

Medical Consultants Salary Scales - 1st APRIL 2018

Table A1

Salary scales for serving Consultants who have opted for the Type A Contract

Consultants Revised Common Contract, 1997	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018
	Type A €	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	192,492	178,593	183,225	185,150	189,763
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	188,199	174,729	179,218	181,100	185,590
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,139	171,066	175,423	177,265	181,622
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	183,330	170,330	174,663	176,496	180,829
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	179,495	166,840	171,058	172,853	177,070
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,000	163,660	167,773	169,533	173,646
Geographical Wholetime Consultants without fees	196,553	182,246	187,016	188,981	193,749

Table A2

Salary scales for serving Consultants who have opted for the Type B Contract

Consultants Revised Common Contract, 1997	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018
	Type B	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	183,582	170,541	174,981	176,717	181,056
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	179,288	166,634	170,845	172,638	176,849
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	178,000	163,660	167,773	169,533	173,646
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	176,000	163,660	167,773	169,533	173,646
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,000	163,660	167,773	169,533	173,646
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	172,865	160,807	164,826	166,554	170,573
Geographical Wholetime Consultants without fees	187,623	174,211	178,681	180,557	185,028

Table A3

Salary scales for serving Consultants who have opted for the Type B* Contract

Consultants Revised Common Contract, 1997	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018
	Type B*	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	168,260	156,622	160,503	162,188	166,087
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	162,716	151,572	155,286	156,914	160,628
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	158,997	148,187	151,790	153,380	156,983
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	166,686	155,184	159,018	160,685	164,518
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	162,716	151,572	155,286	156,914	160,628
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	158,997	148,187	151,790	153,380	156,983

Table B1

Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type A Contract

	Type A Contract 01/01/2010	Type A Contract 01/07/2013	Type A Contract 01/04/2017	Type A Contract 01/01/2018	Type A Contract 01/04/2018
	€	€	€	€	€
Category I Consultants					
Professor	241,539	222,735	229,002	231,417	237,885
Associate Professor	225,876	208,638	214,383	216,642	222,387
Lecturer	210,243	194,569	199,793	201,896	207,120
College Lecturer	206,055	190,800	195,884	197,945	203,030
Category II Consultants					
Professor UCD, TCD, RCSI	229,767	212,140	218,015	220,313	226,188
Associate Professor UCD, TCD, RCSI	214,476	198,379	203,744	205,889	211,254
Lecturer	198,313	183,831	188,658	190,641	195,468
College Lecturer	194,122	180,060	184,747	186,688	191,375
Category III Consultants					
Professor UCC	233,447	215,452	221,450	223,784	229,782
Associate Professor UCC	218,039	201,585	207,069	209,249	214,733
Lecturer UCC	202,042	187,187	192,138	194,159	199,110
College Lecturer UCC	197,852	183,417	188,228	190,207	195,018
Category IV Consultants					
Professor UCG	237,125	218,763	224,883	227,254	233,375
Associate Professor UCG	221,601	204,791	210,394	212,610	218,212
Lecturer UCG	205,770	190,543	195,618	197,676	202,751
College Lecturer UCG	201,579	186,771	191,707	193,723	198,658

Table B2

Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B Contract

Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018
	€	€	€	€	€
Professor	237,074	218,716	224,835	227,205	233,324
Associate Professor	219,756	203,130	208,671	210,869	216,410
Lecturer	201,352	186,567	191,495	193,508	198,438
College Lecturer	196,593	182,288	187,058	189,024	193,793
Category II Consultants					
Professor UCD, TCD, RCSI	225,302	208,122	213,848	216,101	221,827
Associate Professor UCD, TCD, RCSI	208,356	192,871	198,032	200,116	205,277
Lecturer UCD, TCD, RCSI	189,422	175,829	180,360	182,254	188,784
College Lecturer UCD, TCD, RCSI	184,665	171,545	175,918	177,765	182,138
Professor UCC	228,982	211,433	217,282	219,572	225,421
Associate Professor UCC	211,919	196,077	201,357	203,476	208,756
Lecturer UCC	193,151	179,186	183,840	185,772	190,426
College Lecturer UCC	188,395	174,905	179,401	181,285	185,781
Professor UCG	232,660	214,744	220,716	223,042	229,014
Associate Professor UCG	215,481	199,263	204,682	206,836	212,236
Lecturer UCG	196,879	182,541	187,320	189,288	194,087
College Lecturer UCG	192,121	178,259	182,879	184,801	189,421

