

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 4/2025

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

An increase to the annualised basic salaries for public servants of 2% or €1,000, whichever is greater.

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

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

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

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

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

1. Salary Scales

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

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

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

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

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

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

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

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

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

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

4. One Person One Salary

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

5. Temporary Contracts for Posts at a Higher Grade

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

6. Superannuation

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

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

Guide to the Consolidated Salary Scales

Please note the following

- 1 The "**MAIN**" tab shows pay scales for all grades except Consultants. Payscales on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2 The "**MAIN**" tab shows pay scales shaded in yellow that are not active scales and are not for use in relation to remuneration for current employees.
- 3 The "**CONSULTANTS**" tab shows the payscales for Consultant grades. The current rate and a minimum of one historical rate are shown.
- 4 The "**Notional Scales**" tab shows notional scales that are not active pay scales and are not for use in relation to remuneration for current employees.
- 5 For detailed information in respect of **pension increase policy**, please see DoH circular 2/2024.
- 6 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
- 7 For the following grades (Craftsmen, Craftsmen's Mates, Chargehand, Asst Foreman, Foreman, Chef I, Chef II with qualification, Chef Senior, Chef Executive), the points are as follows;
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc.
Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 8 The weekly rate can be calculated by dividing the annual rate by 52.18.
- 9 Pay of non-whole time equivalents such as work sharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.
- 10 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 11 Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 12 Pay relativity for grades originally sanctioned as/aligned to another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as each grade has been amended in line with National Agreements and the FEMPI legislation.
- 13 Students on 'Post Registration' nursing grades retain the pay, terms, and conditions associated with their substantive nursing grade while studying.
- 14 The grades of: 2347 - Regional Director, Nursing & Midwifery, 0656 - Regional, Patient & Service User Lead, 6020 - Social Work, Apprentice, 6019 - Health & Social Care Assistant, 6083 - General Assistant, Addiction Services, 3933 - Embryologist, Trainee, 3932 - Embryologist, 3934 - Embryologist, Senior, 3935 - Embryologist, Clinical Specialist, 3936 - Embryologist, Chief, 3937 - Fertility Laboratory Manger, have been newly entered in these payscales.
- 15 The grade 3522 Social Worker (Non Professionally Qualified) has been marked as 'not for use by any new incumbents post 18.12.24' on agreement with the HSE on foot of the introduction of the new grade 6020 Social Work, Apprentice.
- 16 The National Rehabilitation Hospital CEO post has been regraded from 0072 Band H2 to 0073 Band H3 for new NRH CEOs in post wef 1.1.2025. The 0072 Band H2 rate applies for pension benefit calculations for CEOs newly in post between 14.9.2015 and 31.12.2024.
- 17 The rate of pay for grade 3140 - HSCP National Lead has been retrospectively revised wef the date of sanction.
- 18 The following grades have had a 1 euro rounding anomaly corrected w.e.f. 1.3.25: 506T, 3193, 319X, 3192, 3221, 3222, 3111, 3039 - for full details see Circular 4/2025.
- 19 The following allowances have been newly entered in these pay scales: Allowance for Training in the (Management of Aggression & Violence) DoH Circular 1/2025, 2006 Annual (Radiographer / Radiation Therapist Allowance) Circular 13/2024.
- 20 The rates of pay for the grades of 6122 Ambulance Officer & 6125 Ambulance Officer, Chief have been adjusted wef 1 February 2022. Revised rates for each general round increase since that date are included in these scales.
- 21 At the request of the HSE Psychosis Key Worker, Early Intervention has been moved from HSCP to P&CC and grade code 3072 is not appropriate to P&CC so a new grade code was provided.

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	1/3/25	1	36,640																		
				1/10/24		35,640																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	40,700																		
				1/10/24		39,700																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/3/25	1	40,700																		
				1/10/24		39,700																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	42,875																		
				1/10/24		41,875																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	42,875																		
				1/10/24		41,875																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/3/25	1	42,875																		
				1/10/24		41,875																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	45,047																		
				1/10/24		44,047																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	45,047																		
				1/10/24		44,047																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	45,047																		
				1/10/24		44,047																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/3/25	1	45,047																		
				1/10/24		44,047																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	47,237																		
				1/10/24		46,237																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	47,237																		
				1/10/24		46,237																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	47,237																		
				1/10/24		46,237																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	50,512																		
				1/10/24		49,512																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	52,698																		
				1/10/24		51,665																		
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/3/25	1	57,290																		
				1/10/24		56,167																		
	1333		AREA MEDICAL OFFICER ** not for use for any new incumbents post 30/6/03 **	1/3/25	8	94,896	97,587	100,313	103,009	105,709	108,454	110,981	113,511	LSIs										
				1/10/24		93,035	95,674	98,346	100,989	103,636	106,327	108,805	111,285	LSIs										

	1325		AREA MEDICAL OFFICER, SENIOR	1/3/25	8	94,896	97,587	100,313	103,009	105,709	108,454	110,981	113,511	LSIs									
				1/10/24		93,035	95,674	98,346	100,989	103,636	106,327	108,805	111,285	LSIs									
	183T		MEDICAL OFFICER, SENIOR	1/3/25	8	94,896	97,587	100,313	103,009	105,709	108,454	110,981	113,511	LSIs									
				1/10/24		93,035	95,674	98,346	100,989	103,636	106,327	108,805	111,285	LSIs									
	1791		MEDICAL OFFICER, PRINCIPAL	1/3/25	1	121,725																	
				1/10/24		119,338																	
	1319		DIRECTOR OF COMMUNITY CARE	1/3/25	1	129,937																	
				1/10/24		127,389																	
	1317		SPECIALIST IN PUBLIC HEALTH MEDICINE	1/3/25	1	136,432																	
				1/10/24		133,757																	
	1318		DIRECTOR OF PUBLIC HEALTH MEDICINE	1/3/25	1	159,170																	
				1/10/24		156,049																	
	1491		COMMUNITY OPHTHALMIC PHYSICIAN	1/3/25	1	148,092																	
				1/10/24		145,188																	
	1554		INTERN **Payment may also be made for up to a max of 5 days induction or where induction lasts less than 5 days they may be paid on a pro-rata basis**	1/3/25	1	45,703																	
				1/10/24		44,703																	
	1554		INTERN (NCHD) FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)	1/3/25	1	42,233																	
				1/10/24		41,233																	
	1012		SENIOR HOUSE OFFICER	1/3/25	7	53,666	56,305	60,296	62,925	68,209	70,836	73,399											
				1/10/24		52,614	55,201	59,114	61,691	66,872	69,447	71,960											
	1012		SENIOR HOUSE OFFICER FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017) (Circular 11/2017 refers)	1/3/25	7	49,937	52,440	56,346	58,948	64,235	66,860	69,423											
				1/10/24		48,937	51,412	55,241	57,792	62,975	65,549	68,062											
	1538		REGISTRAR	1/3/25	6	68,209	70,836	73,399	75,286	77,799	80,323												
				1/10/24		66,872	69,447	71,960	73,810	76,274	78,748												
	1538		REGISTRAR (NCHD) FOR PENSION PURPOSES (Applies to those who have retired or resigned before 1 July 2017)(Circular 11/2017 refers)	1/3/25	6	64,235	66,860	69,423	71,308	73,825	76,347												
				1/10/24		62,975	65,549	68,062	69,910	72,377	74,850												
1627			SENIOR REGISTRAR	1/3/25	7	81,381	83,975	86,624	89,447	92,706	96,099	99,601											
				1/10/24		79,785	82,328	84,925	87,693	90,888	94,215	97,648											
1628			SPECIALIST REGISTRAR	1/3/25	7	76,469	78,278	80,890	83,259	87,240	91,225	95,206											
				1/10/24		74,970	76,743	79,304	81,626	85,529	89,436	93,339											
	1449		PSYCHIATRIST ** grade obsolete - not for use - see Guide note 2 **	1/3/25	5	59,180	62,106	65,019	67,926	70,794													
				1/10/24		58,020	60,888	63,744	66,594	69,406													
	1961		OCCUPATIONAL HEALTH PHYSICIAN	1/3/25	6	171,878	178,754	185,629	192,505	199,379	206,254												
				1/10/24		168,508	175,249	181,989	188,730	195,470	202,210												
	104X		VOCATIONAL TRAINEE IN DENTISTRY	1/3/25	2	50,690	55,931																
				1/10/24		49,690	54,834																
	1988		CLINICAL DENTAL SURGEON (GRADE I)	1/3/25	4	57,664	61,219	63,924	67,884														
				1/10/24		56,533	60,019	62,671	66,553														
	1465		SPECIALIST IN ORTHODONTICS	1/3/25	1	176,336																	
				1/10/24		172,878																	
197X			PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/3/25	5	111,498	116,278	121,064	128,216	135,366	LSIs												
				1/10/24		109,312	113,998	118,690	125,702	132,712	LSIs												
197X			PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/3/25	5	109,020	113,694	118,374	125,366	132,358	LSIs												
				1/10/24		106,882	111,465	116,053	122,908	129,763	LSIs												

		PRINCIPAL DENTAL SURGEON (RETIREES PRE 1/4/2000) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	5	99,109	103,360	107,614	113,969	120,326	LSIs														
			1/10/24		97,166	101,333	105,504	111,734	117,967	LSIs														
1619		SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/3/25	6	95,111	99,575	104,067	108,527	114,980	121,433	LSIs													
			1/10/24		93,246	97,623	102,026	106,399	112,725	119,052	LSIs													
1589		SENIOR DENTAL SURGEON	1/3/25	6	90,580	94,833	99,109	103,360	109,503	115,652	LSIs													
			1/10/24		88,804	92,974	97,166	101,333	107,356	113,384	LSIs													
1597		GENERAL DENTAL SURGEON	1/3/25	9	73,347	77,070	80,741	83,347	87,169	91,012	94,833	100,579	106,326	LSIs										
			1/10/24		71,909	75,559	79,158	81,713	85,460	89,227	92,974	98,607	104,241	LSIs										

[illegible]

	2921		ASSISTANT DIRECTOR OF MIDWIFERY BAND 3	1/3/25	8	67,144	68,575	70,030	73,877	75,457	76,915	78,386	80,399										
				1/10/24		65,827	67,230	68,657	72,428	73,977	75,407	76,849	78,823										
	2911 2912 2913		ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/3/25	8	67,144	68,575	70,030	73,877	75,457	76,915	78,386	80,399										
				1/10/24		65,827	67,230	68,657	72,428	73,977	75,407	76,849	78,823										
	247X		PRINCIPAL NURSE TUTOR	1/3/25	8	75,116	76,533	77,826	81,870	83,284	83,336	84,989	87,245										
				1/10/24		73,643	75,032	76,300	80,265	81,651	81,702	83,323	85,534										
	2585		PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/3/25	8	75,116	76,533	77,826	81,870	83,284	83,336	84,989	87,245										
				1/10/24		73,643	75,032	76,300	80,265	81,651	81,702	83,323	85,534										
	2586		NURSE TUTOR (MENTAL HEALTH)	1/3/25	10	71,623	72,595	73,565	74,540	75,512	76,486	77,453	78,429	79,402	80,373								
				1/10/24		70,219	71,172	72,123	73,078	74,031	74,986	75,934	76,891	77,845	78,797								
	2580		NURSE TUTOR (GENERAL)	1/3/25	10	71,623	72,595	73,565	74,540	75,512	76,486	77,453	78,429	79,402	80,373								
				1/10/24		70,219	71,172	72,123	73,078	74,031	74,986	75,934	76,891	77,845	78,797								
	2097		NURSE TUTOR MIDWIFERY	1/3/25	10	71,623	72,595	73,565	74,540	75,512	76,486	77,453	78,429	79,402	80,373								
				1/10/24		70,219	71,172	72,123	73,078	74,031	74,986	75,934	76,891	77,845	78,797								
	2712		CLINICAL NURSE INSTRUCTOR (GENERAL)	1/3/25	9	63,495	64,523	65,284	66,695	68,118	69,654	71,197	72,739	74,277									
				1/10/24		62,250	63,258	64,004	65,387	66,782	68,288	69,801	71,313	72,821									
	2465		SPECIALIST CO-ORDINATOR, NURSING	1/3/25	10	71,623	72,595	73,565	74,540	75,512	76,486	77,453	78,429	79,402	80,373								
				1/10/24		70,219	71,172	72,123	73,078	74,031	74,986	75,934	76,891	77,845	78,797								
	2445		NURSING/ MIDWIFERY PRACTICE DEVELOPMENT CO-ORDINATOR	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250									
				1/10/24		69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539									
2535			ADVANCED MIDWIFE PRACTITIONER	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250									
				1/10/24		69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539									
	2536		ADVANCED MIDWIFE PRACTITIONER, CANDIDATE	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
2268			ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/3/25	7	72,305	74,501	76,685	81,693	82,687	84,989	87,250											
				1/10/24		70,887	73,040	75,181	80,091	81,066	83,323	85,539											
2267			ADVANCED NURSE PRACTITIONER (GENERAL)	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250									
				1/10/24		69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539									
2269			ADVANCED NURSE PRACTITIONER (COMMUNITY/PRIMARY CARE)	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250									
				1/10/24		69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539									
2270			ADVANCED NURSE PRACTITIONER (CHILDREN'S)	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250									
				1/10/24		69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539									
2271			ADVANCED NURSE PRACTITIONER (INTELLECTUAL DISABILITY)	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250									
				1/10/24		69,315	70,658	71,952	75,928	77,180	78,634	79,994	81,344	85,539									
	2276		ADVANCED NURSE PRACTITIONER, CANDIDATE (COMMUNITY/PRIMARY CARE)	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
	2277		ADVANCED NURSE PRACTITIONER, CANDIDATE (CHILDREN'S)	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
	2272		ADVANCED NURSE PRACTITIONER, CANDIDATE (GENERAL)	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
	2278		ADVANCED NURSE PRACTITIONER, CANDIDATE (INTELLECTUAL DISABILITY)	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
	2274		ADVANCED NURSE PRACTITIONER, CANDIDATE (MENTAL HEALTH)	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
	2131		CLINICAL MIDWIFE MANAGER 1	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
				1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2132		CLINICAL MIDWIFE MANAGER 2	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897 LSI							
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389 LSI							
	2133		CLINICAL MIDWIFE MANAGER 3	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												

	2127		CLINICAL NURSE MANAGER 1 (GENERAL)	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
				1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2527		CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
				1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2259		CLINICAL NURSE MANAGER 1 - THEATRE	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
				1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2119		CLINICAL NURSE MANAGER 2 (GENERAL)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	2658		CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	2372		CLINICAL NURSE MANAGER 2 - NIGHT	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	2429		CLINICAL NURSE MANAGER 2 - THEATRE	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	233X		CLINICAL NURSE MANAGER 3 (GENERAL)	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
	238Y		CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
	2046		CLINICAL NURSE MANAGER 3 - NIGHT	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
	2356		CLINICAL NURSE MANAGER 3 - THEATRE	1/3/25	6	70,025	71,410	74,913	76,291	77,677	79,081												
				1/10/24		68,652	70,010	73,444	74,795	76,154	77,530												
	2313		CLINICAL MIDWIFE SPECIALIST	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	2626		CLINICAL NURSE SPECIALIST (CHILDREN'S)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	2628		CLINICAL NURSE SPECIALIST (COMMUNITY/PRIMARY CARE)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	2632		CLINICAL NURSE SPECIALIST (GENERAL)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	2627		CLINICAL NURSE SPECIALIST (INTELLECTUAL DISABILITY)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	2625		CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	2301		COMMUNITY MENTAL HEALTH NURSE	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI						
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI						
	241Y		NURSING/ MIDWIFERY CLINICAL PLACEMENT CO-ORDINATOR	1/3/25	9	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943									
				1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532									
	2286		ENHANCED MIDWIFE, SENIOR	1/3/25	1	59,421																	
				1/10/24		58,256																	
	2287		ENHANCED NURSE SENIOR, (CHILDREN'S)	1/3/25	1	59,421																	
				1/10/24		58,256																	
	2288		ENHANCED NURSE SENIOR, (COMMUNITY)	1/3/25	1	59,421																	
				1/10/24		58,256																	
	2289		ENHANCED NURSE SENIOR, (GENERAL)	1/3/25	1	59,421																	
				1/10/24		58,256																	
	2290		ENHANCED NURSE SENIOR, (INTELLECTUAL DISABILITY)	1/3/25	1	59,421																	
				1/10/24		58,256																	
	2293		ENHANCED NURSE, SENIOR, MENTAL HEALTH	1/3/25	1	59,421																	
				1/10/24		58,256																	

