

# HEALTH SECTOR

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

These scales must be read in conjunction with Department of Health Circular 6/2022

### 1 February 2022

Adjustments for certain grades agreed under the Sectoral Bargaining provisions (Chapter 2) of “Building Momentum – A New Public Service Agreement 2021- 2022” are contained as follows:

- An increase to annualised rates of remuneration *for certain* health sector grades (and in some cases, only certain points on certain scales).
- An increase to *certain* allowances.

**\*\* Sectoral Bargaining adjustments for other public health sector grades will be communicated separately when agreed \*\***

The sanction of the Minister is now conveyed for the retrospective application of these revised rates with effect from 1 February 2022

### 1 July 2022

The Public Service Pay and Pensions Act 2017 gives effect to the following adjustment to salaries with effect from 1st July 2022:

Section 20 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 more than €150,000.

The sanction of the Minister is now conveyed for the retrospective application of these revised pay scales with effect from 1 July 2022

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

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

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

### **1. Salary Scales**

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 February 2022 and 1 July 2022), 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 **"MAIN"** 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 **"MAIN"** worksheet contains pay scales shaded in **yellow** that are not active scales and are not for use in relation to remuneration for current employees.
  - 3 The **"Consultants"** worksheet shows 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 remuneration for current employees.
  - 5 **Pension increase policy up to end 2022.**  
To determine if an increase is due to pensions in payment, under pre-existing pension schemes, up to end 2022, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018, 19/2019 and 10/2021 as well as DoH Circulars 9/2021 and 10/2021. These circulars set out the position in relation to pension increase policy, in the public service, up to end 2022 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.
  - 6 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
  - 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with qualification, Chef Senior, Chef Executive), the points are as follows;  
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.  
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
  - 8 Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).
  - 9 As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
  - 10 Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
  - 11 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
  - 12 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
  - 13 Arising from a Labour Court engagement on 25th May 2022, Grade 3875 - Medical Scientist has been revised with effect from 17th June 2022.
  - 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).
  - 15 Pay relativity for certain grades originally sanctioned or aligned 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.
  - 16 The Radiography Services Manager II/ Radiation Therapy Services Manager II allowance is no longer payable with effect from 1st February 2022 as per SIPTU Sectoral Bargaining agreement.
  - 17 Minor adjustments to some grades have been made to resolve rounding anomalies that evolved over time.
  - 18 The new allowance for 'CT out of hours for Radiographers' in respect of computed topography only is a non pensionable allowance.
  - 19 Grade Code 4262 has been consolidated from 8 separate 'Labourer' entries to two single entries entitled 'Labourer' and 'Labourer (Non Dublin) (Non Paypath)'
  - 20 The rate previously included in the 1.10.2021 salary scale for the grade of Interrai Care Needs Faciliator was not utilised and has been replaced by the rate contained in these scales.
  - 21 The grades of: Epidemiologist, Senior, and Principal - Surveillance Officer, Public Health - Paramedicine Tutor, and Principal, National Ambulance Service - Clinical Paramedical, Supervisor - Ambulance Service Shift Manager, Service District Operations Manager, and Tactical Manager, Senior - Health Promotion and Improvement Officer, and Senior - Chief Executive Officer for Galway and Cork University Hospitals with Cork Maternity Hospital - Psychology Assistant - Chiropodist / Podiatrist Manager and Manager in Charge III - Clinical Specialist Radiation Therapist - Radiation Therapy Service Manager 1, 2, 3 - Radiography Service Manager 3 - Clinical Coordinator - have been newly entered in these payscales.
  - 22 The previous section entitled 'Support Services' has been split into 'General Support' and 'Patient & Client Care' in line with the HSE staff categories.
- If you have a query specific to your own pay, please contact your own HR Manager. For policy queries, please contact [national\\_hr\\_unit@health.gov.ie](mailto:national_hr_unit@health.gov.ie)**

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Source Grade	Grade	Band	Barga ining Unit	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
				MEDICAL & DENTAL GRADES																						
				EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																						
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/10/21	1	30,846																			
					1/10/20		30,346																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	34,673																			
					1/10/20		34,173																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/21	1	34,673																			
					1/10/20		34,173																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	36,722																			
					1/10/20		36,222																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	36,722																			
					1/10/20		36,222																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/21	1	36,722																			
					1/10/20		36,222																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	38,769																			
					1/10/20		38,269																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	38,769																			
					1/10/20		38,269																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	38,769																			
					1/10/20		38,269																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/10/21	1	38,769																			
					1/10/20		38,269																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	40,833																			
					1/10/20		40,333																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	40,833																			
					1/10/20		40,333																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	40,833																			
					1/10/20		40,333																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	43,920																			
					1/10/20		43,420																			
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	45,938																			
					1/10/20		45,438																			



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# 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)

## GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1)

\*\* grade obsolete - not for use - see Guide note 2 \*\*

## GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2)

\*\* grade obsolete - not for use - see Guide note 2 \*\*

## STUDENT MENTAL HEALTH NURSE (ROSTERED PLACEMENT)

## MENTAL HEALTH STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)

## MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)

## MENTAL HEALTH STAFF NURSE

## SENIOR STAFF NURSE (MENTAL HEALTH)

## DUAL QUALIFIED MENTAL HEALTH STAFF NURSE \*\* Not available to those appointed after 1/7/98 per DoH Circular 112/1999 \*\*

## SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) \*\* Not available to those appointed after 1/7/98 per DoH Circular 112/1999 \*\*

## COMMUNITY PSYCHIATRIC NURSE

## CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)

## CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)

## CLINICAL NURSE SPECIALIST (MENTAL HEALTH)

## COMMUNITY MENTAL HEALTH NURSE

## CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)

## NURSE TUTOR (MENTAL HEALTH)

## PRINCIPAL NURSE TUTOR (MENTAL HEALTH)

## ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)

## ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)

## ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)



	2274		2	ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/10/21	6	59,170	60,341	63,301	64,465	65,636	66,822														
					1/10/20		58,585	59,744	62,674	63,827	64,986	66,160														
	2542		2	ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/21	7	61,097	62,953	64,799	69,029	69,870	71,815	73,725													
					1/07/21		60,492	62,329	64,157	68,346	69,829	71,815	73,725													
	2526		2	DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/21	6	77,686	80,040	82,402	84,864	87,123	89,485														
					1/07/21		77,198	79,538	81,886	84,232	86,577	88,924														
	2525		2	AREA DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/21	5	95,174	99,140	103,105	107,070	111,035															
	2293		2	ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/10/21	1	51,857																			
					1/10/20		51,344																			
	2285		2	ENHANCED NURSE, MENTAL HEALTH	1/10/21	9	37,661	40,002	41,251	42,213	43,272	44,681	46,054	48,076	49,487	LSI										
					1/10/20		37,161	39,502	40,751	41,713	42,772	44,181	45,554	47,576	48,987	LSI										

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

**GRADUATE NURSE PROGRAMME (YEAR 1)**  
**\*\* grade obsolete - not for use - see Guide note 2 \*\***

**GRADUATE NURSE PROGRAMME (YEAR 2)**  
**\*\* grade obsolete - not for use - see Guide note 2 \*\***

STUDENT NURSE/MIDWIFE  
(ROSTERED PLACEMENT)STUDENT NURSE INTELLECTUAL DISABILITY  
(ROSTERED PLACEMENT)

STUDENT NURSE CHILDRENS  
(ROSTERED PLACEMENT)

STUDENT NURSE MIDWIFERY  
(ROSTERED PLACEMENT)

**POST REGISTERED STUDENT NURSE**  
**\*\* grade obsolete - not for use - see Guide note 2 \*\***

STAFF NURSE (ADAPTATION PLACEMENT)

CHILDRENS

STAFF NURSE  
(POST QUALIFICATION, PRE REGISTRATION)

STAFF NURSE

(ADAPTATION PLACEMENT)

(STAFF NURSE) REGISTERED SICK CHILDREN'S

(STAFF NURSE) REGISTERED INTELLECTUAL

SENIOR STAFF NURSE (GENERAL)

DUAL QUALIFIED STAFF NURSE (GENERAL)  
 \*\*\*Not available to those appointed after 1/7/98 per DoH





