

HEALTH SECTOR

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

These scales must be read in conjunction with Department of Health Circular 8/2022

1 February 2022

Adjustments for certain grades not previously agreed under the Sectoral Bargaining provisions (Chapter 2) of “Building Momentum – A New Public Service Agreement 2021- 2022” are contained as follows:

- An increase to annualised rates of remuneration *for certain* health sector grades in Bargaining Unit 2 and for all grades in Bargaining Unit 6 (*see legend on last page*).
- An increase in allowances applying to all grades within Bargaining Unit 6.

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

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

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

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

1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 February 2022), 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 Circulars 9/2016 and 7/2022 must be adhered to in relation to temporary contracts for posts at a higher grade. Temporary contracts for posts at a higher grade that extend beyond 12 months will only be given on an exceptional basis and prior sanction must be sought from the Department of Health.

6. Superannuation

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

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

Guide to the Consolidated Salary Scales

Please note the following

- 1 The "MAIN" worksheet shows the payscales for **all grades in the Nursing and Midwifery, and FORSA HSCP Bargaining Units** that are receiving adjustments for 1 February 2022 only. Payscales on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2 The "MAIN" worksheet contains pay scales shaded in **yellow** that are not active scales and are not for use in relation to remuneration for current employees.
- 3 **Pension increase policy up to end 2022.**
To determine if an increase is due to pensions in payment, under pre-existing pension schemes, up to end 2022, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018, 19/2019 and 10/2021 as well as DoH Circulars 9/2021 and 10/2021. These circulars set out the position in relation to pension increase policy, in the public service, up to end 2022 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.
- 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 Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it.
- 6 As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 7 Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
- 8 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 9 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.
- 10 Pay relativity for certain grades originally sanctioned or aligned as a percentage of another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as pay has been amended in line with recent National Agreements.
- 11 The grades of: Clinical Midwife Manager 1, 2 and 3; Clinical Midwife Specialist; Clinical Nurse Manager 1 - Theatre; Clinical Nurse Manager 2 - Night; Clinical Nurse Manager 2 - Theatre; Clinical Nurse Manager 3 - Night; Clinical Nurse Manager 3 - Theatre; Clinical Nurse Specialist - Children's/Intellectual Disability/ Community Primary Care; Nursing/ Midwifery Clinical Placement Co-Ordinator; Nursing/ Midwifery Practice Development Co-Ordinator; and Specialist Co-Ordinator, Nursing - have been newly entered in these payscales.
- 12 **Where new grades have been sanctioned at a date post 1 February 2022, the adjustments agreed for that bargaining unit have been retrospectively added to the sanctioned rate and this is what is entered into these salary scales (eg 3070 Clinical Coordinator).**

