

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 2/2024

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

An increase to the annualised basic salaries for public servants of 2.25% or €1,125, whichever is greater

An increases of 2.25% 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 January 2024

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 January 2024), 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. Payscale 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 pay scales 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 Sessional Rates for Physiotherapists have been amended in line with Circular 15/2023
- 12 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 13 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 pay has been amended in line with recent National Agreements and the FEMPI legislation.
- 14 Minor amendments have been made to some grade titles to match those utilised by public health service employers.
- 15 The position of some grades in the scales have been amended to match the placement of grades per staff categories in the public health service.
- 16 DoH circular 2/2023 set out retrospective adjustments to pay for certain Dental grades in the Medical/Dental staff category in respect of Sectoral Bargaining w.e.f 1.2.22.
- 17 DoH Circular 1/2024 provided for adjustments to Medical Bargaining Unit grades in respect of sectoral bargaining for 1.2.22. These retrospective changes have been accounted for in these scales.
- 18 The grades of: Laboratory Technician (PAL), Senior - 3039, Laboratory Technician (PAL) - 3040, HSCP National Lead- 3140, HSCP Regional Integration Development Lead- 3141, HSCP Assistant National Lead- Clinical Advisory- 3142, HSCP Assistant National Lead- Education- 3143, HSCP Assistant National Lead- Workforce Development- 3144- HSCP Assistant National Lead- Workforce Planning- 3145, National HSCP Strategic Projects Manager- 3146, HSCP Regional Practice Education Coordinator- 3147- HSCP Regional Practice Development Coordinator-3148, HSCP Project Officer- 3149, Speech and Language Therapy Adaptation- 3280, Dietetics Adaptation- 3281, Medical Science Adaptation- 3282. Occupational Therapy Adaptation- 3283, Physiotherapy Adaptation- 3284, Podiatry Adaptation- 3285, Radiation Therapy Adaptation- 3286, Radiography Adaptation-3287, Social Work Adaptation- 3288, Psychosis Key Worker, Early Intervention- 3072 - have been newly entered in these pay scales.
- 19 The outcome of LCR22828 (recommendations 44, 45 and 46) re certain Nursing and Midwifery grades and the Specialist Qualification/Location Allowance wef 30.9.23 are included (DoH Circular 2/2024)
- 20 The outcome of LCR22780 in respect of Medical Scientists grades wef 1.1.24 are included (DoH Circular 2/2024).
- 21 The outcome of LCR22714 re Chief Officers, CHOs wef 1.12.22 are included (DoH Circular 2/2024).
- 22 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.

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
<i>Staff Categories:</i>	
Medical & Dental Grades	5-7
Nursing & Midwifery Grades	8-12
Health & Social Care Professional Grades	13-20
General Support Grades	21-26
Patient & Client Care Grades	27-30
Clerical & Management Administration Grades	31-35
Consultants	36-51
Allowances	52-60
Notional Scales	61-63

Source Grade	Grade	Band	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
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	1/1/24	1	34,792																			
				1/10/23		33,667																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	38,812																			
				1/10/23		37,687																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/1/24	1	38,812																			
				1/10/23		37,687																			
1503			HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	40,965																			
				1/10/23		39,840																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	40,965																			
				1/10/23		39,840																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/1/24	1	40,965																			
				1/10/23		39,840																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	43,116																			
				1/10/23		41,991																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	43,116																			
				1/10/23		41,991																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	43,116																			
				1/10/23		41,991																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/1/24	1	43,116																			
				1/10/23		41,991																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	45,284																			
				1/10/23		44,159																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	45,284																			
				1/10/23		44,159																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	45,284																			
				1/10/23		44,159																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	48,527																			
				1/10/23		47,402																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	50,647																			
				1/10/23		49,522																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	55,060																			
				1/10/23		53,849																			
	1333		AREA MEDICAL OFFICER	1/1/24	8	91,202	93,789	96,408	99,000	101,594	104,232	106,661	109,093	LSIs											
			** not for use for any new incumbents post 30/6/03 **	1/10/23		89,195	91,726	94,286	96,821	99,359	101,938	104,314	106,692	LSIs											
				1/03/23		87,877	90,370	92,893	95,390	97,890	100,432	102,773	105,115	LSIs											
				1/10/22		86,154	88,598	91,072	93,520	95,971	98,462	100,758	103,054	LSIs											
				2/02/22		85,301	87,721	90,170	92,594	95,021	97,488	99,760	102,034	LSIs											
				01/02/22		82,817	85,166	87,544	89,897	92,253	94,648	96,854	99,062	LSIs											
				01/10/21		70,131	71,202	73,375	75,545	77,746	79,915	81,979	84,045	LSIs											

