1st October 2018

HEALTH SECTOR

CONSOLIDATED SALARY SCALES IN ACCORDANCE WITH FEMPI 2015 AND THE PUBLIC SERVICE STABILITY AGREEMENTS 2013 - 2020 (THE LANSDOWNE ROAD AGREEMENTS)

These scales must be read in conjunction with Department of Health Circular 13/2018

The Financial Emergency Measures in the Public Interest Act 2015, and the Landsdowne Road Agreement II give effect to the following adjustments to salaries effective 1st October 2018:

-1% Increase to all annualised salaries

-Salaries that have not yet achieved full restoration of the pay adjustment under the FEMPI Act 2013 ("the HRA reduction") will have the 1% increase due on 1 October 2018 calculated in accordance with section 18 of the Act. (Part I, paragraph 12 of D/PERs guidance note dated 21 December 2017 refers).

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.

Pay of non-whole time equivalents such as worksharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.

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

The sanction of the Minister is now conveyed for the application of these amended pay scales with effect from ***1st October 2018***

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

1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1st October 2018), 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 and pensionable allowances used to determine pension benefits are those approved by the Minister for Health with the consent of the Minister for Public Expenditure and Reform.

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

Guide to the Consolidated Salary Scales

Please note the following :

1 The "1st October 2018" 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 "Consultants" worksheet shows all consultants rates.
The "Allowances1" worksheet shows all allowances for public servants in receipt of basic pay up to and including €125,000.
The "Allowances2" worksheet shows all allowances for public servants in receipt of basic pay in excess of €125,000.

3 The "Pensions" worksheet includes scales inserted for Administrative purposes only as well as for pension purposes and notional scales. These were previously amended to reflect relevant FEMPI (1.1.2010) pay reductions which became applicable to these grades with effect from 1 March 2012 (end of first grace period). Notional scale for Clerical Admin grades which used to issue as a separate circular (Circular 11/2005).This worksheet has not been maintained due to PSPR adjustments.

4 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.

5 For all craftsmen grades (Craftsmen, Craftsmens' 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.

6 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).

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

8 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014 have been highlighted.†

9 Salaries for pension contribution and benefit (new and historic) for senior management grades affected by Section 6 (FEMPI No.2 Act 2009) adjustment are still in place.

10 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.

11 The Living Out Allowance was abolished completely on 1st July 2017 (Circ. 11/2017) and is incorporated into the following pay scales as a result: Intern, Senior House Officer, Registrar.

12 In line with WRC agreement of 10/01/2018 (C-161453-16) The grade of Home Help has been renamed as Health Care Support Assistant.

13 As per WRC agreement of 6th March 2017 (Circ.12/2017), amended salary scales for New Entrant Academic Consultants from 1st October 2012 (tables C2(2), C3(2) and C4(2)) for 1st April 2017 have been
14 Those employed on a fixed term or specified purpose contract are entitled to the same salary as a permanent comparator.

15 Grades of Cardiac Catheterisation Physiologist, Senior, Chief I and Chief II now retitled to Cardiac Physiologist, Senior, Chief I and Chief II.

16 Grade 0693 Hospital Network Manager - National Hospitals Office (HSE) has been made obsolete in line with the HSE census.

17 A payscale for new incumbents of Chief Executive Officer, Hospital Groups has been newly entered to these payscales post 14th May 2018.

18 Salary scales to be used for eligible consultants who have availed of the Terms of Settlement are shown in the Consultant Worksheet and demarcated with the letters SA before table. (DoH Circ. 11/2018 refers)

19 Abbreviations: 'LRA = Lansdowne Road Agreement; 'HRA' = Haddington Road Agreement; FEMPI = Financial Emergency Measures in the Public Interest; - 'Sec.6 adj' = Section 6 Adjustment; 'Circ' = Circular;

20 Pay rates for the grades of Staff Nurse, Post Qualification Pre Registration, and Staff Nurse (Adaptation Placement) General/Childrens/Midwife/Mental Health are calculated at 85% of the first point Staff Nurse/Staff Nurse Mental Health pay scale as appropriate.

21 In some cases, it was necessary to create notional 2010 pay scales in order to facilitate the 1% increase from that rate to be added for the creation of the 1/4/17 rate of pay.

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

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Secretary to the Board (HSE) **	37		
Senior House Officer	8		

MEDICAL & DENTAL GRADES

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

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	01/10/18 LRA	1	28,805																		
	1/01/18 LRA		28,520																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/010/18 LRA	1	32,926																		
	1/01/18 LRA		32,600																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	34,901																		
	1/01/18 LRA		34,556																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	36,873																		
	1/01/18 LRA		36,508																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/18 LRA	1	32,926																		
	1/01/18 LRA		32,600																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	34,901																		
	1/01/18 LRA		34,556																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	36,873																		
	1/01/18 LRA		36,508																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	38,862																		
	1/01/18 LRA		38,478																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/18 LRA	1	34,901																		
	1/01/18 LRA		34,556																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	36,873																		
	1/01/18 LRA		36,508																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	38,862																		
	1/01/18 LRA		38,478																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	41,836																		
	1/01/18 LRA		41,422																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/10/18 LRA	1	36,873																		
	1/01/18 LRA		36,508																		

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	38,862																		
	1/01/18 LRA		38,478																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	43,781																		
	1/01/18 LRA		43,347																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/18 LRA	1	47,692																		
	1/01/18 LRA		47,220																		
AREA MEDICAL OFFICER	1/10/18 LRA	8	66,904	67,920	69,915	71,907	73,928	75,919	**77,815**	**79,711**	**LSIs**										
	1/01/18 LRA		66,242	67,248	69,223	71,195	73,196	75,168	**77,044**	**78,922**	**LSIs**										
AREA MEDICAL OFFICER - SENIOR	1/10/18 LRA	8	78,583	80,740	82,923	85,084	87,247	89,446	**91,471**	**93,498**	**LSIs**										
	1/01/18 LRA		77,805	79,941	82,102	84,241	86,383	88,560	**90,566**	**92,572**	**LSIs**										
MEDICAL OFFICER - SENIOR	1/10/18 LRA	8	78,583	80,740	82,923	85,084	87,247	89,446	**91,471**	**93,498**	**LSIs**										
	1/01/18 LRA		77,805	79,941	82,102	84,241	86,383	88,560	**90,566**	**92,572**	**LSIs**										
MEDICAL OFFICER - PRINCIPAL	1/10/18 LRA	1	100,079																		
	1/01/18 LRA		99,088																		
DIRECTOR OF COMMUNITY CARE	1/10/18 LRA	1	106,659																		
	1/01/18 LRA		105,603																		
SPECIALIST IN PUBLIC HEALTH MEDICINE	1/10/18 LRA	1	111,864																		
	1/01/18 LRA		110,757																		
DIRECTOR OF PUBLIC HEALTH MEDICINE	1/10/18 LRA	1	127,623																		
	1/04/18 LRA		126,332																		
	1/01/18 LRA		123,592																		
	1/04/17 LRA		122,314																		
	1/07/13 HRA.		119,573																		
	1/01/10		127,796																		
COMMUNITY OPTHALMIC PHYSICIAN	1/10/18 LRA	3	89,446	**91,471**	**93,498**	**LSIs**															
	1/01/18 LRA		88,560	**90,566**	**92,572**	**LSIs**															
INTERN	1/10/18 LRA	1	36,857																		
	1/01/18 LRA		36,492																		
SENIOR HOUSE OFFICER	1/10/18 LRA	7	43,897	46,099	49,390	51,543	55,872	58,023	60,124												
	1/01/18 LRA		43,462	45,643	48,901	51,032	55,319	57,449	59,528												
REGISTRAR	1/10/18 LRA	6	55,872	58,023	60,124	61,668	63,728	65,794													
	1/01/18 LRA		55,319	57,449	59,528	61,058	63,097	65,143													
SENIOR REGISTRAR	1/10/18 LRA	7	66,661	68,747	70,835	73,061	75,630	78,305													
	1/01/18 LRA		66,001	68,066	70,134	72,337	74,881	77,529	80,263												
SPECIALIST REGISTRAR	1/10/18 LRA	7	62,638	64,119	66,259	68,183	71,321	74,462	77,601												
	1/01/18 LRA		62,018	63,484	65,603	67,508	70,615	73,725	76,833												
PSYCHIATRIST ** grade obsolete - not for use **	1/10/18 LRA	5	49,272	51,706	54,132	56,552	58,941														
	1/01/18 LRA		48,784	51,194	53,596	55,992	58,357														
VOCATIONAL TRAINEE IN DENTISTRY	1/10/18 LRA	2	41,577	46,083																	
	1/01/18 LRA		41,165	45,627																	
CLINICAL DENTAL SURGEON (GRADE I)	1/10/18 LRA	4	47,526	50,464	52,693	55,958															
	1/01/18 LRA		47,055	49,964	52,171	55,404															
GENERAL DENTAL SURGEON	1/10/18 LRA	9	60,461	63,530	66,555	68,670	71,701	74,748	77,781	**82,339**	**86,897**	**LSIs**									
	1/01/18 LRA		59,862	62,901	65,896	67,990	70,991	74,008	77,011	**81,524**	**86,037**	**LSIs**									
SENIOR DENTAL SURGEON	1/10/18 LRA	6	74,407	77,781	81,173	84,544	**89,419**	**94,295**	**LSIs**												
	1/01/18 LRA		73,670	77,011	80,369	83,707	**88,533**	**93,361**	**LSIs**												

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/10/18 LRA	6	78,001	81,543	85,105	88,643	**93,762**	**98,882**	**LSIs**												
	1/01/18 LRA		77,228	80,735	84,262	87,766	**92,834**	**97,903**	**LSIs**												
PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/10/18 LRA	5	91,001	94,792	98,590	**104,263**	**109,935**	**LSIs**													
	1/01/18 LRA		90,100	93,854	97,614	**103,231**	**108,846**	**LSIs**													
PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/10/18 LRA	5	89,034	92,743	96,456	**102,002**	**107,549**	**LSIs**													
	1/01/18 LRA		88,152	91,825	95,501	**100,992**	**106,484**	**LSIs**													
SPECIALIST IN ORTHODONTICS	1/10/18 LRA	1	139,921																		
	1/04/18 LRA		138,505																		
	1/01/18 LRA		135,434																		
	1/04/17 LRA		134,032																		
	1/07/13 HRA.		130,961																		
	1/01/10		140,175																		

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)

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1) **grade obsolete - not for use **	1/10/18 LRA	1	25,766																		
	1/01/18 LRA		25,511																		
GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2) **grade obsolete - not for use **	1/10/18 LRA	1	26,838																		
	1/01/18 LRA		26,572																		
STUDENT MENTAL HEALTH NURSE (ROSTERED PLACEMENT)	1/10/18 LRA	1	21,101	Annualised																	
	1/01/18 LRA		20,892	Annualised																	
MENTAL HEALTH STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/10/18 LRA	1	25,405																		
	1/01/18 LRA		25,154																		
MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/10/18 LRA	1	25,405																		
	1/01/18 LRA		25,154																		
MENTAL HEALTH STAFF NURSE	1/10/18 LRA	13	29,707	31,692	32,894	34,120	35,404	36,613	37,875	38,857	39,929	41,319	42,686	44,634	**45,992**	**LSI**					
	1/01/18 LRA		29,413	31,378	32,569	33,782	35,054	36,250	37,500	38,472	39,534	40,910	42,263	44,192	**45,537**	**LSI**					
SENIOR STAFF NURSE (MENTAL HEALTH)	1/10/18 LRA	1	48,204																		
	1/01/18 LRA		47,727																		
DUAL QUALIFIED MENTAL HEALTH STAFF NURSE	1/10/18 LRA	9	35,806	38,062	39,265	40,191	41,212	42,570	43,893	45,841	**47,201**	**LSI**									
	1/01/18 LRA		35,451	37,685	38,876	39,793	40,804	42,148	43,458	45,387	**46,733**	**LSI**									
SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH)	1/10/18 LRA	1	49,471																		
	1/01/18 LRA		48,982																		
COMMUNITY PSYCHIATRIC NURSE	1/10/18 LRA	10	47,488	47,701	48,591	49,391	51,040	51,965	52,955	53,952	55,094	56,151									
	1/01/18 LRA		47,018	47,228	48,110	48,902	50,534	51,451	52,431	53,418	54,549	55,595									
CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/10/18 LRA	8	45,179	46,006	47,174	48,361	49,530	50,707	52,018	53,240											
	1/01/18 LRA		44,731	45,550	46,707	47,882	49,040	50,205	51,503	52,713											
CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/10/18 LRA	9	49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
	1/01/18 LRA		48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421										
CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/10/18 LRA	9	49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
	1/01/18 LRA		48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421										
COMMUNITY MENTAL HEALTH NURSE	1/10/18 LRA	9	49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
	1/01/18 LRA		48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421										
CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/10/18 LRA	6	56,448	57,565	60,389	61,499	62,616	63,747													
	1/01/18 LRA		55,889	56,995	59,791	60,890	61,996	63,116													
NURSE TUTOR (MENTAL HEALTH)	1/10/18 LRA	10	57,736	58,521	59,302	60,087	60,870	61,656	62,436	63,223	64,007	64,790									
	1/01/18 LRA		57,165	57,941	58,714	59,492	60,268	61,046	61,818	62,597	63,373	64,149									
PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/10/18 LRA	8	60,552	61,694	62,737	65,997	67,136	67,179	68,484	70,233											
	1/01/18 LRA		59,952	61,083	62,116	65,343	66,472	66,514	67,805	69,538											
HEALTH)	1/10/18 LRA	7	58,286	60,056	61,817	65,853	66,655	68,483	70,237												
	1/01/18 LRA		57,709	59,462	61,205	65,201	65,995	67,805	69,541												
ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/18 LRA	7	58,286	60,056	61,817	65,853	66,655	68,483	70,237												
	1/01/18 LRA		57,709	59,462	61,205	65,201	65,995	67,805	69,541												
DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/10/18 LRA	6	74,111	76,358	78,611	80,959	83,115	85,368													
	1/01/18 LRA		73,378	75,602	77,833	80,158	82,292	84,523													

GENERAL NURSING GRADES

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

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
GRADUATE NURSE PROGRAMME (YEAR 1) **grade obsolete - not for use **	1/10/18 LRA	1	25,204																		
	1/01/18 LRA		24,955																		
GRADUATE NURSE PROGRAMME (YEAR 2) **grade obsolete - not for use **	1/10/18 LRA	1	26,252																		
	1/01/18 LRA		25,992																		
STUDENT NURSE/MIDWIFE (ROSTERED PLACEMENT)	1/10/18 LRA	1	20,645	Annualised																	
	1/01/18 LRA		20,440	Annualised																	
STUDENT NURSE INTELLECTUAL DISABILITY (ROSTERED PLACEMENT)	1/10/18 LRA	1	20,645	Annualised																	
	1/01/18 LRA		20,440	Annualised																	
STUDENT NURSE CHILDRENS (ROSTERED PLACEMENT)	1/10/18 LRA	1	20,645	Annualised																	
	1/01/18 LRA		20,440	Annualised																	
STUDENT NURSE MIDWIFERY (ROSTERED PLACEMENT)	1/10/18 LRA	1	20,645	Annualised																	
	1/01/18 LRA		20,440	Annualised																	
POST REGISTERED STUDENT NURSE **grade obsolete - not for use **	1/10/18 LRA	4	25,464	26,542	27,782	29,377															
	1/01/18 LRA		25,211	26,279	27,507	29,087															
STAFF NURSE (ADAPTATION PLACEMENT)	1/10/18 LRA	1	24,850																		
	1/01/18 LRA		24,604																		
STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/10/18 LRA	1	24,850																		
	1/01/18 LRA		24,604																		
STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/10/18 LRA	1	24,850																		
	1/01/18 LRA		24,604																		
STAFF NURSE	1/10/18 LRA	13	29,056	31,110	32,171	33,367	34,876	36,383	37,883	39,180	40,480	41,775	43,070	44,343	**45,701**	**LSI**					
	1/01/18 LRA		28,768	30,802	31,852	33,037	34,531	36,023	37,508	38,792	40,080	41,361	42,644	43,904	**45,248**	**LSI**					
(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT	1/10/18 LRA	1	24,850																		
	1/01/18 LRA		24,604																		
(STAFF NURSE) REGISTERED MIDWIFE	1/10/18 LRA	13	29,056	31,110	32,171	33,367	34,876	36,383	37,883	39,180	40,480	41,775	43,070	44,343	**45,701**	**LSI**					
	1/01/18 LRA		28,768	30,802	31,852	33,037	34,531	36,023	37,508	38,792	40,080	41,361	42,644	43,904	**45,248**	**LSI**					
(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/10/18 LRA	13	29,056	31,110	32,171	33,367	34,876	36,383	37,883	39,180	40,480	41,775	43,070	44,343	**45,701**	**LSI**					
	1/01/18 LRA		28,768	30,802	31,852	33,037	34,531	36,023	37,508	38,792	40,080	41,361	42,644	43,904	**45,248**	**LSI**					
(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/10/18 LRA	13	29,056	31,110	32,171	33,367	34,876	36,383	37,883	39,180	40,480	41,775	43,070	44,343	**45,701**	**LSI**					
	1/01/18 LRA		28,768	30,802	31,852	33,037	34,531	36,023	37,508	38,792	40,080	41,361	42,644	43,904	**45,248**	**LSI**					
SENIOR STAFF NURSE (GENERAL)	1/10/18 LRA	1	47,898																		
	1/01/18 LRA		47,424																		
DUAL QUALIFIED STAFF NURSE (GENERAL)	1/10/18 LRA	9	35,806	38,062	39,265	40,191	41,212	42,570	43,893	45,841	**47,201**	**LSI**									
	1/01/18 LRA		35,451	37,685	38,876	39,793	40,804	42,148	43,458	45,387	**46,733**	**LSI**									

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL)	1/10/18 LRA	1	49,471																		
	1/01/18 LRA		48,982																		
CLINICAL NURSE MANAGER 1 (GENERAL)	1/10/18 LRA	8	45,179	46,006	47,174	48,361	49,530	50,707	52,018	53,240											
	1/01/18 LRA		44,731	45,550	46,707	47,882	49,040	50,205	51,503	52,713											
CLINICAL NURSE MANAGER 2 (GENERAL)	1/10/18 LRA	9	49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
	1/01/18 LRA		48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421										
CLINICAL NURSE SPECIALIST (GENERAL)	1/10/18 LRA	9	49,056	49,868	50,555	51,677	52,917	54,134	55,351	56,721	57,995										
	1/01/18 LRA		48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421										
CLINICAL NURSE MANAGER 3 (GENERAL)	1/10/18 LRA	6	56,448	57,565	60,389	61,499	62,616	63,747													
	1/01/18 LRA		55,889	56,995	59,791	60,890	61,996	63,116													
CLINICAL NURSE INSTRUCTOR (GENERAL)	1/10/18 LRA	9	51,185	52,013	52,626	53,764	54,911	56,148	57,393	58,636	59,876										
	1/01/18 LRA		50,678	51,498	52,105	53,232	54,367	55,593	56,825	58,055	59,284										
NURSE TUTOR (GENERAL)	1/10/18 LRA	10	57,736	58,521	59,302	60,087	60,870	61,656	62,436	63,223	64,007	64,790									
	1/01/18 LRA		57,165	57,941	58,714	59,492	60,268	61,046	61,818	62,597	63,373	64,149									
NURSE TUTOR MIDWIFERY	1/10/18 LRA	10	57,736	58,521	59,302	60,087	60,870	61,656	62,436	63,223	64,007	64,790									
	1/01/18 LRA		57,165	57,941	58,714	59,492	60,268	61,046	61,818	62,597	63,373	64,149									
PRINCIPAL NURSE TUTOR	1/10/18 LRA	8	60,552	61,694	62,737	65,997	67,136	67,179	68,484	70,233											
	1/01/18 LRA		59,952	61,083	62,116	65,343	66,472	66,514	67,805	69,538											
STUDENT PUBLIC HEALTH NURSE	1/10/18 LRA	1	33,157																		
	1/01/18 LRA		32,829																		
PUBLIC HEALTH NURSE	1/10/18 LRA	9	47,799	48,591	49,268	50,334	51,560	52,748	53,944	55,288	56,540										
	1/01/18 LRA		47,326	48,110	48,780	49,836	51,049	52,225	53,410	54,741	55,980										
ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/10/18 LRA	6	56,452	59,553	60,828	62,002	63,188	64,812													
	1/01/18 LRA		55,893	58,964	60,225	61,388	62,563	64,170													
DIRECTOR OF PUBLIC HEALTH NURSING	1/10/18 LRA	6	74,111	76,358	78,611	80,959	83,115	85,368													
	1/01/18 LRA		73,378	75,602	77,833	80,158	82,292	84,523													
ADVANCED NURSE PRACTITIONER	1/10/18 LRA	9	56,993	58,097	59,162	62,431	63,460	64,656	65,773	66,884	70,237										
	1/01/18 LRA		56,429	57,521	58,576	61,813	62,832	64,015	65,122	66,222	69,541										
ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/10/18 LRA	9	56,993	58,097	59,162	62,431	63,460	64,656	65,773	66,884	70,237										
	1/01/18 LRA		56,429	57,521	58,576	61,813	62,832	64,015	65,122	66,222	69,541										
ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/10/18 LRA	8	54,125	55,279	56,452	59,553	60,828	62,002	63,188	64,811											
	1/01/18 LRA		53,589	54,731	55,893	58,963	60,225	61,388	62,563	64,170											
AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/10/18 LRA	7	79,520	81,897	84,250	86,267	88,516	90,812	93,074												
	1/01/18 LRA		78,733	81,086	83,416	85,413	87,640	89,912	92,152												
HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/10/18 LRA	6	98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	30/12/16		90,514	94,448	98,382	102,314	106,250	110,183													
	1/01/10		96,211	100,487	104,763	109,037	113,315	117,591													

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DIRECTOR, NURSE & MIDWIFERY PLANNING & DEVELOPMENT	1/10/18 LRA	6	72,448	74,404	76,560	78,929	81,525	84,191													
	1/01/18 LRA		71,731	73,668	75,802	78,148	80,718	83,358													
DIRECTOR OF NURSING BAND 1 (GENERAL)	1/10/18 LRA	7	75,597	77,698	79,803	81,901	84,001	86,109	88,208												
	1/01/18 LRA		74,848	76,929	79,013	81,090	83,169	85,256	87,335												
DIRECTOR OF NURSING BAND 2 (GENERAL)	1/10/18 LRA	7	70,326	72,234	74,147	76,053	77,970	79,880	81,792												
	1/01/18 LRA		69,630	71,519	73,413	75,300	77,198	79,089	80,982												
DIRECTOR OF NURSING BAND 2A (GENERAL)	1/10/18 LRA	7	69,784	70,983	72,187	73,385	74,588	75,786	76,987												
	1/01/18 LRA		69,093	70,281	71,472	72,658	73,849	75,035	76,225												
DIRECTOR OF NURSING BAND 3 (GENERAL)	1/10/18 LRA	7	65,952	66,369	67,783	69,185	70,581	71,988	73,385												
	1/01/18 LRA		65,299	65,712	67,112	68,500	69,882	71,275	72,658												
DIRECTOR OF NURSING BAND 4 (GENERAL)	1/10/18 LRA	7	61,624	63,489	65,347	67,214	68,029	69,838	71,644												
	1/01/18 LRA		61,014	62,861	64,700	66,548	67,355	69,147	70,934												
DIRECTOR OF NURSING BAND 5 (GENERAL)	1/10/18 LRA	7	57,649	58,897	60,144	61,388	62,633	63,885	65,132												
	1/01/18 LRA		57,078	58,314	59,548	60,780	62,013	63,252	64,487												
DIRECTOR, CENTRE OF NURSE EDUCATION	1/10/18 LRA	8	66,286	67,318	69,327	71,337	73,346	75,356	77,364	79,459											
	1/01/18 LRA		65,630	66,651	68,640	70,631	72,619	74,610	76,598	78,672											

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)

