

HEALTH SECTOR

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

These scales must be read in conjunction with Department of Health Circular 6/2025

The Public Service Agreement 2024-2026 gives effect to the following adjustments effective 1st August 2025:

An increase to the annualised basic salaries for public servants of 1%.

An increases of 1% to allowances in the nature of pay

The sanction of the Minister is now conveyed for the application of these revised rates as appropriate with effect from 1st August 2025

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

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

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

1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 August 2025), 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 7/2022 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. Remuneration at the higher grade does not apply until day 84 has been exceeded, at which point it is retrospectively applied to day 1.

6. Superannuation

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

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

Guide to the Consolidated Salary Scales

Please note the following

- 1 The **"MAIN"** tab shows pay scales for all grades except Consultants. Payscales on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2 The **"MAIN"** tab shows pay scales shaded in yellow that are not active scales and are not for use in relation to remuneration for current employees.
- 3 The **"CONSULTANTS"** tab shows the payscales for Consultant grades. The current rate and a minimum of one historical rate are shown.
- 4 The **"Notional Scales"** tab shows notional scales that are not active pay scales and are not for use in relation to remuneration for current employees.
- 5 For detailed information in respect of **pension increase policy**, please see DoH circular 2/2024.
- 6 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
- 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with qualification, Chef Senior, Chef Executive), the points are as follows;
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8 The weekly rate can be calculated by dividing the annual rate by 52.18.
- 9 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.
- 10 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 11 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 12 Pay relativity for grades originally sanctioned as/aligned to 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 each grade has been amended in line with National Agreements and the FEMPI legislation.
- 13 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.
- 14 The grades of: 3086 - Radiographer, Advanced Practice, Candidate, 0105 - Regional Director, Technology & Transformation, 6005 - Haemovigilance Officer, 3869 - Social Worker, Chief, 6595 - NAS NEOC Site Manager I, 1101 - Regional Director, Clinical, 0924 - Capital Workstream Lead- National Maternity Hospital at St Vincent's University Hospital Programme: Assistant Secretary Level (first point only) *PPC Rate, 0925 - Programme Director- National Maternity Hospital at St Vincent's University Hospital Programme: National Director Level I, have been newly entered in these payscales.
- 15 The grade of Lymphoedema Specialist 3222 has had point 5 revised wef 1.10.23 to match the revised the revised sanction letter that issued. All scales since that date are included for retrospective application.
- 16 The National Rehabilitation Hospital CEO post has been regraded from 0072 Band H2 to 0073 Band H3 for new NRH CEOs in post wef 1.1.2025. The 0072 Band H2 rate applies for pension benefit calculations for CEOs newly in post between 14.9.2015 and 31.12.2024.
- 17 The following grades will be replaced for new entrants from 19th June 2025: 6589 NAS Clinical Services Manager I & 6591 NAS Functional Specialist II will replace the current use of 0574 HSE Clerical Administrative GVI, 6590 NAS Functional Specialist I replace will the current use of 0566 HSE Clerical Administrative GV, 6592 NAS Functional Specialist Lead will replace the current use of 0655 HSE Clerical Administrative GVIII, 6593 NAS Senior Specialist Manager II will replace the current use of 0041 General Manager Clerical Administrative grade, 6594 NAS Senior Specialist Manager III will replace the current use of 0091 Head of Service Clerical Administrative grade
- 18 The following grades have had a 1 euro rounding anomaly corrected w.e.f. 1.8.25: 6122, 2918, 3039, 3113 - for full details see Circular 6/2025.
- 19 Annual Allowance for Director of Nursing added retrospectively from 01/06/2024 as part of the original WRC process, and Labour Court Rec 22075 ensuring a uniformity around on call allowances
- 20 The rates of pay for the grades of 6122 Ambulance Officer & 6125 Ambulance Officer, Chief have been adjusted wef 1 February 2022. Revised rates for each general round increase since that date are included in these scales.
- 21 Grade code 0511 Chief Finance Officer, Hospital Groups and 0512 Chief Operations Officer, Hospital Groups have been made obsolete wef: 01/08/2025

If you have a query specific to your own existing or starting pay, please contact your own HR Manager where you are employed

CONTENTS	PAGE
Staff Categories:	
Medical & Dental Grades	5-7
Nursing & Midwifery Grades	8-13
Health & Social Care Professional Grades	14-23
General Support Grades	24-30
Patient & Client Care Grades	31-35
Clerical & Management Administration Grades	36-41
Consultants	42-57
Allowances	58-66
Notional Scales	67-69

	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
			MEDICAL & DENTAL GRADES																					
			EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																					
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/8/25	1	37,006																		
				1/3/25		36,640																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	41,107																		
				1/3/25		40,700																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/8/25	1	41,107																		
				1/3/25		40,700																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	43,304																		
				1/3/25		42,875																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	43,304																		
				1/3/25		42,875																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/8/25	1	43,304																		
				1/3/25		42,875																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	45,497																		
				1/3/25		45,047																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	45,497																		
				1/3/25		45,047																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	45,497																		
				1/3/25		45,047																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/8/25	1	45,497																		
				1/3/25		45,047																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	47,709																		
				1/3/25		47,237																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	47,709																		
				1/3/25		47,237																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	47,709																		
				1/3/25		47,237																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	51,017																		
				1/3/25		50,512																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	53,225																		
				1/3/25		52,698																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	57,863																		
				1/3/25		57,290																		

	1333	AREA MEDICAL OFFICER ** not for use for any new incumbents post 30/6/03 **	1/8/25	8	95,845	98,563	101,316	104,039	106,766	109,539	112,091	114,646	LSIs												
			1/3/25		94,896	97,587	100,313	103,009	105,709	108,454	110,981	113,511	LSIs												
	1325	AREA MEDICAL OFFICER, SENIOR	1/8/25	8	95,845	98,563	101,316	104,039	106,766	109,539	112,091	114,646	LSIs												
			1/3/25		94,896	97,587	100,313	103,009	105,709	108,454	110,981	113,511	LSIs												
	183T	MEDICAL OFFICER, SENIOR	1/8/25	8	95,845	98,563	101,316	104,039	106,766	109,539	112,091	114,646	LSIs												
			1/3/25		94,896	97,587	100,313	103,009	105,709	108,454	110,981	113,511	LSIs												
	1791	MEDICAL OFFICER, PRINCIPAL	1/8/25	1	122,942																				
			1/3/25		121,725																				
	1319	DIRECTOR OF COMMUNITY CARE	1/8/25	1	131,236																				
			1/3/25		129,937																				
	1317	SPECIALIST IN PUBLIC HEALTH MEDICINE	1/8/25	1	137,796																				
			1/3/25		136,432																				
	1318	DIRECTOR OF PUBLIC HEALTH MEDICINE	1/8/25	1	160,762																				
			1/3/25		159,170																				
	1491	COMMUNITY OPHTHALMIC PHYSICIAN	1/8/25	1	149,573																				
			1/3/25		148,092																				
	1554	INTERN **Payment may also be made for up to a max of 5 days induction or where induction lasts less than 5 days they may be paid on a pro-rata basis**	1/8/25	1	46,160																				
			1/3/25		45,703																				
	1554	INTERN (NCHD) FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)	1/8/25	1	42,655																				
			1/3/25		42,233																				
	1012	SENIOR HOUSE OFFICER	1/8/25	7	54,203	56,868	60,899	63,554	68,891	71,544	74,133														
			1/3/25		53,666	56,305	60,296	62,925	68,209	70,836	73,399														
	1012	SENIOR HOUSE OFFICER FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)	1/8/25	7	50,436	52,964	56,909	59,537	64,877	67,529	70,117														
			1/3/25		49,937	52,440	56,346	58,948	64,235	66,860	69,423														
	1538	REGISTRAR	1/8/25	6	68,891	71,544	74,133	76,039	78,577	81,126															
			1/3/25		68,209	70,836	73,399	75,286	77,799	80,323															
	1538	REGISTRAR (NCHD) FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017)(Circular 11/2017 refers)	1/8/25	6	64,877	67,529	70,117	72,021	74,563	77,110															
			1/3/25		64,235	66,860	69,423	71,308	73,825	76,347															
	1627	SENIOR REGISTRAR	1/8/25	7	82,195	84,815	87,490	90,341	93,633	97,060	100,597														
			1/3/25		81,381	83,975	86,624	89,447	92,706	96,099	99,601														
	1628	SPECIALIST REGISTRAR	1/8/25	7	77,234	79,061	81,699	84,092	88,112	92,137	96,158														
			1/3/25		76,469	78,278	80,890	83,259	87,240	91,225	95,206														
	1449	PSYCHIATRIST ** grade obsolete - not for use - see Guide note 2 **	1/8/25	5	59,772	62,727	65,669	68,605	71,502																
			1/3/25		59,180	62,106	65,019	67,926	70,794																
	1961	OCCUPATIONAL HEALTH PHYSICIAN	1/8/25	6	173,597	180,542	187,485	194,430	201,373	208,317															
			1/3/25		171,878	178,754	185,629	192,505	199,379	206,254															
	104X	VOCATIONAL TRAINEE IN DENTISTRY	1/8/25	2	51,197	56,490																			
			1/3/25		50,690	55,931																			
	1988	CLINICAL DENTAL SURGEON (GRADE I)	1/8/25	4	58,241	61,831	64,563	68,563																	
			1/3/25		57,664	61,219	63,924	67,884																	
	1465	SPECIALIST IN ORTHODONTICS	1/8/25	1	178,099																				
			1/3/25		176,336																				
	197X	PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/8/25	5	112,613	117,441	122,275	129,498	136,720	LSIs															
			1/3/25		111,498	116,278	121,064	128,216	135,366	LSIs															

197X		PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/8/25	5	110,110	114,831	119,558	126,620	133,682	LSIs														
			1/3/25		109,020	113,694	118,374	125,366	132,358	LSIs														
		PRINCIPAL DENTAL SURGEON (RETIREES PRE 1/4/2000) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	5	100,100	104,394	108,690	115,109	121,529	LSIs														
			1/3/25		99,109	103,360	107,614	113,969	120,326	LSIs														
1619		SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/8/25	6	96,062	100,571	105,108	109,612	116,130	122,647	LSIs													
			1/3/25		95,111	99,575	104,067	108,527	114,980	121,433	LSIs													
1589		SENIOR DENTAL SURGEON	1/8/25	6	91,486	95,781	100,100	104,394	110,598	116,809	LSIs													
			1/3/25		90,580	94,833	99,109	103,360	109,503	115,652	LSIs													
1597		GENERAL DENTAL SURGEON	1/8/25	9	74,080	77,841	81,548	84,180	88,041	91,922	95,781	101,585	107,389	LSIs										
			1/3/25		73,347	77,070	80,741	83,347	87,169	91,012	94,833	100,579	106,326	LSIs										
1101		REGIONAL DIRECTOR, CLINICAL	1/8/25	6	233,527	246,150	259,475	266,489	273,501	280,513														
			1/3/25		231,215	243,713	256,906	263,850	270,793	277,736														
			1/10/24		226,681	238,934	251,869	258,676	265,483	272,290														

[illegible]

	2921		ASSISTANT DIRECTOR OF MIDWIFERY BAND 3	1/8/25	8	67,815	69,261	70,730	74,616	76,212	77,684	79,170	81,203												
				1/3/25		67,144	68,575	70,030	73,877	75,457	76,915	78,386	80,399												
	2911 2912 2913		ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/8/25	8	67,815	69,261	70,730	74,616	76,212	77,684	79,170	81,203												
				1/3/25		67,144	68,575	70,030	73,877	75,457	76,915	78,386	80,399												
	247X		PRINCIPAL NURSE TUTOR	1/8/25	8	75,867	77,298	78,604	82,689	84,117	84,169	85,839	88,117												
				1/3/25		75,116	76,533	77,826	81,870	83,284	83,336	84,989	87,245												
	2585		PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/8/25	8	75,867	77,298	78,604	82,689	84,117	84,169	85,839	88,117												
				1/3/25		75,116	76,533	77,826	81,870	83,284	83,336	84,989	87,245												
	2586		NURSE TUTOR (MENTAL HEALTH)	1/8/25	10	72,339	73,321	74,301	75,285	76,267	77,251	78,228	79,213	80,196	81,177										
				1/3/25		71,623	72,595	73,565	74,540	75,512	76,486	77,453	78,429	79,402	80,373										
	2580		NURSE TUTOR (GENERAL)	1/8/25	10	72,339	73,321	74,301	75,285	76,267	77,251	78,228	79,213	80,196	81,177										
				1/3/25		71,623	72,595	73,565	74,540	75,512	76,486	77,453	78,429	79,402	80,373										
	2097		NURSE TUTOR MIDWIFERY	1/8/25	10	72,339	73,321	74,301	75,285	76,267	77,251	78,228	79,213	80,196	81,177										
				1/3/25		71,623	72,595	73,565	74,540	75,512	76,486	77,453	78,429	79,402	80,373										
	2712		CLINICAL NURSE INSTRUCTOR (GENERAL)	1/8/25	9	64,130	65,168	65,937	67,362	68,799	70,351	71,909	73,466	75,020											
				1/3/25		63,495	64,523	65,284	66,695	68,118	69,654	71,197	72,739	74,277											
	2465		SPECIALIST CO-ORDINATOR, NURSING	1/8/25	10	72,339	73,321	74,301	75,285	76,267	77,251	78,228	79,213	80,196	81,177										
				1/3/25		71,623	72,595	73,565	74,540	75,512	76,486	77,453	78,429	79,402	80,373										
	2445		NURSING/ MIDWIFERY PRACTICE DEVELOPMENT CO-ORDINATOR	1/8/25	9	71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123											
				1/3/25		70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250											
2535			ADVANCED MIDWIFE PRACTITIONER	1/8/25	9	71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123											
				1/3/25		70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250											
	2536		ADVANCED MIDWIFE PRACTITIONER, CANDIDATE	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872														
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081														
2268			ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/8/25	7	73,028	75,246	77,452	82,510	83,514	85,839	88,123													
				1/3/25		72,305	74,501	76,685	81,693	82,687	84,989	87,250													
2267			ADVANCED NURSE PRACTITIONER (GENERAL)	1/8/25	9	71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123											
				1/3/25		70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250											
2269			ADVANCED NURSE PRACTITIONER (COMMUNITY/PRIMARY CARE)	1/8/25	9	71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123											
				1/3/25		70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250											
2270			ADVANCED NURSE PRACTITIONER (CHILDREN'S)	1/8/25	9	71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123											
				1/3/25		70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250											
2271			ADVANCED NURSE PRACTITIONER (INTELLECTUAL DISABILITY)	1/8/25	9	71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123											
				1/3/25		70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250											
	2276		ADVANCED NURSE PRACTITIONER, CANDIDATE (COMMUNITY/PRIMARY CARE)	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872														
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081														
	2277		ADVANCED NURSE PRACTITIONER, CANDIDATE (CHILDREN'S)	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872														
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081														
	2272		ADVANCED NURSE PRACTITIONER, CANDIDATE (GENERAL)	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872														
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081														
	2278		ADVANCED NURSE PRACTITIONER, CANDIDATE (INTELLECTUAL DISABILITY)	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872														
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081														
	2274		ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872														
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081														
	2131		CLINICAL MIDWIFE MANAGER 1	1/8/25	8	56,642	57,669	59,118	60,592	62,057	63,532	65,174	66,705												
				1/3/25		56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045												
	2132		CLINICAL MIDWIFE MANAGER 2	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI								
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI								

	2133		CLINICAL MIDWIFE MANAGER 3	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872													
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081													
	2127		CLINICAL NURSE MANAGER 1 (GENERAL)	1/8/25	8	56,642	57,669	59,118	60,592	62,057	63,532	65,174	66,705											
				1/3/25		56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045											
	2527		CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/8/25	8	56,642	57,669	59,118	60,592	62,057	63,532	65,174	66,705											
				1/3/25		56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045											
	2259		CLINICAL NURSE MANAGER 1 - THEATRE	1/8/25	8	56,642	57,669	59,118	60,592	62,057	63,532	65,174	66,705											
				1/3/25		56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045											
	2119		CLINICAL NURSE MANAGER 2 (GENERAL)	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2658		CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2372		CLINICAL NURSE MANAGER 2 - NIGHT	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2429		CLINICAL NURSE MANAGER 2 - THEATRE	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	233X		CLINICAL NURSE MANAGER 3 (GENERAL)	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872													
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081													
	238Y		CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872													
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081													
	2046		CLINICAL NURSE MANAGER 3 - NIGHT	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872													
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081													
	2356		CLINICAL NURSE MANAGER 3 - THEATRE	1/8/25	6	70,725	72,124	75,662	77,054	78,454	79,872													
				1/3/25		70,025	71,410	74,913	76,291	77,677	79,081													
	2313		CLINICAL MIDWIFE SPECIALIST	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2626		CLINICAL NURSE SPECIALIST (CHILDREN'S)	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2628		CLINICAL NURSE SPECIALIST (COMMUNITY/PRIMARY CARE)	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2632		CLINICAL NURSE SPECIALIST (GENERAL)	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2627		CLINICAL NURSE SPECIALIST (INTELLECTUAL DISABILITY)	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2625		CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2301		COMMUNITY MENTAL HEALTH NURSE	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	241Y		NURSING/ MIDWIFERY CLINICAL PLACEMENT CO-ORDINATOR	1/8/25	9	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662										
				1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943										
	2286		ENHANCED MIDWIFE, SENIOR	1/8/25	1	60,015																		
				1/3/25		59,421																		
	2287		ENHANCED NURSE SENIOR, (CHILDREN'S)	1/8/25	1	60,015																		
				1/3/25		59,421																		
	2288		ENHANCED NURSE SENIOR, (COMMUNITY)	1/8/25	1	60,015																		
				1/3/25		59,421																		
	2289		ENHANCED NURSE SENIOR, (GENERAL)	1/8/25	1	60,015																		
				1/3/25		59,421																		
	2290		ENHANCED NURSE SENIOR, (INTELLECTUAL DISABILITY)	1/8/25	1	60,015																		
				1/3/25		59,421																		