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

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Source Grade	Grade	Band	Bargaining Unit	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
				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)																					
	2527	2		CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/02/22	8	48,943	49,830	51,082	52,356	53,622	54,896	56,315	57,638											
					1/10/21		47,389	48,247	49,460	50,693	51,919	53,152	54,527	55,808											
	2658	2		CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/02/22	9	53,108	53,988	54,731	55,947	57,288	58,606	59,924	61,407	62,786										
					1/10/21		51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
	2625	2		CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/02/22	9	53,108	53,988	54,731	55,947	57,288	58,606	59,924	61,407	62,786										
					1/10/21		51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
	238Y	2		CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/02/22	6	61,111	62,320	65,378	66,580	67,789	69,013													
					1/10/21		59,170	60,341	63,301	64,465	65,636	66,822													
	2586	2		NURSE TUTOR (MENTAL HEALTH)	1/02/22	10	62,506	63,355	64,200	65,051	65,899	66,750	67,594	68,446	69,295	70,143									
					1/10/21		60,521	61,343	62,162	62,985	63,806	64,630	65,447	66,272	67,094	67,915									
	2585	2		PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/02/22	8	65,554	66,791	67,920	71,449	72,683	72,728	74,171	76,139											
					1/10/21		63,472	64,670	65,763	69,179	70,374	70,419	71,816	73,721											
2268		2		ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/02/22	7	63,101	65,017	66,924	71,294	72,162	74,171	76,143												
					1/10/21		61,097	62,953	64,799	69,029	69,870	71,815	73,725												
2274		2		ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/02/22	6	61,111	62,320	65,378	66,580	67,789	69,013													
					1/10/21		59,170	60,341	63,301	64,465	65,636	66,822													
	2542	2		ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/02/22	7	63,101	65,017	66,924	71,294	72,162	74,171	76,143												
					1/10/21		61,097	62,953	64,799	69,029	69,870	71,815	73,725												
	2526	2		DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/02/22	6	80,234	82,665	85,105	87,647	89,981	92,420													
					1/10/21		77,686	80,040	82,402	84,864	87,123	89,485													
				GENERAL NURSING AND MIDWIFERY GRADES																					
				EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																					
	281X	2		ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/02/22	6	61,115	64,473	65,853	67,124	68,408	70,166													
					1/10/21		59,174	62,425	63,761	64,992	66,236	67,938													
	2801	2		DIRECTOR OF PUBLIC HEALTH NURSING	1/02/22	6	80,234	82,665	85,105	87,647	89,981	92,420													
					1/10/21		77,686	80,040	82,402	84,864	87,123	89,485													
	2127	2		CLINICAL NURSE MANAGER 1 (GENERAL)	1/02/22	8	48,943	49,830	51,082	52,356	53,622	54,896	56,315	57,638											
					1/10/21		47,389	48,247	49,460	50,693	51,919	53,152	54,527	55,808											
	2259	2		CLINICAL NURSE MANAGER 1 - THEATRE	1/02/22	8	48,943	49,830	51,082	52,356	53,622	54,896	56,315	57,638											
					1/10/21		47,389	48,247	49,460	50,693	51,919	53,152	54,527	55,808											
	2131	2		CLINICAL MIDWIFE MANAGER 1	1/02/22	8	48,943	49,830	51,082	52,356	53,622	54,896	56,315	57,638											
					1/10/21		47,389	48,247	49,460	50,693	51,919	53,152	54,527	55,808											
	2119	2		CLINICAL NURSE MANAGER 2 (GENERAL)	1/02/22	9	53,108	53,988	54,731	55,947	57,288	58,606	59,924	61,407	62,786										
					1/10/21		51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
	2429	2		CLINICAL NURSE MANAGER 2 - THEATRE	1/02/22	9	53,108	53,988	54,731	55,947	57,288	58,606	59,924	61,407	62,786										
					1/10/21		51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
	2372	2		CLINICAL NURSE MANAGER 2 - NIGHT	1/02/22	9	53,108	53,988	54,731	55,947	57,288	58,606	59,924	61,407	62,786										
					1/10/21		51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
	2132	2		CLINICAL MIDWIFE MANAGER 2	1/02/22	9	53,108	53,988	54,731	55,947	57,288	58,606	59,924	61,407	62,786										
					1/10/21		51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
	2632	2		CLINICAL NURSE SPECIALIST (GENERAL)	1/02/22	9	53,108	53,988	54,731	55,947	57,288	58,606	59,924	61,407	62,786										
					1/10/21		51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										
	2313	2		CLINICAL MIDWIFE SPECIALIST	1/02/22	9	53,108	53,988	54,731	55,947	57,288	58,606	59,924	61,407	62,786										
					1/10/21		51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										