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/10/18 LRA	14	43,922	46,315	48,689	50,461	52,234	54,009	55,780	57,555	59,326	61,096	62,874	64,646	**66,687**	**67,682**	**LSIs**				
	1/01/18 LRA		43,488	45,856	48,207	49,961	51,717	53,474	55,228	56,985	58,739	60,491	62,252	64,005	**66,026**	**67,012**	**LSIs**				
ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/10/18 LRA	11	49,369	52,603	54,741	57,146	59,522	61,926	64,345	66,752	68,092	**71,100**	**73,247**	**LSIs**							
	1/01/18 LRA		48,880	52,082	54,199	56,580	58,933	61,313	63,708	66,091	67,418	**70,397**	**72,522**	**LSIs**							
AUDIOLOGIST, STAFF GRADE	1/10/18 LRA	10	31,625	33,279	34,688	35,881	36,862	37,849	38,877	39,892	40,870	**41,650**	**LSI**								
	1/01/18 LRA		31,311	32,950	34,345	35,525	36,497	37,474	38,492	39,497	40,465	**41,238**	**LSI**								
AUDIOLOGIST, SENIOR	1/10/18 LRA	6	43,668	45,379	46,479	47,733	49,009	50,313													
	1/01/18 LRA		43,236	44,929	46,018	47,260	48,523	49,815													
AUDIOLOGIST, CLINICAL SPECIALIST	1/10/18 LRA	6	47,733	49,009	50,313	52,994	55,742	58,556													
	1/01/18 LRA		47,260	48,523	49,815	52,470	55,190	57,976													
AUDIOLOGIST, CHIEF	1/10/18 LRA	6	50,313	52,994	55,742	58,556	61,436	64,382													
	1/01/18 LRA		49,815	52,470	55,190	57,976	60,828	63,745													
AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/10/18 LRA	10	63,037	65,847	67,615	70,349	73,087	75,821	78,555	81,293	**83,813**	**86,567**	**LSIs**								
	1/01/18 LRA		62,413	65,195	66,946	69,653	72,363	75,070	77,778	80,488	**82,984**	**85,710**	**LSIs**								
AUDIOLOGY, NATIONAL LEAD	1/10/18 LRA	7	77,811	83,208	88,702	94,247	99,379	**102,479**	**105,576**	**LSIs**											
	1/01/18 LRA		77,040	82,384	87,824	93,313	98,395	**101,464**	**104,531**	**LSIs**											
BIOCHEMIST	1/10/18 LRA	16	35,465	36,946	39,292	40,408	41,467	43,976	45,599	47,237	48,902	50,565	52,232	53,913	55,606	57,318	58,981	**60,124**	**LSI**		
	1/01/18 LRA		35,114	36,580	38,903	40,008	41,057	43,540	45,147	46,769	48,418	50,064	51,715	53,380	55,055	56,750	58,397	**59,529**	**LSI**		
BIOCHEMIST, SENIOR	1/10/18 LRA	9	54,954	57,442	59,649	61,907	64,234	66,521	67,825	70,093	72,377										
	1/01/18 LRA		54,410	56,873	59,058	61,295	63,598	65,862	67,154	69,399	71,661										
BIOCHEMIST, PRINCIPAL	1/10/18 LRA	9	66,565	69,669	73,454	77,233	81,025	84,805	88,996	91,788	94,599										
	1/01/18 LRA		65,906	68,979	72,727	76,468	80,223	83,965	88,115	90,879	93,662										
BIOCHEMIST, TOP GRADE **grade obsolete - not for use **	1/10/18 LRA	5	91,706	96,016	99,527	103,096	106,718														
	1/01/18 LRA		90,798	95,065	98,542	102,075	105,661														
CARDIAC PHYSIOLOGIST (formerly Cardiac Catheterisation Physiologist)	1/10/18 LRA	10	35,417	37,423	39,239	40,063	40,975	43,365	44,814	46,267	**49,848**	**53,372**	**LSIs**								
	1/01/18 LRA		35,066	37,052	38,850	39,666	40,570	42,936	44,371	45,809	**49,355**	**52,843**	**LSIs**								
CARDIAC PHYSIOLOGIST SENIOR (formerly Cardiac Catheterisation Physiologist Senior)	1/10/18 LRA	8	44,487	45,816	47,222	48,658	50,139	51,513	**54,912**	**58,316**	**LSIs**										
	1/01/18 LRA		44,047	45,363	46,754	48,177	49,642	51,003	**54,368**	**57,738**	**LSIs**										
CARDIAC PHYSIOLOGIST, CHIEF I (formerly Cardiac Catheterisation Physiologist Chief I)	1/10/18 LRA	8	48,476	49,482	50,818	52,115	53,412	54,697	**58,017**	**61,404**	**LSIs**										
	1/01/18 LRA		47,996	48,992	50,315	51,599	52,883	54,156	**57,443**	**60,796**	**LSIs**										
CARDIAC PHYSIOLOGIST, CHIEF II (formerly Cardiac Catheterisation Physiologist Chief II)	1/10/18 LRA	8	49,871	52,296	54,660	57,037	59,452	62,565	**66,089**	**68,401**	**LSIs**										
	1/01/18 LRA		49,377	51,778	54,119	56,472	58,863	61,946	**65,435**	**67,723**	**LSIs**										
CHIROPODIST	1/10/18 LRA	14	35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	**52,059**	**LSI**				
	1/01/18 LRA		35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	**51,543**	**LSI**				
CHIROPODIST, SENIOR	1/10/18 LRA	9	52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
	1/01/18 LRA		51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810										

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CLINICAL SPECIALIST CHIROPODIST	1/10/18 LRA	9	57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
	1/01/18 LRA		57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										
CLINICAL ENGINEERING TECHNICIAN	1/10/18 LRA	7	30,460	31,715	33,407	34,095	35,480	38,216	40,249												
	1/01/18 LRA		30,159	31,401	33,077	33,758	35,128	37,837	39,851												
CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/10/18 LRA	9	41,649	43,695	45,934	48,302	50,832	53,365	55,947	**57,945**	**59,812**	**LSIs**									
	1/01/18 LRA		41,237	43,262	45,479	47,824	50,329	52,837	55,393	**57,371**	**59,219**	**LSIs**									
CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/10/18 LRA	6	58,034	59,941	62,568	64,352	65,879	66,613													
	1/01/18 LRA		57,460	59,348	61,949	63,715	65,227	65,953													
CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/10/18 LRA	8	60,602	62,964	65,405	67,285	68,207	70,121	72,232	74,013											
	1/01/18 LRA		60,002	62,340	64,758	66,618	67,532	69,427	71,516	73,280											
CLINICAL PHOTOGRAPHER (BASIC GRADE)	1/10/18 LRA	15	28,311	30,177	31,343	33,095	34,654	36,148	37,640	39,101	40,563	42,001	43,476	44,872	46,016	**47,523**	**49,023**	**LSIs**			
	1/01/18 LRA		28,030	29,878	31,033	32,768	34,311	35,790	37,267	38,713	40,162	41,585	43,046	44,428	45,561	**47,052**	**48,537**	**LSIs**			
CLINICAL PHOTOGRAPHER (SENIOR GRADE)	1/10/18 LRA	10	46,016	47,359	48,700	50,001	51,341	52,675	54,007	55,379	**57,363**	**59,346**	**LSIs**								
	1/01/18 LRA		45,561	46,890	48,218	49,506	50,833	52,154	53,472	54,831	**56,795**	**58,758**	**LSIs**								
COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/10/18 LRA	14	43,738	46,136	48,484	51,149	53,817	56,481	59,147	61,812	64,477	67,143	68,734	71,328	73,922	76,509					
	1/01/18 LRA		43,305	45,679	48,004	50,643	53,284	55,922	58,562	61,200	63,838	66,478	68,053	70,622	73,190	75,752					
DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/10/18 LRA	9	89,353	91,296	93,240	95,183	97,126	99,069	101,012	103,966	107,313										
	1/01/18 LRA		88,469	90,392	92,317	94,241	96,164	98,088	100,012	102,937	106,251										
DENTAL HYGIENIST	1/10/18 LRA	14	35,779	38,130	39,641	40,996	42,238	43,527	44,829	46,141	47,615	48,394	49,737	50,898	52,080	**53,085**	**LSI**				
	1/01/18 LRA		35,424	37,753	39,248	40,590	41,820	43,096	44,385	45,684	47,144	47,915	49,244	50,394	51,564	**52,559**	**LSI**				
DIETICIAN	1/10/18 LRA	14	35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	**52,059**	**LSI**				
	1/01/18 LRA		35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	**51,543**	**LSI**				
DIETICIAN, SENIOR	1/10/18 LRA	9	52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
	1/01/18 LRA		51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810										
CLINICAL SPECIALIST DIETICIAN	1/10/18 LRA	9	57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
	1/01/18 LRA		57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										
DIETICIAN MANAGER	1/10/18 LRA	7	62,880	65,142	66,380	68,594	70,794	72,998	75,195												
	1/01/18 LRA		62,257	64,497	65,723	67,915	70,094	72,275	74,450												
DIETICIAN MANAGER-IN-CHARGE III	1/10/18 LRA	7	72,599	73,746	74,890	76,096	77,365	78,632	79,647												
	1/01/18 LRA		71,880	73,016	74,148	75,343	76,599	77,853	78,858												
DOSIMETRIST, BASIC	1/10/18 LRA	15	34,189	36,474	37,875	39,606	41,221	43,034	44,462	45,857	48,438	49,922	51,472	53,018	54,984	55,679	**56,758**	**LSI**			
	1/01/18 LRA		33,851	36,113	37,500	39,214	40,813	42,608	44,022	45,403	47,958	49,428	50,962	52,493	54,440	55,128	**56,196**	**LSI**			
DOSIMETRIST, SENIOR	1/10/18 LRA	8	53,930	56,653	59,094	61,565	64,054	65,900	66,749	68,582											
	1/01/18 LRA		53,396	56,092	58,509	60,955	63,419	65,248	66,088	67,903											
E.C.G. TECHNICIAN, STUDENT	1/10/18 LRA	5	22,735	23,673	24,724	25,572	25,821														
	1/01/18 LRA		22,510	23,438	24,480	25,318	25,566														
E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/10/18 LRA	13	26,976	28,410	29,860	30,449	31,087	32,825	33,523	34,530	35,635	36,656	37,708	**40,089**	**42,490**	**LSIs**					
	1/01/18 LRA		26,709	28,129	29,565	30,148	30,779	32,500	33,191	34,188	35,282	36,293	37,335	**39,692**	**42,070**	**LSIs**					
E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/10/18 LRA	9	26,976	28,410	29,860	30,449	31,087	32,825	33,523	34,530	35,635										
	1/01/18 LRA		26,709	28,129	29,565	30,148	30,779	32,500	33,191	34,188	35,282										
E.C.G. TECHNICIAN, SENIOR	1/10/18 LRA	7	37,360	38,292	39,292	40,316	41,383	**43,716**	**45,986**	**LSIs**											
	1/01/18 LRA		36,990	37,913	38,903	39,917	40,973	**43,283**	**45,531**	**LSIs**											

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
E.C.G. TECHNICIAN, CHIEF I	1/10/18 LRA	7	39,886	40,736	41,840	42,921	44,189	**46,410**	**48,613**	**LSIs**											
	1/01/18 LRA		39,491	40,332	41,425	42,496	43,752	**45,951**	**48,132**	**LSIs**											
E.C.G. TECHNICIAN, CHIEF II **grade obsolete - not for use **	1/10/18 LRA	7	42,494	43,803	45,049	46,309	48,072	**50,331**	**52,690**	**LSIs**											
	1/01/18 LRA		42,073	43,369	44,603	45,850	47,596	**49,832**	**52,168**	**LSIs**											
ENVIRONMENTAL HEALTH OFFICER, BASIC	1/10/18 LRA	13	38,084	40,455	42,202	43,961	45,711	47,464	49,224	50,977	52,727	54,482	56,243	**58,046**	**59,843**	**LSIs**					
	1/01/18 LRA		37,707	40,054	41,784	43,526	45,259	46,994	48,737	50,472	52,205	53,942	55,686	**57,472**	**59,250**	**LSIs**					
ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/10/18 LRA	12	48,693	50,461	52,236	54,007	55,780	57,556	59,328	61,096	62,877	64,649	**66,688**	**67,684**	**LSIs**						
	1/01/18 LRA		48,211	49,961	51,718	53,472	55,228	56,987	58,741	60,491	62,255	64,009	**66,028**	**67,014**	**LSIs**						
ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/10/18 LRA	9	64,547	66,528	67,474	69,405	71,338	73,266	75,207	**77,646**	**80,082**	**LSIs**									
	1/01/18 LRA		63,908	65,869	66,806	68,718	70,632	72,540	74,462	**76,878**	**79,289**	**LSIs**									
ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF	1/10/18 LRA	7	70,572	72,291	75,012	77,753	80,472	83,198	85,912												
	1/01/18 LRA		69,873	71,575	74,269	76,983	79,675	82,374	85,061												
HOSPITAL CHAPLAINS, ROMAN CATHOLIC	1/10/18 LRA	7	46,771	47,898	49,262	51,816	53,346	**55,246**	**57,158**	**LSIs**											
	1/01/18 LRA		46,308	47,423	48,774	51,303	52,818	**54,699**	**56,592**	**LSIs**											
LABORATORY MANAGER	1/10/18 LRA	9	68,254	71,277	73,935	76,604	79,327	81,997	84,737	87,391	90,063										
	1/01/18 LRA		67,579	70,571	73,203	75,846	78,541	81,185	83,898	86,526	89,171										
MEDICAL SCIENTIST	1/10/18 LRA	16	32,692	34,051	36,211	37,235	38,208	40,510	41,999	43,503	45,032	46,558	48,089	49,632	51,185	52,756	54,282	**55,331**	**LSI**		
	1/01/18 LRA		32,368	33,714	35,853	36,866	37,830	40,109	41,583	43,072	44,586	46,097	47,612	49,140	50,678	52,234	53,745	**54,784**	**LSI**		
MEDICAL SCIENTIST, SENIOR (WITHOUT F.A.M.L.S.)	1/10/18 LRA	5	49,964	52,218	54,218	56,264	58,372														
	1/01/18 LRA		49,469	51,701	53,682	55,707	57,794														
MEDICAL SCIENTIST, SENIOR (WITH F.A.M.L.S.)	1/10/18 LRA	9	49,964	52,218	54,218	56,264	58,372	60,444	62,577	64,689	66,817										
	1/01/18 LRA		49,469	51,701	53,682	55,707	57,794	59,845	61,957	64,048	66,155										
SPECIALIST MEDICAL SCIENTIST	1/10/18 LRA	9	55,503	57,757	59,758	61,803	63,912	65,983	67,089	69,143	71,213										
	1/01/18 LRA		54,954	57,185	59,166	61,191	63,279	65,329	66,424	68,459	70,508										
MEDICAL SCIENTIST, CHIEF	1/10/18 LRA	9	60,883	63,600	65,990	67,356	69,739	72,076	74,473	76,796	79,135										
	1/01/18 LRA		60,280	62,970	65,337	66,690	69,049	71,362	73,735	76,036	78,351										
NEURO-PHYSIOLOGIST	1/10/18 LRA	10	35,417	37,423	39,239	40,063	40,975	43,365	44,814	46,267	**49,848**	**53,372**	**LSIs**								
	1/01/18 LRA		35,066	37,052	38,850	39,666	40,570	42,936	44,371	45,809	**49,355**	**52,843**	**LSIs**								
NEURO-PHYSIOLOGIST, SENIOR	1/10/18 LRA	8	44,487	45,816	47,222	48,658	50,139	51,513	**54,912**	**58,316**	**LSIs**										
	1/01/18 LRA		44,047	45,363	46,754	48,177	49,642	51,003	**54,368**	**57,738**	**LSIs**										
NEURO-PHYSIOLOGIST, CHIEF I	1/10/18 LRA	8	48,476	49,482	50,818	52,115	53,412	54,697	**58,017**	**61,404**	**LSIs**										
	1/01/18 LRA		47,996	48,992	50,315	51,599	52,883	54,156	**57,443**	**60,796**	**LSIs**										
NEURO-PHYSIOLOGIST, CHIEF II	1/10/18 LRA	8	49,871	52,296	54,660	57,037	59,452	62,565	**66,089**	**68,401**	**LSIs**										
	1/01/18 LRA		49,377	51,778	54,119	56,472	58,863	61,946	**65,435**	**67,723**	**LSIs**										
OCCUPATIONAL THERAPIST	1/10/18 LRA	14	35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	**52,059**	**LSI**				
	1/01/18 LRA		35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	**51,543**	**LSI**				
OCCUPATIONAL THERAPIST, SENIOR	1/10/18 LRA	9	52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
	1/01/18 LRA		51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810										
CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	1/10/18 LRA	9	57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
	1/01/18 LRA		57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
OCCUPATIONAL THERAPIST MANAGER	1/10/18 LRA	7	62,880	65,142	66,380	68,594	70,794	72,998	75,195												
	1/01/18 LRA		62,257	64,497	65,723	67,915	70,094	72,275	74,450												
OCCUPATIONAL THERAPIST MANAGER-IN-CHARGE III	1/10/18 LRA	7	72,599	73,746	74,890	76,096	77,365	78,632	79,647												
	1/01/18 LRA		71,880	73,016	74,148	75,343	76,599	77,853	78,858												
ORTHOPTIST	1/10/18 LRA	14	35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	**52,059**	**LSI**				
	1/01/18 LRA		35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	**51,543**	**LSI**				
ORTHOPTIST, SENIOR	1/10/18 LRA	9	52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
	1/01/18 LRA		51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810										
PATHOLOGY TECHNICIAN, BASIC	1/10/18 LRA	13	29,193	31,132	32,324	32,863	33,724	34,574	35,423	36,273	37,124	37,978	38,829	39,679	40,449						
	1/01/18 LRA		28,904	30,823	32,004	32,538	33,390	34,231	35,072	35,913	36,756	37,602	38,445	39,286	40,048						
PATHOLOGY TECHNICIAN, SENIOR	1/10/18 LRA	11	34,592	35,810	37,031	38,250	39,469	40,688	41,911	43,130	44,349	45,570	46,800								
	1/01/18 LRA		34,250	35,455	36,664	37,871	39,078	40,286	41,496	42,703	43,910	45,119	46,336								
PHARMACEUTICAL TECHNICIAN, STUDENT	1/10/18 LRA	5	24,123	25,456	26,314	27,287	28,260														
	1/01/18 LRA		23,884	25,204	26,054	27,017	27,980														
PHARMACEUTICAL TECHNICIAN	1/10/18 LRA	10	32,941	35,051	36,487	37,425	38,363	39,301	40,239	41,176	42,114	43,052									
	1/01/18 LRA		32,614	34,704	36,126	37,055	37,983	38,912	39,840	40,769	41,697	42,626									
PHARMACEUTICAL TECHNICIAN, SENIOR	1/10/18 LRA	6	44,743	45,698	46,652	47,607	48,562	49,518													
	1/01/18 LRA		44,300	45,245	46,191	47,136	48,081	49,028													
PHARMACY STUDENT	1/10/18 LRA	2	23,634	25,779																	
	1/01/18 LRA		23,400	25,524																	
PHARMACIST	1/10/18 LRA	13	33,491	36,150	37,099	40,054	42,860	45,700	48,551	51,438	54,342	57,300	60,311	63,379	**64,611**	**LSI**					
	1/01/18 LRA		33,160	35,792	36,732	39,657	42,436	45,247	48,071	50,929	53,804	56,733	59,713	62,751	**63,971**	**LSI**					
PHARMACIST, SENIOR	1/10/18 LRA	8	61,641	64,475	65,381	66,285	66,395	67,658	69,001	71,342											
	1/01/18 LRA		61,031	63,836	64,734	65,628	65,737	66,988	68,318	70,635											
PHARMACIST, CHIEF II	1/10/18 LRA	6	68,227	72,669	75,264	78,473	81,899	85,447													
	1/01/18 LRA		67,552	71,950	74,519	77,696	81,089	84,601													
PHARMACIST, CHIEF I	1/10/18 LRA	6	77,261	80,805	82,193	84,114	86,244	88,417													
	1/01/18 LRA		76,496	80,004	81,379	83,281	85,390	87,541													
PHLEBOTOMIST TRAINEE	1/10/18 LRA	1	19,238																		
	1/01/18 LRA		19,048																		
PHLEBOTOMIST	1/10/18 LRA	9	29,202	31,422	32,333	33,726	35,204	36,703	38,210	39,754	**40,514**	**LSI**									
	1/01/18 LRA		28,913	31,111	32,013	33,392	34,856	36,340	37,831	39,360	**40,113**	**LSI**									
PHLEBOTOMIST, SENIOR	1/10/18 LRA	6	35,398	37,341	39,007	40,735	42,456	44,234													
	1/01/18 LRA		35,048	36,971	38,621	40,332	42,036	43,796													
PHYSICIST, GRADUATE TRAINEE - YEAR 1	1/10/18 LRA	1	25,592																		
	1/01/18 LRA		25,338																		
PHYSICIST, GRADUATE TRAINEE - YEAR 2	1/10/18 LRA	1	26,778																		
	1/01/18 LRA		26,513																		
PHYSICIST	1/10/18 LRA	15	37,225	39,973	41,247	43,288	45,313	47,704	49,279	50,789	54,636	56,274	58,003	59,730	61,452	63,196	64,157				
	1/01/18 LRA		36,856	39,577	40,839	42,860	44,865	47,232	48,791	50,286	54,095	55,716	57,428	59,139	60,844	62,570	63,522				
PHYSICIST, SENIOR	1/10/18 LRA	10	63,037	65,847	67,615	70,349	73,087	75,821	78,555	81,293	**83,813**	**86,567**	**LSIs**								
	1/01/18 LRA		62,413	65,195	66,946	69,653	72,363	75,070	77,778	80,488	**82,984**	**85,710**	**LSIs**								
PHYSICIST, PRINCIPAL	1/10/18 LRA	7	77,811	83,208	88,702	94,247	99,379	**102,479**	**105,576**	**LSIs**											
	1/01/18 LRA		77,040	82,384	87,824	93,313	98,395	**101,464**	**104,531**	**LSIs**											