Table B3

Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract

Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018
	€	€	€	€	€
Professor UCD, TCD, RCSI	211,906	196,065	201,345	203,464	208,744
Associate Professor UCD, TCD, RCSI	195,158	180,992	185,714	187,666	192,387
Lecturer UCD, TCD, RCSI	176,447	164,067	168,193	169,958	174,084
College Lecturer UCD, TCD, RCSI	176,000	163,660	167,773	169,533	173,646
Professor UCC	215,588	199,378	204,780	206,936	212,338
Associate Professor UCC	198,720	184,198	189,038	191,025	195,865
Lecturer UCC	180,175	167,460	171,698	173,499	177,738
College Lecturer UCC	176,000	163,660	167,773	169,533	173,646
Professor UCG	219,264	202,688	208,213	210,405	215,930
Associate Professor UCG	202,282	187,404	192,363	194,386	199,345
Lecturer UCG	183,904	170,853	175,203	177,042	181,392
College Lecturer UCG	179,198	166,570	170,779	172,571	176,780

Table C1(1)

New Entrant Consultants (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012)

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/04/2018	163,856	168,580	181,932	184,549	187,166	189,783
	01/01/2018	160,042	164,623	177,565	180,095	182,623	185,150
	01/04/2017	158,382	162,914	175,721	178,224	180,725	183,225
	01/11/2013	154,569	158,957	171,354	173,770	176,181	178,593
	01/01/2010	166,010	170,831	184,455	187,133	189,813	192,492
Type B	01/04/2018	154,299	156,377	171,314	173,578	173,646	173,646
	01/01/2018	150,778	152,793	167,272	169,468	169,533	169,533
	01/04/2017	149,216	151,209	165,536	167,708	167,773	167,773
	01/11/2013	145,695	147,625	161,495	163,598	163,660	163,660
	01/01/2010	156,258	158,379	173,620	175,931	176,000	176,000
Type C	01/04/2018	135,009	139,765	149,930	150,665	155,196	156,983
	01/01/2018	132,033	136,659	146,543	147,256	151,648	153,380
	01/04/2017	130,667	135,245	145,025	145,730	150,076	151,790
	01/11/2013	127,690	132,140	141,638	142,321	146,528	148,187
	01/01/2010	136,620	141,456	151,800	152,550	157,174	158,997

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

Table C1(2)

New Entrant Consultant (Clinicians) from 1st October 2012*

Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/04/2018	134,271	140,256	148,166	152,474	158,935	164,320	170,781	176,704	185,884
	01/01/2018	131,315	137,138	144,833	149,009	155,273	160,492	166,756	172,498	181,385
	01/04/2017	129,956	135,718	143,333	147,465	153,663	158,828	165,025	170,707	179,500
	01/09/2014	127,000	132,600	140,000	144,000	150,000	155,000	161,000	168,500	175,000
	01/01/2010	135,870	141,956	150,000	154,386	160,989	166,484	173,077	179,121	188,500
Type B	01/04/2018	126,789	131,278	137,477	140,683	144,959	149,243	153,551	160,012	166,473
	01/01/2018	124,036	128,403	134,434	137,554	141,713	145,877	150,053	156,317	162,580
	01/04/2017	122,753	127,075	133,043	136,130	140,246	144,366	148,498	154,696	160,893
	01/09/2014	120,000	124,200	130,000	133,000	137,000	141,000	145,000	151,000	157,000
	01/01/2010	128,261	132,826	139,130	142,390	146,739	151,099	155,495	162,088	168,681
Type C	01/04/2018	113,076	116,369	118,238	120,911	123,583	126,789	131,065	135,874	141,753
	01/01/2018	113,076	116,369	116,413	118,317	120,916	124,036	128,195	132,875	138,594
	01/01/2018	111,956	115,217	115,217	117,094	119,666	122,753	126,869	131,500	137,159
	01/04/2017	108,478	111,609	114,521	117,094	119,666	122,753	126,869	131,500	137,159
	01/09/2014	105,000	108,000	112,000	114,500	117,000	120,000	124,000	128,500	134,000
01/01/2010	111,956	115,217	119,565	122,283	125,000	128,261	132,609	137,500	143,478	

