

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 6/2025

The Public Service Agreement 2024-2026 gives effect to the following adjustments effective 1st August 2025:

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

An increases of 1% to allowances in the nature of pay

The sanction of the Minister is now conveyed for the application of these revised rates as appropriate with effect from 1st August 2025

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) (ix): Providers shall not pay nor subsidise salaries, expenses or other perquisites which exceed those normally paid within the public sector.
- Section 17.5: The Provider will adhere to the consolidated salary scales where they apply and is not authorised to pay salaries in excess of the consolidated scales for approved grades.

2. Financial Emergency Measures in the Public Interest Acts 2009 - 2015

The 2009 Act provided for reductions of public service pay rates with effect from 1 January 2010 and was amended by the 2013 Act to effect further reductions for employees earning over €65,000 per annum. The 2015 Act provides for an increase in the remuneration of certain grades in the public service.

Under Section 5(1) of the 2013 Act, a public servant whose pay has been reduced in accordance with the Act is not entitled to receive remuneration greater than the amount so determined. Additionally, no person or body responsible for paying the remuneration of a public servant is entitled to pay remuneration of an amount greater than the amount so determined. Accordingly, with the exception of the very limited arrangements under Section 6 of the 2013 Act, which requires the sanction of the Minister for Public Expenditure and Reform, it is not open to any public service employer to implement an increase in remuneration for public servants outside of the increases provided for in the 2015 Act and adjustments agreed as part of the public service stability agreements.

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

3. Allowances **** NO UNAPPROVED ALLOWANCES MAY BE PAID ****

As a general rule, only allowances included in the Department of Health Consolidated Salary Scales may be paid. Such allowances may be paid only in respect of those duties and grades specified in the Consolidated Salary Scales and at the approved rate, e.g. on-call allowances are payable only to those grades such as NCHDs, Nurses etc. Where the Consolidated Salary Scales provide for the payment of an on-call allowance; the approved rate of such allowances may not be varied.

4. One Person One Salary

In accordance with the one person one salary principle, serving public servants require the consent of the Department of Public Expenditure and Reform in order to undertake other forms of paid remuneration in any part of the public service. In this context it should also be noted that public servants and public sector employees (with the exception of certain worker directors), who sit on State boards in an ex officio capacity or on behalf of their parent Department/organisation or who may be nominated to such boards independently of their public service employment, should not be paid remuneration in the form of board fees when serving in such a representational capacity.

5. Temporary Contracts for Posts at a Higher Grade

The Department of Health Circular 7/2022 must be adhered to in relation to temporary contracts for posts at a higher grade. Temporary contracts for posts at a higher grade that extend beyond 12 months will only be given on an exceptional basis and prior sanction must be sought from the Department of Health. Remuneration at the higher grade does not apply until day 84 has been exceeded, at which point it is retrospectively applied to day 1.

6. Superannuation

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

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

Guide to the Consolidated Salary Scales

Please note the following

- 1 The "**MAIN**" tab shows pay scales for all grades except Consultants. Payscale on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2 The "**MAIN**" tab shows pay scales shaded in yellow that are not active scales and are not for use in relation to remuneration for current employees.
- 3 The "**CONSULTANTS**" tab shows the pay scales for Consultant grades. The current rate and a minimum of one historical rate are shown.
- 4 The "**Notional Scales**" tab shows notional scales that are not active pay scales and are not for use in relation to remuneration for current employees.
- 5 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 grades of: 3086 - Radiographer, Advanced Practice, Candidate, 0105 - Regional Director, Technology & Transformation, 6005 - Haemovigilance Officer, 3869 - Social Worker, Chief, 6595 - NAS NEOC Site Manager I, 1101 - Regional Director, Clinical, 0924 - Capital Workstream Lead- National Maternity Hospital at St Vincent's University Hospital Programme: Assistant Secretary Level (first point only) *PPC Rate, 0925 - Programme Director- National Maternity Hospital at St Vincent's University Hospital Programme: National Director Level I, 6588 NAS Clinical Services Manager II, 6586 NAS Functional Specialist, 6585 NAS NEOC Site Manager II, 6587 NAS Senior Specialist Manager I have been newly entered
- 15 The grade of Lymphoedema Specialist 3222 has had point 5 revised wef 1.10.23 to match the revised the revised sanction letter that issued. All scales since that date are included for retrospective application.
- 16 The National Rehabilitation Hospital CEO post has been regraded from 0072 Band H2 to 0073 Band H3 for new NRH CEOs in post wef 1.1.2025. The 0072 Band H2 rate applies for pension benefit calculations for CEOs newly in post between 14.9.2015 and 31.12.2024.
- 17 The following grades will be replaced for new entrants from 19th June 2025: 6589 NAS Clinical Services Manager I & 6591 NAS Functional Specialist II will replace the current use of 0574 HSE Clerical Administrative GVI, 6590 NAS Functional Specialist I replace will the current use of 0566 HSE Clerical Administrative GV, 6592 NAS Functional Specialist Lead will replace the current use of 0655 HSE Clerical Administrative GVIII, 6593 NAS Senior Specialist Manager II will replace the current use of 0041 General Manager Clerical Administrative grade, 6594 NAS Senior Specialist Manager III will replace the current use of 0091 Head of Service Clerical Administrative grade
- 18 The following grades have had a 1 euro rounding anomaly corrected w.e.f. 1.8.25: 6122, 2918, 3039, 3113 - for full details see Circular 6/2025.
- 19 Annual Allowance for Director of Nursing added retrospectively from 01/06/2024 as part of the original WRC process, and Labour Court Rec 22075 ensuring a uniformity around on call allowances
- 20 The rates of pay for the grades of 6122 Ambulance Officer & 6125 Ambulance Officer, Chief have been adjusted wef 1 February 2022. Revised rates for each general round increase since that date are included in these scales.
- 21 Grade code 0511 Chief Finance Officer, Hospital Groups and 0512 Chief Operations Officer, Hospital Groups have been made obsolete wef: 01/08/2025
- 22 The rate of pay for grade code 041Y NURSING/ MIDWIFERY CLINICAL PLACEMENT CO-ORDINATOR has been adjusted wef 30/09/2023

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	1/8/25	1	37,006																		
			1/3/25		36,640																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	41,107																		
			1/3/25		40,700																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/8/25	1	41,107																		
			1/3/25		40,700																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	43,304																		
			1/3/25		42,875																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	43,304																		
			1/3/25		42,875																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/8/25	1	43,304																		
			1/3/25		42,875																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	45,497																		
			1/3/25		45,047																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	45,497																		
			1/3/25		45,047																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	45,497																		
			1/3/25		45,047																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/8/25	1	45,497																		
			1/3/25		45,047																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	47,709																		
			1/3/25		47,237																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	47,709																		
			1/3/25		47,237																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	47,709																		
			1/3/25		47,237																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	51,017																		
			1/3/25		50,512																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	53,225																		
			1/3/25		52,698																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/8/25	1	57,863																		
			1/3/25		57,290																		

