

HEALTH SECTOR

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

These scales must be read in conjunction with Department of Health Circular 2/2024

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

An increase to the annualised basic salaries for public servants of 2.25% or €1,125, whichever is greater

An increases of 2.25% 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 January 2024

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

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

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

1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 January 2024), as sanctioned by the Minister for Health and approved by the Minister for Public Expenditure and Reform, set out current salaries for public health service staff. These salary scales must be strictly adhered to and in no circumstances should an employee receive remuneration in the nature of pay and allowances of an amount greater than the amount prescribed for the relevant grade. The Department of Health Circular 11/2013 defines remuneration as basic salary, allowances and all other benefits in cash or in kind, together with general terms in regard to superannuation, holidays, sick leave etc., approximating to health service norms.

Non-Exchequer sources of funding may not be used to supplement approved rates of remuneration.

It is noted that the standard Service Arrangement between the Section 38 providers and the HSE requires that remuneration in Section 38 bodies conforms to public sector pay norms. Attention is drawn to the following provisions in particular;

- Section 3.2(c) (ix): Providers shall not pay nor subsidise salaries, expenses or other perquisites which exceed those normally paid within the public sector.
- Section 17.5: The Provider will adhere to the consolidated salary scales where they apply and is not authorised to pay salaries in excess of the consolidated scales for approved grades.

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

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

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

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

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

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

4. One Person One Salary

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

5. Temporary Contracts for Posts at a Higher Grade

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

6. Superannuation

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

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

Guide to the Consolidated Salary Scales

Please note the following

- 1 The "**MAIN**" tab shows pay scales for all grades except Consultants. 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 Sessional Rates for Physiotherapists have been amended in line with Circular 15/2023
- 12 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.
- 13 Pay relativity for grades originally sanctioned as/aligned to another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as pay has been amended in line with recent National Agreements and the FEMPI legislation.
- 14 Minor amendments have been made to some grade titles to match those utilised by public health service employers.
- 15 The position of some grades in the scales have been amended to match the placement of grades per staff categories in the public health service.
- 16 DoH circular 2/2023 set out retrospective adjustments to pay for certain Dental grades in the Medical/Dental staff category in respect of Sectoral Bargaining w.e.f 1.2.22.
- 17 DoH Circular 1/2024 provided for adjustments to Medical Bargaining Unit grades in respect of sectoral bargaining for 1.2.22. These retrospective changes have been accounted for in these scales.
- 18 The grades of: Laboratory Technician (PAL), Senior - 3039, Laboratory Technician (PAL) - 3040, HSCP National Lead- 3140, HSCP Regional Integration Development Lead- 3141, HSCP Assistant National Lead- Clinical Advisory- 3142, HSCP Assistant National Lead- Education- 3143, HSCP Assistant National Lead- Workforce Development- 3144- HSCP Assistant National Lead- Workforce Planning- 3145, National HSCP Strategic Projects Manager- 3146, HSCP Regional Practice Education Coordinator- 3147- HSCP Regional Practice Development Coordinator-3148, HSCP Project Officer- 3149, Speech and Language Therapy Adaptation- 3280, Dietetics Adaptation- 3281, Medical Science Adaptation- 3282. Occupational Therapy Adaptation- 3283, Physiotherapy Adaptation- 3284, Podiatry Adaptation- 3285, Radiation Therapy Adaptation- 3286, Radiography Adaptation-3287, Social Work Adaptation- 3288, Psychosis Key Worker, Early Intervention- 3072 - have been newly entered in these pay scales.
- 19 The outcome of LCR22828 (recommendations 44, 45 and 46) re certain Nursing and Midwifery grades and the Specialist Qualification/Location Allowance wef 30.9.23 are included (DoH Circular 2/2024)
- 20 The outcome of LCR22780 in respect of Medical Scientists grades wef 1.1.24 are included (DoH Circular 2/2024).
- 21 The outcome of LCR22714 re Chief Officers, CHOs wef 1.12.22 are included (DoH Circular 2/2024).
- 22 The agreed Sectoral Bargaining outcome for 1.2.22 in respect of INMO represented grades now includes the grade of 2704 Community Psychiatric Nurse.
- 23 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.

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

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Source Grade	Grade	Band	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	1/1/24	1	34,792													
				1/10/23		33,667													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	38,812													
				1/10/23		37,687													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/1/24	1	38,812													
				1/10/23		37,687													
1503			HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	40,965													
				1/10/23		39,840													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	40,965													
				1/10/23		39,840													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/1/24	1	40,965													
				1/10/23		39,840													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	43,116													
				1/10/23		41,991													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	43,116													
				1/10/23		41,991													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	43,116													
				1/10/23		41,991													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/1/24	1	43,116													
				1/10/23		41,991													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	45,284													
				1/10/23		44,159													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	45,284													
				1/10/23		44,159													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	45,284													
				1/10/23		44,159													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	48,527													
				1/10/23		47,402													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	50,647													
				1/10/23		49,522													
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/1/24	1	55,060													
				1/10/23		53,849													
1333			AREA MEDICAL OFFICER	1/1/24	8	91,202	93,789	96,408	99,000	101,594	104,232	106,661	109,093	LSIs					
			** not for use for any new incumbents post 30/6/03 **	1/10/23		89,195	91,726	94,286	96,821	99,359	101,938	104,314	106,692	LSIs					
				1/03/23		87,877	90,370	92,893	95,390	97,890	100,432	102,773	105,115	LSIs					
				1/10/22		86,154	88,598	91,072	93,520	95,971	98,462	100,758	103,054	LSIs					
				2/02/22		85,301	87,721	90,170	92,594	95,021	97,488	99,760	102,034	LSIs					
				01/02/22		82,817	85,166	87,544	89,897	92,253	94,648	96,854	99,062	LSIs					
				01/10/21		70,131	71,202	73,375	75,545	77,746	79,915	81,979	84,045	LSIs					

	1538	REGISTRAR (NCHD) FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017)(Circular 11/2017 refers)	1/1/24	6	61,733	64,257	66,721	68,533	70,950	73,375													
			1/10/23		60,375	62,843	65,253	67,025	69,389	71,761													
			1/03/23		59,483	61,915	64,288	66,034	68,364	70,700													
			1/10/22		58,316	60,701	63,028	64,740	67,023	69,314													
			2/02/22		57,739	60,100	62,404	64,099	66,360	68,628													
			01/02/22		56,057	58,349	60,586	62,232	64,427	66,629													
			01/10/21		55,153	57,408	59,609	61,227	63,387	65,554													
1627		SENIOR REGISTRAR	1/1/24	7	78,213	80,706	83,252	85,965	89,097	92,358	95,724												
			1/10/23		76,492	78,930	81,420	84,073	87,136	90,326	93,618												
			1/03/23		75,361	77,763	80,217	82,831	85,849	88,991	92,234												
			1/10/22		73,884	76,239	78,644	81,207	84,165	87,246	90,426												
			2/02/22		73,152	75,484	77,865	80,403	83,332	86,382	89,530												
			01/02/22		71,021	73,285	75,597	78,061	80,905	83,866	86,923												
			01/10/21		69,876	72,103	74,377	76,801	79,599	82,513	85,520												
1628		SPECIALIST REGISTRAR	1/1/24	7	73,493	75,230	77,741	80,018	83,844	87,673	91,500												
			1/10/23		71,876	73,575	76,031	78,257	81,999	85,744	89,487												
			1/03/23		70,814	72,488	74,907	77,101	80,787	84,477	88,164												
			1/10/22		69,425	71,066	73,438	75,589	79,203	82,821	86,436												
			2/02/22		68,738	70,363	72,711	74,841	78,419	82,001	85,580												
			01/02/22		66,736	68,313	70,593	72,661	76,134	79,612	83,087												
			01/10/21		65,659	67,211	69,454	71,488	74,906	78,328	81,747												
1449		PSYCHIATRIST ** grade obsolete - not for use - see Guide note 2 **	1/1/24	5	56,878	59,688	62,488	65,282	68,039														
			1/10/23		55,626	58,375	61,113	63,846	66,541														
1961		OCCUPATIONAL HEALTH PHYSICIAN	1/1/24	6	165,188	171,796	178,403	185,011	191,618	198,226													
			1/10/23		161,553	168,016	174,478	180,940	187,402	193,864													
			1/03/23		159,166	165,533	171,899	178,266	184,632	190,999													
			1/10/22		156,045	162,287	168,529	174,770	181,012	187,254													
			2/02/22		154,500	160,680	166,860	173,040	179,220	185,400													
			1/2/22		150,000	156,000	162,000	168,000	174,000	180,000													
			1/10/21		134,933	136,926	138,921	140,914															
104X		VOCATIONAL TRAINEE IN DENTISTRY	1/1/24	2	48,703	53,754																	
			1/10/23		47,578	52,571																	
1988		CLINICAL DENTAL SURGEON (GRADE I)	1/1/24	4	55,418	58,837	61,436	65,242															
			1/10/23		54,199	57,542	60,084	63,806															
1465		SPECIALIST IN ORTHODONTICS	1/1/24	1	169,471																		
			1/10/23		165,741																		
197X		PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/1/24	5	107,159	111,751	116,352	123,225	130,097	LSIs													
			1/10/23		104,801	109,292	113,792	120,513	127,234	LSIs													
197X		PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/1/24	5	104,776	109,269	113,767	120,486	127,206	LSIs													
			1/10/23		102,470	106,864	111,263	117,834	124,407	LSIs													
		PRINCIPAL DENTAL SURGEON (RETIRES PRE 1/4/2000) ** grade obsolete - not for use - see Guide note 2 **	1/1/24	5	95,252	99,337	103,425	109,532	115,642	LSIs													
			1/10/23		93,156	97,151	101,149	107,122	113,097	LSIs													
1619		SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/1/24	6	91,409	95,699	100,015	104,303	110,504	116,706	LSIs												
			1/10/23		89,397	93,593	97,815	102,008	108,072	114,138	LSIs												
1589		SENIOR DENTAL SURGEON	1/1/24	6	87,055	91,142	95,252	99,337	105,241	111,149	LSIs												
			1/10/23		85,139	89,136	93,156	97,151	102,925	108,703	LSIs												
1597		GENERAL DENTAL SURGEON	1/1/24	9	70,492	74,070	77,598	80,103	83,776	87,469	91,142	96,664	102,188	LSIs									
			1/10/23		68,941	72,441	75,891	78,341	81,933	85,544	89,136	94,537	99,939	LSIs									

