1 October 2021

HEALTH SECTOR

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

These scales must be read in conjunction with Department of Health Circular 14/2021

Building Momentum, the Public Service Agreement 2021-2022 gives effect to the following adjustments with effect from 1 October 2021:

- A general round increase in annualised basic salary of 1% or €500, whichever is greater.
Where an individual received pay restoration on 1 July 2021 under Section 19 of the Public Service Pay Pensions Act 2017, they will not benefit from the general round increase on 1 October 2021 unless the amount restored was less than the general round increase that applies, in which case the balance is applicable on 1 October 2021.

- A 1% rise in the rate of allowances in the nature of pay.

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

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

The sanction of the Minister is now conveyed for the application of these revised pay scales with effect from 1 October 2021

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

1. Salary Scales

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

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

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

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

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

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

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

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

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

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

4. One Person One Salary

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

5. Temporary Contracts for Posts at a Higher Grade

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

6. Superannuation

It is a general condition of public service pension schemes that pensionable remuneration for the purpose of the calculation of pension benefits, is determined by reference to the approved salary scale and sanctioned pensionable allowances, where applicable. The various superannuation schemes in the health sector require that the salary along with pensionable allowances used to determine pension benefits are those approved by the Minister for Health with the consent of the Minister for Public Expenditure and Reform.
Retirement benefits must be calculated by reference to the substantive grade of the retiring employee and the appropriate approved salary scale, and pensionable allowance where applicable, as set out in the Consolidated Salary Scales. Superannuation scheme rules do not permit the calculation of benefits using an unapproved salary or allowance to determine pensionable remuneration.

Guide to the Consolidated Salary Scales

Please note the following

1 The "**1 October 2021**" worksheet shows the payscales for all grades except consultants. Payscales on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.

2 The "**1 October 2021**" worksheet also contains pay scales, shaded in yellow that are not active scales and are not for use in relation to current employees.

3 The **"Consultants"** worksheet shows all consultants rates.

4 The **"Notional Scales"** worksheet shows notional scales that are not active pay scales and are not for use in relation to current employees.

5 **Pension increase policy up to end 2020.**
In order to determine if an increase is due to pensions in payment up to end 2020, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018 and 19/2019 as well as DoH Circulars 9/2021 and 10/2021 in relation to fixed allowances. These circulars set out the position in relation to pension increase policy in the public service up to end 2020 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.
Instructions will issue separately on increasing pensions in payment as a result of the pay adjustments due on 1 July 2021 and 1 October 2021

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 all craftsmen grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman), the points are as follows; Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc. Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.

8 Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).

9 As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.

10 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 The requirement to maintain a rate for pensions, pension contributions and purchase of notional service for effected Senior Management/Administrative Grades has ceased (DoH Circular 4/2021)

13 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.

14 Sleepover rates are set at the national minimum wage rates per hour for an adult worker, in line with the national minimum wage legislation (DoH Circular 4/2020)

15 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).

16 The grades of: Counsellor Therapist Senior - National Services, Director of Services - Mayo Community Living, Area Director of Nursing, Mental Health Services have been newly entered in these payscales.

17 The newly inserted grade of Area Director of Nursing, Mental Health Services replaces the grade of Director of Nursing, Mental Health Services in line with LCR22454 dated 30 August 2021.

18 In line with LCR 22091 the effective date for the new 5 pt scale for Regional Chief Environmental Health Officer is 1 May 2017. The 7 pt scale is obsolete.

19 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.

20 Abbreviations: 'PSPP'=Public Service Pay & Pensions; 'LRA'=Lansdowne Rd Agreement; 'HRA'=Haddington Rd Agreement; 'Sec.6 adj'=Section 6 Adjustment.'PSSA=Public Services Stability Agreement; p/a Per Annum; CMH = Central Mental Hospital, NRH Dublin = National Rehabilitation Hospital Dublin;.

21 All figures listed are in Euro currency.

22 The instances of 'leapfrogging' that occured as a result of the 1 July 2021 (in red shading) adjustments are resolved with effect from 1 October 2021 adjustments.

If you have a query specific to your own pay and employment, please contact your own HR / Personnel Manager. For policy queries, please contact national_hr_unit@health.gov.ie

CONTENTS	PAGE	CONTENTS	PAGE
Advanced Nurse Practitioner Candidate & Practitioner General/Community/Primary Care/Children's/Intellectual Disability/ Advanced Midwife Practitioner Candidate & Practitioner	14/15	Chief Financial Officer (HSE)	30
Advanced Nurse Practitioner (Mental Health)/Advanced Nurse Practitioner Candidate (Mental Health)	11	Chief Finance Officer, Hospital Groups	31
Allowances - All grades as applicable	56-64	Chief Information Officer (HSE), National Director	31
Ambulance Officer All	33/34	Chief Officer, Community Healthcare Organisations	31
Analytical Chemist, Executive	16	Chief Operations Officer, Hospital Groups	31
Area Director, Nursing & Midwifery Planning & Development	15	Children First Programme Lead	32
Area Medical Officer / Senior	9	Children's Disability Network Manager	21
Architectural Adviser, Chief / Deputy Chief	32	Child Care Manager	33
Assessment of Need Officer	21	Chiropodist / Senior / Clinical Specialist	16
Assistant Director of Nursing /Director of Nursing Bands 1-5 (General) / Assistant Director of Nursing (Non-Band 1 Hospital)	15	Cleaners / (Non-Dublin) Non-Paypath	23/25
Assistant Director of Midwifery / Director of Midwifery Bands 1 - 3	15	Clerical Officer Grade	28
Assistant Director of Nursing, Mental Health Services	11	Clinical Engineering Technician / Senior / Principal / Chief	16
Assistant Director of Public Health Nursing	13	Clinical Nurse Instructor (General)	14
Assistant Foreman - Paypath/Non-Paypath	22/23	Clinical Nurse Manager 1/2/3 (General)	14
Assistant National Director, Support	32	Clinical Nurse Manager 1/2/3 (Mental Health)	11
Assistant National Director, Services	31	Clinical Nurse Specialist (General)	14
Attendants / (Non-Dublin) Non-Paypath	23/25	Clinical Nurse Specialist (Mental Health)	11
Audiologist / Senior / Clinical Specialist / Chief / National Lead / Assistant Lead	16	Clinical Photographer (Basic / Senior)	16/17
Audiology Assistant	27	Community Health Care Network Manager	18
Barbers / (Non-Dublin) Non-Paypath	24/25	Community Mental Health Nurse	11
Beauticians / (Non-Dublin) Non-Paypath	24/25	Community Ophthalmic Physician	9
Biochemist / Senior / Principal / (Top Grade **)	16	Community Welfare Officer / Superintendent	28
Boilerman / Groundsman / (Non-Dublin) Non-Paypath	24/26	Consultants	35-55
Boilermen / (Non-Dublin) Non-Paypath	24/27	Cook Trainee	28
Builders Labourers / (Non-Dublin) Non-Paypath	23/25	Counsellor Therapist/Senior - National	17
Cardiac Physiologist / Senior / Chief I & II	16	Craftsmen / Craftsmen's Mate - Paypath/Non-Paypath	22
Care Assistant (Intellectual Disability Agencies)	22	CSSD Operatives	27
Care Officer (CMH, Dundrum)	22	Dark Room Porters / Attendants / (Non-Dublin) Non-Paypath	24/26
Caretakers / (Non-Dublin) Non-Paypath	24/25	Dental Hygienist	17
Catering Officer, Grade I - III, Catering Manager, Head of Catering	28	Dental Nurse / Senior	28
Catering Supervisor	24	Dental Surgeons (All Categories)	9/10
Charge Attendant (CMH, Dundrum)	22	Dental Surgery Assistant (Without Qualification)	28
Chargehand - Paypath/Non-Paypath	22/23	Dental Technician / Senior	23
Chef / I & II (formerly Cook Grade I & II) / Senior / Executive	28	Deputy CEO (Beaumont / St. James's / St. Vincents / Mater / Tallaght)	32
Chief Executive (Beaumont / St. James's / St. Vincents / Mater / Tallaght) **	31	Deputy Director General (Strategy/Operations)	30
Chief Executive Officer, Bands H1 - H5 Hospitals / Chief Executive Officer Bands SC1 - SC4 Social Care	32/33	Deputy General Manager (CUH / Galway Regional Hospitals)	32
Chief Executive Officer (Health Service Executive)	30	Dietician / Senior / Manager / Clinical Specialist / Dietician Manager-in-charge III	17
Chief Executive Officer, Hospital Groups	30	Dining Room Supervisor / (Non-Dublin) Non-Paypath	24-27
Chief Executive Officer (National Screening Service)	30	Director General (HSE)**	30
Chief Executive/Secretary Managers (Voluntary Hospitals Group 1 & 2) **	32/33	Director of Community Care	9

CONTENTS	PAGE	CONTENTS	PAGE
Director of Counselling - National Counselling Service	17	Graduate Nurse Programme **	13
Director of Information Systems (HSE)	32	Groundsmen (Non-Dublin) - Paypath/Non-Paypath	23/25
Director of Midwifery - NWIHP	15	Hairdressers / (Non-Dublin) Non-Paypath	24/25
Director / Area Director of Nursing, Mental Health Services	12	Head Attendant (CMH, Dundrum)	22
Director of Public Health Medicine	9	Head Gardeners / (Non-Dublin) Non-Paypath	25/27
Director of Public Health Nursing	14	Head Groundsman / (Non-Dublin) Non-Paypath	24/26
Director of Services, Mayo Community Living	17	Head of Function / Services - (Acute Services) / (Community Services) (National Services)	32
Director, Regional Health Office (HSE)	31	Head Porter (Porter Supervisor) / (Non-Dublin) Non-Paypath	26/27
Director, Centre of Nurse Education	15	Health Board Chief Officer / Area Chief Officer / Regional Chief Officer **	30/31
Director,Nursing & Midwifery Planning & Development	15	Health Board Director of Shared Services **	31
Domestic Supervisors / (Non-Dublin) Non-Paypath	24-27	Health Board Functional Officers **	32
Domestic / (Non-Dublin) (Non-Paypath)	23/25	Health Board Programme Managers **	31/32
Dosimetrist / Senior	17	Health Board General Administrator / Senior Administrative Officer **	33
Draughtsman / Technician I / II	28	Health Care Assistant / Health Care Assistant (Band 1*specific sites only)	23
Drivers (Non-Dublin) Non-Paypath	25	Health Care Support Assistant / Non-Paypath (formerly Home Help)	27
Drivers whose duties involve / not involve the…	23	Home Help Co-ordinator	29
Dual Qualified Staff Nurse (Mental Health) / (General)	11/13	Home Help Organiser	29
ECG Technician (With/Without Formal Qualification) / Student / Senior / Chief I) (Chief II **)	17	Home Management Advisor (HSE Western Area only)	29
Emergency Medical / Controller / Supervisor Technician / Leading. Emergency Call Taker.	22	Hospital Chaplains, Roman Catholic	18
Endoscopy Operative (Band 1) / Endoscopy Operative (Band 2)	27	Hospital Group Director of Nursing & Midwifery	15
Engineering Officer (Formerly EHB)(Beaumont / Crumlin / Mater / St. James's / Tallaght)	34	Hospital & Community Care Administrator	33
Enhanced Midwife/Senior / Enhanced Nurse(Childrens)/Senior Enhanced Nurse(Community)Senior / Enhanced Nurse(General)/ Senior Enhanced Nurse (Intellectual Disability) / Senior	14	Hospital Network Manager - National Hospitals Office (HSE) **	31
Enhanced Nurse (Mental Health) / Senior	12	Hostel Supervisor	24
Engineering Adviser, Principal	32	Intern	9
Environmental Health Officer / Senior / Principal / Regional Chief	17	Intern Scheme for Support Staff	22
Family Support Workers / Non-Paypath	27	Journeyman Chef	34
Family Therapist	21	Laboratory Attendants / (Non-Dublin) Non-Paypath	24/26
Farm Labourers / (Non-Dublin) Non-Paypath	23/25	Laboratory Porter	24
Fire Prevention Officer	28	Laboratory Manager	18
Foreman Paypath / Non-Paypath	22/23	Laundry Supervisors / (Non-Dublin) Non-Paypath	25/27
Functional Officers (Formerly Non-EHB) **	33	Laundry Workers / (Non-Dublin) Non-Paypath	23/25
Garden Labourers / (Non-Dublin) Non-Paypath	23/25	Linen Room Supervisor / (Non-Dublin) Non-Paypath	25/26
Gardener / (Non-Dublin) Non-Paypath	24/26	Local Health Office Manager (HSE) **	32
Gate Keepers / (Non-Dublin) Non-Paypath **	23/25	Manager, National Women and Infants Health Programme	31
General Labourers / (Non-Dublin) Non-Paypath	23/25	Medical Laboratory Aides	27
General Manager	33	Medical Officer - Senior / Principal	8
General Manager (Cork Uni Hospital / Galway Regional Hospital) **	31	Medical Officer (Community Hospital)(District Hospital)	8
Grade IV / V / VI / VII (Clerical)	28	Medical Scientist / Senior(With/Without Formal Qualification) / Chief / Specialist	18
Grade VIII	33	Medical Scientist, Trainee	18
Graduate Mental Health Nurse Programme **	11	Mental Health Staff Nurse (all)	11

CONTENTS	PAGE	CONTENTS	PAGE
Minibus Drivers / (Non-Dublin) Non-Paypath	24/25	Porters / (Dublin) Non-Paypath	23/27
Mortuary Attendants / (Non-Dublin) Non-paypath	24/26	Porters / Drivers / (Non-Dublin) Non-Paypath	23/25
Multi-Task Attendant	23	Post Registered Student Nurse **	13
National Clinical Laboratory Director	18	Principal Dental Surgeon (Retirees pre 1/4/2000) **	10
National Director, Communications (HSE)	30	Procurement, Assistant Head	32
National Director, Corporate Planning and Control Processes (HSE) **	31	Project Technical Services Manager (Beaumont / St. James's)	34
National Director, Estate Management (HSE) **	31	Psychiatric Nurse, Community	11
National Director, Health & Wellbeing (HSE)	30	Psychiatrist **	9
National Director, Hospital Care (HSE)	30	Psychology, Director of / Psychologist All	19/20
National Director, Human Resources (HSE)	30	Public Health Nurse	14
National Director, Internal Audit (HSE)	31	Quantity Surveying Adviser, Principal	32
National Director, Mental Health (HSE)	30	Radiation Therapist	20
National Director, National Hospitals Office (HSE) **	30	Radiographer / Senior / Therapist / Clinical Specialist and former Superintendent 1 not-in-charge	20
National Director, Population Health (HSE) **	30	Radiography Assistant	27
National Director, Primary Care (HSE)	30	Radiography Service Manager 1 & 2 (formerly Radiographer Superintendent I / II / III)	20
National Director, Primary, Continuing and Community Care (HSE) **	30	Regional Public Analyst / Deputy (With / Without Branch E Cert)	20
National Director, Quality Improvement (HSE)	30	Regional Workshop Manager (HSE North Western Area) **	34
National Director, Procurement (HSE) **	31	Registrar / Senior Registrar / Specialist Registrar	9
National Director, Social Care (HSE)	30	Respiratory Physiologist / Senior / Chief I / Chief II	20
National Director, Shared Services (HSE)	31	Seamstress / (Non-Dublin) Non-Paypath	24/25
Neuro-Physiologist / Senior / Chief I & II	18	Secretary to the Board (HSE) **	32
Notional Scales	65-67	Senior House Officer	9
Nurse Tutor / Nurse Tutor Midwifery / Principal Nurse Tutor (General)	14	Service Manager	33
Nurse Tutor / Principal Nurse Tutor (Mental Health)	11	Social Care Leader	21
Nursery Nurse	29	Social Care Manager Childrens Residential Centres	21
Nurses Aide (Dublin) Non-Paypath	27	Social Care Worker (with/without qualification) / Trainee	21
Occupational Therapist / Senior / Manager / Clinical Specialist / Manager-in-charge III	18	Social Work Practitioner, Senior	20
Occupational Therapy Assistant	27	Social Worker (All Categories)	20/21
Optometrist, Clinical	18	Specialist in Orthodontics	10
Orthoptist / Senior	18	Specialist in Public Health Medicine	9
Pathology Technician / Senior	18	Speech and Language Therapist / Senior / Manager / Clinical Specialist / Manager-in-charge III / Family Therapist	21
Pharmaceutical Technician / Student / Senior	18/19	Speech and Language Therapy Assistant	27
Pharmacy Student / Pharmacist / Senior / Chief I / Chief II	19	Staff Nurse	13
Pharmacy Porter / Pharmacy Aide/Attendant	23	Staff Nurse (Adaptation Placement) General/Childrens/Midwife	13
Phlebotomist / Senior / Trainee	19	Staff Nurse, Post Qualification Pre Registration	13
Physicist Graduate Trainee / Senior / Principal / Chief	19	Staff Nurse, Registered Intellectual Disability Nurse / Midwife / Sick Children's Nurse	13
Physiotherapist / Senior / Manager / Clinical Specialist / Physiotherapist Manager-in-charge III	19	Staff Nurse, Senior (General) / Dual Qualified (General)	13
Physiotherapy Assistant	27	Staff Nurse, Senior (Mental Health) / Dual Qualified (Mental Health)	11
Play Specialist / Senior	19	Storeman / (Non-Dublin) Non-Paypath	24/26
Play Therapist / Senior	19	Stores Porters / Attendants / (Non-Dublin) Non-Paypath	24/25
Porter Supervisor	24	Student Mental Health Nurse (Rostered Placement)	11

CONTENTS	PAGE	CONTENTS	PAGE
Student Nurse / Midwife / Intellectual Disability / Childrens (Rostered Placement)	13		
Student Public Health Nurse	14		
Supervisor / Instructor / Senior Supervisor / Instructor (Specialist Agencies)	34		
Supplies Officer Grade A / B / C / D	29		
Team Leader, Support Services	24		
Technical Services Manager (St. Vincents)	34		
Technical Services Manager, Assistant (Mater)	34		
Technical Services Officer (Mater, Tallaght)	34		
Technical Services Officer / Assistant / Senior Assistant / Chief Assistant	34		
Theatre Porters / Attendants / (Non-Dublin) Non-Paypath	24/26		
Theatre Operative	24		
Tractor Drivers / (Non-Dublin) Non-Paypath **	24/25		
Transport Officer (Formerly EHB)	34		
Van Drivers / (Non-Dublin) Non-Paypath	24/26		
Vascular Physiologist / Senior / Chief I & II	21		
Vocational Trainee in Dentistry	9		
Welfare Home Supervisor / Asst. Supervisor	29		
Workshop Instructors (HSE Health Areas)	34		
Workshop Manager (Specialist Agencies)	34		
Workshop Supervisors (HSE Midland Health Area & HSE North Western Health Area)	34		