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
PHYSICIST, CHIEF	1/10/18 LRA	6	99,938	102,782	105,628	107,948	**111,322**	**114,691**	**LSIs**												
	1/01/18 LRA		98,949	101,764	104,583	106,879	**110,220**	**113,556**	**LSIs**												
PHYSIOTHERAPIST	1/10/18 LRA	14	35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	**52,059**	**LSI**				
	1/01/18 LRA		35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	**51,543**	**LSI**				
PHYSIOTHERAPIST, SENIOR	1/10/18 LRA	9	52,162	53,274	54,420	55,557	56,695	57,891	59,152	60,410	61,418										
	1/01/18 LRA		51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810										
CLINICAL SPECIALIST PHYSIOTHERAPIST	1/10/18 LRA	9	57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
	1/01/18 LRA		57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										
PHYSIOTHERAPIST MANAGER	1/10/18 LRA	7	62,880	65,142	66,380	68,594	70,794	72,998	75,195												
	1/01/18 LRA		62,257	64,497	65,723	67,915	70,094	72,275	74,450												
PHYSIOTHERAPIST MANAGER-IN-CHARGE III	1/10/18 LRA	7	72,599	73,746	74,890	76,096	77,365	78,632	79,647												
	1/01/18 LRA		71,880	73,016	74,148	75,343	76,599	77,853	78,858												
PLAY SPECIALIST, BASIC	1/10/18 LRA	14	35,642	37,724	39,488	40,614	41,833	42,959	43,990	45,209	45,923	47,460	48,586	49,805	51,024	**52,009**	**LSI**				
	1/01/18 LRA		35,289	37,350	39,097	40,212	41,419	42,534	43,554	44,761	45,468	46,990	48,105	49,312	50,519	**51,494**	**LSI**				
PLAY SPECIALIST, SENIOR	1/10/18 LRA	8	50,663	51,903	53,239	54,767	56,104	57,354	58,481	59,245											
	1/01/18 LRA		50,161	51,390	52,712	54,224	55,548	56,787	57,902	58,659											
PLAY THERAPIST, BASIC	1/10/18 LRA	14	35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	**52,059**	**LSI**				
	1/01/18 LRA		35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	**51,543**	**LSI**				
PLAY THERAPIST, SENIOR	1/10/18 LRA	9	52,162	53,274	54,420	55,557	56,693	57,892	59,152	60,410	61,418										
	1/01/18 LRA		51,645	52,747	53,881	55,007	56,132	57,319	58,566	59,812	60,810										
PSYCHOLOGIST, TRAINEE CLINICAL (pre 2006) **grade obsolete - not for use **	1/10/18 LRA	5	38,539	41,135	42,707	44,636	46,547														
	1/01/18 LRA		38,157	40,727	42,285	44,194	46,086														
PSYCHOLOGIST, TRAINEE CLINICAL (post 2006)	1/10/18 LRA	3	33,852	36,448	41,340																
	1/01/18 LRA		33,517	36,087	40,930																
PSYCHOLOGIST, CLINICAL	1/10/18 LRA	13	50,582	53,799	56,088	58,476	60,851	63,205	66,168	69,580	73,546	77,563	80,833	**83,358**	**85,886**	**LSIs**					
	1/01/18 LRA		50,081	53,266	55,533	57,897	60,248	62,579	65,513	68,891	72,817	76,795	80,033	**82,533**	**85,036**	**LSIs**					
PSYCHOLOGIST, EDUCATIONAL	1/10/18 LRA	13	50,582	53,799	56,088	58,476	60,851	63,205	66,168	69,580	73,546	77,563	80,833	**83,358**	**85,886**	**LSIs**					
	1/01/18 LRA		50,081	53,266	55,533	57,897	60,248	62,579	65,513	68,891	72,817	76,795	80,033	**82,533**	**85,036**	**LSIs**					
PSYCHOLOGIST, COUNSELLING	1/10/18 LRA	13	50,582	53,799	56,088	58,476	60,851	63,205	66,168	69,580	73,546	77,563	80,833	**83,358**	**85,886**	**LSIs**					
	1/01/18 LRA		50,081	53,266	55,533	57,897	60,248	62,579	65,513	68,891	72,817	76,795	80,033	**82,533**	**85,036**	**LSIs**					
PSYCHOLOGIST, SENIOR CLINICAL	1/10/18 LRA	8	79,918	81,757	83,611	85,455	87,285	87,987	**90,737**	**93,491**	**LSIs**										
	1/01/18 LRA		79,127	80,947	82,783	84,609	86,421	87,115	**89,839**	**92,565**	**LSIs**										
PSYCHOLOGIST, COUNSELLING SENIOR	1/10/18 LRA	8	79,918	81,757	83,611	85,455	87,285	87,987	**90,737**	**93,491**	**LSIs**										
	1/01/18 LRA		79,127	80,947	82,783	84,609	86,421	87,115	**89,839**	**92,565**	**LSIs**										
PSYCHOLOGIST, EDUCATIONAL SENIOR	1/10/18 LRA	8	79,918	81,757	83,611	85,455	87,285	87,987	**90,737**	**93,491**	**LSIs**										
	1/01/18 LRA		79,127	80,947	82,783	84,609	86,421	87,115	**89,839**	**92,565**	**LSIs**										
PSYCHOLOGIST, PRINCIPAL CLINICAL	1/10/18 LRA	7	92,844	95,007	97,175	99,326	100,949	**104,087**	**107,225**	**LSIs**											
	1/01/18 LRA		91,925	94,067	96,213	98,342	99,950	**103,057**	**106,164**	**LSIs**											
PSYCHOLOGY, DIRECTOR OF	1/10/18 LRA	7	100,948	103,369	105,793	108,213	110,043	**113,472**	**116,900**	**LSIs**											
	1/01/18 LRA		99,949	102,345	104,745	107,142	108,954	**112,348**	**115,743**	**LSIs**											
RADIOGRAPHER	1/10/18 LRA	14	34,242	36,228	37,933	39,025	40,135	41,259	42,352	43,442	44,573	45,678	46,746	47,843	48,976	**50,040**	**LSI**				
	1/01/18 LRA		33,903	35,869	37,558	38,639	39,737	40,850	41,933	43,012	44,132	45,225	46,284	47,370	48,491	**49,544**	**LSI**				
RADIOGRAPHER, SENIOR	1/10/18 LRA	5	45,974	47,722	49,543	51,392	53,265														
	1/01/18 LRA		45,519	47,250	49,053	50,883	52,737														

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
RADIATION THERAPIST	1/10/18 LRA	11	34,243	35,724	37,934	39,024	40,136	43,342	45,974	47,723	49,543	51,391	53,263								
	1/01/18 LRA		33,904	35,370	37,559	38,637	39,738	42,912	45,519	47,251	49,053	50,882	52,736								
CLINICAL SPECIALIST RADIOGRAPHER AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/10/18 LRA	5	51,608	54,231	56,457	58,686	60,959														
	1/01/18 LRA		51,097	53,694	55,898	58,105	60,355														
RADIOGRAPHY SERVICE MANAGER 1 (FORMERLY RADIOGRAPHER, SUPERINTENDENT I AND II)	1/10/18 LRA	5	53,539	56,436	58,893	61,374	63,903														
	1/01/18 LRA		53,009	55,877	58,310	60,767	63,270														
RADIOGRAPHY SERVICE MANAGER 2 (FORMERLY RADIOGRAPHER, SUPERINTENDENT III)	1/10/18 LRA	5	58,326	61,045	64,771	67,517	71,256														
	1/01/18 LRA		57,748	60,440	64,129	66,849	70,551														
REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/10/18 LRA	8	66,874	67,506	69,102	70,746	72,342	73,970	**76,328**	**78,762**	**LSIs**										
	1/01/18 LRA		66,212	66,838	68,418	70,045	71,626	73,238	**75,572**	**77,983**	**LSIs**										
REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER)	1/10/18 LRA	8	71,147	72,554	73,958	75,387	76,788	78,203	**80,695**	**83,274**	**LSIs**										
	1/01/18 LRA		70,443	71,836	73,226	74,641	76,028	77,429	**79,896**	**82,449**	**LSIs**										
REGIONAL PUBLIC ANALYST	1/10/18 LRA	7	82,516	84,299	86,065	87,845	89,625	**92,500**	**95,469**	**LSIs**											
	1/01/18 LRA		81,699	83,465	85,212	86,975	88,738	**91,584**	**94,523**	**LSIs**											
RESPIRATORY PHYSIOLOGIST	1/10/18 LRA	10	35,417	37,423	39,239	40,063	40,975	43,365	44,814	46,267	**49,848**	**53,372**	**LSIs**								
	1/01/18 LRA		35,066	37,052	38,850	39,666	40,570	42,936	44,371	45,809	**49,355**	**52,843**	**LSIs**								
RESPIRATORY PHYSIOLOGIST, SENIOR	1/10/18 LRA	8	44,487	45,816	47,222	48,658	50,139	51,513	**54,912**	**58,316**	**LSIs**										
	1/01/18 LRA		44,047	45,363	46,754	48,177	49,642	51,003	**54,368**	**57,738**	**LSIs**										
RESPIRATORY PHYSIOLOGIST, CHIEF I	1/10/18 LRA	8	48,476	49,482	50,818	52,115	53,412	54,697	**58,017**	**61,404**	**LSIs**										
	1/01/18 LRA		47,996	48,992	50,315	51,599	52,883	54,156	**57,443**	**60,796**	**LSIs**										
RESPIRATORY PHYSIOLOGIST, CHIEF II	1/10/18 LRA	8	49,871	52,296	54,660	57,037	59,452	62,565	**66,089**	**68,401**	**LSIs**										
	1/01/18 LRA		49,377	51,778	54,119	56,472	58,863	61,946	**65,435**	**67,723**	**LSIs**										
SOCIAL WORK PRACTITIONER, SENIOR	1/10/18 LRA	8	50,145	52,349	54,585	56,812	59,032	61,246	63,456	**64,580**	**LSI**										
	1/01/18 LRA		49,648	51,831	54,044	56,250	58,448	60,640	62,828	**63,940**	**LSI**										
SOCIAL WORKER	1/10/18 LRA	12	34,021	36,662	37,688	39,622	41,622	43,626	45,622	47,645	49,644	51,180	52,719	**53,739**	**LSI**						
	1/01/18 LRA		33,684	36,299	37,315	39,229	41,210	43,194	45,170	47,174	49,153	50,673	52,197	**53,207**	**LSI**						
PROFESSIONALLY QUALIFIED SOCIAL WORKER	1/10/18 LRA	10	40,619	43,525	45,019	47,172	49,323	51,476	53,626	55,776	57,930	**59,053**	**LSI**								
	1/01/18 LRA		40,217	43,094	44,574	46,705	48,834	50,967	53,095	55,224	57,356	**58,468**	**LSI**								
MEDICAL SOCIAL WORKER	1/10/18 LRA	10	40,619	43,525	45,019	47,172	49,323	51,476	53,626	55,776	57,930	**59,053**	**LSI**								
	1/01/18 LRA		40,217	43,094	44,574	46,705	48,834	50,967	53,095	55,224	57,356	**58,468**	**LSI**								
PSYCHIATRIC SOCIAL WORKER	1/10/18 LRA	10	40,619	43,525	45,019	47,172	49,323	51,476	53,626	55,776	57,930	**59,053**	**LSI**								
	1/01/18 LRA		40,217	43,094	44,574	46,705	48,834	50,967	53,095	55,224	57,356	**58,468**	**LSI**								
SOCIAL WORKER SENIOR MEDICAL	1/10/18 LRA	7	57,930	59,582	61,235	62,887	64,538	66,190	66,822												
	1/01/18 LRA		57,356	58,992	60,628	62,264	63,899	65,535	66,161												
SOCIAL WORKER, PRINCIPAL (EX - SOCIAL WORKER, SENIOR / HEAD MEDICAL)	1/10/18 LRA	6	66,190	68,096	70,975	73,854	76,733	79,615													
	1/01/18 LRA		65,535	67,422	70,272	73,123	75,973	78,827													
SOCIAL WORKER, TEAM LEADER	1/10/18 LRA	7	57,930	59,582	61,235	62,887	64,538	66,190	66,822												
	1/01/18 LRA		57,356	58,992	60,628	62,264	63,899	65,535	66,161												
SPEECH AND LANGUAGE THERAPIST	1/10/18 LRA	14	35,672	37,784	39,522	40,786	41,856	42,965	44,059	45,184	46,301	47,418	48,595	49,833	51,069	**52,059**	**LSI**				
	1/01/18 LRA		35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	**51,543**	**LSI**				

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
SPEECH AND LANGUAGE THERAPIST, SENIOR	1/10/18 LRA	9	52,162	53,273	54,421	55,557	56,694	57,891	59,152	60,410	61,418										
	1/01/18 LRA		51,645	52,746	53,882	55,007	56,133	57,318	58,566	59,811	60,810										
CLINICAL SPECIALIST SPEECH AND LANGUAGE THERAPIST	1/10/18 LRA	9	57,701	58,813	59,958	61,097	62,232	63,430	64,690	65,947	66,957										
	1/01/18 LRA		57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										
SPEECH AND LANGUAGE THERAPIST MANAGER	1/10/18 LRA	7	62,879	65,142	66,380	68,594	70,795	72,998	75,196												
	1/01/18 LRA		62,257	64,497	65,723	67,915	70,094	72,275	74,451												
SPEECH AND LANGUAGE THERAPIST MANAGER-IN-CHARGE III	1/10/18 LRA	7	72,599	73,746	74,890	76,096	77,365	78,632	79,647												
	1/01/18 LRA		71,880	73,016	74,148	75,343	76,599	77,853	78,858												
TRAINEE SOCIAL CARE WORKER	1/10/18 LRA	5	26,081	27,980	28,865	30,343	31,609														
	1/01/18 LRA		25,823	27,703	28,580	30,042	31,296														
SOCIAL CARE WORKER (WITH QUALIFICATION)	1/10/18 LRA	12	31,922	33,308	35,015	36,265	37,527	38,795	40,084	41,393	42,693	44,016	45,345	**46,216**	**LSI**						
	1/01/18 LRA		31,605	32,979	34,668	35,906	37,155	38,411	39,687	40,983	42,270	43,580	44,896	**45,759**	**LSI**						
SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/10/18 LRA	11	31,922	33,308	35,015	36,265	37,527	38,795	40,084	41,393	42,693	44,016	45,345								
	1/01/18 LRA		31,605	32,979	34,668	35,906	37,155	38,411	39,687	40,983	42,270	43,580	44,896								
SOCIAL CARE LEADER	1/10/18 LRA	7	45,969	46,973	47,976	50,628	51,654	52,675	53,709												
	1/01/18 LRA		45,514	46,508	47,501	50,127	51,143	52,154	53,177												
SOCIAL CARE MANAGER IN CHILDREN'S RESIDENTIAL CENTRES	1/10/18 LRA	6	55,558	56,752	59,908	61,128	62,344	63,573													
	1/01/18 LRA		55,008	56,190	59,315	60,523	61,727	62,944													
VASCULAR PHYSIOLOGIST	1/10/18 LRA	10	35,417	37,423	39,239	40,063	40,975	43,365	44,814	46,267	**49,848**	**53,372**	**LSIs**								
	1/01/18 LRA		35,066	37,052	38,850	39,666	40,570	42,936	44,371	45,809	**49,355**	**52,843**	**LSIs**								
VASCULAR PHYSIOLOGIST, SENIOR	1/10/18 LRA	8	44,487	45,816	47,222	48,658	50,139	51,513	**54,912**	**58,316**	**LSIs**										
	1/01/18 LRA		44,047	45,363	46,754	48,177	49,642	51,003	**54,368**	**57,738**	**LSIs**										
VASCULAR PHYSIOLOGIST, CHIEF I	1/10/18 LRA	8	48,476	49,482	50,818	52,115	53,412	54,697	**58,017**	**61,404**	**LSIs**										
	1/01/18 LRA		47,996	48,992	50,315	51,599	52,883	54,156	**57,443**	**60,796**	**LSIs**										
VASCULAR PHYSIOLOGIST, CHIEF II	1/10/18 LRA	8	49,871	52,296	54,660	57,037	59,452	62,565	**66,089**	**68,401**	**LSIs**										
	1/01/18 LRA		49,377	51,778	54,119	56,472	58,863	61,946	**65,435**	**67,723**	**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)

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
INTERN SCHEME FOR SUPPORT STAFF (YEAR 1)	1/10/18 LRA	1	23,753																		
	1/01/18 LRA		23,517																		
INTERN SCHEME FOR SUPPORT STAFF (YEAR 2)	1/10/18 LRA	1	25,090																		
	1/01/18 LRA		24,841																		
EMERGENCY MEDICAL TECHNICIAN	1/10/18 LRA	11	27,238	29,104	30,152	31,388	32,225	32,741	33,564	34,397	35,222	36,873	**38,397**	**LSI**							
	1/01/18 LRA		26,969	28,815	29,853	31,077	31,906	32,417	33,231	34,057	34,873	36,508	**38,016**	**LSI**							
EMERGENCY MEDICAL TECHNICIAN, LEADING	1/10/18 LRA	9	30,766	32,021	32,963	34,202	35,448	36,690	37,937	40,289	**41,962**	**LSI**									
	1/01/18 LRA		30,461	31,704	32,637	33,864	35,097	36,327	37,561	39,890	**41,547**	**LSI**									
EMERGENCY MEDICAL CONTROLLER	1/10/18 LRA	11	27,791	29,488	30,766	32,021	32,963	34,202	35,448	36,690	37,937	40,289	**41,962**	**LSI**							
	1/01/18 LRA		27,516	29,197	30,461	31,704	32,637	33,864	35,097	36,327	37,561	39,890	**41,547**	**LSI**							
EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/10/18 LRA	7	42,037	43,377	44,715	46,054	47,392	**48,944**	**50,491**	**LSIs**											
	1/01/18 LRA		41,621	42,947	44,273	45,598	46,923	**48,459**	**49,991**	**LSIs**											
CARE ASSISTANT (INTELLECTUAL DISABILITY AGENCIES)	1/10/18 LRA	13	26,043	27,049	28,416	28,870	29,607	31,346	33,061	33,605	34,958	35,970	36,795	37,721	**38,438**	**LSI**					
	1/01/18 LRA		25,785	26,781	28,135	28,585	29,314	31,036	32,733	33,272	34,612	35,614	36,430	37,347	**38,057**	**LSI**					
CARE OFFICER - BASIC RATE (CMH, DUNDRUM)	1/10/18 LRA	11	31,713	32,670	33,829	34,978	36,134	37,288	38,557	39,713	40,873	42,221	43,274								
	1/01/18 LRA		31,399	32,347	33,494	34,632	35,776	36,919	38,175	39,319	40,468	41,803	42,845								
CARE OFFICER - 5% (CMH, DUNDRUM)	1/10/18 LRA	11	32,968	34,295	35,514	36,726	37,942	39,156	40,493	41,708	42,930	44,350	45,457								
	1/01/18 LRA		32,641	33,956	35,162	36,363	37,566	38,768	40,092	41,295	42,505	43,911	45,007								
CARE OFFICER - 6.5% (CMH, DUNDRUM)	1/10/18 LRA	11	32,994	34,321	35,541	36,754	37,971	39,185	40,524	41,741	42,963	44,384	45,491								
	1/01/18 LRA		32,667	33,981	35,190	36,390	37,595	38,797	40,122	41,327	42,537	43,944	45,041								
CHARGE ATTENDANT NET RATE (CMH, DUNDRUM)	1/10/18 LRA	4	44,209	45,434	46,669	47,838															
	1/01/18 LRA		43,771	44,985	46,207	47,364															
CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM)	1/01/18 LRA	4	46,443	47,731	49,033	50,261															
	1/01/18 LRA		45,983	47,259	48,547	49,763															
CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/10/18 LRA	4	46,480	47,770	49,070	50,300															
	1/01/18 LRA		46,020	47,297	48,584	49,802															
HEAD ATTENDANT (CMH, DUNDRUM)	1/10/18 LRA	1	56,085																		
	1/01/18 LRA		55,530																		
HEAD ATTENDANT 5% RATE (CMH, DUNDRUM)	1/10/18 LRA	1	58,940																		
	1/01/18 LRA		58,357																		
HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/10/18 LRA	1	58,985																		
	1/01/18 LRA		58,401																		
CRAFTSMEN (PAYPATH)	1/10/18 LRA	11	33,002	34,034	36,556	36,810	37,063	37,317	37,571	37,825	38,078	38,333	38,616				**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		32,676	33,697	36,194	36,445	36,696	36,947	37,199	37,450	37,701	37,954	38,234				**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
CRAFTSMEN'S MATE (PAYPATH)	1/10/18 LRA	14	26,991	27,890	29,877	30,214	30,377	30,553	30,719	30,807	30,888	30,973	31,060	31,195	31,299	31,552	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		26,724	27,614	29,581	29,915	30,077	30,251	30,414	30,502	30,582	30,667	30,752	30,886	30,989	31,239	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
CHARGEHAND (PAYPATH)	1/10/18 LRA	14	35,351	36,533	39,165	39,604	39,816	40,050	40,270	40,384	40,495	40,608	40,722	40,902	41,040	41,377	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		35,001	36,171	38,778	39,212	39,421	39,653	39,871	39,984	40,094	40,206	40,319	40,497	40,634	40,968	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
ASSISTANT FOREMAN (PAYPATH)	1/10/18 LRA	12	40,904	41,363	41,584	41,829	42,060	42,180	42,296	42,413	42,533	42,722	42,866	43,219			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		40,499	40,953	41,173	41,415	41,643	41,762	41,877	41,994	42,112	42,299	42,442	42,791			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
FOREMAN (PAYPATH)	1/10/18 LRA	12	43,512	44,001	44,238	44,499	44,745	44,873	44,997	45,122	45,250	45,451	45,605	45,981			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		43,081	43,566	43,800	44,058	44,302	44,428	44,551	44,675	44,802	45,001	45,154	45,526			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
CRAFTSMEN (NON-PAYPATH)	1/10/18 LRA	14	32,648	33,432	35,814	36,221	36,418	36,639	36,840	36,947	37,050	37,158	37,260	37,428	37,528	37,870	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		32,325	33,101	35,460	35,862	36,058	36,277	36,475	36,582	36,683	36,790	36,891	37,058	37,156	37,495	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
CRAFTSMEN'S MATE (NON-PAYPATH)	1/10/18 LRA	14	26,435	27,342	29,258	29,596	29,759	29,943	30,109	30,200	30,284	30,372	30,456	30,591	30,673	30,950	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		26,173	27,071	28,969	29,303	29,464	29,647	29,811	29,901	29,984	30,072	30,154	30,288	30,369	30,643	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
CHARGEHAND (NON-PAYPATH)	1/10/18 LRA	14	34,632	35,811	38,367	38,803	39,016	39,253	39,469	39,585	39,695	39,811	39,921	40,102	40,209	40,577	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		34,289	35,456	37,987	38,419	38,630	38,865	39,078	39,193	39,302	39,416	39,526	39,705	39,811	40,175	**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
ASSISTANT FOREMAN (NON-PAYPATH)	1/10/18 LRA	14	40,068	40,525	40,747	40,996	41,222	41,343	41,458	41,579	41,695	41,884	41,996	42,381			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		39,671	40,124	40,344	40,590	40,814	40,933	41,048	41,167	41,282	41,469	41,580	41,961			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
FOREMAN (NON-PAYPATH)	1/10/18 LRA	12	42,620	43,108	43,345	43,610	43,851	43,980	44,103	44,232	44,355	44,557	44,677	45,087			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
	1/01/18 LRA		42,198	42,681	42,916	43,178	43,417	43,544	43,667	43,794	43,916	44,116	44,234	44,641			**Pt 1 paid on recruitment, pt. 2 after .5 years etc.**				
DENTAL TECHNICIAN, SENIOR	1/10/18 LRA	9	36,742	37,640	38,542	39,437	40,339	41,239	42,139	43,036	**43,983**	**LSI**									
	1/01/18 LRA		36,378	37,268	38,160	39,047	39,939	40,831	41,722	42,609	**43,547**	**LSI**									
DENTAL TECHNICIAN, BASIC	1/10/18 LRA	11	28,630	30,581	31,698	32,781	33,542	34,614	35,687	36,761	37,833	38,910	**39,763**	**LSI**							
	1/01/18 LRA		28,347	30,279	31,384	32,456	33,210	34,272	35,333	36,397	37,458	38,525	**39,369**	**LSI**							
DOMESTICS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
MULTI-TASK ATTENDANT	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
HEALTH CARE ASSISTANT	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
ATTENDANTS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
CLEANERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
PORTERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
PORTERS / DRIVERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
BUILDERS LABOURERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
GENERAL LABOURERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
GROUNDSMEN	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
GARDEN LABOURERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
FARM LABOURERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
DRIVERS WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DRIVERS WHOSE DUTIES INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS (ON PUBLIC ROADS)	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
GATE KEEPERS **grade obsolete - not for use **	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
CARETAKERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
STORES PORTERS / ATTENDANTS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
LAUNDRY WORKERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
HOSTEL SUPERVISOR	1/10/18 LRA	7	30,539	30,903	31,959	32,737	33,859	35,023	36,228												
	1/01/18 LRA		30,237	30,598	31,643	32,413	33,524	34,676	35,870												
SEAMSTRESS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
HAIRDRESSERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
BEAUTICIANS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
BARBERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
MINI BUS DRIVERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
TRACTOR DRIVERS **grade obsolete - not for use **	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
VAN DRIVERS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
MORTUARY ATTENDANTS	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
LABORATORY ATTENDANTS	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
THEATRE PORTERS / ATTENDANTS	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
DARK ROOM PORTERS / ATTENDANTS	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
GARDENER	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
STOREMAN	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
BOILERMEN	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
BOILERMAN / GROUNDSMAN	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DOMESTIC SUPERVISOR	1/10/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
PORTER SUPERVISOR	1/10/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
DINING ROOM SUPERVISOR	1/10/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
CATERING SUPERVISOR	1/10/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
TEAM LEADER, SUPPORT SERVICES	1/10/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/10/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/01/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
LINEN ROOM SUPERVISOR	1/10/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM	1/10/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/10/18 LRA	7	32,770	33,729	34,753	35,736	36,786	37,868	38,984												
	1/01/18 LRA		32,446	33,395	34,409	35,382	36,422	37,493	38,598												
DOMESTICS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
CLEANERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
PORTERS / DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
BUILDERS LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
GENERAL LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
GARDEN LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
FARM LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) **grade obsolete - not for use **	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
LAUNDRY WORKERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,171	27,832	30,077	30,248	30,406	30,497	30,583	30,678	30,763	30,854	30,948	31,046	31,141	31,239	31,338				
	1/01/18 LRA		26,902	27,557	29,779	29,949	30,105	30,195	30,281	30,374	30,458	30,548	30,642	30,738	30,833	30,930	31,028				
HAIRDRESSERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,171	27,832	30,077	30,248	30,406	30,497	30,583	30,678	30,763	30,854	30,948	31,046	31,141	31,239	31,338				
	1/01/18 LRA		26,902	27,557	29,779	29,949	30,105	30,195	30,281	30,374	30,458	30,548	30,642	30,738	30,833	30,930	31,028				
BEAUTICIANS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,171	27,832	30,077	30,248	30,406	30,497	30,583	30,678	30,763	30,854	30,948	31,046	31,141	31,239	31,338				
	1/01/18 LRA		26,902	27,557	29,779	29,949	30,105	30,195	30,281	30,374	30,458	30,548	30,642	30,738	30,833	30,930	31,028				
BARBERS (NON-DUBLIN)(NON-PAYPATH)	1/10/18 LRA	15	27,171	27,832	30,077	30,248	30,406	30,497	30,583	30,678	30,763	30,854	30,948	31,046	31,141	31,239	31,338				
	1/01/18 LRA		26,902	27,557	29,779	29,949	30,105	30,195	30,281	30,374	30,458	30,548	30,642	30,738	30,833	30,930	31,028				
MINI BUS DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,250	27,908	30,164	30,330	30,489	30,579	30,668	30,756	30,846	30,940	31,030	31,129	31,229	31,328	31,427				
	1/01/18 LRA		26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) **grade obsolete - not for use **	1/10/18 LRA	15	27,250	27,908	30,164	30,330	30,489	30,579	30,668	30,756	30,846	30,940	31,030	31,129	31,229	31,328	31,427				
	1/01/18 LRA		26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,250	27,908	30,164	30,330	30,489	30,579	30,668	30,756	30,846	30,940	31,030	31,129	31,229	31,328	31,427				
	1/01/18 LRA		26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,250	27,908	30,164	30,330	30,489	30,579	30,668	30,756	30,846	30,940	31,030	31,129	31,229	31,328	31,427				
	1/01/18 LRA		26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,250	27,908	30,164	30,330	30,489	30,579	30,668	30,756	30,846	30,940	31,030	31,129	31,229	31,328	31,427				
	1/01/18 LRA		26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,250	27,908	30,164	30,330	30,489	30,579	30,668	30,756	30,846	30,940	31,030	31,129	31,229	31,328	31,427				
	1/01/18 LRA		26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
DARK ROOM PORTERS /ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,250	27,908	30,164	30,330	30,489	30,579	30,668	30,756	30,846	30,940	31,030	31,129	31,229	31,328	31,427				
	1/01/18 LRA		26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
GARDENER (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,631	28,291	30,588	30,753	30,907	31,001	31,088	31,179	31,266	31,360	31,457	31,558	31,671	31,758	31,858				
	1/01/18 LRA		27,358	28,011	30,285	30,449	30,601	30,695	30,780	30,870	30,956	31,049	31,146	31,246	31,358	31,443	31,543				
STOREMAN (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,631	28,291	30,588	30,753	30,907	31,001	31,088	31,179	31,266	31,360	31,457	31,558	31,671	31,758	31,858				
	1/01/18 LRA		27,358	28,011	30,285	30,449	30,601	30,695	30,780	30,870	30,956	31,049	31,146	31,246	31,358	31,443	31,543				
BOILERMAN / GROUNDSMAN (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	27,631	28,291	30,588	30,753	30,907	31,001	31,088	31,179	31,266	31,360	31,457	31,558	31,671	31,758	31,858				
	1/01/18 LRA		27,358	28,011	30,285	30,449	30,601	30,695	30,780	30,870	30,956	31,049	31,146	31,246	31,358	31,443	31,543				
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	30,770	30,948	31,113	31,211	31,306	31,404	31,531	31,607	31,706	31,820	31,929	32,041	32,151						
	1/01/18 LRA		30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832						
DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	30,770	30,948	31,113	31,211	31,306	31,404	31,531	31,607	31,706	31,820	31,929	32,041	32,151						
	1/01/18 LRA		30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832						

