

HEALTH SECTOR

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

These scales must be read in conjunction with Department of Health Circular 11/2023

Building Momentum, the Public Service Agreement 2021-2023 (as reviewed) gives effect to the following adjustments for 1 October 2023:

An increase to the annualised basic salaries for public servants of 1.5% or €750, whichever is greater

An increases of 1.5% to allowances in the nature of pay

The sanction of the Minister is now conveyed for the application of these revised rates as appropriate with effect from 1 October 2023

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 October 2023), 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 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. Remuneration at the higher grade does not apply until day 84 has been exceeded, at which point it is retrospectively applied to day 1.

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**" tab shows pay scales for all grades except Consultants. Payscale on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2 The "**MAIN**" tab shows pay scales shaded in yellow that are not active scales and are not for use in relation to remuneration for current employees.
- 3 The "**CONSULTANTS**" tab shows the pay scales for Consultant grades. The current rate and a minimum of one historical rate are shown.
- 4 The "**Notional Scales**" tab shows notional scales that are not active pay scales and are not for use in relation to remuneration for current employees.
- 5 **Pension increase policy up to end 2023**
In accordance with Building Momentum, the existing arrangements in relation to pre-existing pension schemes will continue to the end-2023. To determine if an increase is due to applicable pensions in payment, under pre-existing pension schemes, up to end 2023, 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 2023 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.
- 6 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
- 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with qualification, Chef Senior, Chef Executive), the points are as follows;
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8 The weekly rate can be calculated by dividing the annual rate by 52.18.
- 9 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.
- 10 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 11 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.
- 12 Pay relativity for grades originally sanctioned as/aligned to 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 and the FEMPI legislation.
- 13 DoH Circular 1/2023 provides for adjustments to pay for final year nursing and midwifery students as set out in the Main tab.
- 14 Minor amendments have been made to some grade titles to match those utilised by public health service employers.
- 15 The position of some grades in the scales have been amended to match the placement of grades per staff categories in the public health service.
- 16 DoH circular 2/2023 set out retrospective adjustments to pay for certain Dental grades in the Medical/Dental staff category in respect of Sectoral Bargaining w.e.f 1.2.22. Adjustments to remaining Medical grades for 1.2.22 will issue by separate cover when sanctioned.
- 17 The grades of: Clinical Nurse Specialist Candidate (Childrens) 2695, Clinical nurse Specialist Candidate (Community, Primary Care) 2696, Clinical Nurse Specialist Candidate (General) 2697, Clinical Nurse Specialist Candidate (Intellectual Disability) 2698, Clinical Nurse Specialist Candidate (Mental Health) 2699, Clinical Midwife Specialist Candidate 2700, Statistician 0380, Senior Statistician 0381, Principal Statistician 0382, Chief Statistician 0383, Electrician 5096, Painter 5118, Plumber 5134 and Plasterer 515Y, Specialist Paramedic - National Ambulance Service 3188, Student Paramedic (BSc) National Ambulance Service 3190, Regional Executive Officer 0120 - have been newly entered in these pay scales.
- 18 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.

If you have a query specific to your own existing or starting pay, please contact your own HR Manager where you are employed

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Source Grade	Grade	Band	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
MEDICAL & DENTAL GRADES																								
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																								
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/10/23	1	33,666																		
				1/03/23		32,916																		
				1/10/22		32,271																		
				2/02/22		31,771																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/23	1	37,687																		
				1/03/23		36,937																		
				1/10/22		36,213																		
				2/02/22		35,713																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/23	1	37,687																		
				1/03/23		36,937																		
				1/10/22		36,213																		
				2/02/22		35,713																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/23	1	39,840																		
				1/03/23		39,090																		
				1/10/22		38,324																		
				2/02/22		37,824																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/23	1	39,840																		
				1/03/23		39,090																		
				1/10/22		38,324																		
				2/02/22		37,824																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/23	1	39,840																		
				1/03/23		39,090																		
				1/10/22		38,324																		
				2/02/22		37,824																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/23	1	41,991																		
				1/03/23		41,241																		
				1/10/22		40,432																		
				2/02/22		39,932																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/23	1	41,991																		
				1/03/23		41,241																		
				1/10/22		40,432																		
				2/02/22		39,932																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/23	1	41,991																		
				1/03/23		41,241																		
				1/10/22		40,432																		
				2/02/22		39,932																		

HEALTH & SOCIAL CARE PROFESSIONALS GRADES

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

3742	ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/10/23	14	50,161	52,832	55,518	57,538	59,560	61,584	63,604	65,628	67,648	69,666	71,692	73,712	76,040	77,175	LSIs						
		1/03/23		49,411	52,051	54,698	56,688	58,680	60,674	62,664	64,658	66,648	68,636	70,633	72,623	74,916	76,034	LSIs						
3744	ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/10/23	11	56,293	59,981	62,418	65,162	67,871	70,612	73,369	76,114	77,657	81,221	83,765	LSIs									
		1/03/23		55,461	59,095	61,496	64,199	66,868	69,568	72,285	74,989	76,509	80,021	82,527	LSIs									
3441	AUDIOLOGIST	1/10/23	10	36,617	38,440	39,991	41,305	42,385	43,472	44,605	45,722	46,799	47,659	LSI										
		1/03/23		35,867	37,690	39,241	40,555	41,635	42,722	43,855	44,972	46,049	46,909	LSI										
384Y	AUDIOLOGIST, SENIOR	1/10/23	6	49,881	51,779	53,016	54,433	55,883	57,369															
		1/03/23		49,131	51,014	52,233	53,629	55,057	56,521															
3447	AUDIOLOGIST, CLINICAL SPECIALIST	1/10/23	6	54,433	55,883	57,369	60,427	63,560	66,769															
		1/03/23		53,629	55,057	56,521	59,534	62,621	65,782															
345X	AUDIOLOGIST, CHIEF	1/10/23	6	57,369	60,427	63,560	66,769	70,052	73,412															
		1/03/23		56,521	59,534	62,621	65,782	69,017	72,327															
3448	AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/10/23	10	71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs										
		1/03/23		70,816	73,972	75,959	79,144	82,340	85,531	88,724	91,919	94,861	98,076	LSIs										
3446	AUDIOLOGY, NATIONAL LEAD	1/10/23	7	89,172	95,566	102,077	108,646	114,726	118,400	122,069	LSIs													
		1/03/23		87,854	94,154	100,568	107,040	113,031	116,650	120,265	LSIs													
3751	BIOCHEMIST	1/10/23	16	40,847	42,478	45,062	46,290	47,458	50,220	52,026	53,873	55,760	57,657	59,558	61,476	63,405	65,357	67,253	68,556	LSI				
		1/03/23		40,097	41,728	44,312	45,540	46,708	49,470	51,257	53,077	54,936	56,805	58,678	60,567	62,468	64,391	66,259	67,543	LSI				
376X	BIOCHEMIST, SENIOR	1/10/23	9	62,662	65,498	68,015	70,590	73,242	75,850	77,340	80,028	82,734												
		1/03/23		61,736	64,530	67,010	69,547	72,160	74,729	76,197	78,845	81,511												
3778	BIOCHEMIST, PRINCIPAL	1/10/23	9	75,901	79,525	84,011	88,487	92,980	97,459	102,425	105,733	109,063												
		1/03/23		74,779	78,350	82,769	87,179	91,606	96,019	100,911	104,170	107,451												
3786	BIOCHEMIST, TOP GRADE ** grade obsolete - not for use - see Guide note 2 **	1/10/23	5	105,636	110,743	114,903	119,131	123,422																
		1/03/23		104,075	109,106	113,205	117,370	121,598																
3867	CARDIAC PHYSIOLOGIST	1/10/23	10	40,794	43,004	45,003	45,911	46,915	49,547	51,149	52,778	56,840	60,857	LSIs										
		1/03/23		40,044	42,254	44,253	45,161	46,165	48,797	50,393	51,998	56,000	59,958	LSIs										
3003	CARDIAC PHYSIOLOGIST SENIOR	1/10/23	8	50,783	52,269	53,855	55,483	57,171	58,738	62,613	66,496	LSIs												
		1/03/23		50,033	51,497	53,059	54,663	56,326	57,870	61,688	65,513	LSIs												
3001	CARDIAC PHYSIOLOGIST, CHIEF I	1/10/23	8	55,276	56,422	57,945	59,424	60,904	62,369	66,155	70,017	LSIs												
		1/03/23		54,459	55,588	57,089	58,546	60,004	61,447	65,177	68,982	LSIs												
3002	CARDIAC PHYSIOLOGIST, CHIEF II	1/10/23	8	56,865	59,630	62,327	65,036	67,791	71,340	75,359	78,022	LSIs												
		1/03/23		56,025	58,749	61,406	64,075	66,789	70,286	74,245	76,869	LSIs												
3922	CHILD CARE MANAGER	1/10/23	7	80,595	82,631	85,856	89,103	92,325	95,555	98,770														
		1/03/23		79,404	81,410	84,587	87,786	90,961	94,143	97,310														
3352	CHIROPODIST / PODIATRIST	1/10/23	14	41,075	43,401	45,315	46,707	47,885	49,106	50,312	51,562	52,816	54,078	55,410	56,823	58,232	59,360	LSI						
		1/03/23		40,325	42,651	44,565	45,957	47,135	48,356	49,562	50,800	52,035	53,279	54,591	55,983	57,371	58,483	LSI						
3346	CHIROPODIST / PODIATRIST, SENIOR	1/10/23	9	59,478	60,747	62,054	63,350	64,646	66,012	67,449	68,883	70,033												
		1/03/23		58,599	59,849	61,137	62,414	63,691	65,036	66,452	67,865	68,998												
3355	CHIROPODIST / PODIATRIST MANAGER	1/10/23	7	71,699	74,279	75,690	78,252	80,859	83,469	86,073														
		1/03/23		70,639	73,181	74,571	77,096	79,664	82,235	84,801														
3356	CHIROPODIST / PODIATRIST MANAGER IN CHARGE III	1/10/23	7	82,997	84,357	85,712	87,140	88,643	90,144	91,348														
		1/03/23		81,770	83,110	84,445	85,852	87,333	88,812	89,998														
3654	CLINICAL SPECIALIST CHIROPODIST	1/10/23	9	65,793	67,062	68,367	69,666	70,961	72,326	73,763	75,197	76,348												
		1/03/23		64,821	66,071	67,357	68,636	69,912	71,257	72,673	74,086	75,220												
3161	CLINICAL ENGINEERING TECHNICIAN	1/10/23	7	35,503	36,717	38,581	39,339	40,864	43,877	46,116														
		1/03/23		34,753	35,967	37,831	38,589	40,114	43,127	45,366														
3162	CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/10/23	9	47,658	49,910	52,401	55,076	57,962	60,850	63,794	66,071	68,201	LSIs											
		1/03/23		46,908	49,160	51,627	54,262	57,105	59,951	62,851	65,095	67,193	LSIs											
3163	CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/10/23	6	66,174	68,348	71,343	73,378	75,119	75,955															
		1/03/23		65,196	67,338	70,289	72,294	74,009	74,833															