Source Grade	Grade	Band	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
			MEDICAL & DENTAL GRADES																						
			EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																						
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/10/21	1	30,846																			
				1/10/20		30,346																			
1503			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			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			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			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/21	1	34,673																			
				1/10/20		34,173																			
1503			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			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			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			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/21	1	36,722																			
				1/10/20		36,222																			
1503			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			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			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			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/10/21	1	38,769																			
				1/10/20		38,269																			
1503			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			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																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/21	1	49,997																			
				1/10/20		49,497																			

	1333		AREA MEDICAL OFFICER	1/10/21	8	70,131	71,202	73,375	75,545	77,746	79,915	**81,979**	**84,045**	**LSIs**													
				1/07/21		69,436	71,202	73,375	75,545	77,746	79,915	**81,979**	**84,045**	**LSIs**													
	1325		AREA MEDICAL OFFICER - SENIOR	1/10/21	8	82,817	85,166	87,544	89,897	92,253	94,648	**96,854**	**99,062**	**LSIs**													
				1/07/21		82,817	85,166	87,544	89,897	92,253	94,648	**96,854**	**99,062**	**LSIs**													
	183T		MEDICAL OFFICER - SENIOR	1/10/21	8	82,817	85,166	87,544	89,897	92,253	94,648	**96,854**	**99,062**	**LSIs**													
				1/07/21		82,817	85,166	87,544	89,897	92,253	94,648	**96,854**	**99,062**	**LSIs**													
	1791		MEDICAL OFFICER - PRINCIPAL	1/10/21	1	106,230																					
				1/07/21		106,230																					
	1319		DIRECTOR OF COMMUNITY CARE	1/10/21	1	113,397																					
				1/07/21		113,397																					
	1317		SPECIALIST IN PUBLIC HEALTH MEDICINE	1/10/21	1	119,067																					
				1/07/21		119,067																					
	1318		DIRECTOR OF PUBLIC HEALTH MEDICINE	1/10/21	1	138,909																					
				1/07/21		138,909																					
	1491		COMMUNITY OPTHALMIC PHYSICIAN	1/10/21	3	94,648	**96,854**	**99,062**	**LSIs**																		
				1/07/21		94,648	**96,854**	**99,062**	**LSIs**																		
	1554		INTERN **Payment may also be made for up to a max of 5 days induction or where induction lasts less than 5 days they may be paid on a pro-rata basis**	1/10/21	1	38,752																					
				1/10/20		38,252																					
	1554		INTERN (NCHD) **FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)**	1/10/21	1	35,534																					
				1/07/21		35,534																					
	1012		SENIOR HOUSE OFFICER	1/10/21	7	46,058	48,344	51,772	54,028	58,567	60,822	63,023															
				1/10/20		45,558	47,844	51,260	53,493	57,987	60,219	62,399															
	1012		SENIOR HOUSE OFFICER NCHD **FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)**	1/10/21	7	42,678	44,964	48,380	50,615	55,153	57,408	59,609															
				1/10/20		42,178	44,464	47,880	50,113	54,607	56,839	59,018															
	1538		REGISTRAR	1/10/21	6	58,567	60,822	63,023	64,642	66,801	68,968																
				1/10/20		57,987	60,219	62,399	64,002	66,140	68,285																
	1538		REGISTRAR (NCHD) **FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017)(Circular 11/2017 refers)**	1/10/21	6	55,153	57,408	59,609	61,227	63,387	65,554																
				1/10/20		54,607	56,839	59,018	60,621	62,760	64,905																
1627			SENIOR REGISTRAR	1/10/21	7	69,876	72,103	74,377	76,801	79,599	82,513	85,520															
				1/07/21		69,835	72,103	74,377	76,801	79,599	82,513	85,520															
1628			SPECIALIST REGISTRAR	1/10/21	7	65,659	67,211	69,454	71,488	74,906	78,328	81,747															
				1/07/21		65,009	66,546	68,767	71,488	74,906	78,328	81,747															
	1449		PSYCHIATRIST ** grade obsolete - not for use - see Guide note 2 **	1/10/21	5	51,648	54,200	56,743	59,280	61,783																	
				1/10/20		51,137	53,663	56,181	58,693	61,171																	
	104X		VOCATIONAL TRAINEE IN DENTISTRY	1/10/21	2	43,651	48,327																				
				1/10/20		43,151	47,827																				
	1988		CLINICAL DENTAL SURGEON (GRADE I)	1/10/21	4	49,824	52,898	55,234	58,656																		
				1/10/20		49,324	52,374	54,687	58,076																		
	1597		GENERAL DENTAL SURGEON	1/10/21	9	63,377	66,594	69,765	72,018	75,320	78,639	81,943	**86,908**	**91,872**	**LSIs**												
				1/07/21		62,750	65,935	69,075	72,018	75,320	78,639	81,943	**86,908**	**91,872**	**LSIs**												
	1589		SENIOR DENTAL SURGEON	1/10/21	6	78,268	81,943	85,637	89,309	**94,618**	**99,930**	**LSIs**															
				1/07/21		78,268	81,943	85,637	89,309	**94,618**	**99,930**	**LSIs**															
	1619		SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/10/21	6	82,182	86,040	89,920	93,774	**99,349**	**104,926**	**LSIs**															
				1/07/21		82,182	86,040	89,920	93,774	**99,349**	**104,926**	**LSIs**															
197X			PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/10/21	5	96,342	100,472	104,608	**110,787**	**116,965**	**LSIs**																
				1/07/21		96,342	100,472	104,608	**110,787**	**116,965**	**LSIs**																

197X			PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/10/21	5	94,199	98,240	102,284	**108,325**	**114,366**	**LSIs**														
				1/07/21		94,199	98,240	102,284	**108,325**	**114,366**	**LSIs**														
			PRINCIPAL DENTAL SURGEON (RETIREES PRE 1/4/2000) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	5	85,637	89,309	92,985	**98,477**	**103,970**	**LSIs**														
				1/07/21		85,637	89,309	92,985	**98,477**	**103,970**	**LSIs**														
	1465		SPECIALIST IN ORTHODONTICS	1/10/21	1	152,365																			
				1/07/21		152,365																			

MENTAL HEALTH (PSYCHIATRIC) NURSING GRADES

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

	2854		GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	27,644																		
				1/10/20		27,144																		
	2854		GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	28,773																		
				1/10/20		28,273																		
	2930		STUDENT MENTAL HEALTH NURSE (ROSTERED PLACEMENT)	1/10/21	1	22,729	Annualised																	
				1/10/20		22,229	Annualised																	
	2637		MENTAL HEALTH STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/10/21	1	27,264																		
				1/10/20		26,764																		
	2862		MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/10/21	1	27,264																		
				1/10/20		26,764																		
	2674		MENTAL HEALTH STAFF NURSE	1/10/21	13	31,795	33,391	34,639	35,912	37,244	38,499	39,809	40,828	41,940	43,383	44,801	46,823	**48,233**	**LSI**					
				1/10/20		31,295	32,891	34,139	35,412	36,744	37,999	39,309	40,328	41,440	42,883	44,301	46,323	**47,733**	**LSI**					
	2157		SENIOR STAFF NURSE (MENTAL HEALTH)	1/10/21	1	50,529																		
				1/10/20		50,029																		
	2606		DUAL QUALIFIED MENTAL HEALTH STAFF NURSE ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	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**									
	2165		SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/10/21	1	51,857																		
				1/10/20		51,344																		
	2704		COMMUNITY PSYCHIATRIC NURSE	1/10/21	10	49,785	50,006	50,935	51,773	53,501	54,471	55,509	56,554	57,751	58,859									
				1/10/20		49,285	49,506	50,431	51,261	52,971	53,932	54,960	55,994	57,180	58,276									
	2527		CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/10/21	8	47,389	48,247	49,460	50,693	51,919	53,152	54,527	55,808											
				1/10/20		46,889	47,747	48,960	50,191	51,405	52,626	53,987	55,255											
	2658		CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/10/21	9	51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
				1/10/20		50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190										
	2625		CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/10/21	9	51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
				1/10/20		50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190										
	2301		COMMUNITY MENTAL HEALTH NURSE	1/10/21	9	51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
				1/10/20		50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190										
	238Y		CLINICAL NURSE MANAGER 3 (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													
	2586		NURSE TUTOR (MENTAL HEALTH)	1/10/21	10	60,521	61,343	62,162	62,985	63,806	64,630	65,447	66,272	67,094	67,915									
				1/10/20		59,922	60,736	61,546	62,362	63,174	63,990	64,799	65,616	66,430	67,243									
	2585		PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/10/21	8	63,472	64,670	65,763	69,179	70,374	70,419	71,816	73,721											
				1/07/21		62,844	64,029	65,112	68,494	69,678	70,395	71,816	73,721											
2268			ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	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												
	2274		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		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		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		DIRECTOR OF NURSING, AREA MENTAL HEALTH SERVICES	1/10/21	5	95,174	99,140	103,105	107,070	111,035															
	2293		ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/10/21	1	51,857																			
				1/10/20		51,344																			
	2285		EHNANCED 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**										

GENERAL NURSING AND MIDWIFERY GRADES

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

2852	GRADUATE NURSE PROGRAMME (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	27,052																			
		1/10/20		26,552																			
2852	GRADUATE NURSE PROGRAMME (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	28,156																			
		1/10/20		27,656																			
2931	STUDENT NURSE/MIDWIFE (ROSTERED PLACEMENT)	1/10/21	1	22,249	Annualised																		
		1/10/20		21,749	Annualised																		
2932	STUDENT NURSE INTELLECTUAL DISABILITY (ROSTERED PLACEMENT)	1/10/21	1	22,249	Annualised																		
		1/10/20		21,749	Annualised																		
2933	STUDENT NURSE CHILDRENS (ROSTERED PLACEMENT)	1/10/21	1	22,249	Annualised																		
		1/10/20		21,749	Annualised																		
2209	STUDENT NURSE MIDWIFERY (ROSTERED PLACEMENT)	1/10/21	1	22,249	Annualised																		
		1/10/20		21,749	Annualised																		
2901	POST REGISTERED STUDENT NURSE ** grade obsolete - not for use - see Guide note 2 **	1/10/21	4	27,325	28,461	29,768	31,448																
		1/10/20		26,825	27,961	29,268	30,948																
2861	STAFF NURSE (ADAPTATION PLACEMENT)	1/10/21	1	26,679																			
		1/10/20		26,179																			
2860	STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/10/21	1	26,679																			
		1/10/20		26,179																			
2633, 2634, 2635, 2636	STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/10/21	1	26,679																			
		1/10/20		26,179																			
2135	STAFF NURSE	1/10/21	13	31,109	32,949	33,888	35,130	36,696	38,260	39,817	41,163	42,513	43,856	45,201	46,521	**47,931**	**LSI**						
		1/10/20		30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	**47,431**	**LSI**						
2142	(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT	1/10/21	1	26,679																			
		1/10/20		26,179																			
2143	(STAFF NURSE) REGISTERED MIDWIFE	1/10/21	13	31,109	32,949	33,888	35,130	36,696	38,260	39,817	41,163	42,513	43,856	45,201	46,521	**47,931**	**LSI**						
		1/10/20		30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	**47,431**	**LSI**						
2136	(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/10/21	13	31,109	32,949	33,888	35,130	36,696	38,260	39,817	41,163	42,513	43,856	45,201	46,521	**47,931**	**LSI**						
		1/10/20		30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	**47,431**	**LSI**						
213T	(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/10/21	13	31,109	32,949	33,888	35,130	36,696	38,260	39,817	41,163	42,513	43,856	45,201	46,521	**47,931**	**LSI**						
		1/10/20		30,609	32,449	33,388	34,630	36,196	37,760	39,317	40,663	42,013	43,356	44,701	46,021	**47,431**	**LSI**						
2173	SENIOR STAFF NURSE (GENERAL)	1/10/21	1	50,211																			
		1/10/20		49,711																			
2617	DUAL QUALIFIED STAFF NURSE (GENERAL) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	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**										
2181	SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/10/21	1	51,857																			
		1/10/20		51,344																			
281X	ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/10/21	6	59,174	62,425	63,761	64,992	66,236	67,938														
		1/10/20		58,588	61,807	63,130	64,349	65,580	67,265														

	2801		DIRECTOR OF PUBLIC HEALTH NURSING	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															
	2280		ENHANCED MIDWIFE	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**											
	2281		ENHANCED NURSE (CHILDREN'S)	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**											
	2282		ENHANCED NURSE (COMMUNITY)	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**											
	2283		ENHANCED NURSE (GENERAL)	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**											
	2284		ENHANCED NURSE (INTELLECTUAL DISABILITY)	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**											
	2286		ENHANCED MIDWIFE, SENIOR	1/10/21	1	51,857																				
				1/10/20		51,344																				
	2287		ENHANCED NURSE SENIOR, (CHILDREN'S)	1/10/21	1	51,857																				
				1/10/20		51,344																				
	2288		ENHANCED NURSE SENIOR, (COMMUNITY)	1/10/21	1	51,857																				
				1/10/20		51,344																				
	2289		ENHANCED NURSE SENIOR, (GENERAL)	1/10/21	1	51,857																				
				1/10/20		51,344																				
	2290		ENHANCED NURSE SENIOR, (INTELLECTUAL DISABILITY)	1/10/21	1	51,857																				
				1/10/20		51,344																				
	2127		CLINICAL NURSE MANAGER 1 (GENERAL)	1/10/21	8	47,389	48,247	49,460	50,693	51,919	53,152	54,527	55,808													
				1/10/20		46,889	47,747	48,960	50,191	51,405	52,626	53,987	55,255													
	2119		CLINICAL NURSE MANAGER 2 (GENERAL)	1/10/21	9	51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792												
				1/10/20		50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190												
	2632		CLINICAL NURSE SPECIALIST (GENERAL)	1/10/21	9	51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792												
				1/10/20		50,912	51,756	52,468	53,633	54,920	56,183	57,446	58,868	60,190												
	233X		CLINICAL NURSE MANAGER 3 (GENERAL)	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															
	2712		CLINICAL NURSE INSTRUCTOR (GENERAL)	1/10/21	9	53,653	54,521	55,164	56,357	57,559	58,856	60,161	61,463	62,764												
				1/10/20		53,122	53,981	54,618	55,799	56,989	58,274	59,565	60,855	62,143												
	2580		NURSE TUTOR (GENERAL)	1/10/21	10	60,521	61,343	62,162	62,985	63,806	64,630	65,447	66,272	67,094	67,915											
				1/10/20		59,922	60,736	61,546	62,362	63,174	63,990	64,799	65,616	66,430	67,243											
	2097		NURSE TUTOR MIDWIFERY	1/10/21	10	60,521	61,343	62,162	62,985	63,806	64,630	65,447	66,272	67,094	67,915											
				1/10/20		59,922	60,736	61,546	62,362	63,174	63,990	64,799	65,616	66,430	67,243											
	247X		PRINCIPAL NURSE TUTOR	1/10/21	8	63,472	64,670	65,763	69,179	70,374	70,419	71,816	73,721													
				1/07/21		62,844	64,029	65,112	68,494	69,678	70,395	71,816	73,721													
	2836		STUDENT PUBLIC HEALTH NURSE	1/10/21	1	34,912																				
				1/10/20		34,412																				
	2828		PUBLIC HEALTH NURSE	1/10/21	9	50,108	50,935	51,644	52,762	54,046	55,291	56,545	57,955	59,267												
				1/10/20		49,608	50,430	51,132	52,239	53,511	54,744	55,986	57,381	58,680												
2267			ADVANCED NURSE PRACTITIONER (GENERAL)	1/10/21	9	59,742	60,899	62,015	65,442	66,521	67,774	68,946	70,110	73,725												
				1/07/21		59,151	60,296	61,401	64,794	65,862	67,103	68,263	69,415	73,725												
2269			ADVANCED NURSE PRACTITIONER (COMMUNITY/PRIMARY CARE)	1/10/21	9	59,742	60,899	62,015	65,442	66,521	67,774	68,946	70,110	73,725												
				1/07/21		59,151	60,296	61,401	64,794	65,862	67,103	68,263	69,415	73,725												
2270			ADVANCED NURSE PRACTITIONER (CHILDREN'S)	1/10/21	9	59,742	60,899	62,015	65,442	66,521	67,774	68,946	70,110	73,725												
				1/07/21		59,151	60,296	61,401	64,794	65,862	67,103	68,263	69,415	73,725												
2271			ADVANCED NURSE PRACTITIONER (INTELLECTUAL DISABILITY)	1/10/21	9	59,742	60,899	62,015	65,442	66,521	67,774	68,946	70,110	73,725												
				1/07/21		59,151	60,296	61,401	64,794	65,862	67,103	68,263	69,415	73,725												
2535			ADVANCED MIDWIFE PRACTITIONER	1/10/21	9	59,742	60,899	62,015	65,442	66,521	67,774	68,946	70,110	73,725												
				1/07/21		59,151	60,296	61,401	64,794	65,862	67,103	68,263	69,415	73,725												

