

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 3/2023

Building Momentum, the Public Service Agreement 2021-2023 (as reviewed) gives effect to the following adjustments:

Increases to the annualised basic rate of pay as follows:

- An increase of 2% due on 1 March 2023

Increases to the rates of allowances in the nature of pay as follows:

- An increase of 2% due on 1 March 2023

The sanction of the Minister is now conveyed for the application of these revised rates as appropriate with effect from 1 March 2023

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 March 2023), 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.

6. Superannuation

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

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

Guide to the Consolidated Salary Scales

Please note the following

- 1 The "**MAIN**" worksheet shows 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**" worksheet 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**" worksheet shows the pay scales for Consultant grades. The current rate and a minimum of one historical rate are shown.
- 4 The "**Notional Scales**" worksheet shows notional scales that are not active pay scales and are not for use in relation to remuneration for current employees.
- 5 **Pension increase policy up to end 2023**
In accordance with Building Momentum, the existing arrangements in relation to pre-existing pension schemes will continue to the end-2023. To determine if an increase is due to applicable pensions in payment, under pre-existing pension schemes, up to end 2023, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018, 19/2019 and 10/2021 as well as DoH Circulars 9/2021 and 10/2021. These circulars set out the position in relation to pension increase policy, in the public service, up to end 2023 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.
- 6 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
- 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with qualification, Chef Senior, Chef Executive), the points are as follows:
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8 Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).
- 9 As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 10 Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
- 11 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 12 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 13 Arising from a Labour Court engagement on 25th May 2022, Grade 3875 - Medical Scientist has been revised with effect from 17th June 2022. See DoH Circular 6/2002.
- 14 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.
- 15 The Radiography Services Manager II/ Radiation Therapy Services Manager II allowance is no longer payable with effect from 1st February 2022 as per SIPTU Sectoral Bargaining agreement.
- 16 DoH Circular 1/2023 provides for adjustments to pay for final year nursing and midwifery students as set out in the Main Tab
- 17 HSE HR Circular 003/2023 - Phase IV Job Evaluation provides for the rebanding of certain grades as set out in the Main tab
- 18 DoH Circular 15/2022 provides for an adjustment to the grade of 3247 - Pharmacist, and the creation of new grades - Pharmacist Executive Manager 1, 2, and 3
- 19 The grades of: Occupational Health Physician (Interim) - Therapeutic Security Supervisor - Pharmacist Executive Manager 1, 2, 3 - Social Care Manager 1, 2, 3, - Peer Support Worker and Senior - Catering/Cleaner/Assistant - Catering Assistant - General Operative - Security Guard - Drivers (Doctors on Call) - have been newly entered in these pay scales.
- 20 DoH circular 2/2023 set out retrospective adjustments to pay for certain Dental grades in respect of Sectoral Bargaining w.e.f 1.2.22. It is important to note that pay scales previously issued by the Department of Health for these grades with effective dates between 2 February and 1 October 2022 are now revised to take account of the 1 February 2022 adjustments. Adjustments to remaining Medical grades for 1.2.22 will issue by separate cover when sanctioned.
- 21 Rates in respect of the 2023 Consultant Contract will be inserted once agreed.
- 22 The following grades have been retitled - 6484 Home Help Organiser now Home Support Resource Manager and 6584 Home Help Coordinator now Home Support Resource Officer.
- 23 The following grades have been amalgamated to a single entry - 4734 Mini Bus Driver and 4734 Van Driver amalgamated to a single entry 4734 Mini-Bus/Van Drivers
6430 - Hairdresser, Barber, and Beautician have been amalgamated to 6430 - Hairdresser/Barber
- 24 Students on 'Post Registration' nursing grade codes retain the pay, terms, and conditions associated with their substantive nursing grade while studying
- 25 Employees on 'Nursing Bank' grade codes are paid in line with the standard grade of the same title.

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

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

Source Grade	Grade	Band	Bargaining Unit	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
				MEDICAL & DENTAL GRADES																					
				EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																					
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/03/23	1	32,916																		
					1/10/22		32,271																		
					2/02/22		31,771																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/03/23	1	36,937																		
					1/10/22		36,213																		
					2/02/22		35,713																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/03/23	1	36,937																		
					1/10/22		36,213																		
					2/02/22		35,713																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/03/23	1	39,090																		
					1/10/22		38,324																		
					2/02/22		37,824																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/03/23	1	39,090																		
					1/10/22		38,324																		
					2/02/22		37,824																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/03/23	1	39,090																		
					1/10/22		38,324																		
					2/02/22		37,824																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/03/23	1	41,241																		
					1/10/22		40,432																		
					2/02/22		39,932																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/03/23	1	41,241																		
					1/10/22		40,432																		
					2/02/22		39,932																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/03/23	1	41,241																		
					1/10/22		40,432																		
					2/02/22		39,932																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/03/23	1	41,241																		
					1/10/22		40,432																		
					2/02/22		39,932																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/03/23	1	43,409																		
					1/10/22		42,558																		
					2/02/22		42,058																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/03/23	1	43,409																		
					1/10/22		42,558																		
					2/02/22		42,058																		

197X		1	PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/03/23	5	103,252	107,677	112,110	118,732	125,354	LSIs															
				1/10/22		101,227	105,566	109,912	116,404	122,896	LSIs															
				2/02/22		100,225	104,521	108,824	115,252	121,679	LSIs															
				1/02/22		97,306	101,477	105,654	111,895	118,135	LSIs															
				1/07/21		96,342	100,472	104,608	110,787	116,965	LSIs															
197X		1	PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/03/23	5	100,956	105,285	109,619	116,093	122,568	LSIs															
				1/10/22		98,976	103,221	107,470	113,817	120,165	LSIs															
				2/02/22		97,996	102,199	106,406	112,690	118,975	LSIs															
				1/02/22		95,141	99,222	103,306	109,408	115,510	LSIs															
				1/07/21		94,199	98,240	102,284	108,325	114,366	LSIs															
		1	PRINCIPAL DENTAL SURGEON (RETIRES PRE 1/4/2000) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	5	91,779	95,715	99,654	105,539	111,426	LSIs															
				1/10/22		89,979	93,838	97,700	103,470	109,241	LSIs															
				2/02/22		89,088	92,909	96,733	102,445	108,160	LSIs															
				1/02/22		86,494	90,203	93,915	99,461	105,010	LSIs															
				1/07/21		85,637	89,309	92,985	98,477	103,970	LSIs															
1465		1	SPECIALIST IN ORTHODONTICS	1/03/23	1	163,292																				
				1/10/22		160,090																				
				2/02/22		158,505																				
				1/02/22		153,888																				
				1/07/21		152,365																				

MENTAL HEALTH (PSYCHIATRIC) NURSING GRADES

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

2854	2	GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	1	29,552																
			1/10/22		28,973																
2854	2	GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	1	30,739																
			1/10/22		30,136																
2930	2	STUDENT PSYCHIATRIC NURSING INTERN (PRE-REGISTRATION) Formerly Student Mental Health Nurse (Rostered Placement)	1/03/23	1	27,131	Annualised															
			1/01/23		26,599	Annualised															
			1/10/22		23,911	Annualised															
2637	2	STAFF NURSE, PSYCHIATRIC (AWAITING REGISTRATION) Formerly Mental Health Staff Nurse (Post Qualification, Pre Registration)	1/03/23	1	29,154																
			1/10/22		28,582																
2862	2	MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/03/23	1	29,154																
			1/10/22		28,582																
2674	2	MENTAL HEALTH STAFF NURSE	1/03/23	13	33,914	35,591	36,903	38,239	39,639	40,957	42,333	43,403	44,573	46,089	47,579	49,703	51,184 LSI				
			1/10/22		33,249	34,893	36,179	37,489	38,862	40,154	41,503	42,552	43,699	45,185	46,646	48,728	50,180 LSI				
2157	2	SENIOR STAFF NURSE (MENTAL HEALTH)	1/03/23	1	53,616																
			1/10/22		52,565																
2606	2	DUAL QUALIFIED MENTAL HEALTH STAFF NURSE ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/03/23	9	40,077	42,536	43,849	44,859	45,971	47,452	48,895	51,018	52,512 LSI								
			1/10/22		39,291	41,702	42,989	43,979	45,070	46,522	47,936	50,018	51,482 LSI								
2165	2	SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/03/23	1	55,026																
			1/10/22		53,947																
2704	2	COMMUNITY PSYCHIATRIC NURSE	1/03/23	10	52,827	53,061	54,048	54,937	56,770	57,799	58,901	60,010	61,281	62,456							
			1/10/22		51,791	52,021	52,988	53,860	55,657	56,666	57,746	58,833	60,079	61,231							
2527	2	CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/03/23	8	51,933	52,875	54,204	55,555	56,899	58,250	59,757	61,160									
			1/10/22		50,915	51,838	53,141	54,466	55,783	57,108	58,585	59,961									
2658	2	CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/03/23	9	56,353	57,287	58,076	59,365	60,789	62,187	63,585	65,160	66,622								
			1/10/22		55,248	56,164	56,937	58,201	59,597	60,968	62,338	63,882	65,316								
2625	2	CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/03/23	9	56,353	57,287	58,076	59,365	60,789	62,187	63,585	65,160	66,622								
			1/10/22		55,248	56,164	56,937	58,201	59,597	60,968	62,338	63,882	65,316								
2301	2	COMMUNITY MENTAL HEALTH NURSE	1/03/23	9	56,353	57,287	58,076	59,365	60,789	62,187	63,585	65,160	66,622								
			1/10/22		55,248	56,164	56,937	58,201	59,597	60,968	62,338	63,882	65,316								
238Y	2	CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/03/23	6	64,845	66,129	69,372	70,648	71,931	73,231											
			1/10/22		63,574	64,832	68,012	69,263	70,521	71,795											
2586	2	NURSE TUTOR (MENTAL HEALTH)	1/03/23	10	66,326	67,226	68,124	69,026	69,926	70,829	71,724	72,628	73,529	74,428							
			1/10/22		65,025	65,908	66,788	67,673	68,555	69,440	70,318	71,204	72,087	72,969							
2585	2	PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/03/23	8	69,560	70,872	72,070	75,815	77,124	77,172	78,703	80,792									
			1/10/22		68,196	69,482	70,657	74,328	75,612	75,659	77,160	79,208									
2268	2	ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/03/23	7	66,957	68,991	71,013	75,650	76,571	78,703	80,796										
			1/10/22		65,644	67,638	69,621	74,167	75,070	77,160	79,212										
2274	2	ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/03/23	6	64,845	66,129	69,372	70,648	71,931	73,231											
			1/10/22		63,574	64,832	68,012	69,263	70,521	71,795											