NURSING & MIDWIFERY GRADES																				
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
2347	REGIONAL DIRECTOR, NURSING & MIDWIFERY	1/8/25	6	122,969	128,433	133,898	139,361	144,830	150,292											
		1/3/25		121,751	127,161	132,572	137,981	143,396	148,804											
2915	HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/8/25	6	122,969	128,433	133,898	139,361	144,830	150,292											
		1/3/25		121,751	127,161	132,572	137,981	143,396	148,804											
2004	DIRECTOR OF MIDWIFERY, NWIHP	1/8/25	6	122,969	128,433	133,898	139,361	144,830	150,292											
		1/3/25		121,751	127,161	132,572	137,981	143,396	148,804											
2525	AREA DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/8/25	5	111,247	115,884	120,519	125,154	129,788												
		1/3/25		110,146	114,737	119,326	123,915	128,503												
2292	AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/8/25	7	100,208	103,304	106,365	108,991	111,921	114,909	117,855										
		1/3/25		99,216	102,281	105,312	107,912	110,813	113,771	116,688										
2916	DIRECTOR OF MIDWIFERY BAND 1	1/8/25	7	94,717	97,351	99,988	102,615	105,247	107,888	110,518										
		1/3/25		93,779	96,387	98,998	101,599	104,205	106,820	109,424										
2917	DIRECTOR OF MIDWIFERY BAND 2	1/8/25	7	88,239	90,723	93,214	95,694	98,190	100,678	103,167										
		1/3/25		87,365	89,825	92,291	94,747	97,218	99,681	102,146										
2918	DIRECTOR OF MIDWIFERY BAND 3	1/8/25	7	82,633	83,154	84,927	86,753	88,570	90,402	92,220										
		1/3/25		81,815	82,331	84,086	85,894	87,692	89,507	91,307										
2903	DIRECTOR OF NURSING BAND 1 (GENERAL)	1/8/25	7	94,717	97,351	99,988	102,615	105,247	107,888	110,518										
		1/3/25		93,779	96,387	98,998	101,599	104,205	106,820	109,424										
2904	DIRECTOR OF NURSING BAND 2 (GENERAL)	1/8/25	7	88,239	90,723	93,214	95,694	98,190	100,678	103,167										
		1/3/25		87,365	89,825	92,291	94,747	97,218	99,681	102,146										
2905	DIRECTOR OF NURSING BAND 2A (GENERAL)	1/8/25	7	87,533	89,095	90,661	92,220	93,787	95,346	96,910										
		1/3/25		86,666	88,213	89,763	91,307	92,858	94,402	95,950										
2906	DIRECTOR OF NURSING BAND 3 (GENERAL)	1/8/25	7	82,633	83,154	84,927	86,753	88,570	90,402	92,220										
		1/3/25		81,815	82,331	84,086	85,894	87,693	89,507	91,307										
2907	DIRECTOR OF NURSING BAND 4 (GENERAL)	1/8/25	7	77,210	79,548	81,876	84,214	85,247	87,604	89,955										
		1/3/25		76,446	78,760	81,065	83,380	84,403	86,737	89,064										
2908	DIRECTOR OF NURSING BAND 5 (GENERAL)	1/8/25	7	72,230	73,794	75,355	76,914	78,474	80,041	81,606										
		1/3/25		71,515	73,063	74,609	76,152	77,697	79,249	80,798										
2801	DIRECTOR OF PUBLIC HEALTH NURSING	1/8/25	6	92,855	95,669	98,494	101,435	104,137	106,959											
		1/3/25		91,936	94,722	97,519	100,431	103,106	105,900											
2526	DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/8/25	6	92,855	95,669	98,494	101,435	104,137	106,959											
		1/3/25		91,936	94,722	97,519	100,431	103,106	105,900											
2291	DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/8/25	6	91,002	93,549	96,356	99,439	102,818	106,291											
		1/3/25		90,101	92,623	95,402	98,454	101,800	105,239											
2643	DIRECTOR, CENTRE OF NURSE EDUCATION	1/8/25	8	83,050	84,344	86,938	89,556	92,170	94,786	97,401	100,128									
		1/3/25		82,228	83,509	86,077	88,669	91,257	93,848	96,437	99,137									
2910	ASSISTANT DIRECTORS OF NURSING (BAND 1 HOSPITALS)	1/8/25	9	71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123								
		1/3/25		70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250								
2919	ASSISTANT DIRECTOR OF MIDWIFERY BAND 1	1/8/25	9	71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123								
		1/3/25		70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250								
2542	ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/8/25	7	73,028	75,246	77,452	82,510	83,514	85,839	88,123										
		1/3/25		72,305	74,501	76,685	81,693	82,687	84,989	87,250										
281X	ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/8/25	6	70,730	74,616	76,212	77,684	79,170	81,204											
		1/3/25		70,030	73,877	75,457	76,915	78,386	80,400											
2920	ASSISTANT DIRECTOR OF MIDWIFERY BAND 2	1/8/25	8	67,815	69,261	70,730	74,616	76,212	77,684	79,170	81,203									
		1/3/25		67,144	68,575	70,030	73,877	75,457	76,915	78,386	80,399									

2854	GRADUATE MENTAL HEALTH NURSE PROG (YR 1) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	33,573																
		1/3/25		33,241																
2854	GRADUATE MENTAL HEALTH NURSE PROG (YR 2) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	34,784																
		1/3/25		34,440																
2852	GRADUATE NURSE PROGRAMME (YR 1) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	32,939																
		1/3/25		32,613																
2852	GRADUATE NURSE PROGRAMME (YR 2) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	34,123																
		1/3/25		33,785																
2901	POST REGISTERED STUDENT NURSE ** grade obsolete - not for use - see Guide note 2 **	1/8/25	4	33,233	34,450	35,851	37,652													
		1/3/25		32,904	34,109	35,496	37,279													
2836	STUDENT PUBLIC HEALTH NURSE	1/8/25	1	41,365																
		1/3/25		40,955																
2930	STUDENT PSYCHIATRIC NURSING INTERN (PRE-REGISTRATION)	1/8/25	1	31,104																
		1/3/25		30,796																
2933	STUDENT CHILDREN'S & GENERAL NURSING INTERN (PRE-REGISTRATION)	1/8/25	1	30,516																
		1/3/25		30,214																
2931	STUDENT GENERAL NURSING INTERN (PRE-REGISTRATION)	1/8/25	1	30,516																
		1/3/25		30,214																
2932	STUDENT INTELLECTUAL DISABILITY NURSING INTERN (PRE-REGISTRATION)	1/8/25	1	30,516																
		1/3/25		30,214																
2209	STUDENT MIDWIFERY INTERN (PRE - REGISTRATION)	1/8/25	1	30,516																
		1/3/25		30,214																

