

HEALTH SECTOR

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

These scales must be read in conjunction with Department of Health Circular 2/2026

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

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

An increase of 1% to allowances in the nature of pay.

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

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

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

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

1. Salary Scales

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

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

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

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

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

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

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

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

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

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

4. One Person One Salary

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

5. Temporary Contracts for Posts at a Higher Grade

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

6. Superannuation

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

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

Guide to the Consolidated Salary Scales

Please note the following

- 1 The "**MAIN**" tab shows pay scales for all grades except Consultants. 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 LS11, and the 3rd LSI after 3 years on the 2nd LSI.
- 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with qualification, Chef Senior, Chef Executive), the points are as follows;
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8 The weekly rate can be calculated by dividing the annual rate by 52.18.
- 9 Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
- 10 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 11 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 12 Pay relativity for grades originally sanctioned as/aligned to another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as each grade has been amended in line with National Agreements and the FEMPI legislation.
- 13 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.
- 14 The following grades have been newly added to the consolidated pay scales: **0095** - NATIONAL DIRECTOR LEVEL I, **0096** - NATIONAL DIRECTOR LEVEL II, **0097** - NATIONAL DIRECTOR LEVEL III, **4017** - PEST CONTROL OFFICER, **3457** - ASSOCIATE PARAMEDIC EDUCATOR, **3233** - CANDIDATE ADVANCED PRACTICE, RADIATION THERAPIST, **3230** - CANDIDATE ADVANCED PRACTICE, DIETICIAN, **3231** - CANDIDATE ADVANCED PRACTICE, OCCUPATION THERAPIST, **3232** - CANDIDATE ADVANCED PRACTICE, PHYSIOTHERAPIST, **3234** - CANDIDATE ADVANCED PRACTICE, SPEECH & LANGUAGE THERAPIST, **3109** - DIRECTOR OF SAFEGUARDING
- 15 The following grades have been marked obsolete: **0016** - CHIEF FINANCIAL OFFICER (HSE), **0068** - NATIONAL DIRECTOR, STRATEGIC INFRASTRUCTURE AND CAPITAL DELIVERY (HSE), **0925** - PROGRAMME DIRECTOR, NATIONAL MATERNITY HOSPITAL AT ST VINCENT'S UNIVERSITY HOSPITAL PROGRAMME, **0058** - NATIONAL DIRECTOR, HEALTH AND WELLBEING (HSE), **0059** - NATIONAL DIRECTOR, HOSPITAL CARE (HSE), **0017** - NATIONAL DIRECTOR, HUMAN RESOURCES (HSE), **0060** - NATIONAL DIRECTOR, MENTAL HEALTH (HSE), **0061** - NATIONAL DIRECTOR, PRIMARY CARE (HSE), **0065** - NATIONAL DIRECTOR, ACCESS AND INTEGRATION (HSE), **0047** - NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE), **0062** - NATIONAL DIRECTOR, SOCIAL CARE (HSE), **0064** - CHIEF EXECUTIVE OFFICER, NATIONAL SCREENING SERVICE, **0448** - NATIONAL DIRECTOR, INTERNAL AUDIT (HSE), **0050** - CHIEF INFORMATION OFFICER, HSE (NATIONAL DIRECTOR), **0045** - NATIONAL DIRECTOR, COMMUNICATIONS (HSE)
- 16 **6127** - NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE has been corrected with an additional LSI, for a total of 2.
- 17 **6122** - AMBULANCE OFFICER has been updated with the following wording: **not for use for new incumbents after 8/11/23**.
- 18 **0361** - GUH CAPITAL PROGRAMME – HOSPITAL PROJECT MANAGER GUH, previously added in error, has been removed from the consolidated pay scales.

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

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Grade	Band	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
		MEDICAL & DENTAL GRADES																					
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																							
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/6/26	1	37,881																		
			1/2/26		37,506																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	42,023																		
			1/2/26		41,607																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/6/26	1	42,023																		
			1/2/26		41,607																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	44,242																		
			1/2/26		43,804																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	44,242																		
			1/2/26		43,804																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/6/26	1	44,242																		
			1/2/26		43,804																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	46,457																		
			1/2/26		45,997																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	46,457																		
			1/2/26		45,997																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	46,457																		
			1/2/26		45,997																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/6/26	1	46,457																		
			1/2/26		45,997																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	48,691																		
			1/2/26		48,209																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	48,691																		
			1/2/26		48,209																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	48,691																		
			1/2/26		48,209																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	52,042																		
			1/2/26		51,527																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	54,295																		
			1/2/26		53,757																		
1503		MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/6/26	1	59,026																		
			1/2/26		58,442																		

