

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 2/2026

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

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

An increase 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 2026

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 August 2025), 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) (viii): 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 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 12 Pay relativity for grades originally sanctioned as/aligned to another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as each grade has been amended in line with National Agreements and the FEMPI legislation.
- 13 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.
- 14 The following grades have been newly added to the consolidated payscales: **0095** - NATIONAL DIRECTOR LEVEL I, **0096** - NATIONAL DIRECTOR LEVEL II, **0097** - NATIONAL DIRECTOR LEVEL III, **4017** - PEST CONTROL OFFICER, **3457** - ASSOCIATE PARAMEDIC EDUCATOR, **3233** - CANDIDATE ADVANCED PRACTICE, RADIATION THERAPIST, **3230** - CANDIDATE ADVANCED PRACTICE, DIETICIAN, **3231** - CANDIDATE ADVANCED PRACTICE, OCCUPATION THERAPIST, **3232** - CANDIDATE ADVANCED PRACTICE, PHYSIOTHERAPIST, **3234** - CANDIDATE ADVANCED PRACTICE, SPEECH & LANGUAGE THERAPIST, **3109** - DIRECTOR OF SAFEGUARDING, **3248** - PHARMACIST MANAGER
- 15 The following grades have been marked obsolete: **0016** - CHIEF FINANCIAL OFFICER (HSE), **0068** - NATIONAL DIRECTOR, STRATEGIC INFRASTRUCTURE AND CAPITAL DELIVERY (HSE), **0925** - PROGRAMME DIRECTOR, NATIONAL MATERNITY HOSPITAL AT ST VINCENT'S UNIVERSITY HOSPITAL PROGRAMME, **0058** - NATIONAL DIRECTOR, HEALTH AND WELLBEING (HSE), **0059** - NATIONAL DIRECTOR, HOSPITAL CARE (HSE), **0017** - NATIONAL DIRECTOR, HUMAN RESOURCES (HSE), **0060** - NATIONAL DIRECTOR, MENTAL HEALTH (HSE), **0061** - NATIONAL DIRECTOR, PRIMARY CARE (HSE), **0065** - NATIONAL DIRECTOR, ACCESS AND INTEGRATION (HSE), **0047** - NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE), **0062** - NATIONAL DIRECTOR, SOCIAL CARE (HSE), **0064** - CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE, **0448** - NATIONAL DIRECTOR, INTERNAL AUDIT (HSE), **0050** - CHIEF INFORMATION OFFICER, HSE (NATIONAL DIRECTOR), **0045** - NATIONAL DIRECTOR, COMMUNICATIONS (HSE)
- 16 **6127** - NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE has been corrected with an additional LSI, for a total of 2.
- 17 **6122** - AMBULANCE OFFICER has been updated with the following wording: ****not for use for new incumbents after 11/11/23****.
- 18 **Version 3: 3194** - EMERGENCY MEDICAL TECHNICIAN **3195** - PARAMEDIC - NATIONAL AMBULANCE SERVICE **3188** - SPECIALIST PARAMEDIC - NATIONAL AMBULANCE SERVICE updated from 1/1/26 in line with LCR 23254
- 19 The following Allowance has been marked obsolete as of 1/1/26: *Advanced Paramedics*
- 20 **0361** - GUH CAPITAL PROGRAMME – HOSPITAL PROJECT MANAGER GUH, previously added in error, has been removed from the consolidated payscales.
- 21 **0097** - NATIONAL DIRECTOR III, **0026** DIRECTOR REGIONAL HEALTH OFFICE (HSE) & **0693** HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) salary's have been amended to the correct ammounts
- 22 There were rounding anomalies throughout Version 1, which have been corrected in Version 2
- 23 **Version 3:** The following grades have been newly added to the consolidated payscales: **3058** - GRADUATE / TRAINEE PERFUSIONIST **3007** - PERFUSIONIST **3057** - SENIOR PERFUSIONIST **3059** - HEAD OF PERFUSION DEPARTMENT
- 24 **Version 3:** Theatre Nurses and SATU Forensic Nurse On-Call allowances have been corrected

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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	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	1/6/26	1	37,881																			
				1/2/26		37,506																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	42,023																			
				1/2/26		41,607																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/6/26	1	42,023																			
				1/2/26		41,607																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	44,242																			
				1/2/26		43,804																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	44,242																			
				1/2/26		43,804																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/6/26	1	44,242																			
				1/2/26		43,804																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	46,457																			
				1/2/26		45,997																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	46,457																			
				1/2/26		45,997																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	46,457																			
				1/2/26		45,997																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/6/26	1	46,457																			
				1/2/26		45,997																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	48,691																			
				1/2/26		48,209																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	48,691																			
				1/2/26		48,209																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	48,691																			
				1/2/26		48,209																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	52,042																			
				1/2/26		51,527																			
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	54,295																			
				1/2/26		53,757																			

1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	59,026																			
			1/2/26		58,442																			
1333		AREA MEDICAL OFFICER ** not for use for any new incumbents post 30/6/03 **	1/6/26	8	97,771	100,544	103,352	106,130	108,912	111,740	114,344	116,950	LSIs											
			1/2/26		96,803	99,549	102,329	105,079	107,834	110,634	113,212	115,792	LSIs											
1325		AREA MEDICAL OFFICER, SENIOR	1/6/26	8	97,771	100,544	103,352	106,130	108,912	111,740	114,344	116,950	LSIs											
			1/2/26		96,803	99,549	102,329	105,079	107,834	110,634	113,212	115,792	LSIs											
183T		MEDICAL OFFICER, SENIOR	1/6/26	8	97,771	100,544	103,352	106,130	108,912	111,740	114,344	116,950	LSIs											
			1/2/26		96,803	99,549	102,329	105,079	107,834	110,634	113,212	115,792	LSIs											
1791		MEDICAL OFFICER, PRINCIPAL	1/6/26	1	125,413																			
			1/2/26		124,171																			
1319		DIRECTOR OF COMMUNITY CARE	1/6/26	1	133,873																			
			1/2/26		132,548																			
1317		SPECIALIST IN PUBLIC HEALTH MEDICINE	1/6/26	1	140,566																			
			1/2/26		139,174																			
1318		DIRECTOR OF PUBLIC HEALTH MEDICINE	1/6/26	1	163,994																			
			1/2/26		162,370																			
1491		COMMUNITY OPHTHALMIC PHYSICIAN	1/6/26	1	152,580																			
			1/2/26		151,069																			
1554		INTERN **Payment may also be made for up to a max of 5 days induction or where induction lasts less than 5 days they may be paid on a pro-rata basis**	1/6/26	1	47,127																			
			1/2/26		46,660																			
1554		INTERN (NCHD) FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)	1/6/26	1	43,587																			
			1/2/26		43,155																			
1012		SENIOR HOUSE OFFICER	1/6/26	7	55,292	58,011	62,123	64,832	70,276	72,982	75,623													
			1/2/26		54,745	57,437	61,508	64,190	69,580	72,259	74,874													
1012		SENIOR HOUSE OFFICER FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)	1/6/26	7	51,449	54,029	58,053	60,733	66,181	68,886	71,526													
			1/2/26		50,940	53,494	57,478	60,132	65,526	68,204	70,818													
1538		REGISTRAR	1/6/26	6	70,276	72,982	75,623	77,567	80,157	82,756														
			1/2/26		69,580	72,259	74,874	76,799	79,363	81,937														
1538		REGISTRAR (NCHD) FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017)(Circular 11/2017 refers)	1/2/26	6	66,181	68,886	71,526	73,468	76,062	78,660														
			1/2/26		65,526	68,204	70,818	72,741	75,309	77,881														
1627		SENIOR REGISTRAR	1/6/26	7	83,847	86,520	89,249	92,156	95,515	99,011	102,619													
			1/2/26		83,017	85,663	88,365	91,244	94,569	98,031	101,603													
1628		SPECIALIST REGISTRAR	1/6/26	7	78,786	80,651	83,341	85,782	89,883	93,989	98,091													
			1/2/26		78,006	79,852	82,516	84,933	88,993	93,058	97,120													
1449		PSYCHIATRIST ** grade obsolete - not for use - see Guide note 2 **	1/6/26	5	60,974	63,988	66,989	69,984	72,939															
			1/2/26		60,370	63,354	66,326	69,291	72,217															
1961		OCCUPATIONAL HEALTH PHYSICIAN	1/6/26	6	177,086	184,170	191,254	198,338	205,421	212,504														
			1/2/26		175,333	182,347	189,360	196,374	203,387	210,400														
104X		VOCATIONAL TRAINEE IN DENTISTRY	1/6/26	2	52,226	57,626																		
			1/2/26		51,709	57,055																		
1988		CLINICAL DENTAL SURGEON (GRADE I)	1/6/26	4	59,411	63,073	65,861	69,941																
			1/2/26		58,823	62,449	65,209	69,249																

	1465	SPECIALIST IN ORTHODONTICS	1/6/26	1	181,679																		
			1/2/26		179,880																		
197X		PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/6/26	5	114,876	119,801	124,733	132,101	139,468	LSIs													
			1/2/26		113,739	118,615	123,498	130,793	138,087	LSIs													
197X		PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/6/26	5	112,323	117,139	121,962	129,165	136,369	LSIs													
			1/2/26		111,211	115,979	120,754	127,886	135,019	LSIs													
		PRINCIPAL DENTAL SURGEON (RETIREES PRE 1/4/2000)	1/6/26	5	102,112	106,492	110,875	117,423	123,971	LSIs													
		** grade obsolete - not for use - see Guide note 2 **	1/2/26		101,101	105,438	109,777	116,260	122,744	LSIs													
	1619	SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/6/26	6	97,993	102,593	107,221	111,815	118,464	125,112	LSIs												
			1/2/26		97,023	101,577	106,159	110,708	117,291	123,873	LSIs												
	1589	SENIOR DENTAL SURGEON	1/6/26	6	93,325	97,706	102,112	106,492	112,821	119,157	LSIs												
			1/2/26		92,401	96,739	101,101	105,438	111,704	117,977	LSIs												
	1597	GENERAL DENTAL SURGEON	1/6/26	9	75,569	79,405	83,187	85,872	89,810	93,769	97,706	103,627	109,548	LSIs									
			1/2/26		74,821	78,619	82,363	85,022	88,921	92,841	96,739	102,601	108,463	LSIs									
	1101	REGIONAL DIRECTOR, CLINICAL	1/6/26	6	238,221	251,098	264,691	271,846	278,998	286,151													
			1/2/26		235,862	248,612	262,070	269,154	276,236	283,318													

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	281X	ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/6/26	6	72,151	76,116	77,744	79,246	80,762	82,836													
			1/2/26		71,437	75,362	76,974	78,461	79,962	82,016													
	2920	ASSISTANT DIRECTOR OF MIDWIFERY BAND 2	1/6/26	8	69,178	70,654	72,151	76,116	77,744	79,246	80,762	82,835											
			1/2/26		68,493	69,954	71,437	75,362	76,974	78,461	79,962	82,015											
	2921	ASSISTANT DIRECTOR OF MIDWIFERY BAND 3	1/6/26	8	69,178	70,654	72,151	76,116	77,744	79,246	80,762	82,835											
			1/2/26		68,493	69,954	71,437	75,362	76,974	78,461	79,962	82,015											
	2911 2912 2913	ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/6/26	8	69,178	70,654	72,151	76,116	77,744	79,246	80,762	82,835											
			1/2/26		68,493	69,954	71,437	75,362	76,974	78,461	79,962	82,015											
	247X	PRINCIPAL NURSE TUTOR	1/6/26	8	77,392	78,852	80,184	84,351	85,808	85,861	87,564	89,888											
			1/2/26		76,626	78,071	79,390	83,516	84,958	85,011	86,697	88,998											
	2585	PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/6/26	8	77,392	78,852	80,184	84,351	85,808	85,861	87,564	89,888											
			1/2/26		76,626	78,071	79,390	83,516	84,958	85,011	86,697	88,998											
	2586	NURSE TUTOR (MENTAL HEALTH)	1/6/26	10	73,793	74,795	75,794	76,798	77,800	78,804	79,800	80,805	81,808	82,809									
			1/2/26		73,062	74,054	75,044	76,038	77,030	78,024	79,010	80,005	80,998	81,989									
	2580	NURSE TUTOR (GENERAL)	1/6/26	10	73,793	74,795	75,794	76,798	77,800	78,804	79,800	80,805	81,808	82,809									
			1/2/26		73,062	74,054	75,044	76,038	77,030	78,024	79,010	80,005	80,998	81,989									
	2097	NURSE TUTOR MIDWIFERY	1/6/26	10	73,793	74,795	75,794	76,798	77,800	78,804	79,800	80,805	81,808	82,809									
			1/2/26		73,062	74,054	75,044	76,038	77,030	78,024	79,010	80,005	80,998	81,989									
	2712	CLINICAL NURSE INSTRUCTOR (GENERAL)	1/6/26	9	65,419	66,478	67,262	68,716	70,182	71,766	73,354	74,943	76,528										
			1/2/26		64,771	65,820	66,596	68,036	69,487	71,055	72,628	74,201	75,770										
	2465	SPECIALIST CO-ORDINATOR, NURSING	1/6/26	10	73,793	74,795	75,794	76,798	77,800	78,804	79,800	80,805	81,808	82,809									
			1/2/26		73,062	74,054	75,044	76,038	77,030	78,024	79,010	80,005	80,998	81,989									
	2445	NURSING/ MIDWIFERY PRACTICE DEVELOPMENT CO-ORDINATOR	1/6/26	9	72,843	74,255	75,615	79,793	81,109	82,637	84,066	85,485	89,894										
			1/2/26		72,122	73,520	74,866	79,003	80,306	81,819	83,234	84,639	89,004										
2535		ADVANCED MIDWIFE PRACTITIONER	1/6/26	9	72,843	74,255	75,615	79,793	81,109	82,637	84,066	85,485	89,894										
			1/2/26		72,122	73,520	74,866	79,003	80,306	81,819	83,234	84,639	89,004										
	2536	ADVANCED MIDWIFE PRACTITIONER, CANDIDATE	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
2268		ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/6/26	7	74,496	76,758	79,009	84,168	85,192	87,564	89,894												
			1/2/26		73,758	75,998	78,227	83,335	84,349	86,697	89,004												
2267		ADVANCED NURSE PRACTITIONER (GENERAL)	1/6/26	9	72,843	74,255	75,615	79,793	81,109	82,637	84,066	85,485	89,894										
			1/2/26		72,122	73,520	74,866	79,003	80,306	81,819	83,234	84,639	89,004										
2269		ADVANCED NURSE PRACTITIONER (COMMUNITY/PRIMARY CARE)	1/6/26	9	72,843	74,255	75,615	79,793	81,109	82,637	84,066	85,485	89,894										
			1/2/26		72,122	73,520	74,866	79,003	80,306	81,819	83,234	84,639	89,004										
2270		ADVANCED NURSE PRACTITIONER (CHILDREN'S)	1/6/26	9	72,843	74,255	75,615	79,793	81,109	82,637	84,066	85,485	89,894										
			1/2/26		72,122	73,520	74,866	79,003	80,306	81,819	83,234	84,639	89,004										
2271		ADVANCED NURSE PRACTITIONER (INTELLECTUAL DISABILITY)	1/6/26	9	72,843	74,255	75,615	79,793	81,109	82,637	84,066	85,485	89,894										
			1/2/26		72,122	73,520	74,866	79,003	80,306	81,819	83,234	84,639	89,004										
	2276	ADVANCED NURSE PRACTITIONER, CANDIDATE (COMMUNITY/PRIMARY CARE)	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
	2277	ADVANCED NURSE PRACTITIONER, CANDIDATE (CHILDREN'S)	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
	2272	ADVANCED NURSE PRACTITIONER, CANDIDATE (GENERAL)	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													

	2278	ADVANCED NURSE PRACTITIONER, CANDIDATE (INTELLECTUAL DISABILITY)	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
	2274	ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
	2131	CLINICAL MIDWIFE MANAGER 1	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											
	2132	CLINICAL MIDWIFE MANAGER 2	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	2133	CLINICAL MIDWIFE MANAGER 3	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
	2127	CLINICAL NURSE MANAGER 1 (GENERAL)	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											
	2527	CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											
	2259	CLINICAL NURSE MANAGER 1 - THEATRE	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											
	2119	CLINICAL NURSE MANAGER 2 (GENERAL)	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	2658	CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	2372	CLINICAL NURSE MANAGER 2 - NIGHT	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	2429	CLINICAL NURSE MANAGER 2 - THEATRE	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	233X	CLINICAL NURSE MANAGER 3 (GENERAL)	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
	238Y	CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
	2046	CLINICAL NURSE MANAGER 3 - NIGHT	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
	2356	CLINICAL NURSE MANAGER 3 - THEATRE	1/6/26	6	72,146	73,573	77,183	78,603	80,031	81,478													
			1/2/26		71,432	72,845	76,419	77,825	79,239	80,671													
	2313	CLINICAL MIDWIFE SPECIALIST	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	2626	CLINICAL NURSE SPECIALIST (CHILDREN'S)	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	2628	CLINICAL NURSE SPECIALIST (COMMUNITY/PRIMARY CARE)	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	2632	CLINICAL NURSE SPECIALIST (GENERAL)	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	2627	CLINICAL NURSE SPECIALIST (INTELLECTUAL DISABILITY)	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							
	2625	CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI							
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI							

	2301	COMMUNITY MENTAL HEALTH NURSE	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI						
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI						
	241Y	NURSING/ MIDWIFERY CLINICAL PLACEMENT CO-ORDINATOR	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI						
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI						
	2286	ENHANCED MIDWIFE, SENIOR	1/6/26	1	61,221																	
			1/2/26		60,615																	
	2287	ENHANCED NURSE SENIOR, (CHILDREN'S)	1/6/26	1	61,221																	
			1/2/26		60,615																	
	2288	ENHANCED NURSE SENIOR, (COMMUNITY)	1/6/26	1	61,221																	
			1/2/26		60,615																	
	2289	ENHANCED NURSE SENIOR, (GENERAL)	1/6/26	1	61,221																	
			1/2/26		60,615																	
	2290	ENHANCED NURSE SENIOR, (INTELLECTUAL DISABILITY)	1/6/26	1	61,221																	
			1/2/26		60,615																	
	2293	ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/6/26	1	61,221																	
			1/2/26		60,615																	
	2828	PUBLIC HEALTH NURSE (applies to pension benefit calculations for retirements prior to 30.9.2023 only)	1/6/26	9	61,099	62,105	62,968	64,332	65,899	67,416	68,947	70,665	72,264									
			1/2/26		60,494	61,490	62,345	63,695	65,247	66,749	68,264	69,965	71,549									
	2828	PUBLIC HEALTH NURSE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 30.9.2023 only)	1/6/26	11	62,699	63,737	64,615	66,048	67,633	69,189	70,745	72,497	74,123	76,921	79,227	LSI						
			1/2/26		62,078	63,106	63,975	65,394	66,963	68,504	70,045	71,779	73,389	76,159	78,443	LSI						
	2089	STAFF MIDWIFE, SENIOR	1/6/26	1	59,278																	
			1/2/26		58,691																	
	219X	STAFF NURSE, SENIOR (CHILDREN'S)	1/6/26	1	59,278																	
			1/2/26		58,691																	
	2105	STAFF NURSE, SENIOR (INTELLECTUAL DISABILITY)	1/6/26	1	59,278																	
			1/2/26		58,691																	
	2157	SENIOR STAFF NURSE (MENTAL HEALTH)	1/6/26	1	59,653																	
			1/2/26		59,062																	
	2173	SENIOR STAFF NURSE (GENERAL)	1/6/26	1	59,278																	
			1/2/26		58,691																	
	2181	SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL) **Not available to those appointed after 1/7/98 per DoH Circular 112/1999**	1/6/26	1	61,221																	
			1/2/26		60,615																	
	2165	SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/6/26	1	61,221																	
			1/2/26		60,615																	
	2674	MENTAL HEALTH STAFF NURSE	1/6/26	13	38,908	40,636	41,989	43,364	44,807	46,165	47,583	48,685	49,890	51,456	53,018	55,305	56,948	LSI				
			1/2/26		38,523	40,234	41,573	42,935	44,363	45,708	47,112	48,203	49,396	50,947	52,493	54,757	56,384	LSI				
	2135	STAFF NURSE	1/6/26	13	38,166	40,158	41,175	42,519	44,213	45,907	47,591	49,049	50,509	51,973	53,466	54,956	56,592	LSI				
			1/2/26		37,788	39,760	40,767	42,098	43,775	45,452	47,120	48,563	50,009	51,458	52,937	54,412	56,032	LSI				
	202X	STAFF NURSE GENERAL (COMMUNITY)	1/6/26	13	38,166	40,158	41,175	42,519	44,213	45,907	47,591	49,049	50,509	51,973	53,466	54,956	56,592	LSI				
			1/2/26		37,788	39,760	40,767	42,098	43,775	45,452	47,120	48,563	50,009	51,458	52,937	54,412	56,032	LSI				

