36,873																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	39,543																		
	1/10/18 PSPP		38,862																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/09/19 PSPP	1	35,512																		
	1/10/18 PSPP		34,901																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	37,518																		
	1/10/18 PSPP		36,873																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	39,543																		
	1/09/19 PSPP		38,862																		

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	Euro 19
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	42,568																		
	1/10/18 PSPP		41,836																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/09/19 PSPP	1	37,518																		
	1/10/18 PSPP		36,873																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	39,543																		
	1/10/18 PSPP		38,862																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	44,547																		
	1/10/18 PSPP		43,781																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/09/19 PSPP	1	48,527																		
	1/10/18 PSPP		47,692																		
AREA MEDICAL OFFICER	1/09/19 PSPP	8	68,075	69,109	71,138	73,166	75,222	77,248	79,176	81,106	LSIs										
	1/10/18 PSPP		66,904	67,920	69,915	71,907	73,928	75,919	77,815	79,711	LSIs										
AREA MEDICAL OFFICER - SENIOR	1/09/19 PSPP	8	79,959	82,153	84,374	86,573	88,774	91,011	93,072	95,134	LSIs										
			78,583	80,740	82,923	85,084	87,247	89,446	91,471	93,498	LSIs										
MEDICAL OFFICER - SENIOR	1/09/19 PSPP	8	79,959	82,153	84,374	86,573	88,774	91,011	93,072	95,134	LSIs										
	1/10/18 PSPP		78,583	80,740	82,923	85,084	87,247	89,446	91,471	93,498	LSIs										
MEDICAL OFFICER - PRINCIPAL	1/09/19 PSPP	1	101,830																		
	1/10/18 PSPP		100,079																		
DIRECTOR OF COMMUNITY CARE	1/09/19 PSPP	1	108,526																		
	1/10/18 PSPP		106,659																		
SPECIALIST IN PUBLIC HEALTH MEDICINE	1/09/19 PSPP	1	113,822																		
	1/10/18 PSPP		111,864																		
DIRECTOR OF PUBLIC HEALTH MEDICINE	1/09/19 PSPP	1	132,646																		
	1/04/19 LRA		130,364																		
	1/10/18 PSPP		127,623																		
	1/04/18 LRA		126,332																		
	1/01/18 PSPP		123,592																		
	1/04/17 LRA		122,314																		
	1/07/13 HRA.		119,573																		
	1/01/10 PSPP		127,796																		
COMMUNITY OPHTHALMIC PHYSICIAN	1/09/19 PSPP	3	91,011	93,072	95,134	LSIs															
	1/10/18 PSPP		89,446	91,471	93,498	LSIs															
INTERN **Payment may also be made for up to a max of 5 days induction or where induction lasts less than 5 days they may be paid on a pro-rata basis**	1/09/19 PSPP	1	37,502																		
	1/10/18 PSPP		36,857																		
INTERN (NCHD) FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)	1/09/19 PSPP	1	34,188																		
	1/10/18 PSPP		33,600																		



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	Euro 19
SENIOR HOUSE OFFICER	1/09/19 PSPP	7	44,665	46,906	50,255	52,445	56,850	59,039	61,176												
	1/10/18 PSPP		43,897	46,099	49,390	51,543	55,872	58,023	60,124												
SENIOR HOUSE OFFICER NCHD FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)	1/09/19 PSPP	7	41,351	43,592	46,941	49,131	53,536	55,725	57,861												
	1/10/18 PSPP		40,640	42,842	46,133	48,286	52,615	54,766	56,866												
REGISTRAR	1/09/19 PSPP	6	56,850	59,039	61,176	62,747	64,843	66,946													
	1/10/18 PSPP		55,872	58,023	60,124	61,668	63,728	65,794													
REGISTRAR (NCHD) FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017)(Circular 11/2017 refers)	1/09/19 PSPP	6	53,536	55,725	57,861	59,433	61,529	63,632													
	1/10/18 PSPP		52,615	54,766	56,866	58,410	60,471	62,537													
SENIOR REGISTRAR	1/09/19 PSPP	7	67,827	69,950	72,075	74,339	76,953	79,675	82,484												
	1/10/18 PSPP		66,661	68,747	70,835	73,061	75,630	78,305	81,066												
SPECIALIST REGISTRAR	1/09/19 PSPP	7	63,734	65,241	67,418	69,376	72,569	75,765	78,959												
	1/10/18 PSPP		62,638	64,119	66,259	68,183	71,321	74,462	77,601												
PSYCHIATRIST ** grade obsolete - not for use **	1/09/19 PSPP	5	50,134	52,611	55,080	57,542	59,972														
	1/10/18 PSPP		49,272	51,706	54,132	56,552	58,941														
VOCATIONAL TRAINEE IN DENTISTRY	1/09/19 PSPP	2	42,304	46,890																	
	1/10/18 PSPP		41,577	46,083																	
CLINICAL DENTAL SURGEON (GRADE I)	1/09/19 PSPP	4	48,357	51,347	53,615	56,937															
	1/10/18 PSPP		47,526	50,464	52,693	55,958															
GENERAL DENTAL SURGEON	1/09/19 PSPP	9	61,519	64,642	67,720	69,871	72,956	76,056	79,142	83,780	88,418	LSIs									
	1/10/18 PSPP		60,461	63,530	66,555	68,670	71,701	74,748	77,781	82,339	86,897	LSIs									
SENIOR DENTAL SURGEON	1/09/19 PSPP	6	75,709	79,142	82,593	86,024	90,983	95,945	LSIs												
	1/10/18 PSPP		74,407	77,781	81,173	84,544	89,419	94,295	LSIs												
SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/09/19 PSPP	6	79,366	82,970	86,594	90,195	95,403	100,612	LSIs												
	1/10/18 PSPP		78,001	81,543	85,105	88,643	93,762	98,882	LSIs												
PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/09/19 PSPP	5	92,594	96,451	100,315	106,088	111,859	LSIs													
	1/10/18 PSPP		91,001	94,792	98,590	104,263	109,935	LSIs													
PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/09/19 PSPP	5	90,592	94,366	98,144	103,787	109,431	LSIs													
	1/10/18 PSPP		89,034	92,743	96,456	102,002	107,549	LSIs													
SPECIALIST IN ORTHODONTICS	1/09/19 PSPP	1	145,494																		
	1/04/19 LRA		142,992																		
	1/10/18 PSPP		139,921																		
	1/04/18 LRA		138,505																		
	1/01/18 PSPP		135,434																		
	1/04/17 LRA		134,032																		
	1/07/13 HRA		130,961																		
	1/01/10		140,175																		

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	Euro 19
<b>MENTAL HEALTH (PSYCHIATRIC) NURSING GRADES</b>																					
<b>EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)</b>																					
GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1) **grade obsolete - not for use **	1/01/20 PSPP	1	26,611																		
	1/09/19 PSPP		26,479																		
GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2) **grade obsolete - not for use **	1/01/20 PSPP	1	27,719																		
	1/09/19 PSPP		27,581																		
STUDENT MENTAL HEALTH NURSE (ROSTERED PLACEMENT)	1/01/20 PSPP	1	21,794	Annualised																	
	1/09/19 PSPP		21,685	Annualised																	
MENTAL HEALTH STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/01/20 PSPP	1	26,239																		
	1/09/19 PSPP		26,108																		
MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/01/20 PSPP	1	26,239																		
	1/09/19 PSPP		26,108																		
MENTAL HEALTH STAFF NURSE	1/01/20 PSPP	13	30,682	32,246	33,470	34,717	36,024	37,254	38,538	39,537	40,628	42,042	43,433	45,415	<b>46,797</b>	<b>LSI</b>					
	1/09/19 PSPP		30,529	32,246	33,470	34,717	36,024	37,254	38,538	39,537	40,628	42,042	43,433	45,415	<b>46,797</b>	<b>LSI</b>					
SENIOR STAFF NURSE (MENTAL HEALTH)	1/09/19 PSPP	1	49,048																		
	1/10/18 PSPP		48,204																		
DUAL QUALIFIED MENTAL HEALTH STAFF NURSE	1/09/19 PSPP	9	36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643	<b>48,027</b>	<b>LSI</b>									
	1/10/18 PSPP		35,806	38,062	39,265	40,191	41,212	42,570	43,893	45,841	<b>47,201</b>	<b>LSI</b>									
SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH)	1/09/19 PSPP	1	50,337																		
	1/10/18 PSPP		49,471																		
COMMUNITY PSYCHIATRIC NURSE	1/09/19 PSPP	10	48,319	48,536	49,442	50,255	51,933	52,874	53,882	54,896	56,058	57,133									
	1/10/18 PSPP		47,488	47,701	48,591	49,391	51,040	51,965	52,955	53,952	55,094	56,151									
CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/09/19 PSPP	8	45,969	46,811	48,000	49,207	50,397	51,594	52,929	54,172											
	1/10/18 PSPP		45,179	46,006	47,174	48,361	49,530	50,707	52,018	53,240											
CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/09/19 PSPP	9	49,914	50,741	51,439	52,582	53,843	55,081	56,320	57,714	59,010										
	1/10/18 PSPP		49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/09/19 PSPP	9	49,914	50,741	51,439	52,582	53,843	55,081	56,320	57,714	59,010										
	1/10/18 PSPP		49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
COMMUNITY MENTAL HEALTH NURSE	1/09/19 PSPP	9	49,914	50,741	51,439	52,582	53,843	55,081	56,320	57,714	59,010										
	1/10/18 PSPP		49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/09/19 PSPP	6	57,436	58,572	61,446	62,576	63,712	64,863													
	1/10/18 PSPP		56,448	57,565	60,389	61,499	62,616	63,747													
NURSE TUTOR (MENTAL HEALTH)	1/09/19 PSPP	10	58,747	59,545	60,339	61,139	61,936	62,735	63,528	64,329	65,127	65,924									
	1/10/18 PSPP		57,736	58,521	59,302	60,087	60,870	61,656	62,436	63,223	64,007	64,790									
PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/09/19 PSPP	8	61,611	62,774	63,835	67,151	68,311	68,354	69,682	71,462											
	1/10/18 PSPP		60,552	61,694	62,737	65,997	67,136	67,179	68,484	70,233											
ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/09/19 PSPP	7	59,306	61,107	62,899	67,006	67,822	69,681	71,466												
	1/10/18 PSPP		58,286	60,056	61,817	65,853	66,655	68,483	70,237												
ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/09/19 PSPP	6	57,436	58,572	61,446	62,576	63,712	64,863													
	15/02/19 PSPP		56,448	57,565	60,389	61,499	62,616	63,747													
ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/09/19 PSPP	7	59,306	61,107	62,899	67,006	67,822	69,681	71,466												
	1/10/18 PSPP		58,286	60,056	61,817	65,853	66,655	68,483	70,237												
DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/09/19 PSPP	6	75,408	77,694	79,987	82,376	84,569	86,862													
	1/10/18 PSPP		74,111	76,358	78,611	80,959	83,115	85,368													

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	Euro 19
<b>GENERAL NURSING AND MIDWIFERY GRADES</b>																					
<b>EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)</b>																					
GRADUATE NURSE PROGRAMME (YEAR 1) **grade obsolete - not for use **	1/01/20 PSPP	1	26,031																		
	1/09/19 PSPP		25,902																		
GRADUATE NURSE PROGRAMME (YEAR 2) **grade obsolete - not for use **	1/01/20 PSPP	1	27,113																		
	1/09/19 PSPP		26,979																		
STUDENT NURSE/MIDWIFE (ROSTERED PLACEMENT)	1/01/20 PSPP	1	21,322	Annualised																	
	1/09/19 PSPP		21,216																		
STUDENT NURSE INTELLECTUAL DISABILITY (ROSTERED PLACEMENT)	1/01/20 PSPP	1	21,322	Annualised																	
	1/09/19 PSPP		21,216																		
STUDENT NURSE CHILDRENS (ROSTERED PLACEMENT)	1/01/20 PSPP	1	21,322	Annualised																	
	1/09/19 PSPP		21,216																		
STUDENT NURSE MIDWIFERY (ROSTERED PLACEMENT)	1/01/20 PSPP	1	21,322	Annualised																	
	1/09/19 PSPP		21,216																		
POST REGISTERED STUDENT NURSE **grade obsolete - not for use **	1/01/20 PSPP	4	26,299	27,413	28,694	30,341															
	1/09/19 PSPP		26,168	27,276	28,551	30,190															
STAFF NURSE (ADAPTATION PLACEMENT)	1/01/20 PSPP	1	25,666																		
	1/09/19 PSPP		25,538																		
STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/01/20 PSPP	1	25,666																		
	1/09/19 PSPP		25,538																		
STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/01/20 PSPP	1	25,666																		
	1/09/19 PSPP		25,538																		
STAFF NURSE	1/01/20 PSPP	13	30,009	31,812	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>					
	1/09/19 PSPP		29,860	31,654	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>					
(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/01/20 PSPP	1	25,666																		
	1/09/19 PSPP		25,538																		
(STAFF NURSE) REGISTERED MIDWIFE	1/01/20 PSPP	13	30,009	31,812	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>					
	1/09/19 PSPP		29,860	31,654	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>					
(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/01/20 PSPP	13	30,009	31,812	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>					
	1/09/19 PSPP		29,860	31,654	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>					
(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/01/20 PSPP	13	30,009	31,812	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>					
	1/09/19 PSPP		29,860	31,654	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>					
SENIOR STAFF NURSE (GENERAL)	1/09/19 PSPP	1	48,736																		
	1/10/18 PSPP		47,898																		
DUAL QUALIFIED STAFF NURSE (GENERAL)	1/09/19 PSPP	9	36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643	<b>48,027</b>	<b>LSI</b>									
	1/10/18 PSPP		35,806	38,062	39,265	40,191	41,212	42,570	43,893	45,841	<b>47,201</b>	<b>LSI</b>									
SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL)	1/09/19 PSPP	1	50,337																		
	1/10/18 PSPP		49,471																		
ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/09/19 PSPP	6	57,439	60,595	61,892	63,087	64,294	65,946													
	1/10/18 PSPP		56,452	59,553	60,828	62,002	63,188	64,812													
DIRECTOR OF PUBLIC HEALTH NURSING	1/09/19 PSPP	6	75,408	77,694	79,987	82,376	84,569	86,862													
	1/10/18 PSPP		74,111	76,358	78,611	80,959	83,115	85,368													

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	Euro 19
ENHANCED MIDWIFE	1/09/19 PSPP	9	36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643	48,027	LSI									
	1/03/19 PSPP		35,806	38,062	39,265	40,191	41,212	42,570	43,893	45,841	47,201	LSI									
ENHANCED NURSE (CHILDREN'S)	1/09/19 PSPP	9	36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643	48,027	LSI									
	1/03/19 PSPP		35,806	38,062	39,265	40,191	41,212	42,570	43,893	45,841	47,201	LSI									
ENHANCED NURSE (COMMUNITY)	1/09/19 PSPP	9	36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643	48,027	LSI									
	1/03/19 PSPP		35,806	38,062	39,265	40,191	41,212	42,570	43,893	45,841	47,201	LSI									
ENHANCED NURSE (GENERAL)	1/09/19 PSPP	9	36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643	48,027	LSI									
	1/03/19 PSPP		35,806	38,062	39,265	40,191	41,212	42,570	43,893	45,841	47,201	LSI									
ENHANCED NURSE (INTELLECTUAL DISABILITY)	1/09/19 PSPP	9	36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643	48,027	LSI									
	1/03/19 PSPP		35,806	38,062	39,265	40,191	41,212	42,570	43,893	45,841	47,201	LSI									
ENHANCED MIDWIFE, SENIOR	1/09/19 PSPP	1	50,337																		
	1/03/19 PSPP		49,471																		
ENHANCED NURSE SENIOR, (CHILDREN'S)	1/09/19 PSPP	1	50,337																		
	1/03/19 PSPP		49,471																		
ENHANCED NURSE SENIOR, (COMMUNITY)	1/09/19 PSPP	1	50,337																		
	4/07/19 PSPP		49,471																		
ENHANCED NURSE SENIOR, (GENERAL)	1/09/19 PSPP	1	50,337																		
	1/03/19 PSPP		49,471																		
ENHANCED NURSE SENIOR, (INTELLECTUAL DISABILITY)	1/09/19 PSPP	1	50,337																		
	1/03/19 PSPP		49,471																		
CLINICAL NURSE MANAGER 1 (GENERAL)	1/09/19 PSPP	8	45,969	46,811	48,000	49,207	50,397	51,594	52,929	54,172											
	1/10/18 PSPP		45,179	46,006	47,174	48,361	49,530	50,707	52,018	53,240											
CLINICAL NURSE MANAGER 2 (GENERAL)	1/09/19 PSPP	9	49,914	50,741	51,439	52,582	53,843	55,081	56,320	57,714	59,010										
	1/10/18 PSPP		49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
CLINICAL NURSE SPECIALIST (GENERAL)	1/09/19 PSPP	9	49,914	50,741	51,439	52,582	53,843	55,081	56,320	57,714	59,010										
	1/10/18 PSPP		49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
CLINICAL NURSE MANAGER 3 (GENERAL)	1/09/19 PSPP	6	57,436	58,572	61,446	62,576	63,712	64,863													
	1/10/18 PSPP		56,448	57,565	60,389	61,499	62,616	63,747													
CLINICAL NURSE INSTRUCTOR (GENERAL)	1/09/19 PSPP	9	52,081	52,923	53,547	54,705	55,872	57,131	58,397	59,662	60,924										
	1/10/18 PSPP		51,185	52,013	52,626	53,764	54,911	56,148	57,393	58,636	59,876										
NURSE TUTOR (GENERAL)	1/09/19 PSPP	10	58,747	59,545	60,339	61,139	61,936	62,735	63,528	64,329	65,127	65,924									
	1/10/18 PSPP		57,736	58,521	59,302	60,087	60,870	61,656	62,436	63,223	64,007	64,790									
NURSE TUTOR MIDWIFERY	1/09/19 PSPP	10	58,747	59,545	60,339	61,139	61,936	62,735	63,528	64,329	65,127	65,924									
	1/10/18 PSPP		57,736	58,521	59,302	60,087	60,870	61,656	62,436	63,223	64,007	64,790									
PRINCIPAL NURSE TUTOR	1/09/19 PSPP	8	61,611	62,774	63,835	67,151	68,311	68,354	69,682	71,462											
	1/10/18 PSPP		60,552	61,694	62,737	65,997	67,136	67,179	68,484	70,233											
STUDENT PUBLIC HEALTH NURSE	1/09/19 PSPP	1	33,738																		
	1/10/18 PSPP		33,157																		
PUBLIC HEALTH NURSE	1/09/19 PSPP	9	48,636	49,441	50,130	51,215	52,462	53,671	54,888	56,256	57,529										
	1/10/18 PSPP		47,799	48,591	49,268	50,334	51,560	52,748	53,944	55,288	56,540										
ADVANCED NURSE PRACTITIONER (GENERAL)	1/09/19 PSPP	9	57,991	59,113	60,197	63,523	64,571	65,787	66,924	68,054	71,466										
	1/10/18 PSPP		56,993	58,097	59,162	62,431	63,460	64,656	65,773	66,884	70,237										
ADVANCED NURSE PRACTITIONER (COMMUNITY/PRIMARY CARE)	1/09/19 PSPP	9	57,991	59,113	60,197	63,523	64,571	65,787	66,924	68,054	71,466										
	15/02/19 PSPP		56,993	58,097	59,162	62,431	63,460	64,656	65,773	66,884	70,237										
ADVANCED NURSE PRACTITIONER (CHILDREN'S)	1/09/19 PSPP	9	57,991	59,113	60,197	63,523	64,571	65,787	66,924	68,054	71,466										
	15/02/19 PSPP		56,993	58,097	59,162	62,431	63,460	64,656	65,773	66,884	70,237										
ADVANCED NURSE PRACTITIONER (INTELLECTUAL DISABILITY)	1/09/19 PSPP	9	57,991	59,113	60,197	63,523	64,571	65,787	66,924	68,054	71,466										
	15/02/19 PSPP		56,993	58,097	59,162	62,431	63,460	64,656	65,773	66,884	70,237										

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	Euro 19
ADVANCED MIDWIFE PRACTITIONER	1/09/19 PSPP	9	57,991	59,113	60,197	63,523	64,571	65,787	66,924	68,054	71,466										
	15/02/19 PSPP		56,993	58,097	59,162	62,431	63,460	64,656	65,773	66,884	70,237										
ADVANCED NURSE PRACTITIONER, CANDIDATE (GENERAL)	1/09/19 PSPP	6	57,436	58,572	61,446	62,576	63,712	64,863													
	08/11/18 PSPP		56,448	57,565	60,389	61,499	62,616	63,747													
ADVANCED NURSE PRACTITIONER, CANDIDATE (COMMUNITY/PRIMARY CARE)	1/09/19 PSPP	6	57,436	58,572	61,446	62,576	63,712	64,863													
	15/02/19 PSPP		56,448	57,565	60,389	61,499	62,616	63,747													
ADVANCED NURSE PRACTITIONER, CANDIDATE (CHILDREN'S)	1/09/19 PSPP	6	57,436	58,572	61,446	62,576	63,712	64,863													
	15/02/19 PSPP		56,448	57,565	60,389	61,499	62,616	63,747													
ADVANCED NURSE PRACTITIONER, CANDIDATE (INTELLECTUAL DISABILITY)	1/09/19 PSPP	6	57,436	58,572	61,446	62,576	63,712	64,863													
	15/02/19 PSPP		56,448	57,565	60,389	61,499	62,616	63,747													
ADVANCED MIDWIFE PRACTITIONER, CANDIDATE	1/09/19 PSPP	6	57,436	58,572	61,446	62,576	63,712	64,863													
	15/02/19 PSPP		56,448	57,565	60,389	61,499	62,616	63,747													
ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/09/19 PSPP	9	57,991	59,113	60,197	63,523	64,571	65,787	66,924	68,054	71,466										
	1/10/18 PSPP		56,993	58,097	59,162	62,431	63,460	64,656	65,773	66,884	70,237										
ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/09/19 PSPP	8	55,072	56,246	57,440	60,595	61,892	63,087	64,294	65,945											
	1/10/18 PSPP		54,125	55,279	56,452	59,553	60,828	62,002	63,188	64,811											
ASSISTANT DIRECTOR OF MIDWIFERY BAND 1	1/09/19 PSPP	9	57,991	59,113	60,197	63,523	64,571	65,787	66,924	68,054	71,466										
	23/10/18 PSPP		56,993	58,097	59,162	62,431	63,460	64,656	65,773	66,884	70,237										
ASSISTANT DIRECTOR OF MIDWIFERY BAND 2	1/09/19 PSPP	8	55,072	56,246	57,440	60,595	61,892	63,087	64,294	65,945											
	23/10/18 PSPP		54,125	55,279	56,452	59,553	60,828	62,002	63,188	64,811											
ASSISTANT DIRECTOR OF MIDWIFERY BAND 3	1/09/19 PSPP	8	55,072	56,246	57,440	60,595	61,892	63,087	64,294	65,945											
	23/10/18 PSPP		54,125	55,279	56,452	59,553	60,828	62,002	63,188	64,811											
AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/09/19 PSPP	7	80,912	83,330	85,724	87,777	90,065	92,401	94,703												
	1/10/18 PSPP		79,520	81,897	84,250	86,267	88,516	90,812	93,074												
HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/09/19 PSPP	6	99,863	104,301	108,739	113,175	117,615	122,053													
	1/04/19 LRA		98,145	102,507	106,869	111,229	115,592	119,954													
	1/10/18 PSPP		98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 PSPP		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 PSPP		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	30/12/16		90,514	94,448	98,382	102,314	106,250	110,183													
	1/01/10		96,211	100,487	104,763	109,037	113,315	117,591													
DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/09/19 PSPP	6	73,716	75,707	77,900	80,310	82,952	85,665													
	1/10/18 PSPP		72,448	74,404	76,560	78,929	81,525	84,191													
DIRECTOR OF NURSING BAND 1 (GENERAL)	1/09/19 PSPP	7	76,919	79,058	81,200	83,334	85,471	87,616	89,752												
	1/10/18 PSPP		75,597	77,698	79,803	81,901	84,001	86,109	88,208												
DIRECTOR OF NURSING BAND 2 (GENERAL)	1/09/19 PSPP	7	71,557	73,498	75,445	77,384	79,334	81,278	83,223												
	1/10/18 PSPP		70,326	72,234	74,147	76,053	77,970	79,880	81,792												
DIRECTOR OF NURSING BAND 2A (GENERAL)	1/09/19 PSPP	7	71,005	72,226	73,450	74,669	75,893	77,112	78,335												
	1/10/18 PSPP		69,784	70,983	72,187	73,385	74,588	75,786	76,987												
DIRECTOR OF NURSING BAND 3 (GENERAL)	1/09/19 PSPP	7	67,106	67,530	68,969	70,395	71,816	73,248	74,669												
	1/10/18 PSPP		65,952	66,369	67,783	69,185	70,581	71,988	73,385												

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	Euro 19
DIRECTOR OF NURSING BAND 4 (GENERAL)	1/09/19 PSPP	7	62,703	64,601	66,491	68,390	69,219	71,060	72,898												
	1/10/18 PSPP		61,624	63,489	65,347	67,214	68,029	69,838	71,644												
DIRECTOR OF NURSING BAND 5 (GENERAL)	1/09/19 PSPP	7	58,658	59,928	61,196	62,462	63,729	65,003	66,272												
	1/10/18 PSPP		57,649	58,897	60,144	61,388	62,633	63,885	65,132												
DIRECTOR, CENTRE OF NURSE EDUCATION	1/09/19 PSPP	8	67,446	68,496	70,540	72,585	74,629	76,674	78,718	80,849											
	1/10/18 PSPP		66,286	67,318	69,327	71,337	73,346	75,356	77,364	79,459											
DIRECTOR OF MIDWIFERY BAND 1	1/09/19 PSPP	7	76,919	79,058	81,200	83,334	85,471	87,616	89,752												
	23/10/18 PSPP		75,597	77,698	79,803	81,901	84,001	86,109	88,208												
DIRECTOR OF MIDWIFERY BAND 2	1/09/19 PSPP	7	71,557	73,498	75,445	77,384	79,334	81,278	83,223												
	23/10/18 PSPP		70,326	72,234	74,147	76,053	77,970	79,880	81,792												
DIRECTOR OF MIDWIFERY BAND 3	1/09/19 PSPP	7	67,106	67,530	68,969	70,395	71,816	73,248	74,669												
	23/10/18 PSPP		65,952	66,369	67,783	69,185	70,581	71,988	73,385												

