

1st July 2021

## **HEALTH SECTOR**

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

**These scales must be read in conjunction with Department of Health Circular 11/2021**

**The Public Service Pay and Pensions Act 2017 gives effect to the following adjustment to salaries with effect from 1st July 2021:**

**Section 19 shall apply to a public servant in a case in which the relevant restoration enjoyed by the public servant is such that the annualised amount of his or her basic salary, on the relevant date, is not more than €150,000.**

**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.**

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.

Sessional rates may not be used in respect of any new employee recruited on or after 28th 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 on the Consolidated Salary Scales.

**The sanction of the Minister is now conveyed for the application of these amended pay scales with effect from 1st July 2021**

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

### **1. Salary Scales**

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1st July 2021), as sanctioned by the Minister for Health and approved by the Minister for Public Expenditure and Reform, set out current salaries for public health service staff. These salary scales must be strictly adhered to and in no circumstances should an employee receive remuneration in the nature of pay and allowances of an amount greater than the amount prescribed for the relevant grade. The Department of Health Circular 11/2013 defines remuneration as basic salary, allowances and all other benefits in cash or in kind, together with general terms in regard to superannuation, holidays, sick leave etc., approximating to health service norms.

**Non-Exchequer sources of funding may not be used to supplement approved rates of remuneration.**

It is noted that the standard Service Arrangement between the Section 38 providers and the HSE requires that remuneration in Section 38 bodies conforms to public sector pay norms. Attention is drawn to the following provisions in particular;

- Section 3.2(c) (ix): Providers shall not pay nor subsidise salaries, expenses or other perquisites which exceed those normally paid within the public sector.
- Section 17.5: The Provider will adhere to the consolidated salary scales where they apply and is not authorised to pay salaries in excess of the consolidated scales for approved grades.

### **2. Financial Emergency Measures in the Public Interest Acts 2009 - 2015**

The 2009 Act provided for reductions of public service pay rates with effect from 1 January 2010 and was amended by the 2013 Act to effect further reductions for employees earning over €65,000 per annum. The 2015 Act provides for an increase in the remuneration of certain grades in the public service.

Under Section 5(1) of the 2013 Act, a public servant whose pay has been reduced in accordance with the Act is not entitled to receive remuneration greater than the amount so determined. Additionally, no person or body responsible for paying the remuneration of a public servant is entitled to pay remuneration of an amount greater than the amount so determined. Accordingly, with the exception of the very limited arrangements under Section 6 of the 2013 Act, which requires the sanction of the Minister for Public Expenditure and Reform, it is not open to any public service employer to implement an increase in remuneration for public servants outside of the increases provided for in the 2015 Act and adjustments agreed as part of the public service stability agreements.

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

### **3. Allowances \*\* NO UNAPPROVED ALLOWANCES MAY BE PAID \*\***

As a general rule, only allowances included in the Department of Health Consolidated Salary Scales may be paid. Such allowances may be paid only in respect of those duties and grades specified in the Consolidated Salary Scales and at the approved rate, e.g. on-call allowances are payable only to those grades such as NCHDs, nurses etc. Where the Consolidated Salary Scales provide for the payment of an on-call allowance; the approved rate of such allowances may not be varied.

### **4. One Person One Salary**

In accordance with the one person one salary principle, serving public servants require the consent of the Department of Public Expenditure and Reform in order to undertake other forms of paid remuneration in any part of the public service. In this context it should also be noted that public servants and public sector employees (with the exception of certain worker directors), who sit on State boards in an ex officio capacity or on behalf of their parent Department/organisation or who may be nominated to such boards independently of their public service employment, should not be paid remuneration in the form of board fees when serving in such a representational capacity.

### **5. Temporary Contracts for Posts at a Higher Grade**

The Department of Health Circular 9/2016 must be adhered to in relation to temporary contracts for posts at a higher grade. Temporary contracts for posts at a higher grade that extend beyond 12 months will only be given on an exceptional basis and prior sanction must be sought from the Department of Health.

### **6. Superannuation**

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

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

## **Guide to the Consolidated Salary Scales**

### **Please note the following**

- 1** The "**1st July 2021**" worksheet shows the payscales for all grades except consultants. Payscales on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2** The "**1st July 2021**" worksheet also contains pay scales, shaded in yellow that are not active scales and are not for use in relation to current employees.
- 3** The "**Consultants**" worksheet shows all consultants rates.
- 4** The "**Notional Scales**" worksheet shows Notional scales that are not active pay scales and are not for use in relation to current employees.
- 5 Pension increase policy up to end 2020.**  
In order to determine if an increase is due to pensions in payment up to end 2020, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018 and 19/2019 as well as DoH Circulars 9/2021 and 10/2021 in relation to fixed allowances. These circulars set out the position in relation to pension increase policy in the public service up to end 2020 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.
- 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 LS11, and the 3rd LSI after 3 years on the 2nd LSI.
- 7** For all craftsmen grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman), the points are as follows; Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc. Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8** Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).
- 9** As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 10** Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 11** The requirement to maintain a separate rate for pensions, pension contributions and purchase of notional service for effected Senior Management/Administrative Grades has ceased in line with DoH Circular 4/2021
- 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** Sleepover rates are set at the national minimum wage rates per hour for an adult worker, in line with the national minimum wage legislation. DoH Circular 4/2020
- 14** On Call off site rate for Public Health Doctors (and Occupational Health Doctors for duration of pandemic) agreed as per LCR as an interim measure included in these payscales. HSE Circular 35/2020 refers.
- 15** The grades of Director of Midwifery (NWIHP), InterRAI Assessor, Medical Scientist -Trainee, Optometrist - Clinical, Architectural Chief - Adviser, Architectural Adviser - Deputy Chief, Quantity Surveying Adviser - Principal, Engineering Adviser - Principal, have been newly entered in these payscales.
- 16** In line with LCR 22091 the effective date for the new 5 pt scale for Regional Chief Environmental Health Officer is 1.5.2017. The 7 pt scale is now obsolete.
- 17** Pay relativity for certain grades originally sanctioned as a percentage of another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as pay has been amended in line with recent National Agreements.
- 18** Abbreviations:'PSPP'=Public Service Pay & Pensions; 'LRA'=Lansdowne Rd Agreement; 'HRA'=Haddington Rd Agreement; 'Sec.6 adj'=Section 6 Adjustment.'PSSA=Public Services Stability Agreement; p/a Per Annum; CMH = Central Mental Hospital, NRH Dublin = National Rehabilitation Hospital Dublin;.
- 19** All figures listed are in Euro currency.
- 20** An order is awaited from the Minister for Public Expenditure and Reform to address the 'Leapfrogging' that occurs in a minor number of grades (denoted in red highlight). Until such time as the Order is made it is not possible to rectify these anomalies.

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

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1st JULY 2021 - 1st OCTOBER 2020 - 1st JANUARY 2020 - 1st SEPTEMBER 2019 - 1st APRIL 2019 - 1st JANUARY 2019 - 1st OCTOBER 2018 - 1st APRIL 2018 - 1st JANUARY 2018 - 1st APRIL 2017 - 1st JANUARY 2016 - 1st NOVEMBER 2013 - 1st JULY 2013 - 1st JANUARY 2010																								
Source Grade	Grade	Band	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
			<b>MEDICAL &amp; DENTAL GRADES</b>																					
<b>EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)</b>																								
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/10/20	1	30,346																		
				1/01/20		29,751																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	34,173																		
				1/09/19		33,503																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	36,222																		
				1/09/19		35,512																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	38,269																		
				1/09/19		37,518																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/20	1	34,173																		
				1/09/19		33,503																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	36,222																		
				1/09/19		35,512																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	38,269																		
				1/09/19		37,518																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	40,333																		
				1/09/19		39,543																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/20	1	36,222																		
				1/09/19		35,512																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	38,269																		
				1/09/19		37,518																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	40,333																		
				1/09/19		39,543																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	43,420																		
				1/09/19		42,568																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/10/20	1	38,269																		
				1/09/19		37,518																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	40,333																		
				1/09/19		39,543																		



1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	45,438																						
			1/09/19		44,547																						
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20	1	49,497																						
			1/09/19		48,527																						
	1333	AREA MEDICAL OFFICER	1/07/21	8	69,436	71,202	73,375	75,545	77,746	79,915	<b>81,979</b>	<b>84,045</b>	LSIs														
			1/10/20		69,436	70,491	72,561	74,629	76,726	78,793	<b>80,760</b>	<b>82,728</b>	LSIs														
			1/09/08		69,012	71,202	73,375	75,545	77,746	79,915	<b>81,979</b>	<b>84,045</b>	LSIs														
	1325	AREA MEDICAL OFFICER - SENIOR	1/07/21	8	82,817	85,166	87,544	89,897	92,253	94,648	<b>96,854</b>	<b>99,062</b>	LSIs														
			1/10/20		81,558	83,796	86,062	88,304	90,549	92,831	<b>94,933</b>	<b>97,037</b>	LSIs														
			1/09/08		82,817	85,166	87,544	89,897	92,253	94,648	<b>96,854</b>	<b>99,062</b>	LSIs														
	183T	MEDICAL OFFICER - SENIOR	1/07/21	8	82,817	85,166	87,544	89,897	92,253	94,648	<b>96,854</b>	<b>99,062</b>	LSIs														
			1/10/20		81,558	83,796	86,062	88,304	90,549	92,831	<b>94,933</b>	<b>97,037</b>	LSIs														
			1/09/08		82,817	85,166	87,544	89,897	92,253	94,648	<b>96,854</b>	<b>99,062</b>	LSIs														
	1791	MEDICAL OFFICER - PRINCIPAL	1/07/21	1	106,230																						
			1/10/20		103,867																						
			1/09/08		106,230																						
	1319	DIRECTOR OF COMMUNITY CARE	1/07/21	1	113,397																						
			1/10/20		110,696																						
			1/09/08		113,397																						
	1317	SPECIALIST IN PUBLIC HEALTH MEDICINE	1/07/21	1	119,067																						
			1/10/20		116,099																						
			1/09/08		119,067																						
	1318	DIRECTOR OF PUBLIC HEALTH MEDICINE	1/07/21	1	138,909																						
			1/10/20		135,298																						
			1/09/08		138,909																						
	1491	COMMUNITY OPHTHALMIC PHYSICIAN	1/07/21	3	94,648	<b>96,854</b>	<b>99,062</b>	LSIs																			
			1/10/20		92,831	<b>94,933</b>	<b>97,037</b>	LSIs																			
			1/09/08		94,648	<b>96,854</b>	<b>99,062</b>	LSIs																			
	1554	INTERN **Payment may also be made for up to a max of 5 days induction or where induction lasts less than 5 days they may be paid on a pro-rata basis**	1/10/20	1	38,252																						
			1/09/19		37,502																						
	1554	INTERN (NCHD) <b>FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)</b>	1/07/21	1	35,534																						
			1/10/20		34,872																						
			1/09/08		35,534																						
	1012	SENIOR HOUSE OFFICER	1/10/20	7	45,558	47,844	51,260	53,493	57,987	60,219	62,399																
			1/09/19		44,665	46,906	50,255	52,445	56,850	59,039	61,176																
	1012	SENIOR HOUSE OFFICER NCHD <b>FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)</b>	1/10/20	7	42,178	44,464	47,880	50,113	54,607	56,839	59,018																
			1/09/19		41,351	43,592	46,941	49,131	53,536	55,725	57,861																
	1538	REGISTRAR	1/10/20	6	57,987	60,219	62,399	64,002	66,140	68,285																	
			1/09/19		56,850	59,039	61,176	62,747	64,843	66,946																	
	1538	REGISTRAR (NCHD) <b>FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017)(Circular 11/2017 refers)</b>	1/10/20	6	54,607	56,839	59,018	60,621	62,760	64,905																	
			1/09/19		53,536	55,725	57,861	59,433	61,529	63,632																	

1627		SENIOR REGISTRAR	1/07/21	7	69,835	72,103	74,377	76,801	79,599	82,513	85,520																			
			1/10/20		69,184	71,349	73,516	75,826	78,492	81,268	84,134																			
			1/09/08		69,835	72,103	74,377	76,801	79,599	82,513	85,520																			
1628		SPECIALIST REGISTRAR	1/07/21	7	65,009	66,546	68,767	71,488	74,906	78,328	81,747																			
			1/10/20		65,009	66,546	68,767	70,764	74,020	77,280	80,538																			
			1/09/08		64,491	66,060	68,328	71,488	74,906	78,328	81,747																			
1449		PSYCHIATRIST ** grade obsolete - not for use - see Guide note 2 **	1/10/20	5	51,137	53,663	56,181	58,693	61,171																					
			1/09/19		50,134	52,611	55,080	57,542	59,972																					
104X		VOCATIONAL TRAINEE IN DENTISTRY	1/10/20	2	43,151	47,827																								
			1/09/19		42,304	46,890																								
1988		CLINICAL DENTAL SURGEON (GRADE I)	1/10/20	4	49,324	52,374	54,687	58,076																						
			1/09/19		48,357	51,347	53,615	56,937																						
1597		GENERAL DENTAL SURGEON	1/07/21	9	62,750	65,935	69,075	72,018	75,320	78,639	81,943	<b>86,908</b>	<b>91,872</b>	<b>LSIs</b>																
			1/10/20		62,750	65,935	69,075	71,269	74,415	77,577	80,725	<b>85,456</b>	<b>90,186</b>	<b>LSIs</b>																
			1/09/08		62,184	65,436	68,642	72,018	75,320	78,639	81,943	<b>86,908</b>	<b>91,872</b>	<b>LSIs</b>																
1589		SENIOR DENTAL SURGEON	1/07/21	6	78,268	81,943	85,637	89,309	<b>94,618</b>	<b>99,930</b>	<b>LSIs</b>																			
			1/10/20		77,224	80,725	84,245	87,744	<b>92,803</b>	<b>97,864</b>	<b>LSIs</b>																			
			1/09/08		78,268	81,943	85,637	89,309	<b>94,618</b>	<b>99,930</b>	<b>LSIs</b>																			
1619		SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/07/21	6	82,182	86,040	89,920	93,774	<b>99,349</b>	<b>104,926</b>	<b>LSIs</b>																			
			1/10/20		80,953	84,629	88,326	91,998	<b>97,311</b>	<b>102,625</b>	<b>LSIs</b>																			
			1/09/08		82,182	86,040	89,920	93,774	<b>99,349</b>	<b>104,926</b>	<b>LSIs</b>																			
197X		PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/07/21	5	96,342	100,472	104,608	<b>110,787</b>	<b>116,965</b>	<b>LSIs</b>																				
			1/10/20		94,446	98,380	102,321	<b>108,209</b>	<b>114,096</b>	<b>LSIs</b>																				
			1/09/08		96,342	100,472	104,608	<b>110,787</b>	<b>116,965</b>	<b>LSIs</b>																				
197X		PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/07/21	5	94,199	98,240	102,284	<b>108,325</b>	<b>114,366</b>	<b>LSIs</b>																				
			1/10/20		92,404	96,253	100,107	<b>105,863</b>	<b>111,620</b>	<b>LSIs</b>																				
			1/09/08		94,199	98,240	102,284	<b>108,325</b>	<b>114,366</b>	<b>LSIs</b>																				
		PRINCIPAL DENTAL SURGEON (RETIREES PRE 1/4/2000) ** grade obsolete - not for use - see Guide note 2 **	1/07/21	5	85,637	89,309	92,985	<b>98,477</b>	<b>103,970</b>	<b>LSIs</b>																				
			1/10/20		84,245	87,744	91,247	<b>96,480</b>	<b>101,714</b>	<b>LSIs</b>																				
			1/09/08		85,637	89,309	92,985	<b>98,477</b>	<b>103,970</b>	<b>LSIs</b>																				
1465		SPECIALIST IN ORTHODONTICS	1/07/21	1	152,365																									
			1/10/20		148,404																									
			1/09/08		152,365																									

