

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 1/2025

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

An increase to the annualised basic salaries for public servants of 1% or €500, whichever is greater.

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

The sanction of the Minister is now conveyed for the application of these revised rates as appropriate with effect from 1st February 2026

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

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

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

1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 August 2025), as sanctioned by the Minister for Health and approved by the Minister for Public Expenditure and Reform, set out current salaries for public health service staff. These salary scales must be strictly adhered to and in no circumstances should an employee receive remuneration in the nature of pay and allowances of an amount greater than the amount prescribed for the relevant grade. The Department of Health Circular 11/2013 defines remuneration as basic salary, allowances and all other benefits in cash or in kind, together with general terms in regard to superannuation, holidays, sick leave etc., approximating to health service norms.

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

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

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

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

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

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

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

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

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

4. One Person One Salary

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

5. Temporary Contracts for Posts at a Higher Grade

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

6. Superannuation

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

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

Guide to the Consolidated Salary Scales

Please note the following

- 1 The "**MAIN**" tab shows pay scales for all grades except Consultants. Payscale on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2 The "**MAIN**" tab shows pay scales shaded in yellow that are not active scales and are not for use in relation to remuneration for current employees.
- 3 The "**CONSULTANTS**" tab shows the pay scales for Consultant grades. The current rate and a minimum of one historical rate are shown.
- 4 The "**Notional Scales**" tab shows notional scales that are not active pay scales and are not for use in relation to remuneration for current employees.
- 5 For detailed information in respect of **pension increase policy**, please see DoH circular 2/2024.
- 6 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
- 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with qualification, Chef Senior, Chef Executive), the points are as follows:
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8 The weekly rate can be calculated by dividing the annual rate by 52.18.
- 9 Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
- 10 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 11 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 12 Pay relativity for grades originally sanctioned as/aligned to another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as each grade has been amended in line with National Agreements and the FEMPI legislation.
- 13 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.
- 14 The grades of: 0108 Regional Director, Health and Social Care Professions, 0361 GUH Capital Programme – Hospital Project Manager GUH, 0926 Integrated Health Area Service Lead, 3938 Vaccinator have been newly entered on to the consolidated pay scales.
- 15 Grade code 0810 Integrated Health Area Lead (HSE) has had it's titled changed to 'Integrated Health Area Manager' wef: 12/01/2026.
- 16 6585 NAS NEOC Site Manager II The salary for this grade has been adjusted in line with with Clerical Administrative Grade VIII wef: 01/08/2025.
- 17 On the Allowances page the wording has changed for - Mental Health Nursing On-Call Allowance (HSE HR Circular 016/2025 – Mental Health Nursing on Call re WRC - CAM – 101540-24) to include 'ALLOWANCE FOR THOSE DETAILED IN CIRCULAR 016/2025'
- 18 The following grades have been retrospectively increased by 6% in total (5% re Report 42 and 1% general round) w.e.f. 5.7.21: 0016 - CHIEF FINANCIAL OFFICER (HSE), 0017 - NATIONAL DIRECTOR, HUMAN RESOURCES (HSE), 0045 - NATIONAL DIRECTOR, COMMUNICATIONS (HSE), 0050 - CHIEF INFORMATION OFFICER (HSE), 0058 - NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE), 0059 - NATIONAL DIRECTOR, HOSPITAL CARE (HSE), 0060 - NATIONAL DIRECTOR, MENTAL HEALTH (HSE), 0061 - NATIONAL DIRECTOR, PRIMARY CARE (HSE), 0062 - NATIONAL DIRECTOR, SOCIAL CARE (HSE), 0064 - CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE, 0448 - NATIONAL DIRECTOR, INTERNAL AUDIT (HSE), 0509 - ASSISTANT NATIONAL DIRECTOR (SERVICES), 0065 - NATIONAL DIRECTOR, ACCESS & INTEGRATION (HSE), 0068 - NATIONAL DIRECTOR, HEAD OF STRATEGIC INFRASTRUCTURE CAPITAL DELIVERY (HSE)
- 19 The following grades have been retrospectively increased by 3.3% in total (2.3% re Report 42 and 1% general round) w.e.f. 5.7.21: 0420 - ARCHITECTURAL ADVISER, CHIEF 0508 - ASSISTANT NATIONAL DIRECTOR (SUPPORT)
- 20 **Added for Version 3** - The following grades have been retrospectively increased by 6% in total (5% re Report 42 and 1% general round) w.e.f. 5.7.21: 0047 NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE), 0512 CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS, 0511 CHIEF FINANCE OFFICER, HOSPITAL GROUPS, 0032 NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE), 0057 NATIONAL DIRECTOR OF SHARED SERVICES (HSE), 0693 HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE), 0026 DIRECTOR REGIONAL HEALTH OFFICE (HSE)
- 21 **Added for Version 3** - Grade code 3140 HSE National Lead has been re-entered into the consolidated pay scales.
- 22 **Added for Version 3** - Consultants page Table C 1 (2) has been rectified
- 23 **Added for Version 3** - Grade code 3039 LABORATORY SCIENTIST (PALs) has had a rounding anomaly amended

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

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Grade	Band	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
					MEDICAL & DENTAL GRADES																		
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																							
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/2/26	1	37,506																		
			1/8/25		37,006																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	41,607																		
			1/8/25		41,107																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/2/26	1	41,607																		
			1/8/25		41,107																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	43,804																		
			1/8/25		43,304																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	43,804																		
			1/8/25		43,304																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/2/26	1	43,804																		
			1/8/25		43,304																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	45,997																		
			1/8/25		45,497																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	45,997																		
			1/8/25		45,497																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	45,997																		
			1/8/25		45,497																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/2/26	1	45,997																		
			1/8/25		45,497																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	48,209																		
			1/8/25		47,709																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	48,209																		
			1/8/25		47,709																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	48,209																		
			1/8/25		47,709																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	51,527																		
			1/8/25		51,017																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	53,757																		
			1/8/25		53,225																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/2/26	1	58,442																		
			1/8/25		57,863																		