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 **	1/6/26	1	32,256														
		1/2/26		31,937														
4114, 4198	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	33,790														
		1/2/26		33,455														
5096	ELECTRICIAN	1/6/26	11	42,486	43,654	46,518	46,805	47,093	47,380	47,669	47,957	48,246	48,534	48,853				
		1/2/26		42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369				
5118	PAINTER	1/6/26	11	42,486	43,654	46,518	46,805	47,093	47,380	47,669	47,957	48,246	48,534	48,853				
		1/2/26		42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369				
5134	PLUMBER	1/6/26	11	42,486	43,654	46,518	46,805	47,093	47,380	47,669	47,957	48,246	48,534	48,853				
		1/2/26		42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369				
515Y	PLASTERER	1/6/26	11	42,486	43,654	46,518	46,805	47,093	47,380	47,669	47,957	48,246	48,534	48,853				
		1/2/26		42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369				
5606	MAINTENANCE CRAFTSMAN/TECHNICIAN (PAYPATH)	1/6/26	11	42,486	43,654	46,518	46,805	47,093	47,380	47,669	47,957	48,246	48,534	48,853	Incremental progression for this grade is set out in the Guide to the Scales			
		1/2/26		42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369				
5606	MAINTENANCE CRAFTSMAN/TECHNICIAN (NON-PAYPATH)	1/6/26	14	42,084	42,970	45,676	46,137	46,361	46,612	46,840	46,960	47,077	47,200	47,315	47,507	47,619	48,008	Incremental progression for this grade is set out in the Guide to the Scales
		1/2/26		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	
4905	CRAFTSMAN'S MATE (PAYPATH)	1/6/26	14	36,126	37,161	39,449	39,493	39,679	39,879	40,068	40,169	40,262	40,359	40,457	40,610	40,729	40,838	Incremental progression for this grade is set out in the Guide to the Scales
		1/2/26		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	
4905	CRAFTSMAN'S MATE (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/6/26	14	35,485	36,530	38,737	39,125	39,313	39,525	39,525	39,525	39,572	39,673	39,769	39,922	40,016	40,330	Incremental progression for this grade is set out in the Guide to the Scales
		1/2/26		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	
5088	CHARGEHAND (PAYPATH)	1/6/26	14	45,150	46,490	49,477	49,976	50,215	50,481	50,731	50,861	50,987	51,114	51,246	51,452	51,612	51,998	Incremental progression for this grade is set out in the Guide to the Scales
		1/2/26		44,703	46,030	48,987	49,481	49,718	49,981	50,229	50,357	50,482	50,608	50,739	50,943	51,101	51,483	
5088	CHARGEHAND (NON-PAYPATH)	1/6/26	14	44,334	45,672	48,572	49,066	49,307	49,578	49,822	49,954	50,079	50,210	50,334	50,539	50,663	51,081	Incremental progression for this grade is set out in the Guide to the Scales
		1/2/26		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	
506T	MAINTENANCE FOREMAN, ASSISTANT (PAYPATH)	1/6/26	12	51,454	51,983	52,234	52,517	52,784	52,924	53,060	53,197	53,342	53,563	53,734	54,150	Incremental progression for this grade is set out in the Guide to the Scales		
		1/2/26		50,945	51,468	51,717	51,997	52,261	52,400	52,535	52,670	52,814	53,033	53,202	53,614			
506T	MAINTENANCE FOREMAN, ASSISTANT (NON-PAYPATH)	1/6/26	12	50,502	51,021	51,277	51,559	51,819	51,956	52,092	52,228	52,360	52,578	52,710	53,161	Incremental progression for this grade is set out in the Guide to the Scales		
		1/2/26		50,002	50,516	50,769	51,049	51,306	51,442	51,576	51,711	51,842	52,057	52,188	52,635			
5061	MAINTENANCE FOREMAN (PAYPATH)	1/6/26	12	54,494	55,080	55,365	55,681	55,980	56,138	56,289	56,444	56,600	56,848	57,036	57,499	Incremental progression for this grade is set out in the Guide to the Scales		
		1/2/26		53,954	54,535	54,817	55,130	55,426	55,582	55,732	55,885	56,040	56,285	56,471	56,930			
5061	MAINTENANCE FOREMAN (NON-PAYPATH)	1/6/26	12	53,444	54,019	54,297	54,611	54,898	55,054	55,203	55,359	55,507	55,752	55,898	56,400	Incremental progression for this grade is set out in the Guide to the Scales		
		1/2/26		52,915	53,484	53,759	54,070	54,354	54,509	54,656	54,811	54,957	55,200	55,345	55,842			
4017	PEST CONTROL OFFICER	1/6/26	11	42,486	43,654	46,518	46,805	47,093	47,380	47,669	47,957	48,246	48,534	48,853				
		9/2/26		42,065	43,222	46,057	46,342	46,627	46,911	47,197	47,482	47,768	48,053	48,369				
4008	DENTAL CRAFTSMAN/TECHNICIAN, SENIOR	1/6/26	9	46,520	47,534	48,550	49,562	50,579	51,601	52,631	53,679	54,790	LSI					
		1/2/26		46,059	47,063	48,069	49,071	50,078	51,090	52,110	53,148	54,248	LSI					
4006	DENTAL CRAFTSMAN/TECHNICIAN	1/6/26	11	37,847	39,737	40,822	42,046	42,907	44,117	45,327	46,539	47,751	48,967	49,930	LSI			
		1/2/26		37,472	39,344	40,418	41,630	42,482	43,680	44,878	46,078	47,278	48,482	49,436	LSI			
4645	PATHOLOGY TECHNICIAN	1/6/26	13	38,492	40,361	41,530	42,138	43,112	44,070	45,029	45,989	46,950	47,913	48,876	49,835	50,703		
		1/2/26		38,111	39,961	41,119	41,721	42,685	43,634	44,583	45,534	46,485	47,439	48,392	49,342	50,201		
4653	PATHOLOGY TECHNICIAN, SENIOR	1/6/26	11	44,093	45,468	46,845	48,221	49,597	50,975	52,367	53,791	55,231	56,714	58,221				
		1/2/26		43,656	45,018	46,381	47,744	49,106	50,470	51,849	53,258	54,684	56,152	57,645				