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

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	314X		6	PHYSIOTHERAPIST	1/10/21	14	37,522	39,714	41,518	42,830	43,940	45,091	46,227	47,394	48,554	49,713	50,939	52,236	53,532	<b>54,569 LSI</b>					
					1/10/20		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 LSI</b>					
	3158		6	PHYSIOTHERAPIST, SENIOR	1/10/21	9	54,677	55,843	57,045	58,237	59,429	60,684	62,005	63,324	64,381										
					1/10/20		54,136	55,290	56,480	57,660	58,841	60,082	61,391	62,697	63,742										
	3707		6	CLINICAL SPECIALIST PHYSIOTHERAPIST	1/10/21	9	60,484	61,650	62,849	64,043	65,234	66,489	67,809	69,128	70,186										
					1/10/20		59,885	61,039	62,227	63,409	64,588	65,831	67,138	68,444	69,491										
	3492		6	PHYSIOTHERAPIST MANAGER	1/10/21	7	65,912	68,284	69,581	71,936	74,333	76,732	79,127												
					1/07/21		65,260	67,607	69,537	71,936	74,333	76,732	79,126												
	3182		6	PHYSIOTHERAPIST MANAGER-IN-CHARGE III	1/07/21	7	76,299	77,548	78,794	80,107	81,489	82,869	83,975												
					1/10/20		75,347	76,538	77,725	78,976	80,293	81,608	82,661												
	3706		6	PLAY SPECIALIST	1/10/21	14	37,491	39,652	41,483	42,651	43,917	45,085	46,155	47,420	48,161	49,757	50,929	52,207	53,485	<b>54,517 LSI</b>					
					1/10/20		36,991	39,152	40,983	42,151	43,417	44,585	45,655	46,920	47,661	49,257	50,425	51,690	52,955	<b>53,977 LSI</b>					
	3708		6	PLAY SPECIALIST, SENIOR	1/10/21	8	53,106	54,407	55,807	57,408	58,810	60,121	61,301	62,102											
					1/10/20		52,580	53,868	55,254	56,840	58,227	59,525	60,694	61,488											
	3015		6	PLAY THERAPIST	1/10/21	14	37,522	39,714	41,518	42,830	43,940	45,091	46,227	47,394	48,554	49,713	50,939	52,236	53,532	<b>54,569 LSI</b>					
					1/10/20		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 LSI</b>					
	3705		6	PLAY THERAPIST, SENIOR	1/10/21	9	54,677	55,843	57,045	58,237	59,429	60,684	62,005	63,324	64,381										
					1/10/20		54,136	55,290	56,480	57,660	58,839	60,084	61,391	62,697	63,742										
3697			6	PSYCHOLOGIST, TRAINEE CLINICAL (pre 2006) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	5	40,497	43,191	44,824	46,826	48,809														
					1/10/20		39,997	42,691	44,324	46,326	48,309														
3697			6	PSYCHOLOGIST, TRAINEE CLINICAL (post 2006)	1/10/21	3	37,850	39,894	43,404																
					1/07/21		37,850	39,894	42,904																
	3689		6	PSYCHOLOGIST, CLINICAL	1/10/21	13	53,021	56,394	58,793	61,296	63,786	66,253	69,359	73,010	77,329	81,705	85,267	<b>88,017</b>	<b>90,771</b>	<b>LSIs</b>					
					1/07/21		52,496	55,835	58,211	60,689	63,154	65,597	68,672	73,010	77,329	81,705	85,267	<b>88,017</b>	<b>90,771</b>	<b>LSIs</b>					
	3690		6	PSYCHOLOGIST, EDUCATIONAL	1/10/21	13	53,021	56,394	58,793	61,296	63,786	66,253	69,359	73,010	77,329	81,705	85,267	<b>88,017</b>	<b>90,771</b>	<b>LSIs</b>					
					1/07/21		52,496	55,835	58,211	60,689	63,154	65,597	68,672	73,010	77,329	81,705	85,267	<b>88,017</b>	<b>90,771</b>	<b>LSIs</b>					
	3691		6	PSYCHOLOGIST, COUNSELLING	1/10/21	13	53,021	56,394	58,793	61,296	63,786	66,253	69,359	73,010	77,329	81,705	85,267	<b>88,017</b>	<b>90,771</b>	<b>LSIs</b>					
					1/07/21		52,496	55,835	58,211	60,689	63,154	65,597	68,672	73,010	77,329	81,705	85,267	<b>88,017</b>	<b>90,771</b>	<b>LSIs</b>					
	367Y		6	PSYCHOLOGIST, SENIOR CLINICAL	1/07/21	8	84,271	86,273	88,293	90,301	92,295	93,059	<b>96,055</b>	<b>99,054</b>	<b>LSIs</b>										
					1/10/20		82,943	84,851	86,776	88,690	90,589	91,317	<b>94,171</b>	<b>97,029</b>	<b>LSIs</b>										
	3692		6	PSYCHOLOGIST, COUNSELLING SENIOR	1/07/21	8	84,271	86,273	88,293	90,301	92,295	93,059	<b>96,055</b>	<b>99,054</b>	<b>LSIs</b>										
					1/10/20		82,943	84,851	86,776	88,690	90,589	91,317	<b>94,171</b>	<b>97,029</b>	<b>LSIs</b>										
	3693		6	PSYCHOLOGIST, EDUCATIONAL SENIOR	1/07/21	8	84,271	86,273	88,293	90,301	92,295	93,059	<b>96,055</b>	<b>99,054</b>	<b>LSIs</b>										
					1/10/20		82,943	84,851	86,776	88,690	90,589	91,317	<b>94,171</b>	<b>97,029</b>	<b>LSIs</b>										
	3727		6	PSYCHOLOGIST, PRINCIPAL CLINICAL	1/07/21	7	98,350	100,706	103,067	105,410	107,178	<b>110,596</b>	<b>114,014</b>	<b>LSIs</b>											
					1/10/20		96,359	98,603	100,853	103,085	104,770	<b>108,027</b>	<b>111,284</b>	<b>LSIs</b>											
	3662		6	PSYCHOLOGY, DIRECTOR OF	1/07/21	7	107,177	109,813	112,453	115,090	117,083	<b>120,818</b>	<b>124,552</b>	<b>LSIs</b>											
					1/10/20		104,769	107,281	109,797	112,309	114,208	<b>117,767</b>	<b>121,325</b>	<b>LSIs</b>											
	3093		4	RADIOGRAPHER	1/02/22	14	37,382	39,520	41,356	42,532	43,726	44,936	46,113	47,286	48,504	49,693	50,844	52,025	53,253	<b>54,410 LSI</b>					
					1/10/21		36,038	38,099	39,869	41,003	42,154	43,320	44,455	45,586	46,760	47,906	49,016	50,154	51,338	<b>52,453 LSI</b>					
	3107		4	RADIOGRAPHER, SENIOR	1/02/22	5	50,013	51,894	53,870	55,880	57,916														
					1/10/21		48,214	50,028	51,933	53,870	55,834														
	3131		4	CLINICAL SPECIALIST RADIOGRAPHER AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/02/22	5	56,115	58,967	61,387	63,811	66,282														
					1/10/21		54,097	56,847	59,180	61,517	63,899														
	309X		4	RADIOGRAPHY SERVICE MANAGER 1 with 4 to 24 eligible direct reports	1/02/22	5	58,215	61,364	64,036	66,734	69,483														
					1/10/21		56,121	59,158	61,734	64,334	66,985														









420Y		1	4	PORTER SUPERVISOR	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164										
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959										
4073		1	4	DINING ROOM SUPERVISOR	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164										
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959										
4022		1	4	CATERING SUPERVISOR	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164										
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959										
4011		1	4	HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164										
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959										
4011		1	4	HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164										
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959										
4146		1	4	LINEN ROOM SUPERVISOR	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164										
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959										
4011		1	4	HEAD GARDENERS WITH GARDENERS REPORTING TO THEM	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164										
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959										
4146		1	4	LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164										
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959										
4110			4	DOMESTIC (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
4113			4	CLEANER (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
4908			4	PORTERS / DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
4068			4	GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
4262			4	LABOURER (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
413Y			4	DRIVER (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
4010			4	GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
4092			4	CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
4297			4	STORES PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
4900			4	LAUNDRY WORKER (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010		
					1/10/21		28,813	29,510	31,840	32,010	32,010	32,010	32,058	32,154	32,247	32,344	32,439	32,542	32,641	32,746	32,846		
4413			4	SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,270	29,970	32,031	32,210	32,375	32,471	32,562	32,661	32,749	32,845	32,944	33,046	33,147	33,249	33,353		
					1/10/21		29,124	29,821	31,871	32,050	32,214	32,309	32,400	32,498	32,587	32,682	32,780	32,882	32,982	33,083	33,187		
4734			4	MINI BUS DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447		
					1/10/21		29,207	29,901	31,962	32,136	32,301	32,395	32,488	32,580	32,673	32,772	32,865	32,969	33,074	33,177	33,280		
4906			4	TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/02/22	15	29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447		
					1/10/21		29,207	29,901	31,962	32,136	32,301	32,395	32,488	32,580	32,673	32,772	32,865	32,969	33,074	33,177	33,280		
4734			4	VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447		
					1/10/21		29,207	29,901	31,962	32,136	32,301	32,395	32,488	32,580	32,673	32,772	32,865	32,969	33,074	33,177	33,280		

4901			4	MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447				
					1/10/21		29,207	29,901	31,962	32,136	32,301	32,395	32,488	32,580	32,673	32,772	32,865	32,969	33,074	33,177	33,280				
5931			4	LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447				
					1/10/21		29,207	29,901	31,962	32,136	32,301	32,395	32,488	32,580	32,673	32,772	32,865	32,969	33,074	33,177	33,280				
5363			4	THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447				
					1/10/21		29,207	29,901	31,962	32,136	32,301	32,395	32,488	32,580	32,673	32,772	32,865	32,969	33,074	33,177	33,280				
422X			4	DARK ROOM PORTERS /ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447				
					1/10/21		29,207	29,901	31,962	32,136	32,301	32,395	32,488	32,580	32,673	32,772	32,865	32,969	33,074	33,177	33,280				
4068			4	GARDENER (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,757	30,455	32,567	32,740	32,901	33,000	33,091	33,186	33,277	33,376	33,376	33,419	33,537	33,627	33,732				
					1/10/21		29,609	30,304	32,405	32,577	32,737	32,836	32,926	33,021	33,111	33,210	33,210	33,252	33,370	33,460	33,564				
4238			4	STOREMAN (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,757	30,455	32,567	32,740	32,901	33,000	33,091	33,186	33,277	33,376	33,376	33,419	33,537	33,627	33,732				
					1/10/21		29,609	30,304	32,405	32,577	32,737	32,836	32,926	33,021	33,111	33,210	33,210	33,252	33,370	33,460	33,564				
424X			4	BOILERMAN / GROUNDSMAN (NON-DUBLIN) (NON-PAYPATH)	1/02/22	15	29,757	30,455	32,567	32,740	32,901	33,000	33,091	33,186	33,277	33,376	33,376	33,419	33,537	33,627	33,732				
					1/10/21		29,609	30,304	32,405	32,577	32,737	32,836	32,926	33,021	33,111	33,210	33,210	33,252	33,370	33,460	33,564				
4103			4	DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	32,758	32,944	33,117	33,219	33,320	33,422	33,422	33,470	33,573	33,692	33,806	33,922	34,037						
					1/10/21		32,595	32,780	32,952	33,054	33,154	33,256	33,256	33,303	33,406	33,525	33,637	33,753	33,867						
4103			4	DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	32,758	32,944	33,117	33,219	33,320	33,422	33,422	33,470	33,573	33,692	33,806	33,922	34,037						
					1/10/21		32,595	32,780	32,952	33,054	33,154	33,256	33,256	33,303	33,406	33,525	33,637	33,753	33,867						
420Y			4	HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	32,758	32,944	33,117	33,219	33,320	33,422	33,422	33,470	33,573	33,692	33,806	33,922	34,037						
					1/10/21		32,595	32,780	32,952	33,054	33,154	33,256	33,256	33,303	33,406	33,525	33,637	33,753	33,867						
4073			4	DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	32,758	32,944	33,117	33,219	33,320	33,422	33,422	33,470	33,573	33,692	33,806	33,922	34,037						
					1/10/21		32,595	32,780	32,952	33,054	33,154	33,256	33,256	33,303	33,406	33,525	33,637	33,753	33,867						
4011			4	HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	32,758	32,944	33,117	33,219	33,320	33,422	33,422	33,470	33,573	33,692	33,806	33,922	34,037						
					1/10/21		32,595	32,780	32,952	33,054	33,154	33,256	33,256	33,303	33,406	33,525	33,637	33,753	33,867						
4103			4	DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	33,314	33,512	33,699	33,812	33,922	34,032	34,142	34,260	34,368	34,491	34,611	34,737	34,858						
					1/10/21		33,148	33,345	33,531	33,644	33,753	33,863	33,972	34,089	34,197	34,319	34,438	34,564	34,685						