NURSING & MIDWIFERY GRADES																				
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
2347	REGIONAL DIRECTOR, NURSING & MIDWIFERY	1/2/26	6	124,199	129,717	135,237	140,755	146,278	151,795											
		1/8/25		122,969	128,433	133,898	139,361	144,830	150,292											
2915	HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/2/26	6	124,199	129,717	135,237	140,755	146,278	151,795											
		1/8/25		122,969	128,433	133,898	139,361	144,830	150,292											
2004	DIRECTOR OF MIDWIFERY, NWHP	1/2/26	6	124,199	129,717	135,237	140,755	146,278	151,795											
		1/8/25		122,969	128,433	133,898	139,361	144,830	150,292											
2525	AREA DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/2/26	5	112,359	117,043	121,724	126,406	131,086												
		1/8/25		111,247	115,884	120,519	125,154	129,788												
2292	AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/2/26	7	101,210	104,337	107,429	110,081	113,040	116,058	119,034										
		1/8/25		100,208	103,304	106,365	108,991	111,921	114,909	117,855										
2916	DIRECTOR OF MIDWIFERY BAND 1	1/2/26	7	95,664	98,325	100,988	103,641	106,299	108,967	111,623										
		1/8/25		94,717	97,351	99,988	102,615	105,247	107,888	110,518										
2917	DIRECTOR OF MIDWIFERY BAND 2	1/2/26	7	89,121	91,630	94,146	96,651	99,172	101,685	104,199										
		1/8/25		88,239	90,723	93,214	95,694	98,190	100,678	103,167										
2918	DIRECTOR OF MIDWIFERY BAND 3	1/2/26	7	83,459	83,986	85,776	87,621	89,456	91,306	93,142										
		1/8/25		82,633	83,154	84,927	86,753	88,570	90,402	92,220										
2903	DIRECTOR OF NURSING BAND 1 (GENERAL)	1/2/26	7	95,664	98,325	100,988	103,641	106,299	108,967	111,623										
		1/8/25		94,717	97,351	99,988	102,615	105,247	107,888	110,518										
2904	DIRECTOR OF NURSING BAND 2 (GENERAL)	1/2/26	7	89,121	91,630	94,146	96,651	99,172	101,685	104,199										
		1/8/25		88,239	90,723	93,214	95,694	98,190	100,678	103,167										
2905	DIRECTOR OF NURSING BAND 2A (GENERAL)	1/2/26	7	88,408	89,986	91,568	93,142	94,725	96,299	97,879										
		1/8/25		87,533	89,095	90,661	92,220	93,787	95,346	96,910										
2906	DIRECTOR OF NURSING BAND 3 (GENERAL)	1/2/26	7	83,459	83,986	85,776	87,621	89,456	91,306	93,142										
		1/8/25		82,633	83,154	84,927	86,753	88,570	90,402	92,220										
2907	DIRECTOR OF NURSING BAND 4 (GENERAL)	1/2/26	7	77,982	80,343	82,695	85,056	86,099	88,480	90,855										
		1/8/25		77,210	79,548	81,876	84,214	85,247	87,604	89,955										
2908	DIRECTOR OF NURSING BAND 5 (GENERAL)	1/2/26	7	72,952	74,532	76,109	77,683	79,259	80,841	82,422										
		1/8/25		72,230	73,794	75,355	76,914	78,474	80,041	81,606										
2801	DIRECTOR OF PUBLIC HEALTH NURSING	1/2/26	6	93,784	96,626	99,479	102,449	105,178	108,029											
		1/8/25		92,855	95,669	98,494	101,435	104,137	106,959											
2526	DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/2/26	6	93,784	96,626	99,479	102,449	105,178	108,029											
		1/8/25		92,855	95,669	98,494	101,435	104,137	106,959											
2291	DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/2/26	6	91,912	94,484	97,320	100,433	103,846	107,354											
		1/8/25		91,002	93,549	96,356	99,439	102,818	106,291											
2643	DIRECTOR, CENTRE OF NURSE EDUCATION	1/2/26	8	83,881	85,187	87,807	90,452	93,092	95,734	98,375	101,129									
		1/8/25		83,050	84,344	86,938	89,556	92,170	94,786	97,401	100,128									
2910	ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/2/26	9	72,122	73,520	74,866	79,003	80,306	81,819	83,234	84,639	89,004								
		1/8/25		71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123								
2919	ASSISTANT DIRECTOR OF MIDWIFERY BAND 1	1/2/26	9	72,122	73,520	74,866	79,003	80,306	81,819	83,234	84,639	89,004								
		1/8/25		71,408	72,792	74,125	78,221	79,511	81,009	82,410	83,801	88,123								
2542	ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/2/26	7	73,758	75,998	78,227	83,335	84,349	86,697	89,004										
		1/8/25		73,028	75,246	77,452	82,510	83,514	85,839	88,123										
281X	ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/2/26	6	71,437	75,362	76,974	78,461	79,962	82,016											
		1/8/25		70,730	74,616	76,212	77,684	79,170	81,204											

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 **	1/2/26	1	31,937															
		1/8/25		31,437															
4114, 4198	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	1	33,455															
		1/8/25		32,955															
5096	ELECTRICIAN	1/2/26	11	42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369					
		1/8/25		41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					
5118	PAINTER	1/2/26	11	42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369					
		1/8/25		41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					
5134	PLUMBER	1/2/26	11	42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369					
		1/8/25		41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					
515Y	PLASTERER	1/2/26	11	42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369					
		1/8/25		41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					
5606	MAINTENANCE CRAFTSMAN/TECHNICIAN (PAYPATH)	1/2/26	11	42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369					Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		41,565	42,722	45,557	45,842	46,127	46,411	46,697	46,982	47,268	47,553	47,869					
5606	MAINTENANCE CRAFTSMAN/TECHNICIAN (NON-PAYPATH)	1/2/26	14	41,667	42,545	45,224	45,680	45,902	46,150	46,376	46,495	46,611	46,733	46,847	47,037	47,148	47,533	47,033	Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		41,167	42,045	44,724	45,180	45,402	45,650	45,876	45,995	46,111	46,233	46,347	46,537	46,648	47,033		
4905	CRAFTSMAN'S MATE (PAYPATH)	1/2/26	14	35,768	36,793	39,058	39,102	39,286	39,484	39,671	39,771	39,863	39,959	40,056	40,208	40,326	40,434	40,434	Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		35,268	36,293	38,558	38,602	38,786	38,984	39,171	39,271	39,363	39,459	39,556	39,708	39,826	39,934		
4905	CRAFTSMAN'S MATE (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/2/26	14	35,134	36,168	38,353	38,738	38,924	39,134	39,134	39,134	39,180	39,280	39,375	39,527	39,620	39,931	40,434	Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		34,634	35,668	37,853	38,238	38,424	38,634	38,634	38,634	38,680	38,780	38,875	39,027	39,120	39,431		
5088	CHARGEHAND (PAYPATH)	1/2/26	14	44,703	46,030	48,987	49,481	49,718	49,981	50,229	50,357	50,482	50,608	50,739	50,943	51,101	51,483	51,483	Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		44,203	45,530	48,487	48,981	49,218	49,481	49,729	49,857	49,982	50,107	50,237	50,439	50,595	50,973		
5088	CHARGEHAND (NON-PAYPATH)	1/2/26	14	43,895	45,220	48,091	48,580	48,819	49,087	49,329	49,459	49,583	49,713	49,836	50,039	50,161	50,575	50,575	Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		43,395	44,720	47,591	48,080	48,319	48,587	48,829	48,959	49,083	49,213	49,336	49,539	49,661	50,074		
506T	MAINTENANCE FOREMAN, ASSISTANT (PAYPATH)	1/2/26	12	50,945	51,468	51,717	51,997	52,261	52,400	52,535	52,670	52,814	53,033	53,202	53,614				Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		50,441	50,958	51,205	51,482	51,744	51,881	52,015	52,149	52,291	52,508	52,675	53,083				
506T	MAINTENANCE FOREMAN, ASSISTANT (NON-PAYPATH)	1/2/26	12	50,002	50,516	50,769	51,049	51,306	51,442	51,576	51,711	51,842	52,057	52,188	52,635				Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		49,502	50,016	50,266	50,544	50,798	50,933	51,065	51,199	51,329	51,542	51,671	52,114				
5061	MAINTENANCE FOREMAN (PAYPATH)	1/2/26	12	53,954	54,535	54,817	55,130	55,426	55,582	55,732	55,885	56,040	56,285	56,471	56,930				Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		53,420	53,995	54,274	54,584	54,877	55,032	55,180	55,332	55,485	55,728	55,912	56,366				
5061	MAINTENANCE FOREMAN (NON-PAYPATH)	1/2/26	12	52,915	53,484	53,759	54,070	54,354	54,509	54,656	54,811	54,957	55,200	55,345	55,842				Incremental progression for this grade is set out in the Guide to the Scales
		1/8/25		52,391	52,954	53,227	53,535	53,816	53,969	54,115	54,268	54,413	54,653	54,797	55,289				
4008	DENTAL CRAFTSMAN/TECHNICIAN, SENIOR	1/2/26	9	46,059	47,063	48,069	49,071	50,078	51,090	52,110	53,148	54,248 LSI							
		1/8/25		45,559	46,563	47,569	48,571	49,578	50,584	51,594	52,622	53,711 LSI							
4006	DENTAL CRAFTSMAN/TECHNICIAN	1/2/26	11	37,472	39,344	40,418	41,630	42,482	43,680	44,878	46,078	47,278	48,482	49,436 LSI					
		1/8/25		36,972	38,844	39,918	41,130	41,982	43,180	44,378	45,578	46,778	47,982	48,936 LSI					
4645	PATHOLOGY TECHNICIAN	1/2/26	13	38,111	39,961	41,119	41,721	42,685	43,634	44,583	45,534	46,485	47,439	48,392	49,342	50,201			
		1/8/25		37,611	39,461	40,619	41,221	42,185	43,134	44,083	45,034	45,985	46,939	47,892	48,842	49,701			
4653	PATHOLOGY TECHNICIAN, SENIOR	1/2/26	11	43,656	45,018	46,381	47,744	49,106	50,470	51,849	53,258	54,684	56,152	57,645					
		1/8/25		43,156	44,518	45,881	47,244	48,606	49,970	51,336	52,731	54,143	55,596	57,074					