3211		CLINICAL PHOTOGRAPHER	1/1/24	15	34,563	36,314	37,606	39,363	41,079	42,724	44,367	45,976	47,586	49,169	50,795	52,365	53,676	55,415	57,156	LSIs				
			1/10/23		33,438	35,189	36,481	38,238	39,954	41,599	43,242	44,851	46,461	48,044	49,670	51,213	52,495	54,196	55,898	LSIs				
321T		CLINICAL PHOTOGRAPHER, SENIOR	1/1/24	10	53,676	55,225	56,781	58,296	59,859	61,414	62,968	64,567	66,881	69,192	LSIs									
			1/10/23		52,495	54,010	55,532	57,014	58,542	60,063	61,582	63,146	65,410	67,669	LSIs									
3070		CLINICAL COORDINATOR	1/1/24	9	67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066											
			1/10/23		65,793	67,062	68,367	69,666	70,961	72,326	73,763	75,197	76,348											
3028		COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/1/24	14	51,083	53,815	56,529	59,635	62,745	65,852	68,960	72,067	75,174	78,282	80,181	83,324	86,467	89,602						
			1/10/23		49,958	52,631	55,285	58,323	61,364	64,403	67,443	70,482	73,519	76,559	78,417	81,490	84,565	87,630						
3140		HSCP NATIONAL LEAD	1/1/24	6	114,428	119,514	124,600	129,683	134,771	139,854														
			29/11/23		111,910	116,884	121,858	126,829	131,805	136,777														
3141		HSCP REGIONAL INTEGRATION DEVELOPMENT LEAD	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3142		HSCP ASSISTANT NATIONAL LEAD- CLINICAL ADVISORY	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3143		HSCP ASSISTANT NATIONAL LEAD- EDUCATION	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3144		HSCP ASSISTANT NATIONAL LEAD- WORKFORCE DEVELOPMENT	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3145		HSCP ASSISTANT NATIONAL LEAD- WORKFORCE PLANNING	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3146		NATIONAL HSCP STRATEGIC PROJECTS MANAGER	1/1/24	7	73,312	75,950	77,393	80,013	82,678	85,347	88,010													
			29/11/23		71,699	74,279	75,690	78,252	80,859	83,469	86,073													
3147		HSCP REGIONAL PRACTICE EDUCATION COORDINATOR	1/1/24	7	73,312	75,950	77,393	80,013	82,678	85,347	88,010													
			29/11/23		71,699	74,279	75,690	78,252	80,859	83,469	86,073													
3148		HSCP REGIONAL PRACTICE DEVELOPMENT COORDINATOR	1/1/24	7	73,312	75,950	77,393	80,013	82,678	85,347	88,010													
			29/11/23		71,699	74,279	75,690	78,252	80,859	83,469	86,073													
3149		HSCP PROJECT OFFICER	1/1/24	9	60,816	62,114	63,450	64,775	66,101	67,497	68,967	70,433	71,609											
			29/11/23		59,478	60,747	62,054	63,350	64,646	66,012	67,449	68,883	70,033											
3280		SPEECH AND LANGUAGE THERAPY ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3281		DIETETICS ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3282		MEDICAL SCIENCE ADAPTATION	1/1/24	1	34,914																			
			1/10/23		33,789																			
3283		OCCUPATIONAL THERAPY ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3284		PHYSIOTHERAPY ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3285		PODIATRY ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3286		RADIATION THERAPY ADAPTATION	1/1/24	1	35,983																			
			1/10/23		34,858																			
3287		RADIOGRAPHY ADAPTATION	1/1/24	1	35,984																			
			1/10/23		34,859																			
3288		SOCIAL WORK ADAPTATION	1/1/24	1	41,135																			
			1/10/23		40,010																			
3027		DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/1/24	9	105,162	107,516	109,872	112,224	114,579	116,932	119,287	122,865	126,921											
			1/10/23		102,848	105,150	107,454	109,755	112,058	114,359	116,662	120,162	124,128											
3102		DIRECTOR OF SERVICES, MAYO COMMUNITY LIVING	1/1/24	7	76,894	77,381	79,029	80,727	82,419	84,123	85,816													
			1/10/23		75,202	75,678	77,290	78,951	80,605	82,272	83,927													