4103			4	DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	33,314	33,512	33,699	33,812	33,922	34,032	34,142	34,260	34,368	34,491	34,611	34,737	34,858						
					1/10/21		33,148	33,345	33,531	33,644	33,753	33,863	33,972	34,089	34,197	34,319	34,438	34,564	34,685						
420Y			4	HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	33,314	33,512	33,699	33,812	33,922	34,032	34,142	34,260	34,368	34,491	34,611	34,737	34,858						
					1/10/21		33,148	33,345	33,531	33,644	33,753	33,863	33,972	34,089	34,197	34,319	34,438	34,564	34,685						
4073			4	DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	33,314	33,512	33,699	33,812	33,922	34,032	34,142	34,260	34,368	34,491	34,611	34,737	34,858						
					1/10/21		33,148	33,345	33,531	33,644	33,753	33,863	33,972	34,089	34,197	34,319	34,438	34,564	34,685						
4011			4	HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	33,314	33,512	33,699	33,812	33,922	34,032	34,142	34,260	34,368	34,491	34,611	34,737	34,858						
					1/10/21		33,148	33,345	33,531	33,644	33,753	33,863	33,972	34,089	34,197	34,319	34,438	34,564	34,685						
4146			4	LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	33,314	33,512	33,699	33,812	33,922	34,032	34,142	34,260	34,368	34,491	34,611	34,737	34,858						
					1/10/21		33,148	33,345	33,531	33,644	33,753	33,863	33,972	34,089	34,197	34,319	34,438	34,564	34,685						
4103			4	DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	34,401	34,624	34,832	34,832	34,832	34,855	34,969	35,092	35,256	35,337	35,465	35,600	35,723						
					1/10/21		34,230	34,452	34,659	34,659	34,659	34,682	34,795	34,917	35,080	35,161	35,289	35,423	35,546						
4103			4	DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	34,401	34,624	34,832	34,832	34,832	34,855	34,969	35,092	35,256	35,337	35,465	35,600	35,723						
					1/10/21		34,230	34,452	34,659	34,659	34,659	34,682	34,795	34,917	35,080	35,161	35,289	35,423	35,546						
420Y			4	HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	34,401	34,624	34,832	34,832	34,832	34,855	34,969	35,092	35,256	35,337	35,465	35,600	35,723						
					1/10/21		34,230	34,452	34,659	34,659	34,659	34,682	34,795	34,917	35,080	35,161	35,289	35,423	35,546						
4073			4	DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	34,401	34,624	34,832	34,832	34,832	34,855	34,969	35,092	35,256	35,337	35,465	35,600	35,723						
					1/10/21		34,230	34,452	34,659	34,659	34,659	34,682	34,795	34,917	35,080	35,161	35,289	35,423	35,546						
4011			4	HEAD GARDENERS WITH GARDENERS REPORTING TO THEM (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	34,401	34,624	34,832	34,832	34,832	34,855	34,969	35,092	35,256	35,337	35,465	35,600	35,723						
					1/10/21		34,230	34,452	34,659	34,659	34,659	34,682	34,795	34,917	35,080	35,161	35,289	35,423	35,546						
4146			4	LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/02/22	13	34,401	34,624	34,832	34,832	34,832	34,855	34,969	35,092	35,256	35,337	35,465	35,600	35,723						
					1/10/21		34,230	34,452	34,659	34,659	34,659	34,682	34,795	34,917	35,080	35,161	35,289	35,423	35,546						
4197	4197		4	PORTER (DUBLIN) (NON-PAYPATH)	1/02/22	10	28,376	29,395	31,353	31,632	31,922	32,204	32,204	32,451	32,730	33,002									
					1/10/21		28,235	29,249	31,197	31,474	31,763	32,044	32,044	32,290	32,567	32,837									
424X	424X		4	BOILERMEN (DUBLIN) (NON-PAYPATH)	1/02/22	10	29,199	30,222	31,953	32,232	32,636	32,789	33,058	33,339	33,447	33,719									
					1/10/21		29,054	30,072	31,794	32,072	32,473	32,626	32,893	33,174	33,280	33,551									
4110	4110		4	DOMESTIC (DUBLIN) (NON-PAYPATH)	1/02/22	10	27,661	28,278	30,134	30,413	30,686	30,958	31,240	31,522	31,804	32,083									
					1/10/21		27,523	28,137	29,984	30,262	30,534	30,804	31,085	31,365	31,646	31,923									
	5785	1	4	CSSD OPERATIVES (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)	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164												
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959												
4077	4077	1	4	MEDICAL LABORATORY AIDES (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)	1/02/22	7	34,683	35,683	36,751	37,776	38,872	40,000	41,164												
					1/10/21		34,511	35,505	36,568	37,588	38,678	39,801	40,959												
	4120		6	HEAD OF CATERING	1/10/21	7	70,373	71,005	73,782	76,570	79,337	82,116	84,877												
					1/07/21		69,676	71,004	73,782	76,570	79,337	82,116	84,877												







[illegible]

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

	4002		5	CATERING OFFICER, GRADE III	1/02/22	12	29,542	31,531	32,330	34,348	36,196	37,814	39,379	41,490	43,025	44,570	46,001	47,438	LSIs									
					1/10/21		29,250	31,219	32,010	34,008	35,838	37,439	38,989	41,079	42,599	44,129	45,545	46,968	LSIs									
	4001		5	CATERING OFFICER, GRADE II	1/02/22	7	44,570	45,974	47,377	48,781	50,183	51,818	53,456	LSIs														
					1/10/21		44,129	45,519	46,908	48,298	49,687	51,305	52,927	LSIs														
	4014		5	CATERING OFFICER, GRADE I	1/02/22	7	49,532	50,713	52,154	54,860	56,478	58,493	60,514	LSIs														
					1/10/21		49,041	50,211	51,638	54,317	55,919	57,914	59,915	LSIs														
	4105		5	CATERING MANAGER	1/02/22	11	51,855	53,121	54,602	56,087	57,578	58,908	60,264	61,583	62,892	65,148	67,409	LSIs										
					1/10/21		51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	64,503	66,742	LSIs										
	4065		4	COOK, TRAINEE	1/02/22	3	21,143	24,644	27,207																			
					1/10/21		21,038	24,522	27,071																			
4529			4	CHEF II WITH QUALIFICATION	1/02/22	11	35,099	36,180	38,824	39,090	39,356	39,621	39,888	40,154	40,420	40,687	40,983				Incremental progression for this grade is set out in the Guide to the Scales							
					1/10/21		26,516	27,776	28,881	29,806	30,664	31,592	32,214	33,044	33,782	34,614	35,189	36,302										
4529			4	CHEF II WITHOUT QUALIFICATION	1/02/22	6	35,099	36,180	38,824	39,090	39,356	39,621																
					1/10/21		26,516	27,776	28,881	29,806	30,664	31,592																
	451Y		4	CHEF I	1/02/22	14	37,561	38,800	41,559	42,019	42,241	42,486	42,717	42,837	42,953	43,071	43,191	43,380	43,525	43,878	Incremental progression for this grade is set out in the Guide to the Scales							
					1/10/21		29,217	30,127	31,103	32,009	32,658	33,371	34,322	34,866	35,816	36,686	37,555	38,510	39,702									
	427Y		4	CHEF, SENIOR	1/02/22	12	43,382	43,863	44,095	44,352	44,593	44,719	44,841	44,964	45,090	45,287	45,439	45,808			Incremental progression for this grade is set out in the Guide to the Scales							
					1/10/21		31,013	31,879	32,975	33,722	34,570	35,504	36,524	37,460	38,482	39,422	40,362	41,391	42,679									
	4211		4	CHEF, EXECUTIVE	1/02/22	12	46,115	46,629	46,876	47,150	47,407	47,542	47,672	47,803	47,937	48,148	48,310	48,704			Incremental progression for this grade is set out in the Guide to the Scales							
					1/10/21		32,594	33,422	34,490	35,138	36,198	37,178	38,249	39,234	40,306	41,293	42,282	43,361	44,716									
6030			4	COMMUNITY WELFARE OFFICER	1/02/22	18	30,267	32,075	33,129	34,956	37,062	39,125	41,147	43,084	45,020	46,973	48,862	50,773	52,748	54,645	56,582	58,602	60,629	62,593	LSIs			
					1/10/21		30,117	31,915	32,964	34,782	36,878	38,930	40,942	42,870	44,796	46,740	48,619	50,521	52,486	54,373	56,301	58,310	60,327	62,282	LSIs			
6027			4	SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/02/22	8	67,666	70,128	71,487	73,977	76,467	77,903	80,417	82,932	LSIs													
					1/10/21		67,330	69,779	71,131	73,609	76,087	77,515	80,017	82,519	LSIs													
5312			6	DRAUGHTSMAN/TECHNICIAN II	1/10/21	15	28,427	29,931	31,411	32,214	33,142	34,222	34,954	36,039	37,097	38,182	39,253	40,273	41,400	42,728	44,049	LSIs						
					1/10/20		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	42,228	43,549	LSIs						
532Y			6	DRAUGHTSMAN/TECHNICIAN I	1/10/21	9	41,400	42,083	42,972	43,865	44,741	45,631	46,442	47,938	49,439	LSIs												
					1/10/20		40,900	41,583	42,472	43,365	44,241	45,131	45,942	47,438	48,939	LSIs												
5497			5	FIRE PREVENTION OFFICER	1/02/22	14	46,549	49,054	51,551	53,423	55,302	57,180	59,057	60,936	62,813	64,683	66,567	68,441	70,602	71,655	LSIs							
					1/10/21		46,088	48,568	51,041	52,895	54,755	56,613	58,472	60,332	62,191	64,043	65,908	67,763	69,903	70,946	LSIs							
0609			5	CLERICAL OFFICER GRADE	1/02/22	15	25,352	26,985	27,386	28,203	29,394	30,588	31,783	32,650	33,632	34,772	35,578	36,707	37,846	39,983	41,503	LSI						
					1/10/21		25,101	26,718	27,115	27,924	29,103	30,285	31,468	32,326	33,299	34,428	35,226	36,344	37,471	39,587	41,092	LSI						
0558			5	GRADE IV (CLERICAL)	1/02/22	12	29,542	31,531	32,330	34,348	36,196	37,814	39,379	41,490	43,025	44,570	46,001	47,438	LSIs									
					1/10/21		29,250	31,219	32,010	34,008	35,838	37,439	38,989	41,079	42,599	44,129	45,545	46,968	LSIs									
0566			5	GRADE V (CLERICAL)	1/02/22	7	44,570	45,974	47,377	48,781	50,183	51,818	53,456	LSIs														
					1/10/21		44,129	45,519	46,908	48,298	49,687	51,305	52,927	LSIs														
0574			5	GRADE VI (CLERICAL)	1/02/22	7	49,532	50,713	52,154	54,860	56,478	58,493	60,514	LSIs														
					1/10/21		49,041	50,211	51,638	54,317	55,919	57,914	59,915	LSIs														
0582			5	GRADE VII (CLERICAL)	1/02/22	11	51,855	53,121	54,602	56,087	57,578	58,908	60,264	61,583	62,892	65,148	67,409	LSIs										
					1/10/21		51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	64,503	66,742	LSIs										