	2828	PUBLIC HEALTH NURSE (applies to pension benefit calculations for retirements prior to 30.9.2023 only)	1/3/25	9	59,302	60,278	61,117	62,440	63,961	65,434	66,919	68,586	70,140										
			1/10/24		58,139	59,096	59,919	61,216	62,707	64,151	65,607	67,241	68,765										
	2828	PUBLIC HEALTH NURSE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 30.9.2023 only)	1/3/25	11	60,854	61,862	62,715	64,106	65,644	67,154	68,664	70,364	71,943	74,658	76,897	LSI							
			1/10/24		59,661	60,649	61,485	62,849	64,357	65,837	67,318	68,984	70,532	73,194	75,389	LSI							
	2089	STAFF MIDWIFE, SENIOR	1/3/25	1	57,535																		
			1/10/24		56,407																		
	219X	STAFF NURSE, SENIOR (CHILDREN'S)	1/3/25	1	57,535																		
			1/10/24		56,407																		
	2105	STAFF NURSE, SENIOR (INTELLECTUAL DISABILITY)	1/3/25	1	57,535																		
			1/10/24		56,407																		
	2157	SENIOR STAFF NURSE (MENTAL HEALTH)	1/3/25	1	57,898																		
			1/10/24		56,763																		
	2173	SENIOR STAFF NURSE (GENERAL)	1/3/25	1	57,535																		
			1/10/24		56,407																		
	2181	SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL) **Not available to those appointed after 1/7/98 per DoH Circular 112/1999**	1/3/25	1	59,421																		
			1/10/24		58,256																		
	2165	SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH) ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/3/25	1	59,421																		
			1/10/24		58,256																		
	2674	MENTAL HEALTH STAFF NURSE	1/3/25	13	37,647	39,341	40,666	42,015	43,429	44,760	46,150	47,231	48,412	49,944	51,458	53,678	55,273	LSI					
			1/10/24		36,647	38,341	39,666	41,015	42,429	43,760	45,150	46,231	47,412	48,944	50,449	52,625	54,189	LSI					
	2135	STAFF NURSE	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
			1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI					
	202X	STAFF NURSE GENERAL (COMMUNITY)	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
			1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI					
	2143	(STAFF NURSE) REGISTERED MIDWIFE	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
			1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI					
	213T	(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
			1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI					
	2136	(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/3/25	13	36,919	38,871	39,868	41,186	42,847	44,507	46,158	47,587	49,019	50,445	51,894	53,340	54,928	LSI					
			1/10/24		35,919	37,871	38,868	40,186	41,847	43,507	45,158	46,587	48,019	49,445	50,876	52,294	53,851	LSI					
	2142	(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/3/25	1	32,218																		
			1/10/24		31,218																		
	2862	MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/3/25	1	32,839																		
			1/10/24		31,839																		
	2861	STAFF NURSE (ADAPTATION PLACEMENT)	1/3/25	1	32,218																		
			1/10/24		31,218																		
	2860	STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/3/25	1	32,218																		
			1/10/24		31,218																		
	2637	STAFF NURSE, PSYCHIATRIC (AWAITING REGISTRATION)	1/3/25	1	32,839																		
			1/10/24		31,839																		
	2633	STAFF MIDWIFE (AWAITING REGISTRATION)	1/3/25	1	32,218																		
			1/10/24		31,218																		

	2634	STAFF NURSE, CHILDRENS (AWAITING REGISTRATION)	1/3/25	1	32,218																	
			1/10/24		31,218																	
	2635	STAFF NURSE, GENERAL (AWAITING REGISTRATION)	1/3/25	1	32,218																	
			1/10/24		31,218																	
	2636	STAFF NURSE, INTELLECTUAL DISABILITY (AWAITING REGISTRATION)	1/3/25	1	32,218																	
			1/10/24		31,218																	
	2617	DUAL QUALIFIED STAFF NURSE (GENERAL) **Not available to those appointed after 1/7/98 per DoH Circular 112/1999**	1/3/25	9	43,872	46,355	47,681	48,701	49,824	51,326	52,827	55,093	56,706	LSI								
			1/10/24		42,872	45,355	46,681	47,701	48,824	50,320	51,791	54,013	55,594	LSI								
	2606	DUAL QUALIFIED MENTAL HEALTH STAFF NURSE ** Not available to those appointed after 1/7/98 per DoH Circular 112/1999 **	1/3/25	9	43,872	46,355	47,681	48,701	49,824	51,326	52,827	55,093	56,706	LSI								
			1/10/24		42,872	45,355	46,681	47,701	48,824	50,320	51,791	54,013	55,594	LSI								
	2704	COMMUNITY PSYCHIATRIC NURSE	1/3/25	10	58,918	59,178	60,278	61,271	63,315	64,464	65,692	66,928	68,345	69,656								
			1/10/24		57,763	58,018	59,096	60,070	62,074	63,200	64,404	65,616	67,005	68,290								
	2699	CLINICAL NURSE SPECIALIST CANDIDATE (MENTAL HEALTH)	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
			1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2697	CLINICAL NURSE SPECIALIST CANDIDATE (GENERAL)	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
			1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2700	CLINICAL MIDWIFE SPECIALIST CANDIDATE	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
			1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2698	CLINICAL NURSE SPECIALIST CANDIDATE (INTELLECTUAL DISABILITY)	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
			1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2695	CLINICAL NURSE SPECIALST CANDIDATE (CHILDREN'S)	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
			1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2696	CLINICAL NURSE SPECIALIST CANDIDATE (COMMUNITY/PRIMARY CARE)	1/3/25	8	56,081	57,098	58,533	59,992	61,443	62,903	64,529	66,045										
			1/10/24		54,981	55,978	57,385	58,816	60,238	61,670	63,264	64,750										
	2280	ENHANCED MIDWIFE	1/3/25	9	43,872	46,355	47,681	48,701	49,824	51,326	52,827	55,093	56,706	LSI								
			1/10/24		42,872	45,355	46,681	47,701	48,824	50,320	51,791	54,013	55,594	LSI								
	2281	ENHANCED NURSE (CHILDREN'S)	1/3/25	9	43,872	46,355	47,681	48,701	49,824	51,326	52,827	55,093	56,706	LSI								
			1/10/24		42,872	45,355	46,681	47,701	48,824	50,320	51,791	54,013	55,594	LSI								
	2282	ENHANCED NURSE (COMMUNITY)	1/3/25	9	43,872	46,355	47,681	48,701	49,824	51,326	52,827	55,093	56,706	LSI								
			1/10/24		42,872	45,355	46,681	47,701	48,824	50,320	51,791	54,013	55,594	LSI								
	2283	ENHANCED NURSE (GENERAL)	1/3/25	9	43,872	46,355	47,681	48,701	49,824	51,326	52,827	55,093	56,706	LSI								
			1/10/24		42,872	45,355	46,681	47,701	48,824	50,320	51,791	54,013	55,594	LSI								
	2284	ENHANCED NURSE (INTELLECTUAL DISABILITY)	1/3/25	9	43,872	46,355	47,681	48,701	49,824	51,326	52,827	55,093	56,706	LSI								
			1/10/24		42,872	45,355	46,681	47,701	48,824	50,320	51,791	54,013	55,594	LSI								
	2285	ENHANCED NURSE, MENTAL HEALTH	1/3/25	9	43,872	46,355	47,681	48,701	49,824	51,326	52,827	55,093	56,706	LSI								
			1/10/24		42,872	45,355	46,681	47,701	48,824	50,320	51,791	54,013	55,594	LSI								
	2854	GRADUATE MENTAL HEALTH NURSE PROG (YR 1) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	33,241																	
			1/10/24		32,241																	
	2854	GRADUATE MENTAL HEALTH NURSE PROG (YR 2) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	34,440																	
			1/10/24		33,440																	
	2852	GRADUATE NURSE PROGRAMME (YR 1) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	32,613																	
			1/10/24		31,613																	
	2852	GRADUATE NURSE PROGRAMME (YR 2) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	33,785																	
			1/10/24		32,785																	

	2901	POST REGISTERED STUDENT NURSE ** grade obsolete - not for use - see Guide note 2 **	1/3/25	4	32,904	34,109	35,496	37,279															
			1/10/24		31,904	33,109	34,496	36,279															
	2836	STUDENT PUBLIC HEALTH NURSE	1/3/25	1	40,955																		
			1/10/24		39,955																		
	2930	STUDENT PSYCHIATRIC NURSING INTERN (PRE-REGISTRATION)	1/3/25	1	30,796																		
			1/10/24		29,796																		
	2933	STUDENT CHILDREN'S & GENERAL NURSING INTERN (PRE-REGISTRATION)	1/3/25	1	30,214																		
			1/10/24		29,214																		
	2931	STUDENT GENERAL NURSING INTERN (PRE-REGISTRATION)	1/3/25	1	30,214																		
			1/10/24		29,214																		
	2932	STUDENT INTELLECTUAL DISABILITY NURSING INTERN (PRE-REGISTRATION)	1/3/25	1	30,214																		
			1/10/24		29,214																		
	2209	STUDENT MIDWIFERY INTERN (PRE - REGISTRATION)	1/3/25	1	30,214																		
			1/10/24		29,214																		

			HEALTH & SOCIAL CARE PROFESSIONALS GRADES																										
			EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																										
	3742	ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/3/25	14	53,367	56,209	59,066	61,215	63,366	65,520	67,669	69,823	71,971	74,117	76,275	78,424	80,899	82,107	LSIs										
			1/10/24		52,321	55,107	57,908	60,015	62,124	64,235	66,342	68,454	70,560	72,664	74,779	76,886	79,313	80,497	LSIs										
	3744	ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/3/25	11	59,890	63,814	66,408	69,326	72,209	75,124	78,059	80,979	82,620	86,412	89,118	LSIs													
			1/10/24		58,716	62,563	65,106	67,967	70,793	73,651	76,528	79,391	81,000	84,718	87,371	LSIs													
	3441	AUDIOLOGIST	1/3/25	10	39,619	41,461	43,027	44,354	45,445	46,543	47,687	48,815	49,903	50,772	LSI														
			1/10/24		38,619	40,461	42,027	43,354	44,445	45,543	46,687	47,815	48,903	49,772	LSI														
	384Y	AUDIOLOGIST, SENIOR	1/3/25	6	53,072	55,089	56,405	57,913	59,455	61,035																			
			1/10/24		52,031	54,009	55,299	56,777	58,289	59,838																			
	3447	AUDIOLOGIST, CLINICAL SPECIALIST	1/3/25	6	57,913	59,455	61,035	64,289	67,622	71,037																			
			1/10/24		56,777	58,289	59,838	63,028	66,296	69,644																			
	345X	AUDIOLOGIST, CHIEF	1/3/25	6	61,035	64,289	67,622	71,037	74,529	78,103																			
			1/10/24		59,838	63,028	66,296	69,644	73,068	76,572																			
	3448	AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/3/25	10	76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs														
			1/10/24		74,972	78,314	80,417	83,790	87,173	90,552	93,932	97,315	100,429	103,833	LSIs														
	3446	AUDIOLOGY, NATIONAL LEAD	1/3/25	7	94,871	101,675	108,600	115,589	122,059	125,967	129,872	LSIs																	
			1/10/24		93,011	99,681	106,471	113,323	119,666	123,497	127,325	LSIs																	
	3751	BIOCHEMIST	1/3/25	16	43,892	45,539	48,149	49,389	50,569	53,430	55,350	57,316	59,324	61,342	63,364	65,404	67,458	69,534	71,552	72,938	LSI								
			1/10/24		42,892	44,539	47,149	48,389	49,569	52,382	54,265	56,192	58,161	60,139	62,122	64,122	66,135	68,171	70,149	71,508	LSI								
	376X	BIOCHEMIST, SENIOR	1/3/25	9	66,667	69,683	72,362	75,102	77,923	80,697	82,283	85,142	88,021																
			1/10/24		65,360	68,317	70,943	73,629	76,395	79,115	80,670	83,473	86,295																
	3778	BIOCHEMIST, PRINCIPAL	1/3/25	9	80,752	84,608	89,381	94,142	98,923	103,688	108,972	112,491	116,033																
			1/10/24		79,169	82,949	87,628	92,296	96,983	101,655	106,835	110,285	113,758																
	3786	BIOCHEMIST, TOP GRADE ** grade obsolete - not for use - see Guide note 2 **	1/3/25	5	112,388	117,821	122,247	126,744	131,311																				
			1/10/24		110,184	115,511	119,850	124,259	128,736																				
	3867	CARDIAC PHYSIOLOGIST	1/3/25	10	43,838	46,070	48,089	49,006	50,020	52,725	54,418	56,151	60,473	64,747	LSIs														
			1/10/24		42,838	45,070	47,089	48,006	49,020	51,691	53,351	55,050	59,287	63,477	LSIs														
	3003	CARDIAC PHYSIOLOGIST SENIOR	1/3/25	8	54,028	55,610	57,296	59,029	60,825	62,492	66,615	70,746	LSIs																
			1/10/24		52,969	54,520	56,173	57,872	59,632	61,267	65,309	69,359	LSIs																
	3001	CARDIAC PHYSIOLOGIST, CHIEF I	1/3/25	8	58,809	60,028	61,649	63,223	64,797	66,355	70,383	74,492	LSIs																
			1/10/24		57,656	58,851	60,440	61,983	63,526	65,054	69,003	73,031	LSIs																
	3002	CARDIAC PHYSIOLOGIST, CHIEF II	1/3/25	8	60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs																
			1/10/24		59,313	62,198	65,011	67,836	70,709	74,412	78,603	81,381	LSIs																
	3922	CHILD CARE MANAGER	1/3/25	7	85,746	87,913	91,344	94,798	98,226	101,662	105,083																		
			1/10/24		84,065	86,189	89,553	92,939	96,300	99,669	103,023																		
	3352	CHIROPODIST / PODISTRIST	1/3/25	14	44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI										
			1/10/24		43,122	45,471	47,404	48,810	50,000	51,240	52,478	53,781	55,089	56,406	57,795	59,269	60,738	61,916	LSI										
	3346	CHIROPODIST / PODIATRIST, SENIOR	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509																
			1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048																
	3355	CHIROPODIST / PODIATRIST MANAGER	1/3/25	7	76,281	79,027	80,528	83,253	86,027	88,804	91,575																		
			1/10/24		74,785	77,477	78,949	81,621	84,340	87,063	89,779																		
	3356	CHIROPODIST / PODIATRIST MANAGER IN CHARGE III	1/3/25	7	88,301	89,748	91,190	92,709	94,308	95,906	97,186																		
			1/10/24		86,570	87,988	89,402	90,891	92,459	94,025	95,280																		
	3654	CLINICAL SPECIALIST CHIROPODIST	1/3/25	9	69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228																
			1/10/24		68,625	69,950	71,311	72,664	74,016	75,440	76,939	78,435	79,635																
	3161	CLINICAL ENGINEERING TECHNICIAN	1/3/25	7	38,494	39,720	41,603	42,369	43,909	46,952	49,213																		
			1/10/24		37,494	38,720	40,603	41,369	42,909	45,952	48,213																		
	3162	CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/3/25	9	50,771	53,101	55,750	58,596	61,666	64,739	67,871	70,294	72,560	LSIs															
			1/10/24		49,771	52,060	54,657	57,447	60,457	63,470	66,540	68,916	71,137	LSIs															

	3163		CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/3/25	6	70,402	72,717	75,903	78,069	79,920	80,810												
				1/10/24		69,022	71,291	74,415	76,538	78,353	79,225												
	3164		CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/3/25	8	73,520	76,384	79,346	81,626	82,765	85,178	87,838	90,083										
				1/10/24		72,078	74,886	77,790	80,025	81,142	83,508	86,116	88,317										
	3211		CLINICAL PHOTOGRAPHER	1/3/25	15	36,409	38,177	39,482	41,257	42,990	44,651	46,311	47,936	49,562	51,164	52,852	54,486	55,850	57,660	59,470	LSIs		
				1/10/24		35,409	37,177	38,482	40,257	41,990	43,651	45,311	46,936	48,562	50,161	51,816	53,418	54,755	56,529	58,304	LSIs		
	321T		CLINICAL PHOTOGRAPHER, SENIOR	1/3/25	10	55,850	57,463	59,080	60,657	62,284	63,901	65,518	67,182	69,591	71,995	LSIs							
				1/10/24		54,755	56,336	57,922	59,468	61,063	62,648	64,233	65,865	68,226	70,583	LSIs							
	3070		CLINICAL COORDINATOR	1/3/25	9	69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228									
				1/10/24		68,625	69,950	71,311	72,664	74,016	75,440	76,939	78,435	79,635									
	3028		COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/3/25	14	53,152	55,995	58,818	62,051	65,286	68,519	71,754	74,986	78,218	81,453	83,429	86,699	89,969	93,231				
				1/10/24		52,110	54,897	57,665	60,834	64,006	67,175	70,347	73,516	76,684	79,856	81,793	84,999	88,205	91,403				
	3933		EMBRYOLOGIST, TRAINEE	1/3/25	3	37,170	38,532	40,694															
				25/2/25		36,170	37,532	39,694															
	3932		EMBRYOLOGIST	1/3/25	16	43,892	45,539	48,149	49,389	50,569	53,430	55,350	57,316	59,324	61,342	63,364	65,404	67,458	69,534	71,552	72,938	LSI	
				25/2/25		42,892	44,539	47,149	48,389	49,569	52,382	54,265	56,192	58,161	60,139	62,122	64,122	66,135	68,171	70,149	71,508	LSI	
	3934		EMBRYOLOGIST, SENIOR	1/3/25	9	66,667	69,683	72,362	75,102	77,923	80,697	82,283	85,142	88,021									
				25/2/25		65,360	68,317	70,943	73,629	76,395	79,115	80,670	83,473	86,295									
	3935		EMBRYOLOGIST, CLINICAL SPECIALIST	1/3/25	9	74,058	77,075	79,755	82,496	85,317	88,092	88,215	91,075	93,991									
				25/2/25		72,606	75,564	78,191	80,878	83,644	86,365	86,485	89,289	92,148									
	3936		EMBRYOLOGIST, CHIEF	1/3/25	9	80,752	84,608	89,381	94,142	98,923	103,688	108,972	112,491	116,033									
				25/2/25		79,169	82,949	87,628	92,296	96,983	101,655	106,835	110,285	113,758									
	3937		FERTILITY LABORATORY MANAGER	1/3/25	9	90,555	95,002	100,465	107,550	113,038	118,483	124,522	128,543	132,592									
				25/2/25		88,779	93,139	98,495	105,441	110,822	116,160	122,080	126,023	129,992									
	3140		HSCP NATIONAL LEAD	1/3/25	6	119,983	125,053	130,216	135,478	140,830	146,287												
				1/10/24		117,630	122,601	127,663	132,822	138,069	143,419												
	3141		HSCP REGIONAL INTEGRATION DEVELOPMENT LEAD	1/3/25	10	76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs							
				1/10/24		74,972	78,314	80,417	83,790	87,173	90,552	93,932	97,315	100,429	103,833	LSIs							
	3142		HSCP ASSISTANT NATIONAL LEAD- CLINICAL ADVISORY	1/3/25	10	76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs							
				1/10/24		74,972	78,314	80,417	83,790	87,173	90,552	93,932	97,315	100,429	103,833	LSIs							
	3143		HSCP ASSISTANT NATIONAL LEAD- EDUCATION	1/3/25	10	76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs							
				1/10/24		74,972	78,314	80,417	83,790	87,173	90,552	93,932	97,315	100,429	103,833	LSIs							
	3144		HSCP ASSISTANT NATIONAL LEAD- WORKFORCE DEVELOPMENT	1/3/25	10	76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs							
				1/10/24		74,972	78,314	80,417	83,790	87,173	90,552	93,932	97,315	100,429	103,833	LSIs							
	3145		HSCP ASSISTANT NATIONAL LEAD- WORKFORCE PLANNING	1/3/25	10	76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs							
				1/10/24		74,972	78,314	80,417	83,790	87,173	90,552	93,932	97,315	100,429	103,833	LSIs							
	3146		NATIONAL HSCP STRATEGIC PROJECTS MANAGER	1/3/25	7	76,281	79,027	80,528	83,253	86,027	88,804	91,575											
				1/10/24		74,785	77,477	78,949	81,621	84,340	87,063	89,779											
	3147		HSCP REGIONAL PRACTICE EDUCATION COORDINATOR	1/3/25	7	76,281	79,027	80,528	83,253	86,027	88,804	91,575											
				1/10/24		74,785	77,477	78,949	81,621	84,340	87,063	89,779											
	3148		HSCP REGIONAL PRACTICE DEVELOPMENT COORDINATOR	1/3/25	7	76,281	79,027	80,528	83,253	86,027	88,804	91,575											
				1/10/24		74,785	77,477	78,949	81,621	84,340	87,063	89,779											
	3149		HSCP PROJECT OFFICER	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509									
				1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048									
	3280		SPEECH AND LANGUAGE THERAPY ADAPTATION	1/3/25	1	38,315																	
				1/10/24		37,315																	
	3281		DIETETICS ADAPTATION	1/3/25	1	38,315																	
				1/10/24		37,315																	
	3282		MEDICAL SCIENCE ADAPTATION	1/3/25	1	36,763																	
				1/10/24		35,763																	

