

**1 October 2021**

# **HEALTH SECTOR**

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

**These scales must be read in conjunction with Department of Health Circular 14/2021**

**Building Momentum, the Public Service Agreement 2021-2022 gives effect to the following adjustments with effect from 1 October 2021:**

**- A general round increase in annualised basic salary of 1% or €500, whichever is greater.**

**Where an individual received pay restoration on 1 July 2021 under Section 19 of the Public Service Pay Pensions Act 2017, they will not benefit from the general round increase on 1 October 2021 unless the amount restored was less than the general round increase that applies, in which case the balance is applicable on 1 October 2021.**

**- A 1% rise in the rate of allowances in the nature of pay.**

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

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

**The sanction of the Minister is now conveyed for the application of these revised pay scales with effect from 1 October 2021**

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

### 1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 October 2021), 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 "**1 October 2021**" 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 "**1 October 2021**" worksheet also contains pay scales, shaded in yellow that are not active scales and are not for use in relation to current employees.
- 3** The "**Consultants**" worksheet shows all consultants rates.
- 4** The "**Notional Scales**" worksheet shows notional scales that are not active pay scales and are not for use in relation to current employees.
- 5 Pension increase policy up to end 2020.**  
In order to determine if an increase is due to pensions in payment up to end 2020, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018 and 19/2019 as well as DoH Circulars 9/2021 and 10/2021 in relation to fixed allowances. These circulars set out the position in relation to pension increase policy in the public service up to end 2020 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.  
*Instructions will issue separately on increasing pensions in payment as a result of the pay adjustments due on 1 July 2021 and 1 October 2021*
- 6** LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
- 7** For 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.
- 8** Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).
- 9** As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 10** Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
- 11** Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 12** The requirement to maintain a rate for pensions, pension contributions and purchase of notional service for effected Senior Management/Administrative Grades has ceased (DoH Circular 4/2021)
- 13** 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.
- 14** Sleepover rates are set at the national minimum wage rates per hour for an adult worker, in line with the national minimum wage legislation (DoH Circular 4/2020)
- 15** On Call off site rate for Public Health Doctors (and Occupational Health Doctors for duration of pandemic) agreed as per LCR as an interim measure included in these payscales. (HSE Circular 35/2020).
- 16** The grades of: Counsellor Therapist Senior - National Services, Director of Services - Mayo Community Living, Area Director of Nursing, Mental Health Services have been newly entered in these payscales.
- 17** The newly inserted grade of Area Director of Nursing, Mental Health Services replaces the grade of Director of Nursing, Mental Health Services in line with LCR22454 dated 30 August 2021.
- 18** In line with LCR 22091 the effective date for the new 5 pt scale for Regional Chief Environmental Health Officer is 1 May 2017. The 7 pt scale is obsolete.
- 19** Pay relativity for certain grades originally sanctioned or aligned as a percentage of another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as pay has been amended in line with recent National Agreements.
- 20** Abbreviations: 'PSPP'=Public Service Pay & Pensions; 'LRA'=Lansdowne Rd Agreement; 'HRA'=Haddington Rd Agreement; 'Sec.6 adj'=Section 6 Adjustment.'PSSA=Public Services Stability Agreement; p/a Per Annum; CMH = Central Mental Hospital, NRH Dublin = National Rehabilitation Hospital Dublin;.
- 21** All figures listed are in Euro currency.
- 22** The instances of 'leapfrogging' that occurred as a result of the 1 July 2021 (in red shading) adjustments are resolved with effect from 1 October 2021 adjustments.

**If you have a query specific to your own pay and employment, please contact your own HR / Personnel Manager. For policy queries, please contact [national\\_hr\\_unit@health.gov.ie](mailto:national_hr_unit@health.gov.ie)**

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Source Grade	Grade	Band	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
<b>MEDICAL &amp; DENTAL 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>																									
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/10/21	1	30,846																			
				1/10/20		30,346																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	34,673																			
				1/10/20		34,173																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	36,722																			
				1/10/20		36,222																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	38,769																			
				1/10/20		38,269																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/21	1	34,673																			
				1/10/20		34,173																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	36,722																			
				1/10/20		36,222																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	38,769																			
				1/10/20		38,269																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	40,833																			
				1/10/20		40,333																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/21	1	36,722																			
				1/10/20		36,222																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	38,769																			
				1/10/20		38,269																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	40,833																			
				1/10/20		40,333																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	43,920																			
				1/10/20		43,420																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/10/21	1	38,769																			
				1/10/20		38,269																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	40,833																			
				1/10/20		40,333																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	45,938																			
				1/10/20		45,438																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	49,997																			
				1/10/20		49,497																			





197X			PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/10/21	5	94,199	98,240	102,284	<b>108,325</b>	<b>114,366</b>	LSIs													
				1/07/21		94,199	98,240	102,284	<b>108,325</b>	<b>114,366</b>	LSIs													
			<b>PRINCIPAL DENTAL SURGEON (RETIRES PRE 1/4/2000) ** grade obsolete - not for use - see Guide note 2 **</b>	1/10/21	5	85,637	89,309	92,985	<b>98,477</b>	<b>103,970</b>	LSIs													
				1/07/21		85,637	89,309	92,985	<b>98,477</b>	<b>103,970</b>	LSIs													
	1465		SPECIALIST IN ORTHODONTICS	1/10/21	1	152,365																		
				1/07/21		152,365																		

<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>																		
2854	GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	27,644														
		1/10/20		27,144														
2854	GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	28,773														
		1/10/20		28,273														
2930	STUDENT MENTAL HEALTH NURSE (ROSTERED PLACEMENT)	1/10/21	1	22,729	Annualised													
		1/10/20		22,229	Annualised													
2637	MENTAL HEALTH STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/10/21	1	27,264														
		1/10/20		26,764														
2862	MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/10/21	1	27,264														
		1/10/20		26,764														
2674	MENTAL HEALTH STAFF NURSE	1/10/21	13	31,795	33,391	34,639	35,912	37,244	38,499	39,809	40,828	41,940	43,383	44,801	46,823	<b>48,233 LSI</b>		
		1/10/20		31,295	32,891	34,139	35,412	36,744	37,999	39,309	40,328	41,440	42,883	44,301	46,323	<b>47,733 LSI</b>		
2157	SENIOR STAFF NURSE (MENTAL HEALTH)	1/10/21	1	50,529														
		1/10/20		50,029														
2606	DUAL QUALIFIED MENTAL HEALTH STAFF NURSE ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/10/21	9	37,661	40,002	41,251	42,213	43,272	44,681	46,054	48,076	<b>49,487 LSI</b>						
		1/10/20		37,161	39,502	40,751	41,713	42,772	44,181	45,554	47,576	<b>48,987 LSI</b>						
2165	SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/10/21	1	51,857														
		1/10/20		51,344														
2704	COMMUNITY PSYCHIATRIC NURSE	1/10/21	10	49,785	50,006	50,935	51,773	53,501	54,471	55,509	56,554	57,751	58,859					
		1/10/20		49,285	49,506	50,431	51,261	52,971	53,932	54,960	55,994	57,180	58,276					
2527	CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/10/21	8	47,389	48,247	49,460	50,693	51,919	53,152	54,527	55,808							
		1/10/20		46,889	47,747	48,960	50,191	51,405	52,626	53,987	55,255							
2658	CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/10/21	9	51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792						
		1/10/20		50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190						
2625	CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/10/21	9	51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792						
		1/10/20		50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190						
2301	COMMUNITY MENTAL HEALTH NURSE	1/10/21	9	51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792						
		1/10/20		50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190						
238Y	CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/10/21	6	59,170	60,341	63,301	64,465	65,636	66,822									
		1/10/20		58,585	59,744	62,674	63,827	64,986	66,160									
2586	NURSE TUTOR (MENTAL HEALTH)	1/10/21	10	60,521	61,343	62,162	62,985	63,806	64,630	65,447	66,272	67,094	67,915					
		1/10/20		59,922	60,736	61,546	62,362	63,174	63,990	64,799	65,616	66,430	67,243					
2585	PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/10/21	8	63,472	64,670	65,763	69,179	70,374	70,419	71,816	73,721							
		1/07/21		62,844	64,029	65,112	68,494	69,678	70,395	71,816	73,721							
2268	ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/10/21	7	61,097	62,953	64,799	69,029	69,870	71,815	73,725								
		1/07/21		60,492	62,329	64,157	68,346	69,829	71,815	73,725								
2274	ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/10/21	6	59,170	60,341	63,301	64,465	65,636	66,822									
		1/10/20		58,585	59,744	62,674	63,827	64,986	66,160									
2542	ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/21	7	61,097	62,953	64,799	69,029	69,870	71,815	73,725								
		1/07/21		60,492	62,329	64,157	68,346	69,829	71,815	73,725								