	2293	ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/8/25	1	60,015																		
			1/3/25		59,421																		
	2828	PUBLIC HEALTH NURSE (applies to pension benefit calculations for retirements prior to 30.9.2023 only)	1/8/25	9	59,895	60,881	61,728	63,064	64,601	66,088	67,588	69,272	70,841										
			1/3/25		59,302	60,278	61,117	62,440	63,961	65,434	66,919	68,586	70,140										
	2828	PUBLIC HEALTH NURSE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 30.9.2023 only)	1/8/25	11	61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666	LSI							
			1/3/25		60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
	2089	STAFF MIDWIFE, SENIOR	1/8/25	1	58,110																		
			1/3/25		57,535																		
	219X	STAFF NURSE, SENIOR (CHILDREN'S)	1/8/25	1	58,110																		
			1/3/25		57,535																		
	2105	STAFF NURSE, SENIOR (INTELLECTUAL DISABILITY)	1/8/25	1	58,110																		
			1/3/25		57,535																		
	2157	SENIOR STAFF NURSE (MENTAL HEALTH)	1/8/25	1	58,477																		
			1/3/25		57,898																		
	2173	SENIOR STAFF NURSE (GENERAL)	1/8/25	1	58,110																		
			1/3/25		57,535																		
	2181	SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL) **Not available to those appointed after 1/7/98 per DoH Circular 112/1999**	1/8/25	1	60,015																		
			1/3/25		59,421																		
	2165	SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/8/25	1	60,015																		
			1/3/25		59,421																		
	2674	MENTAL HEALTH STAFF NURSE	1/8/25	13	38,023	39,734	41,073	42,435	43,863	45,208	46,612	47,703	48,896	50,443	51,973	54,215	55,826	LSI					
			1/3/25		37,647	39,341	40,666	42,015	43,429	44,760	46,150	47,231	48,412	49,944	51,458	53,678	55,273	LSI					
	2135	STAFF NURSE	1/8/25	13	37,288	39,260	40,267	41,598	43,275	44,952	46,620	48,063	49,509	50,949	52,413	53,873	55,477	LSI					
			1/3/25		36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
	202X	STAFF NURSE GENERAL (COMMUNITY)	1/8/25	13	37,288	39,260	40,267	41,598	43,275	44,952	46,620	48,063	49,509	50,949	52,413	53,873	55,477	LSI					
			1/3/25		36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
	2143	(STAFF NURSE) REGISTERED MIDWIFE	1/8/25	13	37,288	39,260	40,267	41,598	43,275	44,952	46,620	48,063	49,509	50,949	52,413	53,873	55,477	LSI					
			1/3/25		36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
	213T	(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/8/25	13	37,288	39,260	40,267	41,598	43,275	44,952	46,620	48,063	49,509	50,949	52,413	53,873	55,477	LSI					
			1/3/25		36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
	2136	(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/8/25	13	37,288	39,260	40,267	41,598	43,275	44,952	46,620	48,063	49,509	50,949	52,413	53,873	55,477	LSI					
			1/3/25		36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
	2142	(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/8/25	1	32,540																		
			1/3/25		32,218																		
	2862	MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/8/25	1	33,167																		
			1/3/25		32,839																		
	2861	STAFF NURSE (ADAPTATION PLACEMENT)	1/8/25	1	32,540																		
			1/3/25		32,218																		
	2860	STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/8/25	1	32,540																		
			1/3/25		32,218																		
	2637	STAFF NURSE, PSYCHIATRIC (AWAITING REGISTRATION)	1/8/25	1	33,167																		
			1/3/25		32,839																		

[illegible]

	2852	GRADUATE NURSE PROGRAMME (YR 2) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	34,123																			
			1/3/25		33,785																			
	2901	POST REGISTERED STUDENT NURSE ** grade obsolete - not for use - see Guide note 2 **	1/8/25	4	33,233	34,450	35,851	37,652																
			1/3/25		32,904	34,109	35,496	37,279																
	2836	STUDENT PUBLIC HEALTH NURSE	1/8/25	1	41,365																			
			1/3/25		40,955																			
	2930	STUDENT PSYCHIATRIC NURSING INTERN (PRE-REGISTRATION)	1/8/25	1	31,104																			
			1/3/25		30,796																			
	2933	STUDENT CHILDREN'S & GENERAL NURSING INTERN (PRE-REGISTRATION)	1/8/25	1	30,516																			
			1/3/25		30,214																			
	2931	STUDENT GENERAL NURSING INTERN (PRE-REGISTRATION)	1/8/25	1	30,516																			
			1/3/25		30,214																			
	2932	STUDENT INTELLECTUAL DISABILITY NURSING INTERN (PRE-REGISTRATION)	1/8/25	1	30,516																			
			1/3/25		30,214																			
	2209	STUDENT MIDWIFERY INTERN (PRE - REGISTRATION)	1/8/25	1	30,516																			
			1/3/25		30,214																			

[illegible]

	3162	CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/8/25	9	51,279	53,632	56,308	59,182	62,283	65,386	68,550	70,997	73,286	LSIs										
			1/3/25		50,771	53,101	55,750	58,596	61,666	64,739	67,871	70,294	72,560	LSIs										
	3163	CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/8/25	6	71,106	73,444	76,662	78,850	80,719	81,618														
			1/3/25		70,402	72,717	75,903	78,069	79,920	80,810														
	3164	CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/8/25	8	74,255	77,148	80,139	82,442	83,593	86,030	88,716	90,984												
			1/3/25		73,520	76,384	79,346	81,626	82,765	85,178	87,838	90,083												
	3211	CLINICAL PHOTOGRAPHER	1/8/25	15	36,773	38,559	39,877	41,670	43,420	45,098	46,774	48,415	50,058	51,676	53,381	55,031	56,409	58,237	60,065	LSIs				
			1/3/25		36,409	38,177	39,482	41,257	42,990	44,651	46,311	47,936	49,562	51,164	52,852	54,486	55,850	57,660	59,470	LSIs				
	321T	CLINICAL PHOTOGRAPHER, SENIOR	1/8/25	10	56,409	58,038	59,671	61,264	62,907	64,540	66,173	67,854	70,287	72,715	LSIs									
			1/3/25		55,850	57,463	59,080	60,657	62,284	63,901	65,518	67,182	69,591	71,995	LSIs									
	3070	CLINICAL COORDINATOR	1/8/25	9	70,698	72,062	73,464	74,858	76,251	77,718	79,263	80,804	82,040											
			1/3/25		69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228											
	3028	COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/8/25	14	53,684	56,555	59,406	62,672	65,939	69,204	72,472	75,736	79,000	82,268	84,263	87,566	90,869	94,163						
			1/3/25		53,152	55,995	58,818	62,051	65,286	68,519	71,754	74,986	78,218	81,453	83,429	86,699	89,969	93,231						
	3933	EMBRYOLOGIST, TRAINEE	1/8/25	3	37,542	38,917	41,101																	
			1/3/25		37,170	38,532	40,694																	
	3932	EMBRYOLOGIST	1/8/25	16	44,331	45,994	48,630	49,883	51,075	53,964	55,904	57,889	59,917	61,955	63,998	66,058	68,133	70,229	72,268	73,667	LSI			
			1/3/25		43,892	45,539	48,149	49,389	50,569	53,430	55,350	57,316	59,324	61,342	63,364	65,404	67,458	69,534	71,552	72,938	LSI			
	3934	EMBRYOLOGIST, SENIOR	1/8/25	9	67,334	70,380	73,086	75,853	78,702	81,504	83,106	85,993	88,901											
			1/3/25		66,667	69,683	72,362	75,102	77,923	80,697	82,283	85,142	88,021											
	3935	EMBRYOLOGIST, CLINICAL SPECIALIST	1/8/25	9	74,799	77,846	80,553	83,321	86,170	88,973	89,097	91,986	94,931											
			1/3/25		74,058	77,075	79,755	82,496	85,317	88,092	88,215	91,075	93,991											
	3936	EMBRYOLOGIST, CHIEF	1/8/25	9	81,560	85,454	90,275	95,083	99,912	104,725	110,062	113,616	117,193											
			1/3/25		80,752	84,608	89,381	94,142	98,923	103,688	108,972	112,491	116,033											
	3937	FERTILITY LABORATORY MANAGER	1/8/25	9	91,461	95,952	101,470	108,626	114,168	119,668	125,767	129,828	133,918											
			1/3/25		90,555	95,002	100,465	107,550	113,038	118,483	124,522	128,543	132,592											
	3141	HSCP REGIONAL INTEGRATION DEVELOPMENT LEAD	1/8/25	10	77,236	80,679	82,845	86,321	89,805	93,287	96,769	100,254	103,462	106,969	LSIs									
			1/3/25	10	76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs									
	3142	HSCP ASSISTANT NATIONAL LEAD- CLINICAL ADVISORY	1/8/25	10	77,236	80,679	82,845	86,321	89,805	93,287	96,769	100,254	103,462	106,969	LSIs									
			1/3/25		76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs									
	3143	HSCP ASSISTANT NATIONAL LEAD- EDUCATION	1/8/25	10	77,236	80,679	82,845	86,321	89,805	93,287	96,769	100,254	103,462	106,969	LSIs									
			1/3/25		76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs									
	3144	HSCP ASSISTANT NATIONAL LEAD- WORKFORCE DEVELOPMENT	1/8/25	10	77,236	80,679	82,845	86,321	89,805	93,287	96,769	100,254	103,462	106,969	LSIs									
			1/3/25		76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs									
	3145	HSCP ASSISTANT NATIONAL LEAD- WORKFORCE PLANNING	1/8/25	10	77,236	80,679	82,845	86,321	89,805	93,287	96,769	100,254	103,462	106,969	LSIs									
			1/3/25		76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs									
	3146	NATIONAL HSCP STRATEGIC PROJECTS MANAGER	1/8/25	7	77,044	79,817	81,333	84,086	86,887	89,692	92,491													
			1/3/25		76,281	79,027	80,528	83,253	86,027	88,804	91,575													
	3147	HSCP REGIONAL PRACTICE EDUCATION COORDINATOR	1/8/25	7	77,044	79,817	81,333	84,086	86,887	89,692	92,491													
			1/3/25		76,281	79,027	80,528	83,253	86,027	88,804	91,575													
	3148	HSCP REGIONAL PRACTICE DEVELOPMENT COORDINATOR	1/8/25	7	77,044	79,817	81,333	84,086	86,887	89,692	92,491													
			1/3/25		76,281	79,027	80,528	83,253	86,027	88,804	91,575													
	3149	HSCP PROJECT OFFICER	1/8/25	9	63,912	65,275	66,681	68,073	69,467	70,933	72,478	74,018	75,254											
			1/3/25		63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509											
	3280	SPEECH AND LANGUAGE THERAPY ADAPTATION	1/8/25	1	38,698																			
			1/3/25		38,315																			
	3281	DIETETICS ADAPTATION	1/8/25	1	38,698																			
			1/3/25		38,315																			

	3282	MEDICAL SCIENCE ADAPTATION	1/8/25	1	37,131																		
			1/3/25		36,763																		
	3283	OCCUPATIONAL THERAPY ADAPTATION	1/8/25	1	38,698																		
			1/3/25		38,315																		
	3284	PHYSIOTHERAPY ADAPTATION	1/8/25	1	38,698																		
			1/3/25		38,315																		
	3285	PODIATRY ADAPTATION	1/8/25	1	38,698																		
			1/3/25		38,315																		
	3286	RADIATION THERAPY ADAPTATION	1/8/25	1	38,222																		
			1/3/25		37,844																		
	3287	RADIOGRAPHY ADAPTATION	1/8/25	1	38,222																		
			1/3/25		37,844																		
	3288	SOCIAL WORK ADAPTATION	1/8/25	1	43,476																		
			1/3/25		43,046																		
	3027	DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/8/25	9	110,516	112,990	115,465	117,938	120,412	122,885	125,360	129,120	133,383										
			1/3/25		109,422	111,871	114,322	116,770	119,220	121,668	124,119	127,842	132,062										
	3102	DIRECTOR OF SERVICES, MAYO COMMUNITY LIVING	1/8/25	7	80,809	81,321	83,052	84,836	86,615	88,405	90,185												
			1/3/25		80,009	80,516	82,230	83,996	85,757	87,530	89,292												
	3103	COUNSELLOR THERAPIST, SENIOR - NATIONAL SERVICES	1/8/25	8	76,126	79,718	83,309	86,901	90,495	92,637	96,135	99,631	LSIs										
			1/3/25		75,372	78,929	82,484	86,041	89,599	91,720	95,183	98,645	LSIs										
	3022	DENTAL HYGIENIST	1/8/25	14	44,683	47,326	49,021	50,544	51,948	53,439	54,979	56,560	58,349	59,295	60,941	62,363	63,812	65,042	LSI				
			1/3/25		44,241	46,857	48,536	50,044	51,434	52,910	54,435	56,000	57,771	58,708	60,338	61,746	63,180	64,398	LSI				
	3389	DIETICIAN	1/8/25	14	44,563	46,936	48,888	50,308	51,510	52,788	54,063	55,406	56,753	58,109	59,541	61,059	62,573	63,786	LSI				
			1/3/25		44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI				
	3395	DIETICIAN, SENIOR	1/8/25	9	63,912	65,275	66,681	68,073	69,467	70,933	72,478	74,018	75,254										
			1/3/25		63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509										
	3715	CLINICAL SPECIALIST DIETICIAN	1/8/25	9	70,698	72,062	73,464	74,858	76,251	77,718	79,263	80,804	82,040										
			1/3/25		69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228										
	3328	DIETICIAN MANAGER	1/8/25	7	77,044	79,817	81,333	84,086	86,887	89,692	92,491												
			1/3/25		76,281	79,027	80,528	83,253	86,027	88,804	91,575												
	3391	DIETICIAN MANAGER IN CHARGE III	1/8/25	7	89,184	90,645	92,102	93,636	95,251	96,865	98,158												
			1/3/25		88,301	89,748	91,190	92,709	94,308	95,906	97,186												
	3110	EPIDEMIOLOGIST	1/8/25	9	68,006	70,768	73,219	75,726	78,309	80,846	82,202	84,784	87,421										
			1/3/25		67,333	70,067	72,494	74,976	77,534	80,046	81,388	83,945	86,555										
	3111	EPIDEMIOLOGIST, SENIOR	1/8/25	9	74,598	77,928	80,856	82,529	85,544	88,517	91,571	94,527	97,504										
			1/3/25		73,859	77,156	80,055	81,712	84,697	87,641	90,664	93,591	96,539										
	3112	EPIDEMIOLOGIST, PRINCIPAL	1/8/25	9	83,653	87,501	90,885	94,284	97,749	101,150	104,638	108,017	111,419										
			1/3/25		82,825	86,635	89,985	93,350	96,781	100,149	103,602	106,948	110,316										
	3113	SURVEILLANCE OFFICER, PUBLIC HEALTH	1/8/25	16	41,215	42,742	45,168	46,318	47,411	49,998	51,675	53,411	55,224	57,065	58,922	60,811	62,715	64,640	66,510	67,796	LSI		
			1/3/25		40,807	42,319	44,721	45,859	46,942	49,503	51,163	52,882	54,677	56,500	58,339	60,209	62,094	64,000	65,851	67,125	LSI		
	3035	DOSIMETRIST	1/8/25	15	42,899	45,465	47,038	48,983	50,798	52,868	54,540	56,216	59,349	61,169	63,066	64,961	67,370	68,221	69,543	LSI			
			1/3/25		42,474	45,015	46,572	48,498	50,295	52,345	54,000	55,659	58,761	60,563	62,442	64,318	66,703	67,546	68,854	LSI			
	3036	DOSIMETRIST, SENIOR	1/8/25	8	66,078	69,415	72,407	75,433	78,483	80,746	81,786	84,070											
			1/3/25		65,424	68,728	71,690	74,686	77,706	79,947	80,976	83,238											
	3603	E.C.G. TECHNICIAN, STUDENT	1/8/25	5	30,414	31,484	32,683	33,649	33,933														
			1/3/25		30,113	31,172	32,359	33,316	33,597														
359T		E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/8/25	13	34,947	36,565	38,202	38,867	39,587	41,365	42,148	43,281	44,523	45,668	46,851	49,525	52,239	LSIs					
			1/3/25		34,601	36,203	37,824	38,482	39,195	40,955	41,731	42,852	44,082	45,216	46,387	49,035	51,722	LSIs					
359T		E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/8/25	9	35,251	36,886	38,540	38,867	39,587	41,365	42,148	43,281	44,523										
			1/3/25		34,902	36,521	38,158	38,482	39,195	40,955	41,731	42,852	44,082										