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	1/8/25	14	53,901	56,771	59,657	61,827	64,000	66,175	68,346	70,521	72,691	74,858	77,038	79,208	81,708	82,928	LSIs		
		1/3/25		53,367	56,209	59,066	61,215	63,366	65,520	67,669	69,823	71,971	74,117	76,275	78,424	80,899	82,107	LSIs		
3744	ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/8/25	11	60,489	64,452	67,072	70,019	72,931	75,875	78,840	81,789	83,446	87,276	90,009	LSIs					
		1/3/25		59,890	63,814	66,408	69,326	72,209	75,124	78,059	80,979	82,620	86,412	89,118	LSIs					
3441	AUDIOLOGIST	1/8/25	10	40,015	41,876	43,457	44,798	45,899	47,008	48,164	49,303	50,402	51,280	LSI						
		1/3/25		39,619	41,461	43,027	44,354	45,445	46,543	47,687	48,815	49,903	50,772	LSI						
384Y	AUDIOLOGIST, SENIOR	1/8/25	6	53,603	55,640	56,969	58,492	60,050	61,645											
		1/3/25		53,072	55,089	56,405	57,913	59,455	61,035											
3447	AUDIOLOGIST, CLINICAL SPECIALIST	1/8/25	6	58,492	60,050	61,645	64,932	68,298	71,747											
		1/3/25		57,913	59,455	61,035	64,289	67,622	71,037											
345X	AUDIOLOGIST, CHIEF	1/8/25	6	61,645	64,932	68,298	71,747	75,274	78,884											
		1/3/25		61,035	64,289	67,622	71,037	74,529	78,103											
3448	AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/8/25	10	77,236	80,679	82,845	86,321	89,805	93,287	96,769	100,254	103,462	106,969	LSIs						
		1/3/25		76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs						
3446	AUDIOLOGY, NATIONAL LEAD	1/8/25	7	95,820	102,692	109,686	116,745	123,280	127,227	131,171	LSIs									
		1/3/25		94,871	101,675	108,600	115,589	122,059	125,967	129,872	LSIs									
3751	BIOCHEMIST	1/8/25	16	44,331	45,994	48,630	49,883	51,075	53,964	55,904	57,889	59,917	61,955	63,998	66,058	68,133	70,229	72,268	73,667	LSI
		1/3/25		43,892	45,539	48,149	49,389	50,569	53,430	55,350	57,316	59,324	61,342	63,364	65,404	67,458	69,534	71,552	72,938	LSI
376X	BIOCHEMIST, SENIOR	1/8/25	9	67,334	70,380	73,086	75,853	78,702	81,504	83,106	85,993	88,901								
		1/3/25		66,667	69,683	72,362	75,102	77,923	80,697	82,283	85,142	88,021								
3778	BIOCHEMIST, PRINCIPAL	1/8/25	9	81,560	85,454	90,275	95,083	99,912	104,725	110,062	113,616	117,193								
		1/3/25		80,752	84,608	89,381	94,142	98,923	103,688	108,972	112,491	116,033								
3786	BIOCHEMIST, TOP GRADE ** grade obsolete - not for use - see Guide note 2 **	1/8/25	5	113,512	118,999	123,469	128,011	132,624												
		1/3/25		112,388	117,821	122,247	126,744	131,311												
3867	CARDIAC PHYSIOLOGIST	1/8/25	10	44,276	46,531	48,570	49,496	50,520	53,252	54,962	56,713	61,078	65,394	LSIs						
		1/3/25		43,838	46,070	48,089	49,006	50,020	52,725	54,418	56,151	60,473	64,747	LSIs						
3003	CARDIAC PHYSIOLOGIST SENIOR	1/8/25	8	54,568	56,166	57,869	59,619	61,433	63,117	67,281	71,453	LSIs								
		1/3/25		54,028	55,610	57,296	59,029	60,825	62,492	66,615	70,746	LSIs								
3001	CARDIAC PHYSIOLOGIST, CHIEF I	1/8/25	8	59,397	60,628	62,265	63,855	65,445	67,019	71,087	75,237	LSIs								
		1/3/25		58,809	60,028	61,649	63,223	64,797	66,355	70,383	74,492	LSIs								
3002	CARDIAC PHYSIOLOGIST, CHIEF II	1/8/25	8	61,104	64,076	66,974	69,885	72,844	76,659	80,977	83,839	LSIs								
		1/3/25		60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs								
3922	CHILD CARE MANAGER	1/8/25	7	86,603	88,792	92,257	95,746	99,208	102,679	106,134										
		1/3/25		85,746	87,913	91,344	94,798	98,226	101,662	105,083										
3352	CHIROPODIST / PODIATRIST	1/8/25	14	44,563	46,936	48,888	50,308	51,510	52,788	54,063	55,406	56,753	58,109	59,541	61,059	62,573	63,786	LSI		
		1/3/25		44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI		
3346	CHIROPODIST / PODIATRIST, SENIOR	1/8/25	9	63,912	65,275	66,681	68,073	69,467	70,933	72,478	74,018	75,254								
		1/3/25		63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509								
3355	CHIROPODIST / PODIATRIST MANAGER	1/8/25	7	77,044	79,817	81,333	84,086	86,887	89,692	92,491										
		1/3/25		76,281	79,027	80,528	83,253	86,027	88,804	91,575										
3356	CHIROPODIST / PODIATRIST MANAGER IN CHARGE III	1/8/25	7	89,184	90,645	92,102	93,636	95,251	96,865	98,158										
		1/3/25		88,301	89,748	91,190	92,709	94,308	95,906	97,186										
3654	CLINICAL SPECIALIST CHIROPODIST	1/8/25	9	70,698	72,062	73,464	74,858	76,251	77,718	79,263	80,804	82,040								
		1/3/25		69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228								
3161	CLINICAL ENGINEERING TECHNICIAN	1/8/25	7	38,879	40,117	42,019	42,793	44,348	47,422	49,705										
		1/3/25		38,494	39,720	41,603	42,369	43,909	46,952	49,213										

336Y	SPEECH AND LANGUAGE THERAPIST	1/8/25	14	44,563	46,936	48,888	50,308	51,510	52,788	54,063	55,406	56,753	58,109	59,541	61,059	62,573	63,786	LSI				
		1/3/25		44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI				
3379	SPEECH AND LANGUAGE THERAPIST, SENIOR	1/8/25	9	63,912	65,275	66,681	68,073	69,467	70,933	72,478	74,018	75,254										
		1/3/25		63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509										
3025	SPEECH AND LANGUAGE THERAPIST, CLINICAL SPECIALIST	1/8/25	9	70,698	72,062	73,464	74,858	76,251	77,718	79,263	80,804	82,040										
		1/3/25		69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228										
3468	SPEECH AND LANGUAGE THERAPIST, MANAGER	1/8/25	7	77,044	79,817	81,333	84,086	86,887	89,692	92,491												
		1/3/25		76,281	79,027	80,528	83,253	86,027	88,804	91,575												
3361	SPEECH AND LANGUAGE THERAPIST, MANAGER IN CHARGE III	1/8/25	7	89,184	90,645	92,102	93,636	95,251	96,865	98,158												
		1/3/25		88,301	89,748	91,190	92,709	94,308	95,906	97,186												
3031	TRAINEE SOCIAL CARE WORKER ** grade obsolete - not for use - see Guide note 2 **	1/8/25	5	34,230	36,395	37,404	38,747	39,999														
		1/3/25		33,891	36,035	37,034	38,363	39,603														
3077	VASCULAR PHYSIOLOGIST	1/8/25	10	44,276	46,531	48,570	49,496	50,520	53,252	54,962	56,713	61,078	65,394	LSIs								
		1/3/25		43,838	46,070	48,089	49,006	50,020	52,725	54,418	56,151	60,473	64,747	LSIs								
322Y	VASCULAR PHYSIOLOGIST, SENIOR	1/8/25	8	54,568	56,166	57,869	59,619	61,433	63,117	67,281	71,453	LSIs										
		1/3/25		54,028	55,610	57,296	59,029	60,825	62,492	66,615	70,746	LSIs										
3255	VASCULAR PHYSIOLOGIST, CHIEF I	1/8/25	8	59,397	60,628	62,265	63,855	65,445	67,019	71,087	75,237	LSIs										
		1/3/25		58,809	60,028	61,649	63,223	64,797	66,355	70,383	74,492	LSIs										
3054	VASCULAR PHYSIOLOGIST, CHIEF II	1/8/25	8	61,104	64,076	66,974	69,885	72,844	76,659	80,977	83,839	LSIs										
		1/3/25		60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs										
3104	INTERRAI CARE NEEDS FACILITATOR	1/8/25	9	60,107	61,101	61,943	63,318	64,837	66,328	67,819	69,498	71,059										
		1/3/25		59,512	60,496	61,330	62,691	64,195	65,671	67,148	68,810	70,355										