2526	DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/21	6	77,686	80,040	82,402	84,864	87,123	89,485															
		1/07/21		77,198	79,538	81,886	84,232	86,577	88,924															
2525	DIRECTOR OF NURSING, AREA MENTAL HEALTH SERVICES	1/10/21		95,174	99,140	103,105	107,070	111,035																
2293	ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/10/21	1	51,857																				
		1/10/20		51,344																				
2285	EHNANCED NURSE, MENTAL HEALTH	1/10/21	9	37,661	40,002	41,251	42,213	43,272	44,681	46,054	48,076	<b>49,487</b>	<b>LSI</b>											
		1/10/20		37,161	39,502	40,751	41,713	42,772	44,181	45,554	47,576	<b>48,987</b>	<b>LSI</b>											

**GENERAL NURSING AND MIDWIFERY GRADES****EMBOLEDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)**

2852	<b>GRADUATE NURSE PROGRAMME (YEAR 1)</b> <b>** grade obsolete - not for use - see Guide note 2 **</b>	1/10/21	1	27,052																
		1/10/20		26,552																
2852	<b>GRADUATE NURSE PROGRAMME (YEAR 2)</b> <b>** grade obsolete - not for use - see Guide note 2 **</b>	1/10/21	1	28,156																
		1/10/20		27,656																
2931	STUDENT NURSE/MIDWIFE (ROSTERED PLACEMENT)	1/10/21	1	22,249	Annualised															
		1/10/20		21,749	Annualised															
2932	STUDENT NURSE INTELLECTUAL DISABILITY (ROSTERED PLACEMENT)	1/10/21	1	22,249	Annualised															
		1/10/20		21,749	Annualised															
2933	STUDENT NURSE CHILDRENS (ROSTERED PLACEMENT)	1/10/21	1	22,249	Annualised															
		1/10/20		21,749	Annualised															
2209	STUDENT NURSE MIDWIFERY (ROSTERED PLACEMENT)	1/10/21	1	22,249	Annualised															
		1/10/20		21,749	Annualised															
2901	<b>POST REGISTERED STUDENT NURSE</b> <b>** grade obsolete - not for use - see Guide note 2 **</b>	1/10/21	4	27,325	28,461	29,768	31,448													
		1/10/20		26,825	27,961	29,268	30,948													
2861	STAFF NURSE (ADAPTATION PLACEMENT)	1/10/21	1	26,679																
		1/10/20		26,179																
2860	STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/10/21	1	26,679																
		1/10/20		26,179																
2853, 2854, 2855, 2856	STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/10/21	1	26,679																
		1/10/20		26,179																
2135	STAFF NURSE	1/10/21	13	31,109	32,949	33,888	35,130	36,696	38,260	39,817	41,163	42,513	43,856	45,201	46,521	<b>47,931 LSI</b>				
		1/10/20		30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	<b>47,431 LSI</b>				
2142	(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/10/21	1	26,679																
		1/10/20		26,179																
2143	(STAFF NURSE) REGISTERED MIDWIFE	1/10/21	13	31,109	32,949	33,888	35,130	36,696	38,260	39,817	41,163	42,513	43,856	45,201	46,521	<b>47,931 LSI</b>				
		1/10/20		30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	<b>47,431 LSI</b>				
2136	(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/10/21	13	31,109	32,949	33,888	35,130	36,696	38,260	39,817	41,163	42,513	43,856	45,201	46,521	<b>47,931 LSI</b>				
		1/10/20		30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	<b>47,431 LSI</b>				
213T	(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/10/21	13	31,109	32,949	33,888	35,130	36,696	38,260	39,817	41,163	42,513	43,856	45,201	46,521	<b>47,931 LSI</b>				
		1/10/20		30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	<b>47,431 LSI</b>				
2173	SENIOR STAFF NURSE (GENERAL)	1/10/21	1	50,211																
		1/10/20		49,711																
2617	DUAL QUALIFIED STAFF NURSE (GENERAL) <b>** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **</b>	1/10/21	9	37,661	40,002	41,251	42,213	43,272	44,681	46,054	48,076	<b>49,487 LSI</b>								
		1/10/20		37,161	39,502	40,751	41,713	42,772	44,181	45,554	47,576	<b>48,987 LSI</b>								
2181	SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL) <b>** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **</b>	1/10/21	1	51,857																
		1/10/20		51,344																
281X	ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/10/21	6	59,174	62,425	63,761	64,992	66,236	67,938											
		1/10/20		58,588	61,807	63,130	64,349	65,580	67,265											

