	2542		2	ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/03/23	7	66,957	68,991	71,013	75,650	76,571	78,703	80,796												
					1/10/22		65,644	67,638	69,621	74,167	75,070	77,160	79,212												
	2526		2	DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/03/23	6	85,136	87,717	90,306	93,003	95,479	98,068													
					1/10/22		83,467	85,997	88,535	91,179	93,607	96,145													
	2525		3	AREA DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/03/23	5	101,999	106,250	110,500	114,749	118,998														
					1/10/22		99,999	104,167	108,333	112,499	116,665														
	2293		2	ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/03/23	1	55,026																		
					1/10/22		53,947																		
	2285		2	ENHANCED NURSE, MENTAL HEALTH	1/03/23	9	40,077	42,536	43,849	44,859	45,971	47,452	48,895	51,018	52,512 LSI										
					1/10/22		39,291	41,702	42,989	43,979	45,070	46,522	47,936	50,018	51,482 LSI										

GENERAL NURSING AND MIDWIFERY GRADES

EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)

Table with multiple columns containing job codes (e.g., 2852, 2931, 2932), grades (e.g., 2, 1, 4), titles (e.g., GRADUATE NURSE PROGRAMME, STAFF NURSE), dates (e.g., 1/03/23, 1/10/22), and salary/point values. Some cells are highlighted in yellow to indicate obsolete grades.

420Y				4	HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	35,509	35,717	35,914	36,033	36,149	36,264	36,379	36,504	36,617	36,747	36,872	37,005	37,132								
						1/10/22		34,813	35,017	35,210	35,326	35,440	35,553	35,666	35,788	35,899	36,026	36,149	36,279	36,404								
4073				4	DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	35,509	35,717	35,914	36,033	36,149	36,264	36,379	36,504	36,617	36,747	36,872	37,005	37,132								
						1/10/22		34,813	35,017	35,210	35,326	35,440	35,553	35,666	35,788	35,899	36,026	36,149	36,279	36,404								
4011				4	HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	35,509	35,717	35,914	36,033	36,149	36,264	36,379	36,504	36,617	36,747	36,872	37,005	37,132								
						1/10/22		34,813	35,017	35,210	35,326	35,440	35,553	35,666	35,788	35,899	36,026	36,149	36,279	36,404								
4146				4	LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	35,509	35,717	35,914	36,033	36,149	36,264	36,379	36,504	36,617	36,747	36,872	37,005	37,132								
						1/10/22		34,813	35,017	35,210	35,326	35,440	35,553	35,666	35,788	35,899	36,026	36,149	36,279	36,404								
4103				4	DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	36,652	36,886	37,105	37,105	37,105	37,129	37,248	37,378	37,550	37,635	37,770	37,911	38,041								
						1/10/22		35,933	36,163	36,377	36,377	36,377	36,401	36,518	36,645	36,814	36,897	37,029	37,168	37,295								
4103				4	DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	36,652	36,886	37,105	37,105	37,105	37,129	37,248	37,378	37,550	37,635	37,770	37,911	38,041								
						1/10/22		35,933	36,163	36,377	36,377	36,377	36,401	36,518	36,645	36,814	36,897	37,029	37,168	37,295								
420Y				4	HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	36,652	36,886	37,105	37,105	37,105	37,129	37,248	37,378	37,550	37,635	37,770	37,911	38,041								
						1/10/22		35,933	36,163	36,377	36,377	36,377	36,401	36,518	36,645	36,814	36,897	37,029	37,168	37,295								
4073				4	DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	36,652	36,886	37,105	37,105	37,105	37,129	37,248	37,378	37,550	37,635	37,770	37,911	38,041								
						1/10/22		35,933	36,163	36,377	36,377	36,377	36,401	36,518	36,645	36,814	36,897	37,029	37,168	37,295								
4011				4	HEAD GARDENERS WITH GARDENERS REPORTING TO THEM (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	36,652	36,886	37,105	37,105	37,105	37,129	37,248	37,378	37,550	37,635	37,770	37,911	38,041								
						1/10/22		35,933	36,163	36,377	36,377	36,377	36,401	36,518	36,645	36,814	36,897	37,029	37,168	37,295								
4146				4	LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/03/23	13	36,652	36,886	37,105	37,105	37,105	37,129	37,248	37,378	37,550	37,635	37,770	37,911	38,041								
						1/10/22		35,933	36,163	36,377	36,377	36,377	36,401	36,518	36,645	36,814	36,897	37,029	37,168	37,295								
4197	4197			4	PORTER (DUBLIN) (NON-PAYPATH)	1/03/23	10	30,322	31,393	33,450	33,743	34,048	34,343	34,343	34,604	34,896	35,182											
						1/10/22		29,727	30,777	32,794	33,081	33,380	33,670	33,670	33,925	34,212	34,492											
424X	424X			4	BOILERMAN (DUBLIN) (NON-PAYPATH)	1/03/23	10	31,187	32,262	34,080	34,373	34,797	34,958	35,241	35,536	35,649	35,936											
						1/10/22		30,575	31,629	33,412	33,699	34,115	34,273	34,550	34,839	34,950	35,231											
4110	4110			4	DOMESTIC (DUBLIN) (NON-PAYPATH)	1/03/23	10	29,571	30,219	32,169	32,462	32,749	33,035	33,331	33,627	33,923	34,216											
						1/10/22		28,991	29,626	31,538	31,825	32,107	32,387	32,677	32,968	33,258	33,545											
	5785	1		4	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>	1/03/23	7	36,947	37,998	39,121	40,197	41,349	42,534	43,757														
						1/10/22		36,223	37,253	38,354	39,409	40,538	41,700	42,899														
4077	4077	1		4	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>	1/03/23	7	36,947	37,998	39,121	40,197	41,349	42,534	43,757														
						1/10/22		36,223	37,253	38,354	39,409	40,538	41,700	42,899														
				6	HEAD OF CATERING	1/03/23	7	75,420	76,097	79,073	82,061	85,027	88,005	90,965														
						1/10/22		73,941	74,605	77,523	80,452	83,360	86,279	89,181														

PATIENT & CLIENT CARE

EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)