GENERAL SUPPORT GRADES																			
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																			
4114, 4198	INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	31,437															
		1/3/25		31,126															
4114, 4198	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	32,955															
		1/3/25		32,629															
5096	ELECTRICIAN	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					
		1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395					
5118	PAINTER	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					
		1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395					
5134	PLUMBER	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					
		1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395					
515Y	PLASTERER	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					
		1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395					
5606	MAINTENANCE CRAFTSMAN/TECHNICIAN (PAYPATH)	1/8/25	11	41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395					
5606	MAINTENANCE CRAFTSMAN/TECHNICIAN (NON-PAYPATH)	1/8/25	14	41,167	42,045	44,724	45,180	45,402	45,650	45,876	45,995	46,111	46,233	46,347	46,537	46,648	47,033		Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		40,759	41,629	44,281	44,733	44,952	45,198	45,422	45,540	45,654	45,775	45,888	46,076	46,186	46,567		
4905	CRAFTSMAN'S MATE (PAYPATH)	1/8/25	14	35,268	36,293	38,558	38,602	38,786	38,984	39,171	39,271	39,363	39,459	39,556	39,708	39,826	39,934		Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		34,919	35,934	38,176	38,220	38,402	38,598	38,783	38,882	38,973	39,068	39,164	39,315	39,432	39,539		
4905	CRAFTSMAN'S MATE (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/8/25	14	34,634	35,668	37,853	38,238	38,424	38,634	38,634	38,634	38,680	38,780	38,875	39,027	39,120	39,431		Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		34,291	35,315	37,478	37,859	38,044	38,251	38,251	38,251	38,297	38,396	38,490	38,641	38,733	39,041		
5088	CHARGEHAND (PAYPATH)	1/8/25	14	44,203	45,530	48,487	48,981	49,218	49,481	49,729	49,857	49,982	50,107	50,237	50,439	50,595	50,973		Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		43,765	45,079	48,007	48,496	48,731	48,991	49,237	49,363	49,487	49,611	49,740	49,940	50,094	50,468		
5088	CHARGEHAND (NON-PAYPATH)	1/8/25	14	43,395	44,720	47,591	48,080	48,319	48,587	48,829	48,959	49,083	49,213	49,336	49,539	49,661	50,074		Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		42,965	44,277	47,120	47,604	47,841	48,106	48,346	48,474	48,597	48,726	48,848	49,049	49,169	49,578		
506T	MAINTENANCE FOREMAN, ASSISTANT (PAYPATH)	1/8/25	12	50,441	50,958	51,205	51,482	51,744	51,881	52,015	52,149	52,291	52,508	52,675	53,083				Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		49,942	50,453	50,698	50,972	51,232	51,367	51,500	51,633	51,773	51,988	52,153	52,557				
506T	MAINTENANCE FOREMAN, ASSISTANT (NON-PAYPATH)	1/8/25	12	49,502	50,016	50,266	50,544	50,798	50,933	51,065	51,199	51,329	51,542	51,671	52,114				Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		49,012	49,521	49,768	50,044	50,295	50,429	50,559	50,692	50,821	51,032	51,159	51,598				
5061	MAINTENANCE FOREMAN (PAYPATH)	1/8/25	12	53,420	53,995	54,274	54,584	54,877	55,032	55,180	55,332	55,485	55,728	55,912	56,366				Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		52,891	53,460	53,737	54,044	54,334	54,487	54,634	54,784	54,936	55,176	55,358	55,808				
5061	MAINTENANCE FOREMAN (NON-PAYPATH)	1/8/25	12	52,391	52,954	53,227	53,535	53,816	53,969	54,115	54,268	54,413	54,653	54,797	55,289				Incremental progression for this grade is set out in the Guide to the Scales
		1/3/25		51,872	52,430	52,700	53,005	53,283	53,435	53,579	53,731	53,874	54,112	54,254	54,742				
4008	DENTAL CRAFTSMAN/TECHNICIAN, SENIOR	1/8/25	9	45,559	46,563	47,569	48,571	49,578	50,584	51,594	52,622	53,711 LSI							
		1/3/25		45,108	46,102	47,098	48,090	49,087	50,083	51,083	52,101	53,179 LSI							
4006	DENTAL CRAFTSMAN/TECHNICIAN	1/8/25	11	36,972	38,844	39,918	41,130	41,982	43,180	44,378	45,578	46,778	47,982	48,936 LSI					
		1/3/25		36,606	38,459	39,523	40,723	41,566	42,752	43,939	45,127	46,315	47,507	48,451 LSI					
4645	PATHOLOGY TECHNICIAN	1/8/25	13	37,611	39,461	40,619	41,221	42,185	43,134	44,083	45,034	45,985	46,939	47,892	48,842	49,701			
		1/3/25		37,239	39,070	40,217	40,813	41,767	42,707	43,647	44,588	45,530	46,474	47,418	48,358	49,209			
4653	PATHOLOGY TECHNICIAN, SENIOR	1/8/25	11	43,156	44,518	45,881	47,244	48,606	49,970	51,336	52,731	54,143	55,596	57,074					
		1/3/25		42,729	44,077	45,427	46,776	48,125	49,475	50,828	52,209	53,607	55,046	56,509					

PATIENT & CLIENT CARE GRADES																				
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
6479, 6076, 6016	INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	31,437																
		1/3/25		31,126																
6479, 6076, 6016	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	32,955																
		1/3/25		32,629																
	CARE OFFICER - BASIC RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	11	39,936	41,006	42,302	43,587	44,879	46,169	47,588	48,879	50,177	51,687	52,895						
		1/3/25		39,541	40,600	41,883	43,155	44,435	45,712	47,117	48,395	49,680	51,175	52,371						
	CARE OFFICER - 5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	11	41,339	42,823	44,184	45,540	46,899	48,257	49,751	51,110	52,501	54,143	55,461						
		1/3/25		40,930	42,399	43,747	45,089	46,435	47,779	49,258	50,604	51,981	53,607	54,912						
	CARE OFFICER - 6.5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	11	41,368	42,852	44,217	45,571	46,932	48,289	49,785	51,146	52,536	54,184	55,503						
		1/3/25		40,958	42,428	43,779	45,120	46,467	47,811	49,292	50,640	52,016	53,648	54,953						
	CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	4	56,643	58,199	59,782	61,280													
		1/3/25		56,082	57,623	59,190	60,673													
	CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	4	56,689	58,247	59,826	61,324													
		1/3/25		56,128	57,670	59,234	60,717													
	HEAD ATTENDANT (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	68,378																
		1/3/25		67,701																
	HEAD ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	71,860																
		1/3/25		71,149																
	HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/8/25	1	71,914																
		1/3/25		71,202																
	CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) ** not for use for any new incumbents post 1.4.21 **	1/8/25	4	53,977	55,435	56,918	58,329													
		1/3/25		53,443	54,886	56,354	57,751													
6104	THERAPEUTIC SECURITY SUPERVISOR, NFMHS	1/8/25	4	53,977	55,435	56,918	58,329													
		1/3/25		53,443	54,886	56,354	57,751													
6522	PSYCHOSIS KEY WORKER, EARLY INTERVENTION (formerly code 3072 in HSCP staff category)	1/8/25	7	70,980	73,003	75,030	77,053	79,077	81,099	81,874										
		1/3/25		70,277	72,280	74,287	76,290	78,294	80,296	81,063										
6436	DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/8/25	7	31,488	33,078	33,938	35,167	36,191	37,209	38,662										
		1/3/25		31,176	32,750	33,602	34,819	35,833	36,841	38,279										
6437	DENTAL NURSE (WITH QUALIFICATION)	1/8/25	17	31,488	33,078	33,938	35,167	36,191	37,209	38,662	39,667	40,555	41,497	43,128	43,740	44,898	46,349	48,546	51,144	54,419 LSI
		1/3/25		31,176	32,750	33,602	34,819	35,833	36,841	38,279	39,274	40,153	41,086	42,701	43,307	44,453	45,890	48,065	50,638	53,880 LSI
6440	DENTAL NURSE, SENIOR	1/8/25	7	51,393	53,166	54,795	56,290	58,124	59,691	61,418										
		1/3/25		50,884	52,640	54,252	55,733	57,549	59,100	60,810										
6521	PSYCHOLOGY ASSISTANT	1/8/25	1	33,569																
		1/3/25		33,237																
6020	SOCIAL WORK, APPRENTICE	1/8/25	2	35,609	37,741															
		1/3/25		35,256	37,367															
6127	NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE	1/8/25	7	57,038	58,401	60,060	63,178	65,039	67,359	69,687 LSI										
		1/3/25		56,473	57,823	59,465	62,552	64,395	66,692	68,997 LSI										