**Incremental progression for this grade is set out in the Guide to the Scales**

**Incremental progression for this grade is set out in the Guide to the Scales**

**Incremental progression for this grade is set out in the Guide to the Scales**

					1/10/21		32,594	33,422	34,490	35,138	36,198	37,178	38,249	39,234	40,306	41,293	42,282	43,361	44,716						
	6030		4	COMMUNITY WELFARE OFFICER	1/02/22	18	30,267	32,075	33,129	34,956	37,062	39,125	41,147	43,084	45,020	46,973	48,862	50,773	52,748	54,645	56,582	58,602	60,629	62,593	LSIs
					1/10/21		30,117	31,915	32,964	34,782	36,878	38,930	40,942	42,870	44,796	46,740	48,619	50,521	52,486	54,373	56,301	58,310	60,327	62,282	LSIs
	6027		4	SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/02/22	8	67,666	70,128	71,487	73,977	76,467	77,903	80,417	82,932	LSIs										
					1/10/21		67,330	69,779	71,131	73,609	76,087	77,515	80,017	82,519	LSIs										
	5312		6	DRAUGHTSMAN/TECHNICIAN II	1/10/21	15	28,427	29,931	31,411	32,214	33,142	34,222	34,954	36,039	37,097	38,182	39,253	40,273	41,400	42,728	44,049	LSIs			
					1/10/20		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	42,228	43,549	LSIs			
	532Y		6	DRAUGHTSMAN/TECHNICIAN I	1/10/21	9	41,400	42,083	42,972	43,865	44,741	45,631	46,442	47,938	49,439	LSIs									
					1/10/20		40,900	41,583	42,472	43,365	44,241	45,131	45,942	47,438	48,939	LSIs									
	5497		5	FIRE PREVENTION OFFICER	1/02/22	14	46,549	49,054	51,551	53,423	55,302	57,180	59,057	60,936	62,813	64,683	66,567	68,441	70,602	71,655	LSIs				
					1/10/21		46,088	48,568	51,041	52,895	54,755	56,613	58,472	60,332	62,191	64,043	65,908	67,763	69,903	70,946	LSIs				
	0609		5	CLERICAL OFFICER GRADE	1/02/22	15	25,352	26,985	27,386	28,203	29,394	30,588	31,783	32,650	33,632	34,772	35,578	36,707	37,846	39,983	41,503	LSI			
					1/10/21		25,101	26,718	27,115	27,924	29,103	30,285	31,468	32,326	33,299	34,428	35,226	36,344	37,471	39,587	41,092	LSI			
	0558		5	GRADE IV (CLERICAL)	1/02/22	12	29,542	31,531	32,330	34,348	36,196	37,814	39,379	41,490	43,025	44,570	46,001	47,438	LSIs						
					1/10/21		29,250	31,219	32,010	34,008	35,838	37,439	38,989	41,079	42,599	44,129	45,545	46,968	LSIs						
	0566		5	GRADE V (CLERICAL)	1/02/22	7	44,570	45,974	47,377	48,781	50,183	51,818	53,456	LSIs											
					1/10/21		44,129	45,519	46,908	48,298	49,687	51,305	52,927	LSIs											
	0574		5	GRADE VI (CLERICAL)	1/02/22	7	49,532	50,713	52,154	54,860	56,478	58,493	60,514	LSIs											
					1/10/21		49,041	50,211	51,638	54,317	55,919	57,914	59,915	LSIs											
	0582		5	GRADE VII (CLERICAL)	1/02/22	11	51,855	53,121	54,602	56,087	57,578	58,908	60,264	61,583	62,892	65,148	67,409	LSIs							
					1/10/21		51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	64,503	66,742	LSIs							

50,501	50,510	00,527	02,202	LSIS

44,049	LSIs			
10,510	LSIs			


41,503	LSI			
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	0914		6	SUPPLIES OFFICER GRADE D	1/10/21	12	29,414	31,225	32,190	33,187	34,014	34,675	35,657	36,638	37,625	38,606	39,586	41,092	LSI						
					1/10/20		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						
	0906		6	SUPPLIES OFFICER GRADE C	1/10/21	8	35,837	37,439	38,988	41,079	42,599	44,129	45,545	46,968	LSIs										
					1/10/20		35,337	36,939	38,488	40,579	42,099	43,629	45,045	46,468	LSIs										
	0892		6	SUPPLIES OFFICER GRADE B	1/10/21	7	44,129	45,519	46,908	48,298	49,687	51,305	52,927	LSIs											
					1/10/20		43,629	45,019	46,407	47,798	49,187	50,796	52,403	LSIs											
	0884		6	SUPPLIES OFFICER GRADE A	1/10/21	7	49,041	50,211	51,638	54,317	55,919	57,914	59,915	LSIs											
					1/10/20		48,541	49,711	51,124	53,779	55,363	57,340	59,321	LSIs											
	555X		5	TECHNICAL SERVICES OFFICER, ASSISTANT	1/10/21	13	40,025	42,486	44,299	46,125	47,941	49,763	51,598	53,434	55,268	57,109	58,957	60,848	62,735	LSIs					
					1/10/20		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					
	555T		5	TECHNICAL SERVICES OFFICER, SENIOR ASSISTANT	1/10/21	12	51,039	52,895	54,755	56,613	58,472	60,332	62,191	64,043	65,908	67,763	69,903	70,946	LSIs						
					1/07/21		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						
	546T		5	TECHNICAL SERVICES OFFICER, CHIEF ASSISTANT	1/10/21	9	67,660	69,737	70,727	72,818	74,927	77,026	79,117	81,796	84,446	LSIs									
					1/07/21		66,990	69,046	70,715	72,818	74,927	77,026	79,117	81,796	84,446	LSIs									
546Y			5	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										
	6484		5	HOME HELP ORGANISER	1/10/21	7	44,129	45,519	46,908	48,298	49,687	51,305	52,927	LSIs											
					1/10/20		43,629	45,019	46,407	47,798	49,187	50,796	52,403	LSIs											
				HOME SUPPORT RESOURCE MANAGER (Formerly Home Help Co-Ordinator) ** grade obsolete - not for use - see Guide note 2 ** (Regraded from VI to VII wef 9.10.2019 in line with HSE HR Circular 023/2021. The VII rate applies to pension benefit calculations for retirements from 9.10.2019 only)																					
	6584		5		1/02/22	7	49,532	50,713	52,154	54,860	56,478	58,493	60,514	LSIs											
					1/10/21		49,041	50,211	51,638	54,317	55,919	57,914	59,915	LSIs											
	6584		5	HOME SUPPORT RESOURCE MANAGER (Formerly Home Help Co-Ordinator) ** Scale replaces 7pt scale above wef 9.10.2019 **	1/02/22	11	51,855	53,121	54,602	56,087	57,578	58,908	60,264	61,583	62,892	65,148	67,409	LSIs							
					1/10/21		51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	64,503	66,742	LSIs							
6439			4	WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/02/22	7	34,689	35,250	36,133	37,024	37,906	38,807	39,666												
					1/10/21		34,516	35,074	35,953	36,840	37,717	38,614	39,469												
	6466		4	WELFARE HOME, ASSISTANT SUPERVISOR	1/02/22	3	32,233	33,000	33,608																
					1/10/21		32,073	32,836	33,441																
6439			4	WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/02/22	9	45,932	46,761	46,814	47,895	48,979	50,155	51,338	52,526	53,714										
					1/10/21		45,703	46,529	46,581	47,657	48,735	49,906	51,082	52,264	53,447										
	6434		4	NURSERY NURSE	1/02/22	13	30,764	32,407	33,509	34,455	34,909	35,714	36,528	37,331	38,141	38,970	39,794	40,630	41,395	LSI					
					1/10/21		30,611	32,246	33,343	34,283	34,736	35,536	36,346	37,145	37,951	38,776	39,596	40,428	41,189	LSI					
	6516		6	HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/10/21	12	33,683	34,793	36,297	37,797	39,283	40,772	42,244	43,324	44,415	45,516	46,419	47,302							
					1/10/20		33,183	34,293	35,797	37,297	38,783	40,272	41,744	42,824	43,915	45,016	45,919	46,802							

[illegible]

