

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 4/2024

The Public Service Agreement 2024-2026 gives effect to the following adjustments effective 1st June 2024:

An increase to the annualised basic salaries for public servants of 1%.

An increases of 1% 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 1st June 2024

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 June 2024), 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. Payscales 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 payscales 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 For detailed information in respect of **pension increase policy**, please see DoH circular 2/2024.
- 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 The following grades have had a 1 euro rounding anomaly corrected w.e.f. 1.1.24: Grade codes 2906, 2907, 2911, 2912, 2913, 233X, 2119, 3107, 3072, 3149.
- 12 DoH circular 3/2024 set out adjustments that are included in these scales in respect of Dental Surgeon Sessional Rates in 'Medical and Dental Allowances' section.
- 13 Changes to the following grades that were encompassed in v3 of the 1 January 2024 consolidated salary scales are reflected in these scales also: 2704 Community Psychiatric Nurse (retrospective application of sectoral bargaining applied), 3072 Psychosis Key Worker, Early Intervention (correction to the rate previously published for Pt2), as well as single euro rounding issues to grades 1317, 3286, 6001, 0361, 3172, 3922, 0161 and 3149.
- 14 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.
- 15 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 each grade has been amended in line with National Agreements and the FEMPI legislation.
- 16 The grades of: 3670- Psychology Trainee, Counselling, 3671- Psychology Trainee, Educational, 3190- Student Paramedic, 3195- Paramedic, 3194- Emergency Medical Technician, 0065 - ND Access & Integration, 0068 - ND Head of Strategic Infrastructure Capital Delivery, 3250 Pharmacist, Advanced Specialist - have been newly entered in these payscales, and grade 0076 has been expanded to include the CEO of UHL.
- 17 The outcome of LCR22828 (recommendations 44, 45 and 46) re certain Nursing and Midwifery grades and the Specialist Qualification/Location Allowance wef 30.9.23 are included (DoH Circular 2/2024).
- 18 The outcome of LCR22780 in respect of Medical Scientists grades wef 1.1.24 are included (DoH Circular 2/2024).
- 19 The outcome of LCR22714 re Chief Officers, CHOs wef 1.12.22 are included (DoH Circular 2/2024).
- 20 The following grades have been increased by 6% in total (5% re Report 42 and the 1% general round) wef 1.6.24: 0016, 0058, 0059, 0017, 0060, 0061, 0047, 0062, 0448, 0045, 0512, 0511, 0050, 0509.
The following grades have been increased by 3.3% in total (2.3% re Report 42 and the 1% general round) wef 1.6.24: 0508.
- 21 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.
- 22 Revised rates have been newly added to the scales w.e.f. 1 June 2024 for the Mental Health Authorising Officer/Assisted Admissions allowances.. These allowances may also be payable to a limited number of grades in other staff categories, where they are identified as an Authorised Officer, or are part of an Assisted Admissions team.
- 23 Revised rates have been newly added to the scales w.e.f. 1 June 2024 for Doctors and GPs in respect of Sexual Assault Treatment Unit (On Call and Call Out allowances).
- 24 The rate set out in v1 of the June 2024 scales for the grade of Specialist in Orthodontics was incorrect. The rate set out in this v2 document has been corrected.
- 25 The scale for the grade of Pharmacist, Advanced Specialist issued in v1 of the June 2024 scales showed two LSI's which was incorrect. The scale set out in this v2 document has been corrected to show only 1 LSI.

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	1/6/24	1	35,140																		
				1/1/24		34,792																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	39,200																		
				1/1/24		38,812																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/6/24	1	39,200																		
				1/1/24		38,812																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	41,375																		
				1/1/24		40,965																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	41,375																		
				1/1/24		40,965																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/6/24	1	41,375																		
				1/1/24		40,965																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	43,547																		
				1/1/24		43,116																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	43,547																		
				1/1/24		43,116																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	43,547																		
				1/1/24		43,116																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/6/24	1	43,547																		
				1/1/24		43,116																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	45,737																		
				1/1/24		45,284																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	45,737																		
				1/1/24		45,284																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	45,737																		
				1/1/24		45,284																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	49,012																		
				1/1/24		48,527																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	51,153																		
				1/1/24		50,647																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/24	1	55,611																		
				1/1/24		55,060																		

197X		PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/6/24	5	105,824	110,361	114,904	121,691	128,478	LSIs															
			1/1/24		104,776	109,269	113,767	120,486	127,206	LSIs															
		PRINCIPAL DENTAL SURGEON (RETIRES PRE 1/4/2000) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	5	96,204	100,330	104,459	110,628	116,799	LSIs															
			1/1/24		95,252	99,337	103,425	109,532	115,642	LSIs															
1619		SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/6/24	6	92,323	96,656	101,016	105,346	111,609	117,873	LSIs														
			1/1/24		91,409	95,699	100,015	104,303	110,504	116,706	LSIs														
1589		SENIOR DENTAL SURGEON	1/6/24	6	87,925	92,053	96,204	100,330	106,293	112,261	LSIs														
			1/1/24		87,055	91,142	95,252	99,337	105,241	111,149	LSIs														
1597		GENERAL DENTAL SURGEON	1/6/24	9	71,197	74,811	78,374	80,904	84,614	88,344	92,053	97,631	103,209	LSIs											
			1/1/24		70,492	74,070	77,598	80,103	83,776	87,469	91,142	96,664	102,188	LSIs											

			NURSING & MIDWIFERY GRADES																					
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																								
	2915	HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/6/24	6	118,182	123,434	128,686	133,936	139,192	144,442														
			1/1/24		117,012	122,212	127,412	132,610	137,813	143,012														
	2004	DIRECTOR OF MIDWIFERY, NWIHP	1/6/24	6	118,182	123,434	128,686	133,936	139,192	144,442														
			1/1/24		117,012	122,212	127,412	132,610	137,813	143,012														
	2525	AREA DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/6/24	5	106,917	111,373	115,828	120,282	124,736															
			1/1/24		105,858	110,270	114,681	119,091	123,501															
	2292	AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/6/24	7	96,308	99,282	102,225	104,749	107,564	110,436	113,267													
			1/1/24		95,354	98,299	101,213	103,712	106,499	109,342	112,146													
	2916	DIRECTOR OF MIDWIFERY BAND 1	1/6/24	7	91,030	93,561	96,096	98,621	101,150	103,688	106,216													
			1/1/24		90,129	92,634	95,145	97,645	100,148	102,662	105,164													
	2917	DIRECTOR OF MIDWIFERY BAND 2	1/6/24	7	84,804	87,192	89,585	91,969	94,368	96,758	99,151													
			1/1/24		83,964	86,328	88,698	91,059	93,433	95,800	98,169													
	2918	DIRECTOR OF MIDWIFERY BAND 3	1/6/24	7	79,417	79,918	81,621	83,376	85,122	86,883	88,631													
			1/1/24		78,631	79,127	80,813	82,551	84,280	86,023	87,753													
	2903	DIRECTOR OF NURSING BAND 1 (GENERAL)	1/6/24	7	91,030	93,561	96,096	98,621	101,150	103,688	106,216													
			1/1/24		90,129	92,634	95,145	97,645	100,148	102,662	105,164													
	2904	DIRECTOR OF NURSING BAND 2 (GENERAL)	1/6/24	7	84,804	87,192	89,585	91,969	94,368	96,758	99,151													
			1/1/24		83,964	86,328	88,698	91,059	93,433	95,800	98,169													
	2905	DIRECTOR OF NURSING BAND 2A (GENERAL)	1/6/24	7	84,126	85,627	87,132	88,631	90,136	91,635	93,138													
			1/1/24		83,293	84,779	86,269	87,753	89,244	90,728	92,216													
	2906	DIRECTOR OF NURSING BAND 3 (GENERAL)	1/6/24	7	79,417	79,918	81,621	83,376	85,123	86,883	88,631													
			1/1/24		78,631	79,127	80,813	82,551	84,280	86,023	87,753													
	2907	DIRECTOR OF NURSING BAND 4 (GENERAL)	1/6/24	7	74,205	76,451	78,688	80,936	81,929	84,194	86,453													
			1/1/24		73,471	75,694	77,909	80,135	81,118	83,360	85,597													
	2908	DIRECTOR OF NURSING BAND 5 (GENERAL)	1/6/24	7	69,419	70,921	72,422	73,920	75,420	76,926	78,430													
			1/1/24		68,732	70,219	71,705	73,188	74,673	76,165	77,653													
	2801	DIRECTOR OF PUBLIC HEALTH NURSING	1/6/24	6	89,241	91,946	94,660	97,487	100,083	102,796														
			1/1/24		88,357	91,036	93,723	96,522	99,092	101,779														
	2526	DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/6/24	6	89,241	91,946	94,660	97,487	100,083	102,796														
			1/1/24		88,357	91,036	93,723	96,522	99,092	101,779														
	2291	DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/6/24	6	87,459	89,908	92,605	95,568	98,816	102,153														
			1/1/24		86,593	89,017	91,688	94,622	97,838	101,141														
	2643	DIRECTOR, CENTRE OF NURSE EDUCATION	1/6/24	8	79,818	81,061	83,553	86,069	88,582	91,097	93,610	96,231												
			1/1/24		79,028	80,258	82,726	85,217	87,705	90,195	92,683	95,279												
	2910	ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/6/24	9	68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692											
			1/1/24		67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853											
	2919	ASSISTANT DIRECTOR OF MIDWIFERY BAND 1	1/6/24	9	68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692											
			1/1/24		67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853											
	2542	ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/6/24	7	70,185	72,317	74,437	79,298	80,263	82,498	84,692													
			1/1/24		69,490	71,601	73,700	78,512	79,468	81,681	83,853													
	281X	ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/6/24	6	67,977	71,711	73,245	74,660	76,088	78,044														
			1/1/24		67,304	71,001	72,520	73,921	75,335	77,271														
	2920	ASSISTANT DIRECTOR OF MIDWIFERY BAND 2	1/6/24	8	65,175	66,564	67,977	71,711	73,245	74,660	76,088	78,043												
			1/1/24		64,530	65,905	67,304	71,001	72,520	73,921	75,335	77,270												
	2921	ASSISTANT DIRECTOR OF MIDWIFERY BAND 3	1/6/24	8	65,175	66,564	67,977	71,711	73,245	74,660	76,088	78,043												
			1/1/24		64,530	65,905	67,304	71,001	72,520	73,921	75,335	77,270												

	2911 2912 2913		ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/6/24	8	65,175	66,564	67,977	71,711	73,245	74,660	76,088	78,043											
				1/1/24		64,530	65,905	67,304	71,001	72,520	73,921	75,335	77,270											
	247X		PRINCIPAL NURSE TUTOR	1/6/24	8	72,914	74,289	75,545	79,470	80,843	80,893	82,498	84,687											
				1/1/24		72,192	73,554	74,797	78,684	80,042	80,092	81,681	83,849											
	2585		PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/6/24	8	72,914	74,289	75,545	79,470	80,843	80,893	82,498	84,687											
				1/1/24		72,192	73,554	74,797	78,684	80,042	80,092	81,681	83,849											
	2586		NURSE TUTOR (MENTAL HEALTH)	1/6/24	10	69,524	70,467	71,409	72,354	73,298	74,244	75,182	76,130	77,074	78,017									
				1/1/24		68,836	69,770	70,702	71,638	72,572	73,509	74,438	75,376	76,311	77,244									
	2580		NURSE TUTOR (GENERAL)	1/6/24	10	69,524	70,467	71,409	72,354	73,298	74,244	75,182	76,130	77,074	78,017									
				1/1/24		68,836	69,770	70,702	71,638	72,572	73,509	74,438	75,376	76,311	77,244									
	2097		NURSE TUTOR MIDWIFERY	1/6/24	10	69,524	70,467	71,409	72,354	73,298	74,244	75,182	76,130	77,074	78,017									
				1/1/24		68,836	69,770	70,702	71,638	72,572	73,509	74,438	75,376	76,311	77,244									
	2712		CLINICAL NURSE INSTRUCTOR (GENERAL)	1/6/24	9	61,634	62,632	63,370	64,740	66,121	67,612	69,110	70,607	72,100										
				1/1/24		61,024	62,012	62,742	64,099	65,467	66,943	68,426	69,908	71,387										
	2465		SPECIALIST CO-ORDINATOR, NURSING	1/6/24	10	69,524	70,467	71,409	72,354	73,298	74,244	75,182	76,130	77,074	78,017									
				1/1/24		68,836	69,770	70,702	71,638	72,572	73,509	74,438	75,376	76,311	77,244									
	2445		NURSING/ MIDWIFERY PRACTICE DEVELOPMENT CO- ORDINATOR	1/6/24	9	68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692										
				1/1/24		67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853										
2535			ADVANCED MIDWIFE PRACTITIONER	1/6/24	9	68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692										
				1/1/24		67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853										
	2536		ADVANCED MIDWIFE PRACTITIONER, CANDIDATE	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762													
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002													
2268			ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/6/24	7	70,185	72,317	74,437	79,298	80,263	82,498	84,692												
				1/1/24		69,490	71,601	73,700	78,512	79,468	81,681	83,853												
2267			ADVANCED NURSE PRACTITIONER (GENERAL)	1/6/24	9	68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692										
				1/1/24		67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853										
2269			ADVANCED NURSE PRACTITIONER (COMMUNITY/PRIMARY CARE)	1/6/24	9	68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692										
				1/1/24		67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853										
2270			ADVANCED NURSE PRACTITIONER (CHILDREN'S)	1/6/24	9	68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692										
				1/1/24		67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853										
2271			ADVANCED NURSE PRACTITIONER (INTELLECTUAL DISABILITY)	1/6/24	9	68,629	69,958	71,240	75,176	76,416	77,855	79,202	80,539	84,692										
				1/1/24		67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853										
	2276		ADVANCED NURSE PRACTITIONER, CANDIDATE (COMMUNITY/PRIMARY CARE)	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762													
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002													
	2277		ADVANCED NURSE PRACTITIONER, CANDIDATE (CHILDREN'S)	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762													
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002													
	2272		ADVANCED NURSE PRACTITIONER, CANDIDATE (GENERAL)	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762													
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002													
	2278		ADVANCED NURSE PRACTITIONER, CANDIDATE (INTELLECTUAL DISABILITY)	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762													
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002													
	2274		ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762													
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002													
	2131		CLINICAL MIDWIFE MANAGER 1	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109											
				1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474											
	2132		CLINICAL MIDWIFE MANAGER 2	1/6/24	11	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834	72,469	74,643	LSI							
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904	LSI							
	2133		CLINICAL MIDWIFE MANAGER 3	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762													
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002													

	2127		CLINICAL NURSE MANAGER 1 (GENERAL)	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109										
				1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474										
	2527		CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109										
				1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474										
	2259		CLINICAL NURSE MANAGER 1 - THEATRE	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109										
				1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474										
	2119		CLINICAL NURSE MANAGER 2 (GENERAL)	1/6/24	11	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,301	69,834	72,469	74,643	LSI						
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904	LSI						
	2658		CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/6/24	11	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834	72,469	74,643	LSI						
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904	LSI						
	2372		CLINICAL NURSE MANAGER 2 - NIGHT	1/6/24	11	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834	72,469	74,643	LSI						
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904	LSI						
	2429		CLINICAL NURSE MANAGER 2 - THEATRE	1/6/24	11	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834	72,469	74,643	LSI						
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904	LSI						
	233X		CLINICAL NURSE MANAGER 3 (GENERAL)	1/6/24	6	67,972	69,317	72,717	74,054	75,400	76,761												
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002												
	238Y		CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762												
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002												
	2046		CLINICAL NURSE MANAGER 3 - NIGHT	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762												
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002												
	2356		CLINICAL NURSE MANAGER 3 - THEATRE	1/6/24	6	67,972	69,317	72,717	74,054	75,399	76,762												
				1/1/24		67,299	68,631	71,997	73,321	74,653	76,002												
	2313		CLINICAL MIDWIFE SPECIALIST	1/6/24	9	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834									
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143									
	2626		CLINICAL NURSE SPECIALIST (CHILDREN'S)	1/6/24	9	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834									
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143									
	2628		CLINICAL NURSE SPECIALIST (COMMUNITY/PRIMARY CARE)	1/6/24	9	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834									
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143									
	2632		CLINICAL NURSE SPECIALIST (GENERAL)	1/6/24	9	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834									
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143									
	2627		CLINICAL NURSE SPECIALIST (INTELLECTUAL DISABILITY)	1/6/24	9	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834									
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143									
	2625		CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/6/24	9	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834									
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143									
	2301		COMMUNITY MENTAL HEALTH NURSE	1/6/24	9	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834									
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143									
	241Y		NURSING/ MIDWIFERY CLINICAL PLACEMENT CO-ORDINATOR	1/6/24	9	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834									
				1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143									
	2286		ENHANCED MIDWIFE, SENIOR	1/6/24	1	57,679																	
				1/1/24		57,108																	
	2287		ENHANCED NURSE SENIOR, (CHILDREN'S)	1/6/24	1	57,679																	
				1/1/24		57,108																	
	2288		ENHANCED NURSE SENIOR, (COMMUNITY)	1/6/24	1	57,679																	
				1/1/24		57,108																	
	2289		ENHANCED NURSE SENIOR, (GENERAL)	1/6/24	1	57,679																	
				1/1/24		57,108																	
	2290		ENHANCED NURSE SENIOR, (INTELLECTUAL DISABILITY)	1/6/24	1	57,679																	
				1/1/24		57,108																	
	2293		ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/6/24	1	57,679																	
				1/1/24		57,108																	