	3581	E.C.G. TECHNICIAN, SENIOR	1/8/25	7	46,459	47,506	48,629	49,781	50,979	53,658	56,371	LSIs												
			1/3/25		45,999	47,036	48,148	49,288	50,474	53,127	55,813	LSIs												
	3004	E.C.G. TECHNICIAN, CHIEF I	1/8/25	7	49,297	50,252	51,492	52,738	54,217	56,886	59,563	LSIs												
			1/3/25		48,809	49,754	50,982	52,216	53,680	56,323	58,973	LSIs												
	3005	E.C.G. TECHNICIAN, CHIEF II ** grade obsolete - not for use - see Guide note 2 **	1/8/25	7	52,243	53,759	55,245	56,763	58,903	61,669	64,558	LSIs												
			1/3/25		51,726	53,227	54,698	56,201	58,320	61,058	63,919	LSIs												
	319X	ENVIRONMENTAL HEALTH OFFICER	1/8/25	13	47,273	49,936	51,907	53,946	56,039	58,167	60,312	62,458	64,603	66,755	68,915	71,125	73,331	LSIs						
			1/3/25		46,805	49,442	51,393	53,412	55,484	57,591	59,715	61,840	63,963	66,094	68,233	70,421	72,605	LSIs						
	3173	ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/8/25	12	59,662	61,827	64,003	66,173	68,346	70,522	72,693	74,858	77,042	79,212	81,710	82,930	LSIs							
			1/3/25		59,071	61,215	63,369	65,518	67,669	69,824	71,973	74,117	76,279	78,428	80,901	82,109	LSIs							
	3181	ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/8/25	9	79,086	81,513	82,675	85,118	87,579	90,033	92,504	95,611	98,712	LSIs										
			1/3/25		78,303	80,706	81,856	84,275	86,712	89,142	91,588	94,664	97,735	LSIs										
	3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/8/25	5	99,276	103,893	108,493	113,106	117,113															
			1/3/25		98,293	102,864	107,419	111,986	115,953															
	3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** not for use for current employees - scale replaced by 5 point scale above wef 1.05.17 **	1/8/25	7	86,603	88,792	92,257	95,746	99,208	102,679	106,134													
			1/3/25		85,746	87,913	91,344	94,798	98,226	101,662	105,083													
	3452	PARAMEDICINE TUTOR, PRINCIPAL, NATIONAL AMBULANCE SERVICE	1/8/25	8	73,825	75,217	76,489	80,463	81,853	81,904	83,531	85,747												
			1/3/25		73,094	74,472	75,732	79,666	81,043	81,093	82,704	84,898												
	3451	PARAMEDICINE TUTOR, NATIONAL AMBULANCE SERVICE	1/8/25	10	70,392	71,348	72,301	73,258	74,213	75,170	76,123	77,081	78,038	78,993										
			1/3/25		69,695	70,642	71,585	72,533	73,478	74,426	75,369	76,318	77,265	78,211										
	3942	NAS EMERGING THREAT UNIT TEAM LEADER	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064													
			1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588													
	6595	NAS NEOC SITE MANAGER I	1/8/25	11	60,013	61,479	63,192	64,911	66,636	68,176	69,745	71,272	72,788	75,397	78,015	LSIs								
			7/7/25		59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs								
	3221	LEAD LYMPHOEDEMA SPECIALIST	1/8/25	9	70,698	72,062	73,464	74,858	76,251	77,718	79,263	80,804	82,040											
			1/3/25		69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228											
	3222	LYMPHOEDEMA SPECIALIST	1/8/25	9	63,912	65,275	66,681	68,073	69,467	70,933	72,478	74,018	75,254											
			1/3/25		63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509											
			1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048											
			1/6/24		61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325											
			1/1/24		60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609											
			1/10/23		59,478	60,747	62,054	63,350	64,646	66,012	67,449	68,883	70,033											
	3192	HOSPITAL AMBULANCE LIAISON SUPERVISOR (HALS)	1/8/25	7	51,478	53,014	54,575	56,176	57,790	59,673	61,560	LSIs												
			1/3/25		50,968	52,489	54,035	55,620	57,218	59,082	60,950	LSIs												
	3193	PARAMEDICINE PRACTICE DEVELOPMENT LEAD	1/8/25	9	71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123											
			1/3/25		70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250											
	3188	SPECIALIST PARAMEDIC - NATIONAL AMBULANCE SERVICE	1/8/25	9	49,297	50,252	51,492	52,738	54,217	55,957	57,920	60,320	63,373											
			1/3/25		48,809	49,754	50,982	52,216	53,680	55,403	57,347	59,723	62,746											
	3195	PARAMEDIC - NATIONAL AMBULANCE SERVICE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/8/25	10	37,508	38,359	39,749	40,509	41,087	42,006	42,936	43,858	45,706	47,408	LSI									
			1/3/25		37,137	37,979	39,355	40,108	40,680	41,590	42,511	43,424	45,253	46,939	LSI									
	3190	STUDENT PARAMEDIC - NATIONAL AMBULANCE SERVICE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/8/25	4	35,392	35,831	36,270	36,606																
			1/3/25		35,042	35,476	35,911	36,244																

	3247	PHARMACIST **scale replaced by 10 point scale above wef 1.12.22 not for use for current employees**	1/8/25	13	42,114	45,101	46,167	49,485	52,666	56,026	59,488	63,026	66,583	70,208	73,898	77,656	79,166	LSI					
			1/3/25		41,697	44,654	45,710	48,995	52,145	55,471	58,899	62,402	65,924	69,513	73,166	76,887	78,382	LSI					
	3239	PHARMACIST, SENIOR	1/8/25	8	75,527	78,998	80,109	81,216	81,351	82,899	84,603	87,584											
			1/3/25		74,779	78,216	79,316	80,412	80,546	82,078	83,765	86,717											
	3244	PHARMACIST, EXECUTIVE MANAGER 1	1/8/25	6	83,619	89,274	92,578	96,663	101,025	105,541													
			1/3/25		82,791	88,390	91,661	95,706	100,025	104,496													
	3245	PHARMACIST, EXECUTIVE MANAGER 2	1/8/25	5	112,941	117,650	122,354	127,059	131,764														
			1/3/25		111,823	116,485	121,143	125,801	130,459														
	3246	PHARMACIST, EXECUTIVE MANAGER 3	1/8/25	5	120,894	125,603	130,308	135,013	139,717														
			1/3/25		119,697	124,359	129,018	133,676	138,334														
	3250	PHARMACIST, ADVANCED SPECIALIST	1/8/25	8	81,937	82,714	84,732	86,825	88,857	90,930	93,932	97,033	LSI										
			1/3/25		81,126	81,895	83,893	85,965	87,977	90,030	93,002	96,072	LSI										
	3271	PHARMACIST, CHIEF II	1/8/25	6	83,619	89,274	92,578	96,663	101,025	105,541													
			1/3/25		82,791	88,390	91,661	95,706	100,025	104,496													
	3263	PHARMACIST, CHIEF I	1/8/25	6	95,120	99,631	101,401	103,845	106,558	109,322													
			1/3/25		94,178	98,645	100,397	102,817	105,503	108,240													
	3240	PHARMACIST EXECUTIVE MANAGER, DEPUTY	1/8/25	6	95,120	99,631	101,401	103,845	106,558	109,322													
			1/3/25		94,178	98,645	100,397	102,817	105,503	108,240													
	3014	PHLEBOTOMIST TRAINEE	1/8/25	1	26,427																		
			1/3/25		26,165																		
	3425	PHLEBOTOMIST	1/8/25	9	37,788	39,965	40,813	42,379	44,038	45,722	47,413	49,149	50,002	LSI									
			1/3/25		37,414	39,569	40,409	41,959	43,602	45,269	46,944	48,662	49,507	LSI									
	3433	PHLEBOTOMIST, SENIOR	1/8/25	6	44,256	46,438	48,310	50,252	52,200	54,271													
			1/3/25		43,818	45,978	47,832	49,754	51,683	53,734													
	3043	PHYSICIST, GRADUATE TRAINEE - YEAR 1	1/8/25	1	33,671																		
			1/3/25		33,338																		
	3043	PHYSICIST, GRADUATE TRAINEE - YEAR 2	1/8/25	1	35,023																		
			1/3/25		34,676																		
	3794	PHYSICIST	1/8/25	15	46,307	49,395	50,826	53,163	55,562	58,456	60,380	62,230	66,944	68,951	71,070	73,185	75,297	77,432	78,608				
			1/3/25		45,849	48,906	50,323	52,637	55,012	57,877	59,782	61,614	66,281	68,268	70,366	72,460	74,551	76,665	77,830				
	3808	PHYSICIST, SENIOR	1/8/25	10	77,236	80,679	82,845	86,321	89,805	93,287	96,769	100,254	103,462	106,969	LSIs								
			1/3/25		76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs								
	3816	PHYSICIST, PRINCIPAL	1/8/25	7	95,820	102,692	109,686	116,745	123,280	127,227	131,171	LSIs											
			1/3/25		94,871	101,675	108,600	115,589	122,059	125,967	129,872	LSIs											
	3832	PHYSICIST, CHIEF	1/8/25	6	123,992	127,610	131,236	134,189	138,486	142,776	LSIs												
			1/3/25		122,764	126,347	129,937	132,860	137,115	141,362	LSIs												
	314X	PHYSIOTHERAPIST	1/8/25	14	44,563	46,936	48,888	50,308	51,510	52,788	54,063	55,406	56,753	58,109	59,541	61,059	62,573	63,786	LSI				
			1/3/25		44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI				
	3158	PHYSIOTHERAPIST, SENIOR	1/8/25	9	63,912	65,275	66,681	68,073	69,467	70,933	72,478	74,018	75,254										
			1/3/25		63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509										
	3707	CLINICAL SPECIALIST PHYSIOTHERAPIST	1/8/25	9	70,698	72,062	73,464	74,858	76,251	77,718	79,263	80,804	82,040										
			1/3/25		69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228										
	3492	PHYSIOTHERAPIST MANAGER	1/8/25	7	77,044	79,817	81,333	84,086	86,887	89,692	92,491												
			1/3/25		76,281	79,027	80,528	83,253	86,027	88,804	91,575												
	3182	PHYSIOTHERAPIST MANAGER IN CHARGE III	1/8/25	7	89,184	90,645	92,102	93,636	95,251	96,865	98,158												
			1/3/25		88,301	89,748	91,190	92,709	94,308	95,906	97,186												
	3706	PLAY SPECIALIST	1/8/25	14	44,529	46,869	48,851	50,114	51,485	52,782	53,980	55,437	56,295	58,161	59,531	61,024	62,519	63,724	LSI				
			1/3/25		44,088	46,405	48,367	49,618	50,975	52,259	53,446	54,888	55,738	57,585	58,942	60,420	61,900	63,093	LSI				
	3708	PLAY SPECIALIST, SENIOR	1/8/25	8	62,076	63,595	65,233	67,103	68,744	70,274	71,654	72,591											
			1/3/25		61,461	62,965	64,587	66,439	68,063	69,578	70,945	71,872											

	3015	PLAY THERAPIST	1/8/25	14	44,563	46,936	48,888	50,308	51,510	52,788	54,063	55,406	56,753	58,109	59,541	61,059	62,573	63,786	LSI				
			1/3/25		44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI				
	3705	PLAY THERAPIST, SENIOR	1/8/25	9	63,912	65,275	66,681	68,073	69,467	70,933	72,478	74,018	75,254										
			1/3/25		63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509										
3697		PSYCHOLOGY, TRAINEE CLINICAL (pre 2006) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	5	47,784	50,700	52,490	54,748	57,053														
			1/3/25		47,311	50,198	51,970	54,206	56,488														
3697		PSYCHOLOGY, TRAINEE CLINICAL	1/8/25	3	44,918	47,130	50,929																
			1/3/25		44,473	46,663	50,425																
3670		PSYCHOLOGY, TRAINEE COUNSELLING	1/8/25	3	44,918	47,130	50,929																
			1/3/25		44,473	46,663	50,425																
3671		PSYCHOLOGY, TRAINEE EDUCATIONAL	1/8/25	3	44,918	47,130	50,929																
			1/3/25		44,473	46,663	50,425																
	3689	PSYCHOLOGIST, CLINICAL	1/8/25	13	61,976	65,919	68,721	71,648	74,558	77,442	81,074	85,341	90,390	95,504	99,669	102,883	106,101	LSIs					
			1/3/25		61,362	65,266	68,041	70,939	73,820	76,675	80,271	84,496	89,495	94,558	98,682	101,864	105,050	LSIs					
	3690	PSYCHOLOGIST, EDUCATIONAL	1/8/25	13	61,976	65,919	68,721	71,648	74,558	77,442	81,074	85,341	90,390	95,504	99,669	102,883	106,101	LSIs					
			1/3/25		61,362	65,266	68,041	70,939	73,820	76,675	80,271	84,496	89,495	94,558	98,682	101,864	105,050	LSIs					
	3691	PSYCHOLOGIST, COUNSELLING	1/8/25	13	61,976	65,919	68,721	71,648	74,558	77,442	81,074	85,341	90,390	95,504	99,669	102,883	106,101	LSIs					
			1/3/25		61,362	65,266	68,041	70,939	73,820	76,675	80,271	84,496	89,495	94,558	98,682	101,864	105,050	LSIs					
	367Y	PSYCHOLOGIST, SENIOR CLINICAL	1/8/25	8	98,503	100,844	103,205	105,552	107,881	108,776	112,279	115,784	LSIs										
			1/3/25		97,528	99,846	102,183	104,507	106,813	107,699	111,167	114,638	LSIs										
	3692	PSYCHOLOGIST, COUNSELLING SENIOR	1/8/25	8	98,503	100,844	103,205	105,552	107,881	108,776	112,279	115,784	LSIs										
			1/3/25		97,528	99,846	102,183	104,507	106,813	107,699	111,167	114,638	LSIs										
	3693	PSYCHOLOGIST, EDUCATIONAL SENIOR	1/8/25	8	98,503	100,844	103,205	105,552	107,881	108,776	112,279	115,784	LSIs										
			1/3/25		97,528	99,846	102,183	104,507	106,813	107,699	111,167	114,638	LSIs										
	3727	PSYCHOLOGIST, PRINCIPAL CLINICAL	1/8/25	7	114,961	117,713	120,475	123,212	125,278		129,274	133,271	LSIs										
			1/3/25		113,823	116,548	119,282	121,992	124,038	127,994	131,951	LSIs											
	3662	PSYCHOLOGY, DIRECTOR OF	1/8/25	7	125,277	128,360	131,445	134,528	136,857	141,223	145,586	LSIs											
			1/3/25		124,037	127,089	130,144	133,196	135,502	139,825	144,145	LSIs											
	3093	RADIOGRAPHER	1/8/25	14	44,011	46,302	48,270	49,530	50,810	52,120	53,418	54,740	56,136	57,511	58,843	60,210	61,630	62,969	LSI				
			1/3/25		43,575	45,844	47,792	49,040	50,307	51,604	52,889	54,198	55,580	56,942	58,260	59,614	61,020	62,346	LSI				
	3107	RADIOGRAPHER, SENIOR	1/8/25	5	57,882	60,058	62,344	64,672	67,027														
			1/3/25		57,309	59,463	61,727	64,032	66,363														
	3131	RADIOGRAPHER, CLINICAL SPECIALIST	1/8/25	5	64,943	68,244	71,044	73,851	76,708														
			1/3/25		64,300	67,568	70,341	73,120	75,949														
	309X	RADIOGRAPHY SERVICE MANAGER 1 with 4 to 24 eligible direct reports	1/8/25	5	67,373	71,019	74,110	77,231	80,414														
			1/3/25		66,706	70,316	73,376	76,466	79,618														
	310X	RADIOGRAPHY SERVICE MANAGER 2 with 25 to 39 eligible direct reports	1/8/25	7	75,520	78,237	79,722	82,421	85,167	87,916	90,659												
			1/3/25		74,772	77,462	78,933	81,605	84,324	87,046	89,761												
	3108	RADIOGRAPHY SERVICE MANAGER 3 with 40 or more eligible direct reports	1/8/25	7	87,420	88,851	90,279	91,782	93,365	94,947	96,214												
			1/3/25		86,554	87,971	89,385	90,873	92,441	94,007	95,261												
	3086	RADIOGRAPHER, ADVANCED PRACTICE, CANDIDATE	1/8/25	5	67,373	71,019	74,110	77,231	80,414														
			4/4/25		66,706	70,316	73,376	76,466	79,618														
	3950	RADIATION THERAPIST	1/8/25	11	44,012	45,720	48,271	49,528	50,811	54,616	57,882	60,060	62,344	64,671	67,025								
			1/3/25		43,576	45,267	47,793	49,038	50,308	54,075	57,309	59,465	61,727	64,031	66,361								
	3964	CLINICAL SPECIALIST RADIATION THERAPIST AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/8/25	5	64,943	68,244	71,044	73,851	76,708														
			1/3/25		64,300	67,568	70,341	73,120	75,949														
	3972	RADIATION THERAPY SERVICE MANAGER 1 with 4 to 24 eligible direct reports	1/8/25	5	67,373	71,019	74,110	77,231	80,414														
			1/3/25		66,706	70,316	73,376	76,466	79,618														