	2143	(STAFF NURSE) REGISTERED MIDWIFE	1/6/26	13	38,166	40,158	41,175	42,519	44,213	45,907	47,591	49,049	50,509	51,973	53,466	54,956	56,592	LSI					
			1/2/26		37,788	39,760	40,767	42,098	43,775	45,452	47,120	48,563	50,009	51,458	52,937	54,412	56,032	LSI					
	213T	(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/6/26	13	38,166	40,158	41,175	42,519	44,213	45,907	47,591	49,049	50,509	51,973	53,466	54,956	56,592	LSI					
			1/2/26		37,788	39,760	40,767	42,098	43,775	45,452	47,120	48,563	50,009	51,458	52,937	54,412	56,032	LSI					
	2136	(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/6/26	13	38,166	40,158	41,175	42,519	44,213	45,907	47,591	49,049	50,509	51,973	53,466	54,956	56,592	LSI					
			1/2/26		37,788	39,760	40,767	42,098	43,775	45,452	47,120	48,563	50,009	51,458	52,937	54,412	56,032	LSI					
	2142	(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/6/26	1	33,370																		
			1/2/26		33,040																		
	2862	MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/6/26	1	34,004																		
			1/2/26		33,667																		
	2861	STAFF NURSE (ADAPTATION PLACEMENT)	1/6/26	1	33,370																		
			1/2/26		33,040																		
	2860	STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/6/26	1	33,370																		
			1/2/26		33,040																		
	2637	STAFF NURSE, PSYCHIATRIC (AWAITING REGISTRATION)	1/6/26	1	34,004																		
			1/2/26		33,667																		
	2633	STAFF MIDWIFE (AWAITING REGISTRATION)	1/6/26	1	33,370																		
			1/2/26		33,040																		
	2634	STAFF NURSE, CHILDRENS (AWAITING REGISTRATION)	1/6/26	1	33,370																		
			1/2/26		33,040																		
	2635	STAFF NURSE, GENERAL (AWAITING REGISTRATION)	1/6/26	1	33,370																		
			1/2/26		33,040																		
	2636	STAFF NURSE, INTELLECTUAL DISABILITY (AWAITING REGISTRATION)	1/6/26	1	33,370																		
			1/2/26		33,040																		
	2617	DUAL QUALIFIED STAFF NURSE (GENERAL) **Not available to those appointed after 1/7/98 per DoH Circular 112/1999**	1/6/26	9	45,259	47,792	49,145	50,185	51,333	52,881	54,428	56,762	58,424	LSI									
			1/2/26		44,811	47,319	48,658	49,688	50,825	52,357	53,889	56,200	57,846	LSI									
	2606	DUAL QUALIFIED MENTAL HEALTH STAFF NURSE ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/6/26	9	45,259	47,792	49,145	50,185	51,333	52,881	54,428	56,762	58,424	LSI									
			1/2/26		44,811	47,319	48,658	49,688	50,825	52,357	53,889	56,200	57,846	LSI									
	2704	COMMUNITY PSYCHIATRIC NURSE	1/6/26	10	60,703	60,972	62,105	63,128	65,233	66,418	67,682	68,956	70,415	71,768									
			1/2/26		60,102	60,368	61,490	62,503	64,587	65,760	67,012	68,273	69,718	71,057									
	2699	CLINICAL NURSE SPECIALIST CANDIDATE (MENTAL HEALTH)	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											
	2697	CLINICAL NURSE SPECIALIST CANDIDATE (GENERAL)	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											
	2700	CLINICAL MIDWIFE SPECIALIST CANDIDATE	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											
	2698	CLINICAL NURSE SPECIALIST CANDIDATE (INTELLECTUAL DISABILITY)	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											

	2695	CLINICAL NURSE SPECIALST CANDIDATE (CHILDREN'S)	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											
	2696	CLINICAL NURSE SPECIALIST CANDIDATE (COMMUNITY/PRIMARY CARE)	1/6/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046											
			1/2/26		57,208	58,246	59,709	61,198	62,678	64,167	65,826	67,372											
	2280	ENHANCED MIDWIFE	1/6/26	9	45,259	47,792	49,145	50,185	51,333	52,881	54,428	56,762	58,424	LSI									
			1/2/26		44,811	47,319	48,658	49,688	50,825	52,357	53,889	56,200	57,846	LSI									
	2281	ENHANCED NURSE (CHILDREN'S)	1/6/26	9	45,259	47,792	49,145	50,185	51,333	52,881	54,428	56,762	58,424	LSI									
			1/2/26		44,811	47,319	48,658	49,688	50,825	52,357	53,889	56,200	57,846	LSI									
	2282	ENHANCED NURSE (COMMUNITY)	1/6/26	9	45,259	47,792	49,145	50,185	51,333	52,881	54,428	56,762	58,424	LSI									
			1/2/26		44,811	47,319	48,658	49,688	50,825	52,357	53,889	56,200	57,846	LSI									
	2283	ENHANCED NURSE (GENERAL)	1/6/26	9	45,259	47,792	49,145	50,185	51,333	52,881	54,428	56,762	58,424	LSI									
			1/2/26		44,811	47,319	48,658	49,688	50,825	52,357	53,889	56,200	57,846	LSI									
	2284	ENHANCED NURSE (INTELLECTUAL DISABILITY)	1/6/26	9	45,259	47,792	49,145	50,185	51,333	52,881	54,428	56,762	58,424	LSI									
			1/2/26		44,811	47,319	48,658	49,688	50,825	52,357	53,889	56,200	57,846	LSI									
	2285	ENHANCED NURSE, MENTAL HEALTH	1/6/26	9	45,259	47,792	49,145	50,185	51,333	52,881	54,428	56,762	58,424	LSI									
			1/2/26		44,811	47,319	48,658	49,688	50,825	52,357	53,889	56,200	57,846	LSI									
	2854	GRADUATE MENTAL HEALTH NURSE PROG (YR 1) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	34,414																		
			1/2/26		34,073																		
	2854	GRADUATE MENTAL HEALTH NURSE PROG (YR 2) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	35,637																		
			1/2/26		35,284																		
	2852	GRADUATE NURSE PROGRAMME (YR 1) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	33,773																		
			1/2/26		33,439																		
	2852	GRADUATE NURSE PROGRAMME (YR 2) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	34,969																		
			1/2/26		34,623																		
	2901	POST REGISTERED STUDENT NURSE ** grade obsolete - not for use - see Guide note 2 **	1/6/26	4	34,070	35,300	36,715	38,534															
			1/2/26		33,733	34,950	36,351	38,152															
	2836	STUDENT PUBLIC HEALTH NURSE	1/6/26	1	42,284																		
			1/2/26		41,865																		
	2930	STUDENT PSYCHIATRIC NURSING INTERN (PRE-REGISTRATION)	1/6/26	1	31,920																		
			1/2/26		31,604																		
	2933	STUDENT CHILDREN'S & GENERAL NURSING INTERN (PRE-REGISTRATION)	1/6/26	1	31,326																		
			1/2/26		31,016																		
	2931	STUDENT GENERAL NURSING INTERN (PRE-REGISTRATION)	1/6/26	1	31,326																		
			1/2/26		31,016																		
	2932	STUDENT INTELLECTUAL DISABILITY NURSING INTERN (PRE-REGISTRATION)	1/6/26	1	31,326																		
			1/2/26		31,016																		
	2209	STUDENT MIDWIFERY INTERN (PRE - REGISTRATION)	1/6/26	1	31,326																		
			1/2/26		31,016																		

			HEALTH & SOCIAL CARE PROFESSIONALS GRADES																										
			EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																										
	3742	ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/6/26	14	54,984	57,912	60,857	63,069	65,286	67,505	69,719	71,938	74,152	76,363	78,586	80,800	83,350	84,595	LSIs										
			1/2/26		54,440	57,339	60,254	62,445	64,640	66,837	69,029	71,226	73,418	75,607	77,808	80,000	82,525	83,757	LSIs										
	3744	ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/6/26	11	61,705	65,748	68,420	71,426	74,397	77,400	80,424	83,433	85,123	89,030	91,818	LSIs													
			1/2/26		61,094	65,097	67,743	70,719	73,660	76,634	79,628	82,607	84,280	88,149	90,909	LSIs													
	3441	AUDIOLOGIST	1/6/26	10	40,920	42,800	44,397	45,751	46,863	47,983	49,151	50,301	51,415	52,311	LSI														
			1/2/26		40,515	42,376	43,957	45,298	46,399	47,508	48,664	49,803	50,906	51,793	LSI														
	384Y	AUDIOLOGIST, SENIOR	1/6/26	6	54,680	56,758	58,114	59,668	61,258	62,884																			
			1/2/26		54,139	56,196	57,539	59,077	60,651	62,261																			
	3447	AUDIOLOGIST, CLINICAL SPECIALIST	1/6/26	6	59,668	61,258	62,884	66,237	69,671	73,189																			
			1/2/26		59,077	60,651	62,261	65,581	68,981	72,464																			
	345X	AUDIOLOGIST, CHIEF	1/6/26	6	62,884	66,237	69,671	73,189	76,787	80,470																			
			1/2/26		62,261	65,581	68,981	72,464	76,027	79,673																			
	3448	AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/6/26	10	78,788	82,301	84,510	88,056	91,610	95,162	98,714	102,270	105,542	109,119	LSIs														
			1/2/26		78,008	81,486	83,673	87,184	90,703	94,220	97,737	101,257	104,497	108,039	LSIs														
	3446	AUDIOLOGY, NATIONAL LEAD	1/6/26	7	97,746	104,756	111,891	119,091	125,758	129,784	133,808	LSIs																	
			1/2/26		96,778	103,719	110,783	117,912	124,513	128,499	132,483	LSIs																	
	3751	BIOCHEMIST	1/6/26	16	45,279	46,959	49,621	50,887	52,102	55,049	57,028	59,053	61,121	63,201	65,284	67,386	69,502	71,640	73,721	75,148	LSI								
			1/2/26		44,831	46,494	49,130	50,383	51,586	54,504	56,463	58,468	60,516	62,575	64,638	66,719	68,814	70,931	72,991	74,404	LSI								
	376X	BIOCHEMIST, SENIOR	1/6/26	9	68,687	71,795	74,555	77,378	80,284	83,142	84,776	87,722	90,688																
			1/2/26		68,007	71,084	73,817	76,612	79,489	82,319	83,937	86,853	89,790																
	3778	BIOCHEMIST, PRINCIPAL	1/6/26	9	83,200	87,172	92,090	96,994	101,920	106,830	112,275	115,900	119,549																
			1/2/26		82,376	86,309	91,178	96,034	100,911	105,772	111,163	114,752	118,365																
	3786	BIOCHEMIST, TOP GRADE ** grade obsolete - not for use - see Guide note 2 **	1/6/26	5	115,793	121,391	125,951	130,584	135,290																				
			1/2/26		114,647	120,189	124,704	129,291	133,950																				
	3867	CARDIAC PHYSIOLOGIST	1/6/26	10	45,224	47,501	49,561	50,496	51,535	54,323	56,067	57,853	62,306	66,708	LSIs														
			1/2/26		44,776	47,031	49,070	49,996	51,025	53,785	55,512	57,280	61,689	66,048	LSIs														
	3003	CARDIAC PHYSIOLOGIST SENIOR	1/6/26	8	55,665	57,295	59,032	60,817	62,667	64,385	68,634	72,890	LSIs																
			1/2/26		55,114	56,728	58,448	60,215	62,047	63,748	67,954	72,168	LSIs																
	3001	CARDIAC PHYSIOLOGIST, CHIEF I	1/6/26	8	60,591	61,846	63,517	65,139	66,760	68,366	72,516	76,749	LSIs																
			1/2/26		59,991	61,234	62,888	64,494	66,099	67,689	71,798	75,989	LSIs																
	3002	CARDIAC PHYSIOLOGIST, CHIEF II	1/6/26	8	62,332	65,364	68,320	71,290	74,308	78,200	82,605	85,524	LSIs																
			1/2/26		61,715	64,717	67,644	70,584	73,572	77,426	81,787	84,677	LSIs																
	3922	CHILD CARE MANAGER	1/6/26	7	88,344	90,577	94,112	97,670	101,202	104,743	108,267																		
			1/2/26		87,469	89,680	93,180	96,703	100,200	103,706	107,195																		
	3352	CHIROPODIST / PODISTRIST	1/6/26	14	45,514	47,910	49,882	51,319	52,545	53,849	55,150	56,520	57,894	59,277	60,737	62,287	63,831	65,068	LSI										
			1/2/26		45,063	47,436	49,388	50,811	52,025	53,316	54,604	55,960	57,321	58,690	60,136	61,670	63,199	64,424	LSI										
	3346	CHIROPODIST / PODIATRIST, SENIOR	1/6/26	9	65,197	66,587	68,021	69,442	70,864	72,358	73,935	75,506	76,767																
			1/2/26		64,551	65,928	67,348	68,754	70,162	71,642	73,203	74,758	76,007																
	3355	CHIROPODIST / PODIATRIST MANAGER	1/6/26	7	78,592	81,421	82,967	85,776	88,634	91,495	94,350																		
			1/2/26		77,814	80,615	82,146	84,927	87,756	90,589	93,416																		
	3356	CHIROPODIST / PODIATRIST MANAGER IN CHARGE III	1/6/26	7	90,977	92,467	93,953	95,518	97,166	98,812	100,131																		
			1/2/26		90,076	91,551	93,023	94,572	96,204	97,834	99,140																		
	3654	CLINICAL SPECIALIST CHIROPODIST	1/6/26	9	72,119	73,511	74,941	76,363	77,784	79,280	80,857	82,428	83,689																
			1/2/26		71,405	72,783	74,199	75,607	77,014	78,495	80,056	81,612	82,860																

	3161		CLINICAL ENGINEERING TECHNICIAN	1/6/26	7	39,773	41,023	42,944	43,726	45,296	48,401	50,707											
				1/2/26		39,379	40,617	42,519	43,293	44,848	47,922	50,205											
	3162		CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/6/26	9	52,310	54,710	57,440	60,372	63,535	66,700	69,928	72,424	74,759	LSIs								
				1/2/26		51,792	54,168	56,871	59,774	62,906	66,040	69,236	71,707	74,019	LSIs								
	3163		CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/6/26	6	72,535	74,920	78,203	80,435	82,341	83,258												
				1/2/26		71,817	74,178	77,429	79,639	81,526	82,434												
	3164		CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/6/26	8	75,748	78,698	81,749	84,099	85,273	87,759	90,499	92,813										
				1/2/26		74,998	77,919	80,940	83,266	84,429	86,890	89,603	91,894										
	3211		CLINICAL PHOTOGRAPHER	1/6/26	15	37,646	39,450	40,781	42,592	44,359	46,054	47,747	49,404	51,065	52,715	54,454	56,137	57,543	59,407	61,273	LSIs		
				1/2/26		37,273	39,059	40,377	42,170	43,920	45,598	47,274	48,915	50,559	52,193	53,915	55,581	56,973	58,819	60,666	LSIs		
	321T		CLINICAL PHOTOGRAPHER, SENIOR	1/6/26	10	57,543	59,204	60,871	62,496	64,171	65,837	67,503	69,218	71,700	74,176	LSIs							
				1/2/26		56,973	58,618	60,268	61,877	63,536	65,185	66,835	68,533	70,990	73,442	LSIs							
	3070		CLINICAL COORDINATOR	1/6/26	9	72,119	73,511	74,941	76,363	77,784	79,280	80,857	82,428	83,689									
				1/2/26		71,405	72,783	74,199	75,607	77,014	78,495	80,056	81,612	82,860									
	3028		COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/6/26	14	54,763	57,692	60,600	63,932	67,264	70,595	73,929	77,258	80,588	83,922	85,957	89,326	92,696	96,056				
				1/2/26		54,221	57,121	60,000	63,299	66,598	69,896	73,197	76,493	79,790	83,091	85,106	88,442	91,778	95,105				
	3933		EMBRYOLOGIST, TRAINEE	1/6/26	3	38,422	39,811	42,017															
				1/2/26		38,042	39,417	41,601															
	3932		EMBRYOLOGIST	1/6/26	16	45,279	46,959	49,621	50,887	52,102	55,049	57,028	59,053	61,121	63,201	65,284	67,386	69,502	71,640	73,721	75,148	LSI	
				1/2/26		44,831	46,494	49,130	50,383	51,586	54,504	56,463	58,468	60,516	62,575	64,638	66,719	68,814	70,931	72,991	74,404	LSI	
	3934		EMBRYOLOGIST, SENIOR	1/6/26	9	68,687	71,795	74,555	77,378	80,284	83,142	84,776	87,722	90,688									
				1/2/26		68,007	71,084	73,817	76,612	79,489	82,319	83,937	86,853	89,790									
	3935		EMBRYOLOGIST, CLINICAL SPECIALIST	1/6/26	9	76,302	79,410	82,173	84,996	87,902	90,762	90,888	93,835	96,839									
				1/2/26		75,547	78,624	81,359	84,154	87,032	89,863	89,988	92,906	95,880									
	3936		EMBRYOLOGIST, CHIEF	1/6/26	9	83,200	87,172	92,090	96,994	101,920	106,830	112,275	115,900	119,549									
				1/2/26		82,376	86,309	91,178	96,034	100,911	105,772	111,163	114,752	118,365									
	3937		FERTILITY LABORATORY MANAGER	1/6/26	9	93,300	97,881	103,510	110,809	116,463	122,074	128,295	132,437	136,610									
				1/2/26		92,376	96,912	102,485	109,712	115,310	120,865	127,025	131,126	135,257									
	3140		HSCP NATIONAL LEAD	1/6/26	6	123,619	128,843	134,161	139,583	145,097	150,720												
				1/2/26		122,395	127,567	132,833	138,201	143,660	149,228												
	3141		HSCP REGIONAL INTEGRATION DEVELOPMENT LEAD	1/6/26	10	78,788	82,301	84,510	88,056	91,610	95,162	98,714	102,270	105,542	109,119	LSIs							
				1/2/26		78,008	81,486	83,673	87,184	90,703	94,220	97,737	101,257	104,497	108,039	LSIs							
	3142		HSCP ASSISTANT NATIONAL LEAD- CLINICAL ADVISORY	1/6/26	10	78,788	82,301	84,510	88,056	91,610	95,162	98,714	102,270	105,542	109,119	LSIs							
				1/2/26		78,008	81,486	83,673	87,184	90,703	94,220	97,737	101,257	104,497	108,039	LSIs							
	3143		HSCP ASSISTANT NATIONAL LEAD- EDUCATION	1/6/26	10	78,788	82,301	84,510	88,056	91,610	95,162	98,714	102,270	105,542	109,119	LSIs							
				1/2/26		78,008	81,486	83,673	87,184	90,703	94,220	97,737	101,257	104,497	108,039	LSIs							
	3144		HSCP ASSISTANT NATIONAL LEAD- WORKFORCE DEVELOPMENT	1/6/26	10	78,788	82,301	84,510	88,056	91,610	95,162	98,714	102,270	105,542	109,119	LSIs							
				1/2/26		78,008	81,486	83,673	87,184	90,703	94,220	97,737	101,257	104,497	108,039	LSIs							
	3145		HSCP ASSISTANT NATIONAL LEAD- WORKFORCE PLANNING	1/6/26	10	78,788	82,301	84,510	88,056	91,610	95,162	98,714	102,270	105,542	109,119	LSIs							
				1/2/26		78,008	81,486	83,673	87,184	90,703	94,220	97,737	101,257	104,497	108,039	LSIs							
	3146		NATIONAL HSCP STRATEGIC PROJECTS MANAGER	1/6/26	7	78,592	81,421	82,967	85,776	88,634	91,495	94,350											
				1/2/26		77,814	80,615	82,146	84,927	87,756	90,589	93,416											
	3147		HSCP REGIONAL PRACTICE EDUCATION COORDINATOR	1/6/26	7	78,592	81,421	82,967	85,776	88,634	91,495	94,350											
				1/2/26		77,814	80,615	82,146	84,927	87,756	90,589	93,416											