350Y	SOCIAL WORKER, PRINCIPAL (EX - SOCIAL WORKER, SENIOR / HEAD MEDICAL)	1/10/21	6	69,382	71,394	74,529	77,665	80,801	83,941														
		1/07/21		68,695	71,394	74,529	77,665	80,801	83,941														
3902	SOCIAL WORKER, TEAM LEADER	1/10/21	7	60,724	62,456	64,188	65,920	67,650	69,382	70,045													
		1/07/21		60,123	61,837	63,552	65,267	66,981	68,695	70,006													
6001	ASSESSMENT OF NEED OFFICER	1/10/21	11	51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	<b>64,503</b>	<b>66,742</b>	<b>LSIs</b>								
		1/10/20		50,834	52,074	53,527	54,982	56,444	57,748	59,077	60,369	61,653	<b>63,864</b>	<b>66,081</b>	<b>LSIs</b>								
3959	FAMILY THERAPIST	1/10/21	6	69,382	71,394	74,529	77,665	80,801	83,941														
		1/07/21		68,695	71,394	74,529	77,665	80,801	83,941														
336Y	SPEECH AND LANGUAGE THERAPIST	1/10/21	14	37,522	39,714	41,518	42,830	43,940	45,091	46,227	47,394	48,554	49,713	50,939	52,236	53,532	<b>54,569</b>	<b>LSI</b>					
		1/10/20		37,022	39,214	41,018	42,330	43,440	44,591	45,727	46,894	48,054	49,213	50,434	51,719	53,002	<b>54,029</b>	<b>LSI</b>					
3379	SPEECH AND LANGUAGE THERAPIST, SENIOR	1/10/21	9	54,677	55,843	57,045	58,236	59,429	60,683	62,005	63,323	64,381											
		1/10/20		54,136	55,290	56,480	57,660	58,840	60,082	61,391	62,696	63,743											
3025	CLINICAL SPECIALIST SPEECH AND LANGUAGE THERAPIST	1/10/21	9	60,484	61,650	62,849	64,043	65,234	66,489	67,809	69,128	70,186											
		1/10/20		59,885	61,039	62,227	63,409	64,588	65,831	67,138	68,444	69,491											
3468	SPEECH AND LANGUAGE THERAPIST MANAGER	1/10/21	7	65,912	68,284	69,581	71,936	74,333	76,732	79,127													
		1/07/21		65,259	67,608	69,537	71,936	74,333	76,732	79,127													
3361	SPEECH AND LANGUAGE THERAPIST MANAGER-IN-CHARGE III	1/10/21	7	76,299	77,548	78,794	80,107	81,489	82,869	83,975													
		1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975													
6010	CHILDREN'S DISABILITY NETWORK MANAGER	1/10/21	7	76,299	77,548	78,794	80,107	81,489	82,869	83,975													
		1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975													
3031	TRAINEE SOCIAL CARE WORKER	1/10/21	5	27,975	29,976	30,909	32,149	33,306															
		1/10/20		27,475	29,476	30,409	31,649	32,806															
3029	SOCIAL CARE WORKER (WITH QUALIFICATION)	1/10/21	12	33,630	35,069	36,840	38,137	39,447	40,764	42,101	43,460	44,809	46,181	47,561	<b>48,465</b>	<b>LSI</b>							
		1/10/20		33,130	34,569	36,340	37,637	38,947	40,264	41,601	42,960	44,309	45,681	47,061	<b>47,965</b>	<b>LSI</b>							
3029	SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/10/21	11	33,630	35,069	36,840	38,137	39,447	40,764	42,101	43,460	44,809	46,181	47,561									
		1/10/20		33,130	34,569	36,340	37,637	38,947	40,264	41,601	42,960	44,309	45,681	47,061									
3030	SOCIAL CARE LEADER	1/10/21	7	48,209	49,251	50,292	53,070	54,145	55,216	56,299													
		1/10/20		47,709	48,751	49,792	52,545	53,609	54,669	55,741													
392X	SOCIAL CARE MANAGER IN CHILDREN'S RESIDENTIAL CENTRES	1/10/21	6	58,238	59,489	62,798	64,076	65,351	66,639														
		1/10/20		57,661	58,900	62,176	63,442	64,704	65,979														
3077	VASCULAR PHYSIOLOGIST	1/10/21	10	37,258	39,339	41,224	42,079	43,026	45,506	47,011	48,518	<b>52,252</b>	<b>55,946</b>	<b>LSIs</b>									
		1/10/20		36,758	38,839	40,724	41,579	42,526	45,006	46,511	48,018	<b>51,735</b>	<b>55,392</b>	<b>LSIs</b>									
322Y	VASCULAR PHYSIOLOGIST, SENIOR	1/10/21	8	46,671	48,050	49,509	51,005	52,557	53,997	<b>57,560</b>	<b>61,128</b>	<b>LSIs</b>											
		1/10/20		46,171	47,550	49,009	50,500	52,037	53,462	<b>56,990</b>	<b>60,523</b>	<b>LSIs</b>											
3255	VASCULAR PHYSIOLOGIST, CHIEF I	1/10/21	8	50,814	51,868	53,269	54,628	55,988	57,335	<b>60,815</b>	<b>64,366</b>	<b>LSIs</b>											
		1/10/20		50,311	51,355	52,741	54,087	55,434	56,767	<b>60,213</b>	<b>63,729</b>	<b>LSIs</b>											
3054	VASCULAR PHYSIOLOGIST, CHIEF II	1/10/21	8	52,276	54,818	57,296	59,788	62,319	65,582	<b>69,276</b>	<b>71,725</b>	<b>LSIs</b>											
		1/07/21		51,758	54,275	56,729	59,196	61,702	64,933	<b>68,590</b>	<b>71,725</b>	<b>LSIs</b>											



5088		CHARGEHAND (NON-PAYPATH)	1/10/21	14	36,443	37,666	40,319	40,772	40,993	41,239	41,463	41,583	41,698	41,817	41,932	42,119	42,231	42,613	Pt 1 paid on recruitment, pt. 2 after .5 years etc.
			1/10/20		35,943	37,166	39,819	40,272	40,493	40,739	40,963	41,083	41,198	41,317	41,432	41,619	41,731	42,113	Pt 1 paid on recruitment, pt. 2 after .5 years etc.
506T		ASSISTANT FOREMAN (NON-PAYPATH)	1/10/21	12	42,085	42,559	42,790	43,048	43,282	43,408	43,528	43,653	43,773	43,969	44,085	44,485			Pt 1 paid on recruitment, pt. 2 after .5 years etc.
			1/10/20		41,585	42,059	42,290	42,548	42,782	42,908	43,028	43,153	43,273	43,469	43,585	43,985			Pt 1 paid on recruitment, pt. 2 after .5 years etc.
5061		FOREMAN (NON-PAYPATH)	1/10/21	12	44,733	45,239	45,486	45,761	46,011	46,145	46,273	46,406	46,534	46,744	46,868	47,294			Pt 1 paid on recruitment, pt. 2 after .5 years etc.
			1/10/20		44,233	44,739	44,986	45,261	45,511	45,645	45,773	45,906	46,034	46,244	46,368	46,794			Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	4008	DENTAL TECHNICIAN, SENIOR	1/10/21	9	38,633	39,565	40,501	41,430	42,366	43,300	44,234	45,164	46,148	LSI					
			1/10/20		38,133	39,065	40,001	40,930	41,866	42,800	43,734	44,664	45,648	LSI					
	4006	DENTAL TECHNICIAN, BASIC	1/10/21	11	30,661	32,398	33,398	34,522	35,312	36,424	37,537	38,652	39,765	40,883	41,768	LSI			
			1/10/20		30,161	31,898	32,898	34,022	34,812	35,924	37,037	38,152	39,265	40,383	41,268	LSI			
4110	4	DOMESTICS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
	6015	3 MULTI-TASK ATTENDANT	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397						
			1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897						
	6012	1 HEALTH CARE ASSISTANT (BAND 1)** <i>*specifically working in the following locations*:- *St Ita's Portrane / Central Mental Hospital / National Rehabilitation Hospital Dublin / Galway-Roscommon Mental Health Services / St Fintan's Hospital Portlaoise* (Rebanded from Band3 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)</i>	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959								
			1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459								
	6075	2 HEALTH CARE ASSISTANT <i>(Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)</i>	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100						
			1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600						
6415	4	ATTENDANTS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
4113	4	CLEANERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
4197	4	PORTERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
4908	4	PORTERS / DRIVERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
	5001	2 PHARMACY PORTER	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100						
			1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600						
	5003	3 PHARMACY AIDE/ATTENDANT	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397						
			1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897						
4262	4	BUILDERS LABOURERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
4262	4	GENERAL LABOURERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
4068	4	GROUNDSMEN	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
4262	4	GARDEN LABOURERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
4262	4	FARM LABOURERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
413Y	4	DRIVERS WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
413Y	3	DRIVERS WHOSE DUTIES INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS (ON PUBLIC ROADS)	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397						
			1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897						
4010	4	GATE KEEPERS <i>** grade obsolete - not for use - see Guide note 2 **</i>	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199						
			1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						

















		HEALTH BOARD AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	160,506															
			1/10/20		158,917															
0050		CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/10/21	1	156,072															
			1/10/20		154,527															
0031		NATIONAL DIRECTOR, PROCUREMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	156,072															
			1/10/20		154,527															
0032		NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	156,072															
			1/10/20		154,527															
0448		NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/10/21	1	156,072															
			1/10/20		154,527															
0022		NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	156,072															
			1/10/20		154,527															
0019		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 **	1/10/21	1	156,072															
			1/10/20		154,527															
0036		GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	156,072															
			1/10/20		154,527															
		HEALTH BOARD CHIEF OFFICER (HSE MIDLAND AREA, MID-WESTERN AREA, NORTH EASTERN AREA, NORTH WESTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	150,442															
			1/07/21		150,442															
		HEALTH BOARD PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	150,442															
			1/07/21		150,442															
		NATIONAL DIRECTOR OF SHARED SERVICES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	150,442															
			1/07/21		150,442															
0093		MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/10/21	1	139,414															
			1/07/21		139,414															
		HEALTH BOARD DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	139,761															
			1/07/21		139,761															
0509		ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739										
			1/10/20		101,860	106,387	110,914	115,439	119,968	124,494										
0063		CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739										
			1/10/20		101,860	106,387	110,914	115,439	119,968	124,494										
0511		CHIEF FINANCE OFFICER, HOSPITAL GROUPS	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739										
			1/10/20		101,860	106,387	110,914	115,439	119,968	124,494										
0512		CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739										
			1/10/20		101,860	106,387	110,914	115,439	119,968	124,494										
0693		HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739										
			1/10/20		101,860	106,387	110,914	115,439	119,968	124,494										
0026		DIRECTOR REGIONAL HEALTH OFFICE (HSE)	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739										
			1/10/20		101,860	106,387	110,914	115,439	119,968	124,494										