	2272		ADVANCED NURSE PRACTITIONER, CANDIDATE (GENERAL)	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															
	2276		ADVANCED NURSE PRACTITIONER, CANDIDATE (COMMUNITY/PRIMARY CARE)	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															
	2277		ADVANCED NURSE PRACTITIONER, CANDIDATE (CHILDREN'S)	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															
	2278		ADVANCED NURSE PRACTITIONER, CANDIDATE (INTELLECTUAL DISABILITY)	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															
	2536		ADVANCED MIDWIFE PRACTITIONER, CANDIDATE	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															
	2910		ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/10/21	9	59,742	60,899	62,015	65,442	66,521	67,774	68,946	70,110	73,725												
				1/07/21		59,151	60,296	61,401	64,794	65,862	67,103	68,263	69,415	73,725												
	2911/2912/2913		ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/10/21	8	56,736	57,945	59,174	62,425	63,761	64,992	66,236	67,937													
				1/10/20		56,174	57,371	58,588	61,807	63,130	64,349	65,580	67,264													
	2919		ASSISTANT DIRECTOR OF MIDWIFERY BAND 1	1/10/21	9	59,742	60,899	62,015	65,442	66,521	67,774	68,946	70,110	73,725												
				1/07/21		59,151	60,296	61,401	64,794	65,862	67,103	68,263	69,415	73,725												
	2920		ASSISTANT DIRECTOR OF MIDWIFERY BAND 2	1/10/21	8	56,736	57,945	59,174	62,425	63,761	64,992	66,236	67,937													
				1/10/20		56,174	57,371	58,588	61,807	63,130	64,349	65,580	67,264													
	2921		ASSISTANT DIRECTOR OF MIDWIFERY BAND 3	1/10/21	8	56,736	57,945	59,174	62,425	63,761	64,992	66,236	67,937													
				1/10/20		56,174	57,371	58,588	61,807	63,130	64,349	65,580	67,264													
	2292		AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/10/21	7	83,837	86,426	88,988	91,186	93,636	96,136	98,600														
				1/07/21		83,837	86,426	88,988	91,186	93,636	96,136	98,600														
	2915		HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739															
				1/10/20		101,860	106,387	110,914	115,439	119,968	124,494															
	2004		DIRECTOR OF MIDWIFERY, NWIHP	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739															
				14/04/21		101,860	106,387	110,914	115,439	119,968	124,494															
	2291		DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/10/21	6	76,134	78,265	80,613	83,193	86,021	88,925															
				1/07/21		76,134	78,265	80,613	83,193	86,021	88,925															
	2903		DIRECTOR OF NURSING BAND 1 (GENERAL)	1/10/21	7	79,242	81,445	83,652	85,851	88,052	90,262	92,462														
				1/10/20		78,458	80,639	82,824	85,001	87,181	89,368	91,547														
	2904		DIRECTOR OF NURSING BAND 2 (GENERAL)	1/10/21	7	73,823	75,901	77,985	80,060	82,148	84,229	86,311														
				1/07/21		73,823	75,901	77,985	80,060	82,148	84,229	86,311														
	2905		DIRECTOR OF NURSING BAND 2A (GENERAL)	1/10/21	7	73,232	74,539	75,849	77,154	78,465	79,769	81,078														
				1/07/21		73,232	74,539	75,849	77,154	78,465	79,769	81,078														
	2906		DIRECTOR OF NURSING BAND 3 (GENERAL)	1/10/21	7	69,133	69,570	71,052	72,579	74,100	75,633	77,154														
				1/07/21		68,448	69,526	71,052	72,579	74,100	75,633	77,154														
	2907		DIRECTOR OF NURSING BAND 4 (GENERAL)	1/10/21	7	64,597	66,551	68,499	70,456	71,320	73,291	75,258														
				1/07/21		63,957	65,893	67,821	69,758	71,320	73,291	75,258														
	2908		DIRECTOR OF NURSING BAND 5 (GENERAL)	1/10/21	7	60,430	61,738	63,044	64,348	65,654	66,966	68,274														
				1/10/20	7	59,831	61,126	62,420	63,711	65,004	66,303	67,598														
	2643		DIRECTOR, CENTRE OF NURSE EDUCATION	1/10/21	8	69,483	70,565	72,734	74,924	77,112	79,301	81,489	83,770													
				1/07/21		68,795	70,546	72,734	74,924	77,112	79,301	81,489	83,770													
	2916		DIRECTOR OF MIDWIFERY BAND 1	1/10/21	7	79,242	81,445	83,652	85,851	88,052	90,262	92,462														
				1/10/20		78,458	80,639	82,824	85,001	87,181	89,368	91,547														
	2917		DIRECTOR OF MIDWIFERY BAND 2	1/10/21	7	73,823	75,901	77,985	80,060	82,148	84,229	86,311														
				1/07/21		73,823	75,901	77,985	80,060	82,148	84,229	86,311														
	2918		DIRECTOR OF MIDWIFERY BAND 3	1/10/21	7	69,133	69,570	71,052	72,579	74,100	75,633	77,154														
				1/07/21		68,448	69,526	71,052	72,579	74,100	75,633	77,154														

HEALTH & SOCIAL CARE PROFESSIONALS GRADES

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

3742	ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/10/21	14	46,085	48,568	51,038	52,895	54,753	56,613	58,470	60,331	62,188	64,043	65,906	67,763	**69,903**	**70,946**	**LSIs**					
		1/07/21		45,585	48,068	50,532	52,371	54,211	56,053	57,891	59,733	61,572	63,409	65,254	67,092	**69,211**	**70,943**	**LSIs**					
3744	ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/10/21	11	51,750	55,140	57,381	59,902	62,393	64,913	67,448	69,971	71,389	**74,666**	**77,004**	**LSIs**								
		1/07/21		51,237	54,594	56,813	59,309	61,775	64,270	66,780	69,279	71,389	**74,666**	**77,004**	**LSIs**								
3441	AUDIOLOGIST, STAFF GRADE	1/10/21	10	33,322	35,039	36,501	37,739	38,757	39,781	40,849	41,902	42,916	**43,727**	**LSI**									
		1/10/20		32,822	34,539	36,001	37,239	38,257	39,281	40,349	41,402	42,416	**43,227**	**LSI**									
384Y	AUDIOLOGIST, SENIOR	1/10/21	6	45,821	47,596	48,738	50,040	51,372	52,739														
		1/10/20		45,321	47,096	48,238	49,540	50,864	52,217														
3447	AUDIOLOGIST, CLINICAL SPECIALIST	1/10/21	6	50,040	51,372	52,739	55,550	58,431	61,380														
		1/10/20		49,540	50,864	52,217	55,000	57,852	60,772														
345X	AUDIOLOGIST, CHIEF	1/10/21	6	52,739	55,550	58,431	61,380	64,399	67,487														
		1/10/20		52,217	55,000	57,852	60,772	63,761	66,819														
3448	AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/10/21	10	66,077	69,023	70,876	73,848	76,830	79,808	82,786	85,768	**88,513**	**91,513**	**LSIs**									
		1/07/21		65,423	68,339	70,870	73,848	76,830	79,808	82,786	85,768	**88,513**	**91,513**	**LSIs**									
3446	AUDIOLOGY, NATIONAL LEAD	1/10/21	7	81,975	87,854	93,838	99,877	105,467	**108,844**	**112,218**	**LSIs**												
		1/07/21		81,975	87,854	93,838	99,877	105,467	**108,844**	**112,218**	**LSIs**												
3751	BIOCHEMIST	1/10/21	16	37,307	38,844	41,279	42,437	43,537	46,140	47,825	49,525	51,260	53,003	54,751	56,513	58,288	60,082	61,825	**63,024**	**LSI**			
		1/10/20		36,807	38,344	40,779	41,937	43,037	45,640	47,325	49,025	50,753	52,479	54,209	55,954	57,711	59,487	61,213	**62,400**	**LSI**			
376X	BIOCHEMIST, SENIOR	1/10/21	9	57,605	60,212	62,526	64,893	67,331	69,729	71,099	73,569	76,057											
		1/07/21		57,034	59,616	61,907	64,251	66,665	69,038	71,099	73,569	76,057											
3778	BIOCHEMIST, PRINCIPAL	1/10/21	9	69,775	73,107	77,230	81,346	85,476	89,593	94,158	97,199	100,261											
		1/07/21		69,084	73,107	77,230	81,346	85,476	89,593	94,158	97,199	100,261											
3786	BIOCHEMIST, TOP GRADE ** grade obsolete - not for use - see Guide note 2 **	1/10/21	5	97,110	101,805	105,629	109,516	113,461															
		1/07/21		97,110	101,805	105,629	109,516	113,461															
3867	CARDIAC PHYSIOLOGIST	1/10/21	10	37,258	39,339	41,224	42,079	43,026	45,506	47,011	48,518	**52,252**	**55,946**	**LSIs**									
		1/10/20		36,758	38,839	40,724	41,579	42,526	45,006	46,511	48,018	**51,735**	**55,392**	**LSIs**									
3003	CARDIAC PHYSIOLOGIST SENIOR	1/10/21	8	46,671	48,050	49,509	51,005	52,557	53,997	**57,560**	**61,128**	**LSIs**											
		1/10/20		46,171	47,550	49,009	50,500	52,037	53,462	**56,990**	**60,523**	**LSIs**											
3001	CARDIAC PHYSIOLOGIST, CHIEF I	1/10/21	8	50,814	51,868	53,269	54,628	55,988	57,335	**60,815**	**64,366**	**LSIs**											
		1/10/20		50,311	51,355	52,741	54,087	55,434	56,767	**60,213**	**63,729**	**LSIs**											
3002	CARDIAC PHYSIOLOGIST, CHIEF II	1/10/21	8	52,276	54,818	57,296	59,788	62,319	65,582	**69,276**	**71,725**	**LSIs**											
		1/07/21		51,758	54,275	56,729	59,196	61,702	64,933	**68,590**	**71,725**	**LSIs**											
3352	CHIROPODIST	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	**54,569**	**LSI**					
		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	**54,029**	**LSI**					
3346	CHIROPODIST, SENIOR	1/10/21	9	54,677	55,843	57,045	58,237	59,429	60,683	62,005	63,324	64,380											
		1/10/20		54,136	55,290	56,480	57,660	58,841	60,082	61,391	62,697	63,742											
3654	CLINICAL SPECIALIST CHIROPODIST	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											
3161	CLINICAL ENGINEERING TECHNICIAN	1/10/21	7	32,271	33,415	35,172	35,886	37,322	40,162	42,273													
		1/10/20		31,771	32,915	34,672	35,386	36,822	39,662	41,773													
3162	CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/10/21	9	43,725	45,849	48,172	50,631	53,284	55,939	58,645	**60,740**	**62,696**	**LSIs**										
		1/10/20		43,225	45,349	47,672	50,130	52,756	55,385	58,065	**60,138**	**62,075**	**LSIs**										
3163	CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/10/21	6	60,833	62,832	65,586	67,456	69,056	69,825														
		1/07/21		60,231	62,210	64,936	66,788	68,373	69,784														
3164	CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/10/21	8	63,525	66,000	68,560	70,530	71,515	73,599	75,898	77,838												
		1/07/21		62,896	65,347	67,881	69,831	71,515	73,599	75,898	77,838												
3211	CLINICAL PHOTOGRAPHER (BASIC GRADE)	1/10/21	15	30,324	31,975	33,192	34,848	36,466	38,016	39,565	41,080	42,599	44,091	45,622	47,071	48,258	**49,822**	**51,387**	**LSIs**				
		1/10/20		29,824	31,475	32,692	34,348	35,966	37,516	39,065	40,580	42,099	43,591	45,122	46,571	47,758	**49,322**	**50,878**	**LSIs**				

	321T		CLINICAL PHOTOGRAPHER (SENIOR GRADE)	1/10/21	10	48,258	49,651	51,049	52,412	53,817	55,216	56,612	58,050	**60,130**	**62,208**	**LSIs**										
				1/10/20		47,758	49,151	50,544	51,893	53,284	54,669	56,051	57,475	**59,535**	**61,592**	**LSIs**										
	3028		COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/10/21	14	45,894	48,382	50,823	53,616	56,412	59,205	62,000	64,793	67,586	70,381	72,088	74,914	77,739	80,557							
				1/07/21		45,394	47,882	50,320	53,085	55,853	58,619	61,386	64,151	66,917	69,684	72,088	74,914	77,739	80,557							
	3027		DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/10/21	9	94,548	96,664	98,781	100,898	103,014	105,130	107,246	110,464	114,110												
				1/07/21		94,548	96,664	98,781	100,898	103,014	105,130	107,246	110,464	114,110												
	3102		DIRECTOR OF SERVICES, MAYO COMMUNITY LIVING	1/10/21	7	69,133	69,570	71,052	72,579	74,100	75,633	77,154														
				1/07/21		68,448	69,526	71,052	72,579	74,100	75,633	77,154														
				14/04/21	7	68,448	68,881	70,348	71,803	73,253	74,713	76,162														
	3103		COUNSELLOR THERAPIST, SENIOR - NATIONAL SERVICES	1/10/21	8	65,126	68,200	71,272	74,345	77,419	79,254	**82,245**	**85,236**	**LSIs**												
				1/09/21	8	64,481	67,525	70,566	73,609	76,652	78,469	**81,431**	**84,392**	**LSIs**												
	3022		DENTAL HYGIENIST	1/10/21	14	37,633	40,074	41,641	43,047	44,337	45,675	47,025	48,388	49,918	50,728	52,135	53,353	54,592	**55,645**	**LSI**						
				1/10/20		37,133	39,574	41,141	42,547	43,837	45,175	46,525	47,888	49,418	50,226	51,619	52,824	54,051	**55,094**	**LSI**						
	3389		DIETICIAN	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	**54,569**	**LSI**						
				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	**54,029**	**LSI**						
	3395		DIETICIAN, SENIOR	1/10/21	9	54,677	55,843	57,045	58,237	59,429	60,683	62,005	63,324	64,380												
				1/10/20		54,136	55,290	56,480	57,660	58,841	60,082	61,391	62,697	63,742												
	3715		CLINICAL SPECIALIST DIETICIAN	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												
	3328		DIETICIAN MANAGER	1/10/21	7	65,912	68,283	69,581	71,936	74,333	76,732	79,126														
				1/07/21		65,260	67,607	69,537	71,936	74,333	76,732	79,126														
	3391		DIETICIAN MANAGER-IN-CHARGE III	1/10/21	7	76,299	77,548	78,794	80,107	81,489	82,869	83,975														
				1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975														
	3035		DOSIMETRIST, BASIC	1/10/21	15	35,983	38,355	39,808	41,605	43,282	45,163	46,645	48,093	50,774	52,330	53,954	55,575	57,636	58,365	**59,496**	**LSI**					
				1/10/20		35,483	37,855	39,308	41,105	42,782	44,663	46,145	47,593	50,271	51,812	53,420	55,024	57,066	57,787	**58,906**	**LSI**					
	3036		DOSIMETRIST, SENIOR	1/10/21	8	56,531	59,385	61,944	64,534	67,143	69,079	69,968	71,923													
				1/07/21		55,971	58,797	61,331	63,895	66,478	68,395	69,928	71,923													
	3603		E.C.G. TECHNICIAN, STUDENT	1/10/21	5	24,451	25,439	26,546	27,439	27,702																
				1/10/20		23,951	24,939	26,046	26,939	27,202																
359T			E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/10/21	13	28,637	30,133	31,646	32,260	32,925	34,567	35,292	36,337	37,484	38,543	39,635	**42,106**	**44,598**	**LSIs**							
				1/10/20		28,137	29,633	31,146	31,760	32,425	34,067	34,792	35,837	36,984	38,043	39,135	**41,606**	**44,098**	**LSIs**							
359T			E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/10/21	9	28,919	30,429	31,957	32,260	32,925	34,567	35,292	36,337	37,484												
				1/10/20		28,419	29,929	31,457	31,760	32,425	34,067	34,792	35,837	36,984												
	3581		E.C.G. TECHNICIAN, SENIOR	1/10/21	7	39,274	40,242	41,279	42,342	43,449	**45,870**	**48,227**	**LSIs**													
				1/10/20		38,774	39,742	40,779	41,842	42,949	**45,370**	**47,727**	**LSIs**													
	3004		E.C.G. TECHNICIAN, CHIEF I	1/10/21	7	41,896	42,777	43,923	45,045	46,362	**48,667**	**50,958**	**LSIs**													
				1/10/20		41,396	42,277	43,423	44,545	45,862	**48,167**	**50,453**	**LSIs**													
	3005		E.C.G. TECHNICIAN, CHIEF II ** grade obsolete - not for use - see Guide note 2 **	1/10/21	7	44,603	45,961	47,255	48,562	50,392	**52,758**	**55,231**	**LSIs**													
				1/10/20		44,103	45,461	46,755	48,062	49,892	**52,236**	**54,684**	**LSIs**													
	319X		ENVIRONMENTAL HEALTH OFFICER, BASIC	1/10/21	13	40,025	42,486	44,299	46,125	47,941	49,761	51,598	53,436	55,270	57,109	58,956	**60,846**	**62,729**	**LSIs**							
				1/10/20		39,525	41,986	43,799	45,625	47,441	49,261	51,087	52,907	54,723	56,544	58,372	**60,243**	**62,108**	**LSIs**							
	3173		ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/10/21	12	51,041	52,895	54,755	56,612	58,470	60,332	62,189	64,043	65,910	67,767	**69,904**	**70,948**	**LSIs**								
				1/07/21		50,536	52,371	54,213	56,051	57,891	59,735	61,573	63,409	65,257	67,096	**69,212**	**70,944**	**LSIs**								
	3181		ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/10/21	9	67,660	69,737	70,728	72,820	74,925	77,024	79,139	**81,796**	**84,449**	**LSIs**											
				1/07/21		66,990	69,046	70,716	72,820	74,925	77,024	79,139	**81,796**	**84,449**	**LSIs**											
	3172		ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/10/21	5	84,932	88,881	92,818	96,764	100,191																
				1/07/21		84,932	88,881	92,818	96,764	100,191																
	3172		ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** scale replaced by 5 point scale above wef 1.05.17 - not for use for current employees **	1/10/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799														
				1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799														