	3283		OCCUPATIONAL THERAPY ADAPTATION	1/3/25	1	38,315																	
				1/10/24		37,315																	
	3284		PHYSIOTHERAPY ADAPTATION	1/3/25	1	38,315																	
				1/10/24		37,315																	
	3285		PODIATRY ADAPTATION	1/3/25	1	38,315																	
				1/10/24		37,315																	
	3286		RADIATION THERAPY ADAPTATION	1/3/25	1	37,844																	
				1/10/24		36,844																	
	3287		RADIOGRAPHY ADAPTATION	1/3/25	1	37,844																	
				1/10/24		36,844																	
	3288		SOCIAL WORK ADAPTATION	1/3/25	1	43,046																	
				1/10/24		42,046																	
	3027		DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/3/25	9	109,422	111,871	114,322	116,770	119,220	121,668	124,119	127,842	132,062									
				1/10/24		107,276	109,677	112,080	114,480	116,882	119,282	121,685	125,335	129,473									
	3102		DIRECTOR OF SERVICES, MAYO COMMUNITY LIVING	1/3/25	7	80,009	80,516	82,230	83,996	85,757	87,530	89,292											
				1/10/24		78,440	78,937	80,618	82,349	84,075	85,814	87,541											
	3103		COUNSELLOR THERAPIST, SENIOR - NATIONAL SERVICES	1/3/25	8	75,372	78,929	82,484	86,041	89,599	91,720	95,183	98,645	LSIs									
				1/10/24		73,894	77,381	80,867	84,354	87,842	89,922	93,317	96,711	LSIs									
	3022		DENTAL HYGIENIST	1/3/25	14	44,241	46,857	48,536	50,044	51,434	52,910	54,435	56,000	57,771	58,708	60,338	61,746	63,180	64,398	LSI			
				1/10/24		43,241	45,857	47,536	49,044	50,425	51,873	53,368	54,902	56,638	57,557	59,155	60,535	61,941	63,135	LSI			
	3389		DIETICIAN	1/3/25	14	44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI			
				1/10/24		43,122	45,471	47,404	48,810	50,000	51,240	52,478	53,781	55,089	56,406	57,795	59,269	60,738	61,916	LSI			
	3395		DIETICIAN, SENIOR	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509									
				1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048									
	3715		CLINICAL SPECIALIST DIETICIAN	1/3/25	9	69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228									
				1/10/24		68,625	69,950	71,311	72,664	74,016	75,440	76,939	78,435	79,635									
	3328		DIETICIAN MANAGER	1/3/25	7	76,281	79,027	80,528	83,253	86,027	88,804	91,575											
				1/10/24		74,785	77,477	78,949	81,621	84,340	87,063	89,779											
	3391		DIETICIAN MANAGER IN CHARGE III	1/3/25	7	88,301	89,748	91,190	92,709	94,308	95,906	97,186											
				1/10/24		86,570	87,988	89,402	90,891	92,459	94,025	95,280											
	3110		EPIDEMIOLOGIST	1/3/25	9	67,333	70,067	72,494	74,976	77,534	80,046	81,388	83,945	86,555									
				1/10/24		66,013	68,693	71,073	73,506	76,014	78,476	79,792	82,299	84,858									
	3111		EPIDEMIOLOGIST, SENIOR	1/3/25	9	73,859	77,156	80,055	81,712	84,697	87,641	90,664	93,591	96,539									
				1/10/24		72,411	75,643	78,485	80,110	83,036	85,923	88,885	91,756	94,647									
	3112		EPIDEMIOLOGIST, PRINCIPAL	1/3/25	9	82,825	86,635	89,985	93,350	96,781	100,149	103,602	106,948	110,316									
				1/10/24		81,201	84,936	88,221	91,520	94,883	98,185	101,571	104,851	108,153									
	3113		SURVEILLANCE OFFICER, PUBLIC HEALTH	1/3/25	16	40,807	42,319	44,721	45,859	46,942	49,503	51,163	52,882	54,677	56,500	58,339	60,209	62,094	64,000	65,851	67,125	LSI	
				1/10/24		39,807	41,319	43,721	44,859	45,942	48,503	50,160	51,845	53,605	55,392	57,195	59,028	60,876	62,745	64,560	65,809	LSI	
	3035		DOSIMETRIST	1/3/25	15	42,474	45,015	46,572	48,498	50,295	52,345	54,000	55,659	58,761	60,563	62,442	64,318	66,703	67,546	68,854	LSI		
				1/10/24		41,474	44,015	45,572	47,498	49,295	51,319	52,941	54,568	57,609	59,375	61,218	63,057	65,395	66,222	67,504	LSI		
	3036		DOSIMETRIST, SENIOR	1/3/25	8	65,424	68,728	71,690	74,686	77,706	79,947	80,976	83,238										
				1/10/24		64,141	67,380	70,284	73,222	76,182	78,379	79,388	81,606										
	3603		E.C.G. TECHNICIAN, STUDENT	1/3/25	5	30,113	31,172	32,359	33,316	33,597													
				1/10/24		29,113	30,172	31,359	32,316	32,597													
359T			E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/3/25	13	34,601	36,203	37,824	38,482	39,195	40,955	41,731	42,852	44,082	45,216	46,387	49,035	51,722	LSIs				
				1/10/24		33,601	35,203	36,824	37,482	38,195	39,955	40,731	41,852	43,082	44,216	45,387	48,035	50,708	LSIs				
359T			E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/3/25	9	34,902	36,521	38,158	38,482	39,195	40,955	41,731	42,852	44,082									
				1/10/24		33,902	35,521	37,158	37,482	38,195	39,955	40,731	41,852	43,082									
	3581		E.C.G. TECHNICIAN, SENIOR	1/3/25	7	45,999	47,036	48,148	49,288	50,474	53,127	55,813	LSIs										
				1/10/24		44,999	46,036	47,148	48,288	49,474	52,085	54,719	LSIs										

	3004		E.C.G. TECHNICIAN, CHIEF I	1/3/25	7	48,809	49,754	50,982	52,216	53,680	56,323	58,973	LSIs								
				1/10/24		47,809	48,754	49,982	51,192	52,627	55,219	57,817	LSIs								
	3005		E.C.G. TECHNICIAN, CHIEF II ** grade obsolete - not for use - see Guide note 2 **	1/3/25	7	51,726	53,227	54,698	56,201	58,320	61,058	63,919	LSIs								
				1/10/24		50,712	52,183	53,625	55,099	57,176	59,861	62,666	LSIs								
	319X		ENVIRONMENTAL HEALTH OFFICER	1/3/25	13	46,805	49,442	51,393	53,412	55,484	57,591	59,715	61,840	63,963	66,094	68,233	70,421	72,605	LSIs		
				1/10/24		45,805	48,442	50,385	52,365	54,396	56,460	58,544	60,629	62,710	64,798	66,895	69,040	71,181	LSIs		
	3173		ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/3/25	12	59,071	61,215	63,369	65,518	67,669	69,824	71,973	74,117	76,279	78,428	80,901	82,109	LSIs			
				1/10/24		57,913	60,015	62,126	64,233	66,342	68,455	70,562	72,664	74,783	76,890	79,315	80,499	LSIs			
	3181		ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/3/25	9	78,303	80,706	81,856	84,275	86,712	89,142	91,588	94,664	97,735	LSIs						
				1/10/24		76,768	79,124	80,251	82,623	85,012	87,394	89,792	92,808	95,819	LSIs						
	3172		ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** effective from 1.05.17 **	1/3/25	5	98,293	102,864	107,419	111,986	115,953											
				1/10/24		96,366	100,847	105,313	109,790	113,679											
	3172		ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF ** not for use for current employees - scale replaced by 5 point scale above wef 1.05.17 **	1/3/25	7	85,746	87,913	91,344	94,798	98,226	101,662	105,083									
				1/10/24		84,065	86,189	89,553	92,939	96,300	99,669	103,023									
	3452		PARAMEDICINE TUTOR, PRINCIPAL, NATIONAL AMBULANCE SERVICE	1/3/25	8	73,094	74,472	75,732	79,666	81,043	81,093	82,704	84,898								
				1/10/24		71,661	73,012	74,247	78,104	79,454	79,503	81,082	83,233								
	3451		PARAMEDICINE TUTOR, NATIONAL AMBULANCE SERVICE	1/3/25	10	69,695	70,642	71,585	72,533	73,478	74,426	75,369	76,318	77,265	78,211						
				1/10/24		68,328	69,257	70,181	71,111	72,037	72,967	73,891	74,822	75,750	76,677						
	3942		NAS EMERGING THREAT UNIT TEAM LEADER	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588									
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588									
	3221		LEAD LYMPHOEDEMA SPECIALIST	1/3/25	9	69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228							
				1/10/24		68,625	69,950	71,310	72,664	74,017	75,440	76,939	78,435	79,635							
	3222		LYMPHOEDEMA SPECIALIST	1/3/25	9	63,279	64,629	66,021	67,399	68,586	70,231	71,760	73,285	74,509							
				1/10/24		62,038	63,362	64,726	66,077	67,241	68,854	70,354	71,848	73,048							
	3192		HOSPITAL AMBULANCE LIAISON SUPERVISOR (HALS)	1/3/25	7	50,968	52,489	54,035	55,620	57,218	59,082	60,950	LSIs								
				1/10/24		49,968	51,460	52,975	54,530	56,096	57,924	59,756	LSIs								
	3193		PARAMEDICINE PRACTICE DEVELOPMENT LEAD	1/3/25	9	70,701	72,071	73,391	77,447	78,724	80,207	81,594	82,971	87,250							
				1/10/24		69,315	70,658	71,951	75,928	77,180	78,634	79,994	81,344	85,539							
	3188		SPECIALIST PARAMEDIC - NATIONAL AMBULANCE SERVICE	1/3/25	9	48,809	49,754	50,982	52,216	53,680	55,403	57,347	59,723	62,746							
				1/10/24		47,809	48,754	49,982	51,192	52,627	54,317	56,223	58,552	61,516							
	3195		PARAMEDIC - NATIONAL AMBULANCE SERVICE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/3/25	10	37,137	37,979	39,355	40,108	40,680	41,590	42,511	43,424	45,253	46,939	LSI					
				1/10/24		36,137	36,979	38,355	39,108	39,680	40,590	41,511	42,424	44,253	45,939	LSI					
	3190		STUDENT PARAMEDIC - NATIONAL AMBULANCE SERVICE (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/3/25	4	35,042	35,476	35,911	36,244												
				1/10/24		34,042	34,476	34,911	35,244												
	3194		EMERGENCY MEDICAL TECHNICIAN (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 18.4.24 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723							
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723							
	393X		LABORATORY MANAGER (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	9	90,555	95,002	100,465	107,550	113,038	118,483	124,522	128,543	132,592							
				1/10/24		88,779	93,139	98,495	105,441	110,822	116,160	122,080	126,023	129,992							
	393X		LABORATORY MANAGER (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/3/25	9	82,825	86,635	89,985	93,350	96,782	100,148	103,602	106,947	110,317							
				1/10/24		81,201	84,936	88,221	91,520	94,884	98,184	101,571	104,850	108,154							

	3040	LABORATORY SCIENTIST, SENIOR (PALs) ** with designated NFQ Level 9 qualification **	1/3/25	9	60,612	63,347	65,774	68,256	70,815	73,327	75,915	78,477	81,057										
			1/10/24		59,424	62,105	64,484	66,918	69,426	71,889	74,426	76,938	79,468										
	3040	LABORATORY SCIENTIST, SENIOR (PALs) ** without designated NFQ Level 9 qualification **	1/3/25	5	60,612	63,347	65,774	68,256	70,815														
			1/10/24		59,424	62,105	64,484	66,918	69,426														
	3039	LABORATORY SCIENTIST (PALs) **for new appointees to this grade from 17.06.22**	1/3/25	15	42,319	44,722	45,859	46,943	49,503	51,163	52,882	54,676	56,500	58,339	60,210	62,094	64,000	65,851	67,125	LSI			
			1/10/24		41,319	43,722	44,859	45,943	48,503	50,160	51,845	53,604	55,392	57,195	59,029	60,876	62,745	64,560	65,809	LSI			
	3039	LABORATORY SCIENTIST (PALs) ** no employees may be newly appointed to this scale wef 16.06.22 **	1/3/25	16	40,807	42,319	44,721	45,859	46,942	49,503	51,163	52,882	54,677	56,500	58,339	60,209	62,094	64,000	65,851	67,125	LSI		
			1/10/24		39,807	41,319	43,722	44,859	45,943	48,503	50,160	51,845	53,604	55,392	57,195	59,029	60,876	62,745	64,560	65,809	LSI		
	3880	MEDICAL SCIENTIST, TRAINEE	1/3/25	3	37,170	38,532	40,694																
			1/10/24		36,170	37,532	39,694																
	3875	MEDICAL SCIENTIST ** For those in post at 1.1.24 and new appointees to the grade from that date **	1/3/25	16	43,892	45,539	48,149	49,389	50,569	53,430	55,350	57,316	59,324	61,342	63,364	65,404	67,458	69,534	71,552	72,938	LSI		
			1/10/24		42,892	44,539	47,149	48,389	49,569	52,382	54,265	56,192	58,161	60,139	62,122	64,122	66,135	68,171	70,149	71,508	LSI		
	3875	MEDICAL SCIENTIST ** For pension benefit calculations for those newly appointed to this grade from 17.06.22 but gone from grade prior to 1.1.24 **	1/3/25	15	42,319	44,722	45,859	46,943	49,503	51,163	52,882	54,676	56,500	58,339	60,210	62,094	64,000	65,851	67,125	LSI			
			1/10/24		41,319	43,722	44,859	45,943	48,503	50,160	51,845	53,604	55,392	57,195	59,029	60,876	62,745	64,560	65,809	LSI			
	3875	MEDICAL SCIENTIST ** For pension benefit calculations for retirements prior to 17.6.22 **	1/3/25	16	40,807	42,319	44,722	45,859	46,943	49,503	51,163	52,882	54,676	56,500	58,339	60,210	62,094	64,000	65,851	67,125	LSI		
			1/10/24		39,807	41,319	43,722	44,859	45,943	48,503	50,160	51,845	53,604	55,392	57,195	59,029	60,876	62,745	64,560	65,809	LSI		
3877		MEDICAL SCIENTIST, SENIOR (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	9	66,667	69,683	72,362	75,102	77,923	80,697	82,283	85,142	88,021										
			1/10/24		65,360	68,317	70,943	73,629	76,395	79,115	80,670	83,473	86,295										
3877		MEDICAL SCIENTIST, SENIOR ** with designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/3/25	9	60,612	63,347	65,774	68,256	70,815	73,327	75,915	78,477	81,057										
			1/10/24		59,424	62,105	64,484	66,918	69,426	71,889	74,426	76,938	79,468										
3877		MEDICAL SCIENTIST, SENIOR ** without designated NFQ Level 9 qualification ** (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/3/25	5	60,612	63,347	65,774	68,256	70,815														
			1/10/24		59,424	62,105	64,484	66,918	69,426														
3876		MEDICAL SCIENTIST, CHIEF ** without quals set out in DoH Circular 2/2024 ** (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	6	80,752	84,608	89,381	94,142	98,923	103,688													
			1/10/24		79,169	82,949	87,628	92,296	96,983	101,655													
3876		MEDICAL SCIENTIST, CHIEF ** with quals set out in DoH Circular 2/2024 ** (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	9	80,752	84,608	89,381	94,142	98,923	103,688	108,972	112,491	116,033										
			1/10/24		79,169	82,949	87,628	92,296	96,983	101,655	106,835	110,285	113,758										
3876		MEDICAL SCIENTIST, CHIEF (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/3/25	9	73,859	77,156	80,055	81,712	84,697	87,641	90,664	93,591	96,539										
			1/10/24		72,411	75,643	78,485	80,110	83,036	85,923	88,886	91,756	94,646										
3878		SPECIALIST MEDICAL SCIENTIST (applies to those currently in post, new appointees or for pension benefit calculations for retirements from 1.1.24 only)	1/3/25	9	74,058	77,075	79,755	82,496	85,317	88,092	88,215	91,075	93,991										
			1/10/24		72,606	75,564	78,191	80,878	83,644	86,365	86,485	89,289	92,148										