	3022	6	DENTAL HYGIENIST	1/02/22	14	38,009	40,474	42,058	43,478	44,780	46,131	47,496	48,871	50,417	51,235	52,657	53,886	55,138	56,201	LSI					
				1/10/21		37,633	40,074	41,641	43,047	44,337	45,675	47,025	48,388	49,918	50,728	52,135	53,353	54,592	55,645	LSI					
	3389	6	DIETICIAN	1/02/22	14	37,897	40,111	41,933	43,258	44,380	45,542	46,689	47,868	49,039	50,210	51,448	52,758	54,067	55,115	LSI					
				1/10/21		37,522	39,714	41,518	42,830	43,940	45,091	46,227	47,394	48,554	49,713	50,939	52,236	53,532	54,569	LSI					
	3395	6	DIETICIAN, SENIOR	1/02/22	9	55,224	56,402	57,616	58,819	60,023	61,291	62,625	63,957	65,024											
				1/10/21		54,677	55,843	57,045	58,237	59,429	60,684	62,005	63,324	64,381											
	3715	6	CLINICAL SPECIALIST DIETICIAN	1/02/22	9	61,088	62,266	63,478	64,684	65,886	67,154	68,487	69,819	70,888											
				1/10/21		60,484	61,650	62,849	64,043	65,234	66,489	67,809	69,128	70,186											
	3328	6	DIETICIAN MANAGER	1/02/22	7	66,572	68,967	70,277	72,656	75,076	77,500	79,918													
				1/10/21		65,912	68,284	69,581	71,936	74,333	76,732	79,127													
	3391	6	DIETICIAN MANAGER-IN-CHARGE III	1/02/22	7	77,062	78,324	79,582	80,909	82,304	83,698	84,814													
				1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975													
	3110	6	EPIDEMIOLOGIST	1/02/22	9	58,762	61,148	63,266	65,432	67,664	69,857	71,027	73,260	75,537											
				25/11/21		58,180	60,543	62,640	64,784	66,994	69,165	70,324	72,535	74,789											
	3111	6	EPIDEMIOLOGIST, SENIOR	1/02/22	9	64,457	67,334	69,865	71,311	73,915	76,486	79,123	81,678	84,251											
				25/11/21		63,819	66,668	69,173	70,605	73,184	75,728	78,339	80,870	83,417											
	3112	6	EPIDEMIOLOGIST, PRINCIPAL	1/02/22	9	72,282	75,607	78,531	81,468	84,463	87,400	90,414	93,334	96,274											
				25/11/21		71,566	74,859	77,754	80,661	83,626	86,535	89,519	92,410	95,320											
	3113	6	SURVEILLANCE OFFICER, PUBLIC HEALTH	1/02/22	16	34,774	36,198	38,463	39,535	40,556	42,969	44,530	46,106	47,708	49,308	50,913	52,546	54,190	55,853	57,469	58,580	LSI			
				25/11/21		34,429	35,840	38,082	39,144	40,154	42,543	44,089	45,650	47,236	48,820	50,409	52,025	53,653	55,300	56,900	58,000	LSI			
	3035	6	DOSIMETRIST	1/02/22	15	36,343	38,738	40,206	42,021	43,714	45,614	47,111	48,574	51,282	52,853	54,494	56,130	58,948	60,090	LSI					
				1/10/21		35,983	38,355	39,808	41,605	43,282	45,163	46,645	48,093	50,774	52,330	53,954	55,575	57,636	58,365	59,496	LSI				
	3036	6	DOSIMETRIST, SENIOR	1/02/22	8	57,096	59,979	62,563	65,179	67,814	69,769	70,668	72,642												
				1/10/21		56,531	59,385	61,944	64,534	67,143	69,079	69,968	71,923												
	3603	6	E.C.G. TECHNICIAN, STUDENT	1/02/22	5	24,695	25,693	26,812	27,713	27,979															
				1/10/21		24,451	25,439	26,546	27,439	27,702															
359T		6	E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/02/22	13	28,924	30,434	31,962	32,582	33,254	34,913	35,645	36,701	37,859	38,929	40,032	42,527	45,044	LSIs						
				1/10/21		28,637	30,133	31,646	32,260	32,925	34,567	35,292	36,337	37,484	38,543	39,635	42,106	44,598	LSIs						