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

Table C2(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/04/2018	205,406	211,199	228,030	231,249	234,467	237,685
	01/01/2018	200,240	205,835	222,092	225,201	228,310	231,418
	01/04/2017	198,155	203,691	219,776	222,851	225,927	229,002
	01/11/2013	192,989	198,327	213,838	216,804	219,770	222,735
	01/01/2010	208,488	214,420	231,653	234,949	238,244	241,539
Type A Associate Professor / Consultant	01/04/2018	191,637	197,430	212,732	215,950	219,169	222,388
	01/01/2018	186,941	192,537	207,316	210,425	213,533	216,642
	01/04/2017	184,997	190,533	205,156	208,232	211,308	214,383
	01/11/2013	180,301	185,640	199,740	202,706	205,672	208,638
	01/01/2010	194,390	200,322	215,989	219,285	222,580	225,876
Type A Senior Lecturer / Consultant	01/04/2018	177,881	183,684	197,465	200,683	203,901	207,120
	01/01/2018	173,639	179,259	192,570	195,678	198,787	201,896
	01/04/2017	171,836	177,397	190,567	193,642	196,718	199,793
	01/11/2013	167,593	172,972	185,672	188,637	191,603	194,569
	01/01/2010	180,322	186,247	200,358	203,652	206,948	210,243

Table C2(2)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/04/2018	184,036	194,657	204,159	207,587	207,587	207,587
	01/01/2018	179,599	189,858	199,036	202,347	202,347	202,347
	Circular 12/2017 01/04/2017	177,733	187,883	196,964	200,240	200,240	200,240
	Circular 12/2017 01/11/2016	173,296	183,084	191,841	195,000	195,000	195,000
	01/01/2010 [^]	186,607	197,482	207,212	210,722	210,722	210,722
Type A Associate Professor / Consultant	01/04/2018	171,402	181,419	190,471	200,992	207,587	207,587
	01/01/2018	167,358	177,068	185,815	195,977	202,347	202,347
	Circular 12/2017 01/04/2017	165,621	175,229	183,883	193,937	200,240	200,240
	Circular 12/2017 01/11/2016	161,577	170,878	179,227	188,922	195,000	195,000
	01/01/2010 [^]	173,711	183,932	193,197	203,989	210,722	210,722
Type A Senior Lecturer / Consultant	01/04/2018	158,810	168,301	176,855	186,803	193,323	203,396
	01/01/2018	155,152	164,351	172,644	182,272	188,569	198,299
	Circular 12/2017 01/04/2017	153,543	162,646	170,851	180,378	186,608	196,235
	Circular 12/2017 01/11/2016	149,884	158,697	166,640	175,847	181,854	191,138
	01/01/2010 [^]	160,861	170,546	179,275	189,441	196,116	206,431

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

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

Table C3(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/04/2018	192,228	197,291	213,389	216,201	219,014	221,827
	01/01/2018	187,512	192,402	207,950	210,666	213,383	216,101
	01/04/2017	185,562	190,400	205,784	208,471	211,159	213,848
	01/11/2013	180,846	185,511	200,345	202,937	205,529	208,122
	01/01/2010	194,995	200,179	216,662	219,541	222,421	225,302
Type B Associate Professor / Consultant	01/04/2018	177,316	182,383	196,839	199,652	202,464	205,277
	01/01/2018	173,091	178,004	191,966	194,683	197,399	200,115
	01/04/2017	171,293	176,155	189,968	192,657	195,344	198,032
	01/11/2013	167,068	171,777	185,095	187,687	190,279	192,871
	01/01/2010	179,745	184,913	199,717	202,597	205,476	208,356
Type B Senior Lecturer / Consultant	01/04/2018	160,616	165,695	178,332	181,155	183,972	186,785
	01/01/2018	156,902	161,826	174,076	176,812	179,537	182,254
	01/04/2017	155,274	160,147	172,268	174,975	177,672	180,360
	01/11/2013	151,560	156,278	168,011	170,633	173,237	175,830
	01/01/2010	162,704	167,887	180,782	183,662	186,542	189,422

Table C3(2)