PATIENT & CLIENT CARE GRADES																				
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
6479, 6076, 6016	INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	1	31,937																
		1/8/25		31,437																
6479, 6076, 6016	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	1	33,455																
		1/8/25		32,955																
	CARE OFFICER - BASIC RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	11	40,436	41,506	42,802	44,087	45,379	46,669	48,088	49,379	50,679	52,204	53,424						
		1/8/25		39,936	41,006	42,302	43,587	44,879	46,169	47,588	48,879	50,177	51,687	52,895						
	CARE OFFICER - 5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	11	41,839	43,323	44,684	46,040	47,399	48,757	50,251	51,621	53,026	54,684	56,016						
		1/8/25		41,339	42,823	44,184	45,540	46,899	48,257	49,751	51,110	52,501	54,143	55,461						
	CARE OFFICER - 6.5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	11	41,868	43,352	44,717	46,071	47,432	48,789	50,285	51,657	53,061	54,726	56,058						
		1/8/25		41,368	42,852	44,217	45,571	46,932	48,289	49,785	51,146	52,536	54,184	55,503						
	CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	4	57,209	58,781	60,380	61,893													
		1/8/25		56,643	58,199	59,782	61,280													
	CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	4	57,256	58,829	60,424	61,937													
		1/8/25		56,689	58,247	59,826	61,324													
	HEAD ATTENDANT (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	1	69,062																
		1/8/25		68,378																
	HEAD ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	1	72,579																
		1/8/25		71,860																
	HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/2/26	1	72,633																
		1/8/25		71,914																
	CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) ** not for use for any new incumbents post 1.4.21 **	1/2/26	4	54,517	55,989	57,487	58,912													
		1/8/25		53,977	55,435	56,918	58,329													
6104	THERAPEUTIC SECURITY SUPERVISOR, NFMHS	1/2/26	4	54,517	55,989	57,487	58,912													
		1/8/25		53,977	55,435	56,918	58,329													
6522	PSYCHOSIS KEY WORKER, EARLY INTERVENTION (formerly code 3072 in HSCP staff category)	1/2/26		71,690	73,733	75,780	77,824	79,868	81,910	82,693										
		1/8/25	7	70,980	73,003	75,030	77,053	79,077	81,099	81,874										
6436	DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/2/26	7	31,988	33,578	34,438	35,667	36,691	37,709	39,162										
		1/8/25		31,488	33,078	33,938	35,167	36,191	37,209	38,662										
6437	DENTAL NURSE (WITH QUALIFICATION)	1/2/26	17	31,988	33,578	34,438	35,667	36,691	37,709	39,162	40,167	41,055	41,997	43,628	44,240	45,398	46,849	49,046	51,655	54,963 LSI
		1/8/25		31,488	33,078	33,938	35,167	36,191	37,209	38,662	39,667	40,555	41,497	43,128	43,740	44,898	46,349	48,546	51,144	54,419 LSI
6440	DENTAL NURSE, SENIOR	1/2/26	7	51,907	53,698	55,343	56,853	58,705	60,288	62,032										
		1/8/25		51,393	53,166	54,795	56,290	58,124	59,691	61,418										
6521	PSYCHOLOGY ASSISTANT	1/2/26	1	34,069																
		1/8/25		33,569																
6020	SOCIAL WORK, APPRENTICE	1/2/26	2	36,109	38,241															
		1/8/25		35,609	37,741															
6127	NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE	1/2/26	7	57,608	58,985	60,661	63,810	65,689	68,033	70,384 LSI										
		1/8/25		57,038	58,401	60,060	63,178	65,039	67,359	69,687 LSI										

Medical Consultants Salary Scales

Consultant Contract 2023 salary scales are on the next page

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

Consultant Contract 2023 Salary Scales

Consultant Contract 2023 - Clinical							
		1	2	3	4	5	6
Clinician Consultants	1/2/26	235,862	248,612	262,070	269,154	276,236	283,318
	1/8/25	233,527	246,150	259,475	266,489	273,501	280,513