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

2915	HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/1/24	6	117,012	122,212	127,412	132,610	137,813	143,012											
		1/10/23		114,437	119,522	124,609	129,692	134,781	139,865											
2004	DIRECTOR OF MIDWIFERY, NUIHP	1/1/24	6	117,012	122,212	127,412	132,610	137,813	143,012											
		1/10/23		114,437	119,522	124,609	129,692	134,781	139,865											
2525	AREA DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/1/24	5	105,858	110,270	114,681	119,091	123,501												
		1/10/23		103,529	107,844	112,158	116,470	120,783												
2292	AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/1/24	7	95,354	98,299	101,213	103,712	106,499	109,342	112,146										
		1/10/23		93,256	96,136	98,986	101,430	104,155	106,936	109,678										
2916	DIRECTOR OF MIDWIFERY BAND 1	1/1/24	7	90,129	92,634	95,145	97,645	100,148	102,662	105,164										
		1/10/23		88,146	90,596	93,051	95,496	97,944	100,403	102,850										
2917	DIRECTOR OF MIDWIFERY BAND 2	1/1/24	7	83,964	86,328	88,698	91,059	93,433	95,800	98,169										
		1/10/23		82,117	84,429	86,746	89,055	91,377	93,692	96,009										
2918	DIRECTOR OF MIDWIFERY BAND 3	1/1/24	7	78,631	79,127	80,813	82,551	84,280	86,023	87,753										
		1/10/23		76,900	77,386	79,035	80,734	82,425	84,130	85,822										
2903	DIRECTOR OF NURSING BAND 1 (GENERAL)	1/1/24	7	90,129	92,634	95,145	97,645	100,148	102,662	105,164										
		1/10/23		88,146	90,596	93,051	95,496	97,944	100,403	102,850										
2904	DIRECTOR OF NURSING BAND 2 (GENERAL)	1/1/24	7	83,964	86,328	88,698	91,059	93,433	95,800	98,169										
		1/10/23		82,117	84,429	86,746	89,055	91,377	93,692	96,009										
2905	DIRECTOR OF NURSING BAND 2A (GENERAL)	1/1/24	7	83,293	84,779	86,269	87,753	89,244	90,728	92,216										
		1/10/23		81,460	82,913	84,371	85,822	87,280	88,731	90,187										
2906	DIRECTOR OF NURSING BAND 3 (GENERAL)	1/1/24	7	78,631	79,127	80,813	82,551	84,280	86,023	87,753										
		1/10/23		76,900	77,386	79,035	80,734	82,425	84,130	85,822										
2907	DIRECTOR OF NURSING BAND 4 (GENERAL)	1/1/24	7	73,471	75,694	77,909	80,135	81,118	83,360	85,597										
		1/10/23		71,854	74,028	76,195	78,371	79,333	81,526	83,713										
2908	DIRECTOR OF NURSING BAND 5 (GENERAL)	1/1/24	7	68,732	70,219	71,705	73,188	74,673	76,165	77,653										
		1/10/23		67,219	68,674	70,127	71,578	73,030	74,489	75,944										
2801	DIRECTOR OF PUBLIC HEALTH NURSING	1/1/24	6	88,357	91,036	93,723	96,522	99,092	101,779											
		1/10/23		86,413	89,033	91,661	94,398	96,911	99,539											
2526	DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/1/24	6	88,357	91,036	93,723	96,522	99,092	101,779											
		1/10/23		86,413	89,033	91,661	94,398	96,911	99,539											
2291	DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/1/24	6	86,593	89,017	91,688	94,622	97,838	101,141											
		1/10/23		84,688	87,059	89,670	92,540	95,685	98,916											
2643	DIRECTOR, CENTRE OF NURSE EDUCATION	1/1/24	8	79,028	80,258	82,726	85,217	87,705	90,195	92,683	95,279									
		1/10/23		77,289	78,492	80,906	83,342	85,775	88,211	90,644	93,182									
2910	ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/1/24	9	67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853								
		1/10/23		66,454	67,741	68,982	72,794	73,995	75,388	76,692	77,987	82,008								
2919	ASSISTANT DIRECTOR OF MIDWIFERY BAND 1	1/1/24	9	67,949	69,265	70,535	74,432	75,659	77,084	78,418	79,741	83,853								
		1/10/23		66,454	67,741	68,982	72,794	73,995	75,388	76,692	77,987	82,008								
2542	ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/1/24	7	69,490	71,601	73,700	78,512	79,468	81,681	83,853										
		1/10/23		67,961	70,026	72,078	76,785	77,720	79,884	82,008										
281X	ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/1/24	6	67,304	71,001	72,520	73,921	75,335	77,271											
		1/10/23		65,823	69,438	70,924	72,294	73,677	75,571											
2920	ASSISTANT DIRECTOR OF MIDWIFERY BAND 2	1/1/24	8	64,530	65,905	67,304	71,001	72,520	73,921	75,335	77,270									
		1/10/23		63,110	64,455	65,823	69,438	70,924	72,294	73,677	75,570									
2921	ASSISTANT DIRECTOR OF MIDWIFERY BAND 3	1/1/24	8	64,530	65,905	67,304	71,001	72,520	73,921	75,335	77,270									
		1/10/23		63,110	64,455	65,823	69,438	70,924	72,294	73,677	75,570									
2911 2912 2913	ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/1/24	8	64,530	65,905	67,304	71,001	72,520	73,921	75,335	77,270									
		1/10/23		63,110	64,455	65,823	69,438	70,924	72,294	73,677	75,570									
247X	PRINCIPAL NURSE TUTOR	1/1/24	8	72,192	73,554	74,797	78,684	80,042	80,092	81,681	83,849									
		1/10/23		70,603	71,935	73,151	76,952	78,281	78,330	79,884	82,004									

	2658		CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/1/24	11	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904 LSI								
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621	70,173	72,278 LSI								
				30/9/23		56,353	57,287	58,076	59,365	60,789	62,187	63,585	65,160	66,622	69,136	71,210 LSI								
	2372		CLINICAL NURSE MANAGER 2 - NIGHT	1/1/24	11	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904 LSI								
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621	70,173	72,278 LSI								
				30/9/23		56,353	57,287	58,076	59,365	60,789	62,187	63,585	65,160	66,622	69,136	71,210 LSI								
	2429		CLINICAL NURSE MANAGER 2 - THEATRE	1/1/24	11	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904 LSI								
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621	70,173	72,278 LSI								
				30/9/23		56,353	57,287	58,076	59,365	60,789	62,187	63,585	65,160	66,622	69,136	71,210 LSI								
	233X		CLINICAL NURSE MANAGER 3 (GENERAL)	1/1/24	6	67,299	68,631	71,997	73,321	74,653	76,002													
				1/10/23		65,818	67,121	70,413	71,708	73,010	74,329													
	238Y		CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/1/24	6	67,299	68,631	71,997	73,321	74,653	76,002													
				1/10/23		65,818	67,121	70,413	71,708	73,010	74,329													
	2046		CLINICAL NURSE MANAGER 3 - NIGHT	1/1/24	6	67,299	68,631	71,997	73,321	74,653	76,002													
				1/10/23		65,818	67,121	70,413	71,708	73,010	74,329													
	2356		CLINICAL NURSE MANAGER 3 - THEATRE	1/1/24	6	67,299	68,631	71,997	73,321	74,653	76,002													
				1/10/23		65,818	67,121	70,413	71,708	73,010	74,329													
	2313		CLINICAL MIDWIFE SPECIALIST	1/1/24	9	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143										
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621										
	2626		CLINICAL NURSE SPECIALIST (CHILDREN'S)	1/1/24	9	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143										
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621										
	2628		CLINICAL NURSE SPECIALIST (COMMUNITY/PRIMARY CARE)	1/1/24	9	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143										
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621										
	2632		CLINICAL NURSE SPECIALIST (GENERAL)	1/1/24	9	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143										
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621										
	2627		CLINICAL NURSE SPECIALIST (INTELLECTUAL DISABILITY)	1/1/24	9	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143										
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621										
	2625		CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/1/24	9	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143										
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621										
	2301		COMMUNITY MENTAL HEALTH NURSE	1/1/24	9	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143										
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621										
	241Y		NURSING/ MIDWIFERY CLINICAL PLACEMENT CO-ORDINATOR	1/1/24	9	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143										
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621										
	2286		ENHANCED MIDWIFE, SENIOR	1/1/24	1	57,108																		
				1/10/23		55,851																		
	2287		ENHANCED NURSE SENIOR, (CHILDREN'S)	1/1/24	1	57,108																		
				1/10/23		55,851																		
	2288		ENHANCED NURSE SENIOR, (COMMUNITY)	1/1/24	1	57,108																		
				1/10/23		55,851																		
	2289		ENHANCED NURSE SENIOR, (GENERAL)	1/1/24	1	57,108																		
				1/10/23		55,851																		
	2290		ENHANCED NURSE SENIOR, (INTELLECTUAL DISABILITY)	1/1/24	1	57,108																		
				1/10/23		55,851																		
	2293		ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/1/24	1	57,108																		
				1/10/23		55,851																		
	2828		PUBLIC HEALTH NURSE (applies to pension benefit calculations for retirements prior to 30.9.2023 only)	1/1/24	9	56,993	57,932	58,738	60,010	61,471	62,887	64,314	65,916	67,410										
				1/10/23		55,739	56,657	57,446	58,689	60,118	61,503	62,899	64,466	65,926										
				1/3/23		54,915	55,820	56,597	57,822	59,230	60,594	61,969	63,513	64,952										
	2828		PUBLIC HEALTH NURSE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 30.9.2023 only)	1/1/24	11	58,485	59,455	60,273	61,611	63,089	64,540	65,991	67,625	69,143	71,752	73,904 LSI								
				1/10/23		57,198	58,146	58,947	60,255	61,701	63,120	64,539	66,137	67,621	70,173	72,278 LSI								
				30/9/23		56,353	57,287	58,076	59,365	60,789	62,187	63,585	65,160	66,622	69,136	71,210 LSI								
				1/3/23		54,915	55,820	56,597	57,822	59,230	60,594	61,969	63,513	64,952										