6425		WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/1/24	17	47,548	48,818	50,098	51,332	52,584	53,873	55,028	56,067	57,725	59,170	60,526	61,571	62,889	64,485	66,051	67,081	69,434 LSI	
			1/10/23		46,423	47,693	48,973	50,202	51,427	52,688	53,817	54,833	56,454	57,868	59,194	60,216	61,505	63,066	64,598	65,605	67,907 LSI	
6425		SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/1/24	13	33,249	35,372	36,160	37,306	38,303	39,165	40,408	41,696	43,032	44,415	45,849	47,334	48,875					
			1/10/23		32,124	34,247	35,035	36,181	37,178	38,040	39,283	40,571	41,907	43,290	44,724	46,209	47,750					
6439		WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/1/24	7	38,830	39,419	40,346	41,283	42,209	43,155	44,058											
			1/10/23		37,705	38,294	39,221	40,158	41,084	42,030	42,933											
6439		WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/1/24	9	50,641	51,521	51,577	52,752	53,938	55,234	56,536	57,845	59,154									
			1/10/23		49,516	50,387	50,442	51,591	52,752	54,018	55,292	56,572	57,852									
6466		WELFARE HOME, ASSISTANT SUPERVISOR	1/1/24	3	36,249	37,055	37,693															
			1/10/23		35,124	35,930	36,568															
6516		HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/1/24	12	38,127	39,304	40,899	42,491	44,068	45,648	47,210	48,356	49,514	50,683	51,653	52,620						
			1/10/23		37,002	38,179	39,774	41,366	42,943	44,523	46,085	47,231	48,389	49,558	50,516	51,463						
6434		NURSERY NURSE	1/1/24	13	34,706	36,432	37,589	38,584	39,060	39,906	40,761	41,605	42,456	43,327	44,193	45,071	45,875 LSI					
			1/10/23		33,581	35,307	36,464	37,459	37,935	38,781	39,636	40,480	41,331	42,202	43,068	43,946	44,750 LSI					
6030		COMMUNITY WELFARE OFFICER	1/1/24	18	34,342	36,250	37,364	39,293	41,517	43,694	45,829	47,874	49,918	52,002	54,077	56,193	58,378	60,478	62,622	64,857	67,101 69,274 LSIs	
			1/10/23		33,217	35,125	36,239	38,168	40,392	42,569	44,704	46,749	48,793	50,857	52,887	54,956	57,093	59,147	61,244	63,430	65,624 67,750 LSIs	
6484		HOME SUPPORT RESOURCE OFFICER	1/1/24	7	49,210	50,685	52,187	53,721	55,265	57,064	58,868 LSIs											
			1/10/23		48,085	49,560	51,038	52,538	54,049	55,809	57,573 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)	1/1/24	11	57,106	58,500	60,130	61,766	63,408	64,873	66,367	67,819	69,261	71,744	74,235 LSIs							
			1/10/23		55,849	57,213	58,807	60,407	62,012	63,446	64,906	66,326	67,737	70,165	72,602 LSIs							
6584		HOME SUPPORT RESOURCE MANAGER (Formerly Home Help Co-Ordinator) ** grade obsolete - not for use - see Guide note 2 ** (This rate applies to pension benefit calculations for retirements prior to 9.10.2019)	1/1/24	7	54,548	55,848	57,435	60,415	62,197	64,415	66,642 LSIs											
			1/10/23		53,347	54,619	56,171	59,085	60,828	62,998	65,175 LSIs											

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	01/01/24	222,215	234,225	246,906	253,579	260,251	266,925
	01/10/23	217,325	229,071	241,473	247,999	254,524	261,051

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	01/01/24	273,125	287,898	303,471	311,679	319,887	328,095
	01/10/23	267,115	281,563	296,793	304,821	312,848	320,875
Academic Associate Professor	01/01/24	256,218	270,993	284,687	292,895	301,103	309,311
	01/10/23	250,580	265,030	278,423	286,450	294,477	302,505
Academic Senior Lecturer	01/01/24	239,390	254,164	265,988	274,197	282,404	290,613
	01/10/23	234,122	248,571	260,135	268,163	276,190	284,218

B Factor		
On Call Payments		
	01/10/23	01/01/24
Rota	€	€
Flat Annual Payment	10,353	10,586
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,002	3,070
1 in 2	8,489	8,680
1 in 1	11,181	11,433

C - Factor Emergency Call-Out Payments		
	01/10/23	01/01/24
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	111.50	114.01
31-120 call-outs	167.25	171.01
121 call-outs or more	223.00	228.01
If the call-out occurs after midnight		
First 30 call-outs	139.37	142.51
31-120 call-outs	209.06	213.76
121 call-outs or more	278.75	285.02
Annual Limit	39,341	40,227

Clinical Directors' Allowance*	01/10/23	01/01/24
	€	€
	54,390	55,614

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.

Table A1		
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	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	234,455	239,730
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	229,226	234,383
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	224,282	229,328
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	223,296	228,320
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	218,624	223,543
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	214,249	219,070
Geographical Wholetime Consultants without fees	239,402	244,789

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	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	261,051	266,925
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	261,051	266,925
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	261,051	266,925
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	261,051	266,925
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	261,051	266,925
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	261,051	266,925
Geographical Wholetime Consultants without fees	261,051	266,925

Table A2		
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	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	223,578	228,609
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	218,349	223,262
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	213,404	218,205
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	212,418	217,198
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	207,747	212,421
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,371	207,947
Geographical Wholetime Consultants without fees	228,525	233,667

Table SA - A2		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	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	239,297	244,682
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	239,297	244,682
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	239,297	244,682
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	239,297	244,682
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	239,297	244,682
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	239,297	244,682
Geographical Wholetime Consultants without fees	239,297	244,682

Table A3		
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	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	197,962	202,416
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	191,432	195,739
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,056	191,265
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	196,102	200,514
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,432	195,739
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,056	191,265

Table SA - A3		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	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	206,665	211,315
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,665	211,315
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,665	211,315

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
	01/10/23	01/01/24
	€	€
Category I Consultants		
Professor	294,194	300,813
Associate Professor	275,117	281,307
Lecturer	256,076	261,838
College Lecturer	250,975	256,622
Category II Consultants		
Professor UCD, TCD, RCSI	279,856	286,153
Associate Professor UCD, TCD, RCSI	261,233	267,110
Lecturer	241,545	246,979
College Lecturer	236,441	241,761
Category III Consultants		
Professor UCC	284,338	290,736
Associate Professor UCC	265,571	271,546
Lecturer UCC	246,087	251,624
College Lecturer UCC	240,983	246,405
Category IV Consultants		
Professor UCG	288,818	295,317
Associate Professor UCG	269,910	275,983
Lecturer UCG	250,628	256,267
College Lecturer UCG	245,523	251,048