	3112	EPIDEMIOLOGIST, PRINCIPAL	1/6/26	9	85,335	89,260	92,712	96,179	99,713	103,184	106,741	110,188	113,658										
			1/2/26		84,490	88,376	91,794	95,227	98,726	102,162	105,684	109,097	112,533										
	3113	SURVEILLANCE OFFICER, PUBLIC HEALTH	1/6/26	16	42,132	43,674	46,125	47,286	48,390	51,003	52,714	54,484	56,334	58,212	60,106	62,033	63,975	65,939	67,847	69,159	LSI		
			1/2/26		41,715	43,242	45,668	46,818	47,911	50,498	52,192	53,945	55,776	57,636	59,511	61,419	63,342	65,286	67,175	68,474	LSI		
	3035	DOSIMETRIST	1/6/26	15	43,833	46,425	48,013	49,978	51,819	53,931	55,636	57,346	60,541	62,399	64,334	66,267	68,724	69,592	70,940	LSI			
			1/2/26		43,399	45,965	47,538	49,483	51,306	53,397	55,085	56,778	59,942	61,781	63,697	65,611	68,044	68,903	70,238	LSI			
	3036	DOSIMETRIST, SENIOR	1/6/26	8	67,406	70,810	73,862	76,949	80,061	82,369	83,430	85,760											
			1/2/26		66,739	70,109	73,131	76,187	79,268	81,553	82,604	84,911											
	3603	E.C.G. TECHNICIAN, STUDENT	1/6/26	5	31,223	32,304	33,515	34,490	34,777														
			1/2/26		30,914	31,984	33,183	34,149	34,433														
359T		E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/6/26	13	35,801	37,436	39,089	39,761	40,488	42,284	43,074	44,219	45,473	46,630	47,825	50,525	53,289	LSIs					
			1/2/26		35,447	37,065	38,702	39,367	40,087	41,865	42,648	43,781	45,023	46,168	47,351	50,025	52,761	LSIs					
359T		E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/6/26	9	36,109	37,760	39,430	39,761	40,488	42,284	43,074	44,219	45,473										
			1/2/26		35,751	37,386	39,040	39,367	40,087	41,865	42,648	43,781	45,023										
	3581	E.C.G. TECHNICIAN, SENIOR	1/6/26	7	47,429	48,486	49,620	50,784	52,004	54,737	57,504	LSIs											
			1/2/26		46,959	48,006	49,129	50,281	51,489	54,195	56,935	LSIs											
	3004	E.C.G. TECHNICIAN, CHIEF I	1/6/26	7	50,295	51,263	52,527	53,798	55,307	58,030	60,761	LSIs											
			1/2/26		49,797	50,755	52,007	53,265	54,759	57,455	60,159	LSIs											
	3005	E.C.G. TECHNICIAN, CHIEF II ** grade obsolete - not for use - see Guide note 2 **	1/6/26	7	53,293	54,840	56,355	57,904	60,087	62,909	65,856	LSIs											
			1/2/26		52,765	54,297	55,797	57,331	59,492	62,286	65,204	LSIs											
	319X	ENVIRONMENTAL HEALTH OFFICER	1/6/26	13	48,251	50,940	52,950	55,030	57,165	59,336	61,524	63,714	65,901	68,097	70,300	72,554	74,805	LSIs					
			1/2/26		47,773	50,436	52,426	54,485	56,599	58,749	60,915	63,083	65,249	67,423	69,604	71,836	74,064	LSIs					
	3173	ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/6/26	12	60,862	63,069	65,289	67,503	69,719	71,939	74,154	76,363	78,590	80,804	83,352	84,597	LSIs						
			1/2/26		60,259	62,445	64,643	66,835	69,029	71,227	73,420	75,607	77,812	80,004	82,527	83,759	LSIs						
	3181	ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/6/26	9	80,676	83,151	84,337	86,829	89,340	91,842	94,363	97,533	100,696	LSIs									
			1/2/26		79,877	82,328	83,502	85,969	88,455	90,933	93,429	96,567	99,699	LSIs									
	3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/6/26	5	101,272	105,981	110,674	115,379	119,467														
			1/2/26		100,269	104,932	109,578	114,237	118,284														
	3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** not for use for current employees - scale replaced by 5 point scale above wef 1.05.17 **	1/6/26	7	88,344	90,577	94,112	97,670	101,202	104,743	108,267												
			1/2/26		87,469	89,680	93,180	96,703	100,200	103,706	107,195												
	3452	PARAMEDICINE TUTOR, PRINCIPAL, NATIONAL AMBULANCE SERVICE	1/6/26	8	75,309	76,729	78,027	82,081	83,499	83,550	85,210	87,470											
			1/2/26		74,563	75,969	77,254	81,268	82,672	82,723	84,366	86,604											
	3451	PARAMEDICINE TUTOR, NATIONAL AMBULANCE SERVICE	1/6/26	10	71,807	72,782	73,754	74,731	75,705	76,681	77,653	78,631	79,606	80,581									
			1/2/26		71,096	72,061	73,024	73,991	74,955	75,922	76,884	77,852	78,818	79,783									
	3942	NAS EMERGING THREAT UNIT TEAM LEADER	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
			1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
	3221	LEAD LYMPHOEDEMA SPECIALIST	1/6/26	9	72,119	73,511	74,941	76,363	77,784	79,280	80,857	82,428	83,689										
			1/2/26		71,405	72,783	74,199	75,607	77,014	78,495	80,056	81,612	82,860										
	3222	LYMPHOEDEMA SPECIALIST	1/6/26	9	65,197	66,587	68,021	69,442	70,864	72,358	73,935	75,506	76,767										
			1/2/26		64,551	65,928	67,348	68,754	70,162	71,642	73,203	74,758	76,007										
	3192	HOSPITAL AMBULANCE LIAISON SUPERVISOR (HALS)	1/6/26	7	52,513	54,079	55,672	57,305	58,952	60,873	62,798	LSIs											
			1/2/26		51,993	53,544	55,121	56,738	58,368	60,270	62,176	LSIs											

	3193		PARAMEDICINE PRACTICE DEVELOPMENT LEAD	1/6/26	9	72,843	74,255	75,615	79,793	81,109	82,637	84,066	85,485	89,894										
				1/2/26		72,122	73,520	74,866	79,003	80,306	81,819	83,234	84,639	89,004										
	3188		SPECIALIST PARAMEDIC - NATIONAL AMBULANCE SERVICE	1/6/26	9	53,554	55,594	57,635	59,675	61,715	63,755	65,795	67,836	70,386										
				1/2/26		53,024	55,044	57,064	59,084	61,104	63,124	65,144	67,164	69,689										
				1/1/26		52,499	54,499	56,499	58,499	60,499	62,499	64,499	66,499	68,999										
	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)	1/6/26	10	42,731	43,589	45,609	47,629	49,649	51,676	53,716	55,756	57,796	60,346	LSI								
				1/2/26		42,308	43,157	45,157	47,157	49,157	51,164	53,184	55,204	57,224	59,749	LSI								
				1/1/26		41,808	42,657	44,657	46,657	48,657	50,657	52,657	54,657	56,657	59,157	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)	1/6/26	4	36,251	36,694	37,138	37,477															
				1/2/26		35,892	36,331	36,770	37,106															
	3194		EMERGENCY MEDICAL TECHNICIAN (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/6/26	9	40,989	42,504	44,019	45,534	47,049	48,564	50,079	51,600	55,680	LSI									
				1/2/26		40,583	42,083	43,583	45,083	46,583	48,083	49,583	51,089	55,129	LSI									
				1/1/26		40,083	41,583	43,083	44,583	46,083	47,583	49,083	50,583	54,583	LSI									
	3457		ASSOCIATE PARAMEDIC EDUCATOR	1/6/26	7	78,592	81,421	82,967	85,776	88,634	91,495	94,350												
				10/3/26		77,814	80,615	82,146	84,927	87,756	90,589	93,416												
	393X		LABORATORY MANAGER (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/6/26	9	93,300	97,881	103,510	110,809	116,463	122,074	128,295	132,437	136,610										
				1/2/26		92,376	96,912	102,485	109,712	115,310	120,865	127,025	131,126	135,257										
	393X		LABORATORY MANAGER (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/26	9	85,335	89,260	92,712	96,179	99,715	103,182	106,741	110,187	113,659										
				1/2/26		84,490	88,376	91,794	95,227	98,728	102,160	105,684	109,096	112,534										
	3040		LABORATORY SCIENTIST, SENIOR (PALs) ** with designated NFQ Level 9 qualification **	1/6/26	9	62,448	65,266	67,767	70,324	72,960	75,549	78,215	80,856	83,514										
				1/2/26		61,830	64,620	67,096	69,628	72,238	74,801	77,441	80,055	82,687										
	3040		LABORATORY SCIENTIST, SENIOR (PALs) ** without designated NFQ Level 9 qualification **	1/6/26	5	62,448	65,266	67,767	70,324	72,960														
				1/2/26		61,830	64,620	67,096	69,628	72,238														
	3039		LABORATORY SCIENTIST (PALs) **for new appointees to this grade from 17.06.22**	1/6/26	15	43,674	46,125	47,286	48,390	51,003	52,714	54,484	56,334	58,212	60,106	62,034	63,975	65,939	67,847	69,159	LSI			
				1/2/26		43,242	45,668	46,818	47,911	50,498	52,192	53,945	55,776	57,636	59,511	61,420	63,342	65,286	67,175	68,474	LSI			
	3039		LABORATORY SCIENTIST (PALs) ** no employees may be newly appointed to this scale wef 16.06.22 **	1/6/26	16	42,132	43,674	46,125	47,286	48,390	51,003	52,714	54,484	56,334	58,212	60,106	62,034	63,975	65,939	67,847	69,159	LSI		
				1/2/26		41,715	43,242	45,668	46,818	47,911	50,498	52,192	53,945	55,776	57,636	59,511	61,420	63,342	65,286	67,175	68,474	LSI		
	3058		GRADUATE / TRAINEE PERFUSIONIST	1/6/26	3	38,422	39,811	42,017																
	3007		PERFUSIONIST (For to those in post on or after 1.1.24 and applies to pension benefit calculations for retirements from 1.1.24 only)	1/6/26	9	68,687	71,795	74,555	77,378	80,284	83,142	84,776	87,722	90,688										
	3057		SENIOR PERFUSIONIST ** without quals set out in DoH Circular 4/2026 ** (For to those in post on or after 1.1.24 and applies to pension benefit calculations for retirements from 1.1.24 only)	1/6/26	6	83,200	87,172	92,090	96,994	101,920	106,830													

3057	SENIOR PERFUSIONIST ** with quals set out in DoH Circular 4/2026 ** (For to those in post on or after 1.1.24 and applies to pension benefit calculations for retirements from 1.1.24 only)	1/6/26	9	83,200	87,172	92,090	96,994	101,920	106,830	112,275	115,900	119,549											
3059	HEAD OF PERFUSION DEPARTMENT (For to those in post on or after 1.1.24 and applies to pension benefit calculations for retirements from 1.1.24 only)	1/6/26	9	87,809	92,001	97,192	102,367	107,566	112,748	118,495	122,321	126,172											
3880	MEDICAL SCIENTIST, TRAINEE	1/6/26	3	38,422	39,811	42,017																	
		1/2/26		38,042	39,417	41,601																	
3875	MEDICAL SCIENTIST ** For those in post at 1.1.24 and new appointees to the grade from that date **	1/6/26	16	45,279	46,959	49,621	50,887	52,102	55,049	57,028	59,053	61,121	63,201	65,284	67,386	69,502	71,640	73,721	75,148	LSI			
		1/2/26		44,831	46,494	49,130	50,383	51,586	54,504	56,463	58,468	60,516	62,575	64,638	66,719	68,814	70,931	72,991	74,404	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 **	1/6/26	15	43,674	46,126	47,286	48,391	51,003	52,714	54,484	56,333	58,212	60,106	62,034	63,975	65,939	67,847	69,159	LSI				
		1/2/26		43,242	45,669	46,818	47,912	50,498	52,192	53,945	55,775	57,636	59,511	61,420	63,342	65,286	67,175	68,474	LSI				
3875	MEDICAL SCIENTIST ** For pension benefit calculations for retirements prior to 17.6.22 **	1/6/26	16	42,132	43,674	46,126	47,286	48,391	51,003	52,714	54,484	56,333	58,212	60,106	62,034	63,975	65,939	67,847	69,159	LSI			
		1/2/26		41,715	43,242	45,669	46,818	47,912	50,498	52,192	53,945	55,775	57,636	59,511	61,420	63,342	65,286	67,175	68,474	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)	1/6/26	9	68,687	71,795	74,555	77,378	80,284	83,142	84,776	87,722	90,688											
		1/2/26		68,007	71,084	73,817	76,612	79,489	82,319	83,937	86,853	89,790											
3877	MEDICAL SCIENTIST, SENIOR ** with designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/26	9	62,448	65,266	67,767	70,324	72,960	75,549	78,215	80,856	83,514											
		1/2/26		61,830	64,620	67,096	69,628	72,238	74,801	77,441	80,055	82,687											
3877	MEDICAL SCIENTIST, SENIOR ** without designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/26	5	62,448	65,266	67,767	70,324	72,960															
		1/2/26		61,830	64,620	67,096	69,628	72,238															
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)	1/6/26	6	83,200	87,172	92,090	96,994	101,920	106,830														
		1/2/26		82,376	86,309	91,178	96,034	100,911	105,772														
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)	1/6/26	9	83,200	87,172	92,090	96,994	101,920	106,830	112,275	115,900	119,549											
		1/2/26		82,376	86,309	91,178	96,034	100,911	105,772	111,163	114,752	118,365											
3876	MEDICAL SCIENTIST, CHIEF (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/26	9	76,097	79,494	82,482	84,188	87,263	90,296	93,412	96,427	99,464											
		1/2/26		75,344	78,707	81,665	83,354	86,399	89,402	92,487	95,472	98,479											
3878	SPECIALIST MEDICAL SCIENTIST (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/6/26	9	76,302	79,410	82,173	84,996	87,902	90,762	90,888	93,835	96,839											
		1/2/26		75,547	78,624	81,359	84,154	87,032	89,863	89,988	92,906	95,880											
3878	SPECIALIST MEDICAL SCIENTIST (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/6/26	9	69,373	72,191	74,691	77,248	79,883	82,471	83,854	86,488	89,178											
		1/2/26		68,686	71,476	73,951	76,483	79,092	81,654	83,024	85,632	88,295											
3410	NATIONAL CLINICAL LABORATORY DIRECTOR	1/6/26	9	166,236	172,151	180,323	181,549	187,093	192,652	200,525	209,029	217,530											
		1/2/26		164,590	170,447	178,538	179,751	185,241	190,745	198,540	206,959	215,376											

	3604	NEURO-PHYSIOLOGIST	1/6/26	10	45,224	47,501	49,561	50,496	51,535	54,323	56,067	57,853	62,306	66,708	LSIs										
			1/2/26		44,776	47,031	49,070	49,996	51,025	53,785	55,512	57,280	61,689	66,048	LSIs										
	3607	NEURO-PHYSIOLOGIST, SENIOR	1/6/26	8	55,665	57,295	59,032	60,817	62,667	64,385	68,634	72,890	LSIs												
			1/2/26		55,114	56,728	58,448	60,215	62,047	63,748	67,954	72,168	LSIs												
	3605	NEURO-PHYSIOLOGIST, CHIEF I	1/6/26	8	60,591	61,846	63,517	65,139	66,760	68,366	72,516	76,749	LSIs												
			1/2/26		59,991	61,234	62,888	64,494	66,099	67,689	71,798	75,989	LSIs												
	3606	NEURO-PHYSIOLOGIST, CHIEF II	1/6/26	8	62,332	65,364	68,320	71,290	74,308	78,200	82,605	85,524	LSIs												
			1/2/26		61,715	64,717	67,644	70,584	73,572	77,426	81,787	84,677	LSIs												
	3298	OCCUPATIONAL THERAPIST	1/6/26	14	45,514	47,910	49,882	51,319	52,545	53,849	55,150	56,520	57,894	59,277	60,737	62,287	63,831	65,068	LSI						
			1/2/26		45,063	47,436	49,388	50,811	52,025	53,316	54,604	55,960	57,321	58,690	60,136	61,670	63,199	64,424	LSI						
	3301	OCCUPATIONAL THERAPIST, SENIOR	1/6/26	9	65,197	66,587	68,021	69,442	70,864	72,358	73,935	75,506	76,767												
			1/2/26		64,551	65,928	67,348	68,754	70,162	71,642	73,203	74,758	76,007												
	3824	CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	1/6/26	9	72,119	73,511	74,941	76,363	77,784	79,280	80,857	82,428	83,689												
			1/2/26		71,405	72,783	74,199	75,607	77,014	78,495	80,056	81,612	82,860												
	331X	OCCUPATIONAL THERAPIST MANAGER	1/6/26	7	78,592	81,421	82,967	85,776	88,634	91,495	94,350														
			1/2/26		77,814	80,615	82,146	84,927	87,756	90,589	93,416														
	3302	OCCUPATIONAL THERAPIST MANAGER IN CHARGE III	1/6/26	7	90,977	92,467	93,953	95,518	97,166	98,812	100,131														
			1/2/26		90,076	91,551	93,023	94,572	96,204	97,834	99,140														
	3231	CANDIDATE ADVANCED PRACTICE, OCCUPATION THERAPIST	1/6/26	7	76,363	77,784	80,610	83,244	84,899	86,549	87,873														
			14/4/26		75,607	77,014	79,812	82,420	84,058	85,692	87,003														
	3409	ORTHOPTIST	1/6/26	14	45,514	47,910	49,882	51,319	52,545	53,849	55,150	56,520	57,894	59,277	60,737	62,287	63,831	65,068	LSI						
			1/2/26		45,063	47,436	49,388	50,811	52,025	53,316	54,604	55,960	57,321	58,690	60,136	61,670	63,199	64,424	LSI						
	3417	ORTHOPTIST, SENIOR	1/6/26	9	65,197	66,587	68,021	69,442	70,864	72,358	73,935	75,506	76,767												
			1/2/26		64,551	65,928	67,348	68,754	70,162	71,642	73,203	74,758	76,007												
	3420	OPTOMETRIST, CLINICAL	1/6/26	9	65,197	66,587	68,021	69,442	70,864	72,358	73,935	75,506	76,767												
			1/2/26		64,551	65,928	67,348	68,754	70,162	71,642	73,203	74,758	76,007												
	362X	PHARMACEUTICAL TECHNICIAN, STUDENT	1/6/26	5	32,822	34,357	35,345	36,467	37,587																
			1/2/26		32,497	34,017	34,995	36,106	37,215																
	3212	PHARMACEUTICAL TECHNICIAN	1/6/26	10	42,415	44,808	46,439	47,503	48,568	49,631	50,695	51,767	52,848	53,952											
			1/2/26		41,995	44,364	45,979	47,033	48,087	49,140	50,193	51,254	52,325	53,418											
	3021	PHARMACEUTICAL TECHNICIAN, SENIOR	1/6/26	6	55,979	57,150	58,331	59,511	60,697	61,893															
			1/2/26		55,425	56,584	57,753	58,922	60,096	61,280															
	3013	PHARMACY STUDENT	1/6/26	2	32,257	34,728																			
			1/2/26		31,938	34,384																			
	3247	PHARMACIST **effective from 1.12.22**	1/6/26	10	50,485	53,725	57,152	60,684	64,293	67,921	71,619	75,383	79,217	80,758	LSI										
			1/2/26		49,985	53,193	56,586	60,083	63,656	67,249	70,910	74,637	78,433	79,958	LSI										
	3247	PHARMACIST **scale replaced by 10 point scale above wef 1.12.22 not for use for current employees**	1/6/26	13	43,040	46,057	47,134	50,485	53,725	57,152	60,684	64,293	67,921	71,619	75,383	79,217	80,758	LSI							
			1/2/26		42,614	45,601	46,667	49,985	53,193	56,586	60,083	63,656	67,249	70,910	74,637	78,433	79,958	LSI							
	3239	PHARMACIST, SENIOR	1/6/26	8	77,045	80,586	81,719	82,848	82,987	84,565	86,303	89,345													
			1/2/26		76,282	79,788	80,910	82,028	82,165	83,728	85,449	88,460													
	3244	PHARMACIST, EXECUTIVE MANAGER 1	1/6/26	6	85,300	91,069	94,439	98,606	103,055	107,662															
			1/2/26		84,455	90,167	93,504	97,630	102,035	106,596															
	3245	PHARMACIST, EXECUTIVE MANAGER 2	1/6/26	5	115,211	120,015	124,814	129,613	134,413																
			1/2/26		114,070	118,827	123,578	128,330	133,082																
	3246	PHARMACIST, EXECUTIVE MANAGER 3	1/6/26	5	123,324	128,128	132,927	137,727	142,525																
			1/2/26		122,103	126,859	131,611	136,363	141,114																
	3250	PHARMACIST, ADVANCED SPECIALIST	1/6/26	8	83,584	84,376	86,435	88,570	90,643	92,757	95,820	98,983	LSI												
			1/2/26		82,756	83,541	85,579	87,693	89,746	91,839	94,871	98,003	LSI												