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	1/1/24	14	51,290	54,020	56,768	58,833	60,900	62,970	65,035	67,104	69,170	71,233	73,306	75,371	77,751	78,911	LSIs			
		1/10/23		50,161	52,832	55,518	57,538	59,560	61,584	63,604	65,628	67,648	69,666	71,692	73,712	76,040	77,175	LSIs			
3744	ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/1/24	11	57,560	61,331	63,823	66,628	69,398	72,200	75,020	77,826	79,404	83,049	85,650	LSIs						
		1/10/23		56,293	59,981	62,418	65,162	67,871	70,612	73,369	76,114	77,657	81,221	83,765	LSIs						
3441	AUDIOLOGIST	1/1/24	10	37,742	39,565	41,116	42,430	43,510	44,597	45,730	46,847	47,924	48,784	LSI							
		1/10/23		36,617	38,440	39,991	41,305	42,385	43,472	44,605	45,722	46,799	47,659	LSI							
384Y	AUDIOLOGIST, SENIOR	1/1/24	6	51,006	52,944	54,209	55,658	57,140	58,660												
		1/10/23		49,881	51,779	53,016	54,433	55,883	57,369												
3447	AUDIOLOGIST, CLINICAL SPECIALIST	1/1/24	6	55,658	57,140	58,660	61,787	64,990	68,271												
		1/10/23		54,433	55,883	57,369	60,427	63,560	66,769												
345X	AUDIOLOGIST, CHIEF	1/1/24	6	58,660	61,787	64,990	68,271	71,628	75,064												
		1/10/23		57,369	60,427	63,560	66,769	70,052	73,412												
3448	AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs							
		1/10/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs							
3446	AUDIOLOGY, NATIONAL LEAD	1/1/24	7	91,178	97,717	104,373	111,090	117,308	121,064	124,816	LSIs										
		1/10/23		89,172	95,566	102,077	108,646	114,726	118,400	122,069	LSIs										
3751	BIOCHEMIST	1/1/24	16	41,972	43,603	46,187	47,415	48,583	51,350	53,196	55,085	57,015	58,954	60,898	62,859	64,832	66,827	68,766	70,099	LSI	
		1/10/23		40,847	42,478	45,062	46,290	47,458	50,220	52,026	53,873	55,760	57,657	59,558	61,476	63,405	65,357	67,253	68,556	LSI	
376X	BIOCHEMIST, SENIOR	1/1/24	9	64,072	66,972	69,545	72,178	74,890	77,557	79,080	81,828	84,595									
		1/10/23		62,662	65,498	68,015	70,590	73,242	75,850	77,340	80,028	82,734									
3778	BIOCHEMIST, PRINCIPAL	1/1/24	9	77,608	81,315	85,901	90,478	95,072	99,652	104,729	108,112	111,517									
		1/10/23		75,901	79,525	84,011	88,487	92,980	97,459	102,425	105,733	109,063									
3786	BIOCHEMIST, TOP GRADE ** grade obsolete - not for use - see Guide note 2 **	1/1/24	5	108,013	113,234	117,488	121,811	126,199													
		1/10/23		105,636	110,743	114,903	119,131	123,422													
3867	CARDIAC PHYSIOLOGIST	1/1/24	10	41,919	44,129	46,128	47,036	48,040	50,672	52,300	53,965	58,119	62,227	LSIs							
		1/10/23		40,794	43,004	45,003	45,911	46,915	49,547	51,149	52,778	56,840	60,857	LSIs							
3003	CARDIAC PHYSIOLOGIST SENIOR	1/1/24	8	51,926	53,446	55,067	56,731	58,457	60,060	64,022	67,992	LSIs									
		1/10/23		50,783	52,269	53,855	55,483	57,171	58,738	62,613	66,496	LSIs									
3001	CARDIAC PHYSIOLOGIST, CHIEF I	1/1/24	8	56,520	57,691	59,249	60,761	62,274	63,772	67,643	71,592	LSIs									
		1/10/23		55,276	56,422	57,945	59,424	60,904	62,369	66,155	70,017	LSIs									
3002	CARDIAC PHYSIOLOGIST, CHIEF II	1/1/24	8	58,145	60,972	63,729	66,499	69,316	72,945	77,054	79,778	LSIs									
		1/10/23		56,865	59,630	62,327	65,036	67,791	71,340	75,359	78,022	LSIs									
3922	CHILD CARE MANAGER	1/1/24	7	82,408	84,491	87,789	91,108	94,403	97,705	100,993											
		1/10/23		80,595	82,632	85,857	89,103	92,325	95,555	98,771											
3352	CHIROPODIST / PODIATRIST	1/1/24	14	42,200	44,526	46,440	47,832	49,010	50,231	51,444	52,722	54,004	55,295	56,657	58,101	59,542	60,696	LSI			
		1/10/23		41,075	43,401	45,315	46,707	47,885	49,106	50,312	51,562	52,816	54,078	55,410	56,823	58,232	59,360	LSI			
3346	CHIROPODIST / PODIATRIST, SENIOR	1/1/24	9	60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609									
		1/10/23		59,478	60,747	62,054	63,350	64,646	66,012	67,449	68,883	70,033									
3355	CHIROPODIST / PODIATRIST MANAGER	1/1/24	7	73,312	75,950	77,393	80,013	82,678	85,347	88,010											
		1/10/23		71,699	74,279	75,690	78,252	80,859	83,469	86,073											
3356	CHIROPODIST / PODIATRIST MANAGER IN CHARGE III	1/1/24	7	84,864	86,255	87,640	89,100	90,637	92,172	93,403											
		1/10/23		82,997	84,357	85,712	87,140	88,643	90,144	91,348											
3654	CLINICAL SPECIALIST CHIROPODIST	1/1/24	9	67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066									
		1/10/23		65,793	67,062	68,367	69,666	70,961	72,326	73,763	75,197	76,348									
3161	CLINICAL ENGINEERING TECHNICIAN	1/1/24	7	36,628	37,842	39,706	40,464	41,989	45,002	47,241											
		1/10/23		35,503	36,717	38,581	39,339	40,864	43,877	46,116											
3162	CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/1/24	9	48,783	51,035	53,580	56,315	59,266	62,219	65,229	67,558	69,735	LSIs								
		1/10/23		47,658	49,910	52,401	55,076	57,962	60,850	63,794	66,071	68,201	LSIs								
3163	CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/1/24	6	67,663	69,886	72,949	75,029	76,809	77,664												
		1/10/23		66,174	68,348	71,343	73,378	75,119	75,955												
3164	CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/1/24	8	70,657	73,410	76,257	78,448	79,544	81,863	84,419	86,577										
		1/10/23		69,102	71,795	74,579	76,722	77,794	80,061	82,561	84,672										

3211		CLINICAL PHOTOGRAPHER	1/1/24	15	34,563	36,314	37,606	39,363	41,079	42,724	44,367	45,976	47,586	49,169	50,795	52,365	53,676	55,415	57,156	LSIs				
			1/10/23		33,438	35,189	36,481	38,238	39,954	41,599	43,242	44,851	46,461	48,044	49,670	51,213	52,495	54,196	55,898	LSIs				
321T		CLINICAL PHOTOGRAPHER, SENIOR	1/1/24	10	53,676	55,225	56,781	58,296	59,859	61,414	62,968	64,567	66,881	69,192	LSIs									
			1/10/23		52,495	54,010	55,532	57,014	58,542	60,063	61,582	63,146	65,410	67,669	LSIs									
3070		CLINICAL COORDINATOR	1/1/24	9	67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066											
			1/10/23		65,793	67,062	68,367	69,666	70,961	72,326	73,763	75,197	76,348											
3028		COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/1/24	14	51,083	53,815	56,529	59,635	62,745	65,852	68,960	72,067	75,174	78,282	80,181	83,324	86,467	89,602						
			1/10/23		49,958	52,631	55,285	58,323	61,364	64,403	67,443	70,482	73,519	76,559	78,417	81,490	84,565	87,630						
3140		HSCP NATIONAL LEAD	1/1/24	6	114,428	119,514	124,600	129,683	134,771	139,854														
			29/11/23		111,910	116,884	121,858	126,829	131,805	136,777														
3141		HSCP REGIONAL INTEGRATION DEVELOPMENT LEAD	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3142		HSCP ASSISTANT NATIONAL LEAD- CLINICAL ADVISORY	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3143		HSCP ASSISTANT NATIONAL LEAD- EDUCATION	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3144		HSCP ASSISTANT NATIONAL LEAD- WORKFORCE DEVELOPMENT	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3145		HSCP ASSISTANT NATIONAL LEAD- WORKFORCE PLANNING	1/1/24	10	73,496	76,771	78,833	82,139	85,456	88,767	92,081	95,397	98,450	101,787	LSIs									
			29/11/23		71,878	75,082	77,098	80,331	83,575	86,814	90,055	93,298	96,284	99,547	LSIs									
3146		NATIONAL HSCP STRATEGIC PROJECTS MANAGER	1/1/24	7	73,312	75,950	77,393	80,013	82,678	85,347	88,010													
			29/11/23		71,699	74,279	75,690	78,252	80,859	83,469	86,073													
3147		HSCP REGIONAL PRACTICE EDUCATION COORDINATOR	1/1/24	7	73,312	75,950	77,393	80,013	82,678	85,347	88,010													
			29/11/23		71,699	74,279	75,690	78,252	80,859	83,469	86,073													
3148		HSCP REGIONAL PRACTICE DEVELOPMENT COORDINATOR	1/1/24	7	73,312	75,950	77,393	80,013	82,678	85,347	88,010													
			29/11/23		71,699	74,279	75,690	78,252	80,859	83,469	86,073													
3149		HSCP PROJECT OFFICER	1/1/24	9	60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609											
			29/11/23		59,478	60,747	62,054	63,350	64,646	66,012	67,449	68,883	70,033											
3280		SPEECH AND LANGUAGE THERAPY ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3281		DIETETICS ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3282		MEDICAL SCIENCE ADAPTATION	1/1/24	1	34,914																			
			1/10/23		33,789																			
3283		OCCUPATIONAL THERAPY ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3284		PHYSIOTHERAPY ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3285		PODIATRY ADAPTATION	1/1/24	1	36,450																			
			1/10/23		35,325																			
3286		RADIATION THERAPY ADAPTATION	1/1/24	1	35,984																			
			1/10/23		34,859																			
3287		RADIOGRAPHY ADAPTATION	1/1/24	1	35,984																			
			1/10/23		34,859																			
3288		SOCIAL WORK ADAPTATION	1/1/24	1	41,135																			
			1/10/23		40,010																			
3027		DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/1/24	9	105,162	107,516	109,872	112,224	114,579	116,932	119,287	122,865	126,921											
			1/10/23		102,848	105,150	107,454	109,755	112,058	114,359	116,662	120,162	124,128											
3102		DIRECTOR OF SERVICES, MAYO COMMUNITY LIVING	1/1/24	7	76,894	77,381	79,029	80,727	82,419	84,123	85,816													
			1/10/23		75,202	75,678	77,290	78,951	80,605	82,272	83,927													