	2828	PUBLIC HEALTH NURSE (applies to pension benefit calculations for retirements prior to 30.9.2023 only)	1/6/24	9	57,563	58,511	59,326	60,610	62,086	63,516	64,957	66,575	68,084										
			1/1/24		56,993	57,932	58,738	60,010	61,471	62,887	64,314	65,916	67,410										
	2828	PUBLIC HEALTH NURSE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 30.9.2023 only)	1/6/24	11	59,070	60,049	60,876	62,227	63,720	65,185	66,651	68,302	69,834	72,469	74,643	LSI							
			1/1/24		58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904	LSI							
	2089	STAFF MIDWIFE, SENIOR	1/6/24	1	55,849																		
			1/1/24		55,296																		
	219X	STAFF NURSE, SENIOR (CHILDREN'S)	1/6/24	1	55,849																		
			1/1/24		55,296																		
	2105	STAFF NURSE, SENIOR (INTELLECTUAL DISABILITY)	1/6/24	1	55,849																		
			1/1/24		55,296																		
	2157	SENIOR STAFF NURSE (MENTAL HEALTH)	1/6/24	1	56,201																		
			1/1/24		55,645																		
	2173	SENIOR STAFF NURSE (GENERAL)	1/6/24	1	55,849																		
			1/1/24		55,296																		
	2181	SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL) **Not available to those appointed after 1/7/98 per DoH Circular 112/1999**	1/6/24	1	57,679																		
			1/1/24		57,108																		
	2165	SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/6/24	1	57,679																		
			1/1/24		57,108																		
	2674	MENTAL HEALTH STAFF NURSE	1/6/24	13	36,147	37,841	39,166	40,515	41,929	43,260	44,650	45,731	46,912	48,444	49,949	52,104	53,652	LSI					
			1/1/24		35,789	37,466	38,778	40,114	41,514	42,832	44,208	45,278	46,448	47,964	49,454	51,588	53,121	LSI					
	2135	STAFF NURSE	1/6/24	13	35,419	37,371	38,368	39,686	41,347	43,007	44,658	46,087	47,519	48,945	50,372	51,776	53,318	LSI					
			1/1/24		35,068	37,001	37,988	39,293	40,938	42,581	44,216	45,631	47,049	48,460	49,873	51,263	52,790	LSI					
	202X	STAFF NURSE GENERAL (COMMUNITY)	1/6/24	13	35,419	37,371	38,368	39,686	41,347	43,007	44,658	46,087	47,519	48,945	50,372	51,776	53,318	LSI					
			1/1/24		35,068	37,001	37,988	39,293	40,938	42,581	44,216	45,631	47,049	48,460	49,873	51,263	52,790	LSI					
	2143	(STAFF NURSE) REGISTERED MIDWIFE	1/6/24	13	35,419	37,371	38,368	39,686	41,347	43,007	44,658	46,087	47,519	48,945	50,372	51,776	53,318	LSI					
			1/1/24		35,068	37,001	37,988	39,293	40,938	42,581	44,216	45,631	47,049	48,460	49,873	51,263	52,790	LSI					
	213T	(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/6/24	13	35,419	37,371	38,368	39,686	41,347	43,007	44,658	46,087	47,519	48,945	50,372	51,776	53,318	LSI					
			1/1/24		35,068	37,001	37,988	39,293	40,938	42,581	44,216	45,631	47,049	48,460	49,873	51,263	52,790	LSI					
	2136	(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/6/24	13	35,419	37,371	38,368	39,686	41,347	43,007	44,658	46,087	47,519	48,945	50,372	51,776	53,318	LSI					
			1/1/24		35,068	37,001	37,988	39,293	40,938	42,581	44,216	45,631	47,049	48,460	49,873	51,263	52,790	LSI					
	2142	(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/6/24	1	30,718																		
			1/1/24		30,414																		
	2862	MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/6/24	1	31,339																		
			1/1/24		31,029																		
	2861	STAFF NURSE (ADAPTATION PLACEMENT)	1/6/24	1	30,718																		
			1/1/24		30,414																		
	2860	STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/6/24	1	30,718																		
			1/1/24		30,414																		
	2637	STAFF NURSE, PSYCHIATRIC (AWAITING REGISTRATION) Formerly Mental Health Staff Nurse (Post Qualification, Pre Registration)	1/6/24	1	31,339																		
			1/1/24		31,029																		
	2633	STAFF MIDWIFE (AWAITING REGISTRATION) Formerly Staff Nurse (Post Qualification, Pre Registration)	1/6/24	1	30,718																		
			1/1/24		30,414																		

	2634	STAFF NURSE, CHILDRENS (AWAITING REGISTRATION) Formerly Staff Nurse (Post Qualification, Pre Registration)	1/6/24	1	30,718																			
			1/1/24		30,414																			
	2635	STAFF NURSE, GENERAL (AWAITING REGISTRATION) Formerly Staff Nurse (Post Qualification, Pre Registration)	1/6/24	1	30,718																			
			1/1/24		30,414																			
	2636	STAFF NURSE, INTELLECTUAL DISABILITY (AWAITING REGISTRATION) Formerly Staff Nurse (Post Qualification, Pre Registration)	1/6/24	1	30,718																			
			1/1/24		30,414																			
	2617	DUAL QUALIFIED STAFF NURSE (GENERAL) **Not available to those appointed after 1/7/98 per DoH Circular 112/1999**	1/6/24	9	42,372	44,855	46,181	47,201	48,324	49,820	51,278	53,478	55,044	LSI										
			1/1/24		41,952	44,411	45,724	46,734	47,846	49,327	50,770	52,948	54,499	LSI										
	2606	DUAL QUALIFIED MENTAL HEALTH STAFF NURSE ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/6/24	9	42,372	44,855	46,181	47,201	48,324	49,820	51,278	53,478	55,044	LSI										
			1/1/24		41,952	44,411	45,724	46,734	47,846	49,327	50,770	52,948	54,499	LSI										
	2704	COMMUNITY PSYCHIATRIC NURSE	1/6/24	10	57,191	57,444	58,511	59,475	61,459	62,574	63,766	64,966	66,342	67,614										
			1/1/24		56,624	56,876	57,932	58,886	60,850	61,955	63,135	64,323	65,685	66,945										
	2699	CLINICAL NURSE SPECIALIST CANDIDATE (MENTAL HEALTH)	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109												
			1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474												
	2697	CLINICAL NURSE SPECIALIST CANDIDATE (GENERAL)	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109												
			1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474												
	2700	CLINICAL MIDWIFE SPECIALIST CANDIDATE	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109												
			1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474												
	2698	CLINICAL NURSE SPECIALIST CANDIDATE (INTELLECTUAL DISABILITY)	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109												
			1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474												
	2695	CLINICAL NURSE SPECIALST CANDIDATE (CHILDREN'S)	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109												
			1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474												
	2696	CLINICAL NURSE SPECIALIST CANDIDATE (COMMUNITY/PRIMARY CARE)	1/6/24	8	54,437	55,424	56,817	58,234	59,642	61,059	62,638	64,109												
			1/1/24		53,898	54,876	56,255	57,657	59,052	60,454	62,018	63,474												
	2280	ENHANCED MIDWIFE	1/6/24	9	42,372	44,855	46,181	47,201	48,324	49,820	51,278	53,478	55,044	LSI										
			1/1/24		41,952	44,411	45,724	46,734	47,846	49,327	50,770	52,948	54,499	LSI										
	2281	ENHANCED NURSE (CHILDREN'S)	1/6/24	9	42,372	44,855	46,181	47,201	48,324	49,820	51,278	53,478	55,044	LSI										
			1/1/24		41,952	44,411	45,724	46,734	47,846	49,327	50,770	52,948	54,499	LSI										
	2282	ENHANCED NURSE (COMMUNITY)	1/6/24	9	42,372	44,855	46,181	47,201	48,324	49,820	51,278	53,478	55,044	LSI										
			1/1/24		41,952	44,411	45,724	46,734	47,846	49,327	50,770	52,948	54,499	LSI										
	2283	ENHANCED NURSE (GENERAL)	1/6/24	9	42,372	44,855	46,181	47,201	48,324	49,820	51,278	53,478	55,044	LSI										
			1/1/24		41,952	44,411	45,724	46,734	47,846	49,327	50,770	52,948	54,499	LSI										
	2284	ENHANCED NURSE (INTELLECTUAL DISABILITY)	1/6/24	9	42,372	44,855	46,181	47,201	48,324	49,820	51,278	53,478	55,044	LSI										
			1/1/24		41,952	44,411	45,724	46,734	47,846	49,327	50,770	52,948	54,499	LSI										
	2285	ENHANCED NURSE, MENTAL HEALTH	1/6/24	9	42,372	44,855	46,181	47,201	48,324	49,820	51,278	53,478	55,044	LSI										
			1/1/24		41,952	44,411	45,724	46,734	47,846	49,327	50,770	52,948	54,499	LSI										
	2854	GRADUATE MENTAL HEALTH NURSE PROG (YR 1) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	31,741																			
			1/1/24		31,427																			
	2854	GRADUATE MENTAL HEALTH NURSE PROG (YR 2) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	32,940																			
			1/1/24		32,614																			
	2852	GRADUATE NURSE PROGRAMME (YR 1) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	31,113																			
			1/1/24		30,805																			
	2852	GRADUATE NURSE PROGRAMME (YR 2) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	32,285																			
			1/1/24		31,965																			

	2901	POST REGISTERED STUDENT NURSE ** grade obsolete - not for use - see Guide note 2 **	1/6/24	4	31,404	32,609	33,996	35,779																
			1/1/24		31,093	32,286	33,659	35,425																
	2836	STUDENT PUBLIC HEALTH NURSE	1/6/24	1	39,455																			
			1/1/24		39,064																			
	2930	STUDENT PSYCHIATRIC NURSING INTERN (PRE-REGISTRATION)	1/6/24	1	29,296																			
			1/1/24		29,006																			
	2933	STUDENT CHILDREN'S & GENERAL NURSING INTERN (PRE-REGISTRATION)	1/6/24	1	28,714																			
			1/1/24		28,430																			
	2931	STUDENT GENERAL NURSING INTERN (PRE-REGISTRATION)	1/6/24	1	28,714																			
			1/1/24		28,430																			
	2932	STUDENT INTELLECTUAL DISABILITY NURSING INTERN (PRE-REGISTRATION)	1/6/24	1	28,714																			
			1/1/24		28,430																			
	2209	STUDENT MIDWIFERY INTERN (PRE - REGISTRATION)	1/6/24	1	28,714																			
			1/1/24		28,430																			

[illegible]

	3163	CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/6/24	6	68,339	70,585	73,678	75,780	77,577	78,441												
			1/1/24		67,663	69,886	72,949	75,029	76,809	77,664												
	3164	CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/6/24	8	71,364	74,145	77,020	79,233	80,339	82,681	85,263	87,443										
			1/1/24		70,657	73,410	76,257	78,448	79,544	81,863	84,419	86,577										
	3211	CLINICAL PHOTOGRAPHER	1/6/24	15	34,909	36,677	37,982	39,757	41,490	43,151	44,811	46,436	48,062	49,661	51,303	52,889	54,213	55,969	57,727	LSIs		
			1/1/24		34,563	36,314	37,606	39,363	41,079	42,724	44,367	45,976	47,586	49,169	50,795	52,365	53,676	55,415	57,156	LSIs		
	321T	CLINICAL PHOTOGRAPHER, SENIOR	1/6/24	10	54,213	55,778	57,349	58,879	60,458	62,028	63,597	65,213	67,550	69,884	LSIs							
			1/1/24		53,676	55,225	56,781	58,296	59,859	61,414	62,968	64,567	66,881	69,192	LSIs							
	3070	CLINICAL COORDINATOR	1/6/24	9	67,946	69,257	70,605	71,945	73,283	74,693	76,177	77,658	78,847									
			1/1/24		67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066									
	3028	COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/6/24	14	51,594	54,353	57,094	60,232	63,372	66,510	69,650	72,788	75,925	79,065	80,983	84,157	87,332	90,498				
			1/1/24		51,083	53,815	56,529	59,635	62,745	65,852	68,960	72,067	75,174	78,282	80,181	83,324	86,467	89,602				
	3140	HSCP NATIONAL LEAD	1/6/24	6	115,572	120,709	125,846	130,979	136,118	141,253												
			1/1/24		114,428	119,514	124,600	129,683	134,771	139,854												
	3141	HSCP REGIONAL INTEGRATION DEVELOPMENT LEAD	1/6/24	10	74,230	77,539	79,621	82,960	86,310	89,655	93,002	96,351	99,435	102,805	LSIs							
			1/1/24		73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs							
	3142	HSCP ASSISTANT NATIONAL LEAD- CLINICAL ADVISORY	1/6/24	10	74,230	77,539	79,621	82,960	86,310	89,655	93,002	96,351	99,435	102,805	LSIs							
			1/1/24		73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs							
	3143	HSCP ASSISTANT NATIONAL LEAD- EDUCATION	1/6/24	10	74,230	77,539	79,621	82,960	86,310	89,655	93,002	96,351	99,435	102,805	LSIs							
			1/1/24		73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs							
	3144	HSCP ASSISTANT NATIONAL LEAD- WORKFORCE DEVELOPMENT	1/6/24	10	74,230	77,539	79,621	82,960	86,310	89,655	93,002	96,351	99,435	102,805	LSIs							
			1/1/24		73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs							
	3145	HSCP ASSISTANT NATIONAL LEAD- WORKFORCE PLANNING	1/6/24	10	74,230	77,539	79,621	82,960	86,310	89,655	93,002	96,351	99,435	102,805	LSIs							
			1/1/24		73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs							
	3146	NATIONAL HSCP STRATEGIC PROJECTS MANAGER	1/6/24	7	74,045	76,710	78,167	80,813	83,505	86,201	88,890											
			1/1/24		73,312	75,950	77,393	80,013	82,678	85,347	88,010											
	3147	HSCP REGIONAL PRACTICE EDUCATION COORDINATOR	1/6/24	7	74,045	76,710	78,167	80,813	83,505	86,201	88,890											
			1/1/24		73,312	75,950	77,393	80,013	82,678	85,347	88,010											
	3148	HSCP REGIONAL PRACTICE DEVELOPMENT COORDINATOR	1/6/24	7	74,045	76,710	78,167	80,813	83,505	86,201	88,890											
			1/1/24		73,312	75,950	77,393	80,013	82,678	85,347	88,010											
	3149	HSCP PROJECT OFFICER	1/6/24	9	61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325									
			1/1/24		60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609									
	3280	SPEECH AND LANGUAGE THERAPY ADAPTATION	1/6/24	1	36,815																	
			1/1/24		36,450																	
	3281	DIETETICS ADAPTATION	1/6/24	1	36,815																	
			1/1/24		36,450																	
	3282	MEDICAL SCIENCE ADAPTATION	1/6/24	1	35,263																	
			1/1/24		34,914																	
	3283	OCCUPATIONAL THERAPY ADAPTATION	1/6/24	1	36,815																	
			1/1/24		36,450																	
	3284	PHYSIOTHERAPY ADAPTATION	1/6/24	1	36,815																	
			1/1/24		36,450																	
	3285	PODIATRY ADAPTATION	1/6/24	1	36,815																	
			1/1/24		36,450																	
	3286	RADIATION THERAPY ADAPTATION	1/6/24	1	36,344																	
			1/1/24		35,984																	
	3287	RADIOGRAPHY ADAPTATION	1/6/24	1	36,344																	
			1/1/24		35,984																	

	3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/6/24	5	95,412	99,849	104,270	108,703	112,553													
			1/1/24		94,467	98,860	103,238	107,627	111,439													
	3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** not for use for current employees - scale replaced by 5 point scale above wef 1.05.17 **	1/6/24	7	83,233	85,336	88,666	92,019	95,347	98,682	102,003											
			1/1/24		82,408	84,491	87,789	91,108	94,403	97,705	100,993											
	3452	PARAMEDICINE TUTOR, PRINCIPAL, NATIONAL AMBULANCE SERVICE	1/6/24	8	70,951	72,289	73,512	77,331	78,667	78,716	80,279	82,409										
			1/1/24		70,248	71,573	72,785	76,565	77,888	77,936	79,484	81,593										
	3451	PARAMEDICINE TUTOR, NATIONAL AMBULANCE SERVICE	1/6/24	10	67,651	68,571	69,486	70,407	71,324	72,245	73,159	74,081	75,000	75,918								
			1/1/24		66,981	67,892	68,798	69,709	70,618	71,530	72,435	73,347	74,257	75,166								
	3193	PARAMEDICINE PRACTICE DEVELOPMENT LEAD	1/6/24	9	68,629	69,958	71,239	75,176	76,416	77,855	79,202	80,539	84,692									
			1/1/24		67,949	69,265	70,534	74,432	75,660	77,084	78,418	79,742	83,853									
	3188	SPECIALIST PARAMEDIC - NATIONAL AMBULANCE SERVICE	1/6/24	9	47,309	48,254	49,482	50,685	52,106	53,779	55,666	57,972	60,907									
			1/1/24		46,841	47,776	48,992	50,183	51,590	53,246	55,114	57,398	60,304									
	3195	PARAMEDIC - NATIONAL AMBULANCE SERVICE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/6/24	10	35,637	36,479	37,855	38,608	39,180	40,090	41,011	41,924	43,753	45,439	LSI							
			18/4/24		35,284	36,118	37,480	38,226	38,792	39,693	40,605	41,509	43,320	44,989	LSI							
	3190	STUDENT PARAMEDIC - NATIONAL AMBULANCE SERVICE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/6/24	4	33,542	33,976	34,411	34,744														
			18/4/24		33,210	33,640	34,070	34,400														
	3194	EMERGENCY MEDICAL TECHNICIAN (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223									
			18/4/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815									
	393X	LABORATORY MANAGER (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/6/24	9	87,900	92,217	97,520	104,397	109,725	115,010	120,871	124,775	128,705									
			1/1/24		87,030	91,304	96,555	103,364	108,639	113,872	119,674	123,539	127,431									
	393X	LABORATORY MANAGER (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	9	80,397	84,095	87,348	90,614	93,945	97,212	100,565	103,812	107,083									
			1/1/24		79,601	83,263	86,483	89,717	93,015	96,249	99,569	102,784	106,022									
	3040	LABORATORY SCIENTIST, SENIOR (PALs) ** with designated NFQ Level 9 qualification **	1/6/24	9	58,836	61,490	63,846	66,255	68,739	71,177	73,689	76,176	78,681									
			1/1/24		58,254	60,882	63,214	65,599	68,058	70,472	72,959	75,422	77,902									
	3040	LABORATORY SCIENTIST, SENIOR (PALs) ** without designated NFQ Level 9 qualification **	1/6/24	5	58,836	61,490	63,846	66,255	68,739													
			1/1/24		58,254	60,882	63,214	65,599	68,058													
	3039	LABORATORY SCIENTIST (PALs) **for new appointees to this grade from 17.06.22**	1/6/24	15	40,819	43,222	44,359	45,443	48,003	49,660	51,332	53,073	54,844	56,629	58,445	60,273	62,124	63,921	65,157	LSI		
			1/1/24		40,415	42,794	43,920	44,993	47,528	49,168	50,824	52,548	54,301	56,068	57,867	59,677	61,508	63,288	64,512	LSI		
	3039	LABORATORY SCIENTIST (PALs) ** no employees may be newly appointed to this scale wef 16.06.22 **	1/6/24	16	39,307	40,819	43,222	44,359	45,443	48,003	49,660	51,332	53,073	54,844	56,629	58,445	60,273	62,124	63,921	65,157	LSI	
			1/1/24		38,918	40,415	42,794	43,920	44,993	47,528	49,168	50,824	52,548	54,301	56,068	57,867	59,677	61,508	63,288	64,512	LSI	
	3880	MEDICAL SCIENTIST, TRAINEE	1/6/24	3	35,670	37,032	39,194															
			1/1/24		35,317	36,665	38,806															
	3875	MEDICAL SCIENTIST ** For those in post at 1.1.24 and new appointees to the grade from that date **	1/6/24	16	42,392	44,039	46,649	47,889	49,069	51,863	53,728	55,636	57,585	59,544	61,507	63,487	65,480	67,496	69,454	70,800	LSI	
			1/1/24		41,972	43,603	46,187	47,415	48,583	51,350	53,196	55,085	57,015	58,954	60,898	62,859	64,832	66,827	68,766	70,099	LSI	
	3875	MEDICAL SCIENTIST ** For pension benefit calculations for those newly appointed to this grade from 17.06.22 but gone from grade prior to 1.1.24 **	1/6/24	15	40,819	43,222	44,359	45,443	48,003	49,660	51,332	53,073	54,844	56,629	58,445	60,273	62,124	63,921	65,157	LSI		
			1/1/24		40,415	42,794	43,920	44,993	47,528	49,168	50,824	52,548	54,301	56,068	57,867	59,677	61,508	63,288	64,512	LSI		