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
	01/10/23	01/01/24
	€	€
Category I Consultants		
Professor	320,875	328,095
Associate Professor	302,505	309,311
Lecturer	284,218	290,613
College Lecturer	279,314	285,598
Category II Consultants		
Professor UCD, TCD, RCSI	320,875	328,095
Associate Professor UCD, TCD, RCSI	302,505	309,311
Lecturer	284,218	290,613
College Lecturer	279,314	285,598
Category III Consultants		
Professor UCC	320,875	328,095
Associate Professor UCC	302,505	309,311
Lecturer UCC	284,218	290,613
College Lecturer UCC	279,314	285,598
Category IV Consultants		
Professor UCG	320,875	328,095
Associate Professor UCG	302,505	309,311
Lecturer UCG	284,218	290,613
College Lecturer UCG	279,314	285,598

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
	01/10/23	01/01/24
	€	€
Professor	288,755	295,252
Associate Professor	267,663	273,685
Lecturer	245,247	250,765
College Lecturer	239,457	244,845
Category II Consultants		
Professor UCD, TCD, RCSI	274,417	280,592
Associate Professor UCD, TCD, RCSI	253,778	259,488
Lecturer UCD, TCD, RCSI	230,716	235,907
College Lecturer UCD, TCD, RCSI	224,922	229,983
Professor UCC	278,900	285,175
Associate Professor UCC	258,117	263,924
Lecturer UCC	235,258	240,551
College Lecturer UCC	229,465	234,628
Professor UCG	283,380	289,756
Associate Professor UCG	262,456	268,361
Lecturer UCG	239,798	245,193
College Lecturer UCG	234,004	239,269

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
	01/10/23	01/01/24
	€	€
Professor	309,998	316,973
Associate Professor	287,596	294,067
Lecturer	262,560	268,468
College Lecturer	256,276	262,043
Category II Consultants		
Professor UCD, TCD, RCSI	309,998	316,973
Associate Professor UCD, TCD, RCSI	287,596	294,067
Lecturer UCD, TCD, RCSI	262,560	268,468
College Lecturer UCD, TCD, RCSI	256,276	262,043
Professor UCC	309,998	316,973
Associate Professor UCC	287,596	294,067
Lecturer UCC	262,560	268,468
College Lecturer UCC	256,276	262,043
Professor UCG	309,998	316,973
Associate Professor UCG	287,596	294,067
Lecturer UCG	262,560	268,468
College Lecturer UCG	256,276	262,043

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
	01/10/23	01/01/24
	€	€
Professor UCD, TCD, RCSI	258,101	263,909
Associate Professor UCD, TCD, RCSI	237,703	243,051
Lecturer UCD, TCD, RCSI	214,913	219,749
College Lecturer UCD, TCD, RCSI	209,180	213,887
Professor UCC	262,585	268,493
Associate Professor UCC	242,041	247,487
Lecturer UCC	219,453	224,391
College Lecturer UCC	213,724	218,533
Professor UCG	267,064	273,073
Associate Professor UCG	246,380	251,924
Lecturer UCG	223,995	229,035
College Lecturer UCG	218,263	223,173

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
	01/10/23	01/01/24
	€	€
Professor UCD, TCD, RCSI	277,366	283,607
Associate Professor UCD, TCD, RCSI	256,842	262,621
Lecturer UCD, TCD, RCSI	236,316	241,633
College Lecturer UCD, TCD, RCSI	230,824	236,018
Professor UCC	277,366	283,607
Associate Professor UCC	256,842	262,621
Lecturer UCC	236,316	241,633
College Lecturer UCC	230,824	236,018
Professor UCG	277,366	283,607
Associate Professor UCG	256,842	262,621
Lecturer UCG	236,316	241,633
College Lecturer UCG	230,824	236,018

Table C1(1)

New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/01/24	199,702	205,501	229,721	233,056	236,393	239,730
	01/10/23	195,307	200,979	224,666	227,927	231,192	234,455
Type B	01/01/24	187,970	190,522	208,855	211,636	214,417	217,199
	01/10/23	183,834	186,330	204,260	206,979	209,699	212,419
Type C	01/01/24	163,537	169,324	178,754	183,509	189,072	191,265
	01/10/23	159,939	165,598	174,821	179,471	184,912	187,056

* 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	01/01/24	162,640	167,161	176,634	185,730	193,662	200,272	208,203	223,078	234,759
	01/10/23	159,061	163,483	172,747	181,643	189,400	195,865	203,621	218,169	229,593
Type B	01/01/24	153,531	158,995	166,541	167,673	172,795	177,929	187,053	194,984	202,915
	01/10/23	150,153	155,496	162,876	163,983	168,992	174,014	182,936	190,693	198,450
Type C	01/01/24	134,512	138,453	143,121	146,375	149,627	153,531	158,735	164,591	168,955
	01/10/23	131,552	135,406	139,972	143,154	146,335	150,153	155,242	160,969	165,237

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

Table SA - C1(1)

Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement.		
Contract Type	01/10/23	01/01/24
	€	€
Type A	217,325	222,215
	229,071	234,225
	241,473	246,906
	247,999	253,579
	254,524	260,251
	261,051	266,925
Type B	200,683	205,198
	210,472	215,208
	222,981	227,998
	228,420	233,559
	233,858	239,120
	239,297	244,682
Type B*	206,665	211,315
Type C	159,939	163,537
	166,419	170,164
	174,821	178,754
	179,472	183,510
	184,911	189,071
	190,349	194,632

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	01/01/24	259,652	267,039	288,502	292,606	296,710	300,813
	01/10/23	253,939	261,163	282,154	286,167	290,181	294,194
Type A Associate Professor / Consultant	01/01/24	242,095	249,482	268,994	273,099	277,202	281,307
	01/10/23	236,768	243,992	263,075	267,089	271,102	275,117
Type A Senior Lecturer / Consultant	01/01/24	224,575	231,960	249,526	253,630	257,733	261,838
	01/10/23	219,633	226,856	244,035	248,049	252,062	256,076

Table C2(2)

New Entrant Academic Consultants from 1 October 2012 (Type A)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/01/24	232,402	245,946	258,063	262,434	262,434	262,434
	01/10/23	227,288	240,534	252,385	256,659	256,659	256,659
Type A Associate Professor / Consultant	01/01/24	208,965	229,070	240,609	254,024	262,434	262,434
	01/10/23	204,367	224,030	235,315	248,434	256,659	256,659
Type A Senior Lecturer / Consultant	01/01/24	193,508	205,158	223,270	235,931	244,245	257,090
	01/10/23	189,250	200,643	218,357	230,739	238,870	251,433

*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	01/10/23	01/01/24
		Type A	Type A
		€	€
TYPE A Professor	1	267,115	273,125
	2	281,563	287,898
	3	296,793	303,471
	4	304,821	311,679
	5	312,848	319,887
	6	320,875	328,095
TYPE A Associate Professor	1	250,580	256,218
	2	265,030	270,993
	3	278,423	284,687
	4	286,450	292,895
	5	294,477	301,103
	6	302,505	309,311
TYPE A Lecturer	1	234,122	239,390
	2	248,571	254,164
	3	260,135	265,988
	4	268,163	274,197
	5	276,190	282,404
	6	284,218	290,613
TYPE A College Lecturer	1	229,709	234,877
	2	244,158	249,652
	3	255,232	260,975
	4	263,260	269,183
	5	271,286	277,390
	6	279,314	285,598

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	01/01/24	242,848	249,304	269,832	273,418	277,004	280,592
	01/10/23	237,504	243,818	263,894	267,402	270,909	274,417
Type B Associate Professor / Consultant	01/01/24	223,855	230,311	248,728	252,315	255,902	259,488
	01/10/23	218,929	225,243	243,255	246,763	250,271	253,778
Type B Senior Lecturer / Consultant	01/01/24	195,724	201,960	225,146	228,733	232,320	235,907
	01/10/23	191,417	197,516	220,192	223,700	227,208	230,716

Table C3(2)

New Entrant Academic Consultants from 1 October 2012 (Type B)*

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/01/24	219,284	229,089	239,172	249,453	260,081	262,434
	01/10/23	214,458	224,048	233,909	243,963	254,358	256,659
Type B Associate Professor / Consultant	01/01/24	194,881	203,844	220,497	230,137	239,964	249,792
	01/10/23	190,593	199,358	215,645	225,073	234,683	244,295
Type B Senior Lecturer / Consultant	01/01/24	172,301	184,360	192,928	201,669	210,207	226,463
	01/10/23	168,509	180,304	188,682	197,232	205,581	221,480

*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	01/10/23	01/01/24
		Type B	Type B
		€	€
TYPE B Professor	1	260,056	265,907
	2	272,685	278,820
	3	288,951	295,453
	4	295,967	302,626
	5	302,983	309,800
	6	309,998	316,973
TYPE B Associate Professor	1	239,893	245,291
	2	252,522	258,204
	3	266,548	272,545
	4	273,565	279,720
	5	280,579	286,893
	6	287,596	294,067
TYPE B Lecturer	1	217,360	222,251
	2	229,989	235,164
	3	241,513	246,947
	4	248,529	254,121
	5	255,545	261,294
	6	262,560	268,468
TYPE B College Lecturer	1	211,706	216,469
	2	224,334	229,382
	3	235,228	240,521
	4	242,245	247,695
	5	249,260	254,868
	6	256,276	262,043

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	01/01/24	219,725	226,583	244,140	247,950	251,758	255,567
	01/10/23	214,890	221,597	238,768	242,494	246,218	249,944
Type C Associate Professor / Consultant	01/01/24	194,675	201,299	223,940	227,750	231,559	235,369
	01/10/23	190,392	196,869	219,013	222,739	226,464	230,190
Type C Senior Lecturer / Consultant	01/01/24	177,413	187,770	201,375	205,185	208,993	212,801
	01/10/23	173,509	183,638	196,943	200,670	204,395	208,119