	3878	SPECIALIST MEDICAL SCIENTIST (applies to pension benefit calculations for retirements prior to 1.1.24 only)	1/3/25	9	67,333	70,067	72,494	74,976	77,534	80,046	81,388	83,945	86,555										
			1/10/24		66,013	68,693	71,073	73,506	76,014	78,476	79,792	82,299	84,858										
	3410	NATIONAL CLINICAL LABORATORY DIRECTOR	1/3/25	9	161,347	167,088	175,020	176,209	181,591	186,986	194,628	202,881	211,133										
			1/10/24		158,183	163,812	171,588	172,754	178,030	183,320	190,812	198,903	206,993										
	3604	NEURO-PHYSIOLOGIST	1/3/25	10	43,838	46,070	48,089	49,006	50,020	52,725	54,418	56,151	60,473	64,747	LSIs								
			1/10/24		42,838	45,070	47,089	48,006	49,020	51,691	53,351	55,050	59,287	63,477	LSIs								
	3607	NEURO-PHYSIOLOGIST, SENIOR	1/3/25	8	54,028	55,610	57,296	59,029	60,825	62,492	66,615	70,746	LSIs										
			1/10/24		52,969	54,520	56,173	57,872	59,632	61,267	65,309	69,359	LSIs										
	3605	NEURO-PHYSIOLOGIST, CHIEF I	1/3/25	8	58,809	60,028	61,649	63,223	64,797	66,355	70,383	74,492	LSIs										
			1/10/24		57,656	58,851	60,440	61,983	63,526	65,054	69,003	73,031	LSIs										
	3606	NEURO-PHYSIOLOGIST, CHIEF II	1/3/25	8	60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs										
			1/10/24		59,313	62,198	65,011	67,836	70,709	74,412	78,603	81,381	LSIs										
	3298	OCCUPATIONAL THERAPIST	1/3/25	14	44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI				
			1/10/24		43,122	45,471	47,404	48,810	50,000	51,240	52,478	53,781	55,089	56,406	57,795	59,269	60,738	61,916	LSI				
	3301	OCCUPATIONAL THERAPIST, SENIOR	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509										
			1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048										
	3824	CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	1/3/25	9	69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228										
			1/10/24		68,625	69,950	71,311	72,664	74,016	75,440	76,939	78,435	79,635										
	331X	OCCUPATIONAL THERAPIST MANAGER	1/3/25	7	76,281	79,027	80,528	83,253	86,027	88,804	91,575												
			1/10/24		74,785	77,477	78,949	81,621	84,340	87,063	89,779												
	3302	OCCUPATIONAL THERAPIST MANAGER IN CHARGE III	1/3/25	7	88,301	89,748	91,190	92,709	94,308	95,906	97,186												
			1/10/24		86,570	87,988	89,402	90,891	92,459	94,025	95,280												
	3409	ORTHOPTIST	1/3/25	14	44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI				
			1/10/24		43,122	45,471	47,404	48,810	50,000	51,240	52,478	53,781	55,089	56,406	57,795	59,269	60,738	61,916	LSI				
	3417	ORTHOPTIST, SENIOR	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509										
			1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048										
	3420	OPTOMETRIST, CLINICAL	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509										
			1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048										
	362X	PHARMACEUTICAL TECHNICIAN, STUDENT	1/3/25	5	31,680	33,185	34,153	35,253	36,351														
			1/10/24		30,680	32,185	33,153	34,253	35,351														
	3212	PHARMACEUTICAL TECHNICIAN	1/3/25	10	41,084	43,430	45,029	46,072	47,116	48,158	49,201	50,245	51,294	52,365									
			1/10/24		40,084	42,430	44,029	45,072	46,116	47,158	48,201	49,245	50,288	51,338									
	3021	PHARMACEUTICAL TECHNICIAN, SENIOR	1/3/25	6	54,333	55,469	56,615	57,761	58,912	60,072													
			1/10/24		53,268	54,381	55,505	56,628	57,757	58,894													
	3013	PHARMACY STUDENT	1/3/25	2	31,127	33,549																	
			1/10/24		30,127	32,549																	
	3247	PHARMACIST **effective from 1.12.22**	1/3/25	10	48,995	52,145	55,471	58,899	62,402	65,924	69,513	73,166	76,887	78,382	LSI								
			1/10/24		47,995	51,123	54,383	57,744	61,178	64,631	68,150	71,731	75,379	76,845	LSI								
	3247	PHARMACIST **scale replaced by 10 point scale above wef 1.12.22 not for use for current employees**	1/3/25	13	41,697	44,654	45,710	48,995	52,145	55,471	58,899	62,402	65,924	69,513	73,166	76,887	78,382	LSI					
			1/10/24		40,697	43,654	44,710	47,995	51,123	54,383	57,744	61,178	64,631	68,150	71,731	75,379	76,845	LSI					
	3239	PHARMACIST, SENIOR	1/3/25	8	74,779	78,216	79,316	80,412	80,546	82,078	83,765	86,717											
			1/10/24		73,313	76,682	77,761	78,835	78,967	80,469	82,123	85,017											
	3244	PHARMACIST, EXECUTIVE MANAGER 1	1/3/25	6	82,791	88,390	91,661	95,706	100,025	104,496													
			1/10/24		81,168	86,657	89,864	93,829	98,064	102,447													
	3245	PHARMACIST, EXECUTIVE MANAGER 2	1/3/25	5	111,823	116,485	121,143	125,801	130,459														
			1/10/24		109,630	114,201	118,768	123,334	127,901														
	3246	PHARMACIST, EXECUTIVE MANAGER 3	1/3/25	5	119,697	124,359	129,018	133,676	138,334														
			1/10/24		117,350	121,921	126,488	131,055	135,622														
	3250	PHARMACIST, ADVANCED SPECIALIST	1/3/25	8	81,126	81,895	83,893	85,965	87,977	90,030	93,002	96,072	LSI										
			1/10/24		79,535	80,289	82,248	84,279	86,252	88,265	91,178	94,188	LSI										

	3271	PHARMACIST, CHIEF II	1/3/25	6	82,791	88,390	91,661	95,706	100,025	104,496														
			1/10/24		81,168	86,657	89,864	93,829	98,064	102,447														
	3263	PHARMACIST, CHIEF I	1/3/25	6	94,178	98,645	100,397	102,817	105,503	108,240														
			1/10/24		92,331	96,711	98,428	100,801	103,434	106,118														
	3240	PHARMACIST EXECUTIVE MANAGER, DEPUTY	1/3/25	6	94,178	98,645	100,397	102,817	105,503	108,240														
			1/10/24		92,331	96,711	98,428	100,801	103,434	106,118														
	3014	PHLEBOTOMIST TRAINEE	1/3/25	1	26,165																			
			1/10/24		25,165																			
	3425	PHLEBOTOMIST	1/3/25	9	37,414	39,569	40,409	41,959	43,602	45,269	46,944	48,662	49,507	LSI										
			1/10/24		36,414	38,569	39,409	40,959	42,602	44,269	45,944	47,662	48,507	LSI										
	3433	PHLEBOTOMIST, SENIOR	1/3/25	6	43,818	45,978	47,832	49,754	51,683	53,734														
			1/10/24		42,818	44,978	46,832	48,754	50,670	52,680														
	3043	PHYSICIST, GRADUATE TRAINEE - YEAR 1	1/3/25	1	33,338																			
			1/10/24		32,338																			
	3043	PHYSICIST, GRADUATE TRAINEE - YEAR 2	1/3/25	1	34,676																			
			1/10/24		33,676																			
	3794	PHYSICIST	1/3/25	15	45,849	48,906	50,323	52,637	55,012	57,877	59,782	61,614	66,281	68,268	70,366	72,460	74,551	76,665	77,830					
			1/10/24		44,849	47,906	49,323	51,605	53,933	56,742	58,610	60,406	64,981	66,929	68,986	71,039	73,089	75,162	76,304					
	3808	PHYSICIST, SENIOR	1/3/25	10	76,471	79,880	82,025	85,466	88,916	92,363	95,811	99,261	102,438	105,910	LSIs									
			1/10/24		74,972	78,314	80,417	83,790	87,173	90,552	93,932	97,315	100,429	103,833	LSIs									
	3816	PHYSICIST, PRINCIPAL	1/3/25	7	94,871	101,675	108,600	115,589	122,059	125,967	129,872	LSIs												
			1/10/24		93,011	99,681	106,471	113,323	119,666	123,497	127,325	LSIs												
	3832	PHYSICIST, CHIEF	1/3/25	6	122,764	126,347	129,937	132,860	137,115	141,362	LSIs													
			1/10/24		120,357	123,870	127,389	130,255	134,426	138,590	LSIs													
	314X	PHYSIOTHERAPIST	1/3/25	14	44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI					
			1/10/24		43,122	45,471	47,404	48,810	50,000	51,240	52,478	53,781	55,089	56,406	57,795	59,269	60,738	61,916	LSI					
	3158	PHYSIOTHERAPIST, SENIOR	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509											
			1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048											
	3707	CLINICAL SPECIALIST PHYSIOTHERAPIST	1/3/25	9	69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228											
			1/10/24		68,625	69,950	71,311	72,664	74,016	75,440	76,939	78,435	79,635											
	3492	PHYSIOTHERAPIST MANAGER	1/3/25	7	76,281	79,027	80,528	83,253	86,027	88,804	91,575													
			1/10/24		74,785	77,477	78,949	81,621	84,340	87,063	89,779													
	3182	PHYSIOTHERAPIST MANAGER IN CHARGE III	1/3/25	7	88,301	89,748	91,190	92,709	94,308	95,906	97,186													
			1/10/24		86,570	87,988	89,402	90,891	92,459	94,025	95,280													
	3706	PLAY SPECIALIST	1/3/25	14	44,088	46,405	48,367	49,618	50,975	52,259	53,446	54,888	55,738	57,585	58,942	60,420	61,900	63,093	LSI					
			1/10/24		43,088	45,405	47,367	48,618	49,975	51,234	52,398	53,812	54,645	56,456	57,786	59,235	60,686	61,856	LSI					
	3708	PLAY SPECIALIST, SENIOR	1/3/25	8	61,461	62,965	64,587	66,439	68,063	69,578	70,945	71,872												
			1/10/24		60,256	61,730	63,321	65,136	66,728	68,214	69,554	70,463												
	3015	PLAY THERAPIST	1/3/25	14	44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI					
			1/10/24		43,122	45,471	47,404	48,810	50,000	51,240	52,478	53,781	55,089	56,406	57,795	59,269	60,738	61,916	LSI					
	3705	PLAY THERAPIST, SENIOR	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509											
			1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048											
3697		PSYCHOLOGY, TRAINEE CLINICAL (pre 2006) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	5	47,311	50,198	51,970	54,206	56,488															
			1/10/24		46,311	49,198	50,951	53,143	55,380															
3697		PSYCHOLOGY, TRAINEE CLINICAL	1/3/25	3	44,473	46,663	50,425																	
			1/10/24		43,473	45,663	49,425																	
3670		PSYCHOLOGY, TRAINEE COUNSELLING	1/3/25	3	44,473	46,663	50,425																	
			1/10/24		43,473	45,663	49,425																	
3671		PSYCHOLOGY, TRAINEE EDUCATIONAL	1/3/25	3	44,473	46,663	50,425																	
			1/10/24		43,473	45,663	49,425																	
	3689	PSYCHOLOGIST, CLINICAL	1/3/25	13	61,362	65,266	68,041	70,939	73,820	76,675	80,271	84,496	89,495	94,558	98,682	101,864	105,050	LSIs						
			1/10/24		60,159	63,986	66,707	69,548	72,373	75,172	78,697	82,839	87,740	92,704	96,747	99,867	102,990	LSIs						
	3690	PSYCHOLOGIST, EDUCATIONAL	1/3/25	13	61,362	65,266	68,041	70,939	73,820	76,675	80,271	84,496	89,495	94,558	98,682	101,864	105,050	LSIs						
			1/10/24		60,159	63,986	66,707	69,548	72,373	75,172	78,697	82,839	87,740	92,704	96,747	99,867	102,990	LSIs						

	3691	PSYCHOLOGIST, COUNSELLING	1/3/25	13	61,362	65,266	68,041	70,939	73,820	76,675	80,271	84,496	89,495	94,558	98,682	101,864	105,050	LSIs						
			1/10/24		60,159	63,986	66,707	69,548	72,373	75,172	78,697	82,839	87,740	92,704	96,747	99,867	102,990	LSIs						
	367Y	PSYCHOLOGIST, SENIOR CLINICAL	1/3/25	8	97,528	99,846	102,183	104,507	106,813	107,699	111,167	114,638	LSIs											
			1/10/24		95,616	97,888	100,179	102,458	104,719	105,587	108,987	112,390	LSIs											
	3692	PSYCHOLOGIST, COUNSELLING SENIOR	1/3/25	8	97,528	99,846	102,183	104,507	106,813	107,699	111,167	114,638	LSIs											
			1/10/24		95,616	97,888	100,179	102,458	104,719	105,587	108,987	112,390	LSIs											
	3693	PSYCHOLOGIST, EDUCATIONAL SENIOR	1/3/25	8	97,528	99,846	102,183	104,507	106,813	107,699	111,167	114,638	LSIs											
			1/10/24		95,616	97,888	100,179	102,458	104,719	105,587	108,987	112,390	LSIs											
	3727	PSYCHOLOGIST, PRINCIPAL CLINICAL	1/3/25	7	113,823	116,548	119,282	121,992	124,038	127,994	131,951	LSIs												
			1/10/24		111,591	114,263	116,943	119,600	121,606	125,484	129,364	LSIs												
	3662	PSYCHOLOGY, DIRECTOR OF	1/3/25	7	124,037	127,089	130,144	133,196	135,502	139,825	144,145	LSIs												
			1/10/24		121,605	124,597	127,592	130,584	132,845	137,083	141,319	LSIs												
	3093	RADIOGRAPHER	1/3/25	14	43,575	45,844	47,792	49,040	50,307	51,604	52,889	54,198	55,580	56,942	58,260	59,614	61,020	62,346	LSI					
			1/10/24		42,575	44,844	46,792	48,040	49,307	50,592	51,852	53,135	54,490	55,825	57,118	58,445	59,824	61,124	LSI					
	3107	RADIOGRAPHER, SENIOR	1/3/25	5	57,309	59,463	61,727	64,032	66,363															
			1/10/24		56,185	58,297	60,517	62,776	65,062															
	3131	RADIOGRAPHER, CLINICAL SPECIALIST	1/3/25	5	64,300	67,568	70,341	73,120	75,949															
			1/10/24		63,039	66,243	68,962	71,686	74,460															
	309X	RADIOGRAPHY SERVICE MANAGER 1 with 4 to 24 eligible direct reports	1/3/25	5	66,706	70,316	73,376	76,466	79,618															
			1/10/24		65,398	68,937	71,937	74,967	78,057															
	310X	RADIOGRAPHY SERVICE MANAGER 2 with 25 to 39 eligible direct reports	1/3/25	7	74,772	77,462	78,933	81,605	84,324	87,046	89,761													
			1/10/24		73,306	75,943	77,385	80,005	82,671	85,339	88,001													
	3108	RADIOGRAPHY SERVICE MANAGER 3 with 40 or more eligible direct reports	1/3/25	7	86,554	87,971	89,385	90,873	92,441	94,007	95,261													
			1/10/24		84,857	86,246	87,632	89,091	90,628	92,164	93,393													
	3950	RADIATION THERAPIST	1/3/25	11	43,576	45,267	47,793	49,038	50,308	54,075	57,309	59,465	61,727	64,031	66,361									
			1/10/24		42,576	44,267	46,793	48,038	49,308	53,015	56,185	58,299	60,517	62,775	65,060									
	3964	CLINICAL SPECIALIST RADIATION THERAPIST AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/3/25	5	64,300	67,568	70,341	73,120	75,949															
			1/10/24		63,039	66,243	68,962	71,686	74,460															
	3972	RADIATION THERAPY SERVICE MANAGER 1 with 4 to 24 eligible direct reports	1/3/25	5	66,706	70,316	73,376	76,466	79,618															
			1/10/24		65,398	68,937	71,937	74,967	78,057															
	398Y	RADIATION THERAPY SERVICE MANAGER 2 with 25 to 39 eligible direct reports	1/3/25	7	74,772	77,462	78,933	81,605	84,324	87,046	89,761													
			1/10/24		73,306	75,943	77,385	80,005	82,671	85,339	88,001													
	3974	RADIATION THERAPY SERVICE MANAGER 3 with 40 or more eligible direct reports	1/3/25	7	86,554	87,971	89,385	90,873	92,441	94,007	95,261													
			1/10/24		84,857	86,246	87,632	89,091	90,628	92,164	93,393													
	3767	REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/3/25	8	81,126	81,895	83,893	85,965	87,977	90,030	93,002	96,072	LSIs											
			1/10/24		79,535	80,289	82,248	84,279	86,252	88,265	91,178	94,188	LSIs											
	3768	REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	8	86,471	88,245	90,015	91,816	93,581	95,367	98,507	101,757	LSIs											
			1/10/24		84,775	86,515	88,250	90,016	91,746	93,497	96,575	99,762	LSIs											
	3759	REGIONAL PUBLIC ANALYST	1/3/25	7	100,802	103,050	105,277	107,520	109,764	113,389	117,131	LSIs												
			1/10/24		98,825	101,029	103,213	105,412	107,612	111,166	114,834	LSIs												
	3016	RESPIRATORY PHYSIOLOGIST	1/3/25	10	43,838	46,070	48,089	49,006	50,020	52,725	54,418	56,151	60,473	64,747	LSIs									
			1/10/24		42,838	45,070	47,089	48,006	49,020	51,691	53,351	55,050	59,287	63,477	LSIs									
	3010	RESPIRATORY PHYSIOLOGIST, SENIOR	1/3/25	8	54,028	55,610	57,296	59,029	60,825	62,492	66,615	70,746	LSIs											
			1/10/24		52,969	54,520	56,173	57,872	59,632	61,267	65,309	69,359	LSIs											
	3008	RESPIRATORY PHYSIOLOGIST, CHIEF I	1/3/25	8	58,809	60,028	61,649	63,223	64,797	66,355	70,383	74,492	LSIs											
			1/10/24		57,656	58,851	60,440	61,983	63,526	65,054	69,003	73,031	LSIs											
	3009	RESPIRATORY PHYSIOLOGIST, CHIEF II	1/3/25	8	60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs											
			1/10/24		59,313	62,198	65,011	67,836	70,709	74,412	78,603	81,381	LSIs											