359T		6	E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/02/22	9	29,208	30,734	32,277	32,582	33,254	34,913	35,645	36,701	37,859											
				1/10/21		28,919	30,429	31,957	32,260	32,925	34,567	35,292	36,337	37,484											
	3581	6	E.C.G. TECHNICIAN, SENIOR	1/02/22	7	39,666	40,644	41,692	42,766	43,884	46,329	48,709	LSIs												
				1/10/21		39,274	40,242	41,279	42,342	43,449	45,870	48,227	LSIs												
	3004	6	E.C.G. TECHNICIAN, CHIEF I	1/02/22	7	42,315	43,205	44,363	45,496	46,825	49,153	51,467	LSIs												
				1/10/21		41,896	42,777	43,923	45,045	46,362	48,667	50,958	LSIs												
	3005	6	E.C.G. TECHNICIAN, CHIEF II ** grade obsolete - not for use - see Guide note 2 **	1/02/22	7	45,049	46,420	47,727	49,047	50,896	53,286	55,783	LSIs												
				1/10/21		44,603	45,961	47,255	48,562	50,392	52,758	55,231	LSIs												
	319X	6	ENVIRONMENTAL HEALTH OFFICER	1/02/22	13	40,425	42,911	44,742	46,587	48,421	50,259	52,114	53,970	55,823	57,681	59,545	61,454	63,356	LSIs						
				1/10/21		40,025	42,486	44,299	46,125	47,941	49,761	51,598	53,436	55,270	57,109	58,956	60,846	62,729	LSIs						
	3173	6	ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/02/22	12	51,551	53,423	55,302	57,178	59,055	60,936	62,811	64,683	66,569	68,444	70,603	71,657	LSIs							
				1/10/21		51,041	52,895	54,755	56,612	58,470	60,332	62,189	64,043	65,910	67,767	69,904	70,948	LSIs							
	3181	6	ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/02/22	9	68,336	70,434	71,436	73,548	75,674	77,795	79,930	82,614	85,294	LSIs										
				1/10/21		67,660	69,737	70,728	72,820	74,925	77,024	79,139	81,796	84,449	LSIs										
	3172	6	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/02/22	5	85,781	89,770	93,746	97,732	101,193															
				1/07/21		84,932	88,881	92,818	96,764	100,191															
	3172	6	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** not for use for current employees - scale replaced by 5 point scale above wef 1.05.17 **	1/02/22	7	74,831	76,723	79,715	82,731	85,723	88,721	91,707													
				1/07/21		74,090	75,963	78,926	81,912	84,874	87,843	90,799													
	3410	6	NATIONAL CLINICAL LABORATORY DIRECTOR	1/07/22	9	140,808	145,820	152,741	154,772	159,499	164,238	176,699	184,191	191,683											
				1/02/22		140,808	145,820	152,741	153,779	158,476	163,184	167,932	175,052	182,173											
	3604	6	NEURO-PHYSIOLOGIST	1/02/22	10	37,630	39,733	41,636	42,500	43,457	45,962	47,481	49,003	52,775	56,505	LSIs									
				1/10/21		37,258	39,339	41,224	42,079	43,026	45,506	47,011	48,518	52,252	55,946	LSIs									
	3607	6	NEURO-PHYSIOLOGIST, SENIOR	1/02/22	8	47,138	48,531	50,004	51,515	53,083	54,537	58,135	61,740	LSIs											
				1/10/21		46,671	48,050	49,509	51,005	52,557	53,997	57,560	61,128	LSIs											
	3605	6	NEURO-PHYSIOLOGIST, CHIEF I	1/02/22	8	51,322	52,387	53,802	55,174	56,548	57,908	61,423	65,010	LSIs											
				1/10/21		50,814	51,868	53,269	54,628	55,988	57,335	60,815	64,366	LSIs											