	6404		HOSPITAL CHAPLAINS, ROMAN CATHOLIC	1/10/21	7	49,041	50,211	51,638	54,315	55,919	**57,910**	**59,914**	**LSIs**												
				1/10/20		48,541	49,711	51,127	53,777	55,365	**57,337**	**59,321**	**LSIs**												
	393X		LABORATORY MANAGER	1/10/21	9	71,566	74,859	77,754	80,661	83,626	86,535	89,519	92,410	95,320											
				1/07/21		71,566	74,859	77,754	80,661	83,626	86,535	89,519	92,410	95,320											
	3880		MEDICAL SCIENTIST, TRAINEE	1/10/21	3	31,036	32,306	34,324																	
				21/01/21		30,536	31,806	33,824																	
	3875		MEDICAL SCIENTIST	1/10/21	16	34,429	35,840	38,082	39,144	40,154	42,543	44,089	45,650	47,236	48,820	50,409	52,025	53,653	55,300	56,900	**58,000**	**LSI**			
				1/10/20		33,929	35,340	37,582	38,644	39,654	42,043	43,589	45,150	46,736	48,320	49,909	51,510	53,122	54,753	56,337	**57,426**	**LSI**			
3877			MEDICAL SCIENTIST, SENIOR ** with designated NFQ Level 9 qualification **	1/10/21	9	52,374	54,736	56,833	58,978	61,188	63,359	65,595	67,808	70,039											
				1/10/20		51,855	54,194	56,271	58,394	60,582	62,732	64,945	67,137	69,346											
3877			MEDICAL SCIENTIST, SENIOR ** without designated NFQ Level 9 qualification **	1/10/21	5	52,374	54,736	56,833	58,978	61,188															
				1/10/20		51,855	54,194	56,271	58,394	60,582															
	3878		SPECIALIST MEDICAL SCIENTIST	1/10/21	9	58,180	60,543	62,640	64,784	66,994	69,165	70,324	72,535	74,789											
				1/07/21		57,604	59,943	62,019	64,143	66,331	68,480	70,296	72,535	74,789											
	3876		MEDICAL SCIENTIST, CHIEF	1/10/21	9	63,819	66,668	69,173	70,605	73,184	75,728	78,339	80,870	83,417											
				1/07/21		63,187	66,007	68,488	70,588	73,184	75,728	78,339	80,870	83,417											
	3410		NATIONAL CLINICAL LABORATORY DIRECTOR	1/10/21	9	139,413	144,375	151,227	152,256	156,907	161,568	166,269	173,319	180,369											
				1/07/21		139,413	144,375	151,227	150,749	155,353	159,969	164,623	171,603	178,584											
				1/10/20		135,791	140,623	147,297	150,749	155,353	159,969	164,623	171,603	178,584											
	3604		NEURO-PHYSIOLOGIST	1/10/21	10	37,258	39,339	41,224	42,079	43,026	45,506	47,011	48,518	**52,252**	**55,946**	**LSIs**									
				1/10/20		36,758	38,839	40,724	41,579	42,526	45,006	46,511	48,018	**51,735**	**55,392**	**LSIs**									
	3607		NEURO-PHYSIOLOGIST, SENIOR	1/10/21	8	46,671	48,050	49,509	51,005	52,557	53,997	**57,560**	**61,128**	**LSIs**											
				1/10/20		46,171	47,550	49,009	50,500	52,037	53,462	**56,990**	**60,523**	**LSIs**											
	3605		NEURO-PHYSIOLOGIST, CHIEF I	1/10/21	8	50,814	51,868	53,269	54,628	55,988	57,335	**60,815**	**64,366**	**LSIs**											
				1/10/20		50,311	51,355	52,741	54,087	55,434	56,767	**60,213**	**63,729**	**LSIs**											
	3606		NEURO-PHYSIOLOGIST, CHIEF II	1/10/21	8	52,276	54,818	57,296	59,788	62,319	65,582	**69,276**	**71,725**	**LSIs**											
				1/07/21		51,758	54,275	56,729	59,196	61,702	64,933	**68,590**	**71,725**	**LSIs**											
	3298		OCCUPATIONAL 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	**54,569**	**LSI**					
				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	**54,029**	**LSI**					
	3301		OCCUPATIONAL THERAPIST, SENIOR	1/10/21	9	54,677	55,843	57,045	58,237	59,429	60,683	62,005	63,324	64,380											
				1/10/20		54,136	55,290	56,480	57,660	58,841	60,082	61,391	62,697	63,742											
	3824		CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	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											
	331X		OCCUPATIONAL THERAPIST MANAGER	1/10/21	7	65,912	68,283	69,581	71,936	74,333	76,732	79,126													
				1/07/21		65,260	67,607	69,537	71,936	74,333	76,732	79,126													
	3302		OCCUPATIONAL THERAPIST MANAGER-IN-CHARGE III	1/10/21	7	76,299	77,548	78,794	80,107	81,489	82,869	83,975													
				1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975													
	6011		COMMUNITY HEALTHCARE NETWORK MANAGER	1/10/21	7	76,299	77,548	78,794	80,107	81,489	82,869	83,975													
				1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975													
	3409		ORTHOPTIST	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	**54,569**	**LSI**					
				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	**54,029**	**LSI**					
	3417		ORTHOPTIST, SENIOR	1/10/21	9	54,677	55,843	57,045	58,237	59,429	60,683	62,005	63,324	64,380											
				1/10/20		54,136	55,290	56,480	57,660	58,841	60,082	61,391	62,697	63,742											
	3420		OPTOMETRIST, CLINICAL	1/10/21	9	54,677	55,843	57,045	58,237	59,429	60,683	62,005	63,324	64,380											
				3/12/20		54,136	55,290	56,480	57,660	58,841	60,082	61,391	62,697	63,742											
	4645		PATHOLOGY TECHNICIAN, BASIC	1/10/21	13	31,254	32,972	34,047	34,607	35,501	36,382	37,264	38,145	39,029	39,916	40,799	41,680	42,480							
				1/10/20		30,754	32,472	33,547	34,107	35,001	35,882	36,764	37,645	38,529	39,416	40,299	41,180	41,980							
	4653		PATHOLOGY TECHNICIAN, SENIOR	1/10/21	11	36,402	37,665	38,932	40,198	41,463	42,728	43,997	45,263	46,528	47,795	49,071									
				1/10/20		35,902	37,165	38,432	39,698	40,963	42,228	43,497	44,763	46,028	47,295	48,571									
	362X		PHARMACEUTICAL TECHNICIAN, STUDENT	1/10/21	5	25,913	27,317	28,221	29,246	30,271															
				1/10/20		25,413	26,817	27,721	28,746	29,771															
	3212		PHARMACEUTICAL TECHNICIAN	1/10/21	10	34,687	36,877	38,368	39,342	40,315	41,288	42,262	43,235	44,208	45,181										
				1/10/20		34,187	36,377	37,868	38,842	39,815	40,788	41,762	42,735	43,708	44,681										

	3021		PHARMACEUTICAL TECHNICIAN, SENIOR	1/10/21	6	46,937	47,928	48,918	49,909	50,904	51,906															
				1/10/20		46,437	47,428	48,418	49,409	50,400	51,392															
	3013		PHARMACY STUDENT	1/10/21	2	25,398	27,657																			
				1/10/20		24,898	27,157																			
	3247		PHARMACIST	1/10/21	13	35,259	38,019	39,003	42,070	44,982	47,929	50,893	53,919	56,963	60,064	63,219	66,435	**67,727**	**LSI**							
				1/10/20		34,759	37,519	38,503	41,570	44,482	47,429	50,389	53,385	56,399	59,469	62,593	65,777	**67,056**	**LSI**							
	3239		PHARMACIST, SENIOR	1/10/21	8	64,614	67,584	68,535	69,481	69,597	70,921	72,379	74,929													
				1/07/21		63,974	66,915	67,856	68,793	69,553	70,916	72,379	74,929													
	3271		PHARMACIST, CHIEF II	1/10/21	6	71,537	76,375	79,201	82,696	86,429	90,292															
				1/07/21		71,537	76,375	79,201	82,696	86,429	90,292															
	3263		PHARMACIST, CHIEF I	1/10/21	6	81,376	85,236	86,748	88,840	91,160	93,527															
				1/07/21		81,376	85,236	86,748	88,840	91,160	93,527															
	3014		PHLEBOTOMIST TRAINEE	1/10/21	1	20,767																				
				1/10/20		20,267																				
	3425		PHLEBOTOMIST	1/10/21	9	31,263	33,274	34,057	35,503	37,037	38,593	40,156	41,759	**42,547**	**LSI**											
				1/10/20		30,763	32,774	33,557	35,003	36,537	38,093	39,656	41,259	**42,047**	**LSI**											
	3433		PHLEBOTOMIST, SENIOR	1/10/21	6	37,238	39,255	40,984	42,777	44,563	46,408															
				1/10/20		36,738	38,755	40,484	42,277	44,063	45,908															
	3043		PHYSICIST, GRADUATE TRAINEE - YEAR 1	1/10/21	1	27,460																				
				1/10/20		26,960																				
	3043		PHYSICIST, GRADUATE TRAINEE - YEAR 2	1/10/21	1	28,709																				
				1/10/20		28,209																				
	3794		PHYSICIST	1/10/21	15	39,134	41,986	43,309	45,427	47,528	50,010	51,656	53,239	57,271	58,988	60,800	62,611	64,416	66,244	67,251						
				1/10/20		38,634	41,486	42,809	44,927	47,028	49,510	51,145	52,712	56,704	58,404	60,198	61,991	63,778	65,588	66,585						
	3808		PHYSICIST, SENIOR	1/10/21	10	66,077	69,023	70,876	73,848	76,830	79,808	82,786	85,768	**88,513**	**91,513**	**LSIs**										
				1/07/21		65,423	68,339	70,870	73,848	76,830	79,808	82,786	85,768	**88,513**	**91,513**	**LSIs**										
	3816		PHYSICIST, PRINCIPAL	1/10/21	7	81,975	87,854	93,838	99,877	105,467	**108,844**	**112,218**	**LSIs**													
				1/07/21		81,975	87,854	93,838	99,877	105,467	**108,844**	**112,218**	**LSIs**													
	3832		PHYSICIST, CHIEF	1/10/21	6	106,077	109,174	112,275	114,801	**118,476**	**122,146**	**LSIs**														
				1/07/21		106,077	109,174	112,275	114,801	**118,476**	**122,146**	**LSIs**														
	314X		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	**54,569**	**LSI**						
				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	**54,029**	**LSI**						
	3158		PHYSIOTHERAPIST, SENIOR	1/10/21	9	54,677	55,843	57,045	58,237	59,429	60,683	62,005	63,324	64,380												
				1/10/20		54,136	55,290	56,480	57,660	58,841	60,082	61,391	62,697	63,742												
	3707		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		PHYSIOTHERAPIST MANAGER	1/10/21	7	65,912	68,283	69,581	71,936	74,333	76,732	79,126														
				1/07/21		65,260	67,607	69,537	71,936	74,333	76,732	79,126														
	3182		PHYSIOTHERAPIST MANAGER-IN-CHARGE III	1/10/21	7	76,299	77,548	78,794	80,107	81,489	82,869	83,975														
				1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975														
	3706		PLAY SPECIALIST, BASIC	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	**54,517**	**LSI**						
				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	**53,977**	**LSI**						
	3708		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		PLAY THERAPIST, BASIC	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	**54,569**	**LSI**						
				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	**54,029**	**LSI**						
	3705		PLAY THERAPIST, SENIOR	1/10/21	9	54,677	55,843	57,045	58,237	59,427	60,684	62,005	63,324	64,380												
				1/10/20		54,136	55,290	56,480	57,660	58,839	60,084	61,391	62,697	63,742												
3697			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			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		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	**88,017**	**90,771**	**LSIs**							
				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	**88,017**	**90,771**	**LSIs**							

	3690		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	**88,017**	**90,771**	**LSIs**							
				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	**88,017**	**90,771**	**LSIs**							
	3691		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	**88,017**	**90,771**	**LSIs**							
				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	**88,017**	**90,771**	**LSIs**							
	367Y		PSYCHOLOGIST, SENIOR CLINICAL	1/10/21	8	84,271	86,273	88,293	90,301	92,295	93,059	**96,055**	**99,054**	**LSIs**												
				1/07/21		84,271	86,273	88,293	90,301	92,295	93,059	**96,055**	**99,054**	**LSIs**												
	3692		PSYCHOLOGIST, COUNSELLING SENIOR	1/10/21	8	84,271	86,273	88,293	90,301	92,295	93,059	**96,055**	**99,054**	**LSIs**												
				1/07/21		84,271	86,273	88,293	90,301	92,295	93,059	**96,055**	**99,054**	**LSIs**												
	3693		PSYCHOLOGIST, EDUCATIONAL SENIOR	1/10/21	8	84,271	86,273	88,293	90,301	92,295	93,059	**96,055**	**99,054**	**LSIs**												
				1/07/21		84,271	86,273	88,293	90,301	92,295	93,059	**96,055**	**99,054**	**LSIs**												
	3727		PSYCHOLOGIST, PRINCIPAL CLINICAL	1/10/21	7	98,350	100,706	103,067	105,410	107,178	**110,596**	**114,014**	**LSIs**													
				1/07/21		98,350	100,706	103,067	105,410	107,178	**110,596**	**114,014**	**LSIs**													
	3662		PSYCHOLOGY, DIRECTOR OF	1/10/21	7	107,177	109,813	112,453	115,090	117,083	**120,818**	**124,552**	**LSIs**													
				1/07/21		107,177	109,813	112,453	115,090	117,083	**120,818**	**124,552**	**LSIs**													
	3093		RADIOGRAPHER	1/10/21	14	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	**52,453**	**LSI**						
				1/10/20		35,538	37,599	39,369	40,503	41,654	42,820	43,955	45,086	46,260	47,406	48,516	49,654	50,830	**51,934**	**LSI**						
	3107		RADIOGRAPHER, SENIOR	1/10/21	5	48,214	50,028	51,933	53,870	55,834																
				1/10/20		47,714	49,528	51,419	53,337	55,281																
	3950		RADIATION THERAPIST	1/10/21	11	36,039	37,576	39,870	41,001	42,155	45,482	48,214	50,030	51,933	53,870	55,832										
				1/10/20		35,539	37,076	39,370	40,501	41,655	44,982	47,714	49,530	51,418	53,336	55,279										
	3131		CLINICAL SPECIALIST RADIOGRAPHER AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/10/21	5	54,097	56,847	59,180	61,517	63,899																
				1/10/20		53,561	56,284	58,594	60,908	63,266																
	309X		RADIOGRAPHY SERVICE MANAGER 1 (FORMERLY RADIOGRAPHER, SUPERINTENDENT I AND II)	1/10/21	5	56,121	59,158	61,734	64,334	66,985																
				1/10/20		55,566	58,572	61,122	63,697	66,322																
	310X		RADIOGRAPHY SERVICE MANAGER 2 (FORMERLY RADIOGRAPHER, SUPERINTENDENT III)	1/10/21	5	61,139	63,989	67,895	70,774	74,836																
				1/07/21		60,533	63,355	67,222	70,763	74,836																
3767			REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/10/21	8	70,099	70,762	72,490	74,280	76,018	77,792	**80,360**	**83,012**	**LSIs**												
				1/07/21		69,405	70,751	72,490	74,280	76,018	77,792	**80,360**	**83,012**	**LSIs**												
3767			REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER)	1/10/21	8	74,717	76,250	77,779	79,335	80,861	82,403	**85,117**	**87,925**	**LSIs**												
				1/07/21		74,717	76,250	77,779	79,335	80,861	82,403	**85,117**	**87,925**	**LSIs**												
	3759		REGIONAL PUBLIC ANALYST	1/10/21	7	87,100	89,043	90,965	92,905	94,844	**97,975**	**101,208**	**LSIs**													
				1/07/21		87,100	89,043	90,965	92,905	94,844	**97,975**	**101,208**	**LSIs**													
	3016		RESPIRATORY PHYSIOLOGIST	1/10/21	10	37,258	39,339	41,224	42,079	43,026	45,506	47,011	48,518	**52,252**	**55,946**	**LSI**										
				1/10/20		36,758	38,839	40,724	41,579	42,526	45,006	46,511	48,018	**51,735**	**55,392**	**LSI**										
	3010		RESPIRATORY PHYSIOLOGIST, SENIOR	1/10/21	8	46,671	48,050	49,509	51,005	52,557	53,997	**57,560**	**61,128**	**LSIs**												
				1/10/20		46,171	47,550	49,009	50,500	52,037	53,462	**56,990**	**60,523**	**LSIs**												
	3008		RESPIRATORY PHYSIOLOGIST, CHIEF I	1/10/21	8	50,814	51,868	53,269	54,628	55,988	57,335	**60,815**	**64,366**	**LSIs**												
				1/10/20		50,311	51,355	52,741	54,087	55,434	56,767	**60,213**	**63,729**	**LSIs**												
	3009		RESPIRATORY PHYSIOLOGIST, CHIEF II	1/10/21	8	52,276	54,818	57,296	59,788	62,319	65,582	**69,276**	**71,725**	**LSIs**												
				1/07/21		51,758	54,275	56,729	59,196	61,702	64,933	**68,590**	**71,725**	**LSIs**												
	3614		SOCIAL WORK PRACTITIONER, SENIOR	1/10/21	8	52,563	54,874	57,217	59,552	61,879	64,200	66,517	**67,694**	**LSI**												
				1/10/20		52,043	54,331	56,651	58,963	61,266	63,564	65,858	**67,024**	**LSI**												
	3522		SOCIAL WORKER	1/10/21	12	35,809	38,549	39,614	41,621	43,697	45,777	47,849	49,949	52,038	53,648	55,261	**56,331**	**LSI**								
				1/10/20		35,309	38,049	39,114	41,121	43,197	45,277	47,349	49,449	51,523	53,117	54,714	**55,773**	**LSI**								
	3017		PROFESSIONALLY QUALIFIED SOCIAL WORKER	1/10/21	10	42,657	45,672	47,223	49,457	51,702	53,959	56,213	58,466	60,724	**61,901**	**LSI**										
				1/10/20		42,157	45,172	46,723	48,957	51,190	53,425	55,656	57,887	60,123	**61,288**	**LSI**										
	3557		MEDICAL SOCIAL WORKER	1/10/21	10	42,657	45,672	47,223	49,457	51,702	53,959	56,213	58,466	60,724	**61,901**	**LSI**										
				1/10/20		42,157	45,172	46,723	48,957	51,190	53,425	55,656	57,887	60,123	**61,288**	**LSI**										
	3948		PSYCHIATRIC SOCIAL WORKER	1/10/21	10	42,657	45,672	47,223	49,457	51,702	53,959	56,213	58,466	60,724	**61,901**	**LSI**										
				1/10/20		42,157	45,172	46,723	48,957	51,190	53,425	55,656	57,887	60,123	**61,288**	**LSI**										
	3019		SOCIAL WORKER SENIOR MEDICAL	1/10/21	7	60,724	62,456	64,188	65,920	67,650	69,382	70,045														
				1/07/21		60,123	61,837	63,552	65,267	66,981	68,695	70,006														