0073	CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital)	1/10/21	7	102,294	105,314	108,333	111,352	114,372	117,391	120,411										
		1/07/21		102,294	105,314	108,333	111,352	114,372	117,391	120,411										
0074	CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/10/21	7	109,541	112,560	115,580	118,599	121,619	124,638	127,599										
		1/07/21		109,541	112,560	115,580	118,599	121,619	124,638	127,599										
0075	CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincent's University Hospital, St. James Hospital)	1/10/21	1	141,304																
		1/07/21		141,304																
0080	CEO BAND SC1 SOCIAL CARE (Carriglea Cairde Services, The Childrens Sunshine Home)	1/10/21	7	70,373	71,005	73,782	76,570	79,337	82,116	84,877										
		1/07/21		69,676	71,004	73,782	76,570	79,337	82,116	84,877										
0081	CEO BAND SC2 SOCIAL CARE (Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House, Sisters of Charity Kilkenny, KARE)	1/10/21	5	85,406	86,897	88,406	89,916	91,426												
		1/07/21		85,406	86,897	88,406	89,916	91,426												
0082	CEO BAND SC3 SOCIAL CARE (COPE Foundation, Muiriosa Foundation, Stewarts Care)	1/10/21	7	102,294	105,314	108,333	111,352	114,372	117,391	120,411										
		1/07/21		102,294	105,314	108,333	111,352	114,372	117,391	120,411										
0083	CEO BAND SC4 SOCIAL CARE (St Michaels House, Daughters of Charity, St. John of God Hospitalier, Brothers of Charity)	1/10/21	7	109,541	112,560	115,580	118,599	121,619	124,638	127,599										
		1/07/21		109,541	112,560	115,580	118,599	121,619	124,638	127,599										
0161	FUNCTIONAL OFFICERS (FORMERLY NON-EHB) **not for use for any new incumbents**	1/10/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799										
		1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799										
0361	SERVICE MANAGER (BEAUMONT) (ST. JAMES) (MATER) (ST. VINCENTS) (TALLAGHT) (CORK UH) (UCHG)	1/10/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799										
		1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799										
0041	GENERAL MANAGER	1/10/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799										
		1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799										
3922	CHILD CARE MANAGER	1/10/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799										
		1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799										
	HEALTH BOARD GENERAL ADMINISTRATOR (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	6	74,727	77,328	79,906	83,841	86,487	89,112											
		1/07/21		74,727	77,328	79,906	83,841	86,487	89,112											
	HEALTH BOARD SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	8	71,454	73,761	76,109	78,454	80,774	82,026	84,524	87,032	LSIs								
		1/07/21		71,454	73,761	76,109	78,454	80,774	82,026	84,524	87,032	LSIs								
014Y	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 **	1/10/21	7	70,373	71,005	73,782	76,570	79,337	82,116	84,877										
		1/07/21		69,676	71,004	73,782	76,570	79,337	82,116	84,877										
0778	HOSPITAL & COMMUNITY CARE ADMINISTRATOR	1/10/21	7	70,373	71,005	73,782	76,570	79,337	82,116	84,877										
		1/07/21		69,676	71,004	73,782	76,570	79,337	82,116	84,877										
0655	GRADE VIII	1/10/21	7	70,373	71,005	73,782	76,570	79,337	82,116	84,877										
		1/07/21		69,676	71,004	73,782	76,570	79,337	82,116	84,877										
6125	AMBULANCE OFFICER, CHIEF	1/10/21	7	70,373	71,005	73,782	76,570	79,337	82,116	84,877										
		1/07/21		69,676	71,004	73,782	76,570	79,337	82,116	84,877										



## **Medical Consultants Salary Scales - 1 October 2021**

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

Table A1			
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.			
Consultants Revised Common Contract, 1997	01/06/09	01/10/20	01/10/21
	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	226,461	203,792	205,830
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	221,410	199,246	201,239
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,634	194,948	196,898
<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	215,682	194,092	196,033
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,170	190,031	191,932
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,944	186,332	188,195
Geographical Wholetime Consultants without fees	231,239	208,091	210,172

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	01/06/09	01/10/20	01/10/21
	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	252,150	226,910	229,179
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	252,150	226,910	229,179
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	226,910	229,179
<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	252,150	226,910	229,179
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	226,910	229,179
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	226,910	229,179
Geographical Wholetime Consultants without fees	252,150	226,910	229,179

Table A2			
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.			
Consultants Revised Common Contract, 1997	01/06/09	01/10/20	01/10/21
	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	215,955	194,337	196,281
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	210,904	189,792	191,690
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,127	186,332	188,195
<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	205,175	186,332	188,195
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	200,664	186,332	188,195
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	196,437	183,012	184,842
Geographical Wholetime Consultants without fees	220,733	198,637	200,624

Table SA - A2			
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract			
Consultants Revised Common Contract, 1997	01/06/09	01/10/20	01/10/21
	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	231,138	208,001	210,081
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	231,138	208,001	210,081
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	208,001	210,081
<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	231,138	208,001	210,081
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	208,001	210,081
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	208,001	210,081
Geographical Wholetime Consultants without fees	231,138	208,001	210,081

Table A3			
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.			
Consultants Revised Common Contract, 1997	01/06/09	01/10/20	01/10/21
	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	191,212	178,144	179,926
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	184,905	172,268	173,991
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	168,331	170,014
<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	189,416	176,471	178,236
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,905	172,268	173,991
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	168,330	170,014

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			
Consultants Revised Common Contract, 1997	01/06/09	01/10/20	01/10/21
	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	199,619	185,977	187,837
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	199,619	185,977	187,837
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,619	185,977	187,837

Table B1			
Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.			
Category I Consultants	Type A Contract	Type A Contract	Type A Contract
	01/06/09	01/10/20	01/10/21
	€	€	€
Professor	284,163	255,718	258,275
Associate Professor	265,736	239,135	241,526
Lecturer	247,345	222,585	224,811
College Lecturer	242,418	218,151	220,333
Category II Consultants			
Professor UCD, TCD, RCSI	270,314	243,255	245,687
Associate Professor UCD, TCD, RCSI	252,325	227,067	229,337
Lecturer	233,309	209,954	212,054
College Lecturer	228,379	205,518	207,573
Professor UCC	274,643	247,151	249,622
Associate Professor UCC	256,516	230,838	233,146
Lecturer UCC	237,696	213,902	216,041
College Lecturer UCC	232,767	209,466	211,561
Professor UCG	278,971	251,045	253,556
Associate Professor UCG	260,707	234,610	236,956
Lecturer UCG	242,082	217,849	220,028
College Lecturer UCG	237,152	213,413	215,547

Table SA - B1			
Salary scales for serving Academic Consultants (1998 Contract) who 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
	01/06/09	01/10/20	01/10/21
	€	€	€
Professor	309,934	278,909	281,698
Associate Professor	292,190	262,942	265,571
Lecturer	274,527	247,046	249,517
College Lecturer	269,790	242,784	245,212
Professor UCD, TCD, RCSI	309,934	278,909	281,698
Associate Professor UCD, TCD, RCSI	292,190	262,942	265,571
Lecturer	274,527	247,046	249,517
College Lecturer	269,790	242,784	245,212
Professor UCC	309,934	278,909	281,698
Associate Professor UCC	292,190	262,942	265,571
Lecturer UCC	274,527	247,046	249,517
College Lecturer UCC	269,790	242,784	245,212
Professor UCG	309,934	278,909	281,698
Associate Professor UCG	292,190	262,942	265,571
Lecturer UCG	274,527	247,046	249,517
College Lecturer UCG	269,790	242,784	245,212