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	Euro 19
<b>HEALTH &amp; SOCIAL CARE PROFESSIONALS GRADES</b>																					
<b>EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)</b>																					
ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/09/19 PSPP	14	44,691	47,125	49,541	51,344	53,148	54,954	56,756	58,562	60,364	62,165	63,974	65,777	<b>67,854</b>	<b>68,866</b>	<b>LSIs</b>				
	1/10/18 PSPP		43,922	46,315	48,689	50,461	52,234	54,009	55,780	57,555	59,326	61,096	62,874	64,646	<b>66,687</b>	<b>67,682</b>	<b>LSIs</b>				
ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/09/19 PSPP	11	50,233	53,523	55,699	58,146	60,564	63,010	65,471	67,920	69,284	<b>72,345</b>	<b>74,529</b>	<b>LSIs</b>							
	1/10/18 PSPP		49,369	52,603	54,741	57,146	59,522	61,926	64,345	66,752	68,092	<b>71,100</b>	<b>73,247</b>	<b>LSIs</b>							
AUDIOLOGIST, STAFF GRADE	1/09/19 PSPP	10	32,178	33,862	35,295	36,509	37,507	38,511	39,557	40,590	41,585	<b>42,379</b>	<b>LSI</b>								
	1/10/18 PSPP		31,625	33,279	34,688	35,881	36,862	37,849	38,877	39,892	40,870	<b>41,650</b>	<b>LSI</b>								
AUDIOLOGIST, SENIOR	1/09/19 PSPP	6	44,432	46,173	47,292	48,568	49,866	51,193													
	1/10/18 PSPP		43,668	45,379	46,479	47,733	49,009	50,313													
AUDIOLOGIST, CLINICAL SPECIALIST	1/09/19 PSPP	6	48,568	49,866	51,193	53,922	56,718	59,581													
	1/10/18 PSPP		47,733	49,009	50,313	52,994	55,742	58,556													
AUDIOLOGIST, CHIEF	1/09/19 PSPP	6	51,193	53,922	56,718	59,581	62,511	65,509													
	1/10/18 PSPP		50,313	52,994	55,742	58,556	61,436	64,382													
AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/09/19 PSPP	10	64,140	66,999	68,798	71,580	74,366	77,148	79,930	82,716	<b>85,280</b>	<b>88,082</b>	<b>LSIs</b>								
	1/10/18 PSPP		63,037	65,847	67,615	70,349	73,087	75,821	78,555	81,293	<b>83,813</b>	<b>86,567</b>	<b>LSIs</b>								
AUDIOLOGY, NATIONAL LEAD	1/09/19 PSPP	7	79,172	84,664	90,254	95,896	101,118	<b>104,272</b>	<b>107,424</b>	<b>LSIs</b>											
	1/10/18 PSPP		77,811	83,208	88,702	94,247	99,379	<b>102,479</b>	<b>105,576</b>	<b>LSIs</b>											
BIOCHEMIST	1/09/19 PSPP	16	36,085	37,592	39,980	41,115	42,193	44,745	46,397	48,064	49,758	51,450	53,146	54,857	56,579	58,321	60,013	<b>61,176</b>	<b>LSI</b>		
	1/10/18 PSPP		35,465	36,946	39,292	40,408	41,467	43,976	45,599	47,237	48,902	50,565	52,232	53,913	55,606	57,318	58,981	<b>60,124</b>	<b>LSI</b>		
BIOCHEMIST, SENIOR	1/09/19 PSPP	9	55,916	58,447	60,693	62,991	65,358	67,685	69,012	71,320	73,644										
	1/10/18 PSPP		54,954	57,442	59,649	61,907	64,234	66,521	67,825	70,093	72,377										
BIOCHEMIST, PRINCIPAL	1/09/19 PSPP	9	67,730	70,888	74,740	78,584	82,443	86,289	90,553	93,394	96,254										
			66,565	69,669	73,454	77,233	81,025	84,805	88,996	91,788	94,599										
BIOCHEMIST, TOP GRADE **grade obsolete - not for use **	1/09/19 PSPP	5	93,311	97,696	101,269	104,900	108,585														
	1/10/18 PSPP		91,706	96,016	99,527	103,096	106,718														
CARDIAC PHYSIOLOGIST (formerly Cardiac Catheterisation Physiologist)	1/09/19 PSPP	10	36,037	38,078	39,926	40,764	41,693	44,124	45,599	47,076	<b>50,721</b>	<b>54,306</b>	<b>LSIs</b>								
	1/10/18 PSPP		35,417	37,423	39,239	40,063	40,975	43,365	44,814	46,267	<b>49,848</b>	<b>53,372</b>	<b>LSIs</b>								
CARDIAC PHYSIOLOGIST SENIOR (formerly Cardiac Catheterisation Physiologist Senior)	1/09/19 PSPP	8	45,266	46,618	48,048	49,510	51,016	52,414	<b>55,873</b>	<b>59,336</b>	<b>LSIs</b>										
	1/10/18 PSPP		44,487	45,816	47,222	48,658	50,139	51,513	<b>54,912</b>	<b>58,316</b>	<b>LSIs</b>										
CARDIAC PHYSIOLOGIST, CHIEF I (formerly Cardiac Catheterisation Physiologist Chief I)	1/09/19 PSPP	8	49,325	50,348	51,707	53,027	54,347	55,654	<b>59,032</b>	<b>62,479</b>	<b>LSIs</b>										
	1/10/18 PSPP		48,476	49,482	50,818	52,115	53,412	54,697	<b>58,017</b>	<b>61,404</b>	<b>LSIs</b>										
CARDIAC PHYSIOLOGIST, CHIEF II (formerly Cardiac Catheterisation Physiologist Chief II)	1/09/19 PSPP	8	50,743	53,211	55,617	58,035	60,492	63,660	<b>67,246</b>	<b>69,598</b>	<b>LSIs</b>										
	1/10/18 PSPP		49,871	52,296	54,660	57,037	59,452	62,565	<b>66,089</b>	<b>68,401</b>	<b>LSIs</b>										
CHIROPODIST	1/09/19 PSPP	14	36,296	38,445	40,214	41,500	42,589	43,717	44,830	45,974	47,111	48,248	49,445	50,705	51,962	<b>52,970</b>	<b>LSI</b>				
	1/10/18 PSPP		35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	<b>52,059</b>	<b>LSI</b>				
CHIROPODIST, SENIOR	1/09/19 PSPP	9	53,074	54,206	55,373	56,530	57,687	58,904	60,187	61,467	62,493										
	1/10/18 PSPP		52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
CLINICAL SPECIALIST CHIROPODIST	1/09/19 PSPP	9	58,711	59,842	61,007	62,166	63,321	64,540	65,822	67,102	68,129										
	1/10/18 PSPP		57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
CLINICAL ENGINEERING TECHNICIAN	1/01/20 PSPP	7	31,148	32,270	33,992	34,692	36,100	38,884	40,954												
	1/09/19 PSPP		30,993	32,270	33,992	34,692	36,100	38,884	40,954												
CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/09/19 PSPP	9	42,378	44,459	46,738	49,147	51,722	54,299	56,926	<b>58,959</b>	<b>60,858</b>	<b>LSIs</b>									
	1/10/18 PSPP		41,649	43,695	45,934	48,302	50,832	53,365	55,947	<b>57,945</b>	<b>59,812</b>	<b>LSIs</b>									

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	Euro 19
CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/09/19 PSPP	6	59,050	60,990	63,663	65,478	67,032	67,778													
	1/10/18 PSPP		58,034	59,941	62,568	64,352	65,879	66,613													
CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/09/19 PSPP	8	61,663	64,066	66,550	68,462	69,401	71,348	73,496	75,308											
	1/10/18 PSPP		60,602	62,964	65,405	67,285	68,207	70,121	72,232	74,013											
CLINICAL PHOTOGRAPHER (BASIC GRADE)	1/01/20 PSPP	15	29,240	30,858	32,051	33,675	35,261	36,780	38,299	39,785	41,273	42,736	44,237	45,657	46,822	<b>48,355</b>	<b>49,881</b>	LSIs			
	1/09/19 PSPP		29,094	30,705	31,892	33,675	35,261	36,780	38,299	39,785	41,273	42,736	44,237	45,657	46,822	<b>48,355</b>	<b>49,881</b>	LSIs			
CLINICAL PHOTOGRAPHER (SENIOR GRADE)	1/09/19 PSPP	10	46,822	48,188	49,553	50,876	52,240	53,597	54,952	56,348	<b>58,367</b>	<b>60,385</b>	LSIs								
	1/10/18 PSPP		46,016	47,359	48,700	50,001	51,341	52,675	54,007	55,379	<b>57,363</b>	<b>59,346</b>	LSIs								
COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/09/19 PSPP	14	44,503	46,944	49,333	52,044	54,758	57,470	60,182	62,894	65,605	68,318	69,937	72,576	75,215	77,848					
	1/10/18 PSPP		43,738	46,136	48,484	51,149	53,817	56,481	59,147	61,812	64,477	67,143	68,734	71,328	73,922	76,509					
DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/09/19 PSPP	9	90,917	92,894	94,872	96,849	98,826	100,803	102,779	105,786	109,191										
	1/10/18 PSPP		89,353	91,296	93,240	95,183	97,126	99,069	101,012	103,966	107,313										
DENTAL HYGIENIST	1/09/19 PSPP	14	36,405	38,798	40,334	41,713	42,977	44,289	45,613	46,949	48,449	49,241	50,607	51,789	52,991	<b>54,014</b>	LSI				
	1/10/18 PSPP		35,779	38,130	39,641	40,996	42,238	43,527	44,829	46,141	47,615	48,394	49,737	50,898	52,080	<b>53,085</b>	LSI				
DIETICIAN	1/09/19 PSPP	14	36,296	38,445	40,214	41,500	42,589	43,717	44,830	45,974	47,111	48,248	49,445	50,705	51,962	<b>52,970</b>	LSI				
	1/10/18 PSPP		35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	<b>52,059</b>	LSI				
DIETICIAN, SENIOR	1/09/19 PSPP	9	53,074	54,206	55,373	56,530	57,687	58,904	60,187	61,467	62,493										
	1/10/18 PSPP		52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
CLINICAL SPECIALIST DIETICIAN	1/09/19 PSPP	9	58,711	59,842	61,007	62,166	63,321	64,540	65,822	67,102	68,129										
	1/10/18 PSPP		57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
DIETICIAN MANAGER	1/09/19 PSPP	7	63,980	66,282	67,542	69,794	72,033	74,275	76,511												
	1/10/18 PSPP		62,880	65,142	66,380	68,594	70,794	72,998	75,195												
DIETICIAN MANAGER-IN-CHARGE III	1/09/19 PSPP	7	73,870	75,037	76,201	77,428	78,719	80,008	81,040												
	1/10/18 PSPP		72,599	73,746	74,890	76,096	77,365	78,632	79,647												
DOSIMETRIST, BASIC	1/09/19 PSPP	15	34,788	37,113	38,538	40,299	41,943	43,787	45,240	46,660	49,285	50,796	52,373	53,946	55,947	56,654	<b>57,751</b>	LSI			
	1/10/18 PSPP		34,189	36,474	37,875	39,606	41,221	43,034	44,462	45,857	48,438	49,922	51,472	53,018	54,984	55,679	<b>56,758</b>	LSI			
DOSIMETRIST, SENIOR	1/09/19 PSPP	8	54,874	57,644	60,128	62,642	65,175	67,054	67,917	69,782											
	1/10/18 PSPP		53,930	56,653	59,094	61,565	64,054	65,900	66,749	68,582											
E.C.G. TECHNICIAN, STUDENT	1/01/20 PSPP	5	23,481	24,450	25,536	26,411	26,669														
	1/09/19 PSPP		23,364	24,328	25,409	26,279	26,536														
E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/01/20 PSPP	13	27,586	29,052	30,535	31,137	31,789	33,399	34,110	35,135	36,259	37,297	38,368	<b>40,791</b>	<b>43,234</b>	LSIs					
	1/09/19 PSPP		27,449	28,907	30,383	30,982	31,631	33,399	34,110	35,135	36,259	37,297	38,368	<b>40,791</b>	<b>43,234</b>	LSIs					
E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/01/20 PSPP	9	27,862	29,342	30,840	31,137	31,789	33,399	34,110	35,135	36,259										
	1/09/19 PSPP		27,723	29,196	30,687	30,982	31,631	33,399	34,110	35,135	36,259										
E.C.G. TECHNICIAN, SENIOR	1/09/19 PSPP	7	38,013	38,962	39,979	41,022	42,107	<b>44,481</b>	<b>46,791</b>	LSIs											
	1/10/18 PSPP		37,360	38,292	39,292	40,316	41,383	<b>43,716</b>	<b>45,986</b>	LSIs											
E.C.G. TECHNICIAN, CHIEF I	1/09/19 PSPP	7	40,584	41,448	42,572	43,672	44,963	<b>47,222</b>	<b>49,464</b>	LSIs											
	1/10/18 PSPP		39,886	40,736	41,840	42,921	44,189	<b>46,410</b>	<b>48,613</b>	LSIs											
E.C.G. TECHNICIAN, CHIEF II **grade obsolete - not for use **	1/09/19 PSPP	7	43,238	44,569	45,838	47,119	48,913	<b>51,212</b>	<b>53,612</b>	LSIs											
	1/10/18 PSPP		42,494	43,803	45,049	46,309	48,072	<b>50,331</b>	<b>52,690</b>	LSIs											
ENVIRONMENTAL HEALTH OFFICER, BASIC	1/09/19 PSPP	13	38,750	41,163	42,940	44,731	46,511	48,295	50,085	51,869	53,650	55,435	57,227	<b>59,062</b>	<b>60,890</b>	LSIs					
	1/10/18 PSPP		38,084	40,455	42,202	43,961	45,711	47,464	49,224	50,977	52,727	54,482	56,243	<b>58,046</b>	<b>59,843</b>	LSIs					
ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/09/19 PSPP	12	49,545	51,344	53,150	54,952	56,756	58,564	60,366	62,165	63,978	65,780	<b>67,855</b>	<b>68,868</b>	LSIs						
	1/10/18 PSPP		48,693	50,461	52,236	54,007	55,780	57,556	59,328	61,096	62,877	64,649	<b>66,688</b>	<b>67,684</b>	LSIs						
ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/09/19 PSPP	9	65,676	67,692	68,655	70,620	72,586	74,548	76,523	<b>79,005</b>	<b>81,484</b>	LSIs									
	1/10/18 PSPP		64,547	66,528	67,474	69,405	71,338	73,266	75,207	<b>77,646</b>	<b>80,082</b>	LSIs									



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	Euro 19
ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF	1/09/19 PSPP	5	81,934	85,624	89,302	92,987	96,189														
	1/10/18 PSPP		80,525	84,151	87,766	91,388	94,535														
HOSPITAL CHAPLAINS, ROMAN CATHOLIC	1/09/19 PSPP	7	47,589	48,736	50,124	52,723	54,279	56,212	58,158	LSIs											
	1/10/18 PSPP		46,771	47,898	49,262	51,816	53,346	55,246	57,158	LSIs											
LABORATORY MANAGER	1/09/19 PSPP	9	69,449	72,524	75,229	77,945	80,715	83,432	86,220	88,921	91,639										
	1/10/18 PSPP		68,254	71,277	73,935	76,604	79,327	81,997	84,737	87,391	90,063										
MEDICAL SCIENTIST	1/09/19 PSPP	16	33,264	34,647	36,845	37,886	38,877	41,219	42,734	44,264	45,820	47,372	48,930	50,500	52,080	53,679	55,232	56,300	LSI		
	1/10/18 PSPP		32,692	34,051	36,211	37,235	38,208	40,510	41,999	43,503	45,032	46,558	48,089	49,632	51,185	52,756	54,282	55,331	LSI		
MEDICAL SCIENTIST, SENIOR **(Bar at 5th point without designated NFQ Level 9 qualification)**	1/09/19 PSPP	9	50,838	53,132	55,167	57,249	59,394	61,502	63,672	65,821	67,986										
	1/10/18 PSPP		49,964	52,218	54,218	56,264	58,372	60,444	62,577	64,689	66,817										
SPECIALIST MEDICAL SCIENTIST	1/09/19 PSPP	9	56,475	58,768	60,803	62,885	65,030	67,137	68,263	70,353	72,459										
	1/10/18 PSPP		55,503	57,757	59,758	61,803	63,912	65,983	67,089	69,143	71,213										
MEDICAL SCIENTIST, CHIEF	1/09/19 PSPP	9	61,948	64,713	67,145	68,535	70,960	73,337	75,776	78,140	80,520										
	1/10/18 PSPP		60,883	63,600	65,990	67,356	69,739	72,076	74,473	76,796	79,135										
NATIONAL CLINICAL LABORATORY DIRECTOR	01/09/2019	9	133,128	137,866	144,409	147,793	152,307	156,832	161,395	168,238	175,082										
NEURO-PHYSIOLOGIST	1/09/19 PSPP	10	36,037	38,078	39,926	40,764	41,693	44,124	45,599	47,076	50,721	54,306	LSIs								
	1/10/18 PSPP		35,417	37,423	39,239	40,063	40,975	43,365	44,814	46,267	49,848	53,372	LSIs								
NEURO-PHYSIOLOGIST, SENIOR	1/09/19 PSPP	8	45,266	46,618	48,048	49,510	51,016	52,414	55,873	59,336	LSIs										
	1/10/18 PSPP		44,487	45,816	47,222	48,658	50,139	51,513	54,912	58,316	LSIs										
NEURO-PHYSIOLOGIST, CHIEF I	1/09/19 PSPP	8	49,325	50,348	51,707	53,027	54,347	55,654	59,032	62,479	LSIs										
	1/10/18 PSPP		48,476	49,482	50,818	52,115	53,412	54,697	58,017	61,404	LSIs										
NEURO-PHYSIOLOGIST, CHIEF II	1/09/19 PSPP	8	50,743	53,211	55,617	58,035	60,492	63,660	67,246	69,598	LSIs										
	1/10/18 PSPP		49,871	52,296	54,660	57,037	59,452	62,565	66,089	68,401	LSIs										
OCCUPATIONAL THERAPIST	1/09/19 PSPP	14	36,296	38,445	40,214	41,500	42,589	43,717	44,830	45,974	47,111	48,248	49,445	50,705	51,962	52,970	LSI				
	1/10/18 PSPP		35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	52,059	LSI				
OCCUPATIONAL THERAPIST, SENIOR	1/09/19 PSPP	9	53,074	54,206	55,373	56,530	57,687	58,904	60,187	61,467	62,493										
	1/10/18 PSPP		52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	1/09/19 PSPP	9	58,711	59,842	61,007	62,166	63,321	64,540	65,822	67,102	68,129										
	1/10/18 PSPP		57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
OCCUPATIONAL THERAPIST MANAGER	1/09/19 PSPP	7	63,980	66,282	67,542	69,794	72,033	74,275	76,511												
	1/10/18 PSPP		62,880	65,142	66,380	68,594	70,794	72,998	75,195												
OCCUPATIONAL THERAPIST MANAGER-IN-CHARGE III	1/09/19 PSPP	7	73,870	75,037	76,201	77,428	78,719	80,008	81,040												
	1/10/18 PSPP		72,599	73,746	74,890	76,096	77,365	78,632	79,647												
COMMUNITY HEALTHCARE NETWORK MANAGER	1/09/19 PSPP	7	73,870	75,037	76,201	77,428	78,719	80,008	81,040												
	11/06/19 PSPP		72,599	73,746	74,890	76,096	77,365	78,632	79,647												
ORTHOPTIST	1/09/19 PSPP	14	36,296	38,445	40,214	41,500	42,589	43,717	44,830	45,974	47,111	48,248	49,445	50,705	51,962	52,970	LSI				
	1/10/18 PSPP		35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	52,059	LSI				
ORTHOPTIST, SENIOR	1/09/19 PSPP	9	53,074	54,206	55,373	56,530	57,687	58,904	60,187	61,467	62,493										
	1/10/18 PSPP		52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
PATHOLOGY TECHNICIAN, BASIC	1/01/20 PSPP	13	30,151	31,835	32,889	33,438	34,315	35,179	36,043	36,907	37,773	38,643	39,509	40,373	41,156						
	1/09/19 PSPP		30,001	31,676	32,889	33,438	34,315	35,179	36,043	36,907	37,773	38,643	39,509	40,373	41,156						
PATHOLOGY TECHNICIAN, SENIOR	1/09/19 PSPP	11	35,198	36,437	37,679	38,919	40,160	41,400	42,644	43,885	45,125	46,368	47,619								
	1/10/18 PSPP		34,592	35,810	37,031	38,250	39,469	40,688	41,911	43,130	44,349	45,570	46,800								
PHARMACEUTICAL TECHNICIAN, STUDENT	1/01/20 PSPP	5	24,914	26,291	27,178	28,182	29,187														
	1/09/19 PSPP		24,790	26,160	27,042	28,042	29,042														
PHARMACEUTICAL TECHNICIAN	1/09/19 PSPP	10	33,517	35,664	37,126	38,080	39,034	39,988	40,943	41,897	42,851	43,805									
	1/10/18 PSPP		32,941	35,051	36,487	37,425	38,363	39,301	40,239	41,176	42,114	43,052									

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	Euro 19
PHARMACEUTICAL TECHNICIAN, SENIOR	1/09/19 PSPP	6	45,526	46,498	47,469	48,440	49,411	50,384													
	1/10/18 PSPP		44,743	45,698	46,652	47,607	48,562	49,518													
PHARMACY STUDENT	1/01/20 PSPP	2	24,410	26,625																	
	1/09/19 PSPP		24,288	26,492																	
PHARMACIST	1/09/19 PSPP	13	34,077	36,783	37,748	40,755	43,610	46,499	49,401	52,338	55,293	58,303	61,366	64,488	65,742	LSI					
	1/10/18 PSPP		33,491	36,150	37,099	40,054	42,860	45,700	48,551	51,438	54,342	57,300	60,311	63,379	64,611	LSI					
PHARMACIST, SENIOR	1/09/19 PSPP	8	62,720	65,603	66,526	67,445	67,557	68,842	70,208	72,590											
	1/10/18 PSPP		61,641	64,475	65,381	66,285	66,395	67,658	69,001	71,342											
PHARMACIST, CHIEF II	1/09/19 PSPP	6	69,421	73,941	76,581	79,846	83,333	86,942													
	1/10/18 PSPP		68,227	72,669	75,264	78,473	81,899	85,447													
PHARMACIST, CHIEF I	1/09/19 PSPP	6	78,613	82,219	83,631	85,586	87,753	89,964													
	1/10/18 PSPP		77,261	80,805	82,193	84,114	86,244	88,417													
PHLEBOTOMIST TRAINEE	1/01/20 PSPP	1	19,869																		
	1/09/19 PSPP		19,770																		
PHLEBOTOMIST	1/01/20 PSPP	9	30,160	32,132	32,899	34,316	35,820	37,346	38,878	40,450	41,223	LSI									
	1/09/19 PSPP		30,010	31,972	32,899	34,316	35,820	37,346	38,878	40,450	41,223	LSI									
PHLEBOTOMIST, SENIOR	1/09/19 PSPP	6	36,018	37,995	39,690	41,448	43,199	45,008													
	1/10/18 PSPP		35,398	37,341	39,007	40,735	42,456	44,234													
PHYSICIST, GRADUATE TRAINEE - YEAR 1	1/01/20 PSPP	1	26,432																		
	1/09/19 PSPP		26,300																		
PHYSICIST, GRADUATE TRAINEE - YEAR 2	1/01/20 PSPP	1	27,656																		
	1/09/19 PSPP		27,519																		
PHYSICIST	1/09/19 PSPP	15	37,876	40,672	41,969	44,046	46,106	48,539	50,142	51,678	55,592	57,258	59,018	60,775	62,528	64,302	65,280				
	1/10/18 PSPP		37,225	39,973	41,247	43,288	45,313	47,704	49,279	50,789	54,636	56,274	58,003	59,730	61,452	63,196	64,157				
PHYSICIST, SENIOR	1/09/19 PSPP	10	64,140	66,999	68,798	71,580	74,366	77,148	79,930	82,716	85,280	88,082	LSIs								
	1/10/18 PSPP		63,037	65,847	67,615	70,349	73,087	75,821	78,555	81,293	83,813	86,567	LSIs								
PHYSICIST, PRINCIPAL	1/09/19 PSPP	7	79,172	84,664	90,254	95,896	101,118	104,272	107,424	LSIs											
	1/10/18 PSPP		77,811	83,208	88,702	94,247	99,379	102,479	105,576	LSIs											
PHYSICIST, CHIEF	1/09/19 PSPP	6	101,687	104,580	107,477	109,837	113,270	116,698	LSIs												
	1/10/18 PSPP		99,938	102,782	105,628	107,948	111,322	114,691	LSIs												
PHYSIOTHERAPIST	1/09/19 PSPP	14	36,296	38,445	40,214	41,500	42,589	43,717	44,830	45,974	47,111	48,248	49,445	50,705	51,962	52,970	LSI				
	1/10/18 PSPP		35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	52,059	LSI				
PHYSIOTHERAPIST, SENIOR	1/09/19 PSPP	9	53,074	54,206	55,373	56,530	57,687	58,904	60,187	61,467	62,493										
	1/10/18 PSPP		52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
CLINICAL SPECIALIST PHYSIOTHERAPIST	1/09/19 PSPP	9	58,711	59,842	61,007	62,166	63,321	64,540	65,822	67,102	68,129										
	1/10/18 PSPP		57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
PHYSIOTHERAPIST MANAGER	1/09/19 PSPP	7	63,980	66,282	67,542	69,794	72,033	74,275	76,511												
	1/10/18 PSPP		62,880	65,142	66,380	68,594	70,794	72,998	75,195												
PHYSIOTHERAPIST MANAGER-IN-CHARGE III	1/09/19 PSPP	7	73,870	75,037	76,201	77,428	78,719	80,008	81,040												
	1/10/18 PSPP		72,599	73,746	74,890	76,096	77,365	78,632	79,647												
PLAY SPECIALIST, BASIC	1/09/19 PSPP	14	36,265	38,384	40,179	41,325	42,565	43,711	44,760	46,000	46,726	48,291	49,436	50,677	51,917	52,919	LSI				
	1/10/18 PSPP		35,642	37,724	39,488	40,614	41,833	42,959	43,990	45,209	45,923	47,460	48,586	49,805	51,024	52,009	LSI				
PLAY SPECIALIST, SENIOR	1/09/19 PSPP	8	51,549	52,812	54,171	55,725	57,086	58,358	59,504	60,282											
	1/10/18 PSPP		50,663	51,903	53,239	54,767	56,104	57,354	58,481	59,245											
PLAY THERAPIST, BASIC	1/09/19 PSPP	14	36,296	38,445	40,214	41,500	42,589	43,717	44,830	45,974	47,111	48,248	49,445	50,705	51,962	52,970	LSI				
	1/10/18 PSPP		35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	52,059	LSI				
PLAY THERAPIST, SENIOR	1/09/19 PSPP	9	53,074	54,206	55,373	56,530	57,685	58,905	60,187	61,467	62,493										
	1/10/18 PSPP		52,162	53,274	54,420	55,557	56,693	57,892	59,152	60,410	61,418										