	398Y	RADIATION THERAPY SERVICE MANAGER 2 with 25 to 39 eligible direct reports	1/8/25	7	75,520	78,237	79,722	82,421	85,167	87,916	90,659													
			1/3/25		74,772	77,462	78,933	81,605	84,324	87,046	89,761													
	3974	RADIATION THERAPY SERVICE MANAGER 3 with 40 or more eligible direct reports	1/8/25	7	87,420	88,851	90,279	91,782	93,365	94,947	96,214													
			1/3/25		86,554	87,971	89,385	90,873	92,441	94,007	95,261													
	3767	REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/8/25	8	81,937	82,714	84,732	86,825	88,857	90,930	93,932	97,033	LSIs											
			1/3/25		81,126	81,895	83,893	85,965	87,977	90,030	93,002	96,072	LSIs											
	3768	REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	8	87,336	89,127	90,915	92,734	94,517	96,321	99,492	102,775	LSIs											
			1/3/25		86,471	88,245	90,015	91,816	93,581	95,367	98,507	101,757	LSIs											
	3759	REGIONAL PUBLIC ANALYST	1/8/25	7	101,810	104,081	106,330	108,595	110,862	114,523	118,302	LSIs												
			1/3/25		100,802	103,050	105,277	107,520	109,764	113,389	117,131	LSIs												
	3016	RESPIRATORY PHYSIOLOGIST	1/8/25	10	44,276	46,531	48,570	49,496	50,520	53,252	54,962	56,713	61,078	65,394	LSIs									
			1/3/25		43,838	46,070	48,089	49,006	50,020	52,725	54,418	56,151	60,473	64,747	LSIs									
	3010	RESPIRATORY PHYSIOLOGIST, SENIOR	1/8/25	8	54,568	56,166	57,869	59,619	61,433	63,117	67,281	71,453	LSIs											
			1/3/25		54,028	55,610	57,296	59,029	60,825	62,492	66,615	70,746	LSIs											
	3008	RESPIRATORY PHYSIOLOGIST, CHIEF I	1/8/25	8	59,397	60,628	62,265	63,855	65,445	67,019	71,087	75,237	LSIs											
			1/3/25		58,809	60,028	61,649	63,223	64,797	66,355	70,383	74,492	LSIs											
	3009	RESPIRATORY PHYSIOLOGIST, CHIEF II	1/8/25	8	61,104	64,076	66,974	69,885	72,844	76,659	80,977	83,839	LSIs											
			1/3/25		60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs											
3029		SOCIAL CARE WORKER (WITH QUALIFICATION)	1/8/25	12	40,351	41,908	43,826	45,229	46,647	48,072	49,520	50,990	52,473	54,012	55,599	56,650	LSI							
			1/3/25		39,951	41,493	43,392	44,781	46,185	47,596	49,030	50,485	51,953	53,477	55,049	56,089	LSI							
3029		SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/8/25	11	40,351	41,908	43,826	45,229	46,647	48,072	49,520	50,990	52,473	54,012	55,599									
			1/3/25		39,951	41,493	43,392	44,781	46,185	47,596	49,030	50,485	51,953	53,477	55,049									
	3030	SOCIAL CARE LEADER	1/8/25	7	56,351	57,569	58,786	62,032	63,291	64,540	65,807													
			1/3/25		55,793	56,999	58,204	61,418	62,664	63,901	65,155													
	392X	SOCIAL CARE MANAGER	1/8/25	6	68,073	69,535	73,404	74,899	76,387	77,893														
			1/3/25		67,399	68,847	72,677	74,157	75,631	77,122														
	3522	SOCIAL WORKER (NON-PROFESSIONALLY QUALIFIED) ** not for use by any new incumbents post 18.12.24 **	1/8/25	12	42,709	45,675	46,828	49,001	51,247	53,554	55,934	58,384	60,828	62,708	64,595	65,845	LSI							
			1/3/25		42,286	45,223	46,364	48,516	50,740	53,024	55,380	57,806	60,226	62,087	63,955	65,193	LSI							
	3017	SOCIAL WORKER	1/8/25	10	50,120	53,436	55,211	57,810	60,433	63,071	65,707	68,342	70,980	72,356	LSI									
			1/3/25		49,624	52,907	54,664	57,238	59,835	62,447	65,056	67,665	70,277	71,640	LSI									
	3557	SOCIAL WORKER - MEDICAL	1/8/25	10	50,120	53,436	55,211	57,810	60,433	63,071	65,707	68,342	70,980	72,356	LSI									
			1/3/25		49,624	52,907	54,664	57,238	59,835	62,447	65,056	67,665	70,277	71,640	LSI									
	3948	PSYCHIATRIC SOCIAL WORKER	1/8/25	10	50,120	53,436	55,211	57,810	60,433	63,071	65,707	68,342	70,980	72,356	LSI									
			1/3/25		49,624	52,907	54,664	57,238	59,835	62,447	65,056	67,665	70,277	71,640	LSI									
	3614	SOCIAL WORK PRACTITIONER, SENIOR	1/8/25	8	61,440	64,142	66,880	69,609	72,330	75,042	77,750	79,126	LSI											
			1/3/25		60,832	63,507	66,218	68,920	71,614	74,299	76,980	78,343	LSI											
	3019	SOCIAL WORKER, SENIOR MEDICAL	1/8/25	7	70,980	73,003	75,030	77,053	79,077	81,099	81,874													
			1/3/25		70,277	72,280	74,287	76,290	78,294	80,296	81,063													
	350Y	SOCIAL WORKER, PRINCIPAL	1/8/25	6	80,299	82,625	86,255	89,884	93,512	98,506														
			1/3/25		79,504	81,807	85,401	88,994	92,586	97,531														
	3902	SOCIAL WORKER, TEAM LEADER	1/8/25	7	70,980	73,003	75,030	77,053	79,077	81,099	81,874													
			1/3/25		70,277	72,280	74,287	76,290	78,294	80,296	81,063													
	3869	SOCIAL WORKER, CHIEF	1/8/25	6	121,183	126,304	131,518	136,833	142,238	147,750														
			12/5/25		119,983	125,053	130,216	135,478	140,830	146,287														
	3371	SOCIAL CARE MANAGER 1	1/8/25	7	56,351	57,569	58,786	62,032	63,291	64,540	65,807													
			1/3/25		55,793	56,999	58,204	61,418	62,664	63,901	65,155													
	3372	SOCIAL CARE MANAGER 2	1/8/25	6	61,265	62,583	66,063	67,408	68,750	70,104														
			1/3/25		60,658	61,963	65,409	66,741	68,069	69,410														

	3373	SOCIAL CARE MANAGER 3	1/8/25	6	68,073	69,535	73,404	74,899	76,387	77,893													
			1/3/25		67,399	68,847	72,677	74,157	75,631	77,122													
	3959	FAMILY THERAPIST	1/8/25	6	81,099	83,450	87,116	90,781	94,448	98,118													
			1/3/25		80,296	82,624	86,253	89,882	93,513	97,147													
	336Y	SPEECH AND LANGUAGE THERAPIST	1/8/25	14	44,563	46,936	48,888	50,308	51,510	52,788	54,063	55,406	56,753	58,109	59,541	61,059	62,573	63,786 LSI					
			1/3/25		44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154 LSI					
	3379	SPEECH AND LANGUAGE THERAPIST, SENIOR	1/8/25	9	63,912	65,275	66,681	68,073	69,467	70,933	72,478	74,018	75,254										
			1/3/25		63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509										
	3025	SPEECH AND LANGUAGE THERAPIST, CLINICAL SPECIALIST	1/8/25	9	70,698	72,062	73,464	74,858	76,251	77,718	79,263	80,804	82,040										
			1/3/25		69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228										
	3468	SPEECH AND LANGUAGE THERAPIST, MANAGER	1/8/25	7	77,044	79,817	81,333	84,086	86,887	89,692	92,491												
			1/3/25		76,281	79,027	80,528	83,253	86,027	88,804	91,575												
	3361	SPEECH AND LANGUAGE THERAPIST, MANAGER IN CHARGE III	1/8/25	7	89,184	90,645	92,102	93,636	95,251	96,865	98,158												
			1/3/25		88,301	89,748	91,190	92,709	94,308	95,906	97,186												
	3031	TRAINEE SOCIAL CARE WORKER ** grade obsolete - not for use - see Guide note 2 **	1/8/25	5	34,230	36,395	37,404	38,747	39,999														
			1/3/25		33,891	36,035	37,034	38,363	39,603														
	3077	VASCULAR PHYSIOLOGIST	1/8/25	10	44,276	46,531	48,570	49,496	50,520	53,252	54,962	56,713	61,078	65,394	LSIs								
			1/3/25		43,838	46,070	48,089	49,006	50,020	52,725	54,418	56,151	60,473	64,747	LSIs								
	322Y	VASCULAR PHYSIOLOGIST, SENIOR	1/8/25	8	54,568	56,166	57,869	59,619	61,433	63,117	67,281	71,453	LSIs										
			1/3/25		54,028	55,610	57,296	59,029	60,825	62,492	66,615	70,746	LSIs										
	3255	VASCULAR PHYSIOLOGIST, CHIEF I	1/8/25	8	59,397	60,628	62,265	63,855	65,445	67,019	71,087	75,237	LSIs										
			1/3/25		58,809	60,028	61,649	63,223	64,797	66,355	70,383	74,492	LSIs										
	3054	VASCULAR PHYSIOLOGIST, CHIEF II	1/8/25	8	61,104	64,076	66,974	69,885	72,844	76,659	80,977	83,839	LSIs										
			1/3/25		60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs										
	3104	INTERRAI CARE NEEDS FACILITATOR	1/8/25	9	60,107	61,101	61,943	63,318	64,837	66,328	67,819	69,498	71,059										
			1/3/25		59,512	60,496	61,330	62,691	64,195	65,671	67,148	68,810	70,355										

			GENERAL SUPPORT GRADES																										
			EMBOLEDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																										
	4114, 4198		INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	31,437																							
				1/3/25		31,126																							
	4114, 4198		INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	32,955																							
				1/3/25		32,629																							
5096			ELECTRICIAN	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869													
				1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395													
5118			PAINTER	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869													
				1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395													
5134			PLUMBER	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869													
				1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395													
515Y			PLASTERER	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869													
				1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395													
5606			MAINTENANCE CRAFTSMAN/TECHNICIAN (PAYPATH)	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869												Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395													
5606			MAINTENANCE CRAFTSMAN/TECHNICIAN (NON-PAYPATH)	1/8/25	14	41,167	42,045	44,724	45,180	45,402	45,650	45,876	45,995	46,111	46,233	46,347	46,537	46,648	47,033									Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		40,759	41,629	44,281	44,733	44,952	45,198	45,422	45,540	45,654	45,775	45,888	46,076	46,186	46,567										
4905			CRAFTSMAN'S MATE (PAYPATH)	1/8/25	14	35,268	36,293	38,558	38,602	38,786	38,984	39,171	39,271	39,363	39,459	39,556	39,708	39,826	39,934									Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		34,919	35,934	38,176	38,220	38,402	38,598	38,783	38,882	38,973	39,068	39,164	39,315	39,432	39,539										
4905			CRAFTSMAN'S MATE (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	14	34,634	35,668	37,853	38,238	38,424	38,634	38,634	38,634	38,680	38,780	38,875	39,027	39,120	39,431									Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		34,291	35,315	37,478	37,859	38,044	38,251	38,251	38,251	38,297	38,396	38,490	38,641	38,733	39,041										
5088			CHARGEHAND (PAYPATH)	1/8/25	14	44,203	45,530	48,487	48,981	49,218	49,481	49,729	49,857	49,982	50,107	50,237	50,439	50,595	50,973									Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		43,765	45,079	48,007	48,496	48,731	48,991	49,237	49,363	49,487	49,611	49,740	49,940	50,094	50,468										
5088			CHARGEHAND (NON-PAYPATH)	1/8/25	14	43,395	44,720	47,591	48,080	48,319	48,587	48,829	48,959	49,083	49,213	49,336	49,539	49,661	50,074									Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		42,965	44,277	47,120	47,604	47,841	48,106	48,346	48,474	48,597	48,726	48,848	49,049	49,169	49,578										
506T			MAINTENANCE FOREMAN, ASSISTANT (PAYPATH)	1/8/25	12	50,441	50,958	51,205	51,482	51,744	51,881	52,015	52,149	52,291	52,508	52,675	53,083											Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		49,942	50,453	50,698	50,972	51,232	51,367	51,500	51,633	51,773	51,988	52,153	52,557												
506T			MAINTENANCE FOREMAN, ASSISTANT (NON-PAYPATH)	1/8/25	12	49,502	50,016	50,266	50,544	50,798	50,933	51,065	51,199	51,329	51,542	51,671	52,114											Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		49,012	49,521	49,768	50,044	50,295	50,429	50,559	50,692	50,821	51,032	51,159	51,598												
5061			MAINTENANCE FOREMAN (PAYPATH)	1/8/25	12	53,420	53,995	54,274	54,584	54,877	55,032	55,180	55,332	55,485	55,728	55,912	56,366											Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		52,891	53,460	53,737	54,044	54,334	54,487	54,634	54,784	54,936	55,176	55,358	55,808												
5061			MAINTENANCE FOREMAN (NON-PAYPATH)	1/8/25	12	52,391	52,954	53,227	53,535	53,816	53,969	54,115	54,268	54,413	54,653	54,797	55,289											Incremental progression for this grade is set out in the Guide to the Scales	
				1/3/25		51,872	52,430	52,700	53,005	53,283	53,435	53,579	53,731	53,874	54,112	54,254	54,742												
	4008		DENTAL CRAFTSMAN/TECHNICIAN, SENIOR	1/8/25	9	45,559	46,563	47,569	48,571	49,578	50,584	51,594	52,622	53,711 LSI															
				1/3/25		45,108	46,102	47,098	48,090	49,087	50,083	51,083	52,101	53,179 LSI															
	4006		DENTAL CRAFTSMAN/TECHNICIAN	1/8/25	11	36,972	38,844	39,918	41,130	41,982	43,180	44,378	45,578	46,778	47,982	48,936 LSI													
				1/3/25		36,606	38,459	39,523	40,723	41,566	42,752	43,939	45,127	46,315	47,507	48,451 LSI													
	4645		PATHOLOGY TECHNICIAN	1/8/25	13	37,611	39,461	40,619	41,221	42,185	43,134	44,083	45,034	45,985	46,939	47,892	48,842	49,701											
				1/3/25		37,239	39,070	40,217	40,813	41,767	42,707	43,647	44,588	45,530	46,474	47,418	48,358	49,209											
	4653		PATHOLOGY TECHNICIAN, SENIOR	1/8/25	11	43,156	44,518	45,881	47,244	48,606	49,970	51,336	52,731	54,143	55,596	57,074													
				1/3/25		42,729	44,077	45,427	46,776	48,125	49,475	50,828	52,209	53,607	55,046	56,509													

	5001	2	PHARMACY PORTER	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984										
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
	5003	3	PHARMACY AIDE/ATTENDANT	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
	5487	3	GENERAL OPERATIVE (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
	4106	2	SECURITY GUARD (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984										
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
4010		4	GATE KEEPERS ** grade obsolete - not for use - see Guide note 2 **	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4297		4	STORES PORTERS/ASSISTANT/ATTENDANT	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
	4013	2	HOSTEL SUPERVISOR	1/8/25	7	38,794	39,204	40,211	41,082	42,336	43,636	44,984												
				1/3/25		38,410	38,816	39,813	40,675	41,917	43,204	44,539												
413Y		3	DRIVER WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
4906		4	TRACTOR DRIVERS ** grade obsolete - not for use - see Guide note 2 **	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4901		3	MORTUARY ATTENDANTS ** not for use for any new incumbents post 1/3/23 **	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
	5000	3	LABORATORY PORTER	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
5931		4	LABORATORY ATTENDANTS	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
5931			LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	35,407	36,154	38,374	38,561	38,740	38,841	38,942	39,040	39,140	39,246	39,347	39,458	39,571	39,682	39,793				
				1/3/25		35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
5363		2	THEATRE PORTERS / ATTENDANTS (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)	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984										
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
5363			THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	35,407	36,154	38,374	38,561	38,740	38,841	38,942	39,040	39,140	39,246	39,347	39,458	39,571	39,682	39,793				
				1/3/25		35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
422X		1	DARK ROOM TECHNICIAN (Rebanded from Band3 to Band1 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 1 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
422X			DARK ROOM TECHNICIAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	35,407	36,154	38,374	38,561	38,740	38,841	38,942	39,040	39,140	39,246	39,347	39,458	39,571	39,682	39,793				
				1/3/25		35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
4238		4	STOREPERSON	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4201			STOREPERSON GRADE A	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												

4202			STOREPERSON GRADE B	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984										
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
4203			STOREPERSON GRADE C	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
4238			STOREMAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	35,839	36,587	38,851	39,035	39,209	39,315	39,413	39,515	39,611	39,718	39,718	39,764	39,890	39,987	40,099				
				1/3/25		35,484	36,225	38,466	38,649	38,821	38,926	39,023	39,124	39,219	39,325	39,325	39,370	39,495	39,591	39,702				
424X		4	BOILERMAN	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
424X			BOILERMAN (DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	10	35,242	36,338	38,193	38,491	38,924	39,088	39,377	39,678	39,793	40,086									
				1/3/25		34,893	35,978	37,815	38,110	38,539	38,701	38,987	39,285	39,399	39,689									
424X			BOILERMAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	35,839	36,587	38,851	39,035	39,209	39,315	39,413	39,515	39,611	39,718	39,718	39,764	39,890	39,987	40,099				
				1/3/25		35,484	36,225	38,466	38,649	38,821	38,926	39,023	39,124	39,219	39,325	39,325	39,370	39,495	39,591	39,702				
	4120		HEAD OF CATERING	1/8/25	7	82,258	82,997	86,243	89,502	92,736	95,983	99,213												
				1/3/25		81,444	82,175	85,389	88,616	91,818	95,033	98,231												
	4105		CATERING MANAGER	1/8/25	11	60,013	61,479	63,192	64,911	66,636	68,176	69,745	71,272	72,788	75,397	78,015	LSIs							
				1/3/25		59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs							
4022		1	CATERING SUPERVISOR	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
	4123	3	CATERING ASSISTANT	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
	4111	4	CATERING/ CLEANER/ ASSISTANT **not for use for new incumbents post 28/1/23 in line with HSE Circular 03/2023**	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4103		1	DOMESTIC SUPERVISOR	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
4103			DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	39,056	39,255	39,441	39,550	39,658	39,768	39,768	39,817	39,929	40,057	40,178	40,303	40,425						
				1/3/25		38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025						
4103			DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/8/25	13	39,056	39,255	39,441	39,550	39,658	39,768	39,768	39,817	39,929	40,057	40,178	40,303	40,425						
				1/3/25		38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025						
4103			DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	39,651	39,863	40,064	40,185	40,303	40,420	40,538	40,666	40,781	40,913	41,040	41,177	41,306						
				1/3/25		39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
4103			DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	40,816	41,055	41,279	41,279	41,279	41,303	41,424	41,557	41,732	41,819	41,956	42,101	42,233						
				1/3/25		40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						
4103			DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON- PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	13	39,651	39,863	40,064	40,185	40,303	40,420	40,538	40,666	40,781	40,913	41,040	41,177	41,306						
				1/3/25		39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
4103			DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON- DUBLIN) (NON-PAYPATH)	1/8/25	13	40,816	41,055	41,279	41,279	41,279	41,303	41,424	41,557	41,732	41,819	41,956	42,101	42,233						
				1/3/25		40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						
4110		4	DOMESTIC	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4110			DOMESTIC (DUBLIN) (NON-PAYPATH)	1/8/25	10	33,593	34,254	36,243	36,542	36,835	37,127	37,429	37,731	38,033	38,332									
				1/3/25		33,260	33,915	35,884	36,180	36,470	36,759	37,058	37,357	37,656	37,952									

4110			DOMESTIC (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
4073		1	DINING ROOM SUPERVISOR	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
4146		1	LINEN ROOM SUPERVISOR	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
4146			LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	39,651	39,863	40,064	40,185	40,303	40,420	40,538	40,666	40,781	40,913	41,040	41,177	41,306						
				1/3/25		39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
4146		1	LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
4900		4	LAUNDRY WORKER	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4900			LAUNDRY WORKER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
420Y			PORTER, HEAD SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/8/25	13	40,816	41,055	41,279	41,279	41,279	41,303	41,424	41,557	41,732	41,819	41,956	42,101	42,233						
				1/3/25		40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						
420Y			PORTER, HEAD SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/8/25	13	39,651	39,863	40,064	40,185	40,303	40,420	40,538	40,666	40,781	40,913	41,040	41,177	41,306						
				1/3/25		39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
420Y			PORTER, HEAD SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	39,056	39,255	39,441	39,550	39,658	39,768	39,768	39,817	39,929	40,057	40,178	40,303	40,425						
				1/3/25		38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025						
420Y		1	PORTER, HEAD	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
4908		3	DRIVER/PORTER (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
4197		3	PORTER (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
4197	4197		PORTER (DUBLIN) (NON-PAYPATH)	1/8/25	10	34,359	35,452	37,550	37,849	38,160	38,461	38,461	38,727	39,025	39,317									
				1/3/25		34,019	35,101	37,178	37,474	37,782	38,080	38,080	38,344	38,639	38,928									
4011		1	HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
4011			HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	39,651	39,863	40,064	40,185	40,303	40,420	40,538	40,666	40,781	40,913	41,040	41,177	41,306						
				1/3/25		39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
4011		1	HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
4011			HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	39,056	39,255	39,441	39,550	39,658	39,768	39,768	39,817	39,929	40,057	40,178	40,303	40,425						
				1/3/25		38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025						
4011		1	HEAD GARDENERS WITH GARDENERS REPORTING TO THEM	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064												
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588												
4011			HEAD GARDENERS WITH GARDENERS REPORTING TO THEM (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	40,816	41,055	41,279	41,279	41,279	41,303	41,424	41,557	41,732	41,819	41,956	42,101	42,233						
				1/3/25		40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						