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	30,770	30,948	31,113	31,211	31,306	31,404	31,531	31,607	31,706	31,820	31,929	32,041	32,151						
	1/01/18 LRA		30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832						
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	30,770	30,948	31,113	31,211	31,306	31,404	31,531	31,607	31,706	31,820	31,929	32,041	32,151						
	1/01/18 LRA		30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832						
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	30,770	30,948	31,113	31,211	31,306	31,404	31,531	31,607	31,706	31,820	31,929	32,041	32,151						
	1/01/18 LRA		30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832						
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
	1/01/18 LRA		31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612						
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
	1/01/18 LRA		31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612						
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
	1/01/18 LRA		31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612						
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
	1/01/18 LRA		31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612						
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
	1/01/18 LRA		31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612						
LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	31,457	31,648	31,827	31,935	32,041	32,146	32,251	32,364	32,468	32,586	32,701	32,822	32,938						
	1/01/18 LRA		31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612						
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
	1/01/18 LRA		32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433						
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
	1/01/18 LRA		32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433						
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
	1/01/18 LRA		32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433						
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
	1/01/18 LRA		32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433						
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
	1/01/18 LRA		32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433						
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/10/18 LRA	13	32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768						
	1/01/18 LRA		32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433						
PORTERS (DUBLIN) (NON-PAYPATH)	1/10/18 LRA	10	26,327	27,290	29,139	29,402	29,677	29,943	30,213	30,478	30,744	31,003									
	1/01/18 LRA		26,066	27,019	28,851	29,111	29,383	29,647	29,913	30,176	30,439	30,696									

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
BOILERMEN (DUBLIN) (NON-PAYPATH)	1/10/18 LRA	10	27,104	28,071	30,003	30,269	30,654	30,800	31,057	31,325	31,585	31,846									
	1/01/18 LRA		26,836	27,793	29,706	29,969	30,351	30,495	30,749	31,015	31,272	31,530									
DOMESTICS (DUBLIN) (NON-PAYPATH)	1/10/18 LRA	10	25,652	26,234	27,988	28,251	28,509	28,766	29,032	29,299	29,565	29,828									
	1/01/18 LRA		25,398	25,975	27,711	27,971	28,227	28,481	28,745	29,009	29,272	29,533									
NURSES AIDES (DUBLIN) (NON-PAYPATH)	1/10/18 LRA	15	26,804	27,468	29,669	29,896	29,991	30,071	30,161	30,256	30,343	30,439	30,530	30,613	30,731	30,860	30,984				
	1/01/18 LRA		26,538	27,196	29,375	29,600	29,694	29,773	29,862	29,957	30,043	30,137	30,228	30,310	30,427	30,554	30,677				
AUDIOLOGY ASSISTANT	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
OCCUPATIONAL THERAPY ASSISTANT	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
PHYSIOTHERAPY ASSISTANT	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
SPEECH AND LANGUAGE THERAPY ASSISTANT	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
RADIOGRAPHY ASSISTANT	1/10/18 LRA	9	27,373	29,015	30,301	30,984	31,732	32,500	32,968	33,767	34,588										
	1/01/18 LRA		27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
CSSD OPERATIVES	1/10/18 LRA	9	27,587	28,877	30,539	30,903	31,959	32,737	33,859	35,023	36,228										
	1/01/18 LRA		27,314	28,591	30,237	30,598	31,643	32,413	33,524	34,676	35,870										
MEDICAL LABORATORY AIDES	1/10/18 LRA	9	27,587	28,877	30,539	30,903	31,959	32,737	33,859	35,023	36,228										
	1/01/18 LRA		27,314	28,591	30,237	30,598	31,643	32,413	33,524	34,676	35,870										
FAMILY SUPPORT WORKERS	1/10/18 LRA	9	27,587	28,877	30,539	30,903	31,959	32,737	33,859	35,023	36,228										
	1/01/18 LRA		27,314	28,591	30,237	30,598	31,643	32,413	33,524	34,676	35,870										
FAMILY SUPPORT WORKERS (NON-PAYPATH)	1/10/18 LRA	15	29,352	30,189	32,500	32,713	32,913	32,913	32,913	32,935	33,044	33,162	33,319	33,397	33,520	33,649	33,768				
	1/01/18 LRA		29,061	29,891	32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433				
HEALTH CARE SUPPORT ASSISTANT (formerly Home Help)	1/10/18 LRA	9	26,524	28,148	29,358	29,862	30,377	30,886	31,406	31,975	32,470										
	1/01/18 LRA		26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
HEALTH CARE SUPPORT ASSISTANT (NON-PAYPATH) (formerly Home Help)	1/10/18 LRA	15	26,876	27,537	29,749	29,911	30,074	30,164	30,256	30,348	30,437	30,530	30,621	30,720	30,814	30,915	31,011				
	1/01/18 LRA		26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				

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)

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CATERING OFFICER, GRADE III	1/10/18 LRA	12	27,290	29,160	30,209	32,286	34,049	35,592	37,085	39,099	40,563	42,038	**43,402**	**44,773**	**LSIs**						
	1/01/18 LRA		27,020	28,871	29,910	31,966	33,711	35,240	36,718	38,712	40,162	41,621	**42,972**	**44,330**	**LSIs**						
CATERING OFFICER, GRADE II	1/10/18 LRA	7	42,038	43,377	44,714	46,055	47,393	**48,944**	**50,492**	**LSIs**											
	1/01/18 LRA		41,621	42,948	44,271	45,599	46,924	**48,459**	**49,992**	**LSIs**											
CATERING OFFICER, GRADE I	1/10/18 LRA	7	46,771	47,898	49,259	51,818	53,344	**55,249**	**57,158**	**LSIs**											
	1/01/18 LRA		46,308	47,423	48,772	51,305	52,816	**54,702**	**56,592**	**LSIs**											
CATERING MANAGER	1/10/18 LRA	11	48,980	50,175	51,575	52,977	54,385	55,642	56,922	58,168	59,405	**61,535**	**63,671**	**LSIs**							
	1/01/18 LRA		48,495	49,678	51,064	52,452	53,847	55,091	56,359	57,592	58,816	**60,926**	**63,041**	**LSIs**							
HEAD OF CATERING	1/10/18 LRA	7	67,135	67,738	70,289	72,848	75,389	77,940	80,475												
	1/01/18 LRA		66,471	67,068	69,593	72,127	74,643	77,168	79,679												
COOK, TRAINEE	1/10/18 LRA	3	19,495	22,803	25,223																
	1/01/18 LRA		19,302	22,577	24,973																
CHEF II (FORMERLY COOK GRADE II) WITH QUALIFICATION	1/10/18 LRA	12	24,695	25,892	26,941	27,818	28,633	29,514	30,405	31,201	32,068	32,869	33,424	34,496							
	1/01/18 LRA		24,451	25,635	26,674	27,543	28,349	29,222	30,104	30,893	31,750	32,544	33,093	34,155							
CHEF II (FORMERLY COOK GRADE II) WITHOUT QUALIFICATION	1/10/18 LRA	6	24,695	25,892	26,941	27,818	28,633	29,514													
	1/01/18 LRA		24,451	25,635	26,674	27,543	28,349	29,222													
CHEF I (FORMERLY COOK GRADE I)	1/10/18 LRA	13	27,260	28,123	29,050	29,910	30,831	31,672	32,588	33,113	34,028	34,866	35,703	36,624	37,772						
	1/01/18 LRA		26,990	27,845	28,762	29,614	30,526	31,359	32,265	32,785	33,691	34,521	35,350	36,261	37,398						
CHEF, SENIOR	1/10/18 LRA	13	28,964	30,084	31,135	32,010	32,827	33,728	34,710	35,613	36,597	37,503	38,408	39,399	40,641						
	1/01/18 LRA		28,677	29,786	30,826	31,693	32,502	33,394	34,367	35,260	36,235	37,131	38,028	39,009	40,238						
CHEF, EXECUTIVE	1/10/18 LRA	13	30,770	31,722	32,750	33,375	34,396	35,340	36,372	37,321	38,355	39,305	40,258	41,298	42,603						
	1/01/18 LRA		30,465	31,408	32,426	33,044	34,056	34,990	36,012	36,952	37,975	38,916	39,859	40,889	42,181						
COMMUNITY WELFARE OFFICER	1/10/18 LRA	18	28,113	30,119	31,124	33,032	35,051	37,028	38,967	40,825	42,680	44,553	46,364	48,196	50,071	51,872	53,710	**55,628**	**57,552**	**59,416**	**LSIs**
	1/01/18 LRA		27,835	29,821	30,816	32,705	34,704	36,662	38,581	40,420	42,258	44,112	45,905	47,719	49,575	51,358	53,178	**55,077**	**56,982**	**58,828**	**LSIs**
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/10/18 LRA	8	64,232	66,568	67,855	70,130	72,405	73,716	**76,013**	**78,310**	**LSIs**										
	1/01/18 LRA		63,596	65,909	67,184	69,436	71,688	72,986	**75,261**	**77,535**	**LSIs**										
DRAUGHTSMAN/TECHNICIAN II	1/10/18 LRA	15	26,510	27,938	29,342	30,405	31,451	32,492	33,198	34,243	35,262	36,307	37,340	38,323	39,409	**40,688**	**41,960**	**LSIs**			
	1/01/18 LRA		26,247	27,661	29,052	30,104	31,140	32,170	32,869	33,904	34,913	35,948	36,970	37,943	39,019	**40,285**	**41,545**	**LSIs**			
DRAUGHTSMAN/TECHNICIAN I	1/10/18 LRA	9	39,409	40,066	40,923	41,784	42,628	43,485	44,267	**45,708**	**47,154**	**LSIs**									
	1/01/18 LRA		39,019	39,670	40,518	41,370	42,206	43,054	43,829	**45,255**	**46,687**	**LSIs**									
DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/10/18 LRA	7	23,676	25,071	25,825	26,903	27,801	28,695	29,968												
	1/01/18 LRA		23,442	24,822	25,570	26,636	27,526	28,411	29,671												
DENTAL NURSE (FORMERLY DENTAL SURGERY ASSISTANT (WITH QUALIFICATION))	1/10/18 LRA	17	23,676	25,071	25,825	26,903	27,801	28,695	29,968	31,157	32,103	32,943	34,395	34,939	35,969	37,261	39,217	41,530	**44,361**	**LSI**	
	1/01/18 LRA		23,442	24,822	25,570	26,636	27,526	28,411	29,671	30,849	31,785	32,616	34,054	34,593	35,613	36,892	38,829	41,119	**43,922**	**LSI**	
DENTAL NURSE, SENIOR	1/10/18 LRA	7	41,752	43,292	44,675	45,919	47,431	48,717	50,128												
	1/01/18 LRA		41,338	42,863	44,232	45,464	46,961	48,234	49,631												

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
FIRE PREVENTION OFFICER	1/10/18 LRA	14	43,925	46,315	48,693	50,461	52,236	54,009	55,782	57,556	59,330	61,096	62,876	64,646	**66,687**	**67,682**	**LSIs**				
	1/01/18 LRA		43,491	45,857	48,211	49,961	51,718	53,474	55,229	56,987	58,742	60,491	62,253	64,005	**66,026**	**67,011**	**LSIs**				
CLERICAL OFFICER GRADE	1/10/18 LRA	15	23,352	24,887	25,264	26,032	27,151	28,274	29,396	30,513	31,602	32,691	33,459	34,537	35,623	37,661	**39,111**	**LSI**			
	1/01/18 LRA		23,121	24,641	25,014	25,774	26,882	27,994	29,105	30,211	31,290	32,367	33,128	34,195	35,270	37,288	**38,724**	**LSI**			
GRADE IV (CLERICAL)	1/10/18 LRA	12	27,290	29,159	30,209	32,286	34,049	35,592	37,085	39,099	40,564	42,037	**43,403**	**44,773**	**LSIs**						
	1/01/18 LRA		27,020	28,871	29,910	31,966	33,712	35,240	36,718	38,712	40,162	41,621	**42,973**	**44,330**	**LSIs**						
GRADE V (CLERICAL)	1/10/18 LRA	7	42,037	43,377	44,715	46,054	47,392	**48,944**	**50,491**	**LSIs**											
	1/01/18 LRA		41,621	42,947	44,273	45,598	46,923	**48,459**	**49,991**	**LSIs**											
GRADE VI (CLERICAL)	1/10/18 LRA	7	46,771	47,897	49,262	51,816	53,346	**55,246**	**57,158**	**LSIs**											
	1/01/18 LRA		46,308	47,423	48,774	51,303	52,818	**54,699**	**56,592**	**LSIs**											
GRADE VII (CLERICAL)	1/10/18 LRA	11	48,980	50,175	51,575	52,977	54,385	55,642	56,922	58,168	59,405	**61,535**	**63,671**	**LSIs**							
	1/01/18 LRA		48,495	49,678	51,064	52,452	53,847	55,091	56,359	57,592	58,816	**60,926**	**63,041**	**LSIs**							
SUPPLIES OFFICER GRADE D	1/10/18 LRA	12	27,446	29,165	30,383	31,338	32,291	32,929	33,875	34,820	35,771	36,717	37,661	**39,111**	**LSI**						
	1/01/18 LRA		27,175	28,876	30,082	31,028	31,972	32,603	33,539	34,476	35,417	36,353	37,288	**38,724**	**LSI**						
SUPPLIES OFFICER GRADE C	1/10/18 LRA	8	34,049	35,592	37,085	39,099	40,563	42,038	**43,402**	**44,773**	**LSIs**										
	1/01/18 LRA		33,711	35,240	36,718	38,712	40,162	41,621	**42,972**	**44,330**	**LSIs**										
SUPPLIES OFFICER GRADE B	1/10/18 LRA	7	42,038	43,377	44,714	46,055	47,393	**48,944**	**50,492**	**LSIs**											
	1/01/18 LRA		41,621	42,948	44,271	45,599	46,924	**48,459**	**49,992**	**LSIs**											
SUPPLIES OFFICER GRADE A	1/10/18 LRA	7	46,771	47,898	49,259	51,818	53,344	**55,249**	**57,158**	**LSIs**											
	1/01/18 LRA		46,308	47,423	48,772	51,305	52,816	**54,702**	**56,592**	**LSIs**											
ASSISTANT TECHNICAL SERVICES OFFICER	1/10/18 LRA	13	38,084	40,455	42,202	43,961	45,711	47,466	49,224	50,976	52,725	54,482	56,245	**58,048**	**59,848**	**LSIs**					
	1/01/18 LRA		37,707	40,054	41,784	43,526	45,259	46,996	48,737	50,471	52,203	53,942	55,688	**57,474**	**59,256**	**LSIs**					
SENIOR ASSISTANT TECHNICAL SERVICES OFFICER	1/10/18 LRA	12	48,691	50,461	52,236	54,009	55,782	57,556	59,330	61,096	62,876	64,646	**66,687**	**67,682**	**LSIs**						
	1/01/18 LRA		48,209	49,961	51,718	53,474	55,229	56,987	58,742	60,491	62,253	64,005	**66,026**	**67,012**	**LSIs**						
CHIEF ASSISTANT TECHNICAL SERVICES OFFICER	1/10/18 LRA	9	64,547	66,528	67,473	69,404	71,340	73,267	75,187	**77,646**	**80,079**	**LSIs**									
	1/01/18 LRA		63,908	65,869	66,805	68,716	70,633	72,542	74,442	**76,877**	**79,286**	**LSIs**									
TECHNICAL SERVICES OFFICER	1/10/18 LRA	8	80,827	82,744	84,659	86,577	88,492	90,415	**93,309**	**96,204**	**LSIs**										
	1/01/18 LRA		80,027	81,925	83,821	85,719	87,616	89,519	**92,385**	**95,252**	**LSIs**										
HOME HELP ORGANISER	1/10/18 LRA	7	42,038	43,377	44,714	46,055	47,393	**48,944**	**50,492**	**LSIs**											
	1/01/18 LRA		41,621	42,948	44,271	45,599	46,924	**48,459**	**49,992**	**LSIs**											
HOME HELP CO-ORDINATOR	1/10/18 LRA	7	46,771	47,897	49,262	51,816	53,346	**55,246**	**57,158**	**LSIs**											
	1/01/18 LRA		46,308	47,423	48,774	51,303	52,818	**54,699**	**56,592**	**LSIs**											
SUPERVISOR OF WELFARE HOME-WITHOUT NURSING QUALIFICATION	1/10/18 LRA	7	32,775	33,313	34,160	35,014	35,860	36,724	37,547												
	1/01/18 LRA		32,451	32,983	33,822	34,668	35,505	36,360	37,176												
ASSISTANT SUPERVISOR, WELFARE HOME	1/10/18 LRA	3	30,270	31,001	31,740																
	1/01/18 LRA		29,970	30,694	31,426																
SUPERVISOR, WELFARE HOME - HSE EASTERN REGIONAL AREA ONLY	1/10/18 LRA	9	43,555	44,350	44,400	45,437	46,476	47,604	48,732	49,860	50,988										
	1/01/18 LRA		43,124	43,911	43,961	44,988	46,016	47,133	48,249	49,366	50,483										
NURSERY NURSE	1/10/18 LRA	13	28,582	30,436	31,645	32,551	32,987	33,759	34,539	35,308	36,085	36,880	37,670	38,472	**39,205**	**LSI**					
	1/01/18 LRA		28,299	30,135	31,332	32,229	32,661	33,424	34,197	34,959	35,728	36,515	37,297	38,091	**38,817**	**LSI**					
HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/10/18 LRA	12	31,973	33,042	34,491	35,936	37,368	38,803	40,221	41,262	42,313	43,375	44,244	45,095							
	1/01/18 LRA		31,656	32,715	34,150	35,581	36,998	38,419	39,823	40,854	41,894	42,945	43,806	44,649							

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)

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DIRECTOR GENERAL (HSE)	1/10/18 LRA	1	199,136																		
	1/04/18 LRA		197,116																		
	1/01/18 LRA		192,233																		
	1/04/17 LRA		190,233																		
	19/07/13		185,350																		
	1/1/10		200,000																		
DEPUTY DIRECTOR GENERAL (STRATEGY/OPERATIONS) (HSE)	1/10/18 LRA	1	171,953																		
	1/04/18 LRA		170,211																		
	1/01/18 LRA		166,203																		
	1/04/17 LRA		164,478																		
	1/07/13		160,470																		
	1/1/10		172,495																		
NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use **	1/10/18 LRA	1	183,121																		
full reduction for pension contribution and benefit from	1/10/18 LRA		170,426																		
	1/04/18 LRA		181,264																		
full reduction for pension contribution and benefit from	1/04/18 LRA		168,700																		
	1/01/18 LRA		176,918																		
full reduction for pension contribution and benefit from	1/01/18 LRA		164,738																		
	1/04/17 LRA + Sec.6 adj		175,081																		
full reduction for pension contribution and benefit from	1/04/17		163,029																		
	1/07/13 HRA. + Sec.6 adj		170,734																		
full reduction for pension contribution and benefit from	1/07/13		159,067																		
full reduction for pension contribution and benefits from	1/03/12		170,953																		
	1/1/10		183,774																		
NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE) ** grade obsolete - not for use **	1/10/18 LRA	1	183,121																		
full reduction for pension contribution and benefit from	1/10/18 LRA		170,426																		
	1/04/18 LRA		181,264																		
full reduction for pension contribution and benefit from	1/04/18 LRA		168,700																		
	1/01/18 LRA		176,918																		
full reduction for pension contribution and benefit from	1/01/18 LRA		164,738																		
	1/04/17 LRA + Sec.6 adj		175,081																		
full reduction for pension contribution and benefit from	1/04/17		163,029																		
	1/07/13 HRA. + Sec.6 adj		170,734																		
full reduction for pension contribution and benefit from	1/07/13		159,067																		
full reduction for pension contribution and benefits from	1/03/12		170,953																		
	1/1/10		183,774																		