3697		PSYCHOLOGY, TRAINEE CLINICAL (pre 2006) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	5	48,767	51,719	53,545	55,848	58,200																
			1/2/26		48,284	51,207	53,015	55,295	57,624																
3697		PSYCHOLOGY, TRAINEE CLINICAL	1/6/26	3	45,872	48,106	51,952																		
			1/2/26		45,418	47,630	51,438																		
3670		PSYCHOLOGY, TRAINEE COUNSELLING	1/6/26	3	45,872	48,106	51,952																		
			1/2/26		45,418	47,630	51,438																		
3671		PSYCHOLOGY, TRAINEE EDUCATIONAL	1/6/26	3	45,872	48,106	51,952																		
			1/2/26		45,418	47,630	51,438																		
3689		PSYCHOLOGIST, CLINICAL	1/6/26	13	63,222	67,244	70,102	73,088	76,057	78,998	82,704	87,056	92,207	97,424	101,673	104,951	108,234	LSIs							
			1/2/26		62,596	66,578	69,408	72,364	75,304	78,216	81,885	86,194	91,294	96,459	100,666	103,912	107,162	LSIs							
3690		PSYCHOLOGIST, EDUCATIONAL	1/6/26	13	63,222	67,244	70,102	73,088	76,057	78,998	82,704	87,056	92,207	97,424	101,673	104,951	108,234	LSIs							
			1/2/26		62,596	66,578	69,408	72,364	75,304	78,216	81,885	86,194	91,294	96,459	100,666	103,912	107,162	LSIs							
3691		PSYCHOLOGIST, COUNSELLING	1/6/26	13	63,222	67,244	70,102	73,088	76,057	78,998	82,704	87,056	92,207	97,424	101,673	104,951	108,234	LSIs							
			1/2/26		62,596	66,578	69,408	72,364	75,304	78,216	81,885	86,194	91,294	96,459	100,666	103,912	107,162	LSIs							
367Y		PSYCHOLOGIST, SENIOR CLINICAL	1/6/26	8	100,483	102,871	105,279	107,674	110,050	110,963	114,536	118,111	LSIs												
			1/2/26		99,488	101,852	104,237	106,608	108,960	109,864	113,402	116,942	LSIs												
3692		PSYCHOLOGIST, COUNSELLING SENIOR	1/6/26	8	100,483	102,871	105,279	107,674	110,050	110,963	114,536	118,111	LSIs												
			1/2/26		99,488	101,852	104,237	106,608	108,960	109,864	113,402	116,942	LSIs												
3693		PSYCHOLOGIST, EDUCATIONAL SENIOR	1/6/26	8	100,483	102,871	105,279	107,674	110,050	110,963	114,536	118,111	LSIs												
			1/2/26		99,488	101,852	104,237	106,608	108,960	109,864	113,402	116,942	LSIs												
3727		PSYCHOLOGIST, PRINCIPAL CLINICAL	1/6/26	7	117,272	120,079	122,897	125,688	127,796	131,873	135,950	LSIs													
			1/2/26		116,111	118,890	121,680	124,444	126,531	130,567	134,604	LSIs													
3662		PSYCHOLOGY, DIRECTOR OF	1/6/26	7	127,795	130,940	134,087	137,232	139,608	144,061	148,512	LSIs													
			1/2/26		126,530	129,644	132,759	135,873	138,226	142,635	147,042	LSIs													
3093		RADIOGRAPHER	1/6/26	14	44,956	47,270	49,258	50,530	51,831	53,167	54,492	55,840	57,264	58,667	60,025	61,420	62,868	64,235	LSI						
			1/2/26		44,511	46,802	48,770	50,030	51,318	52,641	53,952	55,287	56,697	58,086	59,431	60,812	62,246	63,599	LSI						
3107		RADIOGRAPHER, SENIOR	1/6/26	5	59,046	61,266	63,597	65,972	68,374																
			1/2/26		58,461	60,659	62,967	65,319	67,697																
3131		RADIOGRAPHER, CLINICAL SPECIALIST	1/6/26	5	66,248	69,615	72,472	75,336	78,250																
			1/2/26		65,592	68,926	71,754	74,590	77,475																
309X		RADIOGRAPHY SERVICE MANAGER 1 with 4 to 24 eligible direct reports	1/6/26	5	68,727	72,446	75,600	78,783	82,030																
			1/2/26		68,047	71,729	74,851	78,003	81,218																
310X		RADIOGRAPHY SERVICE MANAGER 2 with 25 to 39 eligible direct reports	1/6/26	7	77,038	79,809	81,324	84,077	86,879	89,683	92,482														
			1/2/26		76,275	79,019	80,519	83,245	86,019	88,795	91,566														
3108		RADIOGRAPHY SERVICE MANAGER 3 with 40 or more eligible direct reports	1/6/26	7	89,177	90,637	92,094	93,627	95,242	96,855	98,148														
			1/2/26		88,294	89,740	91,182	92,700	94,299	95,896	97,176														
3086		RADIOGRAPHER, ADVANCED PRACTICE, CANDIDATE	1/6/26	5	68,727	72,446	75,600	78,783	82,030																
			1/2/26		68,047	71,729	74,851	78,003	81,218																
3950		RADIATION THERAPIST	1/6/26	11	44,957	46,682	49,259	50,528	51,832	55,714	59,046	61,268	63,597	65,971	68,372										
			1/2/26		44,512	46,220	48,771	50,028	51,319	55,162	58,461	60,661	62,967	65,318	67,695										
3964		CLINICAL SPECIALIST RADIATION THERAPIST AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/6/26	5	66,248	69,615	72,472	75,336	78,250																
			1/2/26		65,592	68,926	71,754	74,590	77,475																
3233		CANDIDATE ADVANCED PRACTICE, RADIATION THERAPIST	1/6/26	5	68,727	72,446	75,600	78,783	82,030																
			14/4/26		68,047	71,729	74,851	78,003	81,218																

	3972	RADIATION THERAPY SERVICE MANAGER 1 with 4 to 24 eligible direct reports	1/6/26	5	68,727	72,446	75,600	78,783	82,030														
			1/2/26		68,047	71,729	74,851	78,003	81,218														
	398Y	RADIATION THERAPY SERVICE MANAGER 2 with 25 to 39 eligible direct reports	1/6/26	7	77,038	79,809	81,324	84,077	86,879	89,683	92,482												
			1/2/26		76,275	79,019	80,519	83,245	86,019	88,795	91,566												
	3974	RADIATION THERAPY SERVICE MANAGER 3 with 40 or more eligible direct reports	1/6/26	7	89,177	90,637	92,094	93,627	95,242	96,855	98,148												
			1/2/26		88,294	89,740	91,182	92,700	94,299	95,896	97,176												
	3767	REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/6/26	8	83,584	84,376	86,435	88,570	90,643	92,757	95,820	98,983	LSIs										
			1/2/26		82,756	83,541	85,579	87,693	89,746	91,839	94,871	98,003	LSIs										
	3768	REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	8	89,091	90,918	92,742	94,598	96,417	98,257	101,492	104,841	LSIs										
			1/2/26		88,209	90,018	91,824	93,661	95,462	97,284	100,487	103,803	LSIs										
	3759	REGIONAL PUBLIC ANALYST	1/6/26	7	103,856	106,173	108,467	110,778	113,091	116,825	120,680	LSIs											
			1/2/26		102,828	105,122	107,393	109,681	111,971	115,668	119,485	LSIs											
	3016	RESPIRATORY PHYSIOLOGIST	1/6/26	10	45,224	47,501	49,561	50,496	51,535	54,323	56,067	57,853	62,306	66,708	LSIs								
			1/2/26		44,776	47,031	49,070	49,996	51,025	53,785	55,512	57,280	61,689	66,048	LSIs								
	3010	RESPIRATORY PHYSIOLOGIST, SENIOR	1/6/26	8	55,665	57,295	59,032	60,817	62,667	64,385	68,634	72,890	LSIs										
			1/2/26		55,114	56,728	58,448	60,215	62,047	63,748	67,954	72,168	LSIs										
	3008	RESPIRATORY PHYSIOLOGIST, CHIEF I	1/6/26	8	60,591	61,846	63,517	65,139	66,760	68,366	72,516	76,749	LSIs										
			1/2/26		59,991	61,234	62,888	64,494	66,099	67,689	71,798	75,989	LSIs										
	3009	RESPIRATORY PHYSIOLOGIST, CHIEF II	1/6/26	8	62,332	65,364	68,320	71,290	74,308	78,200	82,605	85,524	LSIs										
			1/2/26		61,715	64,717	67,644	70,584	73,572	77,426	81,787	84,677	LSIs										
3029		SOCIAL CARE WORKER (WITH QUALIFICATION)	1/6/26	12	41,260	42,832	44,769	46,186	47,618	49,058	50,520	52,015	53,528	55,098	56,717	57,789	LSI						
			1/2/26		40,851	42,408	44,326	45,729	47,147	48,572	50,020	51,500	52,998	54,552	56,155	57,217	LSI						
3029		SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/6/26	11	41,260	42,832	44,769	46,186	47,618	49,058	50,520	52,015	53,528	55,098	56,717								
			1/2/26		40,851	42,408	44,326	45,729	47,147	48,572	50,020	51,500	52,998	54,552	56,155								
	3030	SOCIAL CARE LEADER	1/6/26	7	57,484	58,726	59,968	63,279	64,563	65,837	67,130												
			1/2/26		56,915	58,145	59,374	62,652	63,924	65,185	66,465												
	392X	SOCIAL CARE MANAGER	1/6/26	6	69,442	70,932	74,879	76,404	77,923	79,459													
			1/2/26		68,754	70,230	74,138	75,648	77,151	78,672													
	3522	SOCIAL WORKER (NON-PROFESSIONALLY QUALIFIED) ** not for use by any new incumbents post 18.12.24 **	1/6/26	12	43,641	46,637	47,801	49,996	52,277	54,631	57,058	59,558	62,050	63,968	65,893	67,168	LSI						
			1/2/26		43,209	46,175	47,328	49,501	51,759	54,090	56,493	58,968	61,436	63,335	65,241	66,503	LSI						
	3017	SOCIAL WORKER	1/6/26	10	51,127	54,510	56,321	58,972	61,647	64,339	67,028	69,715	72,407	73,811	LSI								
			1/2/26		50,621	53,970	55,763	58,388	61,037	63,702	66,364	69,025	71,690	73,080	LSI								
	3557	SOCIAL WORKER - MEDICAL	1/6/26	10	51,127	54,510	56,321	58,972	61,647	64,339	67,028	69,715	72,407	73,811	LSI								
			1/2/26		50,621	53,970	55,763	58,388	61,037	63,702	66,364	69,025	71,690	73,080	LSI								
	3948	PSYCHIATRIC SOCIAL WORKER	1/6/26	10	51,127	54,510	56,321	58,972	61,647	64,339	67,028	69,715	72,407	73,811	LSI								
			1/2/26		50,621	53,970	55,763	58,388	61,037	63,702	66,364	69,025	71,690	73,080	LSI								
	3614	SOCIAL WORK PRACTITIONER, SENIOR	1/6/26	8	62,675	65,431	68,224	71,008	73,784	76,550	79,313	80,716	LSI										
			1/2/26		62,054	64,783	67,549	70,305	73,053	75,792	78,528	79,917	LSI										
	3019	SOCIAL WORKER, SENIOR MEDICAL	1/6/26	7	72,407	74,470	76,538	78,602	80,667	82,729	83,520												
			1/2/26		71,690	73,733	75,780	77,824	79,868	81,910	82,693												
	350Y	SOCIAL WORKER, PRINCIPAL	1/6/26	6	81,913	84,286	87,989	91,691	95,391	100,486													
			1/2/26		81,102	83,451	87,118	90,783	94,447	99,491													
	3902	SOCIAL WORKER, TEAM LEADER	1/6/26	7	72,407	74,470	76,538	78,602	80,667	82,729	83,520												
			1/2/26		71,690	73,733	75,780	77,824	79,868	81,910	82,693												

	3869	SOCIAL WORKER, CHIEF	1/2/26	6	123,619	128,843	134,161	139,583	145,097	150,720													
			1/6/26		122,395	127,567	132,833	138,201	143,660	149,228													
	3371	SOCIAL CARE MANAGER 1	1/6/26	7	57,484	58,726	59,968	63,279	64,563	65,837	67,130												
			1/2/26		56,915	58,145	59,374	62,652	63,924	65,185	66,465												
	3372	SOCIAL CARE MANAGER 2	1/6/26	6	62,497	63,841	67,391	68,763	70,132	71,513													
			1/2/26		61,878	63,209	66,724	68,082	69,438	70,805													
	3373	SOCIAL CARE MANAGER 3	1/6/26	6	69,442	70,932	74,879	76,404	77,923	79,459													
			1/2/26		68,754	70,230	74,138	75,648	77,151	78,672													
	3959	FAMILY THERAPIST	1/6/26	6	82,729	85,128	88,867	92,606	96,346	100,090													
			1/2/26		81,910	84,285	87,987	91,689	95,392	99,099													
	336Y	SPEECH AND LANGUAGE THERAPIST	1/6/26	14	45,514	47,910	49,882	51,319	52,545	53,849	55,150	56,520	57,894	59,277	60,737	62,287	63,831	65,068	LSI				
			1/2/26		45,063	47,436	49,388	50,811	52,025	53,316	54,604	55,960	57,321	58,690	60,136	61,670	63,199	64,424	LSI				
	3379	SPEECH AND LANGUAGE THERAPIST, SENIOR	1/6/26	9	65,197	66,587	68,021	69,442	70,864	72,358	73,935	75,506	76,767										
			1/2/26		64,551	65,928	67,348	68,754	70,162	71,642	73,203	74,758	76,007										
	3025	SPEECH AND LANGUAGE THERAPIST, CLINICAL SPECIALIST	1/6/26	9	72,119	73,511	74,941	76,363	77,784	79,280	80,857	82,428	83,689										
			1/2/26		71,405	72,783	74,199	75,607	77,014	78,495	80,056	81,612	82,860										
	3468	SPEECH AND LANGUAGE THERAPIST, MANAGER	1/6/26	7	78,592	81,421	82,967	85,776	88,634	91,495	94,350												
			1/2/26		77,814	80,615	82,146	84,927	87,756	90,589	93,416												
	3361	SPEECH AND LANGUAGE THERAPIST, MANAGER IN CHARGE III	1/6/26	7	90,977	92,467	93,953	95,518	97,166	98,812	100,131												
			1/2/26		90,076	91,551	93,023	94,572	96,204	97,834	99,140												
	3234	CANDIDATE ADVANCED PRACTICE, SPEECH & LANGUAGE THERAPIST	1/6/26	7	76,363	77,784	80,610	83,244	84,899	86,549	87,873												
			14/4/26		75,607	77,014	79,812	82,420	84,058	85,692	87,003												
	3031	TRAINEE SOCIAL CARE WORKER ** grade obsolete - not for use - see Guide note 2 **	1/6/26	5	35,077	37,264	38,283	39,639	40,904														
			1/2/26		34,730	36,895	37,904	39,247	40,499														
	3077	VASCULAR PHYSIOLOGIST	1/6/26	10	45,224	47,501	49,561	50,496	51,535	54,323	56,067	57,853	62,306	66,708	LSIs								
			1/2/26		44,776	47,031	49,070	49,996	51,025	53,785	55,512	57,280	61,689	66,048	LSIs								
	322Y	VASCULAR PHYSIOLOGIST, SENIOR	1/6/26	8	55,665	57,295	59,032	60,817	62,667	64,385	68,634	72,890	LSIs										
			1/2/26		55,114	56,728	58,448	60,215	62,047	63,748	67,954	72,168	LSIs										
	3255	VASCULAR PHYSIOLOGIST, CHIEF I	1/6/26	8	60,591	61,846	63,517	65,139	66,760	68,366	72,516	76,749	LSIs										
			1/2/26		59,991	61,234	62,888	64,494	66,099	67,689	71,798	75,989	LSIs										
	3054	VASCULAR PHYSIOLOGIST, CHIEF II	1/6/26	8	62,332	65,364	68,320	71,290	74,308	78,200	82,605	85,524	LSIs										
			1/2/26		61,715	64,717	67,644	70,584	73,572	77,426	81,787	84,677	LSIs										
	3104	INTERRAI CARE NEEDS FACILITATOR	1/6/26	9	61,315	62,329	63,188	64,591	66,140	67,661	69,182	70,895	72,488										
			1/2/26		60,708	61,712	62,562	63,951	65,485	66,991	68,497	70,193	71,770										

[illegible]

	4645		PATHOLOGY TECHNICIAN	1/6/26	13	38,492	40,361	41,530	42,138	43,112	44,070	45,029	45,989	46,950	47,913	48,876	49,835	50,703						
				1/2/26		38,111	39,961	41,119	41,721	42,685	43,634	44,583	45,534	46,485	47,439	48,392	49,342	50,201						
	4653		PATHOLOGY TECHNICIAN, SENIOR	1/6/26	11	44,093	45,468	46,845	48,221	49,597	50,975	52,367	53,791	55,231	56,714	58,221								
				1/2/26		43,656	45,018	46,381	47,744	49,106	50,470	51,849	53,258	54,684	56,152	57,645								
	5001	2	PHARMACY PORTER	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
	5003	3	PHARMACY AIDE/ATTENDANT	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
	5487	3	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)	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
	4106	2	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)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
4010		4	GATE KEEPERS ** grade obsolete - not for use - see Guide note 2 **	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
4297		4	STORES PORTERS/ASSISTANT/ATTENDANT	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
	4013	2	HOSTEL SUPERVISOR	1/6/26	7	39,687	40,101	41,118	41,998	43,264	44,577	45,939												
				1/2/26		39,294	39,704	40,711	41,582	42,836	44,136	45,484												
413Y		3	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)	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
4906		4	TRACTOR DRIVERS ** grade obsolete - not for use - see Guide note 2 **	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
4901		3	MORTUARY ATTENDANTS ** not for use for any new incumbents post 1/3/23 **	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
	5000	3	LABORATORY PORTER	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
5931		4	LABORATORY ATTENDANTS	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
5931			LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	36,266	37,021	39,263	39,452	39,632	39,734	39,836	39,935	40,036	40,143	40,245	40,358	40,472	40,584	40,696				
				1/2/26		35,907	36,654	38,874	39,061	39,240	39,341	39,442	39,540	39,640	39,746	39,847	39,958	40,071	40,182	40,293				
5363		2	THEATRE PORTERS / ATTENDANTS (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
5363			THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	36,266	37,021	39,263	39,452	39,632	39,734	39,836	39,935	40,036	40,143	40,245	40,358	40,472	40,584	40,696				
				1/2/26		35,907	36,654	38,874	39,061	39,240	39,341	39,442	39,540	39,640	39,746	39,847	39,958	40,071	40,182	40,293				