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
	01/06/09	01/10/20	01/10/21
	€	€	€
Professor	278,910	250,990	253,500
Associate Professor	258,536	232,656	234,982
Lecturer	236,885	213,172	215,304
College Lecturer	231,292	208,139	210,221
Category II Consultants			
Professor UCD, TCD, RCSI	265,061	238,528	240,913
Associate Professor UCD, TCD, RCSI	245,125	220,587	222,793
Lecturer UCD, TCD, RCSI	222,849	200,541	202,547
College Lecturer UCD, TCD, RCSI	217,253	195,506	197,461
Professor UCC	269,390	242,423	244,848
Associate Professor UCC	249,316	224,359	226,602
Lecturer UCC	227,236	204,489	206,534
College Lecturer UCC	221,641	199,454	201,449
Professor UCG	273,718	246,318	248,781
Associate Professor UCG	253,507	228,130	230,412
Lecturer UCG	231,622	208,436	210,520
College Lecturer UCG	226,025	203,399	205,433

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	Type B Contract
	01/06/09	01/10/20	01/10/21
	€	€	€
Professor	299,428	269,455	272,149
Associate Professor	277,790	249,983	252,483
Lecturer	253,608	228,221	230,504
College Lecturer	247,538	222,759	224,986
Category II Consultants			
Professor UCD, TCD, RCSI	299,428	269,455	272,149
Associate Professor UCD, TCD, RCSI	277,790	249,983	252,483
Lecturer UCD, TCD, RCSI	253,608	228,221	230,504
College Lecturer UCD, TCD, RCSI	247,538	222,759	224,986
Professor UCC	299,428	269,455	272,149
Associate Professor UCC	277,790	249,983	252,483
Lecturer UCC	253,608	228,221	230,504
College Lecturer UCC	247,538	222,759	224,986
Professor UCG	299,428	269,455	272,149
Associate Professor UCG	277,790	249,983	252,483
Lecturer UCG	253,608	228,221	230,504
College Lecturer UCG	247,538	222,759	224,986



Table B3			
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.			
Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/09	01/10/20	01/10/21
	€	€	€
Professor UCD, TCD, RCSI	249,301	224,345	226,589
Associate Professor UCD, TCD, RCSI	229,598	206,615	208,681
Lecturer UCD, TCD, RCSI	207,585	186,805	188,673
College Lecturer UCD, TCD, RCSI	202,048	186,332	188,195
Professor UCC	253,631	228,242	230,524
Associate Professor UCC	233,788	210,385	212,489
Lecturer UCC	211,971	190,752	192,660
College Lecturer UCC	206,437	186,332	188,195
Professor UCG	257,958	232,136	234,457
Associate Professor UCG	237,979	214,157	216,298
Lecturer UCG	216,358	194,700	196,647
College Lecturer UCG	210,821	189,717	191,615

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
	01/06/09	01/10/20	01/10/21
	€	€	€
Professor UCD, TCD, RCSI	267,909	241,091	243,502
Associate Professor UCD, TCD, RCSI	248,084	223,250	225,482
Lecturer UCD, TCD, RCSI	228,259	205,410	207,464
College Lecturer UCD, TCD, RCSI	222,954	200,636	202,642
Professor UCC	267,909	241,091	243,502
Associate Professor UCC	248,084	223,250	225,482
Lecturer UCC	228,259	205,410	207,464
College Lecturer UCC	222,954	200,636	202,642
Professor UCG	267,909	241,091	243,502
Associate Professor UCG	248,084	223,250	225,482
Lecturer UCG	228,259	205,410	207,464
College Lecturer UCG	222,954	200,636	202,642

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	01/10/21	177,513	182,668	197,236	200,100	202,965	205,830
	01/10/20	175,755	180,859	195,283	198,118	200,956	203,792
Type B	01/06/09	188,648	194,126	217,006	220,156	223,309	226,461
	01/10/21	167,085	169,353	185,650	188,121	188,195	188,195
	01/10/20	165,431	167,676	183,812	186,259	186,332	186,332
Type C	01/06/09	177,566	179,976	197,295	199,922	202,549	205,176
	01/10/21	148,500	153,756	162,318	163,120	168,065	170,014
	01/07/21	148,500	153,756	160,711	161,505	166,401	168,331
	01/10/20	144,640	149,760	160,711	161,505	166,401	168,331
	01/06/09	148,500	153,756	168,100	173,352	178,607	180,678

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

Table SA - C1(1)				
Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement. Note Due for payment in 2019 & 2020 - See Circ 11/2018				
Contract Type	01/06/09	01/10/20	01/07/21	01/10/21
	€	€	€	€
Type A Consultants	209,914	188,902	188,902	190,791
	221,253	199,107	199,107	201,098
	233,239	209,891	209,891	211,990
	239,543	215,564	215,564	217,720
	245,846	221,236	221,236	223,449
	252,150	226,909	226,909	229,178
Type B Consultants	187,232	174,436	174,436	176,181
	196,365	182,945	182,945	184,775
	215,378	193,818	193,818	195,756
	220,631	198,545	198,545	200,531
	225,884	203,273	203,273	205,305
	231,138	208,001	208,001	210,081
Type B* Consultants	199,619	185,978	185,978	187,837
Type C Consultants	148,500	144,640	148,500	148,500
	153,757	149,760	153,757	153,757
	168,100	160,711	160,711	162,318
	173,353	161,506	161,506	163,121
	178,606	166,400	166,400	168,064
	183,859	171,294	171,294	173,007

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	01/10/21	147,685	151,792	160,394	165,094	172,144	178,020	185,070	191,532	201,561
	01/07/21	147,685	150,289	158,806	163,460	170,440	176,257	183,237	189,636	199,566
	01/10/20	143,846	150,289	158,806	163,460	170,440	176,257	183,237	189,636	199,566
	01/06/09	147,685	154,300	163,043	175,450	182,942	189,186	196,678	210,730	221,765
Type B	01/10/21	139,414	144,376	151,228	152,256	156,907	161,569	166,269	173,319	180,369
	01/07/21	139,414	144,376	151,228	150,749	155,353	159,969	164,623	171,603	178,583
	01/10/20	135,790	140,623	147,297	150,749	155,353	159,969	164,623	171,603	178,583
	01/06/09	139,414	144,376	151,228	154,772	159,499	164,238	176,699	184,191	191,683
Type C	01/10/21	122,145	125,723	129,962	132,916	135,870	139,414	144,140	149,457	153,420
	01/07/21	121,618	125,236	129,962	132,916	135,870	139,414	144,140	149,457	151,901
	01/10/20	120,935	124,478	126,584	129,461	132,338	135,791	140,393	145,572	151,901
	01/06/09	121,618	125,236	129,962	132,916	135,870	139,414	144,140	149,457	155,954

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

Table C2(1)							
New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/10/21	222,934	229,277	247,704	251,229	254,752	258,275
	01/10/20	220,727	227,007	245,252	248,741	252,230	255,718
	01/06/09	245,280	252,259	272,533	276,411	280,287	284,164
Type A Associate Professor / Consultant	01/10/21	207,859	214,202	230,955	234,479	238,003	241,527
	01/10/20	205,801	212,082	228,668	232,158	235,646	239,136
	01/06/09	228,694	235,673	254,105	257,982	261,859	265,736
Type A Senior Lecturer / Consultant	01/10/21	192,817	199,152	214,241	217,763	221,287	224,811
	01/10/20	190,908	197,180	212,120	215,607	219,096	222,585
	01/06/09	212,144	219,114	235,715	239,591	243,468	247,345