	3103	COUNSELLOR THERAPIST, SENIOR - NATIONAL SERVICES	1/1/24	8	72,438	75,857	79,273	82,692	86,110	88,151	91,478	94,805	LSIs									
			1/10/23		70,844	74,187	77,529	80,872	84,216	86,211	89,465	92,719	LSIs									
	3022	DENTAL HYGIENIST	1/1/24	14	42,318	44,908	46,570	48,063	49,431	50,850	52,316	53,820	55,522	56,423	57,989	59,343	60,721	61,891	LSI			
			1/10/23		41,193	43,783	45,445	46,938	48,306	49,725	51,165	52,636	54,300	55,181	56,713	58,037	59,385	60,530	LSI			
	3389	DIETICIAN	1/1/24	14	42,200	44,526	46,440	47,832	49,010	50,231	51,444	52,722	54,004	55,295	56,657	58,101	59,542	60,696	LSI			
			1/10/23		41,075	43,401	45,315	46,707	47,885	49,106	50,312	51,562	52,816	54,078	55,410	56,823	58,232	59,360	LSI			
	3395	DIETICIAN, SENIOR	1/1/24	9	60,816	62,114	63,450	64,776	66,101	67,497	68,966	70,433	71,609									
			1/10/23		59,478	60,747	62,054	63,350	64,646	66,012	67,449	68,883	70,033									
	3715	CLINICAL SPECIALIST DIETICIAN	1/1/24	9	67,274	68,571	69,906	71,233	72,557	73,953	75,423	76,889	78,066									
			1/10/23		65,793	67,062	68,367	69,666	70,961	72,326	73,763	75,197	76,348									
	3328	DIETICIAN MANAGER	1/1/24	7	73,312	75,950	77,393	80,013	82,678	85,347	88,010											
			1/10/23		71,699	74,279	75,690	78,252	80,859	83,469	86,073											
	3391	DIETICIAN MANAGER IN CHARGE III	1/1/24	7	84,864	86,255	87,640	89,100	90,637	92,172	93,403											
			1/10/23		82,997	84,357	85,712	87,140	88,643	90,144	91,348											
	3110	EPIDEMIOLOGIST	1/1/24	9	64,712	67,340	69,672	72,057	74,516	76,930	78,220	80,677	83,186									
			1/10/23		63,288	65,858	68,139	70,471	72,876	75,237	76,499	78,902	81,355									
	3111	EPIDEMIOLOGIST, SENIOR	1/1/24	9	70,984	74,152	76,939	78,532	81,400	84,230	87,134	89,948	92,783									
			1/10/23		69,422	72,521	75,246	76,804	79,608	82,376	85,216	87,969	90,741									
	3112	EPIDEMIOLOGIST, PRINCIPAL	1/1/24	9	79,601	83,263	86,483	89,717	93,014	96,250	99,569	102,785	106,021									
			1/10/23		77,849	81,430	84,580	87,743	90,967	94,132	97,378	100,524	103,688									
	3113	SURVEILLANCE OFFICER, PUBLIC HEALTH	1/1/24	16	38,918	40,415	42,793	43,920	44,992	47,528	49,168	50,824	52,549	54,301	56,068	57,866	59,677	61,508	63,288	64,512	LSI	
			1/10/23		37,793	39,290	41,668	42,795	43,867	46,403	48,043	49,699	51,392	53,106	54,834	56,592	58,364	60,155	61,896	63,092	LSI	
	3035	DOSIMETRIST	1/1/24	15	40,568	43,084	44,626	46,533	48,312	50,308	51,898	53,493	56,474	58,205	60,012	61,815	64,107	64,917	66,175	LSI		
			1/10/23		39,443	41,959	43,501	45,408	47,187	49,183	50,756	52,316	55,231	56,924	58,691	60,454	62,697	63,488	64,718	LSI		
	3036	DOSIMETRIST, SENIOR	1/1/24	8	62,877	66,052	68,899	71,779	74,681	76,834	77,823	79,998										
			1/10/23		61,494	64,599	67,383	70,199	73,037	75,143	76,111	78,237										
	3603	E.C.G. TECHNICIAN, STUDENT	1/1/24	5	28,330	29,378	30,553	31,501	31,779													
			1/10/23		27,205	28,253	29,428	30,376	30,654													
359T		E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/1/24	13	32,773	34,359	35,964	36,616	37,322	39,064	39,833	40,943	42,160	43,283	44,443	47,064	49,709	LSIs				
			1/10/23		31,648	33,234	34,839	35,491	36,197	37,939	38,708	39,818	41,035	42,158	43,318	45,939	48,584	LSIs				
359T		E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/1/24	9	33,071	34,674	36,295	36,616	37,322	39,064	39,833	40,943	42,160									
			1/10/23		31,946	33,549	35,170	35,491	36,197	37,939	38,708	39,818	41,035									
	3581	E.C.G. TECHNICIAN, SENIOR	1/1/24	7	44,058	45,085	46,186	47,315	48,489	51,058	53,641	LSIs										
			1/10/23		42,933	43,960	45,061	46,190	47,364	49,933	52,460	LSIs										
	3004	E.C.G. TECHNICIAN, CHIEF I	1/1/24	7	46,841	47,776	48,992	50,183	51,590	54,130	56,678	LSIs										
			1/10/23		45,716	46,651	47,867	49,058	50,455	52,939	55,431	LSIs										
	3005	E.C.G. TECHNICIAN, CHIEF II ** grade obsolete - not for use - see Guide note 2 **	1/1/24	7	49,713	51,155	52,569	54,013	56,049	58,681	61,432	LSIs										
			1/10/23		48,588	50,029	51,412	52,825	54,816	57,390	60,080	LSIs										
	319X	ENVIRONMENTAL HEALTH OFFICER	1/1/24	13	44,856	47,467	49,391	51,334	53,324	55,348	57,390	59,435	61,474	63,521	65,575	67,677	69,771	LSIs				
			1/10/23		43,731	46,342	48,266	50,204	52,151	54,130	56,127	58,127	60,121	62,123	64,132	66,188	68,235	LSIs				
	3173	ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/1/24	12	56,772	58,833	60,902	62,968	65,035	67,106	69,171	71,233	73,310	75,375	77,753	78,913	LSIs					
			1/10/23		55,523	57,538	59,562	61,582	63,604	65,629	67,649	69,666	71,697	73,716	76,042	77,177	LSIs					
	3181	ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/1/24	9	75,256	77,565	78,669	80,995	83,336	85,672	88,023	90,979	93,931	LSIs								
			1/10/23		73,600	75,858	76,938	79,213	81,502	83,787	86,086	88,977	91,864	LSIs								
	3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/1/24	5	94,467	98,860	103,238	107,627	111,439													
			1/10/23		92,388	96,685	100,966	105,259	108,987													
	3172	ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** not for use for current employees - scale replaced by 5 point scale above wef 1.05.17 **	1/1/24	7	82,408	84,491	87,789	91,108	94,403	97,705	100,993											
			1/10/23		80,595	82,632	85,857	89,103	92,325	95,555	98,771											
	3452	PARAMEDICINE TUTOR, PRINCIPAL, NATIONAL AMBULANCE SERVICE	1/1/24	8	70,248	71,573	72,785	76,565	77,888	77,936	79,484	81,593										
			1/10/23		68,702	69,998	71,183	74,881	76,174	76,221	77,735	79,797										
	3451	PARAMEDICINE TUTOR, NATIONAL AMBULANCE SERVICE	1/1/24	10	66,981	67,892	68,798	69,709	70,618	71,530	72,435	73,347	74,257	75,166								
			1/10/23		65,507	66,398	67,284	68,176	69,064	69,956	70,841	71,733	72,623	73,512								

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 **	1/1/24	1	29,333																						
			1/10/23		28,208																						
4114, 4198		INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/1/24	1	30,821																						
			1/10/23		29,696																						
5096		ELECTRICIAN	1/1/24	11	39,260	40,395	43,174	43,453	43,733	44,011	44,292	44,571	44,851	45,131	45,441												
			1/10/23		38,135	39,270	42,049	42,328	42,608	42,886	43,167	43,446	43,726	44,006	44,316												
5118		PAINTER	1/1/24	11	39,260	40,395	43,174	43,453	43,733	44,011	44,292	44,571	44,851	45,131	45,441												
			1/10/23		38,135	39,270	42,049	42,328	42,608	42,886	43,167	43,446	43,726	44,006	44,316												
5134		PLUMBER	1/1/24	11	39,260	40,395	43,174	43,453	43,733	44,011	44,292	44,571	44,851	45,131	45,441												
			1/10/23		38,135	39,270	42,049	42,328	42,608	42,886	43,167	43,446	43,726	44,006	44,316												
515Y		PLASTERER	1/1/24	11	39,260	40,395	43,174	43,453	43,733	44,011	44,292	44,571	44,851	45,131	45,441												
			1/10/23		38,135	39,270	42,049	42,328	42,608	42,886	43,167	43,446	43,726	44,006	44,316												
5606		MAINTENANCE CRAFTSMAN/TECHNICIAN (PAYPATH) (formerly Craftsman)	1/1/24	11	39,260	40,395	43,174	43,453	43,733	44,011	44,292	44,571	44,851	45,131	45,441												
			1/10/23		38,135	39,270	42,049	42,328	42,608	42,886	43,167	43,446	43,726	44,006	44,316												
5606		MAINTENANCE CRAFTSMAN/TECHNICIAN (NON-PAYPATH) (formerly Craftsman)	1/1/24	14	38,870	39,732	42,357	42,805	43,022	43,265	43,487	43,604	43,717	43,837	43,949	44,135	44,244	44,621									
			1/10/23		37,745	38,607	41,232	41,680	41,897	42,140	42,362	42,479	42,592	42,712	42,824	43,010	43,119	43,496									
4905		CRAFTSMAN'S MATE (PAYPATH)	1/1/24	14	33,088	34,093	36,313	36,356	36,537	36,731	36,914	37,012	37,102	37,196	37,291	37,441	37,556	37,662									
			1/10/23		31,963	32,968	35,188	35,231	35,412	35,606	35,789	35,887	35,977	36,071	36,166	36,316	36,431	36,537									
4905		CRAFTSMAN'S MATE (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/1/24	14	32,466	33,480	35,622	35,999	36,182	36,387	36,387	36,387	36,433	36,531	36,624	36,773	36,864	37,169									
			1/10/23		31,341	32,355	34,497	34,874	35,057	35,262	35,262	35,262	35,308	35,406	35,499	35,648	35,739	36,044									
5088		CHARGEHAND (PAYPATH)	1/1/24	14	41,847	43,148	46,047	46,531	46,763	47,021	47,264	47,389	47,512	47,635	47,762	47,960	48,113	48,483									
			1/10/23		40,722	42,023	44,922	45,406	45,638	45,896	46,139	46,264	46,387	46,510	46,637	46,835	46,988	47,358									
5088		CHARGEHAND (NON-PAYPATH)	1/1/24	14	41,054	42,353	45,168	45,648	45,882	46,145	46,382	46,509	46,631	46,758	46,879	47,078	47,197	47,602									
			1/10/23		39,929	41,228	44,043	44,523	44,757	45,020	45,257	45,384	45,506	45,633	45,754	45,953	46,072	46,477									
506T		MAINTENANCE FOREMAN, ASSISTANT (PAYPATH)	1/1/24	12	47,962	48,468	48,711	48,982	49,235	49,367	49,495	49,624	49,757	49,964	50,123	50,511											
			1/10/23		46,837	47,343	47,586	47,857	48,110	48,242	48,370	48,499	48,632	48,839	48,998	49,386											
506T		MAINTENANCE FOREMAN, ASSISTANT (NON-PAYPATH)	1/1/24	12	47,042	47,546	47,790	48,063	48,312	48,445	48,573	48,705	48,833	49,041	49,164	49,589											
			1/10/23		45,917	46,421	46,665	46,938	47,187	47,320	47,448	47,580	47,708	47,916	48,039	48,464											
5061		MAINTENANCE FOREMAN (PAYPATH)	1/1/24	12	50,833	51,380	51,644	51,940	52,220	52,366	52,508	52,652	52,798	53,027	53,204	53,635											
			1/10/23		49,708	50,249	50,508	50,797	51,071	51,214	51,353	51,493	51,636	51,860	52,033	52,455											
5061		MAINTENANCE FOREMAN (NON-PAYPATH)	1/1/24	12	49,852	50,389	50,649	50,942	51,209	51,354	51,493	51,638	51,777	52,006	52,142	52,612											
			1/10/23		48,727	49,264	49,524	49,817	50,082	50,224	50,360	50,502	50,638	50,862	50,995	51,454											
4008		DENTAL CRAFTSMAN/TECHNICIAN, SENIOR	1/1/24	9	43,176	44,160	45,147	46,129	47,116	48,102	49,090	50,072	51,109 LSI														
			1/10/23		42,051	43,035	44,022	45,004	45,991	46,977	47,965	48,947	49,984 LSI														
4006		DENTAL CRAFTSMAN/TECHNICIAN	1/1/24	11	34,758	36,593	37,647	38,835	39,669	40,844	42,019	43,195	44,371	45,551	46,486 LSI												
			1/10/23		33,633	35,468	36,522	37,710	38,544	39,719	40,894	42,070	43,246	44,426	45,361 LSI												
4645		PATHOLOGY TECHNICIAN	1/1/24	13	35,385	37,198	38,334	38,924	39,868	40,799	41,730	42,661	43,594	44,529	45,463	46,394	47,237										
			1/10/23		34,260	36,073	37,209	37,799	38,743	39,674	40,605	41,536	42,469	43,404	44,338	45,269	46,112										
4653		PATHOLOGY TECHNICIAN, SENIOR	1/1/24	11	40,821	42,155	43,492	44,828	46,163	47,500	48,840	50,176	51,521	52,904	54,309												
			1/10/23		39,696	41,030	42,367	43,703	45,038	46,375	47,715	49,051	50,387	51,740	53,114												
5001	2	PHARMACY PORTER	1/1/24	9	33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613														
			1/10/23		32,473	33,908	35,420	35,822	36,809	37,662	38,892	40,166	41,488														
5003	3	PHARMACY AIDE/ATTENDANT	1/1/24	9	33,361	35,187	36,284	37,035	37,685	38,527	39,041	39,916	40,815														
			1/10/23		32,236	34,062	35,159	35,910	36,560	37,402	37,916	38,791	39,690														