6425		WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (LEVEL 2)	1/8/25	14	50,356	51,908	55,486	56,099	56,396	56,727	57,036	57,198	57,355	57,515	57,676	57,930	58,124	58,601						
			1/3/25		49,857	51,394	54,937	55,544	55,838	56,165	56,471	56,632	56,787	56,946	57,105	57,356	57,549	58,021						
6425		WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/8/25	18	50,018	51,314	52,648	53,944	55,261	56,616	57,831	58,921	60,664	62,183	63,607	64,705	66,090	67,768	69,414	70,496	72,969	75,440	LSIs	
			1/3/25		49,523	50,806	52,127	53,410	54,714	56,055	57,258	58,338	60,063	61,567	62,977	64,064	65,436	67,097	68,727	69,798	72,247	74,693	LSIs	
6425		WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/8/25	17	50,018	51,314	52,648	53,944	55,261	56,616	57,831	58,921	60,664	62,183	63,607	64,705	66,090	67,768	69,414	70,496	72,969	LSI		
			1/3/25		49,523	50,806	52,127	53,410	54,714	56,055	57,258	58,338	60,063	61,567	62,977	64,064	65,436	67,097	68,727	69,798	72,247	LSI		
6425		SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/8/25	13	35,432	37,598	38,402	39,571	40,588	41,468	42,735	44,049	45,412	46,823	48,285	49,800	51,373							
			1/3/25		35,081	37,226	38,022	39,179	40,186	41,057	42,312	43,613	44,962	46,359	47,807	49,307	50,864							
6439		WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/8/25	7	41,125	41,726	42,671	43,628	44,572	45,538	46,459													
			1/3/25		40,718	41,313	42,249	43,196	44,131	45,087	45,999													
6439		WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/8/25	9	53,218	54,143	54,203	55,438	56,684	58,046	59,414	60,789	62,164											
			1/3/25		52,691	53,607	53,666	54,889	56,123	57,471	58,826	60,187	61,549											
6466		WELFARE HOME, ASSISTANT SUPERVISOR	1/8/25	3	38,492	39,315	39,966																	
			1/3/25		38,111	38,926	39,570																	
6516		HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/8/25	12	40,408	41,609	43,236	44,860	46,469	48,080	49,674	50,843	52,034	53,263	54,282	55,300								
			1/3/25		40,008	41,197	42,808	44,416	46,009	47,604	49,182	50,340	51,519	52,736	53,745	54,752								
6434		NURSERY NURSE	1/8/25	13	36,919	38,679	39,860	40,875	41,361	42,223	43,096	43,956	44,825	45,713	46,596	47,492	48,312	LSI						
			1/3/25		36,553	38,296	39,465	40,470	40,951	41,805	42,669	43,521	44,381	45,260	46,135	47,022	47,834	LSI						
6030		COMMUNITY WELFARE OFFICER	1/8/25	18	36,548	38,494	39,629	41,598	43,866	46,086	48,266	50,352	52,459	54,649	56,830	59,054	61,349	63,556	65,810	68,159	70,517	72,801	LSIs	
			1/3/25		36,186	38,113	39,237	41,186	43,432	45,630	47,788	49,853	51,940	54,108	56,267	58,469	60,742	62,927	65,158	67,484	69,819	72,080	LSIs	
6484		HOME SUPPORT RESOURCE OFFICER	1/8/25	7	51,718	53,265	54,843	56,456	58,078	59,969	61,866	LSIs												
			1/3/25		51,206	52,738	54,300	55,897	57,503	59,375	61,253	LSIs												
6584		HOME SUPPORT RESOURCE MANAGER ** Scale replaces 7pt scale for employees wef 9.10.2019 ** (This rate applies to pension benefit calculations for retirements from 9.10.2019)	1/8/25	11	60,013	61,479	63,192	64,911	66,636	68,176	69,745	71,272	72,788	75,397	78,015	LSIs								
			1/3/25		59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs								
6584		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)	1/8/25	7	57,325	58,691	60,359	63,491	65,363	67,695	70,034	LSIs												
			1/3/25		56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs												

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	1/8/25	233,527	246,150	259,475	266,489	273,501	280,513
	1/3/25	231,215	243,713	256,906	263,850	270,793	277,736

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	1/8/25	287,029	302,555	318,920	327,546	336,171	344,798
	1/3/25	284,187	299,559	315,762	324,303	332,843	341,384
Academic Associate Professor	1/8/25	269,261	284,789	299,179	307,806	316,431	325,057
	1/3/25	266,595	281,969	296,217	304,758	313,298	321,839
Academic Senior Lecturer	1/8/25	251,577	267,103	279,529	288,155	296,780	305,407
	1/3/25	249,086	264,458	276,761	285,302	293,842	302,383

CONSULTANT CONTRACT 2023 ALLOWANCES

B Factor		
On Call Payments		
	1/3/25	1/8/25
Rota	€	€
Flat Annual Payment	11,015	11,125
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,195	3,227
1 in 2	9,032	9,122
1 in 1	11,895	12,014

Clinical Directors' Allowance*	1/3/25	1/8/25
	€	€
	57,867	58,446

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		
	1/3/25	1/8/25
Per call-out (hourly rate or part thereof)		
First 30 call-outs	118.63	119.81
31-120 call-outs	177.94	179.72
121 call-outs or more	237.25	239.62
If the call-out occurs after midnight		
First 30 call-outs	148.28	149.76
31-120 call-outs	222.42	224.65
121 call-outs or more	296.57	299.53
Annual Limit	41,856	42,275

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	1/3/25	1/8/25
	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	249,439	251,933
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	243,876	246,315
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	238,616	241,002
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	237,567	239,943
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	232,597	234,923
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	227,943	230,222
Geographical Wholetime Consultants without fees	254,702	257,249

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
	1/3/25	1/8/25
	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	277,736	280,513
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	277,736	280,513
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	277,736	280,513
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	277,736	280,513
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	277,736	280,513
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	277,736	280,513
Geographical Wholetime Consultants without fees	277,736	280,513

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	1/3/25	1/8/25
	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	237,868	240,247
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	232,304	234,627
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	227,043	229,313
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	225,995	228,255
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	221,025	223,235
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,370	218,534
Geographical Wholetime Consultants without fees	243,131	245,562

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	1/3/25	1/8/25
	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	254,591	257,137
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	254,591	257,137
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	254,591	257,137
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	254,591	257,137
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	254,591	257,137
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	254,591	257,137
Geographical Wholetime Consultants without fees	254,591	257,137

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	1/3/25	1/8/25
	Type B*	Type B*
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	210,614	212,720
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	203,667	205,704
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,012	201,002
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	208,635	210,721
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,667	205,704
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,012	201,002

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	1/3/25	1/8/25
	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	219,873	222,072
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	219,873	222,072
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	219,873	222,072

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
	1/3/25	1/8/25
	€	€
Category I Consultants		
Professor	312,996	316,126
Associate Professor	292,700	295,627
Lecturer	272,443	275,167
College Lecturer	267,016	269,686
Category II Consultants		
Professor UCD, TCD, RCSI	297,742	300,719
Associate Professor UCD, TCD, RCSI	277,929	280,708
Lecturer	256,982	259,552
College Lecturer	251,553	254,069
Category III Consultants		
Professor UCC	302,511	305,536
Associate Professor UCC	282,544	285,369
Lecturer UCC	261,815	264,433
College Lecturer UCC	256,386	258,950
Category IV Consultants		
Professor UCG	307,278	310,351
Associate Professor UCG	287,161	290,033
Lecturer UCG	266,646	269,312
College Lecturer UCG	261,216	263,828

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
	1/3/25	1/8/25
	€	€
Category I Consultants		
Professor	341,384	344,798
Associate Professor	321,839	325,057
Lecturer	302,383	305,407
College Lecturer	297,166	300,138
Category II Consultants		
Professor UCD, TCD, RCSI	341,384	344,798
Associate Professor UCD, TCD, RCSI	321,839	325,057
Lecturer	302,383	305,407
College Lecturer	297,166	300,138
Category III Consultants		
Professor UCC	341,384	344,798
Associate Professor UCC	321,839	325,057
Lecturer UCC	302,383	305,407
College Lecturer UCC	297,166	300,138
Category IV Consultants		
Professor UCG	341,384	344,798
Associate Professor UCG	321,839	325,057
Lecturer UCG	302,383	305,407
College Lecturer UCG	297,166	300,138

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
	1/3/25	1/8/25
	€	€
Professor	307,211	310,283
Associate Professor	284,770	287,618
Lecturer	260,922	263,531
College Lecturer	254,761	257,309
Category II Consultants		
Professor UCD, TCD, RCSI	291,957	294,877
Associate Professor UCD, TCD, RCSI	269,998	272,698
Lecturer UCD, TCD, RCSI	245,462	247,917
College Lecturer UCD, TCD, RCSI	239,298	241,691
Professor UCC	296,725	299,692
Associate Professor UCC	274,614	277,360
Lecturer UCC	250,295	252,798
College Lecturer UCC	244,131	246,572
Professor UCG	301,492	304,507
Associate Professor UCG	279,230	282,022
Lecturer UCG	255,123	257,674
College Lecturer UCG	248,961	251,451