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CHIEF FINANCIAL OFFICER (HSE)	1/10/18 LRA	1	171,953																		
	1/04/18 LRA		170,211																		
	1/01/18 LRA		166,203																		
	1/04/17 LRA		164,478																		
	1/07/13 HRA.		160,470																		
	1/1/10		172,495																		
NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE)	1/10/18 LRA	1	157,895																		
full reduction for pension contribution and benefit from	1/10/18 LRA		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
full reduction for pension contribution and benefit from	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefits from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, HOSPITAL CARE (HSE)	1/10/18 LRA	1	157,895																		
full reduction for pension contribution and benefit from	1/10/18 LRA		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
full reduction for pension contribution and benefit from	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	01/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, MENTAL HEALTH (HSE)	1/10/18 LRA	1	157,895																		
full reduction for pension contribution and benefits from	1/10/18 LRA		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefits from	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
full reduction for pension contribution and benefits from	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
NATIONAL DIRECTOR, PRIMARY CARE (HSE)	1/10/18 LRA	1	157,895																		
full reduction for pension contribution and benefits from	1/10/18 LRA		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefits from	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
full reduction for pension contribution and benefits from	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE)	1/10/18 LRA	1	157,895																		
full reduction for pension contribution and benefit from	1/10/18 LRA		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
full reduction for pension contribution and benefit from	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, SOCIAL CARE (HSE)	1/10/18 LRA	1	157,895																		
full reduction for pension contribution and benefits from	1/10/18 LRA		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefits from	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
full reduction for pension contribution and benefits from	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	01/04/2017		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, HUMAN RESOURCES (HSE)	1/10/18 LRA	1	157,895																		
full reduction for pension contribution and benefit from	1/10/18 LRA		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
full reduction for pension contribution and benefit from	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
NATIONAL DIRECTOR, POPULATION HEALTH (HSE) **grade obsolete - not for use **	1/10/18 LRA	1	157,895																		
full reduction for pension contribution and benefit from	1/10/18 LRA		149,785																		
	1/04/18 LRA		156,296																		
full reduction for pension contribution and benefit from	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
full reduction for pension contribution and benefit from	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
full reduction for pension contribution and benefits from	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adj		147,549																		
full reduction for pension contribution and benefit from	1/07/13		140,096																		
full reduction for pension contribution and benefits from	1/03/12		150,105																		
	1/1/10		158,296																		
CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS	1/10/18 LRA	1	151,857																		
	1/04/18 LRA		150,320																		
	1/01/18 LRA		146,921																		
	1/04/17 LRA		145,399																		
	30/09/13		142,000																		
	1/1/10		152,198																		
CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS ** for new incumbents post 14/05/2018**	1/10/18 LRA	1	161,600																		
	14/05/2018		160,000																		
NATIONAL DIRECTOR, COMMUNICATIONS (HSE)	1/10/18 LRA	1	145,666																		
full reduction for pension contribution and benefit from	1/10/18 LRA		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
full reduction for pension contribution and benefit from	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		
CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/10/18 LRA	1	145,666																		
full reduction for pension contribution and benefit from	1/10/18 LRA		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
full reduction for pension contribution and benefit from	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
NATIONAL DIRECTOR, PROCUREMENT (HSE) **grade obsolete - not for use **	1/10/18 LRA	1	145,666																		
full reduction for pension contribution and benefit from	1/10/18 LRA		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
full reduction for pension contribution and benefit from	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		
NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) **grade obsolete - not for use **	1/10/18 LRA	1	145,666																		
full reduction for pension contribution and benefit from	1/10/18 LRA		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
full reduction for pension contribution and benefit from	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	01/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		
NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/10/18 LRA	1	145,666																		
full reduction for pension contribution and benefit from	1/10/18 LRA		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
full reduction for pension contribution and benefit from	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use **	1/10/18 LRA	1	145,666																		
full reduction for pension contribution and benefit from	1/10/18 LRA		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
full reduction for pension contribution and benefit from	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		
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 **	1/10/18 LRA	1	145,666																		
full reduction for pension contribution and benefit from	1/10/18 LRA		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
full reduction for pension contribution and benefit from	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		
GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) ** grade obsolete - not for use **	1/10/18 LRA	1	145,666																		
full reduction for pension contribution and benefit from	1/10/18 LRA		138,164																		
	1/04/18 LRA		144,192																		
full reduction for pension contribution and benefit from	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
full reduction for pension contribution and benefit from	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
full reduction for pension contribution and benefits from	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adj		136,282																		
full reduction for pension contribution and benefit from	1/07/13		129,334																		
full reduction for pension contribution and benefits from	1/03/12		138,407																		
	1/1/10		145,959																		

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/10/18 LRA	1	128,084																		
	1/04/18 LRA		126,789																		
	1/01/18 LRA		124,036																		
	1/04/17 LRA		122,753																		
	28/09/2015		120,000																		
	1/1/10		128,261																		
ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/10/18 LRA	6	98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS	1/10/18 LRA	6	98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	10/10/14		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
CHIEF FINANCE OFFICER, HOSPITAL GROUPS	1/10/18 LRA	6	98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	2/07/13		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS	1/10/18 LRA	6	98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	2/07/13		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) **grade obsolete - not for use**	1/10/18 LRA	6	98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
DIRECTOR REGIONAL HEALTH OFFICE (HSE)	1/10/18 LRA	6	98,145	102,507	106,869	111,229	115,592	117,485													
	1/04/18 LRA		97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/10/18 LRA	6	96,701	100,787	104,948	109,190	113,503	117,902													
	1/01/18 LRA		95,744	99,789	103,909	108,109	112,380	116,734													
SECRETARY TO THE BOARD (HSE) **grade obsolete - not for use **	1/10/18 LRA	6	96,701	100,787	104,948	109,190	113,503	117,902													
	1/01/18 LRA		95,744	99,789	103,909	108,109	112,380	116,734													
DEPUTY CEO (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TALLAGHT)	1/10/18 LRA	6	92,482	96,594	100,703	104,813	108,923	113,035													
	1/01/18 LRA		91,566	95,637	99,706	103,776	107,845	111,916													
LOCAL HEALTH OFFICE MANAGER (HSE) **not for use for any new incumbents**	1/10/18 LRA	6	90,092	93,983	97,873	101,762	105,655	109,545													
	1/01/18 LRA		89,200	93,052	96,904	100,755	104,609	108,461													
DIRECTOR OF INFORMATION SYSTEMS (HSE)	1/10/18 LRA	6	88,804	92,449	96,161	99,944	103,791	107,714													
	1/01/18 LRA		87,925	91,534	95,208	98,954	102,764	106,648													
HEAD OF SERVICE / FUNCTION, COMMUNITY HEALTHCARE ORGANISATIONS	1/10/18 LRA	5	91,260	94,957	98,653	102,348	106,042														
	1/01/18 LRA		90,357	94,017	97,676	101,334	104,993														
CHILDREN FIRST PROGRAMME LEAD	01/10/18 LRA	5	91,260	94,957	98,653	102,348	106,042														
	1/01/18 LRA		90,357	94,017	97,676	101,334	104,993														
PROCUREMENT, ASSISTANT HEAD	1/10/18 LRA	5	91,260	94,957	98,653	102,348	106,042														
	1/01/18 LRA		90,357	94,017	97,676	101,334	104,993														
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 **	1/10/18 LRA	6	88,341	92,155	95,967	99,780	103,592	107,406													
	1/01/18 LRA		87,466	91,242	95,017	98,792	102,567	106,343													
DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/10/18 LRA	6	85,715	89,412	93,107	96,804	100,499	104,196													
	1/01/18 LRA		84,866	88,527	92,185	95,845	99,504	103,164													
CEO BAND H1 HOSPITALS (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincent's (Fairview), Leopardstown Park)	1/10/18 LRA	7	67,135	67,738	70,289	72,848	75,389	77,940	80,475												
	1/01/18 LRA		66,470	67,068	69,593	72,127	74,643	77,168	79,679												
CEO BAND H2 HOSPITALS (Cappagh Hospital, National Rehabilitation Hospital, Peamount Hospital, Royal Victoria Eye & Ear Hospital, St. Johns Hospital, St. Michaels Hospital,)	1/10/18 LRA	5	80,961	82,330	83,716	85,101	86,488														
	1/01/18 LRA		80,160	81,515	82,887	84,258	85,632														
CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital,)	1/10/18 LRA	7	96,467	99,239	102,010	104,783	107,555	110,326	113,098												
	1/01/18 LRA		95,512	98,257	101,000	103,745	106,490	109,234	111,979												
CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/10/18 LRA	7	103,112	105,890	108,663	111,436	114,208	116,979	119,752												
	1/01/18 LRA		102,091	104,842	107,587	110,332	113,078	115,821	118,566												
CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincent's University Hospital, St. James Hospital)	1/10/18 LRA	1	129,813																		
	1/04/18 LRA		128,500																		
	1/01/18 LRA		125,700																		
	1/04/17 LRA		124,400																		
	14/09/15		121,600																		
	01/01/10		130,000																		

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CEO BAND SC1 SOCIAL CARE (Brothers of Charity Clare, Carriglea Cairde Services, The Childrens Sunshine Home, Sisters of Charity Kilkenny, Brothers of Charity Roscommon, KARE)	1/10/18 LRA	7	67,135	67,738	70,289	72,848	75,389	77,940	80,475												
	1/01/18 LRA		66,470	67,068	69,593	72,127	74,643	77,168	79,679												
CEO BAND SC2 SOCIAL CARE (Brothers of Charity Limerick, Brothers of Charity South East, Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House)	1/10/18 LRA	5	80,961	82,330	83,716	85,101	86,488														
	1/01/18 LRA		80,160	81,515	82,887	84,258	85,632														
CEO BAND SC3 SOCIAL CARE (Brothers of Charity Galway, Brothers of Charity South, COPE Foundation, Muiriosa Foundation, Stewarts Care)	1/10/18 LRA	7	96,467	99,239	102,010	104,783	107,555	110,326	113,098												
	1/01/18 LRA		95,512	98,257	101,000	103,745	106,490	109,234	111,979												
CEO BAND SC4 SOCIAL CARE (St Michaels House, Daughters of Charity, St. John of God Hospitaller)	1/10/18 LRA	7	103,112	105,890	108,663	111,436	114,208	116,979	119,752												
	1/01/18 LRA		102,091	104,842	107,587	110,332	113,078	115,821	118,566												
FUNCTIONAL OFFICERS (FORMERLY NON-EHB) **not for use for any new incumbents**	1/10/18 LRA	7	70,572	72,291	75,012	77,753	80,472	83,198	85,912												
	1/01/18 LRA		69,873	71,575	74,269	76,983	79,675	82,374	85,061												
[illegible] (MATER)(ST. VINCENTS)(TALLAGHT)(CORK UH)(UCHG)	1/10/18 LRA	7	70,572	72,291	75,012	77,753	80,472	83,198	85,912												
	1/01/18 LRA		69,873	71,575	74,269	76,983	79,675	82,374	85,061												
GENERAL MANAGER	1/10/18 LRA	7	70,572	72,291	75,012	77,753	80,472	83,198	85,912												
	1/01/18 LRA		69,873	71,575	74,269	76,983	79,675	82,374	85,061												
CHILD CARE MANAGER	1/10/18 LRA	7	70,572	72,291	75,012	77,753	80,472	83,198	85,912												
	1/01/18 LRA		69,873	71,575	74,269	76,983	79,675	82,374	85,061												
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 **	1/10/18 LRA	7	67,135	67,738	70,289	72,848	75,389	77,940	80,475												
	1/01/18 LRA		66,471	67,067	69,593	72,127	74,642	77,168	79,678												
HOSPITAL & COMMUNITY CARE ADMINISTRATOR	1/10/18 LRA	7	67,135	67,738	70,289	72,848	75,389	77,940	80,475												
	1/01/18 LRA		66,471	67,067	69,593	72,127	74,642	77,168	79,678												
GRADE VIII	1/10/18 LRA	7	67,135	67,738	70,289	72,848	75,389	77,940	80,475												
	1/01/18 LRA		66,471	67,067	69,593	72,127	74,642	77,168	79,678												
AMBULANCE OFFICER, CHIEF	1/10/18 LRA	7	67,135	67,738	70,289	72,848	75,389	77,940	80,475												
	1/01/18 LRA		66,471	67,067	69,593	72,127	74,642	77,168	79,678												
TECHNICAL SERVICES MANAGER (ST VINCENTS)	1/10/18 LRA	6	55,584	57,147	58,740	60,298	61,895	63,467													
	1/01/18 LRA		55,034	56,582	58,158	59,701	61,283	62,838													
[illegible] (TALLAGHT)	1/10/18 LRA	5	53,719	55,979	57,251	58,493	59,720														
	1/01/18 LRA		53,187	55,425	56,684	57,914	59,129														
PROJECT TECHNICAL SERVICES MANAGER (BEAUMONT)(ST. JAMES)	1/10/18 LRA	5	53,719	55,979	57,251	58,493	59,720														
	1/01/18 LRA		53,187	55,424	56,684	57,914	59,129														
ENGINEERING OFFICER (FORMERLY EHB) (MATER, ST. JAMES, TALLAGHT, BEAUMONT, CRUMLIN)	1/10/18 LRA	7	53,344	55,609	56,903	58,158	59,404	**61,534**	**63,670**	**LSIs**											
	1/01/18 LRA		52,816	55,059	56,340	57,582	58,816	**60,925**	**63,039**	**LSIs**											
ASST. TECHNICAL SERVICES MANAGER (MATER)	1/10/18 LRA	7	53,344	55,609	56,903	58,158	59,404	**61,534**	**63,670**	**LSIs**											
	1/01/18 LRA		52,816	55,059	56,340	57,582	58,816	**60,925**	**63,039**	**LSIs**											
JOURNEYMAN CHEF	1/10/18 LRA	6	35,812	36,914	38,554	39,685	**40,987**	**42,306**	**LSIs**												
	1/01/18 LRA		35,457	36,549	38,172	39,292	**40,581**	**41,887**	**LSIs**												
TRANSPORT OFFICER (FORMERLY EHB)	1/10/18 LRA	7	46,771	47,898	49,259	51,818	53,344	**55,246**	**57,158**	**LSIs**											
	1/01/18 LRA		46,308	47,423	48,772	51,305	52,816	**54,699**	**56,592**	**LSIs**											

Grade Description	From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
AMBULANCE OFFICER (HSE HEALTH AREAS) (FORMERLY AMBULANCE / TRANSPORT SUPERVISOR (HEALTH BOARDS)) **grade obsolete - not for use **	1/10/18 LRA	7	46,771	47,898	49,259	51,818	53,344	**55,246**	**57,158**	**LSIs**											
	1/01/18 LRA		46,308	47,423	48,772	51,305	52,816	**54,699**	**56,592**	**LSIs**											
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +12.5%)(LEVEL 1)	1/10/18 LRA	12	40,904	41,363	41,584	41,829	42,060	42,180	42,296	42,413	42,533	42,722	42,866	43,219							
	1/01/18 LRA		40,499	40,953	41,173	41,415	41,643	41,762	41,877	41,994	42,112	42,299	42,442	42,791							
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +25%) (LEVEL 2)	1/10/18 LRA	14	40,827	42,202	45,250	45,761	46,007	46,279	46,535	46,668	46,797	46,928	47,061	47,270	47,431	47,823					
	1/01/18 LRA		40,423	41,784	44,802	45,307	45,551	45,821	46,074	46,206	46,334	46,463	46,595	46,802	46,961	47,349					
REGIONAL WORKSHOP MANAGER (HSE NORTH WESTERN AREA) **grade obsolete - not for use **	1/10/18 LRA	8	54,126	56,384	58,644	60,908	63,164	65,433	**66,740**	**69,008**	**LSIs**										
	1/01/18 LRA		53,590	55,825	58,064	60,305	62,538	64,785	**66,079**	**68,325**	**LSIs**										
[illegible] HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/10/18 LRA	18	40,528	41,682	42,844	43,959	45,063	46,187	47,188	48,088	49,510	50,750	51,913	52,810	53,940	55,309	56,652	57,535	**59,554**	**61,571**	**LSIs**
	1/01/18 LRA		40,126	41,269	42,420	43,524	44,617	45,729	46,720	47,612	49,020	50,247	51,399	52,287	53,406	54,761	56,091	56,965	**58,964**	**60,961**	**LSIs**
WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/10/18 LRA	17	40,528	41,682	42,844	43,959	45,063	46,187	47,188	48,088	49,510	50,750	51,913	52,810	53,940	55,309	56,652	57,535	**59,554**	**LSI**	
	1/01/18 LRA		40,126	41,269	42,420	43,524	44,617	45,729	46,720	47,612	49,020	50,247	51,399	52,287	53,406	54,761	56,091	56,965	**58,964**	**LSI**	
WORKSHOP MANAGER (SPECIALIST AGENCIES)	1/10/18 LRA	5	43,338	44,845	46,406	48,025	49,738														
	1/01/18 LRA		42,909	44,401	45,947	47,550	49,245														
SENIOR SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/10/18 LRA	11	32,074	32,854	33,982	35,150	36,359	37,614	38,913	40,259	41,656	**43,101**	**44,600**	**LSIs**							
	1/01/18 LRA		31,756	32,529	33,645	34,802	35,999	37,242	38,528	39,861	41,244	**42,675**	**44,159**	**LSIs**							
SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/10/18 LRA	13	27,136	29,034	30,038	31,072	32,134	32,916	34,044	35,215	36,428	37,684	38,986	40,334	41,733						
	1/01/18 LRA		26,867	28,747	29,740	30,764	31,816	32,590	33,707	34,866	36,067	37,311	38,600	39,935	41,320						

Medical Consultants Salary Scales - 1st October 2018

Salary Scales are newly included in this worksheet to give effect to 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

Consultants Revised Common Contract, 1997	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	Type A	Type A	Type A	Type A	Type A	Type A
	€	€	€	€	€	€
Category I Consultants						
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	192,492	178,593	183,225	185,150	189,783	191,727
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	188,199	174,729	179,218	181,100	185,590	187,490
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,139	171,066	175,423	177,265	181,622	183,482
Category II Consultants						
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	183,330	170,330	174,663	176,496	180,829	182,681
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	179,495	166,840	171,058	172,853	177,070	178,883
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,000	163,660	167,773	169,533	173,646	175,423
Geographical Wholetime Consultants without fees	196,553	182,248	187,016	188,981	193,749	195,734

Table SA - A1

Salary scales for serving Consultants availing of the Settlement Agreement and opted for the Type A Contract

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

Consultants Revised Common Contract, 1997	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A
	€	€	€	€	€	€	€	€	€	€
Category I Consultants										
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	220,938	226,461	226,461	252,150	214,328	198,245	203,605	205,749	211,109	213,274
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	216,010	221,410	221,410	252,150	214,328	198,245	203,605	205,749	211,109	213,274
Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,350	216,634	216,634	252,150	214,328	198,245	203,605	205,749	211,109	213,274
Category II Consultants										
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	210,421	215,682	215,682	252,150	214,328	198,245	203,605	205,749	211,109	213,274
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,020	211,170	211,170	252,150	214,328	198,245	203,605	205,749	211,109	213,274
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,896	206,944	206,944	252,150	214,328	198,245	203,605	205,749	211,109	213,274
Geographical Wholetime Consultants without fees	225,599	231,239	231,239	252,150	214,328	198,245	203,605	205,749	211,109	213,274

Table A2

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

Consultants Revised Common Contract, 1997	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	Type B	Type B	Type B	Type B	Type B	Type B
	€	€	€	€	€	€
Category I Consultants						
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	183,562	170,541	174,881	176,717	181,056	182,910
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	179,268	166,634	170,845	172,638	176,849	178,659
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,000	163,660	167,773	169,533	173,646	175,423
Category II Consultants						
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	176,000	163,660	167,773	169,533	173,646	175,423
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,000	163,660	167,773	169,533	173,646	175,423
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	172,865	160,807	164,826	166,554	170,573	172,319
Geographical Wholetime Consultants without fees	187,623	174,211	178,681	180,557	185,028	186,923

Table SA - A2

Salary scales for serving Consultants availing 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	01/06/2008 Type B €	01/09/2008 Type B €	01/01/2009 Type B €	01/06/2009 Type B €	01/01/2010 Type B €	01/07/2013 Type B €	01/04/2017 Type B €	01/01/2018 Type B €	01/04/2018 Type B €	01/10/2018 Type B €
Category I Consultants										
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	210,688	215,955	215,955	231,138	196,467	182,170	186,935	188,900	193,665	195,649
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	205,760	210,904	210,904	231,138	196,467	182,170	186,935	188,900	193,665	195,649
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,100	206,127	206,127	231,138	196,467	182,170	186,935	188,900	193,665	195,649
Category II Consultants										
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	200,171	205,175	205,175	231,138	196,467	182,170	186,935	188,900	193,665	195,649
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,770	200,664	200,664	231,138	196,467	182,170	186,935	188,900	193,665	195,649
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,646	196,437	196,437	231,138	196,467	182,170	186,935	188,900	193,665	195,649
Geographical Wholetime Consultants without fees	215,349	220,733	220,733	231,138	196,467	182,170	186,935	188,900	193,665	195,649

Table A3

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

Consultants Revised Common Contract, 1997	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€	€
Category I Consultants						
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	168,266	156,622	160,503	162,186	166,067	167,766
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	162,716	151,572	155,286	156,914	160,628	162,271
Consultants in the HSE Estern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	158,997	148,187	151,790	153,380	156,983	158,589
Category II Consultants						
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	166,686	155,184	159,018	160,685	164,518	166,202
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	162,716	151,572	155,286	156,914	160,628	162,271
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	158,997	148,187	151,790	153,380	156,983	158,589

Table SA - A3

Salary scales for serving Consultants availing 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	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€	€	€	€	€	€
Category II Consultants										
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	184,796	189,416	189,416	199,619	175,665	163,355	167,458	169,215	173,317	175,092
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	180,395	184,905	184,905	199,619	175,665	163,355	167,458	169,215	173,317	175,092
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,271	180,678	180,678	199,619	175,665	163,355	167,458	169,215	173,317	175,092

Table B1

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

Category I Consultants	Type A Contract 01/01/2010 €	Type A Contract 01/07/2013 €	Type A Contract 01/04/2017 €	Type A Contract 01/01/2018 €	Type A Contract 01/04/2018 €	Type A Contract 01/10/2018 €
Professor	241,539	222,735	229,002	231,417	237,685	240,124
Associate Professor	225,876	208,638	214,383	216,642	222,387	224,669
Lecturer	210,243	194,569	199,793	201,896	207,120	209,243
College Lecturer	206,055	190,800	195,884	197,945	203,030	205,111
Category II Consultants						
Professor UCD, TCD, RCSI	229,767	212,140	218,015	220,313	226,188	228,508
Associate Professor UCD, TCD, RCSI	214,476	198,379	203,744	205,889	211,254	213,420
Lecturer	198,313	183,831	188,658	190,641	195,468	197,471
College Lecturer	194,122	180,060	184,747	186,688	191,375	193,336
Professor UCC	233,447	215,452	221,450	223,784	229,782	232,139
Associate Professor UCC	218,039	201,585	207,069	209,249	214,733	216,935
Lecturer UCC	202,042	187,187	192,138	194,159	199,110	201,150
College Lecturer UCC	197,852	183,417	188,228	190,207	195,018	197,016
Professor UCG	237,125	218,763	224,883	227,254	233,375	235,770
Associate Professor UCG	221,601	204,791	210,394	212,610	218,212	220,451
Lecturer UCG	205,770	190,543	195,618	197,676	202,751	204,829
College Lecturer UCG	201,579	186,771	191,707	193,723	198,658	200,694