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	Euro 19
PSYCHOLOGIST, TRAINEE CLINICAL (pre 2006) **grade obsolete - not for use **	1/09/19 PSPP	5	39,213	41,854	43,455	45,417	47,362														
	1/10/18 PSPP		38,539	41,135	42,707	44,636	46,547														
PSYCHOLOGIST, TRAINEE CLINICAL (post 2006)	1/09/19 PSPP	3	34,444	37,085	42,063																
	1/10/18 PSPP		33,852	36,448	41,340																
PSYCHOLOGIST, CLINICAL	1/09/19 PSPP	13	51,467	54,741	57,070	59,499	61,916	64,311	67,326	70,798	74,833	78,920	82,248	84,817	87,389	LSIs					
	1/10/18 PSPP		50,582	53,799	56,088	58,476	60,851	63,205	66,168	69,580	73,546	77,563	80,833	83,358	85,886	LSIs					
PSYCHOLOGIST, EDUCATIONAL	1/09/19 PSPP	13	51,467	54,741	57,070	59,499	61,916	64,311	67,326	70,798	74,833	78,920	82,248	84,817	87,389	LSIs					
	1/10/18 PSPP		50,582	53,799	56,088	58,476	60,851	63,205	66,168	69,580	73,546	77,563	80,833	83,358	85,886	LSIs					
PSYCHOLOGIST, COUNSELLING	1/09/19 PSPP	13	51,467	54,741	57,070	59,499	61,916	64,311	67,326	70,798	74,833	78,920	82,248	84,817	87,389	LSIs					
	1/10/18 PSPP		50,582	53,799	56,088	58,476	60,851	63,205	66,168	69,580	73,546	77,563	80,833	83,358	85,886	LSIs					
PSYCHOLOGIST, SENIOR CLINICAL	1/09/19 PSPP	8	81,317	83,188	85,074	86,951	88,813	89,526	92,325	95,127	LSIs										
	1/10/18 PSPP		79,918	81,757	83,611	85,455	87,285	87,987	90,737	93,491	LSIs										
PSYCHOLOGIST, COUNSELLING SENIOR	1/09/19 PSPP	8	81,317	83,188	85,074	86,951	88,813	89,526	92,325	95,127	LSIs										
	1/10/18 PSPP		79,918	81,757	83,611	85,455	87,285	87,987	90,737	93,491	LSIs										
PSYCHOLOGIST, EDUCATIONAL SENIOR	1/09/19 PSPP	8	81,317	83,188	85,074	86,951	88,813	89,526	92,325	95,127	LSIs										
	1/10/18 PSPP		79,918	81,757	83,611	85,455	87,285	87,987	90,737	93,491	LSIs										
PSYCHOLOGIST, PRINCIPAL CLINICAL	1/09/19 PSPP	7	94,469	96,670	98,876	101,064	102,716	105,909	109,102	LSIs											
	1/10/18 PSPP		92,844	95,007	97,175	99,326	100,949	104,087	107,225	LSIs											
PSYCHOLOGY, DIRECTOR OF	1/09/19 PSPP	7	102,715	105,178	107,644	110,107	111,969	115,458	118,946	LSIs											
	1/10/18 PSPP		100,948	103,369	105,793	108,213	110,043	113,472	116,900	LSIs											
RADIOGRAPHER	1/09/19 PSPP	14	34,841	36,862	38,597	39,708	40,837	41,981	43,093	44,202	45,353	46,477	47,564	48,681	49,833	50,916	LSI				
	1/10/18 PSPP		34,242	36,228	37,933	39,025	40,135	41,259	42,352	43,442	44,573	45,678	46,746	47,843	48,976	50,040	LSI				
RADIOGRAPHER, SENIOR	1/09/19 PSPP	5	46,779	48,557	50,410	52,291	54,197														
	1/10/18 PSPP		45,974	47,722	49,543	51,392	53,265														
RADIATION THERAPIST	1/09/19 PSPP	11	34,842	36,349	38,598	39,707	40,838	44,100	46,779	48,559	50,410	52,291	54,195								
	1/10/18 PSPP		34,243	35,724	37,934	39,024	40,136	43,342	45,974	47,723	49,543	51,391	53,263								
CLINICAL SPECIALIST RADIOGRAPHER AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/09/19 PSPP	5	52,511	55,180	57,445	59,713	62,025														
	1/10/18 PSPP		51,608	54,231	56,457	58,686	60,959														
RADIOGRAPHY SERVICE MANAGER 1 (FORMERLY RADIOGRAPHER, SUPERINTENDENT I AND II)	1/09/19 PSPP	5	54,476	57,423	59,924	62,448	65,021														
	1/10/18 PSPP		53,539	56,436	58,893	61,374	63,903														
RADIOGRAPHY SERVICE MANAGER 2 (FORMERLY RADIOGRAPHER, SUPERINTENDENT III)	1/09/19 PSPP	5	59,347	62,113	65,904	68,699	72,503														
	1/10/18 PSPP		58,326	61,045	64,771	67,517	71,256														
REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/09/19 PSPP	8	68,044	68,687	70,312	71,984	73,608	75,264	77,663	80,141	LSIs										
	1/10/18 PSPP		66,874	67,506	69,102	70,746	72,342	73,970	76,328	78,762	LSIs										
REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER)	1/09/19 PSPP	8	72,392	73,824	75,253	76,707	78,132	79,572	82,107	84,731	LSIs										
	1/10/18 PSPP		71,147	72,554	73,958	75,387	76,788	78,203	80,695	83,274	LSIs										
REGIONAL PUBLIC ANALYST	1/09/19 PSPP	7	83,960	85,775	87,571	89,382	91,194	94,119	97,139	LSIs											
	1/10/18 PSPP		82,516	84,299	86,065	87,845	89,625	92,500	95,469	LSIs											
RESPIRATORY PHYSIOLOGIST	1/09/19 PSPP	10	36,037	38,078	39,926	40,764	41,693	44,124	45,599	47,076	50,721	54,306	LSIs								
	1/10/18 PSPP		35,417	37,423	39,239	40,063	40,975	43,365	44,814	46,267	49,848	53,372	LSIs								
RESPIRATORY PHYSIOLOGIST, SENIOR	1/09/19 PSPP	8	45,266	46,618	48,048	49,510	51,016	52,414	55,873	59,336	LSIs										
	1/10/18 PSPP		44,487	45,816	47,222	48,658	50,139	51,513	54,912	58,316	LSIs										
RESPIRATORY PHYSIOLOGIST, CHIEF I	1/09/19 PSPP	8	49,325	50,348	51,707	53,027	54,347	55,654	59,032	62,479	LSIs										
	1/10/18 PSPP		48,476	49,482	50,818	52,115	53,412	54,697	58,017	61,404	LSIs										
RESPIRATORY PHYSIOLOGIST, CHIEF II	1/09/19 PSPP	8	50,743	53,211	55,617	58,035	60,492	63,660	67,246	69,598	LSIs										
	1/10/18 PSPP		49,871	52,296	54,660	57,037	59,452	62,565	66,089	68,401	LSIs										

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	Euro 19
SOCIAL WORK PRACTITIONER, SENIOR	1/09/19 PSPP	8	51,022	53,265	55,540	57,807	60,065	62,318	64,567	65,710	LSI										
	1/10/18 PSPP		50,145	52,349	54,585	56,812	59,032	61,246	63,456	64,580	LSI										
SOCIAL WORKER	1/09/19 PSPP	12	34,616	37,303	38,347	40,315	42,350	44,390	46,420	48,479	50,513	52,075	53,641	54,680	LSI						
	1/10/18 PSPP		34,021	36,662	37,688	39,622	41,622	43,626	45,622	47,645	49,644	51,180	52,719	53,739	LSI						
PROFESSIONALLY QUALIFIED SOCIAL WORKER	1/09/19 PSPP	10	41,330	44,286	45,807	47,997	50,186	52,377	54,565	56,752	58,944	60,086	LSI								
	1/10/18 PSPP		40,619	43,525	45,019	47,172	49,323	51,476	53,626	55,776	57,930	59,053	LSI								
MEDICAL SOCIAL WORKER	1/09/19 PSPP	10	41,330	44,286	45,807	47,997	50,186	52,377	54,565	56,752	58,944	60,086	LSI								
	1/10/18 PSPP		40,619	43,525	45,019	47,172	49,323	51,476	53,626	55,776	57,930	59,053	LSI								
PSYCHIATRIC SOCIAL WORKER	1/09/19 PSPP	10	41,330	44,286	45,807	47,997	50,186	52,377	54,565	56,752	58,944	60,086	LSI								
	1/10/18 PSPP		40,619	43,525	45,019	47,172	49,323	51,476	53,626	55,776	57,930	59,053	LSI								
SOCIAL WORKER SENIOR MEDICAL	1/09/19 PSPP	7	58,944	60,625	62,306	63,987	65,667	67,349	67,992												
	1/10/18 PSPP		57,930	59,582	61,235	62,887	64,538	66,190	66,822												
SOCIAL WORKER, PRINCIPAL (EX - SOCIAL WORKER, SENIOR / HEAD MEDICAL)	1/09/19 PSPP	6	67,349	69,288	72,217	75,146	78,076	81,009													
	1/10/18 PSPP		66,190	68,096	70,975	73,854	76,733	79,615													
SOCIAL WORKER, TEAM LEADER	1/09/19 PSPP	7	58,944	60,625	62,306	63,987	65,667	67,349	67,992												
	1/10/18 PSPP		57,930	59,582	61,235	62,887	64,538	66,190	66,822												
ASSESSMENT OF NEED OFFICER	1/09/19 PSPP	11	49,837	51,053	52,477	53,904	55,337	56,615	57,919	59,186	60,444	62,612	64,786	LSIs							
	1/10/18 PSPP		48,980	50,175	51,575	52,977	54,385	55,642	56,922	58,168	59,405	61,535	63,671	LSIs							
FAMILY THERAPIST	1/09/19 PSPP	6	67,349	69,288	72,217	75,146	78,076	81,009													
	1/10/18 PSPP		66,190	68,096	70,975	73,854	76,733	79,615													
SPEECH AND LANGUAGE THERAPIST	1/09/19 PSPP	14	36,296	38,445	40,214	41,500	42,589	43,717	44,830	45,974	47,111	48,248	49,445	50,705	51,962	52,970	LSI				
	1/10/18 PSPP		35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	52,059	LSI				
SPEECH AND LANGUAGE THERAPIST, SENIOR	1/09/19 PSPP	9	53,074	54,206	55,373	56,529	57,687	58,904	60,187	61,467	62,493										
	1/10/18 PSPP		52,162	53,273	54,421	55,557	56,694	57,891	59,152	60,410	61,418										
CLINICAL SPECIALIST SPEECH AND LANGUAGE THERAPIST	1/09/19 PSPP	9	58,711	59,842	61,007	62,166	63,321	64,540	65,822	67,102	68,129										
	1/10/18 PSPP		57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
SPEECH AND LANGUAGE THERAPIST MANAGER	1/09/19 PSPP	7	63,980	66,282	67,542	69,795	72,034	74,275	76,511												
	1/10/18 PSPP		62,879	65,142	66,380	68,594	70,795	72,998	75,196												
SPEECH AND LANGUAGE THERAPIST MANAGER-IN-CHARGE III	1/09/19 PSPP	7	73,870	75,037	76,201	77,428	78,719	80,008	81,040												
	1/10/18 PSPP		72,599	73,746	74,890	76,096	77,365	78,632	79,647												
CHILDREN'S DISABILITY NETWORK MANAGER	1/09/19 PSPP	7	73,870	75,037	76,201	77,428	78,719	80,008	81,040												
	24/10/18 PSPP		72,599	73,746	74,890	76,096	77,365	78,632	79,647												
TRAINEE SOCIAL CARE WORKER	1/01/20 PSPP	5	26,937	28,898	29,813	31,028	32,162														
	1/09/19 PSPP		26,803	28,755	29,664	30,874	32,162														
SOCIAL CARE WORKER (WITH QUALIFICATION)	1/09/19 PSPP	12	32,480	33,891	35,628	36,899	38,184	39,474	40,786	42,117	43,440	44,786	46,138	47,025	LSI						
	1/10/18 PSPP		31,922	33,308	35,015	36,265	37,527	38,795	40,084	41,393	42,693	44,016	45,345	46,216	LSI						
SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/09/19 PSPP	11	32,480	33,891	35,628	36,899	38,184	39,474	40,786	42,117	43,440	44,786	46,138								
	1/10/18 PSPP		31,922	33,308	35,015	36,265	37,527	38,795	40,084	41,393	42,693	44,016	45,345								
SOCIAL CARE LEADER	1/09/19 PSPP	7	46,773	47,795	48,816	51,514	52,558	53,597	54,648												
	1/10/18 PSPP		45,969	46,973	47,976	50,628	51,654	52,675	53,709												
SOCIAL CARE MANAGER IN CHILDREN'S RESIDENTIAL CENTRES	1/09/19 PSPP	6	56,530	57,745	60,957	62,198	63,435	64,686													
	1/10/18 PSPP		55,558	56,752	59,908	61,128	62,344	63,573													
VASCULAR PHYSIOLOGIST	1/09/19 PSPP	10	36,037	38,078	39,926	40,764	41,693	44,124	45,599	47,076	50,721	54,306	LSIs								
	1/10/18 PSPP		35,417	37,423	39,239	40,063	40,975	43,365	44,814	46,267	49,848	53,372	LSIs								
VASCULAR PHYSIOLOGIST, SENIOR	1/09/19 PSPP	8	45,266	46,618	48,048	49,510	51,016	52,414	55,873	59,336	LSIs										
	1/10/18 PSPP		44,487	45,816	47,222	48,658	50,139	51,513	54,912	58,316	LSIs										
VASCULAR PHYSIOLOGIST, CHIEF I	1/09/19 PSPP	8	49,325	50,348	51,707	53,027	54,347	55,654	59,032	62,479	LSIs										
	1/10/18 PSPP		48,476	49,482	50,818	52,115	53,412	54,697	58,017	61,404	LSIs										
VASCULAR PHYSIOLOGIST, CHIEF II	1/09/19 PSPP	8	50,743	53,211	55,617	58,035	60,492	63,660	67,246	69,598	LSIs										
	1/10/18 PSPP		49,871	52,296	54,660	57,037	59,452	62,565	66,089	68,401	LSIs										

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	Euro 19
SUPPORT SERVICES GRADES																					
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																					
INTERN SCHEME FOR SUPPORT STAFF (YEAR 1)	1/01/20 PSPP	1	24,532																		
	1/09/19 PSPP		24,410																		
INTERN SCHEME FOR SUPPORT STAFF (YEAR 2)	1/01/20 PSPP	1	25,913																		
	1/09/19 PSPP		25,784																		
EMERGENCY MEDICAL TECHNICIAN	1/01/20 PSPP	11	28,132	30,059	30,833	32,097	32,789	33,314	34,151	34,999	35,838	37,518	39,069	LSI							
	1/09/19 PSPP		27,992	29,909	30,679	31,938	32,789	33,314	34,151	34,999	35,838	37,518	39,069	LSI							
EMERGENCY MEDICAL TECHNICIAN, LEADING	1/01/20 PSPP	9	31,460	32,581	33,540	34,801	36,068	37,333	38,601	40,994	42,697	LSI									
	1/09/19 PSPP		31,304	32,581	33,540	34,801	36,068	37,333	38,601	40,994	42,697	LSI									
EMERGENCY CALL TAKER	1/01/20 PSPP	11	28,703	30,456	31,460	32,581	33,540	34,801	36,068	37,333	38,601	40,994	42,697	LSI							
	1/09/19 PSPP		28,560	30,305	31,304	32,581	33,540	34,801	36,068	37,333	38,601	40,994	42,697	LSI							
EMERGENCY MEDICAL CONTROLLER	1/01/20 PSPP	11	28,703	30,456	31,460	32,581	33,540	34,801	36,068	37,333	38,601	40,994	42,697	LSI							
	1/09/19 PSPP		28,560	30,305	31,304	32,581	33,540	34,801	36,068	37,333	38,601	40,994	42,697	LSI							
EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/09/19 PSPP	7	42,773	44,136	45,498	46,860	48,222	49,801	51,375	LSIs											
	1/10/18 PSPP		42,037	43,377	44,715	46,054	47,392	48,944	50,491	LSIs											
CARE ASSISTANT (INTELLECTUAL DISABILITY AGENCIES)	1/01/20 PSPP	13	26,897	27,937	29,348	29,818	30,578	32,054	33,639	34,193	35,570	36,599	37,439	38,381	39,110	LSI					
	1/09/19 PSPP		26,763	27,798	29,202	29,669	30,426	31,895	33,639	34,193	35,570	36,599	37,439	38,381	39,110	LSI					
CARE OFFICER - BASIC RATE (CMH, DUNDRUM)	1/09/19 PSPP	11	32,268	33,242	34,421	35,590	36,766	37,940	39,232	40,408	41,588	42,960	44,031								
	1/10/18 PSPP		31,713	32,670	33,829	34,978	36,134	37,288	38,557	39,713	40,873	42,221	43,274								
CARE OFFICER - 5% (CMH, DUNDRUM)	1/09/19 PSPP	11	33,545	34,895	36,135	37,369	38,606	39,841	41,201	42,438	43,682	45,126	46,253								
	1/10/18 PSPP		32,968	34,295	35,514	36,726	37,942	39,156	40,493	41,708	42,930	44,350	45,457								
CARE OFFICER - 6.5% (CMH, DUNDRUM)	1/09/19 PSPP	11	33,571	34,922	36,163	37,397	38,635	39,871	41,233	42,471	43,715	45,161	46,287								
	1/10/18 PSPP		32,994	34,321	35,541	36,754	37,971	39,185	40,524	41,741	42,963	44,384	45,491								
CHARGE ATTENDANT NET RATE (CMH, DUNDRUM)	1/09/19 PSPP	4	44,983	46,230	47,486	48,675															
	1/10/18 PSPP		44,209	45,434	46,669	47,838															
CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM)	1/09/19 PSPP	4	47,256	48,567	49,891	51,141															
	1/01/18 PSPP		46,443	47,731	49,033	50,261															
CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/09/19 PSPP	4	47,293	48,606	49,929	51,180															
	1/10/18 PSPP		46,480	47,770	49,070	50,300															
HEAD ATTENDANT (CMH, DUNDRUM)	1/09/19 PSPP	1	57,066																		
	1/10/18 PSPP		56,085																		
HEAD ATTENDANT 5% RATE (CMH, DUNDRUM)	1/09/19 PSPP	1	59,972																		
	1/10/18 PSPP		58,940																		
HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/09/19 PSPP	1	60,018																		
	1/10/18 PSPP		58,985																		
CRAFTSMEN (PAYPATH)	1/09/19 PSPP	11	33,580	34,629	37,196	37,454	37,712	37,970	38,229	38,487	38,745	39,004	39,292					Pt 1 paid on recruitment, pt. 2 after .5 years etc.			
	1/10/18 PSPP		33,002	34,034	36,556	36,810	37,063	37,317	37,571	37,825	38,078	38,333	38,616					Pt 1 paid on recruitment, pt. 2 after .5 years etc.			
CRAFTSMEN'S MATE (PAYPATH)	1/01/20 PSPP	14	27,877	28,806	30,857	30,897	31,063	31,244	31,412	31,502	31,586	31,673	31,761	31,899	32,006	32,104	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/09/19 PSPP		27,738	28,662	30,704	30,743	30,909	31,088	31,256	31,346	31,429	31,515	31,603	31,741	31,846	32,104	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CHARGEHAND (PAYPATH)	1/09/19 PSPP	14	35,969	37,172	39,851	40,297	40,512	40,751	40,974	41,091	41,204	41,318	41,435	41,618	41,759	42,102	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/10/18 PSPP		35,351	36,533	39,165	39,604	39,816	40,050	40,270	40,384	40,495	40,608	40,722	40,902	41,040	41,377	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				

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	Euro 19
ASSISTANT FOREMAN (PAYPATH)	1/09/19 PSPP	12	41,620	42,087	42,312	42,561	42,796	42,918	43,036	43,156	43,278	43,469	43,616	43,975			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/10/18 PSPP		40,904	41,363	41,584	41,829	42,060	42,180	42,296	42,413	42,533	42,722	42,866	43,219			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
FOREMAN (PAYPATH)	1/09/19 PSPP	12	44,273	44,772	45,012	45,278	45,528	45,658	45,784	45,912	46,042	46,246	46,403	46,786			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/10/18 PSPP		43,512	44,001	44,238	44,499	44,745	44,873	44,997	45,122	45,250	45,451	45,605	45,981			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CRAFTSMEN (NON-PAYPATH)	1/09/19 PSPP	14	33,219	34,017	36,441	36,855	37,056	37,281	37,485	37,594	37,699	37,808	37,912	38,083	38,185	38,533	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/10/18 PSPP		32,648	33,432	35,814	36,221	36,418	36,639	36,840	36,947	37,050	37,158	37,260	37,428	37,528	37,870	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CRAFTSMEN'S MATE (NON-PAYPATH)	1/01/20 PSPP	14	27,302	28,239	30,219	30,567	30,735	30,926	30,926	30,926	30,968	31,058	31,144	31,282	31,366	31,649	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/09/19 PSPP		27,166	28,099	30,068	30,415	30,583	30,772	30,772	30,772	30,814	30,904	30,989	31,127	31,210	31,491	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CHARGEHAND (NON-PAYPATH)	1/09/19 PSPP	14	35,238	36,437	39,038	39,482	39,699	39,940	40,160	40,277	40,390	40,507	40,620	40,803	40,912	41,287	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/10/18 PSPP		34,632	35,811	38,367	38,803	39,016	39,253	39,469	39,585	39,695	39,811	39,921	40,102	40,209	40,577	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
ASSISTANT FOREMAN (NON-PAYPATH)	1/09/19 PSPP	12	40,769	41,234	41,461	41,714	41,943	42,066	42,184	42,307	42,424	42,617	42,731	43,123			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/10/18 PSPP		40,068	40,525	40,747	40,996	41,222	41,343	41,458	41,579	41,695	41,884	41,996	42,381			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
FOREMAN (NON-PAYPATH)	1/09/19 PSPP	12	43,366	43,862	44,103	44,373	44,618	44,750	44,875	45,006	45,132	45,337	45,458	45,876			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/10/18 PSPP		42,620	43,108	43,345	43,610	43,851	43,980	44,103	44,232	44,355	44,557	44,677	45,087			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
DENTAL TECHNICIAN, SENIOR	1/09/19 PSPP	9	37,385	38,299	39,217	40,127	41,045	41,961	42,876	43,789	44,753 LSI										
	1/10/18 PSPP		36,742	37,640	38,542	39,437	40,339	41,239	42,139	43,036	43,983 LSI										
DENTAL TECHNICIAN, BASIC	1/01/20 PSPP	11	29,569	31,272	32,252	33,354	34,129	35,220	36,311	37,404	38,495	39,591	40,459 LSI								
	1/09/19 PSPP		29,422	31,117	32,252	33,354	34,129	35,220	36,311	37,404	38,495	39,591	40,459 LSI								
DOMESTICS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
MULTI-TASK ATTENDANT	1/01/20 PSPP	9	28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193										
	1/09/19 PSPP		28,131	29,818	30,832	31,527	32,287	33,069	33,545	34,358	35,193										
HEALTH CARE ASSISTANT	1/01/20 PSPP	7	31,229	31,602	32,519	33,310	34,452	35,636	36,862												
	1/09/19 PSPP		31,074	31,444	32,519	33,310	34,452	35,636	36,862												
ATTENDANTS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
CLEANERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
PORTERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
PORTERS / DRIVERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
BUILDERS LABOURERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
GENERAL LABOURERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
GROUNDSMEN	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
GARDEN LABOURERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
FARM LABOURERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
DRIVERS WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										

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	Euro 19
DRIVERS WHOSE DUTIES INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS (ON PUBLIC ROADS)	1/01/20 PSPP	9	28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193										
	1/09/19 PSPP		28,131	29,818	30,832	31,527	32,287	33,069	33,545	34,358	35,193										
GATE KEEPERS **grade obsolete - not for use **	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
CARETAKERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
STORES PORTERS / ATTENDANTS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
LAUNDRY WORKERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
HOSTEL SUPERVISOR	1/01/20 PSPP	7	31,229	31,602	32,519	33,310	34,452	35,636	36,862												
	1/09/19 PSPP		31,074	31,444	32,519	33,310	34,452	35,636	36,862												
SEAMSTRESS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
HAIRDRESSERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
BEAUTICIANS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
BARBERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
MINI BUS DRIVERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
TRACTOR DRIVERS **grade obsolete - not for use **	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
VAN DRIVERS	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
MORTUARY ATTENDANTS	1/01/20 PSPP	9	28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193										
	1/09/19 PSPP		28,131	29,818	30,832	31,527	32,287	33,069	33,545	34,358	35,193										
LABORATORY ATTENDANTS	1/01/20 PSPP	9	28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193										
	1/09/19 PSPP		28,131	29,818	30,832	31,527	32,287	33,069	33,545	34,358	35,193										
THEATRE PORTERS / ATTENDANTS	1/01/20 PSPP	7	31,229	31,602	32,519	33,310	34,452	35,636	36,862												
	1/09/19 PSPP		31,074	31,444	32,519	33,310	34,452	35,636	36,862												
DARK ROOM PORTERS / ATTENDANTS	1/01/20 PSPP	9	28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193										
	1/09/19 PSPP		28,131	29,818	30,832	31,527	32,287	33,069	33,545	34,358	35,193										
GARDENER	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
STOREMAN	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
BOILERMEN	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
BOILERMAN / GROUNDSMAN	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										