422X		1	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)	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
422X			DARK ROOM TECHNICIAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	36,266	37,021	39,263	39,452	39,632	39,734	39,836	39,935	40,036	40,143	40,245	40,358	40,472	40,584	40,696				
				1/2/26		35,907	36,654	38,874	39,061	39,240	39,341	39,442	39,540	39,640	39,746	39,847	39,958	40,071	40,182	40,293				
4238		4	STOREPERSON	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
4201			STOREPERSON GRADE A	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
4202			STOREPERSON GRADE B	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
4203			STOREPERSON GRADE C	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
4238			STOREMAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	36,702	37,458	39,745	39,930	40,106	40,213	40,312	40,415	40,512	40,620	40,620	40,667	40,794	40,892	41,005				
				1/2/26		36,339	37,087	39,351	39,535	39,709	39,815	39,913	40,015	40,111	40,218	40,218	40,264	40,390	40,487	40,599				
424X		4	BOILERMAN	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
424X			BOILERMAN (DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	10	36,099	37,206	39,080	39,381	39,818	39,984	40,276	40,580	40,696	40,992									
				1/2/26		35,742	36,838	38,693	38,991	39,424	39,588	39,877	40,178	40,293	40,586									
424X			BOILERMAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	36,702	37,458	39,745	39,930	40,106	40,213	40,312	40,415	40,512	40,620	40,620	40,667	40,794	40,892	41,005				
				1/2/26		36,339	37,087	39,351	39,535	39,709	39,815	39,913	40,015	40,111	40,218	40,218	40,264	40,390	40,487	40,599				
	4120		HEAD OF CATERING	1/6/26	7	83,912	84,665	87,976	91,301	94,600	97,912	101,207												
				1/2/26		83,081	83,827	87,105	90,397	93,663	96,943	100,205												
	4105		CATERING MANAGER	1/6/26	11	61,219	62,715	64,462	66,216	67,975	69,547	71,146	72,705	74,251	76,913	79,583	LSIs							
				1/2/26		60,613	62,094	63,824	65,560	67,302	68,858	70,442	71,985	73,516	76,151	78,795	LSIs							
4022		1	CATERING SUPERVISOR	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
	4123	3	CATERING ASSISTANT	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
	4111	4	CATERING/ CLEANER/ ASSISTANT **not for use for new incumbents post 28/1/23 in line with HSE Circular 03/2023**	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
4103		1	DOMESTIC SUPERVISOR	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
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 **	1/6/26	13	39,952	40,153	40,340	40,451	40,560	40,671	40,671	40,720	40,833	40,963	41,085	41,211	41,334						
				1/2/26		39,556	39,755	39,941	40,050	40,158	40,268	40,268	40,317	40,429	40,557	40,678	40,803	40,925						
4103			DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/6/26	13	39,952	40,153	40,340	40,451	40,560	40,671	40,671	40,720	40,833	40,963	41,085	41,211	41,334						
				1/2/26		39,556	39,755	39,941	40,050	40,158	40,268	40,268	40,317	40,429	40,557	40,678	40,803	40,925						
4103			DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	13	40,553	40,767	40,970	41,092	41,211	41,329	41,448	41,578	41,694	41,827	41,955	42,094	42,224						
				1/2/26		40,151	40,363	40,564	40,685	40,803	40,920	41,038	41,166	41,281	41,413	41,540	41,677	41,806						

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 **	1/6/26	13	41,729	41,971	42,197	42,197	42,197	42,221	42,343	42,478	42,654	42,742	42,881	43,027	43,160						
				1/2/26		41,316	41,555	41,779	41,779	41,779	41,803	41,924	42,057	42,232	42,319	42,456	42,601	42,733						
4103			DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	13	40,553	40,767	40,970	41,092	41,211	41,329	41,448	41,578	41,694	41,827	41,955	42,094	42,224						
				1/2/26		40,151	40,363	40,564	40,685	40,803	40,920	41,038	41,166	41,281	41,413	41,540	41,677	41,806						
4103			DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/6/26	13	41,729	41,971	42,197	42,197	42,197	42,221	42,343	42,478	42,654	42,742	42,881	43,027	43,160						
				1/2/26		41,316	41,555	41,779	41,779	41,779	41,803	41,924	42,057	42,232	42,319	42,456	42,601	42,733						
4110		4	DOMESTIC	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
4110			DOMESTIC (DUBLIN) (NON-PAYPATH)	1/6/26	10	34,434	35,102	37,110	37,412	37,708	38,003	38,308	38,613	38,918	39,220									
				1/2/26		34,093	34,754	36,743	37,042	37,335	37,627	37,929	38,231	38,533	38,832									
4110			DOMESTIC (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223				
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825				
4073		1	DINING ROOM SUPERVISOR	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
4146		1	LINEN ROOM SUPERVISOR	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
4146			LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	13	40,553	40,767	40,970	41,092	41,211	41,329	41,448	41,578	41,694	41,827	41,955	42,094	42,224						
				1/2/26		40,151	40,363	40,564	40,685	40,803	40,920	41,038	41,166	41,281	41,413	41,540	41,677	41,806						
4146		1	LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
4900		4	LAUNDRY WORKER	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
4900			LAUNDRY WORKER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223				
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825				
420Y			PORTER, HEAD SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/6/26	13	41,729	41,971	42,197	42,197	42,197	42,221	42,343	42,478	42,654	42,742	42,881	43,027	43,160						
				1/2/26		41,316	41,555	41,779	41,779	41,779	41,803	41,924	42,057	42,232	42,319	42,456	42,601	42,733						
420Y			PORTER, HEAD SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/6/26	13	40,553	40,767	40,970	41,092	41,211	41,329	41,448	41,578	41,694	41,827	41,955	42,094	42,224						
				1/2/26		40,151	40,363	40,564	40,685	40,803	40,920	41,038	41,166	41,281	41,413	41,540	41,677	41,806						
420Y			PORTER, HEAD SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	13	39,952	40,153	40,340	40,451	40,560	40,671	40,671	40,720	40,833	40,963	41,085	41,211	41,334						
				1/2/26		39,556	39,755	39,941	40,050	40,158	40,268	40,268	40,317	40,429	40,557	40,678	40,803	40,925						
420Y		1	PORTER, HEAD	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
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)	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
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)	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										

4197	4197		PORTER (DUBLIN) (NON-PAYPATH)	1/6/26	10	35,208	36,312	38,431	38,732	39,047	39,351	39,351	39,619	39,920	40,215									
				1/2/26		34,859	35,952	38,050	38,349	38,660	38,961	38,961	39,227	39,525	39,817									
4011		1	HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
4011			HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	13	40,553	40,767	40,970	41,092	41,211	41,329	41,448	41,578	41,694	41,827	41,955	42,094	42,224						
				1/2/26		40,151	40,363	40,564	40,685	40,803	40,920	41,038	41,166	41,281	41,413	41,540	41,677	41,806						
4011		1	HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
4011			HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	13	39,952	40,153	40,340	40,451	40,560	40,671	40,671	40,720	40,833	40,963	41,085	41,211	41,334						
				1/2/26		39,556	39,755	39,941	40,050	40,158	40,268	40,268	40,317	40,429	40,557	40,678	40,803	40,925						
4011		1	HEAD GARDENERS WITH GARDENERS REPORTING TO THEM	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
4011			HEAD GARDENERS WITH GARDENERS REPORTING TO THEM (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	13	41,729	41,971	42,197	42,197	42,197	42,221	42,343	42,478	42,654	42,742	42,881	43,027	43,160						
				1/2/26		41,316	41,555	41,779	41,779	41,779	41,803	41,924	42,057	42,232	42,319	42,456	42,601	42,733						
4068		4	GROUNDSMEN	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
4068			GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223				
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825				
4068		4	GARDENER	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
4068			GARDENER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	36,702	37,458	39,745	39,930	40,106	40,213	40,312	40,415	40,512	40,620	40,620	40,667	40,794	40,892	41,005				
				1/2/26		36,339	37,087	39,351	39,535	39,709	39,815	39,913	40,015	40,111	40,218	40,218	40,264	40,390	40,487	40,599				
4113		4	CLEANER	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696										
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283										
4113			CLEANER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223				
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825				
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)	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
4262			LABOURER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223				
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825				
4010			GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223				
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825				
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)	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087										
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650										
4092			CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223				
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825				

4297			STORES PORTERS/ASSISTANT/ATTENDANT (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223						
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825						
4413		4	SEAMSTRESS	1/6/26	9	35,433	37,294	38,681	39,260	39,504	40,081	40,673	41,137	41,696												
				1/2/26		35,082	36,925	38,298	38,871	39,113	39,684	40,270	40,730	41,283												
4413			SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	36,175	36,933	39,164	39,358	39,536	39,640	39,739	39,847	39,941	40,045	40,153	40,263	40,372	40,482	40,595						
				1/2/26		35,817	36,567	38,776	38,968	39,145	39,248	39,346	39,452	39,546	39,649	39,755	39,864	39,972	40,081	40,193						
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)	1/6/26	9	36,407	38,288	39,418	40,192	40,863	41,729	42,258	43,160	44,087												
				1/2/26		36,047	37,909	39,028	39,794	40,458	41,316	41,840	42,733	43,650												
4734			MINI-BUS / VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/6/26	15	36,266	37,021	39,263	39,452	39,632	39,734	39,836	39,935	40,036	40,143	40,245	40,358	40,472	40,584	40,696						
				1/2/26		35,907	36,654	38,874	39,061	39,240	39,341	39,442	39,540	39,640	39,746	39,847	39,958	40,071	40,182	40,293						
4908			DRIVER/PORTER (NON-DUBLIN) (NON-PAYPATH)	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223						
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825						
413Y			DRIVER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223						
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825						
4906			TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	36,266	37,021	39,263	39,452	39,632	39,734	39,836	39,935	40,036	40,143	40,245	40,358	40,472	40,584	40,696						
				1/2/26		35,907	36,654	38,874	39,061	39,240	39,341	39,442	39,540	39,640	39,746	39,847	39,958	40,071	40,182	40,293						
4901			MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** not for use for any new incumbents post 1/3/23 **	1/6/26	15	36,266	37,021	39,263	39,452	39,632	39,734	39,836	39,935	40,036	40,143	40,245	40,358	40,472	40,584	40,696						
				1/2/26		35,907	36,654	38,874	39,061	39,240	39,341	39,442	39,540	39,640	39,746	39,847	39,958	40,071	40,182	40,293						
4073			DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	13	41,729	41,971	42,197	42,197	42,197	42,221	42,343	42,478	42,654	42,742	42,881	43,027	43,160								
				1/2/26		41,316	41,555	41,779	41,779	41,779	41,803	41,924	42,057	42,232	42,319	42,456	42,601	42,733								
4073			DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/6/26	13	40,553	40,767	40,970	41,092	41,211	41,329	41,448	41,578	41,694	41,827	41,955	42,094	42,224								
				1/2/26		40,151	40,363	40,564	40,685	40,803	40,920	41,038	41,166	41,281	41,413	41,540	41,677	41,806								
4073			DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/6/26	13	39,952	40,153	40,340	40,451	40,560	40,671	40,671	40,720	40,833	40,963	41,085	41,211	41,334								
				1/2/26		39,556	39,755	39,941	40,050	40,158	40,268	40,268	40,317	40,429	40,557	40,678	40,803	40,925								
4146			LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	13	41,729	41,971	42,197	42,197	42,197	42,221	42,343	42,478	42,654	42,742	42,881	43,027	43,160								
				1/2/26		41,316	41,555	41,779	41,779	41,779	41,803	41,924	42,057	42,232	42,319	42,456	42,601	42,733								
5785		1	CSSD OPERATIVES (Rebanded from Band2 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050														
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564														
4077	4077	1	MEDICAL LABORATORY AIDES (Rebanded from Band2 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050														
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564														
4211			CHEF, EXECUTIVE	1/6/26	12	54,494	55,080	55,365	55,681	55,980	56,138	56,289	56,444	56,600	56,848	57,036	57,499				Incremental progression for this grade is set out in the Guide to the Scales					
				1/2/26		53,954	54,535	54,817	55,130	55,426	55,582	55,732	55,885	56,040	56,285	56,471	56,930									
427Y			CHEF, SENIOR	1/6/26	12	51,454	51,983	52,234	52,517	52,784	52,925	53,060	53,197	53,342	53,563	53,734	54,150				Incremental progression for this grade is set out in the Guide to the Scales					
				1/2/26		50,945	51,468	51,717	51,997	52,261	52,401	52,535	52,670	52,814	53,033	53,202	53,614									
4343			CHEF, JOURNEYMAN ** grade obsolete - not for use - see Guide note 2 **	1/6/26	6	45,469	46,714	48,565	49,842	51,315	52,824	LSIs														
				1/2/26		45,019	46,251	48,084	49,349	50,807	52,301	LSIs														

	451Y	CHEF I	1/6/26	14	45,150	46,490	49,477	49,976	50,215	50,481	50,731	50,861	50,987	51,114	51,246	51,452	51,612	51,998	Incremental progression for this grade is set out in the Guide to the Scales						
			1/2/26		44,703	46,030	48,987	49,481	49,718	49,981	50,229	50,357	50,482	50,608	50,739	50,943	51,101	51,483							
4529		CHEF II WITH QUALIFICATION	1/6/26	11	42,486	43,654	46,518	46,805	47,093	47,380	47,669	47,957	48,246	48,534	48,853				Incremental progression for this grade is set out in the Guide to the Scales						
			1/2/26		42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369										
4529		CHEF II WITHOUT QUALIFICATION	1/6/26	6	42,486	43,654	46,518	46,805	47,093	47,380															
			1/2/26		42,065	43,222	46,057	46,342	46,627	46,911															
	4065	COOK, TRAINEE	1/6/26	3	27,378	31,169	33,942																		
			1/2/26		27,107	30,860	33,606																		
	4014	CATERING OFFICER, GRADE I	1/6/26	7	58,477	59,871	61,573	64,767	66,677	69,056	71,441	LSIs													
			1/2/26		57,898	59,278	60,963	64,126	66,017	68,372	70,734	LSIs													
	4001	CATERING OFFICER, GRADE II	1/6/26	7	52,757	54,336	55,945	57,591	59,246	61,175	63,110	LSIs													
			1/2/26		52,235	53,798	55,391	57,021	58,659	60,569	62,485	LSIs													
	4002	CATERING OFFICER, GRADE III	1/6/26	12	36,470	38,623	39,488	41,673	43,672	45,423	47,118	49,403	51,066	52,757	54,367	56,018	LSIs								
			1/2/26		36,109	38,241	39,097	41,260	43,240	44,973	46,651	48,914	50,560	52,235	53,829	55,463	LSIs								
546Y		TECHNICAL SERVICES OFFICER	1/6/26	8	101,665	104,153	106,639	109,129	111,618	114,116	117,874	121,635	LSIs												
			1/2/26		100,658	103,122	105,583	108,049	110,513	112,986	116,707	120,431	LSIs												
	546T	TECHNICAL SERVICES OFFICER, CHIEF ASSISTANT	1/6/26	9	80,676	83,151	84,335	86,827	89,343	91,844	94,338	97,533	100,693	LSIs											
			1/2/26		79,877	82,328	83,500	85,967	88,458	90,935	93,404	96,567	99,696	LSIs											
546Y		TECHNICAL SERVICES OFFICER (Mater, Tallaght)	1/6/26	5	67,144	69,968	71,557	73,110	74,643																
			1/2/26		66,479	69,275	70,849	72,386	73,904																
	555T	TECHNICAL SERVICES OFFICER, SENIOR ASSISTANT	1/6/26	12	60,859	63,069	65,289	67,505	69,721	71,939	74,156	76,363	78,588	80,800	83,350	84,595	LSIs								
			1/2/26		60,256	62,445	64,643	66,837	69,031	71,227	73,422	75,607	77,810	80,000	82,525	83,757	LSIs								
	555X	TECHNICAL SERVICES OFFICER, ASSISTANT	1/6/26	13	48,251	50,940	52,950	55,030	57,165	59,336	61,524	63,714	65,901	68,097	70,300	72,554	74,805	LSIs							
			1/2/26		47,773	50,436	52,426	54,485	56,599	58,749	60,915	63,083	65,249	67,423	69,604	71,836	74,064	LSIs							
	5002	ASST. TECHNICAL SERVICES MANAGER (Mater)	1/6/26	7	66,674	69,506	71,122	72,691	74,251	76,910	79,582	LSIs													
			1/2/26		66,014	68,818	70,418	71,971	73,516	76,149	78,794	LSIs													
	5002	ENGINEERING OFFICER (FORMERLY EHB) (Mater, St. James, Tallaght, Beaumont, Crumlin)	1/6/26	7	66,674	69,506	71,122	72,691	74,251	76,910	79,582	LSIs													
			1/2/26		66,014	68,818	70,418	71,971	73,516	76,149	78,794	LSIs													
	5497	FIRE PREVENTION OFFICER	1/6/26	14	54,987	57,913	60,862	63,069	65,289	67,505	69,721	71,940	74,156	76,363	78,588	80,800	83,350	84,595	LSIs						
			1/2/26		54,443	57,340	60,259	62,445	64,643	66,837	69,031	71,228	73,422	75,607	77,810	80,000	82,525	83,757	LSIs						
	5312	DRAUGHTSMAN/TECHNICIAN II	1/6/26	15	35,570	37,215	38,833	39,710	40,725	41,906	42,707	43,893	45,049	46,234	47,406	48,521	49,754	51,207	52,666	LSIs					
			1/2/26		35,218	36,847	38,449	39,317	40,322	41,491	42,284	43,458	44,603	45,776	46,937	48,041	49,261	50,700	52,145	LSIs					
	532Y	DRAUGHTSMAN/TECHNICIAN I	1/6/26	9	49,754	50,500	51,478	52,462	53,452	54,464	55,400	57,162	58,950	LSIs											
			1/2/26		49,261	50,000	50,968	51,943	52,923	53,925	54,851	56,596	58,366	LSIs											
	4372	TRANSPORT OFFICER (FORMERLY EHB)	1/6/26	7	58,185	59,575	61,268	64,448	66,346	68,714	71,089	LSIs													
			1/2/26		57,609	58,985	60,661	63,810	65,689	68,034	70,385	LSIs													
	4122	AMBULANCE OFFICER (HSE HEALTH AREAS) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	7	58,185	59,575	61,268	64,448	66,346	68,714	71,089	LSIs													
			1/2/26		57,609	58,985	60,661	63,810	65,689	68,034	70,385	LSIs													

[illegible]

	6127		NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE	1/6/26	7	58,184	59,575	61,268	64,448	66,346	68,713	71,088	LSIs												
				1/2/26		57,608	58,985	60,661	63,810	65,689	68,033	70,384	LSIs												
	6126		NEOC DUTY SUPERVISOR, NATIONAL AMBULANCE SERVICE	1/6/26	7	52,513	54,079	55,672	57,305	58,952	60,873	62,798	LSIs												
				1/2/26		51,993	53,544	55,121	56,738	58,368	60,270	62,176	LSIs												
	6120		CLINICAL PARAMEDICAL SUPERVISOR	1/6/26	9	40,121	41,372	42,440	43,847	45,260	46,670	48,084	50,753	52,669	LSI										
				1/2/26		39,724	40,962	42,020	43,413	44,812	46,208	47,608	50,250	52,148	LSI										
	6463		EMERGENCY MEDICAL TECHNICIAN ** Grade obsolete- not for use by existing employees w.e.f. 18.4.24**	1/6/26	11	36,251	38,388	39,248	40,651	41,419	42,003	42,931	43,870	44,802	46,668	48,387	LSI								
				1/2/26		35,892	38,008	38,859	40,249	41,009	41,587	42,506	43,436	44,358	46,206	47,908	LSI								
	6464		EMERGENCY MEDICAL TECHNICIAN, LEADING	1/6/26	9	39,947	41,189	42,252	43,651	45,058	46,461	47,867	50,524	52,427	LSI										
				1/2/26		39,551	40,781	41,834	43,219	44,612	46,001	47,393	50,024	51,908	LSI										
	6450		EMERGENCY CALL TAKER	1/6/26	11	36,885	38,831	39,947	41,189	42,252	43,651	45,058	46,461	47,867	50,524	52,427	LSI								
				1/2/26		36,520	38,447	39,551	40,781	41,834	43,219	44,612	46,001	47,393	50,024	51,908	LSI								
	6455		EMERGENCY MEDICAL CONTROLLER	1/6/26	11	36,885	38,831	39,947	41,189	42,252	43,651	45,058	46,461	47,867	50,524	52,427	LSI								
				1/2/26		36,520	38,447	39,551	40,781	41,834	43,219	44,612	46,001	47,393	50,024	51,908	LSI								
	6457		EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/6/26	7	52,513	54,079	55,672	57,305	58,952	60,873	62,798	LSIs												
				1/2/26		51,993	53,544	55,121	56,738	58,368	60,270	62,176	LSIs												
	6404		HOSPITAL CHAPLAIN	1/6/26	7	58,477	59,871	61,573	64,767	66,677	69,056	71,441	LSIs												
				1/2/26		57,898	59,278	60,963	64,126	66,017	68,372	70,734	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)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939											
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484											
	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)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939											
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484											
	6019		HEALTH & SOCIAL CARE ASSISTANT	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939											
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484											
	6122		AMBULANCE OFFICER **not for use for new incumbents after 11/11/23**	1/6/26	7	58,477	59,871	61,573	64,767	66,677	69,056	71,441	LSIs												
				1/2/26		57,898	59,278	60,963	64,126	66,017	68,372	70,734	LSIs												
	6128		AMBULANCE SERVICE SHIFT MANAGER	1/6/26	7	58,185	59,575	61,268	64,448	66,346	68,714	71,089	LSIs												
				1/2/26		57,609	58,985	60,661	63,810	65,689	68,034	70,385	LSIs												
	6129		AMBULANCE SERVICE TACTICAL MANAGER, SENIOR	1/6/26	7	83,497	84,247	87,542	90,850	94,132	97,429	100,706													
				1/2/26		82,670	83,413	86,675	89,950	93,200	96,464	99,709													
6125			AMBULANCE OFFICER, CHIEF	1/6/26	7	83,912	84,665	87,977	91,302	94,598	97,912	101,206													
				1/2/26		83,081	83,827	87,106	90,398	93,661	96,943	100,204													
	6130		AMBULANCE SERVICE TACTICAL MANAGER	1/6/26	11	60,916	62,404	64,144	65,886	67,638	69,202	70,795	72,344	73,882	76,531	79,189	LSIs								
				1/2/26		60,313	61,786	63,509	65,234	66,968	68,517	70,094	71,628	73,150	75,773	78,405	LSIs								
	6131		AMBULANCE SERVICE DISTRICT OPERATIONS MANAGER	1/6/26	11	60,916	62,404	64,144	65,886	67,638	69,202	70,795	72,344	73,882	76,531	79,189	LSIs								
				1/2/26		60,313	61,786	63,509	65,234	66,968	68,517	70,094	71,628	73,150	75,773	78,405	LSIs								
	6589		NAS CLINICAL SERVICES MANAGER I	1/6/26	7	58,477	59,871	61,573	64,767	66,677	69,056	71,441	LSIs												
				1/2/26		57,898	59,278	60,963	64,126	66,017	68,372	70,734	LSIs												
	6588		NAS CLINICAL SERVICES MANAGER II	1/6/26	11	61,219	62,715	64,462	66,216	67,975	69,547	71,146	72,705	74,251	76,913	79,583	LSIs								
				1/2/26		60,613	62,094	63,824	65,560	67,302	68,858	70,442	71,985	73,516	76,151	78,795	LSIs								
	6590		NAS FUNCTIONAL SPECIALIST I	1/6/26	7	52,757	54,336	55,945	57,591	59,246	61,175	63,110	LSIs												
				1/2/26		52,235	53,798	55,391	57,021	58,659	60,569	62,485	LSIs												
	6591		NAS FUNCTIONAL SPECIALIST II	1/6/26	7	58,477	59,871	61,573	64,767	66,677	69,056	71,441	LSIs												
				1/2/26		57,898	59,278	60,963	64,126	66,017	68,372	70,734	LSIs												