6425		WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/10/23	18	46,423	47,693	48,973	50,202	51,427	52,688	53,817	54,833	56,454	57,868	59,194	60,216	61,505	63,066	64,598	65,605	67,907	70,206	LSIs
			1/03/23		45,673	46,943	48,223	49,452	50,667	51,909	53,022	54,023	55,620	57,013	58,319	59,326	60,596	62,134	63,643	64,635	66,903	69,168	LSIs
6425		WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/10/23	17	46,423	47,693	48,973	50,202	51,427	52,688	53,817	54,833	56,454	57,868	59,194	60,216	61,505	63,066	64,598	65,605	67,907	LSI	
			1/03/23		45,673	46,943	48,223	49,452	50,667	51,909	53,022	54,023	55,620	57,013	58,319	59,326	60,596	62,134	63,643	64,635	66,903	LSI	
6425		SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/10/23	13	32,124	34,247	35,035	36,181	37,178	38,040	39,283	40,571	41,907	43,290	44,724	46,209	47,750						
			1/03/23		31,374	33,497	34,285	35,431	36,428	37,290	38,533	39,821	41,157	42,540	43,974	45,459	47,000						
6439		WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/10/23	7	37,705	38,294	39,221	40,158	41,084	42,030	42,933												
			1/03/23		36,955	37,544	38,471	39,408	40,334	41,280	42,183												
6439		WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/10/23	9	49,516	50,387	50,442	51,591	52,752	54,018	55,292	56,572	57,852										
			1/03/23		48,766	49,637	49,692	50,829	51,972	53,220	54,475	55,736	56,997										
6466		WELFARE HOME, ASSISTANT SUPERVISOR	1/10/23	3	35,124	35,930	36,568																
			1/03/23		34,374	35,180	35,818																
6516		HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/10/23	12	37,002	38,179	39,774	41,366	42,943	44,523	46,085	47,231	48,389	49,558	50,516	51,463							
			1/03/23		36,252	37,429	39,024	40,616	42,193	43,773	45,335	46,481	47,639	48,808	49,766	50,702							
6434		NURSERY NURSE	1/10/23	13	33,581	35,307	36,464	37,459	37,935	38,781	39,636	40,480	41,331	42,202	43,068	43,946	44,750	LSI					
			1/03/23		32,831	34,557	35,714	36,709	37,185	38,031	38,886	39,730	40,581	41,452	42,318	43,196	44,000	LSI					
6030		COMMUNITY WELFARE OFFICER	1/10/23	18	33,059	34,958	36,065	37,985	40,197	42,365	44,489	46,525	48,558	50,610	52,626	54,683	56,811	58,854	60,940	63,116	65,298	67,413	LSIs
			1/03/23		32,309	34,208	35,315	37,235	39,447	41,615	43,739	45,775	47,808	49,860	51,848	53,875	55,971	57,984	60,039	62,183	64,333	66,417	LSIs
6584		HOME SUPPORT RESOURCE MANAGER (Formerly Home Help Co-Ordinator) ** Scale replaces 7pt scale wef 9.10.2019 **	1/10/23	11	55,849	57,213	58,807	60,407	62,012	63,446	64,906	66,326	67,737	70,165	72,602	LSIs							
			1/03/23		55,024	56,367	57,938	59,514	61,096	62,508	63,947	65,346	66,736	69,128	71,529	LSIs							
6484		HOME SUPPORT RESOURCE OFFICER (Formerly Home Help Organiser)	1/10/23	7	48,085	49,560	51,038	52,538	54,049	55,809	57,573	LSIs											
			1/03/23		47,335	48,810	50,284	51,762	53,250	54,984	56,722	LSIs											
6584		HOME SUPPORT RESOURCE MANAGER (Formerly Home Help Co-Ordinator) ** grade obsolete - not for use - see Guide note 2 ** (Regraded from VI to VII wef 9.10.2019 in line with HSE HR Circular 023/2021. The VII rate applies to pension benefit calculations for retirements from 9.10.2019 only)	1/10/23	7	53,347	54,619	56,171	59,085	60,828	62,998	65,175	LSIs											
			1/03/23		52,559	53,812	55,341	58,212	59,929	62,067	64,212	LSIs											

Medical Consultants Salary Scales

Consultant Contract 2023 salary scales are on the next page

Salary Scales are included in this worksheet for eligible consultants who have availed of the Consultant Contract 2008 Settlement Agreement, as per Circular 11/2018. These are demarcated in green shading and have the letters SA before each table number.