4068		4	GROUNDSMEN	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4068			GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
4068		4	GARDENER	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4068			GARDENER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	35,839	36,587	38,851	39,035	39,209	39,315	39,413	39,515	39,611	39,718	39,718	39,764	39,890	39,987	40,099				
				1/3/25		35,484	36,225	38,466	38,649	38,821	38,926	39,023	39,124	39,219	39,325	39,325	39,370	39,495	39,591	39,702				
4113		4	CLEANER	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4113			CLEANER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
4262		3	LABOURER (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
4262			LABOURER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
4010			GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
4092		3	CARETAKERS (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
4092			CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
4297			STORES PORTERS/ASSISTANT/ATTENDANT (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
4413		4	SEAMSTRESS	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783										
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
4413			SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	35,317	36,067	38,276	38,468	38,645	38,748	38,846	38,952	39,046	39,149	39,255	39,364	39,472	39,581	39,693				
				1/3/25		34,967	35,710	37,897	38,087	38,262	38,364	38,461	38,566	38,659	38,761	38,866	38,974	39,081	39,189	39,300				
4734		3	MINI-BUS / VAN DRIVERS (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,547	37,409	38,528	39,294	39,958	40,816	41,340	42,233	43,150										
				1/3/25		35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
4734			MINI-BUS / VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/8/25	15	35,407	36,154	38,374	38,561	38,740	38,841	38,942	39,040	39,140	39,246	39,347	39,458	39,571	39,682	39,793				
				1/3/25		35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
4908			DRIVER/PORTER (NON-DUBLIN) (NON-PAYPATH)	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
413Y			DRIVER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325				
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
4906			TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	35,407	36,154	38,374	38,561	38,740	38,841	38,942	39,040	39,140	39,246	39,347	39,458	39,571	39,682	39,793				
				1/3/25		35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
4901			MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** not for use for any new incumbents post 1/3/23 **	1/8/25	15	35,407	36,154	38,374	38,561	38,740	38,841	38,942	39,040	39,140	39,246	39,347	39,458	39,571	39,682	39,793				
				1/3/25		35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				

4073			DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	40,816	41,055	41,279	41,279	41,279	41,303	41,424	41,557	41,732	41,819	41,956	42,101	42,233								
				1/3/25		40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815								
4073			DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/8/25	13	39,651	39,863	40,064	40,185	40,303	40,420	40,538	40,666	40,781	40,913	41,040	41,177	41,306								
				1/3/25		39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897								
4073			DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/8/25	13	39,056	39,255	39,441	39,550	39,658	39,768	39,768	39,817	39,929	40,057	40,178	40,303	40,425								
				1/3/25		38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025								
4146			LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	13	40,816	41,055	41,279	41,279	41,279	41,303	41,424	41,557	41,732	41,819	41,956	42,101	42,233								
				1/3/25		40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815								
5785	1		CSSD OPERATIVES <i>(Rebanded from Band2 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>	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064														
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588														
4077	4077	1	MEDICAL LABORATORY AIDES <i>(Rebanded from Band2 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>	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064														
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588														
4211			CHEF, EXECUTIVE	1/8/25	12	53,420	53,995	54,274	54,584	54,877	55,032	55,180	55,332	55,485	55,728	55,912	56,366			Incremental progression for this grade is set out in the Guide to the Scales						
				1/3/25		52,891	53,460	53,737	54,044	54,334	54,487	54,634	54,784	54,936	55,176	55,358	55,808									
427Y			CHEF, SENIOR	1/8/25	12	50,441	50,958	51,205	51,482	51,744	51,882	52,015	52,149	52,291	52,508	52,675	53,083			Incremental progression for this grade is set out in the Guide to the Scales						
				1/3/25		49,942	50,453	50,698	50,972	51,232	51,368	51,500	51,633	51,773	51,988	52,153	52,557									
4343			CHEF, JOURNEYMAN ** grade obsolete - not for use - see Guide note 2 **	1/8/25	6	44,519	45,751	47,584	48,849	50,304	51,783	LSIs														
				1/3/25		44,078	45,298	47,113	48,365	49,806	51,270	LSIs														
451Y			CHEF I	1/8/25	14	44,203	45,530	48,487	48,981	49,218	49,481	49,729	49,857	49,982	50,107	50,237	50,439	50,595	50,973	Incremental progression for this grade is set out in the Guide to the Scales						
				1/3/25		43,765	45,079	48,007	48,496	48,731	48,991	49,237	49,363	49,487	49,611	49,740	49,940	50,094	50,468							
4529			CHEF II WITH QUALIFICATION	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869			Incremental progression for this grade is set out in the Guide to the Scales							
				1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395										
4529			CHEF II WITHOUT QUALIFICATION	1/8/25	6	41,565	42,722	45,557	45,842	46,127	46,411															
				1/3/25		41,153	42,299	45,106	45,388	45,670	45,951															
4065			COOK, TRAINEE	1/8/25	3	26,607	30,360	33,106																		
				1/3/25		26,344	30,059	32,778																		
4014			CATERING OFFICER, GRADE I	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs													
				1/3/25		56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs													
4001			CATERING OFFICER, GRADE II	1/8/25	7	51,718	53,265	54,843	56,456	58,078	59,969	61,866	LSIs													
				1/3/25		51,206	52,738	54,300	55,897	57,503	59,375	61,253	LSIs													
4002			CATERING OFFICER, GRADE III	1/8/25	12	35,609	37,741	38,597	40,760	42,740	44,473	46,151	48,414	50,059	51,718	53,296	54,914	LSIs								
				1/3/25		35,256	37,367	38,215	40,356	42,317	44,033	45,694	47,935	49,563	51,206	52,768	54,370	LSIs								
546Y			TECHNICAL SERVICES OFFICER	1/8/25	8	99,661	102,101	104,538	106,979	109,419	111,867	115,551	119,239	LSIs												
				1/3/25		98,674	101,090	103,503	105,920	108,336	110,759	114,407	118,058	LSIs												
546T			TECHNICAL SERVICES OFFICER, CHIEF ASSISTANT	1/8/25	9	79,086	81,513	82,673	85,116	87,582	90,035	92,479	95,611	98,709	LSIs											
				1/3/25		78,303	80,706	81,854	84,273	86,715	89,144	91,563	94,664	97,732	LSIs											
546Y			TECHNICAL SERVICES OFFICER (Mater, Tallaght)	1/8/25	5	65,821	68,589	70,148	71,669	73,172																
				1/3/25		65,169	67,910	69,453	70,959	72,448																
555T			TECHNICAL SERVICES OFFICER, SENIOR ASSISTANT	1/8/25	12	59,659	61,827	64,003	66,175	68,348	70,522	72,695	74,858	77,040	79,208	81,708	82,928	LSIs								
				1/3/25		59,068	61,215	63,369	65,520	67,671	69,824	71,975	74,117	76,277	78,424	80,899	82,107	LSIs								
555X			TECHNICAL SERVICES OFFICER, ASSISTANT	1/8/25	13	47,273	49,936	51,907	53,946	56,039	58,167	60,312	62,458	64,603	66,755	68,915	71,125	73,331	LSIs							
				1/3/25		46,805	49,442	51,393	53,412	55,484	57,591	59,715	61,840	63,963	66,094	68,233	70,421	72,605	LSIs							
5002			ASST. TECHNICAL SERVICES MANAGER (Mater)	1/8/25	7	65,360	68,137	69,721	71,258	72,788	75,395	78,014	LSIs													
				1/3/25		64,713	67,462	69,031	70,552	72,067	74,649	77,242	LSIs													

	5002	ENGINEERING OFFICER (FORMERLY EHB) (Mater, St. James, Tallaght, Beaumont, Crumlin)	1/8/25	7	65,360	68,137	69,721	71,258	72,788	75,395	78,014	LSIs											
			1/3/25		64,713	67,462	69,031	70,552	72,067	74,649	77,242	LSIs											
	5497	FIRE PREVENTION OFFICER	1/8/25	14	53,904	56,772	59,662	61,827	64,003	66,175	68,348	70,523	72,695	74,858	77,040	79,208	81,708	82,928	LSIs				
			1/3/25		53,370	56,210	59,071	61,215	63,369	65,520	67,671	69,825	71,975	74,117	76,277	78,424	80,899	82,107	LSIs				
	5312	DRAUGHTSMAN/TECHNICIAN II	1/8/25	15	34,718	36,347	37,949	38,817	39,822	40,991	41,784	42,958	44,103	45,276	46,437	47,541	48,761	50,198	51,629	LSIs			
			1/3/25		34,374	35,987	37,573	38,433	39,428	40,585	41,370	42,533	43,666	44,828	45,977	47,070	48,278	49,701	51,118	LSIs			
	532Y	DRAUGHTSMAN/TECHNICIAN I	1/8/25	9	48,761	49,500	50,463	51,429	52,399	53,391	54,308	56,036	57,788	LSIs									
			1/3/25		48,278	49,010	49,963	50,920	51,880	52,862	53,770	55,481	57,216	LSIs									
	4372	TRANSPORT OFFICER (FORMERLY EHB)	1/8/25	7	57,039	58,401	60,060	63,178	65,039	67,360	69,688	LSIs											
			1/3/25		56,474	57,823	59,465	62,552	64,395	66,693	68,998	LSIs											
	4122	AMBULANCE OFFICER (HSE HEALTH AREAS) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	7	57,039	58,401	60,060	63,178	65,039	67,360	69,688	LSIs											
			1/3/25		56,474	57,823	59,465	62,552	64,395	66,693	68,998	LSIs											

[illegible]

	6126		NEOC DUTY SUPERVISOR, NATIONAL AMBULANCE SERVICE	1/8/25	7	51,478	53,014	54,575	56,176	57,790	59,673	61,560	LSIs												
				1/3/25		50,968	52,489	54,035	55,620	57,218	59,082	60,950	LSIs												
	6120		CLINICAL PARAMEDICAL SUPERVISOR	1/8/25	9	39,224	40,462	41,520	42,913	44,312	45,708	47,108	49,750	51,632	LSI										
				1/3/25		38,836	40,061	41,109	42,488	43,873	45,255	46,642	49,257	51,121	LSI										
	6463		EMERGENCY MEDICAL TECHNICIAN ** Grade obsolete- not for use by existing employees w.e.f. 18.4.24**	1/8/25	11	35,392	37,508	38,359	39,749	40,509	41,087	42,006	42,936	43,858	45,706	47,408	LSI								
				1/3/25		35,042	37,137	37,979	39,355	40,108	40,680	41,590	42,511	43,424	45,253	46,939	LSI								
	6464		EMERGENCY MEDICAL TECHNICIAN, LEADING	1/8/25	9	39,051	40,281	41,334	42,719	44,112	45,501	46,893	49,524	51,394	LSI										
				1/3/25		38,664	39,882	40,925	42,296	43,675	45,050	46,429	49,034	50,885	LSI										
	6450		EMERGENCY CALL TAKER	1/8/25	11	36,020	37,947	39,051	40,281	41,334	42,719	44,112	45,501	46,893	49,524	51,394	LSI								
				1/3/25		35,663	37,571	38,664	39,882	40,925	42,296	43,675	45,050	46,429	49,034	50,885	LSI								
	6455		EMERGENCY MEDICAL CONTROLLER	1/8/25	11	36,020	37,947	39,051	40,281	41,334	42,719	44,112	45,501	46,893	49,524	51,394	LSI								
				1/3/25		35,663	37,571	38,664	39,882	40,925	42,296	43,675	45,050	46,429	49,034	50,885	LSI								
	6457		EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/8/25	7	51,478	53,014	54,575	56,176	57,790	59,673	61,560	LSIs												
				1/3/25		50,968	52,489	54,035	55,620	57,218	59,082	60,950	LSIs												
	6404		HOSPITAL CHAPLAIN	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs												
				1/3/25		56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs												
6132	2		DRIVER (PATIENTS/CLIENTS PUBLIC ROADS) (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984											
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539											
6124	2		DRIVERS (DOCTOR ON CALL) (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984											
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539											
	6019		HEALTH & SOCIAL CARE ASSISTANT	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984											
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539											
	6122		AMBULANCE OFFICER	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs												
				1/3/25		56,756	58,108	59,761	62,861	64,716	67,024	69,339	LSIs												
	6128		AMBULANCE SERVICE SHIFT MANAGER	1/8/25	7	57,039	58,401	60,060	63,178	65,039	67,360	69,688	LSIs												
				1/3/25		56,474	57,823	59,465	62,552	64,395	66,693	68,998	LSIs												
	6129		AMBULANCE SERVICE TACTICAL MANAGER, SENIOR	1/8/25	7	81,851	82,587	85,817	89,059	92,277	95,509	98,722													
				1/3/25		81,041	81,769	84,967	88,177	91,363	94,563	97,745													
6125			AMBULANCE OFFICER, CHIEF	1/8/25	7	82,258	82,997	86,244	89,503	92,734	95,983	99,212													
				1/3/25		81,444	82,175	85,390	88,617	91,816	95,033	98,230													
	6130		AMBULANCE SERVICE TACTICAL MANAGER	1/8/25	11	59,716	61,174	62,880	64,588	66,305	67,839	69,400	70,919	72,426	75,023	77,629	LSIs								
				1/3/25		59,125	60,568	62,257	63,949	65,649	67,167	68,713	70,217	71,709	74,280	76,860	LSIs								
	6131		AMBULANCE SERVICE DISTRICT OPERATIONS MANAGER	1/8/25	11	59,716	61,174	62,880	64,588	66,305	67,839	69,400	70,919	72,426	75,023	77,629	LSIs								
				1/3/25		59,125	60,568	62,257	63,949	65,649	67,167	68,713	70,217	71,709	74,280	76,860	LSIs								
	6589		NAS CLINICAL SERVICES MANAGER I	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs												
				19/6/25		56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs												
	6590		NAS FUNCTIONAL SPECIALIST I	1/8/25	7	51,718	53,265	54,843	56,456	58,078	59,969	61,866	LSIs												
				19/6/25		51,206	52,738	54,300	55,897	57,503	59,375	61,253	LSIs												
	6591		NAS FUNCTIONAL SPECIALIST II	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs												
				19/6/25		56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs												
	6592		NAS FUNCTIONAL SPECIALIST LEAD	1/8/25	7	82,258	82,997	86,243	89,502	92,736	95,983	99,213													
				19/6/25		81,444	82,175	85,389	88,616	91,818	95,033	98,231													
	6593		NAS SENIOR SPECIALIST MANAGER II	1/8/25	7	85,747	87,912	91,342	94,798	98,226	101,663	106,660													
				19/6/25		84,898	87,042	90,438	93,859	97,253	100,656	105,604													
	6594		NAS SENIOR SPECIALIST MANAGER III	1/8/25	5	112,941	117,650	122,354	127,059	131,764															
				19/6/25		111,823	116,485	121,143	125,801	130,459															

	6200		HEALTH PROMOTION & IMPROVEMENT OFFICER	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs													
				1/3/25		56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs													
	6300		HEALTH PROMOTION & IMPROVEMENT OFFICER, SENIOR	1/8/25	11	60,013	61,479	63,192	64,911	66,636	68,176	69,745	71,272	72,788	75,397	78,015	LSIs									
				1/3/25		59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs									
	6482		CARE ASSISTANT (DISABILITY SERVICES)	1/8/25	13	34,036	35,177	36,730	37,245	38,079	39,701	41,443	42,050	43,563	44,695	45,617	46,652	47,454	LSI							
				1/3/25		33,699	34,829	36,366	36,876	37,702	39,308	41,033	41,634	43,132	44,252	45,165	46,190	46,984	LSI							
	6015	2	ATTENDANT, MULTI-TASK (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984												
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539												
	6083	1	GENERAL ASSISTANT, ADDICTION SERVICES (Rebanded to Band1 wef 1.1.2021 in line with the Job Evaluation Scheme Phase IV report. Those gone from the grade prior to 1.1.2021 will have their pension benefits calculated on the basis of their rate prior to this date. The Band 1 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064														
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588														
	6012	1	HEALTH CARE ASSISTANT (BAND 1)** *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)	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064														
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588														
6075		2	HEALTH CARE ASSISTANT (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)	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984												
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539												
6415		4	ATTENDANT/AIDE	1/8/25	9	34,582	36,425	37,798	38,371	38,613	39,184	39,770	40,230	40,783												
				1/3/25		34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379												
6430		2	HAIRDRESSERS/BARBERS (Rebanded from Band4 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984												
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539												
	6013	1	THEATRE OPERATIVE	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064														
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588														
	6011		COMMUNITY HEALTHCARE NETWORK MANAGER	1/8/25	7	89,184	90,645	92,102	93,636	95,251	96,865	98,158														
				1/3/25		88,301	89,748	91,190	92,709	94,308	95,906	97,186														
6014		1	TEAM LEADER, SUPPORT SERVICES	1/8/25	7	41,117	42,190	43,335	44,433	45,608	46,817	48,064														
				1/3/25		40,710	41,772	42,906	43,993	45,156	46,353	47,588														
6415			ATTENDANT/AIDE (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,982	35,732	38,242	38,425	38,425	38,425	38,478	38,580	38,680	38,785	38,887	38,998	39,104	39,217	39,325						
				1/3/25		34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936						
6430			HAIRDRESSERS/BARBERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	35,317	36,067	38,276	38,468	38,645	38,748	38,846	38,952	39,046	39,149	39,255	39,364	39,472	39,581	39,693						
				1/3/25		34,967	35,710	37,897	38,087	38,262	38,364	38,461	38,566	38,659	38,761	38,866	38,974	39,081	39,189	39,300						
	6400		NURSES AIDES (DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	15	34,900	35,654	38,150	38,409	38,517	38,517	38,517	38,517	38,575	38,682	38,785	38,878	39,012	39,157	39,294						
				1/3/25		34,554	35,301	37,772	38,029	38,136	38,136	38,136	38,136	38,193	38,299	38,401	38,493	38,626	38,769	38,905						
	6526	2	AUDIOLOGY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984												
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539												
	6505	2	OCCUPATIONAL THERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/8/25	9	35,788	37,252	38,794	39,204	40,211	41,082	42,336	43,636	44,984												
				1/3/25		35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539												