Table SA - C2(1)				
Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement. Note: Due for payment in 2019 and 2020 - see Circular 11/2018				
Contract Type	Salary Points	01/06/09	01/10/20	01/10/21
		Type A	Type A	Type A
		€	€	€
TYPE A Professor	1	258,007	232,180	234,501
	2	271,964	244,739	247,186
	3	286,674	257,977	260,557
	4	294,427	264,954	267,604
	5	302,181	271,932	274,651
	6	309,934	278,909	281,698
TYPE A Associate Professor	1	242,036	217,808	219,986
	2	255,993	230,368	232,671
	3	268,929	242,009	244,429
	4	276,683	248,987	251,477
	5	284,436	255,964	258,523
	6	292,190	262,942	265,571
TYPE A Lecturer	1	226,139	203,502	205,537
	2	240,095	216,062	218,222
	3	251,266	226,114	228,375
	4	259,020	233,091	235,422
	5	266,773	240,068	242,469
	6	274,527	247,046	249,517
TYPE A College Lecturer	1	221,876	199,666	201,663
	2	235,833	212,226	214,348
	3	246,529	221,851	224,070
	4	254,283	228,829	231,117
	5	262,036	235,806	238,164
	6	269,790	242,784	245,212

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	01/10/21	199,538	211,166	221,570	225,323	225,323	225,323
	01/10/20	197,562	209,075	219,376	223,092	223,092	223,092
	01/06/09	219,538	232,332	243,779	247,908	247,908	247,908
Type A Associate Professor / Consultant	01/10/21	185,747	196,677	206,583	218,102	225,323	225,323
	01/10/20	183,908	194,730	204,538	215,942	223,092	223,092
	01/06/09	197,399	216,391	227,291	239,964	247,908	247,908
Type A Senior Lecturer / Consultant	01/10/21	172,008	182,363	191,697	202,568	209,705	220,734
	01/10/20	170,305	180,557	189,799	200,562	207,629	218,549
	01/06/09	182,797	193,802	210,912	222,872	230,725	242,860

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

Table C3(1)

New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/10/21	208,506	214,049	231,675	234,753	237,833	240,913
	01/10/20	206,442	211,930	229,381	232,429	235,478	238,528
	01/06/09	229,406	235,505	254,896	258,284	261,672	265,061
Type B Associate Professor / Consultant	01/10/21	192,200	197,726	213,555	216,635	219,713	222,793
	01/10/20	190,297	195,768	211,441	214,490	217,538	220,587
	01/06/09	211,465	217,545	234,961	238,349	241,736	245,125
Type B Senior Lecturer / Consultant	01/10/21	173,978	179,520	193,308	196,388	199,468	202,547
	01/10/20	172,255	177,743	191,395	194,444	197,493	200,542
	01/06/09	184,891	190,781	212,685	216,073	219,461	222,849

Table SA - C3(1)

Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement. Note: Due for payment in 2019 and 2020 - see Circular 11/2018				
Contract Type	Salary Points	01/06/09	01/10/20	01/10/21
		Type B €	Type B €	Type B €
TYPE B Professor	1	251,189	226,044	228,305
	2	263,387	237,021	239,391
	3	279,099	251,160	253,672
	4	285,875	257,258	259,831
	5	292,652	263,357	265,990
	6	299,428	269,455	272,149
TYPE B Associate Professor	1	231,714	208,519	210,604
	2	243,913	219,496	221,691
	3	257,460	231,688	234,004
	4	264,237	237,786	240,164
	5	271,013	243,884	246,323
	6	277,790	249,983	252,483
TYPE B Lecturer	1	209,950	188,933	190,823
	2	222,142	199,906	201,905
	3	233,278	209,926	212,025
	4	240,055	216,025	218,185
	5	246,831	222,122	224,343
	6	253,608	228,221	230,504
TYPE B College Lecturer	1	204,487	184,018	185,858
	2	216,666	194,979	196,929
	3	227,208	204,464	206,509
	4	233,985	210,562	212,668
	5	240,761	216,660	218,827
	6	247,538	222,759	224,986

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	01/10/21	188,274	196,694	205,350	214,177	223,302	225,323
	01/10/20	186,410	194,746	203,317	212,056	221,091	223,092
	01/06/09	207,146	216,409	225,933	235,645	245,685	247,908
Type B Associate Professor / Consultant	01/10/21	173,228	181,196	189,315	197,594	206,030	214,469
	01/10/20	171,513	179,402	187,441	195,637	203,990	212,345
	01/06/09	184,094	192,561	208,292	217,399	226,681	235,966
Type B Senior Lecturer / Consultant	01/10/21	156,459	163,877	171,491	179,262	186,851	194,438
	01/10/20	154,910	162,254	169,794	177,487	185,001	192,513
	01/06/09	159,043	174,156	182,249	190,507	198,572	213,928

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

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/10/21	188,654	194,541	209,615	212,886	216,157	219,427
	01/10/20	186,786	192,615	207,540	210,778	214,017	217,254
	01/06/09	207,564	214,041	230,626	234,225	237,824	241,421
Type C Associate Professor / Consultant	01/10/21	173,045	178,933	192,273	195,543	198,814	202,085
	01/10/20	171,332	177,161	190,370	193,607	196,846	200,084
	01/06/09	183,900	190,157	211,546	215,144	218,742	222,341
Type C Senior Lecturer / Consultant	01/10/21	161,100	166,906	179,000	182,386	185,772	188,195
	01/10/20	159,505	165,253	177,228	180,580	183,933	186,332
	01/06/09	163,762	177,375	190,228	193,826	197,425	201,023

Table SA - C4(1)				
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.				
Contract Type	Salary Points	01/06/09	01/10/20	01/10/21
		Type C	Type C	Type C
		€	€	€
TYPE C Professor	1	207,504	186,732	188,600
	2	220,445	198,379	200,363
	3	230,560	207,480	209,555
	4	237,756	213,956	216,096
	5	244,953	220,433	222,637
	6	252,150	226,910	229,179
TYPE C Associate Professor	1	183,105	170,591	172,297
	2	195,617	182,249	184,071
	3	210,630	189,546	191,441
	4	217,827	196,022	197,982
	5	225,024	202,498	204,523
	6	232,221	208,975	211,065
TYPE C Lecturer	1	162,159	157,945	159,524
	2	179,508	167,290	168,963
	3	188,367	175,494	177,249
	4	195,563	182,198	184,020
	5	202,760	186,332	188,195
	6	209,957	188,939	190,829
TYPE C College Lecturer	1	157,339	153,249	154,781
	2	176,138	164,231	165,874
	3	182,767	170,277	171,979
	4	189,964	176,981	178,751
	5	197,160	183,686	185,523
	6	204,357	186,332	188,195



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	01/10/21	158,914	165,056	172,060	180,686	187,392	195,589
	01/10/20	157,340	163,422	170,357	178,897	185,536	193,652
	01/06/09	161,539	175,409	182,853	192,020	199,147	215,194
Type C Associate Professor / Consultant	01/10/21	147,978	153,876	157,952	166,083	172,258	179,808
	01/07/21	147,978	153,876	156,389	164,438	170,553	178,028
	01/10/20	144,132	149,876	156,389	164,438	170,553	178,028
Type C Senior Lecturer / Consultant	01/06/09	147,978	153,876	160,562	176,500	183,064	191,086
	01/10/21	137,601	143,364	149,875	154,449	160,138	167,165
	01/07/21	137,601	143,364	149,875	152,920	158,553	165,510
	01/10/20	134,025	139,637	145,979	152,920	158,553	165,510
	01/06/09	137,601	143,364	149,875	157,000	162,784	177,651

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

Table SA - C5(1)			
Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement			
Note: Due for payment in 2019 and 2020 - see Circular 11/2018			
Contract Type	01/06/09	01/10/20	01/10/21
	Type B*	Type B*	Type B*
	€	€	€
TYPE B* Professor	267,909	241,091	243,502
TYPE B* Associate Professor	248,084	223,250	225,482
TYPE B* Lecturer	228,259	205,410	207,464
TYPE B* College Lecturer	222,954	200,636	202,642

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

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

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/10/21	219,383		
	01/10/20	217,211		
	01/06/09	241,373		
Head of Department**	01/10/21	195,645	201,561	207,501
	01/10/20	193,708	199,566	205,447
	01/06/09	215,255	221,765	228,300

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

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

**Table E**

B&C Factor Payments for Consultants who (1) are not eligible for settlement agreement or (2) who are eligible and do not avail of settlement agreement.