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	Euro 19
DOMESTIC SUPERVISOR	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/10/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
PORTER SUPERVISOR	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/10/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
DINING ROOM SUPERVISOR	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/10/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
CATERING SUPERVISOR	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/10/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
TEAM LEADER, SUPPORT SERVICES	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/10/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/10/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/01/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
LINEN ROOM SUPERVISOR	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/10/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
HEAD GARDENERS WITH GARDENERS REPORTING TO THEM	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/10/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/09/19 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/10/18 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
DOMESTICS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
CLEANERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
PORTERS / DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
BUILDERS LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
GENERAL LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
GARDEN LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
FARM LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) **grade obsolete - not for use **	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				



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	Euro 19
CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
LAUNDRY WORKERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				
SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,063	28,746	30,756	30,931	31,093	31,186	31,274	31,371	31,457	31,551	31,647	31,747	31,845	31,944	32,046				
	1/09/19 PSPP		27,923	28,603	30,603	30,777	30,938	31,031	31,119	31,215	31,301	31,394	31,490	31,589	31,686	31,786	31,886				
HAIRDRESSERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,063	28,746	30,756	30,931	31,093	31,186	31,274	31,371	31,457	31,551	31,647	31,747	31,845	31,944	32,046				
	1/09/19 PSPP		27,923	28,603	30,603	30,777	30,938	31,031	31,119	31,215	31,301	31,394	31,490	31,589	31,686	31,786	31,886				
BEAUTICIANS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,063	28,746	30,756	30,931	31,093	31,186	31,274	31,371	31,457	31,551	31,647	31,747	31,845	31,944	32,046				
	1/09/19 PSPP		27,923	28,603	30,603	30,777	30,938	31,031	31,119	31,215	31,301	31,394	31,490	31,589	31,686	31,786	31,886				
BARBERS (NON-DUBLIN)(NON-PAYPATH)	1/01/20 PSPP	15	28,063	28,746	30,756	30,931	31,093	31,186	31,274	31,371	31,457	31,551	31,647	31,747	31,845	31,944	32,046				
	1/09/19 PSPP		27,923	28,603	30,603	30,777	30,938	31,031	31,119	31,215	31,301	31,394	31,490	31,589	31,686	31,786	31,886				
MINI BUS DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137				
	1/09/19 PSPP		28,004	28,681	30,692	30,861	31,023	31,114	31,205	31,295	31,386	31,482	31,573	31,674	31,776	31,877	31,977				
TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) **grade obsolete - not for use **	1/01/20 PSPP	15	28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137				
	1/09/19 PSPP		28,004	28,681	30,692	30,861	31,023	31,114	31,205	31,295	31,386	31,482	31,573	31,674	31,776	31,877	31,977				
VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137				
	1/09/19 PSPP		28,004	28,681	30,692	30,861	31,023	31,114	31,205	31,295	31,386	31,482	31,573	31,674	31,776	31,877	31,977				
MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137				
	1/09/19 PSPP		28,004	28,681	30,692	30,861	31,023	31,114	31,205	31,295	31,386	31,482	31,573	31,674	31,776	31,877	31,977				
LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137				
	1/09/19 PSPP		28,004	28,681	30,692	30,861	31,023	31,114	31,205	31,295	31,386	31,482	31,573	31,674	31,776	31,877	31,977				
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137				
	1/09/19 PSPP		28,004	28,681	30,692	30,861	31,023	31,114	31,205	31,295	31,386	31,482	31,573	31,674	31,776	31,877	31,977				
DARK ROOM PORTERS /ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137				
	1/09/19 PSPP		28,004	28,681	30,692	30,861	31,023	31,114	31,205	31,295	31,386	31,482	31,573	31,674	31,776	31,877	31,977				
GARDENER (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,538	29,220	31,279	31,448	31,605	31,702	31,790	31,883	31,972	32,068	32,068	32,110	32,225	32,313	32,416				
	1/09/19 PSPP		28,396	29,074	31,123	31,291	31,448	31,544	31,632	31,725	31,813	31,909	32,008	32,110	32,225	32,313	32,416				
STOREMAN (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,538	29,220	31,279	31,448	31,605	31,702	31,790	31,883	31,972	32,068	32,068	32,110	32,225	32,313	32,416				
	1/09/19 PSPP		28,396	29,074	31,123	31,291	31,448	31,544	31,632	31,725	31,813	31,909	32,008	32,110	32,225	32,313	32,416				
BOILERMAN / GROUNDSMAN (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	28,538	29,220	31,279	31,448	31,605	31,702	31,790	31,883	31,972	32,068	32,068	32,110	32,225	32,313	32,416				
	1/09/19 PSPP		28,396	29,074	31,123	31,291	31,448	31,544	31,632	31,725	31,813	31,909	32,008	32,110	32,225	32,313	32,416				
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	13	31,465	31,647	31,816	31,916	32,014	32,113	32,113	32,160	32,261	32,377	32,488	32,601	32,713						
	1/09/19 PSPP		31,309	31,490	31,658	31,757	31,854	31,953	32,083	32,160	32,261	32,377	32,488	32,601	32,713						
DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	13	31,465	31,647	31,816	31,916	32,014	32,113	32,113	32,160	32,261	32,377	32,488	32,601	32,713						
	1/09/19 PSPP		31,309	31,490	31,658	31,757	31,854	31,953	32,083	32,160	32,261	32,377	32,488	32,601	32,713						

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	Euro 19
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	13	31,465	31,647	31,816	31,916	32,014	32,113	32,113	32,160	32,261	32,377	32,488	32,601	32,713						
	1/09/19 PSPP		31,309	31,490	31,658	31,757	31,854	31,953	32,083	32,160	32,261	32,377	32,488	32,601	32,713						
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	13	31,465	31,647	31,816	31,916	32,014	32,113	32,113	32,160	32,261	32,377	32,488	32,601	32,713						
	1/09/19 PSPP		31,309	31,490	31,658	31,757	31,854	31,953	32,083	32,160	32,261	32,377	32,488	32,601	32,713						
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	13	31,465	31,647	31,816	31,916	32,014	32,113	32,113	32,160	32,261	32,377	32,488	32,601	32,713						
	1/09/19 PSPP		31,309	31,490	31,658	31,757	31,854	31,953	32,083	32,160	32,261	32,377	32,488	32,601	32,713						
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	32,008	32,201	32,384	32,494	32,601	32,708	32,816	32,931	33,036	33,156	33,273	33,396	33,515						
	1/10/18 PSPP		31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	32,008	32,201	32,384	32,494	32,601	32,708	32,816	32,931	33,036	33,156	33,273	33,396	33,515						
	1/10/18 PSPP		31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	32,008	32,201	32,384	32,494	32,601	32,708	32,816	32,931	33,036	33,156	33,273	33,396	33,515						
	1/10/18 PSPP		31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	32,008	32,201	32,384	32,494	32,601	32,708	32,816	32,931	33,036	33,156	33,273	33,396	33,515						
	1/10/18 PSPP		31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	32,008	32,201	32,384	32,494	32,601	32,708	32,816	32,931	33,036	33,156	33,273	33,396	33,515						
	1/10/18 PSPP		31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	32,008	32,201	32,384	32,494	32,601	32,708	32,816	32,931	33,036	33,156	33,273	33,396	33,515						
	1/10/18 PSPP		31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359						
	1/10/18 PSPP		32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359						
	1/10/18 PSPP		32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359						
	1/10/18 PSPP		32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359						
	1/10/18 PSPP		32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
HEAD GARDENERS WITH GARDENERS REPORTING TO THEM (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359						
	1/10/18 PSPP		32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/09/19 PSPP	13	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359						
	1/10/18 PSPP		32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
PORTERS (DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	10	27,191	28,185	30,095	30,367	30,650	30,926	30,926	31,166	31,438	31,703									
	1/09/19 PSPP		27,056	28,045	29,945	30,216	30,498	30,772	30,772	31,011	31,282	31,546									

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	Euro 19
BOILERMEN (DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	10	27,994	28,992	30,680	30,953	31,346	31,496	31,758	32,033	32,137	32,403									
	1/09/19 PSPP		27,855	28,848	30,528	30,799	31,191	31,339	31,600	31,874	32,137	32,403									
DOMESTICS (DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	10	26,493	27,095	28,906	29,178	29,445	29,710	29,985	30,260	30,535	30,807									
	1/09/19 PSPP		26,362	26,960	28,763	29,033	29,298	29,562	29,836	30,110	30,383	30,654									
NURSES AIDES (DUBLIN) (NON-PAYPATH)	1/01/20 PSPP	15	27,683	28,369	30,642	30,877	30,976	30,976	30,976	30,976	31,029	31,126	31,220	31,305	31,425	31,557	31,684				
	1/09/19 PSPP		27,545	28,228	30,490	30,724	30,821	30,821	30,821	30,821	30,874	30,971	31,064	31,149	31,269	31,400	31,526				
AUDIOLOGY ASSISTANT	1/01/20 PSPP	9	28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193										
	1/09/19 PSPP		28,131	29,818	30,832	31,527	32,287	33,069	33,545	34,358	35,193										
OCCUPATIONAL THERAPY ASSISTANT	1/01/20 PSPP	9	28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193										
	1/09/19 PSPP		28,131	29,818	30,832	31,527	32,287	33,069	33,545	34,358	35,193										
PHYSIOTHERAPY ASSISTANT	1/01/20 PSPP	9	28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862										
	1/09/19 PSPP		28,351	29,676	31,074	31,444	32,519	33,310	34,452	35,636	36,862										
SPEECH AND LANGUAGE THERAPY ASSISTANT	1/01/20 PSPP	9	28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193										
	1/09/19 PSPP		28,131	29,818	30,832	31,527	32,287	33,069	33,545	34,358	35,193										
RADIOGRAPHY ASSISTANT	1/01/20 PSPP	9	28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862										
	1/09/19 PSPP		28,351	29,676	31,074	31,444	32,519	33,310	34,452	35,636	36,862										
CSSD OPERATIVES	1/01/20 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/09/19 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
MEDICAL LABORATORY AIDES	1/01/20 PSPP	7	33,344	34,319	35,361	36,361	37,430	38,530	39,666												
	1/09/19 PSPP		32,770	33,729	34,753	35,736	36,786	37,868	38,984												
FAMILY SUPPORT WORKERS	1/01/20 PSPP	9	28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862										
	1/09/19 PSPP		28,351	29,676	31,074	31,444	32,519	33,310	34,452	35,636	36,862										
FAMILY SUPPORT WORKERS (NON-PAYPATH)	1/01/20 PSPP	15	30,315	30,871	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359				
	1/09/19 PSPP		30,164	30,718	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359				
HEALTH CARE SUPPORT ASSISTANT (formerly Home Help)	1/01/20 PSPP	9	27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038										
	1/09/19 PSPP		27,258	28,927	30,170	30,689	30,909	31,426	31,955	32,534	33,038										
HEALTH CARE SUPPORT ASSISTANT (NON-PAYPATH) (formerly Home Help)	1/01/20 PSPP	15	27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711				
	1/09/19 PSPP		27,620	28,299	30,573	30,738	30,738	30,738	30,786	30,879	30,970	31,064	31,157	31,258	31,354	31,456	31,554				

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	Euro 19
CLERICAL, ADMINISTRATION & RELATED GRADES																					
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	1/01/20 PSPP	12	28,186	30,116	30,892	32,851	34,644	36,215	37,734	39,784	41,273	42,773	44,162	45,557	LSIs						
	1/09/19 PSPP		28,046	29,967	30,738	32,851	34,644	36,215	37,734	39,784	41,273	42,773	44,162	45,557	LSIs						
CATERING OFFICER, GRADE II	1/09/19 PSPP	7	42,773	44,136	45,497	46,861	48,222	49,800	51,375	LSIs											
	1/10/18 PSPP		42,038	43,377	44,714	46,055	47,393	48,944	50,492	LSIs											
CATERING OFFICER, GRADE I	1/09/19 PSPP	7	47,589	48,736	50,121	52,725	54,277	56,216	58,158	LSIs											
	1/10/18 PSPP		46,771	47,898	49,259	51,818	53,344	55,249	57,158	LSIs											
CATERING MANAGER	1/09/19 PSPP	11	49,837	51,053	52,477	53,904	55,337	56,615	57,919	59,186	60,444	62,612	64,786	LSIs							
	1/10/18 PSPP		48,980	50,175	51,575	52,977	54,385	55,642	56,922	58,168	59,405	61,535	63,671	LSIs							
HEAD OF CATERING	1/09/19 PSPP	7	68,310	68,924	71,519	74,123	76,708	79,304	81,884												
	1/10/18 PSPP		67,135	67,738	70,289	72,848	75,389	77,940	80,475												
COOK, TRAINEE	1/01/20 PSPP	3	20,135	23,551	26,050																
	1/09/19 PSPP		20,035	23,434	25,921																
CHEF II (FORMERLY COOK GRADE II) WITH QUALIFICATION	1/01/20 PSPP	12	25,506	26,741	27,825	28,731	29,572	30,482	31,092	31,906	32,629	33,445	34,009	35,100							
	1/09/19 PSPP		25,379	26,608	27,686	28,588	29,425	30,331	30,937	31,747	32,629	33,445	34,009	35,100							
CHEF II (FORMERLY COOK GRADE II) WITHOUT QUALIFICATION	1/01/20 PSPP	6	25,506	26,741	27,825	28,731	29,572	30,482													
	1/09/19 PSPP		25,379	26,608	27,686	28,588	29,425	30,331													
CHEF I (FORMERLY COOK GRADE I)	1/01/20 PSPP	13	28,154	29,046	30,003	30,891	31,528	32,226	33,158	33,693	34,624	35,476	36,328	37,265	38,433						
	1/09/19 PSPP		28,014	28,901	29,854	30,738	31,371	32,226	33,158	33,693	34,624	35,476	36,328	37,265	38,433						
CHEF, SENIOR	1/01/20 PSPP	13	29,914	30,763	31,838	32,570	33,402	34,318	35,318	36,236	37,237	38,159	39,080	40,089	41,352						
	1/09/19 PSPP		29,766	30,610	31,679	32,570	33,402	34,318	35,318	36,236	37,237	38,159	39,080	40,089	41,352						
CHEF, EXECUTIVE	1/01/20 PSPP	13	31,465	32,277	33,323	33,959	34,998	35,959	37,009	37,974	39,026	39,993	40,962	42,021	43,349						
	1/09/19 PSPP		31,308	32,277	33,323	33,959	34,998	35,959	37,009	37,974	39,026	39,993	40,962	42,021	43,349						
COMMUNITY WELFARE OFFICER	1/01/20 PSPP	18	29,036	30,799	31,827	33,610	35,665	37,676	39,649	41,539	43,427	45,333	47,176	49,040	50,947	52,779	54,650	56,601	58,559	60,456	LSIs
	1/09/19 PSPP		28,892	30,646	31,669	33,610	35,665	37,676	39,649	41,539	43,427	45,333	47,176	49,040	50,947	52,779	54,650	56,601	58,559	60,456	LSIs
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/09/19 PSPP	8	65,356	67,733	69,043	71,357	73,672	75,006	77,344	79,681	LSIs										
	1/10/18 PSPP		64,232	66,568	67,855	70,130	72,405	73,716	76,013	78,310	LSIs										
DRAUGHTSMAN/TECHNICIAN II	1/01/20 PSPP	15	27,380	28,854	30,305	31,092	32,002	33,061	33,779	34,842	35,879	36,943	37,993	38,993	40,098	41,400	42,695	LSIs			
	1/09/19 PSPP		27,244	28,711	30,154	30,938	32,002	33,061	33,779	34,842	35,879	36,943	37,993	38,993	40,098	41,400	42,695	LSIs			
DRAUGHTSMAN/TECHNICIAN I	1/09/19 PSPP	9	40,098	40,767	41,640	42,515	43,374	44,246	45,042	46,508	47,979	LSIs									
	1/10/18 PSPP		39,409	40,066	40,923	41,784	42,628	43,485	44,267	45,708	47,154	LSIs									
DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/01/20 PSPP	7	24,453	25,893	26,673	27,786	28,713	29,636	30,951												
	1/09/19 PSPP		24,332	25,764	26,540	27,647	28,570	29,489	30,797												
DENTAL NURSE (FORMERLY DENTAL SURGERY ASSISTANT (WITH QUALIFICATION)	1/01/20 PSPP	17	24,453	25,893	26,673	27,786	28,713	29,636	30,951	31,861	32,664	33,519	34,997	35,550	36,599	37,913	39,903	42,257	45,138	LSI	
	1/09/19 PSPP		24,332	25,764	26,540	27,647	28,570	29,489	30,797	31,702	32,664	33,519	34,997	35,550	36,599	37,913	39,903	42,257	45,138	LSI	
DENTAL NURSE, SENIOR	1/09/19 PSPP	7	42,482	44,049	45,457	46,722	48,261	49,569	51,005												
	1/10/18 PSPP		41,752	43,292	44,675	45,919	47,431	48,717	50,128												

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	Euro 19
FIRE PREVENTION OFFICER	1/09/19 PSPP	14	44,694	47,126	49,545	51,344	53,150	54,954	56,758	58,564	60,368	62,165	63,976	65,777	<b>67,854</b>	<b>68,866</b>	LSIs				
	1/10/18 PSPP		43,925	46,315	48,693	50,461	52,236	54,009	55,782	57,556	59,330	61,096	62,876	64,646	<b>66,687</b>	<b>67,682</b>	LSIs				
CLERICAL OFFICER GRADE	1/01/20 PSPP	15	24,119	25,704	26,093	26,886	28,042	29,201	30,361	31,202	32,155	33,263	34,045	35,141	36,246	38,320	<b>39,796</b>	LSI			
	1/09/19 PSPP		23,999	25,576	25,963	26,753	27,902	29,056	30,210	31,047	32,155	33,263	34,045	35,141	36,246	38,320	<b>39,796</b>	LSI			
GRADE IV (CLERICAL)	1/01/20 PSPP	12	28,185	30,116	30,891	32,851	34,645	36,215	37,734	39,783	41,274	42,773	<b>44,162</b>	<b>45,556</b>	LSIs						
	1/09/19 PSPP		28,045	29,966	30,737	32,851	34,645	36,215	37,734	39,783	41,274	42,773	<b>44,162</b>	<b>45,556</b>	LSIs						
GRADE V (CLERICAL)	1/09/19 PSPP	7	42,773	44,136	45,498	46,860	48,222	<b>49,801</b>	<b>51,375</b>	LSIs											
	1/10/18 PSPP		42,037	43,377	44,715	46,054	47,392	<b>48,944</b>	<b>50,491</b>	LSIs											
GRADE VI (CLERICAL)	1/09/19 PSPP	7	47,589	48,736	50,124	52,723	54,279	<b>56,212</b>	<b>58,158</b>	LSIs											
	1/10/18 PSPP		46,771	47,897	49,262	51,816	53,346	<b>55,246</b>	<b>57,158</b>	LSIs											
GRADE VII (CLERICAL)	1/09/19 PSPP	11	49,837	51,053	52,477	53,904	55,337	56,615	57,919	59,186	60,444	<b>62,612</b>	<b>64,786</b>	LSIs							
	1/10/18 PSPP		48,980	50,175	51,575	52,977	54,385	55,642	56,922	58,168	59,405	<b>61,535</b>	<b>63,671</b>	LSIs							
SUPPLIES OFFICER GRADE D	1/01/20 PSPP	12	28,347	30,122	31,069	32,046	32,856	33,505	34,467	35,430	36,397	37,359	38,320	<b>39,796</b>	LSI						
	1/09/19 PSPP		28,206	29,972	30,914	31,886	32,856	33,505	34,467	35,430	36,397	37,359	38,320	<b>39,796</b>	LSI						
SUPPLIES OFFICER GRADE C	1/09/19 PSPP	8	34,644	36,215	37,734	39,784	41,273	42,773	<b>44,162</b>	<b>45,557</b>	LSIs										
	1/10/18 PSPP		34,049	35,592	37,085	39,099	40,563	42,038	<b>43,402</b>	<b>44,773</b>	LSIs										
SUPPLIES OFFICER GRADE B	1/09/19 PSPP	7	42,773	44,136	45,497	46,861	48,222	<b>49,800</b>	<b>51,375</b>	LSIs											
	1/10/18 PSPP		42,038	43,377	44,714	46,055	47,393	<b>48,944</b>	<b>50,492</b>	LSIs											
SUPPLIES OFFICER GRADE A	1/09/19 PSPP	7	47,589	48,736	50,121	52,725	54,277	<b>56,216</b>	<b>58,158</b>	LSIs											
	1/10/18 PSPP		46,771	47,898	49,259	51,818	53,344	<b>55,249</b>	<b>57,158</b>	LSIs											
ASSISTANT TECHNICAL SERVICES OFFICER	1/09/19 PSPP	13	38,750	41,163	42,940	44,731	46,511	48,297	50,085	51,868	53,648	55,435	57,229	<b>59,064</b>	<b>60,896</b>	LSIs					
	1/10/18 PSPP		38,084	40,455	42,202	43,961	45,711	47,466	49,224	50,976	52,725	54,482	56,245	<b>58,048</b>	<b>59,848</b>	LSIs					
SENIOR ASSISTANT TECHNICAL SERVICES OFFICER	1/09/19 PSPP	12	49,543	51,344	53,150	54,954	56,758	58,564	60,368	62,165	63,976	65,777	<b>67,854</b>	<b>68,866</b>	LSIs						
	1/10/18 PSPP		48,691	50,461	52,236	54,009	55,782	57,556	59,330	61,096	62,876	64,646	<b>66,687</b>	<b>67,682</b>	LSIs						
CHIEF ASSISTANT TECHNICAL SERVICES OFFICER	1/09/19 PSPP	9	65,676	67,692	68,653	70,618	72,588	74,549	76,502	<b>79,005</b>	<b>81,481</b>	LSIs									
	1/10/18 PSPP		64,547	66,528	67,473	69,404	71,340	73,267	75,187	<b>77,646</b>	<b>80,079</b>	LSIs									
TECHNICAL SERVICES OFFICER	1/09/19 PSPP	8	82,241	84,192	86,141	88,092	90,041	91,997	<b>94,941</b>	<b>97,888</b>	LSIs										
	1/10/18 PSPP		80,827	82,744	84,659	86,577	88,492	90,415	<b>93,309</b>	<b>96,204</b>	LSIs										
HOME HELP ORGANISER	1/09/19 PSPP	7	42,773	44,136	45,497	46,861	48,222	<b>49,800</b>	<b>51,375</b>	LSIs											
	1/10/18 PSPP		42,038	43,377	44,714	46,055	47,393	<b>48,944</b>	<b>50,492</b>	LSIs											
HOME HELP CO-ORDINATOR	1/09/19 PSPP	7	47,589	48,736	50,124	52,723	54,279	<b>56,212</b>	<b>58,158</b>	LSIs											
	1/10/18 PSPP		46,771	47,897	49,262	51,816	53,346	<b>55,246</b>	<b>57,158</b>	LSIs											
SUPERVISOR OF WELFARE HOME-WITHOUT NURSING QUALIFICATION	1/09/19 PSPP	7	33,349	33,896	34,758	35,627	36,487	37,366	38,204												
	1/10/18 PSPP		32,775	33,313	34,160	35,014	35,860	36,724	37,547												
ASSISTANT SUPERVISOR, WELFARE HOME	1/01/20 PSPP	3	30,954	31,702	32,295																
	1/09/19 PSPP		30,800	31,544	32,295																
SUPERVISOR, WELFARE HOME - HSE EASTERN REGIONAL AREA ONLY	1/09/19 PSPP	9	44,317	45,126	45,177	46,233	47,290	48,437	49,585	50,732	51,880										
	1/10/18 PSPP		43,555	44,350	44,400	45,437	46,476	47,604	48,732	49,860	50,988										
NURSERY NURSE	1/01/20 PSPP	13	29,520	31,124	32,199	33,121	33,564	34,349	35,143	35,926	36,717	37,525	38,329	39,145	<b>39,891</b>	LSI					
	1/09/19 PSPP		29,373	30,969	32,199	33,121	33,564	34,349	35,143	35,926	36,717	37,525	38,329	39,145	<b>39,891</b>	LSI					
HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/09/19 PSPP	12	32,532	33,620	35,095	36,565	38,022	39,482	40,925	41,984	43,054	44,134	45,019	45,884							
	1/10/18 PSPP		31,973	33,042	34,491	35,936	37,368	38,803	40,221	41,262	42,313	43,375	44,244	45,095							

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	Euro 19
<b>CLERICAL ADMIN MANAGEMENT GRADES</b>																					
<b>EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)</b>																					
CHIEF EXECUTIVE OFFICER (HSE) ***for new incumbents post 02/04/19***	1/09/19	1	356,125																		
	2/04/19		350,000																		
DIRECTOR GENERAL (HSE) ***grade obsolete*** not for use**	1/9/19 PSPP	1	207,589																		
	1/04/19 LRA		204,019																		
	1/10/18 PSPP		199,136																		
	1/04/18 LRA		197,116																		
	1/01/18 PSPP		192,233																		
	1/04/17 LRA		190,233																		
	19/07/13		185,350																		
	1/1/10		200,000																		
DEPUTY DIRECTOR GENERAL (STRATEGY/OPERATIONS) (HSE)	1/09/19 PSPP	1	179,040																		
	01/04/19 LRA		175,961																		
	1/10/18 PSPP		171,953																		
	1/04/18 LRA		170,211																		
	1/01/18 PSPP		166,203																		
	1/04/17 LRA		164,478																		
	1/07/13		160,470																		
	1/1/10		172,495																		
NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use **	1/09/19 PSPP	1	190,748																		
full reduction for pension contribution and benefit from	1/09/19 PSPP		177,439																		
	1/04/19 LRA		187,467																		
full reduction for pension contribution and benefit from	1/04/19 LRA		174,388																		
	1/10/18 PSPP		183,121																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		170,426																		
	1/04/18 LRA		181,264																		
full reduction for pension contribution and benefit from	1/04/18 LRA		168,700																		
	1/01/18 PSPP		176,918																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		164,738																		
	1/04/17 LRA + Sec.6 adj		175,081																		
full reduction for pension contribution and benefit from	1/04/17		163,029																		
	1/07/13 HRA. + Sec.6 adj		170,734																		
full reduction for pension contribution and benefit from	1/07/13		159,067																		
full reduction for pension contribution and benefits from	1/03/12		170,953																		
	1/1/10		183,774																		