**MENTAL HEALTH (PSYCHIATRIC) NURSING GRADES**

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

2854	GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/10/20	1	27,144																
		1/01/20		26,611																
2854	GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/10/20	1	28,273																
		1/01/20		27,719																
2930	STUDENT MENTAL HEALTH NURSE (ROSTERED PLACEMENT)	1/10/20	1	22,229																
		1/01/20		21,794																
2637	MENTAL HEALTH STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/10/20	1	26,764																
		1/01/20		26,239																
2862	MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/10/20	1	26,764																
		1/01/20		26,239																
2674	MENTAL HEALTH STAFF NURSE	1/10/20	13	31,295	32,891	34,139	35,412	36,744	37,999	39,309	40,328	41,440	42,883	44,301	46,323	<b>47,733 LSI</b>				
		1/01/20		30,682	32,246	33,470	34,717	36,024	37,254	38,538	39,537	40,628	42,042	43,433	45,415	<b>46,797 LSI</b>				
2157	SENIOR STAFF NURSE (MENTAL HEALTH)	1/10/20	1	50,029																
		1/09/19		49,048																
2606	DUAL QUALIFIED MENTAL HEALTH STAFF NURSE ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/10/20	9	37,161	39,502	40,751	41,713	42,772	44,181	45,554	47,576					<b>48,987 LSI</b>				
		1/09/19		36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643					<b>48,027 LSI</b>				
2165	SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/10/20	1	51,344																
		1/09/19		50,337																
2704	COMMUNITY PSYCHIATRIC NURSE	1/10/20	10	49,285	49,506	50,431	51,261	52,971	53,932	54,960	55,994	57,180	58,276							
		1/09/19		48,319	48,536	49,442	50,255	51,933	52,874	53,882	54,896	56,058	57,133							
2527	CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/10/20	8	46,889	47,747	48,960	50,191	51,405	52,626	53,987	55,255									
		1/09/19		45,969	46,811	48,000	49,207	50,397	51,594	52,929	54,172									
2658	CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/10/20	9	50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190								
		1/09/19		49,914	50,741	51,439	52,582	53,843	55,081	56,320	57,714	59,010								
2625	CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/10/20	9	50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190								
		1/09/19		49,914	50,741	51,439	52,582	53,843	55,081	56,320	57,714	59,010								
2301	COMMUNITY MENTAL HEALTH NURSE	1/10/20	9	50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190								
		1/09/19		49,914	50,741	51,439	52,582	53,843	55,081	56,320	57,714	59,010								
238Y	CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/10/20	6	58,585	59,744	62,674	63,827	64,986	66,160											
		1/09/19		57,436	58,572	61,446	62,576	63,712	64,863											
2586	NURSE TUTOR (MENTAL HEALTH)	1/10/20	10	59,922	60,736	61,546	62,362	63,174	63,990	64,799	65,616	66,430	67,243							
		1/09/19		58,747	59,545	60,339	61,139	61,936	62,735	63,528	64,329	65,127	65,924							
2585	PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/07/21	8	62,844	64,029	65,112	68,494	69,678	70,395	71,816	73,721									
		1/10/20		62,844	64,029	65,112	68,494	69,678	69,722	71,076	72,891									
		1/09/08		62,280	63,490	64,596	68,050	69,258	70,395	71,816	73,721									

2268		ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/07/21	7	60,492	62,329	64,157	68,346	69,829	71,815	73,725											
			1/10/20		60,492	62,329	64,157	68,346	69,178	71,075	72,895											
			1/09/08		59,879	61,754	63,621	67,898	69,829	71,815	73,725											
2274		ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/10/20	6	58,585	59,744	62,674	63,827	64,986	66,160												
			1/09/19		57,436	58,572	61,446	62,576	63,712	64,863												
2542		ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/07/21	7	60,492	62,329	64,157	68,346	69,829	71,815	73,725											
			1/10/20		60,492	62,329	64,157	68,346	69,178	71,075	72,895											
			1/09/08		59,879	61,754	63,621	67,898	69,829	71,815	73,725											
2526		DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/07/21	6	77,198	79,538	81,886	84,232	86,577	88,924												
			1/10/20		76,916	79,248	81,586	84,024	86,261	88,599												
			1/09/08		77,198	79,538	81,886	84,232	86,577	88,924												
2293		ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/10/20	1	51,344																	
			1/09/19		50,337																	
2285		EHNANCED NURSE, MENTAL HEALTH	1/10/20	9	37,161	39,502	40,751	41,713	42,772	44,181	45,554	47,576	<b>48,987 LSI</b>									
			1/09/19		36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643	<b>48,027 LSI</b>									

**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)**

2852	<b>GRADUATE NURSE PROGRAMME (YEAR 1)</b> ** grade obsolete - not for use - see Guide note 2 **	1/10/20	1	26,552																
		1/01/20		26,031																
2852	<b>GRADUATE NURSE PROGRAMME (YEAR 2)</b> ** grade obsolete - not for use - see Guide note 2 **	1/10/20	1	27,656																
		1/01/20		27,113																
2931	STUDENT NURSE/MIDWIFE (ROSTERED PLACEMENT)	1/10/20	1	21,749	Annualised															
		1/01/20		21,322	Annualised															
2932	STUDENT NURSE INTELLECTUAL DISABILITY (ROSTERED PLACEMENT)	1/10/20	1	21,749	Annualised															
		1/01/20		21,322	Annualised															
2933	STUDENT NURSE CHILDRENS (ROSTERED PLACEMENT)	1/10/20	1	21,749	Annualised															
		1/01/20		21,322	Annualised															
2209	STUDENT NURSE MIDWIFERY (ROSTERED PLACEMENT)	1/10/20	1	21,749	Annualised															
		1/01/20		21,322	Annualised															
2901	<b>POST REGISTERED STUDENT NURSE</b> ** grade obsolete - not for use - see Guide note 2 **	1/10/20	4	26,825	27,961	29,268	30,948													
		1/01/20		26,299	27,413	28,694	30,341													
2861	STAFF NURSE (ADAPTATION PLACEMENT)	1/10/20	1	26,179																
		1/01/20		25,666																
2860	STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/10/20	1	26,179																
		1/01/20		25,666																
2633, 2634, 2635, 2636	STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/10/20	1	26,179																
		1/01/20		25,666																
2135	STAFF NURSE	1/10/20	13	30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	<b>47,431</b>	<b>LSI</b>			
		1/01/20		30,009	31,812	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>			
2142	(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/10/20	1	26,179																
		1/01/20		25,666																
2143	(STAFF NURSE) REGISTERED MIDWIFE	1/10/20	13	30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	<b>47,431</b>	<b>LSI</b>			
		1/01/20		30,009	31,812	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>			
2136	(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/10/20	13	30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	<b>47,431</b>	<b>LSI</b>			
		1/01/20		30,009	31,812	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>			
213T	(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/10/20	13	30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	<b>47,431</b>	<b>LSI</b>			
		1/01/20		30,009	31,812	32,734	33,951	35,487	37,019	38,546	39,866	41,189	42,506	43,824	45,119	<b>46,501</b>	<b>LSI</b>			
2173	SENIOR STAFF NURSE (GENERAL)	1/10/20	1	49,711																
		1/09/19		48,736																
2617	DUAL QUALIFIED STAFF NURSE (GENERAL) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/10/20	9	37,161	39,502	40,751	41,713	42,772	44,181	45,554	47,576	<b>48,987</b>	<b>LSI</b>							
		1/09/19		36,433	38,728	39,952	40,895	41,933	43,315	44,661	46,643	<b>48,027</b>	<b>LSI</b>							
2181	SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/10/20	1	51,344																
		1/09/19		50,337																





2903	DIRECTOR OF NURSING BAND 1 (GENERAL)	1/10/20	7	78,458	80,639	82,824	85,001	87,181	89,368	91,547																																													
		1/09/19		76,919	79,058	81,200	83,334	85,471	87,616	89,752																																													
2904	DIRECTOR OF NURSING BAND 2 (GENERAL)	1/07/21	7	73,823	75,901	77,985	80,060	82,148	84,229	86,311																																													
		1/10/20		72,988	74,968	76,954	78,932	80,921	82,904	84,888																																													
		1/09/08		73,823	75,901	77,985	80,060	82,148	84,229	86,311																																													
2905	DIRECTOR OF NURSING BAND 2A (GENERAL)	1/07/21	7	73,232	74,539	75,849	77,154	78,465	79,769	81,078																																													
		1/10/20		72,425	73,670	74,919	76,162	77,411	78,654	79,901																																													
		1/09/08		73,232	74,539	75,849	77,154	78,465	79,769	81,078																																													
2906	DIRECTOR OF NURSING BAND 3 (GENERAL)	1/07/21	7	68,448	69,526	71,052	72,579	74,100	75,633	77,154																																													
		1/10/20		68,448	68,881	70,348	71,803	73,253	74,713	76,162																																													
		1/09/08		68,003	69,526	71,052	72,579	74,100	75,633	77,154																																													
2907	DIRECTOR OF NURSING BAND 4 (GENERAL)	1/07/21	7	63,957	65,893	67,821	69,758	71,320	73,291	75,258																																													
		1/10/20		63,957	65,893	67,821	69,758	70,604	72,481	74,356																																													
		1/09/08		63,416	65,393	67,362	69,340	71,320	73,291	75,258																																													
2908	DIRECTOR OF NURSING BAND 5 (GENERAL)	1/10/20	7	59,831	61,126	62,420	63,711	65,004	66,303	67,598																																													
		1/09/19		58,658	59,928	61,196	62,462	63,729	65,003	66,272																																													
2643	DIRECTOR, CENTRE OF NURSE EDUCATION	1/07/21	8	68,795	70,546	72,734	74,924	77,112	79,301	81,489	83,770																																												
		1/10/20		68,795	69,866	71,951	74,037	76,122	78,208	80,293	82,466																																												
		1/09/08		68,357	70,546	72,734	74,924	77,112	79,301	81,489	83,770																																												
2916	DIRECTOR OF MIDWIFERY BAND 1	1/10/20	7	78,458	80,639	82,824	85,001	87,181	89,368	91,547																																													
		1/09/19		76,919	79,058	81,200	83,334	85,471	87,616	89,752																																													
2917	DIRECTOR OF MIDWIFERY BAND 2	1/07/21	7	73,823	75,901	77,985	80,060	82,148	84,229	86,311																																													
		1/10/20		72,988	74,968	76,954	78,932	80,921	82,904	84,888																																													
		1/09/08		73,823	75,901	77,985	80,060	82,148	84,229	86,311																																													
2918	DIRECTOR OF MIDWIFERY BAND 3	1/07/21	7	68,448	69,526	71,052	72,579	74,100	75,633	77,154																																													
		1/10/20		68,448	68,881	70,348	71,803	73,253	74,713	76,162																																													
		1/09/08		68,003	69,526	71,052	72,579	74,100	75,633	77,154																																													



## HEALTH &amp; SOCIAL CARE PROFESSIONALS GRADES

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

3742	ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/07/21	14	45,585	48,068	50,532	52,371	54,211	56,053	57,891	59,733	61,572	63,409	65,254	67,092	<b>69,211</b>	<b>70,943</b>	LSIs					
		1/10/20		45,585	48,068	50,532	52,371	54,211	56,053	57,891	59,733	61,572	63,409	65,254	67,092	<b>69,211</b>	<b>70,244</b>	LSIs					
		1/09/08				49,708	51,585	53,465	55,345	57,223	59,104	60,981	62,857	64,741	66,618	<b>68,781</b>	<b>70,943</b>	LSIs					
3744	ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/07/21	11	51,237	54,594	56,813	59,309	61,775	64,270	66,780	69,279	71,389	<b>74,666</b>	<b>77,004</b>	LSIs								
		1/10/20		51,237	54,594	56,813	59,309	61,775	64,270	66,780	69,279	70,669	<b>73,792</b>	<b>76,019</b>	LSIs								
		1/09/08				56,121	58,671	61,189	63,736	66,299	68,851	71,389	<b>74,666</b>	<b>77,004</b>	LSIs								
3441	AUDIOLOGIST, STAFF GRADE	1/10/20	10	32,822	34,539	36,001	37,239	38,257	39,281	40,349	41,402	42,416	<b>43,227</b>	LSI									
		1/09/19		32,178	33,862	35,295	36,509	37,507	38,511	39,557	40,590	41,585	<b>42,379</b>	LSI									
384Y	AUDIOLOGIST, SENIOR	1/10/20	6	45,321	47,096	48,238	49,540	50,864	52,217														
		1/09/19		44,432	46,173	47,292	48,568	49,866	51,193														
3447	AUDIOLOGIST, CLINICAL SPECIALIST	1/10/20	6	49,540	50,864	52,217	55,000	57,852	60,772														
		1/09/19		48,568	49,866	51,193	53,922	56,718	59,581														
345X	AUDIOLOGIST, CHIEF	1/10/20	6	52,217	55,000	57,852	60,772	63,761	66,819														
		1/09/19		51,193	53,922	56,718	59,581	62,511	65,509														
3448	AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/07/21	10	65,423	68,339	70,870	73,848	76,830	79,808	82,786	85,768	<b>88,513</b>	<b>91,513</b>	LSIs									
		1/10/20		65,423	68,339	70,174	73,012	75,853	78,691	81,529	84,370	<b>86,986</b>	<b>89,844</b>	LSIs									
		1/09/08		64,913	67,891	70,870	73,848	76,830	79,808	82,786	85,768	<b>88,513</b>	<b>91,513</b>	LSIs									
3446	AUDIOLOGY, NATIONAL LEAD	1/07/21	7	81,975	87,854	93,838	99,877	105,467	<b>108,844</b>	<b>112,218</b>	LSIs												
		1/10/20		80,756	86,357	92,059	97,814	103,140	<b>106,358</b>	<b>109,572</b>	LSIs												
		1/09/08		81,975	87,854	93,838	99,877	105,467	<b>108,844</b>	<b>112,218</b>	LSIs												
3751	BIOCHEMIST	1/10/20	16	36,807	38,344	40,779	41,937	43,037	45,640	47,325	49,025	50,753	52,479	54,209	55,954	57,711	59,487	61,213	<b>62,400</b>	LSI			
		1/09/19		36,085	37,592	39,980	41,115	42,193	44,745	46,397	48,064	49,758	51,450	53,146	54,857	56,579	58,321	60,013	<b>61,176</b>	LSI			
376X	BIOCHEMIST, SENIOR	1/07/21	9	57,034	59,616	61,907	64,251	66,665	69,038	71,099	73,569	76,057											
		1/10/20		57,034	59,616	61,907	64,251	66,665	69,038	70,392	72,746	75,117											
		1/09/08		56,347	58,984	61,323	63,716	66,182	68,605	71,099	73,569	76,057											
3778	BIOCHEMIST, PRINCIPAL	1/07/21	9	69,084	73,107	77,230	81,346	85,476	89,593	94,158	97,199	100,261											
		1/10/20		69,084	72,306	76,234	80,156	84,092	88,014	92,364	95,262	98,179											
		1/09/08		68,652	73,107	77,230	81,346	85,476	89,593	94,158	97,199	100,261											
3786	<b>BIOCHEMIST, TOP GRADE</b> <b>** grade obsolete - not for use - see Guide note 2 **</b>	1/07/21	5	97,110	101,805	105,629	109,516	113,461															
		1/10/20		95,177	99,650	103,294	106,998	110,757															
		1/09/08		97,110	101,805	105,629	109,516	113,461															
3867	CARDIAC PHYSIOLOGIST	1/10/20	10	36,758	38,839	40,724	41,579	42,526	45,006	46,511	48,018	<b>51,735</b>	<b>55,392</b>	LSIs									
		1/09/19		36,037	38,078	39,926	40,764	41,693	44,124	45,599	47,076	<b>50,721</b>	<b>54,306</b>	LSIs									
3003	CARDIAC PHYSIOLOGIST SENIOR	1/10/20	8	46,171	47,550	49,009	50,500	52,037	53,462	<b>56,990</b>	<b>60,523</b>	LSIs											
		1/09/19		45,266	46,618	48,048	49,510	51,016	52,414	<b>55,873</b>	<b>59,336</b>	LSIs											
3001	CARDIAC PHYSIOLOGIST, CHIEF I	1/10/20	8	50,311	51,355	52,741	54,087	55,434	56,767	<b>60,213</b>	<b>63,729</b>	LSIs											
		1/09/19		49,325	50,348	51,707	53,027	54,347	55,654	<b>59,032</b>	<b>62,479</b>	LSIs											
3002	CARDIAC PHYSIOLOGIST, CHIEF II	1/07/21	8	51,758	54,275	56,729	59,196	61,702	64,933	<b>68,590</b>	<b>71,725</b>	LSIs											
		1/10/20		51,758	54,275	56,729	59,196	61,702	64,933	<b>68,590</b>	<b>70,990</b>	LSIs											
		1/09/08		50,960	53,530	56,036	58,555	61,114	64,413	<b>68,148</b>	<b>71,725</b>	LSIs											
3352	CHIROPODIST	1/10/20	14	37,022	39,214	41,018	42,330	43,440	44,591	45,727	46,894	48,054	49,213	50,434	51,719	53,002	<b>54,029</b>	LSI					
		1/09/19		36,296	38,445	40,214	41,500	42,589	43,717	44,830	45,974	47,111	48,248	49,445	50,705	51,962	<b>52,970</b>	LSI					
3346	CHIROPODIST, SENIOR	1/10/20	9	54,136	55,290	56,480	57,660	58,841	60,082	61,391	62,697	63,742											
		1/09/19		53,074	54,206	55,373	56,530	57,687	58,904	60,187	61,467	62,493											
3654	CLINICAL SPECIALIST CHIROPODIST	1/10/20	9	59,885	61,039	62,227	63,409	64,588	65,831	67,138	68,444	69,491											
		1/09/19		58,711	59,842	61,007	62,166	63,321	64,540	65,822	67,102	68,129											