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
	1/3/25	1/8/25
	€	€
Professor	329,811	333,109
Associate Professor	305,978	309,038
Lecturer	279,341	282,134
College Lecturer	272,656	275,383
Category II Consultants		
Professor UCD, TCD, RCSI	329,811	333,109
Associate Professor UCD, TCD, RCSI	305,978	309,038
Lecturer UCD, TCD, RCSI	279,341	282,134
College Lecturer UCD, TCD, RCSI	272,656	275,383
Professor UCC	329,811	333,109
Associate Professor UCC	305,978	309,038
Lecturer UCC	279,341	282,134
College Lecturer UCC	272,656	275,383
Professor UCG	329,811	333,109
Associate Professor UCG	305,978	309,038
Lecturer UCG	279,341	282,134
College Lecturer UCG	272,656	275,383

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
	1/3/25	1/8/25
	€	€
Professor UCD, TCD, RCSI	274,597	277,343
Associate Professor UCD, TCD, RCSI	252,896	255,425
Lecturer UCD, TCD, RCSI	228,648	230,934
College Lecturer UCD, TCD, RCSI	222,550	224,776
Professor UCC	279,368	282,162
Associate Professor UCC	257,511	260,086
Lecturer UCC	233,479	235,814
College Lecturer UCC	227,385	229,659
Professor UCG	284,132	286,973
Associate Professor UCG	262,127	264,748
Lecturer UCG	238,312	240,695
College Lecturer UCG	232,212	234,534

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
	1/3/25	1/8/25
	€	€
Professor UCD, TCD, RCSI	295,093	298,044
Associate Professor UCD, TCD, RCSI	273,257	275,990
Lecturer UCD, TCD, RCSI	251,421	253,935
College Lecturer UCD, TCD, RCSI	245,577	248,033
Professor UCC	295,093	298,044
Associate Professor UCC	273,257	275,990
Lecturer UCC	251,421	253,935
College Lecturer UCC	245,577	248,033
Professor UCG	295,093	298,044
Associate Professor UCG	273,257	275,990
Lecturer UCG	251,421	253,935
College Lecturer UCG	245,577	248,033

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	1/8/25	209,868	215,963	241,415	244,920	248,428	251,933
	1/3/25	207,790	213,825	239,025	242,495	245,968	249,439
Type B	1/8/25	197,540	200,220	219,487	222,410	225,333	228,256
	1/3/25	195,584	198,238	217,314	220,208	223,102	225,996
Type C	1/8/25	171,864	177,944	187,854	192,850	198,697	201,002
	1/3/25	170,162	176,182	185,994	190,941	196,730	199,012

* 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	1/8/25	170,919	175,670	185,626	195,186	203,520	210,467	218,802	234,434	246,710
	1/3/25	169,227	173,931	183,788	193,253	201,505	208,383	216,636	232,113	244,267
Type B	1/8/25	161,348	167,089	175,019	176,210	181,591	186,986	196,574	204,910	213,244
	1/3/25	159,750	165,435	173,286	174,465	179,793	185,135	194,628	202,881	211,133
Type C	1/8/25	141,360	145,501	150,407	153,825	157,244	161,348	166,817	172,970	177,555
	1/3/25	139,960	144,060	148,918	152,302	155,687	159,750	165,165	171,257	175,797

* 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	1/3/25	1/8/25
	€	€
Type A	231,215	233,527
	243,713	246,150
	256,906	259,475
	263,850	266,489
	270,793	273,501
	277,736	280,513
Type B	213,509	215,644
	223,925	226,164
	237,233	239,605
	243,019	245,449
	248,805	251,293
	254,591	257,137
Type B*	219,873	222,072
Type C	170,162	171,864
	177,056	178,827
	185,994	187,854
	190,943	192,852
	196,729	198,696
	202,515	204,540

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	1/8/25	272,870	280,633	303,189	307,502	311,816	316,126
	1/3/25	270,168	277,854	300,187	304,457	308,729	312,996
Type A Associate Professor / Consultant	1/8/25	254,419	262,182	282,688	287,002	291,313	295,627
	1/3/25	251,900	259,586	279,889	284,160	288,429	292,700
Type A Senior Lecturer / Consultant	1/8/25	236,007	243,768	262,228	266,542	270,854	275,167
	1/3/25	233,670	241,354	259,632	263,903	268,172	272,443

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	1/8/25	244,232	258,466	271,200	275,794	275,794	275,794
	1/3/25	241,814	255,907	268,515	273,063	273,063	273,063
Type A Associate Professor / Consultant	1/8/25	219,603	240,732	252,858	266,956	275,794	275,794
	1/3/25	217,429	238,349	250,354	264,313	273,063	273,063
Type A Senior Lecturer / Consultant	1/8/25	203,358	215,602	234,636	247,941	256,678	270,178
	1/3/25	201,345	213,467	232,313	245,486	254,137	267,503

*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	1/3/25	1/8/25
		Type A	Type A
		€	€
TYPE A Professor	1	284,187	287,029
	2	299,559	302,555
	3	315,762	318,920
	4	324,303	327,546
	5	332,843	336,171
	6	341,384	344,798
TYPE A Associate Professor	1	266,595	269,261
	2	281,969	284,789
	3	296,217	299,179
	4	304,758	307,806
	5	313,298	316,431
	6	321,839	325,057
TYPE A Lecturer	1	249,086	251,577
	2	264,458	267,103
	3	276,761	279,529
	4	285,302	288,155
	5	293,842	296,780
	6	302,383	305,407
TYPE A College Lecturer	1	244,390	246,834
	2	259,762	262,360
	3	271,544	274,259
	4	280,086	282,887
	5	288,625	291,511
	6	297,166	300,138

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	1/8/25	255,211	261,995	283,568	287,337	291,105	294,877
	1/3/25	252,684	259,401	280,760	284,492	288,223	291,957
Type B Associate Professor / Consultant	1/8/25	235,251	242,035	261,390	265,159	268,930	272,698
	1/3/25	232,922	239,639	258,802	262,534	266,267	269,998
Type B Senior Lecturer / Consultant	1/8/25	205,688	212,241	236,608	240,377	244,146	247,917
	1/3/25	203,651	210,140	234,265	237,997	241,729	245,462

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	1/8/25	230,447	240,752	251,348	262,151	273,321	275,794
	1/3/25	228,165	238,368	248,859	259,555	270,615	273,063
Type B Associate Professor / Consultant	1/8/25	204,802	214,221	231,722	241,853	252,180	262,508
	1/3/25	202,774	212,100	229,428	239,458	249,683	259,909
Type B Senior Lecturer / Consultant	1/8/25	181,072	193,745	202,749	211,935	220,908	237,991
	1/3/25	179,279	191,827	200,742	209,837	218,721	235,635

*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	1/3/25	1/8/25
		Type B €	Type B €
TYPE B Professor	1	276,678	279,445
	2	290,112	293,013
	3	307,419	310,493
	4	314,883	318,032
	5	322,348	325,571
	6	329,811	333,109
TYPE B Associate Professor	1	255,225	257,777
	2	268,662	271,349
	3	283,584	286,420
	4	291,049	293,959
	5	298,512	301,497
	6	305,978	309,038
TYPE B Lecturer	1	231,252	233,565
	2	244,688	247,135
	3	256,949	259,518
	4	264,414	267,058
	5	271,877	274,596
	6	279,341	282,134
TYPE B College Lecturer	1	225,236	227,488
	2	238,673	241,060
	3	250,262	252,765
	4	257,727	260,304
	5	265,191	267,843
	6	272,656	275,383

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	1/8/25	230,910	238,118	256,568	260,572	264,574	268,577
	1/3/25	228,624	235,760	254,028	257,992	261,954	265,918
Type C Associate Professor / Consultant	1/8/25	204,586	211,547	235,341	239,345	243,347	247,351
	1/3/25	202,560	209,452	233,011	236,975	240,938	244,902
Type C Senior Lecturer / Consultant	1/8/25	186,445	197,328	211,625	215,629	219,633	223,634
	1/3/25	184,599	195,374	209,530	213,494	217,458	221,420