3029		SOCIAL CARE WORKER (WITH QUALIFICATION)	1/3/25	12	39,951	41,493	43,392	44,781	46,185	47,596	49,030	50,485	51,953	53,477	55,049	56,089	LSI								
			1/10/24		38,951	40,493	42,392	43,781	45,185	46,596	48,030	49,485	50,934	52,428	53,970	54,989	LSI								
3029		SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/3/25	11	39,951	41,493	43,392	44,781	46,185	47,596	49,030	50,485	51,953	53,477	55,049										
			1/10/24		38,951	40,493	42,392	43,781	45,185	46,596	48,030	49,485	50,934	52,428	53,970										
	3030	SOCIAL CARE LEADER	1/3/25	7	55,793	56,999	58,204	61,418	62,664	63,901	65,155														
			1/10/24		54,699	55,881	57,063	60,214	61,435	62,648	63,877														
	392X	SOCIAL CARE MANAGER	1/3/25	6	67,399	68,847	72,677	74,157	75,631	77,122															
			1/10/24		66,077	67,497	71,252	72,703	74,148	75,610															
	3522	SOCIAL WORKER (NON-PROFESSIONALLY QUALIFIED) ** not for use by any new incumbents post 18.12.24 **	1/3/25	12	42,286	45,223	46,364	48,516	50,740	53,024	55,380	57,806	60,226	62,087	63,955	65,193	LSI								
			1/10/24		41,286	44,223	45,364	47,516	49,740	51,984	54,294	56,673	59,045	60,870	62,701	63,915	LSI								
	3017	SOCIAL WORKER	1/3/25	10	49,624	52,907	54,664	57,238	59,835	62,447	65,056	67,665	70,277	71,640	LSI										
			1/10/24		48,624	51,870	53,592	56,116	58,662	61,223	63,780	66,338	68,899	70,235	LSI										
	3557	SOCIAL WORKER - MEDICAL	1/3/25	10	49,624	52,907	54,664	57,238	59,835	62,447	65,056	67,665	70,277	71,640	LSI										
			1/10/24		48,624	51,870	53,592	56,116	58,662	61,223	63,780	66,338	68,899	70,235	LSI										
	3948	PSYCHIATRIC SOCIAL WORKER	1/3/25	10	49,624	52,907	54,664	57,238	59,835	62,447	65,056	67,665	70,277	71,640	LSI										
			1/10/24		48,624	51,870	53,592	56,116	58,662	61,223	63,780	66,338	68,899	70,235	LSI										
	3614	SOCIAL WORK PRACTITIONER, SENIOR	1/3/25	8	60,832	63,507	66,218	68,920	71,614	74,299	76,980	78,343	LSI												
			1/10/24		59,639	62,262	64,920	67,569	70,210	72,842	75,471	76,807	LSI												
	3019	SOCIAL WORKER, SENIOR MEDICAL	1/3/25	7	70,277	72,280	74,287	76,290	78,294	80,296	81,063														
			1/10/24		68,899	70,863	72,830	74,794	76,759	78,722	79,474														
	350Y	SOCIAL WORKER, PRINCIPAL	1/3/25	6	79,504	81,807	85,401	88,994	92,586	97,531															
			1/10/24		77,945	80,203	83,726	87,249	90,771	95,619															
	3902	SOCIAL WORKER, TEAM LEADER	1/3/25	7	70,277	72,280	74,287	76,290	78,294	80,296	81,063														
			1/10/24		68,899	70,863	72,830	74,794	76,759	78,722	79,474														
	3371	SOCIAL CARE MANAGER 1	1/3/25	7	55,793	56,999	58,204	61,418	62,664	63,901	65,155														
			1/10/24		54,699	55,881	57,063	60,214	61,435	62,648	63,877														
	3372	SOCIAL CARE MANAGER 2	1/3/25	6	60,658	61,963	65,409	66,741	68,069	69,410															
			1/10/24		59,469	60,748	64,126	65,432	66,734	68,049															
	3373	SOCIAL CARE MANAGER 3	1/3/25	6	67,399	68,847	72,677	74,157	75,631	77,122															
			1/10/24		66,077	67,497	71,252	72,703	74,148	75,610															
	3959	FAMILY THERAPIST	1/3/25	6	80,296	82,624	86,253	89,882	93,513	97,147															
			1/10/24		78,722	81,004	84,562	88,120	91,679	95,242															
	336Y	SPEECH AND LANGUAGE THERAPIST	1/3/25	14	44,122	46,471	48,404	49,810	51,000	52,265	53,528	54,857	56,191	57,534	58,951	60,454	61,953	63,154	LSI						
			1/10/24		43,122	45,471	47,404	48,810	50,000	51,240	52,478	53,781	55,089	56,406	57,795	59,269	60,738	61,916	LSI						
	3379	SPEECH AND LANGUAGE THERAPIST, SENIOR	1/3/25	9	63,279	64,629	66,021	67,399	68,779	70,231	71,760	73,285	74,509												
			1/10/24		62,038	63,362	64,726	66,077	67,430	68,854	70,353	71,848	73,048												
	3025	SPEECH AND LANGUAGE THERAPIST, CLINICAL SPECIALIST	1/3/25	9	69,998	71,349	72,737	74,117	75,496	76,949	78,478	80,004	81,228												
			1/10/24		68,625	69,950	71,311	72,664	74,016	75,440	76,939	78,435	79,635												
	3468	SPEECH AND LANGUAGE THERAPIST, MANAGER	1/3/25	7	76,281	79,027	80,528	83,253	86,027	88,804	91,575														
			1/10/24		74,785	77,477	78,949	81,621	84,340	87,063	89,779														
	3361	SPEECH AND LANGUAGE THERAPIST, MANAGER IN CHARGE III	1/3/25	7	88,301	89,748	91,190	92,709	94,308	95,906	97,186														
			1/10/24		86,570	87,988	89,402	90,891	92,459	94,025	95,280														
	3031	TRAINEE SOCIAL CARE WORKER ** grade obsolete - not for use - see Guide note 2 **	1/3/25	5	33,891	36,035	37,034	38,363	39,603																
			1/10/24		32,891	35,035	36,034	37,363	38,603																
	3077	VASCULAR PHYSIOLOGIST	1/3/25	10	43,838	46,070	48,089	49,006	50,020	52,725	54,418	56,151	60,473	64,747	LSIs										
			1/10/24		42,838	45,070	47,089	48,006	49,020	51,691	53,351	55,050	59,287	63,477	LSIs										
	322Y	VASCULAR PHYSIOLOGIST, SENIOR	1/3/25	8	54,028	55,610	57,296	59,029	60,825	62,492	66,615	70,746	LSIs												
			1/10/24		52,969	54,520	56,173	57,872	59,632	61,267	65,309	69,359	LSIs												
	3255	VASCULAR PHYSIOLOGIST, CHIEF I	1/3/25	8	58,809	60,028	61,649	63,223	64,797	66,355	70,383	74,492	LSIs												
			1/10/24		57,656	58,851	60,440	61,983	63,526	65,054	69,003	73,031	LSIs												

	3054		VASCULAR PHYSIOLOGIST, CHIEF II	1/3/25	8	60,499	63,442	66,311	69,193	72,123	75,900	80,175	83,009	LSIs									
				1/10/24		59,313	62,198	65,011	67,836	70,709	74,412	78,603	81,381	LSIs									
	3104		INTERRAI CARE NEEDS FACILITATOR	1/3/25	9	59,512	60,496	61,330	62,691	64,195	65,671	67,148	68,810	70,355									
				1/10/24		58,345	59,310	60,127	61,462	62,936	64,383	65,831	67,461	68,975									

[illegible]

	5003	3	PHARMACY AIDE/ATTENDANT	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
	5487	3	GENERAL OPERATIVE (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
	4106	2	SECURITY GUARD (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539										
4010		4	GATE KEEPERS ** grade obsolete - not for use - see Guide note 2 **	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4297		4	STORES PORTERS/ASSISTANT/ATTENDANT	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
	4013	2	HOSTEL SUPERVISOR	1/3/25	7	38,410	38,816	39,813	40,675	41,917	43,204	44,539												
				1/10/24		37,410	37,816	38,813	39,675	40,917	42,204	43,539												
413Y		3	DRIVER WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
4906		4	TRACTOR DRIVERS ** grade obsolete - not for use - see Guide note 2 **	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4901		3	MORTUARY ATTENDANTS ** not for use for any new incumbents post 1/3/23 **	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
	5000	3	LABORATORY PORTER	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
5931		4	LABORATORY ATTENDANTS	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
5931			LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
				1/10/24		34,056	34,796	36,994	37,179	37,356	37,456	37,556	37,653	37,752	37,857	37,957	38,067	38,179	38,289	38,399				
5363		2	THEATRE PORTERS / ATTENDANTS (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539										
5363			THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
				1/10/24		34,056	34,796	36,994	37,179	37,356	37,456	37,556	37,653	37,752	37,857	37,957	38,067	38,179	38,289	38,399				
422X		1	DARK ROOM TECHNICIAN (Rebanded from Band3 to Band1 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 1 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
422X			DARK ROOM TECHNICIAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
				1/10/24		34,056	34,796	36,994	37,179	37,356	37,456	37,556	37,653	37,752	37,857	37,957	38,067	38,179	38,289	38,399				
4238		4	STOREPERSON	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4201			STOREPERSON GRADE A	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4202			STOREPERSON GRADE B	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539										

4203			STOREPERSON GRADE C	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
4238			STOREMAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,484	36,225	38,466	38,649	38,821	38,926	39,023	39,124	39,219	39,325	39,325	39,370	39,495	39,591	39,702				
				1/10/24		34,484	35,225	37,466	37,649	37,821	37,926	38,023	38,124	38,219	38,325	38,325	38,370	38,495	38,591	38,702				
424X		4	BOILERMAN	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
424X			BOILERMAN (DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	10	34,893	35,978	37,815	38,110	38,539	38,701	38,987	39,285	39,399	39,689									
				1/10/24		33,893	34,978	36,815	37,110	37,539	37,701	37,987	38,285	38,399	38,689									
424X			BOILERMAN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,484	36,225	38,466	38,649	38,821	38,926	39,023	39,124	39,219	39,325	39,325	39,370	39,495	39,591	39,702				
				1/10/24		34,484	35,225	37,466	37,649	37,821	37,926	38,023	38,124	38,219	38,325	38,325	38,370	38,495	38,591	38,702				
	4120		HEAD OF CATERING	1/3/25	7	81,444	82,175	85,389	88,616	91,818	95,033	98,231												
				1/10/24		79,847	80,564	83,715	86,878	90,018	93,170	96,305												
	4105		CATERING MANAGER	1/3/25	11	59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs							
				1/10/24		58,254	59,676	61,339	63,008	64,682	66,177	67,700	69,182	70,654	73,186	75,728	LSIs							
4022		1	CATERING SUPERVISOR	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
	4123	3	CATERING ASSISTANT	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
	4111	4	CATERING/ CLEANER/ ASSISTANT **not for use for new incumbents post 28/1/23 in line with HSE Circular 03/2023**	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4103		1	DOMESTIC SUPERVISOR	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4103			DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025						
				1/10/24		37,669	37,866	38,050	38,158	38,265	38,374	38,374	38,423	38,534	38,660	38,780	38,904	39,025						
4103			DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/3/25	13	38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025						
				1/10/24		37,669	37,866	38,050	38,158	38,265	38,374	38,374	38,423	38,534	38,660	38,780	38,904	39,025						
4103			DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
				1/10/24		38,258	38,468	38,667	38,787	38,904	39,020	39,137	39,263	39,377	39,508	39,634	39,769	39,897						
4103			DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						
				1/10/24		39,412	39,649	39,870	39,870	39,870	39,894	40,014	40,146	40,319	40,405	40,541	40,684	40,815						
4103			DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON- PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	13	39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
				1/10/24		38,258	38,468	38,667	38,787	38,904	39,020	39,137	39,263	39,377	39,508	39,634	39,769	39,897						
4103			DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON- DUBLIN) (NON-PAYPATH)	1/3/25	13	40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						
				1/10/24		39,412	39,649	39,870	39,870	39,870	39,894	40,014	40,146	40,319	40,405	40,541	40,684	40,815						
4110		4	DOMESTIC	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4110			DOMESTIC (DUBLIN) (NON-PAYPATH)	1/3/25	10	33,260	33,915	35,884	36,180	36,470	36,759	37,058	37,357	37,656	37,952									
				1/10/24		32,260	32,915	34,884	35,180	35,470	35,759	36,058	36,357	36,656	36,952									

4110			DOMESTIC (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
4073		1	DINING ROOM SUPERVISOR	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4146		1	LINEN ROOM SUPERVISOR	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4146			LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
				1/10/24		38,258	38,468	38,667	38,787	38,904	39,020	39,137	39,263	39,377	39,508	39,634	39,769	39,897						
4146		1	LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4900		4	LAUNDRY WORKER	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4900			LAUNDRY WORKER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
420Y			PORTER, HEAD SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/3/25	13	40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						
				1/10/24		39,412	39,649	39,870	39,870	39,870	39,894	40,014	40,146	40,319	40,405	40,541	40,684	40,815						
420Y			PORTER, HEAD SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/3/25	13	39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
				1/10/24		38,258	38,468	38,667	38,787	38,904	39,020	39,137	39,263	39,377	39,508	39,634	39,769	39,897						
420Y			PORTER, HEAD SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025						
				1/10/24		37,669	37,866	38,050	38,158	38,265	38,374	38,374	38,423	38,534	38,660	38,780	38,904	39,025						
420Y		1	PORTER, HEAD	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4908		3	DRIVER/PORTER (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
4197		3	PORTER (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
4197	4197		PORTER (DUBLIN) (NON-PAYPATH)	1/3/25	10	34,019	35,101	37,178	37,474	37,782	38,080	38,080	38,344	38,639	38,928									
				1/10/24		33,019	34,101	36,178	36,474	36,782	37,080	37,080	37,344	37,639	37,928									
4011		1	HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4011			HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
				1/10/24		38,258	38,468	38,667	38,787	38,904	39,020	39,137	39,263	39,377	39,508	39,634	39,769	39,897						
4011		1	HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4011			HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025						
				1/10/24		37,669	37,866	38,050	38,158	38,265	38,374	38,374	38,423	38,534	38,660	38,780	38,904	39,025						
4011		1	HEAD GARDENERS WITH GARDENERS REPORTING TO THEM	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4011			HEAD GARDENERS WITH GARDENERS REPORTING TO THEM (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						
				1/10/24		39,412	39,649	39,870	39,870	39,870	39,894	40,014	40,146	40,319	40,405	40,541	40,684	40,815						