	350Y		SOCIAL WORKER, PRINCIPAL (EX - SOCIAL WORKER, SENIOR / HEAD MEDICAL)	1/10/21	6	69,382	71,394	74,529	77,665	80,801	83,941														
				1/07/21		68,695	71,394	74,529	77,665	80,801	83,941														
	3902		SOCIAL WORKER, TEAM LEADER	1/10/21	7	60,724	62,456	64,188	65,920	67,650	69,382	70,045													
				1/07/21		60,123	61,837	63,552	65,267	66,981	68,695	70,006													
	6001		ASSESSMENT OF NEED OFFICER	1/10/21	11	51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	**64,503**	**66,742**	**LSIs**								
				1/10/20		50,834	52,074	53,527	54,982	56,444	57,748	59,077	60,369	61,653	**63,864**	**66,081**	**LSIs**								
	3959		FAMILY THERAPIST	1/10/21	6	69,382	71,394	74,529	77,665	80,801	83,941														
				1/07/21		68,695	71,394	74,529	77,665	80,801	83,941														
	336Y		SPEECH AND LANGUAGE 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	**54,569**	**LSI**					
				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	**54,029**	**LSI**					
	3379		SPEECH AND LANGUAGE THERAPIST, SENIOR	1/10/21	9	54,677	55,843	57,045	58,236	59,429	60,683	62,005	63,323	64,381											
				1/10/20		54,136	55,290	56,480	57,660	58,840	60,082	61,391	62,696	63,743											
	3025		CLINICAL SPECIALIST SPEECH AND LANGUAGE THERAPIST	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											
	3468		SPEECH AND LANGUAGE THERAPIST MANAGER	1/10/21	7	65,912	68,284	69,581	71,936	74,333	76,732	79,127													
				1/07/21		65,259	67,608	69,537	71,936	74,333	76,732	79,127													
	3361		SPEECH AND LANGUAGE THERAPIST MANAGER-IN-CHARGE III	1/10/21	7	76,299	77,548	78,794	80,107	81,489	82,869	83,975													
				1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975													
	6010		CHILDREN'S DISABILITY NETWORK MANAGER	1/10/21	7	76,299	77,548	78,794	80,107	81,489	82,869	83,975													
				1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975													
	3031		TRAINEE SOCIAL CARE WORKER	1/10/21	5	27,975	29,976	30,909	32,149	33,306															
				1/10/20		27,475	29,476	30,409	31,649	32,806															
3029			SOCIAL CARE WORKER (WITH QUALIFICATION)	1/10/21	12	33,630	35,069	36,840	38,137	39,447	40,764	42,101	43,460	44,809	46,181	47,561	**48,465**	**LSI**							
				1/10/20		33,130	34,569	36,340	37,637	38,947	40,264	41,601	42,960	44,309	45,681	47,061	**47,965**	**LSI**							
3029			SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/10/21	11	33,630	35,069	36,840	38,137	39,447	40,764	42,101	43,460	44,809	46,181	47,561									
				1/10/20		33,130	34,569	36,340	37,637	38,947	40,264	41,601	42,960	44,309	45,681	47,061									
	3030		SOCIAL CARE LEADER	1/10/21	7	48,209	49,251	50,292	53,070	54,145	55,216	56,299													
				1/10/20		47,709	48,751	49,792	52,545	53,609	54,669	55,741													
	392X		SOCIAL CARE MANAGER IN CHILDREN'S RESIDENTIAL CENTRES	1/10/21	6	58,238	59,489	62,798	64,076	65,351	66,639														
				1/10/20		57,661	58,900	62,176	63,442	64,704	65,979														
	3077		VASCULAR PHYSIOLOGIST	1/10/21	10	37,258	39,339	41,224	42,079	43,026	45,506	47,011	48,518	**52,252**	**55,946**	**LSIs**									
				1/10/20		36,758	38,839	40,724	41,579	42,526	45,006	46,511	48,018	**51,735**	**55,392**	**LSIs**									
	322Y		VASCULAR PHYSIOLOGIST, SENIOR	1/10/21	8	46,671	48,050	49,509	51,005	52,557	53,997	**57,560**	**61,128**	**LSIs**											
				1/10/20		46,171	47,550	49,009	50,500	52,037	53,462	**56,990**	**60,523**	**LSIs**											
	3255		VASCULAR PHYSIOLOGIST, CHIEF I	1/10/21	8	50,814	51,868	53,269	54,628	55,988	57,335	**60,815**	**64,366**	**LSIs**											
				1/10/20		50,311	51,355	52,741	54,087	55,434	56,767	**60,213**	**63,729**	**LSIs**											
	3054		VASCULAR PHYSIOLOGIST, CHIEF II	1/10/21	8	52,276	54,818	57,296	59,788	62,319	65,582	**69,276**	**71,725**	**LSIs**											
				1/07/21		51,758	54,275	56,729	59,196	61,702	64,933	**68,590**	**71,725**	**LSIs**											

SUPPORT SERVICES GRADES

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

			INTERN SCHEME FOR SUPPORT STAFF (YEAR 1)	1/10/21	1	25,523																		
				1/10/20		25,023																		
			INTERN SCHEME FOR SUPPORT STAFF (YEAR 2)	1/10/21	1	26,931																		
				1/10/20		26,431																		
	6463		EMERGENCY MEDICAL TECHNICIAN	1/10/21	11	29,195	31,160	31,949	33,239	33,945	34,480	35,334	36,199	37,055	38,769	**40,350**	**LSI**							
				1/10/20		28,695	30,660	31,449	32,739	33,445	33,980	34,834	35,699	36,555	38,269	**39,850**	**LSI**							
	6464		EMERGENCY MEDICAL TECHNICIAN, LEADING	1/10/21	9	32,590	33,733	34,711	35,997	37,289	38,579	39,873	42,314	**44,051**	**LSI**									
				1/10/20		32,090	33,233	34,211	35,497	36,789	38,079	39,373	41,814	**43,551**	**LSI**									
	6450		EMERGENCY CALL TAKER	1/10/21	11	29,777	31,565	32,590	33,733	34,711	35,997	37,289	38,579	39,873	42,314	**44,051**	**LSI**							
				1/10/20		29,277	31,065	32,090	33,233	34,211	35,497	36,789	38,079	39,373	41,814	**43,551**	**LSI**							
	6455		EMERGENCY MEDICAL CONTROLLER	1/10/21	11	29,777	31,565	32,590	33,733	34,711	35,997	37,289	38,579	39,873	42,314	**44,051**	**LSI**							
				1/10/20		29,277	31,065	32,090	33,233	34,211	35,497	36,789	38,079	39,373	41,814	**43,551**	**LSI**							
	6457		EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/10/21	7	44,128	45,519	46,908	48,297	49,686	**51,305**	**52,926**	**LSIs**											
				1/10/20		43,628	45,019	46,408	47,797	49,186	**50,797**	**52,402**	**LSIs**											
	6482		CARE ASSISTANT (INTELLECTUAL DISABILITY AGENCIES)	1/10/21	13	27,935	28,995	30,435	30,914	31,690	33,195	34,812	35,377	36,781	37,831	38,687	39,648	**40,393**	**LSI**					
				1/10/20		27,435	28,495	29,935	30,414	31,190	32,695	34,312	34,877	36,281	37,331	38,187	39,148	**39,893**	**LSI**					
			CARE OFFICER - BASIC RATE (CMH, DUNDRUM)	1/10/21	11	33,413	34,407	35,609	36,802	38,002	39,199	40,516	41,716	42,920	44,320	45,411								
				1/10/20		32,913	33,907	35,109	36,302	37,502	38,699	40,016	41,216	42,420	43,820	44,911								
			CARE OFFICER - 5% (CMH, DUNDRUM)	1/10/21	11	34,716	36,093	37,358	38,616	39,878	41,138	42,525	43,787	45,055	46,529	47,678								
				1/10/20		34,216	35,593	36,858	38,116	39,378	40,638	42,025	43,287	44,555	46,029	47,178								
			CARE OFFICER - 6.5% (CMH, DUNDRUM)	1/10/21	11	34,743	36,120	37,387	38,645	39,908	41,168	42,557	43,821	45,089	46,564	47,713								
				1/10/20		34,243	35,620	36,887	38,145	39,408	40,668	42,057	43,321	44,589	46,064	47,213								
			CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) ** not for use for any new incumbents post 1.4.21 **	1/10/21	4	46,382	47,654	48,936	50,149															
				1/10/20		45,882	47,154	48,436	49,649															
			CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM)	1/10/21	4	48,701	50,038	51,397	52,685															
				1/10/20		48,201	49,538	50,888	52,164															
			CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/10/21	4	48,739	50,078	51,436	52,726															
				1/10/20		48,239	49,578	50,927	52,204															
			HEAD ATTENDANT (CMH, DUNDRUM)	1/10/21	1	58,790																		
				1/10/20		58,208																		
			HEAD ATTENDANT 5% RATE (CMH, DUNDRUM)	1/10/21	1	61,783																		
				1/10/20		61,171																		
			HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/10/21	1	61,830																		
				1/10/20		61,218																		
5606			CRAFTSMEN (PAYPATH)	1/10/21	11	34,752	35,822	38,440	38,703	38,966	39,229	39,493	39,757	40,020	40,284	40,578				**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
				1/10/20		34,252	35,322	37,940	38,203	38,466	38,729	38,993	39,257	39,520	39,784	40,078				**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
4905			CRAFTSMEN'S MATE (PAYPATH)	1/10/21	14	28,934	29,882	31,974	32,015	32,185	32,368	32,541	32,632	32,718	32,806	32,896	33,037	33,146	33,246	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
				1/10/20		28,434	29,382	31,474	31,515	31,685	31,868	32,041	32,132	32,218	32,306	32,396	32,537	32,646	32,746	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
5088			CHARGEHAND (PAYPATH)	1/10/21	14	37,189	38,416	41,148	41,603	41,823	42,066	42,294	42,413	42,528	42,645	42,764	42,950	43,094	43,444	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
				1/10/20		36,689	37,916	40,648	41,103	41,323	41,566	41,794	41,913	42,028	42,145	42,264	42,450	42,594	42,944	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
506T			ASSISTANT FOREMAN (PAYPATH)	1/10/21	12	42,952	43,429	43,658	43,913	44,152	44,276	44,397	44,519	44,643	44,839	44,989	45,355			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
				1/10/20		42,452	42,929	43,158	43,413	43,652	43,776	43,897	44,019	44,143	44,339	44,489	44,855			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
5061			FOREMAN (PAYPATH)	1/10/21	12	45,659	46,167	46,412	46,683	46,938	47,071	47,200	47,330	47,463	47,671	47,831	48,222			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
				1/10/20		45,159	45,667	45,912	46,183	46,438	46,571	46,700	46,830	46,963	47,171	47,331	47,722			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
5606			CRAFTSMEN (NON-PAYPATH)	1/10/21	14	34,384	35,197	37,670	38,092	38,297	38,526	38,734	38,846	38,953	39,064	39,171	39,345	39,448	39,804	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
				1/10/20		33,884	34,697	37,170	37,592	37,797	38,026	38,234	38,346	38,453	38,564	38,671	38,845	38,948	39,304	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
4905			CRAFTSMEN'S MATE (NON-PAYPATH)	1/10/21	14	28,348	29,304	31,323	31,678	31,850	32,044	32,044	32,044	32,087	32,180	32,267	32,408	32,493	32,782	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						
				1/10/20		27,848	28,804	30,823	31,178	31,350	31,544	31,544	31,544	31,587	31,680	31,767	31,908	31,993	32,282	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**						

5088			CHARGEHAND (NON-PAYPATH)	1/10/21	14	36,443	37,666	40,319	40,772	40,993	41,239	41,463	41,583	41,698	41,817	41,932	42,119	42,231	42,613	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**											
				1/10/20		35,943	37,166	39,819	40,272	40,493	40,739	40,963	41,083	41,198	41,317	41,432	41,619	41,731	42,113	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**											
506T			ASSISTANT FOREMAN (NON-PAYPATH)	1/10/21	12	42,085	42,559	42,790	43,048	43,282	43,408	43,528	43,653	43,773	43,969	44,085	44,485			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**											
				1/10/20		41,585	42,059	42,290	42,548	42,782	42,908	43,028	43,153	43,273	43,469	43,585	43,985			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**											
5061			FOREMAN (NON-PAYPATH)	1/10/21	12	44,733	45,239	45,486	45,761	46,011	46,145	46,273	46,406	46,534	46,744	46,868	47,294			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**											
				1/10/20		44,233	44,739	44,986	45,261	45,511	45,645	45,773	45,906	46,034	46,244	46,368	46,794			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**											
	4008		DENTAL TECHNICIAN, SENIOR	1/10/21	9	38,633	39,565	40,501	41,430	42,366	43,300	44,234	45,164	**46,148**	**LSI**																	
				1/10/20		38,133	39,065	40,001	40,930	41,866	42,800	43,734	44,664	**45,648**	**LSI**																	
	4006		DENTAL TECHNICIAN, BASIC	1/10/21	11	30,661	32,398	33,398	34,522	35,312	36,424	37,537	38,652	39,765	40,883	**41,768**	**LSI**															
				1/10/20		30,161	31,898	32,898	34,022	34,812	35,924	37,037	38,152	39,265	40,383	**41,268**	**LSI**															
4110		4	DOMESTICS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
	6015	3	MULTI-TASK ATTENDANT	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397																		
				1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897																		
	6012	1	HEALTH CARE ASSISTANT (BAND 1)** ***specifically working in the following locations*:-** ***St Ita's Portrane / Central Mental Hospital / National Rehabilitation Hospital Dublin / Galway-Roscommon Mental Health Services / St Fintan's Hospital Portlaoise*** *(Rebanded from Band3 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)*	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959																				
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459																				
6075		2	HEALTH CARE ASSISTANT *(Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)*	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100																		
				1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600																		
6415		4	ATTENDANTS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
4113		4	CLEANERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
4197		4	PORTERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
4908		4	PORTERS / DRIVERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
	5001	2	PHARMACY PORTER	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100																		
				1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600																		
	5003	3	PHARMACY AIDE/ATTENDANT	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397																		
				1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897																		
4262		4	BUILDERS LABOURERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
4262		4	GENERAL LABOURERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
4068		4	GROUNDSMEN	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
4262		4	GARDEN LABOURERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
4262		4	FARM LABOURERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
413Y		4	DRIVERS WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		
413Y		3	DRIVERS WHOSE DUTIES INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS (ON PUBLIC ROADS)	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397																		
				1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897																		
4010		4	GATE KEEPERS ** grade obsolete - not for use - see Guide note 2 **	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199																		
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699																		

4092		4	CARETAKERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
4297		4	STORES PORTERS / ATTENDANTS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
4900		4	LAUNDRY WORKERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
	4013	2	HOSTEL SUPERVISOR	1/10/21	7	32,354	32,734	33,669	34,476	35,641	36,848	38,100														
				1/10/20		31,854	32,234	33,169	33,976	35,141	36,348	37,600														
4413		4	SEAMSTRESS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
6430		4	HAIRDRESSERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
6430		4	BEAUTICIANS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
6430		4	BARBERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
4734		4	MINI BUS DRIVERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
4906		4	TRACTOR DRIVERS ** grade obsolete - not for use - see Guide note 2 **	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
4734		4	VAN DRIVERS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
4901		3	MORTUARY ATTENDANTS	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397												
				1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897												
	5000	3	LABORATORY PORTER	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397												
				1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897												
5931		4	LABORATORY ATTENDANTS	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
	6013	1	THEATRE OPERATIVE	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														
5363		2	THEATRE PORTERS / ATTENDANTS *(Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)*	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100												
				1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600												
422X		3	DARK ROOM PORTERS / ATTENDANTS	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397												
				1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897												
4068		4	GARDENER	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
4238		4	STOREMAN	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
424X		4	BOILERMEN	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
424X		4	BOILERMAN / GROUNDSMAN	1/10/21	9	28,442	30,153	31,427	31,959	32,185	32,715	33,258	33,685	34,199												
				1/10/20		27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699												
4103		1	DOMESTIC SUPERVISOR	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														
420Y		1	PORTER SUPERVISOR	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														
4073		1	DINING ROOM SUPERVISOR	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														
4022		1	CATERING SUPERVISOR	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														
6014		1	TEAM LEADER, SUPPORT SERVICES	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														
4011		1	HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														

4011		1	HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959															
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459															
4146		1	LINEN ROOM SUPERVISOR	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959															
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459															
4011		1	HEAD GARDENERS WITH GARDENERS REPORTING TO THEM	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959															
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459															
4146		1	LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959															
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459															
4110			DOMESTICS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
6415			ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4113			CLEANERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4908			PORTERS / DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4262			BUILDERS LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4262			GENERAL LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4068			GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4262			GARDEN LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4262			FARM LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
413Y			DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4010			GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4092			CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4297			STORES PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4900			LAUNDRY WORKERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,313	29,010	31,340	31,510	31,510	31,510	31,558	31,654	31,747	31,844	31,939	32,042	32,141	32,246	32,346							
4413			SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,624	29,321	31,371	31,550	31,714	31,809	31,900	31,998	32,087	32,182	32,280	32,382	32,482	32,583	32,687							
6430			HAIRDRESSERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,624	29,321	31,371	31,550	31,714	31,809	31,900	31,998	32,087	32,182	32,280	32,382	32,482	32,583	32,687							
6430			BEAUTICIANS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,624	29,321	31,371	31,550	31,714	31,809	31,900	31,998	32,087	32,182	32,280	32,382	32,482	32,583	32,687							
6430			BARBERS (NON-DUBLIN)(NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,624	29,321	31,371	31,550	31,714	31,809	31,900	31,998	32,087	32,182	32,280	32,382	32,482	32,583	32,687							
4734			MINI BUS DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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							
				1/10/20		28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780							
4906			TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	15	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							
				1/10/20		28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780							

4734			VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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						
				1/10/20		28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780						
4901			MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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						
				1/10/20		28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780						
5931			LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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						
				1/10/20		28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780						
5363			THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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						
				1/10/20		28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780						
422X			DARK ROOM PORTERS /ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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						
				1/10/20		28,707	29,401	31,462	31,636	31,801	31,895	31,988	32,080	32,173	32,272	32,365	32,469	32,574	32,677	32,780						
4068			GARDENER (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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						
				1/10/20		29,109	29,804	31,905	32,077	32,237	32,336	32,426	32,521	32,611	32,710	32,710	32,752	32,870	32,960	33,064						
4238			STOREMAN (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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						
				1/10/20		29,109	29,804	31,905	32,077	32,237	32,336	32,426	32,521	32,611	32,710	32,710	32,752	32,870	32,960	33,064						
424X			BOILERMAN / GROUNDSMAN (NON-DUBLIN) (NON-PAYPATH)	1/10/21	15	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						
				1/10/20		29,109	29,804	31,905	32,077	32,237	32,336	32,426	32,521	32,611	32,710	32,710	32,752	32,870	32,960	33,064						
4103			DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,095	32,280	32,452	32,554	32,654	32,756	32,756	32,803	32,906	33,025	33,137	33,253	33,367								
4103			DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,095	32,280	32,452	32,554	32,654	32,756	32,756	32,803	32,906	33,025	33,137	33,253	33,367								
420Y			HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,095	32,280	32,452	32,554	32,654	32,756	32,756	32,803	32,906	33,025	33,137	33,253	33,367								
4073			DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,095	32,280	32,452	32,554	32,654	32,756	32,756	32,803	32,906	33,025	33,137	33,253	33,367								
4011			HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,095	32,280	32,452	32,554	32,654	32,756	32,756	32,803	32,906	33,025	33,137	33,253	33,367								
4103			DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,648	32,845	33,031	33,144	33,253	33,363	33,472	33,589	33,697	33,819	33,938	34,064	34,185								
4103			DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,648	32,845	33,031	33,144	33,253	33,363	33,472	33,589	33,697	33,819	33,938	34,064	34,185								
420Y			HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,648	32,845	33,031	33,144	33,253	33,363	33,472	33,589	33,697	33,819	33,938	34,064	34,185								
4073			DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,648	32,845	33,031	33,144	33,253	33,363	33,472	33,589	33,697	33,819	33,938	34,064	34,185								
4011			HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,648	32,845	33,031	33,144	33,253	33,363	33,472	33,589	33,697	33,819	33,938	34,064	34,185								
4146			LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		32,648	32,845	33,031	33,144	33,253	33,363	33,472	33,589	33,697	33,819	33,938	34,064	34,185								
4103			DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046								