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) availing 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 01/06/2008 €	Type A Contract 01/09/08 €	Type A Contract 01/01/2009 €	Type A Contract 01/06/2009 €	Type A Contract 01/01/2010 €	Type A Contract 01/07/2013 €	Type A Contract 01/04/2017 €	Type A Contract 01/01/2018 €	Type A Contract 01/04/2018 €	Type A Contract 01/10/2018 €
Professor	277,233	284,163	284,163	309,934	263,444	242,450	249,447	252,082	259,079	261,740
Associate Professor	259,254	265,736	265,736	292,190	248,362	228,876	235,371	237,854	244,349	246,857
Lecturer	241,312	247,345	247,345	274,527	233,348	215,363	221,357	223,691	229,685	232,042
College Lecturer	236,505	242,418	242,418	269,790	229,322	211,740	217,600	219,893	225,753	228,070
Category II Consultants										
Professor UCD, TCD, RCSI	263,721	270,314	270,314	309,934	263,444	242,450	249,447	252,082	259,079	261,740
Associate Professor UCD, TCD, RCSI	246,171	252,325	252,325	292,190	248,362	228,876	235,371	237,854	244,349	246,857
Lecturer	227,618	233,309	233,309	274,527	233,348	215,363	221,357	223,691	229,685	232,042
College Lecturer	222,808	228,379	228,379	269,790	229,322	211,740	217,600	219,893	225,753	228,070
Professor UCC	267,944	274,643	274,643	309,934	263,444	242,450	249,447	252,082	259,079	261,740
Associate Professor UCC	250,260	256,516	256,516	292,190	248,362	228,876	235,371	237,854	244,349	246,857
Lecturer UCC	231,898	237,696	237,696	274,527	233,348	215,363	221,357	223,691	229,685	232,042
College Lecturer UCC	227,090	232,767	232,767	269,790	229,322	211,740	217,600	219,893	225,753	228,070
Professor UCG	272,167	278,971	278,971	309,934	263,444	242,450	249,447	252,082	259,079	261,740
Associate Professor UCG	254,348	260,707	260,707	292,190	248,362	228,876	235,371	237,854	244,349	246,857
Lecturer UCG	236,177	242,082	242,082	274,527	233,348	215,363	221,357	223,691	229,685	232,042
College Lecturer UCG	231,367	237,152	237,152	269,790	229,322	211,740	217,600	219,893	225,753	228,070

Table B2

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

	Type B Contract 01/01/2010	Type B Contract 01/07/2013	Type B Contract 01/04/2017	Type B Contract 01/01/2018	Type B Contract 01/04/2018	Type B Contract 01/10/2018
Category I Consultants	€	€	€	€	€	€
Professor	237,074	218,716	224,835	227,205	233,324	235,718
Associate Professor	219,756	203,130	208,671	210,869	216,410	218,630
Lecturer	201,352	186,567	191,495	193,508	198,436	200,470
College Lecturer	196,598	182,288	187,058	189,024	193,793	195,779
Category II Consultants						
Professor UCD, TCD, RCSI	225,302	208,122	213,848	216,101	221,827	224,103
Associate Professor UCD, TCD, RCSI	208,356	192,871	198,032	200,116	205,277	207,381
Lecturer UCD, TCD, RCSI	189,422	175,829	180,360	182,254	186,784	188,697
College Lecturer UCD, TCD, RCSI	184,665	171,545	175,918	177,765	182,138	184,003
Professor UCC	228,982	211,433	217,282	219,572	225,421	227,733
Associate Professor UCC	211,919	196,077	201,357	203,476	208,756	210,896
Lecturer UCC	193,151	179,186	183,840	185,772	190,426	192,377
College Lecturer UCC	188,395	174,905	179,401	181,285	185,781	187,684
Professor UCG	232,660	214,744	220,716	223,042	229,014	231,364
Associate Professor UCG	215,481	199,283	204,682	206,836	212,235	214,412
Lecturer UCG	196,879	182,541	187,320	189,288	194,067	196,056
College Lecturer UCG	192,121	178,259	182,879	184,801	189,421	191,361

Table SA - B2

Salary scales for serving Academic Consultants (1998 Contract) availing of the Settlement Agreement and opted for the Type B Contract

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

Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/06/2008	01/09/08	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	€	€	€		€	€	€	€	€	€
Professor	272,108	278,910	278,910	299,428	254,514	234,413	241,113	243,658	250,357	252,928
Associate Professor	252,230	258,536	258,536	277,790	236,122	217,860	223,947	226,308	232,395	234,780
Lecturer	231,108	236,885	236,885	253,608	215,567	199,360	204,762	206,917	212,319	214,496
College Lecturer	225,651	231,292	231,292	247,538	210,407	194,716	199,946	202,050	207,280	209,405
Category II Consultants										
Professor UCD, TCD, RCSI	258,596	265,061	265,061	299,428	254,514	234,413	241,113	243,658	250,357	252,928
Associate Professor UCD, TCD, RCSI	239,147	245,125	245,125	277,790	236,122	217,860	223,947	226,308	232,395	234,780
Lecturer UCD, TCD, RCSI	217,414	222,849	222,849	253,608	215,567	199,360	204,762	206,917	212,319	214,496
College Lecturer UCD, TCD, RCSI	211,954	217,253	217,253	247,538	210,407	194,716	199,946	202,050	207,280	209,405
Professor UCC	262,819	269,390	269,390	299,428	254,514	234,413	241,113	243,658	250,357	252,928
Associate Professor UCC	243,235	249,316	249,316	277,790	236,122	217,860	223,947	226,308	232,395	234,780
Lecturer UCC	221,694	227,236	227,236	253,608	215,567	199,360	204,762	206,917	212,319	214,496
College Lecturer UCC	216,235	221,641	221,641	247,538	210,407	194,716	199,946	202,050	207,280	209,405
Professor UCG	267,042	273,718	273,718	299,428	254,514	234,413	241,113	243,658	250,357	252,928
Associate Professor UCG	247,324	253,507	253,507	277,790	236,122	217,860	223,947	226,308	232,395	234,780
Lecturer UCG	225,973	231,622	231,622	253,608	215,567	199,360	204,762	206,917	212,319	214,496
College Lecturer UCG	220,513	226,025	226,025	247,538	210,407	194,716	199,946	202,050	207,280	209,405

Table B3

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

Category II Consultants	Type B* Contract 01/01/2010 €	Type B* Contract 01/07/2013 €	Type B* Contract 01/04/2017 €	Type B* Contract 01/01/2018 €	Type B* Contract 01/04/2018 €	Type B* Contract 01/10/2018 €
Professor UCD, TCD, RCSI	211,906	196,065	201,345	203,464	208,744	210,884
Associate Professor UCD, TCD, RCSI	195,158	180,992	185,714	187,666	192,387	194,358
Lecturer UCD, TCD, RCSI	176,447	164,067	168,193	169,958	174,084	175,866
College Lecturer UCD, TCD, RCSI	176,000	163,660	167,773	169,533	173,646	175,423
Professor UCC	215,586	199,378	204,780	206,936	212,338	214,516
Associate Professor UCC	198,720	184,198	189,038	191,025	195,865	197,872
Lecturer UCC	180,175	167,460	171,698	173,499	177,738	179,557
College Lecturer UCC	176,000	163,660	167,773	169,533	173,646	175,423
Professor UCG	219,264	202,688	208,213	210,405	215,930	218,145
Associate Professor UCG	202,282	187,404	192,363	194,386	199,345	201,388
Lecturer UCG	183,904	170,853	175,203	177,042	181,392	183,249
College Lecturer UCG	179,198	166,570	170,779	172,571	176,780	178,590

Table SA - B3

Salary scales for serving Academic Consultants (1998 Contract) availing of the Settlement Agreement and opted for the Type B* Contract

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

Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/2008	01/09/08	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	€	€	€		€	€	€	€	€	€
Professor UCD, TCD, RCSI	243,221	249,301	249,301	267,909	227,723	210,301	216,108	218,385	224,192	226,492
Associate Professor UCD, TCD, RCSI	224,656	230,272	229,598	248,084	210,871	195,134	200,379	202,488	207,733	209,863
Lecturer UCD, TCD, RCSI	205,049	210,175	207,585	228,259	194,020	179,968	184,652	186,592	191,275	193,235
College Lecturer UCD, TCD, RCSI	199,962	204,961	202,048	222,954	189,511	175,910	180,443	182,338	186,872	188,786
Professor UCC	247,444	253,631	253,631	267,909	227,723	210,301	216,108	218,385	224,192	226,492
Associate Professor UCC	228,745	234,463	233,788	248,084	210,871	195,134	200,379	202,488	207,733	209,863
Lecturer UCC	209,328	214,562	211,971	228,259	194,020	179,968	184,652	186,592	191,275	193,235
College Lecturer UCC	204,243	209,349	206,437	222,954	189,511	175,910	180,443	182,338	186,872	188,786
Professor UCG	251,667	257,958	257,958	267,909	227,723	210,301	216,108	218,385	224,192	226,492
Associate Professor UCG	232,833	238,654	237,979	248,084	210,871	195,134	200,379	202,488	207,733	209,863
Lecturer UCG	213,607	218,948	216,358	228,259	194,020	179,968	184,652	186,592	191,275	193,235
College Lecturer UCG	208,520	213,733	210,821	222,954	189,511	175,910	180,443	182,338	186,872	188,786

Table C1(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/10/2018	165,532	170,306	183,795	186,439	189,083	191,727
	01/04/2018	163,856	168,580	181,932	184,549	187,166	189,783
	01/01/2018	160,042	164,623	177,565	180,095	182,623	185,150
	01/04/2017	158,382	162,914	175,721	178,224	180,725	183,225
	01/11/2013	154,569	158,957	171,354	173,770	176,181	178,593
	01/01/2010	166,010	170,831	184,455	187,133	189,813	192,492
Type B	01/10/2018	155,877	157,977	173,067	175,355	175,423	175,423
	01/04/2018	154,299	156,377	171,314	173,578	173,646	173,646
	01/01/2018	150,778	152,793	167,272	169,468	169,533	169,533
	01/04/2017	149,216	151,209	165,536	167,708	167,773	167,773
	01/11/2013	145,695	147,625	161,495	163,598	163,660	163,660
	01/01/2010	156,258	158,379	173,620	175,931	176,000	176,000
Type C	01/10/2018	136,389	141,193	151,463	152,206	156,784	158,589
	01/04/2018	135,009	139,765	149,930	150,665	155,196	156,983
	01/01/2018	132,033	136,659	146,543	147,256	151,648	153,380
	01/04/2017	130,667	135,245	145,025	145,730	150,076	151,790
	01/11/2013	127,690	132,140	141,638	142,321	146,528	148,187
	01/01/2010	136,620	141,456	151,800	152,550	157,174	158,997

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

Table SA - C1(1)

Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 availing of the Settlement Agreement.

Note Due for payment in 2019 and 2020 - See Circular 11/2018

	01/06/2008	01/09/2008	01/06/2009	01/01/2010	01/01/2011	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	€	€	€	€	€	€	€	€	€	€	€	€
Type A Consultants	211,713	217,006	233,239	198,253	178,428	183,778	165,869	165,869	170,055	171,839	176,025	177,827
	214,788	220,157	239,543	203,612	183,250	188,601	170,258	174,609	179,094	180,975	185,460	187,360
	217,863	223,309	245,846	208,969	188,072	193,422	174,615	183,778	188,602	190,585	195,410	197,412
	220,938	226,461	252,150	214,328	192,895	198,245	178,956	188,601	193,604	195,640	200,643	202,700
								193,422	198,604	200,694	205,875	207,986
								198,245	203,605	205,749	211,109	213,274
Type B Consultants	192,484	197,296	215,378	183,071	164,764	170,095	153,435	153,435	157,211	158,859	162,635	164,299
	195,046	199,922	220,631	187,536	168,783	174,132	157,093	160,749	164,766	166,494	170,511	172,256
	197,609	202,549	225,884	192,001	172,801	178,151	160,749	170,095	174,420	176,250	180,576	182,425
	200,171	205,176	231,138	196,467	176,821	182,170	164,407	174,132	178,600	180,475	184,943	186,837
								178,151	182,767	184,687	189,304	191,243
								182,170	186,935	188,900	193,665	195,650
Type B* Consultants			199,619	175,665		163,355			167,458	169,215	173,317	175,092
Type C Consultants			168,100	151,800	136,620	141,638	127,690	127,690	130,667	132,033	135,009	136,389
			173,353	152,551	137,296	142,321	128,312	132,140	135,245	136,659	139,764	141,193
			178,606	157,173	141,456	146,527	132,140	141,638	145,025	146,543	149,930	151,463
			183,859	161,796	145,616	150,734	135,967	142,321	145,731	147,256	150,666	152,207
								146,527	150,075	151,647	155,195	156,783
								150,734	154,421	156,039	159,726	161,360

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	01/10/2018	135,644	141,690	149,681	154,033	160,561	166,002	172,529	178,513	187,788
	01/04/2018	134,271	140,256	148,166	152,474	158,935	164,320	170,781	176,704	185,884
	01/01/2018	131,315	137,138	144,833	149,009	155,273	160,492	166,756	172,498	181,385
	01/04/2017	129,956	135,718	143,333	147,465	153,663	158,828	165,025	170,707	179,500
	01/09/2014	127,000	132,600	140,000	144,000	150,000	155,000	161,000	166,500	175,000
	01/01/2010	135,870	141,956	150,000	154,396	160,989	166,484	173,077	179,121	188,500
Type B	01/10/2018	128,085	132,620	138,883	142,121	146,441	150,769	155,121	161,649	168,177
	01/04/2018	126,789	131,278	137,477	140,683	144,959	149,243	153,551	160,012	166,473
	01/01/2018	124,036	128,403	134,434	137,554	141,713	145,877	150,053	156,317	162,580
	01/04/2017	122,753	127,075	133,043	136,130	140,246	144,366	148,498	154,696	160,893
	01/09/2014	120,000	124,200	130,000	133,000	137,000	141,000	145,000	151,000	157,000
	01/01/2010	128,261	132,826	139,130	142,390	146,739	151,099	155,495	162,088	168,681
Type C	01/10/2018	114,206	117,533	119,370	122,067	124,765	128,001	132,317	137,172	143,106
	01/04/2018	113,076	116,369	118,238	120,911	123,583	126,789	131,065	135,874	141,753
	01/01/2018	113,076	116,369	116,413	118,317	120,916	124,036	128,195	132,875	138,594
	01/01/2018	111,956	115,217	115,217	117,094	119,666	122,753	126,869	131,500	137,159
	01/04/2017	108,478	111,609	114,521	117,094	119,666	122,753	126,869	131,500	137,159
	01/09/2014	105,000	108,000	112,000	114,500	117,000	120,000	124,000	128,500	134,000
	01/01/2010	111,956	115,217	119,565	122,283	125,000	128,261	132,609	137,500	143,478

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

Table C2(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/10/2018	207,511	213,365	230,370	233,622	236,873	240,125
	01/04/2018	205,406	211,199	228,030	231,249	234,467	237,685
	01/01/2018	200,240	205,835	222,092	225,201	228,310	231,418
	01/04/2017	198,155	203,691	219,776	222,851	225,927	229,002
	01/11/2013	192,989	198,327	213,838	216,804	219,770	222,735
	01/01/2010	208,488	214,420	231,653	234,949	238,244	241,539
Type A Associate Professor / Consultant	01/10/2018	193,600	199,453	214,913	218,165	221,417	224,669
	01/04/2018	191,637	197,430	212,732	215,950	219,169	222,388
	01/01/2018	186,941	192,537	207,316	210,425	213,533	216,642
	01/04/2017	184,997	190,533	205,156	208,232	211,308	214,383
	01/11/2013	180,301	185,640	199,740	202,706	205,672	208,638
	01/01/2010	194,390	200,322	215,989	219,285	222,580	225,876
Type A Senior Lecturer / Consultant	01/10/2018	179,703	185,565	199,489	202,739	205,992	209,243
	01/04/2018	177,881	183,684	197,465	200,683	203,901	207,120
	01/01/2018	173,639	179,259	192,570	195,678	198,787	201,896
	01/04/2017	171,836	177,397	190,567	193,642	196,718	199,793
	01/11/2013	167,593	172,972	185,672	188,637	191,603	194,569
	01/01/2010	180,322	186,247	200,358	203,652	206,948	210,243

Table SA - C2(1)

Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 availing of the Settlement Agreement

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

Contract Type	Salary Points	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	2011 NRP	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
		Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A
		€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE A Professor	1	265,886	272,533	272,533	286,674	243,673	219,306	224,656	202,725	202,725	208,252	210,445	215,971	218,186
	2	269,668	276,410	276,410	294,427	250,263	225,237	230,587	208,063	213,402	219,323	221,635	227,557	229,891
	3	273,451	280,287	280,287	302,181	256,854	231,169	236,519	213,402	224,656	230,994	233,431	239,769	242,231
	4	277,233	284,164	284,164	309,934	263,444	237,100	242,450	218,740	230,587	237,145	239,648	246,206	248,733
	5									236,519	243,297	245,865	252,643	255,237
	6									242,450	249,447	252,082	259,079	261,740
TYPE A Associate Professor	1	247,908	254,105	254,105	268,929	228,590	205,731	211,081	190,508	190,508	195,582	197,639	202,713	204,791
	2	251,690	257,982	257,982	276,683	235,181	211,663	217,013	195,847	201,185	206,654	208,830	214,299	216,497
	3	255,472	261,859	261,859	284,436	241,771	217,594	222,944	201,185	211,081	216,917	219,203	225,038	227,347
	4	259,254	265,736	265,736	292,190	248,362	223,526	228,876	206,523	217,013	223,068	225,420	231,476	233,851
	5									222,944	229,219	231,637	237,912	240,354
	6									228,876	235,371	237,854	244,349	246,857
TYPE A Lecturer	1	229,965	235,715	235,715	251,266	213,576	192,218	197,568	178,347	178,347	182,970	184,892	189,516	191,457
	2	233,748	239,591	239,591	259,020	220,167	198,150	203,500	183,685	189,023	194,042	196,083	201,102	203,163
	3	237,530	243,468	243,468	266,773	226,757	204,081	209,431	189,023	197,568	202,903	205,039	210,375	212,532
	4	241,312	247,345	247,345	274,527	233,348	210,013	215,363	194,362	203,500	209,055	211,257	216,812	219,036
	5									209,431	215,206	217,473	223,248	225,538
	6									215,363	221,357	223,691	229,685	232,042
TYPE A College Lecturer	1	225,159	230,788	230,788	246,529	209,550	188,595	193,945	175,086	175,086	179,588	181,474	185,977	187,882
	2	228,941	234,664	234,664	254,283	216,141	194,527	199,877	180,424	185,762	190,660	192,665	197,563	199,588
	3	232,723	238,541	238,541	262,036	222,731	200,458	205,808	185,762	193,945	199,146	201,242	206,443	208,559
	4	236,505	242,418	242,418	269,790	229,322	206,390	211,740	191,101	199,877	205,298	207,459	212,880	215,063
	5									205,808	211,448	213,676	219,316	221,566
	6									211,740	217,600	219,893	225,753	228,070

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	01/10/2018	185,920	196,651	206,252	209,716	209,716	209,716
	01/04/2018	184,036	194,657	204,159	207,587	207,587	207,587
	01/01/2018	179,599	189,858	199,036	202,347	202,347	202,347
Circular 12/2017	01/04/2017	177,733	187,883	196,964	200,240	200,240	200,240
Circular 12/2017	01/11/2016	173,296	183,084	191,841	195,000	195,000	195,000
	01/01/2010^	186,607	197,482	207,212	210,722	210,722	210,722
Type A Associate Professor / Consultant	01/10/2018	173,157	183,277	192,422	203,052	209,716	209,716
	01/04/2018	171,402	181,419	190,471	200,992	207,587	207,587
	01/01/2018	167,358	177,068	185,815	195,977	202,347	202,347
Circular 12/2017	01/04/2017	165,621	175,229	183,883	193,937	200,240	200,240
Circular 12/2017	01/11/2016	161,577	170,878	179,227	188,922	195,000	195,000
	01/01/2010^	173,711	183,932	193,197	203,969	210,722	210,722
Type A Senior Lecturer / Consultant	01/10/2018	160,435	170,023	178,666	188,717	195,303	205,481
	01/04/2018	158,810	168,301	176,855	186,803	193,323	203,396
	01/01/2018	155,152	164,351	172,644	182,272	188,569	198,299
Circular 12/2017	01/04/2017	153,543	162,646	170,851	180,378	186,608	196,235
Circular 12/2017	01/11/2016	149,884	158,697	166,640	175,847	181,854	191,138
	01/01/2010^	160,861	170,546	179,275	189,441	196,116	206,431

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

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

Table C3(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/10/2018	194,197	199,312	215,577	218,418	221,260	224,103
	01/04/2018	192,228	197,291	213,389	216,201	219,014	221,827
	01/01/2018	187,512	192,402	207,950	210,666	213,383	216,101
	01/04/2017	185,562	190,400	205,784	208,471	211,159	213,848
	01/11/2013	180,846	185,511	200,345	202,937	205,529	208,122
	01/01/2010	194,995	200,179	216,662	219,541	222,421	225,302
Type B Associate Professor / Consultant	01/10/2018	179,131	184,250	198,856	201,698	204,539	207,381
	01/04/2018	177,316	182,383	196,839	199,652	202,464	205,277
	01/01/2018	173,091	178,004	191,966	194,683	197,399	200,115
	01/04/2017	171,293	176,155	189,968	192,657	195,344	198,032
	01/11/2013	167,068	171,777	185,095	187,687	190,279	192,871
	01/01/2010	179,745	184,913	199,717	202,597	205,476	208,356
Type B Senior Lecturer / Consultant	01/10/2018	162,259	167,391	180,158	183,010	185,856	188,698
	01/04/2018	160,616	165,695	178,332	181,155	183,972	186,785
	01/01/2018	156,902	161,826	174,076	176,812	179,537	182,254
	01/04/2017	155,274	160,147	172,268	174,975	177,672	180,360
	01/11/2013	151,560	156,278	168,011	170,633	173,237	175,830
	01/01/2010	162,704	167,887	180,782	183,662	186,542	189,422

Table SA - C3(1)

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

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

Contract Type	Salary Points	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	2011 NRP	01/07/2013	7/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
		Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B
		€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE B Professor	1	248,679	254,896	254,896	279,099	237,234	213,511	218,861	197,510	197,510	202,843	204,978	210,311	212,467
	2	251,984	258,284	258,284	285,875	242,994	218,695	224,045	202,175	206,841	212,519	214,758	220,437	222,698
	3	255,290	261,672	261,672	292,652	248,754	223,879	229,229	206,841	218,861	224,985	227,357	233,481	235,877
	4	258,596	265,061	265,061	299,428	254,514	229,063	234,413	211,506	224,045	230,361	232,791	239,106	241,561
	5									229,229	235,737	238,224	244,732	247,244
	6									234,413	241,113	243,658	250,357	252,928
TYPE B Associate Professor	1	229,230	234,961	234,961	257,460	218,841	196,957	202,307	182,611	182,611	187,393	189,362	194,144	196,133
	2	232,536	238,349	238,349	264,237	224,601	202,141	207,491	187,277	191,943	197,070	199,143	204,270	206,364
	3	235,841	241,737	241,737	271,013	230,361	207,325	212,675	191,942	202,307	207,818	210,006	215,517	217,727
	4	239,147	245,126	245,126	277,790	236,122	212,510	217,860	196,609	207,491	213,194	215,440	221,143	223,411
	5									212,675	218,570	220,873	226,768	229,095
	6									217,860	223,947	226,308	232,395	234,780
TYPE B Lecturer	1	207,497	212,684	212,684	233,278	198,286	178,457	183,807	165,896	165,896	170,083	171,867	176,054	177,857
	2	210,803	216,073	216,073	240,055	204,047	183,642	188,992	170,614	175,289	179,799	181,688	186,198	188,105
	3	214,108	219,461	219,461	246,831	209,806	188,825	194,175	175,293	183,807	188,633	190,616	195,442	197,444
	4	217,414	222,849	222,849	253,608	215,567	194,010	199,360	179,959	188,992	194,010	196,050	201,068	203,129
	5									194,175	199,385	201,483	206,693	208,812
	6									199,360	204,762	206,917	212,319	214,496
TYPE B College Lecturer	1	202,037	207,088	207,088	227,208	193,127	173,814	179,164	161,671	161,671	165,718	167,457	171,504	173,259
	2	205,342	210,476	210,476	233,985	198,887	178,998	184,348	166,388	171,091	175,450	177,292	181,650	183,510
	3	208,648	213,864	213,864	240,761	204,647	184,182	189,532	171,106	179,164	183,818	185,749	190,403	192,354
	4	211,954	217,525	217,525	247,538	210,407	189,366	194,716	175,780	184,348	189,194	191,183	196,029	198,037
	5									189,532	194,570	196,616	201,654	203,721
	6									194,716	199,946	202,050	207,280	209,405