3005	E.C.G. TECHNICIAN, CHIEF II ** grade obsolete - not for use - see Guide note 2 **	1/10/20	7	44,103	45,461	46,755	48,062	49,892	<b>52,236</b>	<b>54,684</b>	LSIs										
		1/09/19		43,238	44,569	45,838	47,119	48,913	<b>51,212</b>	<b>53,612</b>	LSIs										
319X	ENVIRONMENTAL HEALTH OFFICER, BASIC	1/10/20	13	39,525	41,986	43,799	45,625	47,441	49,261	51,087	52,907	54,723	56,544	58,372	<b>60,243</b>	<b>62,108</b>	LSIs				
		1/09/19		38,750	41,163	42,940	44,731	46,511	48,295	50,085	51,869	53,650	55,435	57,227	<b>59,062</b>	<b>60,890</b>	LSIs				
3173	ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/07/21	12	50,536	52,371	54,213	56,051	57,891	59,735	61,573	63,409	65,257	67,096	<b>69,212</b>	<b>70,944</b>	LSIs					
		1/10/20		50,536	52,371	54,213	56,051	57,891	59,735	61,573	63,409	65,257	67,096	<b>69,212</b>	<b>70,245</b>	LSIs					
		1/09/08		49,712	51,585	53,466	55,344	57,223	59,105	60,983	62,857	64,744	66,622	<b>68,783</b>	<b>70,944</b>	LSIs					
3181	ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/07/21	9	66,990	69,046	70,716	72,820	74,925	77,024	79,139	<b>81,796</b>	<b>84,449</b>	LSIs								
		1/10/20		66,990	69,046	70,028	72,032	74,038	76,039	78,053	<b>80,585</b>	<b>83,113</b>	LSIs								
		1/09/08		66,514	68,613	70,716	72,820	74,925	77,024	79,139	<b>81,796</b>	<b>84,449</b>	LSIs								
3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/07/21	5	84,932	88,881	92,818	96,764	100,191													
		1/10/20		83,573	87,336	91,088	94,847	98,113													
		1/09/08		84,932	88,881	92,818	96,764	100,191													
3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** scale replaced by 5 point scale above wef 1.05.17 - not for use for current employees **	1/07/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799											
		1/10/20		73,243	75,027	77,851	80,696	83,518	86,347	89,163											
		1/09/08		74,090	75,963	78,926	81,912	84,874	87,843	90,799											
6404	HOSPITAL CHAPLAINS, ROMAN CATHOLIC	1/10/20	7	48,541	49,711	51,127	53,777	55,365	<b>57,337</b>	<b>59,321</b>	LSIs										
		1/09/19		47,589	48,736	50,124	52,723	54,279	<b>56,212</b>	<b>58,158</b>	LSIs										
393X	LABORATORY MANAGER	1/07/21	9	71,566	74,859	77,754	80,661	83,626	86,535	89,519	92,410	95,320									
		1/10/20		70,838	73,975	76,734	79,504	82,329	85,101	87,944	90,699	93,472									
		1/09/08		71,566	74,859	77,754	80,661	83,626	86,535	89,519	92,410	95,320									
3880	MEDICAL SCIENTIST, TRAINEE	21/01/21	3	30,536	31,806	33,824															
3875	MEDICAL SCIENTIST	1/10/20	16	33,929	35,340	37,582	38,644	39,654	42,043	43,589	45,150	46,736	48,320	49,909	51,510	53,122	54,753	56,337	<b>57,426</b>	LSI	
		1/09/19		33,264	34,647	36,845	37,886	38,877	41,219	42,734	44,264	45,820	47,372	48,930	50,500	52,080	53,679	55,232	<b>56,300</b>	LSI	
3877	MEDICAL SCIENTIST, SENIOR ** with designated NFQ Level 9 qualification **	1/10/20	9	51,855	54,194	56,271	58,394	60,582	62,732	64,945	67,137	69,346									
		1/09/19		50,838	53,132	55,167	57,249	59,394	61,502	63,672	65,821	67,986									
3877	MEDICAL SCIENTIST, SENIOR ** without designated NFQ Level 9 qualification **	1/10/20	5	51,855	54,194	56,271	58,394	60,582													
		1/09/19		50,838	53,132	55,167	57,249	59,394													
3878	SPECIALIST MEDICAL SCIENTIST	1/07/21	9	57,604	59,943	62,019	64,143	66,331	68,480	70,296	72,535	74,789									
		1/10/20		57,604	59,943	62,019	64,143	66,331	68,480	69,628	71,761	73,908									
		1/09/08		56,930	59,318	61,438	63,606	65,841	68,035	70,296	72,535	74,789									
3876	MEDICAL SCIENTIST, CHIEF	1/07/21	9	63,187	66,007	68,488	70,588	73,184	75,728	78,339	80,870	83,417									
		1/10/20		63,187	66,007	68,488	69,906	72,379	74,804	77,292	79,703	82,130									
		1/09/08		62,630	65,510	68,043	70,588	73,184	75,728	78,339	80,870	83,417									
3410	NATIONAL CLINICAL LABORATORY DIRECTOR	1/07/21	9	139,413	144,375	151,227	150,749	155,353	159,969	164,623	171,603	178,584									
		1/10/20		135,791	140,623	147,297	150,749	155,353	159,969	164,623	171,603	178,584									
		1/09/08		139,413	144,375	151,227	154,771	159,498	164,237	176,698	184,189	191,683									
3604	NEURO-PHYSIOLOGIST	1/10/20	10	36,758	38,839	40,724	41,579	42,526	45,006	46,511	48,018	<b>51,735</b>	<b>55,392</b>	LSIs							
		1/09/19		36,037	38,078	39,926	40,764	41,693	44,124	45,599	47,076	<b>50,721</b>	<b>54,306</b>	LSIs							
3607	NEURO-PHYSIOLOGIST, SENIOR	1/10/20	8	46,171	47,550	49,009	50,500	52,037	53,462	<b>56,990</b>	<b>60,523</b>	LSIs									
		1/09/19		45,266	46,618	48,048	49,510	51,016	52,414	<b>55,873</b>	<b>59,336</b>	LSIs									
3605	NEURO-PHYSIOLOGIST, CHIEF I	1/10/20	8	50,311	51,355	52,741	54,087	55,434	56,767	<b>60,213</b>	<b>63,729</b>	LSIs									
		1/09/19		49,325	50,348	51,707	53,027	54,347	55,654	<b>59,032</b>	<b>62,479</b>	LSIs									
3606	NEURO-PHYSIOLOGIST, CHIEF II	1/07/21	8	51,758	54,275	56,729	59,196	61,702	64,933	<b>68,590</b>	<b>71,725</b>	LSIs									
		1/10/20		51,758	54,275	56,729	59,196	61,702	64,933	<b>68,590</b>	<b>70,990</b>	LSIs									
		1/09/08		50,960	53,530	56,036	58,555	61,114	64,413	<b>68,148</b>	<b>71,725</b>	LSIs									
3298	OCCUPATIONAL THERAPIST	1/10/20	14	37,022	39,214	41,018	42,330	43,440	44,591	45,727	46,894	48,054	49,213	50,434	51,719	53,002	<b>54,029</b>	LSI			
		1/09/19		36,296	38,445	40,214	41,500	42,589	43,717	44,830	45,974	47,111	48,248	49,445	50,705	51,962	<b>52,970</b>	LSI			









SUPPORT SERVICES GRADES

EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																						
		INTERN SCHEME FOR SUPPORT STAFF (YEAR 1)	1/10/20	1	25,023																	
			1/01/20		24,532																	
		INTERN SCHEME FOR SUPPORT STAFF (YEAR 2)	1/10/20	1	26,431																	
			1/01/20		25,913																	
6463		EMERGENCY MEDICAL TECHNICIAN	1/10/20	11	28,695	30,660	31,449	32,739	33,445	33,980	34,834	35,699	36,555	38,269	<b>39,850</b>	LSI						
			1/01/20		28,132	30,059	30,833	32,097	32,789	33,314	34,151	34,999	35,838	37,518	<b>39,069</b>	LSI						
6464		EMERGENCY MEDICAL TECHNICIAN, LEADING	1/10/20	9	32,090	33,233	34,211	35,497	36,789	38,079	39,373	41,814	<b>43,551</b>	LSI								
			1/01/20		31,460	32,581	33,540	34,801	36,068	37,333	38,601	40,994	<b>42,697</b>	LSI								
6450		EMERGENCY CALL TAKER	1/10/20	11	29,277	31,065	32,090	33,233	34,211	35,497	36,789	38,079	39,373	41,814	<b>43,551</b>	LSI						
			1/01/20		28,703	30,456	31,460	32,581	33,540	34,801	36,068	37,333	38,601	40,994	<b>42,697</b>	LSI						
6455		EMERGENCY MEDICAL CONTROLLER	1/10/20	11	29,277	31,065	32,090	33,233	34,211	35,497	36,789	38,079	39,373	41,814	<b>43,551</b>	LSI						
			1/01/20		28,703	30,456	31,460	32,581	33,540	34,801	36,068	37,333	38,601	40,994	<b>42,697</b>	LSI						
6457		EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/10/20	7	43,628	45,019	46,408	47,797	49,186	<b>50,797</b>	<b>52,402</b>	LSIs										
			1/09/19		42,773	44,136	45,498	46,860	48,222	<b>49,801</b>	<b>51,375</b>	LSIs										
6482		CARE ASSISTANT (INTELLECTUAL DISABILITY AGENCIES)	1/10/20	13	27,435	28,495	29,935	30,414	31,190	32,695	34,312	34,877	36,281	37,331	38,187	39,148	<b>39,893</b>	LSI				
			1/01/20		26,897	27,937	29,348	29,818	30,578	32,054	33,639	34,193	35,570	36,599	37,439	38,381	<b>39,110</b>	LSI				
		CARE OFFICER - BASIC RATE (CMH, DUNDRUM)	1/10/20	11	32,913	33,907	35,109	36,302	37,502	38,699	40,016	41,216	42,420	43,820	44,911							
			1/09/19		32,268	33,242	34,421	35,590	36,766	37,940	39,232	40,408	41,588	42,960	44,031							
		CARE OFFICER - 5% (CMH, DUNDRUM)	1/10/20	11	34,216	35,593	36,858	38,116	39,378	40,638	42,025	43,287	44,555	46,029	47,178							
			1/09/19		33,545	34,895	36,135	37,369	38,606	39,841	41,201	42,438	43,682	45,126	46,253							
		CARE OFFICER - 6.5% (CMH, DUNDRUM)	1/10/20	11	34,243	35,620	36,887	38,145	39,408	40,668	42,057	43,321	44,589	46,064	47,213							
			1/09/19		33,571	34,922	36,163	37,397	38,635	39,871	41,233	42,471	43,715	45,161	46,287							
		CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) <small>** not for use for any new incumbents post 1.4.21 **</small>	1/10/20	4	45,882	47,154	48,436	49,649														
			1/09/19		44,983	46,230	47,486	48,675														
		CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM)	1/10/20	4	48,201	49,538	50,888	52,164														
			1/09/19		47,256	48,567	49,891	51,141														
		CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/10/20	4	48,239	49,578	50,927	52,204														
			1/09/19		47,293	48,606	49,929	51,180														
		HEAD ATTENDANT (CMH, DUNDRUM)	1/10/20	1	58,208																	
			1/09/19		57,066																	
		HEAD ATTENDANT 5% RATE (CMH, DUNDRUM)	1/10/20	1	61,171																	
			1/09/19		59,972																	
		HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/10/20	1	61,218																	
			1/09/19		60,018																	
5606		CRAFTSMEN (PAYPATH)	1/10/20	11	34,252	35,322	37,940	38,203	38,466	38,729	38,993	39,257	39,520	39,784	40,078						Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
			1/09/19		33,580	34,629	37,196	37,454	37,712	37,970	38,229	38,487	38,745	39,004	39,292							Pt 1 paid on recruitment, pt. 2 after .5 years etc.
4905		CRAFTSMEN'S MATE (PAYPATH)	1/10/20	14	28,434	29,382	31,474	31,515	31,685	31,868	32,041	32,132	32,218	32,306	32,396	32,537	32,646	32,746			Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
			1/01/20		27,877	28,806	30,857	30,897	31,063	31,244	31,412	31,502	31,586	31,673	31,761	31,899	32,006	32,104				Pt 1 paid on recruitment, pt. 2 after .5 years etc.
5088		CHARGEHAND (PAYPATH)	1/10/20	14	36,689	37,916	40,648	41,103	41,323	41,566	41,794	41,913	42,028	42,145	42,264	42,450	42,594	42,944			Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
			1/09/19		35,969	37,172	39,851	40,297	40,512	40,751	40,974	41,091	41,204	41,318	41,435	41,618	41,759	42,102				Pt 1 paid on recruitment, pt. 2 after .5 years etc.
506T		ASSISTANT FOREMAN (PAYPATH)	1/10/20	12	42,452	42,929	43,158	43,413	43,652	43,776	43,897	44,019	44,143	44,339	44,489	44,855						Pt 1 paid on recruitment, pt. 2 after .5 years etc.
			1/09/19		41,620	42,087	42,312	42,561	42,796	42,918	43,036	43,156	43,278	43,469	43,616	43,975						Pt 1 paid on recruitment, pt. 2 after .5 years etc.
5061		FOREMAN (PAYPATH)	1/10/20	12	45,159	45,667	45,912	46,183	46,438	46,571	46,700	46,830	46,963	47,171	47,331	47,722						Pt 1 paid on recruitment, pt. 2 after .5 years etc.
			1/09/19		44,273	44,772	45,012	45,278	45,528	45,658	45,784	45,912	46,042	46,246	46,403	46,786						Pt 1 paid on recruitment, pt. 2 after .5 years etc.