4103			DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046								
420Y			HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046								
4073			DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046								
4011			HEAD GARDENERS WITH GARDENERS REPORTING TO THEM (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046								
4146			LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/21	13	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								
				1/10/20		33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046								
4197	4197		PORTERS (DUBLIN) (NON-PAYPATH)	1/10/21	10	28,235	29,249	31,197	31,474	31,763	32,044	32,044	32,290	32,567	32,837											
				1/10/20		27,735	28,749	30,697	30,974	31,263	31,544	31,544	31,790	32,067	32,337											
424X	424X		BOILERMEN (DUBLIN) (NON-PAYPATH)	1/10/21	10	29,054	30,072	31,794	32,072	32,473	32,626	32,893	33,174	33,280	33,551											
				1/10/20		28,554	29,572	31,294	31,572	31,973	32,126	32,393	32,674	32,780	33,051											
4110	4110		DOMESTICS (DUBLIN) (NON-PAYPATH)	1/10/21	10	27,523	28,137	29,984	30,262	30,534	30,804	31,085	31,365	31,646	31,923											
				1/10/20		27,023	27,637	29,484	29,762	30,034	30,304	30,585	30,865	31,146	31,423											
6400	6400		NURSES AIDES (DUBLIN) (NON-PAYPATH)	1/10/21	15	28,737	29,436	31,755	31,995	32,095	32,095	32,095	32,095	32,149	32,249	32,344	32,431	32,554	32,688	32,818						
				1/10/20		28,237	28,936	31,255	31,495	31,595	31,595	31,595	31,595	31,649	31,749	31,844	31,931	32,054	32,188	32,318						
	6526	3	AUDIOLOGY ASSISTANT	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397												
				1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897												
	6505	3	OCCUPATIONAL THERAPY ASSISTANT	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397												
				1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897												
	6503	2	PHYSIOTHERAPY ASSISTANT *(Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)*	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100												
				1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600												
	6504	3	SPEECH AND LANGUAGE THERAPY ASSISTANT	1/10/21	9	29,337	31,067	32,106	32,818	33,433	34,230	34,716	35,546	36,397												
				1/10/20		28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897												
	6525	2	RADIOGRAPHY ASSISTANT *(Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)*	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100												
				1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600												
	5785	1	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)*	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														
4077	4077	1	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)*	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														
	6416	2	FAMILY SUPPORT WORKERS	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100												
				1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600												
	6416	2	FAMILY SUPPORT WORKERS (NON-PAYPATH)	1/10/21	15	31,421	31,989	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						
				1/10/20		30,921	31,489	33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046						
	6494	2	HEALTH CARE SUPPORT ASSISTANT (formerly Home Help) *(Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)*	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100												
				1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600												
	6494	2	HEALTH CARE SUPPORT ASSISTANT (NON-PAYPATH) (formerly Home Help) *(Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)*	1/10/21	15	31,421	31,989	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						
				1/10/20		30,921	31,489	33,730	33,952	34,159	34,159	34,159	34,182	34,295	34,417	34,580	34,661	34,789	34,923	35,046						
	6017	1	ENDOSCOPY OPERATIVE (BAND 1)	1/10/21	7	34,511	35,505	36,568	37,588	38,678	39,801	40,959														
				1/10/20		34,011	35,005	36,068	37,088	38,178	39,301	40,459														
	6018	2	ENDOSCOPY OPERATIVE (BAND 2)	1/10/21	9	29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100												
				1/10/20		29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600												

CLERICAL, ADMINISTRATION & RELATED GRADES

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

4002	CATERING OFFICER, GRADE III	1/10/21	12	29,250	31,219	32,010	34,008	35,837	37,439	38,988	41,079	42,599	44,129	**45,545**	**46,968**	**LSIs**								
		1/10/20		28,750	30,719	31,510	33,508	35,337	36,939	38,488	40,579	42,099	43,629	**45,045**	**46,468**	**LSIs**								
4001	CATERING OFFICER, GRADE II	1/10/21	7	44,129	45,519	46,907	48,298	49,687	**51,304**	**52,927**	**LSIs**													
		1/10/20		43,629	45,019	46,407	47,798	49,187	**50,796**	**52,403**	**LSIs**													
4014	CATERING OFFICER, GRADE I	1/10/21	7	49,041	50,211	51,635	54,317	55,916	**57,914**	**59,915**	**LSIs**													
		1/10/20		48,541	49,711	51,124	53,779	55,363	**57,340**	**59,321**	**LSIs**													
4105	CATERING MANAGER	1/10/21	11	51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	**64,503**	**66,742**	**LSIs**									
		1/10/20		50,834	52,074	53,527	54,982	56,444	57,748	59,077	60,369	61,653	**63,864**	**66,081**	**LSIs**									
4120	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														
4065	COOK, TRAINEE	1/10/21	3	21,038	24,522	27,071																		
		1/10/20		20,538	24,022	26,571																		
4529	CHEF II (FORMERLY COOK GRADE II) WITH QUALIFICATION	1/10/21	12	26,516	27,776	28,881	29,806	30,664	31,592	32,214	33,044	33,782	34,614	35,189	36,302									
		1/10/20		26,016	27,276	28,381	29,306	30,164	31,092	31,714	32,544	33,282	34,114	34,689	35,802									
4529	CHEF II (FORMERLY COOK GRADE II) WITHOUT QUALIFICATION	1/10/21	6	26,516	27,776	28,881	29,806	30,664	31,592															
		1/10/20		26,016	27,276	28,381	29,306	30,164	31,092															
451Y	CHEF I (FORMERLY COOK GRADE I)	1/10/21	13	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								
		1/10/20		28,717	29,627	30,603	31,509	32,158	32,871	33,822	34,366	35,316	36,186	37,055	38,010	39,202								
427Y	CHEF, SENIOR	1/10/21	13	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								
		1/10/20		30,513	31,379	32,475	33,222	34,070	35,004	36,024	36,960	37,982	38,922	39,862	40,891	42,179								
4211	CHEF, EXECUTIVE	1/10/21	13	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								
		1/10/20		32,094	32,922	33,990	34,638	35,698	36,678	37,749	38,734	39,806	40,793	41,782	42,861	44,216								
6030	COMMUNITY WELFARE OFFICER	1/10/21	18	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**		
		1/10/20		29,617	31,415	32,464	34,282	36,378	38,430	40,442	42,370	44,296	46,240	48,119	50,020	51,966	53,835	55,743	**57,733**	**59,730**	**61,665**	**LSIs**		
6027	SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/10/21	8	67,330	69,779	71,131	73,609	76,087	77,515	**80,017**	**82,519**	**LSIs**												
		1/07/21		66,663	69,088	71,131	73,609	76,087	77,515	**80,017**	**82,519**	**LSIs**												
5312	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	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**											
6436	DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/10/21	7	25,442	26,911	27,706	28,841	29,787	30,729	32,070														
		1/10/20		24,942	26,411	27,206	28,341	29,287	30,229	31,570														
6437	DENTAL NURSE (FORMERLY DENTAL SURGERY ASSISTANT (WITH QUALIFICATION)	1/10/21	17	25,442	26,911	27,706	28,841	29,787	30,729	32,070	32,998	33,818	34,689	36,197	36,761	37,831	39,171	41,202	43,602	**46,540**	**LSI**			
		1/10/20		24,942	26,411	27,206	28,341	29,287	30,229	31,570	32,498	33,318	34,189	35,697	36,261	37,331	38,671	40,702	43,102	**46,040**	**LSI**			
6440	DENTAL NURSE, SENIOR	1/10/21	7	43,832	45,430	46,866	48,157	49,726	51,066	52,545														
		1/10/20		43,332	44,930	46,366	47,657	49,226	50,560	52,025														
5497	FIRE PREVENTION OFFICER	1/10/21	14	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**						
		1/07/21		45,588	48,068	50,536	52,371	54,213	56,053	57,893	59,735	61,575	63,409	65,256	67,092	**69,211**	**70,943**	**LSIs**						
0609	CLERICAL OFFICER GRADE	1/10/21	15	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**					
		1/10/20		24,601	26,218	26,615	27,424	28,603	29,785	30,968	31,826	32,799	33,928	34,726	35,844	36,971	39,087	**40,592**	**LSI**					
0558	GRADE IV (CLERICAL)	1/10/21	12	29,249	31,218	32,009	34,008	35,838	37,439	38,989	41,079	42,599	44,128	**45,545**	**46,968**	**LSIs**								
		1/10/20		28,749	30,718	31,509	33,508	35,338	36,939	38,489	40,579	42,099	43,628	**45,045**	**46,468**	**LSIs**								
0566	GRADE V (CLERICAL)	1/10/21	7	44,128	45,519	46,908	48,297	49,686	**51,305**	**52,926**	**LSIs**													
		1/10/20		43,628	45,019	46,408	47,797	49,186	**50,797**	**52,402**	**LSIs**													
0574	GRADE VI (CLERICAL)	1/10/21	7	49,041	50,210	51,637	54,315	55,918	**57,910**	**59,914**	**LSIs**													
		1/10/20		48,541	49,710	51,126	53,777	55,365	**57,337**	**59,321**	**LSIs**													
0582	GRADE VII (CLERICAL)	1/10/21	11	51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	**64,503**	**66,742**	**LSIs**									
		1/10/20		50,834	52,074	53,527	54,982	56,444	57,748	59,077	60,369	61,653	**63,864**	**66,081**	**LSIs**									

	0914		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		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		SUPPLIES OFFICER GRADE B	1/10/21	7	44,129	45,519	46,907	48,298	49,687	**51,304**	**52,927**	**LSIs**												
				1/10/20		43,629	45,019	46,407	47,798	49,187	**50,796**	**52,403**	**LSIs**												
	0884		SUPPLIES OFFICER GRADE A	1/10/21	7	49,041	50,211	51,635	54,317	55,916	**57,914**	**59,915**	**LSIs**												
				1/10/20		48,541	49,711	51,124	53,779	55,363	**57,340**	**59,321**	**LSIs**												
	555X		ASSISTANT TECHNICAL SERVICES OFFICER	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		SENIOR ASSISTANT TECHNICAL SERVICES OFFICER	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		CHIEF ASSISTANT TECHNICAL SERVICES OFFICER	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			TECHNICAL SERVICES OFFICER	1/10/21	8	85,260	87,348	89,435	91,523	93,609	95,703	**98,856**	**102,010**	**LSIs**											
				1/07/21		85,260	87,348	89,435	91,523	93,609	95,703	**98,856**	**102,010**	**LSIs**											
	6484		HOME HELP ORGANISER	1/10/21	7	44,129	45,519	46,907	48,298	49,687	**51,304**	**52,927**	**LSIs**												
				1/10/20		43,629	45,019	46,407	47,798	49,187	**50,796**	**52,403**	**LSIs**												
	6584		HOME HELP CO-ORDINATOR ** grade obsolete - not for use - see Guide note 2 ** (Regraded from VI to VII wef 9.10.2019 in line with HSE HR Circular 023/2021. The VII rate applies to pension benefit calculations for retirements from 9.10.2019 only)	1/10/21	7	49,041	50,210	51,637	54,315	55,918	**57,910**	**59,914**	**LSIs**												
				1/10/20		48,541	49,710	51,126	53,777	55,365	**57,337**	**59,321**	**LSIs**												
	6584		HOME HELP CO-ORDINATOR ** Scale replaces 7pt scale above wef 9.10.2019 **	1/10/21	11	51,342	52,595	54,062	55,532	57,008	58,325	59,668	60,973	62,270	**64,503**	**66,742**	**LSIs**								
				1/10/20		50,834	52,074	53,527	54,982	56,444	57,748	59,077	60,369	61,653	**63,864**	**66,081**	**LSIs**								
6439			SUPERVISOR OF WELFARE HOME-WITHOUT NURSING QUALIFICATION	1/10/21	7	34,516	35,074	35,953	36,840	37,717	38,614	39,469													
				1/10/20		34,016	34,574	35,453	36,340	37,217	38,114	38,969													
	6466		ASSISTANT SUPERVISOR, WELFARE HOME	1/10/21	3	32,073	32,836	33,441																	
				1/10/20		31,573	32,336	32,941																	
6439			SUPERVISOR, WELFARE HOME - HSE EASTERN REGIONAL AREA ONLY	1/10/21	9	45,703	46,529	46,581	47,657	48,735	49,906	51,082	52,264	53,447											
				1/10/20		45,203	46,029	46,081	47,157	48,235	49,406	50,576	51,747	52,918											
	6434		NURSERY NURSE	1/10/21	13	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**						
				1/10/20		30,111	31,746	32,843	33,783	34,236	35,036	35,846	36,645	37,451	38,276	39,096	39,928	**40,689**	**LSI**						
	6516		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								

CLERICAL ADMIN MANAGEMENT GRADES

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

0001	CHIEF EXECUTIVE OFFICER (HSE) ** for new incumbents post 02/04/19 **	1/10/21	1	366,880
		1/10/20		363,248
0004	DIRECTOR GENERAL (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	213,858
		1/10/20		211,741
0005	DEPUTY DIRECTOR GENERAL (STRATEGY/OPERATIONS) (HSE)	1/10/21	1	184,447
		1/10/20		182,621
0014	NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	196,508
		1/10/20	1	194,563
0015	NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	196,508
		1/10/20	1	194,562
0016	CHIEF FINANCIAL OFFICER (HSE)	1/10/21	1	184,447
		1/10/20		182,621
	HEALTH BOARD REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	173,466
		1/10/20		171,748
0058	NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE)	1/10/21	1	169,264
		1/10/20		167,588
0064	CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE	1/10/21	1	169,264
		1/10/20		167,588
0059	NATIONAL DIRECTOR, HOSPITAL CARE (HSE)	1/10/21	1	169,264
		1/10/20		167,588
0060	NATIONAL DIRECTOR, MENTAL HEALTH (HSE)	1/10/21	1	169,264
		1/10/20		167,588
0061	NATIONAL DIRECTOR, PRIMARY CARE (HSE)	1/10/21	1	169,264
		1/10/20		167,588
0047	NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE)	1/10/21	1	169,264
		1/10/20		167,588
0062	NATIONAL DIRECTOR, SOCIAL CARE (HSE)	1/10/21	1	169,264
		1/10/20		167,588
0017	NATIONAL DIRECTOR, HUMAN RESOURCES (HSE)	1/10/21	1	169,264
		1/10/20		167,588
0018	NATIONAL DIRECTOR, POPULATION HEALTH (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	169,264
		1/10/20		167,588
0009	CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS	1/10/21	1	162,744
		1/10/20		161,133
0009	CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS ** for new incumbents post 14/05/2018**	1/10/21	1	171,904
		1/10/20		170,202
0045	NATIONAL DIRECTOR, COMMUNICATIONS (HSE)	1/10/21	1	156,072
		1/10/20		154,527
	HEALTH BOARD CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	160,506
		1/10/20		158,917

			HEALTH BOARD AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	160,506																				
				1/10/20		158,917																				
	0050		CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/10/21	1	156,072																				
				1/10/20		154,527																				
	0031		NATIONAL DIRECTOR, PROCUREMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	156,072																				
				1/10/20		154,527																				
	0032		NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	156,072																				
				1/10/20		154,527																				
	0448		NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/10/21	1	156,072																				
				1/10/20		154,527																				
	0022		NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	156,072																				
				1/10/20		154,527																				
0019			CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(ADELAIDE AND MEATH (INC NCH) HOSPITAL) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/10/21	1	156,072																				
				1/10/20		154,527																				
0036			GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	156,072																				
				1/10/20		154,527																				
			HEALTH BOARD CHIEF OFFICER (HSE MIDLAND AREA, MID-WESTERN AREA, NORTH EASTERN AREA, NORTH WESTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	150,442																				
				1/07/21		150,442																				
			HEALTH BOARD PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	150,442																				
				1/07/21		150,442																				
			NATIONAL DIRECTOR OF SHARED SERVICES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	150,442																				
				1/07/21		150,442																				
	0093		MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/10/21	1	139,414																				
				1/07/21		139,414																				
			HEALTH BOARD DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	1	139,761																				
				1/07/21		139,761																				
	0509		ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739															
				1/10/20		101,860	106,387	110,914	115,439	119,968	124,494															
	0063		CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739															
				1/10/20		101,860	106,387	110,914	115,439	119,968	124,494															
	0511		CHIEF FINANCE OFFICER, HOSPITAL GROUPS	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739															
				1/10/20		101,860	106,387	110,914	115,439	119,968	124,494															
	0512		CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739															
				1/10/20		101,860	106,387	110,914	115,439	119,968	124,494															
	0693		HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739															
				1/10/20		101,860	106,387	110,914	115,439	119,968	124,494															
	0026		DIRECTOR REGIONAL HEALTH OFFICE (HSE)	1/10/21	6	102,878	107,451	112,023	116,593	121,167	125,739															
				1/10/20		101,860	106,387	110,914	115,439	119,968	124,494															