	3875	MEDICAL SCIENTIST ** For pension benefit calculations for retirements prior to 17.6.22 **	1/6/24	16	39,307	40,819	43,222	44,359	45,443	48,003	49,660	51,332	53,073	54,844	56,629	58,445	60,273	62,124	63,921	65,157	LSI		
			1/1/24		38,918	40,415	42,794	43,920	44,993	47,528	49,168	50,824	52,548	54,301	56,068	57,867	59,677	61,508	63,288	64,512	LSI		
3877		MEDICAL SCIENTIST, SENIOR (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/6/24	9	64,713	67,641	70,241	72,900	75,639	78,332	79,871	82,647	85,441										
			1/1/24		64,072	66,972	69,545	72,178	74,890	77,557	79,080	81,828	84,595										
3877		MEDICAL SCIENTIST, SENIOR ** with designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	9	58,836	61,490	63,846	66,255	68,739	71,177	73,689	76,176	78,681										
			1/1/24		58,254	60,882	63,214	65,599	68,058	70,472	72,959	75,422	77,902										
3877		MEDICAL SCIENTIST, SENIOR ** without designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	5	58,836	61,490	63,846	66,255	68,739														
			1/1/24		58,254	60,882	63,214	65,599	68,058														
3876		MEDICAL SCIENTIST, CHIEF ** without quals set out in DoH Circular 2/2024 ** (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/6/24	6	78,385	82,128	86,760	91,382	96,023	100,649													
			1/1/24		77,608	81,315	85,901	90,478	95,072	99,652													
3876		MEDICAL SCIENTIST, CHIEF ** with quals set out in DoH Circular 2/2024 ** (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/6/24	9	78,385	82,128	86,760	91,382	96,023	100,649	105,777	109,193	112,632										
			1/1/24		77,608	81,315	85,901	90,478	95,072	99,652	104,729	108,112	111,517										
3876		MEDICAL SCIENTIST, CHIEF (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	9	71,694	74,894	77,709	79,317	82,214	85,072	88,006	90,848	93,709										
			1/1/24		70,984	74,152	76,940	78,532	81,400	84,230	87,135	89,948	92,782										
3878		SPECIALIST MEDICAL SCIENTIST (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/6/24	9	71,887	74,816	77,417	80,077	82,816	85,510	85,629	88,405	91,236										
			1/1/24		71,175	74,075	76,651	79,285	81,996	84,663	84,782	87,530	90,333										
3878		SPECIALIST MEDICAL SCIENTIST (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/24	9	65,359	68,012	70,369	72,778	75,261	77,699	79,001	81,484	84,018										
			1/1/24		64,712	67,339	69,672	72,057	74,516	76,930	78,219	80,677	83,186										
3410		NATIONAL CLINICAL LABORATORY DIRECTOR	1/6/24	9	156,617	162,190	169,889	171,044	176,267	181,505	188,923	196,934	204,944										
			1/1/24		155,066	160,585	168,206	169,350	174,522	179,708	187,053	194,984	202,915										
3604		NEURO-PHYSIOLOGIST	1/6/24	10	42,338	44,570	46,589	47,506	48,520	51,179	52,823	54,505	58,700	62,849	LSIs								
			1/1/24		41,919	44,129	46,128	47,036	48,040	50,672	52,300	53,965	58,119	62,227	LSIs								
3607		NEURO-PHYSIOLOGIST, SENIOR	1/6/24	8	52,445	53,980	55,617	57,299	59,042	60,660	64,662	68,672	LSIs										
			1/1/24		51,926	53,446	55,067	56,731	58,457	60,060	64,022	67,992	LSIs										
3605		NEURO-PHYSIOLOGIST, CHIEF I	1/6/24	8	57,085	58,268	59,842	61,369	62,897	64,410	68,320	72,308	LSIs										
			1/1/24		56,520	57,691	59,249	60,761	62,274	63,772	67,643	71,592	LSIs										
3606		NEURO-PHYSIOLOGIST, CHIEF II	1/6/24	8	58,726	61,582	64,367	67,164	70,009	73,675	77,825	80,575	LSIs										
			1/1/24		58,145	60,972	63,729	66,499	69,316	72,945	77,054	79,778	LSIs										
3298		OCCUPATIONAL THERAPIST	1/6/24	14	42,622	44,971	46,904	48,310	49,500	50,733	51,958	53,249	54,544	55,848	57,223	58,682	60,137	61,303	LSI				
			1/1/24		42,200	44,526	46,440	47,832	49,010	50,231	51,444	52,722	54,004	55,295	56,657	58,101	59,542	60,696	LSI				
3301		OCCUPATIONAL THERAPIST, SENIOR	1/6/24	9	61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325										
			1/1/24		60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609										
3824		CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	1/6/24	9	67,946	69,257	70,605	71,945	73,283	74,693	76,177	77,658	78,847										
			1/1/24		67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066										
331X		OCCUPATIONAL THERAPIST MANAGER	1/6/24	7	74,045	76,709	78,167	80,813	83,505	86,200	88,890												
			1/1/24		73,312	75,950	77,393	80,013	82,678	85,347	88,010												

	3302	OCCUPATIONAL THERAPIST MANAGER IN CHARGE III	1/6/24	7	85,713	87,117	88,517	89,991	91,544	93,094	94,337												
			1/1/24		84,864	86,255	87,640	89,100	90,637	92,172	93,403												
	3409	ORTHOPTIST	1/6/24	14	42,622	44,971	46,904	48,310	49,500	50,733	51,958	53,249	54,544	55,848	57,223	58,682	60,137	61,303	LSI				
			1/1/24		42,200	44,526	46,440	47,832	49,010	50,231	51,444	52,722	54,004	55,295	56,657	58,101	59,542	60,696	LSI				
	3417	ORTHOPTIST, SENIOR	1/6/24	9	61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325										
			1/1/24		60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609										
	3420	OPTOMETRIST, CLINICAL	1/6/24	9	61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325										
			1/1/24		60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609										
	362X	PHARMACEUTICAL TECHNICIAN, STUDENT	1/6/24	5	30,180	31,685	32,653	33,753	34,851														
			1/1/24		29,881	31,371	32,330	33,419	34,506														
	3212	PHARMACEUTICAL TECHNICIAN	1/6/24	10	39,584	41,930	43,529	44,572	45,616	46,658	47,701	48,745	49,788	50,830									
			1/1/24		39,192	41,515	43,098	44,131	45,164	46,196	47,229	48,262	49,295	50,327									
	3021	PHARMACEUTICAL TECHNICIAN, SENIOR	1/6/24	6	52,741	53,843	54,955	56,067	57,185	58,311													
			1/1/24		52,219	53,310	54,411	55,512	56,619	57,734													
	3013	PHARMACY STUDENT	1/6/24	2	29,627	32,049																	
			1/1/24		29,334	31,732																	
	3247	PHARMACIST **effective from 1.12.22**	1/6/24	10	47,495	50,617	53,845	57,172	60,572	63,991	67,475	71,021	74,633	76,084	LSI								
			1/1/24		47,025	50,116	53,312	56,606	59,972	63,358	66,807	70,318	73,894	75,330	LSI								
	3247	PHARMACIST **scale replaced by 10 point scale above wef 1.12.22 not for use for current employees**	1/6/24	13	40,197	43,154	44,210	47,495	50,617	53,845	57,172	60,572	63,991	67,475	71,021	74,633	76,084	LSI					
			1/1/24		39,799	42,727	43,772	47,025	50,116	53,312	56,606	59,972	63,358	66,807	70,318	73,894	75,330	LSI					
	3239	PHARMACIST, SENIOR	1/6/24	8	72,587	75,923	76,991	78,054	78,185	79,672	81,310	84,175											
			1/1/24		71,868	75,172	76,229	77,282	77,411	78,883	80,505	83,341											
	3244	PHARMACIST, EXECUTIVE MANAGER 1	1/6/24	6	80,364	85,799	88,974	92,900	97,093	101,433													
			1/1/24		79,568	84,949	88,093	91,980	96,132	100,428													
	3245	PHARMACIST, EXECUTIVE MANAGER 2	1/6/24	5	108,545	113,070	117,592	122,113	126,635														
			1/1/24		107,470	111,950	116,428	120,904	125,381														
	3246	PHARMACIST, EXECUTIVE MANAGER 3	1/6/24	5	116,188	120,714	125,236	129,757	134,279														
			1/1/24		115,038	119,518	123,996	128,472	132,949														
	3250	PHARMACIST, ADVANCED SPECIALIST	1/6/24	8	78,748	79,494	81,434	83,445	85,398	87,391	90,275	93,255	LSI										
	3271	PHARMACIST, CHIEF II	1/6/24	6	80,364	85,799	88,974	92,900	97,093	101,433													
			1/1/24		79,568	84,949	88,093	91,980	96,132	100,428													
	3263	PHARMACIST, CHIEF I	1/6/24	6	91,417	95,753	97,453	99,803	102,410	105,067													
			1/1/24		90,512	94,805	96,488	98,815	101,396	104,027													
	3014	PHLEBOTOMIST TRAINEE	1/6/24	1	24,665																		
			1/1/24		24,421																		
	3425	PHLEBOTOMIST	1/6/24	9	35,914	38,069	38,909	40,459	42,102	43,769	45,444	47,162	48,007	LSI									
			1/1/24		35,558	37,692	38,524	40,058	41,685	43,336	44,994	46,695	47,532	LSI									
	3433	PHLEBOTOMIST, SENIOR	1/6/24	6	42,318	44,478	46,332	48,254	50,168	52,158													
			1/1/24		41,899	44,038	45,873	47,776	49,671	51,641													
	3043	PHYSICIST, GRADUATE TRAINEE - YEAR 1	1/6/24	1	31,838																		
			1/1/24		31,523																		
	3043	PHYSICIST, GRADUATE TRAINEE - YEAR 2	1/6/24	1	33,176																		
			1/1/24		32,848																		
	3794	PHYSICIST	1/6/24	15	44,349	47,406	48,823	51,094	53,399	56,180	58,030	59,808	64,338	66,266	68,303	70,336	72,365	74,418	75,549				
			1/1/24		43,910	46,937	48,340	50,588	52,871	55,624	57,456	59,216	63,701	65,610	67,627	69,640	71,648	73,681	74,801				
	3808	PHYSICIST, SENIOR	1/6/24	10	74,230	77,539	79,621	82,960	86,310	89,655	93,002	96,351	99,435	102,805	LSIs								
			1/1/24		73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs								
	3816	PHYSICIST, PRINCIPAL	1/6/24	7	92,090	98,694	105,417	112,201	118,481	122,274	126,064	LSIs											
			1/1/24		91,178	97,177	104,373	111,090	117,308	121,064	124,816	LSIs											
	3832	PHYSICIST, CHIEF	1/6/24	6	119,165	122,644	126,128	128,965	133,095	137,218	LSIs												
			1/1/24		117,986	121,430	124,879	127,688	131,777	135,859	LSIs												
	314X	PHYSIOTHERAPIST	1/6/24	14	42,622	44,971	46,904	48,310	49,500	50,733	51,958	53,249	54,544	55,848	57,224	58,683	60,137	61,303	LSI				
			1/1/24		42,200	44,526	46,440	47,832	49,010	50,231	51,444	52,722	54,004	55,295	56,657	58,102	59,542	60,696	LSI				

	3158	PHYSIOTHERAPIST, SENIOR	1/6/24	9	61,424	62,735	64,085	65,423	66,762	68,172	69,657	71,137	72,325										
			1/1/24		60,816	62,114	63,450	64,775	66,101	67,497	68,967	70,433	71,609										
	3707	CLINICAL SPECIALIST PHYSIOTHERAPIST	1/6/24	9	67,946	69,257	70,605	71,945	73,283	74,693	76,177	77,658	78,847										
			1/1/24		67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066										
	3492	PHYSIOTHERAPIST MANAGER	1/6/24	7	74,045	76,709	78,167	80,813	83,505	86,200	88,890												
			1/1/24		73,312	75,950	77,393	80,013	82,678	85,347	88,010												
	3182	PHYSIOTHERAPIST MANAGER IN CHARGE III	1/6/24	7	85,713	87,117	88,517	89,991	91,544	93,094	94,337												
			1/1/24		84,864	86,255	87,640	89,100	90,637	92,172	93,403												
	3706	PLAY SPECIALIST	1/6/24	14	42,588	44,905	46,867	48,118	49,475	50,727	51,879	53,279	54,104	55,897	57,214	58,649	60,085	61,244	LSI				
			1/1/24		42,166	44,460	46,403	47,642	48,985	50,225	51,365	52,751	53,568	55,344	56,647	58,068	59,490	60,638	LSI				
	3708	PLAY SPECIALIST, SENIOR	1/6/24	8	59,659	61,119	62,694	64,491	66,067	67,539	68,865	69,765											
			1/1/24		59,069	60,514	62,073	63,853	65,413	66,870	68,183	69,074											
	3015	PLAY THERAPIST	1/6/24	14	42,622	44,971	46,904	48,310	49,500	50,733	51,958	53,249	54,544	55,848	57,223	58,682	60,137	61,303	LSI				
			1/1/24		42,200	44,526	46,440	47,832	49,010	50,231	51,444	52,722	54,004	55,295	56,657	58,101	59,542	60,696	LSI				
	3705	PLAY THERAPIST, SENIOR	1/6/24	9	61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325										
			1/1/24		60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609										
3697		PSYCHOLOGY, TRAINEE CLINICAL (pre 2006) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	5	45,811	48,698	50,447	52,617	54,832														
			1/1/24		45,357	48,216	49,948	52,096	54,289														
3697		PSYCHOLOGY, TRAINEE CLINICAL	1/6/24	3	42,973	45,163	48,925																
			1/1/24		42,548	44,716	48,441																
3670		PSYCHOLOGY, TRAINEE COUNSELLING	1/6/24	3	42,973	45,163	48,925																
			12/3/24		42,548	44,716	48,441																
3671		PSYCHOLOGY, TRAINEE EDUCATIONAL	1/6/24	3	42,973	45,163	48,925																
			12/3/24		42,548	44,716	48,441																
	3072	PSYCHOSIS KEY WORKER, EARLY INTERVENTION	1/6/24	7	68,217	70,161	72,109	74,053	75,999	77,943	78,687												
			1/1/24		67,541	69,467	71,395	73,320	75,246	77,172	77,908												
	3689	PSYCHOLOGIST, CLINICAL	1/6/24	13	59,563	63,352	66,047	68,859	71,656	74,428	77,918	82,019	86,871	91,786	95,789	98,878	101,970	LSIs					
			1/1/24		58,973	62,725	65,393	68,178	70,947	73,691	77,147	81,207	86,011	90,877	94,841	97,899	100,961	LSIs					
	3690	PSYCHOLOGIST, EDUCATIONAL	1/6/24	13	59,563	63,352	66,047	68,859	71,656	74,428	77,918	82,019	86,871	91,786	95,789	98,878	101,970	LSIs					
			1/1/24		58,973	62,725	65,393	68,178	70,947	73,691	77,147	81,207	86,011	90,877	94,841	97,899	100,961	LSIs					
	3691	PSYCHOLOGIST, COUNSELLING	1/6/24	13	59,563	63,352	66,047	68,859	71,656	74,428	77,918	82,019	86,871	91,786	95,789	98,878	101,970	LSIs					
			1/1/24		58,973	62,725	65,393	68,178	70,947	73,691	77,147	81,207	86,011	90,877	94,841	97,899	100,961	LSIs					
	367Y	PSYCHOLOGIST, SENIOR CLINICAL	1/6/24	8	94,669	96,919	99,187	101,444	103,682	104,542	107,908	111,277	LSIs										
			1/1/24		93,731	95,959	98,205	100,440	102,656	103,507	106,839	110,175	LSIs										
	3692	PSYCHOLOGIST, COUNSELLING SENIOR	1/6/24	8	94,669	96,919	99,187	101,444	103,682	104,542	107,908	111,277	LSIs										
			1/1/24		93,731	95,959	98,205	100,440	102,656	103,507	106,839	110,175	LSIs										
	3693	PSYCHOLOGIST, EDUCATIONAL SENIOR	1/6/24	8	94,669	96,919	99,187	101,444	103,682	104,542	107,908	111,277	LSIs										
			1/1/24		93,731	95,959	98,205	100,440	102,656	103,507	106,839	110,175	LSIs										
	3727	PSYCHOLOGIST, PRINCIPAL CLINICAL	1/6/24	7	110,486	113,132	115,785	118,416	120,402	124,242	128,083	LSIs											
			1/1/24		109,392	112,012	114,638	117,243	119,210	123,012	126,814	LSIs											
	3662	PSYCHOLOGY, DIRECTOR OF	1/6/24	7	120,401	123,363	126,329	129,291	131,530	135,726	139,920	LSIs											
			1/1/24		119,209	122,142	125,078	128,011	130,228	134,382	138,535	LSIs											
	3093	RADIOGRAPHER	1/6/24	14	42,075	44,344	46,292	47,540	48,807	50,091	51,339	52,609	53,950	55,272	56,552	57,866	59,232	60,519	LSI				
			1/1/24		41,658	43,905	45,834	47,069	48,324	49,595	50,831	52,088	53,415	54,725	55,992	57,293	58,645	59,920	LSI				
	3107	RADIOGRAPHER, SENIOR	1/6/24	5	55,629	57,720	59,918	62,154	64,418														
			1/1/24		55,078	57,149	59,325	61,539	63,780														
	3131	RADIOGRAPHER, CLINICAL SPECIALIST	1/6/24	5	62,415	65,587	68,279	70,976	73,723														
			1/1/24		61,797	64,937	67,603	70,273	72,993														
	309X	RADIOGRAPHY SERVICE MANAGER 1 with 4 to 24 eligible direct reports	1/6/24	5	64,750	68,254	71,225	74,225	77,284														
			1/1/24		64,109	67,578	70,520	73,490	76,519														
	310X	RADIOGRAPHY SERVICE MANAGER 2 with 25 to 39 eligible direct reports	1/6/24	7	72,580	75,191	76,619	79,213	81,852	84,494	87,130												
			1/1/24		71,861	74,446	75,861	78,428	81,042	83,657	86,267												