3025	6	SPEECH AND LANGUAGE THERAPIST, CLINICAL SPECIALIST	1/02/22	9	61,088	62,266	63,478	64,684	65,886	67,154	68,487	69,819	70,888										
			1/10/21		60,484	61,650	62,849	64,043	65,234	66,489	67,809	69,128	70,186										
3468	6	SPEECH AND LANGUAGE THERAPIST MANAGER	1/02/22	7	66,572	68,967	70,277	72,656	75,076	77,500	79,918												
			1/10/21		65,912	68,284	69,581	71,936	74,333	76,732	79,127												
3361	6	SPEECH AND LANGUAGE THERAPIST MANAGER-IN-CHARGE III	1/02/22	7	77,062	78,324	79,582	80,909	82,304	83,698	84,814												
			1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975												
6010	6	CHILDREN'S DISABILITY NETWORK MANAGER	1/02/22	7	77,062	78,324	79,582	80,909	82,304	83,698	84,814												
			1/07/21		76,299	77,548	78,794	80,107	81,489	82,869	83,975												
3031	6	TRAINEE SOCIAL CARE WORKER	1/02/22	5	28,255	30,276	31,218	32,470	33,639														
			1/10/21		27,975	29,976	30,909	32,149	33,306														
3029	6	SOCIAL CARE WORKER (WITH QUALIFICATION)	1/02/22	12	33,966	35,420	37,209	38,519	39,842	41,172	42,522	43,894	45,257	46,643	48,037	48,950	LSI						
			1/10/21		33,630	35,069	36,840	38,137	39,447	40,764	42,101	43,460	44,809	46,181	47,561	48,465	LSI						
3029	6	SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/02/22	11	33,966	35,420	37,209	38,519	39,842	41,172	42,522	43,894	45,257	46,643	48,037								
			1/10/21		33,630	35,069	36,840	38,137	39,447	40,764	42,101	43,460	44,809	46,181	47,561								
3030	6	SOCIAL CARE LEADER	1/02/22	7	48,691	49,743	50,795	53,601	54,687	55,768	56,862												
			1/10/21		48,209	49,251	50,292	53,070	54,145	55,216	56,299												
392X	6	SOCIAL CARE MANAGER IN CHILDREN'S RESIDENTIAL CENTRES	1/02/22	6	58,820	60,084	63,426	64,717	66,004	67,306													
			1/10/21		58,238	59,489	62,798	64,076	65,351	66,639													
3077	6	VASCULAR PHYSIOLOGIST	1/02/22	10	37,630	39,733	41,636	42,500	43,457	45,962	47,481	49,003	52,775	56,505	LSIs								
			1/10/21		37,258	39,339	41,224	42,079	43,026	45,506	47,011	48,518	52,252	55,946	LSIs								
322Y	6	VASCULAR PHYSIOLOGIST, SENIOR	1/02/22	8	47,138	48,531	50,004	51,515	53,083	54,537	58,135	61,740	LSIs										
			1/10/21		46,671	48,050	49,509	51,005	52,557	53,997	57,560	61,128	LSIs										
3255	6	VASCULAR PHYSIOLOGIST, CHIEF I	1/02/22	8	51,322	52,387	53,802	55,174	56,548	57,908	61,423	65,010	LSIs										
			1/10/21		50,814	51,868	53,269	54,628	55,988	57,335	60,815	64,366	LSIs										
3054	6	VASCULAR PHYSIOLOGIST, CHIEF II	1/02/22	8	52,799	55,366	57,869	60,385	62,942	66,238	69,969	72,443	LSIs										
			1/10/21		52,276	54,818	57,296	59,788	62,319	65,582	69,276	71,725	LSIs										
3104	6	INTERRAI CARE NEEDS FACILITATOR	1/02/22	9	51,936	52,796	53,523	54,712	56,023	57,312	58,601	60,052	61,400										
			1/10/21		51,422	52,273	52,993	54,170	55,469	56,745	58,021	59,457	60,792										