6400		NURSES AIDES (DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/1/24	15	32,727	33,466	35,913	36,167	36,273	36,273	36,273	36,273	36,330	36,435	36,536	36,627	36,758	36,900	37,035							
			1/10/23		31,602	32,341	34,788	35,042	35,148	35,148	35,148	35,148	35,205	35,310	35,411	35,502	35,633	35,775	35,910							
6526	2	AUDIOLOGY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/1/24	9	33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613													
			1/10/23		32,473	33,908	35,420	35,822	36,809	37,662	38,892	40,166	41,488													
6505	2	OCCUPATIONAL THERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/1/24	9	33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613													
			1/10/23		32,473	33,908	35,420	35,822	36,809	37,662	38,892	40,166	41,488													
6503	2	PHYSIOTHERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/1/24	9	33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613													
			1/10/23		32,473	33,908	35,420	35,822	36,809	37,662	38,892	40,166	41,488													
6504	2	SPEECH AND LANGUAGE THERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/1/24	9	33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613													
			1/10/23		32,473	33,908	35,420	35,822	36,809	37,662	38,892	40,166	41,488													
6525	2	RADIOGRAPHY ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/1/24	9	33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613													
			1/10/23		32,473	33,908	35,420	35,822	36,809	37,662	38,892	40,166	41,488													
6001		ASSESSMENT OF NEED OFFICER	1/1/24	11	57,106	58,500	60,130	61,766	63,408	64,873	66,367	67,819	69,261	71,744	74,235	LSIs										
			1/10/23		55,849	57,213	58,807	60,407	62,012	63,446	64,906	66,326	67,737	70,165	72,602	LSIs										
6010		CHILDREN'S DISABILITY NETWORK MANAGER	1/1/24	7	84,864	86,255	87,640	89,100	90,637	92,172	93,403															
			1/10/23		82,997	84,357	85,712	87,140	88,643	90,144	91,348															
6416	2	FAMILY SUPPORT WORKER	1/1/24	9	33,754	35,195	36,715	37,119	38,112	38,968	40,204	41,485	42,813													
			1/10/23		32,629	34,070	35,590	35,994	36,987	37,843	39,079	40,360	41,688													
6416		FAMILY SUPPORT WORKER (NON-PAYPATH)	1/1/24	15	35,726	36,329	38,706	38,942	39,161	39,161	39,161	39,186	39,306	39,437	39,609	39,695	39,830	39,972	40,103							
			1/10/23		34,601	35,204	37,581	37,817	38,036	38,036	38,036	38,061	38,181	38,312	38,484	38,570	38,705	38,847	38,978							
6039		PEER SUPPORT WORKER, SENIOR	1/1/24	7	38,822	39,873	40,996	42,072	43,224	44,409	45,632															
			1/10/23		37,697	38,748	39,871	40,947	42,099	43,284	44,507															
6038		PEER SUPPORT WORKER	1/1/24	9	33,754	35,195	36,715	37,119	38,112	38,968	40,204	41,485	42,813													
			1/10/23		32,629	34,070	35,590	35,994	36,987	37,843	39,079	40,360	41,688													
6494	2	HEALTHCARE ASSISTANT (HOME SUPPORT) (formerly Home Help) (Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)	1/1/24	9	33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613													
			1/10/23		32,473	33,908	35,420	35,822	36,809	37,662	38,892	40,166	41,488													
6494	2	HEALTHCARE ASSISTANT (HOME SUPPORT) (NON-PAYPATH) (formerly Home Help) (Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)	1/1/24	15	35,561	36,160	38,527	38,761	38,980	38,980	38,980	39,004	39,123	39,253	39,425	39,510	39,645	39,786	39,916							
			1/10/23		34,436	35,035	37,402	37,636	37,855	37,855	37,855	37,879	37,998	38,128	38,300	38,385	38,520	38,661	38,791							
6017	1	ENDOSCOPY OPERATIVE (BAND 1)	1/1/24	7	38,822	39,873	40,996	42,072	43,224	44,409	45,632															
			1/10/23		37,697	38,748	39,871	40,947	42,099	43,284	44,507															
6018	2	ENDOSCOPY OPERATIVE (BAND 2)	1/1/24	9	33,598	35,033	36,545	36,947	37,934	38,787	40,017	41,291	42,613													
			1/10/23		32,473	33,908	35,420	35,822	36,809	37,662	38,892	40,166	41,488													
6024		WORKSHOP MANAGER	1/1/24	5	50,642	52,335	54,126	55,995	57,990																	
			1/10/23		49,517	51,183	52,935	54,763	56,714																	
6402		WORKSHOP SUPERVISOR/INSTRUCTOR, SENIOR	1/1/24	11	38,238	39,097	40,338	41,624	42,958	44,339	45,770	47,252	48,790	50,382	52,055	LSIs										
			1/10/23		37,113	37,972	39,213	40,499	41,833	43,214	44,645	46,127	47,665	49,257	50,909	LSIs										
6425		WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +12.5%)(LEVEL 1)	1/1/24	12	47,962	48,468	48,711	48,981	49,235	49,366	49,495	49,624	49,756	49,964	50,123	50,512										
			1/10/23		46,837	47,343	47,586	47,856	48,110	48,241	48,370	48,499	48,631	48,839	48,998	49,387										
6425		WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +25%)(LEVEL 2)	1/1/24	14	47,878	49,392	52,799	53,382	53,665	53,979	54,274	54,427	54,577	54,728	54,882	55,123	55,308	55,762								
			1/10/23		46,753	48,267	51,637	52,208	52,484	52,791	53,079	53,230	53,376	53,524	53,674	53,910	54,091	54,535								
6425		WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/1/24	18	47,548	48,818	50,098	51,332	52,584	53,873	55,028	56,067	57,225	59,170	60,526	61,571	62,889	64,485	66,051	67,081	69,434	71,785	LSIs			
			1/10/23		46,423	47,693	48,973	50,202	51,427	52,688	53,817	54,833	56,454	57,868	59,194	60,216	61,505	63,066	64,598	65,605	67,907	70,206	LSIs			

6425		WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/1/24	17	47,548	48,818	50,098	51,332	52,584	53,873	55,028	56,067	57,725	59,170	60,526	61,571	62,889	64,485	66,051	67,081	69,434 LSI	
			1/10/23		46,423	47,693	48,973	50,202	51,427	52,688	53,817	54,833	56,454	57,868	59,194	60,216	61,505	63,066	64,598	65,605	67,907 LSI	
6425		SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/1/24	13	33,249	35,372	36,160	37,306	38,303	39,165	40,408	41,696	43,032	44,415	45,849	47,334	48,875					
			1/10/23		32,124	34,247	35,035	36,181	37,178	38,040	39,283	40,571	41,907	43,290	44,724	46,209	47,750					
6439		WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/1/24	7	38,830	39,419	40,346	41,283	42,209	43,155	44,058											
			1/10/23		37,705	38,294	39,221	40,158	41,084	42,030	42,933											
6439		WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/1/24	9	50,641	51,521	51,577	52,752	53,938	55,234	56,536	57,845	59,154									
			1/10/23		49,516	50,387	50,442	51,591	52,752	54,018	55,292	56,572	57,852									
6466		WELFARE HOME, ASSISTANT SUPERVISOR	1/1/24	3	36,249	37,055	37,693															
			1/10/23		35,124	35,930	36,568															
6516		HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/1/24	12	38,127	39,304	40,899	42,491	44,068	45,648	47,210	48,356	49,514	50,683	51,653	52,620						
			1/10/23		37,002	38,179	39,774	41,366	42,943	44,523	46,085	47,231	48,389	49,558	50,516	51,463						
6434		NURSERY NURSE	1/1/24	13	34,706	36,432	37,589	38,584	39,060	39,906	40,761	41,605	42,456	43,327	44,193	45,071	45,875 LSI					
			1/10/23		33,581	35,307	36,464	37,459	37,935	38,781	39,636	40,480	41,331	42,202	43,068	43,946	44,750 LSI					
6030		COMMUNITY WELFARE OFFICER	1/1/24	18	34,342	36,250	37,364	39,293	41,517	43,694	45,829	47,874	49,918	52,002	54,077	56,193	58,378	60,478	62,622	64,857	67,101 69,274 LSIs	
			1/10/23		33,217	35,125	36,239	38,168	40,392	42,569	44,704	46,749	48,793	50,857	52,887	54,956	57,093	59,147	61,244	63,430	65,624 67,750 LSIs	
6484		HOME SUPPORT RESOURCE OFFICER	1/1/24	7	49,210	50,685	52,187	53,721	55,265	57,064	58,868 LSIs											
			1/10/23		48,085	49,560	51,038	52,538	54,049	55,809	57,573 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)	1/1/24	11	57,106	58,500	60,130	61,766	63,408	64,873	66,367	67,819	69,261	71,744	74,235 LSIs							
			1/10/23		55,849	57,213	58,807	60,407	62,012	63,446	64,906	66,326	67,737	70,165	72,602 LSIs							
6584		HOME SUPPORT RESOURCE MANAGER (Formerly Home Help Co-Ordinator) ** grade obsolete - not for use - see Guide note 2 ** (This rate applies to pension benefit calculations for retirements prior to 9.10.2019)	1/1/24	7	54,548	55,848	57,435	60,415	62,197	64,415	66,642 LSIs											
			1/10/23		53,347	54,619	56,171	59,085	60,828	62,998	65,175 LSIs											

CLERICAL & MANAGEMENT ADMINISTRATION GRADES

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

0001	CHIEF EXECUTIVE OFFICER (HSE) ** for new incumbents post 03/10/22 **	1/1/24	1	378,886																
		1/10/22		370,549																
0004	DIRECTOR GENERAL (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/1/24	1	249,081																
		1/10/23		243,600																
0120	REGIONAL EXECUTIVE OFFICER	1/1/24	6	222,215	234,225	246,906	253,579	260,251	266,925											
		1/10/23		217,325	229,071	241,473	247,999	254,524	261,051											
0005	CHIEF STRATEGY OFFICER/CHIEF OPERATIONS OFFICER HSE (FORMERLY DDG STRATEGY/OPERATIONS HSE)	1/1/24	1	205,156																
		1/10/23		200,641																
0016	CHIEF FINANCIAL OFFICER (HSE)	1/1/24	1	205,156																
		1/10/23		200,641																
0014	NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/1/24	1	218,569																
		1/10/23		213,759																
0015	NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/1/24	1	218,569																
		1/10/23		213,759																
0009	CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS ** for new incumbents post 14/05/2018**	1/1/24	1	191,203																
		1/10/23		186,995																
0009	CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS	1/1/24	1	181,014																
		1/10/23		177,031																
0058	NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE)	1/1/24	1	188,268																
		1/10/23		184,125																
0059	NATIONAL DIRECTOR, HOSPITAL CARE (HSE)	1/1/24	1	188,268																
		1/10/23		184,125																
0017	NATIONAL DIRECTOR, HUMAN RESOURCES (HSE)	1/1/24	1	188,268																
		1/10/23		184,125																
0060	NATIONAL DIRECTOR, MENTAL HEALTH (HSE)	1/1/24	1	188,268																
		1/10/23		184,125																
0061	NATIONAL DIRECTOR, PRIMARY CARE (HSE)	1/1/24	1	188,268																
		1/10/23		184,125																
0018	NATIONAL DIRECTOR, POPULATION HEALTH (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/1/24	1	188,268																
		1/10/23		184,125																
0047	NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE)	1/1/24	1	188,268																
		1/10/23		184,125																
0062	NATIONAL DIRECTOR, SOCIAL CARE (HSE)	1/1/24	1	188,268																
		1/10/23		184,125																
0064	CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE	1/1/24	1	188,268																
		1/10/23		184,125																
0448	NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/1/24	1	173,595																
		1/10/23		169,775																
0050	CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/1/24	1	173,595																
		1/10/23		169,775																
0031	NATIONAL DIRECTOR, PROCUREMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/1/24	1	173,595																
		1/10/23		169,775																
0045	NATIONAL DIRECTOR, COMMUNICATIONS (HSE)	1/1/24	1	173,595																
		1/10/23		169,775																
0022	NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/1/24	1	173,595																
		1/10/23		169,775																