	3108		RADIOGRAPHY SERVICE MANAGER 3 with 40 or more eligible direct reports	1/6/24	7	84,017	85,392	86,764	88,209	89,731	91,251	92,468											
				1/1/24		83,185	84,546	85,905	87,336	88,843	90,348	91,553											
	3950		RADIATION THERAPIST	1/6/24	11	42,076	43,767	46,293	47,538	48,808	52,490	55,629	57,722	59,918	62,153	64,416							
				1/1/24		41,659	43,334	45,835	47,067	48,325	51,971	55,078	57,151	59,325	61,538	63,778							
	3964		CLINICAL SPECIALIST RADIATION THERAPIST AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/6/24	5	62,415	65,587	68,279	70,976	73,723													
				1/1/24		61,797	64,937	67,603	70,273	72,993													
	3972		RADIATION THERAPY SERVICE MANAGER 1 with 4 to 24 eligible direct reports	1/6/24	5	64,750	68,254	71,225	74,225	77,284													
				1/1/24		64,109	67,578	70,520	73,490	76,519													
	398Y		RADIATION THERAPY SERVICE MANAGER 2 with 25 to 39 eligible direct reports	1/6/24	7	72,580	75,191	76,619	79,213	81,852	84,494	87,130											
				1/1/24		71,861	74,446	75,861	78,428	81,042	83,657	86,267											
	3974		RADIATION THERAPY SERVICE MANAGER 3 with 40 or more eligible direct reports	1/6/24	7	84,017	85,392	86,764	88,209	89,731	91,251	92,468											
				1/1/24		83,185	84,546	85,905	87,336	88,843	90,348	91,553											
	3767		REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/6/24	8	78,748	79,494	81,434	83,445	85,398	87,391	90,275	93,255	LSIs									
				1/1/24		77,969	78,706	80,628	82,619	84,553	86,526	89,382	92,331	LSIs									
	3768		REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	8	83,936	85,658	87,376	89,125	90,838	92,571	95,619	98,774	LSIs									
				1/1/24		83,105	84,810	86,511	88,242	89,939	91,655	94,673	97,796	LSIs									
	3759		REGIONAL PUBLIC ANALYST	1/6/24	7	97,847	100,029	102,191	104,368	106,547	110,065	113,697	LSIs										
				1/1/24		96,878	99,039	101,179	103,334	105,492	108,975	112,571	LSIs										
	3016		RESPIRATORY PHYSIOLOGIST	1/6/24	10	42,338	44,570	46,589	47,506	48,520	51,179	52,823	54,505	58,700	62,849	LSIs							
				1/1/24		41,919	44,129	46,128	47,036	48,040	50,672	52,300	53,965	58,119	62,227	LSIs							
	3010		RESPIRATORY PHYSIOLOGIST, SENIOR	1/6/24	8	52,445	53,980	55,617	57,299	59,042	60,660	64,662	68,672	LSIs									
				1/1/24		51,926	53,446	55,067	56,731	58,457	60,060	64,022	67,992	LSIs									
	3008		RESPIRATORY PHYSIOLOGIST, CHIEF I	1/6/24	8	57,085	58,268	59,842	61,369	62,897	64,410	68,320	72,308	LSIs									
				1/1/24		56,520	57,691	59,249	60,761	62,274	63,772	67,643	71,592	LSIs									
	3009		RESPIRATORY PHYSIOLOGIST, CHIEF II	1/6/24	8	58,726	61,582	64,367	67,164	70,009	73,675	77,825	80,575	LSIs									
				1/1/24		58,145	60,972	63,729	66,499	69,316	72,945	77,054	79,778	LSIs									
3029			SOCIAL CARE WORKER (WITH QUALIFICATION)	1/6/24	12	38,451	39,993	41,892	43,281	44,685	46,096	47,530	48,985	50,430	51,909	53,436	54,445	LSI					
				1/1/24		38,070	39,597	41,477	42,852	44,243	45,640	47,059	48,500	49,931	51,395	52,907	53,906	LSI					
3029			SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/6/24	11	38,451	39,993	41,892	43,281	44,685	46,096	47,530	48,985	50,430	51,909	53,436							
				1/1/24		38,070	39,597	41,477	42,852	44,243	45,640	47,059	48,500	49,931	51,395	52,907							
	3030		SOCIAL CARE LEADER	1/6/24	7	54,157	55,328	56,498	59,618	60,827	62,028	63,245											
				1/1/24		53,621	54,780	55,938	59,028	60,225	61,414	62,619											
	392X		SOCIAL CARE MANAGER	1/6/24	6	65,423	66,829	70,547	71,983	73,414	74,861												
				1/1/24		64,776	66,167	69,849	71,270	72,687	74,120												
	3522		SOCIAL WORKER (NON-PROFESSIONALLY QUALIFIED)	1/6/24	12	40,786	43,723	44,864	47,016	49,240	51,469	53,756	56,112	58,460	60,267	62,080	63,282	LSI					
				1/1/24		40,382	43,290	44,420	46,550	48,752	50,959	53,223	55,556	57,881	59,670	61,465	62,655	LSI					
	3017		SOCIAL WORKER	1/6/24	10	48,124	51,356	53,061	55,560	58,081	60,617	63,149	65,681	68,217	69,540	LSI							
				1/1/24		47,648	50,848	52,535	55,010	57,506	60,017	62,523	65,031	67,541	68,851	LSI							
	3557		SOCIAL WORKER - MEDICAL	1/6/24	10	48,124	51,356	53,061	55,560	58,081	60,617	63,149	65,681	68,217	69,540	LSI							
				1/1/24		47,648	50,848	52,535	55,010	57,506	60,017	62,523	65,031	67,541	68,851	LSI							
	3948		PSYCHIATRIC SOCIAL WORKER	1/6/24	10	48,124	51,356	53,061	55,560	58,081	60,617	63,149	65,681	68,217	69,540	LSI							
				1/1/24		47,648	50,848	52,535	55,010	57,506	60,017	62,523	65,031	67,541	68,851	LSI							
	3614		SOCIAL WORK PRACTITIONER, SENIOR	1/6/24	8	59,049	61,646	64,277	66,900	69,515	72,121	74,724	76,047	LSI									
				1/1/24		58,464	61,035	63,640	66,238	68,826	71,407	73,984	75,294	LSI									
	3019		SOCIAL WORKER, SENIOR MEDICAL	1/6/24	7	68,217	70,161	72,109	74,053	75,999	77,943	78,687											
				1/1/24		67,541	69,467	71,395	73,320	75,246	77,172	77,908											
	350Y		SOCIAL WORKER, PRINCIPAL	1/6/24	6	77,173	79,409	82,897	86,385	89,872	94,672												
				1/1/24		76,409	78,622	82,076	85,529	88,982	93,734												

	3902	SOCIAL WORKER, TEAM LEADER	1/6/24	7	68,217	70,161	72,109	74,053	75,999	77,943	78,687										
			1/1/24		67,541	69,467	71,395	73,320	75,246	77,172	77,908										
	3371	SOCIAL CARE MANAGER 1	1/6/24	7	54,157	55,328	56,498	59,618	60,827	62,028	63,245										
			1/1/24		53,621	54,780	55,938	59,028	60,225	61,414	62,619										
	3372	SOCIAL CARE MANAGER 2	1/6/24	6	58,880	60,147	63,491	64,784	66,073	67,375											
			1/1/24		58,297	59,551	62,863	64,143	65,419	66,708											
	3373	SOCIAL CARE MANAGER 3	1/6/24	6	65,423	66,829	70,547	71,983	73,414	74,861											
			1/1/24		64,776	66,167	69,849	71,270	72,687	74,120											
	3959	FAMILY THERAPIST	1/6/24	6	77,943	80,202	83,725	87,248	90,771	94,299											
			1/1/24		77,172	79,408	82,896	86,384	89,873	93,365											
	336Y	SPEECH AND LANGUAGE THERAPIST	1/6/24	14	42,622	44,971	46,904	48,310	49,500	50,733	51,958	53,249	54,544	55,848	57,223	58,682	60,137	61,303	LSI		
			1/1/24		42,200	44,526	46,440	47,832	49,010	50,231	51,444	52,722	54,004	55,295	56,657	58,101	59,542	60,696	LSI		
	3379	SPEECH AND LANGUAGE THERAPIST, SENIOR	1/6/24	9	61,424	62,735	64,085	65,423	66,762	68,172	69,656	71,137	72,325								
			1/1/24		60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609								
	3025	SPEECH AND LANGUAGE THERAPIST, CLINICAL SPECIALIST	1/6/24	9	67,946	69,257	70,605	71,945	73,283	74,693	76,177	77,658	78,847								
			1/1/24		67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066								
	3468	SPEECH AND LANGUAGE THERAPIST, MANAGER	1/6/24	7	74,045	76,709	78,167	80,813	83,505	86,200	88,890										
			1/1/24		73,312	75,950	77,393	80,013	82,678	85,347	88,010										
	3361	SPEECH AND LANGUAGE THERAPIST, MANAGER IN CHARGE III	1/6/24	7	85,713	87,117	88,517	89,991	91,544	93,094	94,337										
			1/1/24		84,864	86,255	87,640	89,100	90,637	92,172	93,403										
	3031	TRAINEE SOCIAL CARE WORKER ** grade obsolete - not for use - see Guide note 2 **	1/6/24	5	32,391	34,535	35,534	36,863	38,103												
			1/1/24		32,070	34,193	35,182	36,498	37,726												
	3077	VASCULAR PHYSIOLOGIST	1/6/24	10	42,338	44,570	46,589	47,506	48,520	51,179	52,823	54,505	58,700	62,849	LSIs						
			1/1/24		41,919	44,129	46,128	47,036	48,040	50,672	52,300	53,965	58,119	62,227	LSIs						
	322Y	VASCULAR PHYSIOLOGIST, SENIOR	1/6/24	8	52,445	53,980	55,617	57,299	59,042	60,660	64,662	68,672	LSIs								
			1/1/24		51,926	53,446	55,067	56,731	58,457	60,060	64,022	67,992	LSIs								
	3255	VASCULAR PHYSIOLOGIST, CHIEF I	1/6/24	8	57,085	58,268	59,842	61,369	62,897	64,410	68,320	72,308	LSIs								
			1/1/24		56,520	57,691	59,249	60,761	62,274	63,772	67,643	71,592	LSIs								
	3054	VASCULAR PHYSIOLOGIST, CHIEF II	1/6/24	8	58,726	61,582	64,367	67,164	70,009	73,675	77,825	80,575	LSIs								
			1/1/24		58,145	60,972	63,729	66,499	69,316	72,945	77,054	79,778	LSIs								
	3104	INTERRAI CARE NEEDS FACILITATOR	1/6/24	9	57,767	58,723	59,532	60,853	62,313	63,746	65,179	66,793	68,292								
			1/1/24		57,195	58,142	58,943	60,251	61,696	63,115	64,534	66,132	67,616								

[illegible]

	5003	3	PHARMACY AIDE/ATTENDANT	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
				1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
			GENERAL OPERATIVE (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
	5487	3		1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
			SECURITY GUARD (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
	4106	2		1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										
			GATE KEEPERS ** grade obsolete - not for use - see Guide note 2 **	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
4010		4		1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
4297		4	STORES PORTERS/ASSISTANT/ATTENDANT	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
	4013	2	HOSTEL SUPERVISOR	1/6/24	7	36,910	37,316	38,313	39,175	40,417	41,704	43,039												
				1/1/24		36,545	36,947	37,934	38,787	40,017	41,291	42,613												
			DRIVER WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
413Y		3		1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
			TRACTOR DRIVERS ** grade obsolete - not for use - see Guide note 2 **	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
4906		4		1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
			MORTUARY ATTENDANTS ** not for use for any new incumbents post 1/3/23 **	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
4901		3		1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
	5000	3	LABORATORY PORTER	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
				1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
5931		4	LABORATORY ATTENDANTS	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
			LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,556	34,296	36,494	36,679	36,856	36,956	37,056	37,153	37,252	37,357	37,457	37,567	37,679	37,789	37,899				
5931				1/1/24		33,224	33,956	36,133	36,316	36,491	36,590	36,689	36,785	36,883	36,987	37,086	37,195	37,306	37,415	37,524				
			THEATRE PORTERS / ATTENDANTS (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
5363		2		1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										
			THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,556	34,296	36,494	36,679	36,856	36,956	37,056	37,153	37,252	37,357	37,457	37,567	37,679	37,789	37,899				
5363				1/1/24		33,224	33,956	36,133	36,316	36,491	36,590	36,689	36,785	36,883	36,987	37,086	37,195	37,306	37,415	37,524				
			DARK ROOM TECHNICIAN (Rebanded from Band3 to Band1 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 1 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
422X		1		1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												
			DARK ROOM TECHNICIAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,556	34,296	36,494	36,679	36,856	36,956	37,056	37,153	37,252	37,357	37,457	37,567	37,679	37,789	37,899				
422X				1/1/24		33,224	33,956	36,133	36,316	36,491	36,590	36,689	36,785	36,883	36,987	37,086	37,195	37,306	37,415	37,524				
4238		4	STOREPERSON	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
4201			STOREPERSON GRADE A	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												
4202			STOREPERSON GRADE B	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										

4203			STOREPERSON GRADE C	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
				1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
4238			STOREMAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,984	34,725	36,966	37,149	37,321	37,426	37,523	37,624	37,719	37,825	37,825	37,870	37,995	38,091	38,202				
				1/1/24		33,648	34,381	36,600	36,781	36,951	37,055	37,151	37,251	37,346	37,450	37,450	37,495	37,619	37,714	37,824				
424X		4	BOILERMAN (formerly Boilerman Groundsman)	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
424X			BOILERMAN (DUBLIN) (NON-PAYPATH) (formerly Boilerman Groundsman) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	10	33,393	34,478	36,315	36,610	37,039	37,201	37,487	37,785	37,899	38,189									
				1/1/24		33,062	34,137	35,955	36,248	36,672	36,833	37,116	37,411	37,524	37,811									
424X			BOILERMAN (NON-DUBLIN) (NON-PAYPATH) (formerly Boilerman Groundsman) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,984	34,725	36,966	37,149	37,321	37,426	37,523	37,624	37,719	37,825	37,825	37,870	37,995	38,091	38,202				
				1/1/24		33,648	34,381	36,600	36,781	36,951	37,055	37,151	37,251	37,346	37,450	37,450	37,495	37,619	37,714	37,824				
	4120		HEAD OF CATERING	1/6/24	7	79,056	79,766	82,886	86,018	89,127	92,248	95,351												
				1/1/24		78,274	78,976	82,065	85,166	88,244	91,335	94,407												
	4105		CATERING MANAGER	1/6/24	11	57,677	59,085	60,732	62,384	64,042	65,522	67,030	68,497	69,954	72,461	74,978	LSIs							
				1/1/24		57,106	58,500	60,130	61,766	63,408	64,873	66,367	67,819	69,261	71,744	74,235	LSIs							
4022		1	CATERING SUPERVISOR	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												
	4123	3	CATERING ASSISTANT	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
				1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
	4111	4	CATERING/ CLEANER/ ASSISTANT **not for use for new incumbents post 28/1/23 in line with HSE Circular 03/2023**	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
4103		1	DOMESTIC SUPERVISOR	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												
4103			DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	37,169	37,366	37,550	37,658	37,765	37,874	37,874	37,923	38,034	38,160	38,280	38,404	38,525						
				1/1/24		36,801	36,996	37,178	37,285	37,391	37,499	37,499	37,548	37,657	37,782	37,901	38,024	38,144						
4103			DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/6/24	13	37,169	37,366	37,550	37,658	37,765	37,874	37,874	37,923	38,034	38,160	38,280	38,404	38,525						
				1/1/24		36,801	36,996	37,178	37,285	37,391	37,499	37,499	37,548	37,657	37,782	37,901	38,024	38,144						
4103			DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	37,758	37,968	38,167	38,287	38,404	38,520	38,637	38,763	38,877	39,008	39,134	39,269	39,397						
				1/1/24		37,384	37,592	37,789	37,908	38,024	38,139	38,254	38,379	38,492	38,622	38,747	38,880	39,007						
4103			DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	38,912	39,149	39,370	39,370	39,370	39,394	39,514	39,646	39,819	39,905	40,041	40,184	40,315						
				1/1/24		38,527	38,761	38,980	38,980	38,980	39,004	39,123	39,253	39,425	39,510	39,645	39,786	39,916						
4103			DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	13	37,758	37,968	38,167	38,287	38,404	38,520	38,637	38,763	38,877	39,008	39,134	39,269	39,397						
				1/1/24		37,384	37,592	37,789	37,908	38,024	38,139	38,254	38,379	38,492	38,622	38,747	38,880	39,007						
4103			DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/6/24	13	38,912	39,149	39,370	39,370	39,370	39,394	39,514	39,646	39,819	39,905	40,041	40,184	40,315						
				1/1/24		38,527	38,761	38,980	38,980	38,980	39,004	39,123	39,253	39,425	39,510	39,645	39,786	39,916						
4110		4	DOMESTIC	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										

4110			DOMESTIC (DUBLIN) (NON-PAYPATH)	1/6/24	10	31,760	32,415	34,384	34,680	34,970	35,259	35,558	35,857	36,156	36,452										
				1/1/24		31,446	32,094	34,044	34,337	34,624	34,910	35,206	35,502	35,798	36,091										
4110			DOMESTIC (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436					
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065					
4073		1	DINING ROOM SUPERVISOR	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088													
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632													
4146		1	LINEN ROOM SUPERVISOR	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088													
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632													
4146			LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	37,758	37,968	38,167	38,287	38,404	38,520	38,637	38,763	38,877	39,008	39,134	39,269	39,397							
				1/1/24		37,384	37,592	37,789	37,908	38,024	38,139	38,254	38,379	38,492	38,622	38,747	38,880	39,007							
4146		1	LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088													
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632													
4900		4	LAUNDRY WORKER	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879											
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494											
4900			LAUNDRY WORKER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436					
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065					
420Y			PORTER, HEAD SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/6/24	13	38,912	39,149	39,370	39,370	39,370	39,394	39,514	39,646	39,819	39,905	40,041	40,184	40,315							
				1/1/24		38,527	38,761	38,980	38,980	38,980	39,004	39,123	39,253	39,425	39,510	39,645	39,786	39,916							
420Y			PORTER, HEAD SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/6/24	13	37,758	37,968	38,167	38,287	38,404	38,520	38,637	38,763	38,877	39,008	39,134	39,269	39,397							
				1/1/24		37,384	37,592	37,789	37,908	38,024	38,139	38,254	38,379	38,492	38,622	38,747	38,880	39,007							
420Y			PORTER, HEAD SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	37,169	37,366	37,550	37,658	37,765	37,874	37,874	37,923	38,034	38,160	38,280	38,404	38,525							
				1/1/24		36,801	36,996	37,178	37,285	37,391	37,499	37,499	37,548	37,657	37,782	37,901	38,024	38,144							
420Y		1	PORTER, HEAD	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088													
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632													
4908		3	DRIVER/PORTER (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223											
				1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815											
4197		3	PORTER (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223											
				1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815											
4197	4197		PORTER (DUBLIN) (NON-PAYPATH)	1/6/24	10	32,519	33,601	35,678	35,974	36,282	36,580	36,580	36,844	37,139	37,428										
				1/1/24		32,197	33,268	35,325	35,618	35,923	36,218	36,218	36,479	36,771	37,057										
4011		1	HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088													
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632													
4011			HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	37,758	37,968	38,167	38,287	38,404	38,520	38,637	38,763	38,877	39,008	39,134	39,269	39,397							
				1/1/24		37,384	37,592	37,789	37,908	38,024	38,139	38,254	38,379	38,492	38,622	38,747	38,880	39,007							
4011		1	HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088													
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632													
4011			HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	37,169	37,366	37,550	37,658	37,765	37,874	37,874	37,923	38,034	38,160	38,280	38,404	38,525							
				1/1/24		36,801	36,996	37,178	37,285	37,391	37,499	37,499	37,548	37,657	37,782	37,901	38,024	38,144							
4011		1	HEAD GARDENERS WITH GARDENERS REPORTING TO THEM	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088													
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632													
4011			HEAD GARDENERS WITH GARDENERS REPORTING TO THEM (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	38,912	39,149	39,370	39,370	39,370	39,394	39,514	39,646	39,819	39,905	40,041	40,184	40,315							
				1/1/24		38,527	38,761	38,980	38,980	38,980	39,004	39,123	39,253	39,425	39,510	39,645	39,786	39,916							