Applicable Sectoral Bargaining adjustments for the Medical Bargaining Unit will be retrospectively applied when available.

Consultant Contract 2023 Salary Scales

Consultant Contract 2023 - Clinical							
		1	2	3	4	5	6
<i>Clinician Consultants</i>	01/10/23	217,325	229,071	241,473	247,999	254,524	261,051
	1/03/23	214,113	225,686	237,904	244,334	250,763	257,193

Consultant Contract 2023 - Academic							
<i>Academic Professor</i>	01/10/23	267,115	281,563	296,793	304,821	312,848	320,875
	1/03/23	263,167	277,402	292,407	300,316	308,225	316,133
<i>Academic Associate Professor</i>	01/10/23	250,580	265,030	278,423	286,450	294,477	302,505
	1/03/23	246,877	261,113	274,308	282,217	290,125	298,034
<i>Academic Senior Lecturer</i>	01/10/23	234,122	248,571	260,135	268,163	276,190	284,218
	1/03/23	230,662	244,898	256,291	264,200	272,108	280,018

B Factor			
On Call Payments			
	Base	1/03/23	01/10/23
Rota	€	€	€
Flat Annual Payment	10,000	10,200	10,353
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows			
1 in 3	2,900	2,958	3,002
1 in 2	8,200	8,364	8,489
1 in 1	10,800	11,016	11,181

C - Factor Emergency Call-Out Payments			
	Base	1/03/23	01/10/23
Per call-out (hourly rate or part thereof)	€	€	€
First 30 call-outs	107.70	109.85	111.50
31-120 call-outs	161.55	164.78	167.25
121 call-outs or more	215.39	219.70	223.00
If the call-out occurs after midnight			
First 30 call-outs	134.62	137.31	139.37
31-120 call-outs	201.93	205.97	209.06
121 call-outs or more	269.24	274.63	278.75
Annual Limit	38,000	38,760	39,341

Clinical Directors' Allowance*	01/10/22	1/03/23	01/10/23
	€	€	€
	52,535	53,586	54,390

Consultant Contract 2023
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 the professorial post.

Table A1					
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.					
Consultants Revised Common Contract, 1997	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	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	205,830	-	226,461	230,990	234,455
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	201,239	-	221,410	225,838	229,226
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	196,898	-	216,634	220,967	224,282
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	196,033	-	215,682	219,996	223,296
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,932	-	211,170	215,393	218,624
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	188,195	-	206,944	211,083	214,249
Geographical Wholetime Consultants without fees	210,172	-	231,239	235,864	239,402

Table SA - A1					
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.					
Consultants Revised Common Contract, 1997	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	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	229,179	-	252,150	257,193	261,051
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	229,179	-	252,150	257,193	261,051
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	229,179	-	252,150	257,193	261,051
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	229,179	-	252,150	257,193	261,051
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	229,179	-	252,150	257,193	261,051
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	229,179	-	252,150	257,193	261,051
Geographical Wholetime Consultants without fees	229,179	-	252,150	257,193	261,051

Table A2					
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.					
Consultants Revised Common Contract, 1997	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	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	196,281	-	215,955	220,274	223,578
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	191,690	-	210,904	215,122	218,349
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	188,195	-	206,127	210,250	213,404
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	188,195	-	205,175	209,279	212,418
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	188,195	-	200,664	204,677	207,747
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,842	-	196,437	200,366	203,371
Geographical Wholetime Consultants without fees	200,624	-	220,733	225,148	228,525

Table SA - A2					
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract					
Consultants Revised Common Contract, 1997	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	Type B	Type B	Type B	Type B	Type B
	€	€	€	€	€
Category I Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	210,081	-	231,138	235,761	239,297
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	210,081	-	231,138	235,761	239,297
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	210,081	-	231,138	235,761	239,297
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	210,081	-	231,138	235,761	239,297
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	210,081	-	231,138	235,761	239,297
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	210,081	-	231,138	235,761	239,297
Geographical Wholetime Consultants without fees	210,081	-	231,138	235,761	239,297

Table A3

Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.					
Consultants Revised Common Contract, 1997	01/10/21	01/02/22	01/07/22	1/03/23	1//10/23
	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	179,926	-	191,212	195,036	197,962
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	173,991	-	184,905	188,603	191,432
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,014	-	180,678	184,292	187,056
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	178,236	-	189,416	193,204	196,102
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	173,991	-	184,905	188,603	191,432
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,014	-	180,678	184,292	187,056

Table SA - A3

Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.					
Consultants Revised Common Contract, 1997	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	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	187,837	-	199,619	203,611	206,665
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	187,837	-	199,619	203,611	206,665
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,837	-	199,619	203,611	206,665

Table B1

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

	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	€	€	€	€	€
Category I Consultants					
Professor	258,275	-	284,163	289,846	294,194
Associate Professor	241,526	-	265,736	271,051	275,117
Lecturer	224,811	-	247,345	252,292	256,076
College Lecturer	220,333	-	242,418	247,266	250,975
Category II Consultants					
Professor UCD, TCD, RCSI	245,687	-	270,314	275,720	279,856
Associate Professor UCD, TCD, RCSI	229,337	-	252,325	257,372	261,233
Lecturer	212,054	-	233,309	237,975	241,545
College Lecturer	207,573	-	228,379	232,947	236,441
Category III Consultants					
Professor UCC	249,622	-	274,643	280,136	284,338
Associate Professor UCC	233,146	-	256,516	261,646	265,571
Lecturer UCC	216,041	-	237,696	242,450	246,087
College Lecturer UCC	211,561	-	232,767	237,422	240,983
Category IV Consultants					
Professor UCG	253,556	-	278,971	284,550	288,818
Associate Professor UCG	236,956	-	260,707	265,921	269,910
Lecturer UCG	220,028	-	242,082	246,924	250,628
College Lecturer UCG	215,547	-	237,152	241,895	245,523

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.

	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	€	€	€	€	€
Category I Consultants					
Professor	281,698	-	309,934	316,133	320,875
Associate Professor	265,571	-	292,190	298,034	302,505
Lecturer	249,517	-	274,527	280,018	284,218
College Lecturer	245,212	-	269,790	275,186	279,314
Category II Consultants					
Professor UCD, TCD, RCSI	281,698	-	309,934	316,133	320,875
Associate Professor UCD, TCD, RCSI	265,571	-	292,190	298,034	302,505
Lecturer	249,517	-	274,527	280,018	284,218
College Lecturer	245,212	-	269,790	275,186	279,314
Category III Consultants					
Professor UCC	281,698	-	309,934	316,133	320,875
Associate Professor UCC	265,571	-	292,190	298,034	302,505
Lecturer UCC	249,517	-	274,527	280,018	284,218
College Lecturer UCC	245,212	-	269,790	275,186	279,314
Category IV Consultants					
Professor UCG	281,698	-	309,934	316,133	320,875
Associate Professor UCG	265,571	-	292,190	298,034	302,505
Lecturer UCG	249,517	-	274,527	280,018	284,218
College Lecturer UCG	245,212	-	269,790	275,186	279,314

Table B2

Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.					
Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	€	€	€	€	€
Professor	253,500	-	278,910	284,488	288,755
Associate Professor	234,982	-	258,536	263,707	267,663
Lecturer	215,304	-	236,885	241,623	245,247
College Lecturer	210,221	-	231,292	235,918	239,457
Category II Consultants					
Professor UCD, TCD, RCSI	240,913	-	265,061	270,362	274,417
Associate Professor UCD, TCD, RCSI	222,793	-	245,125	250,028	253,778
Lecturer UCD, TCD, RCSI	202,547	-	222,849	227,306	230,716
College Lecturer UCD, TCD, RCSI	197,461	-	217,253	221,598	224,922
Category III Consultants					
Professor UCC	244,848	-	269,390	274,778	278,900
Associate Professor UCC	226,602	-	249,316	254,302	258,117
Lecturer UCC	206,534	-	227,236	231,781	235,258
College Lecturer UCC	201,449	-	221,641	226,074	229,465
Category IV Consultants					
Professor UCG	248,781	-	273,718	279,192	283,380
Associate Professor UCG	230,412	-	253,507	258,577	262,456
Lecturer UCG	210,520	-	231,622	236,254	239,798
College Lecturer UCG	205,433	-	226,025	230,546	234,004