6479, 6076, 6016	4	INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	1	27,458																			
			1/10/22		26,920																			
6479, 6076, 6016	4	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	1	28,946																			
			1/10/22		28,378																			
	4	CARE OFFICER - BASIC RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	11	35,789	36,838	38,108	39,368	40,635	41,899	43,290	44,556	45,828	47,305	48,458									
			1/10/22		35,087	36,116	37,361	38,596	39,838	41,077	42,441	43,682	44,929	46,377	47,508									
	4	CARE OFFICER - 5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	11	37,165	38,619	39,954	41,282	42,615	43,946	45,410	46,743	48,082	49,637	50,850									
			1/10/22		36,436	37,862	39,171	40,473	41,779	43,084	44,520	45,826	47,139	48,664	49,853									
	4	CARE OFFICER - 6.5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	11	37,192	38,648	39,985	41,313	42,647	43,977	45,444	46,778	48,116	49,675	50,888									
			1/10/22		36,463	37,890	39,201	40,503	41,811	43,115	44,553	45,861	47,173	48,701	49,890									
6104	4	THERAPEUTIC SECURITY SUPERVISOR, NFMHS	1/03/23	4	49,482	50,826	52,186	53,479																
			1/10/22		48,512	49,829	51,163	52,430																
			2/02/22		48,012	49,329	50,656	51,911																
			1/02/22		46,614	47,892	49,181	50,399																
			1/10/21		46,382	47,654	48,936	50,149																
	4	CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) ** not for use for any new incumbents post 1.4.21 **	1/03/23	4	49,482	50,826	52,186	53,479																
			1/10/22		48,512	49,829	51,163	52,430																
	4	CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	4	51,934	53,361	54,811	56,185																
			1/10/22		50,916	52,315	53,736	55,083																
	4	CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	4	51,976	53,404	54,853	56,226																
			1/10/22		50,957	52,357	53,777	55,124																
	4	HEAD ATTENDANT (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	1	62,694																			
			1/10/22		61,465																			
	4	HEAD ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	1	65,886																			
			1/10/22		64,594																			
	4	HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/03/23	1	65,936																			
			1/10/22		64,643																			
6436	5	DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/03/23	7	27,507	29,065	29,908	31,114	32,118	33,116	34,540													
			1/10/22		26,968	28,495	29,322	30,504	31,488	32,467	33,863													
6437	6	DENTAL NURSE (WITH QUALIFICATION)	1/03/23	17	27,507	29,066	29,909	31,114	32,118	33,116	34,540	35,525	36,395	37,319	38,918	39,518	40,653	42,075	44,229	46,776	49,894 LSI			
			1/10/22		26,968	28,496	29,323	30,504	31,488	32,467	33,863	34,828	35,681	36,587	38,155	38,743	39,856	41,250	43,362	45,859	48,916 LSI			
6440	6	DENTAL NURSE, SENIOR	1/03/23	7	47,020	48,716	50,239	51,611	53,292	54,728	56,313													
			1/10/22		46,098	47,761	49,254	50,599	52,247	53,655	55,209													
6521	6	PSYCHOLOGY ASSISTANT	1/03/23	1	29,548																			
			1/10/22		28,969																			
6463	4	EMERGENCY MEDICAL TECHNICIAN	1/03/23	11	31,335	33,409	34,243	35,605	36,351	36,917	37,818	38,730	39,634	41,445	43,114 LSI									
			1/10/22		30,721	32,754	33,572	34,907	35,638	36,193	37,076	37,971	38,857	40,632	42,269 LSI									
6464	4	EMERGENCY MEDICAL TECHNICIAN, LEADING	1/03/23	9	34,921	36,127	37,160	38,517	39,882	41,244	42,609	45,188	47,021 LSI											
			1/10/22		34,236	35,419	36,431	37,762	39,100	40,435	41,774	44,302	46,099 LSI											
6450	4	EMERGENCY CALL TAKER	1/03/23	11	31,950	33,839	34,921	36,127	37,160	38,517	39,882	41,244	42,609	45,188	47,021 LSI									
			1/10/22		31,324	33,175	34,236	35,419	36,431	37,762	39,100	40,435	41,774	44,302	46,099 LSI									
6455	4	EMERGENCY MEDICAL CONTROLLER	1/03/23	11	31,950	33,839	34,921	36,127	37,160	38,517	39,882	41,244	42,609	45,188	47,021 LSI									
			1/10/22		31,324	33,175	34,236	35,419	36,431	37,762	39,100	40,435	41,774	44,302	46,099 LSI									

	6457		4	EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/03/23	7	47,103	48,571	50,037	51,506	52,986	54,712	56,442	LSIs																													
					1/10/22		46,179	47,619	49,056	50,496	51,947	53,639	55,335	LSIs																													
	6404		4	HOSPITAL CHAPLAIN	1/03/23	7	52,559	53,812	55,341	58,212	59,929	62,067	64,212	LSIs																													
					1/10/22		51,528	52,757	54,256	57,071	58,754	60,850	62,953	LSIs																													
	6128		4	AMBULANCE SERVICE SHIFT MANAGER	1/03/23	7	52,297	53,546	55,067	57,925	59,632	61,760	63,894	LSI																													
					1/10/22		51,272	52,496	53,987	56,789	58,463	60,549	62,641	LSI																													
	6129		4	AMBULANCE SERVICE TACTICAL MANAGER, SENIOR	1/03/23	7	75,047	75,721	78,682	81,655	84,606	87,569	90,515																														
					1/10/22		73,575	74,236	77,139	80,054	82,947	85,852	88,740																														
	6130		4	AMBULANCE SERVICE TACTICAL MANAGER	1/03/23	11	54,752	56,088	57,652	59,219	60,794	62,199	63,631	65,023	66,405	68,786	71,175	LSIs																									
					1/10/22		53,678	54,988	56,522	58,058	59,602	60,979	62,383	63,748	65,103	67,437	69,779	LSIs																									
	6131		4	AMBULANCE SERVICE DISTRICT OPERATIONS MANAGER	1/03/23	11	54,752	56,088	57,652	59,219	60,794	62,199	63,631	65,023	66,405	68,786	71,175	LSIs																									
					1/10/22		53,678	54,988	56,522	58,058	59,602	60,979	62,383	63,748	65,103	67,437	69,779	LSIs																									
	6200		4	HEALTH PROMOTION & IMPROVEMENT OFFICER	1/03/23	7	52,559	53,811	55,341	58,212	59,929	62,067	64,211	LSIs																													
					1/10/22		51,528	52,756	54,256	57,071	58,754	60,850	62,952	LSIs																													
					2/02/22		51,018	52,234	53,719	56,506	58,172	60,248	62,329	LSIs																													
					1/02/22		49,532	50,713	52,154	54,860	56,478	58,493	60,514	LSIs																													
					25/11/21		49,041	50,211	51,638	54,317	55,919	57,914	59,915	LSIs																													
	6300		4	HEALTH PROMOTION & IMPROVEMENT OFFICER, SENIOR	1/03/23	11	55,024	56,367	57,938	59,515	61,096	62,508	63,947	65,345	66,736	69,128	71,528	LSIs																									
					1/10/22		53,945	55,262	56,802	58,348	59,898	61,282	62,693	64,064	65,427	67,773	70,125	LSIs																									
					2/02/22		53,411	54,715	56,240	57,770	59,305	60,675	62,072	63,430	64,779	67,102	69,431	LSIs																									
					1/02/22		51,855	53,121	54,602	56,087	57,578	58,908	60,264	61,583	62,892	65,148	67,409	LSIs																									
					25/11/21		51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	64,503	66,742	LSIs																									
	6482		4	CARE ASSISTANT (INTELLECTUAL DISABILITY AGENCIES)	1/03/23	13	30,005	31,124	32,646	33,151	33,969	35,559	37,267	37,862	39,345	40,454	41,358	42,373	43,159	LSI																							
					1/10/22		29,417	30,514	32,006	32,501	33,303	34,862	36,536	37,120	38,574	39,661	40,547	41,542	42,313	LSI																							
	6015	2	4	ATTENDANT, MULTI-TASK <small>(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)</small>	1/03/23	9	31,723	33,158	34,670	35,072	36,059	36,912	38,142	39,416	40,738																												
					1/10/22		31,101	32,508	33,990	34,384	35,352	36,188	37,394	38,643	39,939																												
					2/02/22		30,601	32,008	33,490	33,884	34,852	35,688	36,894	38,143	39,439																												
	6012	1	4	HEALTH CARE ASSISTANT (BAND 1)** <small>*specifically working in the following locations*- *St Ita's Portlaoine / Central Mental Hospital / National Rehabilitation Hospital Dublin / Galway-Roscommon Mental Health Services / St Fintan's Hospital Portlaoine* (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)</small>	1/03/23	7	36,947	37,998	39,121	40,197	41,349	42,534	43,757																														
					1/10/22		36,223	37,253	38,354	39,409	40,538	41,700	42,899																														
6075		2	4	HEALTH CARE ASSISTANT <small>(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)</small>	1/03/23	9	31,723	33,158	34,670	35,072	36,059	36,912	38,142	39,416	40,738																												
					1/10/22		31,101	32,508	33,990	34,384	35,352	36,188	37,394	38,643	39,939																												
6415		4	4	ATTENDANTS	1/03/23	9	30,541	32,347	33,693	34,255	34,492	35,052	35,626	36,077	36,619																												
					1/10/22		29,942	31,713	33,032	33,583	33,816	34,365	34,927	35,370	35,901																												
6430		2	4	HAIRDRESSERS/BARBERS <small>(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)</small>	1/03/23	9	31,723	33,158	34,670	35,072	36,059	36,912	38,142	39,416	40,738																												
					1/10/22		31,101	32,508	33,990	34,384	35,352	36,188	37,394	38,643	39,939																												
					2/02/22		30,601	32,008	33,490	33,884	34,852	35,688	36,894	38,143	39,439																												
	6013	1	4	THEATRE OPERATIVE	1/03/23	7	36,947	37,998	39,121	40,197	41,349	42,534	43,757																														
					1/10/22		36,223	37,253	38,354	39,409	40,538	41,700	42,899																														
6014		1	4	TEAM LEADER, SUPPORT SERVICES	1/03/23	7	36,947	37,998	39,121	40,197	41,349	42,534	43,757																														
					1/10/22		36,223	37,253	38,354	39,409	40,538	41,700	42,899																														
6415		4	ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/03/23	15	30,933	31,668	34,128	34,308	34,308	34,308	34,360	34,460	34,558</																													