PATIENT & CLIENT CARE GRADES																				
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
6479, 6076, 6016	INTERN SCHEME FOR SUPPORT STAFF (YEAR 1) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	32,256																
		1/2/26		31,937																
6479, 6076, 6016	INTERN SCHEME FOR SUPPORT STAFF (YEAR 2) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	33,790																
		1/2/26		33,455																
	CARE OFFICER - BASIC RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	11	40,840	41,921	43,230	44,528	45,833	47,136	48,569	49,873	51,186	52,726	53,958						
		1/2/26		40,436	41,506	42,802	44,087	45,379	46,669	48,088	49,379	50,679	52,204	53,424						
	CARE OFFICER - 5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	11	42,257	43,756	45,131	46,500	47,873	49,245	50,754	52,137	53,556	55,231	56,576						
		1/2/26		41,839	43,323	44,684	46,040	47,399	48,757	50,251	51,621	53,026	54,684	56,016						
	CARE OFFICER - 6.5% (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	11	42,287	43,786	45,164	46,532	47,906	49,277	50,788	52,174	53,592	55,273	56,619						
		1/2/26		41,868	43,352	44,717	46,071	47,432	48,789	50,285	51,657	53,061	54,726	56,058						
	CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	4	57,782	59,369	60,984	62,512													
		1/2/26		57,209	58,781	60,380	61,893													
	CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	4	57,828	59,418	61,029	62,557													
		1/2/26		57,256	58,829	60,424	61,937													
	HEAD ATTENDANT (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	69,752																
		1/2/26		69,062																
	HEAD ATTENDANT 5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	73,304																
		1/2/26		72,579																
	HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM) ** grade obsolete - not for use - see Guide note 2 **	1/6/26	1	73,359																
		1/2/26		72,633																
	CHARGE ATTENDANT NET RATE (CMH, DUNDRUM) ** not for use for any new incumbents post 1.4.21 **	1/6/26	4	55,062	56,549	58,062	59,501													
		1/2/26		54,517	55,989	57,487	58,912													
6104	THERAPEUTIC SECURITY SUPERVISOR, NFMHS	1/6/26	4	55,062	56,549	58,062	59,501													
		1/2/26		54,517	55,989	57,487	58,912													
6522	PSYCHOSIS KEY WORKER, EARLY INTERVENTION (formerly code 3072 in HSCP staff category)	1/6/26	7	72,407	74,470	76,538	78,602	80,666	82,729	83,520										
		1/2/26		71,690	73,733	75,780	77,824	79,868	81,910	82,693										
6436	DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/6/26	7	32,308	33,914	34,782	36,024	37,058	38,086	39,554										
		1/2/26		31,988	33,578	34,438	35,667	36,691	37,709	39,162										
6437	DENTAL NURSE (WITH QUALIFICATION)	1/6/26	17	32,308	33,914	34,782	36,024	37,058	38,086	39,554	40,569	41,466	42,417	44,064	44,682	45,852	47,317	49,536	52,172	55,513 LSI
		1/2/26		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
6440	DENTAL NURSE, SENIOR	1/6/26	7	52,426	54,235	55,896	57,421	59,292	60,891	62,653										
		1/2/26		51,907	53,698	55,343	56,853	58,705	60,288	62,032										
6521	PSYCHOLOGY ASSISTANT	1/6/26	1	34,410																
		1/2/26		34,069																
6020	SOCIAL WORK, APPRENTICE	1/6/26	2	36,470	38,623															
		1/2/26		36,109	38,241															
6127	NEOC DUTY MANAGER, NATIONAL AMBULANCE SERVICE	1/6/26	7	58,184	59,575	61,267	64,448	66,346	68,713	71,088	LSIs									
		1/2/26		57,608	58,985	60,661	63,810	65,689	68,033	70,384	LSIs									
6126	NEOC DUTY SUPERVISOR, NATIONAL AMBULANCE SERVICE	1/6/26	7	52,513	54,080	55,672	57,305	58,952	60,872	62,797	LSIs									
		1/2/26		51,993	53,544	55,121	56,738	58,368	60,270	62,176	LSIs									

Medical Consultants Salary Scales

Consultant Contract 2023 salary scales are on the next page

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

Consultant Contract 2023 Salary Scales

Consultant Contract 2023 - Clinical							
		1	2	3	4	5	6
<i>Clinician Consultants</i>	1/6/26	238,221	251,098	264,691	271,846	278,998	286,151
	1/2/26	235,862	248,612	262,070	269,154	276,236	283,318
Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
<i>Academic Professor</i>	1/6/26	292,798	308,637	325,330	334,129	342,928	351,728
	1/2/26	289,899	305,581	322,109	330,821	339,533	348,246
<i>Academic Associate Professor</i>	1/6/26	274,674	290,513	305,193	313,993	322,791	331,591
	1/2/26	271,954	287,637	302,171	310,884	319,595	328,308
<i>Academic Senior Lecturer</i>	1/6/26	256,634	272,472	285,147	293,947	302,745	311,546
	1/2/26	254,093	269,774	282,324	291,037	299,748	308,461

CONSULTANT CONTRACT 2023 ALLOWANCES

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

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

Consultant Contract 2023

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

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

Table A1		
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	1/2/26	1/6/26
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	254,452	256,997
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	248,778	251,266
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	243,412	245,846
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	242,342	244,765
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	237,272	239,645
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	232,524	234,849
Geographical Wholetime Consultants without fees	259,821	262,419