4068		4	GROUNDSMEN	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
4068			GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436				
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065				
4068		4	GARDENER	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
4068			GARDENER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,984	34,725	36,966	37,149	37,321	37,426	37,523	37,624	37,719	37,825	37,825	37,870	37,995	38,091	38,202				
				1/1/24		33,648	34,381	36,600	36,781	36,951	37,055	37,151	37,251	37,346	37,450	37,450	37,495	37,619	37,714	37,824				
4113		4	CLEANER	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
4113			CLEANER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436				
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065				
4262		3	LABOURER (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
				1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
4262			LABOURER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436				
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065				
4010			GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436				
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065				
4092		3	CARETAKERS (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
				1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
4092			CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436				
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065				
4297			STORES PORTERS/ASSISTANT/ATTENDANT (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436				
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065				
4413		4	SEAMSTRESS	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879										
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494										
4413			SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,467	34,210	36,397	36,587	36,762	36,864	36,961	37,066	37,159	37,261	37,366	37,474	37,581	37,689	37,800				
				1/1/24		33,136	33,871	36,037	36,225	36,398	36,499	36,595	36,699	36,791	36,892	36,996	37,103	37,209	37,316	37,426				
4734		3	MINI-BUS / VAN DRIVERS (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,695	35,539	36,647	37,405	38,062	38,912	39,431	40,315	41,223										
				1/1/24		33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815										
4734			MINI-BUS / VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/6/24	15	33,556	34,296	36,494	36,679	36,856	36,956	37,056	37,153	37,252	37,357	37,457	37,567	37,679	37,789	37,899				
				1/1/24		33,224	33,956	36,133	36,316	36,491	36,590	36,689	36,785	36,883	36,987	37,086	37,195	37,306	37,415	37,524				
4908			DRIVER/PORTER (NON-DUBLIN) (NON-PAYPATH)	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436				
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065				
413Y			DRIVER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436				
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065				
4906			TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,556	34,296	36,494	36,679	36,856	36,956	37,056	37,153	37,252	37,357	37,457	37,567	37,679	37,789	37,899				
				1/1/24		33,224	33,956	36,133	36,316	36,491	36,590	36,689	36,785	36,883	36,987	37,086	37,195	37,306	37,415	37,524				
4901			MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** not for use for any new incumbents post 1/3/23 **	1/6/24	15	33,556	34,296	36,494	36,679	36,856	36,956	37,056	37,153	37,252	37,357	37,457	37,567	37,679	37,789	37,899				
				1/1/24		33,224	33,956	36,133	36,316	36,491	36,590	36,689	36,785	36,883	36,987	37,086	37,195	37,306	37,415	37,524				

4073			DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	38,912	39,149	39,370	39,370	39,370	39,394	39,514	39,646	39,819	39,905	40,041	40,184	40,315						
				1/1/24		38,527	38,761	38,980	38,980	38,980	39,004	39,123	39,253	39,425	39,510	39,645	39,786	39,916						
4073			DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/6/24	13	37,758	37,968	38,167	38,287	38,404	38,520	38,637	38,763	38,877	39,008	39,134	39,269	39,397						
				1/1/24		37,384	37,592	37,789	37,908	38,024	38,139	38,254	38,379	38,492	38,622	38,747	38,880	39,007						
4073			DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/6/24	13	37,169	37,366	37,550	37,658	37,765	37,874	37,874	37,923	38,034	38,160	38,280	38,404	38,525						
				1/1/24		36,801	36,996	37,178	37,285	37,391	37,499	37,499	37,548	37,657	37,782	37,901	38,024	38,144						
4146			LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	13	38,912	39,149	39,370	39,370	39,370	39,394	39,514	39,646	39,819	39,905	40,041	40,184	40,315						
				1/1/24		38,527	38,761	38,980	38,980	38,980	39,004	39,123	39,253	39,425	39,510	39,645	39,786	39,916						
	5785	1	CSSD OPERATIVES <i>(Rebanded from Band2 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)</i>	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												
4077	4077	1	MEDICAL LABORATORY AIDES <i>(Rebanded from Band2 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)</i>	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												
	4211		CHEF, EXECUTIVE	1/6/24	12	51,341	51,893	52,161	52,459	52,742	52,890	53,033	53,178	53,326	53,558	53,736	54,172			Incremental progression for this grade is set out in the Guide to the Scales				
				1/1/24		50,833	51,380	51,644	51,940	52,220	52,366	52,508	52,652	52,798	53,027	53,204	53,635							
	427Y		CHEF, SENIOR	1/6/24	12	48,442	48,953	49,198	49,472	49,727	49,861	49,990	50,120	50,255	50,464	50,624	51,016			Incremental progression for this grade is set out in the Guide to the Scales				
				1/1/24		47,962	48,468	48,711	48,982	49,235	49,367	49,495	49,624	49,757	49,964	50,123	50,511							
	4343		CHEF, JOURNEYMAN ** grade obsolete - not for use - see Guide note 2 **	1/6/24	6	42,578	43,798	45,613	46,865	48,306	49,765	LSIs												
				1/1/24		42,156	43,364	45,161	46,401	47,828	49,272	LSIs												
	451Y		CHEF I	1/6/24	14	42,265	43,579	46,507	46,996	47,231	47,491	47,737	47,863	47,987	48,111	48,240	48,440	48,594	48,968	Incremental progression for this grade is set out in the Guide to the Scales				
				1/1/24		41,847	43,148	46,047	46,531	46,763	47,021	47,264	47,389	47,512	47,635	47,762	47,960	48,113	48,483					
4529			CHEF II WITH QUALIFICATION	1/6/24	11	39,653	40,799	43,606	43,888	44,170	44,451	44,735	45,017	45,300	45,582	45,895				Incremental progression for this grade is set out in the Guide to the Scales				
				1/1/24		39,260	40,395	43,174	43,453	43,733	44,011	44,292	44,571	44,851	45,131	45,441								
4529			CHEF II WITHOUT QUALIFICATION	1/6/24	6	39,653	40,799	43,606	43,888	44,170	44,451													
				1/1/24		39,260	40,395	43,174	43,453	43,733	44,011													
	4065		COOK, TRAINEE	1/6/24	3	24,844	28,559	31,278																
				1/1/24		24,598	28,276	30,968																
	4014		CATERING OFFICER, GRADE I	1/6/24	7	55,093	56,407	58,009	61,019	62,819	65,060	67,308	LSIs											
				1/1/24		54,548	55,848	57,435	60,415	62,197	64,415	66,642	LSIs											
	4001		CATERING OFFICER, GRADE II	1/6/24	7	49,702	51,192	52,708	54,258	55,816	57,635	59,457	LSIs											
				1/1/24		49,210	50,685	52,187	53,721	55,264	57,064	58,868	LSIs											
	4002		CATERING OFFICER, GRADE III	1/6/24	12	33,756	35,867	36,715	38,856	40,817	42,533	44,194	46,435	48,063	49,702	51,221	52,776	LSIs						
				1/1/24		33,422	35,512	36,351	38,471	40,413	42,112	43,756	45,975	47,587	49,210	50,714	52,253	LSIs						
546Y			TECHNICAL SERVICES OFFICER	1/6/24	8	95,781	98,127	100,469	102,815	105,160	107,512	111,053	114,597	LSIs										
				1/1/24		94,832	97,155	99,475	101,797	104,119	106,448	109,954	113,463	LSIs										
	546T		TECHNICAL SERVICES OFFICER, CHIEF ASSISTANT	1/6/24	9	76,008	78,341	79,454	81,803	84,173	86,531	88,879	91,889	94,867	LSIs									
				1/1/24		75,256	77,565	78,667	80,993	83,339	85,675	87,999	90,979	93,927	LSIs									
546Y			TECHNICAL SERVICES OFFICER (Mater, Tallaght)	1/6/24	5	63,258	65,919	67,417	68,879	70,324														
				1/1/24		62,631	65,266	66,750	68,197	69,627														
	555T		TECHNICAL SERVICES OFFICER, SENIOR ASSISTANT	1/6/24	12	57,337	59,421	61,511	63,599	65,687	67,777	69,865	71,945	74,041	76,125	78,528	79,700	LSIs						
				1/1/24		56,770	58,833	60,902	62,970	65,037	67,106	69,173	71,233	73,308	75,371	77,751	78,911	LSIs						
	555X		TECHNICAL SERVICES OFFICER, ASSISTANT	1/6/24	13	45,305	47,942	49,885	51,847	53,857	55,903	57,964	60,027	62,088	64,156	66,233	68,356	70,476	LSIs					
				1/1/24		44,856	47,467	49,391	51,334	53,324	55,350	57,390	59,433	61,473	63,521	65,577	67,679	69,778	LSIs					
	5002		ASST. TECHNICAL SERVICES MANAGER (Mater)	1/6/24	7	62,816	65,484	67,007	68,484	69,954	72,460	74,977	LSIs											
				1/1/24		62,194	64,836	66,344	67,806	69,261	71,743	74,234	LSIs											

	5002	ENGINEERING OFFICER (FORMERLY EHB) (Mater, St. James, Tallaght, Beaumont, Crumlin)	1/6/24	7	62,816	65,484	67,007	68,484	69,954	72,460	74,977	LSIs										
			1/1/24		62,194	64,836	66,344	67,806	69,261	71,743	74,234	LSIs										
	5497	FIRE PREVENTION OFFICER	1/6/24	14	51,806	54,562	57,340	59,421	61,511	63,599	65,687	67,778	69,865	71,945	74,041	76,125	78,528	79,700	LSIs			
			1/1/24		51,293	54,022	56,772	58,833	60,902	62,970	65,037	67,107	69,173	71,233	73,308	75,371	77,751	78,911	LSIs			
	5312	DRAUGHTSMAN/TECHNICIAN II	1/6/24	15	32,874	34,487	36,073	36,933	37,928	39,085	39,870	41,033	42,166	43,328	44,477	45,570	46,778	48,201	49,616	LSIs		
			1/1/24		32,549	34,146	35,716	36,567	37,552	38,698	39,475	40,627	41,749	42,899	44,037	45,119	46,315	47,724	49,125	LSIs		
	532Y	DRAUGHTSMAN/TECHNICIAN I	1/6/24	9	46,778	47,510	48,463	49,420	50,359	51,312	52,194	53,854	55,539	LSIs								
			1/1/24		46,315	47,040	47,983	48,931	49,860	50,804	51,677	53,321	54,989	LSIs								
	4372	TRANSPORT OFFICER (FORMERLY EHB)	1/6/24	7	54,819	56,128	57,722	60,718	62,507	64,738	66,975	LSIs										
			1/1/24		54,276	55,572	57,151	60,117	61,888	64,097	66,312	LSIs										
		AMBULANCE OFFICER (HSE HEALTH AREAS) (FORMERLY AMBULANCE / TRANSPORT SUPERVISOR (HEALTH BOARDS)) ** grade obsolete - not for use - see Guide note 2 **																				
	4122		1/6/24	7	54,819	56,128	57,722	60,718	62,507	64,738	66,975	LSIs										
			1/1/24		54,276	55,572	57,151	60,117	61,888	64,097	66,312	LSIs										

			PATIENT & CLIENT CARE GRADES																							
			EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																							
	6479, 6076, 6016		INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	29,626																				
				1/1/24		29,333																				
			CARE OFFICER - BASIC RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	11	38,041	39,100	40,383	41,655	42,935	44,212	45,617	46,895	48,180	49,672	50,836										
				1/1/24		37,664	38,713	39,983	41,243	42,510	43,774	45,165	46,431	47,703	49,180	50,333										
			CARE OFFICER - 5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	11	39,430	40,899	42,247	43,589	44,935	46,279	47,758	49,104	50,457	52,036	53,302										
				1/1/24		39,040	40,494	41,829	43,157	44,490	45,821	47,285	48,618	49,957	51,521	52,774										
			CARE OFFICER - 6.5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	11	39,458	40,928	42,279	43,620	44,967	46,311	47,792	49,140	50,491	52,075	53,342										
				1/1/24		39,067	40,523	41,860	43,188	44,522	45,852	47,319	48,653	49,991	51,560	52,813										
			CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	4	54,438	55,934	57,454	58,894																	
				1/1/24		53,899	55,380	56,885	58,311																	
			CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	4	54,482	55,979	57,498	58,937																	
				1/1/24		53,943	55,425	56,929	58,353																	
			HEAD ATTENDANT (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	65,717																				
				1/1/24		65,066																				
			HEAD ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	69,063																				
				1/1/24		68,379																				
			HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	69,115																				
				1/1/24		68,431																				
			CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) ** not for use for any new incumbents post 1.4.21 **	1/6/24	4	51,876	53,277	54,702	56,058																	
				1/1/24		51,362	52,749	54,161	55,503																	
	6104		THERAPEUTIC SECURITY SUPERVISOR, NFMHS	1/6/24	4	51,876	53,277	54,702	56,058																	
				1/1/24		51,362	52,749	54,161	55,503																	
	6436		DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/6/24	7	29,676	31,249	32,101	33,319	34,333	35,341	36,779														
				1/1/24		29,382	30,940	31,783	32,989	33,993	34,991	36,415														
	6437		DENTAL NURSE (WITH QUALIFICATION)	1/6/24	17	29,676	31,250	32,102	33,319	34,333	35,341	36,779	37,774	38,653	39,586	41,201	41,807	42,953	44,390	46,565	49,138	52,301	LSI			
				1/1/24		29,382	30,941	31,784	32,989	33,993	34,991	36,415	37,400	38,270	39,194	40,793	41,393	42,528	43,950	46,104	48,651	51,783	LSI			
	6440		DENTAL NURSE, SENIOR	1/6/24	7	49,384	51,097	52,661	54,099	55,862	57,367	59,028														
				1/1/24		48,895	50,591	52,140	53,564	55,308	56,799	58,444														
	6521		PSYCHOLOGY ASSISTANT	1/6/24	1	31,737																				
				1/1/24		31,423																				
	6127		NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE	1/6/24	7	54,818	56,128	57,722	60,718	62,507	64,737	66,974	LSI													
				1/1/24		54,275	55,572	57,151	60,117	61,888	64,096	66,311	LSI													
	6126		NEOC DUTY SUPERVISOR, NATIONAL AMBULANCE SERVICE	1/6/24	7	49,468	50,950	52,450	53,989	55,541	57,350	59,163	LSIs													
				1/1/24		48,978	50,446	51,930	53,455	54,991	56,782	58,578	LSIs													
	6120		CLINICAL PARAMEDICAL SUPERVISOR	1/6/24	9	37,336	38,561	39,609	40,988	42,373	43,755	45,142	47,757	49,619	LSI											
				1/1/24		36,966	38,179	39,217	40,582	41,953	43,322	44,695	47,284	49,128	LSI											
	6463		EMERGENCY MEDICAL TECHNICIAN ** Grade obsolete- not for use by existing employees w.e.f. 18.4.24**	1/6/24	11	33,542	35,637	36,479	37,855	38,608	39,180	40,090	41,011	41,924	43,753	45,439	LSI									
				1/1/24		33,210	35,284	36,118	37,480	38,226	38,792	39,693	40,605	41,509	43,320	44,989	LSI									
	6464		EMERGENCY MEDICAL TECHNICIAN, LEADING	1/6/24	9	37,164	38,382	39,425	40,796	42,175	43,550	44,929	47,534	49,385	LSI											
				1/1/24		36,796	38,002	39,035	40,392	41,757	43,119	44,484	47,063	48,896	LSI											