	0508		ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/10/21	6	101,365	105,648	110,010	114,456	118,978	123,588																
				1/10/20		100,361	104,602	108,921	113,323	117,800	122,364																
	0420		ARCHITECTURAL ADVISER, CHIEF	1/10/21	6	101,365	105,648	110,010	114,456	118,978	123,588																
				1/10/20		100,361	104,602	108,921	113,323	117,800	122,364																
	0028		SECRETARY TO THE BOARD (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	6	101,365	105,648	110,010	114,456	118,978	123,588																
				1/10/20		100,361	104,602	108,921	113,323	117,800	122,364																
	0020		DEPUTY CEO (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TALLAGHT)	1/10/21	6	96,942	101,252	105,560	109,868	114,176	118,486																
				1/10/20		95,982	100,250	104,515	108,781	113,046	117,313																
	0685		LOCAL HEALTH OFFICE MANAGER (HSE) ** not for use for any new incumbents **	1/10/21	6	95,352	99,590	103,828	108,064	112,303	116,541																
				1/07/21		95,352	99,590	103,828	108,064	112,303	116,541																
	0429		QUANTITY SURVEYING ADVISER, PRINCIPAL	1/10/21	6	95,352	99,590	103,828	108,064	112,303	116,541																
				1/07/21		95,352	99,590	103,828	108,064	112,303	116,541																
	0421		ARCHITECTURAL ADVISER, DEPUTY CHIEF	1/10/21	6	95,352	99,590	103,828	108,064	112,303	116,541																
				1/07/21		95,352	99,590	103,828	108,064	112,303	116,541																
	0425		ENGINEERING ADVISER, PRINCIPAL	1/10/21	6	95,352	99,590	103,828	108,064	112,303	116,541																
				1/07/21		95,352	99,590	103,828	108,064	112,303	116,541																
			HEALTH BOARD PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	6	95,352	99,590	103,828	108,064	112,303	116,541																
				1/07/21		95,352	99,590	103,828	108,064	112,303	116,541																
	0153		DIRECTOR OF INFORMATION SYSTEMS (HSE)	1/10/21	6	93,949	97,919	101,962	106,083	110,274	114,547																
				1/07/21		93,949	97,919	101,962	106,083	110,274	114,547																
	0087		HEAD OF FUNCTION / SERVICE,(COMMUNITY SERVICES) (HSE ONLY)	1/10/21	5	96,623	100,650	104,675	108,701	112,726																	
				1/07/21		96,623	100,650	104,675	108,701	112,726																	
	0090		HEAD OF FUNCTION / SERVICE (ACUTE SERVICES) (HSE ONLY)	1/10/21	5	96,623	100,650	104,675	108,701	112,726																	
				1/07/21		96,623	100,650	104,675	108,701	112,726																	
	0091		HEAD OF FUNCTION / SERVICE (NATIONAL SERVICES) (HSE ONLY)	1/10/21	5	96,623	100,650	104,675	108,701	112,726																	
				1/07/21		96,623	100,650	104,675	108,701	112,726																	
	0088		CHILDREN FIRST PROGRAMME LEAD	1/10/21	5	96,623	100,650	104,675	108,701	112,726																	
				1/07/21		96,623	100,650	104,675	108,701	112,726																	
	0089		PROCUREMENT, ASSISTANT HEAD	1/10/21	5	96,623	100,650	104,675	108,701	112,726																	
				1/07/21		96,623	100,650	104,675	108,701	112,726																	
014Y			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 **	1/10/21	6	93,444	97,599	101,751	105,904	110,057	114,211																
				1/07/21		93,444	97,599	101,751	105,904	110,057	114,211																
	0037		DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/10/21	6	90,584	94,611	98,636	102,663	106,688	110,714																
				1/07/21		90,584	94,611	98,636	102,663	106,688	110,714																
			HEALTH BOARD FUNCTIONAL OFFICERS (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	5	91,143	95,274	98,645	102,030	105,407																	
				1/07/21		91,143	95,274	98,645	102,030	105,407																	
	0071		CEO BAND H1 HOSPITALS (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincent's (Fairview), Leopardstown Park)	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															
	0072		CEO BAND H2 HOSPITALS (Cappagh Hospital, National Rehabilitation Hospital, Peamount Hospital, Royal Victoria Eye & Ear Hospital, St. Johns Hospital, St. Michaels Hospital)	1/10/21	5	85,406	86,897	88,406	89,916	91,426																	
				1/07/21		85,406	86,897	88,406	89,916	91,426																	

	0073		CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital)	1/10/21	7	102,294	105,314	108,333	111,352	114,372	117,391	120,411															
				1/07/21		102,294	105,314	108,333	111,352	114,372	117,391	120,411															
	0074		CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/10/21	7	109,541	112,560	115,580	118,599	121,619	124,638	127,599															
				1/07/21		109,541	112,560	115,580	118,599	121,619	124,638	127,599															
	0075		CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincent's University Hospital, St. James Hospital)	1/10/21	1	141,304																					
				1/07/21		141,304																					
	0080		CEO BAND SC1 SOCIAL CARE (Carriglea Cairde Services, The Childrens Sunshine Home)	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															
	0081		CEO BAND SC2 SOCIAL CARE (Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House, Sisters of Charity Kilkenny, KARE)	1/10/21	5	85,406	86,897	88,406	89,916	91,426																	
				1/07/21		85,406	86,897	88,406	89,916	91,426																	
	0082		CEO BAND SC3 SOCIAL CARE (COPE Foundation, Muiriosa Foundation, Stewarts Care)	1/10/21	7	102,294	105,314	108,333	111,352	114,372	117,391	120,411															
				1/07/21		102,294	105,314	108,333	111,352	114,372	117,391	120,411															
	0083		CEO BAND SC4 SOCIAL CARE (St Michaels House, Daughters of Charity, St. John of God Hospitaller, Brothers of Charity)	1/10/21	7	109,541	112,560	115,580	118,599	121,619	124,638	127,599															
				1/07/21		109,541	112,560	115,580	118,599	121,619	124,638	127,599															
0161			FUNCTIONAL OFFICERS (FORMERLY NON-EHB) **not for use for any new incumbents**	1/10/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799															
				1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799															
0361			SERVICE MANAGER (BEAUMONT) (ST. JAMES) (MATER) (ST. VINCENTS) (TALLAGHT) (CORK UH) (UCHG)	1/10/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799															
				1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799															
0041			GENERAL MANAGER	1/10/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799															
				1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799															
	3922		CHILD CARE MANAGER	1/10/21	7	74,090	75,963	78,926	81,912	84,874	87,843	90,799															
				1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799															
			HEALTH BOARD GENERAL ADMINISTRATOR (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	6	74,727	77,328	79,906	83,841	86,487	89,112																
				1/07/21		74,727	77,328	79,906	83,841	86,487	89,112																
			HEALTH BOARD SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	8	71,454	73,761	76,109	78,454	80,774	82,026	**84,524**	**87,032**	**LSIs**													
				1/07/21		71,454	73,761	76,109	78,454	80,774	82,026	**84,524**	**87,032**	**LSIs**													
014Y			CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 2)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	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															
	0778		HOSPITAL & COMMUNITY CARE ADMINISTRATOR	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															
0655			GRADE VIII	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															
6125			AMBULANCE OFFICER, CHIEF	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															

0404			TECHNICAL SERVICES MANAGER (ST VINCENTS)	1/10/21	6	58,265	59,903	61,573	63,206	64,881	66,528																
				1/10/20		57,688	59,310	60,963	62,580	64,238	65,869																
546Y			TECHNICAL SERVICES OFFICER (MATER) (TALLAGHT)	1/10/21	5	56,310	58,679	60,012	61,314	62,600																	
				1/10/20		55,752	58,098	59,418	60,707	61,981																	
0404			PROJECT TECHNICAL SERVICES MANAGER (BEAUMONT)(ST. JAMES)	1/10/21	5	56,310	58,679	60,012	61,314	62,600																	
				1/10/20		55,752	58,098	59,418	60,707	61,981																	
	5002		ENGINEERING OFFICER (FORMERLY EHB) (MATER, ST. JAMES, TALLAGHT, BEAUMONT, CRUMLIN)	1/10/21	7	55,916	58,291	59,648	60,962	62,269	**64,502**	**66,741**	**LSIs**														
				1/10/20		55,363	57,714	59,057	60,359	61,653	**63,864**	**66,080**	**LSIs**														
	5002		ASST. TECHNICAL SERVICES MANAGER (MATER)	1/10/21	7	55,916	58,291	59,648	60,962	62,269	**64,502**	**66,741**	**LSIs**														
				1/10/20		55,363	57,714	59,057	60,359	61,653	**63,864**	**66,080**	**LSIs**														
	4343		JOURNEYMAN CHEF	1/10/21	6	37,667	38,811	40,513	41,687	**43,039**	**44,407**	**LSIs**															
				1/10/20		37,167	38,311	40,013	41,187	**42,539**	**43,907**	**LSIs**															
	4372		TRANSPORT OFFICER (FORMERLY EHB)	1/10/21	7	49,041	50,211	51,635	54,317	55,916	**57,910**	**59,915**	**LSIs**														
				1/10/20		48,541	49,711	51,124	53,779	55,363	**57,337**	**59,321**	**LSIs**														
	4122		AMBULANCE OFFICER (HSE HEALTH AREAS) (FORMERLY AMBULANCE / TRANSPORT SUPERVISOR (HEALTH BOARDS)) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	7	49,041	50,211	51,635	54,317	55,916	**57,910**	**59,915**	**LSIs**														
				1/10/20		48,541	49,711	51,124	53,779	55,363	**57,337**	**59,321**	**LSIs**														
6425			WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +12.5%)(LEVEL 1)	1/10/21	12	42,952	43,429	43,658	43,913	44,152	44,276	44,397	44,519	44,643	44,839	44,989	45,355										
				1/10/20		42,452	42,929	43,158	43,413	43,652	43,776	43,897	44,019	44,143	44,339	44,489	44,855										
6425			WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +25%) (LEVEL 2)	1/10/21	14	42,873	44,300	47,463	47,993	48,248	48,530	48,796	48,934	49,068	49,204	49,342	49,559	49,726	50,133								
				1/10/20		42,373	43,800	46,963	47,493	47,748	48,030	48,296	48,434	48,568	48,704	48,842	49,059	49,226	49,633								
			REGIONAL WORKSHOP MANAGER (HSE NORTH WESTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/10/21	8	56,737	59,103	61,473	63,846	66,210	68,589	**69,959**	**72,387**	**LSIs**													
				1/07/21		56,175	58,518	60,864	63,214	65,555	67,910	**69,919**	**72,387**	**LSIs**													
6425			WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/10/21	18	42,562	43,760	44,965	46,123	47,269	48,435	49,474	50,408	51,898	53,197	54,416	55,357	56,541	57,976	59,384	60,310	**62,426**	**64,540**	**LSIs**			
				1/10/20		42,062	43,260	44,465	45,623	46,769	47,935	48,974	49,908	51,384	52,671	53,878	54,809	55,982	57,402	58,796	59,713	**61,808**	**63,901**	**LSIs**			
6425			WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/10/21	17	42,562	43,760	44,965	46,123	47,269	48,435	49,474	50,408	51,898	53,197	54,416	55,357	56,541	57,976	59,384	60,310	**62,426**	**LSI**				
				1/10/20		42,062	43,260	44,465	45,623	46,769	47,935	48,974	49,908	51,384	52,671	53,878	54,809	55,982	57,402	58,796	59,713	**61,808**	**LSI**				
	6024		WORKSHOP MANAGER (SPECIALIST AGENCIES)	1/10/21	5	45,478	47,042	48,663	50,343	52,137																	
				1/10/20		44,978	46,542	48,163	49,843	51,620																	
	6402		SENIOR SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/10/21	11	33,788	34,598	35,768	36,980	38,236	39,538	40,886	42,283	43,733	**45,233**	**46,789**	**LSIs**										
				1/10/20		33,288	34,098	35,268	36,480	37,736	39,038	40,386	41,783	43,233	**44,733**	**46,289**	**LSIs**										
6425			SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/10/21	13	29,087	31,087	31,830	32,909	33,850	34,662	35,833	37,047	38,306	39,610	40,961	42,361	43,813									
				1/10/20		28,587	30,587	31,330	32,409	33,350	34,162	35,333	36,547	37,806	39,110	40,461	41,861	43,313									

Medical Consultants Salary Scales - 1 October 2021

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 Type A €	01/10/20 Type A €	01/10/21 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	203,792	205,830
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	199,246	201,239
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,634	194,948	196,898
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	196,033
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	191,932
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,944	186,332	188,195
Geographical Wholetime Consultants without fees	231,239	208,091	210,172

Table SA - A1

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

Consultants Revised Common Contract, 1997	01/06/09 Type A €	01/10/20 Type A €	01/10/21 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	226,910	229,179
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	226,910	229,179
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	226,910	229,179
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	226,910	229,179
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	226,910	229,179
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	226,910	229,179
Geographical Wholetime Consultants without fees	252,150	226,910	229,179

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 Type B €	01/10/20 Type B €	01/10/21 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	194,337	196,281
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	189,792	191,690
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,127	186,332	188,195
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	186,332	188,195
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	186,332	188,195
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	196,437	183,012	184,842
Geographical Wholetime Consultants without fees	220,733	198,637	200,624

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 Type B €	01/10/20 Type B €	01/10/21 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	208,001	210,081
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	208,001	210,081
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	208,001	210,081
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	208,001	210,081
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	208,001	210,081
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	208,001	210,081
Geographical Wholetime Consultants without fees	231,138	208,001	210,081

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 Type B* €	01/10/20 Type B* €	01/10/21 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	178,144	179,926
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	172,268	173,991
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	168,331	170,014
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	176,471	178,236
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	172,268	173,991
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	168,330	170,014

Table SA - A3

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

Consultants Revised Common Contract, 1997	01/06/09 Type B* €	01/10/20 Type B* €	01/10/21 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	185,977	187,837
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	185,977	187,837
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,619	185,977	187,837

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 01/06/09 €	Type A Contract 01/10/20 €	Type A Contract 01/10/21 €
Professor	284,163	255,718	258,275
Associate Professor	265,736	239,135	241,526
Lecturer	247,345	222,585	224,811
College Lecturer	242,418	218,151	220,333
Category II Consultants			
Professor UCD, TCD, RCSI	270,314	243,255	245,687
Associate Professor UCD, TCD, RCSI	252,325	227,067	229,337
Lecturer	233,309	209,954	212,054
College Lecturer	228,379	205,518	207,573
Professor UCC	274,643	247,151	249,622
Associate Professor UCC	256,516	230,838	233,146
Lecturer UCC	237,696	213,902	216,041
College Lecturer UCC	232,767	209,466	211,561
Professor UCG	278,971	251,045	253,556
Associate Professor UCG	260,707	234,610	236,956
Lecturer UCG	242,082	217,849	220,028
College Lecturer UCG	237,152	213,413	215,547

Table SA - B1

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

Category I Consultants	Type A Contract 01/06/09 €	Type A Contract 01/10/20 €	Type A Contract 01/10/21 €
Professor	309,934	278,909	281,698
Associate Professor	292,190	262,942	265,571
Lecturer	274,527	247,046	249,517
College Lecturer	269,790	242,784	245,212
Professor UCD, TCD, RCSI	309,934	278,909	281,698
Associate Professor UCD, TCD, RCSI	292,190	262,942	265,571
Lecturer	274,527	247,046	249,517
College Lecturer	269,790	242,784	245,212
Professor UCC	309,934	278,909	281,698
Associate Professor UCC	292,190	262,942	265,571
Lecturer UCC	274,527	247,046	249,517
College Lecturer UCC	269,790	242,784	245,212
Professor UCG	309,934	278,909	281,698
Associate Professor UCG	292,190	262,942	265,571
Lecturer UCG	274,527	247,046	249,517
College Lecturer UCG	269,790	242,784	245,212

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 01/06/09 €	Type B Contract 01/10/20 €	Type B Contract 01/10/21 €
Professor	278,910	250,990	253,500
Associate Professor	258,536	232,656	234,982
Lecturer	236,885	213,172	215,304
College Lecturer	231,292	208,139	210,221
Category II Consultants			
Professor UCD, TCD, RCSI	265,061	238,528	240,913
Associate Professor UCD, TCD, RCSI	245,125	220,587	222,793
Lecturer UCD, TCD, RCSI	222,849	200,541	202,547
College Lecturer UCD, TCD, RCSI	217,253	195,506	197,461
Professor UCC	269,390	242,423	244,848
Associate Professor UCC	249,316	224,359	226,602
Lecturer UCC	227,236	204,489	206,534
College Lecturer UCC	221,641	199,454	201,449
Professor UCG	273,718	246,318	248,781
Associate Professor UCG	253,507	228,130	230,412
Lecturer UCG	231,622	208,436	210,520
College Lecturer UCG	226,025	203,399	205,433

Table SA - B2

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

Category I Consultants	Type B Contract 01/06/09 €	Type B Contract 01/10/20 €	Type B Contract 01/10/21 €
Professor	299,428	269,455	272,149
Associate Professor	277,790	249,983	252,483
Lecturer	253,608	228,221	230,504
College Lecturer	247,538	222,759	224,986
Category II Consultants			
Professor UCD, TCD, RCSI	299,428	269,455	272,149
Associate Professor UCD, TCD, RCSI	277,790	249,983	252,483
Lecturer UCD, TCD, RCSI	253,608	228,221	230,504
College Lecturer UCD, TCD, RCSI	247,538	222,759	224,986
Professor UCC	299,428	269,455	272,149
Associate Professor UCC	277,790	249,983	252,483
Lecturer UCC	253,608	228,221	230,504
College Lecturer UCC	247,538	222,759	224,986
Professor UCG	299,428	269,455	272,149
Associate Professor UCG	277,790	249,983	252,483
Lecturer UCG	253,608	228,221	230,504
College Lecturer UCG	247,538	222,759	224,986

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
	01/06/09	01/10/20	01/10/21
	€	€	€
Professor UCD, TCD, RCSI	249,301	224,345	226,589
Associate Professor UCD, TCD, RCSI	229,598	206,615	208,681
Lecturer UCD, TCD, RCSI	207,585	186,805	188,673
College Lecturer UCD, TCD, RCSI	202,048	186,332	188,195
Professor UCC	253,631	228,242	230,524
Associate Professor UCC	233,788	210,385	212,489
Lecturer UCC	211,971	190,752	192,660
College Lecturer UCC	206,437	186,332	188,195
Professor UCG	257,958	232,136	234,457
Associate Professor UCG	237,979	214,157	216,298
Lecturer UCG	216,358	194,700	196,647
College Lecturer UCG	210,821	189,717	191,615

Table SA - B3

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

Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/09	01/10/20	01/10/21
	€	€	€
Professor UCD, TCD, RCSI	267,909	241,091	243,502
Associate Professor UCD, TCD, RCSI	248,084	223,250	225,482
Lecturer UCD, TCD, RCSI	228,259	205,410	207,464
College Lecturer UCD, TCD, RCSI	222,954	200,636	202,642
Professor UCC	267,909	241,091	243,502
Associate Professor UCC	248,084	223,250	225,482
Lecturer UCC	228,259	205,410	207,464
College Lecturer UCC	222,954	200,636	202,642
Professor UCG	267,909	241,091	243,502
Associate Professor UCG	248,084	223,250	225,482
Lecturer UCG	228,259	205,410	207,464
College Lecturer UCG	222,954	200,636	202,642

Table C1(1)

New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/10/21	177,513	182,668	197,236	200,100	202,965	205,830
	01/10/20	175,755	180,859	195,283	198,118	200,956	203,792
	01/06/09	188,648	194,126	217,006	220,156	223,309	226,461
Type B	01/10/21	167,085	169,353	185,650	188,121	188,195	188,195
	01/10/20	165,431	167,676	183,812	186,259	186,332	186,332
	01/06/09	177,566	179,976	197,295	199,922	202,549	205,176
Type C	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
	01/10/20	144,640	149,760	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.
Note Due for payment in 2019 & 2020 - See Circ 11/2018

Contract Type	01/06/09	01/10/20	01/07/21	01/10/21
	€	€	€	€
Type A Consultants	209,914	188,902	188,902	190,791
	221,253	199,107	199,107	201,098
	233,239	209,891	209,891	211,990
	239,543	215,564	215,564	217,720
	245,846	221,236	221,236	223,449
	252,150	226,909	226,909	229,178
Type B Consultants	187,232	174,436	174,436	176,181
	196,365	182,945	182,945	184,775
	215,378	193,818	193,818	195,756
	220,631	198,545	198,545	200,531
	225,884	203,273	203,273	205,305
	231,138	208,001	208,001	210,081
Type B* Consultants	199,619	185,978	185,978	187,837
Type C Consultants	148,500	144,640	148,500	148,500
	153,757	149,760	153,757	153,757
	168,100	160,711	160,711	162,318
	173,353	161,506	161,506	163,121
	178,606	166,400	166,400	168,064
	183,859	171,294	171,294	173,007