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	Euro 19
NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE)																					
** grade obsolete - not for use **	1/09/19 PSPP	1	190,747																		
full reduction for pension contribution and benefit from	1/09/19 PSPP		177,439																		
	1/04/19 LRA		187,467																		
full reduction for pension contribution and benefit from	1/04/19 LRA		174,388																		
	1/10/18 PSPP		183,121																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		170,426																		
	1/04/18 LRA		181,264																		
full reduction for pension contribution and benefit from	1/04/18 LRA		168,700																		
	1/01/18 PSPP		176,918																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		164,738																		
	1/04/17 LRA + Sec.6 adj		175,081																		
full reduction for pension contribution and benefit from	1/04/17		163,029																		
	1/07/13 HRA. + Sec.6 adj		170,734																		
full reduction for pension contribution and benefit from	1/07/13		159,067																		
full reduction for pension contribution and benefits from	1/03/12		170,953																		
	1/1/10		183,774																		
CHIEF FINANCIAL OFFICER (HSE)	1/09/19 PSPP	1	179,040																		
	1/04/19 LRA		175,961																		
	1/10/18 PSPP		171,953																		
	1/04/18 LRA		170,211																		
	1/01/18 PSPP		166,203																		
	1/04/17 LRA		164,478																		
	1/07/13 HRA.		160,470																		
	1/1/10		172,495																		
NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE)	1/09/19 PSPP	1	164,302																		
	1/04/19 LRA		161,477																		
full reduction for pension contribution and benefit from	1/04/19 LRA		153,121																		
	1/10/18 PSPP		157,895																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 PSPP		152,714																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefits from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE	1/09/19 PSPP	1	164,302																		
	2/8/19 PSPP		161,477																		

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	Euro 19
NATIONAL DIRECTOR, HOSPITAL CARE (HSE)	1/09/19 PSPP	1	164,302																		
	1/04/19 LRA		161,477																		
full reduction for pension contribution and benefit from	1/04/19 LRA		153,121																		
	1/10/18 PSPP		157,895																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 PSPP		152,714																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	01/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, MENTAL HEALTH (HSE)	1/09/19 PSPP	1	164,302																		
	1/04/19 LRA		161,477																		
full reduction for pension contribution and benefits from	1/04/19 LRA		153,121																		
	1/10/18 PSPP		157,895																		
full reduction for pension contribution and benefits from	1/10/18 PSPP		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefits from	1/04/18 LRA		148,269																		
	1/01/18 PSPP		152,714																		
full reduction for pension contribution and benefits from	1/01/18 PSPP		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, PRIMARY CARE (HSE)	1/09/19 PSPP	1	164,302																		
	1/04/19 LRA		161,477																		
full reduction for pension contribution and benefits from	1/04/19 LRA		153,121																		
	1/10/18 PSPP		157,895																		
full reduction for pension contribution and benefits from	1/10/18 PSPP		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefits from	1/04/18 LRA		148,269																		
	1/01/18 PSPP		152,714																		
full reduction for pension contribution and benefits from	1/01/18 PSPP		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		



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	Euro 19
NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE)	1/09/19 PSPP	1	164,302																		
	1/04/19 LRA		161,477																		
full reduction for pension contribution and benefit from	1/04/19 LRA		153,121																		
	1/10/18 PSPP		157,895																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 PSPP		152,714																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, SOCIAL CARE (HSE)	1/09/19 PSPP	1	164,302																		
	1/04/19 LRA		161,477																		
full reduction for pension contribution and benefits from	1/04/19 LRA		153,121																		
	1/10/18 PSPP		157,895																		
full reduction for pension contribution and benefits from	1/10/18 PSPP		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefits from	1/04/18 LRA		148,269																		
	1/01/18 PSPP		152,714																		
full reduction for pension contribution and benefits from	1/01/18 PSPP		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	01/04/2017		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, HUMAN RESOURCES (HSE)	1/09/19 PSPP	1	164,302																		
	1/04/19 LRA		161,477																		
full reduction for pension contribution and benefit from	1/04/19 LRA		153,121																		
	1/10/18 PSPP		157,895																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 PSPP		152,714																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		

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	Euro 19
NATIONAL DIRECTOR, POPULATION HEALTH (HSE) **grade obsolete - not for use **	1/09/19 PSPP	1	164,302																		
	1/04/19 LRA		161,477																		
full reduction for pension contribution and benefit from	1/04/19 LRA		153,121																		
	1/10/18 PSPP		157,895																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 PSPP		152,714																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS	1/09/19 PSPP	1	157,973																		
	1/04/19 LRA		155,256																		
	1/10/18 PSPP		151,857																		
	1/04/18 LRA		150,320																		
	1/01/18 PSPP		146,921																		
	1/04/17 LRA		145,399																		
	30/09/13		142,000																		
	1/1/10		152,198																		
CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS ** for new incumbents post 14/05/2018**	1/09/19 PSPP	1	166,865																		
	1/04/19 LRA		163,995																		
	1/10/18 PSPP		161,600																		
	14/05/2018		160,000																		
NATIONAL DIRECTOR, COMMUNICATIONS (HSE)	1/09/19 PSPP	1	151,497																		
	1/04/19 LRA		148,892																		
full reduction for pension contribution and benefit from	1/04/19 LRA		141,188																		
	1/10/18 PSPP		145,666																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 PSPP		140,967																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		

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	Euro 19
CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/09/19 PSPP	1	151,497																		
	1/04/19 LRA		148,892																		
full reduction for pension contribution and benefit from	1/04/19 LRA		141,188																		
	1/10/18 PSPP		145,666																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 PSPP		140,967																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		
NATIONAL DIRECTOR, PROCUREMENT (HSE) **grade obsolete - not for use **	1/09/19 PSPP	1	151,497																		
	1/04/19 LRA		148,892																		
full reduction for pension contribution and benefit from	1/04/19 LRA		141,188																		
	1/10/18 PSPP		145,666																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 PSPP		140,967																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		

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	Euro 19
NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) **grade obsolete - not for use **	1/09/19 PSPP	1	151,497																		
	1/04/19 LRA		148,892																		
full reduction for pension contribution and benefit from	1/04/19 LRA		141,188																		
	1/10/18 PSPP		145,666																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 PSPP		140,967																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	01/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		
NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/09/19 PSPP	1	151,497																		
	1/04/19 LRA		148,892																		
full reduction for pension contribution and benefit from	1/04/19 LRA		141,188																		
	1/10/18 PSPP		145,666																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 PSPP		140,967																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		

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	Euro 19
NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use **	1/09/19 PSPP	1	151,497																		
	1/04/19 LRA		148,892																		
full reduction for pension contribution and benefit from	1/04/19 LRA		141,188																		
	1/10/18 PSPP		145,666																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 PSPP		140,967																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		
CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(ADELAIDE AND MEATH (INC NCH) HOSPITAL) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/09/19 PSPP	1	151,497																		
	1/04/19 LRA		148,892																		
full reduction for pension contribution and benefit from	1/04/19 LRA		141,188																		
	1/10/18 PSPP		145,666																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 PSPP		140,967																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		

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	Euro 19
GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) ** grade obsolete - not for use **	1/09/19 PSPP	1	151,497																		
	1/04/19 LRA		148,892																		
full reduction for pension contribution and benefit from	1/04/19 LRA		141,188																		
	1/10/18 PSPP		145,666																		
full reduction for pension contribution and benefit from	1/10/18 PSPP		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 PSPP		140,967																		
full reduction for pension contribution and benefit from	1/01/18 PSPP		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		
MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/09/19 PSPP	1	133,127																		
	1/04/19 LRA		130,838																		
	1/10/18 PSPP		128,084																		
	1/04/18 LRA		126,789																		
	1/01/18 PSPP		124,036																		
	1/04/17 LRA		122,753																		
	28/09/2015		120,000																		
	1/1/10		128,261																		
ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/09/19 PSPP	6	99,863	104,301	108,739	113,175	117,615	122,053													
	1/04/19 LRA		98,145	102,507	106,869	111,229	115,592	119,954													
	1/10/18 PSPP		98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 PSPP		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 PSPP		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS	1/09/19 PSPP	6	99,863	104,301	108,739	113,175	117,615	122,053													
	1/04/19 LRA		98,145	102,507	106,869	111,229	115,592	119,954													
	1/10/18 PSPP		98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 PSPP		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 PSPP		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	10/10/14		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													

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	Euro 19
CHIEF FINANCE OFFICER, HOSPITAL GROUPS	1/09/19 PSPP	6	99,863	104,301	108,739	113,175	117,615	122,053													
	1/04/19 LRA		98,145	102,507	106,869	111,229	115,592	119,954													
	1/10/18 PSPP		98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 PSPP		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 PSPP		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	2/07/13		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS	1/09/19 PSPP	6	99,863	104,301	108,739	113,175	117,615	122,053													
	1/04/19 LRA		98,145	102,507	106,869	111,229	115,592	119,954													
	1/10/18 PSPP		98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 PSPP		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 PSPP		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	2/07/13		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) **grade obsolete - not for use**	1/09/19 PSPP	6	99,863	104,301	108,739	113,175	117,615	122,053													
	1/04/19 LRA		98,145	102,507	106,869	111,229	115,592	119,954													
	1/10/18 PSPP		98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 PSPP		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 PSPP		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
DIRECTOR REGIONAL HEALTH OFFICE (HSE)	1/09/19 PSPP	6	99,863	104,301	108,739	113,175	117,615	122,053													
	1/04/19 LRA		98,145	102,507	106,869	111,229	115,592	119,954													
	1/10/18 PSPP		98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 PSPP		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 PSPP		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/09/19 PSPP	6	98,393	102,551	106,785	111,101	115,490	119,965													
	1/10/18 PSPP		96,701	100,787	104,948	109,190	113,503	117,902													
SECRETARY TO THE BOARD (HSE) **grade obsolete - not for use **	1/09/19 PSPP	6	98,393	102,551	106,785	111,101	115,490	119,965													
	1/10/18 PSPP		96,701	100,787	104,948	109,190	113,503	117,902													
DEPUTY CEO (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TALLAGHT)	1/09/19 PSPP	6	94,100	98,284	102,466	106,648	110,829	115,013													
	1/10/18 PSPP		92,482	96,594	100,703	104,813	108,923	113,035													
LOCAL HEALTH OFFICE MANAGER (HSE) **not for use for any new incumbents**	1/09/19 PSPP	6	91,669	95,628	99,586	103,543	107,504	111,462													
	1/10/18 PSPP		90,092	93,983	97,873	101,762	105,655	109,545													

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	Euro 19
DIRECTOR OF INFORMATION SYSTEMS (HSE)	1/09/19 PSPP	6	90,358	94,067	97,843	101,693	105,608	109,599													
	1/10/18 PSPP		88,804	92,449	96,161	99,944	103,791	107,714													
HEAD OF FUNCTION / SERVICE,(COMMUNITY SERVICES) (HSE ONLY)	1/09/19 PSPP	5	92,857	96,619	100,379	104,139	107,898														
	1/10/18 PSPP		91,260	94,957	98,653	102,348	106,042														
HEAD OF FUNCTION / SERVICE (ACUTE SERVICES) (HSE ONLY)	1/09/19 PSPP	5	92,857	96,619	100,379	104,139	107,898														
	8/08/19		91,260	94,957	98,653	102,348	106,042														
HEAD OF FUNCTION / SERVICE (NATIONAL SERVICES) (HSE ONLY)	1/09/19 PSPP	5	92,857	96,619	100,379	104,139	107,898														
	8/08/19		91,260	94,957	98,653	102,348	106,042														
CHILDREN FIRST PROGRAMME LEAD	1/09/19 PSPP	5	92,857	96,619	100,379	104,139	107,898														
	1/10/18 PSPP		91,260	94,957	98,653	102,348	106,042														
PROCUREMENT, ASSISTANT HEAD	1/09/19 PSPP	5	92,857	96,619	100,379	104,139	107,898														
	1/10/18 PSPP		91,260	94,957	98,653	102,348	106,042														
CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 1)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/09/19 PSPP	6	89,887	93,767	97,647	101,526	105,405	109,286													
	1/10/18 PSPP		88,341	92,155	95,967	99,780	103,592	107,406													
DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/09/19 PSPP	6	87,215	90,976	94,736	98,498	102,258	106,020													
	1/10/18 PSPP		85,715	89,412	93,107	96,804	100,499	104,196													
CEO BAND H1 HOSPITALS (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincent's (Fairview), Leopardstown Park)	1/09/19 PSPP	7	68,310	68,924	71,519	74,123	76,708	79,304	81,884												
	1/10/18 PSPP		67,135	67,738	70,289	72,848	75,389	77,940	80,475												
CEO BAND H2 HOSPITALS (Cappagh Hospital, National Rehabilitation Hospital, Peamount Hospital, Royal Victoria Eye & Ear Hospital, St. Johns Hospital, St. Michaels Hospital,)	1/09/19 PSPP	5	82,378	83,771	85,181	86,590	88,002														
	1/10/18 PSPP		80,961	82,330	83,716	85,101	86,488														
CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital,)	1/09/19 PSPP	7	98,155	100,976	103,795	106,616	109,437	112,257	115,078												
	1/10/18 PSPP		96,467	99,239	102,010	104,783	107,555	110,326	113,098												
CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/09/19 PSPP	7	104,916	107,744	110,565	113,386	116,207	119,026	121,847												
	1/10/18 PSPP		103,112	105,890	108,663	111,436	114,208	116,979	119,752												
CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincent's University Hospital, St. James Hospital)	1/09/19 PSPP	1	134,933																		
	1/04/19 LRA		132,612																		
	1/10/18 PSPP		129,813																		
	1/04/18 LRA		128,500																		
	1/01/18 PSPP		125,700																		
	1/04/17 LRA		124,400																		
	14/09/15		121,600																		
	01/01/10		130,000																		



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	Euro 19
CEO BAND SC1 SOCIAL CARE (Carriglea Cairde Services, The Childrens Sunshine Home)	1/09/19 PSPP	7	68,310	68,924	71,519	74,123	76,708	79,304	81,884												
	1/10/18 PSPP		67,135	67,738	70,289	72,848	75,389	77,940	80,475												
CEO BAND SC2 SOCIAL CARE (Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House, Sisters of Charity Kilkenny, KARE)	1/09/19 PSPP	5	82,378	83,771	85,181	86,590	88,002														
	1/10/18 PSPP		80,961	82,330	83,716	85,101	86,488														
CEO BAND SC3 SOCIAL CARE (COPE Foundation, Muiriosa Foundation, Stewarts Care)	1/09/19 PSPP	7	98,155	100,976	103,795	106,616	109,437	112,257	115,078												
	1/10/18 PSPP		96,467	99,239	102,010	104,783	107,555	110,326	113,098												
CEO BAND SC4 SOCIAL CARE (St Michaels House, Daughters of Charity, St. John of God Hospitaller, Brothers of Charity)	1/09/19 PSPP	7	104,916	107,744	110,565	113,386	116,207	119,026	121,847												
	1/10/18 PSPP		103,112	105,890	108,663	111,436	114,208	116,979	119,752												
FUNCTIONAL OFFICERS (FORMERLY NON-EHB) **not for use for any new incumbents**	1/09/19 PSPP	7	71,807	73,556	76,324	79,114	81,880	84,654	87,415												
	1/10/18 PSPP		70,572	72,291	75,012	77,753	80,472	83,198	85,912												
SERVICE MANAGER (BEAUMONT)(ST. JAMES) (MATER)(ST. VINCENTS)(TALLAGHT)(CORK UH)(UCHG)	1/19/19 PSPP	7	71,807	73,556	76,324	79,114	81,880	84,654	87,415												
	1/10/18 PSPP		70,572	72,291	75,012	77,753	80,472	83,198	85,912												
GENERAL MANAGER	1/09/19 PSPP	7	71,807	73,556	76,324	79,114	81,880	84,654	87,415												
	1/10/18 PSPP		70,572	72,291	75,012	77,753	80,472	83,198	85,912												
CHILD CARE MANAGER	1/09/19 PSPP	7	71,807	73,556	76,324	79,114	81,880	84,654	87,415												
	1/10/18 PSPP		70,572	72,291	75,012	77,753	80,472	83,198	85,912												
CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 2)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/09/19 PSPP	7	68,310	68,924	71,519	74,123	76,708	79,304	81,883												
	1/10/18 PSPP		67,135	67,738	70,289	72,848	75,389	77,940	80,475												
HOSPITAL & COMMUNITY CARE ADMINISTRATOR	1/09/19 PSPP	7	68,310	68,924	71,519	74,123	76,708	79,304	81,883												
	1/10/18 PSPP		67,135	67,738	70,289	72,848	75,389	77,940	80,475												
GRADE VIII	1/09/19 PSPP	7	68,310	68,924	71,519	74,123	76,708	79,304	81,883												
	1/10/18 PSPP		67,135	67,738	70,289	72,848	75,389	77,940	80,475												
AMBULANCE OFFICER, CHIEF	1/09/19 PSPP	7	68,310	68,924	71,519	74,123	76,708	79,304	81,883												
	1/10/18 PSPP		67,135	67,738	70,289	72,848	75,389	77,940	80,475												
TECHNICAL SERVICES MANAGER (ST VINCENTS)	1/09/19 PSPP	6	56,557	58,147	59,768	61,353	62,979	64,577													
	1/10/18 PSPP		55,584	57,147	58,740	60,298	61,895	63,467													
TECHNICAL SERVICES OFFICER (MATER) (TALLAGHT)	1/09/19 PSPP	5	54,659	56,959	58,253	59,517	60,765														
	1/10/18 PSPP		53,719	55,979	57,251	58,493	59,720														
PROJECT TECHNICAL SERVICES MANAGER (BEAUMONT)(ST. JAMES)	1/09/19 PSPP	5	54,659	56,958	58,253	59,517	60,765														
	1/10/18 PSPP		53,719	55,979	57,251	58,493	59,720														
ENGINEERING OFFICER (FORMERLY EHB) (MATER, ST. JAMES, TALLAGHT, BEAUMONT, CRUMLIN)	1/09/19 PSPP	7	54,277	56,582	57,899	59,175	60,444	62,611	64,784	LSIs											
	1/10/18 PSPP		53,344	55,609	56,903	58,158	59,404	61,534	63,670	LSIs											

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	Euro 19
ASST. TECHNICAL SERVICES MANAGER (MATER)	1/09/19 PSPP	7	54,277	56,582	57,899	59,175	60,444	<b>62,611</b>	<b>64,784</b>	LSIs											
	1/10/18 PSPP		53,344	55,609	56,903	58,158	59,404	<b>61,534</b>	<b>63,670</b>	LSIs											
JOURNEYMAN CHEF	1/09/19 PSPP	6	36,438	37,560	39,229	40,380	<b>41,705</b>	<b>43,046</b>	LSIs												
	1/10/18 PSPP		35,812	36,914	38,554	39,685	<b>40,987</b>	<b>42,306</b>	LSIs												
TRANSPORT OFFICER (FORMERLY EHB)	1/09/19 PSPP	7	47,589	48,736	50,121	52,725	54,277	<b>56,213</b>	<b>58,158</b>	LSIs											
	1/10/18 PSPP		46,771	47,898	49,259	51,818	53,344	<b>55,246</b>	<b>57,158</b>	LSIs											
AMBULANCE OFFICER (HSE HEALTH AREAS) (FORMERLY AMBULANCE / TRANSPORT SUPERVISOR (HEALTH BOARDS)) **grade obsolete - not for use **	1/09/19 PSPP	7	47,589	48,736	50,121	52,725	54,277	<b>56,213</b>	<b>58,158</b>	LSIs											
	1/10/18 PSPP		46,771	47,898	49,259	51,818	53,344	<b>55,246</b>	<b>57,158</b>	LSIs											
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +12.5%)(LEVEL 1)	1/09/19 PSPP	12	41,620	42,087	42,312	42,561	42,796	42,918	43,036	43,156	43,278	43,469	43,616	43,975							
	1/10/18 PSPP		40,904	41,363	41,584	41,829	42,060	42,180	42,296	42,413	42,533	42,722	42,866	43,219							
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +25%)(LEVEL 2)	1/09/19 PSPP	14	41,542	42,941	46,042	46,561	46,812	47,089	47,349	47,485	47,616	47,749	47,885	48,097	48,261	48,660					
	1/10/18 PSPP		40,827	42,202	45,250	45,761	46,007	46,279	46,535	46,668	46,797	46,928	47,061	47,270	47,431	47,823					
REGIONAL WORKSHOP MANAGER (HSE NORTH WESTERN AREA) **grade obsolete - not for use **	1/09/19 PSPP	8	55,073	57,370	59,671	61,974	64,269	66,578	<b>67,908</b>	<b>70,216</b>	LSIs										
	1/10/18 PSPP		54,126	56,384	58,644	60,908	63,164	65,433	<b>66,740</b>	<b>69,008</b>	LSIs										
WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/09/19 PSPP	18	41,237	42,411	43,594	44,729	45,852	46,995	48,013	48,930	50,376	51,638	52,821	53,734	54,884	56,277	57,643	58,542	<b>60,596</b>	<b>62,648</b>	LSIs
	1/10/18 PSPP		40,528	41,682	42,844	43,959	45,063	46,187	47,188	48,088	49,510	50,750	51,913	52,810	53,940	55,309	56,652	57,535	<b>59,554</b>	<b>61,571</b>	LSIs
WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/09/19 PSPP	17	41,237	42,411	43,594	44,729	45,852	46,995	48,013	48,930	50,376	51,638	52,821	53,734	54,884	56,277	57,643	58,542	<b>60,596</b>	LSI	
	1/10/18 PSPP		40,528	41,682	42,844	43,959	45,063	46,187	47,188	48,088	49,510	50,750	51,913	52,810	53,940	55,309	56,652	57,535	<b>59,554</b>	LSI	
WORKSHOP MANAGER (SPECIALIST AGENCIES)	1/09/19 PSPP	5	44,096	45,629	47,218	48,866	50,608														
	1/10/18 PSPP		43,338	44,845	46,406	48,025	49,738														
SENIOR SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/09/19 PSPP	11	32,635	33,429	34,576	35,765	36,996	38,273	39,594	40,964	42,385	<b>43,856</b>	<b>45,381</b>	LSIs							
	1/10/18 PSPP		32,074	32,854	33,982	35,150	36,359	37,614	38,913	40,259	41,656	<b>43,101</b>	<b>44,600</b>	LSIs							
SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/01/20 PSPP	13	28,026	29,987	30,716	31,774	32,696	33,492	34,640	35,831	37,065	38,343	39,668	41,040	42,464						
	1/09/19 PSPP		27,887	29,838	30,563	31,616	32,696	33,492	34,640	35,831	37,065	38,343	39,668	41,040	42,464						

<b>Medical Consultants Salary Scales - 1st January 2020</b>
<p>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.</p>

Table A1								
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.								
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
Consultants Revised Common Contract, 1997	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €
<b>Category I Consultants</b>								
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	192,492	178,593	183,225	185,150	189,783	191,727	196,360	199,796
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	188,199	174,729	179,218	181,100	185,590	187,490	191,980	195,340
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,139	171,066	175,423	177,265	181,622	183,482	187,839	191,126
<b>Category II Consultants</b>								
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	183,330	170,330	174,663	176,496	180,829	182,681	187,013	190,286
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	179,495	166,840	171,058	172,853	177,070	178,883	183,101	186,305
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678
Geographical Wholetime Consultants without fees	196,553	182,248	187,016	188,981	193,749	195,734	200,502	204,011

Table SA - A1

Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.