	555T	5	TECHNICAL SERVICES OFFICER, SENIOR ASSISTANT	1/03/23	12	54,700	56,688	58,682	60,674	62,666	64,659	66,651	68,636	70,635	72,623	74,916	76,034	LSIs				
				1/10/22		53,627	55,576	57,531	59,484	61,437	63,391	65,344	67,290	69,250	71,199	73,447	74,543	LSIs				
	546T	5	TECHNICAL SERVICES OFFICER, CHIEF ASSISTANT	1/03/23	9	72,512	74,737	75,799	78,040	80,301	82,551	84,791	87,662	90,503	LSIs							
				1/10/22		71,090	73,272	74,313	76,510	78,726	80,932	83,128	85,943	88,728	LSIs							
	546Y	5	TECHNICAL SERVICES OFFICER	1/03/23	8	91,375	93,613	95,848	98,086	100,323	102,567	105,945	109,326	LSIs								
				1/10/22		89,583	91,777	93,969	96,163	98,356	100,556	103,868	107,182	LSIs								
	6484	5	HOME SUPPORT RESOURCE OFFICER (Formerly Home Help Organiser)	1/03/23	7	47,335	48,810	50,284	51,762	53,250	54,984	56,722	LSIs									
				1/10/22		46,407	47,853	49,298	50,747	52,206	53,906	55,610	LSIs									
			HOME SUPPORT RESOURCE MANAGER (Formerly Home Help Co-Ordinator) ** grade obsolete - not for use - see Guide note 2 ** (Regraded from VI to VII wef 9.10.2019 in line with HSE HR Circular 023/2021. The VII rate applies to pension benefit calculations for retirements from 9.10.2019 only)	1/03/23	7	52,559	53,812	55,341	58,212	59,929	62,067	64,212	LSIs									
	6584	5		1/10/22		51,528	52,757	54,256	57,071	58,754	60,850	62,953	LSIs									
			HOME SUPPORT RESOURCE MANAGER (Formerly Home Help Co-Ordinator) ** Scale replaces 7pt scale above wef 9.10.2019 **	1/03/23	11	55,024	56,367	57,938	59,514	61,096	62,508	63,947	65,346	66,736	69,128	71,529	LSIs					
				1/10/22		53,945	55,262	56,802	58,347	59,898	61,282	62,693	64,065	65,427	67,773	70,126	LSIs					
	6439	4	WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/03/23	7	36,955	37,544	38,471	39,408	40,334	41,280	42,183										
				1/10/22		36,230	36,808	37,717	38,635	39,543	40,471	41,356										
	6466	4	WELFARE HOME, ASSISTANT SUPERVISOR	1/03/23	3	34,374	35,180	35,818														
				1/10/22		33,700	34,490	35,116														
	6439	4	WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/03/23	9	48,766	49,637	49,692	50,829	51,972	53,220	54,475	55,736	56,997								
				1/10/22		47,810	48,664	48,718	49,832	50,953	52,176	53,407	54,643	55,879								
	6434	4	NURSERY NURSE	1/03/23	13	32,831	34,557	35,714	36,709	37,185	38,031	38,886	39,730	40,581	41,452	42,318	43,196	44,000	LSI			
				1/10/22		32,187	33,879	35,014	35,989	36,456	37,285	38,124	38,951	39,785	40,639	41,488	42,349	43,137	LSI			
	6516	6	HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/03/23	12	36,252	37,429	39,024	40,616	42,193	43,773	45,335	46,481	47,639	48,808	49,766	50,702					
				1/10/22		35,541	36,695	38,259	39,820	41,366	42,915	44,446	45,570	46,705	47,851	48,790	49,708					

Medical Consultants Salary Scales

Consultant Contract 2023 Salary Scales to be inserted once agreed

Medical Consultants Salary Scales

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

Applicable Sectoral Bargaining adjustments for the Medical Bargaining Unit will be retrospectively applied when available.

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	01/10/21	01/02/22	01/07/22	1/03/23
	Type A €	Type A €	Type A €	Type A €
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	205,830	-	226,461	230,990
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	201,239	-	221,410	225,838
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	196,898	-	216,634	220,967
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	196,033	-	215,682	219,996
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,932	-	211,170	215,393
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	188,195	-	206,944	211,083
Geographical Wholetime Consultants without fees	210,172	-	231,239	235,864

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	01/10/21	01/02/22	01/07/22	1/03/23
	Type A €	Type A €	Type A €	Type A €
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	229,179	-	252,150	257,193
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	229,179	-	252,150	257,193
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	229,179	-	252,150	257,193
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	229,179	-	252,150	257,193
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	229,179	-	252,150	257,193
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	229,179	-	252,150	257,193
Geographical Wholetime Consultants without fees	229,179	-	252,150	257,193

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	01/10/21	01/02/22	01/07/22	1/03/23
	Type B	Type B	Type B	Type B
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	196,281	-	215,955	220,274
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	191,690	-	210,904	215,122
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	188,195	-	206,127	210,250
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	188,195	-	205,175	209,279
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	188,195	-	200,664	204,677
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,842	-	196,437	200,366
Geographical Wholetime Consultants without fees	200,624	-	220,733	225,148

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	01/10/21	01/02/22	01/07/22	1/03/23
	Type B	Type B	Type B	Type B
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	210,081	-	231,138	235,761
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	210,081	-	231,138	235,761
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	210,081	-	231,138	235,761
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	210,081	-	231,138	235,761
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	210,081	-	231,138	235,761
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	210,081	-	231,138	235,761
Geographical Wholetime Consultants without fees	210,081	-	231,138	235,761

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	01/10/21	01/02/22	01/07/22	1/03/23
	Type B*	Type B*	Type B*	Type B*
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	179,926	-	191,212	195,036
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	173,991	-	184,905	188,603
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,014	-	180,678	184,292
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	178,236	-	189,416	193,204
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	173,991	-	184,905	188,603
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,014	-	180,678	184,292

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	01/10/21	01/02/22	01/07/22	1/03/23
	Type B*	Type B*	Type B*	Type B*
	€	€	€	€
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	187,837	-	199,619	203,611
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	187,837	-	199,619	203,611
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,837	-	199,619	203,611

Table B1				
Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.				
Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/10/21	01/02/22	01/07/22	1/03/23
	€	€	€	€
Professor	258,275	-	284,163	289,846
Associate Professor	241,526	-	265,736	271,051
Lecturer	224,811	-	247,345	252,292
College Lecturer	220,333	-	242,418	247,266
Category II Consultants				
Professor UCD, TCD, RCSI	245,687	-	270,314	275,720
Associate Professor UCD, TCD, RCSI	229,337	-	252,325	257,372
Lecturer	212,054	-	233,309	237,975
College Lecturer	207,573	-	228,379	232,947
Professor UCC	249,622	-	274,643	280,136
Associate Professor UCC	233,146	-	256,516	261,646
Lecturer UCC	216,041	-	237,696	242,450
College Lecturer UCC	211,561	-	232,767	237,422
Professor UCG	253,556	-	278,971	284,550
Associate Professor UCG	236,956	-	260,707	265,921
Lecturer UCG	220,028	-	242,082	246,924
College Lecturer UCG	215,547	-	237,152	241,895

Table SA - B1				
Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.				
Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/10/21	01/02/22	01/07/22	1/03/23
	€	€	€	€
Professor	281,698	-	309,934	316,133
Associate Professor	265,571	-	292,190	298,034
Lecturer	249,517	-	274,527	280,018
College Lecturer	245,212	-	269,790	275,186
Professor UCD, TCD, RCSI	281,698	-	309,934	316,133
Associate Professor UCD, TCD, RCSI	265,571	-	292,190	298,034
Lecturer	249,517	-	274,527	280,018
College Lecturer	245,212	-	269,790	275,186
Professor UCC	281,698	-	309,934	316,133
Associate Professor UCC	265,571	-	292,190	298,034
Lecturer UCC	249,517	-	274,527	280,018
College Lecturer UCC	245,212	-	269,790	275,186
Professor UCG	281,698	-	309,934	316,133
Associate Professor UCG	265,571	-	292,190	298,034
Lecturer UCG	249,517	-	274,527	280,018
College Lecturer UCG	245,212	-	269,790	275,186

Table B2				
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.				
Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/10/21	01/02/22	01/07/22	1/03/23
	€	€	€	€
Professor	253,500	-	278,910	284,488
Associate Professor	234,982	-	258,536	263,707
Lecturer	215,304	-	236,885	241,623
College Lecturer	210,221	-	231,292	235,918
Category II Consultants				
Professor UCD, TCD, RCSI	240,913	-	265,061	270,362
Associate Professor UCD, TCD, RCSI	222,793	-	245,125	250,028
Lecturer UCD, TCD, RCSI	202,547	-	222,849	227,306
College Lecturer UCD, TCD, RCSI	197,461	-	217,253	221,598
Professor UCC	244,848	-	269,390	274,778
Associate Professor UCC	226,602	-	249,316	254,302
Lecturer UCC	206,534	-	227,236	231,781
College Lecturer UCC	201,449	-	221,641	226,074
Professor UCG	248,781	-	273,718	279,192
Associate Professor UCG	230,412	-	253,507	258,577
Lecturer UCG	210,520	-	231,622	236,254
College Lecturer UCG	205,433	-	226,025	230,546