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	1/2/26	289,899	305,581	322,109	330,821	339,533	348,246
	1/8/25	287,029	302,555	318,920	327,546	336,171	344,798
Academic Associate Professor	1/2/26	271,954	287,637	302,171	310,884	319,595	328,308
	1/8/25	269,261	284,789	299,179	307,806	316,431	325,057
Academic Senior Lecturer	1/2/26	254,093	269,774	282,324	291,037	299,748	308,461
	1/8/25	251,577	267,103	279,529	288,155	296,780	305,407

CONSULTANT CONTRACT 2023 ALLOWANCES

B Factor		
On Call Payments		
	1/8/25	1/2/26
Rota	€	€
Flat Annual Payment	11,125	11,236
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,227	3,259
1 in 2	9,122	9,213
1 in 1	12,014	12,134

	1/8/25	1/2/26
Clinical Directors' Allowance*	€	€
	58,446	59,030

Consultant Contract 2023

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

C - Factor Emergency Call-Out Payments		
	1/8/25	1/2/26
Per call-out (hourly rate or part thereof)		
First 30 call-outs	119.81	121.01
31-120 call-outs	179.72	181.52
121 call-outs or more	239.62	242.02
If the call-out occurs after midnight		
First 30 call-outs	149.76	151.26
31-120 call-outs	224.65	226.89
121 call-outs or more	299.53	302.53
Annual Limit	42,275	42,698

Table A1		
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	1/8/25	1/2/26
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	251,933	254,452
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	246,315	248,778
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	241,002	243,412
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	239,943	242,342
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	234,923	237,272
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	230,222	232,524
Geographical Wholetime Consultants without fees	257,249	259,821

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
	1/8/25	1/2/26
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	280,513	283,318
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	280,513	283,318
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	280,513	283,318
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	280,513	283,318
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	280,513	283,318
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	280,513	283,318
Geographical Wholetime Consultants without fees	280,513	283,318

Table A2		
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	1/8/25	1/2/26
	Type B €	Type B €
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	240,247	242,649
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	234,627	236,973
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	229,313	231,606
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	228,255	230,538
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	223,235	225,467
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	218,534	220,719
Geographical Wholetime Consultants without fees	245,562	248,018

Table SA - A2		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract		
Consultants Revised Common Contract, 1997	1/8/25	1/2/26
	Type B €	Type B €
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	257,137	259,708
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	257,137	259,708
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	257,137	259,708
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	257,137	259,708
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	257,137	259,708
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	257,137	259,708
Geographical Wholetime Consultants without fees	257,137	259,708

Table A3		
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	1/8/25	1/2/26
	Type B*	Type B*
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	212,720	214,847
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	205,704	207,761
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,002	203,012
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	210,721	212,828
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	205,704	207,761
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,002	203,012

Table SA - A3		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.		
Consultants Revised Common Contract, 1997	1/8/25	1/2/26
	Type B*	Type B*
	€	€
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	222,072	224,293
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	222,072	224,293
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	222,072	224,293

Table B1

Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.		
	Type A Contract	Type A Contract
	1/8/25	1/2/26
	€	€
Category I Consultants		
Professor	316,126	319,287
Associate Professor	295,627	298,583
Lecturer	275,167	277,919
College Lecturer	269,686	272,383
Category II Consultants		
Professor UCD, TCD, RCSI	300,719	303,726
Associate Professor UCD, TCD, RCSI	280,708	283,515
Lecturer	259,552	262,148
College Lecturer	254,069	256,610
Category III Consultants		
Professor UCC	305,536	308,591
Associate Professor UCC	285,369	288,223
Lecturer UCC	264,433	267,077
College Lecturer UCC	258,950	261,540
Category IV Consultants		
Professor UCG	310,351	313,455
Associate Professor UCG	290,033	292,933
Lecturer UCG	269,312	272,005
College Lecturer UCG	263,828	266,466

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.		
	Type A Contract	Type A Contract
	1/8/25	1/2/26
	€	€
Category I Consultants		
Professor	344,798	348,246
Associate Professor	325,057	328,308
Lecturer	305,407	308,461
College Lecturer	300,138	303,139
Category II Consultants		
Professor UCD, TCD, RCSI	344,798	348,246
Associate Professor UCD, TCD, RCSI	325,057	328,308
Lecturer	305,407	308,461
College Lecturer	300,138	303,139
Category III Consultants		
Professor UCC	344,798	348,246
Associate Professor UCC	325,057	328,308
Lecturer UCC	305,407	308,461
College Lecturer UCC	300,138	303,139
Category IV Consultants		
Professor UCG	344,798	348,246
Associate Professor UCG	325,057	328,308
Lecturer UCG	305,407	308,461
College Lecturer UCG	300,138	303,139

Table B2		
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.		
Category I Consultants	Type B Contract	Type B Contract
	1/8/25	1/2/26
	€	€
Professor	310,283	313,386
Associate Professor	287,618	290,494
Lecturer	263,531	266,166
College Lecturer	257,309	259,882
Category II Consultants		
Professor UCD, TCD, RCSI	294,877	297,826
Associate Professor UCD, TCD, RCSI	272,698	275,425
Lecturer UCD, TCD, RCSI	247,917	250,396
College Lecturer UCD, TCD, RCSI	241,691	244,108
Professor UCC	299,692	302,689
Associate Professor UCC	277,360	280,134
Lecturer UCC	252,798	255,326
College Lecturer UCC	246,572	249,038
Professor UCG	304,507	307,552
Associate Professor UCG	282,022	284,842
Lecturer UCG	257,674	260,251
College Lecturer UCG	251,451	253,966

Table SA - B2		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract		
Category I Consultants	Type B Contract	Type B Contract
	1/8/25	1/2/26
	€	€
Professor	333,109	336,440
Associate Professor	309,038	312,128
Lecturer	282,134	284,955
College Lecturer	275,383	278,137
Category II Consultants		
Professor UCD, TCD, RCSI	333,109	336,440
Associate Professor UCD, TCD, RCSI	309,038	312,128
Lecturer UCD, TCD, RCSI	282,134	284,955
College Lecturer UCD, TCD, RCSI	275,383	278,137
Professor UCC	333,109	336,440
Associate Professor UCC	309,038	312,128
Lecturer UCC	282,134	284,955
College Lecturer UCC	275,383	278,137
Professor UCG	333,109	336,440
Associate Professor UCG	309,038	312,128
Lecturer UCG	282,134	284,955
College Lecturer UCG	275,383	278,137

Table B3		
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Category II Consultants	Type B* Contract	Type B* Contract
	1/8/25	1/2/26
	€	€
Professor UCD, TCD, RCSI	277,343	280,116
Associate Professor UCD, TCD, RCSI	255,425	257,979
Lecturer UCD, TCD, RCSI	230,934	233,243
College Lecturer UCD, TCD, RCSI	224,776	227,024
Professor UCC	282,162	284,984
Associate Professor UCC	260,086	262,687
Lecturer UCC	235,814	238,172
College Lecturer UCC	229,659	231,956
Professor UCG	286,973	289,843
Associate Professor UCG	264,748	267,395
Lecturer UCG	240,695	243,102
College Lecturer UCG	234,534	236,879