On Call/Call-Out Payments			
	No. of Call-Outs	01/10/20	01/10/21
		€	€
Rota			
Flat Annual Payment		4,193	4,235
<b>In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...</b>			
1 in 3		2,428	2,452
1 in 2	1-80 call-outs	6,062	6,123
	81-120 call-outs	7,005	7,075
	121+ call-outs	7,671	7,748
1 in 1	1-80 call-outs	7,275	7,348
	81-120 call-outs	9,207	9,299
	121+ call-outs	11,369	11,483

**SA - B and C Factor Payments**

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

**Emergency Call-Out Payments for all Consultants**

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

**SA - Emergency Call-Out Payments for all Consultants**

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

<b>Table F1</b>			
<b>Salary scales for Consultants who are remaining on the 1997 Consultant Contract</b>			
<b>Consultants Revised Common Contract, 1997</b>	<b>01/06/09</b>	<b>01/10/20</b>	<b>01/10/21</b>
	<b>€</b>	<b>€</b>	<b>€</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	<b>200,772</b>	<b>186,332</b>	<b>188,195</b>
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	<b>190,670</b>	<b>177,640</b>	<b>179,416</b>
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	<b>181,118</b>	<b>168,740</b>	<b>170,427</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	<b>179,213</b>	<b>166,966</b>	<b>168,635</b>
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	<b>170,191</b>	<b>160,711</b>	<b>162,318</b>
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	<b>161,737</b>	<b>157,533</b>	<b>159,108</b>
Geographical Wholetime Consultants without fees	<b>210,329</b>	<b>189,274</b>	<b>191,167</b>

<b>Table F2</b>				
<b>Salary scales for Academic Consultants who are remaining on the 1998 Contract</b>				
	01/06/09	01/10/20	01/10/21	
	€	€	€	
<b>Category I Consultants</b>				
Professor	258,392	232,526	234,852	
Associate Professor	239,281	215,328	217,482	
Lecturer	220,163	198,124	200,105	
College Lecturer	215,046	193,520	195,455	
<b>Category II Consultants</b>				
Professor UCD, TCD, RCSI	230,693	207,600	209,676	
Associate Professor UCD, TCD, RCSI	212,460	191,193	193,105	
Lecturer UCD, TCD, RCSI	192,091	178,963	180,753	
College Lecturer UCD, TCD, RCSI	186,967	174,190	175,932	
<b>Category III Consultants</b>				
Professor UCC	239,352	215,392	217,546	
Associate Professor UCC	220,842	198,735	200,723	
Lecturer UCC	200,864	186,332	188,195	
College Lecturer UCC	195,744	182,366	184,190	
<b>Category IV Consultants</b>				
Professor UCG	248,007	223,181	225,413	
Associate Professor UCG	229,224	206,278	208,341	
Lecturer UCG	209,636	188,651	190,538	
College Lecturer UCG	204,513	184,040	185,881	

<b>Table F3</b>				
<b>Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008</b>				
	01/06/09	01/10/20	01/10/21	
	€	€	€	
<b>Regional Consultant Orthodontists</b>	190,670	177,640	179,416	

<b>Table F4</b>				
<b>Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991</b>				
	01/01/09	01/10/20	01/07/21	01/10/21
	€	€	€	€
<b>All Psychiatrists, all Geriatricians &amp; Consultants in MHB, WHB &amp; NWHB</b>				
G.W.T. WITHOUT FEES	165,537	160,711	160,711	162,318
G.W.T. WITH FEES	157,697	153,598	153,598	155,134
EXISTING WHOLETIME	148,855	144,986	148,855	148,855
<b>Consultants in SHB, MWHB, NEHB &amp; SEHB (excluding Psychiatrists and Geriatricians)</b>				
G.W.T. WITHOUT FEES	165,537	160,711	160,711	162,318
G.W.T. WITH FEES	150,332	146,424	150,332	150,332
EXISTING WHOLETIME	141,485	137,807	141,485	141,485
<b>Consultants in EHB (excluding Psychiatrists and Geriatricians)</b>				
G.W.T. WITHOUT FEES	165,537	160,711	160,711	162,318
G.W.T. WITH FEES	142,963	139,247	142,963	142,963
EXISTING WHOLETIME	134,114	130,628	134,114	134,114

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

<b>Emergency Services</b>	01/10/2020	01/10/21
<b>Scale of fees for call-outs arising after the completion of the scheduled commitment.</b>	€	€
per call-out for each patient	83.00	83.83
in the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	110.53	111.63
in the event of the call extending beyond one hour's duration from leaving home until return this further amount for each hour or part hour is payable	55.19	55.74
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475	10,580

<b>Table F5</b>			
<b>Original Contract for Consultant Medical Staff 1981</b>			
	<b>01/01/09</b>	<b>01/10/20</b>	<b>01/10/21</b>
		This represents the cumulative restorations up to and including 1/10/2020	This represents the cumulative restorations up to and including 1/10/2021
	€	€	€
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*	<b>198,281</b>	<b>184,748</b>	<b>186,596</b>
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.	<b>10,428</b>	<b>10,428</b>	<b>10,532</b>
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32			

## 1 October 2021 - ALLOWANCES

Section 2(3) of the FEMPI no.2 Act 2009 introduced reductions to fixed periodic allowances from 1 January 2010.

Section 24(1)(a) PSPP Act 2017 repeals Section 2(3) of the FEMPI no.2 Act 2009, with most fixed allowances being restored to pre-FEMPI rates wef 1 October 2020

### Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual) -

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

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education Allowance

Travel Allowance for non nursing Dublin Personnel

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



# MEDICAL AND DENTAL ALLOWANCES

						1 October 2020	1 October 2021
<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	131.34
2. Emergency Sessions							
The rate at 1 above subject to a minimum fee in the case of Anaesthetists						85.18	86.04
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons						50.74	51.24
3. Community Ophthalmic Physicians per 3 hour session						188.38	190.26
4. Special rates payable for clinics held outside a radius of 25 miles							
(a) Where the clinics are held for <u>less</u> than 3 hours duration;							
hourly rate;						64.94	65.59
minimum rate;						130.04	131.34
(b) Where the duration is <u>not less</u> than 3 hours;							
first 3 hours						194.78	196.72
3 hour sessional rate for hours in excess of 3 (and pro-rata)						130.04	131.34
5. Pool Payments							
General Teaching Hospital (per bed day)						5.43	5.49
General Non-Teaching Hospital (per bed day)						3.66	3.70
Maternity Teaching Hospital (per bed day)						10.52	10.62
Maternity Non-Teaching Hospital (per bed day)						4.96	5.01
6. Private Dental Surgeons Sessional Rates							
(a) For clinics held on health board premises						134.27	135.62
(b) For clinics held in a dentist's private surgery						179.69	181.48
Extra 3 hour sessions (maximum of 2 sessions per week) held by wholetime health area dental surgeons may be paid for at the revised rates approved for sessions held by private dentists on health area premises as indicated above.							
<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	157.55
Special rates for clinics held outside a radius of 25 miles							
(a) For clinics of <i>less than</i> 3 hours duration							
Per hour						78.69	79.48
Minimum rate						94.73	95.67
(b) For clinics of <i>not less than</i> 3 hours							
For the first three hours						234.15	236.49
For 3 hour sessions in excess of 3 hours						157.58	159.16
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.							