Table C4(2)							
New Entrant Academic Consultants from 1 October 2012 (Type C)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/01/24	175,004	185,687	193,567	203,271	210,816	227,803
	01/10/23	171,153	181,601	189,308	198,798	206,177	222,790
Type C Associate Professor / Consultant	01/01/24	162,962	169,457	173,946	186,842	193,790	202,283
	01/10/23	159,376	165,728	170,118	182,730	189,526	197,832
Type C Senior Lecturer / Consultant	01/01/24	151,534	157,881	165,050	170,087	176,353	188,060
	01/10/23	148,199	154,407	161,418	166,344	172,473	183,922

*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	01/10/23	01/01/24
		Type C	Type C
		€	€
TYPE C Professor	1	214,829	219,662
	2	228,240	233,375
	3	238,699	244,069
	4	246,149	251,687
	5	253,600	259,306
	6	261,051	266,925
TYPE C Associate Professor	1	196,258	200,674
	2	209,670	214,387
	3	218,066	222,972
	4	225,517	230,591
	5	232,967	238,209
	6	240,418	245,827
TYPE C Lecturer	1	175,516	179,465
	2	188,926	193,177
	3	195,016	199,404
	4	202,466	207,022
	5	209,917	214,640
	6	217,368	222,259
TYPE C College Lecturer	1	170,297	174,128
	2	183,708	187,841
	3	189,218	193,476
	4	196,669	201,095
	5	204,120	208,712
	6	211,571	216,331

Table SA - C5(1)

Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement		
Contract Type	01/10/23	01/01/24
	Type B*	Type B*
	€	€
TYPE B* Professor	277,366	283,607
TYPE B* Associate Professor	256,842	262,621
TYPE B* Lecturer	236,316	241,633
TYPE B* College Lecturer	230,824	236,018

Table D1	01/10/23	01/01/24
	€	€
Clinical Directors' Allowance*	54,390	55,614

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

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/01/24	255,516		
	01/10/23	249,893		
Head of Department**	01/01/24	227,868	234,759	241,677
	01/10/23	222,853	229,593	236,359

** 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			
		01/10/23	01/01/24
Rota	No. of Call-Outs	€	€
Flat Annual Payment		4,561	4,664
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,641	2,700
1 in 2	1-80 call-outs	6,593	6,742
	81-120 call-outs	7,620	7,791
	121+ call-outs	8,344	8,532
1 in 1	1-80 call-outs	7,914	8,092
	81-120 call-outs	10,015	10,240
	121+ call-outs	12,367	12,645

SA - B and C Factor Payments

SA - On Call/Call-Out Payments			
	No. of Call-Outs	01/10/23	01/01/24
Rota		€	€
Flat Annual Payment		6,690	6,840
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows			
1 in 3		2,774	2,836
1 in 2	1-80 call-outs	6,923	7,079
	81-120 call-outs	8,001	8,181
	121+ call-outs	8,761	8,959
1 in 1	1-80 call-outs	8,311	8,498
	81-120 call-outs	10,515	10,752
	121+ call-outs	12,986	13,278

Emergency Call-Out Payments for all Consultants

	01/10/23	01/01/24
Per call-out	€	€
First 30 call-outs	92.92	95.01
31-120 call-outs	139.76	142.90
121 call-outs or more	184.63	188.79
If the call-out occurs after midnight		
First 30 call-outs	123.87	126.65
31-120 call-outs	187.29	191.50
121 call-outs or more	247.90	253.47
For each hour or part hour in excess of the first hour		
First 30 call-outs	61.84	63.23
31-120 call-outs	92.30	94.38
121 call-outs or more	123.96	126.75
Annual Limit	26,372	26,965

SA - Emergency Call-Out Payments for all Consultants

	01/10/23	01/01/24
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	111.50	114.01
31-120 call-outs	167.25	171.01
121 call-outs or more	223.00	228.01
If the call-out occurs after midnight		
First 30 call-outs	139.37	142.51
31-120 call-outs	209.06	213.76
121 call-outs or more	278.75	285.02
Annual Limit	32,633	33,368

Table F1		
Salary scales for Consultants who are remaining on the 1997 Consultant Contract		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	€	€
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	207,859	212,536
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	197,400	201,842
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,511	191,730
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	185,539	189,714
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,199	180,163
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	171,362	175,218
Geographical Wholetime Consultants without fees	217,754	222,654

Table F3		
Revised salary for Regional Consultant Orthodontists who have opted not to take up		
	01/10/23	01/01/24
	€	€
Regional Consultant Orthodontists	197,400	201,842

Table F2		
Salary scales for Academic Consultants who are remaining on the 1998 Contract		
	01/10/23	01/01/24
	€	€
Category I Consultants		
Professor	267,513	273,532
Associate Professor	247,728	253,302
Lecturer	227,934	233,063
College Lecturer	222,637	227,647
Category II Consultants		
Professor UCD, TCD, RCSI	238,837	244,210
Associate Professor UCD, TCD, RCSI	219,960	224,909
Lecturer UCD, TCD, RCSI	198,872	203,347
College Lecturer UCD, TCD, RCSI	193,567	197,922
Professor UCC	247,801	253,377
Associate Professor UCC	228,638	233,782
Lecturer UCC	207,954	212,633
College Lecturer UCC	202,654	207,214
Professor UCG	256,762	262,539
Associate Professor UCG	237,315	242,655
Lecturer UCG	217,036	221,920
College Lecturer UCG	211,732	216,496