GENERAL SUPPORT GRADES

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

4120	6	HEAD OF CATERING	1/02/22	7	71,077	71,715	74,520	77,336	80,130	82,937	85,726												
			1/10/21		70,373	71,005	73,782	76,570	79,337	82,116	84,877												

PATIENT & CLIENT CARE

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

6437	6	DENTAL NURSE (WITH QUALIFICATION)	1/02/22	17	25,697	27,180	27,983	29,130	30,085	31,036	32,391	33,328	34,156	35,036	36,559	37,129	38,209	39,563	41,614	44,038	47,006	LSI
			1/10/21		25,442	26,911	27,706	28,841	29,787	30,729	32,070	32,998	33,818	34,689	36,197	36,761	37,831	39,171	41,202	43,602	46,540	LSI
6440	6	DENTAL NURSE, SENIOR	1/02/22	7	44,270	45,885	47,334	48,639	50,223	51,577	53,071											
			1/10/21		43,832	45,430	46,866	48,157	49,726	51,066	52,545											
6416	2	FAMILY SUPPORT WORKER	1/02/22	9	29,858	31,230	32,677	33,061	34,006	34,821	35,997	37,217	38,481									
			1/10/21		29,562	30,921	32,354	32,734	33,669	34,476	35,641	36,848	38,100									
6416	2	FAMILY SUPPORT WORKER (NON-PAYPATH)	1/02/22	15	31,735	32,309	34,572	34,796	35,005	35,005	35,005	35,028	35,143	35,267	35,431	35,513	35,642	35,777	35,901			
			1/10/21		31,421	31,989	34,230	34,452	34,659	34,659	34,659	34,682	34,795	34,917	35,080	35,161	35,289	35,423	35,546			
6024	6	WORKSHOP MANAGER (SPECIALIST AGENCIES)	1/02/22	5	45,933	47,512	49,149	50,847	52,658													
			1/10/21		45,478	47,042	48,663	50,343	52,137													
6402	6	WORKSHOP SUPERVISOR/INSTRUCTOR, SENIOR (SPECIALIST AGENCIES)	1/02/22	11	34,126	34,944	36,125	37,350	38,618	39,933	41,295	42,706	44,170	45,685	47,256	LSIs						
			1/10/21		33,788	34,598	35,768	36,980	38,236	39,538	40,886	42,283	43,733	45,233	46,789	LSIs						

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)