	6450		EMERGENCY CALL TAKER	1/6/24	11	34,163	36,071	37,164	38,382	39,425	40,796	42,175	43,550	44,929	47,534	49,385	LSI						
				1/1/24		33,825	35,714	36,796	38,002	39,035	40,392	41,757	43,119	44,484	47,063	48,896	LSI						
	6455		EMERGENCY MEDICAL CONTROLLER	1/6/24	11	34,163	36,071	37,164	38,382	39,425	40,796	42,175	43,550	44,929	47,534	49,385	LSI						
				1/1/24		33,825	35,714	36,796	38,002	39,035	40,392	41,757	43,119	44,484	47,063	48,896	LSI						
	6457		EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/6/24	7	49,468	50,950	52,450	53,989	55,541	57,350	59,163	LSIs										
				1/1/24		48,978	50,446	51,930	53,455	54,991	56,782	58,578	LSIs										
	6404		HOSPITAL CHAPLAIN	1/6/24	7	55,093	56,407	58,009	61,019	62,819	65,060	67,308	LSIs										
				1/1/24		54,548	55,848	57,435	60,415	62,197	64,415	66,642	LSIs										
6132		2	DRIVER (PATIENTS/CLIENTS PUBLIC ROADS) (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039									
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613									
	6124	2	DRIVERS (DOCTOR ON CALL) (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039									
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613									
	6122		AMBULANCE OFFICER	1/6/24	7	54,819	56,128	57,722	60,718	62,507	64,738	66,975	LSIs										
				1/1/24		54,276	55,572	57,151	60,117	61,888	64,097	66,312	LSIs										
	6128		AMBULANCE SERVICE SHIFT MANAGER	1/6/24	7	54,819	56,128	57,722	60,718	62,507	64,738	66,975	LSI										
				1/1/24		54,276	55,572	57,151	60,117	61,888	64,097	66,312	LSI										
	6129		AMBULANCE SERVICE TACTICAL MANAGER, SENIOR	1/6/24	7	78,665	79,372	82,476	85,592	88,685	91,791	94,879											
				1/1/24		77,887	78,586	81,659	84,745	87,807	90,882	93,940											
6125			AMBULANCE OFFICER, CHIEF	1/6/24	7	78,665	79,372	82,476	85,592	88,685	91,791	94,879											
				1/1/24		77,887	78,586	81,659	84,745	87,807	90,882	93,940											
	6130		AMBULANCE SERVICE TACTICAL MANAGER	1/6/24	11	57,392	58,792	60,432	62,074	63,725	65,198	66,699	68,158	69,607	72,103	74,607	LSIs						
				1/1/24		56,824	58,210	59,833	61,460	63,094	64,552	66,039	67,483	68,918	71,389	73,868	LSIs						
	6131		AMBULANCE SERVICE DISTRICT OPERATIONS MANAGER	1/6/24	11	57,392	58,792	60,432	62,074	63,725	65,198	66,699	68,158	69,607	72,103	74,607	LSIs						
				1/1/24		56,824	58,210	59,833	61,460	63,094	64,552	66,039	67,483	68,918	71,389	73,868	LSIs						
	6200		HEALTH PROMOTION & IMPROVEMENT OFFICER	1/6/24	7	55,093	56,407	58,009	61,019	62,819	65,060	67,307	LSIs										
				1/1/24		54,548	55,848	57,435	60,415	62,197	64,415	66,641	LSIs										
	6300		HEALTH PROMOTION & IMPROVEMENT OFFICER, SENIOR	1/6/24	11	57,677	59,085	60,732	62,384	64,042	65,522	67,030	68,497	69,954	72,461	74,978	LSIs						
				1/1/24		57,106	58,500	60,130	61,766	63,408	64,873	66,367	67,819	69,261	71,744	74,235	LSIs						
	6482		CARE ASSISTANT (DISABILITY SERVICES)	1/6/24	13	32,199	33,329	34,866	35,376	36,202	37,808	39,533	40,134	41,632	42,752	43,665	44,690	45,484	LSI				
				1/1/24		31,880	32,999	34,521	35,026	35,844	37,434	39,142	39,737	41,220	42,329	43,233	44,248	45,034	LSI				
	6015	2	ATTENDANT, MULTI-TASK (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039									
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613									
	6012	1	HEALTH CARE ASSISTANT (BAND 1)** *specifically working in the following locations*:- *St Ita's Portrane / Central Mental Hospital / National Rehabilitation Hospital Dublin / Galway-Roscommon Mental Health Services / St Fintan's Hospital Portlaoise* (Rebanded from Band3 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088											
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632											
6075		2	HEALTH CARE ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039									
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613									
6415		4	ATTENDANT/AIDE	1/6/24	9	32,740	34,564	35,924	36,491	36,731	37,296	37,876	38,332	38,879									
				1/1/24		32,416	34,222	35,568	36,130	36,367	36,927	37,501	37,952	38,494									
6430		2	HAIRDRESSERS/BARBERS (Rebanded from Band4 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039									
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613									

	6013	1	THEATRE OPERATIVE	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												
	6011		COMMUNITY HEALTHCARE NETWORK MANAGER	1/6/24	7	85,713	87,117	88,517	89,991	91,544	93,094	94,337												
				1/1/24		84,864	86,255	87,640	89,100	90,637	92,172	93,403												
6014		1	TEAM LEADER, SUPPORT SERVICES	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												
6415			ATTENDANT/AIDE (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,136	33,878	36,363	36,545	36,545	36,545	36,597	36,698	36,797	36,901	37,002	37,112	37,217	37,329	37,436				
				1/1/24		32,808	33,543	36,003	36,183	36,183	36,183	36,235	36,335	36,433	36,536	36,636	36,745	36,849	36,959	37,065				
6430			HAIRDRESSERS/BARBERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,467	34,210	36,397	36,587	36,762	36,864	36,961	37,066	37,159	37,261	37,366	37,474	37,581	37,689	37,800				
				1/1/24		33,136	33,871	36,037	36,225	36,398	36,499	36,595	36,699	36,791	36,892	36,996	37,103	37,209	37,316	37,426				
	6400		NURSES AIDES (DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/24	15	33,054	33,801	36,272	36,529	36,636	36,636	36,636	36,636	36,693	36,799	36,901	36,993	37,126	37,269	37,405				
				1/1/24		32,727	33,466	35,913	36,167	36,273	36,273	36,273	36,273	36,330	36,435	36,536	36,627	36,758	36,900	37,035				
	6526	2	AUDIOLOGY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										
	6505	2	OCCUPATIONAL THERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										
	6503	2	PHYSIOTHERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										
	6504	2	SPEECH AND LANGUAGE THERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										
	6525	2	RADIOGRAPHY ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										
	6001		ASSESSMENT OF NEED OFFICER	1/6/24	11	57,677	59,085	60,732	62,384	64,042	65,522	67,030	68,497	69,954	72,461	74,978	LSIs							
				1/1/24		57,106	58,500	60,130	61,766	63,408	64,873	66,367	67,819	69,261	71,744	74,235	LSIs							
	6010		CHILDREN'S DISABILITY NETWORK MANAGER	1/6/24	7	85,713	87,117	88,517	89,991	91,544	93,094	94,337												
				1/1/24		84,864	86,255	87,640	89,100	90,637	92,172	93,403												
	6416	2	FAMILY SUPPORT WORKER	1/6/24	9	34,092	35,547	37,082	37,490	38,493	39,358	40,606	41,900	43,241										
				1/1/24		33,754	35,195	36,715	37,119	38,112	38,968	40,204	41,485	42,813										
	6416		FAMILY SUPPORT WORKER (NON-PAYPATH)	1/6/24	15	36,083	36,692	39,093	39,331	39,553	39,553	39,553	39,578	39,699	39,831	40,005	40,092	40,228	40,372	40,504				
				1/1/24		35,726	36,329	38,706	38,942	39,161	39,161	39,161	39,186	39,306	39,437	39,609	39,695	39,830	39,972	40,103				
	6039		PEER SUPPORT WORKER, SENIOR	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												
	6038		PEER SUPPORT WORKER	1/6/24	9	34,092	35,547	37,082	37,490	38,493	39,358	40,606	41,900	43,241										
				1/1/24		33,754	35,195	36,715	37,119	38,112	38,968	40,204	41,485	42,813										
	6494	2	HEALTHCARE ASSISTANT (HOME SUPPORT) (formerly Home Help) (Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										
	6494	2	HEALTHCARE ASSISTANT (HOME SUPPORT) (NON-PAYPATH) (formerly Home Help) (Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)	1/6/24	15	35,917	36,522	38,912	39,149	39,370	39,370	39,370	39,394	39,514	39,646	39,819	39,905	40,041	40,184	40,315				
				1/1/24		35,561	36,160	38,527	38,761	38,980	38,980	38,980	39,004	39,123	39,253	39,425	39,510	39,645	39,786	39,916				
	6017	1	ENDOSCOPY OPERATIVE (BAND 1)	1/6/24	7	39,210	40,272	41,406	42,493	43,656	44,853	46,088												
				1/1/24		38,822	39,873	40,996	42,072	43,224	44,409	45,632												

	6018	2	ENDOSCOPY OPERATIVE (BAND 2)	1/6/24	9	33,934	35,383	36,910	37,316	38,313	39,175	40,417	41,704	43,039										
				1/1/24		33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613										
	6024		WORKSHOP MANAGER	1/6/24	5	51,148	52,858	54,668	56,555	58,570														
				1/1/24		50,642	52,335	54,126	55,995	57,990														
	6402		WORKSHOP SUPERVISOR/INSTRUCTOR, SENIOR	1/6/24	11	38,620	39,488	40,741	42,040	43,388	44,782	46,228	47,725	49,278	50,886	52,575	LSIs							
				1/1/24		38,238	39,097	40,338	41,624	42,958	44,339	45,770	47,252	48,790	50,382	52,055	LSIs							
6425			WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +12.5%)(LEVEL 1)	1/6/24	12	48,442	48,953	49,198	49,471	49,727	49,860	49,990	50,120	50,254	50,464	50,624	51,017							
				1/1/24		47,962	48,468	48,711	48,981	49,235	49,366	49,495	49,624	49,756	49,964	50,123	50,512							
6425			WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +25%)(LEVEL 2)	1/6/24	14	48,357	49,886	53,327	53,916	54,201	54,519	54,816	54,972	55,123	55,276	55,431	55,674	55,862	56,320					
				1/1/24		47,878	49,392	52,799	53,382	53,665	53,979	54,274	54,427	54,577	54,728	54,882	55,123	55,308	55,762					
6425			WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/6/24	18	48,023	49,306	50,599	51,845	53,110	54,412	55,579	56,628	58,302	59,762	61,131	62,186	63,518	65,130	66,712	67,751	70,129	72,503	LSIs
				1/1/24		47,548	48,818	50,098	51,332	52,584	53,873	55,028	56,067	57,725	59,170	60,526	61,571	62,889	64,485	66,051	67,081	69,434	71,785	LSIs
6425			WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/6/24	17	48,023	49,306	50,599	51,845	53,110	54,412	55,579	56,628	58,302	59,762	61,131	62,186	63,518	65,130	66,712	67,751	70,129	LSI	
				1/1/24		47,548	48,818	50,098	51,332	52,584	53,873	55,028	56,067	57,725	59,170	60,526	61,571	62,889	64,485	66,051	67,081	69,434	LSI	
6425			SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/6/24	13	33,581	35,726	36,522	37,679	38,686	39,557	40,812	42,113	43,462	44,859	46,307	47,807	49,364						
				1/1/24		33,249	35,372	36,160	37,306	38,303	39,165	40,408	41,696	43,032	44,415	45,849	47,334	48,875						
6439			WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/6/24	7	39,218	39,813	40,749	41,696	42,631	43,587	44,499												
				1/1/24		38,830	39,419	40,346	41,283	42,209	43,155	44,058												
6439			WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/6/24	9	51,147	52,036	52,093	53,280	54,478	55,786	57,102	58,423	59,745										
				1/1/24		50,641	51,521	51,577	52,752	53,938	55,234	56,536	57,845	59,154										
	6466		WELFARE HOME, ASSISTANT SUPERVISOR	1/6/24	3	36,611	37,426	38,070																
				1/1/24		36,249	37,055	37,693																
	6516		HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/6/24	12	38,508	39,697	41,308	42,916	44,509	46,104	47,682	48,840	50,009	51,190	52,169	53,147							
				1/1/24		38,127	39,304	40,899	42,491	44,068	45,648	47,210	48,356	49,514	50,683	51,653	52,620							
	6434		NURSERY NURSE	1/6/24	13	35,053	36,796	37,965	38,970	39,451	40,305	41,169	42,021	42,881	43,760	44,635	45,522	46,334	LSI					
				1/1/24		34,706	36,432	37,589	38,584	39,060	39,906	40,761	41,605	42,456	43,327	44,193	45,071	45,875	LSI					
	6030		COMMUNITY WELFARE OFFICER	1/6/24	18	34,686	36,613	37,737	39,686	41,932	44,130	46,288	48,353	50,418	52,522	54,618	56,755	58,961	61,082	63,248	65,506	67,772	69,967	LSIs
				1/1/24		34,342	36,250	37,364	39,293	41,517	43,694	45,829	47,874	49,918	52,002	54,077	56,193	58,378	60,478	62,622	64,857	67,101	69,274	LSIs
	6484		HOME SUPPORT RESOURCE OFFICER	1/6/24	7	49,702	51,192	52,708	54,258	55,817	57,635	59,457	LSIs											
				1/1/24		49,210	50,685	52,187	53,721	55,265	57,064	58,868	LSIs											
	6584		HOME SUPPORT RESOURCE MANAGER ** Scale replaces 7pt scale for employees wef 9.10.2019 ** (This rate applies to pension benefit calculations for retirements from 9.10.2019)	1/6/24	11	57,677	59,085	60,732	62,384	64,042	65,522	67,030	68,497	69,954	72,461	74,978	LSIs							
				1/1/24		57,106	58,500	60,130	61,766	63,408	64,873	66,367	67,819	69,261	71,744	74,235	LSIs							
	6584		HOME SUPPORT RESOURCE MANAGER (Formerly Home Help Co-Ordinator) ** grade obsolete - not for use - see Guide note 2 ** (This rate applies to pension benefit calculations for retirements prior to 9.10.2019)	1/6/24	7	55,093	56,407	58,009	61,019	62,819	65,060	67,308	LSIs											
				1/1/24		54,548	55,848	57,435	60,415	62,197	64,415	66,642	LSIs											

[illegible]

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	0083	CEO BAND SC4 SOCIAL CARE (St Michaels House, Avista (formerly known as Daughters of Charity), St. John of God Hospitalier, Brothers of Charity)	1/6/24	7	123,057	126,449	129,841	133,232	136,626	140,016	143,344												
			1/1/24		121,839	125,197	128,556	131,913	135,273	138,630	141,924												
	0020	DEPUTY CEO (BEAUMONT)(ST. JAMES) (ST. VINCENTS)(MATER)(TALLAGHT)	1/6/24	6	108,904	113,746	118,586	123,425	128,264	133,107													
			1/1/24		107,826	112,620	117,412	122,203	126,994	131,789													
	0511	CHIEF FINANCE OFFICER, HOSPITAL GROUPS	1/6/24	6	121,293	126,685	132,076	137,464	142,857	148,246													
			1/1/24		114,428	119,514	124,600	129,683	134,770	139,855													
	0512	CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS	1/6/24	6	121,293	126,685	132,076	137,464	142,857	148,246													
			1/1/24		114,428	119,514	124,600	129,683	134,770	139,855													
	0063	CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS (applies to those in post, new appointees or for pension benefit calculations for retirements from 1.12.22 only)	1/6/24	1	175,331																		
			1/1/24		173,595																		
	0063	CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS (applies to pension benefit calculations for retirements prior to 1.12.22 only)	1/6/24	6	115,572	120,709	125,846	130,980	136,118	141,253													
			1/1/24		114,428	119,514	124,600	129,683	134,770	139,855													
		HEALTH BOARD AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	180,311																		
			1/1/24		178,526																		
		HEALTH BOARD CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	180,311																		
			1/1/24		178,526																		
		HEALTH BOARD REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	194,870																		
			1/1/24		192,940																		
0036		GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	175,331																		
			1/1/24		173,595																		
		HEALTH BOARD CHIEF OFFICER (HSE MIDLAND AREA, MID-WESTERN AREA, NORTH EASTERN AREA, NORTH WESTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	169,004																		
			1/1/24		167,331																		
		HEALTH BOARD PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	169,004																		
			1/1/24		167,331																		
		HEALTH BOARD DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	1	157,006																		
			1/1/24		155,451																		
	0093	MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/6/24	1	156,617																		
			1/1/24		155,066																		
	0383	STATISTICIAN, CHIEF	1/6/24	7	109,662	114,177	118,715	123,241	127,101	131,168	135,237	LSIs											
			1/1/24		108,576	113,046	117,539	122,021	125,843	129,870	133,898	LSIs											
	0382	STATISTICIAN, PRINCIPAL	1/6/24	7	101,894	106,218	110,508	114,830	118,477	122,258	126,034	LSIs											
			1/1/24		100,885	105,166	109,414	113,693	117,304	121,047	124,786	LSIs											
	0381	STATISTICIAN, SENIOR	1/6/24	8	85,951	89,220	92,498	95,773	99,049	100,962	104,212	107,469	LSIs										
			1/1/24		85,100	88,337	91,582	94,825	98,068	99,962	103,180	106,405	LSIs										
	0380	STATISTICIAN	1/6/24	18	38,708	41,403	42,176	45,552	49,870	53,214	56,650	60,146	63,635	67,106	78,303	81,187	84,110	87,044	89,973	91,661	94,617	97,584	LSIs
			1/1/24		38,325	40,993	41,758	45,101	49,376	52,687	56,089	59,550	63,005	66,441	77,527	80,384	83,277	86,182	89,082	90,754	93,680	96,617	LSIs
	0509	ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/6/24	6	121,293	126,685	132,076	137,464	142,857	148,246													
			1/1/24		114,428	119,514	124,600	129,683	134,770	139,855													

	0508		ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/6/24	6	116,465	121,387	126,399	131,507	136,702	141,999									
				1/1/24		112,744	117,509	122,361	127,306	132,335	137,463									
	0026		DIRECTOR REGIONAL HEALTH OFFICE (HSE)	1/6/24	6	115,572	120,709	125,846	130,980	136,118	141,253									
				1/1/24		114,428	119,514	124,600	129,683	134,770	139,855									
	0693		HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	6	115,572	120,709	125,846	130,980	136,118	141,253									
				1/1/24		114,428	119,514	124,600	129,683	134,770	139,855									
	0420		ARCHITECTURAL ADVISER, CHIEF	1/6/24	6	113,872	118,684	123,585	128,579	133,658	138,837									
				1/1/24		112,744	117,509	122,361	127,306	132,335	137,463									
	0028		SECRETARY TO THE BOARD (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	6	113,872	118,684	123,585	128,579	133,658	138,837									
				1/1/24		112,744	117,509	122,361	127,306	132,335	137,463									
	0088		CHILDREN FIRST PROGRAMME LEAD	1/6/24	5	108,545	113,070	117,592	122,113	126,635										
				1/1/24		107,470	111,950	116,428	120,904	125,381										
	0090		HEAD OF FUNCTION / SERVICE (ACUTE SERVICES) (HSE ONLY)	1/6/24	5	108,545	113,070	117,592	122,113	126,635										
				1/1/24		107,470	111,950	116,428	120,904	125,381										
	0087		HEAD OF FUNCTION / SERVICE, (COMMUNITY SERVICES) (HSE ONLY)	1/6/24	5	108,545	113,070	117,592	122,113	126,635										
				1/1/24		107,470	111,950	116,428	120,904	125,381										
	0091		HEAD OF FUNCTION / SERVICE (NATIONAL SERVICES) (HSE ONLY)	1/6/24	5	108,545	113,070	117,592	122,113	126,635										
				1/1/24		107,470	111,950	116,428	120,904	125,381										
	0089		PROCUREMENT, ASSISTANT HEAD	1/6/24	5	108,545	113,070	117,592	122,113	126,635										
				1/1/24		107,470	111,950	116,428	120,904	125,381										
	0421		ARCHITECTURAL ADVISER, DEPUTY CHIEF	1/6/24	6	107,118	111,879	116,639	121,398	126,160	130,921									
				1/1/24		106,058	110,772	115,484	120,196	124,911	129,625									
	0425		ENGINEERING ADVISER, PRINCIPAL	1/6/24	6	107,118	111,879	116,639	121,398	126,160	130,921									
				1/1/24		106,058	110,772	115,484	120,196	124,911	129,625									
			HEALTH BOARD PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	6	107,118	111,879	116,639	121,398	126,160	130,921									
				1/1/24		106,058	110,772	115,484	120,196	124,911	129,625									
	0685		LOCAL HEALTH OFFICE MANAGER (HSE) ** not for use for any new incumbents **	1/6/24	6	107,118	111,879	116,639	121,398	126,160	130,921									
				1/1/24		106,058	110,772	115,484	120,196	124,911	129,625									
	0429		QUANTITY SURVEYING ADVISER, PRINCIPAL	1/6/24	6	107,118	111,879	116,639	121,398	126,160	130,921									
				1/1/24		106,058	110,772	115,484	120,196	124,911	129,625									
	0153		DIRECTOR OF INFORMATION SYSTEMS (HSE) ** grade obsolete 20.10.23 - not for use - see Guide note 2 **	1/6/24	6	105,542	110,003	114,544	119,173	123,879	128,680									
				1/1/24		104,497	108,914	113,410	117,993	122,653	127,406									
			HEALTH BOARD FUNCTIONAL OFFICERS (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	5	102,389	107,029	110,817	114,619	118,413										
				1/1/24		101,375	105,969	109,720	113,484	117,240										
0161			HEALTH BOARD FUNCTIONAL OFFICERS (FORMERLY NON-EHB) **not for use for any new incumbents**	1/6/24	7	83,233	85,336	88,666	92,019	95,347	98,682	102,003								
				1/1/24		82,408	84,491	87,789	91,108	94,403	97,705	100,993								
	0037		DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/6/24	6	101,762	106,285	110,807	115,330	119,853	124,376									
				1/1/24		100,754	105,233	109,710	114,188	118,666	123,145									
0361			SERVICE MANAGER (Beaumont, St. James, Mater, St. Vincents, Tallaght, Cork UH, UCHG)	1/6/24	7	83,233	85,336	88,666	92,019	95,347	98,682	102,003								
				1/1/24		82,408	84,491	87,789	91,108	94,403	97,705	100,993								
			HEALTH BOARD GENERAL ADMINISTRATOR (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	6	83,947	86,871	89,765	94,187	97,158	100,108									
				1/1/24		83,116	86,011	88,876	93,255	96,196	99,117									