Table SA - B2

Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract					
Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	€	€	€	€	€
Professor	272,149	-	299,428	305,417	309,998
Associate Professor	252,483	-	277,790	283,346	287,596
Lecturer	230,504	-	253,608	258,680	262,560
College Lecturer	224,986	-	247,538	252,489	256,276
Category II Consultants					
Professor UCD, TCD, RCSI	272,149	-	299,428	305,417	309,998
Associate Professor UCD, TCD, RCSI	252,483	-	277,790	283,346	287,596
Lecturer UCD, TCD, RCSI	230,504	-	253,608	258,680	262,560
College Lecturer UCD, TCD, RCSI	224,986	-	247,538	252,489	256,276
Category III Consultants					
Professor UCC	272,149	-	299,428	305,417	309,998
Associate Professor UCC	252,483	-	277,790	283,346	287,596
Lecturer UCC	230,504	-	253,608	258,680	262,560
College Lecturer UCC	224,986	-	247,538	252,489	256,276
Category IV Consultants					
Professor UCG	272,149	-	299,428	305,417	309,998
Associate Professor UCG	252,483	-	277,790	283,346	287,596
Lecturer UCG	230,504	-	253,608	258,680	262,560
College Lecturer UCG	224,986	-	247,538	252,489	256,276

Table B3

Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.					
Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	€	€	€	€	€
Professor UCD, TCD, RCSI	226,589	-	249,301	254,287	258,101
Associate Professor UCD, TCD, RCSI	208,681	-	229,598	234,190	237,703
Lecturer UCD, TCD, RCSI	188,673	-	207,585	211,737	214,913
College Lecturer UCD, TCD, RCSI	188,195	-	202,048	206,089	209,180
Professor UCC	230,524	-	253,631	258,704	262,585
Associate Professor UCC	212,489	-	233,788	238,464	242,041
Lecturer UCC	192,660	-	211,971	216,210	219,453
College Lecturer UCC	188,195	-	206,437	210,566	213,724
Professor UCG	234,457	-	257,958	263,117	267,064
Associate Professor UCG	216,298	-	237,979	242,739	246,380
Lecturer UCG	196,647	-	216,358	220,685	223,995
College Lecturer UCG	191,615	-	210,821	215,037	218,263

Table SA - B3

Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract					
Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	€	€	€	€	€
Professor UCD, TCD, RCSI	243,502	-	267,909	273,267	277,366
Associate Professor UCD, TCD, RCSI	225,482	-	248,084	253,046	256,842
Lecturer UCD, TCD, RCSI	207,464	-	228,259	232,824	236,316
College Lecturer UCD, TCD, RCSI	202,642	-	222,954	227,413	230,824
Professor UCC	243,502	-	267,909	273,267	277,366
Associate Professor UCC	225,482	-	248,084	253,046	256,842
Lecturer UCC	207,464	-	228,259	232,824	236,316
College Lecturer UCC	202,642	-	222,954	227,413	230,824
Professor UCG	243,502	-	267,909	273,267	277,366
Associate Professor UCG	225,482	-	248,084	253,046	256,842
Lecturer UCG	207,464	-	228,259	232,824	236,316
College Lecturer UCG	202,642	-	222,954	227,413	230,824

Table C1(1)							
New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/10/23	195,307	200,979	224,666	227,927	231,192	234,455
	1/03/23	192,421	198,009	221,346	224,559	227,775	230,990
	01/07/22	188,648	194,126	217,006	220,156	223,309	226,461
	01/02/22	-	-	-	-	-	-
	01/10/21	177,513	182,668	197,236	200,100	202,965	205,830
Type B	01/10/23	183,834	186,330	204,260	206,979	209,699	212,419
	1/03/23	181,117	183,576	201,241	203,920	206,600	209,280
	01/07/22	177,566	179,976	197,295	199,922	202,549	205,176
	01/02/22	-	-	-	-	-	-
	01/10/21	167,085	169,353	185,650	188,121	188,195	188,195
Type C	01/10/23	159,939	165,598	174,821	179,471	184,912	187,056
	1/03/23	157,575	163,151	172,237	176,819	182,179	184,292
	1/10/22	154,485	159,952	168,860	173,352	178,607	180,678
	01/07/22	152,955	158,369	168,100	173,352	178,607	180,678
	02/02/22	152,955	158,369	162,318	163,120	168,065	170,014
	01/02/22	-	-	-	-	-	-
	01/10/21	148,500	153,756	162,318	163,120	168,065	170,014

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

Table SA - C1(1)							
Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement.							
Contract Type	01/10/21	01/02/22	02/02/22	01/07/22	1/10/22	1/03/23	01/10/23
	€	€	€	€	€	€	€
Type A	190,791	-	190,791	209,915	209,915	214,113	217,325
	201,098	-	201,098	221,261	221,261	225,686	229,071
	211,990	-	211,990	233,239	233,239	237,904	241,473
	217,720	-	217,720	239,543	239,543	244,334	247,999
	223,449	-	223,449	245,846	245,846	250,763	254,524
	229,178	-	229,178	252,150	252,150	257,193	261,051
Type B	176,181	-	176,181	193,840	193,840	197,717	200,683
	184,775	-	184,775	203,296	203,296	207,362	210,472
	195,756	-	195,756	215,378	215,378	219,686	222,981
	200,531	-	200,531	220,631	220,631	225,044	228,420
	205,305	-	205,305	225,884	225,884	230,402	233,858
	210,081	-	210,081	231,138	231,138	235,761	239,297
Type B*	187,837	-	187,837	199,619	199,619	203,611	206,665
Type C	148,500	-	150,159	152,955	154,485	157,575	159,939
	153,757	-	153,757	160,745	160,745	163,960	166,419
	162,318	-	162,318	168,100	168,860	172,237	174,821
	163,121	-	163,121	173,353	173,353	176,820	179,472
	168,064	-	168,064	178,606	178,606	182,178	184,911
	173,007	-	173,007	183,859	183,859	187,536	190,349

Table C1(2)

New Entrant Consultant (Clinicians) from 1 st October 2012*										
Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/10/23	159,061	163,483	172,747	181,643	189,400	195,865	203,621	218,169	229,593
	1/03/23	156,710	161,067	170,194	178,959	186,601	192,970	200,612	214,945	226,200
	1/10/22	153,637	157,909	166,857	175,450	182,942	189,186	196,678	210,730	221,765
	01/07/22	152,116	156,346	165,205	175,450	182,942	189,186	196,678	210,730	221,765
	02/02/22	152,116	153,838	162,556	165,094	172,144	178,020	185,070	191,532	201,561
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	147,685	151,792	160,394	165,094	172,144	178,020	185,070	191,532	201,561
Type B	01/10/23	150,153	155,496	162,876	163,983	168,992	174,014	182,936	190,693	198,450
	1/03/23	147,934	153,198	160,469	161,560	166,495	171,442	180,233	187,875	195,517
	1/10/22	145,033	150,194	157,323	158,392	163,230	168,080	176,699	184,191	191,683
	01/07/22	143,597	148,707	155,765	156,824	161,614	166,416	176,699	184,191	191,683
	02/02/22	143,597	148,707	155,765	154,309	159,022	163,747	166,269	173,319	180,369
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	139,414	144,376	151,228	152,256	156,907	161,569	166,269	173,319	180,369
Type C	01/10/23	131,552	135,406	139,972	143,154	146,335	150,153	155,242	160,969	165,237
	1/03/23	129,608	133,405	137,903	141,038	144,172	147,934	152,948	158,590	162,795
	1/10/22	127,067	130,789	135,199	138,273	141,345	145,033	149,949	155,480	159,603
	01/07/22	125,809	129,494	133,861	136,904	139,946	143,597	148,464	153,940	158,022
	02/02/22	125,809	129,494	133,861	136,904	139,946	143,597	148,464	153,940	155,488
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	122,145	125,723	129,962	132,916	135,870	139,414	144,140	149,457	153,420