5312	6	DRAUGHTSMAN/TECHNICIAN II	1/02/22	15	28,712	30,231	31,725	32,536	33,473	34,564	35,304	36,400	37,468	38,563	39,645	40,676	41,814	43,155	44,489	LSIs				
			1/10/21		28,427	29,931	31,411	32,214	33,142	34,222	34,954	36,039	37,097	38,182	39,253	40,273	41,400	42,728	44,049	LSIs				
532Y	6	DRAUGHTSMAN/TECHNICIAN I	1/02/22	9	41,814	42,504	43,402	44,304	45,189	46,087	46,907	48,417	49,933	LSIs										
			1/10/21		41,400	42,083	42,972	43,865	44,741	45,631	46,442	47,938	49,439	LSIs										
0914	6	SUPPLIES OFFICER GRADE D	1/02/22	12	29,708	31,537	32,512	33,519	34,354	35,022	36,013	37,005	38,001	38,992	39,982	41,502	LSI							
			1/10/21		29,414	31,225	32,190	33,187	34,014	34,675	35,657	36,638	37,625	38,606	39,586	41,092	LSI							
0906	6	SUPPLIES OFFICER GRADE C	1/02/22	8	36,196	37,814	39,378	41,490	43,025	44,570	46,000	47,438	LSIs											
			1/10/21		35,837	37,439	38,988	41,079	42,599	44,129	45,545	46,968	LSIs											
0892	6	SUPPLIES OFFICER GRADE B	1/02/22	7	44,570	45,974	47,377	48,781	50,183	51,818	53,456	LSIs												
			1/10/21		44,129	45,519	46,908	48,298	49,687	51,305	52,927	LSIs												
0884	6	SUPPLIES OFFICER GRADE A	1/02/22	7	49,532	50,713	52,154	54,860	56,478	58,493	60,514	LSIs												
			1/10/21		49,041	50,211	51,638	54,317	55,919	57,914	59,915	LSIs												
555X	6	TECHNICAL SERVICES OFFICER, ASSISTANT	1/02/22	13	40,425	42,911	44,742	46,587	48,421	50,260	52,114	53,968	55,821	57,681	59,547	61,456	63,362	LSIs						
			1/10/21		40,025	42,486	44,299	46,125	47,941	49,763	51,598	53,434	55,268	57,109	58,957	60,848	62,735	LSIs						
555T	6	TECHNICAL SERVICES OFFICER, SENIOR ASSISTANT	1/02/22	12	51,550	53,423	55,302	57,180	59,057	60,936	62,813	64,683	66,567	68,441	70,602	71,656	LSIs							
			1/10/21		51,039	52,895	54,755	56,613	58,472	60,332	62,191	64,043	65,908	67,763	69,903	70,946	LSIs							
546T	6	TECHNICAL SERVICES OFFICER, CHIEF ASSISTANT	1/02/22	9	68,336	70,434	71,434	73,546	75,676	77,796	79,908	82,614	85,290	LSIs										
			1/10/21		67,660	69,737	70,727	72,818	74,927	77,026	79,117	81,796	84,446	LSIs										
546Y	6	TECHNICAL SERVICES OFFICER	1/02/22	8	86,113	88,222	90,329	92,438	94,545	96,660	99,844	103,030	LSIs											
			1/07/21		85,260	87,348	89,435	91,523	93,609	95,703	98,856	102,010	LSIs											
6484	6	HOME HELP ORGANISER	1/02/22	7	44,570	45,974	47,377	48,781	50,183	51,818	53,456	LSIs												
			1/10/21		44,129	45,519	46,908	48,298	49,687	51,305	52,927	LSIs												
6516	6	HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/02/22	12	34,020	35,141	36,660	38,175	39,675	41,179	42,666	43,757	44,859	45,972	46,883	47,775								
			1/10/21		33,683	34,793	36,297	37,797	39,283	40,772	42,244	43,324	44,415	45,516	46,419	47,302								

MANAGEMENT ADMIN CLERICAL GRADES

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

0778	6	HOSPITAL & COMMUNITY CARE ADMINISTRATOR	1/02/22	7	71,077	71,715	74,520	77,336	80,130	82,937	85,726													
			1/10/21		70,373	71,005	73,782	76,570	79,337	82,116	84,877													
546Y	6	TECHNICAL SERVICES OFFICER (Mater, Tallaght)	1/02/22	5	56,873	59,266	60,612	61,927	63,226															
			1/10/21		56,310	58,679	60,012	61,314	62,600															
0404	6	PROJECT TECHNICAL SERVICES MANAGER (Beaumont, St. James)	1/02/22	5	56,873	59,266	60,612	61,927	63,226															
			1/10/21		56,310	58,679	60,012	61,314	62,600															
6425	6	WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +12.5%)(LEVEL 1)	1/02/22	12	43,382	43,863	44,095	44,352	44,593	44,719	44,841	44,964	45,090	45,287	45,439	45,808								
			1/10/21		42,952	43,429	43,658	43,913	44,152	44,276	44,397	44,519	44,643	44,839	44,989	45,355								
6425	6	WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +25%)(LEVEL 2)	1/02/22	14	43,301	44,743	47,938	48,472	48,730	49,016	49,284	49,424	49,559	49,696	49,836	50,055	50,223	50,634						
			1/10/21		42,873	44,300	47,463	47,993	48,248	48,530	48,796	48,934	49,068	49,204	49,342	49,559	49,726	50,133						
	6	REGIONAL WORKSHOP MANAGER (HSE NORTH WESTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/02/22	8	57,304	59,694	62,087	64,484	66,872	69,275	70,659	73,111	LSIs											
			1/10/21		56,737	59,103	61,473	63,846	66,210	68,589	69,959	72,387	LSIs											
6425	6	WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/02/22	18	42,987	44,197	45,415	46,585	47,742	48,919	49,968	50,912	52,417	53,729	54,961	55,910	57,107	58,556	59,978	60,913	63,050	65,185	LSIs	
			1/10/21		42,562	43,760	44,965	46,123	47,269	48,435	49,474	50,408	51,898	53,197	54,416	55,357	56,541	57,976	59,384	60,310	62,426	64,540	LSIs	
6425	6	WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/02/22	17	42,987	44,197	45,415	46,585	47,742	48,919	49,968	50,912	52,417	53,729	54,961	55,910	57,107	58,556	59,978	60,913	63,050	LSI		
			1/10/21		42,562	43,760	44,965	46,123	47,269	48,435	49,474	50,408	51,898	53,197	54,416	55,357	56,541	57,976	59,384	60,310	62,426	LSI		
6425	6	SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/02/22	13	29,378	31,398	32,149	33,238	34,189	35,008	36,191	37,418	38,689	40,006	41,371	42,784	44,251							
			1/10/21		29,087	31,087	31,830	32,909	33,850	34,662	35,833	37,047	38,306	39,610	40,961	42,361	43,813							