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

Table A2		
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	1/2/26	1/6/26
	Type B	Type B
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	242,649	245,075
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	236,973	239,343
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,606	233,922
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	230,538	232,843
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	225,467	227,722
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	220,719	222,926
Geographical Wholetime Consultants without fees	248,018	250,498

Table SA - A2		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract		
Consultants Revised Common Contract, 1997	1/2/26	1/6/26
	Type B	Type B
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	259,708	262,305
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	259,708	262,305
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	259,708	262,305
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	259,708	262,305
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	259,708	262,305
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	259,708	262,305
Geographical Wholetime Consultants without fees	259,708	262,305

Table A3		
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	1/2/26	1/6/26
	Type B*	Type B*
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	214,847	216,995
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	207,761	209,839
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,012	205,042
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	212,828	214,956
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	207,761	209,839
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	203,012	205,042

Table SA - A3		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.		
Consultants Revised Common Contract, 1997	1/2/26	1/6/26
	Type B*	Type B*
	€	€
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	224,293	226,536
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	224,293	226,536
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	224,293	226,536

Table B1		
Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.		
	Type A Contract	Type A Contract
	1/2/26	1/6/26
	€	€
Category I Consultants		
Professor	319,287	322,480
Associate Professor	298,583	301,569
Lecturer	277,919	280,698
College Lecturer	272,383	275,107
Category II Consultants		
Professor UCD, TCD, RCSI	303,726	306,763
Associate Professor UCD, TCD, RCSI	283,515	286,350
Lecturer	262,148	264,769
College Lecturer	256,610	259,176
Professor UCC	308,591	311,677
Associate Professor UCC	288,223	291,105
Lecturer UCC	267,077	269,748
College Lecturer UCC	261,540	264,155
Professor UCG	313,455	316,590
Associate Professor UCG	292,933	295,862
Lecturer UCG	272,005	274,725
College Lecturer UCG	266,466	269,131

Table SA - B1		
Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.		
	Type A Contract	Type A Contract
	1/2/26	1/6/26
	€	€
Category I Consultants		
Professor	348,246	351,728
Associate Professor	328,308	331,591
Lecturer	308,461	311,546
College Lecturer	303,139	306,170
Category II Consultants		
Professor UCD, TCD, RCSI	348,246	351,728
Associate Professor UCD, TCD, RCSI	328,308	331,591
Lecturer	308,461	311,546
College Lecturer	303,139	306,170
Professor UCC	348,246	351,728
Associate Professor UCC	328,308	331,591
Lecturer UCC	308,461	311,546
College Lecturer UCC	303,139	306,170
Professor UCG	348,246	351,728
Associate Professor UCG	328,308	331,591
Lecturer UCG	308,461	311,546
College Lecturer UCG	303,139	306,170

Table B2		
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.		
Category I Consultants	Type B Contract	Type B Contract
	1/2/26	1/6/26
	€	€
Professor	313,386	316,520
Associate Professor	290,494	293,399
Lecturer	266,166	268,828
College Lecturer	259,882	262,481
Category II Consultants		
Professor UCD, TCD, RCSI	297,826	300,804
Associate Professor UCD, TCD, RCSI	275,425	278,179
Lecturer UCD, TCD, RCSI	250,396	252,900
College Lecturer UCD, TCD, RCSI	244,108	246,549
Professor UCC	302,689	305,716
Associate Professor UCC	280,134	282,935
Lecturer UCC	255,326	257,879
College Lecturer UCC	249,038	251,528
Professor UCG	307,552	310,628
Associate Professor UCG	284,842	287,690
Lecturer UCG	260,251	262,854
College Lecturer UCG	253,966	256,506

Table SA - B2		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract		
Category I Consultants	Type B Contract	Type B Contract
	1/2/26	1/6/26
	€	€
Professor	336,440	339,804
Associate Professor	312,128	315,249
Lecturer	284,955	287,805
College Lecturer	278,137	280,918
Category II Consultants		
Professor UCD, TCD, RCSI	336,440	339,804
Associate Professor UCD, TCD, RCSI	312,128	315,249
Lecturer UCD, TCD, RCSI	284,955	287,805
College Lecturer UCD, TCD, RCSI	278,137	280,918
Professor UCC	336,440	339,804
Associate Professor UCC	312,128	315,249
Lecturer UCC	284,955	287,805
College Lecturer UCC	278,137	280,918
Professor UCG	336,440	339,804
Associate Professor UCG	312,128	315,249
Lecturer UCG	284,955	287,805
College Lecturer UCG	278,137	280,918

Table B3		
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Category II Consultants	Type B* Contract	Type B* Contract
	1/2/26	1/6/26
	€	€
Professor UCD, TCD, RCSI	280,116	282,917
Associate Professor UCD, TCD, RCSI	257,979	260,559
Lecturer UCD, TCD, RCSI	233,243	235,575
College Lecturer UCD, TCD, RCSI	227,024	229,294
Professor UCC	284,984	287,834
Associate Professor UCC	262,687	265,314
Lecturer UCC	238,172	240,554
College Lecturer UCC	231,956	234,276
Professor UCG	289,843	292,741
Associate Professor UCG	267,395	270,069
Lecturer UCG	243,102	245,533
College Lecturer UCG	236,879	239,248

Table SA - B3		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract		
Category II Consultants	Type B* Contract	Type B* Contract
	1/2/26	1/6/26
	€	€
Professor UCD, TCD, RCSI	301,024	304,034
Associate Professor UCD, TCD, RCSI	278,750	281,538
Lecturer UCD, TCD, RCSI	256,474	259,039
College Lecturer UCD, TCD, RCSI	250,513	253,018
Professor UCC	301,024	304,034
Associate Professor UCC	278,750	281,538
Lecturer UCC	256,474	259,039
College Lecturer UCC	250,513	253,018
Professor UCG	301,024	304,034
Associate Professor UCG	278,750	281,538
Lecturer UCG	256,474	259,039
College Lecturer UCG	250,513	253,018

Table C1(1)

New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012*
(interviewed prior to 1 October 2012) who are not covered by the settlement agreement.