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

Contract Type	Scale Points	1	2	3	4	5	6	
		€	€	€	€	€	€	
Type B Professor / Consultant	01/04/2018	173,718	181,435	189,345	197,407	205,741	207,587	
	01/01/2018	169,603	177,983	184,727	192,514	200,564	202,347	
	Circular 12/2017	01/04/2017	167,842	175,244	182,807	190,511	198,476	200,240
	Circular 12/2017	01/11/2016	163,727	170,893	178,189	185,618	193,289	195,000
	01/01/2010 [^]	176,074	183,948	192,043	200,298	208,832	210,722	
Type B Associate Professor / Consultant	01/04/2018	159,929	167,231	174,673	182,259	189,966	197,674	
	01/01/2018	156,236	163,315	170,528	177,883	185,327	192,772	
	Circular 12/2017	01/04/2017	154,616	161,620	168,758	176,035	183,400	190,766
	Circular 12/2017	01/11/2016	150,923	157,703	164,614	171,658	178,761	185,864
	01/01/2010 [^]	162,003	169,454	177,048	184,789	192,679	200,571	
Type B Senior Lecturer / Consultant	01/04/2018	144,547	151,358	158,337	165,459	172,414	179,368	
	01/01/2018	141,312	147,928	154,693	161,596	168,338	175,079	
	Circular 12/2017	01/04/2017	139,849	146,395	153,089	159,920	166,591	173,261
	Circular 12/2017	01/11/2016	136,614	142,964	149,445	156,058	162,516	168,973
	01/01/2010 [^]	146,320	153,257	160,379	167,646	174,743	181,839	

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

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

Table C4(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/04/2018	174,066	179,462	193,240	196,228	199,215	202,202
	01/01/2018	169,941	175,171	188,490	191,375	194,261	197,146
	01/04/2017	168,176	173,352	186,530	189,384	192,239	195,094
	01/11/2013	164,051	169,061	181,779	184,532	187,285	190,037
	01/01/2010	176,429	181,935	196,032	199,091	202,150	205,208
Type C Associate Professor / Consultant	01/04/2018	159,761	165,157	177,383	180,380	183,375	186,363
	01/01/2018	156,074	161,304	173,156	176,061	178,981	181,846
	01/04/2017	154,455	159,631	171,358	174,233	177,102	179,957
	01/11/2013	150,767	155,777	167,130	169,914	172,688	175,441
	01/01/2010	161,832	167,338	179,814	182,872	185,931	188,990
Type C Senior Lecturer / Consultant	01/04/2018	148,814	154,134	165,219	168,322	171,425	173,646
	01/01/2018	145,461	150,619	161,364	164,372	167,380	169,533
	01/04/2017	143,954	149,058	159,690	162,666	165,643	167,773
	01/11/2013	140,601	145,542	155,835	158,716	161,598	163,660
	01/01/2010	150,661	156,090	167,401	170,567	173,734	176,000

Table C4(2)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/04/2018	146,805	152,439	159,858	166,764	172,910	180,422
	01/01/2018	143,509	148,976	155,198	162,862	168,819	176,102
	Circular 12/2017 01/04/2017	142,023	147,432	153,589	161,172	167,067	174,273
	Circular 12/2017 01/11/2016	138,727	143,968	149,929	157,270	162,977	169,953
	01/01/2010^	148,616	154,360	160,911	168,978	175,249	182,915
Type C Associate Professor / Consultant	01/04/2018	134,537	139,873	145,921	153,380	159,040	165,959
	01/01/2018	131,573	136,765	142,649	149,887	155,374	162,082
	Circular 12/2017 01/04/2017	130,212	135,349	141,172	148,334	153,763	160,400
	Circular 12/2017 01/11/2016	127,249	132,241	137,900	144,841	150,097	156,522
	01/01/2010^	136,140	141,566	147,717	155,320	161,096	168,156
Type C Senior Lecturer / Consultant	01/04/2018	125,150	130,362	136,253	142,699	147,931	154,372
	01/01/2018	122,441	127,512	133,243	139,514	144,605	150,849
	Circular 12/2017 01/04/2017	121,175	126,193	131,864	138,070	143,107	149,286
	Circular 12/2017 01/11/2016	118,466	123,343	128,854	134,885	139,780	145,763
	01/01/2010^	126,593	131,895	137,885	144,440	149,761	156,333

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

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

Table D1

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

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

Table D1(a)

	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/04/2018	202,162		
	01/01/2018	197,107		
	01/04/2017	195,055		
	01/09/2014	190,000		
	01/01/2010	205,167		
Head of Department**	01/04/2018	180,473	185,884	191,310
	01/01/2018	176,152	181,385	186,625
	01/04/2017	174,322	179,500	184,685
	01/09/2014	170,000	175,000	180,000
	01/01/2010	182,967	188,500	194,055

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

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

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

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 and C Factor Payments for all Consultants

On Call/Call-Out Payments

	No. of Call-Outs	€
Rota		
Flat Annual Payment		3,857
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...		
1 in 3		2,234
1 in 2		
	1-80 call-outs	5,577
	81-120 call-outs	6,445
	121+ call-outs	7,058
1 in 1		
	1-80 call-outs	6,893
	81-120 call-outs	8,470
	121+ call-outs	10,460