4068		4	GROUNDSMEN	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4068			GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
4068		4	GARDENER	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4068			GARDENER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,484	36,225	38,466	38,649	38,821	38,926	39,023	39,124	39,219	39,325	39,325	39,370	39,495	39,591	39,702				
				1/10/24		34,484	35,225	37,466	37,649	37,821	37,926	38,023	38,124	38,219	38,325	38,325	38,370	38,495	38,591	38,702				
4113		4	CLEANER	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4113			CLEANER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
4262		3	LABOURER (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
4262			LABOURER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
4010			GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
4092		3	CARETAKERS (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
4092			CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
4297			STORES PORTERS/ASSISTANT/ATTENDANT (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
4413		4	SEAMSTRESS	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379										
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379										
4413			SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,967	35,710	37,897	38,087	38,262	38,364	38,461	38,566	38,659	38,761	38,866	38,974	39,081	39,189	39,300				
				1/10/24		33,967	34,710	36,897	37,087	37,262	37,364	37,461	37,566	37,659	37,761	37,866	37,974	38,081	38,189	38,300				
4734		3	MINI-BUS / VAN DRIVERS (Rebanded from Band4 to Band3 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 3 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,195	37,039	38,147	38,905	39,562	40,412	40,931	41,815	42,723										
				1/10/24		34,195	36,039	37,147	37,905	38,562	39,412	39,931	40,815	41,723										
4734			MINI-BUS / VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/3/25	15	35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
				1/10/24		34,056	34,796	36,994	37,179	37,356	37,456	37,556	37,653	37,752	37,857	37,957	38,067	38,179	38,289	38,399				
4908			DRIVER/PORTER (NON-DUBLIN) (NON-PAYPATH)	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
413Y			DRIVER (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936				
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936				
4906			TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
				1/10/24		34,056	34,796	36,994	37,179	37,356	37,456	37,556	37,653	37,752	37,857	37,957	38,067	38,179	38,289	38,399				
4901			MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH) ** not for use for any new incumbents post 1/3/23 **	1/3/25	15	35,056	35,796	37,994	38,179	38,356	38,456	38,556	38,653	38,752	38,857	38,957	39,067	39,179	39,289	39,399				
				1/10/24		34,056	34,796	36,994	37,179	37,356	37,456	37,556	37,653	37,752	37,857	37,957	38,067	38,179	38,289	38,399				

4073			DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						
				1/10/24		39,412	39,649	39,870	39,870	39,870	39,894	40,014	40,146	40,319	40,405	40,541	40,684	40,815						
4073			DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/3/25	13	39,258	39,468	39,667	39,787	39,904	40,020	40,137	40,263	40,377	40,508	40,634	40,769	40,897						
				1/10/24		38,258	38,468	38,667	38,787	38,904	39,020	39,137	39,263	39,377	39,508	39,634	39,769	39,897						
4073			DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/3/25	13	38,669	38,866	39,050	39,158	39,265	39,374	39,374	39,423	39,534	39,660	39,780	39,904	40,025						
				1/10/24		37,669	37,866	38,050	38,158	38,265	38,374	38,374	38,423	38,534	38,660	38,780	38,904	39,025						
4146			LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	13	40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815						
				1/10/24		39,412	39,649	39,870	39,870	39,870	39,894	40,014	40,146	40,319	40,405	40,541	40,684	40,815						
	5785	1	CSSD OPERATIVES <i>(Rebanded from Band2 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)</i>	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
4077	4077	1	MEDICAL LABORATORY AIDES <i>(Rebanded from Band2 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)</i>	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
	4211		CHEF, EXECUTIVE	1/3/25	12	52,891	53,460	53,737	54,044	54,334	54,487	54,634	54,784	54,936	55,176	55,358	55,808			Incremental progression for this grade is set out in the Guide to the Scales				
				1/10/24		51,854	52,412	52,683	52,984	53,269	53,419	53,563	53,710	53,859	54,094	54,273	54,714							
	427Y		CHEF, SENIOR	1/3/25	12	49,942	50,453	50,698	50,972	51,232	51,368	51,500	51,633	51,773	51,988	52,153	52,557			Incremental progression for this grade is set out in the Guide to the Scales				
				1/10/24		48,942	49,453	49,698	49,972	50,227	50,361	50,490	50,621	50,758	50,969	51,130	51,526							
	4343		CHEF, JOURNEYMAN ** grade obsolete - not for use - see Guide note 2 **	1/3/25	6	44,078	45,298	47,113	48,365	49,806	51,270	LSIs												
				1/10/24		43,078	44,298	46,113	47,365	48,806	50,265	LSIs												
	451Y		CHEF I	1/3/25	14	43,765	45,079	48,007	48,496	48,731	48,991	49,237	49,363	49,487	49,611	49,740	49,940	50,094	50,468	Incremental progression for this grade is set out in the Guide to the Scales				
				1/10/24		42,765	44,079	47,007	47,496	47,731	47,991	48,237	48,363	48,487	48,611	48,740	48,940	49,094	49,468					
4529			CHEF II WITH QUALIFICATION	1/3/25	11	41,153	42,299	45,106	45,388	45,670	45,951	46,235	46,517	46,800	47,082	47,395				Incremental progression for this grade is set out in the Guide to the Scales				
				1/10/24		40,153	41,299	44,106	44,388	44,670	44,951	45,235	45,517	45,800	46,082	46,395								
4529			CHEF II WITHOUT QUALIFICATION	1/3/25	6	41,153	42,299	45,106	45,388	45,670	45,951													
				1/10/24		40,153	41,299	44,106	44,388	44,670	44,951													
	4065		COOK, TRAINEE	1/3/25	3	26,344	30,059	32,778																
				1/10/24		25,344	29,059	31,778																
	4014		CATERING OFFICER, GRADE I	1/3/25	7	56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs											
				1/10/24		55,644	56,971	58,589	61,629	63,447	65,711	67,981	LSIs											
	4001		CATERING OFFICER, GRADE II	1/3/25	7	51,206	52,738	54,300	55,897	57,503	59,375	61,253	LSIs											
				1/10/24		50,202	51,704	53,235	54,801	56,375	58,211	60,052	LSIs											
	4002		CATERING OFFICER, GRADE III	1/3/25	12	35,256	37,367	38,215	40,356	42,317	44,033	45,694	47,935	49,563	51,206	52,768	54,370	LSIs						
				1/10/24		34,256	36,367	37,215	39,356	41,317	43,033	44,694	46,935	48,563	50,202	51,733	53,304	LSIs						
546Y			TECHNICAL SERVICES OFFICER	1/3/25	8	98,674	101,090	103,503	105,920	108,336	110,759	114,407	118,058	LSIs										
				1/10/24		96,739	99,108	101,474	103,843	106,212	108,587	112,164	115,743	LSIs										
	546T		TECHNICAL SERVICES OFFICER, CHIEF ASSISTANT	1/3/25	9	78,303	80,706	81,854	84,273	86,715	89,144	91,563	94,664	97,732	LSIs									
				1/10/24		76,768	79,124	80,249	82,621	85,015	87,396	89,768	92,808	95,816	LSIs									
546Y			TECHNICAL SERVICES OFFICER (Mater, Tallaght)	1/3/25	5	65,169	67,910	69,453	70,959	72,448														
				1/10/24		63,891	66,578	68,091	69,568	71,027														
	555T		TECHNICAL SERVICES OFFICER, SENIOR ASSISTANT	1/3/25	12	59,068	61,215	63,369	65,520	67,671	69,824	71,975	74,117	76,277	78,424	80,899	82,107	LSIs						
				1/10/24		57,910	60,015	62,126	64,235	66,344	68,455	70,564	72,664	74,781	76,886	79,313	80,497	LSIs						
	555X		TECHNICAL SERVICES OFFICER, ASSISTANT	1/3/25	13	46,805	49,442	51,393	53,412	55,484	57,591	59,715	61,840	63,963	66,094	68,233	70,421	72,605	LSIs					
				1/10/24		45,805	48,442	50,385	52,365	54,396	56,462	58,544	60,627	62,709	64,798	66,895	69,040	71,181	LSIs					
	5002		ASST. TECHNICAL SERVICES MANAGER (Mater)	1/3/25	7	64,713	67,462	69,031	70,552	72,067	74,649	77,242	LSIs											
				1/10/24		63,444	66,139	67,677	69,169	70,654	73,185	75,727	LSIs											

	5002	ENGINEERING OFFICER (FORMERLY EHB) (Mater, St. James, Tallaght, Beaumont, Crumlin)	1/3/25	7	64,713	67,462	69,031	70,552	72,067	74,649	77,242	LSIs											
			1/10/24		63,444	66,139	67,677	69,169	70,654	73,185	75,727	LSIs											
	5497	FIRE PREVENTION OFFICER	1/3/25	14	53,370	56,210	59,071	61,215	63,369	65,520	67,671	69,825	71,975	74,117	76,277	78,424	80,899	82,107	LSIs				
			1/10/24		52,324	55,108	57,913	60,015	62,126	64,235	66,344	68,456	70,564	72,664	74,781	76,886	79,313	80,497	LSIs				
	5312	DRAUGHTSMAN/TECHNICIAN II	1/3/25	15	34,374	35,987	37,573	38,433	39,428	40,585	41,370	42,533	43,666	44,828	45,977	47,070	48,278	49,701	51,118	LSIs			
			1/10/24		33,374	34,987	36,573	37,433	38,428	39,585	40,370	41,533	42,666	43,828	44,977	46,070	47,278	48,701	50,116	LSIs			
	532Y	DRAUGHTSMAN/TECHNICIAN I	1/3/25	9	48,278	49,010	49,963	50,920	51,880	52,862	53,770	55,481	57,216	LSIs									
			1/10/24		47,278	48,010	48,963	49,920	50,863	51,825	52,716	54,393	56,094	LSIs									
	4372	TRANSPORT OFFICER (FORMERLY EHB)	1/3/25	7	56,474	57,823	59,465	62,552	64,395	66,693	68,998	LSIs											
			1/10/24		55,367	56,689	58,299	61,325	63,132	65,385	67,645	LSIs											
	4122	AMBULANCE OFFICER (HSE HEALTH AREAS) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	7	56,474	57,823	59,465	62,552	64,395	66,693	68,998	LSIs											
			1/10/24		55,367	56,689	58,299	61,325	63,132	65,385	67,645	LSIs											

[illegible]

	6120		CLINICAL PARAMEDICAL SUPERVISOR	1/3/25	9	38,836	40,061	41,109	42,488	43,873	45,255	46,642	49,257	51,121	LSI										
				1/10/24		37,836	39,061	40,109	41,488	42,873	44,255	45,642	48,257	50,119	LSI										
	6463		EMERGENCY MEDICAL TECHNICIAN ** Grade obsolete- not for use by existing employees w.e.f. 18.4.24**	1/3/25	11	35,042	37,137	37,979	39,355	40,108	40,680	41,590	42,511	43,424	45,253	46,939	LSI								
				1/10/24		34,042	36,137	36,979	38,355	39,108	39,680	40,590	41,511	42,424	44,253	45,939	LSI								
	6464		EMERGENCY MEDICAL TECHNICIAN, LEADING	1/3/25	9	38,664	39,882	40,925	42,296	43,675	45,050	46,429	49,034	50,885	LSI										
				1/10/24		37,664	38,882	39,925	41,296	42,675	44,050	45,429	48,034	49,885	LSI										
	6450		EMERGENCY CALL TAKER	1/3/25	11	35,663	37,571	38,664	39,882	40,925	42,296	43,675	45,050	46,429	49,034	50,885	LSI								
				1/10/24		34,663	36,571	37,664	38,882	39,925	41,296	42,675	44,050	45,429	48,034	49,885	LSI								
	6455		EMERGENCY MEDICAL CONTROLLER	1/3/25	11	35,663	37,571	38,664	39,882	40,925	42,296	43,675	45,050	46,429	49,034	50,885	LSI								
				1/10/24		34,663	36,571	37,664	38,882	39,925	41,296	42,675	44,050	45,429	48,034	49,885	LSI								
	6457		EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/3/25	7	50,968	52,489	54,035	55,620	57,218	59,082	60,950	LSIs												
				1/10/24		49,968	51,460	52,975	54,529	56,096	57,924	59,755	LSIs												
	6404		HOSPITAL CHAPLAIN	1/3/25	7	56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs												
				1/10/24		55,644	56,971	58,589	61,629	63,447	65,711	67,981	LSIs												
6132		2	DRIVER (PATIENTS/CLIENTS PUBLIC ROADS) (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539											
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539											
6124		2	DRIVERS (DOCTOR ON CALL) (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539											
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539											
6019			HEALTH & SOCIAL CARE ASSISTANT	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539											
				19/12/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539											
6122			AMBULANCE OFFICER	1/3/25	7	56,756	58,108	59,761	62,861	64,716	67,024	69,339	LSIs												
				1/10/24		55,643	56,969	58,589	61,628	63,447	65,710	67,979	LSIs												
				1/6/24		55,092	56,405	58,009	61,018	62,819	65,059	67,306	LSIs												
				1/1/24		54,547	55,847	57,435	60,414	62,197	64,415	66,640	LSIs												
				1/10/23		53,347	54,618	56,171	59,085	60,828	62,998	65,174	LSIs												
				1/3/23		52,559	53,811	55,341	58,212	59,929	62,067	64,211	LSIs												
				1/10/22		51,528	52,756	54,256	57,071	58,754	60,850	62,952	LSIs												
				2/2/22		51,018	52,234	53,719	56,506	58,172	60,248	62,329	LSIs												
				1/02/22		49,532	50,713	52,154	54,860	56,478	58,493	60,514	LSIs												
				1/10/21		49,041	50,211	51,638	54,317	55,919	57,914	59,915	LSIs												
6128			AMBULANCE SERVICE SHIFT MANAGER	1/3/25	7	56,474	57,823	59,465	62,552	64,395	66,693	68,998	LSIs												
				1/10/24		55,367	56,689	58,299	61,325	63,132	65,385	67,645	LSIs												
6129			AMBULANCE SERVICE TACTICAL MANAGER, SENIOR	1/3/25	7	81,041	81,769	84,967	88,177	91,363	94,563	97,745													
				1/10/24		79,452	80,166	83,301	86,448	89,572	92,709	95,828													
6125			AMBULANCE OFFICER, CHIEF	1/3/25	7	81,444	82,175	85,390	88,617	91,816	95,033	98,230													
				1/10/24		79,847	80,564	83,716	86,879	90,016	93,170	96,304													
				1/6/24		79,056	79,766	82,887	86,019	89,125	92,248	95,350													
				1/1/24		78,273	78,976	82,066	85,167	88,243	91,335	94,406													
				1/10/23		76,551	77,238	80,260	83,293	86,301	89,325	92,329													
				1/3/23		75,420	76,097	79,074	82,062	85,026	88,005	90,965													
				1/10/22		73,941	74,605	77,524	80,453	83,359	86,279	89,181													
				2/2/22		73,209	73,866	76,756	79,656	82,534	85,425	88,298													
				1/02/22		71,077	71,715	74,520	77,336	80,130	82,937	85,726													
				1/10/21		70,373	71,005	73,782	76,570	79,337	82,116	84,877													
6130			AMBULANCE SERVICE TACTICAL MANAGER	1/3/25	11	59,125	60,568	62,257	63,949	65,649	67,167	68,713	70,217	71,709	74,280	76,860	LSIs								
				1/10/24		57,966	59,380	61,036	62,695	64,362	65,850	67,366	68,840	70,303	72,824	75,353	LSIs								
6131			AMBULANCE SERVICE DISTRICT OPERATIONS MANAGER	1/3/25	11	59,125	60,568	62,257	63,949	65,649	67,167	68,713	70,217	71,709	74,280	76,860	LSIs								
				1/10/24		57,966	59,380	61,036	62,695	64,362	65,850	67,366	68,840	70,303	72,824	75,353	LSIs								

	6200		HEALTH PROMOTION & IMPROVEMENT OFFICER	1/3/25	7	56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs										
				1/10/24		55,644	56,971	58,589	61,629	63,447	65,711	67,981	LSIs										
	6300		HEALTH PROMOTION & IMPROVEMENT OFFICER, SENIOR	1/3/25	11	59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs						
				1/10/24		58,254	59,676	61,339	63,008	64,682	66,177	67,700	69,182	70,654	73,186	75,728	LSIs						
	6482		CARE ASSISTANT (DISABILITY SERVICES)	1/3/25	13	33,699	34,829	36,366	36,876	37,702	39,308	41,033	41,634	43,132	44,252	45,165	46,190	46,984	LSI				
				1/10/24		32,699	33,829	35,366	35,876	36,702	38,308	40,033	40,634	42,132	43,252	44,165	45,190	45,984	LSI				
	6015	2	ATTENDANT, MULTI-TASK (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539									
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539									
	6083	1	GENERAL ASSISTANT, ADDICTION SERVICES (Rebanded to Band1 wef 1.1.2021 in line with the Job Evaluation Scheme Phase IV report. Those gone from the grade prior to 1.1.2021 will have their pension benefits calculated on the basis of their rate prior to this date. The Band 1 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588											
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588											
	6012	1	HEALTH CARE ASSISTANT (BAND 1)** *specifically working in the following locations*:- *St Ita's Portrane / Central Mental Hospital / National Rehabilitation Hospital Dublin / Galway-Roscommon Mental Health Services / St Fintan's Hospital Portlaoise* (Rebanded from Band3 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588											
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588											
6075		2	HEALTH CARE ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539									
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539									
6415		4	ATTENDANT/AIDE	1/3/25	9	34,240	36,064	37,424	37,991	38,231	38,796	39,376	39,832	40,379									
				1/10/24		33,240	35,064	36,424	36,991	37,231	37,796	38,376	38,832	39,379									
6430		2	HAIRDRESSERS/BARBERS (Rebanded from Band4 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539									
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539									
	6013	1	THEATRE OPERATIVE	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588											
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588											
	6011		COMMUNITY HEALTHCARE NETWORK MANAGER	1/3/25	7	88,301	89,748	91,190	92,709	94,308	95,906	97,186											
				1/10/24		86,570	87,988	89,402	90,891	92,459	94,025	95,280											
6014		1	TEAM LEADER, SUPPORT SERVICES	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588											
				1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588											
6415			ATTENDANT/AIDE (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,636	35,378	37,863	38,045	38,045	38,045	38,097	38,198	38,297	38,401	38,502	38,612	38,717	38,829	38,936			
				1/10/24		33,636	34,378	36,863	37,045	37,045	37,045	37,097	37,198	37,297	37,401	37,502	37,612	37,717	37,829	37,936			
6430			HAIRDRESSERS/BARBERS (NON-DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,967	35,710	37,897	38,087	38,262	38,364	38,461	38,566	38,659	38,761	38,866	38,974	39,081	39,189	39,300			
				1/10/24		33,967	34,710	36,897	37,087	37,262	37,364	37,461	37,566	37,659	37,761	37,866	37,974	38,081	38,189	38,300			
	6400		NURSES AIDES (DUBLIN) (NON-PAYPATH) ** scale obsolete - not for use - see Guide note 2 **	1/3/25	15	34,554	35,301	37,772	38,029	38,136	38,136	38,136	38,136	38,193	38,299	38,401	38,493	38,626	38,769	38,905			
				1/10/24		33,554	34,301	36,772	37,029	37,136	37,136	37,136	37,136	37,193	37,299	37,401	37,493	37,626	37,769	37,905			
	6526	2	AUDIOLOGY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539									
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539									
	6505	2	OCCUPATIONAL THERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539									
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539									
	6503	2	PHYSIOTHERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539									
				1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539									