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





	0511		3	CHIEF FINANCE OFFICER, HOSPITAL GROUPS	1/02/22	6	103,907	108,525	113,143	117,759	122,379	126,996										
					1/10/21		102,878	107,451	112,023	116,593	121,167	125,739										
	0512		3	CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS	1/02/22	6	103,907	108,525	113,143	117,759	122,379	126,996										
					1/10/21		102,878	107,451	112,023	116,593	121,167	125,739										
	0693		3	HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/02/22	6	103,907	108,525	113,143	117,759	122,379	126,996										
					1/10/21		102,878	107,451	112,023	116,593	121,167	125,739										
	0026		3	DIRECTOR REGIONAL HEALTH OFFICE (HSE)	1/02/22	6	103,907	108,525	113,143	117,759	122,379	126,996										
					1/10/21		102,878	107,451	112,023	116,593	121,167	125,739										
	0508		3	ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/02/22	6	102,378	106,705	111,110	115,601	120,167	124,824										
					1/10/21		101,365	105,648	110,010	114,456	118,978	123,588										
	0420		3	ARCHITECTURAL ADVISER, CHIEF	1/02/22	6	102,378	106,705	111,110	115,601	120,167	124,824										
					1/10/21		101,365	105,648	110,010	114,456	118,978	123,588										
	0028		3	SECRETARY TO THE BOARD (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/02/22	6	102,378	106,705	111,110	115,601	120,167	124,824										
					1/10/21		101,365	105,648	110,010	114,456	118,978	123,588										
	0020		3	DEPUTY CEO (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TALLAGHT)	1/02/22	6	97,912	102,265	106,616	110,967	115,318	119,671										
					1/10/21		96,942	101,252	105,560	109,868	114,176	118,486										
	0685		3	LOCAL HEALTH OFFICE MANAGER (HSE) ** not for use for any new incumbents **	1/02/22	6	96,306	100,586	104,866	109,144	113,426	117,706										
					1/07/21		95,352	99,590	103,828	108,064	112,303	116,541										
	0429		3	QUANTITY SURVEYING ADVISER, PRINCIPAL	1/02/22	6	96,306	100,586	104,866	109,144	113,426	117,706										
					1/07/21		95,352	99,590	103,828	108,064	112,303	116,541										
	0421		3	ARCHITECTURAL ADVISER, DEPUTY CHIEF	1/02/22	6	96,306	100,586	104,866	109,144	113,426	117,706										
					1/07/21		95,352	99,590	103,828	108,064	112,303	116,541										
	0425		5	ENGINEERING ADVISER, PRINCIPAL	1/02/22	6	96,306	100,586	104,866	109,144	113,426	117,706										
					1/07/21		95,352	99,590	103,828	108,064	112,303	116,541										
			3	HEALTH BOARD PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS) ** grade obsolete - not for use - see Guide note 2 **	1/02/22	6	96,306	100,586	104,866	109,144	113,426	117,706										
					1/07/21		95,352	99,590	103,828	108,064	112,303	116,541										
	0153		3	DIRECTOR OF INFORMATION SYSTEMS (HSE)	1/02/22	6	94,889	98,899	102,982	107,144	111,376	115,692										
					1/07/21		93,949	97,919	101,962	106,083	110,274	114,547										
	0087		3	HEAD OF FUNCTION / SERVICE,(COMMUNITY SERVICES) (HSE ONLY)	1/02/22	5	97,589	101,657	105,722	109,788	113,853											
					1/07/21		96,623	100,650	104,675	108,701	112,726											
	0090		3	HEAD OF FUNCTION / SERVICE (ACUTE SERVICES) (HSE ONLY)	1/02/22	5	97,589	101,657	105,722	109,788	113,853											
					1/07/21		96,623	100,650	104,675	108,701	112,726											
	0091		3	HEAD OF FUNCTION / SERVICE (NATIONAL SERVICES) (HSE ONLY)	1/02/22	5	97,589	101,657	105,722	109,788	113,853											
					1/07/21		96,623	100,650	104,675	108,701	112,726											
	0088		3	CHILDREN FIRST PROGRAMME LEAD	1/02/22	5	97,589	101,657	105,722	109,788	113,853											
					1/07/21		96,623	100,650	104,675	108,701	112,726											
	0089		3	PROCUREMENT, ASSISTANT HEAD	1/02/22	5	97,589	101,657	105,722	109,788	113,853											
					1/07/21		96,623	100,650	104,675	108,701	112,726											
014Y			3	CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 1)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/02/22	6	94,379	98,575	102,769	106,963	111,157	115,353										
					1/07/21		93,444	97,599	101,751	105,904	110,057	114,211										
	0037		3	DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/02/22	6	91,490	95,557	99,622	103,689	107,755	111,822										
					1/07/21		90,584	94,611	98,636	102,663	106,688	110,714										





## **Medical Consultants Salary Scales - 1st July 2022**

**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.**

Table A1				
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	Type A €	Type A €	Type A €	Type A €
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	226,461	205,830	-	226,461
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	221,410	201,239	-	221,410
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,634	196,898	-	216,634
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	215,682	194,092	-	215,682
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,170	190,031	-	211,170
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,944	186,332	-	206,944
Geographical Wholtime Consultants without fees	231,239	208,091	-	231,239

Table SA - A1				
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	Type A €	Type A €	Type A €	Type A €
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	252,150	229,179	-	252,150
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	252,150	229,179	-	252,150
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	229,179	-	252,150
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	252,150	229,179	-	252,150
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	229,179	-	252,150
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	229,179	-	252,150
Geographical Wholtime Consultants without fees	252,150	229,179	-	252,150

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	01/06/09	01/10/21	01/02/22	01/07/22
	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	215,955	196,281	-	215,955
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	210,904	191,690	-	210,904
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,127	188,195	-	206,127
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	205,175	188,195	-	205,175
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	200,664	188,195	-	200,664
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	196,437	184,842	-	196,437
Geographical Wholetime Consultants without fees	220,733	200,624	-	220,733

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	01/06/09	01/10/21	01/02/22	01/07/22
	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	231,138	210,081	-	231,138
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	231,138	210,081	-	231,138
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	210,081	-	231,138
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	231,138	210,081	-	231,138
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	210,081	-	231,138
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	210,081	-	231,138
Geographical Wholetime Consultants without fees	231,138	210,081	-	231,138

Table A3				
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	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	191,212	179,926	-	191,212
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	184,905	173,991	-	184,905
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	170,014	-	180,678
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	189,416	178,236	-	189,416
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,905	173,991	-	184,905
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	170,014	-	180,678

Table SA - A3				
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	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	199,619	187,837	-	199,619
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	199,619	187,837	-	199,619
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,619	187,837	-	199,619

Table B1				
Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.				
Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	284,163	258,275	-	284,163
Associate Professor	265,736	241,526	-	265,736
Lecturer	247,345	224,811	-	247,345
College Lecturer	242,418	220,333	-	242,418
Category II Consultants				
Professor UCD, TCD, RCSI	270,314	245,687	-	270,314
Associate Professor UCD, TCD, RCSI	252,325	229,337	-	252,325
Lecturer	233,309	212,054	-	233,309
College Lecturer	228,379	207,573	-	228,379
Professor UCC	274,643	249,622	-	274,643
Associate Professor UCC	256,516	233,146	-	256,516
Lecturer UCC	237,696	216,041	-	237,696
College Lecturer UCC	232,767	211,561	-	232,767
Professor UCG	278,971	253,556	-	278,971
Associate Professor UCG	260,707	236,956	-	260,707
Lecturer UCG	242,082	220,028	-	242,082
College Lecturer UCG	237,152	215,547	-	237,152

Table SA - B1				
Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.				
Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	309,934	281,698	-	309,934
Associate Professor	292,190	265,571	-	292,190
Lecturer	274,527	249,517	-	274,527
College Lecturer	269,790	245,212	-	269,790
Professor UCD, TCD, RCSI	309,934	281,698	-	309,934
Associate Professor UCD, TCD, RCSI	292,190	265,571	-	292,190
Lecturer	274,527	249,517	-	274,527
College Lecturer	269,790	245,212	-	269,790
Professor UCC	309,934	281,698	-	309,934
Associate Professor UCC	292,190	265,571	-	292,190
Lecturer UCC	274,527	249,517	-	274,527
College Lecturer UCC	269,790	245,212	-	269,790
Professor UCG	309,934	281,698	-	309,934
Associate Professor UCG	292,190	265,571	-	292,190
Lecturer UCG	274,527	249,517	-	274,527
College Lecturer UCG	269,790	245,212	-	269,790



Table B2				
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.				
Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	278,910	253,500	-	278,910
Associate Professor	258,536	234,982	-	258,536
Lecturer	236,885	215,304	-	236,885
College Lecturer	231,292	210,221	-	231,292
Category II Consultants				
Professor UCD, TCD, RCSI	265,061	240,913	-	265,061
Associate Professor UCD, TCD, RCSI	245,125	222,793	-	245,125
Lecturer UCD, TCD, RCSI	222,849	202,547	-	222,849
College Lecturer UCD, TCD, RCSI	217,253	197,461	-	217,253
Professor UCC	269,390	244,848	-	269,390
Associate Professor UCC	249,316	226,602	-	249,316
Lecturer UCC	227,236	206,534	-	227,236
College Lecturer UCC	221,641	201,449	-	221,641
Professor UCG	273,718	248,781	-	273,718
Associate Professor UCG	253,507	230,412	-	253,507
Lecturer UCG	231,622	210,520	-	231,622
College Lecturer UCG	226,025	205,433	-	226,025

Table SA - B2				
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract				
Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	299,428	272,149	-	299,428
Associate Professor	277,790	252,483	-	277,790
Lecturer	253,608	230,504	-	253,608
College Lecturer	247,538	224,986	-	247,538
Category II Consultants				
Professor UCD, TCD, RCSI	299,428	272,149	-	299,428
Associate Professor UCD, TCD, RCSI	277,790	252,483	-	277,790
Lecturer UCD, TCD, RCSI	253,608	230,504	-	253,608
College Lecturer UCD, TCD, RCSI	247,538	224,986	-	247,538
Professor UCC	299,428	272,149	-	299,428
Associate Professor UCC	277,790	252,483	-	277,790
Lecturer UCC	253,608	230,504	-	253,608
College Lecturer UCC	247,538	224,986	-	247,538
Professor UCG	299,428	272,149	-	299,428
Associate Professor UCG	277,790	252,483	-	277,790
Lecturer UCG	253,608	230,504	-	253,608
College Lecturer UCG	247,538	224,986	-	247,538

Table B3				
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.				
Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor UCD, TCD, RCSI	249,301	226,589	-	249,301
Associate Professor UCD, TCD, RCSI	229,598	208,681	-	229,598
Lecturer UCD, TCD, RCSI	207,585	188,673	-	207,585
College Lecturer UCD, TCD, RCSI	202,048	188,195	-	202,048
Professor UCC	253,631	230,524	-	253,631
Associate Professor UCC	233,788	212,489	-	233,788
Lecturer UCC	211,971	192,660	-	211,971
College Lecturer UCC	206,437	188,195	-	206,437
Professor UCG	257,958	234,457	-	257,958
Associate Professor UCG	237,979	216,298	-	237,979
Lecturer UCG	216,358	196,647	-	216,358
College Lecturer UCG	210,821	191,615	-	210,821