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

Table C2(1)

New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/10/23	253,939	261,163	282,154	286,167	290,181	294,194
	1/03/23	250,186	257,303	277,984	281,938	285,893	289,846
	01/07/22	245,280	252,258	272,533	276,410	280,287	284,163
	01/02/22	-	-	-	-	-	-
	01/10/21	222,934	229,277	247,704	251,229	254,752	258,275
Type A Associate Professor / Consultant	01/10/23	236,768	243,992	263,075	267,089	271,102	275,117
	1/03/23	233,269	240,386	259,187	263,142	267,096	271,051
	01/07/22	228,695	235,673	254,105	257,982	261,859	265,736
	01/02/22	-	-	-	-	-	-
	01/10/21	207,859	214,202	230,955	234,479	238,003	241,527
Type A Senior Lecturer / Consultant	01/10/23	219,633	226,856	244,035	248,049	252,062	256,076
	1/03/23	216,387	223,503	240,429	244,383	248,337	252,292
	01/07/22	212,144	219,121	235,715	239,591	243,468	247,345
	01/02/22	-	-	-	-	-	-
	01/10/21	192,817	199,152	214,241	217,763	221,287	224,811

Table SA - C2(1)

Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.						
Contract Type	Scale Points	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
		Type A	Type A	Type A	Type A	Type A
		€	€	€	€	€
TYPE A Professor	1	234,501	-	258,007	263,167	267,115
	2	247,186	-	271,963	277,402	281,563
	3	260,557	-	286,674	292,407	296,793
	4	267,604	-	294,427	300,316	304,821
	5	274,651	-	302,181	308,225	312,848
	6	281,698	-	309,934	316,133	320,875
TYPE A Associate Professor	1	219,986	-	242,036	246,877	250,580
	2	232,671	-	255,993	261,113	265,030
	3	244,429	-	268,929	274,308	278,423
	4	251,477	-	276,683	282,217	286,450
	5	258,523	-	284,436	290,125	294,477
	6	265,571	-	292,190	298,034	302,505
TYPE A Lecturer	1	205,537	-	226,139	230,662	234,122
	2	218,222	-	240,096	244,898	248,571
	3	228,375	-	251,266	256,291	260,135
	4	235,422	-	259,020	264,200	268,163
	5	242,469	-	266,773	272,108	276,190
	6	249,517	-	274,527	280,018	284,218
TYPE A College Lecturer	1	201,663	-	221,876	226,314	229,709
	2	214,348	-	235,833	240,550	244,158
	3	224,070	-	246,529	251,460	255,232
	4	231,117	-	254,283	259,369	263,260
	5	238,164	-	262,036	267,277	271,286
	6	245,212	-	269,790	275,186	279,314

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	01/10/23	227,288	240,534	252,385	256,659	256,659	256,659
	1/03/23	223,929	236,979	248,655	252,866	252,866	252,866
	01/07/22	219,538	232,332	243,779	247,908	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	199,538	211,166	221,570	225,323	225,323	225,323
Type A Associate Professor / Consultant	01/10/23	204,367	224,030	235,315	248,434	256,659	256,659
	1/03/23	201,347	220,719	231,837	244,763	252,866	252,866
	01/07/22	197,399	216,391	227,291	239,964	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	185,747	196,677	206,583	218,102	225,323	225,323
Type A Senior Lecturer / Consultant	01/10/23	189,250	200,643	218,357	230,739	238,870	251,433
	1/03/23	186,453	197,678	215,130	227,329	235,340	247,717
	01/07/22	182,797	193,802	210,912	222,872	230,725	242,860
	01/02/22	-	-	-	-	-	-
	01/10/21	172,008	182,363	191,697	202,568	209,705	220,734

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

Table C3(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/10/23	237,504	243,818	263,894	267,402	270,909	274,417
	1/03/23	233,994	240,215	259,994	263,450	266,905	270,362
	01/07/22	229,406	235,505	254,896	258,284	261,672	265,061
	01/02/22	-	-	-	-	-	-
	01/10/21	208,506	214,049	231,675	234,753	237,833	240,913
Type B Associate Professor / Consultant	01/10/23	218,929	225,243	243,255	246,763	250,271	253,778
	1/03/23	215,694	221,914	239,660	243,116	246,572	250,028
	01/07/22	211,465	217,563	234,961	238,349	241,737	245,125
	01/02/22	-	-	-	-	-	-
Type B Senior Lecturer / Consultant	01/10/21	192,200	197,726	213,555	216,635	219,713	222,793
	01/10/23	191,417	197,516	220,192	223,700	227,208	230,716
	1/03/23	188,588	194,597	216,938	220,394	223,850	227,306
	01/07/22	184,890	190,781	212,684	216,073	219,461	222,849
	01/02/22	-	-	-	-	-	-
01/10/21	173,978	179,520	193,308	196,388	199,468	202,547	

Table SA - C3(1)						
Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.						
Contract Type	Scale Points	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
		Type B	Type B	Type B	Type B	Type B
		€	€	€	€	€
TYPE B Professor	1	228,305	-	251,189	256,213	260,056
	2	239,391	-	263,387	268,655	272,685
	3	253,672	-	279,099	284,681	288,951
	4	259,831	-	285,875	291,593	295,967
	5	265,990	-	292,652	298,505	302,983
	6	272,149	-	299,428	305,417	309,998
TYPE B Associate Professor	1	210,604	-	231,714	236,348	239,893
	2	221,691	-	243,912	248,790	252,522
	3	234,004	-	257,460	262,609	266,548
	4	240,164	-	264,237	269,522	273,565
	5	246,323	-	271,013	276,433	280,579
	6	252,483	-	277,790	283,346	287,596
TYPE B Lecturer	1	190,823	-	209,949	214,148	217,360
	2	201,905	-	222,147	226,590	229,989
	3	212,025	-	233,278	237,944	241,513
	4	218,185	-	240,055	244,856	248,529
	5	224,343	-	246,831	251,768	255,545
	6	230,504	-	253,608	258,680	262,560
TYPE B College Lecturer	1	185,858	-	204,487	208,577	211,706
	2	196,929	-	216,685	221,019	224,334
	3	206,509	-	227,208	231,752	235,228
	4	212,668	-	233,985	238,665	242,245
	5	218,827	-	240,761	245,576	249,260
	6	224,986	-	247,538	252,489	256,276

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	01/10/23	214,458	224,048	233,909	243,963	254,358	256,659
	1/03/23	211,289	220,737	230,452	240,358	250,599	252,866
	01/07/22	207,146	216,409	225,933	235,645	245,685	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	188,274	196,694	205,350	214,177	223,302	225,323
Type B Associate Professor / Consultant	01/10/23	190,593	199,358	215,645	225,073	234,683	244,295
	1/03/23	187,776	196,412	212,458	221,747	231,215	240,685
	01/07/22	184,094	192,561	208,292	217,399	226,681	235,966
	01/02/22	-	-	-	-	-	-
	01/10/21	173,228	181,196	189,315	197,594	206,030	214,469
Type B Senior Lecturer / Consultant	01/10/23	168,509	180,304	188,682	197,232	205,581	221,480
	1/03/23	166,019	177,639	185,894	194,317	202,543	218,207
	1/10/22	162,764	174,156	182,249	190,507	198,572	213,928
	01/07/22	161,152	174,156	182,249	190,507	198,572	213,928
	02/02/22	158,568	163,877	171,491	179,262	186,851	194,438
	01/02/22	-	-	-	-	-	-
	01/10/21	156,459	163,877	171,491	179,262	186,851	194,438