6014		1	TEAM LEADER, SUPPORT SERVICES	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
6415			ATTENDANT/AIDE (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,837	36,594	39,129	39,314	39,314	39,314	39,368	39,471	39,572	39,678	39,781	39,893	40,000	40,114	40,223				
				1/2/26		35,482	36,232	38,742	38,925	38,925	38,925	38,978	39,080	39,180	39,285	39,387	39,498	39,604	39,717	39,825				
6430			HAIRDRESSERS/BARBERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	36,175	36,933	39,164	39,358	39,536	39,640	39,739	39,847	39,941	40,045	40,153	40,263	40,372	40,482	40,595				
				1/2/26		35,817	36,567	38,776	38,968	39,145	39,248	39,346	39,452	39,546	39,649	39,755	39,864	39,972	40,081	40,193				
6400			NURSES AIDES (DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	15	35,754	36,516	39,037	39,298	39,407	39,407	39,407	39,407	39,466	39,574	39,678	39,772	39,907	40,054	40,192				
				1/2/26		35,400	36,154	38,650	38,909	39,017	39,017	39,017	39,017	39,075	39,182	39,285	39,378	39,512	39,657	39,794				
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)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
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)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
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)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
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)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
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)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
6001			ASSESSMENT OF NEED OFFICER	1/6/26	11	61,219	62,715	64,462	66,216	67,975	69,547	71,146	72,705	74,251	76,913	79,583	LSIs							
				1/2/26		60,613	62,094	63,824	65,560	67,302	68,858	70,442	71,985	73,516	76,151	78,795	LSIs							
6005			HAEMOVIGILANCE OFFICER	1/6/26	9	62,448	65,266	67,767	70,324	72,960	75,549	78,215	80,856	83,514										
				1/2/26		61,830	64,620	67,096	69,628	72,238	74,801	77,441	80,055	82,687										
6010			CHILDREN'S DISABILITY NETWORK MANAGER	1/6/26	7	90,977	92,467	93,953	95,518	97,166	98,812	100,131												
				1/2/26		90,076	91,551	93,023	94,572	96,204	97,834	99,140												
6416		2	FAMILY SUPPORT WORKER	1/6/26	9	36,812	38,296	39,863	40,279	41,302	42,185	43,457	44,777	46,145										
				1/2/26		36,448	37,917	39,468	39,880	40,893	41,767	43,027	44,334	45,688										
6416			FAMILY SUPPORT WORKER (NON-PAYPATH)	1/6/26	15	38,844	39,465	41,914	42,156	42,384	42,384	42,384	42,409	42,532	42,666	42,844	42,933	43,071	43,219	43,353				
				1/2/26		38,459	39,074	41,499	41,739	41,964	41,964	41,964	41,989	42,111	42,244	42,420	42,508	42,645	42,791	42,924				
6039			PEER SUPPORT WORKER, SENIOR	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
6038			PEER SUPPORT WORKER	1/6/26	9	36,812	38,296	39,863	40,279	41,302	42,185	43,457	44,777	46,145										
				1/2/26		36,448	37,917	39,468	39,880	40,893	41,767	43,027	44,334	45,688										
6494		2	HEALTHCARE ASSISTANT (HOME SUPPORT) (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)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
6494		2	HEALTHCARE ASSISTANT (HOME SUPPORT) (NON-PAYPATH) (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)	1/6/26	15	38,674	39,291	41,729	41,971	42,197	42,197	42,197	42,221	42,343	42,478	42,654	42,742	42,881	43,027	43,160				
				1/2/26		38,291	38,902	41,316	41,555	41,779	41,779	41,779	41,803	41,924	42,057	42,232	42,319	42,456	42,601	42,733				

	6017	1	ENDOSCOPY OPERATIVE (BAND 1)	1/6/26	7	42,033	43,117	44,273	45,382	46,569	47,790	49,050												
				1/2/26		41,617	42,690	43,835	44,933	46,108	47,317	48,564												
	6018	2	ENDOSCOPY OPERATIVE (BAND 2)	1/6/26	9	36,651	38,130	39,687	40,101	41,118	41,998	43,264	44,577	45,939										
				1/2/26		36,288	37,752	39,294	39,704	40,711	41,582	42,836	44,136	45,484										
	6024		WORKSHOP MANAGER	1/6/26	5	54,289	56,106	58,026	60,028	62,167														
				1/2/26		53,751	55,550	57,451	59,434	61,551														
	6402		WORKSHOP SUPERVISOR/INSTRUCTOR, SENIOR	1/6/26	11	41,431	42,317	43,595	44,920	46,295	47,717	49,192	50,719	52,317	54,011	55,805	LSIs							
				1/2/26		41,021	41,898	43,163	44,475	45,837	47,245	48,705	50,217	51,799	53,476	55,252	LSIs							
6425			WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (LEVEL 1)	1/6/26	12	51,454	51,983	52,234	52,517	52,784	52,924	53,060	53,197	53,342	53,563	53,734	54,150							
				1/2/26		50,945	51,468	51,717	51,997	52,261	52,400	52,535	52,670	52,814	53,033	53,202	53,614							
6425			WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (LEVEL 2)	1/6/26	14	51,369	52,951	56,601	57,227	57,530	57,867	58,182	58,348	58,508	58,671	58,836	59,094	59,292	59,779					
				1/2/26		50,860	52,427	56,041	56,660	56,960	57,294	57,606	57,770	57,929	58,090	58,253	58,509	58,705	59,187					
6425			WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/6/26	18	51,023	52,345	53,706	55,028	56,372	57,754	58,993	60,105	61,884	63,433	64,885	66,006	67,419	69,130	70,809	71,913	74,436	76,956	LSIs
				1/2/26		50,518	51,827	53,174	54,483	55,814	57,182	58,409	59,510	61,271	62,805	64,243	65,352	66,751	68,446	70,108	71,201	73,699	76,194	LSIs
6425			WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/6/26	17	51,023	52,345	53,706	55,028	56,372	57,754	58,993	60,105	61,884	63,433	64,885	66,006	67,419	69,130	70,809	71,913	74,436	LSI	
				1/2/26		50,518	51,827	53,174	54,483	55,814	57,182	58,409	59,510	61,271	62,805	64,243	65,352	66,751	68,446	70,108	71,201	73,699	LSI	
6425			SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/6/26	13	36,291	38,479	39,291	40,472	41,499	42,388	43,667	44,994	46,371	47,796	49,273	50,803	52,406						
				1/2/26		35,932	38,098	38,902	40,071	41,088	41,968	43,235	44,549	45,912	47,323	48,785	50,300	51,887						
6439			WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/6/26	7	42,041	42,648	43,603	44,569	45,523	46,498	47,429												
				1/2/26		41,625	42,226	43,171	44,128	45,072	46,038	46,959												
6439			WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/6/26	9	54,288	55,231	55,292	56,552	57,824	59,212	60,608	62,011	63,414										
				1/2/26		53,750	54,684	54,745	55,992	57,251	58,626	60,008	61,397	62,786										
	6466		WELFARE HOME, ASSISTANT SUPERVISOR	1/6/26	3	39,382	40,213	40,871																
				1/2/26		38,992	39,815	40,466																
	6516		HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/6/26	12	41,317	42,530	44,173	45,814	47,439	49,066	50,676	51,865	53,080	54,334	55,373	56,412							
				1/2/26		40,908	42,109	43,736	45,360	46,969	48,580	50,174	51,351	52,554	53,796	54,825	55,853							
	6434		NURSERY NURSE	1/6/26	13	37,793	39,571	40,764	41,789	42,280	43,150	44,032	44,901	45,778	46,675	47,567	48,472	49,300	LSI					
				1/2/26		37,419	39,179	40,360	41,375	41,861	42,723	43,596	44,456	45,325	46,213	47,096	47,992	48,812	LSI					
	6030		COMMUNITY WELFARE OFFICER	1/6/26	18	37,418	39,384	40,530	42,519	44,810	47,052	49,254	51,365	53,514	55,747	57,972	60,241	62,582	64,834	67,133	69,529	71,934	74,264	LSIs
				1/2/26		37,048	38,994	40,129	42,098	44,366	46,586	48,766	50,856	52,984	55,195	57,398	59,645	61,962	64,192	66,468	68,841	71,222	73,529	LSIs
	6484		HOME SUPPORT RESOURCE OFFICER	1/6/26	7	52,757	54,336	55,945	57,591	59,246	61,175	63,110	LSIs											
				1/2/26		52,235	53,798	55,391	57,021	58,659	60,569	62,485	LSIs											
			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)	1/6/26	11	61,219	62,715	64,462	66,216	67,975	69,547	71,146	72,705	74,251	76,913	79,583	LSIs							
				1/2/26		60,613	62,094	63,824	65,560	67,302	68,858	70,442	71,985	73,516	76,151	78,795	LSIs							
			HOME SUPPORT RESOURCE MANAGER ** grade obsolete - not for use - see Guide note 2 ** (This rate applies to pension benefit calculations for retirements prior to 9.10.2019)	1/6/26	7	58,477	59,871	61,573	64,767	66,677	69,056	71,441	LSIs											
				1/2/26		57,898	59,278	60,963	64,126	66,017	68,372	70,734	LSIs											

[illegible]

	0032	NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	195,405																			
			1/2/26		193,470																			
	0057	NATIONAL DIRECTOR OF SHARED SERVICES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	190,238																			
			1/2/26		188,354																			
0019		CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TUH) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/6/26	1	186,099																			
			1/2/26		184,256																			
	0076	CHIEF EXECUTIVE OFFICER: GALWAY UNIVERSITY HOSPITAL, CORK UNIVERSITY HOSPITAL, INCLUDING CORK MATERNITY HOSPITAL, AND UNIVERSITY HOSPITAL LIMERICK	1/6/26	1	168,488																			
			1/2/26		166,820																			
014Y		CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 1)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/6/26	6	111,422	116,376	121,327	126,278	131,229	136,184														
			1/2/26		110,319	115,224	120,126	125,028	129,930	134,836														
014Y		CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 2)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/6/26	7	83,912	84,665	87,976	91,301	94,600	97,912	101,207													
			1/2/26		83,081	83,827	87,105	90,397	93,663	96,943	100,205													
	0071	CEO BAND H1 HOSPITALS (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincent's (Fairview), Leopardstown Park)	1/6/26	7	83,912	84,665	87,976	91,301	94,600	97,912	101,207													
			1/2/26		83,081	83,827	87,105	90,397	93,663	96,943	100,205													
	0072	CEO BAND H2 HOSPITALS (Cappagh Hospital, Peamount Hospital, Royal Victoria Eye & Ear Hospital, St. Johns Hospital, St. Michaels Hospital, National Rehabilitation Hospital [Band H2 rate for use for pension benefit calculations for NRH CEOs newly in post between 14/9/15 - 19/1/25])	1/6/26	5	101,835	103,615	105,413	107,215	109,014															
			1/2/26		100,827	102,589	104,369	106,153	107,935															
	0073	CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital, National Rehabilitation Hospital [(NRH CEO Rebanded from Band H2 to H3 wef 20.1.2025. Band H3 rate applicable to serving NRH CEOs wef 20/1/2025 only)])	1/6/26	7	121,975	125,575	129,174	132,776	136,375	139,976	143,576													
			1/2/26		120,767	124,332	127,895	131,461	135,025	138,590	142,154													
	0074	CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/6/26	7	130,615	134,215	137,816	141,414	145,018	148,614	152,148													
			1/2/26		129,322	132,886	136,451	140,014	143,582	147,143	150,642													
	0075	CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincent's University Hospital, St. James Hospital)	1/6/26	1	168,488																			
			1/2/26		166,820																			
	0080	CEO BAND SC1 SOCIAL CARE (Carriglea Cairde Services, The Childrens Sunshine Home)	1/6/26	7	83,912	84,665	87,976	91,301	94,600	97,912	101,207													
			1/2/26		83,081	83,827	87,105	90,397	93,663	96,943	100,205													
	0081	CEO BAND SC2 SOCIAL CARE (Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House, KARE, Aurora (formerly known as Sisters of Charity Kilkenny))	1/6/26	5	101,835	103,615	105,413	107,215	109,014															
			1/2/26		100,827	102,589	104,369	106,153	107,935															

	0082	CEO BAND SC3 SOCIAL CARE (COPE Foundation, Muiriosa Foundation, Stewarts Care)	1/6/26	7	121,975	125,575	129,174	132,776	136,375	139,976	143,576												
			1/2/26		120,767	124,332	127,895	131,461	135,025	138,590	142,154												
	0083	CEO BAND SC4 SOCIAL CARE (St Michaels House, Avista (formerly known as Daughters of Charity), St. John of God Hospitalier, Brothers of Charity)	1/6/26	7	130,615	134,215	137,816	141,414	145,018	148,614	152,148												
			1/2/26		129,322	132,886	136,451	140,014	143,582	147,143	150,642												
	0020	DEPUTY CEO (BEAUMONT)(ST. JAMES) (ST. VINCENTS)(MATER)(TALLAGHT)	1/6/26	6	115,592	120,732	125,869	131,005	136,142	141,282													
			1/2/26		114,448	119,537	124,623	129,708	134,794	139,883													
	0105	REGIONAL DIRECTOR, TECHNOLOGY & TRANSFORMATION	1/6/26	6	128,743	134,465	140,188	145,907	151,631	157,351													
			1/2/26		127,468	133,134	138,800	144,462	150,130	155,793													
	0511	CHIEF FINANCE OFFICER, HOSPITAL GROUPS ** grade obsolete - May be used for pension purposes**	1/6/26	6	128,806	134,529	140,253	145,975	151,702	157,422													
			1/2/26		127,531	133,197	138,864	144,530	150,200	155,863													
	0512	CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS ** grade obsolete - May be used for pension purposes**	1/6/26	6	128,806	134,529	140,253	145,975	151,702	157,422													
			1/2/26		127,531	133,197	138,864	144,530	150,200	155,863													
	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)	1/6/26	1	186,099																		
			1/2/26		184,256																		
	0063	CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS (applies to pension benefit calculations for retirements prior to 1.12.22 only)	1/6/26	6	122,672	128,123	133,574	139,024	144,477	149,928													
			1/2/26		121,457	126,854	132,251	137,648	143,047	148,444													
		HEALTH BOARD AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	191,385																		
			1/2/26		189,490																		
		HEALTH BOARD CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	191,385																		
			1/2/26		189,490																		
		HEALTH BOARD REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	206,839																		
			1/2/26		204,791																		
0036		GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	186,099																		
			1/2/26		184,256																		
		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 **	1/6/26	1	179,383																		
			1/2/26		177,607																		
		HEALTH BOARD PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	179,383																		
			1/2/26		177,607																		
		HEALTH BOARD DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	166,649																		
			1/2/26		164,999																		
	0093	MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/6/26	1	166,236																		
			1/2/26		164,590																		

	0383	STATISTICIAN, CHIEF	1/6/26	7	116,397	121,189	126,006	130,809	134,906	139,224	143,542	LSIs												
			1/2/26		115,245	119,989	124,758	129,514	133,570	137,846	142,121	LSIs												
	0382	STATISTICIAN, PRINCIPAL	1/6/26	7	108,152	112,741	117,294	121,883	125,754	129,768	133,773	LSIs												
			1/2/26		107,081	111,625	116,133	120,676	124,509	128,483	132,449	LSIs												
	0381	STATISTICIAN, SENIOR	1/6/26	8	91,229	94,699	98,178	101,657	105,132	107,163	110,612	114,069	LSIs											
			1/2/26		90,326	93,761	97,206	100,650	104,091	106,102	109,517	112,940	LSIs											
	0380	STATISTICIAN	1/6/26	18	41,521	44,270	45,059	48,503	52,934	56,482	60,129	63,840	67,543	71,227	83,113	86,173	89,276	92,390	95,499	97,291	100,427	103,577	LSIs	
			1/2/26		41,110	43,832	44,613	48,023	52,410	55,923	59,534	63,208	66,874	70,522	82,290	85,320	88,392	91,475	94,553	96,328	99,433	102,551	LSIs	
	0108	REGIONAL DIRECTOR, HEALTH AND SOCIAL CARE PROFESSIONS	1/6/26	6	128,743	134,465	140,188	145,907	151,631	157,351														
			1/2/26		127,468	133,134	138,800	144,462	150,130	155,793														
	0103	REGIONAL DIRECTOR, COMMUNICATIONS & PUBLIC AFFAIRS (HSE)	1/6/26	6	128,743	134,465	140,188	145,907	151,631	157,351														
			1/2/26		127,468	133,134	138,800	144,462	150,130	155,793														
	0104	REGIONAL DIRECTOR, PLANNING & PERFORMANCE (HSE)	1/6/26	6	128,743	134,465	140,188	145,907	151,631	157,351														
			1/2/26		127,468	133,134	138,800	144,462	150,130	155,793														
	0106	REGIONAL DIRECTOR, FINANCE (HSE)	1/6/26	6	128,743	134,465	140,188	145,907	151,631	157,351														
			1/2/26		127,468	133,134	138,800	144,462	150,130	155,793														
	0107	REGIONAL DIRECTOR, PEOPLE (HSE)	1/6/26	6	128,743	134,465	140,188	145,907	151,631	157,351														
			1/2/26		127,468	133,134	138,800	144,462	150,130	155,793														
	0509	ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/6/26	6	128,806	134,529	140,253	145,975	151,702	157,422														
			1/2/26		127,531	133,197	138,864	144,530	150,200	155,863														
	0508	ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/6/26	6	123,645	128,870	134,190	139,614	145,131	150,753														
			1/2/26		122,421	127,594	132,861	138,232	143,694	149,260														
	0026	DIRECTOR REGIONAL HEALTH OFFICE (HSE) ** grade obsolete 18.1.24 - not for use - see Guide note 2 **	1/6/26	6	128,806	134,529	140,253	145,975	151,702	157,422														
			1/2/26		127,531	133,197	138,864	144,530	150,200	155,863														
	0693	HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	6	128,806	134,529	140,253	145,975	151,702	157,422														
			1/2/26		127,531	133,197	138,864	144,530	150,200	155,863														
	0420	ARCHITECTURAL ADVISER, CHIEF	1/6/26	6	123,645	128,870	134,190	139,614	145,131	150,753														
			1/2/26		122,421	127,594	132,861	138,232	143,694	149,260														
	0028	SECRETARY TO THE BOARD (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	6	123,619	128,843	134,161	139,583	145,097	150,720														
			1/2/26		122,395	127,567	132,833	138,201	143,660	149,228														
	0088	CHILDREN FIRST PROGRAMME LEAD	1/6/26	5	115,211	120,015	124,814	129,613	134,413															
			1/2/26		114,070	118,827	123,578	128,330	133,082															
	0090	HEAD OF FUNCTION / SERVICE (ACUTE SERVICES) (HSE ONLY)	1/6/26	5	115,211	120,015	124,814	129,613	134,413															
			1/2/26		114,070	118,827	123,578	128,330	133,082															
	0087	HEAD OF FUNCTION / SERVICE, (COMMUNITY SERVICES) (HSE ONLY)	1/6/26	5	115,211	120,015	124,814	129,613	134,413															
			1/2/26		114,070	118,827	123,578	128,330	133,082															
	0091	HEAD OF FUNCTION / SERVICE (NATIONAL SERVICES) (HSE ONLY)	1/6/26	5	115,211	120,015	124,814	129,613	134,413															
			1/2/26		114,070	118,827	123,578	128,330	133,082															
	0089	PROCUREMENT, ASSISTANT HEAD	1/6/26	5	115,211	120,015	124,814	129,613	134,413															
			1/2/26		114,070	118,827	123,578	128,330	133,082															