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	01/10/2018	175,496	183,293	191,285	199,430	207,851	209,716
	01/04/2018	173,718	181,435	189,345	197,407	205,741	207,587
	01/01/2018	169,603	177,083	184,727	192,514	200,564	202,347
Circular 12/2017	01/04/2017	167,842	175,244	182,807	190,511	198,476	200,240
Circular 12/2017	01/11/2016	163,727	170,893	178,189	185,618	193,299	195,000
	01/01/2010^	176,074	183,948	192,043	200,298	208,832	210,722
Type B Associate Professor / Consultant	01/10/2018	161,565	168,943	176,461	184,126	191,912	199,699
	01/04/2018	159,929	167,231	174,673	182,259	189,966	197,674
	01/01/2018	156,236	163,315	170,528	177,883	185,327	192,772
Circular 12/2017	01/04/2017	154,616	161,620	168,758	176,035	183,400	190,766
Circular 12/2017	01/11/2016	150,923	157,703	164,614	171,658	178,761	185,864
	01/01/2010^	162,003	169,454	177,048	184,789	192,679	200,571
Type B Senior Lecturer / Consultant	01/10/2018	146,025	152,906	159,957	167,152	174,179	181,204
	01/04/2018	144,547	151,358	158,337	165,459	172,414	179,368
	01/01/2018	141,312	147,928	154,693	161,596	168,338	175,079
Circular 12/2017	01/04/2017	139,849	146,395	153,089	159,920	166,591	173,261
Circular 12/2017	01/11/2016	136,614	142,964	149,445	156,058	162,516	168,973
	01/01/2010^	146,320	153,257	160,379	167,646	174,743	181,839

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

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

Table C4(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/10/2018	175,848	181,300	195,220	198,239	201,257	204,275
	01/04/2018	174,066	179,462	193,240	196,228	199,215	202,202
	01/01/2018	169,941	175,171	188,490	191,375	194,261	197,146
	01/04/2017	168,176	173,352	186,530	189,384	192,239	195,094
	01/11/2013	164,051	169,061	181,779	184,532	187,285	190,037
	01/01/2010	176,429	181,935	196,032	199,091	202,150	205,208
Type C Associate Professor / Consultant	01/10/2018	161,396	166,847	179,200	182,227	185,253	188,271
	01/04/2018	159,761	165,157	177,383	180,380	183,375	186,363
	01/01/2018	156,074	161,304	173,156	176,061	178,961	181,846
	01/04/2017	154,455	159,631	171,358	174,233	177,102	179,957
	01/11/2013	150,767	155,777	167,130	169,914	172,688	175,441
	01/01/2010	161,832	167,338	179,814	182,872	185,931	188,990
Type C Senior Lecturer / Consultant	01/10/2018	150,335	155,711	166,910	170,044	173,180	175,423
	01/04/2018	148,814	154,134	165,219	168,322	171,425	173,646
	01/01/2018	145,461	150,619	161,364	164,372	167,380	169,533
	01/04/2017	143,954	149,058	159,690	162,666	165,643	167,773
	01/11/2013	140,601	145,542	155,835	158,716	161,598	163,660
	01/01/2010	150,661	156,090	167,401	170,567	173,734	176,000

Table SA - C4(1)

Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 availing of the Settlement Agreement

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

Contract Type	Salary Points	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	2011 NRP	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
		Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C
		€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE C Professor	1	225,001	230,626	230,225	230,560	195,976	176,378	181,728	164,004	164,004	168,129	169,892	174,017	175,798
	2	228,512	234,225	234,225	237,756	202,093	181,884	187,234	169,014	173,990	178,453	180,326	184,789	186,682
	3	232,023	237,823	237,823	244,953	208,210	187,389	192,739	174,000	181,728	186,477	188,437	193,185	195,165
	4	235,533	241,422	241,422	252,150	214,328	192,895	198,245	178,956	187,234	192,187	194,207	199,160	201,201
	5									192,739	197,895	199,978	205,134	207,237
	6									198,245	203,605	205,749	211,109	213,274
TYPE C Associate Professor	1	206,386	211,545	211,545	210,630	179,036	161,132	166,423	150,130	150,130	153,797	155,409	159,076	160,703
	2	209,896	215,144	215,144	217,827	185,153	166,638	171,988	155,140	160,150	164,148	165,869	169,866	171,605
	3	213,407	218,742	218,742	225,024	191,270	172,143	177,493	160,150	166,423	170,627	172,417	176,621	178,429
	4	216,918	222,341	222,341	232,221	197,388	177,649	182,999	165,161	171,988	176,376	178,227	182,615	184,485
	5									177,493	182,085	183,998	188,589	190,521
	6									182,999	187,795	189,769	194,565	196,558
TYPE C Lecturer	1	185,589	190,228	190,228	188,367	165,763	149,187	154,344	139,252	139,252	142,563	144,055	147,366	148,873
	2	189,099	193,827	193,827	195,563	172,095	154,886	160,106	144,446	147,250	150,835	152,419	156,004	157,604
	3	192,610	197,425	197,425	202,760	176,000	158,400	163,600	147,644	154,344	158,150	159,808	163,614	165,288
	4	196,120	201,023	201,023	209,957	178,463	160,617	165,901	149,661	160,106	164,102	165,823	169,819	171,557
	5									163,600	167,733	169,493	173,626	175,403
	6									165,901	170,088	171,873	176,059	177,862
TYPE C College Lecturer	1	180,358	184,867	184,867	182,767	160,835	144,752	149,860	135,171	135,171	138,364	139,812	143,005	144,467
	2	183,869	188,465	188,465	189,964	167,168	150,451	155,623	140,411	144,551	148,068	149,630	153,147	154,724
	3	187,379	192,064	192,064	197,160	173,501	156,151	161,386	145,597	149,860	153,518	155,126	158,784	160,409
	4	190,890	195,662	195,662	204,357	176,000	158,400	163,600	147,644	155,623	159,471	161,143	164,991	166,679
	5									161,386	165,424	167,159	171,197	172,949
	6									163,600	167,733	169,493	173,626	175,403

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	01/10/2018	148,306	153,998	160,484	168,471	174,680	182,270
	01/04/2018	146,805	152,439	158,858	166,764	172,910	180,422
	01/01/2018	143,509	148,976	155,198	162,862	168,819	176,102
Circular 12/2017	01/04/2017	142,023	147,432	153,589	161,172	167,067	174,273
Circular 12/2017	01/11/2016	138,727	143,968	149,929	157,270	162,977	169,953
	01/01/2010^	148,616	154,360	160,911	168,978	175,249	182,915
Type C Associate Professor / Consultant	01/10/2018	135,912	141,302	147,413	154,949	160,667	167,658
	01/04/2018	134,537	139,873	145,921	153,380	159,040	165,959
	01/01/2018	131,573	136,765	142,649	149,887	155,374	162,082
Circular 12/2017	01/04/2017	130,212	135,349	141,172	148,334	153,763	160,400
Circular 12/2017	01/11/2016	127,249	132,241	137,900	144,841	150,097	156,522
	01/01/2010^	136,140	141,566	147,717	155,320	161,096	168,156
Type C Senior Lecturer / Consultant	01/10/2018	126,428	131,694	137,646	144,158	149,444	155,951
	01/04/2018	125,150	130,362	136,253	142,699	147,931	154,372
	01/01/2018	122,441	127,512	133,243	139,514	144,605	150,849
Circular 12/2017	01/04/2017	121,175	126,193	131,864	138,070	143,107	149,286
Circular 12/2017	01/11/2016	118,466	123,343	128,854	134,885	139,780	145,763
	01/01/2010^	126,593	131,895	137,885	144,440	149,761	156,333

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

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

Table SA - C5(1)

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

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

Contract Type	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€	€	€	€	€	€
TYPE B* Professor	243,221	249,301	249,301	267,909	227,723	210,301	216,108	218,385	224,192	226,492
TYPE B* Associate Professor	223,998	229,598	229,598	248,084	210,871	195,134	200,379	202,488	207,733	209,863
TYPE B* Lecturer	202,522	207,585	207,585	228,259	194,020	179,968	184,652	186,592	191,275	193,235
TYPE B* College Lecturer	197,120	202,048	202,048	222,954	189,511	175,910	180,443	182,338	186,872	188,786

Table D1

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

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

Table D1(a)

	Scale Points	1	2	3
		€	€	€
Group Manager (Clincial Director)**	01/10/2018	204,234		
	01/04/2018	202,162		
	01/01/2018	197,107		
	01/04/2017	195,055		
	01/09/2014	190,000		
	01/01/2010	205,167		
Head of Department**	01/10/2018	182,321	187,788	193,270
	01/04/2018	180,473	185,884	191,310
	01/01/2018	176,152	181,385	186,625
	01/04/2017	174,322	179,500	184,685
	01/09/2014	170,000	175,000	180,000
	01/01/2010	182,967	188,500	194,055

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

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

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

Masters Allowance

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

Table E

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

On Call/Call-Out Payments

	No. of Call-Outs	
Rota		€
Flat Annual Payment		3,857
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows…		
1 in 3		2,234
1 in 2		
	1-80 call-outs	5,577
	81-120 call-outs	6,445
	121+ call-outs	7,058
1 in 1		
	1-80 call-outs	6,693
	81-120 call-outs	8,470
	121+ call-outs	10,460

Emergency Call-Out Payments for all Consultants

	€
Per call-out	
First 30 call-outs	78.59
31-120 call-outs	118.21
121 call-outs or more	156.15
If the call-out occurs after midnight	
First 30 call-outs	104.76
31-120 call-outs	158.40
121 call-outs or more	209.65
For each hour or part hour in excess of the first hour	
First 30 call-outs	52.31
31-120 call-outs	78.06
121 call-outs or more	104.84
Annual Limit	22,303

SA - B and C Factor Payments

SA - On Call/Call-Out Payments

Rota	No. of Call-Outs	01/06/2008	01/09/2008 2.5%	01/06/2009	01/01/2010 -8%
		€	€	€	€
Flat Annual Payment		6,000	6,150		5,658
In addition to the Flat Annual Payment further payments will be made					
1 in 3		2,487	2,549		2,345
1 in 2	1-80 call-outs	6,209	6,365		5,855
	81-120 call-o	7,176	7,355		6,767
	121+ call-out	7,858	8,055		7,411
1 in 1	1-80 call-outs	7,453	7,639		7,028
	81-120 call-o	9,432	9,667		8,894
	121+ call-out	11,647	11,938		10,983

SA - Emergency Call-Out Payments for all Consultants

Per call-out (hourly rate or part thereof)	01/06/2008	01/09/2008 2.5%	01/06/2009	01/01/2010 -8%
	€	€	€	€
First 30 call-outs	100.00	102.50		94.30
31-120 call-outs	150.00	153.75		141.45
121 call-outs or more	200.00	205.00		188.60
If the call-out occurs after midnight				
First 30 call-outs	125.00	128.13		117.88
31-120 call-outs	187.50	192.19		176.81
121 call-outs or more	250.00	256.25		235.75
Annual Limit €30,000				

Table F1

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

Consultants Revised Common Contract, 1997	01/01/2010 FEMPI	01/07/2013 H.R.	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	€	€	€	€	€	€
Category I Consultants						
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	176,000	163,660	167,773	169,533	173,646	175,423
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	167,790	156,189	160,055	161,733	165,600	167,295
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	159,384	148,539	152,154	153,747	157,362	158,972
Category II Consultants						
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	157,708	147,014	150,578	152,155	155,719	157,312
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	151,800	141,638	145,025	146,543	149,930	151,463
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	148,798	138,894	142,195	143,683	146,984	148,487
Geographical Wholetime Consultants without fees	178,779	166,189	170,386	172,173	176,370	178,175

Table F2

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

	FEMPI 01/01/2010	H.R. 01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
Category I Consultants	€	€	€	€	€	€
Professor	219,633	203,020	208,557	210,753	216,291	218,509
Associate Professor	203,389	188,400	193,396	195,430	200,425	202,480
Lecturer	187,138	173,774	178,228	180,100	184,554	186,444
College Lecturer	182,789	169,838	174,155	175,983	180,299	182,146
Category II Consultants						
Professor UCD, TCD, RCSI	196,089	181,830	186,582	188,543	193,296	195,276
Associate Professor UCD, TCD, RCSI	180,591	167,838	172,089	173,895	178,145	179,969
Lecturer UCD, TCD, RCSI	169,040	157,326	161,231	162,921	166,825	168,532
College Lecturer UCD, TCD, RCSI	164,531	153,223	156,992	158,638	162,407	164,068
Professor UCC	203,449	188,454	193,452	195,486	200,484	202,539
Associate Professor UCC	187,716	174,294	178,768	180,645	185,118	187,014
Lecturer UCC	176,000	163,660	167,773	169,533	173,646	175,423
College Lecturer UCC	172,254	160,252	164,252	165,975	169,975	171,715
Professor UCG	210,806	195,075	200,318	202,426	207,669	209,799
Associate Professor UCG	194,840	180,706	185,417	187,365	192,076	194,044
Lecturer UCG	178,191	165,654	169,832	171,614	175,793	177,592
College Lecturer UCG	173,836	161,690	165,738	167,477	171,525	173,281

Table F3

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

	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	FEMPI	H.R.				
	€	€	€	€	€	€
Regional Consultant Orthodontists	167,790	156,189	160,055	161,733	165,600	167,295

Table F4

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

	01/01/2010 FEMPI	01/07/2013 H.R.	01/04/2017	01/01/2018	01/04/2018	01/10/2018
	€	€	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB						
G.W.T. WITHOUT FEES	151,800	141,638	145,025	146,543	149,930	151,463
G.W.T. WITH FEES	145,081	135,474	138,676	140,127	143,329	144,794
EXISTING WHOLETIME	136,947	127,991	130,976	132,345	135,330	136,714
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)						0
G.W.T. WITHOUT FEES	151,800	141,638	145,025	146,543	149,930	151,463
G.W.T. WITH FEES	138,305	129,241	132,262	133,645	136,666	138,063
EXISTING WHOLETIME	130,166	121,752	124,557	125,858	128,662	129,977
Consultants in EHB (excluding Psychiatrists and Geriatricians)						0
G.W.T. WITHOUT FEES	151,800	141,638	145,025	146,543	149,930	151,463
G.W.T. WITH FEES	131,526	123,004	125,844	127,159	130,000	131,328
EXISTING WHOLETIME	123,385	115,514	118,137	119,371	121,994	123,241

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

Extended Duty Liability Payment from 1 July 2013 on

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

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

Table F5

Original Contract for Consultant Medical Staff 1981

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

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

ALLOWANCES

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

5% - PAGES 74-82
8% - PAGES 83-90

Government Decision on Review of Allowances

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

Island Inducement Allowance
Tool Allowance (Restored for post 2012 new entrant Craftworkers w.e.f 1st January 2018)
Gaeltacht grants/Allowances
Cardiac Allowance
Community Allowance (new rate now available to new beneficiaries pursuant to WRC Agreement August 2016)
Midwifery Qualification (paid to Public Health Nurses) (Restored for new entrant nurses as per DoH Circular 14/2017)
Special Allowance for Weekend Public Holidays
Registered General Nurse in Community (Restored for new entrant nurses as per DoH Circular 14/2017)
Nurse Coordinator Allowance (Restored for new entrant nurses as per DoH Circular 14/2017)
Specialist Coordinator Allowance (Nurse Tutors) (Restored for new entrant nurses as per DoH Circular 14/2017)
Annual Allowance for Biochemists (Qual) payable to Senior and Basic Grades only
Annual Allowance for Radiographers (Qual) -
Trainers Allowance
Coordination and overseeing of Undergraduate Student Therapists in clinical placements
Second Opinion Allowance
Consultants Continuing Medical Education Allowance
Travel Allowance for non nursing Dublin Personnel
Nurses assigned to Occupational Therapy (Restored for new entrant nurses as per DoH Circular 14/2017)

MEDICAL AND DENTAL ALLOWANCES

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

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

Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.			
Per 3 hour session (and pro-rata)	155.99		148.19
Special rates for clinics held outside a radius of 25 miles			
(a) For clinics of *less than* 3 hours duration			
Per hour	78.69		74.76
Minimum rate	94.73		89.99
(b) For clinics of *not less than* 3 hours			
For the first three hours	234.15		222.44
For 3 hour sessions in excess of 3 hours	157.58		149.70

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

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

NURSING ALLOWANCES

	1 Sept 08	1 Jan 10
	2.5%	**-5.0%**
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in	2,938	2,791
specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA document attached to Circular 112/99 , where they possess relevant clinical qualification		
(B) Location Allowance for nurses engaged in the following Duties:	1,956	1,858
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 Ce		
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)		
Public Health Nurses & Assistant Directors of Public Health Nursing		
Midwifery Qualification*	2,938	2,791
***Restored for new entrant nurses as per DoH Circular 14/2017**		
Staff Nurse Dual Qualification Scale		
New Location/Qualification Allowance.Refer to paragraph 6 of the	1,468	1,395
HSEA document attached to Circular 112/99.		
Red-Circled Allowances (Circular 126/2000 refers)		
Payable on a red-circle basis to staff who were in employment in the following grades on 16/11/99 and are existing beneficiaries of such allowances		
Deputy Nursing Officer	1,404	1,333
Theatre / Night Sister	843	801
Public Health Nurse	1,686	1,601
Relevant nursing staff		
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,132	2,976
***Abolished for new beneficiaries with effect from 1st February 2012**		
Psychiatric Nurses (S100/411 refers)		
HSE HR Directorate Circular 1/2005		
Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012		
Psychiatric Staff Nurse	5,223	4,962
Senior Staff Nurse (Psychiatric)	5,485	5,210
Community Psychiatric Nurse	5,728	5,442
Clinical Nurse Manager I (Psychiatric)	5,550	5,272
CNM II (Psychiatric)/Community Mental Health Nurse	5,922	5,626
Clinical Nurse Manager III (Psychiatric)	6,222	5,911
Assistant Director of Nursing Mental Health	6,023	5,722
Nurses assigned to Occupational Therapy (Qualified) ***** Restored for new entrant nurses as per DoH Circular 14/2017**	3,929	3,732
Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449		
Public Health Nurses (S103/151 refers)		
Island Inducement Allowance*	1,859	1,766
***Abolished for new beneficiaries with effect from 1st February 2012**		

Theatre Nurses who participate in the On-Call/standby	**1 Sept 08**	**1 Jan 10**
Emergency Services (S100/125 refers) (Circular 33/2003 refers)	**2.5%**	**-5.0%**
(i) On-Call with Standby - Each Day		
Monday to Friday (Each day)	44.57	42.34
Saturday	57.24	54.38
Sunday and Public Holidays	77.38	73.51
All of these figures are based on a 12 hour period . Pro rata to apply after 12 hours.		
(ii) Call Out Rate - Monday to Sunday		
Fee per operation per 2 hours (17.00 - 22.00 hours)	44.57	42.34
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	66.84	63.49
Operation lasting more than 4 hours and up to five hours	111.40	105.83
Fee per operation per hour (after 22.00 hours)	44.57	42.34
(iii) On-call Without Standby		
Fee per operation, call in without standby	89.13	84.68
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	18.09
***Restored for new entrant nurses as per DoH Circular 14/2017**		
Registered General Nurses in the Community*	***Restored for new entrant nurses as per DoH Circular 14/2017**	
(HSEA letter dated 5th 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	3,709
Note: This allowance is only payable 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	28.14
First call on Saturday and first call on Sunday	39.32	37.36
Each subsequent call on Saturday and Sunday	19.69	18.71
Payment in lieu of time off for Emergency work	29.59	28.11
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS		
Saturday Premium (Effective Date 1/1/10) 15.30 EUROS		
Specialist Co-ordinator Allowance*	4,546	4,319
***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				**1 Sept 08**		**1 Jan 10**		
				2.5%		**-5.0%**		
†GENERAL PARAMEDICAL SESSIONAL RATES								
Per 3 hour session				102.47		97.34		
For 2 three hourly sessions held at the same location on same day				175.32		166.55		
SPECIFIC PARAMEDICAL SESSIONAL RATES								
Medical Scientific Staff (Scientists and Biochemists)								
(HSE Circular 001/2011 refers)								
Out of Hours remuneration rates from 1 March 2011	**Time Band**		**Mon - Fri 8pm - 12am**	**Mon - Thurs 12am - 8am**	**Sat 12am until Sun 12am**	**Bank Holiday**		
	Hourly Rate of Pay		**37.55**	**47.80**	**52.57**	**52.57**		
			Stand-by Payment					
Stand-by Payments (off site on call)	**Monday - Friday**		**42.34**					
	Saturday		**54.38**					
	Sunday & Public Holidays		**73.51**					
†PART-TIME PHARMACISTS								
Rate per hour:-								
First 6 hours:				44.02		41.82		
Over 6 hours:				32.61		30.97		
Maximum payment for 21 hours:				746.79		709.45		
PHYSIOTHERAPISTS								
Emergency/On-Call Duty								
I On-Call with Standby (a) Monday to Friday				24.48		23.25		
(b) Saturdays				31.95		30.35		
(c) Sundays and Public Holidays				47.78		45.39		
- Fee per call (per half hour)				24.48		23.25		
II On-Call without Standby								
- Fee per call (per hour)				67.18		63.82		
The total On-Call Standby fees paid by an individual hospital should not exceed 192.13 Euros from 1/01/10 for any week except for a week during which a public holiday occurs.								
†Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays								
I Saturdays								
- Per 3 hour session and pro-rata subject to a minimum payment of:				133.81		127.12		
II Sundays and Public Holidays								
- Per 3 hour session and pro-rata subject to a minimum payment of:				178.40		169.48		
†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.								

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES				**1 Sept 08**		**1 Jan 10**		
				2.5%		**-5.0%**		
Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker for 1/1/2018 €9.55 per hour							
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker for 1/1/2018 €9.55 per hour							
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS								
Saturday Premium (Effective Date 1/1/10) 15.30 EUROS								
†***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		183.77		
Employed on a sessional basis but not specifically appointed to an assessment team								
per 3-hour session				162.39		154.27		
for 2 3-hour sessions held at the same location on same day				277.95		264.05		
RADIOGRAPHERS								
(HSE Circular 006/2012 refers)								
Out of Hours Remuneration Rates from 1 February 2012	**Monday - Friday**		**8pm - 12am**	**37.55 per hour**				
	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)		**12am - 8am**	**47.80 per hour**				
	Saturday		**8am - 12am**	**43.81 per hour**				
	Sunday (into Monday morning / Public Holiday		**8am (Sun) - 8am (Mon)**	**52.57 per hour**				
Stand-by Payments (off site on call)								
		Stand-by Payment						
	Mon - Fri	**42.34**						
	Saturday	**54.38**						
	Sunday & Public Holidays (8am Sun / 8am Mon)	**73.51**						
PART-TIME RADIOGRAPHERS								
Rate-Per-Hour : Premium rate				26.44		25.12		
†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.								