Table SA - B3		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract		
Category II Consultants	Type B* Contract	Type B* Contract
	1/8/25	1/2/26
	€	€
Professor UCD, TCD, RCSI	298,044	301,024
Associate Professor UCD, TCD, RCSI	275,990	278,750
Lecturer UCD, TCD, RCSI	253,935	256,474
College Lecturer UCD, TCD, RCSI	248,033	250,513
Professor UCC	298,044	301,024
Associate Professor UCC	275,990	278,750
Lecturer UCC	253,935	256,474
College Lecturer UCC	248,033	250,513
Professor UCG	298,044	301,024
Associate Professor UCG	275,990	278,750
Lecturer UCG	253,935	256,474
College Lecturer UCG	248,033	250,513

Table C1(1)							
New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	1/2/26	211,967	218,123	243,829	247,369	250,912	254,452
	1/8/25	209,868	215,963	241,415	244,920	248,428	251,933
Type B	1/2/26	199,515	202,222	221,682	224,634	227,586	230,539
	1/8/25	197,540	200,220	219,487	222,410	225,333	228,256
Type C	1/2/26	173,583	179,723	189,733	194,779	200,684	203,012
	1/8/25	171,864	177,944	187,854	192,850	198,697	201,002

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

Table C1(2)										
New Entrant Consultant (Clinicians) from 1 st October 2012*										
Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	1/2/26	172,628	177,427	187,482	197,138	205,555	212,572	220,990	236,778	249,177
	1/8/25	170,919	175,670	185,626	195,186	203,520	210,467	218,802	234,434	246,710
Type B	1/2/26	162,961	168,760	176,769	177,972	183,407	188,856	198,540	206,959	215,376
	1/8/25	161,348	167,089	175,019	176,210	181,591	186,986	196,574	204,910	213,244
Type C	1/2/26	142,774	146,956	151,911	155,363	158,816	162,961	168,485	174,700	179,331
	1/8/25	141,360	145,501	150,407	153,825	157,244	161,348	166,817	172,970	177,555

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

Table SA - C1(1)		
Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement.		
Contract Type	1/8/25	1/2/26
	€	€
Type A	233,527	235,862
	246,150	248,612
	259,475	262,070
	266,489	269,154
	273,501	276,236
	280,513	283,318
Type B	215,644	217,800
	226,164	228,426
	239,605	242,001
	245,449	247,903
	251,293	253,806
	257,137	259,708
Type B*	222,072	224,293
Type C	171,864	173,583
	178,827	180,615
	187,854	189,733
	192,852	194,781
	198,696	200,683
	204,540	206,585

Table C2(1)

New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	1/2/26	275,599	283,439	306,221	310,577	314,934	319,287
	1/8/25	272,870	280,633	303,189	307,502	311,816	316,126
Type A Associate Professor / Consultant	1/2/26	256,963	264,804	285,515	289,872	294,226	298,583
	1/8/25	254,419	262,182	282,688	287,002	291,313	295,627
Type A Senior Lecturer / Consultant	1/2/26	238,367	246,206	264,850	269,207	273,563	277,919
	1/8/25	236,007	243,768	262,228	266,542	270,854	275,167

Table C2(2)

New Entrant Academic Consultants from 1 October 2012 (Type A)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	1/2/26	246,674	261,051	273,912	278,552	278,552	278,552
	1/8/25	244,232	258,466	271,200	275,794	275,794	275,794
Type A Associate Professor / Consultant	1/2/26	221,799	243,139	255,387	269,626	278,552	278,552
	1/8/25	219,603	240,732	252,858	266,956	275,794	275,794
Type A Senior Lecturer / Consultant	1/2/26	205,392	217,758	236,982	250,420	259,245	272,880
	1/8/25	203,358	215,602	234,636	247,941	256,678	270,178

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

Table SA - C2(1)

Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	1/8/25	1/2/26
		Type A	Type A
		€	€
TYPE A Professor	1	287,029	289,899
	2	302,555	305,581
	3	318,920	322,109
	4	327,546	330,821
	5	336,171	339,533
	6	344,798	348,246
TYPE A Associate Professor	1	269,261	271,954
	2	284,789	287,637
	3	299,179	302,171
	4	307,806	310,884
	5	316,431	319,595
	6	325,057	328,308
TYPE A Lecturer	1	251,577	254,093
	2	267,103	269,774
	3	279,529	282,324
	4	288,155	291,037
	5	296,780	299,748
	6	305,407	308,461
TYPE A College Lecturer	1	246,834	249,302
	2	262,360	264,984
	3	274,259	277,002
	4	282,887	285,716
	5	291,511	294,426
	6	300,138	303,139

Table C3(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	1/2/26	257,763	264,615	286,404	290,210	294,016	297,826
	1/8/25	255,211	261,995	283,568	287,337	291,105	294,877
Type B Associate Professor / Consultant	1/2/26	237,604	244,455	264,004	267,811	271,619	275,425
	1/8/25	235,251	242,035	261,390	265,159	268,930	272,698
Type B Senior Lecturer / Consultant	1/2/26	207,745	214,363	238,974	242,781	246,587	250,396
	1/8/25	205,688	212,241	236,608	240,377	244,146	247,917

Table C3(2)							
New Entrant Academic Consultants from 1 October 2012 (Type B)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	1/2/26	232,751	243,160	253,861	264,773	276,054	278,552
	1/8/25	230,447	240,752	251,348	262,151	273,321	275,794
Type B Associate Professor / Consultant	1/2/26	206,850	216,363	234,039	244,272	254,702	265,133
	1/8/25	204,802	214,221	231,722	241,853	252,180	262,508
Type B Senior Lecturer / Consultant	1/2/26	182,883	195,682	204,776	214,054	223,117	240,371
	1/8/25	181,072	193,745	202,749	211,935	220,908	237,991

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

Table SA - C3(1)			
Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	1/8/25	1/2/26
		Type B	Type B
		€	€
TYPE B Professor	1	279,445	282,239
	2	293,013	295,943
	3	310,493	313,598
	4	318,032	321,212
	5	325,571	328,827
	6	333,109	336,440
TYPE B Associate Professor	1	257,777	260,355
	2	271,349	274,062
	3	286,420	289,284
	4	293,959	296,899
	5	301,497	304,512
	6	309,038	312,128
TYPE B Lecturer	1	233,565	235,901
	2	247,135	249,606
	3	259,518	262,113
	4	267,058	269,729
	5	274,596	277,342
	6	282,134	284,955
TYPE B College Lecturer	1	227,488	229,763
	2	241,060	243,471
	3	252,765	255,293
	4	260,304	262,907
	5	267,843	270,521
	6	275,383	278,137