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	1/8/25	183,913	195,139	203,421	213,619	221,548	239,400
	1/3/25	182,092	193,207	201,407	211,504	219,354	237,030
Type C Associate Professor / Consultant	1/8/25	171,259	178,084	182,801	196,353	203,655	212,581
	1/3/25	169,563	176,321	180,991	194,409	201,639	210,476
Type C Senior Lecturer / Consultant	1/8/25	159,248	165,919	173,452	178,746	185,331	197,634
	1/3/25	157,671	164,276	171,735	176,976	183,496	195,677

*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	1/3/25	1/8/25
		Type C	Type C
		€	€
TYPE C Professor	1	228,560	230,846
	2	242,827	245,255
	3	253,955	256,495
	4	261,881	264,500
	5	269,808	272,506
	6	277,736	280,513
TYPE C Associate Professor	1	208,802	210,890
	2	223,070	225,301
	3	232,003	234,323
	4	239,931	242,330
	5	247,857	250,336
	6	255,784	258,342
TYPE C Lecturer	1	186,734	188,601
	2	201,001	203,011
	3	207,480	209,555
	4	215,407	217,561
	5	223,334	225,567
	6	231,262	233,575
TYPE C College Lecturer	1	181,182	182,994
	2	195,449	197,403
	3	201,311	203,324
	4	209,239	211,331
	5	217,165	219,337
	6	225,093	227,344

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	1/3/25	1/8/25
	Type B*	Type B*
	€	€
TYPE B* Professor	295,093	298,044
TYPE B* Associate Professor	273,257	275,990
TYPE B* Lecturer	251,421	253,935
TYPE B* College Lecturer	245,577	248,033

Table D1	1/3/25	1/8/25
	€	€
Clinical Directors' Allowance*	57,867	58,446

* 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)**	1/8/25	268,524		
	1/3/25	265,865		
Head of Department**	1/8/25	239,467	246,710	253,981
	1/3/25	237,096	244,267	251,466

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

Masters Allowance
<p>Calculating the Allowance paid to the Master of a Maternity Hospital</p> <p>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.</p>

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			
Rota	No. of Call-Outs	1/3/25	1/8/25
		€	€
Flat Annual Payment		4,853	4,902
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,809	2,837
1 in 2	1-80 call-outs	7,015	7,085
	81-120 call-outs	8,107	8,188
	121+ call-outs	8,877	8,966
1 in 1	1-80 call-outs	8,420	8,504
	81-120 call-outs	10,655	10,762
	121+ call-outs	13,157	13,289

SA - B and C Factor Payments			
SA - On Call/Call-Out Payments			
Rota	No. of Call-Outs	1/3/25	1/8/25
		€	€
Flat Annual Payment		7,118	7,189
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,952	2,982
1 in 2	1-80 call-outs	7,366	7,440
	81-120 call-outs	8,513	8,598
	121+ call-outs	9,321	9,414
1 in 1	1-80 call-outs	8,842	8,930
	81-120 call-outs	11,188	11,300
	121+ call-outs	13,816	13,954

Emergency Call-Out Payments for all Consultants		
	1/3/25	1/8/25
	€	€
Per call-out		
First 30 call-outs	98.86	99.85
31-120 call-outs	148.69	150.18
121 call-outs or more	196.43	198.40
If the call-out occurs after midnight		
First 30 call-outs	131.78	133.10
31-120 call-outs	199.26	201.25
121 call-outs or more	263.74	266.38
For each hour or part hour in excess of the first hour		
First 30 call-outs	65.79	66.45
31-120 call-outs	98.20	99.18
121 call-outs or more	131.89	133.21
Annual Limit	28,057	28,338

SA - Emergency Call-Out Payments for all Consultants		
	1/3/25	1/8/25
	€	€
Per call-out (hourly rate or part thereof)		
First 30 call-outs	118.63	119.81
31-120 call-outs	177.94	179.72
121 call-outs or more	237.25	239.62
If the call-out occurs after midnight		
First 30 call-outs	148.28	149.76
31-120 call-outs	222.42	224.65
121 call-outs or more	296.56	299.53
Annual Limit	34,719	35,066

Table F1		
Salary scales for Consultants who are remaining on the 1997 Consultant Contract		
Consultants Revised Common Contract, 1997	1/3/25	1/8/25
	€	€
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	221,144	223,355
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	210,017	212,117
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,495	201,490
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	197,398	199,372
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,461	189,336
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	182,315	184,138
Geographical Wholetime Consultants without fees	231,672	233,989

Table F3		
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008		
	1/3/25	1/8/25
	€	€
Regional Consultant Orthodontists	210,017	212,117

Table F2		
Salary scales for Academic Consultants who are remaining on the 1998 Contract		
	1/3/25	1/8/25
	€	€
Category I Consultants		
Professor	284,612	287,458
Associate Professor	263,561	266,197
Lecturer	242,503	244,928
College Lecturer	236,866	239,235
Category II Consultants		
Professor UCD, TCD, RCSI	254,102	256,643
Associate Professor UCD, TCD, RCSI	234,019	236,359
Lecturer UCD, TCD, RCSI	211,583	213,699
College Lecturer UCD, TCD, RCSI	205,938	207,997
Professor UCC	263,638	266,274
Associate Professor UCC	243,251	245,684
Lecturer UCC	221,246	223,458
College Lecturer UCC	215,607	217,763
Professor UCG	273,172	275,904
Associate Professor UCG	252,483	255,008
Lecturer UCG	230,908	233,217
College Lecturer UCG	225,265	227,518

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	1/3/25	1/8/25
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	185,994	187,854
G.W.T. WITH FEES	177,763	179,541
EXISTING WHOLETIME	170,567	172,273
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	185,994	187,854
G.W.T. WITH FEES	172,259	173,982
EXISTING WHOLETIME	162,122	163,743
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	185,994	187,854
G.W.T. WITH FEES	163,814	165,452
EXISTING WHOLETIME	153,676	155,213

	1/3/25	1/8/25
	€	€
Extended Duty Liability		
A flat payment will be paid to each consultant with on-call liability.	9,090	9,181

Table F5		
Original Contract for Consultant Medical Staff 1981		
	1/3/25	1/8/25
	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*	218,401	220,585
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.	12,068	12,189
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

	1/3/25	1/8/25
	€	€
Emergency Services		
Scale of fees for call-outs arising after the completion of the scheduled commitment.		
Per call-out for each patient	96.05	97.02
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	127.91	129.19
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	63.87	64.51
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	12,124	12,245

ALLOWANCES

Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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 March 2025	1 August 2025
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)						150.50	152.00
2.	Emergency Sessions							
	The rate at 1 above subject to a minimum fee in the case of Anaesthetists						98.59	99.57
	The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons						58.72	59.31
3.	Community Ophthalmic Physicians per 3 hour session						218.02	220.20
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;						75.15	75.91
	minimum rate;						150.50	152.00
	(b) Where the duration is <u>not less</u> than 3 hours;							
	first 3 hours						225.42	227.67
	3 hour sessional rate for hours in excess of 3 (and pro-rata)						150.50	152.00
5.	Pool Payments							
	General Teaching Hospital (per bed day)						6.29	6.35
	General Non-Teaching Hospital (per bed day)						4.24	4.28
	Maternity Teaching Hospital (per bed day)						12.17	12.29
	Maternity Non-Teaching Hospital (per bed day)						5.74	5.80
6.	Private Dental Surgeons Sessional Rates (Circular 3/2024 refers)							
	(a) Private dental surgeon clinics held in HSE premises						336	339
	(b) Private dental surgeon clinics held in dentist's private surgery						450	455
Wholetime public dental surgeons may be paid for at the revised rates set out at (a) above in respect of extra 3-hour sessions undertaken by them (maximum of 2 sessions per week)								
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.								
	Per 3 hour session (and pro-rata)						176.99	178.76
	Special rates for clinics held outside a radius of 25 miles							
	(a) For clinics of <i>less than</i> 3 hours duration							
	Per hour						89.28	90.18
	Minimum rate						107.48	108.56
	(b) For clinics of <i>not less than</i> 3 hours							
	For the first three hours						265.67	268.32
	For 3 hour sessions in excess of 3 hours						178.79	180.58
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	105.28	106.33
	Monday - Friday					1pm - 5pm	105.28	106.33
	Monday - Friday					5pm - 9am	141.24	142.65
	Saturday					24hr	439.75	444.14
	Sunday and Public Holidays					24hr	527.69	532.97
<u>Call-Out</u>								
	Fee per call out						120.36	121.56
	For each hour or part hour in excess of the first hour						62.63	63.26
	Sub-call						44.87	45.32
Psychiatrist Special Responsibility Allowance (per annum)							12,660	12,787