	0421	ARCHITECTURAL ADVISER, DEPUTY CHIEF	1/6/26	6	113,698	118,751	123,803	128,854	133,909	138,962														
			1/2/26		112,572	117,575	122,577	127,578	132,583	137,586														
	0425	ENGINEERING ADVISER, PRINCIPAL	1/6/26	6	113,698	118,751	123,803	128,854	133,909	138,962														
			1/2/26		112,572	117,575	122,577	127,578	132,583	137,586														
		HEALTH BOARD PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	6	113,698	118,751	123,803	128,854	133,909	138,962														
			1/2/26		112,572	117,575	122,577	127,578	132,583	137,586														
	0685	LOCAL HEALTH OFFICE MANAGER (HSE) ** not for use for any new incumbents **	1/6/26	6	113,698	118,751	123,803	128,854	133,909	138,962														
			1/2/26		112,572	117,575	122,577	127,578	132,583	137,586														
	0429	QUANTITY SURVEYING ADVISER, PRINCIPAL	1/6/26	6	113,698	118,751	123,803	128,854	133,909	138,962														
			1/2/26		112,572	117,575	122,577	127,578	132,583	137,586														
	0153	DIRECTOR OF INFORMATION SYSTEMS (HSE) ** grade obsolete 20.10.23 - not for use - see Guide note 2 **	1/6/26	6	112,023	116,759	121,579	126,492	131,487	136,583														
			1/2/26		110,914	115,603	120,375	125,240	130,185	135,231														
		HEALTH BOARD FUNCTIONAL OFFICERS (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	5	108,677	113,603	117,624	121,659	125,685															
			1/2/26		107,601	112,478	116,459	120,454	124,441															
0161		HEALTH BOARD FUNCTIONAL OFFICERS (FORMERLY NON-EHB) **not for use for any new incumbents**	1/6/26	7	88,344	90,577	94,112	97,670	101,202	104,743	108,267													
			1/2/26		87,469	89,680	93,180	96,703	100,200	103,706	107,195													
	0037	DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/6/26	6	108,012	112,813	117,612	122,413	127,215	132,014														
			1/2/26		106,943	111,696	116,448	121,201	125,955	130,707														
0361		SERVICE MANAGER (Beaumont, St. James, Mater, St. Vincents, Tallaght, Cork UH, UCHG)	1/6/26	7	88,344	90,577	94,112	97,670	101,202	104,743	108,267													
			1/2/26		87,469	89,680	93,180	96,703	100,200	103,706	107,195													
		HEALTH BOARD GENERAL ADMINISTRATOR (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	6	89,102	92,207	95,278	99,972	103,126	106,256														
			1/2/26		88,220	91,294	94,335	98,982	102,105	105,204														
0041		GENERAL MANAGER	1/6/26	7	87,470	89,679	93,178	96,703	100,200	103,707	108,804													
			1/2/26		86,604	88,791	92,255	95,746	99,208	102,680	107,727													
		HEALTH BOARD SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	8	85,201	87,953	90,752	93,546	96,313	97,806	100,785	103,774	LSIs											
			1/2/26		84,357	87,082	89,853	92,620	95,359	96,838	99,787	102,747	LSIs											
	0656	REGIONAL, PATIENT & SERVICE USER LEAD (HSE)	1/6/26	7	83,912	84,665	87,976	91,301	94,600	97,912	101,207													
			1/2/26		83,081	83,827	87,105	90,397	93,663	96,943	100,205													
	0778	HOSPITAL & COMMUNITY CARE ADMINISTRATOR **not for use for any new incumbents post 20.10.23**	1/6/26	7	83,912	84,665	87,976	91,301	94,600	97,912	101,207													
			1/2/26		83,081	83,827	87,105	90,397	93,663	96,943	100,205													
	6027	SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/6/26	8	79,885	82,793	84,395	87,336	90,276	91,971	94,938	97,906	LSIs											
			1/2/26		79,094	81,973	83,559	86,471	89,382	91,060	93,998	96,937	LSIs											
0404		TECHNICAL SERVICES MANAGER (ST VINCENTS)	1/6/26	6	69,474	71,426	73,419	75,365	77,362	79,327														
			1/2/26		68,786	70,719	72,692	74,619	76,596	78,542														

		REGIONAL WORKSHOP MANAGER (HSE NORTH WESTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	8	67,651	70,474	73,300	76,129	78,947	81,784	83,419	86,315	LSIs										
			1/2/26		66,981	69,776	72,574	75,375	78,165	80,974	82,593	85,460	LSIs										
0404		PROJECT TECHNICAL SERVICES MANAGER (Beaumont, St. James)	1/6/26	5	67,144	69,968	71,557	73,110	74,643														
			1/2/26		66,479	69,275	70,849	72,386	73,904														
0655		GRADE VIII	1/6/26	7	83,912	84,665	87,976	91,301	94,600	97,912	101,207												
			1/2/26		83,081	83,827	87,105	90,397	93,663	96,943	100,205												
0582		GRADE VII (CLERICAL)	1/6/26	11	61,219	62,715	64,462	66,216	67,975	69,547	71,146	72,705	74,251	76,913	79,583	LSIs							
			1/2/26		60,613	62,094	63,824	65,560	67,302	68,858	70,442	71,985	73,516	76,151	78,795	LSIs							
0574		GRADE VI (CLERICAL)	1/6/26	7	58,477	59,871	61,573	64,767	66,677	69,056	71,441	LSIs											
			1/2/26		57,898	59,278	60,963	64,126	66,017	68,372	70,734	LSIs											
0566		GRADE V (CLERICAL)	1/6/26	7	52,757	54,336	55,945	57,591	59,246	61,175	63,110	LSIs											
			1/2/26		52,235	53,798	55,391	57,021	58,659	60,569	62,485	LSIs											
0558		GRADE IV (CLERICAL)	1/6/26	12	36,470	38,623	39,488	41,673	43,672	45,423	47,118	49,403	51,066	52,757	54,367	56,018	LSIs						
			1/2/26		36,109	38,241	39,097	41,260	43,240	44,973	46,651	48,914	50,560	52,235	53,829	55,463	LSIs						
0609		CLERICAL OFFICER GRADE	1/6/26	15	31,934	33,702	34,137	35,020	36,311	37,602	38,895	39,835	40,897	42,130	43,004	44,225	45,458	47,771	49,416	LSI			
			1/2/26		31,618	33,368	33,799	34,673	35,951	37,230	38,510	39,441	40,492	41,713	42,578	43,787	45,008	47,298	48,927	LSI			
0884		SUPPLIES OFFICER GRADE A	1/6/26	7	58,477	59,871	61,573	64,767	66,677	69,056	71,441	LSIs											
			1/2/26		57,898	59,278	60,963	64,126	66,017	68,372	70,734	LSIs											
0892		SUPPLIES OFFICER GRADE B	1/6/26	7	52,757	54,336	55,945	57,591	59,246	61,175	63,110	LSIs											
			1/2/26		52,235	53,798	55,391	57,021	58,659	60,569	62,485	LSIs											
0906		SUPPLIES OFFICER GRADE C	1/6/26	8	43,672	45,423	47,118	49,403	51,066	52,757	54,367	56,018	LSIs										
			1/2/26		43,240	44,973	46,651	48,914	50,560	52,235	53,829	55,463	LSIs										
0914		SUPPLIES OFFICER GRADE D	1/6/26	12	36,649	38,629	39,685	40,774	41,679	42,402	43,474	44,548	45,626	46,699	47,770	49,416	LSI						
			1/2/26		36,286	38,247	39,292	40,370	41,266	41,982	43,044	44,107	45,174	46,237	47,297	48,927	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	1/6/26	238,221	251,098	264,691	271,846	278,998	286,151
	1/2/26	235,862	248,612	262,070	269,154	276,236	283,318

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	1/6/26	292,798	308,637	325,330	334,129	342,928	351,728
	1/2/26	289,899	305,581	322,109	330,821	339,533	348,246
Academic Associate Professor	1/6/26	274,674	290,513	305,193	313,993	322,791	331,591
	1/2/26	271,954	287,637	302,171	310,884	319,595	328,308
Academic Senior Lecturer	1/6/26	256,634	272,472	285,147	293,947	302,745	311,546
	1/2/26	254,093	269,774	282,324	291,037	299,748	308,461

CONSULTANT CONTRACT 2023 ALLOWANCES

B Factor On Call Payments		
	1/2/26	1/6/26
Rota	€	€
Flat Annual Payment	11,236	11,348
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,259	3,292
1 in 2	9,213	9,305
1 in 1	12,134	12,255

Clinical Directors' Allowance*	1/2/26	1/6/26
	€	€
	59,030	59,620

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.

C - Factor Emergency Call-Out Payments		
	1/2/26	1/6/26
Per call-out (hourly rate or part thereof)		
First 30 call-outs	121.01	122.22
31-120 call-outs	181.52	183.33
121 call-outs or more	242.02	244.44
If the call-out occurs after midnight		
First 30 call-outs	151.26	152.77
31-120 call-outs	226.89	229.16
121 call-outs or more	302.53	305.55
Annual Limit	42,698	43,125

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	1/2/26	1/6/26
	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	254,452	256,997
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	248,778	251,266
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	243,412	245,846
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	242,342	244,765
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	237,272	239,645
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	232,524	234,849
Geographical Wholetime Consultants without fees	259,821	262,419

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
	1/2/26	1/6/26
	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	283,318	286,151
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	283,318	286,151
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	283,318	286,151
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	283,318	286,151
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	283,318	286,151
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	283,318	286,151
Geographical Wholetime Consultants without fees	283,318	286,151

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	1/2/26	1/6/26
	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	242,649	245,075
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	236,973	239,343
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,606	233,922
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	230,538	232,843
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	225,467	227,722
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	220,719	222,926
Geographical Wholetime Consultants without fees	248,018	250,498

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	1/2/26	1/6/26
	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	259,708	262,305
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	259,708	262,305
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	259,708	262,305
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	259,708	262,305
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	259,708	262,305
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	259,708	262,305
Geographical Wholetime Consultants without fees	259,708	262,305

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	1/2/26	1/6/26
	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	214,847	216,995
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	207,761	209,839
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,012	205,042
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	212,828	214,956
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	207,761	209,839
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,012	205,042

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	1/2/26	1/6/26
	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	224,293	226,536
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	224,293	226,536
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	224,293	226,536

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
	1/2/26	1/6/26
	€	€
Category I Consultants		
Professor	319,287	322,480
Associate Professor	298,583	301,569
Lecturer	277,919	280,698
College Lecturer	272,383	275,107
Category II Consultants		
Professor UCD, TCD, RCSI	303,726	306,763
Associate Professor UCD, TCD, RCSI	283,515	286,350
Lecturer	262,148	264,769
College Lecturer	256,610	259,176
Professor UCC	308,591	311,677
Associate Professor UCC	288,223	291,105
Lecturer UCC	267,077	269,748
College Lecturer UCC	261,540	264,155
Professor UCG	313,455	316,590
Associate Professor UCG	292,933	295,862
Lecturer UCG	272,005	274,725
College Lecturer UCG	266,466	269,131

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
	1/2/26	1/6/26
	€	€
Category I Consultants		
Professor	348,246	351,728
Associate Professor	328,308	331,591
Lecturer	308,461	311,546
College Lecturer	303,139	306,170
Category II Consultants		
Professor UCD, TCD, RCSI	348,246	351,728
Associate Professor UCD, TCD, RCSI	328,308	331,591
Lecturer	308,461	311,546
College Lecturer	303,139	306,170
Professor UCC	348,246	351,728
Associate Professor UCC	328,308	331,591
Lecturer UCC	308,461	311,546
College Lecturer UCC	303,139	306,170
Professor UCG	348,246	351,728
Associate Professor UCG	328,308	331,591
Lecturer UCG	308,461	311,546
College Lecturer UCG	303,139	306,170

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
	1/2/26	1/6/26
	€	€
Professor	313,386	316,520
Associate Professor	290,494	293,399
Lecturer	266,166	268,828
College Lecturer	259,882	262,481
Category II Consultants		
Professor UCD, TCD, RCSI	297,826	300,804
Associate Professor UCD, TCD, RCSI	275,425	278,179
Lecturer UCD, TCD, RCSI	250,396	252,900
College Lecturer UCD, TCD, RCSI	244,108	246,549
Professor UCC	302,689	305,716
Associate Professor UCC	280,134	282,935
Lecturer UCC	255,326	257,879
College Lecturer UCC	249,038	251,528
Professor UCG	307,552	310,628
Associate Professor UCG	284,842	287,690
Lecturer UCG	260,251	262,854
College Lecturer UCG	253,966	256,506

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
	1/2/26	1/6/26
	€	€
Professor	336,440	339,804
Associate Professor	312,128	315,249
Lecturer	284,955	287,805
College Lecturer	278,137	280,918
Category II Consultants		
Professor UCD, TCD, RCSI	336,440	339,804
Associate Professor UCD, TCD, RCSI	312,128	315,249
Lecturer UCD, TCD, RCSI	284,955	287,805
College Lecturer UCD, TCD, RCSI	278,137	280,918
Professor UCC	336,440	339,804
Associate Professor UCC	312,128	315,249
Lecturer UCC	284,955	287,805
College Lecturer UCC	278,137	280,918
Professor UCG	336,440	339,804
Associate Professor UCG	312,128	315,249
Lecturer UCG	284,955	287,805
College Lecturer UCG	278,137	280,918

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
	1/2/26	1/6/26
	€	€
Professor UCD, TCD, RCSI	280,116	282,917
Associate Professor UCD, TCD, RCSI	257,979	260,559
Lecturer UCD, TCD, RCSI	233,243	235,575
College Lecturer UCD, TCD, RCSI	227,024	229,294
Professor UCC	284,984	287,834
Associate Professor UCC	262,687	265,314
Lecturer UCC	238,172	240,554
College Lecturer UCC	231,956	234,276
Professor UCG	289,843	292,741
Associate Professor UCG	267,395	270,069
Lecturer UCG	243,102	245,533
College Lecturer UCG	236,879	239,248

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
	1/2/26	1/6/26
	€	€
Professor UCD, TCD, RCSI	301,024	304,034
Associate Professor UCD, TCD, RCSI	278,750	281,538
Lecturer UCD, TCD, RCSI	256,474	259,039
College Lecturer UCD, TCD, RCSI	250,513	253,018
Professor UCC	301,024	304,034
Associate Professor UCC	278,750	281,538
Lecturer UCC	256,474	259,039
College Lecturer UCC	250,513	253,018
Professor UCG	301,024	304,034
Associate Professor UCG	278,750	281,538
Lecturer UCG	256,474	259,039
College Lecturer UCG	250,513	253,018

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	1/6/26	214,087	220,304	246,267	249,843	253,421	256,997
	1/2/26	211,967	218,123	243,829	247,369	250,912	254,452
Type B	1/6/26	201,510	204,244	223,899	226,880	229,862	232,844
	1/2/26	199,515	202,222	221,682	224,634	227,586	230,539
Type C	1/6/26	175,319	181,520	191,630	196,727	202,691	205,042
	1/2/26	173,583	179,723	189,733	194,779	200,684	203,012
* 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	1/6/26	174,354	179,201	189,357	199,109	207,611	214,698	223,200	239,146	251,669
	1/2/26	172,628	177,427	187,482	197,138	205,555	212,572	220,990	236,778	249,177
Type B	1/6/26	164,591	170,448	178,537	179,752	185,241	190,745	200,525	209,029	217,530
	1/2/26	162,961	168,760	176,769	177,972	183,407	188,856	198,540	206,959	215,376
Type C	1/6/26	144,202	148,426	153,430	156,917	160,404	164,591	170,170	176,447	181,124
	1/2/26	142,774	146,956	151,911	155,363	158,816	162,961	168,485	174,700	179,331
* 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	1/2/26	1/6/26
	€	€
Type A	235,862	238,221
	248,612	251,098
	262,070	264,691
	269,154	271,846
	276,236	278,998
	283,318	286,151
Type B	217,800	219,978
	228,426	230,710
	242,001	244,421
	247,903	250,382
	253,806	256,344
	259,708	262,305
Type B*	224,293	226,536
Type C	173,583	175,319
	180,615	182,421
	189,733	191,630
	194,781	196,729
	200,683	202,690
	206,585	208,651

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	1/6/26	278,355	286,273	309,283	313,683	318,083	322,480
	1/2/26	275,599	283,439	306,221	310,577	314,934	319,287
Type A Associate Professor / Consultant	1/6/26	259,533	267,452	288,370	292,771	297,168	301,569
	1/2/26	256,963	264,804	285,515	289,872	294,226	298,583
Type A Senior Lecturer / Consultant	1/6/26	240,751	248,668	267,499	271,899	276,299	280,698
	1/2/26	238,367	246,206	264,850	269,207	273,563	277,919

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	1/6/26	249,141	263,662	276,651	281,338	281,338	281,338
	1/2/26	246,674	261,051	273,912	278,552	278,552	278,552
Type A Associate Professor / Consultant	1/6/26	224,017	245,570	257,941	272,322	281,338	281,338
	1/2/26	221,799	243,139	255,387	269,626	278,552	278,552
Type A Senior Lecturer / Consultant	1/6/26	207,446	219,936	239,352	252,924	261,837	275,609
	1/2/26	205,392	217,758	236,982	250,420	259,245	272,880
*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	1/2/26	1/6/26
		Type A	Type A
TYPE A Professor		€	€
	1	289,899	292,798
	2	305,581	308,637
	3	322,109	325,330
	4	330,821	334,129
	5	339,533	342,928
TYPE A Associate Professor	6	348,246	351,728
	1	271,954	274,674
	2	287,637	290,513
	3	302,171	305,193
	4	310,884	313,993
	5	319,595	322,791
TYPE A Lecturer	6	328,308	331,591
	1	254,093	256,634
	2	269,774	272,472
	3	282,324	285,147
	4	291,037	293,947
	5	299,748	302,745
TYPE A College Lecturer	6	308,461	311,546
	1	249,302	251,795
	2	264,984	267,634
	3	277,002	279,772
	4	285,716	288,573
	5	294,426	297,370
	6	303,139	306,170

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	1/6/26	260,341	267,261	289,268	293,112	296,956	300,804
	1/2/26	257,763	264,615	286,404	290,210	294,016	297,826
Type B Associate Professor / Consultant	1/6/26	239,980	246,900	266,644	270,489	274,335	278,179
	1/2/26	237,604	244,455	264,004	267,811	271,619	275,425
Type B Senior Lecturer / Consultant	1/6/26	209,822	216,507	241,364	245,209	249,053	252,900
	1/2/26	207,745	214,363	238,974	242,781	246,587	250,396