0655		GRADE VIII	1/1/24	7	78,274	78,976	82,065	85,166	88,244	91,335	94,407																																								
			1/10/23		76,551	77,238	80,259	83,292	86,302	89,325	92,329																																								
	0582	GRADE VII (CLERICAL)	1/1/24	11	57,106	58,500	60,130	61,766	63,408	64,873	66,367	67,819	69,261	71,744	74,235	LSIs																																			
			1/10/23		55,849	57,213	58,807	60,407	62,012	63,446	64,906	66,326	67,737	70,165	72,602	LSIs																																			
	0574	GRADE VI (CLERICAL)	1/1/24	7	54,548	55,848	57,435	60,415	62,197	64,415	66,642	LSIs																																							
			1/10/23		53,347	54,619	56,171	59,085	60,828	62,998	65,175	LSIs																																							
	0566	GRADE V (CLERICAL)	1/1/24	7	49,210	50,685	52,187	53,721	55,264	57,064	58,868	LSIs																																							
			1/10/23		48,085	49,560	51,038	52,538	54,048	55,809	57,573	LSIs																																							
	0558	GRADE IV (CLERICAL)	1/1/24	12	33,422	35,512	36,351	38,471	40,413	42,112	43,756	45,975	47,587	49,210	50,714	52,253	LSIs																																		
			1/10/23		32,297	34,387	35,226	37,346	39,288	40,987	42,631	44,850	46,462	48,085	49,589	51,103	LSIs																																		
	0609	CLERICAL OFFICER GRADE	1/1/24	15	29,020	30,736	31,157	32,015	33,267	34,521	35,776	36,688	37,719	38,916	39,763	40,949	42,146	44,391	45,988	LSI																															
			1/10/23		27,895	29,611	30,032	30,890	32,142	33,396	34,651	35,563	36,594	37,791	38,638	39,824	41,021	43,266	44,863	LSI																															
	0884	SUPPLIES OFFICER GRADE A	1/1/24	7	54,548	55,847	57,435	60,415	62,197	64,415	66,642	LSIs																																							
			1/10/23		53,347	54,618	56,171	59,085	60,828	62,998	65,175	LSIs																																							
	0892	SUPPLIES OFFICER GRADE B	1/1/24	7	49,210	50,685	52,187	53,721	55,265	57,064	58,868	LSIs																																							
			1/10/23		48,085	49,560	51,038	52,538	54,049	55,809	57,573	LSIs																																							
	0906	SUPPLIES OFFICER GRADE C	1/1/24	8	40,413	42,112	43,756	45,975	47,586	49,210	50,713	52,253	LSIs																																						
			1/10/23		39,288	40,987	42,631	44,850	46,461	48,085	49,588	51,103	LSIs																																						
	0914	SUPPLIES OFFICER GRADE D	1/1/24	12	33,596	35,518	36,543	37,599	38,477	39,179	40,221	41,262	42,309	43,350	44,390	45,988	LSI																																		
			1/10/23		32,471	34,393	35,418	36,474	37,352	38,054	39,096	40,137	41,184	42,225	43,265	44,863	LSI																																		

Medical Consultants Salary Scales

Consultant Contract 2023 salary scales are on the next page

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

Consultant Contract 2023 Salary Scales

Consultant Contract 2023 - Clinical							
		1	2	3	4	5	6
Clinician Consultants	01/01/24	222,215	234,225	246,906	253,579	260,251	266,925
	01/10/23	217,325	229,071	241,473	247,999	254,524	261,051

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	01/01/24	273,125	287,898	303,471	311,679	319,887	328,095
	01/10/23	267,115	281,563	296,793	304,821	312,848	320,875
Academic Associate Professor	01/01/24	256,218	270,993	284,687	292,895	301,103	309,311
	01/10/23	250,580	265,030	278,423	286,450	294,477	302,505
Academic Senior Lecturer	01/01/24	239,390	254,164	265,988	274,197	282,404	290,613
	01/10/23	234,122	248,571	260,135	268,163	276,190	284,218

B Factor		
On Call Payments		
	01/10/23	01/01/24
Rota	€	€
Flat Annual Payment	10,353	10,586
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,002	3,070
1 in 2	8,489	8,680
1 in 1	11,181	11,433

C - Factor Emergency Call-Out Payments		
	01/10/23	01/01/24
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	111.50	114.01
31-120 call-outs	167.25	171.01
121 call-outs or more	223.00	228.01
If the call-out occurs after midnight		
First 30 call-outs	139.37	142.51
31-120 call-outs	209.06	213.76
121 call-outs or more	278.75	285.02
Annual Limit	39,341	40,227

Clinical Directors' Allowance*	01/10/23	01/01/24
	€	€
	54,390	55,614

Consultant Contract 2023
Calculating the Allowance paid to the Master of a Maternity Hospital The allowance attached to the role of Master is calculated as the difference between the rate applying to the standard clinical post and the professorial post.

Table A1		
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	234,455	239,730
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	229,226	234,383
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	224,282	229,328
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	223,296	228,320
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	218,624	223,543
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	214,249	219,070
Geographical Wholetime Consultants without fees	239,402	244,789

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	261,051	266,925
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	261,051	266,925
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	261,051	266,925
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	261,051	266,925
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	261,051	266,925
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	261,051	266,925
Geographical Wholetime Consultants without fees	261,051	266,925

Table A2		
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	Type B	Type B
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	223,578	228,609
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	218,349	223,262
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	213,404	218,205
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	212,418	217,198
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	207,747	212,421
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,371	207,947
Geographical Wholetime Consultants without fees	228,525	233,667

Table SA - A2		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	Type B	Type B
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	239,297	244,682
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	239,297	244,682
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	239,297	244,682
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	239,297	244,682
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	239,297	244,682
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	239,297	244,682
Geographical Wholetime Consultants without fees	239,297	244,682

Table A3		
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	Type B*	Type B*
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	197,962	202,416
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	191,432	195,739
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,056	191,265
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	196,102	200,514
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,432	195,739
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,056	191,265

Table SA - A3		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	Type B*	Type B*
	€	€
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	206,665	211,315
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,665	211,315
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,665	211,315

Table B1

Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.		
	Type A Contract	Type A Contract
	01/10/23	01/01/24
	€	€
Category I Consultants		
Professor	294,194	300,813
Associate Professor	275,117	281,307
Lecturer	256,076	261,838
College Lecturer	250,975	256,622
Category II Consultants		
Professor UCD, TCD, RCSI	279,856	286,153
Associate Professor UCD, TCD, RCSI	261,233	267,110
Lecturer	241,545	246,979
College Lecturer	236,441	241,761
Category III Consultants		
Professor UCC	284,338	290,736
Associate Professor UCC	265,571	271,546
Lecturer UCC	246,087	251,624
College Lecturer UCC	240,983	246,405
Category IV Consultants		
Professor UCG	288,818	295,317
Associate Professor UCG	269,910	275,983
Lecturer UCG	250,628	256,267
College Lecturer UCG	245,523	251,048

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.		
	Type A Contract	Type A Contract
	01/10/23	01/01/24
	€	€
Category I Consultants		
Professor	320,875	328,095
Associate Professor	302,505	309,311
Lecturer	284,218	290,613
College Lecturer	279,314	285,598
Category II Consultants		
Professor UCD, TCD, RCSI	320,875	328,095
Associate Professor UCD, TCD, RCSI	302,505	309,311
Lecturer	284,218	290,613
College Lecturer	279,314	285,598
Category III Consultants		
Professor UCC	320,875	328,095
Associate Professor UCC	302,505	309,311
Lecturer UCC	284,218	290,613
College Lecturer UCC	279,314	285,598
Category IV Consultants		
Professor UCG	320,875	328,095
Associate Professor UCG	302,505	309,311
Lecturer UCG	284,218	290,613
College Lecturer UCG	279,314	285,598

Table B2		
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.		
Category I Consultants	Type B Contract	Type B Contract
	01/10/23	01/01/24
	€	€
Professor	288,755	295,252
Associate Professor	267,663	273,685
Lecturer	245,247	250,765
College Lecturer	239,457	244,845
Category II Consultants		
Professor UCD, TCD, RCSI	274,417	280,592
Associate Professor UCD, TCD, RCSI	253,778	259,488
Lecturer UCD, TCD, RCSI	230,716	235,907
College Lecturer UCD, TCD, RCSI	224,922	229,983
Professor UCC	278,900	285,175
Associate Professor UCC	258,117	263,924
Lecturer UCC	235,258	240,551
College Lecturer UCC	229,465	234,628
Professor UCG	283,380	289,756
Associate Professor UCG	262,456	268,361
Lecturer UCG	239,798	245,193
College Lecturer UCG	234,004	239,269

Table SA - B2		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract		
Category I Consultants	Type B Contract	Type B Contract
	01/10/23	01/01/24
	€	€
Professor	309,998	316,973
Associate Professor	287,596	294,067
Lecturer	262,560	268,468
College Lecturer	256,276	262,043
Category II Consultants		
Professor UCD, TCD, RCSI	309,998	316,973
Associate Professor UCD, TCD, RCSI	287,596	294,067
Lecturer UCD, TCD, RCSI	262,560	268,468
College Lecturer UCD, TCD, RCSI	256,276	262,043
Professor UCC	309,998	316,973
Associate Professor UCC	287,596	294,067
Lecturer UCC	262,560	268,468
College Lecturer UCC	256,276	262,043
Professor UCG	309,998	316,973
Associate Professor UCG	287,596	294,067
Lecturer UCG	262,560	268,468
College Lecturer UCG	256,276	262,043

Table B3		
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Category II Consultants	Type B* Contract	Type B* Contract
	01/10/23	01/01/24
	€	€
Professor UCD, TCD, RCSI	258,101	263,909
Associate Professor UCD, TCD, RCSI	237,703	243,051
Lecturer UCD, TCD, RCSI	214,913	219,749
College Lecturer UCD, TCD, RCSI	209,180	213,887
Professor UCC	262,585	268,493
Associate Professor UCC	242,041	247,487
Lecturer UCC	219,453	224,391
College Lecturer UCC	213,724	218,533
Professor UCG	267,064	273,073
Associate Professor UCG	246,380	251,924
Lecturer UCG	223,995	229,035
College Lecturer UCG	218,263	223,173

Table SA - B3		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract		
Category II Consultants	Type B* Contract	Type B* Contract
	01/10/23	01/01/24
	€	€
Professor UCD, TCD, RCSI	277,366	283,607
Associate Professor UCD, TCD, RCSI	256,842	262,621
Lecturer UCD, TCD, RCSI	236,316	241,633
College Lecturer UCD, TCD, RCSI	230,824	236,018
Professor UCC	277,366	283,607
Associate Professor UCC	256,842	262,621
Lecturer UCC	236,316	241,633
College Lecturer UCC	230,824	236,018
Professor UCG	277,366	283,607
Associate Professor UCG	256,842	262,621
Lecturer UCG	236,316	241,633
College Lecturer UCG	230,824	236,018

Table C1(1)

New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/01/24	199,702	205,501	229,721	233,056	236,393	239,730
	01/10/23	195,307	200,979	224,666	227,927	231,192	234,455
Type B	01/01/24	187,970	190,522	208,855	211,636	214,417	217,199
	01/10/23	183,834	186,330	204,260	206,979	209,699	212,419
Type C	01/01/24	163,537	169,324	178,754	183,509	189,072	191,265
	01/10/23	159,939	165,598	174,821	179,471	184,912	187,056

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

Table C1(2)