Note: Due for payment in 2019 and 2020 - See Circular 11/20018

Consultants Revised Common Contract, 1997	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €
<b>Category I Consultants</b>												
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	220,938	226,461	226,461	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460
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	216,010	221,410	221,410	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,350	216,634	216,634	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460
<b>Category II Consultants</b>												
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	210,421	215,682	215,682	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,020	211,170	211,170	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,896	206,944	206,944	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460
Geographical Wholtime Consultants without fees	225,599	231,239	231,239	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460

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	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B
	€	€	€	€	€	€	€	€
<b>Category I Consultants</b>								
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	183,562	170,541	174,881	176,717	181,056	182,910	187,250	190,527
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	179,268	166,634	170,845	172,638	176,849	178,659	182,870	186,071
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678
<b>Category II Consultants</b>								
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	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	172,865	160,807	164,826	166,554	170,573	172,319	176,338	179,424
Geographical Wholetime Consultants without fees	187,623	174,211	178,681	180,557	185,028	186,923	191,393	194,742

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	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B
	€	€	€	€	€	€	€	€	€	€	€	€
<b>Category I Consultants</b>												
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	210,688	215,955	215,955	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922
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	205,760	210,904	210,904	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,100	206,127	206,127	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922
<b>Category II Consultants</b>												
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	200,171	205,175	205,175	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,770	200,664	200,664	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,646	196,437	196,437	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922
Geographical Wholetime Consultants without fees	215,349	220,733	220,733	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922

Table A3								
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.								
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
Consultants Revised Common Contract, 1997	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€	€	€	€
<b>Category I Consultants</b>								
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	168,266	156,622	160,503	162,186	166,067	167,766	171,647	174,651
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	162,716	151,572	155,286	156,914	160,628	162,271	165,986	168,891
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	158,997	148,187	151,790	153,380	156,983	158,589	162,192	165,030
<b>Category II Consultants</b>								
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	166,686	155,184	159,018	160,685	164,518	166,202	170,035	173,011
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	162,716	151,572	155,286	156,914	160,628	162,271	165,986	168,891
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	158,997	148,187	151,790	153,380	156,983	158,589	162,191	165,030



Table SA - A3

Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract Note: Due for payment in 2019 and 2020 - see Circular 11/2018												
	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
Consultants Revised Common Contract, 1997	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€	€	€	€	€	€	€	€
<b>Category II Consultants</b>												
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	184,796	189,416	189,416	199,619	175,665	163,355	167,458	169,215	173,317	175,092	179,195	182,331
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	180,395	184,905	184,905	199,619	175,665	163,355	167,458	169,215	173,317	175,092	179,195	182,331
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,271	180,678	180,678	199,619	175,665	163,355	167,458	169,215	173,317	175,092	179,195	182,331

Table B1		Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type A Contract and are not covered by the settlement agreement.							
		Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract
		01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
Category I Consultants		€	€	€	€	€	€	€	€
Professor		241,539	222,735	229,002	231,417	237,685	240,124	246,392	250,703
Associate Professor		225,876	208,638	214,383	216,642	222,387	224,669	230,414	234,446
Lecturer		210,243	194,569	199,793	201,896	207,120	209,243	214,468	218,221
College Lecturer		206,055	190,800	195,884	197,945	203,030	205,111	210,195	213,874
Category II Consultants		€	€	€	€	€	€	€	€
Professor UCD, TCD, RCSI		229,767	212,140	218,015	220,313	226,188	228,508	234,383	238,485
Associate Professor UCD, TCD, RCSI		214,476	198,379	203,744	205,889	211,254	213,420	218,786	222,614
Lecturer		198,313	183,831	188,658	190,641	195,468	197,471	202,297	205,837
College Lecturer		194,122	180,060	184,747	186,688	191,375	193,336	198,023	201,488
Professor UCC		233,447	215,452	221,450	223,784	229,782	232,139	238,137	242,304
Associate Professor UCC		218,039	201,585	207,069	209,249	214,733	216,935	222,420	226,312
Lecturer UCC		202,042	187,187	192,138	194,159	199,110	201,150	206,101	209,708
College Lecturer UCC		197,852	183,417	188,228	190,207	195,018	197,016	201,827	205,359
Professor UCG		237,125	218,763	224,883	227,254	233,375	235,770	241,890	246,123
Associate Professor UCG		221,601	204,791	210,394	212,610	218,212	220,451	226,053	230,009
Lecturer UCG		205,770	190,543	195,618	197,676	202,751	204,829	209,904	213,577
College Lecturer UCG		201,579	186,771	191,707	193,723	198,658	200,694	205,629	209,228

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type A Contract  
 Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/06/2008	01/09/08	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	€	€	€	€	€	€	€	€	€	€	€	€
Professor	277,233	284,163	284,163	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440
Associate Professor	259,254	265,736	265,736	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786
Lecturer	241,312	247,345	247,345	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202
College Lecturer	236,505	242,418	242,418	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023
Professor UCD, TCD, RCSI	263,721	270,314	270,314	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440
Associate Professor UCD, TCD, RCSI	246,171	252,325	252,325	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786
Lecturer	227,618	233,309	233,309	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202
College Lecturer	222,808	228,379	228,379	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023
Professor UCC	267,944	274,643	274,643	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440
Associate Professor UCC	250,260	256,516	256,516	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786
Lecturer UCC	231,898	237,696	237,696	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202
College Lecturer UCC	227,090	232,767	232,767	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023
Professor UCG	272,167	278,971	278,971	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440
Associate Professor UCG	254,348	260,707	260,707	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786
Lecturer UCG	236,177	242,082	242,082	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202
College Lecturer UCG	231,367	237,152	237,152	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023

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	Type B Contract	Type B Contract	Type B Contract	Type B Contract
		01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
		€	€	€	€	€	€	€	€
Professor		237,074	218,716	224,835	227,205	233,324	235,718	241,837	246,069
Associate Professor		219,756	203,130	208,671	210,869	216,410	218,630	224,171	228,094
Lecturer		201,352	186,567	191,495	193,508	198,436	200,470	205,398	208,992
College Lecturer		196,598	182,288	187,058	189,024	193,793	195,779	200,548	204,058
Category II Consultants									
Professor UCD, TCD, RCSI		225,302	208,122	213,848	216,101	221,827	224,103	229,829	233,851
Associate Professor UCD, TCD, RCSI		208,356	192,871	198,032	200,116	205,277	207,381	212,543	216,262
Lecturer UCD, TCD, RCSI		189,422	175,829	180,360	182,254	186,784	188,697	193,228	196,609
College Lecturer UCD, TCD, RCSI		184,665	171,545	175,918	177,765	182,138	184,003	188,376	191,672
Professor UCC		228,982	211,433	217,282	219,572	225,421	227,733	233,582	237,670
Associate Professor UCC		211,919	196,077	201,357	203,476	208,756	210,896	216,177	219,960
Lecturer UCC		193,151	179,186	183,840	185,772	190,426	192,377	197,032	200,480
College Lecturer UCC		188,395	174,905	179,401	181,285	185,781	187,684	192,180	195,543
Professor UCG		232,660	214,744	220,716	223,042	229,014	231,364	237,335	241,488
Associate Professor UCG		215,481	199,283	204,682	206,836	212,235	214,412	219,810	223,657
Lecturer UCG		196,879	182,541	187,320	189,288	194,067	196,056	200,835	204,349
College Lecturer UCG		192,121	178,259	182,879	184,801	189,421	191,361	195,982	199,411

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 Note: Due for payment in 2019 and 2020 - see Circular 11/2018												
Category I Consultants	Type B Contract	Type B Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract
	01/06/2008	01/09/08	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	€	€	€		€	€	€	€	€	€	€	€
Professor	272,108	278,910	278,910	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171
Associate Professor	252,230	258,536	258,536	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081
Lecturer	231,108	236,885	236,885	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746
College Lecturer	225,651	231,292	231,292	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391
Category II Consultants												
Professor UCD, TCD, RCSI	258,596	265,061	265,061	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171
Associate Professor UCD, TCD, RCSI	239,147	245,125	245,125	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081
Lecturer UCD, TCD, RCSI	217,414	222,849	222,849	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746
College Lecturer UCD, TCD, RCSI	211,954	217,253	217,253	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391
Professor UCC	262,819	269,390	269,390	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171
Associate Professor UCC	243,235	249,316	249,316	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081
Lecturer UCC	221,694	227,236	227,236	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746
College Lecturer UCC	216,235	221,641	221,641	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391
Professor UCG	267,042	273,718	273,718	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171
Associate Professor UCG	247,324	253,507	253,507	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081
Lecturer UCG	225,973	231,622	231,622	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746
College Lecturer UCG	220,513	226,025	226,025	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391

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 01/01/2010	Type B* Contract 01/07/2013	Type B* Contract 01/04/2017	Type B* Contract 01/01/2018	Type B* Contract 01/04/2018	Type B* Contract 01/10/2018	Type B* Contract 01/04/2019	Type B* Contract 01/09/2019	
	€	€	€	€	€	€	€	€	
Professor UCD, TCD, RCSI	211,906	196,065	201,345	203,464	208,744	210,884	216,164	219,946	
Associate Professor UCD, TCD, RCSI	195,158	180,992	185,714	187,666	192,387	194,358	199,080	202,563	
Lecturer UCD, TCD, RCSI	176,447	164,067	168,193	169,958	174,084	175,866	179,993	183,142	
College Lecturer UCD, TCD, RCSI	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	
Professor UCC	215,586	199,378	204,780	206,936	212,338	214,516	219,918	223,767	
Associate Professor UCC	198,720	184,198	189,038	191,025	195,865	197,872	202,713	206,260	
Lecturer UCC	180,175	167,460	171,698	173,499	177,738	179,557	183,796	187,012	
College Lecturer UCC	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	
Professor UCG	219,264	202,688	208,213	210,405	215,930	218,145	223,670	227,584	
Associate Professor UCG	202,282	187,404	192,363	194,386	199,345	201,388	206,347	209,958	
Lecturer UCG	183,904	170,853	175,203	177,042	181,392	183,249	187,599	190,882	
College Lecturer UCG	179,198	166,570	170,779	172,571	176,780	178,590	182,798	185,997	

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  
 Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/2008	01/09/08	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	€	€	€		€	€	€	€	€	€	€	€
Professor UCD, TCD, RCSI	243,221	249,301	249,301	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364
Associate Professor UCD, TCD, RCSI	224,656	230,272	229,598	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872
Lecturer UCD, TCD, RCSI	205,049	210,175	207,585	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382
College Lecturer UCD, TCD, RCSI	199,962	204,961	202,048	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702
Professor UCC	247,444	253,631	253,631	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364
Associate Professor UCC	228,745	234,463	233,788	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872
Lecturer UCC	209,328	214,562	211,971	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382
College Lecturer UCC	204,243	209,349	206,437	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702
Professor UCG	251,667	257,958	257,958	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364
Associate Professor UCG	232,833	238,654	237,979	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872
Lecturer UCG	213,607	218,948	216,358	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382
College Lecturer UCG	208,520	213,733	210,821	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702

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	01/09/2019	172,309	177,313	191,454	194,234	197,015	199,796
	01/04/2019	169,346	174,264	188,161	190,893	193,627	196,360
	01/10/2018	165,532	170,306	183,795	186,439	189,083	191,727
	01/04/2018	163,856	168,580	181,932	184,549	187,166	189,783
	01/01/2018	160,042	164,623	177,565	180,095	182,623	185,150
	01/04/2017	158,382	162,914	175,721	178,224	180,725	183,225
	01/11/2013	154,569	158,957	171,354	173,770	176,181	178,593
	01/01/2010	166,010	170,831	184,455	187,133	189,813	192,492
Type B	01/09/2019	162,187	164,389	180,208	182,607	182,678	182,678
	01/04/2019	159,398	161,561	177,109	179,466	179,536	179,536
	01/10/2018	155,877	157,977	173,067	175,355	175,423	175,423
	01/04/2018	154,299	156,377	171,314	173,578	173,646	173,646
	01/01/2018	150,778	152,793	167,272	169,468	169,533	169,533
	01/04/2017	149,216	151,209	165,536	167,708	167,773	167,773
	01/11/2013	145,695	147,625	161,495	163,598	163,660	163,660
	01/01/2010	156,258	158,379	173,620	175,931	176,000	176,000
Type C	01/09/2019	141,804	146,824	157,560	158,338	163,138	165,030
	01/04/2019	139,365	144,298	154,850	155,615	160,332	162,192
	01/10/2018	136,389	141,193	151,463	152,206	156,784	158,589
	01/04/2018	135,009	139,765	149,930	150,665	155,196	156,983
	01/01/2018	132,033	136,659	146,543	147,256	151,648	153,380
	01/04/2017	130,667	135,245	145,025	145,730	150,076	151,790
	01/11/2013	127,690	132,140	141,638	142,321	146,528	148,187
	01/01/2010	136,620	141,456	151,800	152,550	157,174	158,997

\* 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 have availed of the Settlement Agreement Note Due for payment in 2019 and 2020 - See Circular 11/2018														
Contract Type	01/06/2008	01/09/2008	01/06/2009	01/01/2010	01/01/2011	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	€	€	€	€	€	€	€	€	€	€	€	€	€	€
Type A Consultants	211,713	217,006	233,239	198,253	178,428	183,778	165,869	165,869	170,055	171,839	176,025	177,827	182,013	185,198
	214,788	220,157	239,543	203,612	183,250	188,601	170,258	174,609	179,094	180,975	185,460	187,360	191,845	195,203
	217,863	223,309	245,846	208,969	188,072	193,422	174,615	183,778	188,602	190,585	195,410	197,412	202,237	205,776
	220,938	226,461	252,150	214,328	192,895	198,245	178,956	188,601	193,604	195,640	200,643	202,700	207,703	211,337
								193,422	198,604	200,694	205,875	207,986	213,168	216,898
								198,245	203,605	205,749	211,109	213,274	218,634	222,460
Type B Consultants	192,484	197,296	215,378	183,071	164,764	170,095	153,435	153,435	157,211	158,859	162,635	164,299	168,075	171,016
	195,046	199,922	220,631	187,536	168,783	174,132	157,093	160,749	164,766	166,494	170,511	172,256	176,273	179,358
	197,609	202,549	225,884	192,001	172,801	178,151	160,749	170,095	174,420	176,250	180,576	182,425	186,750	190,018
	200,171	205,176	231,138	196,467	176,821	182,170	164,407	174,132	178,600	180,475	184,943	186,837	191,304	194,652
								178,151	182,767	184,687	189,304	191,243	195,859	199,287
								182,170	186,935	188,900	193,665	195,650	200,415	203,922
Type B* Consultants			199,619	175,665		163,355			167,458	169,215	173,317	175,092	179,195	182,331
Type C Consultants			168,100	151,800	136,620	141,638	127,690	127,690	130,667	132,033	135,009	136,389	139,365	141,804
			173,353	152,551	137,296	142,321	128,312	132,140	135,245	136,659	139,764	141,193	144,298	146,823
			178,606	157,173	141,456	146,527	132,140	141,638	145,025	146,543	149,930	151,463	154,850	157,560
			183,859	161,796	145,616	150,734	135,967	142,321	145,731	147,256	150,666	152,207	155,616	158,340
								146,527	150,075	151,647	155,195	156,783	160,331	163,137
								150,734	154,421	156,039	159,726	161,360	165,047	167,935

Table C1(2)										
New Entrant Consultant (Clinicians) from 1 <sup>st</sup> October 2012*										
Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/09/2019	141,026	147,343	155,692	160,255	167,098	172,801	179,644	185,918	195,653
	01/04/2019	138,600	144,808	153,014	157,498	164,224	169,829	176,555	182,720	192,288
	01/10/2018	135,644	141,690	149,681	154,033	160,561	166,002	172,529	178,513	187,788
	01/04/2018	134,271	140,256	148,166	152,474	158,935	164,320	170,781	176,704	185,884
	01/01/2018	131,315	137,138	144,833	149,009	155,273	160,492	166,756	172,498	181,385
	01/04/2017	129,956	135,718	143,333	147,465	153,663	158,828	165,025	170,707	179,500
	01/09/2014	127,000	132,600	140,000	144,000	150,000	155,000	161,000	166,500	175,000
	01/01/2010	135,870	141,956	150,000	154,396	160,989	166,484	173,077	179,121	188,500
Type B	01/09/2019	133,128	137,866	144,409	147,793	152,307	156,832	161,395	168,238	175,082
	01/04/2019	130,838	135,495	141,926	145,251	149,687	154,135	158,619	165,345	172,070
	01/10/2018	128,085	132,620	138,883	142,121	146,441	150,769	155,121	161,649	168,177
	01/04/2018	126,789	131,278	137,477	140,683	144,959	149,243	153,551	160,012	166,473
	01/01/2018	124,036	128,403	134,434	137,554	141,713	145,877	150,053	156,317	162,580
	01/04/2017	122,753	127,075	133,043	136,130	140,246	144,366	148,498	154,696	160,893
	01/09/2014	120,000	124,200	130,000	133,000	137,000	141,000	145,000	151,000	157,000
	01/01/2010	128,261	132,826	139,130	142,390	146,739	151,099	155,495	162,088	168,681
Type C	01/09/2019	118,564	122,037	124,102	126,923	129,743	133,128	137,641	142,717	148,922
	01/04/2019	116,525	119,938	121,967	124,740	127,511	130,838	135,273	140,263	146,361
	01/10/2018	114,206	117,533	119,446	122,146	124,845	128,085	132,404	137,263	143,202
	01/04/2018	113,076	116,369	118,238	120,911	123,583	126,789	131,065	135,874	141,753
	01/01/2018	113,076	116,369	116,413	118,317	120,916	124,036	128,195	132,875	138,594
	01/01/2018	111,956	115,217	115,217	117,094	119,666	122,753	126,869	131,500	137,159
	01/04/2017	108,478	111,609	114,521	117,094	119,666	122,753	126,869	131,500	137,159
	01/09/2014	105,000	108,000	112,000	114,500	117,000	120,000	124,000	128,500	134,000
	01/01/2010	111,956	115,217	119,565	122,283	125,000	128,261	132,609	137,500	143,478

\* 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	01/09/2019	216,399	222,556	240,443	243,864	247,284	250,704
	01/04/2019	212,677	218,728	236,307	239,670	243,031	246,392
	01/10/2018	207,511	213,365	230,370	233,622	236,873	240,125
	01/04/2018	205,406	211,199	228,030	231,249	234,467	237,685
	01/01/2018	200,240	205,835	222,092	225,201	228,310	231,418
	01/04/2017	198,155	203,691	219,776	222,851	225,927	229,002
	01/11/2013	192,989	198,327	213,838	216,804	219,770	222,735
	01/01/2010	208,488	214,420	231,653	234,949	238,244	241,539
Type A Associate Professor / Consultant	01/09/2019	201,766	207,923	224,185	227,606	231,026	234,447
	01/04/2019	198,296	204,347	220,329	223,691	227,052	230,414
	01/10/2018	193,600	199,453	214,913	218,165	221,417	224,669
	01/04/2018	191,637	197,430	212,732	215,950	219,169	222,388
	01/01/2018	186,941	192,537	207,316	210,425	213,533	216,642
	01/04/2017	184,997	190,533	205,156	208,232	211,308	214,383
	01/11/2013	180,301	185,640	199,740	202,706	205,672	208,638
	01/01/2010	194,390	200,322	215,989	219,285	222,580	225,876
Type A Senior Lecturer / Consultant	01/09/2019	187,164	193,314	207,960	211,379	214,800	218,220
	01/04/2019	183,945	189,989	204,384	207,744	211,106	214,467
	01/10/2018	179,703	185,565	199,489	202,739	205,992	209,243
	01/04/2018	177,881	183,684	197,465	200,683	203,901	207,120
	01/01/2018	173,639	179,259	192,570	195,678	198,787	201,896
	01/04/2017	171,836	177,397	190,567	193,642	196,718	199,793
	01/11/2013	167,593	172,972	185,672	188,637	191,603	194,569
	01/01/2010	180,322	186,247	200,358	203,652	206,948	210,243

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 Note: Due for payment in 2019 and 2020 - see Circular 11/2018																
Contract Type	Salary Points	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	2011 NRP	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
		Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A
	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE A Professor	1	265,886	272,533	272,533	286,674	243,673	219,306	224,656	202,725	202,725	208,252	210,445	215,971	218,186	223,712	227,627
	2	269,668	276,410	276,410	294,427	250,263	225,237	230,587	208,063	213,402	219,323	221,635	227,557	229,891	235,813	239,940
	3	273,451	280,287	280,287	302,181	256,854	231,169	236,519	213,402	224,656	230,994	233,431	239,769	242,231	248,569	252,919
	4	277,233	284,164	284,164	309,934	263,444	237,100	242,450	218,740	230,587	237,145	239,648	246,206	248,733	255,291	259,759
	5									236,519	243,297	245,865	252,643	255,237	262,015	266,600
	6									242,450	249,447	252,082	259,079	261,740	268,737	273,440
TYPE A Associate Professor	1	247,908	254,105	254,105	268,929	228,590	205,731	211,081	190,508	190,508	195,582	197,639	202,713	204,791	209,865	213,537
	2	251,690	257,982	257,982	276,683	235,181	211,663	217,013	195,847	201,185	206,654	208,830	214,299	216,497	221,966	225,851
	3	255,472	261,859	261,859	284,436	241,771	217,594	222,944	201,185	211,081	216,917	219,203	225,038	227,347	233,183	237,264
	4	259,254	265,736	265,736	292,190	248,362	223,526	228,876	206,523	217,013	223,068	225,420	231,476	233,851	239,906	244,105
	5									222,944	229,219	231,637	237,912	240,354	246,629	250,945
	6									228,876	235,371	237,854	244,349	246,857	253,352	257,786
TYPE A Lecturer	1	229,965	235,715	235,715	251,266	213,576	192,218	197,568	178,347	178,347	182,970	184,892	189,516	191,457	196,081	199,512
	2	233,748	239,591	239,591	259,020	220,167	198,150	203,500	183,685	189,023	194,042	196,083	201,102	203,163	208,182	211,825
	3	237,530	243,468	243,468	266,773	226,757	204,081	209,431	189,023	197,568	202,903	205,039	210,375	212,532	217,867	221,680
	4	241,312	247,345	247,345	274,527	233,348	210,013	215,363	194,362	203,500	209,055	211,257	216,812	219,036	224,591	228,521
	5									209,431	215,206	217,473	223,248	225,538	231,313	235,361
	6									215,363	221,357	223,691	229,685	232,042	238,036	242,202
TYPE A College Lecturer	1	225,159	230,788	230,788	246,529	209,550	188,595	193,945	175,086	175,086	179,588	181,474	185,977	187,882	192,384	195,751
	2	228,941	234,664	234,664	254,283	216,141	194,527	199,877	180,424	185,762	190,660	192,665	197,563	199,588	204,486	208,064
	3	232,723	238,541	238,541	262,036	222,731	200,458	205,808	185,762	193,945	199,146	201,242	206,443	208,559	213,760	217,501
	4	236,505	242,418	242,418	269,790	229,322	206,390	211,740	191,101	199,877	205,298	207,459	212,880	215,063	220,484	224,342
	5									205,808	211,448	213,676	219,316	221,566	227,206	231,182
	6									211,740	217,600	219,893	225,753	228,070	233,930	238,023

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	01/09/2019	193,688	204,975	215,074	218,718	218,718	218,718
	01/04/2019	190,357	201,450	211,375	214,956	214,956	214,956
	01/10/2018	185,920	196,651	206,252	209,716	209,716	209,716
	01/04/2018	184,036	194,657	204,159	207,587	207,587	207,587
	01/01/2018	179,599	189,858	199,036	202,347	202,347	202,347
	Circular 12/2017 01/04/2017	177,733	187,883	196,964	200,240	200,240	200,240
	Circular 12/2017 01/11/2016	173,296	183,084	191,841	195,000	195,000	195,000
	01/01/2010^	186,607	197,482	207,212	210,722	210,722	210,722
	01/09/2019	180,302	190,911	200,528	211,708	218,718	218,718
	01/04/2019	177,201	187,628	197,079	208,067	214,956	214,956
Type A Associate Professor / Consultant	01/10/2018	173,157	183,277	192,422	203,052	209,716	209,716
	01/04/2018	171,402	181,419	190,471	200,992	207,587	207,587
	01/01/2018	167,358	177,068	185,815	195,977	202,347	202,347
	Circular 12/2017 01/04/2017	165,621	175,229	183,883	193,937	200,240	200,240
	Circular 12/2017 01/11/2016	161,577	170,878	179,227	188,922	195,000	195,000
	01/01/2010^	173,711	183,932	193,197	203,969	210,722	210,722
	01/09/2019	166,965	177,017	186,077	196,629	203,558	214,264
	01/04/2019	164,094	173,973	182,877	193,248	200,057	210,579
	01/10/2018	160,435	170,023	178,666	188,717	195,303	205,481
	01/04/2018	158,810	168,301	176,855	186,803	193,323	203,396
Type A Senior Lecturer / Consultant	01/01/2018	155,152	164,351	172,644	182,272	188,569	198,299
	Circular 12/2017 01/04/2017	153,543	162,646	170,851	180,378	186,608	196,235
	Circular 12/2017 01/11/2016	149,884	158,697	166,640	175,847	181,854	191,138
	01/01/2010^	160,861	170,546	179,275	189,441	196,116	206,431

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

^ rates for 2010 created using the 1/11/2016 rate as the FEMPI2013 figure in order to calculate the 1% increase for grades encompassed in this table

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	01/09/2019	202,394	207,775	224,883	227,871	230,861	233,851
	01/04/2019	198,913	204,201	221,015	223,952	226,890	229,829
	01/10/2018	194,197	199,312	215,577	218,418	221,260	224,103
	01/04/2018	192,228	197,291	213,389	216,201	219,014	221,827
	01/01/2018	187,512	192,402	207,950	210,666	213,383	216,101
	01/04/2017	185,562	190,400	205,784	208,471	211,159	213,848
	01/11/2013	180,846	185,511	200,345	202,937	205,529	208,122
	01/01/2010	194,995	200,179	216,662	219,541	222,421	225,302
Type B Associate Professor / Consultant	01/09/2019	186,565	191,929	207,295	210,284	213,273	216,262
	01/04/2019	183,357	188,628	203,730	206,668	209,605	212,542
	01/10/2018	179,131	184,250	198,856	201,698	204,539	207,381
	01/04/2018	177,316	182,383	196,839	199,652	202,464	205,277
	01/01/2018	173,091	178,004	191,966	194,683	197,399	200,115
	01/04/2017	171,293	176,155	189,968	192,657	195,344	198,032
	01/11/2013	167,068	171,777	185,095	187,687	190,279	192,871
	01/01/2010	179,745	184,913	199,717	202,597	205,476	208,356
Type B Senior Lecturer / Consultant	01/09/2019	168,878	174,257	187,642	190,631	193,620	196,610
	01/04/2019	165,973	171,260	184,414	187,352	190,290	193,228
	01/10/2018	162,259	167,391	180,158	183,010	185,856	188,698
	01/04/2018	160,616	165,695	178,332	181,155	183,972	186,785
	01/01/2018	156,902	161,826	174,076	176,812	179,537	182,254
	01/04/2017	155,274	160,147	172,268	174,975	177,672	180,360
	01/11/2013	151,560	156,278	168,011	170,633	173,237	175,830
	01/01/2010	162,704	167,887	180,782	183,662	186,542	189,422