5606			CRAFTSMEN (NON-PAYPATH)	1/10/20	14	33,884	34,697	37,170	37,592	37,797	38,026	38,234	38,346	38,453	38,564	38,671	38,845	38,948	39,304	Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
				1/09/19		33,219	34,017	36,441	36,855	37,056	37,281	37,485	37,594	37,699	37,808	37,912	38,083	38,185	38,533	Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
4905			CRAFTSMEN'S MATE (NON-PAYPATH)	1/10/20	14	27,848	28,804	30,823	31,178	31,350	31,544	31,544	31,544	31,587	31,680	31,767	31,908	31,993	32,282	Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
				1/01/20		27,302	28,239	30,219	30,567	30,735	30,926	30,926	30,926	30,968	31,058	31,144	31,282	31,366	31,649	Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
5088			CHARGEHAND (NON-PAYPATH)	1/10/20	14	35,943	37,166	39,819	40,272	40,493	40,739	40,963	41,083	41,198	41,317	41,432	41,619	41,731	42,113	Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
				1/09/19		35,238	36,437	39,038	39,482	39,699	39,940	40,160	40,277	40,390	40,507	40,620	40,803	40,912	41,287	Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
506T			ASSISTANT FOREMAN (NON-PAYPATH)	1/10/20	12	41,585	42,059	42,290	42,548	42,782	42,908	43,028	43,153	43,273	43,469	43,585	43,985			Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
				1/09/19		40,769	41,234	41,461	41,714	41,943	42,066	42,184	42,307	42,424	42,617	42,731	43,123			Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
5061			FOREMAN (NON-PAYPATH)	1/10/20	12	44,233	44,739	44,986	45,261	45,511	45,645	45,773	45,906	46,034	46,244	46,368	46,794			Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
				1/09/19		43,366	43,862	44,103	44,373	44,618	44,750	44,875	45,006	45,132	45,337	45,458	45,876			Pt 1 paid on recruitment, pt. 2 after .5 years etc.	
	4008		DENTAL TECHNICIAN, SENIOR	1/10/20	9	38,133	39,065	40,001	40,930	41,866	42,800	43,734	44,664	45,648	LSI						
				1/09/19		37,385	38,299	39,217	40,127	41,045	41,961	42,876	43,789	44,753	LSI						
	4006		DENTAL TECHNICIAN, BASIC	1/10/20	11	30,161	31,898	32,898	34,022	34,812	35,924	37,037	38,152	39,265	40,383	41,268	LSI				
				1/01/20		29,569	31,272	32,252	33,354	34,129	35,220	36,311	37,404	38,495	39,591	40,459	LSI				
4110		4	DOMESTICS	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							
	6015	3	MULTI-TASK ATTENDANT	1/10/20	9	28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897							
				1/01/20		28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193							
	6012	1	HEALTH CARE ASSISTANT (BAND 1)** *specifically working in the following locations:- *St Ita's Portrane / Central Mental Hospital / National Rehabilitation Hospital Dublin / Galway-Roscommon Mental Health Services / St Fintan's Hospital Portlaoise* (Rebanded from Band3 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/10/20	7	34,011	35,005	36,068	37,088	38,178	39,301	40,459									
				1/09/19		33,344	34,319	35,361	36,361	37,430	38,530	39,666									
	6075	2	HEALTH CARE ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/10/20	9	29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600							
				1/01/20		28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862							
6415		4	ATTENDANTS	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							
4113		4	CLEANERS	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							
4197		4	PORTERS	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							
4908		4	PORTERS / DRIVERS	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							
	5001	2	PHARMACY PORTER	1/10/20	9	29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600							
				1/01/20		28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862							
	5003	3	PHARMACY AIDE/ATTENDANT	1/10/20	9	28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897							
				1/01/20		28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193							
4262		4	BUILDERS LABOURERS	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							
4262		4	GENERAL LABOURERS	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							
4068		4	GROUNDSMEN	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							
4262		4	GARDEN LABOURERS	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							
4262		4	FARM LABOURERS	1/10/20	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699							
				1/01/20		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038							





4297		STORES PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346									
			1/10/20		27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711									
4900		LAUNDRY WORKERS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346									
			1/01/20		27,758	28,441	30,725	30,892	30,892	30,892	30,940	31,034	31,125	31,220	31,313	31,414	31,510	31,613	31,711									
4413		SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,624	29,321	31,371	31,550	31,714	31,809	31,900	31,998	32,087	32,182	32,280	32,382	32,482	32,583	32,687									
			1/01/20		28,063	28,746	30,756	30,931	31,093	31,186	31,274	31,371	31,457	31,551	31,647	31,747	31,845	31,944	32,046									
6430		HAIRDRESSERS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,624	29,321	31,371	31,550	31,714	31,809	31,900	31,998	32,087	32,182	32,280	32,382	32,482	32,583	32,687									
			1/01/20		28,063	28,746	30,756	30,931	31,093	31,186	31,274	31,371	31,457	31,551	31,647	31,747	31,845	31,944	32,046									
6430		BEAUTICIANS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,624	29,321	31,371	31,550	31,714	31,809	31,900	31,998	32,087	32,182	32,280	32,382	32,482	32,583	32,687									
			1/01/20		28,063	28,746	30,756	30,931	31,093	31,186	31,274	31,371	31,457	31,551	31,647	31,747	31,845	31,944	32,046									
6430		BARBERS (NON-DUBLIN)(NON-PAYPATH)	1/10/20	15	28,624	29,321	31,371	31,550	31,714	31,809	31,900	31,998	32,087	32,182	32,280	32,382	32,482	32,583	32,687									
			1/01/20		28,063	28,746	30,756	30,931	31,093	31,186	31,274	31,371	31,457	31,551	31,647	31,747	31,845	31,944	32,046									
4734		MINI BUS DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780									
			1/01/20		28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137									
4906		TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/10/20	15	28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780									
			1/01/20		28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137									
4734		VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780									
			1/01/20		28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137									
4901		MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780									
			1/01/20		28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137									
5931		LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780									
			1/01/20		28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137									
5363		THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780									
			1/01/20		28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137									
422X		DARK ROOM PORTERS /ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780									
			1/01/20		28,144	28,824	30,846	31,016	31,178	31,269	31,361	31,451	31,543	31,639	31,731	31,832	31,935	32,036	32,137									
4068		GARDENER (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	29,109	29,804	31,905	32,077	32,237	32,336	32,426	32,521	32,611	32,710	32,710	32,752	32,870	32,960	33,064									
			1/01/20		28,538	29,220	31,279	31,448	31,605	31,702	31,790	31,883	31,972	32,068	32,068	32,110	32,225	32,313	32,416									
4238		STOREMAN (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	29,109	29,804	31,905	32,077	32,237	32,336	32,426	32,521	32,611	32,710	32,710	32,752	32,870	32,960	33,064									
			1/01/20		28,538	29,220	31,279	31,448	31,605	31,702	31,790	31,883	31,972	32,068	32,068	32,110	32,225	32,313	32,416									
424X		BOILERMAN / GROUNDSMAN (NON-DUBLIN) (NON-PAYPATH)	1/10/20	15	29,109	29,804	31,905	32,077	32,237	32,336	32,426	32,521	32,611	32,710	32,710	32,752	32,870	32,960	33,064									
			1/01/20		28,538	29,220	31,279	31,448	31,605	31,702	31,790	31,883	31,972	32,068	32,068	32,110	32,225	32,313	32,416									
4103		DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	13	32,095	32,280	32,452	32,554	32,654	32,756	32,756	32,803	32,906	33,025	33,137	33,253	33,367											
			1/01/20		31,465	31,647	31,816	31,916	32,014	32,113	32,113	32,160	32,261	32,377	32,488	32,601	32,713											
4103		DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	13	32,095	32,280	32,452	32,554	32,654	32,756	32,756	32,803	32,906	33,025	33,137	33,253	33,367											
			1/01/20		31,465	31,647	31,816	31,916	32,014	32,113	32,113	32,160	32,261	32,377	32,488	32,601	32,713											
420Y		HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	13	32,095	32,280	32,452	32,554	32,654	32,756	32,756	32,803	32,906	33,025	33,137	33,253	33,367											
			1/01/20		31,465	31,647	31,816	31,916	32,014	32,113	32,113	32,160	32,261	32,377	32,488	32,601	32,713											
4073		DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/10/20	13	32,095	32,280	32,452	32,554	32,654	32,756	32,756	32,803	32,906	33,025	33,137	33,253	33,367											
			1/01/20		31,465	31,647	31,816	31,916	32,014	32,113	32,113	32,160	32,261	32,377	32,488	32,601	32,713											



6503	2	PHYSIOTHERAPY ASSISTANT <i>(Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)</i>	1/10/20	9	29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600									
			1/01/20		28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862									
6504	3	SPEECH AND LANGUAGE THERAPY ASSISTANT	1/10/20	9	28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897									
			1/01/20		28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193									
6525	2	RADIOGRAPHY ASSISTANT <i>(Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)</i>	1/10/20	9	29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600									
			1/01/20		28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862									
5785	1	CSSD OPERATIVES <i>(Rebanded from Band2 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)</i>	1/10/20	7	34,011	35,005	36,068	37,088	38,178	39,301	40,459											
			1/09/19		33,344	34,319	35,361	36,361	37,430	38,530	39,666											
4077	4077	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>	1/10/20	7	34,011	35,005	36,068	37,088	38,178	39,301	40,459											
			1/09/19		33,344	34,319	35,361	36,361	37,430	38,530	39,666											
6416	2	FAMILY SUPPORT WORKERS	1/10/20	9	29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600									
			1/01/20		28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862									
6416	2	FAMILY SUPPORT WORKERS (NON-PAYPATH)	1/10/20	15	30,921	31,489	33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046			
			1/01/20		30,315	30,871	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359			
6494	2	HEALTH CARE SUPPORT ASSISTANT (formerly Home Help) <i>(Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)</i>	1/10/20	9	29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600									
			1/01/20		28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862									
6494	2	HEALTH CARE SUPPORT ASSISTANT (NON-PAYPATH) (formerly Home Help) <i>(Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)</i>	1/10/20	15	30,921	31,489	33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046			
			1/01/20		30,315	30,871	33,068	33,286	33,489	33,489	33,489	33,511	33,622	33,742	33,902	33,982	34,107	34,238	34,359			
6017	1	ENDOSCOPY OPERATIVE (BAND 1)	1/10/20	7	34,011	35,005	36,068	37,088	38,178	39,301	40,459											
			1/09/19		33,344	34,319	35,361	36,361	37,430	38,530	39,666											
6018	2	ENDOSCOPY OPERATIVE (BAND 2)	1/10/20	9	29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600									
			1/01/20		28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862									

**CLERICAL, ADMINISTRATION & RELATED GRADES**

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

4002	CATERING OFFICER, GRADE III	1/10/20	12	28,750	30,719	31,510	33,508	35,337	36,939	38,488	40,579	42,099	43,629	<b>45,045</b>	<b>46,468</b>	LSIs						
		1/01/20		28,186	30,116	30,892	32,851	34,644	36,215	37,734	39,784	41,273	42,773	<b>44,162</b>	<b>45,557</b>	LSIs						
4001	CATERING OFFICER, GRADE II	1/10/20	7	43,629	45,019	46,407	47,798	49,187	<b>50,796</b>	<b>52,403</b>	LSIs											
		1/09/19		42,773	44,136	45,497	46,861	48,222	<b>49,800</b>	<b>51,375</b>	LSIs											
4014	CATERING OFFICER, GRADE I	1/10/20	7	48,541	49,711	51,124	53,779	55,363	<b>57,340</b>	<b>59,321</b>	LSIs											
		1/09/19		47,589	48,736	50,121	52,725	54,277	<b>56,216</b>	<b>58,158</b>	LSIs											
4105	CATERING MANAGER	1/10/20	11	50,834	52,074	53,527	54,982	56,444	57,748	59,077	60,369	61,653	<b>63,864</b>	<b>66,081</b>	LSIs							
		1/09/19		49,837	51,053	52,477	53,904	55,337	56,615	57,919	59,186	60,444	<b>62,612</b>	<b>64,786</b>	LSIs							
4120	HEAD OF CATERING	1/07/21	7	69,676	71,004	73,782	76,570	79,337	82,116	84,877												
		1/10/20		69,676	70,302	72,949	75,606	78,242	80,890	83,521												
		1/09/08		69,257	71,004	73,782	76,570	79,337	82,116	84,877												
4065	COOK, TRAINEE	1/10/20	3	20,538	24,022	26,571																
		1/01/20		20,135	23,551	26,050																
4529	CHEF II (FORMERLY COOK GRADE II) WITH QUALIFICATION	1/10/20	12	26,016	27,276	28,381	29,306	30,164	31,092	31,714	32,544	33,282	34,114	34,689	35,802							
		1/01/20		25,506	26,741	27,825	28,731	29,572	30,482	31,092	31,906	32,629	33,445	34,009	35,100							
4529	CHEF II (FORMERLY COOK GRADE II) WITHOUT QUALIFICATION	1/10/20	6	26,016	27,276	28,381	29,306	30,164	31,092													
		1/01/20		25,506	26,741	27,825	28,731	29,572	30,482													
451Y	CHEF I (FORMERLY COOK GRADE I)	1/10/20	13	28,717	29,627	30,603	31,509	32,158	32,871	33,822	34,366	35,316	36,186	37,055	38,010	39,202						
		1/01/20		28,154	29,046	30,003	30,891	31,528	32,226	33,158	33,693	34,624	35,476	36,328	37,265	38,433						
427Y	CHEF, SENIOR	1/10/20	13	30,513	31,379	32,475	33,222	34,070	35,004	36,024	36,960	37,982	38,922	39,862	40,891	42,179						
		1/01/20		29,914	30,763	31,838	32,570	33,402	34,318	35,318	36,236	37,237	38,159	39,080	40,089	41,352						
4211	CHEF, EXECUTIVE	1/10/20	13	32,094	32,922	33,990	34,638	35,698	36,678	37,749	38,734	39,806	40,793	41,782	42,861	44,216						
		1/01/20		31,465	32,277	33,323	33,959	34,998	35,959	37,009	37,974	39,026	39,993	40,962	42,021	43,349						
6030	COMMUNITY WELFARE OFFICER	1/10/20	18	29,617	31,415	32,464	34,282	36,378	38,430	40,442	42,370	44,296	46,240	48,119	50,020	51,966	53,835	55,743	<b>57,733</b>	<b>59,730</b>	<b>61,665</b>	LSIs
		1/01/20		29,036	30,799	31,827	33,610	35,665	37,676	39,649	41,539	43,427	45,333	47,176	49,040	50,947	52,779	54,650	<b>56,601</b>	<b>58,559</b>	<b>60,456</b>	LSIs
6027	SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/07/21	8	66,663	69,088	71,131	73,609	76,087	77,515	<b>80,017</b>	<b>82,519</b>	LSIs										
		1/10/20		66,663	69,088	70,424	72,784	75,145	76,506	<b>78,890</b>	<b>81,274</b>	LSIs										
		1/09/08		66,180	68,656	71,131	73,609	76,087	77,515	<b>80,017</b>	<b>82,519</b>	LSIs										
5312	DRAUGHTSMAN/TECHNICIAN II	1/10/20	15	27,927	29,431	30,911	31,714	32,642	33,722	34,454	35,539	36,597	37,682	38,753	39,773	40,900	<b>42,228</b>	<b>43,549</b>	LSIs			
		1/01/20		27,380	28,854	30,305	31,092	32,002	33,061	33,779	34,842	35,879	36,943	37,993	38,993	40,098	<b>41,400</b>	<b>42,695</b>	LSIs			
532Y	DRAUGHTSMAN/TECHNICIAN I	1/10/20	9	40,900	41,583	42,472	43,365	44,241	45,131	45,942	<b>47,438</b>	<b>48,939</b>	LSIs									
		1/09/19		40,098	40,767	41,640	42,515	43,374	44,246	45,042	<b>46,508</b>	<b>47,979</b>	LSIs									
6436	DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/10/20	7	24,942	26,411	27,206	28,341	29,287	30,229	31,570												
		1/01/20		24,453	25,893	26,673	27,786	28,713	29,636	30,951												
6437	DENTAL NURSE (FORMERLY DENTAL SURGERY ASSISTANT (WITH QUALIFICATION)	1/10/20	17	24,942	26,411	27,206	28,341	29,287	30,229	31,570	32,498	33,318	34,189	35,697	36,261	37,331	38,671	40,702	43,102	<b>46,040</b>	LSI	
		1/01/20		24,453	25,893	26,673	27,786	28,713	29,636	30,951	31,861	32,664	33,519	34,997	35,550	36,599	37,913	39,903	42,257	<b>45,138</b>	LSI	
6440	DENTAL NURSE, SENIOR	1/10/20	7	43,332	44,930	46,366	47,657	49,226	50,560	52,025												
		1/09/19		42,482	44,049	45,457	46,722	48,261	49,569	51,005												
5497	FIRE PREVENTION OFFICER	1/07/21	14	45,588	48,068	50,536	52,371	54,213	56,053	57,893	59,735	61,575	63,409	65,256	67,092	<b>69,211</b>	<b>70,943</b>	LSIs				
		1/10/20		45,588	48,068	50,536	52,371	54,213	56,053	57,893	59,735	61,575	63,409	65,256	67,092	<b>69,211</b>	<b>70,243</b>	LSIs				
		1/09/08				49,712	51,585	53,466	55,345	57,224	59,105	60,984	62,857	64,743	66,618	<b>68,781</b>	<b>70,943</b>	LSIs				
0609	CLERICAL OFFICER GRADE	1/10/20	15	24,601	26,218	26,615	27,424	28,603	29,785	30,968	31,826	32,799	33,928	34,726	35,844	36,971	39,087	<b>40,592</b>	LSI			
		1/01/20		24,119	25,704	26,093	26,886	28,042	29,201	30,361	31,202	32,155	33,263	34,045	35,141	36,246	38,320	<b>39,796</b>	LSI			
0558	GRADE IV (CLERICAL)	1/10/20	12	28,749	30,718	31,509	33,508	35,338	36,939	38,489	40,579	42,099	43,628	<b>45,045</b>	<b>46,468</b>	LSIs						
		1/01/20		28,185	30,116	30,891	32,851	34,645	36,215	37,734	39,783	41,274	42,773	<b>44,162</b>	<b>45,556</b>	LSIs						