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES	1 Sept 08	1 Jan 10
	2.5%	-5.0%
†*SOCIAL WORKERS*		
3-hour Session	110.97	105.42
2 3-hour sessions (held at the same location on the same day)	189.87	180.38
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*		
***Abolished for new beneficiaries with effect from 1st February 2012**		
Hons BSc	1,062	1,009
MSc	2,123	2,017
PhD	2,768	2,629
Only one allowance is payable at a time		
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*		
***Abolished for new beneficiaries with effect from 1st February 2012**		
Higher Diploma of the College of Radiography	960	912
Diploma in Ultrasound	480	456
Diploma in Nuclear Medicine	480	456
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.		
Annual Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)		4,492
Quarterly Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)		1,500
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*	250	238.50
***Abolished for new beneficiaries with effect from 1st February 2012**		
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year is 203.39 Euros		
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance academic year is : 903.98 Euros		
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR		
Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3202.89 Euros		

				1 Sept 08		**1 Jan 10**		
				2.5%		**-5.0%**		
†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		89.36		
For 2 three hourly sessions held at the same location on the same day				160.93		152.89		
PHYSIOTHERAPISTS								
Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays								
I Saturdays								
- Per 3 hour session and pro-rata subject to a minimum payment of:				119.47		113.49		
II Sundays and Public Holidays								
- Per 3 hour session and pro-rata subject to a minimum payment of:				159.28		151.32		
PSYCHOLOGISTS								
Employed on a sessional basis as a member of an Assessment Team								
health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;				169.98		161.48		
Employed on a sessional basis but not specifically appointed to an assessment team								
per 3-hour session				142.70		135.56		
for 2 3-hour sessions held at the same location on same day				244.25		232.04		
Allowance for Advanced Paramedics *as per HSE Circular 11/2009*				9,700		9,215		
†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.								

SUPPORT SERVICES GRADES ALLOWANCES

	1 Sept 08	1 Jan 10
	2.5%	**-5.0%**
Cardiac Allowance*	17.78	16.89
***Abolished for new beneficiaries with effect from 1st February 2012**		
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	30.86	29.32
***Abolished for new beneficiaries with effect from 1st February 2012**		
Saturday Premium (Effective Date 1/1/09) 11.27 Euros		
Saturday Premium (Effective Date 1/1/10) 10.71 Euros		
Craftworkers Tool Allowance* ***Restored for post 2012 new entrant Craftworkers w.e.f 1st January 2018**		
1/1/13 -- 30/06/13 843.60 Euros		
1/7/13 -- 31/12/13 674.88 Euros		

CLERICAL ADMIN MANAGEMENT GRADES ALLOWANCES

	1 Sept 08	1 Jan 10
	2.5%	**-5.0%**
Community Care Administrator (personal to Grade VII post holder)	9,230	8,769
On call/standby allowance for "after hours" cover	119.85	113.85
provided by computer staff on computer technology		
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**	9,230	8,769
- Annual Allowance to Postholder		
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area	4,133	3,927
- Matrons with full time commitment to after hours work		
Saturday Premium		
Effective Date 1/1/09 16.10 EUROS		
Effective Date 1/1/10 15.30 EUROS		

MEDICAL AND DENTAL ALLOWANCES

	1 Sept 08 2.5%		1 Jan 10 -8.0%
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts			
1. Consultants per 3 hour session (and pro-rata)	130.04		119.64
2. Emergency Sessions			
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of	85.18		78.37
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of	50.74		46.68
3. Community Ophthalmic Physicians per 3 hour session	188.38		173.31
4. Special rates payable for clinics held outside a radius of 25 miles			
(a) Where the clinics are held for less than 3 hours duration;			
hourly rate;	64.94		59.74
minimum rate;	130.04		119.64
(b) Where the duration is not less than 3 hours;			
first 3 hours	194.78		179.19
3 hour sessional rate for hours in excess of 3 (and pro-rata)	130.04		119.64
5. Pool Payments			
General Teaching Hospital (per bed day)	5.43		5.00
General Non-Teaching Hospital (per bed day)	3.66		3.37
Maternity Teaching Hospital (per bed day)	10.52		9.68
Maternity Non-Teaching Hospital (per bed day)	4.96		4.56
6. Private Dental Surgeons Sessional Rates			
(a) For clinics held on health board premises	134.27		123.53
(b) For clinics held in a dentist's private surgery	179.69		165.31
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		143.51
Special rates for clinics held outside a radius of 25 miles			
(a) For clinics of less than 3 hours duration			
Per hour	78.69		72.39
Minimum rate	94.73		87.15
(b) For clinics of not less than 3 hours			
For the first three hours	234.15		215.41
For 3 hour sessions in excess of 3 hours	157.58		144.97
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.			

				1 Sept 08		**1 Jan 10**			
				2.5%		**-8.0%**			
Psychiatrist Special Responsibility Allowance									
Revised rate per annum				10,939.15		10,064.02			
Child Health Services Development Paediatrics									
3 hour session				69.15		63.62			
2 hour session				51.86		47.71			
1 hour session				34.61		31.84			
Casual Locum for Former District Medical Officers									
Daily Rates									
For first three days				75.82		69.75			
For next 25 days				64.86		59.67			
For each subsequent day				55.81		51.34			
Fees for lectures to Nurses				31.75		29.21			
(Circular S100/84 of 22 August 1975)				23.86		21.95			
GP Registrar Allowance (from the NCHD contract)				11,428		10,514			

NURSING ALLOWANCES

	1 Sept 08	1 Jan 10
	2.5%	**-8.0%**
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA document attached to Circular 112/99 , where they possess relevant clinical qualification	2,938	2,703
(B) Location Allowance for nurses engaged in the following Duties:	1,956	1,800
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)		
Public Health Nurses & Assistant Directors of Public Health Nursing		
Midwifery Qualification* ***Restored for new entrant nurses as per DoH Circular 14/2017**	2,938	2,703
Staff Nurse Dual Qualification Scale		
New Location/Qualification Allowance.Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,468	1,351
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	1,291
Theatre / Night Sister	843	775
Public Health Nurse	1,686	1,551
Relevant nursing staff		
Nurse Management Sub-structures - Special Allowance for Weekends / public holidays (S121/26 refers)*	3,132	2,882
***Abolished for new beneficiaries with effect from 1st February 2012**		
Psychiatric Nurses (S100/411 refers)		
HSE HR Directorate Circular 1/2005		
Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012		
Pyschiatric Staff Nurse	5,223	4,805
Senior Staff Nurse (Psychiatric)	5,485	5,046
Community Psychiatric Nurse	5,728	5,270
Clinical Nurse Manager I (Psychiatric)	5,550	5,106
CNM II (Psychiatric)/Community Mental Health Nurse	5,922	5,448
Clinical Nurse Manager III (Psychiatric)	6,222	5,724
Assistant Director of Nursing Mental Health	6,023	5,541
Nurses assigned to Occupational Therapy (Qualified) ***Restored for new entrant nurses as per DoH Circular 14/2017**	3,929	3,615
Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449		
Public Health Nurses (S103/151 refers)		
Island Inducement Allowance*	1,859	1,710
***Abolished for new beneficiaries with effect from 1st February 2012**		

Theatre Nurses who participate in the On-Call/standby.	**1 Sept 08**	**1 Jan 10**
Emergency Services (S100/125 refers) (Circular 33/2003 refers)	**2.5%**	**-8.0%**
(i) On-Call with Standby - Each Day		
Monday to Friday (Each day)	44.57	41.00
Saturday	57.24	52.66
Sunday and Public Holidays	77.38	71.19
All of these figures are based on a 12 hour period . Pro rata to apply after 12 hours.		
(ii) Call Out Rate - Monday to Sunday		
Fee per operation per 2 hours (17.00 - 22.00 hours)	44.57	41.00
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	66.84	61.49
Operation lasting more than 4 hours and up to five hours	111.40	102.49
Fee per operation per hour (after 22.00 hours)	44.57	41.00
(iii) On-call Without Standby		
Fee per operation, call in without standby	89.13	82.00
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	19.04	17.52
the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.		
***Restored for new entrant nurses as per DoH Circular 14/2017**		
Registered General Nurses in the Community* *Restored for new entrant nurses as per DoH Circular 14/2017		
(HSEA letter dated 5th April 2001 refers)		
Registered General Nurses in the community undertaking certain specified	3,904	3,592
duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement		
will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).		
Note: This allowance is only payable 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	27.25
First call on Saturday and first call on Sunday	39.32	36.18
Each subsequent call on Saturday and Sunday	19.69	18.12
Payment in lieu of time off for Emergency work	29.59	27.22
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS		
Saturday Premium (Effective Date 1/1/10) 14.81 EUROS		
Specialist Co-ordinator Allowance*	4,546	4,183
***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				**1 Sept 08**		**1 Jan 10**			
				2.5%		**-8.0%**			
†GENERAL PARAMEDICAL SESSIONAL RATES									
Per 3 hour session				102.47		94.27			
For 2 three hourly sessions held at the same location on same day				175.32		161.29			
SPECIFIC PARAMEDICAL SESSIONAL RATES									
Medical Scientific Staff (Scientists and Biochemists) (HSE Circular 001/2011 refers)									
Out of Hours remuneration rates from 1 March 2011		**Time Band**	**Mon - Fri 8pm - 12am**	**Mon - Thurs 12am - 8am**	**Sat 12am until Sun 12am**	**Bank Holiday**			
		Hourly Rate of Pay	**36.37**	**46.29**	**50.91**	**50.91**			
			Stand-by Payment						
Stand-by Payments (off site on call)		**Monday - Friday**	**41.00**						
		Saturday	**52.66**						
		Sunday & Public Holidays	**71.19**						
†PART-TIME PHARMACISTS									
Rate per hour:-									
First 6 hours:				44.02		40.50			
Over 6 hours:				32.61		30.00			
Maximum payment for 21 hours:				746.79		687.05			
PHYSIOTHERAPISTS									
Emergency/On-Call Duty									
I On-Call with Standby (a) Monday to Friday				24.48		22.52			
(b) Saturdays				31.95		29.39			
(c) Sundays and Public Holidays				47.78		43.96			
- Fee per call (per half hour)				24.48		22.52			
II On-Call without Standby									
- Fee per call (per hour)				67.18		61.81			
The total On-Call Standby fees paid by an individual hospital should not exceed 186.06 Euros from 1/01/10 for any week except for a week during which a public holiday occurs.									
†Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays									
I Saturdays									
- Per 3 hour session and pro-rata subject to a minimum payment of:				133.81		123.10			
II Sundays and Public Holidays									
- Per 3 hour session and pro-rata subject to a minimum payment of:				178.40		164.12			
†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.									

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES				**1 Sept 08**		**1 Jan 10**			
				2.5%		**-8.0%**			
Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker for 1/1/2018 €9.55 per hour								
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker for 1/1/2018 €9.55 per hour								
Saturday Premium (Effective Date 1/1/10) 14.81 EUROS									
†SESSIONAL RATES FOR PSYCHOLOGISTS									
Employed on a sessional basis as a member of an Assessment Team (with									
the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;				193.44		177.97			
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session				162.39		149.40			
for 2 3-hour sessions held at the same location on same day				277.95		255.71			
RADIOGRAPHERS									
(HSE Circular 006/2012 refers)									
Out of Hours Remuneration Rates from 1 February 2012	**Monday - Friday**		**8pm - 12am**	**36.36 per hour**					
	Monday - Saturday (Fri night into		**12am - 8am**	**46.29 per hour**					
	Saturday		**8am - 12am**	**42.43 per hour**					
	Sunday (into Monday morning /		**8am (Mon)**	**50.91 per hour**					
Stand-by Payments (off site on call)									
		Stand-by Payment							
	Monday - Fri	**41.00**							
	Saturday	**52.66**							
	Sunday & Public Holidays (8am Sun / 8am Mon)	**71.19**							
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate				26.44		24.32			

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

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES	**1 Sept 08**	**1 Jan 10**
	2.5%	**-8.0%**
†SOCIAL WORKERS		
3-hour Session	110.97	102.09
2 3-hour sessions (held at the same location on the same day)	189.87	174.68
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*		
***Abolished for new beneficiaries with effect from 1st February 2012**		
Hons BSc	1,062	977
MSc	2,123	1,953
PhD	2,768	2,546
Only one allowance is payable at a time		
ANNUAL ALLOWANCE FOR RADIOGRAPHERS* *Abolished for new beneficiaries with effect from 1st February 2012		
Higher Diploma of the College of Radiography	960	883
Diploma in Ultrasound	480	442
Diploma in Nuclear Medicine	480	442
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.		
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*	250	230.00
***Abolished for new beneficiaries with effect from 1st February 2012**		
Annual Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)		4,350
Quarterly Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)		1,453
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR		
Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3101.74 Euros		
†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	86.54
For 2 three hourly sessions held at the same location on the same day	160.93	148.06
PHYSIOTHERAPISTS		
Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	119.47	109.91
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	159.28	146.54

	1 Sept 08	1 Jan 10
PSYCHOLOGISTS	**2.5%**	**-8.0%**
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;	169.98	156.38
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	142.70	131.28
for 2 3-hour sessions held at the same location on same day	244.25	224.71
Allowance for Advanced Paramedics *as per HSE Circular 11/2009*	9,700	8,924

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

SUPPORT SERVICES GRADES ALLOWANCES

Cardiac Allowance*	17.78	16.35
***Abolished for new beneficiaries with effect from 1st February 2012**		
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	30.86	28.39
***Abolished for new beneficiaries with effect from 1st February 2012**		
Saturday Premium (Effective Date 1/1/09) 11.27 Euros		
Saturday Premium (Effective Date 1/1/10) 10.37 Euros		
Craftworkers Tool Allowance* ***Restored for post 2012 new entrant Craftworkers w.e.f 1st January 2018**		
1/1/10 -- 31/06/13 816.96 Euros		
1/7/13 -- 31/12/13 653.57 Euros		

CLERICAL ADMIN MANAGEMENT GRADES ALLOWANCES

On call/standby allowance for "after hours" cover	119.85	110.26
provided by computer staff on computer technology		
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**	9,230	8,492
- Annual Allowance to Postholder		
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area	4,133	3,803
- Matrons with full time commitment to after hours work		
Saturday Premium		
Effective Date 1/1/09 16.10 EUROS		
Effective Date 1/1/10 14.81 EUROS		

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18

Scales for Administrative and Pension Purposes only

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

MEDICAL & DENTAL GRADES

PRINCIPAL DENTAL SURGEON (RETIREES PRE 1/4/2000) (Grade made obsolete via restructuring. Replaced with two Principal Dental Surgeon grades in current scale as per DoH letter of 5/5/2000 to the HSE	1/03/12	5	79,573	82,878	86,187	**91,129**	**96,073**	**LSIs**												
	1/09/08 2.5%		85,637	89,309	92,985	**98,477**	**103,970**	**LSIs**												

SUPPORT SERVICES GRADES ** SCALES IN THIS SECTION APPLICABLE TO RETIREES PRE 17/10/03 ONLY (CRAFTWORKERS PARALLEL BENCHMARKING AGREEMENT 2003) **

CRAFTSMEN (PAYPATH)	1/03/12	12	34,838	35,238	35,432	35,645	35,845	35,950	36,051	36,153	36,258	36,422	36,548	36,855						
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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					

			Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
Grade Description	**Effective From**	**Pts**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**	**18**
HAIRDRESSERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		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)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		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)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		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)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		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)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		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)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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					

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	8	27,831	28,088	28,353	28,608	28,865	29,118	29,374	29,626										
	1/09/08 2.5%		29,296	29,566	29,845	30,117	30,394	30,668	30,945	31,217										
BOILERMEN (DUBLIN)(PAYPATH)	1/03/12	8	28,109	28,362	28,729	28,867	29,112	29,368	29,613	29,862										
	1/09/08 2.5%		29,588	29,855	30,248	30,397	30,662	30,938	31,204	31,472										
DOMESTICS (DUBLIN)(PAYPATH)	1/03/12	8	26,715	26,968	27,221	27,469	27,728	27,986	28,246	28,503										
	1/09/08 2.5%		28,121	28,387	28,654	28,915	29,187	29,459	29,733	30,003										
NURSES AIDE (DUBLIN)(PAYPATH)	1/03/12	13	28,348	28,564	28,654	28,729	28,813	28,906	28,990	29,077	29,167	29,246	29,365	29,490	29,608					
	1/09/08 2.5%		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	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
MEDICAL LABORATORY AIDES (DUBLIN)	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
FAMILY SUPPORT WORKERS (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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					

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18
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 1/1/2001)																				
CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/03/12	7	30,347	32,378	33,891	35,354	37,329	**38,572**	**39,812**	**LSIs**										
	1/09/08 2.5%		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)	1/03/12	7	32,378	33,891	35,354	37,329	38,764	**40,052**	**41,348**	**LSIs**										
	1/09/08 2.5%		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)	1/03/12	8	32,378	33,891	35,354	37,329	38,764	40,209	**41,547**	**42,891**	**LSIs**									
	1/09/08 2.5%		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)	1/03/12	10	28,331	30,347	32,378	33,891	35,354	37,329	38,764	40,209	**41,547**	**42,891**	**LSIs**							
	1/09/08 2.5%		29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	**44,105**	**45,558**	**LSIs**							
CLERICAL ADMIN MANAGEMENT GRADES																				
REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	162,225																	
	1/09/08 2.5%		184,347																	
CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	150,105																	
	1/09/08 2.5%		163,158																	
AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	150,105																	
	1/09/08 2.5%		163,158																	
CHIEF OFFICER (HSE MIDLAND AREA, MID-WESTERN AREA, NORTH EASTERN AREA, NORTH WESTERN AREA) (FOR PENSION PURPOSES ONLY)	1/03/12	1	138,407																	
	1/09/08 2.5%		150,442																	
PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA)	1/03/12	1	138,407																	
	1/09/08 2.5%		150,442																	
PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS)	1/03/12	6	88,317	92,131	95,945	99,757	103,573	107,387												
	1/09/08 2.5%		95,352	99,590	103,828	108,064	112,303	116,541												
NATIONAL DIRECTOR OF SHARED SERVICES (HSE)	1/03/12	1	138,407																	
	1/09/08 2.5%		150,442																	
DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA)	1/03/12	1	128,580																	
	1/09/08 2.5%		139,761																	
FUNCTIONAL OFFICERS (FORMERLY EHB)	1/03/12	5	84,528	88,246	91,281	94,327	97,366													
	1/09/08 2.5%		91,143	95,274	98,645	102,030	105,407													
GENERAL ADMINISTRATOR (FORMERLY EHB)	1/03/12	6	69,754	72,096	74,415	77,957	80,338	82,701												
	1/09/08 2.5%		74,727	77,328	79,906	83,841	86,487	89,112												
SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB)	1/03/12	8	66,809	68,885	70,998	73,108	75,196	76,323	**78,572**	**80,829**	**LSIs**									
	1/09/08 2.5%		71,454	73,761	76,109	78,454	80,774	82,026	**84,524**	**87,032**	**LSIs**									

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18
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 2.5%	5	32,342	34,561	36,208	37,815	39,967													
	1/03/08 2.5%		31,553	33,718	35,325	36,892	38,992													
CATERING OFFICER, SENIOR ASSISTANT	1/09/08 2.5%	5	34,561	36,208	37,815	39,967	41,536													
	1/03/08 2.5%		33,718	35,325	36,892	38,992	40,523													
CATERING OFFICER, GRADE IV	1/09/08 2.5%	5	34,561	36,208	37,815	39,967	41,536													
	1/03/08 2.5%		33,718	35,325	36,892	38,992	40,523													
CATERING OFFICER, GRADE III	1/09/08 2.5%	4	41,536	43,122	44,246	45,547														
	1/03/08 2.5%		40,523	42,070	43,166	44,436														
CATERING OFFICER, GRADE II	1/09/08 2.5%	5	43,122	44,522	45,933	47,372	48,779													
	1/03/08 2.5%		42,070	43,436	44,813	46,217	47,589													
CATERING OFFICER, GRADE I	1/09/08 2.5%	5	48,184	49,371	50,830	53,525	55,146													
	1/03/08 2.5%		47,009	48,166	49,590	52,220	53,801													
TRAINEE COOK	1/09/08 2.5%	3	17,515	19,715	21,921															
	1/03/08 2.5%		17,088	19,234	21,386															
CHEF II (FORMERLY COOK GRADE II)	1/09/08 2.5%	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					
	1/03/08 2.5%		22,213	22,829	23,447	24,063	24,677	25,292	25,906	26,519	27,133	27,747	28,364	28,974	29,585					
CHEF I (FORMERLY COOK GRADE I)	1/09/08 2.5%	8	25,245	26,201	27,279	28,122	29,014	30,056	31,008	31,970										
	1/03/08 2.5%		24,629	25,562	26,614	27,437	28,306	29,323	30,252	31,190										
COMMUNITY WELFARE OFFICER	1/09/08 2.5%	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	
	1/03/08 2.5%		24,030	25,823	27,726	29,817	32,000	33,993	35,960	37,863	39,690	41,522	43,370	45,161	46,966	48,822	50,598	52,412	54,170	
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/09/08 2.5%	6	65,740	68,432	70,629	73,070	75,518	77,951												
	1/03/08 2.5%		64,136	66,763	68,906	71,288	73,676	76,050												
DENTAL SURGERY ASSISTANT	1/09/08 2.5%	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				
	1/03/08 2.5%		22,371	23,192	23,998	25,162	26,258	27,139	28,226	29,350	30,345	31,076	32,292	33,173	34,055	35,226				
TELEPHONISTS*	1/09/08 2.5%	10	22,945	23,890	24,842	25,787	26,735	27,689	28,636	29,579	30,533	32,575								
**This scale applies to Telephonists formerly linked to Bord Telecom*	1/03/08 2.5%		22,386	23,307	24,236	25,158	26,083	27,014	27,937	28,857	29,788	31,780								
SENIOR TELEPHONISTS*	1/09/08 2.5%	1	39,385																	
**This scale applies to Telephonists formerly linked to Bord Telecom*	1/03/08 2.5%		38,425																	
SUPPLIES OFFICER GRADE D	1/09/08 2.5%	9	29,371	30,374	31,382	32,389	33,389	34,395	35,401	36,404	37,408									
	1/03/08 2.5%		28,654	29,633	30,616	31,599	32,575	33,556	34,537	35,517	36,496									
SUPPLIES OFFICER GRADE C	1/09/08 2.5%	6	34,561	36,208	37,815	39,967	41,536	43,122												
	1/03/08 2.5%		33,718	35,325	36,892	38,992	40,523	42,070												
SUPPLIES OFFICER GRADE B	1/09/08 2.5%	5	43,122	44,522	45,933	47,372	48,779													
	1/03/08 2.5%		42,070	43,436	44,813	46,217	47,589													
SUPPLIES OFFICER GRADE A	1/09/08 2.5%	5	48,184	49,217	50,638	53,024	54,474													
	1/03/08 2.5%		47,009	48,016	49,403	51,731	53,145													
GRADE I (CLERICAL)	1/09/08 2.5%	4	21,165	21,930	22,583	23,678														
	1/03/08 2.5%		20,649	21,395	22,032	23,101														
GRADE II (CLERICAL)	1/09/08 2.5%	11	21,165	21,930	22,583	23,678	24,716	25,546	26,567	27,623	28,558	29,250	30,391							
	1/03/08 2.5%		20,649	21,395	22,032	23,101	24,113	24,923	25,919	26,949	27,861	28,537	29,650							

			Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
Grade Description	**Effective From**	**Pts**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**	**18**
GRADE III (CLERICAL)	1/09/08 2.5%	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				
	1/03/08 2.5%		22,192	23,292	24,394	25,495	26,599	27,695	28,796	29,890	30,993	32,097	33,191	34,293	35,394	36,496				
GRADE IV (CLERICAL)	1/09/08 2.5%	11	24,632	26,292	28,212	30,145	32,342	34,561	36,208	37,815	39,967	41,536	43,122							
	1/03/08 2.5%		24,031	25,651	27,524	29,410	31,553	33,718	35,325	36,892	38,992	40,523	42,070							
GRADE V (CLERICAL)	1/09/08 2.5%	5	43,122	44,382	45,828	47,444	48,779													
	1/03/08 2.5%		42,070	43,300	44,710	46,287	47,589													
GRADE VI (CLERICAL)	1/09/08 2.5%	5	48,184	49,318	50,951	53,514	55,146													
	1/03/08 2.5%		47,009	48,115	49,708	52,209	53,801													
GRADE VII (CLERICAL)	1/09/08 2.5%	9	50,477	51,753	53,247	54,743	56,250	57,598	58,967	60,297	61,613									
	1/03/08 2.5%		49,246	50,490	51,949	53,407	54,878	56,193	57,529	58,826	60,110									