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  
 Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Contract Type	Salary Points	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	2011 NRP	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
		Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B
		€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE B Professor	1	248,679	254,896	254,896	279,099	237,234	213,511	218,861	197,510	197,510	202,843	204,978	210,311	212,467	217,801	221,612
	2	251,984	258,284	258,284	285,875	242,994	218,695	224,045	202,175	206,841	212,519	214,758	220,437	222,698	228,377	232,373
	3	255,290	261,672	261,672	292,652	248,754	223,879	229,229	206,841	218,861	224,985	227,357	233,481	235,877	242,001	246,236
	4	258,596	265,061	265,061	299,428	254,514	229,063	234,413	211,506	224,045	230,361	232,791	239,106	241,561	247,876	252,214
	5									229,229	235,737	238,224	244,732	247,244	253,752	258,193
	6									234,413	241,113	243,658	250,357	252,928	259,628	264,171
TYPE B Associate Professor	1	229,230	234,961	234,961	257,460	218,841	196,957	202,307	182,611	182,611	187,393	189,362	194,144	196,133	200,914	204,430
	2	232,536	238,349	238,349	264,237	224,601	202,141	207,491	187,277	191,943	197,070	199,143	204,270	206,364	211,491	215,192
	3	235,841	241,737	241,737	271,013	230,361	207,325	212,675	191,942	202,307	207,818	210,006	215,517	217,727	223,238	227,145
	4	239,147	245,126	245,126	277,790	236,122	212,510	217,860	196,609	207,491	213,194	215,440	221,143	223,411	229,114	233,123
	5									212,675	218,570	220,873	226,768	229,095	234,989	239,102
	6									217,860	223,947	226,308	232,395	234,780	240,866	245,081
TYPE B Lecturer	1	207,497	212,684	212,684	233,278	198,286	178,457	183,807	165,896	165,896	170,083	171,867	176,054	177,857	182,043	185,229
	2	210,803	216,073	216,073	240,055	204,047	183,642	188,992	170,614	175,289	179,799	181,688	186,198	188,105	192,615	195,986
	3	214,108	219,461	219,461	246,831	209,806	188,825	194,175	175,293	183,807	188,633	190,616	195,442	197,444	202,270	205,810
	4	217,414	222,849	222,849	253,608	215,567	194,010	199,360	179,959	188,992	194,010	196,050	201,068	203,129	208,147	211,789
	5									194,175	199,385	201,483	206,693	208,812	214,022	217,767
	6									199,360	204,762	206,917	212,319	214,496	219,898	223,746
TYPE B College Lecturer	1	202,037	207,088	207,088	227,208	193,127	173,814	179,164	161,671	161,671	165,718	167,457	171,504	173,259	177,307	180,410
	2	205,342	210,476	210,476	233,985	198,887	178,998	184,348	166,388	171,091	175,450	177,292	181,650	183,510	187,869	191,156
	3	208,648	213,864	213,864	240,761	204,647	184,182	189,532	171,106	179,164	183,818	185,749	190,403	192,354	197,007	200,455
	4	211,954	217,525	217,525	247,538	210,407	189,366	194,716	175,780	184,348	189,194	191,183	196,029	198,037	202,883	206,434
	5									189,532	194,570	196,616	201,654	203,721	208,759	212,412
	6									194,716	199,946	202,050	207,280	209,405	214,635	218,391

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	01/09/2019	182,755	190,928	199,330	207,898	216,756	218,718
	01/04/2019	179,612	187,644	195,902	204,323	213,028	214,956
	01/10/2018	175,496	183,293	191,285	199,430	207,851	209,716
	01/04/2018	173,718	181,435	189,345	197,407	205,741	207,587
	01/01/2018	169,603	177,083	184,727	192,514	200,564	202,347
Circular 12/2017	01/04/2017	167,842	175,244	182,807	190,511	198,476	200,240
Circular 12/2017	01/11/2016	163,727	170,893	178,189	185,618	193,299	195,000
	01/01/2010^	176,074	183,948	192,043	200,298	208,832	210,722
Type B Associate Professor / Consultant	01/09/2019	168,150	175,884	183,766	191,801	199,990	208,182
	01/04/2019	165,258	172,859	180,605	188,502	196,551	204,601
	01/10/2018	161,565	168,943	176,461	184,126	191,912	199,699
	01/04/2018	159,929	167,231	174,673	182,259	189,966	197,674
	01/01/2018	156,236	163,315	170,528	177,883	185,327	192,772
Circular 12/2017	01/04/2017	154,616	161,620	168,758	176,035	183,400	190,766
Circular 12/2017	01/11/2016	150,923	157,703	164,614	171,658	178,761	185,864
	01/01/2010^	162,003	169,454	177,048	184,789	192,679	200,571
Type B Senior Lecturer / Consultant	01/09/2019	151,872	159,073	166,464	174,007	181,373	188,739
	01/04/2019	149,260	156,337	163,601	171,014	178,254	185,492
	01/10/2018	146,025	152,906	159,957	167,152	174,179	181,204
	01/04/2018	144,547	151,358	158,337	165,459	172,414	179,368
	01/01/2018	141,312	147,928	154,693	161,596	168,338	175,079
Circular 12/2017	01/04/2017	139,849	146,395	153,089	159,920	166,591	173,261
Circular 12/2017	01/11/2016	136,614	142,964	149,445	156,058	162,516	168,973
	01/01/2010^	146,320	153,257	160,379	167,646	174,743	181,839

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

^ rates for 2010 created using the 1/11/2016 rate as the FEMPI2013 figure in order to calculate the 1% increase for grades encompassed in this table



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	01/09/2019	183,124	188,838	203,470	206,645	209,820	212,994
	01/04/2019	179,974	185,591	199,971	203,091	206,212	209,331
	01/10/2018	175,848	181,300	195,220	198,239	201,257	204,275
	01/04/2018	174,066	179,462	193,240	196,228	199,215	202,202
	01/01/2018	169,941	175,171	188,490	191,375	194,261	197,146
	01/04/2017	168,176	173,352	186,530	189,384	192,239	195,094
	01/11/2013	164,051	169,061	181,779	184,532	187,285	190,037
	01/01/2010	176,429	181,935	196,032	199,091	202,150	205,208
Type C Associate Professor / Consultant	01/09/2019	167,973	173,688	186,637	189,811	192,986	196,161
	01/04/2019	165,084	170,700	183,427	186,546	189,667	192,787
	01/10/2018	161,396	166,847	179,200	182,227	185,253	188,271
	01/04/2018	159,761	165,157	177,383	180,380	183,375	186,363
	01/01/2018	156,074	161,304	173,156	176,061	178,961	181,846
	01/04/2017	154,455	159,631	171,358	174,233	177,102	179,957
	01/11/2013	150,767	155,777	167,130	169,914	172,688	175,441
	01/01/2010	161,832	167,338	179,814	182,872	185,931	188,990
Type C Senior Lecturer / Consultant	01/09/2019	156,378	162,013	173,753	177,039	180,326	182,678
	01/04/2019	153,688	159,226	170,765	173,994	177,225	179,536
	01/10/2018	150,335	155,711	166,910	170,044	173,180	175,423
	01/04/2018	148,814	154,134	165,219	168,322	171,425	173,646
	01/01/2018	145,461	150,619	161,364	164,372	167,380	169,533
	01/04/2017	143,954	149,058	159,690	162,666	165,643	167,773
	01/11/2013	140,601	145,542	155,835	158,716	161,598	163,660
	01/01/2010	150,661	156,090	167,401	170,567	173,734	176,000

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

Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Contract Type	Salary Points	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	2011 NRP	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
		Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C
		€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE C Professor	1	225,001	230,626	230,225	230,560	195,976	176,378	181,728	164,004	164,004	168,129	169,892	174,017	175,798	179,922	183,071
	2	228,512	234,225	234,225	237,756	202,093	181,884	187,234	169,014	173,990	178,453	180,326	184,789	186,682	191,144	194,489
	3	232,023	237,823	237,823	244,953	208,210	187,389	192,739	174,000	181,728	186,477	188,437	193,185	195,165	199,914	203,412
	4	235,533	241,422	241,422	252,150	214,328	192,895	198,245	178,956	187,234	192,187	194,207	199,160	201,201	206,154	209,761
	5									192,739	197,895	199,978	205,134	207,237	212,393	216,110
	6									198,245	203,605	205,749	211,109	213,274	218,634	222,460
TYPE C Associate Professor	1	206,386	211,545	211,545	210,630	179,036	161,132	166,423	150,130	150,130	153,797	155,409	159,076	160,703	164,370	167,247
	2	209,896	215,144	215,144	217,827	185,153	166,638	171,988	155,140	160,150	164,148	165,869	169,866	171,605	175,602	178,675
	3	213,407	218,742	218,742	225,024	191,270	172,143	177,493	160,150	166,423	170,627	172,417	176,621	178,429	182,633	185,829
	4	216,918	222,341	222,341	232,221	197,388	177,649	182,999	165,161	171,988	176,376	178,227	182,615	184,485	188,873	192,179
	5									177,493	182,085	183,998	188,589	190,521	195,113	198,528
	6									182,999	187,795	189,769	194,565	196,558	201,354	204,878
TYPE C Lecturer	1	185,589	190,228	190,228	188,367	165,763	149,187	154,344	139,252	139,252	142,563	144,055	147,366	148,873	152,184	154,848
	2	189,099	193,827	193,827	195,563	172,095	154,886	160,106	144,446	147,250	150,835	152,419	156,004	157,604	161,189	164,010
	3	192,610	197,425	197,425	202,760	176,000	158,400	163,600	147,644	154,344	158,150	159,808	163,614	165,288	169,094	172,053
	4	196,120	201,023	201,023	209,957	178,463	160,617	165,901	149,661	160,106	164,102	165,823	169,819	171,557	175,553	178,625
	5									163,600	167,733	169,493	173,626	175,403	179,536	182,678
	6									165,901	170,088	171,873	176,059	177,862	182,049	185,235
TYPE C College Lecturer	1	180,358	184,867	184,867	182,767	160,835	144,752	149,860	135,171	135,171	138,364	139,812	143,005	144,467	147,660	150,244
	2	183,869	188,465	188,465	189,964	167,168	150,451	155,623	140,411	144,551	148,068	149,630	153,147	154,724	158,242	161,011
	3	187,379	192,064	192,064	197,160	173,501	156,151	161,386	145,597	149,860	153,518	155,126	158,784	160,409	164,067	166,938
	4	190,890	195,662	195,662	204,357	176,000	158,400	163,600	147,644	155,623	159,471	161,143	164,991	166,679	170,527	173,511
	5									161,386	165,424	167,159	171,197	172,949	176,987	180,084
	6									163,600	167,733	169,493	173,626	175,403	179,536	182,678

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	01/09/2019	154,255	160,218	167,016	175,390	181,898	189,855
	01/04/2019	151,602	157,462	164,144	172,373	178,770	186,590
	01/10/2018	148,306	153,998	160,484	168,471	174,680	182,270
	01/04/2018	146,805	152,439	158,858	166,764	172,910	180,422
	01/01/2018	143,509	148,976	155,198	162,862	168,819	176,102
Circular 12/2017	01/04/2017	142,023	147,432	153,589	161,172	167,067	174,273
Circular 12/2017	01/11/2016	138,727	143,968	149,929	157,270	162,977	169,953
	01/01/2010^	148,616	154,360	160,911	168,978	175,249	182,915
Type C Associate Professor / Consultant	01/09/2019	141,305	146,938	153,322	161,214	167,209	174,537
	01/04/2019	138,875	144,411	150,685	158,441	164,333	171,535
	01/10/2018	135,912	141,302	147,413	154,949	160,667	167,658
	01/04/2018	134,537	139,873	145,921	153,380	159,040	165,959
	01/01/2018	131,573	136,765	142,649	149,887	155,374	162,082
Circular 12/2017	01/04/2017	130,212	135,349	141,172	148,334	153,763	160,400
Circular 12/2017	01/11/2016	127,249	132,241	137,900	144,841	150,097	156,522
	01/01/2010^	136,140	141,566	147,717	155,320	161,096	168,156
Type C Senior Lecturer / Consultant	01/09/2019	131,397	136,899	143,117	149,921	155,444	162,265
	01/04/2019	129,137	134,545	140,656	147,343	152,771	159,474
	01/10/2018	126,428	131,694	137,646	144,158	149,444	155,951
	01/04/2018	125,150	130,362	136,253	142,699	147,931	154,372
	01/01/2018	122,441	127,512	133,243	139,514	144,605	150,849
Circular 12/2017	01/04/2017	121,175	126,193	131,864	138,070	143,107	149,286
Circular 12/2017	01/11/2016	118,466	123,343	128,854	134,885	139,780	145,763
	01/01/2010^	126,593	131,895	137,885	144,440	149,761	156,333

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

^ rates for 2010 created using the 1/11/2016 rate as the FEMPI2013 figure in order to calculate the 1% increase for grades encompassed in this table in line with Circular 12/2017

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 Note: Due for payment in 2019 and 2020 - see Circular 11/2018												
Contract Type	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€	€	€	€	€	€	€	€
TYPE B* Professor	243,221	249,301	249,301	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364
TYPE B* Associate Professor	223,998	229,598	229,598	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872
TYPE B* Lecturer	202,522	207,585	207,585	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382
TYPE B* College Lecturer	197,120	202,048	202,048	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702

Table D1	
	01/01/2010
	€
Clinical Directors' Allowance*	46,000

\* 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)**	01/09/2019	212,952		
	01/04/2019	209,289		
	01/10/2018	204,234		
	01/04/2018	202,162		
	01/01/2018	197,107		
	01/04/2017	195,055		
	01/09/2014	190,000		
	01/01/2010	205,167		
Head of Department**	01/09/2019	189,910	195,653	201,418
	01/04/2019	186,643	192,288	197,954
	01/10/2018	182,321	187,788	193,270
	01/04/2018	180,473	185,884	191,310
	01/01/2018	176,152	181,385	186,625
	01/04/2017	174,322	179,500	184,685
	01/09/2014	170,000	175,000	180,000
	01/01/2010	182,967	188,500	194,055

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

#### Pay of those in receipt Clinical Directors Allowance from 1 July 2013 on

For those in receipt of a Clinical Directors Allowance, one third of the amount of the reduction incurred under FEMPI 2013/the Haddington Road Agreement on 1/7/2013 was restored on 1/4/2017, one third was restored on 1/4/18. Final restoration of that reduction on 1/4/19.

Masters Allowance
<p>Calculating the Allowance paid to the Master of a Maternity Hospital</p> <p>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.</p>

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	
Rota		€
Flat Annual Payment		3,857
In addition to the Flat Annual Payment further payments will be made		
1 in 3		2,234
1 in 2		
	1-80 call-outs	5,577
	81-120 call-outs	6,445
	121+ call-outs	7,058
1 in 1		
	1-80 call-outs	6,693
	81-120 call-outs	8,470
	121+ call-outs	10,460

Emergency Call-Out Payments for all Consultants	
	€
<b>Per call-out</b>	
First 30 call-outs	78.59
31-120 call-outs	118.21
121 call-outs or more	156.15
<b>If the call-out occurs after midnight</b>	
First 30 call-outs	104.76
31-120 call-outs	158.40
121 call-outs or more	209.65
<b>For each hour or part hour in excess of the first hour</b>	
First 30 call-outs	52.31
31-120 call-outs	78.06
121 call-outs or more	104.84
<b>Annual Limit</b>	22,303

SA - B and C Factor Payments					
SA - On Call/Call-Out Payments					
	No. of Call-Outs	01/06/2008	01/09/2008 2.5%	01/06/2009	01/01/2010 -8%
		€	€	€	€
Rota					
Flat Annual Payment		6,000	6,150		5,658
In addition to the Flat Annual Payment further payments will be made					
1 in 3		2,487	2,549		2,345
1 in 2	1-80 call-outs	6,209	6,365		5,855
	81-120 call-o	7,176	7,355		6,767
	121+ call-out	7,858	8,055		7,411
1 in 1	1-80 call-outs	7,453	7,639		7,028
	81-120 call-o	9,432	9,667		8,894
	121+ call-out	11,647	11,938		10,983
SA - Emergency Call-Out Payments for all Consultants					
		01/06/2008	01/09/2008 2.5%	01/06/2009	01/01/2010 -8%
		€	€	€	€
Per call-out (hourly rate or part thereof)					
First 30 call-outs		100.00	102.50		94.30
31-120 call-outs		150.00	153.75		141.45
121 call-outs or more		200.00	205.00		188.60
If the call-out occurs after midnight					
First 30 call-outs		125.00	128.13		117.88
31-120 call-outs		187.50	192.19		176.81
121 call-outs or more		250.00	256.25		235.75
Annual Limit €30,000					

Table F1									
Salary scales for Consultants who are remaining on the 1997 Consultant Contract									
Consultants Revised Common Contract, 1997		01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
		FEMPI	H.R.						
		€	€	€	€	€	€	€	€
Category I Consultants									
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas		176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)		167,790	156,189	160,055	161,733	165,600	167,295	171,161	174,157
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)		159,384	148,539	152,154	153,747	157,362	158,972	162,586	165,431
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		157,708	147,014	150,578	152,155	155,719	157,312	160,876	163,692
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)		151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)		148,798	138,894	142,195	143,683	146,984	148,487	151,788	154,444
Geographical Wholetime Consultants without fees		178,779	166,189	170,386	172,173	176,370	178,175	182,372	185,563



Table F2								
Salary scales for Academic Consultants who are remaining on the 1998 Contract								
	FEMPI 01/01/2010	H.R. 01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	€	€	€	€	€	€	€	€
<b>Category I Consultants</b>								
Professor	219,633	203,020	208,557	210,753	216,291	218,509	224,046	227,967
Associate Professor	203,389	188,400	193,396	195,430	200,425	202,480	207,475	211,106
Lecturer	187,138	173,774	178,228	180,100	184,554	186,444	190,898	194,239
College Lecturer	182,789	169,838	174,155	175,983	180,299	182,146	186,462	189,725
<b>Category II Consultants</b>								
Professor UCD, TCD, RCSI	196,089	181,830	186,582	188,543	193,296	195,276	200,029	203,529
Associate Professor UCD, TCD, RCSI	180,591	167,838	172,089	173,895	178,145	179,969	184,220	187,444
Lecturer UCD, TCD, RCSI	169,040	157,326	161,231	162,921	166,825	168,532	172,437	175,454
College Lecturer UCD, TCD, RCSI	164,531	153,223	156,992	158,638	162,407	164,068	167,837	170,774
Professor UCC	203,449	188,454	193,452	195,486	200,484	202,539	207,537	211,169
Associate Professor UCC	187,716	174,294	178,768	180,645	185,118	187,014	191,488	194,839
Lecturer UCC	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678
College Lecturer UCC	172,254	160,252	164,252	165,975	169,975	171,715	175,716	178,791
Professor UCG	210,806	195,075	200,318	202,426	207,669	209,799	215,042	218,805
Associate Professor UCG	194,840	180,706	185,417	187,365	192,076	194,044	198,755	202,233
Lecturer UCG	178,191	165,654	169,832	171,614	175,793	177,592	181,771	184,952
College Lecturer UCG	173,836	161,690	165,738	167,477	171,525	173,281	177,329	180,432

Table F3								
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008								
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	FEMPI	H.R.						
	€	€	€	€	€	€	€	€
Regional Consultant Orthodontists	167,790	156,189	160,055	161,733	165,600	167,295	171,161	174,157

Table F4								
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991								
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019
	FEMPI	H.R.						
	€	€	€	€	€	€	€	€
<b>All Psychiatrists, all Geriatricians &amp; Consultants in</b>								
G.W.T. WITHOUT FEES	151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560
G.W.T. WITH FEES	145,081	135,474	138,676	140,127	143,329	144,794	147,996	150,586
EXISTING WHOLETIME	136,947	127,991	130,976	132,345	135,330	136,714	139,699	142,143
<b>Consultants in SHB, MWHB, NEHB &amp; SEHB (excluding</b>								
G.W.T. WITHOUT FEES	151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560
G.W.T. WITH FEES	138,305	129,241	132,262	133,645	136,666	138,063	141,084	143,553
EXISTING WHOLETIME	130,166	121,752	124,557	125,858	128,662	129,977	132,781	135,105
<b>Consultants in EHB (excluding Psychiatrists and</b>								
G.W.T. WITHOUT FEES	151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560
G.W.T. WITH FEES	131,526	123,004	125,844	127,159	130,000	131,328	134,169	136,516
EXISTING WHOLETIME	123,385	115,514	118,137	119,371	121,994	123,241	125,864	128,067

	01/09/2008	01/01/2010
	2.5% - T2016	
<b>Extended Duty Liability</b>	€	€
A flat payment will be paid to each consultant with on-call liability.	7,854	7,226

**Extended Duty Liability Payment from 1 July 2013 on**

For those in receipt of an Extended Duty Liability flat rate payment, one third of the amount of the reduction incurred under FEMPI 2013/the Haddington Road Agreement on 1/7/2013 was restored on 1/4/2017, one third was restored on 1/4/18. Final restoration on 1/4/19.

<b>Emergency Services</b>	01/09/2008	01/01/2010
<b>Scale of fees for call-outs arising after the completion of the scheduled commitment.</b>	2.5% - T2016	FEMPI
per call-out for each patient	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	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	55.19	50.77
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475	9,637

Table F5			
Original Contract for Consultant Medical Staff 1981			
Pensions	01/09/2008	01/01/2009	01/03/2012
	2.5% - T2016	5%	on salary scale and 8% on
	€	€	€
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate*	188,839	198,281	174,487
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347(£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	9,931	10,428	9,594

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

## 1st January 2020 - ALLOWANCES 1

**-5% allowances 1 on Pages 77 to 85 and -8% allowances 2 on Pages 86 to 93**

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

### **Government Decision on Review of Allowances**

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

Island Inducement Allowance

Tool Allowance ([Restored for post 2012 new entrant Craftworkers w.e.f 1st 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 for new entrant nurses as per DoH Circular 14/2017](#))

Special Allowance for Weekend Public Holidays

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

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

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

# MEDICAL AND DENTAL ALLOWANCES

				1 Sept 08		1 Jan 10		
				2.5%		-5.0%		
<b>Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts</b>								
1. Consultants per 3 hour session (and pro-rata)				130.04		123.54		
2. Emergency Sessions								
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of				85.18		80.93		
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of				50.74		48.20		
3. Community Ophthalmic Physicians per 3 hour session				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;				64.94		61.69		
minimum rate;				130.04		123.54		
(b) Where the duration is <u>not less</u> than 3 hours;								
first 3 hours				194.78		185.04		
3 hour sessional rate for hours in excess of 3 (and pro-rata)				130.04		123.54		
5. Pool Payments								
General Teaching Hospital (per bed day)				5.43		5.16		
General Non-Teaching Hospital (per bed day)				3.66		3.48		
Maternity Teaching Hospital (per bed day)				10.52		9.99		
Maternity Non-Teaching Hospital (per bed day)				4.96		4.71		
6. Private Dental Surgeons Sessional Rates								
(a) For clinics held on health board premises				134.27		127.56		
(b) For clinics held in a dentist's private surgery				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.

<b>Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.</b>								
Per 3 hour session (and pro-rata)				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				78.69		74.76		
Minimum rate				94.73		89.99		
(b) For clinics of <i>not less than</i> 3 hours								
For the first three hours				234.15		222.44		
For 3 hour sessions in excess of 3 hours				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.