0041		GENERAL MANAGER	1/6/24	7	82,409	84,490	87,787	91,108	94,402	97,705	102,508													
			1/1/24		81,593	83,654	86,918	90,206	93,468	96,738	101,493													
		HEALTH BOARD SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	8	80,271	82,863	85,500	88,134	90,740	92,148	94,953	97,770	LSIs											
			1/1/24		79,477	82,042	84,653	87,261	89,841	91,235	94,013	96,802	LSIs											
	0778	HOSPITAL & COMMUNITY CARE ADMINISTRATOR **not for use for any new incumbents post 20.10.23**	1/6/24	7	79,056	79,766	82,886	86,018	89,127	92,248	95,351													
			1/1/24		78,274	78,976	82,065	85,166	88,244	91,335	94,407													
	6027	SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/6/24	8	75,263	78,001	79,512	82,282	85,052	86,649	89,445	92,242	LSIs											
			1/1/24		74,518	77,229	78,725	81,467	84,210	85,791	88,560	91,329	LSIs											
0404		TECHNICAL SERVICES MANAGER (ST VINCENTS)	1/6/24	6	65,454	67,294	69,170	71,005	72,886	74,737														
			1/1/24		64,806	66,628	68,485	70,302	72,164	73,997														
		REGIONAL WORKSHOP MANAGER (HSE NORTH WESTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/24	8	63,737	66,396	69,058	71,724	74,379	77,051	78,591	81,320	LSIs											
			1/1/24		63,106	65,739	68,374	71,014	73,643	76,288	77,813	80,514	LSIs											
0404		PROJECT TECHNICAL SERVICES MANAGER (Beaumont, St. James)	1/6/24	5	63,258	65,919	67,417	68,879	70,324															
			1/1/24		62,631	65,266	66,750	68,197	69,627															
0655		GRADE VIII	1/6/24	7	79,056	79,766	82,886	86,018	89,127	92,248	95,351													
			1/1/24		78,274	78,976	82,065	85,166	88,244	91,335	94,407													
	0582	GRADE VII (CLERICAL)	1/6/24	11	57,677	59,085	60,732	62,384	64,042	65,522	67,030	68,497	69,954	72,461	74,978	LSIs								
			1/1/24		57,106	58,500	60,130	61,766	63,408	64,873	66,367	67,819	69,261	71,744	74,235	LSIs								
	0574	GRADE VI (CLERICAL)	1/6/24	7	55,093	56,407	58,009	61,019	62,819	65,060	67,308	LSIs												
			1/1/24		54,548	55,848	57,435	60,415	62,197	64,415	66,642	LSIs												
	0566	GRADE V (CLERICAL)	1/6/24	7	49,702	51,192	52,708	54,258	55,816	57,635	59,457	LSIs												
			1/1/24		49,210	50,685	52,187	53,721	55,264	57,064	58,868	LSIs												
	0558	GRADE IV (CLERICAL)	1/6/24	12	33,756	35,867	36,715	38,856	40,817	42,533	44,194	46,435	48,063	49,702	51,221	52,776	LSIs							
			1/1/24		33,422	35,512	36,351	38,471	40,413	42,112	43,756	45,975	47,587	49,210	50,714	52,253	LSIs							
	0609	CLERICAL OFFICER GRADE	1/6/24	15	29,310	31,043	31,469	32,335	33,600	34,866	36,134	37,055	38,096	39,305	40,161	41,358	42,567	44,835	46,448	LSI				
			1/1/24		29,020	30,736	31,157	32,015	33,267	34,521	35,776	36,688	37,719	38,916	39,763	40,949	42,146	44,391	45,988	LSI				
	0884	SUPPLIES OFFICER GRADE A	1/6/24	7	55,093	56,406	58,009	61,019	62,819	65,060	67,308	LSIs												
			1/1/24		54,548	55,847	57,435	60,415	62,197	64,415	66,642	LSIs												
	0892	SUPPLIES OFFICER GRADE B	1/6/24	7	49,702	51,192	52,708	54,258	55,817	57,635	59,457	LSIs												
			1/1/24		49,210	50,685	52,187	53,721	55,265	57,064	58,868	LSIs												
	0906	SUPPLIES OFFICER GRADE C	1/6/24	8	40,817	42,533	44,194	46,435	48,062	49,702	51,220	52,776	LSIs											
			1/1/24		40,413	42,112	43,756	45,975	47,586	49,210	50,713	52,253	LSIs											
	0914	SUPPLIES OFFICER GRADE D	1/6/24	12	33,932	35,873	36,908	37,975	38,862	39,571	40,623	41,675	42,732	43,784	44,834	46,448	LSI							
			1/1/24		33,596	35,518	36,543	37,599	38,477	39,179	40,221	41,262	42,309	43,350	44,390	45,988	LSI							

Medical Consultants Salary Scales

Consultant Contract 2023 salary scales are on the next page

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

Consultant Contract 2023 Salary Scales

Consultant Contract 2023 - Clinical							
		1	2	3	4	5	6
Clinician Consultants	01/06/24	224,437	236,568	249,375	256,115	262,854	269,594
	01/01/24	222,215	234,225	246,906	253,579	260,251	266,925

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	01/06/24	275,856	290,777	306,506	314,796	323,086	331,376
	01/01/24	273,125	287,898	303,471	311,679	319,887	328,095
Academic Associate Professor	01/06/24	258,780	273,703	287,534	295,824	304,114	312,404
	01/01/24	256,218	270,993	284,687	292,895	301,103	309,311
Academic Senior Lecturer	01/06/24	241,784	256,706	268,648	276,939	285,228	293,519
	01/01/24	239,390	254,164	265,988	274,197	282,404	290,613

B Factor		
On Call Payments		
	01/01/24	01/06/24
Rota	€	€
Flat Annual Payment	10,586	10,692
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,070	3,101
1 in 2	8,680	8,767
1 in 1	11,433	11,547

C - Factor Emergency Call-Out Payments		
	01/01/24	01/06/24
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	114.01	115.15
31-120 call-outs	171.01	172.72
121 call-outs or more	228.01	230.30
If the call-out occurs after midnight		
First 30 call-outs	142.51	143.93
31-120 call-outs	213.76	215.90
121 call-outs or more	285.02	287.87
Annual Limit	40,227	40,629

Clinical Directors' Allowance*	01/01/24	01/06/24
	€	€
	55,614	56,170

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	01/01/24	01/06/24
	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	239,730	242,127
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	234,383	236,727
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	229,328	231,621
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	228,320	230,603
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	223,543	225,778
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	219,070	221,261
Geographical Wholetime Consultants without fees	244,789	247,236

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	01/01/24	01/06/24
	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	266,925	269,594
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	266,925	269,594
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	266,925	269,594
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	266,925	269,594
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	266,925	269,594
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	266,925	269,594
Geographical Wholetime Consultants without fees	266,925	269,594

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	01/01/24	01/06/24
	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	228,609	230,895
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	223,262	225,494
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	218,205	220,387
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	217,198	219,370
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	212,421	214,546
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	207,947	210,027
Geographical Wholetime Consultants without fees	233,667	236,004

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	01/01/24	01/06/24
	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	244,682	247,128
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	244,682	247,128
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	244,682	247,128
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	244,682	247,128
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	244,682	247,128
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	244,682	247,128
Geographical Wholetime Consultants without fees	244,682	247,128

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	01/01/24	01/06/24
	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	202,416	204,440
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	195,739	197,697
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,265	193,178
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	200,514	202,519
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,739	197,697
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,265	193,178

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	01/01/24	01/06/24
	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	211,315	213,428
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,315	213,428
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,315	213,428

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
	01/01/24	01/06/24
	€	€
Category I Consultants		
Professor	300,813	303,821
Associate Professor	281,307	284,120
Lecturer	261,838	264,456
College Lecturer	256,622	259,188
Category II Consultants		
Professor UCD, TCD, RCSI	286,153	289,014
Associate Professor UCD, TCD, RCSI	267,110	269,781
Lecturer	246,979	249,449
College Lecturer	241,761	244,179
Professor UCC	290,736	293,643
Associate Professor UCC	271,546	274,261
Lecturer UCC	251,624	254,140
College Lecturer UCC	246,405	248,870
Professor UCG	295,317	298,270
Associate Professor UCG	275,983	278,743
Lecturer UCG	256,267	258,830
College Lecturer UCG	251,048	253,558

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
	01/01/24	01/06/24
	€	€
Category I Consultants		
Professor	328,095	331,376
Associate Professor	309,311	312,404
Lecturer	290,613	293,519
College Lecturer	285,598	288,454
Category II Consultants		
Professor UCD, TCD, RCSI	328,095	331,376
Associate Professor UCD, TCD, RCSI	309,311	312,404
Lecturer	290,613	293,519
College Lecturer	285,598	288,454
Professor UCC	328,095	331,376
Associate Professor UCC	309,311	312,404
Lecturer UCC	290,613	293,519
College Lecturer UCC	285,598	288,454
Professor UCG	328,095	331,376
Associate Professor UCG	309,311	312,404
Lecturer UCG	290,613	293,519
College Lecturer UCG	285,598	288,454

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
	01/01/24	01/06/24
	€	€
Professor	295,252	298,205
Associate Professor	273,685	276,422
Lecturer	250,765	253,273
College Lecturer	244,845	247,293
Category II Consultants		
Professor UCD, TCD, RCSI	280,592	283,398
Associate Professor UCD, TCD, RCSI	259,488	262,083
Lecturer UCD, TCD, RCSI	235,907	238,266
College Lecturer UCD, TCD, RCSI	229,983	232,283
Professor UCC	285,175	288,027
Associate Professor UCC	263,924	266,563
Lecturer UCC	240,551	242,957
College Lecturer UCC	234,628	236,974
Professor UCG	289,756	292,653
Associate Professor UCG	268,361	271,045
Lecturer UCG	245,193	247,645
College Lecturer UCG	239,269	241,662

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
	01/01/24	01/06/24
	€	€
Professor	316,973	320,143
Associate Professor	294,067	297,008
Lecturer	268,468	271,152
College Lecturer	262,043	264,663
Category II Consultants		
Professor UCD, TCD, RCSI	316,973	320,143
Associate Professor UCD, TCD, RCSI	294,067	297,008
Lecturer UCD, TCD, RCSI	268,468	271,152
College Lecturer UCD, TCD, RCSI	262,043	264,663
Professor UCC	316,973	320,143
Associate Professor UCC	294,067	297,008
Lecturer UCC	268,468	271,152
College Lecturer UCC	262,043	264,663
Professor UCG	316,973	320,143
Associate Professor UCG	294,067	297,008
Lecturer UCG	268,468	271,152
College Lecturer UCG	262,043	264,663

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
	01/01/24	01/06/24
	€	€
Professor UCD, TCD, RCSI	263,909	266,548
Associate Professor UCD, TCD, RCSI	243,051	245,482
Lecturer UCD, TCD, RCSI	219,749	221,946
College Lecturer UCD, TCD, RCSI	213,887	216,026
Professor UCC	268,493	271,178
Associate Professor UCC	247,487	249,962
Lecturer UCC	224,391	226,635
College Lecturer UCC	218,533	220,719
Professor UCG	273,073	275,803
Associate Professor UCG	251,924	254,443
Lecturer UCG	229,035	231,326
College Lecturer UCG	223,173	225,405

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
	01/01/24	01/06/24
	€	€
Professor UCD, TCD, RCSI	283,607	286,443
Associate Professor UCD, TCD, RCSI	262,621	265,247
Lecturer UCD, TCD, RCSI	241,633	244,050
College Lecturer UCD, TCD, RCSI	236,018	238,378
Professor UCC	283,607	286,443
Associate Professor UCC	262,621	265,247
Lecturer UCC	241,633	244,050
College Lecturer UCC	236,018	238,378
Professor UCG	283,607	286,443
Associate Professor UCG	262,621	265,247
Lecturer UCG	241,633	244,050
College Lecturer UCG	236,018	238,378

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	01/06/24	201,699	207,556	232,018	235,386	238,757	242,127
	01/01/24	199,702	205,501	229,721	233,056	236,393	239,730
Type B	01/06/24	189,850	192,427	210,944	213,752	216,561	219,371
	01/01/24	187,970	190,522	208,855	211,636	214,417	217,199
Type C	01/06/24	165,173	171,017	180,542	185,344	190,963	193,178
	01/01/24	163,537	169,324	178,754	183,509	189,072	191,265
* Serving Consultants appointed prior to 1st October 2012 moving from permanent posts are allowed retain their existing salary scales.							

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	01/06/24	164,266	168,833	178,400	187,588	195,598	202,274	210,285	225,309	237,106
	01/01/24	162,640	167,161	176,634	185,730	193,662	200,272	208,203	223,078	234,759
Type B	01/06/24	155,067	160,585	168,206	169,350	174,523	179,708	188,923	196,934	204,944
	01/01/24	153,531	158,995	166,541	167,673	172,795	177,929	187,053	194,984	202,915
Type C	01/06/24	135,857	139,837	144,552	147,838	151,123	155,067	160,323	166,237	170,644
	01/01/24	134,512	138,453	143,121	146,375	149,627	153,531	158,735	164,591	168,955
* 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	01/01/24	01/06/24
	€	€
Type A	222,215	224,437
	234,225	236,568
	246,906	249,375
	253,579	256,115
	260,251	262,854
	266,925	269,594
Type B	205,198	207,250
	215,208	217,360
	227,998	230,278
	233,559	235,895
	239,120	241,511
	244,682	247,128
Type B*	211,315	213,428
Type C	163,537	165,173
	170,164	171,865
	178,754	180,542
	183,510	185,346
	189,071	190,962
	194,632	196,578

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	01/06/24	262,249	269,709	291,387	295,532	299,678	303,821
	01/01/24	259,652	267,039	288,502	292,606	296,710	300,813
Type A Associate Professor / Consultant	01/06/24	244,516	251,976	271,684	275,830	279,974	284,120
	01/01/24	242,095	249,482	268,994	273,099	277,202	281,307
Type A Senior Lecturer / Consultant	01/06/24	226,820	234,279	252,021	256,166	260,311	264,456
	01/01/24	224,575	231,960	249,526	253,630	257,733	261,838

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	01/06/24	234,726	248,405	260,644	265,058	265,058	265,058
	01/01/24	232,402	245,946	258,063	262,434	262,434	262,434
Type A Associate Professor / Consultant	01/06/24	211,055	231,361	243,015	256,564	265,058	265,058
	01/01/24	208,965	229,070	240,609	254,024	262,434	262,434
Type A Senior Lecturer / Consultant	01/06/24	195,443	207,209	225,503	238,290	246,687	259,661
	01/01/24	193,508	205,158	223,270	235,931	244,245	257,090
*serving Consultants moving from permanent posts are allowed retain their existing salary scales							

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	01/01/24	01/06/24
		Type A	Type A
TYPE A Professor		€	€
	1	273,125	275,856
	2	287,898	290,777
	3	303,471	306,506
	4	311,679	314,796
	5	319,887	323,086
	6	328,095	331,376
TYPE A Associate Professor	1	256,218	258,780
	2	270,993	273,703
	3	284,687	287,534
	4	292,895	295,824
	5	301,103	304,114
	6	309,311	312,404
TYPE A Lecturer	1	239,390	241,784
	2	254,164	256,706
	3	265,988	268,648
	4	274,197	276,939
	5	282,404	285,228
	6	290,613	293,519
TYPE A College Lecturer	1	234,877	237,226
	2	249,652	252,148
	3	260,975	263,584
	4	269,183	271,875
	5	277,390	280,164
	6	285,598	288,454

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	01/06/24	245,276	251,797	272,530	276,152	279,774	283,398
	01/01/24	242,848	249,304	269,832	273,418	277,004	280,592
Type B Associate Professor / Consultant	01/06/24	226,094	232,614	251,215	254,838	258,461	262,083
	01/01/24	223,855	230,311	248,728	252,315	255,902	259,488
Type B Senior Lecturer / Consultant	01/06/24	197,681	203,980	227,398	231,020	234,643	238,266
	01/01/24	195,724	201,960	225,146	228,733	232,320	235,907

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	01/06/24	221,476	231,380	241,563	251,947	262,682	265,058
	01/01/24	219,284	229,089	239,172	249,453	260,081	262,434
Type B Associate Professor / Consultant	01/06/24	196,830	205,882	222,702	232,439	242,363	252,290
	01/01/24	194,881	203,844	220,497	230,137	239,964	249,792
Type B Senior Lecturer / Consultant	01/06/24	174,024	186,204	194,857	203,686	212,309	228,728
	01/01/24	172,301	184,360	192,928	201,669	210,207	226,463
*serving Consultants moving from permanent posts are allowed retain their existing salary scales							