Table SA - B2				
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract				
Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/10/21	01/02/22	01/07/22	1/03/23
	€	€	€	€
Professor	272,149	-	299,428	305,417
Associate Professor	252,483	-	277,790	283,346
Lecturer	230,504	-	253,608	258,680
College Lecturer	224,986	-	247,538	252,489
Category II Consultants				
Professor UCD, TCD, RCSI	272,149	-	299,428	305,417
Associate Professor UCD, TCD, RCSI	252,483	-	277,790	283,346
Lecturer UCD, TCD, RCSI	230,504	-	253,608	258,680
College Lecturer UCD, TCD, RCSI	224,986	-	247,538	252,489
Professor UCC	272,149	-	299,428	305,417
Associate Professor UCC	252,483	-	277,790	283,346
Lecturer UCC	230,504	-	253,608	258,680
College Lecturer UCC	224,986	-	247,538	252,489
Professor UCG	272,149	-	299,428	305,417
Associate Professor UCG	252,483	-	277,790	283,346
Lecturer UCG	230,504	-	253,608	258,680
College Lecturer UCG	224,986	-	247,538	252,489

Table B3				
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.				
Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/10/21	01/02/22	01/07/22	1/03/23
	€	€	€	€
Professor UCD, TCD, RCSI	226,589	-	249,301	254,287
Associate Professor UCD, TCD, RCSI	208,681	-	229,598	234,190
Lecturer UCD, TCD, RCSI	188,673	-	207,585	211,737
College Lecturer UCD, TCD, RCSI	188,195	-	202,048	206,089
Professor UCC	230,524	-	253,631	258,704
Associate Professor UCC	212,489	-	233,788	238,464
Lecturer UCC	192,660	-	211,971	216,210
College Lecturer UCC	188,195	-	206,437	210,566
Professor UCG	234,457	-	257,958	263,117
Associate Professor UCG	216,298	-	237,979	242,739
Lecturer UCG	196,647	-	216,358	220,685
College Lecturer UCG	191,615	-	210,821	215,037

Table SA - B3				
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract				
Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/10/21	01/02/22	01/07/22	1/03/23
	€	€	€	€
Professor UCD, TCD, RCSI	243,502	-	267,909	273,267
Associate Professor UCD, TCD, RCSI	225,482	-	248,084	253,046
Lecturer UCD, TCD, RCSI	207,464	-	228,259	232,824
College Lecturer UCD, TCD, RCSI	202,642	-	222,954	227,413
Professor UCC	243,502	-	267,909	273,267
Associate Professor UCC	225,482	-	248,084	253,046
Lecturer UCC	207,464	-	228,259	232,824
College Lecturer UCC	202,642	-	222,954	227,413
Professor UCG	243,502	-	267,909	273,267
Associate Professor UCG	225,482	-	248,084	253,046
Lecturer UCG	207,464	-	228,259	232,824
College Lecturer UCG	202,642	-	222,954	227,413

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	1/03/23	192,421	198,009	221,346	224,559	227,775	230,990
	01/07/22	188,648	194,126	217,006	220,156	223,309	226,461
	01/02/22	-	-	-	-	-	-
	01/10/21	177,513	182,668	197,236	200,100	202,965	205,830
Type B	1/03/23	181,117	183,576	201,241	203,920	206,600	209,280
	01/07/22	177,566	179,976	197,295	199,922	202,549	205,176
	01/02/22	-	-	-	-	-	-
	01/10/21	167,085	169,353	185,650	188,121	188,195	188,195
Type C	1/03/23	157,575	163,151	172,237	176,819	182,179	184,292
	1/10/22	154,485	159,952	168,860	173,352	178,607	180,678
	01/07/22	152,955	158,369	168,100	173,352	178,607	180,678
	02/02/22	152,955	158,369	162,318	163,120	168,065	170,014
	01/02/22	-	-	-	-	-	-
	01/10/21	148,500	153,756	162,318	163,120	168,065	170,014

* 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	01/10/21	01/02/22	02/02/22	01/07/22	1/10/22	1/03/23
	€	€	€	€	€	€
Type A Consultants	190,791	-	190,791	209,915	209,915	214,113
	201,098	-	201,098	221,261	221,261	225,686
	211,990	-	211,990	233,239	233,239	237,904
	217,720	-	217,720	239,543	239,543	244,334
Type B Consultants	223,449	-	223,449	245,846	245,846	250,763
	229,178	-	229,178	252,150	252,150	257,193
	176,181	-	176,181	193,840	193,840	197,717
	184,775	-	184,775	203,296	203,296	207,362
Type C Consultants	195,756	-	195,756	215,378	215,378	219,686
	200,531	-	200,531	220,631	220,631	225,044
	205,305	-	205,305	225,884	225,884	230,402
	210,081	-	210,081	231,138	231,138	235,761
Type B* Consultants	187,837	-	187,837	199,619	199,619	203,611
Type C Consultants	148,500	-	150,159	152,955	154,485	157,575
	153,757	-	153,757	160,745	160,745	163,960
	162,318	-	162,318	168,100	168,860	172,237
	163,121	-	163,121	173,353	173,353	176,820
	168,064	-	168,064	178,606	178,606	182,178
	173,007	-	173,007	183,859	183,859	187,536

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	1/03/23	156,710	161,067	170,194	178,959	186,601	192,970	200,612	214,945	226,200
	1/10/22	153,637	157,909	166,857	175,450	182,942	189,186	196,678	210,730	221,765
	01/07/22	152,116	156,346	165,205	175,450	182,942	189,186	196,678	210,730	221,765
	02/02/22	152,116	153,838	162,556	165,094	172,144	178,020	185,070	191,532	201,561
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	147,685	151,792	160,394	165,094	172,144	178,020	185,070	191,532	201,561
Type B	1/03/23	147,934	153,198	160,469	161,560	166,495	171,442	180,233	187,875	195,517
	1/10/22	145,033	150,194	157,323	158,392	163,230	168,080	176,699	184,191	191,683
	01/07/22	143,597	148,707	155,765	156,824	161,614	166,416	176,699	184,191	191,683
	02/02/22	143,597	148,707	155,765	154,309	159,022	163,747	166,269	173,319	180,369
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	139,414	144,376	151,228	152,256	156,907	161,569	166,269	173,319	180,369
Type C	1/03/23	129,608	133,405	137,903	141,038	144,172	147,934	152,948	158,590	162,795
	1/10/22	127,067	130,789	135,199	138,273	141,345	145,033	149,949	155,480	159,603
	01/07/22	125,809	129,494	133,861	136,904	139,946	143,597	148,464	153,940	158,022
	02/02/22	125,809	129,494	133,861	136,904	139,946	143,597	148,464	153,940	155,488
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	122,145	125,723	129,962	132,916	135,870	139,414	144,140	149,457	153,420

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

Table C2(1)							
New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	1/03/23	250,186	257,303	277,984	281,938	285,893	289,846
	01/07/22	245,280	252,258	272,533	276,410	280,287	284,163
	01/02/22	-	-	-	-	-	-
	01/10/21	222,934	229,277	247,704	251,229	254,752	258,275
Type A Associate Professor / Consultant	1/03/23	233,269	240,386	259,187	263,142	267,096	271,051
	01/07/22	228,695	235,673	254,105	257,982	261,859	265,736
	01/02/22	-	-	-	-	-	-
Type A Senior Lecturer / Consultant	01/10/21	207,859	214,202	230,955	234,479	238,003	241,527
	1/03/23	216,387	223,503	240,429	244,383	248,337	252,292
	01/07/22	212,144	219,121	235,715	239,591	243,468	247,345
	01/02/22	-	-	-	-	-	-
	01/10/21	192,817	199,152	214,241	217,763	221,287	224,811

Table SA - C2(1)					
Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.					
Contract Type	Salary Points	01/10/21	01/02/22	01/07/22	1/03/23
		Type A	Type A	Type A	Type A
		€	€	€	€
TYPE A Professor	1	234,501	-	258,007	263,167
	2	247,186	-	271,963	277,402
	3	260,557	-	286,674	292,407
	4	267,604	-	294,427	300,316
	5	274,651	-	302,181	308,225
	6	281,698	-	309,934	316,133
TYPE A Associate Professor	1	219,986	-	242,036	246,877
	2	232,671	-	255,993	261,113
	3	244,429	-	268,929	274,308
	4	251,477	-	276,683	282,217
	5	258,523	-	284,436	290,125
	6	265,571	-	292,190	298,034
TYPE A Lecturer	1	205,537	-	226,139	230,662
	2	218,222	-	240,096	244,898
	3	228,375	-	251,266	256,291
	4	235,422	-	259,020	264,200
	5	242,469	-	266,773	272,108
	6	249,517	-	274,527	280,018
TYPE A College Lecturer	1	201,663	-	221,876	226,314
	2	214,348	-	235,833	240,550
	3	224,070	-	246,529	251,460
	4	231,117	-	254,283	259,369
	5	238,164	-	262,036	267,277
	6	245,212	-	269,790	275,186