				<b>1 Sept 08</b>		<b>1 Jan 10</b>	
				<b>2.5%</b>		<b>-5.0%</b>	
<b>Psychiatrist Special Responsibility Allowance</b>							
Revised rate per annum				10939.15		10392.19	
<b>Child Health Services Development Paediatrics</b>							
3 hour session				69.15		65.69	
2 hour session				51.86		49.27	
1 hour session				34.61		32.88	
<b>Casual Locum for Former District Medical Officers</b>							
For first three days				75.82		72.03	
For next 25 days				64.86		61.62	
For each subsequent day				55.81		53.02	
<b>Fees for lectures to Nurses</b>				31.75		30.16	
(Circular S100/84 of 22 August 1975)				23.86		22.66	
<b>Consultant CME.</b>							
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.							
<b>Training Supports Scheme for NCHDs</b>							<b>1 July 2019</b>
							<b>Amount per Registration Year</b>
Grade							
Intern							750
SHOs and Registrars							1,250
SPRs/GP Registrars/ Psychiatry SRs on a training scheme							2,000
<b>GP Registrar Allowance (from the NCHD contract)</b>				11,428		10,857	
<b>GP Registrar Travelling Expenses Payment (from the NCHD Contract)</b>							
*or vouched expenditure incurred				3,809		3,619*	

				2.5%		-5.0%		1 March 19
<b>Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 &amp; 2 (S100/406 refers)(DoH Circular 14/2019 Refers)</b>								
(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				2,938		2,791		3,349
(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 Ce 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)				1,956		1,858		2,230
<b>Public Health Nurses &amp; Assistant Directors of Public Health Nursing</b>								
Midwifery Qualification*				2,938		2,791		**3349
*Restored for new entrant nurses as per DoH Circular 14/2017								**HSE Circular 27/2019 refers
<b>Staff Nurse Dual Qualification Scale</b>								
New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.				1,468		1,395		
<b>Red-Circled Allowances (Circular 126/2000 refers)</b>								
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		1,333		
Theatre / Night Sister				843		801		
Public Health Nurse				1,686		1,601		
<b>Relevant nursing staff</b>								
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*				3,132		2,976		
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
<b>Psychiatric Nurses (S100/411 refers)</b>								
<b>HSE HR Directorate Circular 1/2005</b>								
<b>Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012</b>								
Psychiatric Staff Nurse				5,223		4,962		
Senior Staff Nurse (Psychiatric)				5,485		5,210		
Community Psychiatric Nurse				5,728		5,442		
Clinical Nurse Manager I (Psychiatric)				5,550		5,272		
CNM II (Psychiatric)/Community Mental Health Nurse				5,922		5,626		
Clinical Nurse Manager III (Psychiatric)				6,222		5,911		
Assistant Director of Nursing Mental Health				6,023		5,722		
Nurses assigned to Occupational Therapy * Restored for new entrant nurses as per DoH Circular 14/2017				3,929		3,732		
<b>Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449</b>								
<b>Public Health Nurses (S103/151 refers)</b>								
Island Inducement Allowance*				1,859		1,766		
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								

<b>Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)</b>				<b>1 Sept 08 2.5%</b>		<b>1 Jan 10 -5.0%</b>		
(i) <i>On-Call with Standby - Each Day</i>								
Monday to Friday (Each day)				44.57		42.34		
Saturday				57.24		54.38		
Sunday and Public Holidays				77.38		73.51		
All of these figures are based on a 12 hour period . Pro rata to apply after 12 hours.								
(ii) <i>Call Out Rate - Monday to Sunday</i>								
Fee per operation per 2 hours (17.00 - 22.00 hours)				44.57		42.34		
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)				66.84		63.49		
Operation lasting more than 4 hours and up to five hours				111.40		105.83		
Fee per operation per hour (after 22.00 hours)				44.57		42.34		
(iii) <i>On-call Without Standby</i>								
Fee per operation, call in without standby				89.13		84.68		
Overruns from roster at normal overtime rates (no time back in lieu)								
(iv) <i>On Call over Weekend</i>								
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.								
(v) <i>Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</i>								
A shift allowance will be paid to a staff nurse who undertakes the role of formalising				19.04		18.09		
the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.								
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>								
<b>Registered General Nurses in the Community* (HSEA letter dated 5th April 2001 refers)</b>								
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>								
Registered General Nurses in the community undertaking certain specified duties of the				3,904		3,709		
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).								
<b>Note: This allowance is only payable to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.</b>								
<b>Public Health Nurses Week-end Work (S100/414 refers)</b>								
Fixed Payment				29.62		28.14		
First call on Saturday and first call on Sunday				39.32		37.36		
Each subsequent call on Saturday and Sunday				19.69		18.71		
Payment in lieu of time off for Emergency work				29.59		28.11		
Saturday Premium (Effective Date 1/1/09)	16.10 EUROS							
Saturday Premium (Effective Date 1/1/10)	15.30 EUROS							
<b>Specialist Co-ordinator Allowance*</b>				4,546		4,319		
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>								



# SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

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

<b>HEALTH &amp; SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES &amp; SESSIONAL RATES</b>				<b>1 Sept 08</b>		<b>1 Jan 10</b>		
				<b>2.5%</b>		<b>-5.0%</b>		
<b>Child Care Workers required to do an 8 hour sleepover</b>				Set at the minimum wage per hour rate for an adult worker for 1/1/2019 €9.80 per hour				
<b>Social Care Workers required to do an 8 hour sleepover</b>				Set at the minimum wage per hour rate for an adult worker for 1/1/2019 €9.80 per hour				
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS								
Saturday Premium (Effective Date 1/1/10) 15.30 EUROS								
<b>†SESSIONAL RATES FOR PSYCHOLOGISTS</b>								
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		183.77		
Employed on a sessional basis but not specifically appointed to an assessment team								
per 3-hour session				162.39		154.27		
for 2 3-hour sessions held at the same location on same day				277.95		264.05		
<b>RADIOGRAPHERS</b>								
(HSE Circular 006/2012 refers)								
<b>Out of Hours Remuneration Rates from 1 February 2012</b>				<b>Monday - Friday</b>	<b>8pm - 12am</b>	<b>37.55 per hour</b>		
				<b>Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)</b>	<b>12am - 8am</b>	<b>47.80 per hour</b>		
				<b>Saturday</b>	<b>8am - 12am</b>	<b>43.81 per hour</b>		
				<b>Sunday (into Monday morning / Public Holiday)</b>	<b>8am (Sun) - 8am (Mon)</b>	<b>52.57 per hour</b>		
<b>Stand-by Payments (off site on call)</b>								
				<b>Stand-by Payment</b>				
				<b>Mon - Fri</b>	<b>42.34</b>			
				<b>Saturday</b>	<b>54.38</b>			
					<b>73.51</b>			
<b>All of these figures are based on a 12 hour period</b>								
<b>Pro rata to apply after 12 hours</b>								
<b>PART-TIME RADIOGRAPHERS</b>								
Rate-Per-Hour : Premium rate					26.44		25.12	
<b>†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.</b>								

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATE				1 Sept 08		1 Jan 10		
				2.5%		-5.0%		
<b>†SOCIAL WORKERS</b>								
3-hour Session				110.97		105.42		
2 3-hour sessions (held at the same location on the same day)				189.87		180.38		
<b>ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC &amp; SENIOR GRADES)*</b>								
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
Hons BSc				1,062		1,009		
MSc				2,123		2,017		
PhD				2,768		2,629		
<b>Only one allowance is payable at a time</b>								
<b>ANNUAL ALLOWANCE FOR RADIOGRAPHERS*</b>								
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
Higher Diploma of the College of Radiography				960		912		
Diploma in Ultrasound				480		456		
Diploma in Nuclear Medicine				480		456		
<b>Only ONE Diploma Allowance is payable to any Radiographer &amp; only where such Diploma is relevant to their occupation.</b>								
Annual Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)						4,492		
Quarterly Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)						1,500		
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*				250		238.50		
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
<b>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.</b>								
<b>STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year is 203.39 Euros</b>								
<b>STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance academic year is : 903.98 Euros</b>								
<b>STUDENT MEDICAL SCIENTISTS CO-ORDINATOR</b>								
<b>Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3202.89 Euros</b>								

				1 Sept 08		1 Jan 10		
				2.5%		-5.0%		
<b>†Sessional Rates for employees who do not derive their principal source of income from sessional work.</b>								
<b>GENERAL PARAMEDICAL SESSIONAL RATES</b>								
Per 3 hour session				94.07		89.36		
For 2 three hourly sessions held at the same location on the same day				160.93		152.89		
<b>PHYSIOTHERAPISTS</b>								
<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		113.49		
II Sundays and Public Holidays								
- Per 3 hour session and pro-rata subject to a minimum payment of:				159.28		151.32		
<b>PSYCHOLOGISTS</b>								
Employed on a sessional basis as a member of an Assessment Team (with health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;								
Employed on a sessional basis but not specifically appointed to an assessment team				169.98		161.48		
per 3-hour session				142.70		135.56		
for 2 3-hour sessions held at the same location on same day				244.25		232.04		
Allowance for Advanced Paramedics <i>as per HSE Circular 11/2009</i>								
				9,700		9,215		
<b>†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.</b>								

SUPPORT SERVICES GRADES ALLOWANCES								
				1 Sept 08		1 Jan 10		
				2.5%		-5.0%		
Cardiac Allowance*				17.78		16.89		
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*				30.86		29.32		
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
Saturday Premium (Effective Date 1/1/09)	11.27 Euros							
Saturday Premium (Effective Date 1/1/10)	10.71 Euros							
Craftworkers Tool Allowance* <b>*Restored for post 2012 new entrant Craftworkers w.e.f 1st January 2018</b>								
1/1/13 -- 30/06/13	843.60 Euros							
1/7/13 -- 31/12/13	674.88 Euros							

CLERICAL ADMIN MANAGEMENT GRADES ALLOWANCES								
				1 Sept 08		1 Jan 10		
				2.5%		-5.0%		
Community Care Administrator (personal to Grade VII post holder)				9,230		8,769		
On call/standby allowance for "after hours" cover provided by computer staff on computer technology				119.85		113.85		
Industrial Relations Officer (Health Areas only) <b>**not for use for any new incumbents post formation of the HSE**</b>				9,230		8,769		
- Annual Allowance to Postholder								
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area				4,133		3,927		
- Matrons with full time commitment to after hours work								
Saturday Premium								
Effective Date 1/1/09	16.10 EUROS							
Effective Date 1/1/10	15.30 EUROS							

## 1st January 2020 - ALLOWANCES 2

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

# MEDICAL AND DENTAL ALLOWANCES

				1 Sept 08 2.5%		1 Jan 10 -8.0%			
<b>Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts</b>									
1. Consultants per 3 hour session (and pro-rata)				130.04		119.64			
2. Emergency Sessions									
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of				85.18		78.37			
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of				50.74		46.68			
3. Community Ophthalmic Physicians per 3 hour session				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;				64.94		59.74			
minimum rate;				130.04		119.64			
(b) Where the duration is not less than 3 hours;									
first 3 hours				194.78		179.19			
3 hour sessional rate for hours in excess of 3 (and pro-rata)				130.04		119.64			
5. Pool Payments									
General Teaching Hospital (per bed day)				5.43		5.00			
General Non-Teaching Hospital (per bed day)				3.66		3.37			
Maternity Teaching Hospital (per bed day)				10.52		9.68			
Maternity Non-Teaching Hospital (per bed day)				4.96		4.56			
6. Private Dental Surgeons Sessional Rates									
(a) For clinics held on health board premises				134.27		123.53			
(b) For clinics held in a dentist's private surgery				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.									
<b>Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.</b>									
Per 3 hour session (and pro-rata)				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				78.69		72.39			
Minimum rate				94.73		87.15			
(b) For clinics of not less than 3 hours									
For the first three hours				234.15		215.41			
For 3 hour sessions in excess of 3 hours				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.

				<b>1 Sept 08</b>		<b>1 Jan 10</b>			
				<b>2.5%</b>		<b>-8.0%</b>			
<b>Psychiatrist Special Responsibility Allowance</b>									
Revised rate per annum				10,939.15		10,064.02			
<b>Child Health Services Development Paediatrics</b>									
3 hour session				69.15		63.62			
2 hour session				51.86		47.71			
1 hour session				34.61		31.84			
<b>Casual Locum for Former District Medical Officers</b>									
Daily Rates									
For first three days				75.82		69.75			
For next 25 days				64.86		59.67			
For each subsequent day				55.81		51.34			
<b>Fees for lectures to Nurses</b>				31.75		29.21			
(Circular S100/84 of 22 August 1975)				23.86		21.95			

**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.

<b>Training Supports Scheme for NCHDs</b>								<b>1 July 19</b>	
<b>Grade</b>								<b>Amount per Registration Year</b>	
Intern								750	
SHOs and Registrars								1,250	
SPRs/GP Registrars/ Psychiatry SRs on a training scheme								2,000	

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# NURSING ALLOWANCES

			1 Sept 08		1 Jan 10		1 Mar 19	
			2.5%		-8.0%			
<b>Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 &amp; 2 ( S100/406 refers)(DoH Circular 14/2019 refers)</b>								
(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			2,938		2,703		3,244	
(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)			1,956		1,800		2,160	
<b>Public Health Nurses &amp; Assistant Directors of Public Health Nursing</b>								
Midwifery Qualification.*			2,938		2,703		**3244	
*Restored for new entrant nurses as per DoH Circular 14/2017							**HSE Circular 27/2019 refers	
<b>Staff Nurse Dual Qualification Scale</b>								
New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.			1,468		1,351			
<b>Red-Circled Allowances (Circular 126/2000 refers)</b>								
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		1,291			
Theatre / Night Sister			843		775			
Public Health Nurse			1,686		1,551			
<b>Relevant nursing staff</b>								
Nurse Management Sub-structures - Special Allowance for Weekends / public holidays (S121/26 refers)*			3,132		2,882			
*Abolished for new beneficiaries with effect from 1st February 2012								
<b>Psychiatric Nurses (S100/411 refers)</b>								
<b>HSE HR Directorate Circular 1/2005</b>								
<b>Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012</b>								
Pyschiatric Staff Nurse			5,223		4,805			
Senior Staff Nurse (Psychiatric)			5,485		5,046			
Community Psychiatric Nurse			5,728		5,270			
Clinical Nurse Manager I (Psychiatric)			5,550		5,106			
CNM II (Psychiatric)/Community Mental Health Nurse			5,922		5,448			
Clinical Nurse Manager III (Psychiatric)			6,222		5,724			
Assistant Director of Nursing Mental Health			6,023		5,541			
as per DoH Circular 14/2017			3,929		3,615			
<b>Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449</b>								
<b>Public Health Nurses (S103/151 refers)</b>								
Island Inducement Allowance*			1,859		1,710			



<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>									
<b>Theatre Nurses who participate in the On-Call/standby. Emergency Services (S100/125 refers) (Circular 33/2003 refers)</b>				<b>1 Sept 08</b>		<b>1 Jan 10</b>			
				<b>2.5%</b>		<b>-8.0%</b>			
<i>(i) On-Call with Standby - Each Day</i>									
Monday to Friday (Each day)				44.57		41.00			
Saturday				57.24		52.66			
Sunday and Public Holidays				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)				44.57		41.00			
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)				66.84		61.49			
Operation lasting more than 4 hours and up to five hours				111.40		102.49			
Fee per operation per hour (after 22.00 hours)				44.57		41.00			
<i>(iii) On-call Without Standby</i>									
Fee per operation, call in without standby				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				19.04		17.52			
the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.									
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>									
<b>Registered General Nurses in the Community* *Restored for new entrant nurses as per DoH Circular 14/2017</b>									
<b>(HSEA letter dated 5th April 2001 refers)</b>									
Registered General Nurses in the community undertaking certain specified				3,904		3,592			
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).									
Note: This allowance is only payable to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.									
<b>Public Health Nurses Week-end Work (S100/414 refers)</b>									
Fixed Payment				29.62		27.25			
First call on Saturday and first call on Sunday				39.32		36.18			
Each subsequent call on Saturday and Sunday				19.69		18.12			
Payment in lieu of time off for Emergency work				29.59		27.22			
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS									
Saturday Premium (Effective Date 1/1/10) 14.81 EUROS									
Specialist Co-ordinator Allowance*				4,546		4,183			

*Restored for new entrant nurses as per DoH Circular 14/2017									
<b>SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF</b>									
<b>HEALTH &amp; SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES &amp; SESSIONAL RATES</b>				<b>1 Sept 08</b>		<b>1 Jan 10</b>			
				<b>2.5%</b>		<b>-8.0%</b>			
<b>†GENERAL PARAMEDICAL SESSIONAL RATES</b>									
Per 3 hour session				102.47		94.27			
For 2 three hourly sessions held at the same location on same day				175.32		161.29			
<b>SPECIFIC PARAMEDICAL SESSIONAL RATES</b>									
<b>Medical Scientific Staff (Scientists and Biochemists)</b> (HSE Circular 001/2011 refers)									
<b>Out of Hours remuneration rates from 1 March 2011</b>			<b>Time Band</b>	<b>Mon - Fri</b>	<b>Mon - Thurs</b>	<b>Sat 12am until</b>	<b>Bank Holiday</b>		
			<b>Hourly Rate of</b>	<b>8pm - 12am</b>	<b>12am - 8am</b>	<b>Sun 12am</b>			
				<b>36.37</b>	<b>46.29</b>	<b>50.91</b>	<b>50.91</b>		
				<b>Stand-by</b>					
				<b>Payment</b>					
<b>Stand-by Payments (off site on call)</b>			<b>Monday - Friday</b>	<b>41.00</b>					
			<b>Saturday</b>	<b>52.66</b>					
			<b>Sunday &amp; Public</b>						
			<b>Holidays</b>	<b>71.19</b>					
<b>†PART-TIME PHARMACISTS</b>									
Rate per hour:-									
First 6 hours:				44.02		40.50			
Over 6 hours:				32.61		30.00			
Maximum payment for 21 hours:				746.79		687.05			
<b>PHYSIOTHERAPISTS</b>									
<u>Emergency/On-Call Duty</u>									
I On-Call with Standby (a) Monday to Friday				24.48		22.52			
(b) Saturdays				31.95		29.39			
(c) Sundays and Public Holidays				47.78		43.96			
- Fee per call (per half hour)				24.48		22.52			
II On-Call without Standby									
- Fee per call (per hour)				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.									
<b>†Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</b>									
I Saturdays									
- Per 3 hour session and pro-rata subject to a minimum payment of:				133.81		123.10			
II Sundays and Public Holidays									
- Per 3 hour session and pro-rata subject to a minimum payment of:				178.40		164.12			

†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.													
<b>HEALTH &amp; SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES &amp; SESSIONAL RATES</b>							<b>1 Sept 08</b>		<b>1 Jan 10</b>				
Child Care Workers required to do an 8 hour sleepover							Set at the minimum wage per hour rate for an adult worker for 1-1-2019 €9.80 per hour						
Social Care Workers required to do an 8 hour sleepover							Set at the minimum wage per hour rate for an adult worker for 1-1-2019 €9.80 per hour						
Saturday Premium (Effective Date 1/1/10) 14.81 EUROS													
<b>†SESSIONAL RATES FOR PSYCHOLOGISTS</b>													
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		177.97				
Employed on a sessional basis but not specifically appointed to an assessment team per 3-hour session							162.39		149.40				
for 2 3-hour sessions held at the same location on same day							277.95		255.71				
<b>RADIOGRAPHERS</b>													
<u>(HSE Circular 006/2012 refers)</u>													
<b>Out of Hours Remuneration Rates from 1 February 2012</b>							<b>Monday - Friday</b>	<b>8pm - 12am</b>	<b>36.36 per hour</b>				
							<b>Monday - Saturday (Fri night into Sat</b>	<b>12am - 8am</b>	<b>46.29 per hour</b>				
							<b>Saturday</b>	<b>8am - 12am</b>	<b>42.43 per hour</b>				
							<b>Sunday (into Monday morning / Public Holiday</b>	<b>8am (Sun) - 8am (Mon)</b>					
									<b>50.91 per hour</b>				
<b>Stand-by Payments (off site on call)</b>													
							<b>Stand-by Payment</b>						
							<b>Monday - Fri</b>	<b>41.00</b>					
							<b>Saturday</b>	<b>52.66</b>					
							<b>Sunday &amp; Public Holidays (8am Sun / 8am Mon)</b>	<b>71.19</b>					
<b>PART-TIME RADIOGRAPHERS</b>													
Rate-Per-Hour : Premium rate							26.44		24.32				

†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.

## HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

				1 Sept 08	1 Jan 10				
				2.5%	-8.0%				
†SOCIAL WORKERS									
3-hour Session				110.97	102.09				
2 3-hour sessions (held at the same location on the same day)				189.87	174.68				
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*									
*Abolished for new beneficiaries with effect from 1st February 2012									
Hons BSc				1,062	977				
MSc				2,123	1,953				
PhD				2,768	2,546				
Only one allowance is payable at a time									
ANNUAL ALLOWANCE FOR RADIOGRAPHERS* *Abolished for new beneficiaries with effect from 1st February 2012									
Higher Diploma of the College of Radiography				960	883				
Diploma in Ultrasound				480	442				
Diploma in Nuclear Medicine				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				
*Abolished for new beneficiaries with effect from 1st February 2012									
Annual Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)					4,350				
Quarterly Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)					1,453				
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									
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				94.07	86.54				
For 2 three hourly sessions held at the same location on the same day				160.93	148.06				
PHYSIOTHERAPISTS									
Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays									
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:				119.47	109.91				
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:				159.28	146.54				

[illegible]

Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker ) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;

Employed on a sessional basis but not specifically appointed to an assessment team

per 3-hour session

for 2 3-hour sessions held at the same location on same day

### Allowance for Advanced Paramedics as per HSE Circular 11/2009

†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.

## SUPPORT SERVICES GRADES ALLOWANCES

[illegible]

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

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

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

Saturday Premium (Effective Date 1/1/09) 11.27 Euros

Saturday Premium (Effective Date 1/1/10) 10.37 Euros

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

1/1/10 -- 31/06/13	816.96 Euros
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1/7/13 -- 31/12/13 653.57 Euros

## CLERICAL ADMIN MANAGEMENT GRADES ALLOWANCES

On call/standby allowance for "after hours" cover provided by computer staff on computer technology				119.85		110.26			
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder				9,230		8,492			
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work				4,133		3,803			
Saturday Premium									
Effective Date 1/1/09	16.10 EUROS								
Effective Date 1/1/10	14.81 EUROS								

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

- Annual Allowance to Postholder

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

- Matrons with full time commitment to after hours work

## Saturday Premium

Effective Date 1/1/09      16.10 EUROS

Effective Date 1/1/10	14.81 EUROS
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Grade Description	Effective From	Pts	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
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)																			
MEDICAL & DENTAL GRADES																			
PRINCIPAL DENTAL SURGEON (RETIREES PRE 1/4/2000) (Grade made obsolete via restructuring. Replaced with two Principal Dental Surgeon grades in current scale as per DoH letter of 5/5/2000 to the HSE)	1/03/12	5	79,573	82,878	86,187	91,129	96,073	LSIs											
	1/09/08 2.5%		85,637	89,309	92,985	98,477	103,970	LSIs											
SUPPORT SERVICES GRADES ** SCALES IN THIS SECTION APPLICABLE TO RETIREES PRE 17/10/03 ONLY (CRAFTWORKERS PARALLEL BENCHMARKING AGREEMENT 2003) **																			
CRAFTSMEN (PAYPATH)	1/03/12	12	34,838	35,238	35,432	35,645	35,845	35,950	36,051	36,153	36,258	36,422	36,548	36,855					
	1/09/08 2.5%		36,852	37,284	37,494	37,724	37,941	38,054	38,163	38,274	38,388	38,564	38,701	39,032					
DOMESTICS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
CLEANERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
PORTERS / DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
BUILDERS LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
GENERAL LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
GROUNDSMEN (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
GARDEN LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
FARM LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				
GATE KEEPERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634				
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226				

			Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	
Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
CARETAKERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
LAUNDRY WORKERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
SEAMSTRESS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
HAIRDRESSERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BEAUTICIANS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BARBERS (NON-DUBLIN)(PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
MINI BUS DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
TRACTOR DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
VAN DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
MORTUARY ATTENDANTS (NON-DUBLIN)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
LABORATORY ATTENDANTS (NON-DUBLIN)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
DARK ROOM PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
GARDENER (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
STOREMAN (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
BOILERMAN / GROUNDSMAN (NON-DUBLIN)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					
DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					

			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
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
LINEN ROOM SUPERVISOR (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
PORTERS (DUBLIN) (PAYPATH)	1/03/12	8	27,831	28,088	28,353	28,608	28,865	29,118	29,374	29,626										
	1/09/08 2.5%		29,296	29,566	29,845	30,117	30,394	30,668	30,945	31,217										
BOILERMEN (DUBLIN)(PAYPATH)	1/03/12	8	28,109	28,362	28,729	28,867	29,112	29,368	29,613	29,862										
	1/09/08 2.5%		29,588	29,855	30,248	30,397	30,662	30,938	31,204	31,472										
DOMESTICS (DUBLIN)(PAYPATH)	1/03/12	8	26,715	26,968	27,221	27,469	27,728	27,986	28,246	28,503										
	1/09/08 2.5%		28,121	28,387	28,654	28,915	29,187	29,459	29,733	30,003										



			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
NURSES AIDE (DUBLIN)(PAYPATH)	1/03/12	13	28,348	28,564	28,654	28,729	28,813	28,906	28,990	29,077	29,167	29,246	29,365	29,490	29,608					
	1/09/08 2.5%		29,840	30,069	30,167	30,247	30,338	30,439	30,530	30,624	30,721	30,807	30,935	31,071	31,198					
CSSD OPERATIVES	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
MEDICAL LABORATORY AIDES (DUBLIN)	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
FAMILY SUPPORT WORKERS (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
HOME HELPS (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					

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
<b>CLERICAL, ADMINISTRATION &amp; RELATED GRADES</b>																			
(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 1/1/2001)																			
CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/03/12	7	30,347	32,378	33,891	35,354	37,329	38,572	39,812	LSIs									
	1/09/08 2.5%		31,996	34,192	35,828	37,410	39,545	40,889	42,229	LSIs									
CATERING OFFICER, SENIOR ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/03/12	7	32,378	33,891	35,354	37,329	38,764	40,052	41,348	LSIs									
	1/09/08 2.5%		34,192	35,828	37,410	39,545	41,096	42,489	43,890	LSIs									
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/03/12	8	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs								
	1/09/08 2.5%		34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs								
CATERING OFFICER, GRADE III (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/03/12	10	28,331	30,347	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs						
	1/09/08 2.5%		29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs						
<b>CLERICAL ADMIN MANAGEMENT GRADES</b>																			
REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	162,225																
	1/09/08 2.5%		184,347																
CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	150,105																
	1/09/08 2.5%		163,158																
AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	150,105																
	1/09/08 2.5%		163,158																
WESTERN AREA, NORTH EASTERN AREA, NORTH WESTERN AREA) (FOR PENSION PURPOSES ONLY)	1/03/12	1	138,407																
	1/09/08 2.5%		150,442																
PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA)	1/03/12	1	138,407																
	1/09/08 2.5%		150,442																
PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS)	1/03/12	6	88,317	92,131	95,945	99,757	103,573	107,387											
	1/09/08 2.5%		95,352	99,590	103,828	108,064	112,303	116,541											
NATIONAL DIRECTOR OF SHARED SERVICES (HSE)	1/03/12	1	138,407																
	1/09/08 2.5%		150,442																
DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA)	1/03/12	1	128,580																
	1/09/08 2.5%		139,761																
FUNCTIONAL OFFICERS (FORMERLY EHB)	1/03/12	5	84,528	88,246	91,281	94,327	97,366												
	1/09/08 2.5%		91,143	95,274	98,645	102,030	105,407												
GENERAL ADMINISTRATOR (FORMERLY EHB)	1/03/12	6	69,754	72,096	74,415	77,957	80,338	82,701											
	1/09/08 2.5%		74,727	77,328	79,906	83,841	86,487	89,112											
SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB)	1/03/12	8	66,809	68,885	70,998	73,108	75,196	76,323	78,572	80,829	LSIs								
	1/09/08 2.5%		71,454	73,761	76,109	78,454	80,774	82,026	84,524	87,032	LSIs								

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
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	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												
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												
GRADE I (CLERICAL)	1/09/08	2.5%	4	21,165	21,930	22,583	23,678													
	1/03/08	2.5%		20,649	21,395	22,032	23,101													
GRADE II (CLERICAL)	1/09/08	2.5%	11	21,165	21,930	22,583	23,678	24,716	25,546	26,567	27,623	28,558	29,250	30,391						
	1/03/08	2.5%		20,649	21,395	22,032	23,101	24,113	24,923	25,919	26,949	27,861	28,537	29,650						
GRADE III (CLERICAL)	1/09/08	2.5%	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			
	1/03/08	2.5%		22,192	23,292	24,394	25,495	26,599	27,695	28,796	29,890	30,993	32,097	33,191	34,293	35,394	36,496			
GRADE IV (CLERICAL)	1/09/08	2.5%	11	24,632	26,292	28,212	30,145	32,342	34,561	36,208	37,815	39,967	41,536	43,122						

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
	1/03/08 2.5%		24,031	25,651	27,524	29,410	31,553	33,718	35,325	36,892	38,992	40,523	42,070							
GRADE V (CLERICAL)	1/09/08 2.5%	5	43,122	44,382	45,828	47,444	48,779													
	1/03/08 2.5%		42,070	43,300	44,710	46,287	47,589													
GRADE VI (CLERICAL)	1/09/08 2.5%	5	48,184	49,318	50,951	53,514	55,146													
	1/03/08 2.5%		47,009	48,115	49,708	52,209	53,801													
GRADE VII (CLERICAL)	1/09/08 2.5%	9	50,477	51,753	53,247	54,743	56,250	57,598	58,967	60,297	61,613									
	1/03/08 2.5%		49,246	50,490	51,949	53,407	54,878	56,193	57,529	58,826	60,110									