6439		WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/8/25	7	41,125	41,726	42,671	43,628	44,572	45,538	46,459												
			1/3/25		40,718	41,313	42,249	43,196	44,131	45,087	45,999												
6439		WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/8/25	9	53,218	54,143	54,203	55,438	56,684	58,046	59,414	60,789	62,164										
			1/3/25		52,691	53,607	53,666	54,889	56,123	57,471	58,826	60,187	61,549										
	6466	WELFARE HOME, ASSISTANT SUPERVISOR	1/8/25	3	38,492	39,315	39,966																
			1/3/25		38,111	38,926	39,570																
	6516	HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/8/25	12	40,408	41,609	43,236	44,860	46,469	48,080	49,674	50,843	52,034	53,263	54,282	55,300							
			1/3/25		40,008	41,197	42,808	44,416	46,009	47,604	49,182	50,340	51,519	52,736	53,745	54,752							
	6434	NURSERY NURSE	1/8/25	13	36,919	38,679	39,860	40,875	41,361	42,223	43,096	43,956	44,825	45,713	46,596	47,492	48,312	LSI					
			1/3/25		36,553	38,296	39,465	40,470	40,951	41,805	42,669	43,521	44,381	45,260	46,135	47,022	47,834	LSI					
	6030	COMMUNITY WELFARE OFFICER	1/8/25	18	36,548	38,494	39,629	41,598	43,866	46,086	48,266	50,352	52,459	54,649	56,830	59,054	61,349	63,556	65,810	68,159	70,517	72,801	LSIs
			1/3/25		36,186	38,113	39,237	41,186	43,432	45,630	47,788	49,853	51,940	54,108	56,267	58,469	60,742	62,927	65,158	67,484	69,819	72,080	LSIs
	6484	HOME SUPPORT RESOURCE OFFICER	1/8/25	7	51,718	53,265	54,843	56,456	58,078	59,969	61,866	LSIs											
			1/3/25		51,206	52,738	54,300	55,897	57,503	59,375	61,253	LSIs											
	6584	HOME SUPPORT RESOURCE MANAGER ** Scale replaces 7pt scale for employees wef 9.10.2019 ** (This rate applies to pension benefit calculations for retirements from 9.10.2019)	1/8/25	11	60,013	61,479	63,192	64,911	66,636	68,176	69,745	71,272	72,788	75,397	78,015	LSIs							
			1/3/25		59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs							
	6584	HOME SUPPORT RESOURCE MANAGER ** grade obsolete - not for use - see Guide note 2 ** (This rate applies to pension benefit calculations for retirements prior to 9.10.2019)	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs											
			1/3/25		56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs											

[illegible]

	0047	NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE)	1/8/25	1	207,647															
			1/3/25		205,591															
	0062	NATIONAL DIRECTOR, SOCIAL CARE (HSE)	1/8/25	1	207,647															
			1/3/25		205,591															
	0064	CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE	1/8/25	1	207,647															
			1/3/25		205,591															
	0810	INTEGRATED HEALTH AREA LEAD (HSE)	1/8/25	1	191,464															
			1/3/25		189,568															
	0448	NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/8/25	1	191,464															
			1/3/25		189,568															
	0050	CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/8/25	1	191,464															
			1/3/25		189,568															
	0031	NATIONAL DIRECTOR, PROCUREMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	191,464															
			1/3/25		189,568															
	0045	NATIONAL DIRECTOR, COMMUNICATIONS (HSE)	1/8/25	1	191,464															
			1/3/25		189,568															
	0022	NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	191,464															
			1/3/25		189,568															
	0032	NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	191,464															
			1/3/25		189,568															
	0057	NATIONAL DIRECTOR OF SHARED SERVICES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	184,555															
			1/3/25		182,728															
0019		CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TUH) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/8/25	1	182,432															
			1/3/25		180,626															
	0076	CHIEF EXECUTIVE OFFICER: GALWAY UNIVERSITY HOSPITAL, CORK UNIVERSITY HOSPITAL, INCLUDING CORK MATERNITY HOSPITAL, AND UNIVERSITY HOSPITAL LIMERICK	1/8/25	1	165,168															
			1/3/25		163,533															
014Y		CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 1)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/8/25	6	109,227	114,083	118,937	123,790	128,644	133,501										
			1/3/25		108,146	112,953	117,759	122,564	127,370	132,179										
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 **	1/8/25	7	82,258	82,997	86,243	89,502	92,736	95,983	99,213									
			1/3/25		81,444	82,175	85,389	88,616	91,818	95,033	98,231									
	0071	CEO BAND H1 HOSPITALS (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincent's (Fairview), Leopardstown Park)	1/8/25	7	82,258	82,997	86,243	89,502	92,736	95,983	99,213									
			1/3/25		81,444	82,175	85,389	88,616	91,818	95,033	98,231									
	0072	CEO BAND H2 HOSPITALS (Cappagh Hospital, Peamount Hospital, Royal Victoria Eye & Ear Hospital, St. Johns Hospital, St. Michaels Hospital, National Rehabilitation Hospital [Band H2 rate for use for pension benefit calculations for NRH CEOs newly in post between 14/9/15 - 19/1/25])	1/8/25	5	99,829	101,573	103,336	105,102	106,866											
			1/3/25		98,841	100,567	102,313	104,061	105,808											

0073	CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital, National Rehabilitation Hospital [(NRH CEO Rebanded from Band H2 to H3 wef 20.1.2025 - Band H3 rate applicable to serving NRH CEOs wef 20/1/2025 only)	1/8/25	7	119,571	123,101	126,629	130,159	133,688	137,218	140,747														
		1/3/25		118,387	121,882	125,375	128,870	132,364	135,859	139,353														
0074	CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/8/25	7	128,042	131,570	135,100	138,628	142,160	145,686	149,150														
		1/3/25		126,774	130,267	133,762	137,255	140,752	144,244	147,673														
0075	CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincent's University Hospital, St. James Hospital)	1/8/25	1	165,168																				
		1/3/25		163,533																				
0080	CEO BAND SC1 SOCIAL CARE (Carriglea Cairde Services, The Childrens Sunshine Home)	1/8/25	7	82,258	82,997	86,243	89,502	92,736	95,983	99,213														
		1/3/25		81,444	82,175	85,389	88,616	91,818	95,033	98,231														
0081	CEO BAND SC2 SOCIAL CARE (Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House, KARE, Aurora (formerly known as Sisters of Charity Kilkeny))	1/8/25	5	99,829	101,573	103,336	105,102	106,866																
		1/3/25		98,841	100,567	102,313	104,061	105,808																
0082	CEO BAND SC3 SOCIAL CARE (COPE Foundation, Muiriosa Foundation, Stewarts Care)	1/8/25	7	119,571	123,101	126,629	130,159	133,688	137,218	140,747														
		1/3/25		118,387	121,882	125,375	128,870	132,364	135,859	139,353														
0083	CEO BAND SC4 SOCIAL CARE (St Michaels House, Avista (formerly known as Daughters of Charity), St. John of God Hospital, Brothers of Charity)	1/8/25	7	128,042	131,570	135,100	138,628	142,160	145,686	149,150														
		1/3/25		126,774	130,267	133,762	137,255	140,752	144,244	147,673														
0020	DEPUTY CEO (BEAUMONT)(ST. JAMES) (ST. VINCENTS)(MATER)(TALLAGHT)	1/8/25	6	113,315	118,353	123,389	128,424	133,459	138,498															
		1/3/25		112,193	117,181	122,167	127,152	132,138	137,127															
0105	REGIONAL DIRECTOR, TECHNOLOGY & TRANSFORMATION	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250															
		1/3/25		124,956	130,511	136,065	141,616	147,172	152,723															
		20/12/24		122,506	127,952	133,397	138,839	144,286	149,728															
0511	CHIEF FINANCE OFFICER, HOSPITAL GROUPS ** grade obsolete - May be used for pension purposes**	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250															
		1/3/25		124,956	130,511	136,065	141,616	147,172	152,723															
0512	CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS ** grade obsolete - May be used for pension purposes**	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250															
		1/3/25		124,956	130,511	136,065	141,616	147,172	152,723															
0063	CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS (applies to those in post, new appointees or for pension benefit calculations for retirements from 1.12.22 only)	1/8/25	1	182,432																				
		1/3/25		180,626																				
0063	CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS (applies to pension benefit calculations for retirements prior to 1.12.22 only)	1/8/25	6	120,254	125,598	130,942	136,285	141,631	146,974															
		1/3/25		119,063	124,354	129,646	134,936	140,229	145,519															
	HEALTH BOARD AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	187,614																				
		1/3/25		185,756																				
	HEALTH BOARD CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	187,614																				
		1/3/25		185,756																				
	HEALTH BOARD REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	202,763																				
		1/3/25		200,755																				

0036		GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	182,432																			
			1/3/25		180,626																			
		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 **	1/8/25	1	175,849																			
			1/3/25		174,108																			
		HEALTH BOARD PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	175,849																			
			1/3/25		174,108																			
		HEALTH BOARD DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	163,365																			
			1/3/25		161,748																			
0093		MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/8/25	1	162,960																			
			1/3/25		161,347																			
0383		STATISTICIAN, CHIEF	1/8/25	7	114,104	118,801	123,523	128,232	132,248	136,481	140,714	LSIs												
			1/3/25		112,974	117,625	122,300	126,962	130,939	135,130	139,321	LSIs												
0382		STATISTICIAN, PRINCIPAL	1/8/25	7	106,021	110,520	114,983	119,481	123,276	127,211	131,138	LSIs												
			1/3/25		104,971	109,426	113,845	118,298	122,055	125,951	129,840	LSIs												
0381		STATISTICIAN, SENIOR	1/8/25	8	89,432	92,833	96,244	99,653	103,060	105,051	108,433	111,822	LSIs											
			1/3/25		88,547	91,914	95,291	98,666	102,040	104,011	107,359	110,715	LSIs											
0380		STATISTICIAN	1/8/25	18	40,610	43,332	44,113	47,523	51,891	55,369	58,945	62,582	66,212	69,824	81,475	84,475	87,517	90,569	93,617	95,374	98,449	101,536	LSIs	
			1/3/25		40,208	42,903	43,676	47,052	51,377	54,821	58,361	61,962	65,556	69,133	80,668	83,639	86,650	89,672	92,690	94,430	97,474	100,531	LSIs	
0103		REGIONAL DIRECTOR, COMMUNICATIONS & PUBLIC AFFAIRS (HSE)	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250														
			1/3/25		124,956	130,511	136,065	141,616	147,172	152,723														
0104		REGIONAL DIRECTOR, PLANNING & PERFORMANCE (HSE)	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250														
			1/3/25		124,956	130,511	136,065	141,616	147,172	152,723														
0106		REGIONAL DIRECTOR, FINANCE (HSE)	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250														
			1/3/25		124,956	130,511	136,065	141,616	147,172	152,723														
0107		REGIONAL DIRECTOR, PEOPLE (HSE)	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250														
			1/3/25		124,956	130,511	136,065	141,616	147,172	152,723														
0509		ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250														
			1/3/25		124,956	130,511	136,065	141,616	147,172	152,723														
0508		ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/8/25	6	121,183	126,304	131,518	136,833	142,238	147,750														
			1/3/25		119,983	125,053	130,216	135,478	140,830	146,287														
0026		DIRECTOR REGIONAL HEALTH OFFICE (HSE) ** grade obsolete 18.1.24 - not for use - see Guide note 2 **	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250														
			1/3/25		124,956	130,511	136,065	141,616	147,172	152,723														
0693		HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	6	126,206	131,816	137,426	143,032	148,644	154,250														
			1/3/25		124,956	130,511	136,065	141,616	147,172	152,723														
0420		ARCHITECTURAL ADVISER, CHIEF	1/8/25	6	121,183	126,304	131,518	136,833	142,238	147,750														
			1/3/25		119,983	125,053	130,216	135,478	140,830	146,287														
0028		SECRETARY TO THE BOARD (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	6	121,183	126,304	131,518	136,833	142,238	147,750														
			1/3/25		119,983	125,053	130,216	135,478	140,830	146,287														
0088		CHILDREN FIRST PROGRAMME LEAD	1/8/25	5	112,941	117,650	122,354	127,059	131,764															
			1/3/25		111,823	116,485	121,143	125,801	130,459															
0090		HEAD OF FUNCTION / SERVICE (ACUTE SERVICES) (HSE ONLY)	1/8/25	5	112,941	117,650	122,354	127,059	131,764															
			1/3/25		111,823	116,485	121,143	125,801	130,459															

	0087	HEAD OF FUNCTION / SERVICE, (COMMUNITY SERVICES) (HSE ONLY)	1/8/25	5	112,941	117,650	122,354	127,059	131,764															
			1/3/25		111,823	116,485	121,143	125,801	130,459															
	0091	HEAD OF FUNCTION / SERVICE (NATIONAL SERVICES) (HSE ONLY)	1/8/25	5	112,941	117,650	122,354	127,059	131,764															
			1/3/25		111,823	116,485	121,143	125,801	130,459															
	0089	PROCUREMENT, ASSISTANT HEAD	1/8/25	5	112,941	117,650	122,354	127,059	131,764															
			1/3/25		111,823	116,485	121,143	125,801	130,459															
	0421	ARCHITECTURAL ADVISER, DEPUTY CHIEF	1/8/25	6	111,457	116,411	121,363	126,315	131,270	136,224														
			1/3/25		110,353	115,258	120,161	125,064	129,970	134,875														
	0425	ENGINEERING ADVISER, PRINCIPAL	1/8/25	6	111,457	116,411	121,363	126,315	131,270	136,224														
			1/3/25		110,353	115,258	120,161	125,064	129,970	134,875														
		HEALTH BOARD PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS)	1/8/25	6	111,457	116,411	121,363	126,315	131,270	136,224														
			1/3/25		110,353	115,258	120,161	125,064	129,970	134,875														
	0685	LOCAL HEALTH OFFICE MANAGER (HSE) ** not for use for any new incumbents **	1/8/25	6	111,457	116,411	121,363	126,315	131,270	136,224														
			1/3/25		110,353	115,258	120,161	125,064	129,970	134,875														
	0429	QUANTITY SURVEYING ADVISER, PRINCIPAL	1/8/25	6	111,457	116,411	121,363	126,315	131,270	136,224														
			1/3/25		110,353	115,258	120,161	125,064	129,970	134,875														
	0153	DIRECTOR OF INFORMATION SYSTEMS (HSE) ** grade obsolete 20.10.23 - not for use - see Guide note 2 **	1/8/25	6	109,816	114,458	119,183	124,000	128,896	133,892														
			1/3/25		108,729	113,325	118,003	122,772	127,620	132,566														
		HEALTH BOARD FUNCTIONAL OFFICERS (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	5	106,536	111,364	115,306	119,261	123,209															
			1/3/25		105,481	110,261	114,164	118,080	121,989															
0161		HEALTH BOARD FUNCTIONAL OFFICERS (FORMERLY NON-EHB) **not for use for any new incumbents**	1/8/25	7	86,603	88,792	92,257	95,746	99,208	102,679	106,134													
			1/3/25		85,746	87,913	91,344	94,798	98,226	101,662	105,083													
	0037	DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/8/25	6	105,884	110,590	115,295	120,001	124,708	129,413														
			1/3/25		104,836	109,495	114,153	118,813	123,473	128,132														
0361		SERVICE MANAGER (Beaumont, St. James, Mater, St. Vincents, Tallaght, Cork UH, UCHG)	1/8/25	7	86,603	88,792	92,257	95,746	99,208	102,679	106,134													
			1/3/25		85,746	87,913	91,344	94,798	98,226	101,662	105,083													
		HEALTH BOARD GENERAL ADMINISTRATOR (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	6	87,347	90,390	93,401	98,002	101,094	104,162														
			1/3/25		86,482	89,495	92,476	97,032	100,093	103,131														
0041		GENERAL MANAGER	1/8/25	7	85,747	87,912	91,342	94,798	98,226	101,663	106,660													
			1/3/25		84,898	87,042	90,438	93,859	97,253	100,656	105,604													
		HEALTH BOARD SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	8	83,522	86,220	88,963	91,703	94,415	95,879	98,799	101,730	LSIs											
			1/3/25		82,695	85,366	88,082	90,795	93,480	94,930	97,821	100,723	LSIs											
	0656	REGIONAL, PATIENT & SERVICE USER LEAD (HSE)	1/8/25	7	82,258	82,997	86,243	89,502	92,736	95,983	99,213													
			1/3/25		81,444	82,175	85,389	88,616	91,818	95,033	98,231													
	0778	HOSPITAL & COMMUNITY CARE ADMINISTRATOR **not for use for any new incumbents post 20.10.23**	1/8/25	7	82,258	82,997	86,243	89,502	92,736	95,983	99,213													
			1/3/25		81,444	82,175	85,389	88,616	91,818	95,033	98,231													
	6027	SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/8/25	8	78,311	81,161	82,732	85,615	88,497	90,158	93,067	95,977	LSIs											
			1/3/25		77,536	80,357	81,913	84,767	87,621	89,265	92,146	95,027	LSIs											