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	01/10/23	01/01/24
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	174,821	178,754
G.W.T. WITH FEES	167,083	170,843
EXISTING WHOLETIME	160,320	163,927
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	174,821	178,754
G.W.T. WITH FEES	161,911	165,554
EXISTING WHOLETIME	152,382	155,811
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	174,821	178,754
G.W.T. WITH FEES	153,973	157,438
EXISTING WHOLETIME	144,444	147,694

	01/10/23	01/01/24
Extended Duty Liability	€	€
A flat payment will be paid to each consultant with on-call liability.	8,544	8,737

Table F5		
Original Contract for Consultant Medical Staff 1981		
	01/10/23 Cumulative restoration up to and including 1/10/23	01/01/24 Cumulative restoration up to and including 1/01/24
	€	€
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*	205,281	209,900
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.	11,343	11,598
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

Emergency Services	01/10/23	01/01/24
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	90.28	92.32
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	120.23	122.93
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	60.03	61.38
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	11,395	11,652

ALLOWANCES

Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual)

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

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Travel Allowance for non nursing Dublin Personnel

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

MEDICAL AND DENTAL ALLOWANCES

	1 October 2023	1 Jan 2024
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)	141.45	144.64
2. Emergency Sessions		
The rate at 1 above subject to a minimum fee in the case of Anaesthetists	92.66	94.75
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons	55.19	56.43
3. Community Ophthalmic Physicians per 3 hour session	204.92	209.53
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;	70.64	72.23
minimum rate;	141.45	144.64
(b) Where the duration is <u>not less</u> than 3 hours;		
first 3 hours	211.88	216.64
3 hour sessional rate for hours in excess of 3 (and pro-rata)	141.45	144.64
5. Pool Payments		
General Teaching Hospital (per bed day)	5.91	6.04
General Non-Teaching Hospital (per bed day)	3.98	4.07
Maternity Teaching Hospital (per bed day)	11.44	11.70
Maternity Non-Teaching Hospital (per bed day)	5.39	5.52
6. Private Dental Surgeons Sessional Rates		
(a) For clinics held on health board premises	146.06	149.35
(b) For clinics held in a dentist's private surgery	195.46	199.86
Extra 3 hour sessions (maximum of 2 sessions per week) held by wholetime health area dental surgeons may be paid for at the revised rates approved for sessions held by private dentists on health area premises as indicated above.		
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.		
Per 3 hour session (and pro-rata)	166.36	170.10
Special rates for clinics held outside a radius of 25 miles		
(a) For clinics of <i>less than</i> 3 hours duration		
Per hour	83.92	85.81
Minimum rate	101.02	103.30
(b) For clinics of <i>not less than</i> 3 hours		
For the first three hours	249.71	255.33
For 3 hour sessions in excess of 3 hours	168.05	171.83
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.		

							1 October 2023	1 Jan 2024
Psychiatrist Special Responsibility Allowance								
Revised rate per annum							11,900	12,168
Child Health Services Development Paediatrics								
3 hour session							75.22	76.91
2 hour session							56.41	57.68
1 hour session							37.65	38.50
Casual Locum for Former District Medical Officers								
For first three days							82.47	84.33
For next 25 days							70.56	72.15
For each subsequent day							60.71	62.07
Fees for lectures to Nurses							34.54	35.32
(Circular S100/84 of 22 August 1975)							25.95	26.54
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 Registrar Allowance (from the NCHD contract)						12,432	12,711	
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred						4,143	4,236	
Public Health Doctors (and Occupational Health Doctors for duration of pandemic)								
On Call off site rate agreed as per LCR as an interim measure at rate of €576. HSE CERS Circular 35/2020 refers.								

NURSING ALLOWANCES

	1 October 2023	1 Jan 2024
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	3,835	3,921
(B) Location Allowance for nurses engaged in the following Duties: A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) With effect from 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).	2,554	2,611
(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).	2,554	2,611
Public Health Nurses & Assistant Directors of Public Health Nursing Midwifery Qualification*	3,835	3,921
*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.	1,597	1,633
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	1,527	1,561
Theatre / Night Sister	916.55	937.17
Public Health Nurse	1,834	1,875
Relevant nursing staff Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)* *Abolished for new beneficiaries with effect from 1 February 2012	3,407	3,484
Psychiatric Nurses (S100/411 refers) HSE HR Directorate Circular 1/2005 Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012		
Psychiatric Staff Nurse	5,681	5,809
Senior Staff Nurse (Psychiatric)	5,966	6,100
Community Psychiatric Nurse	6,231	6,371
Clinical Nurse Manager I (Psychiatric)	6,037	6,173
CNM II (Psychiatric)/Community Mental Health Nurse	6,442	6,587
Clinical Nurse Manager III (Psychiatric)	6,768	6,920
Assistant Director of Nursing Mental Health	6,552	6,699
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	4,274	4,370
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449	5,928	6,061
Public Health Nurses (S103/151 refers) Island Inducement Allowance*	2,022	2,067
*Abolished for new beneficiaries with effect from 1 February 2012		