0566	GRADE V (CLERICAL)	1/10/20	7	43,628	45,019	46,408	47,797	49,186	50,797	52,402	LSIs									
		1/09/19		42,773	44,136	45,498	46,860	48,222	49,801	51,375	LSIs									
0574	GRADE VI (CLERICAL)	1/10/20	7	48,541	49,710	51,126	53,777	55,365	57,337	59,321	LSIs									
		1/09/19		47,589	48,736	50,124	52,723	54,279	56,212	58,158	LSIs									
0582	GRADE VII (CLERICAL)	1/10/20	11	50,834	52,074	53,527	54,982	56,444	57,748	59,077	60,369	61,653	63,864	66,081	LSIs					
		1/09/19		49,837	51,053	52,477	53,904	55,337	56,615	57,919	59,186	60,444	62,612	64,786	LSIs					
0914	SUPPLIES OFFICER GRADE D	1/10/20	12	28,914	30,725	31,690	32,687	33,514	34,175	35,157	36,138	37,125	38,106	39,086	40,592	LSI				
		1/01/20		28,347	30,122	31,069	32,046	32,856	33,505	34,467	35,430	36,397	37,359	38,320	39,796	LSI				
0906	SUPPLIES OFFICER GRADE C	1/10/20	8	35,337	36,939	38,488	40,579	42,099	43,629	45,045	46,468	LSIs								
		1/09/19		34,644	36,215	37,734	39,784	41,273	42,773	44,162	45,557	LSIs								
0892	SUPPLIES OFFICER GRADE B	1/10/20	7	43,629	45,019	46,407	47,798	49,187	50,796	52,403	LSIs									
		1/09/19		42,773	44,136	45,497	46,861	48,222	49,800	51,375	LSIs									
0884	SUPPLIES OFFICER GRADE A	1/10/20	7	48,541	49,711	51,124	53,779	55,363	57,340	59,321	LSIs									
		1/09/19		47,589	48,736	50,121	52,725	54,277	56,216	58,158	LSIs									
555X	ASSISTANT TECHNICAL SERVICES OFFICER	1/10/20	13	39,525	41,986	43,799	45,625	47,441	49,263	51,087	52,905	54,721	56,544	58,374	60,245	62,114	LSIs			
		1/09/19		38,750	41,163	42,940	44,731	46,511	48,297	50,085	51,868	53,648	55,435	57,229	59,064	60,896	LSIs			
555T	SENIOR ASSISTANT TECHNICAL SERVICES OFFICER	1/07/21	12	50,534	52,371	54,213	56,053	57,893	59,735	61,575	63,409	65,256	67,092	69,211	70,943	LSIs				
		1/10/20		50,534	52,371	54,213	56,053	57,893	59,735	61,575	63,409	65,256	67,092	69,211	70,244	LSIs				
		1/09/08		49,710	51,585	53,466	55,345	57,224	59,105	60,984	62,857	64,743	66,618	68,781	70,943	LSIs				
546T	CHIEF ASSISTANT TECHNICAL SERVICES OFFICER	1/07/21	9	66,990	69,046	70,715	72,818	74,927	77,026	79,117	81,796	84,446	LSIs							
		1/10/20		66,990	69,046	70,026	72,031	74,040	76,040	78,032	80,585	83,110	LSIs							
		1/09/08		66,514	68,613	70,715	72,818	74,927	77,026	79,117	81,796	84,446	LSIs							
546Y	TECHNICAL SERVICES OFFICER	1/07/21	8	85,260	87,348	89,435	91,523	93,609	95,703	98,856	102,010	LSIs								
		1/10/20		83,886	85,876	87,864	89,854	91,841	93,837	96,840	99,846	LSIs								
		1/09/08		85,260	87,348	89,435	91,523	93,609	95,703	98,856	102,010	LSIs								
6484	HOME HELP ORGANISER	1/10/20	7	43,629	45,019	46,407	47,798	49,187	50,796	52,403	LSIs									
		1/09/19		42,773	44,136	45,497	46,861	48,222	49,800	51,375	LSIs									
6584	HOME HELP CO-ORDINATOR	1/10/20	7	48,541	49,710	51,126	53,777	55,365	57,337	59,321	LSIs									
		1/09/19		47,589	48,736	50,124	52,723	54,279	56,212	58,158	LSIs									
6439	SUPERVISOR OF WELFARE HOME-WITHOUT NURSING QUALIFICATION	1/10/20	7	34,016	34,574	35,453	36,340	37,217	38,114	38,969										
		1/09/19		33,349	33,896	34,758	35,627	36,487	37,366	38,204										
6466	ASSISTANT SUPERVISOR, WELFARE HOME	1/10/20	3	31,573	32,336	32,941														
		1/01/20		30,954	31,702	32,295														
6439	SUPERVISOR, WELFARE HOME - HSE EASTERN REGIONAL AREA ONLY	1/10/20	9	45,203	46,029	46,081	47,157	48,235	49,406	50,576	51,747	52,918								
		1/10/20		44,317	45,126	45,177	46,233	47,290	48,437	49,585	50,732	51,880								
6434	NURSERY NURSE	1/10/20	13	30,111	31,746	32,843	33,783	34,236	35,036	35,846	36,645	37,451	38,276	39,096	39,928	40,689	LSI			
		1/01/20		29,520	31,124	32,199	33,121	33,564	34,349	35,143	35,926	36,717	37,525	38,329	39,145	39,891	LSI			
6516	HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/10/20	12	33,183	34,293	35,797	37,297	38,783	40,272	41,744	42,824	43,915	45,016	45,919	46,802					
		1/09/19		32,532	33,620	35,095	36,565	38,022	39,482	40,925	41,984	43,054	44,134	45,019	45,884					















<b>Medical Consultants Salary Scales - 1st July 2021</b>
<b>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.</b>

Table A1

## Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.

	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
Consultants Revised Common Contract, 1997	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €
<b>Category I Consultants</b>									
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	192,492	178,593	183,225	185,150	189,783	191,727	196,360	199,796	203,792
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	187,490	191,980	195,340	199,246
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	183,482	187,839	191,126	194,948
<b>Category II Consultants</b>									
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	183,330	170,330	174,663	176,496	180,829	182,681	187,013	190,286	194,092
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	178,883	183,101	186,305	190,031
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	175,423	179,536	182,678	186,332
Geographical Wholetime Consultants without fees	196,553	182,248	187,016	188,981	193,749	195,734	200,502	204,011	208,091



Table SA - A1

**Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.**  
**Note: Due for payment in 2019 and 2020 - See Circular 11/20018**

Consultants Revised Common Contract, 1997	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €	Type A €
<b>Category I Consultants</b>													
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	220,938	226,461	226,461	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
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	216,010	221,410	221,410	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,350	216,634	216,634	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
<b>Category II Consultants</b>													
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	210,421	215,682	215,682	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,020	211,170	211,170	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,896	206,944	206,944	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
Geographical Wholtime Consultants without fees	225,599	231,239	231,239	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910

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	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B
	€	€	€	€	€	€	€	€	€
<b>Category I Consultants</b>									
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	183,562	170,541	174,881	176,717	181,056	182,910	187,250	190,527	194,337
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	179,268	166,634	170,845	172,638	176,849	178,659	182,870	186,071	189,792
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	175,423	179,536	182,678	186,332
<b>Category II Consultants</b>									
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	186,332
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	175,423	179,536	182,678	186,332
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	172,319	176,338	179,424	183,012
Geographical Wholetime Consultants without fees	187,623	174,211	178,681	180,557	185,028	186,923	191,393	194,742	198,637

Table SA - A2

Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract													
Consultants Revised Common Contract, 1997	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	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	210,688	215,955	215,955	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
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	205,760	210,904	210,904	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,100	206,127	206,127	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
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	200,171	205,175	205,175	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,770	200,664	200,664	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,646	196,437	196,437	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
Geographical Wholetime Consultants without fees	215,349	220,733	220,733	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001

**Table A3**

<b>Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.</b>									
	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€	€	€	€	€
<b>Consultants Revised Common Contract, 1997</b>									
<b>Category I Consultants</b>									
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	168,266	156,622	160,503	162,186	166,067	167,766	171,647	174,651	178,144
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	162,271	165,986	168,891	172,268
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	158,589	162,192	165,030	168,331
<b>Category II Consultants</b>									
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	166,686	155,184	159,018	160,685	164,518	166,202	170,035	173,011	176,471
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	162,271	165,986	168,891	172,268
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	158,589	162,191	165,030	168,330

Table SA - A3

Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract Note: Due for payment in 2019 and 2020 - see Circular 11/2018													
	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
Consultants Revised Common Contract, 1997	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	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	184,796	189,416	189,416	199,619	175,665	163,355	167,458	169,215	173,317	175,092	179,195	182,331	185,977
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	180,395	184,905	184,905	199,619	175,665	163,355	167,458	169,215	173,317	175,092	179,195	182,331	185,977
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,271	180,678	180,678	199,619	175,665	163,355	167,458	169,215	173,317	175,092	179,195	182,331	185,977

Table B1

## Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.

	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
<b>Category I Consultants</b>	€	€	€	€	€	€	€	€	€
Professor	241,539	222,735	229,002	231,417	237,685	240,124	246,392	250,703	255,718
Associate Professor	225,876	208,638	214,383	216,642	222,387	224,669	230,414	234,446	239,135
Lecturer	210,243	194,569	199,793	201,896	207,120	209,243	214,468	218,221	222,585
College Lecturer	206,055	190,800	195,884	197,945	203,030	205,111	210,195	213,874	218,151
<b>Category II Consultants</b>									
Professor UCD, TCD, RCSI	229,767	212,140	218,015	220,313	226,188	228,508	234,383	238,485	243,255
Associate Professor UCD, TCD, RCSI	214,476	198,379	203,744	205,889	211,254	213,420	218,786	222,614	227,067
Lecturer	198,313	183,831	188,658	190,641	195,468	197,471	202,297	205,837	209,954
College Lecturer	194,122	180,060	184,747	186,688	191,375	193,336	198,023	201,488	205,518
Professor UCC	233,447	215,452	221,450	223,784	229,782	232,139	238,137	242,304	247,151
Associate Professor UCC	218,039	201,585	207,069	209,249	214,733	216,935	222,420	226,312	230,838
Lecturer UCC	202,042	187,187	192,138	194,159	199,110	201,150	206,101	209,708	213,902
College Lecturer UCC	197,852	183,417	188,228	190,207	195,018	197,016	201,827	205,359	209,466
Professor UCG	237,125	218,763	224,883	227,254	233,375	235,770	241,890	246,123	251,045
Associate Professor UCG	221,601	204,791	210,394	212,610	218,212	220,451	226,053	230,009	234,610
Lecturer UCG	205,770	190,543	195,618	197,676	202,751	204,829	209,904	213,577	217,849
College Lecturer UCG	201,579	186,771	191,707	193,723	198,658	200,694	205,629	209,228	213,413

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.  
Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
	€	€	€	€	€	€	€	€	€	€	€	€	€
Professor	277,233	284,163	284,163	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909
Associate Professor	259,254	265,736	265,736	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942
Lecturer	241,312	247,345	247,345	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046
College Lecturer	236,505	242,418	242,418	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784
Professor UCD, TCD, RCSI	263,721	270,314	270,314	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909
Associate Professor UCD, TCD, RCSI	246,171	252,325	252,325	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942
Lecturer	227,618	233,309	233,309	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046
College Lecturer	222,808	228,379	228,379	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784
Professor UCC	267,944	274,643	274,643	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909
Associate Professor UCC	250,260	256,516	256,516	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942
Lecturer UCC	231,898	237,696	237,696	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046
College Lecturer UCC	227,090	232,767	232,767	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784
Professor UCG	272,167	278,971	278,971	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909
Associate Professor UCG	254,348	260,707	260,707	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942
Lecturer UCG	236,177	242,082	242,082	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046
College Lecturer UCG	231,367	237,152	237,152	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784

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	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract
		01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
		€	€	€	€	€	€	€	€	€
Professor		237,074	218,716	224,835	227,205	233,324	235,718	241,837	246,069	250,990
Associate Professor		219,756	203,130	208,671	210,869	216,410	218,630	224,171	228,094	232,656
Lecturer		201,352	186,567	191,495	193,508	198,436	200,470	205,398	208,992	213,172
College Lecturer		196,598	182,288	187,058	189,024	193,793	195,779	200,548	204,058	208,139
Category II Consultants										
Professor UCD, TCD, RCSI		225,302	208,122	213,848	216,101	221,827	224,103	229,829	233,851	238,528
Associate Professor UCD, TCD, RCSI		208,356	192,871	198,032	200,116	205,277	207,381	212,543	216,262	220,587
Lecturer UCD, TCD, RCSI		189,422	175,829	180,360	182,254	186,784	188,697	193,228	196,609	200,541
College Lecturer UCD, TCD, RCSI		184,665	171,545	175,918	177,765	182,138	184,003	188,376	191,672	195,506
Professor UCC		228,982	211,433	217,282	219,572	225,421	227,733	233,582	237,670	242,423
Associate Professor UCC		211,919	196,077	201,357	203,476	208,756	210,896	216,177	219,960	224,359
Lecturer UCC		193,151	179,186	183,840	185,772	190,426	192,377	197,032	200,480	204,489
College Lecturer UCC		188,395	174,905	179,401	181,285	185,781	187,684	192,180	195,543	199,454
Professor UCG		232,660	214,744	220,716	223,042	229,014	231,364	237,335	241,488	246,318
Associate Professor UCG		215,481	199,283	204,682	206,836	212,235	214,412	219,810	223,657	228,130
Lecturer UCG		196,879	182,541	187,320	189,288	194,067	196,056	200,835	204,349	208,436
College Lecturer UCG		192,121	178,259	182,879	184,801	189,421	191,361	195,982	199,411	203,399



Table SA - B2

**Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract**  
**Note: Due for payment in 2019 and 2020 - see Circular 11/2018**

Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
	€	€	€	€	€	€	€	€	€	€	€	€	€
Professor	272,108	278,910	278,910	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455
Associate Professor	252,230	258,536	258,536	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983
Lecturer	231,108	236,885	236,885	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221
College Lecturer	225,651	231,292	231,292	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759
<b>Category II Consultants</b>													
Professor UCD, TCD, RCSI	258,596	265,061	265,061	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455
Associate Professor UCD, TCD, RCSI	239,147	245,125	245,125	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983
Lecturer UCD, TCD, RCSI	217,414	222,849	222,849	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221
College Lecturer UCD, TCD, RCSI	211,954	217,253	217,253	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759
Professor UCC	262,819	269,390	269,390	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455
Associate Professor UCC	243,235	249,316	249,316	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983
Lecturer UCC	221,694	227,236	227,236	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221
College Lecturer UCC	216,235	221,641	221,641	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759
Professor UCG	267,042	273,718	273,718	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455
Associate Professor UCG	247,324	253,507	253,507	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983
Lecturer UCG	225,973	231,622	231,622	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221
College Lecturer UCG	220,513	226,025	226,025	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759

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	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
		01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
		€	€	€	€	€	€	€	€	€
Professor UCD, TCD, RCSI		211,906	196,065	201,345	203,464	208,744	210,884	216,164	219,946	224,345
Associate Professor UCD, TCD, RCSI		195,158	180,992	185,714	187,666	192,387	194,358	199,080	202,563	206,615
Lecturer UCD, TCD, RCSI		176,447	164,067	168,193	169,958	174,084	175,866	179,993	183,142	186,805
College Lecturer UCD, TCD, RCSI		176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	186,332
Professor UCC		215,586	199,378	204,780	206,936	212,338	214,516	219,918	223,767	228,242
Associate Professor UCC		198,720	184,198	189,038	191,025	195,865	197,872	202,713	206,260	210,385
Lecturer UCC		180,175	167,460	171,698	173,499	177,738	179,557	183,796	187,012	190,752
College Lecturer UCC		176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	186,332
Professor UCG		219,264	202,688	208,213	210,405	215,930	218,145	223,670	227,584	232,136
Associate Professor UCG		202,282	187,404	192,363	194,386	199,345	201,388	206,347	209,958	214,157
Lecturer UCG		183,904	170,853	175,203	177,042	181,392	183,249	187,599	190,882	194,700
College Lecturer UCG		179,198	166,570	170,779	172,571	176,780	178,590	182,798	185,997	189,717

Table SA - B3

**Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B\* Contract**  
**Note: Due for payment in 2019 and 2020 - see Circular 11/2018**

Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
	€	€	€	€	€	€	€	€	€	€	€	€	€
Professor UCD, TCD, RCSI	243,221	249,301	249,301	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364	241,091
Associate Professor UCD, TCD, RCSI	224,656	230,272	229,598	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872	223,250
Lecturer UCD, TCD, RCSI	205,049	210,175	207,585	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382	205,410
College Lecturer UCD, TCD, RCSI	199,962	204,961	202,048	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702	200,636
Professor UCC	247,444	253,631	253,631	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364	241,091
Associate Professor UCC	228,745	234,463	233,788	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872	223,250
Lecturer UCC	209,328	214,562	211,971	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382	205,410
College Lecturer UCC	204,243	209,349	206,437	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702	200,636
Professor UCG	251,667	257,958	257,958	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364	241,091
Associate Professor UCG	232,833	238,654	237,979	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872	223,250
Lecturer UCG	213,607	218,948	216,358	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382	205,410
College Lecturer UCG	208,520	213,733	210,821	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702	200,636

Table C1(1)

New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/10/20	175,755	180,859	195,283	198,118	200,956	203,792
	01/09/19	172,309	177,313	191,454	194,234	197,015	199,796
	01/04/19	169,346	174,264	188,161	190,893	193,627	196,360
	01/10/18	165,532	170,306	183,795	186,439	189,083	191,727
	01/04/18	163,856	168,580	181,932	184,549	187,166	189,783
	01/01/18	160,042	164,623	177,565	180,095	182,623	185,150
	01/04/17	158,382	162,914	175,721	178,224	180,725	183,225
	01/11/13	154,569	158,957	171,354	173,770	176,181	178,593
	01/01/10	166,010	170,831	184,455	187,133	189,813	192,492
Type B	01/10/20	165,431	167,676	183,812	186,259	186,332	186,332
	01/09/19	162,187	164,389	180,208	182,607	182,678	182,678
	01/04/19	159,398	161,561	177,109	179,466	179,536	179,536
	01/10/18	155,877	157,977	173,067	175,355	175,423	175,423
	01/04/18	154,299	156,377	171,314	173,578	173,646	173,646
	01/01/18	150,778	152,793	167,272	169,468	169,533	169,533
	01/04/17	149,216	151,209	165,536	167,708	167,773	167,773
	01/11/13	145,695	147,625	161,495	163,598	163,660	163,660
	01/01/10	156,258	158,379	173,620	175,931	176,000	176,000
Type C	01/07/21	148,500	153,756	160,711	161,505	166,401	168,331
	01/10/20	144,640	149,760	160,711	161,505	166,401	168,331
	01/09/19	141,804	146,824	157,560	158,338	163,138	165,030
	01/04/19	139,365	144,298	154,850	155,615	160,332	162,192
	01/10/18	136,389	141,193	151,463	152,206	156,784	158,589
	01/04/18	135,009	139,765	149,930	150,665	155,196	156,983
	01/01/18	132,033	136,659	146,543	147,256	151,648	153,380
	01/04/17	130,667	135,245	145,025	145,730	150,076	151,790
	01/11/13	127,690	132,140	141,638	142,321	146,528	148,187
	01/01/10	136,620	141,456	151,800	152,550	157,174	158,997
	01/06/09	148,500	153,756	168,100	173,352	178,607	180,678

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

Table SA - C1(1)

Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement. Note Due for payment in 2019 & 2020 - See Circ 11/2018

Contract Type	01/06/08	01/09/08	01/06/09	01/01/10	01/01/11	01/07/13	07/13 NRP	01/11/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20	01/07/21
	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
Type A Consultants	211,713	217,006	233,239	198,253	178,428	183,778	165,869	165,869	170,055	171,839	176,025	177,827	182,013	185,198	188,902	
	214,788	220,157	239,543	203,612	183,250	188,601	170,258	174,609	179,094	180,975	185,460	187,360	191,845	195,203	199,107	
	217,863	223,309	245,846	208,969	188,072	193,422	174,615	183,778	188,602	190,585	195,410	197,412	202,237	205,776	209,891	
	220,938	226,461	252,150	214,328	192,895	198,245	178,956	188,601	193,604	195,640	200,643	202,700	207,703	211,337	215,564	
								193,422	198,604	200,694	205,875	207,986	213,168	216,898	221,236	
							198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,909		
Type B Consultants	192,484	197,296	215,378	183,071	164,764	170,095	153,435	153,435	157,211	158,859	162,635	164,299	168,075	171,016	174,436	
	195,046	199,922	220,631	187,536	168,783	174,132	157,093	160,749	164,766	166,494	170,511	172,256	176,273	179,358	182,945	
	197,609	202,549	225,884	192,001	172,801	178,151	160,749	170,095	174,420	176,250	180,576	182,425	186,750	190,018	193,818	
	200,171	205,176	231,138	196,467	176,821	182,170	164,407	174,132	178,600	180,475	184,943	186,837	191,304	194,652	198,545	
								178,151	182,767	184,687	189,304	191,243	195,859	199,287	203,273	
							182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001		
Type B* Consultants			199,619	175,665		163,355			167,458	169,215	173,317	175,092	179,195	182,331	185,978	
Type C Consultants			168,100	151,800	136,620	141,638	127,690	127,690	130,667	132,033	135,009	136,389	139,365	141,804	144,640	148,500
			173,353	152,551	137,296	142,321	128,312	132,140	135,245	136,659	139,764	141,193	144,298	146,823	149,760	153,757
			178,606	157,173	141,456	146,527	132,140	141,638	145,025	146,543	149,930	151,463	154,850	157,560	160,711	160,711
			183,859	161,796	145,616	150,734	135,967	142,321	145,731	147,256	150,666	152,207	155,616	158,340	161,506	161,506
								146,527	150,075	151,647	155,195	156,783	160,331	163,137	166,400	166,400
							150,734	154,421	156,039	159,726	161,360	165,047	167,935	171,294	171,294	

Table C1(2)

New Entrant Consultant (Clinicians) from 1<sup>st</sup> October 2012\*

Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/07/21	147,685	150,289	158,806	163,460	170,440	176,257	183,237	189,636	199,566
	01/10/20	143,846	150,289	158,806	163,460	170,440	176,257	183,237	189,636	199,566
	01/09/19	141,026	147,343	155,692	160,255	167,098	172,801	179,644	185,918	195,653
	01/04/19	138,600	144,808	153,014	157,498	164,224	169,829	176,555	182,720	192,288
	01/10/18	135,644	141,690	149,681	154,033	160,561	166,002	172,529	178,513	187,788
	01/04/18	134,271	140,256	148,166	152,474	158,935	164,320	170,781	176,704	185,884
	01/01/18	131,315	137,138	144,833	149,009	155,273	160,492	166,756	172,498	181,385
	01/04/17	129,956	135,718	143,333	147,465	153,663	158,828	165,025	170,707	179,500
	01/09/14	127,000	132,600	140,000	144,000	150,000	155,000	161,000	166,500	175,000
	01/01/10	135,870	141,956	150,000	154,396	160,989	166,484	173,077	179,121	188,500
01/06/09	147,685	154,300	163,043	175,450	182,942	189,186	196,678	210,730	221,765	
Type B	01/07/21	139,414	144,376	151,228	150,749	155,353	159,969	164,623	171,603	178,583
	01/10/20	135,790	140,623	147,297	150,749	155,353	159,969	164,623	171,603	178,583
	01/09/19	133,128	137,866	144,409	147,793	152,307	156,832	161,395	168,238	175,082
	01/04/19	130,838	135,495	141,926	145,251	149,687	154,135	158,619	165,345	172,070
	01/10/18	128,085	132,620	138,883	142,121	146,441	150,769	155,121	161,649	168,177
	01/04/18	126,789	131,278	137,477	140,683	144,959	149,243	153,551	160,012	166,473
	01/01/18	124,036	128,403	134,434	137,554	141,713	145,877	150,053	156,317	162,580
	01/04/17	122,753	127,075	133,043	136,130	140,246	144,366	148,498	154,696	160,893
	01/09/14	120,000	124,200	130,000	133,000	137,000	141,000	145,000	151,000	157,000
	01/01/10	128,261	132,826	139,130	142,390	146,739	151,099	155,495	162,088	168,681
01/06/09	139,414	144,376	151,228	154,772	159,499	164,238	176,699	184,191	191,683	
Type C	01/07/21	121,618	125,236	129,962	132,916	135,870	139,414	144,140	149,457	151,901
	01/10/20	120,935	124,478	126,584	129,461	132,338	135,791	140,393	145,572	151,901
	01/09/19	118,564	122,037	124,102	126,923	129,743	133,128	137,641	142,717	148,922
	01/04/19	116,525	119,938	121,967	124,740	127,511	130,838	135,273	140,263	146,361
	01/10/18	114,206	117,533	119,446	122,146	124,845	128,085	132,404	137,263	143,202
	01/04/18	113,076	116,369	118,238	120,911	123,583	126,789	131,065	135,874	141,753
	01/01/18	113,076	116,369	116,413	118,317	120,916	124,036	128,195	132,875	138,594
	01/01/18	111,956	115,217	115,217	117,094	119,666	122,753	126,869	131,500	137,159
	01/04/17	108,478	111,609	114,521	117,094	119,666	122,753	126,869	131,500	137,159
	01/09/14	105,000	108,000	112,000	114,500	117,000	120,000	124,000	128,500	134,000
01/01/10	111,956	115,217	119,565	122,283	125,000	128,261	132,609	137,500	143,478	
01/06/09	121,618	125,236	129,962	132,916	135,870	139,414	144,140	149,457	155,954	

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

Table C2(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/10/20	220,727	227,007	245,252	248,741	252,230	255,718
	01/09/19	216,399	222,556	240,443	243,864	247,284	250,704
	01/04/19	212,677	218,728	236,307	239,670	243,031	246,392
	01/10/18	207,511	213,365	230,370	233,622	236,873	240,125
	01/04/18	205,406	211,199	228,030	231,249	234,467	237,685
	01/01/18	200,240	205,835	222,092	225,201	228,310	231,418
	01/04/17	198,155	203,691	219,776	222,851	225,927	229,002
	01/11/13	192,989	198,327	213,838	216,804	219,770	222,735
	01/01/10	208,488	214,420	231,653	234,949	238,244	241,539
Type A Associate Professor / Consultant	01/10/20	205,801	212,082	228,668	232,158	235,646	239,136
	01/09/19	201,766	207,923	224,185	227,606	231,026	234,447
	01/04/19	198,296	204,347	220,329	223,691	227,052	230,414
	01/10/18	193,600	199,453	214,913	218,165	221,417	224,669
	01/04/18	191,637	197,430	212,732	215,950	219,169	222,388
	01/01/18	186,941	192,537	207,316	210,425	213,533	216,642
	01/04/17	184,997	190,533	205,156	208,232	211,308	214,383
	01/11/13	180,301	185,640	199,740	202,706	205,672	208,638
	01/01/10	194,390	200,322	215,989	219,285	222,580	225,876
Type A Senior Lecturer / Consultant	01/10/20	190,908	197,180	212,120	215,607	219,096	222,585
	01/09/19	187,164	193,314	207,960	211,379	214,800	218,220
	01/04/19	183,945	189,989	204,384	207,744	211,106	214,467
	01/10/18	179,703	185,565	199,489	202,739	205,992	209,243
	01/04/18	177,881	183,684	197,465	200,683	203,901	207,120
	01/01/18	173,639	179,259	192,570	195,678	198,787	201,896
	01/04/17	171,836	177,397	190,567	193,642	196,718	199,793
	01/11/13	167,593	172,972	185,672	188,637	191,603	194,569
	01/01/10	180,322	186,247	200,358	203,652	206,948	210,243

Table SA - C2(1)

Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement. Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Contract Type	Salary Points	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	2011 NRP	01/07/13	01/07/13 NRP	01/11/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20	
		Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A
		€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE A Professor	1	265,886	272,533	272,533	286,674	243,673	219,306	224,656	202,725	202,725	208,252	210,445	215,971	218,186	223,712	227,627	232,180	
	2	269,668	276,410	276,410	294,427	250,263	225,237	230,587	208,063	213,402	219,323	221,635	227,557	229,891	235,813	239,940	244,739	
	3	273,451	280,287	280,287	302,181	256,854	231,169	236,519	213,402	224,656	230,994	233,431	239,769	242,231	248,569	252,919	257,977	
	4	277,233	284,164	284,164	309,934	263,444	237,100	242,450	218,740	230,587	237,145	239,648	246,206	248,733	255,291	259,759	264,954	
	5									236,519	243,297	245,865	252,643	255,237	262,015	266,600	271,932	
	6									242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909	
TYPE A Associate Professor	1	247,908	254,105	254,105	268,929	228,590	205,731	211,081	190,508	190,508	195,582	197,639	202,713	204,791	209,865	213,537	217,808	
	2	251,690	257,982	257,982	276,683	235,181	211,663	217,013	195,847	201,185	206,654	208,830	214,299	216,497	221,966	225,851	230,368	
	3	255,472	261,859	261,859	284,436	241,771	217,594	222,944	201,185	211,081	216,917	219,203	225,038	227,347	233,183	237,264	242,009	
	4	259,254	265,736	265,736	292,190	248,362	223,526	228,876	206,523	217,013	223,068	225,420	231,476	233,851	239,906	244,105	248,987	
	5										222,944	229,219	231,637	237,912	240,354	246,629	250,945	
	6									228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942	
TYPE A Lecturer	1	229,965	235,715	235,715	251,266	213,576	192,218	197,568	178,347	178,347	182,970	184,892	189,516	191,457	196,081	199,512	203,502	
	2	233,748	239,591	239,591	259,020	220,167	198,150	203,500	183,685	189,023	194,042	196,083	201,102	203,163	208,182	211,825	216,062	
	3	237,530	243,468	243,468	266,773	226,757	204,081	209,431	189,023	197,568	202,903	205,039	210,375	212,532	217,867	221,680	226,114	
	4	241,312	247,345	247,345	274,527	233,348	210,013	215,363	194,362	203,500	209,055	211,257	216,812	219,036	224,591	228,521	233,091	
	5									209,431	215,206	217,473	223,248	225,538	231,313	235,361	240,068	
	6									215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046	
TYPE A College Lecturer	1	225,159	230,788	230,788	246,529	209,550	188,595	193,945	175,086	175,086	179,588	181,474	185,977	187,882	192,384	195,751	199,666	
	2	228,941	234,664	234,664	254,283	216,141	194,527	199,877	180,424	185,762	190,660	192,665	197,563	199,588	204,486	208,064	212,226	
	3	232,723	238,541	238,541	262,036	222,731	200,458	205,808	185,762	193,945	199,146	201,242	206,443	208,559	213,760	217,501	221,851	
	4	236,505	242,418	242,418	269,790	229,322	206,390	211,740	191,101	199,877	205,298	207,459	212,880	215,063	220,484	224,342	228,829	
	5									205,808	211,448	213,676	219,316	221,566	227,206	231,182	235,806	
	6									211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784	



Table C2(2)

New Entrant Academic Consultants from 1 October 2012 (Type A)*								
Contract Type	Scale Points	1	2	3	4	5	6	
		€	€	€	€	€	€	
Type A Professor / Consultant	01/10/20	197,562	209,075	219,376	223,092	223,092	223,092	
	01/09/19	193,688	204,975	215,074	218,718	218,718	218,718	
	01/04/19	190,357	201,450	211,375	214,956	214,956	214,956	
	01/10/18	185,920	196,651	206,252	209,716	209,716	209,716	
	01/04/18	184,036	194,657	204,159	207,587	207,587	207,587	
	01/01/18	179,599	189,858	199,036	202,347	202,347	202,347	
	Circular 12/2017	01/04/17	177,733	187,883	196,964	200,240	200,240	200,240
	Circular 12/2017	01/11/16	173,296	183,084	191,841	195,000	195,000	195,000
	01/01/10	186,607	197,482	207,212	210,722	210,722	210,722	
Type A Associate Professor / Consultant	01/10/20	183,908	194,730	204,538	215,942	223,092	223,092	
	01/09/19	180,302	190,911	200,528	211,708	218,718	218,718	
	01/04/19	177,201	187,628	197,079	208,067	214,956	214,956	
	01/10/18	173,157	183,277	192,422	203,052	209,716	209,716	
	01/04/18	171,402	181,419	190,471	200,992	207,587	207,587	
	01/01/18	167,358	177,068	185,815	195,977	202,347	202,347	
	Circular 12/2017	01/04/17	165,621	175,229	183,883	193,937	200,240	200,240
	Circular 12/2017	01/11/16	161,577	170,878	179,227	188,922	195,000	195,000
	01/01/10	173,711	183,932	193,197	203,969	210,722	210,722	
Type A Senior Lecturer / Consultant	01/10/20	170,305	180,557	189,799	200,562	207,629	218,549	
	01/09/19	166,965	177,017	186,077	196,629	203,558	214,264	
	01/04/19	164,094	173,973	182,877	193,248	200,057	210,579	
	01/10/18	160,435	170,023	178,666	188,717	195,303	205,481	
	01/04/18	158,810	168,301	176,855	186,803	193,323	203,396	
	01/01/18	155,152	164,351	172,644	182,272	188,569	198,299	
	Circular 12/2017	01/04/17	153,543	162,646	170,851	180,378	186,608	196,235
	Circular 12/2017	01/11/16	149,884	158,697	166,640	175,847	181,854	191,138
	01/01/10	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