New Entrant Consultant (Clinicians) from 1 st October 2012*										
Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/01/24	162,640	167,161	176,634	185,730	193,662	200,272	208,203	223,078	234,759
	01/10/23	159,061	163,483	172,747	181,643	189,400	195,865	203,621	218,169	229,593
Type B	01/01/24	153,531	158,995	166,541	167,673	172,795	177,929	187,053	194,984	202,915
	01/10/23	150,153	155,496	162,876	163,983	168,992	174,014	182,936	190,693	198,450
Type C	01/01/24	134,512	138,453	143,121	146,375	149,627	153,531	158,735	164,591	168,955
	01/10/23	131,552	135,406	139,972	143,154	146,335	150,153	155,242	160,969	165,237

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

Table SA - C1(1)

Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement.		
Contract Type	01/10/23	01/01/24
	€	€
Type A	217,325	222,215
	229,071	234,225
	241,473	246,906
	247,999	253,579
	254,524	260,251
	261,051	266,925
Type B	200,683	205,198
	210,472	215,208
	222,981	227,998
	228,420	233,559
	233,858	239,120
	239,297	244,682
Type B*	206,665	211,315
Type C	159,939	163,537
	166,419	170,164
	174,821	178,754
	179,472	183,510
	184,911	189,071
	190,349	194,632

Table C2(1)

New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/01/24	259,652	267,039	288,502	292,606	296,710	300,813
	01/10/23	253,939	261,163	282,154	286,167	290,181	294,194
Type A Associate Professor / Consultant	01/01/24	242,095	249,482	268,994	273,099	277,202	281,307
	01/10/23	236,768	243,992	263,075	267,089	271,102	275,117
Type A Senior Lecturer / Consultant	01/01/24	224,575	231,960	249,526	253,630	257,733	261,838
	01/10/23	219,633	226,856	244,035	248,049	252,062	256,076

Table C2(2)

New Entrant Academic Consultants from 1 October 2012 (Type A)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/01/24	232,402	245,946	258,063	262,434	262,434	262,434
	01/10/23	227,288	240,534	252,385	256,659	256,659	256,659
Type A Associate Professor / Consultant	01/01/24	208,965	229,070	240,609	254,024	262,434	262,434
	01/10/23	204,367	224,030	235,315	248,434	256,659	256,659
Type A Senior Lecturer / Consultant	01/01/24	193,508	205,158	223,270	235,931	244,245	257,090
	01/10/23	189,250	200,643	218,357	230,739	238,870	251,433

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

Table SA - C2(1)

Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	01/10/23	01/01/24
		Type A	Type A
		€	€
TYPE A Professor	1	267,115	273,125
	2	281,563	287,898
	3	296,793	303,471
	4	304,821	311,679
	5	312,848	319,887
	6	320,875	328,095
TYPE A Associate Professor	1	250,580	256,218
	2	265,030	270,993
	3	278,423	284,687
	4	286,450	292,895
	5	294,477	301,103
	6	302,505	309,311
TYPE A Lecturer	1	234,122	239,390
	2	248,571	254,164
	3	260,135	265,988
	4	268,163	274,197
	5	276,190	282,404
	6	284,218	290,613
TYPE A College Lecturer	1	229,709	234,877
	2	244,158	249,652
	3	255,232	260,975
	4	263,260	269,183
	5	271,286	277,390
	6	279,314	285,598

Table C3(1)

New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/01/24	242,848	249,304	269,832	273,418	277,004	280,592
	01/10/23	237,504	243,818	263,894	267,402	270,909	274,417
Type B Associate Professor / Consultant	01/01/24	223,855	230,311	248,728	252,315	255,902	259,488
	01/10/23	218,929	225,243	243,255	246,763	250,271	253,778
Type B Senior Lecturer / Consultant	01/01/24	195,724	201,960	225,146	228,733	232,320	235,907
	01/10/23	191,417	197,516	220,192	223,700	227,208	230,716

Table C3(2)

New Entrant Academic Consultants from 1 October 2012 (Type B)*

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/01/24	219,284	229,089	239,172	249,453	260,081	262,434
	01/10/23	214,458	224,048	233,909	243,963	254,358	256,659
Type B Associate Professor / Consultant	01/01/24	194,881	203,844	220,497	230,137	239,964	249,792
	01/10/23	190,593	199,358	215,645	225,073	234,683	244,295
Type B Senior Lecturer / Consultant	01/01/24	172,301	184,360	192,928	201,669	210,207	226,463
	01/10/23	168,509	180,304	188,682	197,232	205,581	221,480

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

Table SA - C3(1)

Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.

Contract Type	Scale Points	01/10/23	01/01/24
		Type B	Type B
		€	€
TYPE B Professor	1	260,056	265,907
	2	272,685	278,820
	3	288,951	295,453
	4	295,967	302,626
	5	302,983	309,800
	6	309,998	316,973
TYPE B Associate Professor	1	239,893	245,291
	2	252,522	258,204
	3	266,548	272,545
	4	273,565	279,720
	5	280,579	286,893
	6	287,596	294,067
TYPE B Lecturer	1	217,360	222,251
	2	229,989	235,164
	3	241,513	246,947
	4	248,529	254,121
	5	255,545	261,294
	6	262,560	268,468
TYPE B College Lecturer	1	211,706	216,469
	2	224,334	229,382
	3	235,228	240,521
	4	242,245	247,695
	5	249,260	254,868
	6	256,276	262,043

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/01/24	219,725	226,583	244,140	247,950	251,758	255,567
	01/10/23	214,890	221,597	238,768	242,494	246,218	249,944
Type C Associate Professor / Consultant	01/01/24	194,675	201,299	223,940	227,750	231,559	235,369
	01/10/23	190,392	196,869	219,013	222,739	226,464	230,190
Type C Senior Lecturer / Consultant	01/01/24	177,413	187,770	201,375	205,185	208,993	212,801
	01/10/23	173,509	183,638	196,943	200,670	204,395	208,119

Table C4(2)							
New Entrant Academic Consultants from 1 October 2012 (Type C)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/01/24	175,004	185,687	193,567	203,271	210,816	227,803
	01/10/23	171,153	181,601	189,308	198,798	206,177	222,790
Type C Associate Professor / Consultant	01/01/24	162,962	169,457	173,946	186,842	193,790	202,283
	01/10/23	159,376	165,728	170,118	182,730	189,526	197,832
Type C Senior Lecturer / Consultant	01/01/24	151,534	157,881	165,050	170,087	176,353	188,060
	01/10/23	148,199	154,407	161,418	166,344	172,473	183,922

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

Table SA - C4(1)			
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	01/10/23	01/01/24
		Type C	Type C
		€	€
TYPE C Professor	1	214,829	219,662
	2	228,240	233,375
	3	238,699	244,069
	4	246,149	251,687
	5	253,600	259,306
	6	261,051	266,925
TYPE C Associate Professor	1	196,258	200,674
	2	209,670	214,387
	3	218,066	222,972
	4	225,517	230,591
	5	232,967	238,209
	6	240,418	245,827
TYPE C Lecturer	1	175,516	179,465
	2	188,926	193,177
	3	195,016	199,404
	4	202,466	207,022
	5	209,917	214,640
	6	217,368	222,259
TYPE C College Lecturer	1	170,297	174,128
	2	183,708	187,841
	3	189,218	193,476
	4	196,669	201,095
	5	204,120	208,712
	6	211,571	216,331

Table SA - C5(1)

Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement		
Contract Type	01/10/23	01/01/24
	Type B*	Type B*
	€	€
TYPE B* Professor	277,366	283,607
TYPE B* Associate Professor	256,842	262,621
TYPE B* Lecturer	236,316	241,633
TYPE B* College Lecturer	230,824	236,018

Table D1	01/10/23	01/01/24
	€	€
Clinical Directors' Allowance*	54,390	55,614

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

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/01/24	255,516		
	01/10/23	249,893		
Head of Department**	01/01/24	227,868	234,759	241,677
	01/10/23	222,853	229,593	236,359

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

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

Table E

B&C Factor Payments for Consultants who (1) are not eligible for settlement agreement or (2) who are eligible and do not avail of settlement agreement.

On Call/Call-Out Payments			
		01/10/23	01/01/24
Rota	No. of Call-Outs	€	€
Flat Annual Payment		4,561	4,664
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,641	2,700
1 in 2	1-80 call-outs	6,593	6,742
	81-120 call-outs	7,620	7,791
	121+ call-outs	8,344	8,532
1 in 1	1-80 call-outs	7,914	8,092
	81-120 call-outs	10,015	10,240
	121+ call-outs	12,367	12,645

SA - B and C Factor Payments

SA - On Call/Call-Out Payments			
	No. of Call-Outs	01/10/23	01/01/24
Rota		€	€
Flat Annual Payment		6,690	6,840
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows			
1 in 3		2,774	2,836
1 in 2	1-80 call-outs	6,923	7,079
	81-120 call-outs	8,001	8,181
	121+ call-outs	8,761	8,959
1 in 1	1-80 call-outs	8,311	8,498
	81-120 call-outs	10,515	10,752
	121+ call-outs	12,986	13,278

Emergency Call-Out Payments for all Consultants

	01/10/23	01/01/24
Per call-out	€	€
First 30 call-outs	92.92	95.01
31-120 call-outs	139.76	142.90
121 call-outs or more	184.63	188.79
If the call-out occurs after midnight		
First 30 call-outs	123.87	126.65
31-120 call-outs	187.29	191.50
121 call-outs or more	247.90	253.47
For each hour or part hour in excess of the first hour		
First 30 call-outs	61.84	63.23
31-120 call-outs	92.30	94.38
121 call-outs or more	123.96	126.75
Annual Limit	26,372	26,965

SA - Emergency Call-Out Payments for all Consultants

	01/10/23	01/01/24
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	111.50	114.01
31-120 call-outs	167.25	171.01
121 call-outs or more	223.00	228.01
If the call-out occurs after midnight		
First 30 call-outs	139.37	142.51
31-120 call-outs	209.06	213.76
121 call-outs or more	278.75	285.02
Annual Limit	32,633	33,368

Table F1		
Salary scales for Consultants who are remaining on the 1997 Consultant Contract		
Consultants Revised Common Contract, 1997	01/10/23	01/01/24
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	207,859	212,536
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	197,400	201,842
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	187,511	191,730
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	185,539	189,714
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,199	180,163
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	171,362	175,218
Geographical Wholetime Consultants without fees	217,754	222,654

Table F3		
Revised salary for Regional Consultant Orthodontists who have opted not to take up		
	01/10/23	01/01/24
	€	€
Regional Consultant Orthodontists	197,400	201,842

Table F2		
Salary scales for Academic Consultants who are remaining on the 1998 Contract		
	01/10/23	01/01/24
	€	€
Category I Consultants		
Professor	267,513	273,532
Associate Professor	247,728	253,302
Lecturer	227,934	233,063
College Lecturer	222,637	227,647
Category II Consultants		
Professor UCD, TCD, RCSI	238,837	244,210
Associate Professor UCD, TCD, RCSI	219,960	224,909
Lecturer UCD, TCD, RCSI	198,872	203,347
College Lecturer UCD, TCD, RCSI	193,567	197,922
Professor UCC	247,801	253,377
Associate Professor UCC	228,638	233,782
Lecturer UCC	207,954	212,633
College Lecturer UCC	202,654	207,214
Professor UCG	256,762	262,539
Associate Professor UCG	237,315	242,655
Lecturer UCG	217,036	221,920
College Lecturer UCG	211,732	216,496

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	01/10/23	01/01/24
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	174,821	178,754
G.W.T. WITH FEES	167,083	170,843
EXISTING WHOLETIME	160,320	163,927
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	174,821	178,754
G.W.T. WITH FEES	161,911	165,554
EXISTING WHOLETIME	152,382	155,811
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	174,821	178,754
G.W.T. WITH FEES	153,973	157,438
EXISTING WHOLETIME	144,444	147,694