Table C1(2)

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

Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/10/21	147,685	151,792	160,394	165,094	172,144	178,020	185,070	191,532	201,561
	01/07/21	147,685	150,289	158,806	163,460	170,440	176,257	183,237	189,636	199,566
	01/10/20	143,846	150,289	158,806	163,460	170,440	176,257	183,237	189,636	199,566
	01/06/09	147,685	154,300	163,043	175,450	182,942	189,186	196,678	210,730	221,765
Type B	01/10/21	139,414	144,376	151,228	152,256	156,907	161,569	166,269	173,319	180,369
	01/07/21	139,414	144,376	151,228	150,749	155,353	159,969	164,623	171,603	178,583
	01/10/20	135,790	140,623	147,297	150,749	155,353	159,969	164,623	171,603	178,583
	01/06/09	139,414	144,376	151,228	154,772	159,499	164,238	176,699	184,191	191,683
Type C	01/10/21	122,145	125,723	129,962	132,916	135,870	139,414	144,140	149,457	153,420
	01/07/21	121,618	125,236	129,962	132,916	135,870	139,414	144,140	149,457	151,901
	01/10/20	120,935	124,478	126,584	129,461	132,338	135,791	140,393	145,572	151,901
	01/06/09	121,618	125,236	129,962	132,916	135,870	139,414	144,140	149,457	155,954

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

Table C2(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/10/21	222,934	229,277	247,704	251,229	254,752	258,275
	01/10/20	220,727	227,007	245,252	248,741	252,230	255,718
	01/06/09	245,280	252,259	272,533	276,411	280,287	284,164
Type A Associate Professor / Consultant	01/10/21	207,859	214,202	230,955	234,479	238,003	241,527
	01/10/20	205,801	212,082	228,668	232,158	235,646	239,136
	01/06/09	228,694	235,673	254,105	257,982	261,859	265,736
Type A Senior Lecturer / Consultant	01/10/21	192,817	199,152	214,241	217,763	221,287	224,811
	01/10/20	190,908	197,180	212,120	215,607	219,096	222,585
	01/06/09	212,144	219,114	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.
Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Contract Type	Salary Points	01/06/09 Type A €	01/10/20 Type A €	01/10/21 Type A €
TYPE A Professor	1	258,007	232,180	234,501
	2	271,964	244,739	247,186
	3	286,674	257,977	260,557
	4	294,427	264,954	267,604
	5	302,181	271,932	274,651
	6	309,934	278,909	281,698
TYPE A Associate Professor	1	242,036	217,808	219,986
	2	255,993	230,368	232,671
	3	268,929	242,009	244,429
	4	276,683	248,987	251,477
	5	284,436	255,964	258,523
	6	292,190	262,942	265,571
TYPE A Lecturer	1	226,139	203,502	205,537
	2	240,095	216,062	218,222
	3	251,266	226,114	228,375
	4	259,020	233,091	235,422
	5	266,773	240,068	242,469
	6	274,527	247,046	249,517
TYPE A College Lecturer	1	221,876	199,666	201,663
	2	235,833	212,226	214,348
	3	246,529	221,851	224,070
	4	254,283	228,829	231,117
	5	262,036	235,806	238,164
	6	269,790	242,784	245,212

Table C2(2)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/10/21	199,538	211,166	221,570	225,323	225,323	225,323
	01/10/20	197,562	209,075	219,376	223,092	223,092	223,092
	01/06/09	219,538	232,332	243,779	247,908	247,908	247,908
Type A Associate Professor / Consultant	01/10/21	185,747	196,677	206,583	218,102	225,323	225,323
	01/10/20	183,908	194,730	204,538	215,942	223,092	223,092
	01/06/09	197,399	216,391	227,291	239,964	247,908	247,908
Type A Senior Lecturer / Consultant	01/10/21	172,008	182,363	191,697	202,568	209,705	220,734
	01/10/20	170,305	180,557	189,799	200,562	207,629	218,549
	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	01/10/21	208,506	214,049	231,675	234,753	237,833	240,913
	01/10/20	206,442	211,930	229,381	232,429	235,478	238,528
	01/06/09	229,406	235,505	254,896	258,284	261,672	265,061
Type B Associate Professor / Consultant	01/10/21	192,200	197,726	213,555	216,635	219,713	222,793
	01/10/20	190,297	195,768	211,441	214,490	217,538	220,587
	01/06/09	211,465	217,545	234,961	238,349	241,736	245,125
Type B Senior Lecturer / Consultant	01/10/21	173,978	179,520	193,308	196,388	199,468	202,547
	01/10/20	172,255	177,743	191,395	194,444	197,493	200,542
	01/06/09	184,891	190,781	212,685	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.
Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Contract Type	Salary Points	01/06/09 Type B €	01/10/20 Type B €	01/10/21 Type B €
TYPE B Professor	1	251,189	226,044	228,305
	2	263,387	237,021	239,391
	3	279,099	251,160	253,672
	4	285,875	257,258	259,831
	5	292,652	263,357	265,990
	6	299,428	269,455	272,149
TYPE B Associate Professor	1	231,714	208,519	210,604
	2	243,913	219,496	221,691
	3	257,460	231,688	234,004
	4	264,237	237,786	240,164
	5	271,013	243,884	246,323
	6	277,790	249,983	252,483
TYPE B Lecturer	1	209,950	188,933	190,823
	2	222,142	199,906	201,905
	3	233,278	209,926	212,025
	4	240,055	216,025	218,185
	5	246,831	222,122	224,343
	6	253,608	228,221	230,504
TYPE B College Lecturer	1	204,487	184,018	185,858
	2	216,666	194,979	196,929
	3	227,208	204,464	206,509
	4	233,985	210,562	212,668
	5	240,761	216,660	218,827
	6	247,538	222,759	224,986

Table C3(2)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/10/21	188,274	196,694	205,350	214,177	223,302	225,323
	01/10/20	186,410	194,746	203,317	212,056	221,091	223,092
	01/06/09	207,146	216,409	225,933	235,645	245,685	247,908
Type B Associate Professor / Consultant	01/10/21	173,228	181,196	189,315	197,594	206,030	214,469
	01/10/20	171,513	179,402	187,441	195,637	203,990	212,345
	01/06/09	184,094	192,561	208,292	217,399	226,681	235,966
Type B Senior Lecturer / Consultant	01/10/21	156,459	163,877	171,491	179,262	186,851	194,438
	01/10/20	154,910	162,254	169,794	177,487	185,001	192,513
	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	01/10/21	188,654	194,541	209,615	212,886	216,157	219,427
	01/10/20	186,786	192,615	207,540	210,778	214,017	217,254
	01/06/09	207,564	214,041	230,626	234,225	237,824	241,421
Type C Associate Professor / Consultant	01/10/21	173,045	178,933	192,273	195,543	198,814	202,085
	01/10/20	171,332	177,161	190,370	193,607	196,846	200,084
	01/06/09	183,900	190,157	211,546	215,144	218,742	222,341
Type C Senior Lecturer / Consultant	01/10/21	161,100	166,906	179,000	182,386	185,772	188,195
	01/10/20	159,505	165,253	177,228	180,580	183,933	186,332
	01/06/09	163,762	177,375	190,228	193,826	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 €	01/10/20 Type C €	01/10/21 Type C €
TYPE C Professor	1	207,504	186,732	188,600
	2	220,445	198,379	200,363
	3	230,560	207,480	209,555
	4	237,756	213,956	216,096
	5	244,953	220,433	222,637
	6	252,150	226,910	229,179
TYPE C Associate Professor	1	183,105	170,591	172,297
	2	195,617	182,249	184,071
	3	210,630	189,546	191,441
	4	217,827	196,022	197,982
	5	225,024	202,498	204,523
	6	232,221	208,975	211,065
TYPE C Lecturer	1	162,159	157,945	159,524
	2	179,508	167,290	168,963
	3	188,367	175,494	177,249
	4	195,563	182,198	184,020
	5	202,760	186,332	188,195
	6	209,957	188,939	190,829
TYPE C College Lecturer	1	157,339	153,249	154,781
	2	176,138	164,231	165,874
	3	182,767	170,277	171,979
	4	189,964	176,981	178,751
	5	197,160	183,686	185,523
	6	204,357	186,332	188,195

Table C4(2)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/10/21	158,914	165,056	172,060	180,686	187,392	195,589
	01/10/20	157,340	163,422	170,357	178,897	185,536	193,652
	01/06/09	161,539	175,409	182,853	192,020	199,147	215,194
Type C Associate Professor / Consultant	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
	01/10/20	144,132	149,876	156,389	164,438	170,553	178,028
	01/06/09	147,978	153,876	160,562	176,500	183,064	191,086
Type C Senior Lecturer / Consultant	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
	01/10/20	134,025	139,637	145,979	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
Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Contract Type	01/06/09 Type B* €	01/10/20 Type B* €	01/10/21 Type B* €
TYPE B* Professor	267,909	241,091	243,502
TYPE B* Associate Professor	248,084	223,250	225,482
TYPE B* Lecturer	228,259	205,410	207,464
TYPE B* College Lecturer	222,954	200,636	202,642

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)**	01/10/21	219,383		
	01/10/20	217,211		
	01/06/09	241,373		
Head of Department**	01/10/21	195,645	201,561	207,501
	01/10/20	193,708	199,566	205,447
	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

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

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 - 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**	**01/10/20**	**01/10/21**
	€	**€**	**€**
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	**200,772**	**186,332**	**188,195**
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**	**177,640**	**179,416**
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	**181,118**	**168,740**	**170,427**
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	**179,213**	**166,966**	**168,635**
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**	**160,711**	**162,318**
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	**161,737**	**157,533**	**159,108**
Geographical Wholetime Consultants without fees	**210,329**	**189,274**	**191,167**

Table F2

Salary scales for Academic Consultants who are remaining on the 1998 Contract	01/06/09	01/10/20	01/10/21
	€	€	€
Category I Consultants			
Professor	258,392	232,526	234,852
Associate Professor	239,281	215,328	217,482
Lecturer	220,163	198,124	200,105
College Lecturer	215,046	193,520	195,455
Category II Consultants			
Professor UCD, TCD, RCSI	230,693	207,600	209,676
Associate Professor UCD, TCD, RCSI	212,460	191,193	193,105
Lecturer UCD, TCD, RCSI	192,091	178,963	180,753
College Lecturer UCD, TCD, RCSI	186,967	174,190	175,932
Professor UCC	239,352	215,392	217,546
Associate Professor UCC	220,842	198,735	200,723
Lecturer UCC	200,864	186,332	188,195
College Lecturer UCC	195,744	182,366	184,190
Professor UCG	248,007	223,181	225,413
Associate Professor UCG	229,224	206,278	208,341
Lecturer UCG	209,636	188,651	190,538
College Lecturer UCG	204,513	184,040	185,881

Table F3

Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008	01/06/09	01/10/20	01/10/21
	€	€	€
Regional Consultant Orthodontists	190,670	177,640	179,416

Table F4

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

	01/01/09	01/10/20	01/07/21	01/10/21
	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB				
G.W.T. WITHOUT FEES	**165,537**	**160,711**	**160,711**	**162,318**
G.W.T. WITH FEES	**157,697**	**153,598**	**153,598**	**155,134**
EXISTING WHOLETIME	**148,855**	**144,986**	**148,855**	**148,855**
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)				
G.W.T. WITHOUT FEES	**165,537**	**160,711**	**160,711**	**162,318**
G.W.T. WITH FEES	**150,332**	**146,424**	**150,332**	**150,332**
EXISTING WHOLETIME	**141,485**	**137,807**	**141,485**	**141,485**
Consultants in EHB (excluding Psychiatrists and Geriatricians)				
G.W.T. WITHOUT FEES	**165,537**	**160,711**	**160,711**	**162,318**
G.W.T. WITH FEES	**142,963**	**139,247**	**142,963**	**142,963**
EXISTING WHOLETIME	**134,114**	**130,628**	**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**
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
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	01/10/20	01/10/21
		This represents the cumulative restorations up to and including 1/10/2020	This represents the cumulative restorations up to and including 1/10/2021
	€	€	€
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**	**184,748**	**186,596**
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**	**10,428**	**10,532**

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

1 October 2021 - ALLOWANCES

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

Government Decision on Review of Allowances

The following allowances were abolished for new beneficiaries ***(a new beneficiary is defined as a new entrant to the Public Service w.e.f. 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
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts		
1. Consultants per 3 hour session (and pro-rata)	130.04	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.		
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.		
Per 3 hour session (and pro-rata)	155.99	157.55
Special rates for clinics held outside a radius of 25 miles		
(a) For clinics of *less than* 3 hours duration		
Per hour	78.69	79.48
Minimum rate	94.73	95.67
(b) For clinics of *not less than* 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**	
Psychiatrist Special Responsibility Allowance								
Revised rate per annum						10,939	11,049	
Child Health Services Development Paediatrics								
3 hour session						69.15	69.84	
2 hour session						51.86	52.38	
1 hour session						34.61	34.96	
Casual Locum for Former District Medical Officers								
For first three days						75.82	76.58	
For next 25 days						64.86	65.51	
For each subsequent day						55.81	56.37	
Fees for lectures to Nurses						31.75	32.07	
(Circular S100/84 of 22 August 1975)						23.86	24.10	
Consultant CME. This scheme is open to Consultants employed in the public service and allows Consultants claim a maximum of €3,000 p/a towards courses and conference, reference materials and professional fees.								
Training Supports Scheme for NCHDs ***** AMOUNT PER REGISTRATION PER YEAR**					**1 July 2019**			
Intern					750			
SHOs and Registrars					1,250			
SPRs/GP Registrars/ Psychiatry SRs on a training scheme					2,000			
GP Registrar Allowance (from the NCHD contract)						11,428	11,542	
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred						3,809	3,847	
Public Health Doctors (and Occupational Health Doctors for duration of pandemic) On Call off site rate agreed as per LCR as an interim measure at rate of €576. HSE CERS Circular 35/2020 refers.								

NURSING ALLOWANCES

	1 October 2020	1 October 2021
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)(DoH Circular 14/2019 Refers)		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	3,525	3,561
(B) Location Allowance for nurses engaged in the following Duties:	2,347	2,371
A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) **With effect from 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).**		
(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
Public Health Nurses & Assistant Directors of Public Health Nursing		
Midwifery Qualification*	3,525	3,561
*Restored to new entrant nurses as per DoH Circular 14/2017		
Staff Nurse Dual Qualification Scale		
New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,468	1,483
Red-Circled Allowances (Circular 126/2000 refers)		
Payable on a red-circle basis to staff who were in employment in the following grades on 16/11/99 and are existing beneficiaries of such allowances		
Deputy Nursing Officer	1,404	1,418
Theatre / Night Sister	843	851
Public Health Nurse	1,686	1,703
Relevant nursing staff		
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,132	3,164
***Abolished for new beneficiaries with effect from 1 February 2012**		
Psychiatric Nurses (S100/411 refers)		
HSE HR Directorate Circular 1/2005		
Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012		
Psychiatric Staff Nurse	5,223	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
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449		5,503
Public Health Nurses (S103/151 refers)		
Island Inducement Allowance*	1,859	1,877
***Abolished for new beneficiaries with effect from 1 February 2012**		

Theatre Nurses who participate in the On-Call/standby	**1 October 2020**	**1 October 2021**
Emergency Services (S100/125 refers) (Circular 33/2003 refers)		
(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
***Restored for new entrant nurses as per DoH Circular 14/2017**		
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017		
(HSEA letter dated 5 April 2001 refers)		
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).	3,904	3,943
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.		
Public Health Nurses Week-end Work (S100/414 refers)		
Fixed Payment	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
Specialist Co-ordinator Allowance*	4,546	4,592
***Restored for new entrant nurses as per DoH Circular 14/2017**		

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES			1 October 2020	1 October 2021
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
	Mon - Thurs	**12am - 8am**	50.31	50.81
	Sat 12am til Sun 12am		55.34	55.89
	Bank Holiday		55.34	55.89
Stand-by Payments (off site on call)	**Mon - Fri**		44.57	45.02
	Saturday		57.24	57.81
	Sun & Public Holidays		77.38	78.15
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				
(HSE Circular 006/2012 and LCR20232 refers)				
Out of Hours Remuneration Rates - 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				

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

†The inappropriate use of the sessional rates below is currently being reviewed and <u>these rates may not be used in respect of any new employee</u>.
Further instruction in relation to employees currently on these rates will issue separately.

	1 October 2020	1 October 2021
† GENERAL PARAMEDICAL SESSIONAL RATES		
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
† *PART-TIME PHARMACISTS*		
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
† <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:	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
†*SESSIONAL RATES FOR PSYCHOLOGISTS*		
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;	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
† *SOCIAL WORKERS*		
3-hour Session	110.97	112.07
2 3-hour sessions (held at the same location on the same day)	189.87	191.77
† Sessional Rates for employees who do not derive their principal source of income from sessional work.		
† GENERAL PARAMEDICAL SESSIONAL RATES		
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
† PHYSIOTHERAPISTS		
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	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
† PSYCHOLOGISTS		
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)	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 inappro-priate use of these rates is under review.

SUPPORT SERVICES GRADES ALLOWANCES

	1 October 2020	1 October 2021
Cardiac Allowance*	17.78	17.95
***Abolished for new beneficiaries with effect from 1 February 2012**		
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	30.86	31.17
***Abolished for new beneficiaries with effect from 1 February 2012**		
Saturday Premium	11.27	11.38
Craftworkers Tool Allowance* ***Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018**		
The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full from 1 July 2021; a separate instruction will issue in relation to the Tool Allowance for 2021.		
01/1/2020 - 30/9/2020 675 Euros		
1/10/2020 - 31/12/2020 710 Euros		

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)	9,230	9,323
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
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**	9,230	9,322
- Annual Allowance to Postholder		
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area	4,133	4,175
- Matrons with full time commitment to after hours work		
Saturday Premium	16.10	16.26

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

In order to determine if a pension increase is due, please refer to the detailed guidance set out in DPER Circular 19/2019 and in particular Part B of the circular which clarifies the position in relation to pension increase policy in the public service up to end 2020 in respect of certain grades where notional scales exist.
The table in Part B provide specific guidance in determining if / when a pension increase is due.
DPER have clarified that the sanction conveyed in Part B can be applied to the scales in this section of the DoH Consolidated Salary Scales **

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

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

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

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