Table C3(1)

New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/10/20	206,442	211,930	229,381	232,429	235,478	238,528
	01/09/19	202,394	207,775	224,883	227,871	230,861	233,851
	01/04/19	198,913	204,201	221,015	223,952	226,890	229,829
	01/10/18	194,197	199,312	215,577	218,418	221,260	224,103
	01/04/18	192,228	197,291	213,389	216,201	219,014	221,827
	01/01/18	187,512	192,402	207,950	210,666	213,383	216,101
	01/04/17	185,562	190,400	205,784	208,471	211,159	213,848
	01/11/13	180,846	185,511	200,345	202,937	205,529	208,122
	01/01/10	194,995	200,179	216,662	219,541	222,421	225,302
	Type B Associate Professor / Consultant	01/10/20	190,297	195,768	211,441	214,490	217,538
01/09/19		186,565	191,929	207,295	210,284	213,273	216,262
01/04/19		183,357	188,628	203,730	206,668	209,605	212,542
01/10/18		179,131	184,250	198,856	201,698	204,539	207,381
01/04/18		177,316	182,383	196,839	199,652	202,464	205,277
01/01/18		173,091	178,004	191,966	194,683	197,399	200,115
01/04/17		171,293	176,155	189,968	192,657	195,344	198,032
01/11/13		167,068	171,777	185,095	187,687	190,279	192,871
01/01/10		179,745	184,913	199,717	202,597	205,476	208,356
Type B Senior Lecturer / Consultant		01/10/20	172,255	177,743	191,395	194,444	197,493
	01/09/19	168,878	174,257	187,642	190,631	193,620	196,610
	01/04/19	165,973	171,260	184,414	187,352	190,290	193,228
	01/10/18	162,259	167,391	180,158	183,010	185,856	188,698
	01/04/18	160,616	165,695	178,332	181,155	183,972	186,785
	01/01/18	156,902	161,826	174,076	176,812	179,537	182,254
	01/04/17	155,274	160,147	172,268	174,975	177,672	180,360
	01/11/13	151,560	156,278	168,011	170,633	173,237	175,830
	01/01/10	162,704	167,887	180,782	183,662	186,542	189,422

Table SA - C3(1)

Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement. Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Contract Type	Salary Points	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	2011 NRP	01/07/13	01/07/13 NRP	01/11/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
		Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €	Type B €
TYPE B Professor	1	248,679	254,896	254,896	279,099	237,234	213,511	218,861	197,510	197,510	202,843	204,978	210,311	212,467	217,801	221,612	226,044
	2	251,984	258,284	258,284	285,875	242,994	218,695	224,045	202,175	206,841	212,519	214,758	220,437	222,698	228,377	232,373	237,021
	3	255,290	261,672	261,672	292,652	248,754	223,879	229,229	206,841	218,861	224,985	227,357	233,481	235,877	242,001	246,236	251,160
	4	258,596	265,061	265,061	299,428	254,514	229,063	234,413	211,506	224,045	230,361	232,791	239,106	241,561	247,876	252,214	257,258
	5									229,229	235,737	238,224	244,732	247,244	253,752	258,193	263,357
	6									234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455
TYPE B Associate Professor	1	229,230	234,961	234,961	257,460	218,841	196,957	202,307	182,611	182,611	187,393	189,362	194,144	196,133	200,914	204,430	208,519
	2	232,536	238,349	238,349	264,237	224,601	202,141	207,491	187,277	191,943	197,070	199,143	204,270	206,364	211,491	215,192	219,496
	3	235,841	241,737	241,737	271,013	230,361	207,325	212,675	191,942	202,307	207,818	210,006	215,517	217,727	223,238	227,145	231,688
	4	239,147	245,126	245,126	277,790	236,122	212,510	217,860	196,609	207,491	213,194	215,440	221,143	223,411	229,114	233,123	237,786
	5									212,675	218,570	220,873	226,768	229,095	234,989	239,102	243,884
	6									217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983
TYPE B Lecturer	1	207,497	212,684	212,684	233,278	198,286	178,457	183,807	165,896	165,896	170,083	171,867	176,054	177,857	182,043	185,229	188,933
	2	210,803	216,073	216,073	240,055	204,047	183,642	188,992	170,614	175,289	179,799	181,688	186,198	188,105	192,615	195,986	199,906
	3	214,108	219,461	219,461	246,831	209,806	188,825	194,175	175,293	183,807	188,633	190,616	195,442	197,444	202,270	205,810	209,926
	4	217,414	222,849	222,849	253,608	215,567	194,010	199,360	179,959	188,992	194,010	196,050	201,068	203,129	208,147	211,789	216,025
	5									194,175	199,385	201,483	206,693	208,812	214,022	217,767	222,122
	6									199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221
TYPE B College Lecturer	1	202,037	207,088	207,088	227,208	193,127	173,814	179,164	161,671	161,671	165,718	167,457	171,504	173,259	177,307	180,410	184,018
	2	205,342	210,476	210,476	233,985	198,887	178,998	184,348	166,388	171,091	175,450	177,292	181,650	183,510	187,869	191,156	194,979
	3	208,648	213,864	213,864	240,761	204,647	184,182	189,532	171,106	179,164	183,818	185,749	190,403	192,354	197,007	200,455	204,464
	4	211,954	217,525	217,525	247,538	210,407	189,366	194,716	175,780	184,348	189,194	191,183	196,029	198,037	202,883	206,434	210,562
	5									189,532	194,570	196,616	201,654	203,721	208,759	212,412	216,660
	6									194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759

Table C3(2)

New Entrant Academic Consultants from 1 October 2012 (Type B)*								
Contract Type	Scale Points	1	2	3	4	5	6	
		€	€	€	€	€	€	
Type B Professor / Consultant	01/10/20	186,410	194,746	203,317	212,056	221,091	223,092	
	01/09/19	182,755	190,928	199,330	207,898	216,756	218,718	
	01/04/19	179,612	187,644	195,902	204,323	213,028	214,956	
	01/10/18	175,496	183,293	191,285	199,430	207,851	209,716	
	01/04/18	173,718	181,435	189,345	197,407	205,741	207,587	
	01/01/18	169,603	177,083	184,727	192,514	200,564	202,347	
	Circular 12/2017	01/04/17	167,842	175,244	182,807	190,511	198,476	200,240
	Circular 12/2017	01/11/16	163,727	170,893	178,189	185,618	193,299	195,000
		01/01/10	176,074	183,948	192,043	200,298	208,832	210,722
Type B Associate Professor / Consultant	01/10/20	171,513	179,402	187,441	195,637	203,990	212,345	
	01/09/19	168,150	175,884	183,766	191,801	199,990	208,182	
	01/04/19	165,258	172,859	180,605	188,502	196,551	204,601	
	01/10/18	161,565	168,943	176,461	184,126	191,912	199,699	
	01/04/18	159,929	167,231	174,673	182,259	189,966	197,674	
	01/01/18	156,236	163,315	170,528	177,883	185,327	192,772	
	Circular 12/2017	01/04/17	154,616	161,620	168,758	176,035	183,400	190,766
	Circular 12/2017	01/11/16	150,923	157,703	164,614	171,658	178,761	185,864
		01/01/10	162,003	169,454	177,048	184,789	192,679	200,571
Type B Senior Lecturer / Consultant	01/10/20	154,910	162,254	169,794	177,487	185,001	192,513	
	01/09/19	151,872	159,073	166,464	174,007	181,373	188,739	
	01/04/19	149,260	156,337	163,601	171,014	178,254	185,492	
	01/10/18	146,025	152,906	159,957	167,152	174,179	181,204	
	01/04/18	144,547	151,358	158,337	165,459	172,414	179,368	
	01/01/18	141,312	147,928	154,693	161,596	168,338	175,079	
	Circular 12/2017	01/04/17	139,849	146,395	153,089	159,920	166,591	173,261
	Circular 12/2017	01/11/16	136,614	142,964	149,445	156,058	162,516	168,973
		01/01/10	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

Table C4(1)

New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/10/20	186,786	192,615	207,540	210,778	214,017	217,254
	01/09/19	183,124	188,838	203,470	206,645	209,820	212,994
	01/04/19	179,974	185,591	199,971	203,091	206,212	209,331
	01/10/18	175,848	181,300	195,220	198,239	201,257	204,275
	01/04/18	174,066	179,462	193,240	196,228	199,215	202,202
	01/01/18	169,941	175,171	188,490	191,375	194,261	197,146
	01/04/17	168,176	173,352	186,530	189,384	192,239	195,094
	01/11/13	164,051	169,061	181,779	184,532	187,285	190,037
	01/01/10	176,429	181,935	196,032	199,091	202,150	205,208
	Type C Associate Professor / Consultant	01/10/20	171,332	177,161	190,370	193,607	196,846
01/09/19		167,973	173,688	186,637	189,811	192,986	196,161
01/04/19		165,084	170,700	183,427	186,546	189,667	192,787
01/10/18		161,396	166,847	179,200	182,227	185,253	188,271
01/04/18		159,761	165,157	177,383	180,380	183,375	186,363
01/01/18		156,074	161,304	173,156	176,061	178,961	181,846
01/04/17		154,455	159,631	171,358	174,233	177,102	179,957
01/11/13		150,767	155,777	167,130	169,914	172,688	175,441
01/01/10		161,832	167,338	179,814	182,872	185,931	188,990
Type C Senior Lecturer / Consultant		01/10/20	159,505	165,253	177,228	180,580	183,933
	01/09/19	156,378	162,013	173,753	177,039	180,326	182,678
	01/04/19	153,688	159,226	170,765	173,994	177,225	179,536
	01/10/18	150,335	155,711	166,910	170,044	173,180	175,423
	01/04/18	148,814	154,134	165,219	168,322	171,425	173,646
	01/01/18	145,461	150,619	161,364	164,372	167,380	169,533
	01/04/17	143,954	149,058	159,690	162,666	165,643	167,773
	01/11/13	140,601	145,542	155,835	158,716	161,598	163,660
	01/01/10	150,661	156,090	167,401	170,567	173,734	176,000

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.  
 Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Contract Type	Salary Points	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	2011 NRP	01/07/13	07/2013 NRP	01/11/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20	
		Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C
		€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE C Professor	1	225,001	230,626	230,225	230,560	195,976	176,378	181,728	164,004	164,004	168,129	169,892	174,017	175,798	179,922	183,071	186,732	
	2	228,512	234,225	234,225	237,756	202,093	181,884	187,234	169,014	173,990	178,453	180,326	184,789	186,682	191,144	194,489	198,379	
	3	232,023	237,823	237,823	244,953	208,210	187,389	192,739	174,000	181,728	186,477	188,437	193,185	195,165	199,914	203,412	207,480	
	4	235,533	241,422	241,422	252,150	214,328	192,895	198,245	178,956	187,234	192,187	194,207	199,160	201,201	206,154	209,761	213,956	
	5									192,739	197,895	199,978	205,134	207,237	212,393	216,110	220,433	
	6									198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910	
TYPE C Associate Professor	1	206,386	211,545	211,545	210,630	179,036	161,132	166,423	150,130	150,130	153,797	155,409	159,076	160,703	164,370	167,247	170,591	
	2	209,896	215,144	215,144	217,827	185,153	166,638	171,988	155,140	160,150	164,148	165,869	169,866	171,605	175,602	178,675	182,249	
	3	213,407	218,742	218,742	225,024	191,270	172,143	177,493	160,150	166,423	170,627	172,417	176,621	178,429	182,633	185,829	189,546	
	4	216,918	222,341	222,341	232,221	197,388	177,649	182,999	165,161	171,988	176,376	178,227	182,615	184,485	188,873	192,179	196,022	
	5									177,493	182,085	183,998	188,589	190,521	195,113	198,528	202,498	
	6									182,999	187,795	189,769	194,565	196,558	201,354	204,878	208,975	
TYPE C Lecturer	1	185,589	190,228	190,228	188,367	165,763	149,187	154,344	139,252	139,252	142,563	144,055	147,366	148,873	152,184	154,848	157,945	
	2	189,099	193,827	193,827	195,563	172,095	154,886	160,106	144,446	147,250	150,835	152,419	156,004	157,604	161,189	164,010	167,290	
	3	192,610	197,425	197,425	202,760	176,000	158,400	163,600	147,644	154,344	158,150	159,808	163,614	165,288	169,094	172,053	175,494	
	4	196,120	201,023	201,023	209,957	178,463	160,617	165,901	149,661	160,106	164,102	165,823	169,819	171,557	175,553	178,625	182,198	
	5									163,600	167,733	169,493	173,626	175,403	179,536	182,678	186,332	
	6									165,901	170,088	171,873	176,059	177,862	182,049	185,235	188,939	
TYPE C College Lecturer	1	180,358	184,867	184,867	182,767	160,835	144,752	149,860	135,171	135,171	138,364	139,812	143,005	144,467	147,660	150,244	153,249	
	2	183,869	188,465	188,465	189,964	167,168	150,451	155,623	140,411	144,551	148,068	149,630	153,147	154,724	158,242	161,011	164,231	
	3	187,379	192,064	192,064	197,160	173,501	156,151	161,386	145,597	149,860	153,518	155,126	158,784	160,409	164,067	166,938	170,277	
	4	190,890	195,662	195,662	204,357	176,000	158,400	163,600	147,644	155,623	159,471	161,143	164,991	166,679	170,527	173,511	176,981	
	5									161,386	165,424	167,159	171,197	172,949	176,987	180,084	183,686	
	6									163,600	167,733	169,493	173,626	175,403	179,536	182,678	186,332	

Table C4(2)

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

Contract Type	Scale Points	1	2	3	4	5	6	
		€	€	€	€	€	€	
Type C Professor / Consultant	01/10/20	157,340	163,422	170,357	178,897	185,536	193,652	
	01/09/19	154,255	160,218	167,016	175,390	181,898	189,855	
	01/04/19	151,602	157,462	164,144	172,373	178,770	186,590	
	01/10/18	148,306	153,998	160,484	168,471	174,680	182,270	
	01/04/18	146,805	152,439	158,858	166,764	172,910	180,422	
	01/01/18	143,509	148,976	155,198	162,862	168,819	176,102	
	Circular 12/2017	01/04/17	142,023	147,432	153,589	161,172	167,067	174,273
	Circular 12/2017	01/11/16	138,727	143,968	149,929	157,270	162,977	169,953
		01/01/10	148,616	154,360	160,911	168,978	175,249	182,915
Type C Associate Professor / Consultant	01/07/21	147,978	153,876	156,389	164,438	170,553	178,028	
	01/10/20	144,132	149,876	156,389	164,438	170,553	178,028	
	01/09/19	141,305	146,938	153,322	161,214	167,209	174,537	
	01/04/19	138,875	144,411	150,685	158,441	164,333	171,535	
	01/10/18	135,912	141,302	147,413	154,949	160,667	167,658	
	01/04/18	134,537	139,873	145,921	153,380	159,040	165,959	
	01/01/18	131,573	136,765	142,649	149,887	155,374	162,082	
	Circular 12/2017	01/04/17	130,212	135,349	141,172	148,334	153,763	160,400
	Circular 12/2017	01/11/16	127,249	132,241	137,900	144,841	150,097	156,522
		01/01/10	136,140	141,566	147,717	155,320	161,096	168,156
	1/06/09	147,978	153,876	160,562	176,500	183,064	191,086	
Type C Senior Lecturer / Consultant	01/07/21	137,601	143,364	149,875	152,920	158,553	165,510	
	01/10/20	134,025	139,637	145,979	152,920	158,553	165,510	
	01/09/19	131,397	136,899	143,117	149,921	155,444	162,265	
	01/04/19	129,137	134,545	140,656	147,343	152,771	159,474	
	01/10/18	126,428	131,694	137,646	144,158	149,444	155,951	
	01/04/18	125,150	130,362	136,253	142,699	147,931	154,372	
	01/01/18	122,441	127,512	133,243	139,514	144,605	150,849	
	Circular 12/2017	01/04/17	121,175	126,193	131,864	138,070	143,107	149,286
	Circular 12/2017	01/11/16	118,466	123,343	128,854	134,885	139,780	145,763
		01/01/10	126,593	131,895	137,885	144,440	149,761	156,333
	1/06/09	137,601	143,364	149,875	157,000	162,784	177,651	

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

Table SA - C5(1)

**Salary scales for serving New Entrant Academic Consultants Type B\* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement**  
**Note: Due for payment in 2019 and 2020 - see Circular 11/2018**

Contract Type	01/06/08	01/09/08	01/01/09	01/06/09	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE B* Professor	243,221	249,301	249,301	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364	241,091
TYPE B* Associate Professor	223,998	229,598	229,598	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872	223,250
TYPE B* Lecturer	202,522	207,585	207,585	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382	205,410
TYPE B* College Lecturer	197,120	202,048	202,048	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702	200,636



<b>Table D1</b>	<b>01/10/20</b>
	€
<b>Clinical Directors' Allowance*</b>	50,000

\* 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.