ALLOWANCES

Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual) -

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

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education Allowance

Travel Allowance for non nursing Dublin Personnel

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

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES		1 October 2020	1 October 2021	1 February 2022	
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)				
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am	39.53	39.93	40.32
	Mon - Thurs	12am - 8am	50.31	50.81	51.32
	Sat 12am til Sun 12am		55.34	55.89	56.45
	Bank Holiday		55.34	55.89	56.45
Stand-by Payments (off site on call)	Mon - Fri		44.57	45.02	45.47
	Saturday		57.24	57.81	58.39
	Sun & Public Holidays		77.38	78.15	78.94
PHYSIOTHERAPISTS					
Emergency/On-Call Duty					
I On-Call with Standby	(a) Monday to Friday		24.48	24.72	24.97
	(b) Saturdays		31.95	32.27	32.59
	(c) Sundays and Public Holidays		47.78	48.26	48.74
	- Fee per call (per half hour)		24.48	24.72	24.97
II On-Call without Standby					
	- Fee per call (per hour)		67.18	67.85	68.53
The total On-Call Standby fees paid by an individual hospital should not exceed the rate opposite for any week except for a week during which a public holiday occurs.			197.31	199.28	201.28
Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker				
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker				
Saturday Premium			16.10	16.26	16.42

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

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

	1 October 2021	1 February 2022
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	103.49	104.53
For 2 three hourly sessions held at the same location on same day	177.07	178.84
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	44.46	44.91
Over 6 hours:	32.93	33.26
Maximum payment for 21 hours:	754.26	761.81
† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	135.14	136.50
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	180.18	181.98
† 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;	195.38	197.33
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	164.01	165.65
for 2 3-hour sessions held at the same location on same day	280.73	283.53
† SOCIAL WORKERS		
3-hour Session	112.07	113.20
2 3-hour sessions (held at the same location on the same day)	191.77	193.68
† Sessional Rates for employees who do not derive their principal source of income from sessional work.		
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	95.01	95.96
For 2 three hourly sessions held at the same location on the same day	162.54	164.17
† PHYSIOTHERAPISTS		
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	120.66	121.87
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	160.88	162.48
† PSYCHOLOGISTS		
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)	171.68	173.40
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	144.12	145.56
for 2 3-hour sessions held at the same location on same day	246.69	249.16

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

Bargaining Unit Number	Staff Grades Summary
<p>2</p> <p>6</p>	<p>Nursing - 3.28% increase to specific Nursing/Midwifery management level grades only</p> <p>FORSA-HSCP - 1% general round increase to all grades and allowances</p> <p><i>excl. Radiographers & Radiation Therapists</i></p> <p><i>excl. Med Lab</i></p> <p><i>excl. Social Workers</i></p>

Bargaining Units agreed and applied newly in these scales are set out above in grey shading