0404		TECHNICAL SERVICES MANAGER (ST VINCENTS)	1/8/25	6	68,105	70,019	71,972	73,880	75,838	77,764													
			1/3/25		67,431	69,326	71,259	73,149	75,087	76,994													
		WESTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	8	66,318	69,085	71,855	74,629	77,391	80,172	81,775	84,614	LSIs										
			1/3/25		65,661	68,401	71,144	73,890	76,625	79,378	80,965	83,776	LSIs										
0404		PROJECT TECHNICAL SERVICES MANAGER (Beaumont, St. James)	1/8/25	5	65,821	68,589	70,148	71,669	73,172														
			1/3/25		65,169	67,910	69,453	70,959	72,448														
0655		GRADE VIII	1/8/25	7	82,258	82,997	86,243	89,502	92,736	95,983	99,213												
			1/3/25		81,444	82,175	85,389	88,616	91,818	95,033	98,231												
	0582	GRADE VII (CLERICAL)	1/8/25	11	60,013	61,479	63,192	64,911	66,636	68,176	69,745	71,272	72,788	75,397	78,015	LSIs							
			1/3/25		59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs							
	0574	GRADE VI (CLERICAL)	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs											
			1/3/25		56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs											
	0566	GRADE V (CLERICAL)	1/8/25	7	51,718	53,265	54,843	56,456	58,078	59,969	61,866	LSIs											
			1/3/25		51,206	52,738	54,300	55,897	57,503	59,375	61,253	LSIs											
	0558	GRADE IV (CLERICAL)	1/8/25	12	35,609	37,741	38,597	40,760	42,740	44,473	46,151	48,414	50,059	51,718	53,296	54,914	LSIs						
			1/3/25		35,256	37,367	38,215	40,356	42,317	44,033	45,694	47,935	49,563	51,206	52,768	54,370	LSIs						
	0609	CLERICAL OFFICER GRADE	1/8/25	15	31,118	32,868	33,299	34,173	35,451	36,730	38,010	38,941	39,992	41,213	42,078	43,287	44,508	46,798	48,427	LSI			
			1/3/25		30,810	32,543	32,969	33,835	35,100	36,366	37,634	38,555	39,596	40,805	41,661	42,858	44,067	46,335	47,948	LSI			
	0884	SUPPLIES OFFICER GRADE A	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs											
			1/3/25		56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs											
	0892	SUPPLIES OFFICER GRADE B	1/8/25	7	51,718	53,265	54,843	56,456	58,078	59,969	61,866	LSIs											
			1/3/25		51,206	52,738	54,300	55,897	57,503	59,375	61,253	LSIs											
	0906	SUPPLIES OFFICER GRADE C	1/8/25	8	42,740	44,473	46,151	48,414	50,059	51,718	53,296	54,914	LSIs										
			1/3/25		42,317	44,033	45,694	47,935	49,563	51,206	52,768	54,370	LSIs										
	0914	SUPPLIES OFFICER GRADE D	1/8/25	12	35,786	37,747	38,792	39,870	40,766	41,482	42,544	43,607	44,674	45,737	46,797	48,427	LSI						
			1/3/25		35,432	37,373	38,408	39,475	40,362	41,071	42,123	43,175	44,232	45,284	46,334	47,948	LSI						

Medical Consultants Salary Scales

Consultant Contract 2023 salary scales are on the next page

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

Consultant Contract 2023 Salary Scales

Consultant Contract 2023 - Clinical							
		1	2	3	4	5	6
Clinician Consultants	1/8/25	233,527	246,150	259,475	266,489	273,501	280,513
	1/3/25	231,215	243,713	256,906	263,850	270,793	277,736

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	1/8/25	287,029	302,555	318,920	327,546	336,171	344,798
	1/3/25	284,187	299,559	315,762	324,303	332,843	341,384
Academic Associate Professor	1/8/25	269,261	284,789	299,179	307,806	316,431	325,057
	1/3/25	266,595	281,969	296,217	304,758	313,298	321,839
Academic Senior Lecturer	1/8/25	251,577	267,103	279,529	288,155	296,780	305,407
	1/3/25	249,086	264,458	276,761	285,302	293,842	302,383

CONSULTANT CONTRACT 2023 ALLOWANCES

B Factor		
On Call Payments		
	1/3/25	1/8/25
Rota	€	€
Flat Annual Payment	11,015	11,125
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,195	3,227
1 in 2	9,032	9,122
1 in 1	11,895	12,014

Clinical Directors' Allowance*	1/3/25	1/8/25
	€	€
	57,867	58,446

Consultant Contract 2023
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 the professorial post.

C - Factor Emergency Call-Out Payments		
	1/3/25	1/8/25
Per call-out (hourly rate or part thereof)		
First 30 call-outs	118.63	119.81
31-120 call-outs	177.94	179.72
121 call-outs or more	237.25	239.62
If the call-out occurs after midnight		
First 30 call-outs	148.28	149.76
31-120 call-outs	222.42	224.65
121 call-outs or more	296.57	299.53
Annual Limit	41,856	42,275

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	1/3/25	1/8/25
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	249,439	251,933
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	243,876	246,315
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	238,616	241,002
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	237,567	239,943
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	232,597	234,923
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	227,943	230,222
Geographical Wholetime Consultants without fees	254,702	257,249

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
	1/3/25	1/8/25
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	277,736	280,513
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	277,736	280,513
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	277,736	280,513
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	277,736	280,513
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	277,736	280,513
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	277,736	280,513
Geographical Wholetime Consultants without fees	277,736	280,513

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	1/3/25	1/8/25
	Type B	Type B
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	237,868	240,247
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	232,304	234,627
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	227,043	229,313
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	225,995	228,255
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	221,025	223,235
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,370	218,534
Geographical Wholetime Consultants without fees	243,131	245,562

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	1/3/25	1/8/25
	Type B	Type B
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	254,591	257,137
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	254,591	257,137
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	254,591	257,137
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	254,591	257,137
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	254,591	257,137
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	254,591	257,137
Geographical Wholetime Consultants without fees	254,591	257,137

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	1/3/25	1/8/25
	Type B*	Type B*
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	210,614	212,720
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	203,667	205,704
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,012	201,002
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	208,635	210,721
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,667	205,704
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,012	201,002

Table SA - A3		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.		
Consultants Revised Common Contract, 1997	1/3/25	1/8/25
	Type B*	Type B*
	€	€
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	219,873	222,072
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	219,873	222,072
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	219,873	222,072

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.

	Type A Contract	Type A Contract
	1/3/25	1/8/25
	€	€
Category I Consultants		
Professor	312,996	316,126
Associate Professor	292,700	295,627
Lecturer	272,443	275,167
College Lecturer	267,016	269,686
Category II Consultants		
Professor UCD, TCD, RCSI	297,742	300,719
Associate Professor UCD, TCD, RCSI	277,929	280,708
Lecturer	256,982	259,552
College Lecturer	251,553	254,069
Professor UCC	302,511	305,536
Associate Professor UCC	282,544	285,369
Lecturer UCC	261,815	264,433
College Lecturer UCC	256,386	258,950
Professor UCG	307,278	310,351
Associate Professor UCG	287,161	290,033
Lecturer UCG	266,646	269,312
College Lecturer UCG	261,216	263,828

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.

	Type A Contract	Type A Contract
	1/3/25	1/8/25
	€	€
Category I Consultants		
Professor	341,384	344,798
Associate Professor	321,839	325,057
Lecturer	302,383	305,407
College Lecturer	297,166	300,138
Category II Consultants		
Professor UCD, TCD, RCSI	341,384	344,798
Associate Professor UCD, TCD, RCSI	321,839	325,057
Lecturer	302,383	305,407
College Lecturer	297,166	300,138
Professor UCC	341,384	344,798
Associate Professor UCC	321,839	325,057
Lecturer UCC	302,383	305,407
College Lecturer UCC	297,166	300,138
Professor UCG	341,384	344,798
Associate Professor UCG	321,839	325,057
Lecturer UCG	302,383	305,407
College Lecturer UCG	297,166	300,138

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
	1/3/25	1/8/25
	€	€
Professor	307,211	310,283
Associate Professor	284,770	287,618
Lecturer	260,922	263,531
College Lecturer	254,761	257,309
Category II Consultants		
Professor UCD, TCD, RCSI	291,957	294,877
Associate Professor UCD, TCD, RCSI	269,998	272,698
Lecturer UCD, TCD, RCSI	245,462	247,917
College Lecturer UCD, TCD, RCSI	239,298	241,691
Professor UCC	296,725	299,692
Associate Professor UCC	274,614	277,360
Lecturer UCC	250,295	252,798
College Lecturer UCC	244,131	246,572
Professor UCG	301,492	304,507
Associate Professor UCG	279,230	282,022
Lecturer UCG	255,123	257,674
College Lecturer UCG	248,961	251,451

Table SA - B2		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract		
Category I Consultants	Type B Contract	Type B Contract
	1/3/25	1/8/25
	€	€
Professor	329,811	333,109
Associate Professor	305,978	309,038
Lecturer	279,341	282,134
College Lecturer	272,656	275,383
Category II Consultants		
Professor UCD, TCD, RCSI	329,811	333,109
Associate Professor UCD, TCD, RCSI	305,978	309,038
Lecturer UCD, TCD, RCSI	279,341	282,134
College Lecturer UCD, TCD, RCSI	272,656	275,383
Professor UCC	329,811	333,109
Associate Professor UCC	305,978	309,038
Lecturer UCC	279,341	282,134
College Lecturer UCC	272,656	275,383
Professor UCG	329,811	333,109
Associate Professor UCG	305,978	309,038
Lecturer UCG	279,341	282,134
College Lecturer UCG	272,656	275,383

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
	1/3/25	1/8/25
	€	€
Professor UCD, TCD, RCSI	274,597	277,343
Associate Professor UCD, TCD, RCSI	252,896	255,425
Lecturer UCD, TCD, RCSI	228,648	230,934
College Lecturer UCD, TCD, RCSI	222,550	224,776
Professor UCC	279,368	282,162
Associate Professor UCC	257,511	260,086
Lecturer UCC	233,479	235,814
College Lecturer UCC	227,385	229,659
Professor UCG	284,132	286,973
Associate Professor UCG	262,127	264,748
Lecturer UCG	238,312	240,695
College Lecturer UCG	232,212	234,534

Table SA - B3		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract		
Category II Consultants	Type B* Contract	Type B* Contract
	1/3/25	1/8/25
	€	€
Professor UCD, TCD, RCSI	295,093	298,044
Associate Professor UCD, TCD, RCSI	273,257	275,990
Lecturer UCD, TCD, RCSI	251,421	253,935
College Lecturer UCD, TCD, RCSI	245,577	248,033
Professor UCC	295,093	298,044
Associate Professor UCC	273,257	275,990
Lecturer UCC	251,421	253,935
College Lecturer UCC	245,577	248,033
Professor UCG	295,093	298,044
Associate Professor UCG	273,257	275,990
Lecturer UCG	251,421	253,935
College Lecturer UCG	245,577	248,033

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	1/8/25	209,868	215,963	241,415	244,920	248,428	251,933
	1/3/25	207,790	213,825	239,025	242,495	245,968	249,439
Type B	1/8/25	197,540	200,220	219,487	222,410	225,333	228,256
	1/3/25	195,584	198,238	217,314	220,208	223,102	225,996
Type C	1/8/25	171,864	177,944	187,854	192,850	198,697	201,002
	1/3/25	170,162	176,182	185,994	190,941	196,730	199,012
* Serving Consultants appointed prior to 1st October 2012 moving from permanent posts are allowed retain their existing salary scales.							

Table C1(2)										
New Entrant Consultant (Clinicians) from 1 st October 2012*										
Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	1/8/25	170,919	175,670	185,626	195,186	203,520	210,467	218,802	234,434	246,710
	1/3/25	169,227	173,931	183,788	193,253	201,505	208,383	216,636	232,113	244,267
Type B	1/8/25	161,348	167,089	175,019	176,210	181,591	186,986	196,574	204,910	213,244
	1/3/25	159,750	165,435	173,286	174,465	179,793	185,135	194,628	202,881	211,133
Type C	1/8/25	141,360	145,501	150,407	153,825	157,244	161,348	166,817	172,970	177,555
	1/3/25	139,960	144,060	148,918	152,302	155,687	159,750	165,165	171,257	175,797
* Serving Consultants appointed prior to 1st October 2012 moving from permanent posts are allowed retain their existing salary scales.										

Table SA - C1(1)		
Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement.		
Contract Type	1/3/25	1/8/25
	€	€
Type A	231,215	233,527
	243,713	246,150
	256,906	259,475
	263,850	266,489
	270,793	273,501
	277,736	280,513
Type B	213,509	215,644
	223,925	226,164
	237,233	239,605
	243,019	245,449
	248,805	251,293
	254,591	257,137
Type B*	219,873	222,072
Type C	170,162	171,864
	177,056	178,827
	185,994	187,854
	190,943	192,852
	196,729	198,696
	202,515	204,540

Table C2(1)							
New Entrant Academic Consultant appointed under 2008 contract (Type A) 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 Professor / Consultant	1/8/25	272,870	280,633	303,189	307,502	311,816	316,126
	1/3/25	270,168	277,854	300,187	304,457	308,729	312,996
Type A Associate Professor / Consultant	1/8/25	254,419	262,182	282,688	287,002	291,313	295,627
	1/3/25	251,900	259,586	279,889	284,160	288,429	292,700
Type A Senior Lecturer / Consultant	1/8/25	236,007	243,768	262,228	266,542	270,854	275,167
	1/3/25	233,670	241,354	259,632	263,903	268,172	272,443

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	1/8/25	244,232	258,466	271,200	275,794	275,794	275,794
	1/3/25	241,814	255,907	268,515	273,063	273,063	273,063
Type A Associate Professor / Consultant	1/8/25	219,603	240,732	252,858	266,956	275,794	275,794
	1/3/25	217,429	238,349	250,354	264,313	273,063	273,063
Type A Senior Lecturer / Consultant	1/8/25	203,358	215,602	234,636	247,941	256,678	270,178
	1/3/25	201,345	213,467	232,313	245,486	254,137	267,503

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

Table SA - C2(1)			
Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	1/3/25	1/8/25
		Type A	Type A
		€	€
TYPE A Professor	1	284,187	287,029
	2	299,559	302,555
	3	315,762	318,920
	4	324,303	327,546
	5	332,843	336,171
	6	341,384	344,798
TYPE A Associate Professor	1	266,595	269,261
	2	281,969	284,789
	3	296,217	299,179
	4	304,758	307,806
	5	313,298	316,431
	6	321,839	325,057
TYPE A Lecturer	1	249,086	251,577
	2	264,458	267,103
	3	276,761	279,529
	4	285,302	288,155
	5	293,842	296,780
	6	302,383	305,407
TYPE A College Lecturer	1	244,390	246,834
	2	259,762	262,360
	3	271,544	274,259
	4	280,086	282,887
	5	288,625	291,511
	6	297,166	300,138

Table C3(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type B) 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 B Professor / Consultant	1/8/25	255,211	261,995	283,568	287,337	291,105	294,877
	1/3/25	252,684	259,401	280,760	284,492	288,223	291,957
Type B Associate Professor / Consultant	1/8/25	235,251	242,035	261,390	265,159	268,930	267,351
	1/3/25	232,922	239,639	258,802	262,534	266,267	264,704
Type B Senior Lecturer / Consultant	1/8/25	205,688	212,241	236,608	240,377	244,146	247,917
	1/3/25	203,651	210,140	234,265	237,997	241,729	245,462

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	1/8/25	230,447	240,752	251,348	262,151	273,321	275,794
	1/3/25	228,165	238,368	248,859	259,555	270,615	273,063
Type B Associate Professor / Consultant	1/8/25	204,802	214,221	231,722	241,853	252,180	262,508
	1/3/25	202,774	212,100	229,428	239,458	249,683	259,909
Type B Senior Lecturer / Consultant	1/8/25	181,072	193,745	202,749	211,935	220,908	237,991
	1/3/25	179,279	191,827	200,742	209,837	218,721	235,635

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

Table SA - C3(1)			
Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	1/3/25	1/8/25
		Type B	Type B
		€	€
TYPE B Professor	1	276,678	279,445
	2	290,112	293,013
	3	307,419	310,493
	4	314,883	318,032
	5	322,348	325,571
	6	329,811	333,109
TYPE B Associate Professor	1	255,225	257,777
	2	268,662	271,349
	3	283,584	286,420
	4	291,049	293,959
	5	298,512	301,497
	6	305,978	309,038
TYPE B Lecturer	1	231,252	233,565
	2	244,688	247,135
	3	256,949	259,518
	4	264,414	267,058
	5	271,877	274,596
	6	279,341	282,134
TYPE B College Lecturer	1	225,236	227,488
	2	238,673	241,060
	3	250,262	252,765
	4	257,727	260,304
	5	265,191	267,843
	6	272,656	275,383

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) 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 C Professor / Consultant	1/8/25	230,910	238,118	256,568	260,572	264,574	268,577
	1/3/25	228,624	235,760	254,028	257,992	261,954	265,918
Type C Associate Professor / Consultant	1/8/25	204,586	211,547	235,341	239,345	243,347	247,351
	1/3/25	202,560	209,452	233,011	236,975	240,938	244,902
Type C Senior Lecturer / Consultant	1/8/25	186,445	197,328	211,625	215,629	219,633	223,634
	1/3/25	184,599	195,374	209,530	213,494	217,458	221,420

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	1/8/25	183,913	195,139	203,421	213,619	221,548	239,400
	1/3/25	182,092	193,207	201,407	211,504	219,354	237,030
Type C Associate Professor / Consultant	1/8/25	171,259	178,084	182,801	196,353	203,655	212,581
	1/3/25	169,563	176,321	180,991	194,409	201,639	210,476
Type C Senior Lecturer / Consultant	1/8/25	159,248	165,919	173,452	178,746	185,331	197,634
	1/3/25	157,671	164,276	171,735	176,976	183,496	195,677
*serving Consultants moving from permanent posts are allowed retain their existing salary scales							

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	Scale Points	1/3/25	1/8/25
		Type C	Type C
		€	€
TYPE C Professor	1	228,560	230,846
	2	242,827	245,255
	3	253,955	256,495
	4	261,881	264,500
	5	269,808	272,506
	6	277,736	280,513
TYPE C Associate Professor	1	208,802	210,890
	2	223,070	225,301
	3	232,003	234,323
	4	239,931	242,330
	5	247,857	250,336
	6	255,784	258,342
TYPE C Lecturer	1	186,734	188,601
	2	201,001	203,011
	3	207,480	209,555
	4	215,407	217,561
	5	223,334	225,567
	6	231,262	233,575
TYPE C College Lecturer	1	181,182	182,994
	2	195,449	197,403
	3	201,311	203,324
	4	209,239	211,331
	5	217,165	219,337
	6	225,093	227,344

Table SA - C5(1)

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

Contract Type	1/3/25	1/8/25
	Type B*	Type B*
	€	€
TYPE B* Professor	295,093	298,044
TYPE B* Associate Professor	273,257	275,990
TYPE B* Lecturer	251,421	253,935
TYPE B* College Lecturer	245,577	248,033