								1 March 2025	1 August 2025
Child Health Services Development Paediatrics									
3 hour session								80.03	80.83
2 hour session								60.02	60.62
1 hour session								40.06	40.46
Casual Locum for Former District Medical Officers									
For first three days								87.74	88.62
For next 25 days								75.07	75.82
For each subsequent day								64.59	65.23
Fees for lectures to Nurses									
(Circular S100/84 of 22 August 1975)								36.75	37.11
								27.61	27.89
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 (maintained for pension benefit calculation purposes only)									
3 hour session								237.89	240.27
GP Registrar Allowance (from the NCHD contract)									
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred									
								13,226	13,358
								4,408	4,452
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 March 2025	1 August 2025
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	4,080	4,121
(B) Location Allowance for nurses engaged in the following Duties: A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004) With effect from 1 March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).	2,716	2,743
(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).	2,716	2,743
Public Health Nurses & Assistant Directors of Public Health Nursing		
Midwifery Qualification*	4,080	4,121
*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.	1,698	1,715
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	1,625	1,641
Theatre / Night Sister	975	985
Public Health Nurse	1,951	1,971
Relevant nursing staff		
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,625	3,661
*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	6,045	6,105
Senior Staff Nurse (Psychiatric)	6,347	6,410
Community Psychiatric Nurse	6,629	6,695
Clinical Nurse Manager I (Psychiatric)	6,423	6,487
CNM II (Psychiatric)/Community Mental Health Nurse	6,854	6,923
Clinical Nurse Manager III (Psychiatric)	7,201	7,273
Assistant Director of Nursing Mental Health	6,971	7,041
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	4,547	4,592
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449	6,307	6,370
Mental Health Nursing On-Call Allowance (HSE HR Circular 016/2025 – Mental Health Nursing on Call re WRC - CAM – 101540-24)	01 June 2024	1 October 2024
Director of Nursing	7,717	7,794
	7,950	8,030
Public Health Nurses (S103/151 refers)		
Island Inducement Allowance*	2,151	2,173
*Abolished for new beneficiaries with effect from 1 February 2012		
Assisted Admissions Allowance - Team Member	289.33	292.23
Assisted Admissions Allowance - Team Leader	347.19	350.67
Mental Health Authorising Officer Allowance - Normal Working Hours	173.60	175.33
Mental Health Authorising Officer Allowance - Outside Working Hours	347.19	350.67

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.

Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)							1 March 2025	1 August 2025
<i>(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>								
Monday to Friday (Each day)							51.58	52.09
Saturday							66.25	66.91
Sunday and Public Holidays							89.55	90.45
<i>(ii) Call Out Rate - Monday to Sunday</i>								
Fee per operation per 2 hours (17.00 - 22.00 hours)							51.58	52.09
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)							77.35	78.12
Operation lasting more than 4 hours and up to five hours							128.93	130.22
Fee per operation per hour (after 22.00 hours)							51.58	52.09
<i>(iii) On-call Without Standby</i>								
Fee per operation, call in without standby							103.15	104.19
Overruns from roster at normal overtime rates (no time back in lieu)								
<i>(iv) On Call over Weekend</i>								
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.								
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details) *Restored for new entrant nurses as per DoH Circular 14/2017</i>								
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.							22.03	22.25
Sexual Assault Treatment Unit - Forensic Nurse Examiners (HSE Circular 036/2019 and DoH Circular 6/2024 refer)								
<i>(i) On-Call payment. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>								
Monday to Friday (Each day)							51.58	52.10
Saturday							66.25	66.91
Sunday and Public Holidays							89.56	90.45
<i>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.</i>								
<i>(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.</i>								
Monday - Sunday, including public holidays (Each day)							206.33	208.39
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017								
(HSE 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).							4,519	4,564
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							109.95	111.05
Public Health Nurses Week-end Work (S100/414 refers)								
Fixed Payment							34.28	34.63
First call on Saturday and first call on Sunday							45.51	45.96
Each subsequent call on Saturday and Sunday							22.79	23.02
Payment in lieu of time off for Emergency work							34.25	34.59
Saturday Premium							18.63	18.82
Specialist Co-ordinator Allowance*							5,261	5,314
*Restored for new entrant nurses as per DoH Circular 14/2017								

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES				1 March 2025	1 August 2025
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)				
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am		46.21	46.67
	Mon - Thurs	12am - 8am		58.81	59.39
	Sat	12am til Sun 12am		64.69	65.33
	Bank Holiday			64.69	65.33
Stand-by Payments (off site on call)	Mon - Fri			52.10	52.62
	Saturday			66.91	67.58
	Sun & Public Holidays			90.45	91.35
PHYSIOTHERAPISTS					
<u>Emergency/On-Call Duty</u>					
I On-Call with Standby (a) Monday to Friday				28.61	28.90
(b) Saturdays				37.34	37.72
(c) Sundays and Public Holidays				55.85	56.41
- Fee per call (per half hour)				28.61	28.90
II On-Call without Standby					
- Fee per call (per hour)				78.53	79.31
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.				230.63	232.94
GENERAL PARAMEDICAL SESSIONAL RATES					
Per 3 hour session				119.77	120.97
For 2 three hourly sessions held at the same location on same day				204.93	206.98
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:				139.64	141.04
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:				186.18	188.05
Child Care Workers / Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker				
Saturday Premium				18.82	19.01
RADIOGRAPHERS					
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am		57.19	57.76
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am		72.78	73.51
	Saturday	8am - 12am		66.72	67.39
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		80.06	80.86
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>					
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am		45.75	46.21
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am		58.22	58.81
	Saturday	8am - 12am		53.38	53.91
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		64.05	64.69

								1 March 2025	1 August 2025
Stand-by Payments (off site on call)	Mon - Fri		All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours.					51.58	52.10
	Saturday							66.24	66.91
	Sun & Public Holiday							89.55	90.45
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate								30.60	30.91
2006 Annual Radiographer / Radiation Therapist Allowance (DoH Circular 13/2024)								2,083	2,104
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography								1,112	1,123
Diploma in Ultrasound								555.48	561.04
Diploma in Nuclear Medicine								555.48	561.04
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)								5,472	5,527
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								1,828	1,846
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								1,241	1,253
MSc								2,482	2,507
PhD								3,234	3,266
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;)								198.69	200.68
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								166.80	168.46
for 2 3-hour sessions held at the same location on same day								285.50	288.36
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*								293	296
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.									
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year								250.25	252.75
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year								1,113	1,124
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year								3,940	3,979
Allowance for Advanced Paramedics as per HSE Circular 11/2009								11,225	11,337

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

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

	1 March 2025	1 August 2025
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	51.46	51.97
Over 6 hours:	38.11	38.49
Maximum payment for 21 hours:	872.92	881.65
† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	156.40	157.97
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	208.53	210.61
† SESSIONAL RATES FOR PSYCHOLOGISTS		
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social Worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;	226.11	228.38
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	189.81	191.71
for 2 three hourly sessions held at the same location on the same day	324.89	328.14
† SOCIAL WORKERS		
3-hour Session	129.71	131.00
For 2 three hourly sessions held at the same location on the same day	221.94	224.15
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	109.95	111.05
For 2 three hourly sessions held at the same location on the same day	188.11	189.99
† 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:	156.41	157.97
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	208.53	210.61

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

SUPPORT SERVICES GRADES ALLOWANCES

	1 March 2025	1 August 2025
Cardiac Allowance*	20.78	20.99
*Abolished for new beneficiaries with effect from 1 February 2012		
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	36.07	36.43
*Abolished for new beneficiaries with effect from 1 February 2012		
Saturday Premium	13.17	13.31
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)	10,790	10,898
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)	526.00	531.26
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder	10,790	10,898
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,832	4,880
Saturday Premium	18.82	19.01

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

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

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

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

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

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

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

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