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

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/10/23	214,890	221,597	238,768	242,494	246,218	249,944
	1/03/23	211,714	218,322	235,239	238,910	242,579	246,250
	01/07/22	207,563	214,041	230,626	234,225	237,823	241,422
	01/02/22	-	-	-	-	-	-
	01/10/21	188,654	194,541	209,615	212,886	216,157	219,427
	01/10/23	190,392	196,869	219,013	222,739	226,464	230,190
Type C Associate Professor / Consultant	1/03/23	187,578	193,960	215,776	219,447	223,117	226,788
	01/07/22	183,900	190,157	211,545	215,144	218,742	222,341
	01/02/22	-	-	-	-	-	-
	01/10/21	173,045	178,933	192,273	195,543	198,814	202,085
Type C Senior Lecturer / Consultant	01/10/23	173,509	183,638	196,943	200,670	204,395	208,119
	1/03/23	170,945	180,924	194,033	197,704	201,374	205,043
	1/10/22	167,593	177,376	190,228	193,827	197,425	201,023
	01/07/22	165,933	177,376	190,228	193,827	197,425	201,023
	02/02/22	163,272	166,906	179,000	182,386	185,772	188,195
	01/02/22	-	-	-	-	-	-
01/10/21	161,100	166,906	179,000	182,386	185,772	188,195	

Table SA - C4(1)						
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement. Note: Due for payment in 2019 and 2020 - see Circular 11/2018						
Contract Type	Scale Points	01/10/21	01/02/22	01/07/22	1/03/23	1/03/23
		Type C	Type B	Type C	Type C	Type C
		€	€	€	€	€
TYPE C Professor	1	188,600	-	207,504	211,654	214,829
	2	200,363	-	220,458	224,867	228,240
	3	209,555	-	230,560	235,171	238,699
	4	216,096	-	237,756	242,511	246,149
	5	222,637	-	244,953	249,852	253,600
	6	229,179	-	252,150	257,193	261,051
TYPE C Associate Professor	1	172,297	-	189,567	193,358	196,258
	2	184,071	-	202,521	206,571	209,670
	3	191,441	-	210,630	214,843	218,066
	4	197,982	-	217,827	222,184	225,517
	5	204,523	-	225,024	229,524	232,967
	6	211,065	-	232,221	236,865	240,418
TYPE C Lecturer	1	159,524	-	169,531	172,922	175,516
	2	168,963	-	182,484	186,134	188,926
	3	177,249	-	188,367	192,134	195,016
	4	184,020	-	195,563	199,474	202,466
	5	188,195	-	202,760	206,815	209,917
	6	190,829	-	209,957	214,156	217,368
TYPE C College Lecturer	1	154,781	-	164,490	167,780	170,297
	2	165,874	-	177,444	180,993	183,708
	3	171,979	-	182,767	186,422	189,218
	4	178,751	-	189,964	193,763	196,669
	5	185,523	-	197,160	201,103	204,120
	6	188,195	-	204,357	208,444	211,571

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	01/10/23	171,153	181,601	189,308	198,798	206,177	222,790
	1/03/23	168,624	178,917	186,510	195,860	203,130	219,498
	1/10/22	165,318	175,409	182,853	192,020	199,147	215,194
	01/07/22	163,681	175,409	182,853	192,020	199,147	215,194
	02/02/22	161,056	165,056	172,060	180,686	187,392	195,589
	01/02/22	-	-	-	-	-	-
	01/10/21	158,914	165,056	172,060	180,686	187,392	195,589
Type C Associate Professor / Consultant	01/10/23	159,376	165,728	170,118	182,730	189,526	197,832
	1/03/23	157,021	163,279	167,604	180,030	186,725	194,908
	1/10/22	153,942	160,077	164,318	176,500	183,064	191,086
	01/07/22	152,418	158,492	162,691	176,500	183,064	191,086
	02/02/22	152,418	158,492	160,081	172,709	179,132	186,983
	01/02/22	-	-	-	-	-	-
	01/10/21	147,978	153,876	157,952	166,083	172,258	179,808
Type C Senior Lecturer / Consultant	01/10/23	148,199	154,407	161,418	166,344	172,473	183,922
	1/03/23	146,009	152,125	159,033	163,886	169,924	181,204
	1/10/22	143,146	149,142	155,915	160,673	166,592	177,651
	01/07/22	141,729	147,665	154,371	159,082	164,943	177,651
	02/02/22	141,729	147,665	154,371	156,531	162,297	167,165
	01/02/22	-	-	-	-	-	-
	01/10/21	137,601	143,364	149,875	154,449	160,138	167,165

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

Table SA - C5(1)					
Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement					
Contract Type	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	Type B*	Type B	Type B*	Type B*	Type B*
	€	€	€	€	€
TYPE B* Professor	243,502	-	267,909	273,267	277,366
TYPE B* Associate Professor	225,482	-	248,084	253,046	256,842
TYPE B* Lecturer	207,464	-	228,259	232,824	236,316
TYPE B* College Lecturer	202,642	-	222,954	227,413	230,824

Table D1	01/10/21	02/02/22	1/10/22	1/03/23	01/10/23
	€	€	€	€	€
Clinical Directors' Allowance*	50,500	52,015	52,535	53,586	54,390

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

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/10/23	249,893		
	1/03/23	246,200		
	01/07/22	241,373		
	01/02/22	-		
	01/10/21	219,383		
Head of Department**	01/10/23	222,853	229,593	236,359
	1/03/23	219,560	226,200	232,866
	01/07/22	215,255	221,765	228,300
	01/02/22	-	-	-
	01/10/21	195,645	201,561	207,501

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

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

Table E

B&C Factor Payments for Consultants who (1) are not eligible for settlement agreement or (2) who are eligible and do not avail of settlement agreement.					
On Call/Call-Out Payments					
	No. of Call-Outs	02/02/22	1/10/22	1/03/23	01/10/23
Rota		€	€	€	€
Flat Annual Payment		4,362	4,406	4,494	4,561
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...					
1 in 3		2,526	2,551	2,602	2,641
1 in 2	1-80 call-outs	6,306	6,369	6,496	6,593
	81-120 call-outs	7,287	7,360	7,507	
	121+ call-outs	7,980	8,060	8,221	8,344
1 in 1	1-80 call-outs	7,568	7,644	7,797	7,914
	81-120 call-outs	9,578	9,674	9,867	10,015
	121+ call-outs	11,827	11,945	12,184	12,367

SA - B and C Factor Payments					
SA - On Call/Call-Out Payments					
	No. of Call-Outs	02/02/22	1/10/22	1/03/23	01/10/23
Rota		€	€	€	€
Flat Annual Payment		6,398	6,462	6,591	6,690
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows					
1 in 3		2,652	2,679	2,733	2,774
1 in 2	1-80 call-outs	6,621	6,687	6,821	6,923
	81-120 call-outs	7,652	7,728	7,883	8,001
	121+ call-outs	8,380	8,463	8,632	8,761
1 in 1	1-80 call-outs	7,947	8,027	8,188	8,311
	81-120 call-outs	10,057	10,157	10,360	10,515
	121+ call-outs	12,419	12,543	12,794	12,986