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	1/03/23	223,929	236,979	248,655	252,866	252,866	252,866
	01/07/22	219,538	232,332	243,779	247,908	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	199,538	211,166	221,570	225,323	225,323	225,323
Type A Associate Professor / Consultant	1/03/23	201,347	220,719	231,837	244,763	252,866	252,866
	01/07/22	197,399	216,391	227,291	239,964	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	185,747	196,677	206,583	218,102	225,323	225,323
Type A Senior Lecturer / Consultant	1/03/23	186,453	197,678	215,130	227,329	235,340	247,717
	01/07/22	182,797	193,802	210,912	222,872	230,725	242,860
	01/02/22	-	-	-	-	-	-
	01/10/21	172,008	182,363	191,697	202,568	209,705	220,734

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

Table C3(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	1/03/23	233,994	240,215	259,994	263,450	266,905	270,362
	01/07/22	229,406	235,505	254,896	258,284	261,672	265,061
	01/02/22	-	-	-	-	-	-
	01/10/21	208,506	214,049	231,675	234,753	237,833	240,913
Type B Associate Professor / Consultant	1/03/23	215,694	221,914	239,660	243,116	246,572	250,028
	01/07/22	211,465	217,563	234,961	238,349	241,737	245,125
	01/02/22	-	-	-	-	-	-
	01/10/21	192,200	197,726	213,555	216,635	219,713	222,793
Type B Senior Lecturer / Consultant	1/03/23	188,588	194,597	216,938	220,394	223,850	227,306
	01/07/22	184,890	190,781	212,684	216,073	219,461	222,849
	01/02/22	-	-	-	-	-	-
	01/10/21	173,978	179,520	193,308	196,388	199,468	202,547

Table SA - C3(1)

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

Contract Type	Salary Points	01/10/21	01/02/22	01/07/22	1/03/23
		Type B €	Type B €	Type B €	Type B €
TYPE B Professor	1	228,305	-	251,189	256,213
	2	239,391	-	263,387	268,655
	3	253,672	-	279,099	284,681
	4	259,831	-	285,875	291,593
	5	265,990	-	292,652	298,505
	6	272,149	-	299,428	305,417
TYPE B Associate Professor	1	210,604	-	231,714	236,348
	2	221,691	-	243,912	248,790
	3	234,004	-	257,460	262,609
	4	240,164	-	264,237	269,522
	5	246,323	-	271,013	276,433
	6	252,483	-	277,790	283,346
TYPE B Lecturer	1	190,823	-	209,949	214,148
	2	201,905	-	222,147	226,590
	3	212,025	-	233,278	237,944
	4	218,185	-	240,055	244,856
	5	224,343	-	246,831	251,768
	6	230,504	-	253,608	258,680
TYPE B College Lecturer	1	185,858	-	204,487	208,577
	2	196,929	-	216,685	221,019
	3	206,509	-	227,208	231,752
	4	212,668	-	233,985	238,665
	5	218,827	-	240,761	245,576
	6	224,986	-	247,538	252,489

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	1/03/23	211,289	220,737	230,452	240,358	250,599	252,866
	01/07/22	207,146	216,409	225,933	235,645	245,685	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	188,274	196,694	205,350	214,177	223,302	225,323
Type B Associate Professor / Consultant	1/03/23	187,776	196,412	212,458	221,747	231,215	240,685
	01/07/22	184,094	192,561	208,292	217,399	226,681	235,966
	01/02/22	-	-	-	-	-	-
	01/10/21	173,228	181,196	189,315	197,594	206,030	214,469
Type B Senior Lecturer / Consultant	1/03/23	166,019	177,639	185,894	194,317	202,543	218,207
	1/10/22	162,764	174,156	182,249	190,507	198,572	213,928
	01/07/22	161,152	174,156	182,249	190,507	198,572	213,928
	02/02/22	158,568	163,877	171,491	179,262	186,851	194,438
	01/02/22	-	-	-	-	-	-
	01/10/21	156,459	163,877	171,491	179,262	186,851	194,438

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

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	1/03/23	211,714	218,322	235,239	238,910	242,579	246,250
	01/07/22	207,563	214,041	230,626	234,225	237,823	241,422
	01/02/22	-	-	-	-	-	-
	01/10/21	188,654	194,541	209,615	212,886	216,157	219,427
Type C Associate Professor / Consultant	1/03/23	187,578	193,960	215,776	219,447	223,117	226,788
	01/07/22	183,900	190,157	211,545	215,144	218,742	222,341
	01/02/22	-	-	-	-	-	-
	01/10/21	173,045	178,933	192,273	195,543	198,814	202,085
Type C Senior Lecturer / Consultant	1/03/23	170,945	180,924	194,033	197,704	201,374	205,043
	1/10/22	167,593	177,376	190,228	193,827	197,425	201,023
	01/07/22	165,933	177,376	190,228	193,827	197,425	201,023
	02/02/22	163,272	166,906	179,000	182,386	185,772	188,195
	01/02/22	-	-	-	-	-	-
	01/10/21	161,100	166,906	179,000	182,386	185,772	188,195

Table SA - C4(1)					
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.					
Contract Type	Salary Points	01/10/21	01/02/22	01/07/22	1/03/23
		Type C	Type B	Type C	Type C
		€	€	€	€
TYPE C Professor	1	188,600	-	207,504	211,654
	2	200,363	-	220,458	224,867
	3	209,555	-	230,560	235,171
	4	216,096	-	237,756	242,511
	5	222,637	-	244,953	249,852
	6	229,179	-	252,150	257,193
TYPE C Associate Professor	1	172,297	-	189,567	193,358
	2	184,071	-	202,521	206,571
	3	191,441	-	210,630	214,843
	4	197,982	-	217,827	222,184
	5	204,523	-	225,024	229,524
	6	211,065	-	232,221	236,865
TYPE C Lecturer	1	159,524	-	169,531	172,922
	2	168,963	-	182,484	186,134
	3	177,249	-	188,367	192,134
	4	184,020	-	195,563	199,474
	5	188,195	-	202,760	206,815
	6	190,829	-	209,957	214,156
TYPE C College Lecturer	1	154,781	-	164,490	167,780
	2	165,874	-	177,444	180,993
	3	171,979	-	182,767	186,422
	4	178,751	-	189,964	193,763
	5	185,523	-	197,160	201,103
	6	188,195	-	204,357	208,444

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	1/03/23	168,624	178,917	186,510	195,860	203,130	219,498
	1/10/22	165,318	175,409	182,853	192,020	199,147	215,194
	01/07/22	163,681	175,409	182,853	192,020	199,147	215,194
	02/02/22	161,056	165,056	172,060	180,686	187,392	195,589
	01/02/22	-	-	-	-	-	-
	01/10/21	158,914	165,056	172,060	180,686	187,392	195,589
Type C Associate Professor / Consultant	1/03/23	157,021	163,279	167,604	180,030	186,725	194,908
	1/10/22	153,942	160,077	164,318	176,500	183,064	191,086
	01/07/22	152,418	158,492	162,691	176,500	183,064	191,086
	02/02/22	152,418	158,492	160,081	172,709	179,132	186,983
	01/02/22	-	-	-	-	-	-
	01/10/21	147,978	153,876	157,952	166,083	172,258	179,808
Type C Senior Lecturer / Consultant	1/03/23	146,009	152,125	159,033	163,886	169,924	181,204
	1/10/22	143,146	149,142	155,915	160,673	166,592	177,651
	01/07/22	141,729	147,665	154,371	159,082	164,943	177,651
	02/02/22	141,729	147,665	154,371	156,531	162,297	167,165
	01/02/22	-	-	-	-	-	-
	01/10/21	137,601	143,364	149,875	154,449	160,138	167,165

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

Table SA - C5(1)				
Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement				
Contract Type	01/10/21	01/02/22	01/07/22	1/03/23
	Type B*	Type B	Type B*	Type B*
	€	€	€	€
TYPE B* Professor	243,502	-	267,909	273,267
TYPE B* Associate Professor	225,482	-	248,084	253,046
TYPE B* Lecturer	207,464	-	228,259	232,824
TYPE B* College Lecturer	202,642	-	222,954	227,413

Table D1	01/10/21	02/02/22	1/10/22	1/03/23
	€	€	€	€
Clinical Directors' Allowance*	50,500	52,015	52,535	53,586

* 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)		1	2	3
	Scale Points	€	€	€
Group Manager (Clinical Director)**	1/03/23	246,200		
	01/07/22	241,373		
	01/02/22	-		
	01/10/21	219,383		
Head of Department**	1/03/23	219,560	226,200	232,866
	01/07/22	215,255	221,765	228,300
	01/02/22	-	-	-
	01/10/21	195,645	201,561	207,501

** 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	02/02/22	1/10/22	1/03/23
Rota		€	€	€
Flat Annual Payment		4,362	4,406	4,494
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...				
1 in 3		2,526	2,551	2,602
1 in 2	1-80 call-outs	6,306	6,369	6,496
	81-120 call-outs	7,287	7,360	7,507
	121+ call-outs	7,980	8,060	8,221
1 in 1	1-80 call-outs	7,568	7,644	7,797
	81-120 call-outs	9,578	9,674	9,867
	121+ call-outs	11,827	11,945	12,184