	1 October 2023	1 Jan 2024
Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)		
<i>(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>		
Monday to Friday (Each day)	48.48	49.57
Saturday	62.27	63.67
Sunday and Public Holidays	84.17	86.07
<i>(ii) Call Out Rate - Monday to Sunday</i>		
Fee per operation per 2 hours (17.00 - 22.00 hours)	48.48	49.57
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	72.70	74.34
Operation lasting more than 4 hours and up to five hours	121.18	123.91
Fee per operation per hour (after 22.00 hours)	48.48	49.57
<i>(iii) On-call Without Standby</i>		
Fee per operation, call in without standby	96.96	99.14
Overruns from roster at normal overtime rates (no time back in lieu)		
<i>(iv) On Call over Weekend</i>		
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.		
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</i>		
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.	20.71	21.18
*Restored for new entrant nurses as per DoH Circular 14/2017		
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017 (HSEA letter dated 5 April 2001 refers)		
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).	4,247	4,342
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.		
Public Health Nurses Week-end Work (S100/414 refers)		
Fixed Payment	32.22	32.95
First call on Saturday and first call on Sunday	42.77	43.74
Each subsequent call on Saturday and Sunday	21.42	21.90
Payment in lieu of time off for Emergency work	32.19	32.91
Saturday Premium	17.51	17.91
Specialist Co-ordinator Allowance*	4,945	5,056
*Restored for new entrant nurses as per DoH Circular 14/2017		

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES				1 October 2023	1 Jan 2024
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)				
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am		43.43	44.41
	Mon - Thurs	12am - 8am		55.27	56.52
	Sat	12am til Sun 12am		60.80	62.17
	Bank Holiday			60.80	62.17
Stand-by Payments (off site on call)	Mon - Fri			48.97	50.07
	Saturday			62.89	64.30
	Sun & Public Holidays			85.02	86.93
PHYSIOTHERAPISTS					
<u>Emergency/On-Call Duty</u>					
I On-Call with Standby	(a) Monday to Friday			26.89	27.50
	(b) Saturdays			35.10	35.89
	(c) Sundays and Public Holidays			52.50	53.68
- Fee per call (per half hour)				26.89	27.50
II On-Call without Standby					
- Fee per call (per hour)				73.81	75.47
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.				216.78	221.66
GENERAL PARAMEDICAL SESSIONAL RATES					
Per 3 hour session				112.58	115.11
For 2 three hourly sessions held at the same location on same day				192.62	196.95
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:				131.25	134.20
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:				175.00	178.94
Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker				
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker				
Saturday Premium				17.69	18.09
RADIOGRAPHERS					
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am		53.75	54.96
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am		68.41	69.95
	Saturday	8am - 12am		62.71	64.12
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		75.25	76.94
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>					
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am		43.00	43.97
	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am		54.73	55.96
	Saturday	8am - 12am		50.17	51.30
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		60.20	61.55

							1 October 2023	1 Jan 2024	
Stand-by Payments (off site on call)	Mon - Fri						48.48	49.57	
	Saturday						62.27	63.67	
	Sun & Public Holiday						84.17	86.07	
All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours									
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate							28.76	29.41	
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Hons BSc							1,167	1,194	
MSc							2,332	2,385	
PhD							3,041	3,109	
Only one allowance is payable at a time									
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography							1,044	1,068	
Diploma in Ultrasound							522.11	533.86	
Diploma in Nuclear Medicine							522.11	533.86	
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)							5,144	5,260	
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)							1,717	1,756	
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*							275	281	
*Abolished for new beneficiaries with effect from 1 February 2012									
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.									
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year									
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year									
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year									
Allowance for Advanced Paramedics as per HSE Circular 11/2009							10,551	10,788	

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

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

	1 October 2023	1 Jan 2024
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	48.37	49.46
Over 6 hours:	35.82	36.63
Maximum payment for 21 hours:	820.48	838.94
† <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:	147.01	150.32
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	196.00	200.41
† 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;	212.53	217.31
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	178.41	182.42
for 2 3-hour sessions held at the same location on same day	305.37	312.24
† SOCIAL WORKERS		
3-hour Session	121.91	124.66
2 3-hour sessions (held at the same location on the same day)	208.60	213.30
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	103.35	105.67
For 2 three hourly sessions held at the same location on the same day	176.81	180.79
† 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:	147.01	150.32
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	196.00	200.41
† PSYCHOLOGISTS		
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)	186.76	190.96
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	156.78	160.30
for 2 3-hour sessions held at the same location on same day	268.35	274.39

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

SUPPORT SERVICES GRADES ALLOWANCES

	1 October 2023	1 Jan 2024
Cardiac Allowance* *Abolished for new beneficiaries with effect from 1 February 2012	19.53	19.97
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)* *Abolished for new beneficiaries with effect from 1 February 2012	33.91	34.67
<u>Saturday Premium</u>	12.38	12.66
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018 The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full from 1 July 2021; a separate instruction will issue in relation to the Tool Allowance for 2021. 1/1/2021 - 31/12/2021 DoH Circular 18/2021 799 Euros 6 months at 710 and 6 months at 888 1/1/2022 - 31/12/2022 DoH Circular 13/2022 888 Euros		

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)	10,141	10,369
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)	494.40	505.53
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder	10,141	10,369
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,541	4,643
<u>Saturday Premium</u>	17.69	18.09

**** 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								