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	1/6/26	235,079	245,592	256,400	267,421	278,815	281,338
	1/2/26	232,751	243,160	253,861	264,773	276,054	278,552
Type B Associate Professor / Consultant	1/6/26	208,919	218,527	236,379	246,715	257,249	267,784
	1/2/26	206,850	216,363	234,039	244,272	254,702	265,133
Type B Senior Lecturer / Consultant	1/6/26	184,712	197,639	206,824	216,195	225,348	242,775
	1/2/26	182,883	195,682	204,776	214,054	223,117	240,371
*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	1/2/26	1/6/26
		Type B	Type B
		€	€
TYPE B Professor	1	282,239	285,061
	2	295,943	298,902
	3	313,598	316,734
	4	321,212	324,424
	5	328,827	332,115
	6	336,440	339,804
TYPE B Associate Professor	1	260,355	262,959
	2	274,062	276,803
	3	289,284	292,177
	4	296,899	299,868
	5	304,512	307,557
	6	312,128	315,249
TYPE B Lecturer	1	235,901	238,260
	2	249,606	252,102
	3	262,113	264,734
	4	269,729	272,426
	5	277,342	280,115
	6	284,955	287,805
TYPE B College Lecturer	1	229,763	232,061
	2	243,471	245,906
	3	255,293	257,846
	4	262,907	265,536
	5	270,521	273,226
	6	278,137	280,918

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	1/6/26	235,551	242,904	261,725	265,810	269,892	273,976
	1/2/26	233,219	240,499	259,134	263,178	267,220	271,263
Type C Associate Professor / Consultant	1/6/26	208,698	215,799	240,071	244,155	248,238	252,323
	1/2/26	206,632	213,662	237,694	241,738	245,780	249,825
Type C Senior Lecturer / Consultant	1/6/26	190,192	201,294	215,878	219,963	224,047	228,129
	1/2/26	188,309	199,301	213,741	217,785	221,829	225,870

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	1/6/26	187,610	199,061	207,510	217,913	226,001	244,212
	1/2/26	185,752	197,090	205,455	215,755	223,763	241,794
Type C Associate Professor / Consultant	1/6/26	174,702	181,664	186,475	200,300	207,749	216,854
	1/2/26	172,972	179,865	184,629	198,317	205,692	214,707
Type C Senior Lecturer / Consultant	1/6/26	162,448	169,254	176,939	182,338	189,056	201,606
	1/2/26	160,840	167,578	175,187	180,533	187,184	199,610

*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	1/2/26	1/6/26
		Type C	Type C
		€	€
TYPE C Professor	1	233,154	235,486
	2	247,708	250,185
	3	259,060	261,651
	4	267,145	269,816
	5	275,231	277,983
	6	283,318	286,151
TYPE C Associate Professor	1	212,999	215,129
	2	227,554	229,830
	3	236,666	239,033
	4	244,753	247,201
	5	252,839	255,367
	6	260,925	263,534
TYPE C Lecturer	1	190,487	192,392
	2	205,041	207,091
	3	211,651	213,768
	4	219,737	221,934
	5	227,823	230,101
	6	235,911	238,270
TYPE C College Lecturer	1	184,824	186,672
	2	199,377	201,371
	3	205,357	207,411
	4	213,444	215,578
	5	221,530	223,745
	6	229,617	231,913

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	1/2/26	1/6/26
	Type B*	Type B*
	€	€
TYPE B* Professor	301,024	304,034
TYPE B* Associate Professor	278,750	281,538
TYPE B* Lecturer	256,474	259,039
TYPE B* College Lecturer	250,513	253,018

Table D1	1/2/26	1/6/26
	€	€
Clinical Directors' Allowance*	59,030	59,620
* 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)**	1/6/26	273,921		
	1/2/26	271,209		
Head of Department**	1/6/26	244,281	251,669	259,086
	1/2/26	241,862	249,177	256,521
** New Entrants - Those not covered by footnote to Table D1				

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

Table E			
B&C Factor Payments for Consultants who (1) are not eligible for settlement agreement or (2) who are eligible and do not avail of settlement agreement.			
On Call/Call-Out Payments			
	No. of Call-Outs	1/2/26	1/6/26
Rota		€	€
Flat Annual Payment		4,951	5,001
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,865	2,894
1 in 2	1-80 call-outs	7,156	7,228
	81-120 call-outs	8,270	8,353
	121+ call-outs	9,056	9,147
1 in 1	1-80 call-outs	8,589	8,675
	81-120 call-outs	10,870	10,979
	121+ call-outs	13,422	13,556

SA - B and C Factor Payments			
SA - On Call/Call-Out Payments			
	No. of Call-Outs	1/2/26	1/6/26
Rota		€	€
Flat Annual Payment		7,261	7,334
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		3,012	3,042
1 in 2	1-80 call-outs	7,514	7,589
	81-120 call-outs	8,684	8,771
	121+ call-outs	9,508	9,603
1 in 1	1-80 call-outs	9,019	9,109
	81-120 call-outs	11,413	11,527
	121+ call-outs	14,094	14,235

Emergency Call-Out Payments for all Consultants		
	1/2/26	1/6/26
Per call-out	€	€
First 30 call-outs	100.85	101.85
31-120 call-outs	151.68	153.20
121 call-outs or more	200.38	202.38
If the call-out occurs after midnight		
First 30 call-outs	134.43	135.78
31-120 call-outs	203.26	205.29
121 call-outs or more	269.04	271.73
For each hour or part hour in excess of the first hour		
First 30 call-outs	67.12	67.79
31-120 call-outs	100.17	101.17
121 call-outs or more	134.54	135.88
Annual Limit	28,621	28,907

SA - Emergency Call-Out Payments for all Consultants		
	1/2/26	1/6/26
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	121.01	122.22
31-120 call-outs	181.51	183.33
121 call-outs or more	242.02	244.44
If the call-out occurs after midnight		
First 30 call-outs	151.26	152.77
31-120 call-outs	226.89	229.16
121 call-outs or more	302.53	305.55
Annual Limit	35,417	35,771

Table F1		
Salary scales for Consultants who are remaining on the 1997 Consultant Contract		
Consultants Revised Common Contract, 1997	1/2/26	1/6/26
	€	€
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	225,589	227,845
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	214,238	216,380
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,505	205,540
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	201,366	203,380
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,229	193,141
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	185,979	187,839
Geographical Wholetime Consultants without fees	236,329	238,692

Table F3			
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008			
		1/2/26	1/6/26
		€	€
Regional Consultant Orthodontists		214,238	216,380

Table F2		
Salary scales for Academic Consultants who are remaining on the 1998 Contract		
	1/2/26	1/6/26
	€	€
Category I Consultants		
Professor	290,333	293,236
Associate Professor	268,859	271,548
Lecturer	247,377	249,851
College Lecturer	241,627	244,043
Category II Consultants		
Professor UCD, TCD, RCSI	259,209	261,801
Associate Professor UCD, TCD, RCSI	238,723	241,110
Lecturer UCD, TCD, RCSI	215,836	217,994
College Lecturer UCD, TCD, RCSI	210,077	212,178
Professor UCC	268,937	271,626
Associate Professor UCC	248,141	250,622
Lecturer UCC	225,693	227,950
College Lecturer UCC	219,941	222,140
Professor UCG	278,663	281,450
Associate Professor UCG	257,558	260,134
Lecturer UCG	235,549	237,904
College Lecturer UCG	229,793	232,091

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	1/2/26	1/6/26
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	189,733	191,630
G.W.T. WITH FEES	181,336	183,149
EXISTING WHOLETIME	173,996	175,736
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	189,733	191,630
G.W.T. WITH FEES	175,722	177,479
EXISTING WHOLETIME	165,380	167,034
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	189,733	191,630
G.W.T. WITH FEES	167,107	168,778
EXISTING WHOLETIME	156,765	158,333

	1/2/26	1/6/26
Extended Duty Liability	€	€
A flat payment will be paid to each consultant with on-call liability.	9,273	9,366

Table F5		
Original Contract for Consultant Medical Staff 1981		
	1/2/26	1/6/26
	Cumulative restoration up to and including 1/3/25	Cumulative restoration up to and including 1/8/25
	€	€
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*	222,791	225,019
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.	12,311	12,434
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

Emergency Services	1/2/26	1/6/26
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	97.99	98.97
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	130.49	131.79
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	65.15	65.81
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	12,367	12,491

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*

These scales must be read in conjunction with Department of Health Circular 1/2025

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](#))

Annual Allowance for Director of Nursing ([WRC process, and Labour Court Rec 22075](#)) ensuring a uniformity around on call allowances

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 (Management of Aggression & Violence)

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 February 2026	1 June 2026
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)							153.52	155.06
2. Emergency Sessions								
The rate at 1 above subject to a minimum fee in the case of Anaesthetists							100.57	101.57
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons							59.90	60.50
3. Community Ophthalmic Physicians per 3 hour session							222.40	224.62
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;							76.66	77.43
minimum rate;							153.52	155.06
(b) Where the duration is <u>not less</u> than 3 hours;								
first 3 hours							229.95	232.25
3 hour sessional rate for hours in excess of 3 (and pro-rata)							153.52	155.06
5. Pool Payments								
General Teaching Hospital (per bed day)							6.41	6.48
General Non-Teaching Hospital (per bed day)							4.32	4.36
Maternity Teaching Hospital (per bed day)							12.42	12.54
Maternity Non-Teaching Hospital (per bed day)							5.85	5.91
6. Private Dental Surgeons Sessional Rates (Circular 3/2024 refers)								
(a) Private dental surgeon clinics held in HSE premises							342	346
(b) Private dental surgeon clinics held in dentist's private surgery							460	464
Whole-time 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)							180.55	182.36
Special rates for clinics held outside a radius of 25 miles								
(a) For clinics of <i>less than</i> 3 hours duration								
Per hour							91.08	91.99
Minimum rate							109.64	110.74
(b) For clinics of <i>not less than</i> 3 hours								
For the first three hours							271.01	273.72
For 3 hour sessions in excess of 3 hours							182.39	184.21
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting.								
Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.								
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						107.40	108.47
Monday - Friday	1pm - 5pm						107.40	108.47
Monday - Friday	5pm - 9am						144.08	145.52
Saturday	24hr						448.58	453.07
Sunday and Public Holidays	24hr						538.30	543.68
<u>Call-Out</u>								
Fee per call out							122.78	124.01
For each hour or part hour in excess of the first hour							63.89	64.53
Sub-call							45.77	46.23
Psychiatrist Special Responsibility Allowance (per annum)							12,915	13,044

								1 February 2026	1 June 2026
Child Health Services Development Paediatrics									
3 hour session								81.63	82.45
2 hour session								61.23	61.84
1 hour session								40.86	41.27
Casual Locum for Former District Medical Officers									
For first three days								89.51	90.40
For next 25 days								76.58	77.34
For each subsequent day								65.89	66.54
Fees for lectures to Nurses								37.48	37.86
(Circular S100/84 of 22 August 1975)								28.16	28.45
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 Trainers Allowance <i>(maintained for pension benefit calculation purposes only)</i>									
3 hour session								242.68	245.10
GP Registrar Allowance (from the NCHD contract)								13,492	13,626
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred								4,497	4,541
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 February 2026	1 June 2026
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 document attached to Circular 112/99, where they possess relevant clinical qualification										4,162	4,204
(B) Location Allowance for nurses engaged in the following Duties:										2,770	2,798
A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) With effect from 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).											
(B) Also applies to the Public Health Nurse grade in the following manner:											
With effect from 1 March 2019, Location Allowance set out at (B) above shall also apply to certain Public Health Nurses not holding a midwifery qualification, but engaged in provision of midwifery services as part of their duties (Refer to Para 3, HSE Circular 21/2019).										2,770	2,798
Public Health Nurses & Assistant Directors of Public Health Nursing											
Midwifery Qualification*										4,162	4,204
*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.										1,732	1,749
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										1,657	1,674
Theatre / Night Sister										995	1,005
Public Health Nurse										1,991	2,011
Relevant nursing staff											
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*										3,698	3,735
*Abolished for new beneficiaries with effect from 1 February 2012											
Psychiatric Nurses (HSE HR Directorate Circular 1/2005 and DoH S100/411 refer)											
Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012											
Psychiatric Staff Nurse										6,166	6,228
Senior Staff Nurse (Psychiatric)										6,474	6,539
Community Psychiatric Nurse										6,762	6,830
Clinical Nurse Manager I (Psychiatric)										6,552	6,617
CNM II (Psychiatric)/Community Mental Health Nurse										6,992	7,062
Clinical Nurse Manager III (Psychiatric)										7,346	7,419
Assistant Director of Nursing Mental Health										7,111	7,183
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017										4,638	4,684
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449										6,434	6,498
Mental Health Nursing On-Call Allowance (HSE HR Circular 016/2025 – Mental Health Nursing on Call re WRC - CAM – 101540-24)											
‘Allowance for those as detailed in Circular 016/2025”										8,110	8,191
Public Health Nurses (S103/151 refers)											
Island Inducement Allowance*										2,195	2,217
*Abolished for new beneficiaries with effect from 1 February 2012											
Assisted Admissions Allowance - Team Member										295.15	298.10
Assisted Admissions Allowance - Team Leader										354.17	357.72
Mental Health Authorising Officer Allowance - Normal Working Hours										177.09	178.86
Mental Health Authorising Officer Allowance - Outside Working Hours										354.17	357.72
<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>											

Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)							1 February 2026	1 June 2026
(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.								
Monday to Friday (Each day)							52.61	53.14
Saturday							67.58	68.26
Sunday and Public Holidays							91.35	92.26
(ii) Call Out Rate - Monday to Sunday								
Fee per operation per 2 hours (17.00 - 22.00 hours)							52.61	53.14
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)							78.91	79.69
Operation lasting more than 4 hours and up to five hours							131.52	132.83
Fee per operation per hour (after 22.00 hours)							52.61	53.14
(iii) On-call Without Standby								
Fee per operation, call in without standby							105.23	106.28
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) *Restored for new entrant nurses as per DoH Circular 14/2017								
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.							22.48	22.70
Sexual Assault Treatment Unit - Forensic Nurse Examiners (HSE Circular 036/2019 and DoH Circular 6/2024 refer)								
(i) On-Call payment. Figures based on a 12 hour period . Pro rata to apply after 12 hours.								
Monday to Friday (Each day)							52.61	53.14
Saturday							67.58	68.26
Sunday and Public Holidays							91.35	92.26
In exceptional circumstances where a person not "on call" is required to attend a SATU, that individual will be remunerated on a fee per case basis. (€200.28). If such a person's advice is solely provided over the phone, a pro rata payment equating to the period of the time involved will be made. This agreement will also apply to circumstances where such advice is given by a person "on call" but not required to physically attend the SATU.								
(ii) Call Out payment. Rates apply in respect of call out durations of up to 4 hours - hourly rate to apply thereafter. Payment applies from time of receipt of call regarding the case.								
Monday - Sunday, including public holidays (Each day)							210.48	212.58
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).							4,610	4,656
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.								
Trainers Allowance (Management of Aggression & Violence) DoH Circular 1/2025							112.16	113.28
Public Health Nurses Week-end Work (S100/414 refers)								
Fixed Payment							34.97	35.32
First call on Saturday and first call on Sunday							46.42	46.89
Each subsequent call on Saturday and Sunday							23.25	23.48
Payment in lieu of time off for Emergency work							34.93	35.28
Saturday Premium							19.01	19.20
Specialist Co-ordinator Allowance*							5,367	5,421
*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 February 2026	1 June 2026
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)								
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am						47.13	47.61
	Mon - Thurs	12am - 8am						59.99	60.59
	Sat	12am til Sun 12am						65.99	66.65
	Bank Holiday							65.99	66.65
Stand-by Payments (off site on call)	Mon - Fri							53.14	53.68
	Saturday							68.25	68.93
	Sun & Public Holidays							92.27	93.19
PHYSIOTHERAPISTS									
<u>Emergency/On-Call Duty</u>									
I On-Call with Standby (a) Monday to Friday								29.19	29.48
(b) Saturdays								38.10	38.48
(c) Sundays and Public Holidays								56.98	57.55
- Fee per call (per half hour)								29.19	29.48
II On-Call without Standby									
- Fee per call (per hour)								80.10	80.91
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.								235.27	237.62
GENERAL PARAMEDICAL SESSIONAL RATES									
Per 3 hour session								122.18	123.40
For 2 three hourly sessions held at the same location on same day								209.05	211.14
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:								142.45	143.87
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:								189.93	191.83
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								19.20	19.39
RADIOGRAPHERS									
CT Out of Hours - Hourly Rate	Monday - Friday			8pm - 12am				58.34	58.92
(rate established via Sectoral Bargaining - SIPTU Agreement)	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)			12am - 8am				74.24	74.99
	Saturday			8am - 12am				68.06	68.74
	Sunday (into Monday morning / Public Holiday)			8am (Sun) - 8am (Mon)				81.67	82.48
(HSE Circular 006/2012 and LCR20232 refers)									

Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am			46.67	47.13
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am			59.39	59.99
	Saturday	8am - 12am			54.45	54.99
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)			65.33	65.99
					1 February 2026	1 June 2026
Stand-by Payments (off site on call)	Mon - Fri				52.62	53.14
	Saturday				67.58	68.26
	Sun & Public Holiday				91.35	92.26
PART-TIME RADIOGRAPHERS						
Rate-Per-Hour : Premium rate					31.21	31.53
2006 Annual Radiographer / Radiation Therapist Allowance (Doh Circular 13/2024)					2,125	2,146
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*						
*Abolished for new beneficiaries with effect from 1 February 2012						
Higher Diploma of the College of Radiography					1,134	1,146
Diploma in Ultrasound					566.65	572.32
Diploma in Nuclear Medicine					566.65	572.32
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)					5,582	5,638
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)					1,864	1,883
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*	Only one allowance is payable at a time					
*Abolished for new beneficiaries with effect from 1 February 2012						
Hons BSc					1,266	1,278
MSc					2,532	2,557
PhD					3,299	3,332
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;)					202.68	204.71
Employed on a sessional basis but not specifically appointed to an assessment team						
per 3-hour session					170.15	171.85
for 2 3-hour sessions held at the same location on same day					291.24	294.15
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*					299	302
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port						
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year					255.28	257.83
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year					1,135	1,147
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year					4,019	4,059
Allowance for Advanced Paramedics as per HSE Circular 11/2009 *Obsolete as of 1/1/26*					11,450	11,565

†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.

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

SUPPORT SERVICES GRADES ALLOWANCES							1 February 2026	1 June 2026
Cardiac Allowance*							21.20	21.41
*Abolished for new beneficiaries with effect from 1 February 2012								
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*							36.80	37.17
*Abolished for new beneficiaries with effect from 1 February 2012								
Saturday Premium							13.44	13.57
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018								
1/1/2023 - 31/12/2023 DoH Circular 16/2023 888 Euros								
1/1/2024 - 31/12/2024 DoH Circular 11/2024 888 Euros								
CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES								
Community Care Administrator (personal to Grade VII post holder)							11,007	11,117
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)							536.57	541.94
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder							11,007	11,117
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work							4,929	4,978
Saturday Premium							19.20	19.39

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

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

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

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

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
SUPPORT SERVICES GRADES ** SCALES IN THIS SECTION APPLICABLE TO RETIREES PRE 17/10/03 ONLY (CRAFTWORKERS PARALLEL BENCHMARKING AGREEMENT 2003) **																				
CRAFTSMEN (PAYPATH)	1/09/08	12	36,852	37,284	37,494	37,724	37,941	38,054	38,163	38,274	38,388	38,564	38,701	39,032						
These scales must be read in conjunction with Department of Health Circular 1/2025	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CLEANERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
PORTERS / DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
BUILDERS LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GENERAL LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GROUNDSMEN (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GARDEN LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
FARM LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GATE KEEPERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CARETAKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
LAUNDRY WORKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
SEAMSTRESS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
HAIRDRESSERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BEAUTICIANS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BARBERS (NON-DUBLIN)(PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
MINI BUS DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
TRACTOR DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
VAN DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
MORTUARY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
LABORATORY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
DARK ROOM PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
GARDENER (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
STOREMAN (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
BOILERMAN / GROUNDSMAN (NON-DUBLIN)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					

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

CLERICAL, ADMINISTRATION & RELATED GRADES

(Catering Officer Grade III restructured to become new Catering Officer Grade II. Grades of Catering Officer Assistant/Senior Assistant/Grade IV restructured to form new Catering Officer Grade III. Restructured via agreement regarding catering management grades 20th April 1999 w.e.f 1/1/01)

CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	7	31,996	34,192	35,828	37,410	39,545	40,889	42,229	LSIs									
CATERING OFFICER, SENIOR ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	7	34,192	35,828	37,410	39,545	41,096	42,489	43,890	LSIs									
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	8	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs								
CATERING OFFICER, GRADE III (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/09/08	10	29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs						

CLERICAL, ADMINISTRATION & RELATED GRADES NOTIONAL SCALES (for pensioners who retired prior to the commencement of the PCW Restructuring Deals)

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