SA - B and C Factor Payments				
SA - On Call/Call-Out Payments				
	No. of Call-Outs	02/02/22	1/10/22	1/03/23
Rota		€	€	€
Flat Annual Payment		6,398	6,462	6,591
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows				
1 in 3		2,652	2,679	2,733
1 in 2	1-80 call-outs	6,621	6,687	6,821
	81-120 call-outs	7,652	7,728	7,883
	121+ call-outs	8,380	8,463	8,632
1 in 1	1-80 call-outs	7,947	8,027	8,188
	81-120 call-outs	10,057	10,157	10,360
	121+ call-outs	12,419	12,543	12,794

Emergency Call-Out Payments for all Consultants			
	02/02/22	1/10/22	1/03/23
Per call-out	€	€	€
First 30 call-outs	88.86	89.75	91.55
31-120 call-outs	133.66	134.99	137.69
121 call-outs or more	176.57	178.34	181.90
If the call-out occurs after midnight			
First 30 call-outs	118.46	119.64	122.04
31-120 call-outs	179.11	180.90	184.52
121 call-outs or more	237.07	239.44	244.23
For each hour or part hour in excess of the first hour			
First 30 call-outs	59.14	59.73	60.93
31-120 call-outs	88.27	89.15	90.94
121 call-outs or more	118.55	119.74	122.13
Annual Limit	25,220	25,472	25,982

SA - Emergency Call-Out Payments for all Consultants			
	02/02/22	1/10/22	1/03/23
Per call-out (hourly rate or part thereof)	€	€	€
First 30 call-outs	106.63	107.70	109.85
31-120 call-outs	159.95	161.55	164.78
121 call-outs or more	213.26	215.39	219.70
If the call-out occurs after midnight			
First 30 call-outs	133.29	134.62	137.31
31-120 call-outs	199.93	201.93	205.97
121 call-outs or more	266.58	269.24	274.63
Annual Limit	31,209	31,521	32,151

Table F1						
Salary scales for Consultants who are remaining on the 1997 Consultant Contract						
Consultants Revised Common Contract, 1997	01/10/21	01/02/22	02/02/22	01/07/22	1/10/22	1/03/23
	€	€	€	€	€	€
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	188,195	-	188,195	200,772	200,772	204,787
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	179,416	-	179,416	190,670	190,670	194,483
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,427	-	170,427	181,118	181,118	184,740
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	168,635	-	168,635	179,213	179,213	182,797
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	162,318	-	162,318	170,191	170,191	173,595
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	159,108	-	161,253	163,881	165,520	168,830
Geographical Wholtime Consultants without fees	191,167	-	191,167	210,329	210,329	214,536

Table F2				
Salary scales for Academic Consultants who are remaining on the 1998 Contract				
	01/10/21	01/02/22	01/07/22	1/03/23
	€	€	€	€
Category I Consultants				
Professor	234,852	-	258,392	263,560
Associate Professor	217,482	-	239,281	244,067
Lecturer	200,105	-	220,163	224,566
College Lecturer	195,455	-	215,046	219,347
Category II Consultants				
Professor UCD, TCD, RCSI	209,676	-	230,693	235,307
Associate Professor UCD, TCD, RCSI	193,105	-	212,460	216,709
Lecturer UCD, TCD, RCSI	180,753	-	192,091	195,933
College Lecturer UCD, TCD, RCSI	175,932	-	186,967	190,706
Category III Consultants				
Professor UCC	217,546	-	239,352	244,139
Associate Professor UCC	200,723	-	220,842	225,259
Lecturer UCC	188,195	-	200,864	204,881
College Lecturer UCC	184,190	-	195,744	199,659
Category IV Consultants				
Professor UCG	225,413	-	248,007	252,967
Associate Professor UCG	208,341	-	229,224	233,808
Lecturer UCG	190,538	-	209,636	213,829
College Lecturer UCG	185,881	-	204,513	208,603

Table F3				
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008				
	01/10/21	01/02/22	01/07/22	1/03/23
	€	€	€	€
Regional Consultant Orthodontists	179,416	-	190,670	194,483

Table F4						
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991						
	01/10/21	01/02/22	02/02/22	01/07/22	1/10/22	1/03/23
	€	€	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB						
G.W.T. WITHOUT FEES	162,318	-	163,970	167,188	168,860	172,237
G.W.T. WITH FEES	155,134	-	157,225	159,788	161,386	164,614
EXISTING WHOLETIME	148,855	-	153,321	153,321	154,854	157,951
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)						
G.W.T. WITHOUT FEES	162,318	-	163,970	167,188	168,860	172,237
G.W.T. WITH FEES	150,332	-	154,842	154,842	156,390	159,518
EXISTING WHOLETIME	141,485	-	145,729	145,729	147,186	150,130
Consultants in EHB (excluding Psychiatrists and Geriatricians)						
G.W.T. WITHOUT FEES	162,318	-	163,970	167,188	168,860	172,237
G.W.T. WITH FEES	142,963	-	147,252	147,252	148,724	151,698
EXISTING WHOLETIME	134,114	-	138,137	138,137	139,519	142,309

Extended Duty Liability	01/10/21	02/02/22	1/10/22	1/03/23
	€	€	€	€
A flat payment will be paid to each consultant with on-call liability.	7,933	8,171	8,253	8,418

Emergency Services	01/10/21	02/02/22	1/10/22	1/03/23
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€	€	€
Per call-out for each patient	83.83	86.34	87.21	88.95
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	111.63	114.98	116.13	118.45
In the event of the call extending beyond one hour's duration from leaving home until return this further amount for each hour or part hour is payable	55.74	57.41	57.99	59.15
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,580	10,898	11,006	11,227

Table F5					
Original Contract for Consultant Medical Staff 1981					
	01/10/21	02/02/22	01/07/22	01/10/22	1/03/23
	This represents the cumulative restorations up to and including 1/10/2021	This represents the cumulative restorations up to and including 2/02/2022	This represents the cumulative restorations up to and including 1/07/22	This represents the cumulative restorations up to and including 1/10/22	This represents the cumulative restorations up to and including 1/03/23
	€	€	€	€	€
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*	186,596	186,596	198,281	198,281	202,247
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347(£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	10,532	10,848	-	10,956	11,175

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

ALLOWANCES

Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual) -

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

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education Allowance

Travel Allowance for non nursing Dublin Personnel

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

MEDICAL AND DENTAL ALLOWANCES

	1 October 2021	2 February 2022	1 October 2022	1 March 2023
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)	131.34	135.28	136.63	139.36
2. Emergency Sessions				
The rate at 1 above subject to a minimum fee in the case of Anaesthetists	86.04	88.62	89.50	91.29
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons	51.24	52.78	53.31	54.37
3. Community Ophthalmic Physicians per 3 hour session	190.26	195.97	197.93	201.89
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;	65.59	67.55	68.23	69.60
minimum rate;	131.34	135.28	136.63	139.36
(b) Where the duration is <u>not less</u> than 3 hours;				
first 3 hours	196.72	202.63	204.65	208.75
3 hour sessional rate for hours in excess of 3 (and pro-rata)	131.34	135.28	136.63	139.36
5. Pool Payments				
General Teaching Hospital (per bed day)	5.49	5.65	5.71	5.82
General Non-Teaching Hospital (per bed day)	3.70	3.81	3.85	3.92
Maternity Teaching Hospital (per bed day)	10.62	10.94	11.05	11.27
Maternity Non-Teaching Hospital (per bed day)	5.01	5.16	5.21	5.31
6. Private Dental Surgeons Sessional Rates				
(a) For clinics held on health board premises	135.62	139.68	141.08	143.90
(b) For clinics held in a dentist's private surgery	181.48	186.93	188.80	192.57
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)	157.55	162.28	163.90	163.90
Special rates for clinics held outside a radius of 25 miles				
(a) For clinics of <i>less than</i> 3 hours duration				
Per hour	79.48	81.86	82.68	82.68
Minimum rate	95.67	98.55	99.53	99.53
(b) For clinics of <i>not less than</i> 3 hours				
For the first three hours	236.49	243.58	246.02	246.02
For 3 hour sessions in excess of 3 hours	159.16	163.93	165.57	165.57
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 2021	2 February 2022	1 October 2022	1 March 2023
Psychiatrist Special Responsibility Allowance									
Revised rate per annum						11,049	11,380	11,494	11,724
Child Health Services Development Paediatrics									
3 hour session						69.84	71.93	72.65	74.11
2 hour session						52.38	53.95	54.49	55.58
1 hour session						34.96	36.01	36.37	37.09
Casual Locum for Former District Medical Officers									
For first three days						76.58	78.87	79.66	81.25
For next 25 days						65.51	67.48	68.15	69.51
For each subsequent day						56.37	58.06	58.64	59.81
Fees for lectures to Nurses						32.07	33.03	33.36	34.03
(Circular S100/84 of 22 August 1975)						24.10	24.82	25.07	25.57
Consultant CME.									
This scheme is open to Consultants employed in the public service and allows Consultants claim a maximum of €3,000 p/a towards courses and conference, reference materials and professional fees.									
Training Supports Scheme for NCHDs									
*** AMOUNT PER REGISTRATION PER YEAR						1 July 2019			
Intern						750			
SHOs and Registrars						1,250			
SPRs/GP Registrars/ Psychiatry SRs on a training scheme						2,000			
GP Registrar Allowance (from the NCHD contract)						11,542	11,889	12,007	12,248
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred						3,847	3,963	4,002	4,082
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 2021	2 February 2022	1 October 2022	1 March 2023
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)(DoH Circular 14/2019 Refers)				
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	3,561	3,667	3,704	3,778
(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).	2,371	2,442	2,466	2,516
(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).	2,371	2,442	2,466	2,516
Public Health Nurses & Assistant Directors of Public Health Nursing Midwifery Qualification* *Restored to new entrant nurses as per DoH Circular 14/2017	3,561	3,667	3,704	3,778
Staff Nurse Dual Qualification Scale New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,483	1,527	1,542	1,573
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	1,418	1,460	1,475	1,504
Theatre / Night Sister	851	877	886	903
Public Health Nurse	1,703	1,754	1,771	1,807
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	3,164	3,258	3,291	3,357
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	5,275	5,433	5,488	5,597
Senior Staff Nurse (Psychiatric)	5,539	5,706	5,763	5,878
Community Psychiatric Nurse	5,785	5,959	6,018	6,139
Clinical Nurse Manager I (Psychiatric)	5,605	5,774	5,831	5,948
CNM II (Psychiatric)/Community Mental Health Nurse	5,981	6,161	6,222	6,347
Clinical Nurse Manager III (Psychiatric)	6,284	6,473	6,537	6,668
Assistant Director of Nursing Mental Health	6,083	6,266	6,328	6,455
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	3,968	4,087	4,128	4,211
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449	5,503	5,669	5,725	5,840
Public Health Nurses (S103/151 refers) Island Inducement Allowance* *Abolished for new beneficiaries with effect from 1 February 2012	1,877	1,934	1,953	1,992