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	1/6/26	214,087	220,304	246,267	249,843	253,421	256,997
	1/2/26	211,967	218,123	243,829	247,369	250,912	254,452
Type B	1/6/26	201,510	204,244	223,899	226,880	229,862	232,844
	1/2/26	199,515	202,222	221,682	224,634	227,586	230,539
Type C	1/6/26	175,319	181,520	191,630	196,727	202,691	205,042
	1/2/26	173,583	179,723	189,733	194,779	200,684	203,012

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

Table C1(2)

New Entrant Consultant (Clinicians) from 1st October 2012*

Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	1/6/26	174,354	179,201	189,357	199,109	207,611	214,698	223,200	239,146	251,669
	1/2/26	172,628	177,427	187,482	197,138	205,555	212,572	220,990	236,778	249,177
Type B	1/6/26	164,591	170,448	178,537	179,752	185,241	190,745	200,525	209,029	217,530
	1/2/26	162,961	168,760	176,769	177,972	183,407	188,856	198,540	206,959	215,376
Type C	1/6/26	144,202	148,426	153,430	156,917	160,404	164,591	170,170	176,447	181,124
	1/2/26	142,774	146,956	151,911	155,363	158,816	162,961	168,485	174,700	179,331

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

Table SA - C1(1)

Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who availed of the Settlement Agreement.

Contract Type	1/2/26	1/6/26
	€	€
Type A	235,862	238,221
	248,612	251,098
	262,070	264,691
	269,154	271,846
	276,236	278,998
	283,318	286,151
Type B	217,800	219,978
	228,426	230,710
	242,001	244,421
	247,903	250,382
	253,806	256,344
	259,708	262,305
Type B*	224,293	226,536
Type C	173,583	175,319
	180,615	182,421
	189,733	191,630
	194,781	196,729
	200,683	202,690
	206,585	208,651

Table C2(1)							
New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	1/6/26	278,355	286,273	309,283	313,683	318,083	322,480
	1/2/26	275,599	283,439	306,221	310,577	314,934	319,287
Type A Associate Professor / Consultant	1/6/26	259,533	267,452	288,370	292,771	297,168	301,569
	1/2/26	256,963	264,804	285,515	289,872	294,226	298,583
Type A Senior Lecturer / Consultant	1/6/26	240,751	248,668	267,499	271,899	276,299	280,698
	1/2/26	238,367	246,206	264,850	269,207	273,563	277,919

Table C2(2)							
New Entrant Academic Consultants from 1 October 2012 (Type A)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	1/6/26	249,141	263,662	276,651	281,338	281,338	281,338
	1/2/26	246,674	261,051	273,912	278,552	278,552	278,552
Type A Associate Professor / Consultant	1/6/26	224,017	245,570	257,941	272,322	281,338	281,338
	1/2/26	221,799	243,139	255,387	269,626	278,552	278,552
Type A Senior Lecturer / Consultant	1/6/26	207,446	219,936	239,352	252,924	261,837	275,609
	1/2/26	205,392	217,758	236,982	250,420	259,245	272,880

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

Table SA - C2(1)			
Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	1/2/26	1/6/26
		Type A	Type A
		€	€
TYPE A Professor	1	289,899	292,798
	2	305,581	308,637
	3	322,109	325,330
	4	330,821	334,129
	5	339,533	342,928
	6	348,246	351,728
TYPE A Associate Professor	1	271,954	274,674
	2	287,637	290,513
	3	302,171	305,193
	4	310,884	313,993
	5	319,595	322,791
	6	328,308	331,591
TYPE A Lecturer	1	254,093	256,634
	2	269,774	272,472
	3	282,324	285,147
	4	291,037	293,947
	5	299,748	302,745
	6	308,461	311,546
TYPE A College Lecturer	1	249,302	251,795
	2	264,984	267,634
	3	277,002	279,772
	4	285,716	288,573
	5	294,426	297,370
	6	303,139	306,170

Table C3(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	1/6/26	260,341	267,261	289,268	293,112	296,956	300,804
	1/2/26	257,763	264,615	286,404	290,210	294,016	297,826
Type B Associate Professor / Consultant	1/6/26	239,980	246,900	266,644	270,489	274,335	278,179
	1/2/26	237,604	244,455	264,004	267,811	271,619	275,425
Type B Senior Lecturer / Consultant	1/6/26	209,822	216,507	241,364	245,209	249,053	252,900
	1/2/26	207,745	214,363	238,974	242,781	246,587	250,396

Table C3(2)							
New Entrant Academic Consultants from 1 October 2012 (Type B)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	1/6/26	235,079	245,592	256,400	267,421	278,815	281,338
	1/2/26	232,751	243,160	253,861	264,773	276,054	278,552
Type B Associate Professor / Consultant	1/6/26	208,919	218,527	236,379	246,715	257,249	267,784
	1/2/26	206,850	216,363	234,039	244,272	254,702	265,133
Type B Senior Lecturer / Consultant	1/6/26	184,712	197,639	206,824	216,195	225,348	242,775
	1/2/26	182,883	195,682	204,776	214,054	223,117	240,371