Emergency Call-Out Payments for all Consultants				
Per call-out	02/02/22	1/10/22	1/03/23	01/10/23
	€	€	€	€
First 30 call-outs	88.86	89.75	91.55	92.92
31-120 call-outs	133.66	134.99	137.69	139.76
121 call-outs or more	176.57	178.34	181.90	184.63
If the call-out occurs after midnight				
First 30 call-outs	118.46	119.64	122.04	123.87
31-120 call-outs	179.11	180.90	184.52	187.29
121 call-outs or more	237.07	239.44	244.23	247.90
For each hour or part hour in excess of the first hour				
First 30 call-outs	59.14	59.73	60.93	61.84
31-120 call-outs	88.27	89.15	90.94	92.30
121 call-outs or more	118.55	119.74	122.13	123.96
Annual Limit	25,220	25,472	25,982	26,372

SA - Emergency Call-Out Payments for all Consultants				
Per call-out (hourly rate or part thereof)	02/02/22	1/10/22	1/03/23	01/10/23
	€	€	€	€
First 30 call-outs	106.63	107.70	109.85	111.50
31-120 call-outs	159.95	161.55	164.78	167.25
121 call-outs or more	213.26	215.39	219.70	223.00
If the call-out occurs after midnight				
First 30 call-outs	133.29	134.62	137.31	139.37
31-120 call-outs	199.93	201.93	205.97	209.06
121 call-outs or more	266.58	269.24	274.63	278.75
Annual Limit	31,209	31,521	32,151	32,633

Table F1

Salary scales for Consultants who are remaining on the 1997 Consultant Contract							
Consultants Revised Common Contract, 1997	01/10/21	01/02/22	02/02/22	01/07/22	1/10/22	1/03/23	01/10/23
	€	€	€	€	€	€	€
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	188,195	-	188,195	200,772	200,772	204,787	207,859
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	179,416	-	179,416	190,670	190,670	194,483	197,400
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,427	-	170,427	181,118	181,118	184,740	187,511
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	168,635	-	168,635	179,213	179,213	182,797	185,539
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	162,318	-	162,318	170,191	170,191	173,595	176,199
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	159,108	-	161,253	163,881	165,520	168,830	171,362
Geographical Wholtime Consultants without fees	191,167	-	191,167	210,329	210,329	214,536	217,754

Table F2

Salary scales for Academic Consultants who are remaining on the 1998 Contract					
	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	€	€	€	€	€
Category I Consultants					
Professor	234,852	-	258,392	263,560	267,513
Associate Professor	217,482	-	239,281	244,067	247,728
Lecturer	200,105	-	220,163	224,566	227,934
College Lecturer	195,455	-	215,046	219,347	222,637
Category II Consultants					
Professor UCD, TCD, RCSI	209,676	-	230,693	235,307	238,837
Associate Professor UCD, TCD, RCSI	193,105	-	212,460	216,709	219,960
Lecturer UCD, TCD, RCSI	180,753	-	192,091	195,933	198,872
College Lecturer UCD, TCD, RCSI	175,932	-	186,967	190,706	193,567
Professor UCC	217,546	-	239,352	244,139	247,801
Associate Professor UCC	200,723	-	220,842	225,259	228,638
Lecturer UCC	188,195	-	200,864	204,881	207,954
College Lecturer UCC	184,190	-	195,744	199,659	202,654
Professor UCG	225,413	-	248,007	252,967	256,762
Associate Professor UCG	208,341	-	229,224	233,808	237,315
Lecturer UCG	190,538	-	209,636	213,829	217,036
College Lecturer UCG	185,881	-	204,513	208,603	211,732

Table F3

Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008					
	01/10/21	01/02/22	01/07/22	1/03/23	01/10/23
	€	€	€	€	€
Regional Consultant Orthodontists	179,416	-	190,670	194,483	197,400

Table F4

Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991							
	01/10/21	01/02/22	02/02/22	01/07/22	1/10/22	1/03/23	01/10/23
	€	€	€	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB							
G.W.T. WITHOUT FEES	162,318	-	163,970	167,188	168,860	172,237	174,821
G.W.T. WITH FEES	155,134	-	157,225	159,788	161,386	164,614	167,083
EXISTING WHOLETIME	148,855	-	153,321	153,321	154,854	157,951	160,320
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)							
G.W.T. WITHOUT FEES	162,318	-	163,970	167,188	168,860	172,237	174,821
G.W.T. WITH FEES	150,332	-	154,842	154,842	156,390	159,518	161,911
EXISTING WHOLETIME	141,485	-	145,729	145,729	147,186	150,130	152,382
Consultants in EHB (excluding Psychiatrists and Geriatricians)							
G.W.T. WITHOUT FEES	162,318	-	163,970	167,188	168,860	172,237	174,821
G.W.T. WITH FEES	142,963	-	147,252	147,252	148,724	151,698	153,973
EXISTING WHOLETIME	134,114	-	138,137	138,137	139,519	142,309	144,444

Extended Duty Liability	01/10/21	02/02/22	1/10/22	1/03/23	01/10/23
	€	€	€	€	€
A flat payment will be paid to each consultant with on-call liability.	7,933	8,171	8,253	8,418	8,544

Emergency Services	01/10/21	02/02/22	1/10/22	1/03/23	01/10/23
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€	€	€	€
Per call-out for each patient	83.83	86.34	87.21	88.95	90.28
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	111.63	114.98	116.13	118.45	120.23
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	55.74	57.41	57.99	59.15	60.03
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,580	10,898	11,006	11,227	11,395

Table F5

Original Contract for Consultant Medical Staff 1981						
	01/10/21	02/02/22	01/07/22	01/10/22	1/03/23	01/10/23
	This represents the cumulative restorations up to and including 1/10/2021	This represents the cumulative restorations up to and including 2/02/2022	This represents the cumulative restorations up to and including 1/07/22	This represents the cumulative restorations up to and including 1/10/22	This represents the cumulative restorations up to and including 1/03/23	This represents the cumulative restorations up to and including 1/03/24
	€	€	€	€	€	€
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*	186,596	186,596	198,281	198,281	202,247	205,281
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347(£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	10,532	10,848	-	10,956	11,175	11,343

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

ALLOWANCES

Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual)

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

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Travel Allowance for non nursing Dublin Personnel

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

MEDICAL AND DENTAL ALLOWANCES

	1 October 2021	2 February 2022	1 October 2022	1 March 2023	1 October 2023
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)	131.34	135.28	136.63	139.36	141.45
2. Emergency Sessions					
The rate at 1 above subject to a minimum fee in the case of Anaesthetists	86.04	88.62	89.50	91.29	92.66
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons	51.24	52.78	53.31	54.37	55.19
3. Community Ophthalmic Physicians per 3 hour session	190.26	195.97	197.93	201.89	204.92
4. Special rates payable for clinics held outside a radius of 25 miles					
(a) Where the clinics are held for <u>less</u> than 3 hours duration;					
hourly rate;	65.59	67.55	68.23	69.60	70.64
minimum rate;	131.34	135.28	136.63	139.36	141.45
(b) Where the duration is <u>not less</u> than 3 hours;					
first 3 hours	196.72	202.63	204.65	208.75	211.88
3 hour sessional rate for hours in excess of 3 (and pro-rata)	131.34	135.28	136.63	139.36	141.45
5. Pool Payments					
General Teaching Hospital (per bed day)	5.49	5.65	5.71	5.82	5.91
General Non-Teaching Hospital (per bed day)	3.70	3.81	3.85	3.92	3.98
Maternity Teaching Hospital (per bed day)	10.62	10.94	11.05	11.27	11.44
Maternity Non-Teaching Hospital (per bed day)	5.01	5.16	5.21	5.31	5.39
6. Private Dental Surgeons Sessional Rates					
(a) For clinics held on health board premises	135.62	139.68	141.08	143.90	146.06
(b) For clinics held in a dentist's private surgery	181.48	186.93	188.80	192.57	195.46
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)	157.55	162.28	163.90	163.90	166.36
Special rates for clinics held outside a radius of 25 miles					
(a) For clinics of <i>less than</i> 3 hours duration					
Per hour	79.48	81.86	82.68	82.68	83.92
Minimum rate	95.67	98.55	99.53	99.53	101.02
(b) For clinics of <i>not less than</i> 3 hours					
For the first three hours	236.49	243.58	246.02	246.02	249.71
For 3 hour sessions in excess of 3 hours	159.16	163.93	165.57	165.57	168.05
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.					