Table SA - B3				
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract				
Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor UCD, TCD, RCSI	267,909	243,502	-	267,909
Associate Professor UCD, TCD, RCSI	248,084	225,482	-	248,084
Lecturer UCD, TCD, RCSI	228,259	207,464	-	228,259
College Lecturer UCD, TCD, RCSI	222,954	202,642	-	222,954
Professor UCC	267,909	243,502	-	267,909
Associate Professor UCC	248,084	225,482	-	248,084
Lecturer UCC	228,259	207,464	-	228,259
College Lecturer UCC	222,954	202,642	-	222,954
Professor UCG	267,909	243,502	-	267,909
Associate Professor UCG	248,084	225,482	-	248,084
Lecturer UCG	228,259	207,464	-	228,259
College Lecturer UCG	222,954	202,642	-	222,954

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	01/07/22	188,648	194,126	217,006	220,156	223,309	226,461
	01/02/22	-	-	-	-	-	-
	01/10/21	177,513	182,668	197,236	200,100	202,965	205,830
	01/06/09	188,648	194,126	217,006	220,156	223,309	226,461
Type B	01/07/22	177,566	179,976	197,295	199,922	202,549	205,176
	01/02/22	-	-	-	-	-	-
	01/10/21	167,085	169,353	185,650	188,121	188,195	188,195
	01/06/09	177,566	179,976	197,295	199,922	202,549	205,176
Type C	01/07/22	148,500	153,756	168,100	173,352	178,607	180,678
	01/02/22	-	-	-	-	-	-
	01/10/21	148,500	153,756	162,318	163,120	168,065	170,014
	01/07/21	148,500	153,756	160,711	161,505	166,401	168,331
	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.				
Contract Type	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Type A Consultants	209,915	190,791	-	209,915
	221,261	201,098	-	221,261
	233,239	211,990	-	233,239
	239,543	217,720	-	239,543
	245,846	223,449	-	245,846
	252,150	229,178	-	252,150
Type B Consultants	193,840	176,181	-	193,840
	203,296	184,775	-	203,296
	215,378	195,756	-	215,378
	220,631	200,531	-	220,631
	225,884	205,305	-	225,884
	231,138	210,081	-	231,138
Type B* Consultants	199,619	187,837	-	199,619
Type C Consultants	151,296	148,500	-	151,296
	160,745	153,757	-	160,745
	168,100	162,318	-	168,100
	173,353	163,121	-	173,353
	178,606	168,064	-	178,606
	183,859	173,007	-	183,859

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	01/07/22	147,685	154,300	163,043	175,450	182,942	189,186	196,678	210,730	221,765
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	147,685	151,792	160,394	165,094	172,144	178,020	185,070	191,532	201,561
	01/06/09	147,685	154,300	163,043	175,450	182,942	189,186	196,678	210,730	221,765
Type B	01/07/22	139,414	144,376	151,228	154,772	159,499	164,238	176,699	184,191	191,683
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	139,414	144,376	151,228	152,256	156,907	161,569	166,269	173,319	180,369
	01/06/09	139,414	144,376	151,228	154,772	159,499	164,238	176,699	184,191	191,683
Type C	01/07/22	122,145	125,723	129,962	132,916	135,870	139,414	144,140	149,457	155,954
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	122,145	125,723	129,962	132,916	135,870	139,414	144,140	149,457	153,420
	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.

\* 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	01/07/22	245,280	252,258	272,533	276,410	280,287	284,163
	01/02/22	-	-	-	-	-	-
	01/10/21	222,934	229,277	247,704	251,229	254,752	258,275
	01/06/09	245,280	252,258	272,533	276,410	280,287	284,163
Type A Associate Professor / Consultant	01/07/22	228,695	235,673	254,105	257,982	261,859	265,736
	01/02/22	-	-	-	-	-	-
	01/10/21	207,859	214,202	230,955	234,479	238,003	241,527
	01/06/09	228,695	235,673	254,105	257,982	261,859	265,736
Type A Senior Lecturer / Consultant	01/07/22	212,144	219,121	235,715	239,591	243,468	247,345
	01/02/22	-	-	-	-	-	-
	01/10/21	192,817	199,152	214,241	217,763	221,287	224,811
	01/06/09	212,144	219,121	235,715	239,591	243,468	247,345

Table SA - C2(1)					
Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.					
Contract Type	Salary Points	01/06/09 Type A €	01/10/21 Type A €	01/02/22 Type A €	01/07/22 Type A €
TYPE A Professor	1	258,007	234,501	-	258,007
	2	271,963	247,186	-	271,963
	3	286,674	260,557	-	286,674
	4	294,427	267,604	-	294,427
	5	302,181	274,651	-	302,181
	6	309,934	281,698	-	309,934
TYPE A Associate Professor	1	242,036	219,986	-	242,036
	2	255,993	232,671	-	255,993
	3	268,929	244,429	-	268,929
	4	276,683	251,477	-	276,683
	5	284,436	258,523	-	284,436
	6	292,190	265,571	-	292,190
TYPE A Lecturer	1	226,139	205,537	-	226,139
	2	240,096	218,222	-	240,096
	3	251,266	228,375	-	251,266
	4	259,020	235,422	-	259,020
	5	266,773	242,469	-	266,773
	6	274,527	249,517	-	274,527
TYPE A College Lecturer	1	221,876	201,663	-	221,876
	2	235,833	214,348	-	235,833
	3	246,529	224,070	-	246,529
	4	254,283	231,117	-	254,283
	5	262,036	238,164	-	262,036
	6	269,790	245,212	-	269,790

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	01/07/22	219,538	232,332	243,779	247,908	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	199,538	211,166	221,570	225,323	225,323	225,323
	01/06/09	219,538	232,332	243,779	247,908	247,908	247,908
Type A Associate Professor / Consultant	01/07/22	197,399	216,391	227,291	239,964	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	185,747	196,677	206,583	218,102	225,323	225,323
	01/06/09	197,399	216,391	227,291	239,964	247,908	247,908
Type A Senior Lecturer / Consultant	01/07/22	182,797	193,802	210,912	222,872	230,725	242,860
	01/02/22	-	-	-	-	-	-
	01/10/21	172,008	182,363	191,697	202,568	209,705	220,734
	01/06/09	182,797	193,802	210,912	222,872	230,725	242,860

\*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	01/07/22	229,406	235,505	254,896	258,284	261,672	265,061
	01/02/22	-	-	-	-	-	-
	01/10/21	208,506	214,049	231,675	234,753	237,833	240,913
	01/06/09	229,406	235,505	254,896	258,284	261,672	265,061
Type B Associate Professor / Consultant	01/07/22	211,465	217,563	234,961	238,349	241,737	245,125
	01/02/22	-	-	-	-	-	-
	01/10/21	192,200	197,726	213,555	216,635	219,713	222,793
	01/06/09	211,465	217,563	234,961	238,349	241,737	245,125
Type B Senior Lecturer / Consultant	01/07/22	184,890	190,781	212,684	216,073	219,461	222,849
	01/02/22	-	-	-	-	-	-
	01/10/21	173,978	179,520	193,308	196,388	199,468	202,547
	01/06/09	184,890	190,781	212,684	216,073	219,461	222,849

Table SA - C3(1)

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

Contract Type	Salary Points	01/06/09 Type B €	01/10/21 Type B €	01/02/22 Type B €	01/07/22 Type B €
TYPE B Professor	1	251,189	228,305	-	251,189
	2	263,387	239,391	-	263,387
	3	279,099	253,672	-	279,099
	4	285,875	259,831	-	285,875
	5	292,652	265,990	-	292,652
	6	299,428	272,149	-	299,428
TYPE B Associate Professor	1	231,714	210,604	-	231,714
	2	243,912	221,691	-	243,912
	3	257,460	234,004	-	257,460
	4	264,237	240,164	-	264,237
	5	271,013	246,323	-	271,013
	6	277,790	252,483	-	277,790
TYPE B Lecturer	1	209,949	190,823	-	209,949
	2	222,147	201,905	-	222,147
	3	233,278	212,025	-	233,278
	4	240,055	218,185	-	240,055
	5	246,831	224,343	-	246,831
	6	253,608	230,504	-	253,608
TYPE B College Lecturer	1	204,487	185,858	-	204,487
	2	216,685	196,929	-	216,685
	3	227,208	206,509	-	227,208
	4	233,985	212,668	-	233,985
	5	240,761	218,827	-	240,761
	6	247,538	224,986	-	247,538

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	01/07/22	207,146	216,409	225,933	235,645	245,685	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	188,274	196,694	205,350	214,177	223,302	225,323
	01/06/09	207,146	216,409	225,933	235,645	245,685	247,908
Type B Associate Professor / Consultant	01/07/22	184,094	192,561	208,292	217,399	226,681	235,966
	01/02/22	-	-	-	-	-	-
	01/10/21	173,228	181,196	189,315	197,594	206,030	214,469
	01/06/09	184,094	192,561	208,292	217,399	226,681	235,966
Type B Senior Lecturer / Consultant	01/07/22	159,043	174,156	182,249	190,507	198,572	213,928
	01/02/22	-	-	-	-	-	-
	01/10/21	156,459	163,877	171,491	179,262	186,851	194,438
	01/06/09	159,043	174,156	182,249	190,507	198,572	213,928

\*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	01/07/22	207,563	214,041	230,626	234,225	237,823	241,422
	01/02/22	-	-	-	-	-	-
	01/10/21	188,654	194,541	209,615	212,886	216,157	219,427
	01/06/09	207,563	214,041	230,626	234,225	237,823	241,422
Type C Associate Professor / Consultant	01/07/22	183,900	190,157	211,545	215,144	218,742	222,341
	01/02/22	-	-	-	-	-	-
	01/10/21	173,045	178,933	192,273	195,543	198,814	202,085
	01/06/09	183,900	190,157	211,545	215,144	218,742	222,341
Type C Senior Lecturer / Consultant	01/07/22	163,761	177,376	190,228	193,827	197,425	201,023
	01/02/22	-	-	-	-	-	-
	01/10/21	161,100	166,906	179,000	182,386	185,772	188,195
	01/06/09	163,761	177,376	190,228	193,827	197,425	201,023