6504	2	SPEECH AND LANGUAGE THERAPY ASSISTANT (Rebanded from Band3 to Band2 wef 1.1.2021 in line with HSE HR Circular 03/2023. The Band 2 rate applies to pension benefit calculations for retirements from 1.1.2021 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
			1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539										
6525	2	RADIOGRAPHY ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
			1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539										
6001		ASSESSMENT OF NEED OFFICER	1/3/25	11	59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs							
			1/10/24		58,254	59,676	61,339	63,008	64,682	66,177	67,700	69,182	70,654	73,186	75,728	LSIs							
6010		CHILDREN'S DISABILITY NETWORK MANAGER	1/3/25	7	88,301	89,748	91,190	92,709	94,308	95,906	97,186												
			1/10/24		86,570	87,988	89,402	90,891	92,459	94,025	95,280												
6416	2	FAMILY SUPPORT WORKER	1/3/25	9	35,592	37,047	38,582	38,990	39,993	40,858	42,106	43,400	44,741										
			1/10/24		34,592	36,047	37,582	37,990	38,993	39,858	41,106	42,400	43,741										
6416		FAMILY SUPPORT WORKER (NON-PAYPATH)	1/3/25	15	37,583	38,192	40,593	40,831	41,053	41,053	41,053	41,078	41,199	41,331	41,505	41,592	41,728	41,872	42,004				
			1/10/24		36,583	37,192	39,593	39,831	40,053	40,053	40,053	40,078	40,199	40,331	40,505	40,592	40,728	40,872	41,004				
6039		PEER SUPPORT WORKER, SENIOR	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
			1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
6038		PEER SUPPORT WORKER	1/3/25	9	35,592	37,047	38,582	38,990	39,993	40,858	42,106	43,400	44,741										
			1/10/24		34,592	36,047	37,582	37,990	38,993	39,858	41,106	42,400	43,741										
6494	2	HEALTHCARE ASSISTANT (HOME SUPPORT) (Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
			1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539										
6494	2	HEALTHCARE ASSISTANT (HOME SUPPORT) (NON-PAYPATH) (Rebanded from Band4 to Band2 wef 1.9.2020 in line with HSE HR Circular 054/2020. The Band 2 rate applies to pension benefit calculations for retirements from 1.9.2020 only)	1/3/25	15	37,417	38,022	40,412	40,649	40,870	40,870	40,870	40,894	41,014	41,146	41,319	41,405	41,541	41,684	41,815				
			1/10/24		36,417	37,022	39,412	39,649	39,870	39,870	39,870	39,894	40,014	40,146	40,319	40,405	40,541	40,684	40,815				
6017	1	ENDOSCOPY OPERATIVE (BAND 1)	1/3/25	7	40,710	41,772	42,906	43,993	45,156	46,353	47,588												
			1/10/24		39,710	40,772	41,906	42,993	44,156	45,353	46,588												
6018	2	ENDOSCOPY OPERATIVE (BAND 2)	1/3/25	9	35,434	36,883	38,410	38,816	39,813	40,675	41,917	43,204	44,539										
			1/10/24		34,434	35,883	37,410	37,816	38,813	39,675	40,917	42,204	43,539										
6024		WORKSHOP MANAGER	1/3/25	5	52,692	54,455	56,319	58,263	60,339														
			1/10/24		51,659	53,387	55,215	57,121	59,156														
6402		WORKSHOP SUPERVISOR/INSTRUCTOR, SENIOR	1/3/25	11	40,120	40,988	42,241	43,540	44,888	46,282	47,728	49,225	50,778	52,423	54,163	LSIs							
			1/10/24		39,120	39,988	41,241	42,540	43,888	45,282	46,728	48,225	49,778	51,395	53,101	LSIs							
6425		WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (LEVEL 1)	1/3/25	12	49,942	50,453	50,698	50,972	51,232	51,367	51,500	51,633	51,773	51,988	52,153	52,557							
			1/10/24		48,942	49,453	49,698	49,972	50,227	50,360	50,490	50,621	50,758	50,969	51,130	51,526							
6425		WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (LEVEL 2)	1/3/25	14	49,857	51,394	54,937	55,544	55,838	56,165	56,471	56,632	56,787	56,946	57,105	57,356	57,549	58,021					
			1/10/24		48,857	50,386	53,860	54,455	54,743	55,064	55,364	55,522	55,674	55,829	55,985	56,231	56,421	56,883					
6425		WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/3/25	18	49,523	50,806	52,127	53,410	54,714	56,055	57,258	58,338	60,063	61,567	62,977	64,064	65,436	67,097	68,727	69,798	72,247	74,693	LSIs
			1/10/24		48,523	49,806	51,105	52,363	53,641	54,956	56,135	57,194	58,885	60,360	61,742	62,808	64,153	65,781	67,379	68,429	70,830	73,228	LSIs
6425		WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/3/25	17	49,523	50,806	52,127	53,410	54,714	56,055	57,258	58,338	60,063	61,567	62,977	64,064	65,436	67,097	68,727	69,798	72,247	LSI	
			1/10/24		48,523	49,806	51,105	52,363	53,641	54,956	56,135	57,194	58,885	60,360	61,742	62,808	64,153	65,781	67,379	68,429	70,830	LSI	
6425		SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/3/25	13	35,081	37,226	38,022	39,179	40,186	41,057	42,312	43,613	44,962	46,359	47,807	49,307	50,864						
			1/10/24		34,081	36,226	37,022	38,179	39,186	40,057	41,312	42,613	43,962	45,359	46,807	48,307	49,864						
6439		WELFARE HOME, SUPERVISOR WITHOUT NURSING QUALIFICATION	1/3/25	7	40,718	41,313	42,249	43,196	44,131	45,087	45,999												
			1/10/24		39,718	40,313	41,249	42,196	43,131	44,087	44,999												
6439		WELFARE HOME, SUPERVISOR HSE EASTERN REGIONAL AREA ONLY	1/3/25	9	52,691	53,607	53,666	54,889	56,123	57,471	58,826	60,187	61,549										
			1/10/24		51,658	52,556	52,614	53,813	55,023	56,344	57,673	59,007	60,342										
6466		WELFARE HOME, ASSISTANT SUPERVISOR	1/3/25	3	38,111	38,926	39,570																
			1/10/24		37,111	37,926	38,570																

	6516	HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/3/25	12	40,008	41,197	42,808	44,416	46,009	47,604	49,182	50,340	51,519	52,736	53,745	54,752							
			1/10/24		39,008	40,197	41,808	43,416	45,009	46,604	48,182	49,340	50,509	51,702	52,691	53,678							
	6434	NURSERY NURSE	1/3/25	13	36,553	38,296	39,465	40,470	40,951	41,805	42,669	43,521	44,381	45,260	46,135	47,022	47,834	LSI					
			1/10/24		35,553	37,296	38,465	39,470	39,951	40,805	41,669	42,521	43,381	44,260	45,135	46,022	46,834	LSI					
	6030	COMMUNITY WELFARE OFFICER	1/3/25	18	36,186	38,113	39,237	41,186	43,432	45,630	47,788	49,853	51,940	54,108	56,267	58,469	60,742	62,927	65,158	67,484	69,819	72,080	LSIs
			1/10/24		35,186	37,113	38,237	40,186	42,432	44,630	46,788	48,853	50,922	53,047	55,164	57,323	59,551	61,693	63,880	66,161	68,450	70,667	LSIs
	6484	HOME SUPPORT RESOURCE OFFICER	1/3/25	7	51,206	52,738	54,300	55,897	57,503	59,375	61,253	LSIs											
			1/10/24		50,202	51,704	53,235	54,801	56,375	58,211	60,052	LSIs											
		HOME SUPPORT RESOURCE MANAGER ** Scale replaces 7pt scale for employees wef 9.10.2019 ** (This rate applies to pension benefit calculations for retirements from 9.10.2019)	1/3/25	11	59,419	60,870	62,566	64,268	65,976	67,501	69,054	70,566	72,067	74,650	77,243	LSIs							
			1/10/24		58,254	59,676	61,339	63,008	64,682	66,177	67,700	69,182	70,654	73,186	75,728	LSIs							
		HOME SUPPORT RESOURCE MANAGER ** grade obsolete - not for use - see Guide note 2 ** (This rate applies to pension benefit calculations for retirements prior to 9.10.2019)	1/3/25	7	56,757	58,110	59,761	62,862	64,716	67,025	69,341	LSIs											
			1/10/24		55,644	56,971	58,589	61,629	63,447	65,711	67,981	LSIs											

[illegible]

	0448		NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/3/25	1	189,568																	
				1/10/24		185,851																	
	0050		CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/3/25	1	189,568																	
				1/10/24		185,851																	
	0031		NATIONAL DIRECTOR, PROCUREMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	189,568																	
				1/10/24		185,851																	
	0045		NATIONAL DIRECTOR, COMMUNICATIONS (HSE)	1/3/25	1	189,568																	
				1/10/24		185,851																	
	0022		NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	189,568																	
				1/10/24		185,851																	
	0032		NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	189,568																	
				1/10/24		185,851																	
	0057		NATIONAL DIRECTOR OF SHARED SERVICES (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	182,728																	
				1/10/24		179,145																	
0019			CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TUH) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/3/25	1	180,626																	
				1/10/24		177,084																	
	0076		CHIEF EXECUTIVE OFFICER: GALWAY UNIVERSITY HOSPITAL, CORK UNIVERSITY HOSPITAL, INCLUDING CORK MATERNITY HOSPITAL, AND UNIVERSITY HOSPITAL LIMERICK	1/3/25	1	163,533																	
				1/10/24		160,326																	
014Y			CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 1)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/3/25	6	108,146	112,953	117,759	122,564	127,370	132,179												
				1/10/24		106,025	110,738	115,450	120,161	124,873	129,587												
014Y			CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 2)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/3/25	7	81,444	82,175	85,389	88,616	91,818	95,033	98,231											
				1/10/24		79,847	80,564	83,715	86,878	90,018	93,170	96,305											
	0071		CEO BAND H1 HOSPITALS (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincent's (Fairview), Leopardstown Park)	1/3/25	7	81,444	82,175	85,389	88,616	91,818	95,033	98,231											
				1/10/24		79,847	80,564	83,715	86,878	90,018	93,170	96,305											
	0072		CEO BAND H2 HOSPITALS (Cappagh Hospital, Peamount Hospital, Royal Victoria Eye & Ear Hospital, St. Johns Hospital, St. Michaels Hospital, National Rehabilitation Hospital [Band H2 rate for use for pension benefit calculations for NRH CEOs newly in post between 14/9/15 - 19/1/25])	1/3/25	5	98,841	100,567	102,313	104,061	105,808													
				1/10/24		96,903	98,595	100,307	102,021	103,733													
	0073		CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital, National Rehabilitation Hospital [(NRH CEO Rebanded from Band H2 to H3 wef 20.1.2025. Band H3 rate applicable to serving NRH CEOs wef 20/1/2025 only)])	1/3/25	7	118,387	121,882	125,375	128,870	132,364	135,859	139,353											
				1/10/24		116,066	119,492	122,917	126,343	129,769	133,195	136,621											
	0074		CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/3/25	7	126,774	130,267	133,762	137,255	140,752	144,244	147,673											
				1/10/24		124,288	127,713	131,139	134,564	137,992	141,416	144,777											
	0075		CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincent's University Hospital, St. James Hospital)	1/3/25	1	163,533																	
				1/10/24		160,326																	

	0080	CEO BAND SC1 SOCIAL CARE (Carriglea Cairde Services, The Childrens Sunshine Home)	1/3/25	7	81,444	82,175	85,389	88,616	91,818	95,033	98,231										
			1/10/24		79,847	80,564	83,715	86,878	90,018	93,170	96,305										
	0081	CEO BAND SC2 SOCIAL CARE (Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House, KARE, Aurora (formerly known as Sisters of Charity Kilkenny)	1/3/25	5	98,841	100,567	102,313	104,061	105,808												
			1/10/24		96,903	98,595	100,307	102,021	103,733												
	0082	CEO BAND SC3 SOCIAL CARE (COPE Foundation, Muiriosa Foundation, Stewarts Care)	1/3/25	7	118,387	121,882	125,375	128,870	132,364	135,859	139,353										
			1/10/24		116,066	119,492	122,917	126,343	129,769	133,195	136,621										
	0083	CEO BAND SC4 SOCIAL CARE (St Michaels House, Avista (formerly known as Daughters of Charity), St. John of God Hospitaller, Brothers of Charity)	1/3/25	7	126,774	130,267	133,762	137,255	140,752	144,244	147,673										
			1/10/24		124,288	127,713	131,139	134,564	137,992	141,416	144,777										
	0020	DEPUTY CEO (BEAUMONT)(ST. JAMES) (ST. VINCENTS)(MATER)(TALLAGHT)	1/3/25	6	112,193	117,181	122,167	127,152	132,138	137,127											
			1/10/24		109,993	114,883	119,772	124,659	129,547	134,438											
	0511	CHIEF FINANCE OFFICER, HOSPITAL GROUPS	1/3/25	6	124,956	130,511	136,065	141,616	147,172	152,723											
			1/10/24		122,506	127,952	133,397	138,839	144,286	149,728											
	0512	CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS	1/3/25	6	124,956	130,511	136,065	141,616	147,172	152,723											
			1/10/24		122,506	127,952	133,397	138,839	144,286	149,728											
	0063	CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS (applies to those in post, new appointees or for pension benefit calculations for retirements from 1.12.22 only)	1/3/25	1	180,626																
			1/10/24		177,084																
	0063	CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS (applies to pension benefit calculations for retirements prior to 1.12.22 only)	1/3/25	6	119,063	124,354	129,646	134,936	140,229	145,519											
			1/10/24		116,728	121,916	127,104	132,290	137,479	142,666											
		HEALTH BOARD AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	185,756																
			1/10/24		182,114																
		HEALTH BOARD CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	185,756																
			1/10/24		182,114																
		HEALTH BOARD REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	200,755																
			1/10/24		196,819																
0036		GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) *** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	180,626																
			1/10/24		177,084																
		HEALTH BOARD CHIEF OFFICER (HSE MIDLAND AREA, MID-WESTERN AREA, NORTH EASTERN AREA, NORTH WESTERN AREA) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	174,108																
			1/10/24		170,694																
		HEALTH BOARD PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	174,108																
			1/10/24		170,694																
		HEALTH BOARD DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	1	161,748																
			1/10/24		158,576																
	0093	MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/3/25	1	161,347																
			1/10/24		158,183																
	0383	STATISTICIAN, CHIEF	1/3/25	7	112,974	117,625	122,300	126,962	130,939	135,130	139,321	LSIs									
			1/10/24		110,759	115,319	119,902	124,473	128,372	132,480	136,589	LSIs									