NURSING ALLOWANCES

	1 March 2023	1 October 2023
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)(DoH Circular 14/2019 Refers)		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	3,778	3,835
(B) Location Allowance for nurses engaged in the following Duties: A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) With effect from 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).	2,516	2,554
(B) Also applies to the Public Health Nurse grade in the following manner: With effect from 1 March 2019, Location Allowance set out at (B) above shall also apply to certain Public Health Nurses not holding a midwifery qualification, but engaged in provision of midwifery services as part of their duties (Refer to Para 3, HSE Circular 21/2019).	2,516	2,554
Public Health Nurses & Assistant Directors of Public Health Nursing Midwifery Qualification* *Restored to new entrant nurses as per DoH Circular 14/2017	3,778	3,835
Staff Nurse Dual Qualification Scale New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,573	1,597
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	1,504	1,527
Theatre / Night Sister	903	917
Public Health Nurse	1,807	1,834
Relevant nursing staff Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)* *Abolished for new beneficiaries with effect from 1 February 2012	3,357	3,407
Psychiatric Nurses (S100/411 refers) HSE HR Directorate Circular 1/2005 Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012		
Psychiatric Staff Nurse	5,597	5,681
Senior Staff Nurse (Psychiatric)	5,878	5,966
Community Psychiatric Nurse	6,139	6,231
Clinical Nurse Manager I (Psychiatric)	5,948	6,037
CNM II (Psychiatric)/Community Mental Health Nurse	6,347	6,442
Clinical Nurse Manager III (Psychiatric)	6,668	6,768
Assistant Director of Nursing Mental Health	6,455	6,552
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	4,211	4,274
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449	5,840	5,928
Public Health Nurses (S103/151 refers) Island Inducement Allowance* *Abolished for new beneficiaries with effect from 1 February 2012	1,992	2,022

	1 March 2023	1 October 2023
Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)		
<i>(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>		
Monday to Friday (Each day)	47.76	48.48
Saturday	61.35	62.27
Sunday and Public Holidays	82.93	84.17
<i>(ii) Call Out Rate - Monday to Sunday</i>		
Fee per operation per 2 hours (17.00 - 22.00 hours)	47.76	48.48
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	71.63	72.70
Operation lasting more than 4 hours and up to five hours	119.39	121.18
Fee per operation per hour (after 22.00 hours)	47.76	48.48
<i>(iii) On-call Without Standby</i>		
Fee per operation, call in without standby	95.52	96.96
Overruns from roster at normal overtime rates (no time back in lieu)		
<i>(iv) On Call over Weekend</i>		
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.		
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</i>		
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. *Restored for new entrant nurses as per DoH Circular 14/2017	20.40	20.71
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017 (HSEA letter dated 5 April 2001 refers)		
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role). Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.	4,184	4,247
Public Health Nurses Week-end Work (S100/414 refers)		
Fixed Payment	31.75	32.22
First call on Saturday and first call on Sunday	42.14	42.77
Each subsequent call on Saturday and Sunday	21.11	21.42
Payment in lieu of time off for Emergency work	31.71	32.19
Saturday Premium	17.25	17.51
Specialist Co-ordinator Allowance*	4,872	4,945
*Restored for new entrant nurses as per DoH Circular 14/2017		

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES		1 March 2023	1 October 2023
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)		
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	42.79	43.43
	Mon - Thurs	54.46	55.27
	Sat	59.90	60.80
	Bank Holiday	59.90	60.80
Stand-by Payments (off site on call)	Mon - Fri	48.24	48.97
	Saturday	61.96	62.89
	Sun & Public Holidays	83.76	85.02
PHYSIOTHERAPISTS			
Emergency/On-Call Duty			
I On-Call with Standby	(a) Monday to Friday	26.49	26.89
	(b) Saturdays	34.58	35.10
	(c) Sundays and Public Holidays	51.72	52.50
	- Fee per call (per half hour)	26.49	26.89
II On-Call without Standby			
	- Fee per call (per hour)	72.72	73.81
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.		213.58	216.78
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		17.43	17.69
RADIOGRAPHERS			
CT Out of Hours - Hourly Rate	Monday - Friday	52.96	53.75
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	67.40	68.41
	Saturday	61.78	62.71
	Sunday (into Monday morning / Public Holiday)	74.14	75.25
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>			
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	42.36	43.00
	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	53.92	54.73
	Saturday	49.43	50.17
	Sunday (into Monday morning / Public Holiday)	59.31	60.20
Stand-by Payments (off site on call)	Mon - Fri	47.77	48.48
	Saturday	61.35	62.27
	Sun & Public Holiday	82.93	84.17

All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours

	1 March 2023	1 October 2023
PART-TIME RADIOGRAPHERS		
Rate-Per-Hour : Premium rate	28.34	28.76
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*		
*Abolished for new beneficiaries with effect from 1 February 2012		
Hons BSc	1,150	1,167
MSc	2,298	2,332
PhD	2,996	3,041
Only one allowance is payable at a time		
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*		
*Abolished for new beneficiaries with effect from 1 February 2012		
Higher Diploma of the College of Radiography	1,029	1,044
Diploma in Ultrasound	514.40	522.11
Diploma in Nuclear Medicine	514.40	522.11
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.		
Annual Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)	5,068	5,144
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)	1,692	1,717
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*	270.61	274.67
*Abolished for new beneficiaries with effect from 1 February 2012		
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.		
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year	231.74	235.21
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year	1,030	1,045
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year	3,649	3,704
Allowance for Advanced Paramedics <i>as per HSE Circular 11/2009</i>	10,395	10,551

†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 March 2023	1 October 2023
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	110.91	112.58
For 2 three hourly sessions held at the same location on same day	189.77	192.62
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	47.65	48.37
Over 6 hours:	35.29	35.82
Maximum payment for 21 hours:	808.36	820.48
† <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:	144.84	147.01
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	193.10	196.00
† 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;		
Employed on a sessional basis but not specifically appointed to an assessment team	209.39	212.53
per 3-hour session	175.77	178.41
for 2 3-hour sessions held at the same location on same day	300.86	305.37
† SOCIAL WORKERS		
3-hour Session	120.11	121.91
2 3-hour sessions (held at the same location on the same day)	205.52	208.60
† Sessional Rates for employees who do not derive their principal source of income from sessional work.		
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	101.82	103.35
For 2 three hourly sessions held at the same location on the same day	174.20	176.81
† 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:	129.31	131.25
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	172.41	175.00
† 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;)	184.00	186.76
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	154.46	156.78
for 2 3-hour sessions held at the same location on same day	264.39	268.35

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

SUPPORT SERVICES GRADES ALLOWANCES

	1 March 2023	1 October 2023
Cardiac Allowance* *Abolished for new beneficiaries with effect from 1 February 2012	19.24	19.53
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)* *Abolished for new beneficiaries with effect from 1 February 2012	33.40	33.91
<u>Saturday Premium</u>	12.20	12.38
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018 The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full from 1 July 2021; a separate instruction will issue in relation to the Tool Allowance for 2021. 1/1/2021 - 31/12/2021 DoH Circular 18/2021 799 Euros 6 months at 710 and 6 months at 888 1/1/2022 - 31/12/2022 DoH Circular 13/2022 888 Euros		

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)	9,991	10,141
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)	487.10	494.40
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder	9,991	10,141
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,474	4,541
<u>Saturday Premium</u>	17.43	17.69

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

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

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

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

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

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

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

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