Emergency Call-Out Payments for all Consultants

	€
Per call-out	
First 30 call-outs	78.59
31-120 call-outs	118.21
121 call-outs or more	158.15
If the call-out occurs after midnight	
First 30 call-outs	104.76
31-120 call-outs	158.40
121 call-outs or more	209.85
For each hour or part hour in excess of the first hour	
First 30 call-outs	52.31
31-120 call-outs	78.06
121 call-outs or more	104.84
Annual Limit	22,303

Table F1

Salary scales for Consultants who are remaining on the 1997 Consultant Contract

Consultants Revised Common Contract, 1997	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018
	FEMPI	H.R.			
	€	€	€	€	€
Category I Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	176,000	163,660	167,773	169,533	173,646
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	167,790	156,189	160,055	161,733	165,600
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	159,384	148,539	152,154	153,747	157,362
Category II Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	157,708	147,014	150,578	152,155	155,719
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	151,800	141,638	145,025	146,543	149,930
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	148,798	138,894	142,195	143,683	146,984
Geographical Wholetime Consultants without fees	178,779	166,189	170,386	172,173	176,370

Table F2
Salary scales for Academic Consultants who are remaining on the 1998 Contract

	FEMPI	H.R.		01/01/2018	01/04/2018
	01/01/2010	01/07/2013	01/04/2017		
<i>Category I Consultants</i>	€	€	€	€	€
Professor	219,833	203,020	208,557	210,753	216,291
Associate Professor	203,389	188,400	193,396	195,430	200,425
Lecturer	187,138	173,774	178,228	180,100	184,554
College Lecturer	182,769	169,838	174,155	175,983	180,290
<i>Category II Consultants</i>					
Professor UCD, TCD, RCSI	196,089	181,830	186,582	188,543	193,296
Associate Professor UCD, TCD, RCSI	180,591	167,838	172,069	173,895	178,145
Lecturer UCD, TCD, RCSI	169,040	157,326	161,231	162,921	168,825
College Lecturer UCD, TCD, RCSI	164,531	153,223	156,992	158,638	162,407
<i>Category III Consultants</i>					
Professor UCC	203,449	188,454	193,452	195,486	200,484
Associate Professor UCC	187,716	174,294	178,768	180,645	185,118
Lecturer UCC	176,000	163,660	167,773	169,533	173,646
College Lecturer UCC	172,254	160,252	164,252	165,975	169,975
<i>Category IV Consultants</i>					
Professor UCG	210,806	195,075	200,318	202,426	207,669
Associate Professor UCG	194,840	180,706	185,417	187,365	192,076
Lecturer UCG	178,191	165,654	169,832	171,614	175,793
College Lecturer UCG	173,836	161,690	165,738	167,477	171,525

Table F3
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008

	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018
	FEMPI	H.R.			
	€	€	€	€	€
Regional Consultant Orthodontists	167,790	156,189	160,055	161,733	165,600

Table F4

Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991

	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018
	FEMPI	H.R.			
	€	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB					
G.W.T. WITHOUT FEES	161,800	141,638	145,025	146,543	149,930
G.W.T. WITH FEES	145,081	135,474	138,676	140,127	143,329
EXISTING WHOLETIME	136,947	127,991	130,976	132,345	135,330
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)					
G.W.T. WITHOUT FEES	161,800	141,638	145,025	146,543	149,930
G.W.T. WITH FEES	138,305	129,241	132,262	133,645	136,666
EXISTING WHOLETIME	130,166	121,752	124,557	125,858	128,662
Consultants in EHB (excluding Psychiatrists and Geriatricians)					
G.W.T. WITHOUT FEES	161,800	141,638	145,025	146,543	149,930
G.W.T. WITH FEES	131,526	123,004	125,844	127,159	130,000
EXISTING WHOLETIME	123,385	115,514	118,137	119,371	121,994

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

Extended Duty Liability Payment from 1 July 2013 on

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

Emergency Services	01/09/2008	01/01/2010
Scale of fees for call-outs arising after the completion of the scheduled commitment.	2.5% - T2016	FEMPI
per call-out for each patient	83.00	76.36
in the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	110.53	101.68
in the event of the call extending beyond one hour's duration from leaving home until return this further amount for each hour or part hour is payable	55.19	50.77
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475	9,637