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	1/2/26	233,219	240,499	259,134	263,178	267,220	271,263
	1/8/25	230,910	238,118	256,568	260,572	264,574	268,577
Type C Associate Professor / Consultant	1/2/26	206,632	213,662	237,694	241,738	245,780	249,825
	1/8/25	204,586	211,547	235,341	239,345	243,347	247,351
Type C Senior Lecturer / Consultant	1/2/26	188,309	199,301	213,741	217,785	221,829	225,870
	1/8/25	186,445	197,328	211,625	215,629	219,633	223,634

Table C4(2)							
New Entrant Academic Consultants from 1 October 2012 (Type C)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	1/2/26	185,752	197,090	205,455	215,755	223,763	241,794
	1/8/25	183,913	195,139	203,421	213,619	221,548	239,400
Type C Associate Professor / Consultant	1/2/26	172,972	179,865	184,629	198,317	205,692	214,707
	1/8/25	171,259	178,084	182,801	196,353	203,655	212,581
Type C Senior Lecturer / Consultant	1/2/26	160,840	167,578	175,187	180,533	187,184	199,610
	1/8/25	159,248	165,919	173,452	178,746	185,331	197,634

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

Table SA - C4(1)			
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	1/8/25	1/2/26
		Type C	Type C
		€	€
TYPE C Professor	1	230,846	233,154
	2	245,255	247,708
	3	256,495	259,060
	4	264,500	267,145
	5	272,506	275,231
	6	280,513	283,318
TYPE C Associate Professor	1	210,890	212,999
	2	225,301	227,554
	3	234,323	236,666
	4	242,330	244,753
	5	250,336	252,839
	6	258,342	260,925
TYPE C Lecturer	1	188,601	190,487
	2	203,011	205,041
	3	209,555	211,651
	4	217,561	219,737
	5	225,567	227,823
	6	233,575	235,911
TYPE C College Lecturer	1	182,994	184,824
	2	197,403	199,377
	3	203,324	205,357
	4	211,331	213,444
	5	219,337	221,530
	6	227,344	229,617

Table SA - C5(1)

Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement		
Contract Type	1/8/25	1/2/26
	Type B*	Type B*
	€	€
TYPE B* Professor	298,044	301,024
TYPE B* Associate Professor	275,990	278,750
TYPE B* Lecturer	253,935	256,474
TYPE B* College Lecturer	248,033	250,513

Table D1	1/8/25	1/2/26
	€	€
Clinical Directors' Allowance*	58,446	59,030

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

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	1/2/26	271,209		
	1/8/25	268,524		
Head of Department**	1/2/26	241,862	249,177	256,521
	1/8/25	239,467	246,710	253,981

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

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

Table E			
B&C Factor Payments for Consultants who (1) are not eligible for settlement agreement or (2) who are eligible and do not avail of settlement agreement.			
On Call/Call-Out Payments			
	No. of Call-Outs	1/8/25	1/2/26
Rota		€	€
Flat Annual Payment		4,902	4,951
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,837	2,865
1 in 2	1-80 call-outs	7,085	7,156
	81-120 call-outs	8,188	8,270
	121+ call-outs	8,966	9,056
1 in 1	1-80 call-outs	8,504	8,589
	81-120 call-outs	10,762	10,870
	121+ call-outs	13,289	13,422

SA - B and C Factor Payments			
SA - On Call/Call-Out Payments			
	No. of Call-Outs	1/8/25	1/2/26
Rota		€	€
Flat Annual Payment		7,189	7,261
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,982	3,012
1 in 2	1-80 call-outs	7,440	7,514
	81-120 call-outs	8,598	8,684
	121+ call-outs	9,414	9,508
1 in 1	1-80 call-outs	8,930	9,019
	81-120 call-outs	11,300	11,413
	121+ call-outs	13,954	14,094

Emergency Call-Out Payments for all Consultants		
	1/8/25	1/2/26
Per call-out	€	€
First 30 call-outs	99.85	100.85
31-120 call-outs	150.18	151.68
121 call-outs or more	198.40	200.38
If the call-out occurs after midnight		
First 30 call-outs	133.10	134.43
31-120 call-outs	201.25	203.26
121 call-outs or more	266.38	269.04
For each hour or part hour in excess of the first hour		
First 30 call-outs	66.45	67.12
31-120 call-outs	99.18	100.17
121 call-outs or more	133.21	134.54
Annual Limit	28,338	28,621

SA - Emergency Call-Out Payments for all Consultants		
	1/8/25	1/2/26
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	119.81	121.01
31-120 call-outs	179.72	181.51
121 call-outs or more	239.62	242.02
If the call-out occurs after midnight		
First 30 call-outs	149.76	151.26
31-120 call-outs	224.65	226.89
121 call-outs or more	299.53	302.53
Annual Limit	35,066	35,417

Table F1			
Salary scales for Consultants who are remaining on the 1997 Consultant Contract			
Consultants Revised Common Contract, 1997	1/8/25	1/2/26	
	€	€	
Category I Consultants			
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	223,355	225,589	
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	212,117	214,238	
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,490	203,505	
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	199,372	201,366	
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	189,336	191,229	
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,138	185,979	
Geographical Wholetime Consultants without fees	233,989	236,329	

Table F3			
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008			
		1/8/25	1/2/26
		€	€
Regional Consultant Orthodontists		212,117	214,238

Table F2			
Salary scales for Academic Consultants who are remaining on the 1998 Contract			
		1/8/25	1/2/26
		€	€
Category I Consultants			
Professor		287,458	290,333
Associate Professor		266,197	268,859
Lecturer		244,928	247,377
College Lecturer		239,235	241,627
Category II Consultants			
Professor UCD, TCD, RCSI		256,643	259,209
Associate Professor UCD, TCD, RCSI		236,359	238,723
Lecturer UCD, TCD, RCSI		213,699	215,836
College Lecturer UCD, TCD, RCSI		207,997	210,077
Professor UCC		266,274	268,937
Associate Professor UCC		245,684	248,141
Lecturer UCC		223,458	225,693
College Lecturer UCC		217,763	219,941
Professor UCG		275,904	278,663
Associate Professor UCG		255,008	257,558
Lecturer UCG		233,217	235,549
College Lecturer UCG		227,518	229,793

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	1/8/25	1/2/26
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	187,854	189,733
G.W.T. WITH FEES	179,541	181,336
EXISTING WHOLETIME	172,273	173,996
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	187,854	189,733
G.W.T. WITH FEES	173,982	175,722
EXISTING WHOLETIME	163,743	165,380
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	187,854	189,733
G.W.T. WITH FEES	165,452	167,107
EXISTING WHOLETIME	155,213	156,765

Emergency Services	1/8/25	1/2/26
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	97.02	97.99
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	129.19	130.49
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	64.51	65.15
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	12,245	12,367