						1 October 2020	1 October 2021	
<b>Psychiatrist Special Responsibility Allowance</b>								
Revised rate per annum						10,939	11,049	
<b>Child Health Services Development Paediatrics</b>								
3 hour session						69.15	69.84	
2 hour session						51.86	52.38	
1 hour session						34.61	34.96	
<b>Casual Locum for Former District Medical Officers</b>								
For first three days						75.82	76.58	
For next 25 days						64.86	65.51	
For each subsequent day						55.81	56.37	
<b>Fees for lectures to Nurses</b>						31.75	32.07	
(Circular S100/84 of 22 August 1975)						23.86	24.10	
<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>*** AMOUNT PER REGISTRATION PER YEAR</b>						<b>1 July 2019</b>		
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	11,542	
<b>GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred</b>								
						3,809	3,847	
<b>Public Health Doctors (and Occupational Health Doctors for duration of pandemic)</b>								
On Call off site rate agreed as per LCR as an interim measure at rate of €576. HSE CERS Circular 35/2020 refers.								

# NURSING ALLOWANCES

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

						1 October 2020	1 October 2021	
<b>Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)</b>								
<i>(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>								
Monday to Friday (Each day)						44.57	45.01	
Saturday						57.24	57.82	
Sunday and Public Holidays						77.38	78.15	
<i>(ii) Call Out Rate - Monday to Sunday</i>								
Fee per operation per 2 hours (17.00 - 22.00 hours)						44.57	45.01	
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)						66.84	67.50	
Operation lasting more than 4 hours and up to five hours						111.40	112.52	
Fee per operation per hour (after 22.00 hours)						44.57	45.01	
<i>(iii) On-call Without Standby</i>								
Fee per operation, call in without standby						89.13	90.02	
Overruns from roster at normal overtime rates (no time back in lieu)								
<i>(iv) On Call over Weekend</i>								
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.								
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</i>								
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.						19.04	19.23	
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>								
<b>Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017 (HSEA letter dated 5 April 2001 refers)</b>								
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).						3,904	3,943	
<b>Note: Allowance payable only 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	29.92	
First call on Saturday and first call on Sunday						39.32	39.71	
Each subsequent call on Saturday and Sunday						19.69	19.89	
Payment in lieu of time off for Emergency work						29.59	29.89	
Saturday Premium						16.10	16.26	
<b>Specialist Co-ordinator Allowance*</b>						4,546	4,592	
<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

SPECIFIC PARAMEDICAL SESSIONAL RATES				1 October 2020	1 October 2021
<b>Medical Scientific Staff (Scientists and Biochemists)</b>	(HSE Circular 001/2011 refers)				
<b>Out of Hours remuneration rates - Hourly Rate</b>	<b>Mon - Fri</b>	<b>8pm - 12am</b>		39.53	39.93
	<b>Mon - Thurs</b>	<b>12am - 8am</b>		50.31	50.81
	<b>Sat 12am til Sun 12am</b>			55.34	55.89
	<b>Bank Holiday</b>			55.34	55.89
<b>Stand-by Payments (off site on call)</b>	<b>Mon - Fri</b>			44.57	45.02
	<b>Saturday</b>			57.24	57.81
	<b>Sun &amp; Public Holidays</b>			77.38	78.15
<b>PHYSIOTHERAPISTS</b>					
<b>Emergency/On-Call Duty</b>					
I On-Call with Standby	(a) Monday to Friday			24.48	24.72
	(b) Saturdays			31.95	32.27
	(c) Sundays and Public Holidays			47.78	48.26
- Fee per call (per half hour)				24.48	24.72
II On-Call without Standby					
- Fee per call (per hour)				67.18	67.85
The total On-Call Standby fees paid by an individual hospital should not exceed the rate opposite for any week except for a week during which a public holiday occurs.				197.31	199.28
<b>Child Care Workers required to do an 8 hour sleepover</b>	Set at the minimum wage per hour rate for an adult worker				
<b>Social Care Workers required to do an 8 hour sleepover</b>	Set at the minimum wage per hour rate for an adult worker				
Saturday Premium				16.10	16.26
<b>RADIOGRAPHERS</b>					
(HSE Circular 006/2012 and LCR20232 refers)					
<b>Out of Hours Remuneration Rates - Hourly Rate</b>	<b>Monday - Friday</b>	<b>8pm - 12am</b>		39.53	39.93
	<b>Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)</b>	<b>12am - 8am</b>		50.31	50.81
	<b>Saturday</b>	<b>8am - 12am</b>		46.12	46.58
	<b>Sunday (into Monday morning / Public Holiday)</b>	<b>8am (Sun) - 8am (Mon)</b>		55.34	55.89
<b>Stand-by Payments (off site on call)</b>	<b>Mon - Fri</b>			44.57	45.02
	<b>Saturday</b>			57.24	57.81
	<b>Sun &amp; Public Holiday</b>			77.38	78.15
All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours					

							1 October 2020	1 October 2021	
<b>PART-TIME RADIOGRAPHERS</b>									
Rate-Per-Hour : Premium rate							26.44	26.70	
<b>ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC &amp; SENIOR GRADES)*</b>									
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>									
Hons BSc							1,062	1,073	
MSc							2,123	2,144	
PhD							2,768	2,795	
<b>Only one allowance is payable at a time</b>									
<b>ANNUAL ALLOWANCE FOR RADIOGRAPHERS*</b>									
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>									
Higher Diploma of the College of Radiography							960	970	
Diploma in Ultrasound							480	485	
Diploma in Nuclear Medicine							480	485	
<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 in Breastcheck, National Screening Service (Circular 2/2018)							4,492	4,537	
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)							1,500	1,515	
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*							250	253	
<b>*Abolished for new beneficiaries with effect from 1 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</b>							214.09	216.23	
<b>STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year</b>							951.56	961.08	
<b>STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic</b>							3,371.46	3,405.17	
Allowance for Advanced Paramedics as per HSE Circular 11/2009							9,700	9,797	

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

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

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

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

# SUPPORT SERVICES GRADES ALLOWANCES

1 October 2020

1 October 2021

Cardiac Allowance\*

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

17.78

17.95

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

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

30.86

31.17

Saturday Premium

11.27

11.38

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

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

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

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

# CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)

9,230

9,323

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

450.00

454.50

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

- Annual Allowance to Postholder

9,230

9,322

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

- Matrons with full time commitment to after hours work

4,133

4,175

Saturday Premium

16.10

16.26



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

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

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

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

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
<b>EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)</b>																				
<b>SUPPORT SERVICES GRADES ** SCALES IN THIS SECTION APPLICABLE TO RETIREES PRE 17/10/03 ONLY (CRAFTWORKERS PARALLEL BENCHMARKING AGREEMENT 2003) **</b>																				
CRAFTSMEN (PAYPATH)	1/09/08	12	36,852	37,284	37,494	37,724	37,941	38,054	38,163	38,274	38,388	38,564	38,701	39,032						
DOMESTICS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CLEANERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
PORTERS / DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
BUILDERS LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GENERAL LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GROUNDSMEN (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GARDEN LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
FARM LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GATE KEEPERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CARETAKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
LAUNDRY WORKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
SEAMSTRESS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
HAIRDRESSERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BEAUTICIANS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BARBERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
MINI BUS DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
TRACTOR DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
VAN DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
MORTUARY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
LABORATORY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
DARK ROOM PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
GARDENER (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
STOREMAN (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
BOILERMAN / GROUNDSMAN (NON-DUBLIN)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					

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

<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 1/1/01)																		
CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	7	31,996	34,192	35,828	37,410	39,545	<b>40,889</b>	<b>42,229</b>	LSIs								
CATERING OFFICER, SENIOR ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	7	34,192	35,828	37,410	39,545	41,096	<b>42,489</b>	<b>43,890</b>	LSIs								
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	8	34,192	35,828	37,410	39,545	41,096	42,659	<b>44,105</b>	<b>45,558</b>	LSIs							
CATERING OFFICER, GRADE III (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	10	29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	<b>44,105</b>	<b>45,558</b>	LSIs					

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