Table F5

Original Contract for Consultant Medical Staff 1981

	01/09/2008	01/01/2009	01/03/2012
Pensions	2.5% - T2016	5%	12% reduction on salary scale and 8% on allowance
	€	€	€
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate*	188,839	198,281	174,487
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347(£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	9,931	10,428	9,594

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

ALLOWANCES

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

5% - PAGES 57-66

8% - PAGES 67-74

Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual) -

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education Allowance

Travel Allowance for non nursing Dublin Personnel

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

MEDICAL AND DENTAL ALLOWANCES

	1 Sept 08	1 Jan 10
	2.5%	-5.0%
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)	130.04	123.54
2. Emergency Sessions		
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of	85.18	80.93
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of	50.74	48.20
3. Community Ophthalmic Physicians per 3 hour session	188.38	178.96
4. Special rates payable for clinics held outside a radius of 25 miles		
(a) Where the clinics are held for <u>less</u> than 3 hours duration;		
hourly rate;	64.94	61.69
minimum rate;	130.04	123.54
(b) Where the duration is <u>not less</u> than 3 hours;		
first 3 hours	194.78	185.04
3 hour sessional rate for hours in excess of 3 (and pro-rata)	130.04	123.54
5. Pool Payments		
General Teaching Hospital (per bed day)	5.43	5.16
General Non-Teaching Hospital (per bed day)	3.66	3.48
Maternity Teaching Hospital (per bed day)	10.52	9.99
Maternity Non-Teaching Hospital (per bed day)	4.96	4.71
6. Private Dental Surgeons Sessional Rates		
(a) For clinics held on health board premises	134.27	127.56
(b) For clinics held in a dentist's private surgery	179.69	170.70

Extra 3 hour sessions (maximum of 2 sessions per week) held by wholetime health area dental surgeons may be paid for at the revised rates approved for sessions held by private dentists on health area premises as indicated above.

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)	155.99	148.19
Special rates for clinics held outside a radius of 25 miles		
(a) For clinics of <i>less than</i> 3 hours duration		
Per hour	78.69	74.76
Minimum rate	94.73	89.99
(b) For clinics of <i>not less than</i> 3 hours		
For the first three hours	234.15	222.44
For 3 hour sessions in excess of 3 hours	157.58	149.70

These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.

				1 Sept 08		1 Jan 10
				2.5%		-5.0%
Psychiatrist Special Responsibility Allowance						
Revised rate per annum				10939.15		10392.19
Child Health Services Development Paediatrics						
3 hour session				69.15		65.69
2 hour session				51.86		49.27
1 hour session				34.61		32.88
Casual Locum for Former District Medical Officers						
For first three days				75.82		72.03
For next 25 days				64.86		61.62
For each subsequent day				55.81		53.02
Fees for lectures to Nurses				31.75		30.16
(Circular S100/84 of 22 August 1975)				23.86		22.66
GP Registrar Allowance (from the NCHD contract)				11,428		10,857

NURSING ALLOWANCES

	1 Sept 08	1 Jan 10
	2.5%	-5.0%
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	2,938	2,791
(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 C Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004)	1,956	1,858
Public Health Nurses & Assistant Directors of Public Health Nursing		
Midwifery Qualification*	2,938	2,791
*Restored for new entrant nurses as per DoH Circular 14/2017		
Staff Nurse Dual Qualification Scale		
New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,468	1,395
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	1,404	1,333
Theatre / Night Sister	843	801
Public Health Nurse	1,686	1,601
Relevant nursing staff		
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,132	2,976
*Abolished for new beneficiaries with effect from 1st February 2012		
Psychiatric Nurses (S100/411 refers)		
HSE HR Directorate Circular 1/2005		
Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012		
Psychiatric Staff Nurse	5,223	4,962
Senior Staff Nurse (Psychiatric)	5,485	5,210
Community Psychiatric Nurse	5,728	5,442
Clinical Nurse Manager I (Psychiatric)	5,550	5,272
CNM II (Psychiatric)/Community Mental Health Nurse	5,922	5,626
Clinical Nurse Manager III (Psychiatric)	6,222	5,911
Assistant Director of Nursing Mental Health	6,023	5,722
Nurses assigned to Occupational Therapy (Qualified) * Restored for new entrant nurses as per DoH Circular 14/2017	3,929	3,732
Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449		
Public Health Nurses (S103/151 refers)		
Island Inducement Allowance*	1,859	1,766
*Abolished for new beneficiaries with effect from 1st February 2012		