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	01/01/24	02/01/24
		Type B	Type B
		€	€
TYPE B Professor	1	265,907	268,567
	2	278,820	281,608
	3	295,453	298,407
	4	302,626	305,652
	5	309,800	312,898
	6	316,973	320,143
TYPE B Associate Professor	1	245,291	247,744
	2	258,204	260,786
	3	272,545	275,271
	4	279,720	282,517
	5	286,893	289,761
	6	294,067	297,008
TYPE B Lecturer	1	222,251	224,473
	2	235,164	237,515
	3	246,947	249,417
	4	254,121	256,662
	5	261,294	263,907
	6	268,468	271,152
TYPE B College Lecturer	1	216,469	218,634
	2	229,382	231,676
	3	240,521	242,926
	4	247,695	250,172
	5	254,868	257,417
	6	262,043	264,663

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	01/06/24	221,922	228,849	246,581	250,429	254,275	258,123
	01/01/24	219,725	226,583	244,140	247,950	251,758	255,567
Type C Associate Professor / Consultant	01/06/24	196,622	203,312	226,180	230,028	233,875	237,723
	01/01/24	194,675	201,299	223,940	227,750	231,559	235,369
Type C Senior Lecturer / Consultant	01/06/24	179,187	189,647	203,388	207,236	211,083	214,929
	01/01/24	177,413	187,770	201,375	205,185	208,993	212,801

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	01/06/24	176,754	187,544	195,503	205,304	212,924	230,081
	01/01/24	175,004	185,687	193,567	203,271	210,816	227,803
Type C Associate Professor / Consultant	01/06/24	164,592	171,152	175,685	188,710	195,728	204,306
	01/01/24	162,962	169,457	173,946	186,842	193,790	202,283
Type C Senior Lecturer / Consultant	01/06/24	153,049	159,460	166,701	171,788	178,117	189,941
	01/01/24	151,534	157,881	165,050	170,087	176,353	188,060

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

Table SA - C4(1)

Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	01/01/24	01/06/24
		Type C	Type C
		€	€
TYPE C Professor	1	219,662	221,859
	2	233,375	235,709
	3	244,069	246,510
	4	251,687	254,204
	5	259,306	261,899
	6	266,925	269,594
TYPE C Associate Professor	1	200,674	202,681
	2	214,387	216,531
	3	222,972	225,202
	4	230,591	232,897
	5	238,209	240,591
	6	245,827	248,286
TYPE C Lecturer	1	179,465	181,260
	2	193,177	195,109
	3	199,404	201,398
	4	207,022	209,092
	5	214,640	216,787
	6	222,259	224,482
TYPE C College Lecturer	1	174,128	175,870
	2	187,841	189,720
	3	193,476	195,410
	4	201,095	203,105
	5	208,712	210,799
	6	216,331	218,494

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	01/01/24	01/06/24
	Type B*	Type B*
	€	€
TYPE B* Professor	283,607	286,443
TYPE B* Associate Professor	262,621	265,247
TYPE B* Lecturer	241,633	244,050
TYPE B* College Lecturer	236,018	238,378

Table D1	01/01/24	01/06/24
	€	€
Clinical Directors' Allowance*	55,614	56,170
* 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)**	01/06/24	258,071		
	01/01/24	255,516		
Head of Department**	01/06/24	230,146	237,106	244,094
	01/01/24	227,868	234,759	241,677
** 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			
		01/01/24	01/06/24
Rota	No. of Call-Outs	€	€
Flat Annual Payment		4,664	4,711
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,700	2,727
1 in 2	1-80 call-outs	6,742	6,809
	81-120 call-outs	7,791	7,869
	121+ call-outs	8,532	8,617
1 in 1	1-80 call-outs	8,092	8,173
	81-120 call-outs	10,240	10,343
	121+ call-outs	12,645	12,771

SA - B and C Factor Payments

SA - On Call/Call-Out Payments			
	No. of Call-Outs	01/01/24	01/06/24
Rota		€	€
Flat Annual Payment		6,840	6,909
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows			
1 in 3		2,836	2,865
1 in 2	1-80 call-outs	7,079	7,150
	81-120 call-outs	8,181	8,263
	121+ call-outs	8,959	9,048
1 in 1	1-80 call-outs	8,498	8,583
	81-120 call-outs	10,752	10,860
	121+ call-outs	13,278	13,411

Emergency Call-Out Payments for all Consultants

	01/01/24	01/06/24
Per call-out	€	€
First 30 call-outs	95.01	95.96
31-120 call-outs	142.90	144.33
121 call-outs or more	188.79	190.67
If the call-out occurs after midnight		
First 30 call-outs	126.65	127.92
31-120 call-outs	191.50	193.41
121 call-outs or more	253.47	256.01
For each hour or part hour in excess of the first hour		
First 30 call-outs	63.23	63.86
31-120 call-outs	94.38	95.32
121 call-outs or more	126.75	128.02
Annual Limit	26,965	27,235

SA - Emergency Call-Out Payments for all Consultants

	01/01/24	01/06/24
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	114.01	115.15
31-120 call-outs	171.01	172.72
121 call-outs or more	228.01	230.30
If the call-out occurs after midnight		
First 30 call-outs	142.51	143.93
31-120 call-outs	213.76	215.90
121 call-outs or more	285.02	287.87
Annual Limit	33,368	33,701

Table F1		
Salary scales for Consultants who are remaining on the 1997 Consultant Contract		
Consultants Revised Common Contract, 1997	01/01/24	01/06/24
	€	€
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	212,536	214,661
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,842	203,860
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,730	193,647
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	189,714	191,611
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,163	181,965
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	175,218	176,970
Geographical Wholetime Consultants without fees	222,654	224,880

Table F3			
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant			
		01/01/24	01/06/24
		€	€
Regional Consultant Orthodontists		201,842	203,860

Table F2		
Salary scales for Academic Consultants who are remaining on the 1998 Contract		
	01/01/24	01/06/24
	€	€
Category I Consultants		
Professor	273,532	276,268
Associate Professor	253,302	255,835
Lecturer	233,063	235,394
College Lecturer	227,647	229,923
Category II Consultants		
Professor UCD, TCD, RCSI	244,210	246,653
Associate Professor UCD, TCD, RCSI	224,909	227,158
Lecturer UCD, TCD, RCSI	203,347	205,380
College Lecturer UCD, TCD, RCSI	197,922	199,901
Professor UCC	253,377	255,910
Associate Professor UCC	233,782	236,120
Lecturer UCC	212,633	214,760
College Lecturer UCC	207,214	209,286
Professor UCG	262,539	265,164
Associate Professor UCG	242,655	245,081
Lecturer UCG	221,920	224,139
College Lecturer UCG	216,496	218,661

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	01/01/24	01/06/24
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	178,754	180,542
G.W.T. WITH FEES	170,843	172,551
EXISTING WHOLETIME	163,927	165,567
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	178,754	180,542
G.W.T. WITH FEES	165,554	167,209
EXISTING WHOLETIME	155,811	157,369
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	178,754	180,542
G.W.T. WITH FEES	157,438	159,012
EXISTING WHOLETIME	147,694	149,171

Emergency Services	01/01/24	01/06/24
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	92.32	93.24
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	122.93	124.16
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	61.38	62.00
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	11,652	11,768

	01/01/24	01/06/24
Extended Duty Liability	€	€
A flat payment will be paid to each consultant with on-call liability.	8,737	8,824

Table F5		
Original Contract for Consultant Medical Staff 1981		
	01/01/24	01/06/24
	Cumulative restoration up to and including 1/01/24	Cumulative restoration up to and including 1/01/25
	€	€
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*	209,900	211,999
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.	11,598	11,714
*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 Jan 2024	1 June 2024
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)							144.64	146.08
2. Emergency Sessions								
The rate at 1 above subject to a minimum fee in the case of Anaesthetists							94.75	95.70
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons							56.43	57.00
3. Community Ophthalmic Physicians per 3 hour session							209.53	211.63
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;							72.23	72.95
minimum rate;							144.64	146.08
(b) Where the duration is <u>not less</u> than 3 hours;								
first 3 hours							216.64	218.81
3 hour sessional rate for hours in excess of 3 (and pro-rata)							144.64	146.08
5. Pool Payments								
General Teaching Hospital (per bed day)							6.04	6.10
General Non-Teaching Hospital (per bed day)							4.07	4.11
Maternity Teaching Hospital (per bed day)							11.70	11.81
Maternity Non-Teaching Hospital (per bed day)							5.52	5.57
6. Private Dental Surgeons Sessional Rates (Circular 3/2024 refers)						25 April 2024		
(a) Private dental surgeon clinics held in HSE premises						323		326
(b) Private dental surgeon clinics held in dentist's private surgery						432		436
Wholetime public dental surgeons may be paid for at the revised rates set out at (a) above in respect of extra 3-hour sessions undertaken by them (maximum of 2 sessions per week)								
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)							170.10	171.81
Special rates for clinics held outside a radius of 25 miles								
(a) For clinics of <i>less than</i> 3 hours duration								
Per hour							85.81	86.67
Minimum rate							103.30	104.33
(b) For clinics of <i>not less than</i> 3 hours								
For the first three hours							255.33	257.88
For 3 hour sessions in excess of 3 hours							171.83	173.55
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								
SATU Doctor & GPs (payment to GPs will be based on an invoicing system for contracts of service. Tax clearance certificates will be required)								
<u>On-Call</u>								
Monday - Friday	9am -1pm							102.19
Monday - Friday	1pm - 5pm							102.19
Monday - Friday	5pm - 9am							137.10
Saturday	24hr							426.85
Sunday and Public Holidays	24hr							512.22
<u>Call-Out</u>								
Fee per call out								116.83
For each hour or part hour in excess of the first hour								60.80
Sub-call								43.55

								1 Jan 2024	1 June 2024
Psychiatrist Special Responsibility Allowance									
Revised rate per annum								12,168	12,289
Child Health Services Development Paediatrics									
3 hour session								76.91	77.68
2 hour session								57.68	58.26
1 hour session								38.50	38.88
Casual Locum for Former District Medical Officers									
For first three days								84.33	85.17
For next 25 days								72.15	72.87
For each subsequent day								62.07	62.69
Fees for lectures to Nurses								35.32	35.67
(Circular S100/84 of 22 August 1975)								26.54	26.80
Consultant CME									
This scheme is open to Consultants employed in the public service and allow Consultants claim towards courses and conferences, reference materials and professional fees etc. as set out in the HSE's Guidance on Continuing Medical Education Supports for Consultants. Maximum of €3,000 per annum for 2008 or 1997 Consultant Contract holders. Maximum of €12,000 per annum for 2023 Consultant Contract holders (except where a higher amount is approved in accordance with the terms of the Contract).									
Vouched CME for certain other medical grades (Circulars 39/2003 and 1/2024 refer).									
Annual rate of €2,750 for the grades of AMO, SAMO, SMO, PMO and COP with retrospective effect from 1 February 2022.									
Research and Innovation Projects									
Maximum of €8,000 for 2023 Consultant Contract holders as provided for in the Contract (except where a higher amount is approved in accordance with the terms of the Contract).									
Training Supports Scheme for NCHDs									
*** AMOUNT PER REGISTRATION PER YEAR						1 July 2019	22-Dec-22		
Intern						750	1,250		
SHOs and Registrars						1,250	1,750		
SPRs/GP Registrars/ Psychiatry SRs on a training scheme						2,000	2,500		
GP Registrar Allowance (from the NCHD contract)								12,711	12,839
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred								4,236	4,279
Public Health Doctors									
On Call off site rate agreed as per LCR as an interim measure at rate of €576. (HSE CERS Circular 35/2020 refers, however this is now only applicable to Public Health Doctors)									

NURSING ALLOWANCES

								1 Jan 2024	1 June 2024
Staff Nurses (Senior Staff Nurses), Clinical Nurse/Midwifery Manager 1, 2 and 3 (S100/406 refers)(DoH Circulars 14/2019 and 2/2024 refer)									
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA								3,921	3,960
(B) Location Allowance for nurses engaged in the following Duties:								2,611	2,637
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									
(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).								2,611	2,637
Public Health Nurses & Assistant Directors of Public Health Nursing									
Midwifery Qualification*								3,921	3,960
*Restored to new entrant nurses as per DoH Circular 14/2017									
Staff Nurse Dual Qualification Scale									
New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.								1,633	1,649
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								1,561	1,577
Theatre / Night Sister								937	947
Public Health Nurse								1,875	1,894
Relevant nursing staff									
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*								3,484	3,519
*Abolished for new beneficiaries with effect from 1 February 2012									
Psychiatric Nurses (S100/411 refers)									
HSE HR Directorate Circular 1/2005									
Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012									
Psychiatric Staff Nurse								5,809	5,867
Senior Staff Nurse (Psychiatric)								6,100	6,161
Community Psychiatric Nurse								6,371	6,435
Clinical Nurse Manager I (Psychiatric)								6,173	6,235
CNM II (Psychiatric)/Community Mental Health Nurse								6,587	6,653
Clinical Nurse Manager III (Psychiatric)								6,920	6,990
Assistant Director of Nursing Mental Health								6,699	6,766
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017								4,370	4,414
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449								6,061	6,122
Public Health Nurses (S103/151 refers)									
Island Inducement Allowance*								2,067	2,088
*Abolished for new beneficiaries with effect from 1 February 2012									
Assisted Admissions Allowance - Team Member									280.85
Assisted Admissions Allowance - Team Leader									337.02
Mental Health Authorising Officer Allowance - Normal Working Hours									168.51
Mental Health Authorising Officer Allowance - Outside Working Hours									337.02
<i>These allowances are also payable to a limited number of grades in other staff categories, where they are identified as an Authorised Officer, or are part of an Assisted Admissions team</i>									

[illegible]

(i) *On-Call with Standby - Each Day.* Figures based on a 12 hour period . Pro rata to apply after 12 hours.

Saturday

Sunday and Public Holidays

(ii) *Call Out Rate - Monday to Sunday*

Fee per operation per 2 hours (17.00 - 22.00 hours)

Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)

Operation lasting more than 4 hours and up to five hours

Fee per operation per hour (after 22.00 hours)

(iii) On-call Without Standby

Fee per operation, call in without standby

Overruns from roster at normal overtime rates (no time back in lieu)

(iv) *On Call over Weekend*

In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.

(v) *Nurse Co-ordinator Allowance** (See Circular 33/2003 for full details)

A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.

***Restored for new entrant nurses as per DoH Circular 14/2017**

Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017

(HSEA letter dated 5 April 2001 refers)

Registered General Nurses in the Community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).

Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.

Public Health Nurses Week-end Work (S100/414 refers)

Fixed Payment

First call on Saturday and first call on Sunday

Each subsequent call on Saturday and Sunday

Payment in lieu of time off for Emergency work

Saturday Premium

Specialist Co-ordinator Allowance*

*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 Jan 2024
								1 June 2024
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)							
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am						44.41
	Mon - Thurs	12am - 8am						56.52
	Sat	12am til Sun 12am						62.17
	Bank Holiday							62.17
Stand-by Payments (off site on call)	Mon - Fri							50.07
	Saturday							64.30
	Sun & Public Holidays							86.93
PHYSIOTHERAPISTS								
Emergency/On-Call Duty								
I On-Call with Standby (a) Monday to Friday								27.50
(b) Saturdays								35.89
(c) Sundays and Public Holidays								53.68
- Fee per call (per half hour)								27.50
II On-Call without Standby								
- Fee per call (per hour)								75.47
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.								221.66
								223.87
GENERAL PARAMEDICAL SESSIONAL RATES								
Per 3 hour session								115.11
For 2 three hourly sessions held at the same location on same day								196.95
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:								134.20
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:								178.94
Child Care Workers / Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker							
Saturday Premium								18.09
								18.27

RADIOGRAPHERS								1 Jan 2024	1 June 2024
CT Out of Hours - Hourly Rate (rate established via Sectoral Bargaining - SIPTU Agreement)	Monday - Friday				8pm - 12am			54.96	55.51
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)				12am - 8am			69.95	70.65
	Saturday				8am - 12am			64.12	64.76
	Sunday (into Monday morning / Public Holiday)				8am (Sun) - 8am (Mon)			76.94	77.71
(HSE Circular 006/2012 and LCR20232 refers)									
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday				8pm - 12am			43.97	44.41
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)				12am - 8am			55.96	56.52
	Saturday				8am - 12am			51.30	51.81
	Sunday (into Monday morning / Public Holiday)				8am (Sun) - 8am (Mon)			61.55	62.17
Stand-by Payments (off site on call)	Mon - Fri							49.57	50.07
	Saturday							63.67	64.30
	Sun & Public Holiday							86.07	86.93
All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours									
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate								29.41	29.70
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography								1,068	1,079
Diploma in Ultrasound								533.86	539.20
Diploma in Nuclear Medicine								533.86	539.20
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)								5,260	5,312
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								1,756	1,774
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Hons BSc								1,194	1,205
MSc								2,385	2,409
PhD								3,109	3,140
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;)								190.96	192.87
Employed on a sessional basis but not specifically appointed to an assessment team per 3-hour session								160.30	161.91
for 2 3-hour sessions held at the same location on same day								274.39	277.13
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*								281	284
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								240.51	242.91
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year								1,069	1,080
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year								3,787	3,825
Allowance for Advanced Paramedics as per HSE Circular 11/2009								10,788	10,896

†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 Jan 2024	1 June 2024
† PART-TIME PHARMACISTS									
Rate per hour:-									
First 6 hours:								49.46	49.95
Over 6 hours:								36.63	36.99
Maximum payment for 21 hours:								838.94	847.33
† <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:								150.32	151.82
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:								200.41	202.41
† 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;								217.31	219.49
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								182.42	184.25
for 2 3-hour sessions held at the same location on same day								312.24	315.36
† SOCIAL WORKERS									
3-hour Session								124.66	125.90
2 3-hour sessions (held at the same location on the same day)								213.30	215.43
† GENERAL PARAMEDICAL SESSIONAL RATES									
Per 3 hour session								105.67	106.73
For 2 three hourly sessions held at the same location on the same day								180.79	182.60
† 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:								150.32	151.82
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:								200.41	202.41
								274.39	277.13

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

SUPPORT SERVICES GRADES ALLOWANCES								1 Jan 2024	1 June 2024
Cardiac Allowance*								19.97	20.17
*Abolished for new beneficiaries with effect from 1 February 2012									
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*								34.67	35.01
*Abolished for new beneficiaries with effect from 1 February 2012									
Saturday Premium								12.66	12.79
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									
1/1/2022 - 31/12/2022 DoH Circular 13/2022 888 Euros									
1/1/2023 - 31/12/2023 DoH Circular 16/2023 888 Euros									
CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES									
Community Care Administrator (personal to Grade VII post holder)								10,369	10,473
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)								505.53	510.58
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**								10,369	10,473
- Annual Allowance to Postholder									
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area								4,643	4,690
- Matrons with full time commitment to after hours work									
Saturday Premium								18.09	18.27

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

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

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

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