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

Table SA - C3(1)			
Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	1/2/26	1/6/26
		Type B	Type B
		€	€
TYPE B Professor	1	282,239	285,061
	2	295,943	298,902
	3	313,598	316,734
	4	321,212	324,424
	5	328,827	332,115
	6	336,440	339,804
TYPE B Associate Professor	1	260,355	262,959
	2	274,062	276,803
	3	289,284	292,177
	4	296,899	299,868
	5	304,512	307,557
	6	312,128	315,249
TYPE B Lecturer	1	235,901	238,260
	2	249,606	252,102
	3	262,113	264,734
	4	269,729	272,426
	5	277,342	280,115
	6	284,955	287,805
TYPE B College Lecturer	1	229,763	232,061
	2	243,471	245,906
	3	255,293	257,846
	4	262,907	265,536
	5	270,521	273,226
	6	278,137	280,918

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	1/6/26	235,551	242,904	261,725	265,810	269,892	273,976
	1/2/26	233,219	240,499	259,134	263,178	267,220	271,263
Type C Associate Professor / Consultant	1/6/26	208,698	215,799	240,071	244,155	248,238	252,323
	1/2/26	206,632	213,662	237,694	241,738	245,780	249,825
Type C Senior Lecturer / Consultant	1/6/26	190,192	201,294	215,878	219,963	224,047	228,129
	1/2/26	188,309	199,301	213,741	217,785	221,829	225,870

Table C4(2)							
New Entrant Academic Consultants from 1 October 2012 (Type C)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	1/6/26	187,610	199,061	207,510	217,913	226,001	244,212
	1/2/26	185,752	197,090	205,455	215,755	223,763	241,794
Type C Associate Professor / Consultant	1/6/26	174,702	181,664	186,475	200,300	207,749	216,854
	1/2/26	172,972	179,865	184,629	198,317	205,692	214,707
Type C Senior Lecturer / Consultant	1/6/26	162,448	169,254	176,939	182,338	189,056	201,606
	1/2/26	160,840	167,578	175,187	180,533	187,184	199,610

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

Table SA - C4(1)			
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	1/2/26	1/6/26
		Type C	Type C
		€	€
TYPE C Professor	1	233,154	235,486
	2	247,708	250,185
	3	259,060	261,651
	4	267,145	269,816
	5	275,231	277,983
	6	283,318	286,151
TYPE C Associate Professor	1	212,999	215,129
	2	227,554	229,830
	3	236,666	239,033
	4	244,753	247,201
	5	252,839	255,367
	6	260,925	263,534
TYPE C Lecturer	1	190,487	192,392
	2	205,041	207,091
	3	211,651	213,768
	4	219,737	221,934
	5	227,823	230,101
	6	235,911	238,270
TYPE C College Lecturer	1	184,824	186,672
	2	199,377	201,371
	3	205,357	207,411
	4	213,444	215,578
	5	221,530	223,745
	6	229,617	231,913

Table SA - C5(1)

Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement		
Contract Type	1/2/26	1/6/26
	Type B*	Type B*
	€	€
TYPE B* Professor	301,024	304,034
TYPE B* Associate Professor	278,750	281,538
TYPE B* Lecturer	256,474	259,039
TYPE B* College Lecturer	250,513	253,018

Table D1	1/2/26	1/6/26
	€	€
Clinical Directors' Allowance*	59,030	59,620

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

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	1/6/26	273,921		
	1/2/26	271,209		
Head of Department**	1/6/26	244,281	251,669	259,086
	1/2/26	241,862	249,177	256,521

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

Masters Allowance

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

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

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

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

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

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

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

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

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

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

Table F5		
Original Contract for Consultant Medical Staff 1981		
	1/2/26	1/6/26
	Cumulative restoration up to and including 1/3/25	Cumulative restoration up to and including 1/8/25
	€	€
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate*	222,791	225,019
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347 (£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	12,311	12,434
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

	1/2/26	1/6/26
Emergency Services		
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	97.99	98.97
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	130.49	131.79
In the event of the call extending beyond one hour's duration from leaving home until return this further amount for each hour or part hour is payable	65.15	65.81
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	12,367	12,490.67

ALLOWANCES

Government Decision on Review of Allowances

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

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

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

Annual Allowance for Radiographers (Qual)

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

Trainers Allowance (Management of Aggression & Violence)

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Travel Allowance for non nursing Dublin Personnel