	1/8/25	1/2/26
Extended Duty Liability	€	€
A flat payment will be paid to each consultant with on-call liability.	9,181	9,273

Table F5		
Original Contract for Consultant Medical Staff 1981		
	1/8/25	1/2/26
	Cumulative restoration up to and including 1/3/25	Cumulative restoration up to and including 1/8/25
	€	€
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate*	220,585	222,791
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347(£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	12,189	12,311
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

ALLOWANCES

Government Decision on Review of Allowances

The following allowances were abolished for new beneficiaries (*a new beneficiary is defined as a new entrant to the*

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

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

Annual Allowance for Radiographers (Qual)

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

Trainers Allowance (Management of Aggression & Violence)

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Travel Allowance for non nursing Dublin Personnel

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

MEDICAL AND DENTAL ALLOWANCES

									1 August 2025	1 February 2026
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts										
1. Consultants per 3 hour session (and pro-rata)									152.00	153.52
2. Emergency Sessions										
The rate at 1 above subject to a minimum fee in the case of Anaesthetists									99.57	100.57
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons									59.31	59.90
3. Community Ophthalmic Physicians per 3 hour session									220.20	222.40
4. Special rates payable for clinics held outside a radius of 25 miles										
(a) Where the clinics are held for <u>less</u> than 3 hours duration;										
hourly rate;									75.91	76.66
minimum rate;									152.00	153.52
(b) Where the duration is <u>not less</u> than 3 hours;										
first 3 hours									227.67	229.95
3 hour sessional rate for hours in excess of 3 (and pro-rata)									152.00	153.52
5. Pool Payments										
General Teaching Hospital (per bed day)									6.35	6.41
General Non-Teaching Hospital (per bed day)									4.28	4.32
Maternity Teaching Hospital (per bed day)									12.29	12.42
Maternity Non-Teaching Hospital (per bed day)									5.80	5.85
6. Private Dental Surgeons Sessional Rates (Circular 3/2024 refers)										
(a) Private dental surgeon clinics held in HSE premises									339	342
(b) Private dental surgeon clinics held in dentist's private surgery									455	460
Whole-time public dental surgeons may be paid for at the revised rates set out at (a) above in respect of extra 3-hour sessions undertaken by them (maximum of 2 sessions per week)										
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.										
Per 3 hour session (and pro-rata)									178.76	180.55
Special rates for clinics held outside a radius of 25 miles										
(a) For clinics of <i>less than</i> 3 hours duration										
Per hour									90.18	91.08
Minimum rate									108.56	109.64
(b) For clinics of <i>not less than</i> 3 hours										
For the first three hours									268.32	271.01
For 3 hour sessions in excess of 3 hours									180.58	182.39
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.										
SATU Doctor & GPs (payment to GPs will be based on an invoicing system for contracts of service. Tax clearance certificates will be required)										
<u>On-Call</u>										
Monday - Friday	9am - 1pm								106.33	107.40
Monday - Friday	1pm - 5pm								106.33	107.40
Monday - Friday	5pm - 9am								142.65	144.08
Saturday	24hr								444.14	448.58
Sunday and Public Holidays	24hr								532.97	538.30
<u>Call-Out</u>										
Fee per call out									121.56	122.78
For each hour or part hour in excess of the first hour									63.26	63.89
Sub-call									45.32	45.77
Psychiatrist Special Responsibility Allowance (per annum)										
									12,787	12,915

									1 August 2025	1 February 2026
Child Health Services Development Paediatrics										
3 hour session									80.83	81.63
2 hour session									60.62	61.23
1 hour session									40.46	40.86
Casual Locum for Former District Medical Officers										
For first three days									88.62	89.51
For next 25 days									75.82	76.58
For each subsequent day									65.23	65.89
Fees for lectures to Nurses										
(Circular S100/84 of 22 August 1975)									37.11	37.48
									27.89	28.16
Consultant CME										
This scheme is open to Consultants employed in the public service and allow Consultants claim towards courses and conferences, reference materials and professional fees etc. as set out in the HSE's Guidance on Continuing Medical Education Supports for Consultants. Maximum of €3,000 per annum for 2008 or 1997 Consultant Contract holders. Maximum of €12,000 per annum for 2023 Consultant Contract holders (except where a higher amount is approved in accordance with the terms of the Contract).										
Vouched CME for certain other medical grades (Circulars 39/2003 and 1/2024 refer).										
Annual rate of €2,750 for the grades of AMO, SAMO, SMO, PMO and COP with retrospective effect from 1 February 2022.										
Research and Innovation Projects										
Maximum of €8,000 for 2023 Consultant Contract holders as provided for in the Contract (except where a higher amount is approved in accordance with the terms of the Contract).										
Training Supports Scheme for NCHDs ***										
AMOUNT PER REGISTRATION PER YEAR										
									1 July 2019	22-Dec-22
Intern									750	1,250
SHOs and Registrars									1,250	1,750
SPRs/GP Registrars/ Psychiatry SRs on a training scheme									2,000	2,500
GP Trainers Allowance (maintained for pension benefit calculation purposes only)										
3 hour session									240.27	242.68
GP Registrar Allowance (from the NCHD contract)										
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred										
									13,358	13,492
									4,452	4,497
Public Health Doctors										
On Call off site rate agreed as per LCR as an interim measure at rate of €576. (HSE CERS Circular 35/2020 refers, however this is now only applicable to Public Health Doctors)										

NURSING ALLOWANCES

	1 August 2025	1 February 2026
Staff Nurses (Senior Staff Nurses), Clinical Nurse/Midwifery Manager 1, 2 and 3 (S100/406 refers)(DoH Circulars 14/2019 and 2/2024 refer)		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	4,121	4,162
(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).	2,743	2,770
(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).	2,743	2,770
Public Health Nurses & Assistant Directors of Public Health Nursing Midwifery Qualification*	4,121	4,162
*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.	1,715	1,732
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	1,641	1,657
Theatre / Night Sister	985	995
Public Health Nurse	1,971	1,991
Relevant nursing staff Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,661	3,698
*Abolished for new beneficiaries with effect from 1 February 2012		
Psychiatric Nurses (HSE HR Directorate Circular 1/2005 and DoH S100/411 refer) Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012		
Psychiatric Staff Nurse	6,105	6,166
Senior Staff Nurse (Psychiatric)	6,410	6,474
Community Psychiatric Nurse	6,695	6,762
Clinical Nurse Manager I (Psychiatric)	6,487	6,552
CNM II (Psychiatric)/Community Mental Health Nurse	6,923	6,992
Clinical Nurse Manager III (Psychiatric)	7,273	7,346
Assistant Director of Nursing Mental Health	7,041	7,111
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	4,592	4,638
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449	6,370	6,434
Mental Health Nursing On-Call Allowance (HSE HR Circular 016/2025 – Mental Health Nursing on Call re WRC - CAM – 101540-24) *Allowance for those as detailed in Circular 016/2025"	8,030	8,110
Public Health Nurses (S103/151 refers) Island Inducement Allowance*	2,173	2,195
*Abolished for new beneficiaries with effect from 1 February 2012		
Assisted Admissions Allowance - Team Member	292.23	295.15
Assisted Admissions Allowance - Team Leader	350.67	354.17
Mental Health Authorising Officer Allowance - Normal Working Hours	175.33	177.09
Mental Health Authorising Officer Allowance - Outside Working Hours	350.67	354.17

These allowances are also payable to a limited number of grades in other staff categories, where they are identified as an Authorised Officer, or are part of an Assisted Admissions team.

Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)	1 August 2025	1 February 2026
(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)	52.09	52.61
Saturday	66.91	67.58
Sunday and Public Holidays	90.45	91.35
(ii) <i>Call Out Rate - Monday to Sunday</i>		
Fee per operation per 2 hours (17.00 - 22.00 hours)	52.09	52.61
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	78.12	78.91
Operation lasting more than 4 hours and up to five hours	130.22	131.52
Fee per operation per hour (after 22.00 hours)	52.09	52.61
(iii) <i>On-call Without Standby</i>		
Fee per operation, call in without standby	104.19	105.23
Overruns from roster at normal overtime rates (no time back in lieu)		
(iv) <i>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.		
(v) <i>Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details) *Restored for new entrant nurses as per DoH Circular 14/2017</i>		
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.	22.25	22.48
Sexual Assault Treatment Unit - Forensic Nurse Examiners (HSE Circular 036/2019 and DoH Circular 6/2024 refer)		
(i) <i>On-Call payment. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>		
Monday to Friday (Each day)	52.10	52.62
Saturday	66.91	67.58
Sunday and Public Holidays	90.45	91.36
<i>In exceptional circumstances where a person not "on call" is required to attend a SATU, that individual will be remunerated on a fee per case basis. (€200.28). If such a person's advice is solely provided over the phone, a pro rata payment equating to the period of the time involved will be made. This agreement will also apply to circumstances where such advice is given by a person "on call" but not required to physically attend the SATU.</i>		
(ii) <i>Call Out payment. Rates apply in respect of call out durations of up to 4 hours - hourly rate to apply thereafter. Payment applies from time of receipt of call regarding the case.</i>		
Monday - Sunday, including public holidays (Each day)	208.39	210.48
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).	4,564	4,610
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.		
Trainers Allowance (Management of Aggression & Violence) DoH Circular 1/2025	111.05	112.16
Public Health Nurses Week-end Work (S100/414 refers)		
Fixed Payment	34.63	34.97
First call on Saturday and first call on Sunday	45.96	46.42
Each subsequent call on Saturday and Sunday	23.02	23.25
Payment in lieu of time off for Emergency work	34.59	34.93
Saturday Premium	18.82	19.01
Specialist Co-ordinator Allowance*	5,314	5,367
*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 August 2025	1 February 2026
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)						
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am				46.67	47.13
	Mon - Thurs	12am - 8am				59.39	59.99
	Sat	12am til Sun 12am				65.33	65.99
	Bank Holiday					65.33	65.99
Stand-by Payments (off site on call)	Mon - Fri					52.62	53.14
	Saturday					67.58	68.25
	Sun & Public Holidays					91.35	92.27
PHYSIOTHERAPISTS							
<u>Emergency/On-Call Duty</u>							
I On-Call with Standby (a) Monday to Friday						28.90	29.19
(b) Saturdays						37.72	38.10
(c) Sundays and Public Holidays						56.41	56.98
- Fee per call (per half hour)						28.90	29.19
II On-Call without Standby							
- Fee per call (per hour)						79.31	80.10
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.						232.94	235.27
GENERAL PARAMEDICAL SESSIONAL RATES							
Per 3 hour session						120.97	122.18
For 2 three hourly sessions held at the same location on same day						206.98	209.05
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:						141.04	142.45
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:						188.05	189.93
Child Care Workers / Social Care Workers required to do an 8 hour sleepover							
	Set at the minimum wage per hour rate for an adult worker						
Saturday Premium						19.01	19.20
RADIOGRAPHERS							
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am				57.76	58.34
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am				73.51	74.24
	Saturday	8am - 12am				67.39	68.06
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)				80.86	81.67
<u>(HSE Circular 006/2012 and LCR20232 refers)</u>							
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am				46.21	46.67
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am				58.81	59.39
	Saturday	8am - 12am				53.91	54.45
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)				64.69	65.33

								1 August 2025	1 February 2026
Stand-by Payments (off site on call)	Mon - Fri							52.10	52.62
	Saturday							66.91	67.58
	Sun & Public Holiday							90.45	91.35
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate								30.91	31.21
2006 Annual Radiographer / Radiation Therapist Allowance (DOH Circular 13/2024)								2,104	2,125
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography								1,123	1,134
Diploma in Ultrasound								561.04	566.65
Diploma in Nuclear Medicine								561.04	566.65
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)								5,527	5,582
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								1,846	1,864
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)* Only one allowance is payable at a time									
*Abolished for new beneficiaries with effect from 1 February 2012									
Hons BSc								1,253	1,266
MSc								2,507	2,532
PhD								3,266	3,299
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;)								200.68	202.68
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								168.46	170.15
for 2 3-hour sessions held at the same location on same day								288.36	291.24
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*								296	299
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								252.75	255.28
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year								1,124	1,135
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year								3,979	4,019
Allowance for Advanced Paramedics as per HSE Circular 11/2009								11,337	11,450

†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 August 2025	1 February 2026
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	51.97	52.49
Over 6 hours:	38.49	38.88
Maximum payment for 21 hours:	881.65	890.47
† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	157.97	159.55
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	210.61	212.72
† 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;	228.38	230.66
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	191.71	193.63
for 2 three hourly sessions held at the same location on the same day	328.14	331.42
† SOCIAL WORKERS		
3-hour Session	131.00	132.31
For 2 three hourly sessions held at the same location on the same day	224.15	226.40
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	111.05	112.16
For 2 three hourly sessions held at the same location on the same day	189.99	191.89
† 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:	157.97	159.55
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	210.61	212.72

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

SUPPORT SERVICES GRADES ALLOWANCES

	1 August 2025	1 February 2026
Cardiac Allowance*	20.99	21.20
*Abolished for new beneficiaries with effect from 1 February 2012		
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	36.43	36.80
*Abolished for new beneficiaries with effect from 1 February 2012		
Saturday Premium	13.31	13.44
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018		
1/1/2023 - 31/12/2023 DoH Circular 16/2023 888 Euros		
1/1/2024 - 31/12/2024 DoH Circular 11/2024 888 Euros		

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)	10,898	11,007
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)	531.26	536.57
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder	10,898	11,007
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,880	4,929
Saturday Premium	19.01	19.20

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

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

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

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

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

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

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

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