Table SA - C4(1)					
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.					
Contract Type	Salary Points	01/06/09 Type C €	01/10/21 Type C €	01/02/22 Type C €	01/07/22 Type C €
TYPE C Professor	1	207,504	188,600	-	207,504
	2	220,458	200,363	-	220,458
	3	230,560	209,555	-	230,560
	4	237,756	216,096	-	237,756
	5	244,953	222,637	-	244,953
	6	252,150	229,179	-	252,150
TYPE C Associate Professor	1	189,567	172,297	-	189,567
	2	202,521	184,071	-	202,521
	3	210,630	191,441	-	210,630
	4	217,827	197,982	-	217,827
	5	225,024	204,523	-	225,024
	6	232,221	211,065	-	232,221
TYPE C Lecturer	1	169,531	159,524	-	169,531
	2	182,484	168,963	-	182,484
	3	188,367	177,249	-	188,367
	4	195,563	184,020	-	195,563
	5	202,760	188,195	-	202,760
	6	209,957	190,829	-	209,957
TYPE C College Lecturer	1	164,490	154,781	-	164,490
	2	177,444	165,874	-	177,444
	3	182,767	171,979	-	182,767
	4	189,964	178,751	-	189,964
	5	197,160	185,523	-	197,160
	6	204,357	188,195	-	204,357

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	01/07/22	161,539	175,409	182,853	192,020	199,147	215,194
	01/02/22	-	-	-	-	-	-
	01/10/21	158,914	165,056	172,060	180,686	187,392	195,589
	01/06/09	161,539	175,409	182,853	192,020	199,147	215,194
Type C Associate Professor / Consultant	01/07/22	147,978	153,876	160,562	176,500	183,064	191,086
	01/02/22	-	-	-	-	-	-
	01/10/21	147,978	153,876	157,952	166,083	172,258	179,808
	01/07/21	147,978	153,876	156,389	164,438	170,553	178,028
Type C Senior Lecturer / Consultant	01/06/09	147,978	153,876	160,562	176,500	183,064	191,086
	01/07/22	137,601	143,364	149,875	157,000	162,784	177,651
	01/02/22	-	-	-	-	-	-
	01/10/21	137,601	143,364	149,875	154,449	160,138	167,165
	01/07/21	137,601	143,364	149,875	152,920	158,553	165,510
	01/06/09	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				
Contract Type	01/06/09	01/10/21	01/02/22	01/07/22
	Type B*	Type B*	Type B*	Type B*
	€	€	€	€
TYPE B* Professor	267,909	243,502	-	267,909
TYPE B* Associate Professor	248,084	225,482	-	248,084
TYPE B* Lecturer	228,259	207,464	-	228,259
TYPE B* College Lecturer	222,954	202,642	-	222,954

Table D1	01/10/20	01/10/21
	€	€
Clinical Directors' Allowance*	50,000	50,500

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

Table D1(a)				
	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/07/22	241,373		
	01/02/22	-		
	01/10/21	219,383		
	01/06/09	241,373		
Head of Department**	01/07/22	215,255	221,765	228,300
	01/02/22	-	-	-
	01/10/21	195,645	201,561	207,501
	01/06/09	215,255	221,765	228,300

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

Masters Allowance
Calculating the Allowance paid to the Master of a Maternity Hospital
The allowance attached to the role of Master is calculated as the difference between the rate applying to the standard clinical post and a professorial post as determined by Contract Type. For example, should you opt for Consultant Contract 2008 on a Type B basis, you will receive an allowance equal to the difference between the salary rate for the Type B standard clinical post and the Type B Professor post.

Table E

B&C Factor Payments for Consultants who (1) are not eligible for settlement agreement or (2) who are eligible and do not avail of settlement agreement.

On Call/Call-Out Payments			
	No. of Call-Outs	01/10/20	01/10/21
Rota		€	€
Flat Annual Payment		4,193	4,235
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,428	2,452
1 in 2	1-80 call-outs	6,062	6,123
	81-120 call-outs	7,005	7,075
	121+ call-outs	7,671	7,748
1 in 1	1-80 call-outs	7,275	7,348
	81-120 call-outs	9,207	9,299
	121+ call-outs	11,369	11,483

#### Emergency Call-Out Payments for all Consultants

	01/10/20	01/10/21
Per call-out	€	€
First 30 call-outs	85.42	86.27
31-120 call-outs	128.48	129.76
121 call-outs or more	169.73	171.43
If the call-out occurs after midnight		
First 30 call-outs	113.87	115.01
31-120 call-outs	172.17	173.89
121 call-outs or more	227.89	230.17
For each hour or part hour in excess of the first hour		
First 30 call-outs	56.85	57.42
31-120 call-outs	84.85	85.70
121 call-outs or more	113.96	115.10
Annual Limit	24,243	24,485

#### SA - B and C Factor Payments

##### SA - On Call/Call-Out Payments

	No. of Call-Outs	01/10/20	01/10/21
Rota		€	€
Flat Annual Payment		6,150	6,212
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows			
1 in 3		2,549	2,575
1 in 2	1-80 call-outs	6,365	6,428
	81-120 call-outs	7,355	7,429
	121+ call-outs	8,055	8,135
1 in 1	1-80 call-outs	7,639	7,716
	81-120 call-outs	9,667	9,764
	121+ call-outs	11,938	12,057

#### SA - Emergency Call-Out Payments for all Consultants

	01/10/20	01/10/21
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	102.50	103.53
31-120 call-outs	153.75	155.29
121 call-outs or more	205.00	207.05
If the call-out occurs after midnight		
First 30 call-outs	128.13	129.41
31-120 call-outs	192.19	194.11
121 call-outs or more	256.25	258.81
Annual Limit €30,000		

Table F1				
Salary scales for Consultants who are remaining on the 1997 Consultant Contract				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
<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	200,772	188,195	-	200,772
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	190,670	179,416	-	190,670
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	181,118	170,427	-	181,118
<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	179,213	168,635	-	179,213
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,191	162,318	-	170,191
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	161,737	159,108	-	161,737
Geographical Wholetime Consultants without fees	210,329	191,167	-	210,329

Table F2				
Salary scales for Academic Consultants who are remaining on the 1998 Contract				
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
<b>Category I Consultants</b>				
Professor	258,392	234,852	-	258,392
Associate Professor	239,281	217,482	-	239,281
Lecturer	220,163	200,105	-	220,163
College Lecturer	215,046	195,455	-	215,046
<b>Category II Consultants</b>				
Professor UCD, TCD, RCSI	230,693	209,676	-	230,693
Associate Professor UCD, TCD, RCSI	212,460	193,105	-	212,460
Lecturer UCD, TCD, RCSI	192,091	180,753	-	192,091
College Lecturer UCD, TCD, RCSI	186,967	175,932	-	186,967
Professor UCC	239,352	217,546	-	239,352
Associate Professor UCC	220,842	200,723	-	220,842
Lecturer UCC	200,864	188,195	-	200,864
College Lecturer UCC	195,744	184,190	-	195,744
Professor UCG	248,007	225,413	-	248,007
Associate Professor UCG	229,224	208,341	-	229,224
Lecturer UCG	209,636	190,538	-	209,636
College Lecturer UCG	204,513	185,881	-	204,513

Table F3				
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008				
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Regional Consultant Orthodontists	190,670	179,416	-	190,670

Table F4				
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991				
	01/01/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
<b>All Psychiatrists, all Geriatricians &amp; Consultants in MHB, WHB &amp; NWHB</b>				
G.W.T. WITHOUT FEES	165,537	162,318	-	165,537
G.W.T. WITH FEES	157,697	155,134	-	157,697
EXISTING WHOLETIME	148,855	148,855	-	148,855
<b>Consultants in SHB, MWHB, NEHB &amp; SEHB (excluding Psychiatrists and Geriatricians)</b>				
G.W.T. WITHOUT FEES	165,537	162,318	-	165,537
G.W.T. WITH FEES	150,332	150,332	-	150,332
EXISTING WHOLETIME	141,485	141,485	-	141,485
<b>Consultants in EHB (excluding Psychiatrists and Geriatricians)</b>				
G.W.T. WITHOUT FEES	165,537	162,318	-	165,537
G.W.T. WITH FEES	142,963	142,963	-	142,963
EXISTING WHOLETIME	134,114	134,114	-	134,114

Extended Duty Liability	01/10/2020	01/10/21
	€	€
A flat payment will be paid to each consultant with on-call liability.	7,854	7,933

Emergency Services	01/10/2020	01/10/21
<b>Scale of fees for call-outs arising after the completion of the scheduled commitment.</b>	€	€
Per call-out for each patient	83.00	83.83
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	110.53	111.63
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	55.74
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475	10,580

Table F5				
Original Contract for Consultant Medical Staff 1981				
	01/01/09	01/10/21	01/02/22	01/07/22
		This represents the cumulative restorations up to and including 1/10/2021	This represents the cumulative restorations up to and including 1/02/2022	This represents the cumulative restorations up to and including 1/07/22
	€	€	€	€
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*	198,281	186,596	-	198,281
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347 (£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	10,428	10,532	-	10,532
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32				



## ALLOWANCES

### Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual) -

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

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education Allowance

Travel Allowance for non nursing Dublin Personnel

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

# MEDICAL AND DENTAL ALLOWANCES

					1 October 2020	1 October 2021	
<b>Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts</b>							
1. Consultants per 3 hour session (and pro-rata)					130.04	131.34	
2. Emergency Sessions							
The rate at 1 above subject to a minimum fee in the case of Anaesthetists					85.18	86.04	
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons					50.74	51.24	
3. Community Ophthalmic Physicians per 3 hour session					188.38	190.26	
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	65.59	
minimum rate;					130.04	131.34	
(b) Where the duration is <u>not less</u> than 3 hours;							
first 3 hours					194.78	196.72	
3 hour sessional rate for hours in excess of 3 (and pro-rata)					130.04	131.34	
5. Pool Payments							
General Teaching Hospital (per bed day)					5.43	5.49	
General Non-Teaching Hospital (per bed day)					3.66	3.70	
Maternity Teaching Hospital (per bed day)					10.52	10.62	
Maternity Non-Teaching Hospital (per bed day)					4.96	5.01	
6. Private Dental Surgeons Sessional Rates							
(a) For clinics held on health board premises					134.27	135.62	
(b) For clinics held in a dentist's private surgery					179.69	181.48	
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.							
<b>Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.</b>							
Per 3 hour session (and pro-rata)					155.99	157.55	
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	79.48	
Minimum rate					94.73	95.67	
(b) For clinics of <i>not less than</i> 3 hours							
For the first three hours					234.15	236.49	
For 3 hour sessions in excess of 3 hours					157.58	159.16	
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.							