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

MEDICAL AND DENTAL ALLOWANCES

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

									1 February 2026	1 June 2026
Child Health Services Development Paediatrics										
3 hour session									81.63	82.45
2 hour session									61.23	61.84
1 hour session									40.86	41.27
Casual Locum for Former District Medical Officers										
For first three days									89.51	90.40
For next 25 days									76.58	77.34
For each subsequent day									65.89	66.54
Fees for lectures to Nurses									37.48	37.86
(Circular S100/84 of 22 August 1975)									28.16	28.45
Consultant CME										
This scheme is open to Consultants employed in the public service and allow Consultants claim towards courses and conferences, reference materials and professional fees etc. as set out in the HSE's Guidance on Continuing Medical Education Supports for Consultants. Maximum of €3,000 per annum for 2008 or 1997 Consultant Contract holders. Maximum of €12,000 per annum for 2023 Consultant Contract holders (except where a higher amount is approved in accordance with the terms of the Contract).										
Vouched CME for certain other medical grades (Circulars 39/2003 and 1/2024 refer).										
Annual rate of €2,750 for the grades of AMO, SAMO, SMO, PMO and COP with retrospective effect from 1 February 2022.										
Research and Innovation Projects										
Maximum of €8,000 for 2023 Consultant Contract holders as provided for in the Contract (except where a higher amount is approved in accordance with the terms of the Contract).										
Training Supports Scheme for NCHDs ***										
AMOUNT PER REGISTRATION PER YEAR										
Intern									1 July 2019	22-Dec-22
									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									242.68	245.10
GP Registrar Allowance (from the NCHD contract)										
									13,492	13,626
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred										
									4,497	4,541
Public Health Doctors										
On Call off site rate agreed as per LCR as an interim measure at rate of €576. (HSE CERS Circular 35/2020 refers, however this is now only applicable to Public Health Doctors)										

NURSING ALLOWANCES

	1 February 2026	1 June 2026
Staff Nurses (Senior Staff Nurses), Clinical Nurse/Midwifery Manager 1, 2 and 3 (S100/406 refers)(DoH Circulars 14/2019 and 2/2024 refer)		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	4,162	4,204
(B) Location Allowance for nurses engaged in the following Duties: 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).	2,770	2,798
(B) Also applies to the Public Health Nurse grade in the following manner: With effect from 1 March 2019, Location Allowance set out at (B) above shall also apply to certain Public Health Nurses not holding a midwifery qualification, but engaged in provision of midwifery services as part of their duties (Refer to Para 3, HSE Circular 21/2019).	2,770	2,798
Public Health Nurses & Assistant Directors of Public Health Nursing		
Midwifery Qualification*	4,162	4,204
*Restored to new entrant nurses as per DoH Circular 14/2017		
Staff Nurse Dual Qualification Scale		
New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,732	1,749
Red-Circled Allowances (Circular 126/2000 refers)		
Payable on a red-circle basis to staff who were in employment in the following grades on 16/11/99 and are existing beneficiaries of such allowances		
Deputy Nursing Officer	1,657	1,674
Theatre / Night Sister	995	1,005
Public Health Nurse	1,991	2,011
Relevant nursing staff		
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,698	3,735
*Abolished for new beneficiaries with effect from 1 February 2012		
Psychiatric Nurses (HSE HR Directorate Circular 1/2005 and DoH S100/411 refer)		
Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012		
Psychiatric Staff Nurse	6,166	6,228
Senior Staff Nurse (Psychiatric)	6,474	6,539
Community Psychiatric Nurse	6,762	6,830
Clinical Nurse Manager I (Psychiatric)	6,552	6,617
CNM II (Psychiatric)/Community Mental Health Nurse	6,992	7,062
Clinical Nurse Manager III (Psychiatric)	7,346	7,419
Assistant Director of Nursing Mental Health	7,111	7,183
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	4,638	4,684
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449	6,434	6,498
Mental Health Nursing On-Call Allowance (HSE HR Circular 016/2025 – Mental Health Nursing on Call re WRC - CAM – 101540-24)		
'Allowance for those as detailed in Circular 016/2025'	8,110	8,191
Public Health Nurses (S103/151 refers)		
Island Inducement Allowance*	2,195	2,217
*Abolished for new beneficiaries with effect from 1 February 2012		
Assisted Admissions Allowance - Team Member	295.15	298.10
Assisted Admissions Allowance - Team Leader	354.17	357.72
Mental Health Authorising Officer Allowance - Normal Working Hours	177.09	178.86
Mental Health Authorising Officer Allowance - Outside Working Hours	354.17	357.72

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 February 2026	1 June 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)	52.61	53.14
Saturday	67.58	68.26
Sunday and Public Holidays	91.35	92.26
(ii) <i>Call Out Rate - Monday to Sunday</i>		
Fee per operation per 2 hours (17.00 - 22.00 hours)	52.61	53.14
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	78.91	79.69
Operation lasting more than 4 hours and up to five hours	131.52	132.83
Fee per operation per hour (after 22.00 hours)	52.61	53.14
(iii) <i>On-call Without Standby</i>		
Fee per operation, call in without standby	105.23	106.28
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.	22.48	22.70
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)	52.62	53.15
Saturday	67.58	68.26
Sunday and Public Holidays	91.36	92.27
<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)	210.48	212.58
Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017		
(HSEA letter dated 5 April 2001 refers) Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).	4,610	4,656
Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.		
Trainers Allowance (Management of Aggression & Violence) DoH Circular 1/2025	112.16	113.28
Public Health Nurses Week-end Work (S100/414 refers)		
Fixed Payment	34.97	35.32
First call on Saturday and first call on Sunday	46.42	46.89
Each subsequent call on Saturday and Sunday	23.25	23.48
Payment in lieu of time off for Emergency work	34.93	35.28
Saturday Premium	19.01	19.20
Specialist Co-ordinator Allowance*	5,367	5,421
*Restored for new entrant nurses as per DoH Circular 14/2017		