	01/10/23	01/01/24
Extended Duty Liability	€	€
A flat payment will be paid to each consultant with on-call liability.	8,544	8,737

Table F5		
Original Contract for Consultant Medical Staff 1981		
	01/10/23 Cumulative restoration up to and including 1/10/23 €	01/01/24 Cumulative restoration up to and including 1/01/24 €
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate*	205,281	209,900
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347(£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	11,343	11,598
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

Emergency Services	01/10/23	01/01/24
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	90.28	92.32
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	120.23	122.93
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	60.03	61.38
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	11,395	11,652

ALLOWANCES

Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual)

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

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Travel Allowance for non nursing Dublin Personnel

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

MEDICAL AND DENTAL ALLOWANCES

	1 October 2023	1 Jan 2024
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts		
1. Consultants per 3 hour session (and pro-rata)	141.45	144.64
2. Emergency Sessions		
The rate at 1 above subject to a minimum fee in the case of Anaesthetists	92.66	94.75
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons	55.19	56.43
3. Community Ophthalmic Physicians per 3 hour session	204.92	209.53
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;	70.64	72.23
minimum rate;	141.45	144.64
(b) Where the duration is <u>not less</u> than 3 hours;		
first 3 hours	211.88	216.64
3 hour sessional rate for hours in excess of 3 (and pro-rata)	141.45	144.64
5. Pool Payments		
General Teaching Hospital (per bed day)	5.91	6.04
General Non-Teaching Hospital (per bed day)	3.98	4.07
Maternity Teaching Hospital (per bed day)	11.44	11.70
Maternity Non-Teaching Hospital (per bed day)	5.39	5.52
6. Private Dental Surgeons Sessional Rates		
(a) For clinics held on health board premises	146.06	149.35
(b) For clinics held in a dentist's private surgery	195.46	199.86
Extra 3 hour sessions (maximum of 2 sessions per week) held by wholetime health area dental surgeons may be paid for at the revised rates approved for sessions held by private dentists on health area premises as indicated above.		
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.		
Per 3 hour session (and pro-rata)	166.36	170.10
Special rates for clinics held outside a radius of 25 miles		
(a) For clinics of <i>less than</i> 3 hours duration		
Per hour	83.92	85.81
Minimum rate	101.02	103.30
(b) For clinics of <i>not less than</i> 3 hours		
For the first three hours	249.71	255.33
For 3 hour sessions in excess of 3 hours	168.05	171.83
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.		

							1 October 2023	1 Jan 2024
Psychiatrist Special Responsibility Allowance								
Revised rate per annum							11,900	12,168
Child Health Services Development Paediatrics								
3 hour session							75.22	76.91
2 hour session							56.41	57.68
1 hour session							37.65	38.50
Casual Locum for Former District Medical Officers								
For first three days							82.47	84.33
For next 25 days							70.56	72.15
For each subsequent day							60.71	62.07
Fees for lectures to Nurses							34.54	35.32
(Circular S100/84 of 22 August 1975)							25.95	26.54
Consultant CME								
This scheme is open to Consultants employed in the public service and allow Consultants claim towards courses and conferences, reference materials and professional fees etc. as set out in the HSE's Guidance on Continuing Medical Education Supports for Consultants. Maximum of €3,000 per annum for 2008 or 1997 Consultant Contract holders. Maximum of €12,000 per annum for 2023 Consultant Contract holders (except where a higher amount is approved in accordance with the terms of the Contract).								
Vouched CME for certain other medical grades (Circulars 39/2003 and 1/2024 refer).								
Annual rate of €2,750 for the grades of AMO, SAMO, SMO, PMO and COP with retrospective effect from 1 February 2022.								
Research and Innovation Projects								
Maximum of €8,000 for 2023 Consultant Contract holders as provided for in the Contract (except where a higher amount is approved in accordance with the terms of the Contract).								
Training Supports Scheme for NCHDs								
*** AMOUNT PER REGISTRATION PER YEAR					1 July 2019	22-Dec-22		
Intern					750	1,250		
SHOs and Registrars					1,250	1,750		
SPRs/GP Registrars/ Psychiatry SRs on a training scheme					2,000	2,500		
GP Registrar Allowance (from the NCHD contract)								
							12,432	12,711
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred								
							4,143	4,236
Public Health Doctors (and Occupational Health Doctors for duration of pandemic)								
On Call off site rate agreed as per LCR as an interim measure at rate of €576. HSE CERS Circular 35/2020 refers.								

NURSING ALLOWANCES

	1 October 2023	1 Jan 2024
Staff Nurses (Senior Staff Nurses), Clinical Nurse/Midwifery Manager 1, 2 and 3 (S100/406 refers)(DoH Circulars 14/2019 and 2/2024 refer)		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	3,835	3,921
(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).	2,554	2,611
(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).	2,554	2,611
Public Health Nurses & Assistant Directors of Public Health Nursing Midwifery Qualification*	3,835	3,921
*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.	1,597	1,633
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	1,527	1,561
Theatre / Night Sister	917	937
Public Health Nurse	1,834	1,875
Relevant nursing staff Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)* *Abolished for new beneficiaries with effect from 1 February 2012	3,407	3,484
Psychiatric Nurses (S100/411 refers) HSE HR Directorate Circular 1/2005 Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012		
Psychiatric Staff Nurse	5,681	5,809
Senior Staff Nurse (Psychiatric)	5,966	6,100
Community Psychiatric Nurse	6,231	6,371
Clinical Nurse Manager I (Psychiatric)	6,037	6,173
CNM II (Psychiatric)/Community Mental Health Nurse	6,442	6,587
Clinical Nurse Manager III (Psychiatric)	6,768	6,920
Assistant Director of Nursing Mental Health	6,552	6,699
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	4,274	4,370
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449	5,928	6,061
Public Health Nurses (S103/151 refers) Island Inducement Allowance* *Abolished for new beneficiaries with effect from 1 February 2012	2,022	2,067

	1 October 2023	1 Jan 2024
Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)		
<i>(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>		
Monday to Friday (Each day)	48.48	49.57
Saturday	62.27	63.67
Sunday and Public Holidays	84.17	86.07
<i>(ii) Call Out Rate - Monday to Sunday</i>		
Fee per operation per 2 hours (17.00 - 22.00 hours)	48.48	49.57
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	72.70	74.34
Operation lasting more than 4 hours and up to five hours	121.18	123.91
Fee per operation per hour (after 22.00 hours)	48.48	49.57
<i>(iii) On-call Without Standby</i>		
Fee per operation, call in without standby	96.96	99.14
Overruns from roster at normal overtime rates (no time back in lieu)		
<i>(iv) On Call over Weekend</i>		
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.		
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</i>		
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.	20.71	21.18
*Restored for new entrant nurses as per DoH Circular 14/2017		
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017 (HSEA letter dated 5 April 2001 refers)		
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).	4,247	4,342
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.		
Public Health Nurses Week-end Work (S100/414 refers)		
Fixed Payment	32.22	32.95
First call on Saturday and first call on Sunday	42.77	43.74
Each subsequent call on Saturday and Sunday	21.42	21.90
Payment in lieu of time off for Emergency work	32.19	32.91
Saturday Premium	17.51	17.91
Specialist Co-ordinator Allowance*	4,945	5,056
*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 October 2023	1 Jan 2024
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)				
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am		43.43	44.41
	Mon - Thurs	12am - 8am		55.27	56.52
	Sat	12am til Sun 12am		60.80	62.17
	Bank Holiday			60.80	62.17
Stand-by Payments (off site on call)	Mon - Fri			48.97	50.07
	Saturday			62.89	64.30
	Sun & Public Holidays			85.02	86.93
PHYSIOTHERAPISTS					
<u>Emergency/On-Call Duty</u>					
I On-Call with Standby	(a) Monday to Friday			26.89	27.50
	(b) Saturdays			35.10	35.89
	(c) Sundays and Public Holidays			52.50	53.68
	- Fee per call (per half hour)			26.89	27.50
II On-Call without Standby					
	- Fee per call (per hour)			73.81	75.47
The total On-Call Standby fees paid by an individual hospital should not exceed the rate opposite for any week except for a week during which a public holiday occurs.					
				216.78	221.66
GENERAL PARAMEDICAL SESSIONAL RATES					
Per 3 hour session				112.58	115.11
For 2 three hourly sessions held at the same location on same day				192.62	196.95
PHYSIOTHERAPISTS					
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>					
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:				131.25	134.20
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:				175.00	178.94
Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker				
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker				
Saturday Premium				17.69	18.09
RADIOGRAPHERS					
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am		53.75	54.96
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am		68.41	69.95
	Saturday	8am - 12am		62.71	64.12
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		75.25	76.94
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>					
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am		43.00	43.97
	Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am		54.73	55.96
	Saturday	8am - 12am		50.17	51.30
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		60.20	61.55

							1 October 2023	1 Jan 2024	
Stand-by Payments (off site on call)	Mon - Fri						48.48	49.57	
	Saturday						62.27	63.67	
	Sun & Public Holiday						84.17	86.07	
All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours									
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate							28.76	29.41	
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Hons BSc							1,167	1,194	
MSc							2,332	2,385	
PhD							3,041	3,109	
Only one allowance is payable at a time									
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography							1,044	1,068	
Diploma in Ultrasound							522.11	533.86	
Diploma in Nuclear Medicine							522.11	533.86	
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)							5,144	5,260	
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)							1,717	1,756	
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*							275	281	
*Abolished for new beneficiaries with effect from 1 February 2012									
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.									
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year									
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year									
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year									
Allowance for Advanced Paramedics as per HSE Circular 11/2009							10,551	10,788	

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

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

							1 October 2023	1 Jan 2024
† PART-TIME PHARMACISTS								
Rate per hour:-								
First 6 hours:							48.37	49.46
Over 6 hours:							35.82	36.63
Maximum payment for 21 hours:							820.48	838.94
† <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:							147.01	150.32
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:							196.00	200.41
† SESSIONAL RATES FOR PSYCHOLOGISTS								
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;							212.53	217.31
Employed on a sessional basis but not specifically appointed to an assessment team								
per 3-hour session							178.41	182.42
for 2 3-hour sessions held at the same location on same day							305.37	312.24
† SOCIAL WORKERS								
3-hour Session							121.91	124.66
2 3-hour sessions (held at the same location on the same day)							208.60	213.30
† GENERAL PARAMEDICAL SESSIONAL RATES								
Per 3 hour session							103.35	105.67
For 2 three hourly sessions held at the same location on the same day							176.81	180.79
† 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:							147.01	150.32
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:							196.00	200.41
† PSYCHOLOGISTS								
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)							186.76	190.96
Employed on a sessional basis but not specifically appointed to an assessment team								
per 3-hour session							156.78	160.30
for 2 3-hour sessions held at the same location on same day							268.35	274.39

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

SUPPORT SERVICES GRADES ALLOWANCES

							1 October 2023	1 Jan 2024
Cardiac Allowance*							19.53	19.97
*Abolished for new beneficiaries with effect from 1 February 2012								
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*							33.91	34.67
*Abolished for new beneficiaries with effect from 1 February 2012								
Saturday Premium							12.38	12.66
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018								
The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full from 1 July 2021; a separate instruction will issue in relation to the Tool Allowance for 2021.								
1/1/2021 - 31/12/2021	DoH Circular 18/2021	799 Euros	6 months at 710 and 6 months at 888					
1/1/2022 - 31/12/2022	DoH Circular 13/2022	888 Euros						

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)							10,141	10,369
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)							494.40	505.53
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**							10,141	10,369
- Annual Allowance to Postholder								
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area							4,541	4,643
- Matrons with full time commitment to after hours work								
Saturday Premium							17.69	18.09

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

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

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

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

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

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

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

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