Table D1	1/3/25	1/8/25
	€	€
Clinical Directors' Allowance*	57,867	58,446
* 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)**	1/8/25	268,524		
	1/3/25	265,865		
Head of Department**	1/8/25	239,467	246,710	253,981
	1/3/25	237,096	244,267	251,466
** 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	1/3/25	1/8/25
Rota		€	€
Flat Annual Payment		4,853	4,902
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,809	2,837
1 in 2	1-80 call-outs	7,015	7,085
	81-120 call-outs	8,107	8,188
	121+ call-outs	8,877	8,966
1 in 1	1-80 call-outs	8,420	8,504
	81-120 call-outs	10,655	10,762
	121+ call-outs	13,157	13,289

SA - B and C Factor Payments			
SA - On Call/Call-Out Payments			
	No. of Call-Outs	1/3/25	1/8/25
Rota		€	€
Flat Annual Payment		7,118	7,189
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,952	2,982
1 in 2	1-80 call-outs	7,366	7,440
	81-120 call-outs	8,513	8,598
	121+ call-outs	9,321	9,414
1 in 1	1-80 call-outs	8,842	8,930
	81-120 call-outs	11,188	11,300
	121+ call-outs	13,816	13,954

Emergency Call-Out Payments for all Consultants		
	1/3/25	1/8/25
Per call-out	€	€
First 30 call-outs	98.86	99.85
31-120 call-outs	148.69	150.18
121 call-outs or more	196.43	198.40
If the call-out occurs after midnight		
First 30 call-outs	131.78	133.10
31-120 call-outs	199.26	201.25
121 call-outs or more	263.74	266.38
For each hour or part hour in excess of the first hour		
First 30 call-outs	65.79	66.45
31-120 call-outs	98.20	99.18
121 call-outs or more	131.89	133.21
Annual Limit	28,057	28,338

SA - Emergency Call-Out Payments for all Consultants		
	1/3/25	1/8/25
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	118.63	119.81
31-120 call-outs	177.94	179.72
121 call-outs or more	237.25	239.62
If the call-out occurs after midnight		
First 30 call-outs	148.28	149.76
31-120 call-outs	222.42	224.65
121 call-outs or more	296.56	299.53
Annual Limit	34,719	35,066

Table F1		
Salary scales for Consultants who are remaining on the 1997 Consultant Contract		
Consultants Revised Common Contract, 1997	1/3/25	1/8/25
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	221,144	223,355
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	210,017	212,117
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,495	201,490
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	197,398	199,372
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,461	189,336
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	182,315	184,138
Geographical Wholetime Consultants without fees	231,672	233,989

Table F3			
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008			
		1/3/25	1/8/25
		€	€
Regional Consultant Orthodontists		210,017	212,117

Table F2		
Salary scales for Academic Consultants who are remaining on the 1998 Contract		
	1/3/25	1/8/25
	€	€
Category I Consultants		
Professor	284,612	287,458
Associate Professor	263,561	266,197
Lecturer	242,503	244,928
College Lecturer	236,866	239,235
Category II Consultants		
Professor UCD, TCD, RCSI	254,102	256,643
Associate Professor UCD, TCD, RCSI	234,019	236,359
Lecturer UCD, TCD, RCSI	211,583	213,699
College Lecturer UCD, TCD, RCSI	205,938	207,997
Professor UCC	263,638	266,274
Associate Professor UCC	243,251	245,684
Lecturer UCC	221,246	223,458
College Lecturer UCC	215,607	217,763
Professor UCG	273,172	275,904
Associate Professor UCG	252,483	255,008
Lecturer UCG	230,908	233,217
College Lecturer UCG	225,265	227,518

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	1/3/25	1/8/25
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	185,994	187,854
G.W.T. WITH FEES	177,763	179,541
EXISTING WHOLETIME	170,567	172,273
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	185,994	187,854
G.W.T. WITH FEES	172,259	173,982
EXISTING WHOLETIME	162,122	163,743
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	185,994	187,854
G.W.T. WITH FEES	163,814	165,452
EXISTING WHOLETIME	153,676	155,213

Emergency Services	1/3/25	1/8/25
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	96.05	97.02
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	127.91	129.19
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	63.87	64.51
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	12,124	12,245

	1/3/25	1/8/25
Extended Duty Liability	€	€
A flat payment will be paid to each consultant with on-call liability.	9,090	9,181

Table F5		
Original Contract for Consultant Medical Staff 1981		
	1/3/25	1/8/25
	Cumulative restoration up to and including 1/3/25	Cumulative restoration up to and including 1/8/25
	€	€
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*	218,401	220,585
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.	12,068	12,189
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

ALLOWANCES

Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

Annual Allowance for Director of Nursing ([WRC process, and Labour Court Rec 22075](#)) ensuring a uniformity around on call allowances

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 (Management of Aggression & Violence)

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion 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 March 2025	1 August 2025
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts									
1. Consultants per 3 hour session (and pro-rata)								150.50	152.00
2. Emergency Sessions									
The rate at 1 above subject to a minimum fee in the case of Anaesthetists								98.59	99.57
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons								58.72	59.31
3. Community Ophthalmic Physicians per 3 hour session								218.02	220.20
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;								75.15	75.91
minimum rate;								150.50	152.00
(b) Where the duration is <u>not less</u> than 3 hours;									
first 3 hours								225.42	227.67
3 hour sessional rate for hours in excess of 3 (and pro-rata)								150.50	152.00
5. Pool Payments									
General Teaching Hospital (per bed day)								6.29	6.35
General Non-Teaching Hospital (per bed day)								4.24	4.28
Maternity Teaching Hospital (per bed day)								12.17	12.29
Maternity Non-Teaching Hospital (per bed day)								5.74	5.80
6. Private Dental Surgeons Sessional Rates (Circular 3/2024 refers)									
(a) Private dental surgeon clinics held in HSE premises								336	339
(b) Private dental surgeon clinics held in dentist's private surgery								450	455
Wholetime public dental surgeons may be paid for at the revised rates set out at (a) above in respect of extra 3-hour sessions undertaken by them (maximum of 2 sessions per week)									
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.									
Per 3 hour session (and pro-rata)								176.99	178.76
Special rates for clinics held outside a radius of 25 miles									
(a) For clinics of <i>less than</i> 3 hours duration									
Per hour								89.28	90.18
Minimum rate								107.48	108.56
(b) For clinics of <i>not less than</i> 3 hours									
For the first three hours								265.67	268.32
For 3 hour sessions in excess of 3 hours								178.79	180.58
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.									
SATU Doctor & GPs (payment to GPs will be based on an invoicing system for contracts of service. Tax clearance certificates will be required)									
<u>On-Call</u>									
Monday - Friday	9am - 1pm							105.28	106.33
Monday - Friday	1pm - 5pm							105.28	106.33
Monday - Friday	5pm - 9am							141.24	142.65
Saturday	24hr							439.75	444.14
Sunday and Public Holidays	24hr							527.69	532.97
<u>Call-Out</u>									
Fee per call out								120.36	121.56
For each hour or part hour in excess of the first hour								62.63	63.26
Sub-call								44.87	45.32
Psychiatrist Special Responsibility Allowance (per annum)								12,660	12,787

								1 March 2025	1 August 2025
Child Health Services Development Paediatrics									
3 hour session								80.03	80.83
2 hour session								60.02	60.62
1 hour session								40.06	40.46
Casual Locum for Former District Medical Officers									
For first three days								87.74	88.62
For next 25 days								75.07	75.82
For each subsequent day								64.59	65.23
Fees for lectures to Nurses								36.75	37.11
(Circular S100/84 of 22 August 1975)								27.61	27.89
Consultant CME									
This scheme is open to Consultants employed in the public service and allow Consultants claim towards courses and conferences, reference materials and professional fees etc. as set out in the HSE's Guidance on Continuing Medical Education Supports for Consultants. Maximum of €3,000 per annum for 2008 or 1997 Consultant Contract holders. Maximum of €12,000 per annum for 2023 Consultant Contract holders (except where a higher amount is approved in accordance with the terms of the Contract).									
Vouched CME for certain other medical grades (Circulars 39/2003 and 1/2024 refer).									
Annual rate of €2,750 for the grades of AMO, SAMO, SMO, PMO and COP with retrospective effect from 1 February 2022.									
Research and Innovation Projects									
Maximum of €8,000 for 2023 Consultant Contract holders as provided for in the Contract (except where a higher amount is approved in accordance with the terms of the Contract).									
Training Supports Scheme for NCHDs									
*** AMOUNT PER REGISTRATION PER YEAR						1 July 2019	22-Dec-22		
Intern						750	1,250		
SHOs and Registrars						1,250	1,750		
SPRs/GP Registrars/ Psychiatry SRs on a training scheme						2,000	2,500		
GP Trainers Allowance <i>(maintained for pension benefit calculation purposes only)</i>									
3 hour session								237.89	240.27
GP Registrar Allowance (from the NCHD contract)								13,226	13,358
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred								4,408	4,452
Public Health Doctors									
On Call off site rate agreed as per LCR as an interim measure at rate of €576. (HSE CERS Circular 35/2020 refers, however this is now only applicable to Public Health Doctors)									

NURSING ALLOWANCES

							1 March 2025	1 August 2025
Staff Nurses (Senior Staff Nurses), Clinical Nurse/Midwifery Manager 1, 2 and 3 (S100/406 refers)(DoH Circulars 14/2019 and 2/2024 refer)								
(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							4,080	4,121
(B) Location Allowance for nurses engaged in the following Duties:							2,716	2,743
A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) With effect from 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).								
(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).							2,716	2,743
Public Health Nurses & Assistant Directors of Public Health Nursing								
Midwifery Qualification*							4,080	4,121
*Restored to new entrant nurses as per DoH Circular 14/2017								
Staff Nurse Dual Qualification Scale								
New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.							1,698	1,715
Red-Circled Allowances (Circular 126/2000 refers)								
Payable on a red-circle basis to staff who were in employment in the following grades on 16/11/99 and are existing beneficiaries of such allowances								
Deputy Nursing Officer							1,625	1,641
Theatre / Night Sister							975	985
Public Health Nurse							1,951	1,971
Relevant nursing staff								
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*							3,625	3,661
*Abolished for new beneficiaries with effect from 1 February 2012								
Psychiatric Nurses (HSE HR Directorate Circular 1/2005 and DoH S100/411 refer)								
Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012					01 June 2024	1 October 2024		
Director of Nursing					7,717	7,794	7,950	8,030
Psychiatric Staff Nurse							6,045	6,105
Senior Staff Nurse (Psychiatric)							6,347	6,410
Community Psychiatric Nurse							6,629	6,695
Clinical Nurse Manager I (Psychiatric)							6,423	6,487
CNM II (Psychiatric)/Community Mental Health Nurse							6,854	6,923
Clinical Nurse Manager III (Psychiatric)							7,201	7,273
Assistant Director of Nursing Mental Health							6,971	7,041
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017							4,547	4,592
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449							6,307	6,370
Public Health Nurses (S103/151 refers)								
Island Inducement Allowance*							2,151	2,173
*Abolished for new beneficiaries with effect from 1 February 2012								
Assisted Admissions Allowance - Team Member							289.33	292.23
Assisted Admissions Allowance - Team Leader							347.19	350.67
Mental Health Authorising Officer Allowance - Normal Working Hours							173.60	175.33
Mental Health Authorising Officer Allowance - Outside Working Hours							347.19	350.67

Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)							1 March 2025	1 August 2025
(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.								
Monday to Friday (Each day)							51.58	52.09
Saturday							66.25	66.91
Sunday and Public Holidays							89.55	90.45
(ii) Call Out Rate - Monday to Sunday								
Fee per operation per 2 hours (17.00 - 22.00 hours)							51.58	52.09
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)							77.35	78.12
Operation lasting more than 4 hours and up to five hours							128.93	130.22
Fee per operation per hour (after 22.00 hours)							51.58	52.09
(iii) On-call Without Standby								
Fee per operation, call in without standby							103.15	104.19
Overruns from roster at normal overtime rates (no time back in lieu)								
(iv) On Call over Weekend								
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.								
(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details) *Restored for new entrant nurses as per DoH Circular 14/2017								
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.							22.03	22.25
Sexual Assault Treatment Unit - Forensic Nurse Examiners (HSE Circular 036/2019 and DoH Circular 6/2024 refer)								
(i) On-Call payment. Figures based on a 12 hour period . Pro rata to apply after 12 hours.								
Monday to Friday (Each day)							51.58	52.10
Saturday							66.25	66.91
Sunday and Public Holidays							89.56	90.45
In exceptional circumstances where a person not "on call" is required to attend a SATU, that individual will be remunerated on a fee per case basis. (€200.28). If such a person's advice is solely provided over the phone, a pro rata payment equating to the period of the time involved will be made. This agreement will also apply to circumstances where such advice is given by a person "on call" but not required to physically attend the SATU.								
(ii) Call Out payment. Rates apply in respect of call out durations of up to 4 hours - hourly rate to apply thereafter. Payment applies from time of receipt of call regarding the case.								
Monday - Sunday, including public holidays (Each day)							206.33	208.39
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017								
(HSEA letter dated 5 April 2001 refers) Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).							4,519	4,564
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.								
Trainers Allowance (Management of Aggression & Violence) DoH Circular 1/2025							109.95	111.05
Public Health Nurses Week-end Work (S100/414 refers)								
Fixed Payment							34.28	34.63
First call on Saturday and first call on Sunday							45.51	45.96
Each subsequent call on Saturday and Sunday							22.79	23.02
Payment in lieu of time off for Emergency work							34.25	34.59
Saturday Premium							18.63	18.82
Specialist Co-ordinator Allowance*							5,261	5,314
*Restored for new entrant nurses as per DoH Circular 14/2017								

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES							1 March 2025	1 August 2025
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)							
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am					46.21	46.67
	Mon - Thurs	12am - 8am					58.81	59.39
	Sat	12am til Sun 12am					64.69	65.33
	Bank Holiday						64.69	65.33
Stand-by Payments (off site on call)	Mon - Fri						52.10	52.62
	Saturday						66.91	67.58
	Sun & Public Holidays						90.45	91.35
<u>PHYSIOTHERAPISTS</u>								
<u>Emergency/On-Call Duty</u>								
I On-Call with Standby (a) Monday to Friday							28.61	28.90
(b) Saturdays							37.34	37.72
(c) Sundays and Public Holidays							55.85	56.41
- Fee per call (per half hour)							28.61	28.90
II On-Call without Standby								
- Fee per call (per hour)							78.53	79.31
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.							230.63	232.94
GENERAL PARAMEDICAL SESSIONAL RATES								
Per 3 hour session							119.77	120.97
For 2 three hourly sessions held at the same location on same day							204.93	206.98
<u>PHYSIOTHERAPISTS</u>								
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>								
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:							139.64	141.04
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:							186.18	188.05
Child Care Workers / Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker							
Saturday Premium							18.82	19.01
<u>RADIOGRAPHERS</u>								
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am					57.19	57.76
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am					72.78	73.51
	Saturday	8am - 12am					66.72	67.39
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)					80.06	80.86
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>								
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am					45.75	46.21
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am					58.22	58.81
	Saturday	8am - 12am					53.38	53.91
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)					64.05	64.69

								1 March 2025	1 August 2025
Stand-by Payments (off site on call)	Mon - Fri		All of these figures are based					51.58	52.10
	Saturday		on a 12 hour period. Pro rata to					66.24	66.91
	Sun & Public Holiday		apply after 12 hours.					89.55	90.45
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate								30.60	30.91
2006 Annual Radiographer / Radiation Therapist Allowance (DoH Circular 13/2024)								2,083	2,104
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography								1,112	1,123
Diploma in Ultrasound								555.48	561.04
Diploma in Nuclear Medicine								555.48	561.04
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.									
Annual Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								5,472	5,527
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								1,828	1,846
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Hons BSc								1,241	1,253
MSc								2,482	2,507
PhD								3,234	3,266
PSYCHOLOGISTS									
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social Worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)								198.69	200.68
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								166.80	168.46
for 2 3-hour sessions held at the same location on same day								285.50	288.36
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*								293	296
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.									
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year								250.25	252.75
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year								1,113	1,124
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year								3,940	3,979
Allowance for Advanced Paramedics as per HSE Circular 11/2009								11,225	11,337

†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 March 2025	1 August 2025
† PART-TIME PHARMACISTS									
Rate per hour:-									
First 6 hours:								51.46	51.97
Over 6 hours:								38.11	38.49
Maximum payment for 21 hours:								872.92	881.65
† <u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>									
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:								156.40	157.97
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:								208.53	210.61
† SESSIONAL RATES FOR PSYCHOLOGISTS									
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social Worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;								226.11	228.38
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								189.81	191.71
for 2 three hourly sessions held at the same location on the same day								324.89	328.14
† SOCIAL WORKERS									
3-hour Session								129.71	131.00
For 2 three hourly sessions held at the same location on the same day								221.94	224.15
† GENERAL PARAMEDICAL SESSIONAL RATES									
Per 3 hour session								109.95	111.05
For 2 three hourly sessions held at the same location on the same day								188.11	189.99
† PHYSIOTHERAPISTS									
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>									
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:								156.41	157.97
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:								208.53	210.61

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

SUPPORT SERVICES GRADES ALLOWANCES							1 March 2025	1 August 2025
Cardiac Allowance*							20.78	20.99
*Abolished for new beneficiaries with effect from 1 February 2012								
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*							36.07	36.43
*Abolished for new beneficiaries with effect from 1 February 2012								
Saturday Premium							13.17	13.31
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018								
1/1/2023 - 31/12/2023 DoH Circular 16/2023 888 Euros								
1/1/2024 - 31/12/2024 DoH Circular 11/2024 888 Euros								
CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES								
Community Care Administrator (personal to Grade VII post holder)							10,790	10,898
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)							526.00	531.26
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**							10,790	10,898
- Annual Allowance to Postholder								
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area							4,832	4,880
- Matrons with full time commitment to after hours work								
Saturday Premium							18.82	19.01

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

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

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

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

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

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

CLERICAL, ADMINISTRATION & RELATED GRADES

(Catering Officer Grade III restructured to become new Catering Officer Grade II. Grades of Catering Officer Assistant/Senior Assistant/Grade IV restructured to form new Catering Officer Grade III.
Restructured via agreement regarding catering management grades 20th April 1999 w.e.f 1/1/01)

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

CLERICAL, ADMINISTRATION & RELATED GRADES NOTIONAL SCALES (for pensioners who retired prior to the commencement of the PCW Restructuring Deals)

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