						1 October 2020	1 October 2021	
<b>Psychiatrist Special Responsibility Allowance</b>								
Revised rate per annum						10,939	11,049	
<b>Child Health Services Development Paediatrics</b>								
3 hour session						69.15	69.84	
2 hour session						51.86	52.38	
1 hour session						34.61	34.96	
<b>Casual Locum for Former District Medical Officers</b>								
For first three days						75.82	76.58	
For next 25 days						64.86	65.51	
For each subsequent day						55.81	56.37	
<b>Fees for lectures to Nurses</b>						31.75	32.07	
(Circular S100/84 of 22 August 1975)						23.86	24.10	
<b>Consultant CME.</b>								
This scheme is open to Consultants employed in the public service and allows Consultants claim a maximum of €3,000 p/a towards courses and conference, reference materials and professional fees.								
<b>Training Supports Scheme for NCHDs</b>								
<b>*** AMOUNT PER REGISTRATION PER YEAR</b>					<b>1 July 2019</b>			
Intern					750			
SHOs and Registrars					1,250			
SPRs/GP Registrars/ Psychiatry SRs on a training scheme					2,000			
<b>GP Registrar Allowance (from the NCHD contract)</b>						11,428	11,542	
<b>GP Registrar Travelling Expenses Payment (from the NCHD Contract)</b>						3,809	3,847	
<b>Public Health Doctors (and Occupational Health Doctors for duration of pandemic)</b>								
On Call off site rate agreed as per LCR as an interim measure at rate of €576. HSE CERS Circular 35/2020 refers.								

# NURSING ALLOWANCES

						1 October 2020	1 October 2021	
<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	3,561	
(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 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).</b>						2,347	2,371	
(B) Also applies to the Public Health Nurse grade in the following manner: With effect from 1 March 2019, Location Allowance set out at (B) above shall also apply to certain Public Health Nurses not holding a midwifery qualification, but engaged in provision of midwifery services as part of their duties (Refer to Para 3, HSE Circular 21/2019).						2,347	2,371	
<b>Public Health Nurses &amp; Assistant Directors of Public Health Nursing</b>								
Midwifery Qualification*						3,525	3,561	
*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	1,483	
<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	1,418	
Theatre / Night Sister						843	851	
Public Health Nurse						1,686	1,703	
<b>Relevant nursing staff</b>								
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*						3,132	3,164	
<b>*Abolished for new beneficiaries with effect from 1 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 1 February 2012</b>								
Psychiatric Staff Nurse						5,223	5,275	
Senior Staff Nurse (Psychiatric)						5,485	5,539	
Community Psychiatric Nurse						5,728	5,785	
Clinical Nurse Manager I (Psychiatric)						5,550	5,605	
CNM II (Psychiatric)/Community Mental Health Nurse						5,922	5,981	
Clinical Nurse Manager III (Psychiatric)						6,222	6,284	
Assistant Director of Nursing Mental Health						6,023	6,083	
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017						3,929	3,968	
<b>Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449</b>							5,503	
<b>Public Health Nurses (S103/151 refers)</b>								
Island Inducement Allowance*						1,859	1,877	
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>								

Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)						1 October 2020	1 October 2021	
(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.								
Monday to Friday (Each day)						44.57	45.01	
Saturday						57.24	57.82	
Sunday and Public Holidays						77.38	78.15	
(ii) Call Out Rate - Monday to Sunday								
Fee per operation per 2 hours (17.00 - 22.00 hours)						44.57	45.01	
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)						66.84	67.50	
Operation lasting more than 4 hours and up to five hours						111.40	112.52	
Fee per operation per hour (after 22.00 hours)						44.57	45.01	
(iii) On-call Without Standby								
Fee per operation, call in without standby						89.13	90.02	
Overruns from roster at normal overtime rates (no time back in lieu)								
(iv) On Call over Weekend								
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.								
(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)								
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.						19.04	19.23	
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>								
<b>Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017</b>								
<b>(HSEA letter dated 5 April 2001 refers)</b>								
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).						3,904	3,943	
<b>Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.</b>								
<b>Public Health Nurses Week-end Work (S100/414 refers)</b>								
Fixed Payment						29.62	29.92	
First call on Saturday and first call on Sunday						39.32	39.71	
Each subsequent call on Saturday and Sunday						19.69	19.89	
Payment in lieu of time off for Emergency work						29.59	29.89	
Saturday Premium						16.10	16.26	
<b>Specialist Co-ordinator Allowance*</b>						4,546	4,592	
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>								

# SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

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

SPECIFIC PARAMEDICAL SESSIONAL RATES					1 October 2020	1 October 2021	1 February 2022
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)						
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am			39.53	39.93	40.32
	Mon - Thurs	12am - 8am			50.31	50.81	51.32
	Sat 12am til Sun 12am				55.34	55.89	56.45
	Bank Holiday				55.34	55.89	56.45
Stand-by Payments (off site on call)	Mon - Fri				44.57	45.02	45.47
	Saturday				57.24	57.81	58.39
	Sun & Public Holidays				77.38	78.15	78.94
	Rates shaded black above for 1.2.22 are applicable to Medical Scientists only as per Sectoral Bargaining						
PHYSIOTHERAPISTS							
Emergency/On-Call Duty							
I On-Call with Standby	(a) Monday to Friday				24.48	24.72	
	(b) Saturdays				31.95	32.27	
	(c) Sundays and Public Holidays				47.78	48.26	
- Fee per call (per half hour)					24.48	24.72	
II On-Call without Standby							
- Fee per call (per hour)					67.18	67.85	
The total On-Call Standby fees paid by an individual hospital should not exceed the rate opposite for any week except for a week during which a public holiday occurs.					197.31	199.28	
Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker						
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker						
Saturday Premium					16.10	16.26	
RADIOGRAPHERS							
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am					49.91
(rate established via Sectoral Bargaining - SIPTU Agreement)	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am					63.52
	Saturday	8am - 12am					58.23
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)					69.87
(HSE Circular 006/2012 and LCR20232 refers)							
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am			39.53	39.93	
	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am			50.31	50.81	
	Saturday	8am - 12am			46.12	46.58	
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)			55.34	55.89	
Stand-by Payments (off site on call)	Mon - Fri				44.57	45.02	
	Saturday				57.24	57.81	
	Sun & Public Holiday				77.38	78.15	
All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours							

<b>PART-TIME RADIOGRAPHERS</b>						<b>1 October 2020</b>	<b>1 October 2021</b>	<b>1 February 2022</b>
Rate-Per-Hour : Premium rate						26.44	26.70	
<b>ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC &amp; SENIOR GRADES)*</b>								
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>								
Hons BSc						1,062	1,073	
MSc						2,123	2,144	
PhD						2,768	2,795	
<b>Only one allowance is payable at a time</b>								
<b>ANNUAL ALLOWANCE FOR RADIOGRAPHERS*</b>								
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>								
Higher Diploma of the College of Radiography						960	970	
Diploma in Ultrasound						480	485	
Diploma in Nuclear Medicine						480	485	
<b>Only ONE Diploma Allowance is payable to any Radiographer &amp; only where such Diploma is relevant to their occupation.</b>								
Annual Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)				4,492			4,537	
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)				1,500			1,515	
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*						250	253	
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>								
<b>Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.</b>								
<b>STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year</b>						214.09	216.23	
<b>STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year</b>						951.56	961.08	970.69
<b>STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year</b>						3,371.46	3,405.17	3,439.23
Allowance for Advanced Paramedics <i>as per HSE Circular 11/2009</i>						9,700	9,797	

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

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

						1 October 2020	1 October 2021
<b>† GENERAL PARAMEDICAL SESSIONAL RATES</b>							
Per 3 hour session						102.47	103.49
For 2 three hourly sessions held at the same location on same day						175.32	177.07
<b>† PART-TIME PHARMACISTS</b>							
Rate per hour:-							
First 6 hours:						44.02	44.46
Over 6 hours:						32.61	32.93
Maximum payment for 21 hours:						746.79	754.26
<b>† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</b>							
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:						133.81	135.14
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:						178.40	180.18
<b>†SESSIONAL RATES FOR PSYCHOLOGISTS</b>							
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;						193.44	195.38
Employed on a sessional basis but not specifically appointed to an assessment team							
per 3-hour session						162.39	164.01
for 2 3-hour sessions held at the same location on same day						277.95	280.73
<b>† SOCIAL WORKERS</b>							
3-hour Session						110.97	112.07
2 3-hour sessions (held at the same location on the same day)						189.87	191.77
<b>† Sessional Rates for employees who do not derive their principal source of income from sessional work.</b>							
<b>† GENERAL PARAMEDICAL SESSIONAL RATES</b>							
Per 3 hour session						94.07	95.01
For 2 three hourly sessions held at the same location on the same day						160.93	162.54
<b>† PHYSIOTHERAPISTS</b>							
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>							
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:						119.47	120.66
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:						159.28	160.88
<b>† PSYCHOLOGISTS</b>							
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker ) health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)						169.98	171.68
Employed on a sessional basis but not specifically appointed to an assessment team							
per 3-hour session						142.70	144.12
for 2 3-hour sessions held at the same location on same day						244.25	246.69

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



SUPPORT SERVICES GRADES ALLOWANCES						1 October 2020	1 October 2021	1 February 2022
Cardiac Allowance*						17.78	17.95	18.13
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>								
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*						30.86	31.17	31.48
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>								
Saturday Premium						11.27	11.38	11.50
Craftworkers Tool Allowance* <b>*Restored to post 2012 new entrant Craftworkers w.e.f 1 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								
1/1/2021 - 31/12/2021 799 Euros								
<b>6 months at 710 and 6 months at 888</b>								
CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES								
Community Care Administrator (personal to Grade VII post holder)						9,230	9,323	9,416
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)						450.00	454.50	459.05
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**						9,230	9,322	9,416
- Annual Allowance to Postholder								
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area						4,133	4,175	4,216
- Matrons with full time commitment to after hours work								
Saturday Premium						16.10	16.26	16.42

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

<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								

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

**Bargaining Units already agreed and applied within these scales are set out above in grey shading**