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES				1 February 2026	1 June 2026
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)				
Out of Hours remuneration rates - Hourly Rate	Mon - Fri	8pm - 12am		47.13	47.61
	Mon - Thurs	12am - 8am		59.99	60.59
	Sat	12am til Sun 12am		65.99	66.65
	Bank Holiday			65.99	66.65
Stand-by Payments (off site on call)	Mon - Fri			53.14	53.68
	Saturday			68.25	68.93
	Sun & Public Holidays			92.27	93.19
PHYSIOTHERAPISTS					
<u>Emergency/On-Call Duty</u>					
I On-Call with Standby (a) Monday to Friday				29.19	29.48
(b) Saturdays				38.10	38.48
(c) Sundays and Public Holidays				56.98	57.55
- Fee per call (per half hour)				29.19	29.48
II On-Call without Standby					
- Fee per call (per hour)				80.10	80.91
The total On-Call Standby fees paid by an individual hospital should not exceed the rate opposite for any week except for a week during which a public holiday occurs.				235.27	237.62
GENERAL PARAMEDICAL SESSIONAL RATES					
Per 3 hour session				122.18	123.40
For 2 three hourly sessions held at the same location on same day				209.05	211.14
PHYSIOTHERAPISTS					
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>					
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:				142.45	143.87
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:				189.93	191.83
Child Care Workers / Social Care Workers required to do an 8 hour sleepover					
	Set at the minimum wage per hour rate for an adult worker				
Saturday Premium				19.20	19.39
RADIOGRAPHERS					
CT Out of Hours - Hourly Rate	Monday - Friday	8pm - 12am		58.34	58.92
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am		74.24	74.99
	Saturday	8am - 12am		68.06	68.74
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		81.67	82.48
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>					
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday	8pm - 12am		46.67	47.13
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)	12am - 8am		59.39	59.99
	Saturday	8am - 12am		54.45	54.99
	Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)		65.33	65.99

								1 February 2026	1 June 2026
Stand-by Payments (off site on call)	Mon - Fri		All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours.					52.62	53.14
	Saturday							67.58	68.25
	Sun & Public Holiday							91.35	92.27
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate								31.21	31.53
2006 Annual Radiographer / Radiation Therapist Allowance (DoH Circular 13/2024)								2,125	2,146
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography								1,134	1,146
Diploma in Ultrasound								566.65	572.32
Diploma in Nuclear Medicine								566.65	572.32
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.									
Annual Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								5,582	5,638
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								1,864	1,883
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)* Only one allowance is payable at a time									
*Abolished for new beneficiaries with effect from 1 February 2012									
Hons BSc								1,266	1,278
MSc								2,532	2,557
PhD								3,299	3,332
PSYCHOLOGISTS									
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social Worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)								202.68	204.71
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								170.15	171.85
for 2 3-hour sessions held at the same location on same day								291.24	294.15
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*								299	302
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port									
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year								255.28	257.83
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year								1,135	1,147
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year								4,019	4,059
Allowance for Advanced Paramedics as per HSE Circular 11/2009								11,450	11,565

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

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

	1 February 2026	1 June 2026
† PART-TIME PHARMACISTS		
Rate per hour:-		
First 6 hours:	52.49	53.02
Over 6 hours:	38.88	39.27
Maximum payment for 21 hours:	890.47	899.37
† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	159.55	161.14
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	212.72	214.84
† 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;	230.66	232.97
Employed on a sessional basis but not specifically appointed to an assessment team		
per 3-hour session	193.63	195.56
for 2 three hourly sessions held at the same location on the same day	331.42	334.73
† SOCIAL WORKERS		
3-hour Session	132.31	133.64
For 2 three hourly sessions held at the same location on the same day	226.40	228.66
† GENERAL PARAMEDICAL SESSIONAL RATES		
Per 3 hour session	112.16	113.28
For 2 three hourly sessions held at the same location on the same day	191.89	193.81
† 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:	159.55	161.15
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	212.72	214.85

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

SUPPORT SERVICES GRADES ALLOWANCES

	1 February 2026	1 June 2026
Cardiac Allowance*	21.20	21.41
*Abolished for new beneficiaries with effect from 1 February 2012		
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	36.80	37.17
*Abolished for new beneficiaries with effect from 1 February 2012		
Saturday Premium	13.44	13.57
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018		
1/1/2023 - 31/12/2023 DoH Circular 16/2023 888 Euros		
1/1/2024 - 31/12/2024 DoH Circular 11/2024 888 Euros		

CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)	11,007	11,117
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)	536.57	541.94
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder	11,007	11,117
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,929	4,978
Saturday Premium	19.20	19.39

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

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

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

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

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																				
SUPPORT SERVICES GRADES ** SCALES IN THIS SECTION APPLICABLE TO RETIREES PRE 17/10/03 ONLY (CRAFTWORKERS PARALLEL BENCHMARKING AGREEMENT 2003) **																				
CRAFTSMEN (PAYPATH)	1/09/08	12	36,852	37,284	37,494	37,724	37,941	38,054	38,163	38,274	38,388	38,564	38,701	39,032						
These scales must be read in conjunction with Department of Health Circular 2/2026	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CLEANERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
PORTERS / DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
BUILDERS LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GENERAL LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GROUNDSMEN (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GARDEN LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
FARM LABOURERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GATE KEEPERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CARETAKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
LAUNDRY WORKERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
SEAMSTRESS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
HAIRDRESSERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BEAUTICIANS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
BARBERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					
MINI BUS DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
TRACTOR DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
VAN DRIVERS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663					
MORTUARY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
LABORATORY ATTENDANTS (NON-DUBLIN)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
DARK ROOM PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752					
GARDENER (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
STOREMAN (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
BOILERMAN / GROUNDSMAN (NON-DUBLIN)	1/09/08	13	30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113					
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/09/08	13	30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423					

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

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

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