<b>Table D1(a)</b>				
	<b>Scale Points</b>	<b>1</b>	<b>2</b>	<b>3</b>
		€	€	€
<b>Group Manager (Clinical Director)**</b>	01/10/20	217,211		
	01/09/19	212,952		
	01/04/19	209,289		
	01/10/18	204,234		
	01/04/18	202,162		
	01/01/18	197,107		
	01/04/17	195,055		
	01/09/14	190,000		
	01/01/10	205,167		
<b>Head of Department**</b>	01/10/20	193,708	199,566	205,447
	01/09/19	189,910	195,653	201,418
	01/04/19	186,643	192,288	197,954
	01/10/18	182,321	187,788	193,270
	01/04/18	180,473	185,884	191,310
	01/01/18	176,152	181,385	186,625
	01/04/17	174,322	179,500	184,685
	01/09/14	170,000	175,000	180,000
	01/01/10	182,967	188,500	194,055

\*\* 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.

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

<b>Emergency Call-Out Payments for all Consultants</b>	
	<b>01/10/20</b>
<b>Per call-out</b>	<b>€</b>
First 30 call-outs	85.42
31-120 call-outs	128.48
121 call-outs or more	169.73
<b>If the call-out occurs after midnight</b>	
First 30 call-outs	113.87
31-120 call-outs	172.17
121 call-outs or more	227.89
<b>For each hour or part hour in excess of the first hour</b>	
First 30 call-outs	56.85
31-120 call-outs	84.85
121 call-outs or more	113.96
<b>Annual Limit</b>	<b>24,243</b>

**SA - B and C Factor Payments**

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

<b>SA - Emergency Call-Out Payments for all Consultants</b>	
	<b>01/10/20</b>
<b>Per call-out (hourly rate or part thereof)</b>	<b>€</b>
First 30 call-outs	102.50
31-120 call-outs	153.75
121 call-outs or more	205.00
<b>If the call-out occurs after midnight</b>	
First 30 call-outs	128.13
31-120 call-outs	192.19
121 call-outs or more	256.25
<b>Annual Limit €30,000</b>	

Table F1

Salary scales for Consultants who are remaining on the 1997 Consultant Contract									
Consultants Revised Common Contract, 1997	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20
	€	€	€	€	€	€	€	€	€
<b>Category I Consultants</b>									
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	186,332
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	167,295	171,161	174,157	177,640
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	158,972	162,586	165,431	168,740
<b>Category II Consultants</b>									
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	157,708	147,014	150,578	152,155	155,719	157,312	160,876	163,692	166,966
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	151,463	154,850	157,560	160,711
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	148,487	151,788	154,444	157,533
Geographical Wholtime Consultants without fees	178,779	166,189	170,386	172,173	176,370	178,175	182,372	185,563	189,274

Table F2										
Salary scales for Academic Consultants who are remaining on the 1998 Contract										
	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20	
	€	€	€	€	€	€	€	€	€	
<b>Category I Consultants</b>										
Professor	219,633	203,020	208,557	210,753	216,291	218,509	224,046	227,967	232,526	
Associate Professor	203,389	188,400	193,396	195,430	200,425	202,480	207,475	211,106	215,328	
Lecturer	187,138	173,774	178,228	180,100	184,554	186,444	190,898	194,239	198,124	
College Lecturer	182,789	169,838	174,155	175,983	180,299	182,146	186,462	189,725	193,520	
<b>Category II Consultants</b>										
Professor UCD, TCD, RCSI	196,089	181,830	186,582	188,543	193,296	195,276	200,029	203,529	207,600	
Associate Professor UCD, TCD, RCSI	180,591	167,838	172,089	173,895	178,145	179,969	184,220	187,444	191,193	
Lecturer UCD, TCD, RCSI	169,040	157,326	161,231	162,921	166,825	168,532	172,437	175,454	178,963	
College Lecturer UCD, TCD, RCSI	164,531	153,223	156,992	158,638	162,407	164,068	167,837	170,774	174,190	
Professor UCC	203,449	188,454	193,452	195,486	200,484	202,539	207,537	211,169	215,392	
Associate Professor UCC	187,716	174,294	178,768	180,645	185,118	187,014	191,488	194,839	198,735	
Lecturer UCC	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	186,332	
College Lecturer UCC	172,254	160,252	164,252	165,975	169,975	171,715	175,716	178,791	182,366	
Professor UCG	210,806	195,075	200,318	202,426	207,669	209,799	215,042	218,805	223,181	
Associate Professor UCG	194,840	180,706	185,417	187,365	192,076	194,044	198,755	202,233	206,278	
Lecturer UCG	178,191	165,654	169,832	171,614	175,793	177,592	181,771	184,952	188,651	
College Lecturer UCG	173,836	161,690	165,738	167,477	171,525	173,281	177,329	180,432	184,040	

Table F3										
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008										
	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20	
	€	€	€	€	€	€	€	€	€	
Regional Consultant Orthodontists	167,790	156,189	160,055	161,733	165,600	167,295	171,161	174,157	177,640	

**Table F4**

<b>Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991</b>											
	01/01/09	01/01/10	01/07/13	01/04/17	01/01/18	01/04/18	01/10/18	01/04/19	01/09/19	01/10/20	01/07/21
	€	€	€	€	€	€	€	€	€	€	€
<b>All Psychiatrists, all Geriatricians &amp; Consultants in MHB, WHB &amp; NWHB</b>											
G.W.T. WITHOUT FEES	165,537	151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560	160,711	
G.W.T. WITH FEES	157,697	145,081	135,474	138,676	140,127	143,329	144,794	147,996	150,586	153,598	
EXISTING WHOLETIME	148,855	136,947	127,991	130,976	132,345	135,330	136,714	139,699	142,143	144,986	148,855
<b>Consultants in SHB, MWHB, NEHB &amp; SEHB (excluding Psychiatrists and Geriatricians)</b>											
G.W.T. WITHOUT FEES	165,537	151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560	160,711	
G.W.T. WITH FEES	150,332	138,305	129,241	132,262	133,645	136,666	138,063	141,084	143,553	146,424	150,332
EXISTING WHOLETIME	141,485	130,166	121,752	124,557	125,858	128,662	129,977	132,781	135,105	137,807	141,485
<b>Consultants in EHB (excluding Psychiatrists and Geriatricians)</b>											
G.W.T. WITHOUT FEES	165,537	151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560	160,711	
G.W.T. WITH FEES	142,963	131,526	123,004	125,844	127,159	130,000	131,328	134,169	136,516	139,247	142,963
EXISTING WHOLETIME	134,114	123,385	115,514	118,137	119,371	121,994	123,241	125,864	128,067	130,628	134,114

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

<b>Emergency Services</b>	01/10/2020
<b>Scale of fees for call-outs arising after the completion of the scheduled commitment.</b>	€
per call-out for each patient	83.00
in the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	110.53
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
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475

**Table F5**

<b>Original Contract for Consultant Medical Staff 1981</b>			
	<b>01/09/08</b>	<b>01/01/09</b>	<b>01/10/20</b>
			<b>This represents the cumulative restorations up to and including 1/10/2020</b>
	<b>€</b>	<b>€</b>	<b>€</b>
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	184,748
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	10,428
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32			

## 1st October 2020 - ALLOWANCES

Section 2(3) of the FEMPI no.2 Act 2009 introduced reductions to fixed periodic allowances from 1 January 2010. Section 24(1)(a) PSPP Act 2017 repeals Section 2(3) of the FEMPI no.2 Act 2009, with most fixed allowances being restored to pre-FEMPI rates wef 1 October 2020

### Government Decision on Review of Allowances

The following allowances were abolished for new beneficiaries (*a new beneficiary is defined as a new entrant to the Public Service w.e.f. 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 to 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 to new entrant nurses as per DoH Circular 14/2017)

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual) -

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

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education Allowance

Travel Allowance for non nursing Dublin Personnel

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



# MEDICAL AND DENTAL ALLOWANCES

1 October 2020

## 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		
2. Emergency Sessions								
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of						85.18		
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of						50.74		
3. Community Ophthalmic Physicians per 3 hour session						188.38		
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		
minimum rate;						130.04		
(b) Where the duration is <u>not less</u> than 3 hours;								
first 3 hours						194.78		
3 hour sessional rate for hours in excess of 3 (and pro-rata)						130.04		
5. Pool Payments								
General Teaching Hospital (per bed day)						5.43		
General Non-Teaching Hospital (per bed day)						3.66		
Maternity Teaching Hospital (per bed day)						10.52		
Maternity Non-Teaching Hospital (per bed day)						4.96		
6. Private Dental Surgeons Sessional Rates								
(a) For clinics held on health board premises						134.27		
(b) For clinics held in a dentist's private surgery						179.69		

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		
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		
Minimum rate						94.73		
(b) For clinics of <i>not less than</i> 3 hours								
For the first three hours						234.15		
For 3 hour sessions in excess of 3 hours						157.58		

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



# NURSING ALLOWANCES

	1 October 2020
<b>Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 &amp; 2 (S100/406 refers)(DoH Circular 14/2019 Refers)</b>	
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	3,525
(B) Location Allowance for nurses engaged in the following Duties: A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) <b>With effect from 1st March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).</b>	2,347
(B) Also applies to the Public Health Nurse grade in the following manner: With effect from 1st March 2019, Location Allowance set out at (B) above shall also apply to certain Public Health Nurses not holding a midwifery qualification, but engaged in provision of midwifery services as part of their duties (Refer to Para 3, HSE Circular 21/2019).	2,347
<b>Public Health Nurses &amp; Assistant Directors of Public Health Nursing</b>	
Midwifery Qualification*	3,525
*Restored to new entrant nurses as per DoH Circular 14/2017	
<b>Staff Nurse Dual Qualification Scale</b>	
New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,468
<b>Red-Circled Allowances (Circular 126/2000 refers)</b>	
Payable on a red-circle basis to staff who were in employment in the following grades on 16/11/99 and are existing beneficiaries of such allowances	
Deputy Nursing Officer	1,404
Theatre / Night Sister	843
Public Health Nurse	1,686
<b>Relevant nursing staff</b>	
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,132
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>	
<b>Psychiatric Nurses (S100/411 refers)</b>	
<b>HSE HR Directorate Circular 1/2005</b>	
<b>Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012</b>	
Psychiatric Staff Nurse	5,223
Senior Staff Nurse (Psychiatric)	5,485
Community Psychiatric Nurse	5,728
Clinical Nurse Manager I (Psychiatric)	5,550
CNM II (Psychiatric)/Community Mental Health Nurse	5,922
Clinical Nurse Manager III (Psychiatric)	6,222
Assistant Director of Nursing Mental Health	6,023
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	3,929
<b>Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449</b>	



# SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

## HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

1 October 2020

### †GENERAL PARAMEDICAL SESSIONAL RATES

Per 3 hour session

102.47

For 2 three hourly sessions held at the same location on same day

175.32

### SPECIFIC PARAMEDICAL SESSIONAL RATES

#### Medical Scientific Staff (Scientists and Biochemists)

(HSE Circular 001/2011 refers)

Time Band

Mon - Fri  
8pm - 12am

Mon - Thurs  
12am - 8am

Sat 12am until  
Sun 12am

Bank Holiday

#### Out of Hours remuneration rates from 1 October 2020

Hourly Rate of Pay

39.53

50.31

55.34

55.34

#### Stand-by Payments (off site on call)

Mon - Fri

Saturday

Sun & Public Holidays

44.57

57.24

77.38

### †PART-TIME PHARMACISTS

Rate per hour:-

First 6 hours:

44.02

Over 6 hours:

32.61

Maximum payment for 21 hours:

746.79

### PHYSIOTHERAPISTS

#### Emergency/On-Call Duty

I On-Call with Standby (a) Monday to Friday

24.48

(b) Saturdays

31.95

(c) Sundays and Public Holidays

47.78

- Fee per call (per half hour)

24.48

II On-Call without Standby

- Fee per call (per hour)

67.18

The total On-Call Standby fees paid by an individual hospital should not exceed 197.31 Euros from 1/10/2020 for any week except for a week during which a public holiday occurs.

### †Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays

I Saturdays

- Per 3 hour session and pro-rata subject to a minimum payment of:

133.81

II Sundays and Public Holidays

- Per 3 hour session and pro-rata subject to a minimum payment of:

178.40

†The inappropriate use of sessional rates 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 sessional rates will issue separately.

1 October 2020

<b>Child Care Workers required to do an 8 hour sleepover</b>	Set at the minimum wage per hour rate for an adult worker						
<b>Social Care Workers required to do an 8 hour sleepover</b>	Set at the minimum wage per hour rate for an adult worker						

Saturday Premium (Effective Date 1/10/2020) 16.10 EUROS

**†SESSIONAL RATES FOR PSYCHOLOGISTS**

Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric &amp; Social worker) engaged by the health area for the diagnosis &amp; assessment of mental handicap per 3-hour session and pro-rata;

193.44

Employed on a sessional basis but not specifically appointed to an assessment team

per 3-hour session

162.39

for 2 3-hour sessions held at the same location on same day

277.95

**RADIOGRAPHERS**

(HSE Circular 006/2012 and LCR20232 refers)

**Out of Hours Remuneration Rates from 1 February 2012****Monday - Friday****8pm - 12am 39.53 per hour****Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)****12am - 8am 50.31 per hour****Saturday****8am - 12am 46.12 per hour****Sunday (into Monday morning / Public Holiday****8am (Sun) - 8am (Mon) 55.34 per hour****Stand-by Payments (off site on call)****Stand-by Payment****Mon - Fri****44.57****Saturday****57.24****Sun & Public Holiday****77.38**All of these figures are based on a 12 hour period  
Pro rata to apply after 12 hours**PART-TIME RADIOGRAPHERS**

Rate-Per-Hour : Premium rate

26.44

†The inappropriate use of sessional rates 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 sessional rates will issue separately.







# SUPPORT SERVICES GRADES ALLOWANCES

						1 October 2020		
Cardiac Allowance*						17.78		
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*						30.86		
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
<u>Saturday Premium</u>								
Effective Date 1/10/2020	11.27 Euros							
<b>Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1st January 2018</b>						The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full from 1 July 2021; a separate instruction will issue in relation to the Tool Allowance for 2021.		
01/1/2020 - 30/9/2020	675 Euros							
1/10/2020 - 31/12/2020	710 Euros							

# CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

						1 October 2020		
Community Care Administrator (personal to Grade VII post holder)						9,230		
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)						450.00		
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**						9,230		
- Annual Allowance to Postholder								
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area						4,133		
- Matrons with full time commitment to after hours work								
<u>Saturday Premium</u>								
Effective Date 1/10/2020	16.10 EUROS							

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

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

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

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

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

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

<b>CLERICAL, ADMINISTRATION &amp; RELATED GRADES</b>																
(Catering Officer Grade III restructured to become new Catering Officer Grade II. Grades of Catering Officer Assistant/Senior Assistant/Grade IV restructured to form new Catering Officer Grade III. Restructured via agreement regarding catering management grades 20th April 1999 w.e.f 1/1/01)																
CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/09/08	7	31,996	34,192	35,828	37,410	39,545	<b>40,889</b>	<b>42,229</b>	<b>LSIs</b>						
CATERING OFFICER, SENIOR ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/09/08	7	34,192	35,828	37,410	39,545	41,096	<b>42,489</b>	<b>43,890</b>	<b>LSIs</b>						
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/09/08	8	34,192	35,828	37,410	39,545	41,096	42,659	<b>44,105</b>	<b>45,558</b>	<b>LSIs</b>					
CATERING OFFICER, GRADE III (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/09/08	10	29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	<b>44,105</b>	<b>45,558</b>	<b>LSIs</b>			

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