	1 October 2021	2 February 2022	1 October 2022	1 March 2023
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)	45.01	46.36	46.83	47.76
Saturday	57.82	59.55	60.15	61.35
Sunday and Public Holidays	78.15	80.50	81.30	82.93
<i>(ii) Call Out Rate - Monday to Sunday</i>				
Fee per operation per 2 hours (17.00 - 22.00 hours)	45.01	46.36	46.83	47.76
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	67.50	69.53	70.23	71.63
Operation lasting more than 4 hours and up to five hours	112.52	115.89	117.05	119.39
Fee per operation per hour (after 22.00 hours)	45.01	46.36	46.83	47.76
<i>(iii) On-call Without Standby</i>				
Fee per operation, call in without standby	90.02	92.72	93.65	95.52
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. *Restored for new entrant nurses as per DoH Circular 14/2017	19.23	19.81	20.00	20.40
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). Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.	3,943	4,062	4,102	4,184
Public Health Nurses Week-end Work (S100/414 refers)				
Fixed Payment	29.92	30.82	31.13	31.75
First call on Saturday and first call on Sunday	39.71	40.91	41.32	42.14
Each subsequent call on Saturday and Sunday	19.89	20.49	20.69	21.11
Payment in lieu of time off for Emergency work	29.89	30.78	31.09	31.71
Saturday Premium	16.26	16.75	16.92	17.25
Specialist Co-ordinator Allowance* *Restored for new entrant nurses as per DoH Circular 14/2017	4,592	4,730	4,777	4,872

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES				1 February 2022	2 February 2022	1 October 2022	1 March 2023
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)						
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am		40.32	41.53	41.95	42.79
	Mon - Thurs	12am - 8am		51.32	52.86	53.39	54.46
	Sat 12am til Sun 12am			56.45	58.15	58.73	59.90
	Bank Holiday			56.45	58.15	58.73	59.90
Stand-by Payments (off site on call)	Mon - Fri			45.47	46.83	47.30	48.24
	Saturday			58.39	60.14	60.74	61.96
	Sun & Public Holidays			78.94	81.30	82.12	83.76
PHYSIOTHERAPISTS							
Emergency/On-Call Duty							
I On-Call with Standby	(a) Monday to Friday			24.97	25.72	25.98	26.49
	(b) Saturdays			32.59	33.57	33.90	34.58
	(c) Sundays and Public Holidays			48.74	50.21	50.71	51.72
- Fee per call (per half hour)				24.97	25.72	25.98	26.49
II On-Call without Standby							
- Fee per call (per hour)				68.53	70.59	71.29	72.72
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.				201.28	207.31	209.39	213.58
Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker						
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker						
Saturday Premium				16.42	16.92	17.09	17.43
RADIOGRAPHERS							
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am		49.91	51.40	51.92	52.96
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am		63.52	65.42	66.08	67.40
	Saturday	8am - 12am		58.23	59.97	60.57	61.78
	Sunday (into Monday morning / Public Holiday)		8am (Sun) - 8am (Mon)	69.87	71.96	72.68	74.14
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>							
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am			41.12	41.53	42.36
	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am			52.34	52.86	53.92
	Saturday	8am - 12am			47.98	48.46	49.43
	Sunday (into Monday morning / Public Holiday)		8am (Sun) - 8am (Mon)		57.57	58.15	59.31
Stand-by Payments (off site on call)	Mon - Fri				46.37	46.83	47.77
	Saturday				59.55	60.14	61.35
	Sun & Public Holiday				80.50	81.30	82.93

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

	1 February 2022	2 February 2022	1 October 2022	1 March 2023
PART-TIME RADIOGRAPHERS				
Rate-Per-Hour : Premium rate		27.51	27.78	28.34
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*				
*Abolished for new beneficiaries with effect from 1 February 2012				
Hons BSc	1,084	1,116	1,127	1,150
MSc	2,165	2,230	2,253	2,298
PhD	2,823	2,908	2,937	2,996
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		999	1,009	1,029
Diploma in Ultrasound		499	504	514.40
Diploma in Nuclear Medicine		499	504	514.40
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.				
Annual Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)		4,673	4,720	4,814
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)		1,560	1,576	1,608
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*	255	263	265	270.61
*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	218.39	224.95	227.19	231.74
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year	970.69	999.81	1,009.81	1,030
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year	3,439.23	3,542.40	3,577.83	3,649
Allowance for Advanced Paramedics <i>as per HSE Circular 11/2009</i>		10,090	10,191	10,395

†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 February 2022	2 February 2022	1 October 2022	1 March 2023
† GENERAL PARAMEDICAL SESSIONAL RATES				
Per 3 hour session	104.53	107.66	108.74	110.91
For 2 three hourly sessions held at the same location on same day	178.84	184.21	186.05	189.77
† PART-TIME PHARMACISTS				
Rate per hour:-				
First 6 hours:	44.91	46.26	46.72	47.65
Over 6 hours:	33.26	34.26	34.60	35.29
Maximum payment for 21 hours:	761.81	784.66	792.51	808.36
† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays				
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	136.50	140.59	142.00	144.84
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	181.98	187.44	189.32	193.10
† 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;	197.33	203.25	205.28	209.39
Employed on a sessional basis but not specifically appointed to an assessment team				
per 3-hour session	165.65	170.62	172.33	175.77
for 2 3-hour sessions held at the same location on same day	283.53	292.04	294.96	300.86
† SOCIAL WORKERS				
3-hour Session	113.20	116.59	117.76	120.11
2 3-hour sessions (held at the same location on the same day)	193.68	199.50	201.49	205.52
† Sessional Rates for employees who do not derive their principal source of income from sessional work.				
† GENERAL PARAMEDICAL SESSIONAL RATES				
Per 3 hour session	95.96	98.83	99.82	101.82
For 2 three hourly sessions held at the same location on the same day	164.17	169.09	170.78	174.20
† PHYSIOTHERAPISTS				
Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays				
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	121.87	125.52	126.78	129.31
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	162.48	167.36	169.03	172.41
† 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;)	173.40	178.60	180.39	184.00
Employed on a sessional basis but not specifically appointed to an assessment team				
per 3-hour session	145.56	149.93	151.43	154.46
for 2 3-hour sessions held at the same location on same day	249.16	256.64	259.20	264.39

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

SUPPORT SERVICES GRADES ALLOWANCES

	1 February 2022	2 February 2022	1 October 2022	1 March 2023
Cardiac Allowance* *Abolished for new beneficiaries with effect from 1 February 2012	18.13	18.68	18.86	19.24
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)* *Abolished for new beneficiaries with effect from 1 February 2012	31.48	32.42	32.75	33.40
<u>Saturday Premium</u>	11.50	11.84	11.96	12.20
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018 The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full from 1 July 2021; a separate instruction will issue in relation to the Tool Allowance for 2021. 01/1/2020 - 30/9/2020 675 Euros 1/10/2020 - 31/12/2020 710 Euros 1/1/2021 - 31/12/2021 799 Euros 6 months at 710 and 6 months at 888				

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)	9,416	9,698	9,795	9,991
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)	459.05	472.82	477.54	487.10
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder	9,416	9,698	9,795	9,991
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,216	4,343	4,386	4,474
<u>Saturday Premium</u>	16.42	16.92	17.09	17.43

**** 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								