	0382	STATISTICIAN, PRINCIPAL	1/3/25	7	104,971	109,426	113,845	118,298	122,055	125,951	129,840	LSIs													
			1/10/24		102,913	107,280	111,613	115,978	119,662	123,481	127,294	LSIs													
	0381	STATISTICIAN, SENIOR	1/3/25	8	88,547	91,914	95,291	98,666	102,040	104,011	107,359	110,715	LSIs												
			1/10/24		86,811	90,112	93,423	96,731	100,039	101,972	105,254	108,544	LSIs												
	0380	STATISTICIAN	1/3/25	18	40,208	42,903	43,676	47,052	51,377	54,821	58,361	61,962	65,556	69,133	80,668	83,639	86,650	89,672	92,690	94,430	97,474	100,531	LSIs		
			1/10/24		39,208	41,903	42,676	46,052	50,370	53,746	57,217	60,747	64,271	67,777	79,086	81,999	84,951	87,914	90,873	92,578	95,563	98,560	LSIs		
	0103	REGIONAL DIRECTOR, COMMUNICATIONS & PUBLIC AFFAIRS (HSE)	1/3/25	6	124,956	130,511	136,065	141,616	147,172	152,723															
			1/10/24		122,506	127,952	133,397	138,839	144,286	149,728															
	0104	REGIONAL DIRECTOR, PLANNING & PERFORMANCE (HSE)	1/3/25	6	124,956	130,511	136,065	141,616	147,172	152,723															
			1/10/24		122,506	127,952	133,397	138,839	144,286	149,728															
	0106	REGIONAL DIRECTOR, FINANCE (HSE)	1/3/25	6	124,956	130,511	136,065	141,616	147,172	152,723															
			1/10/24		122,506	127,952	133,397	138,839	144,286	149,728															
	0107	REGIONAL DIRECTOR, PEOPLE (HSE)	1/3/25	6	124,956	130,511	136,065	141,616	147,172	152,723															
			1/10/24		122,506	127,952	133,397	138,839	144,286	149,728															
	0509	ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/3/25	6	124,956	130,511	136,065	141,616	147,172	152,723															
			1/10/24		122,506	127,952	133,397	138,839	144,286	149,728															
	0508	ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/3/25	6	119,983	125,053	130,216	135,478	140,830	146,287															
			1/10/24		117,630	122,601	127,663	132,822	138,069	143,419															
	0026	DIRECTOR REGIONAL HEALTH OFFICE (HSE) ** grade obsolete 18.1.24 - not for use - see Guide note 2 **	1/3/25	6	124,956	130,511	136,065	141,616	147,172	152,723															
			1/10/24		122,506	127,952	133,397	138,839	144,286	149,728															
	0693	HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	6	124,956	130,511	136,065	141,616	147,172	152,723															
			1/10/24		122,506	127,952	133,397	138,839	144,286	149,728															
	0420	ARCHITECTURAL ADVISER, CHIEF	1/3/25	6	119,983	125,053	130,216	135,478	140,830	146,287															
			1/10/24		117,630	122,601	127,663	132,822	138,069	143,419															
	0028	SECRETARY TO THE BOARD (HSE) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	6	119,983	125,053	130,216	135,478	140,830	146,287															
			1/10/24		117,630	122,601	127,663	132,822	138,069	143,419															
	0088	CHILDREN FIRST PROGRAMME LEAD	1/3/25	5	111,823	116,485	121,143	125,801	130,459																
			1/10/24		109,630	114,201	118,768	123,334	127,901																
	0090	HEAD OF FUNCTION / SERVICE (ACUTE SERVICES) (HSE ONLY)	1/3/25	5	111,823	116,485	121,143	125,801	130,459																
			1/10/24		109,630	114,201	118,768	123,334	127,901																
	0087	HEAD OF FUNCTION / SERVICE, (COMMUNITY SERVICES) (HSE ONLY)	1/3/25	5	111,823	116,485	121,143	125,801	130,459																
			1/10/24		109,630	114,201	118,768	123,334	127,901																
	0091	HEAD OF FUNCTION / SERVICE (NATIONAL SERVICES) (HSE ONLY)	1/3/25	5	111,823	116,485	121,143	125,801	130,459																
			1/10/24		109,630	114,201	118,768	123,334	127,901																
	0089	PROCUREMENT, ASSISTANT HEAD	1/3/25	5	111,823	116,485	121,143	125,801	130,459																
			1/10/24		109,630	114,201	118,768	123,334	127,901																
	0421	ARCHITECTURAL ADVISER, DEPUTY CHIEF	1/3/25	6	110,353	115,258	120,161	125,064	129,970	134,875															
			1/10/24		108,189	112,998	117,805	122,612	127,422	132,230															
	0425	ENGINEERING ADVISER, PRINCIPAL	1/3/25	6	110,353	115,258	120,161	125,064	129,970	134,875															
			1/10/24		108,189	112,998	117,805	122,612	127,422	132,230															
		HEALTH BOARD PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS) ** grade obsolete - not for use - see Guide note 2 **	1/3/25	6	110,353	115,258	120,161	125,064	129,970	134,875															
			1/10/24		108,189	112,998	117,805	122,612	127,422	132,230															
	0685	LOCAL HEALTH OFFICE MANAGER (HSE) ** not for use for any new incumbents **	1/3/25	6	110,353	115,258	120,161	125,064	129,970	134,875															
			1/10/24		108,189	112,998	117,805	122,612	127,422	132,230															
	0429	QUANTITY SURVEYING ADVISER, PRINCIPAL	1/3/25	6	110,353	115,258	120,161	125,064	129,970	134,875															
			1/10/24		108,189	112,998	117,805	122,612	127,422	132,230															

[illegible]

	0906		SUPPLIES OFFICER GRADE C	1/3/25	8	42,317	44,033	45,694	47,935	49,563	51,206	52,768	54,370	LSIs										
				1/10/24		41,317	43,033	44,694	46,935	48,563	50,202	51,733	53,304	LSIs										
	0914		SUPPLIES OFFICER GRADE D	1/3/25	12	35,432	37,373	38,408	39,475	40,362	41,071	42,123	43,175	44,232	45,284	46,334	47,948	LSI						
				1/10/24		34,432	36,373	37,408	38,475	39,362	40,071	41,123	42,175	43,232	44,284	45,334	46,948	LSI						

Medical Consultants Salary Scales

Consultant Contract 2023 salary scales are on the next page

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

Consultant Contract 2023 Salary Scales

Consultant Contract 2023 - Clinical							
		1	2	3	4	5	6
Clinician Consultants	1/3/25	231,215	243,713	256,906	263,850	270,793	277,736
	01/10/24	226,681	238,934	251,869	258,676	265,483	272,290

Consultant Contract 2023 - Academic							
		1	2	3	4	5	6
Academic Professor	1/3/25	284,187	299,559	315,762	324,303	332,843	341,384
	01/10/24	278,615	293,685	309,571	317,944	326,317	334,690
Academic Associate Professor	1/3/25	266,595	281,969	296,217	304,758	313,298	321,839
	01/10/24	261,368	276,440	290,409	298,782	307,155	315,528
Academic Senior Lecturer	1/3/25	249,086	264,458	276,761	285,302	293,842	302,383
	01/10/24	244,202	259,273	271,334	279,708	288,080	296,454

CONSULTANT CONTRACT 2023 ALLOWANCES

B Factor		
On Call Payments		
	01/10/24	01/03/25
Rota	€	€
Flat Annual Payment	10,799	11,015
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows		
1 in 3	3,132	3,195
1 in 2	8,855	9,032
1 in 1	11,662	11,895

Clinical Directors' Allowance*	01/10/24	01/03/25
	€	€
	56,732	57,867

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		
	01/10/24	01/03/25
Per call-out (hourly rate or part thereof)	€	
First 30 call-outs	116.30	118.63
31-120 call-outs	174.45	177.94
121 call-outs or more	232.60	237.25
If the call-out occurs after midnight		
First 30 call-outs	145.37	148.28
31-120 call-outs	218.06	222.42
121 call-outs or more	290.75	296.57
Annual Limit	41,035	41,856

Table A1		
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	244,548	249,439
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	239,094	243,876
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	233,937	238,616
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	230,603	235,215
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	225,778	230,294
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	221,261	225,686
Geographical Wholetime Consultants without fees	247,236	252,181

Table SA - A1		
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.		
	01/10/24	01/03/25
	Type A	Type A
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	272,290	277,736
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	272,290	277,736
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	272,290	277,736
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	272,290	277,736
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	272,290	277,736
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	272,290	277,736
Geographical Wholetime Consultants without fees	272,290	277,736

Table A2		
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type B	Type B
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	233,204	237,868
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	227,749	232,304
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	222,591	227,043
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	221,564	225,995
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,691	221,025
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	212,127	216,370
Geographical Wholetime Consultants without fees	238,364	243,131

Table SA - A2		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B Contract		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type B	Type B
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	249,599	254,591
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	249,599	254,591
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	249,599	254,591
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	249,599	254,591
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	249,599	254,591
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	249,599	254,591
Geographical Wholetime Consultants without fees	249,599	254,591

Table A3		
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type B*	Type B*
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	206,484	210,614
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	199,674	203,667
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,110	199,012
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	204,544	208,635
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,674	203,667
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,110	199,012

Table SA - A3		
Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract.		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	Type B*	Type B*
	€	€
Category II Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	215,562	219,873
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	215,562	219,873
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	215,562	219,873



Table B1

Salary scales for serving Academic Consultants (1998 Contract) who opted for the Type A Contract and are not covered by the settlement agreement.

	Type A Contract	Type A Contract
	01/10/24	01/03/25
	€	€
Category I Consultants		
Professor	306,859	312,996
Associate Professor	286,961	292,700
Lecturer	267,101	272,443
College Lecturer	261,780	267,016
Category II Consultants		
Professor UCD, TCD, RCSI	291,904	297,742
Associate Professor UCD, TCD, RCSI	272,479	277,929
Lecturer	251,943	256,982
College Lecturer	246,621	251,553
Professor UCC	296,579	302,511
Associate Professor UCC	277,004	282,544
Lecturer UCC	256,681	261,815
College Lecturer UCC	251,359	256,386
Professor UCG	301,253	307,278
Associate Professor UCG	281,530	287,161
Lecturer UCG	261,418	266,646
College Lecturer UCG	256,094	261,216

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.

	Type A Contract	Type A Contract
	01/10/24	01/03/25
	€	€
Category I Consultants		
Professor	334,690	341,384
Associate Professor	315,528	321,839
Lecturer	296,454	302,383
College Lecturer	291,339	297,166
Category II Consultants		
Professor UCD, TCD, RCSI	334,690	341,384
Associate Professor UCD, TCD, RCSI	315,528	321,839
Lecturer	296,454	302,383
College Lecturer	291,339	297,166
Professor UCC	334,690	341,384
Associate Professor UCC	315,528	321,839
Lecturer UCC	296,454	302,383
College Lecturer UCC	291,339	297,166
Professor UCG	334,690	341,384
Associate Professor UCG	315,528	321,839
Lecturer UCG	296,454	302,383
College Lecturer UCG	291,339	297,166

Table B2		
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.		
Category I Consultants	Type B Contract	Type B Contract
	01/10/24	01/03/25
	€	€
Professor	301,187	307,211
Associate Professor	279,186	284,770
Lecturer	255,806	260,922
College Lecturer	249,766	254,761
Category II Consultants		
Professor UCD, TCD, RCSI	286,232	291,957
Associate Professor UCD, TCD, RCSI	264,704	269,998
Lecturer UCD, TCD, RCSI	240,649	245,462
College Lecturer UCD, TCD, RCSI	234,606	239,298
Professor UCC	290,907	296,725
Associate Professor UCC	269,229	274,614
Lecturer UCC	245,387	250,295
College Lecturer UCC	239,344	244,131
Professor UCG	295,580	301,492
Associate Professor UCG	273,755	279,230
Lecturer UCG	250,121	255,123
College Lecturer UCG	244,079	248,961

Table SA - B2		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract		
Category I Consultants	Type B Contract	Type B Contract
	01/10/24	01/03/25
	€	€
Professor	323,344	329,811
Associate Professor	299,978	305,978
Lecturer	273,864	279,341
College Lecturer	267,310	272,656
Category II Consultants		
Professor UCD, TCD, RCSI	323,344	329,811
Associate Professor UCD, TCD, RCSI	299,978	305,978
Lecturer UCD, TCD, RCSI	273,864	279,341
College Lecturer UCD, TCD, RCSI	267,310	272,656
Professor UCC	323,344	329,811
Associate Professor UCC	299,978	305,978
Lecturer UCC	273,864	279,341
College Lecturer UCC	267,310	272,656
Professor UCG	323,344	329,811
Associate Professor UCG	299,978	305,978
Lecturer UCG	273,864	279,341
College Lecturer UCG	267,310	272,656

Table B3		
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.		
Category II Consultants	Type B* Contract	Type B* Contract
	01/10/24	01/03/25
	€	€
Professor UCD, TCD, RCSI	269,213	274,597
Associate Professor UCD, TCD, RCSI	247,937	252,896
Lecturer UCD, TCD, RCSI	224,165	228,648
College Lecturer UCD, TCD, RCSI	218,186	222,550
Professor UCC	273,890	279,368
Associate Professor UCC	252,462	257,511
Lecturer UCC	228,901	233,479
College Lecturer UCC	222,926	227,385
Professor UCG	278,561	284,132
Associate Professor UCG	256,987	262,127
Lecturer UCG	233,639	238,312
College Lecturer UCG	227,659	232,212

Table SA - B3		
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract		
Category II Consultants	Type B* Contract	Type B* Contract
	01/10/24	01/03/25
	€	€
Professor UCD, TCD, RCSI	289,307	295,093
Associate Professor UCD, TCD, RCSI	267,899	273,257
Lecturer UCD, TCD, RCSI	246,491	251,421
College Lecturer UCD, TCD, RCSI	240,762	245,577
Professor UCC	289,307	295,093
Associate Professor UCC	267,899	273,257
Lecturer UCC	246,491	251,421
College Lecturer UCC	240,762	245,577
Professor UCG	289,307	295,093
Associate Professor UCG	267,899	273,257
Lecturer UCG	246,491	251,421
College Lecturer UCG	240,762	245,577

Table C1(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/03/25	207,790	213,825	239,025	242,495	245,968	249,439
	01/10/24	203,716	209,632	234,338	237,740	241,145	244,548
Type B	01/03/25	195,584	198,238	217,314	220,208	223,102	225,996
	01/10/24	191,749	194,351	213,053	215,890	218,727	221,565
Type C	01/03/25	170,162	176,182	185,994	190,941	196,730	199,012
	01/10/24	166,825	172,727	182,347	187,197	192,873	195,110

* 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	01/03/25	169,227	173,931	183,788	193,253	201,505	208,383	216,636	232,113	244,267
	01/10/24	165,909	170,521	180,184	189,464	197,554	204,297	212,388	227,562	239,477
Type B	01/03/25	159,750	165,435	173,286	174,465	179,793	185,135	194,628	202,881	211,133
	01/10/24	156,618	162,191	169,888	171,044	176,268	181,505	190,812	198,903	206,993
Type C	01/03/25	139,960	144,060	148,918	152,302	155,687	159,750	165,165	171,257	175,797
	01/10/24	137,216	141,235	145,998	149,316	152,634	156,618	161,926	167,899	172,350

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

Table SA - C1(1)

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

Contract Type	01/10/24	01/03/25
	€	€
Type A	226,681	231,215
	238,934	243,713
	251,869	256,906
	258,676	263,850
	265,483	270,793
	272,290	277,736
Type B	209,323	213,509
	219,534	223,925
	232,581	237,233
	238,254	243,019
	243,926	248,805
	249,599	254,591
Type B*	215,562	219,873
Type C	166,825	170,162
	173,584	177,056
	182,347	185,994
	187,199	190,943
	192,872	196,729
	198,544	202,515

Table C2(1)							
New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/03/25	270,168	277,854	300,187	304,457	308,729	312,996
	01/10/24	264,871	272,406	294,301	298,487	302,675	306,859
Type A Associate Professor / Consultant	01/03/25	251,900	259,586	279,889	284,160	288,429	292,700
	01/10/24	246,961	254,496	274,401	278,588	282,774	286,961
Type A Senior Lecturer / Consultant	01/03/25	233,670	241,354	259,632	263,903	268,172	272,443
	01/10/24	229,088	236,622	254,541	258,728	262,914	267,101

Table C2(2)							
New Entrant Academic Consultants from 1 October 2012 (Type A)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/03/25	241,814	255,907	268,515	273,063	273,063	273,063
	01/10/24	237,073	250,889	263,250	267,709	267,709	267,709
Type A Associate Professor / Consultant	01/03/25	217,429	238,349	250,354	264,313	273,063	273,063
	01/10/24	213,166	233,675	245,445	259,130	267,709	267,709
Type A Senior Lecturer / Consultant	01/03/25	201,345	213,467	232,313	245,486	254,137	267,503
	01/10/24	197,397	209,281	227,758	240,673	249,154	262,258
*serving Consultants moving from permanent posts are allowed retain their existing salary scales							

Table SA - C2(1)			
Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	01/10/24	01/03/25
		Type A	Type A
TYPE A Professor		€	€
	1	278,615	284,187
	2	293,685	299,559
	3	309,571	315,762
	4	317,944	324,303
	5	326,317	332,843
TYPE A Associate Professor	6	334,690	341,384
	1	261,368	266,595
	2	276,440	281,969
	3	290,409	296,217
	4	298,782	304,758
	5	307,155	313,298
TYPE A Lecturer	6	315,528	321,839
	1	244,202	249,086
	2	259,273	264,458
	3	271,334	276,761
	4	279,708	285,302
	5	288,080	293,842
TYPE A College Lecturer	6	296,454	302,383
	1	239,598	244,390
	2	254,669	259,762
	3	266,220	271,544
	4	274,594	280,086
	5	282,966	288,625
	6	291,339	297,166

Table C3(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/03/25	252,684	259,401	280,760	284,492	288,223	291,957
	01/10/24	247,729	254,315	275,255	278,914	282,572	286,232
Type B Associate Professor / Consultant	01/03/25	232,922	239,639	258,802	262,534	266,267	269,998
	01/10/24	228,355	234,940	253,727	257,386	261,046	264,704
Type B Senior Lecturer / Consultant	01/03/25	203,651	210,140	234,265	237,997	241,729	245,462
	01/10/24	199,658	206,020	229,672	233,330	236,989	240,649

Table C3(2)							
New Entrant Academic Consultants from 1 October 2012 (Type B)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/03/25	228,165	238,368	248,859	259,555	270,615	273,063
	01/10/24	223,691	233,694	243,979	254,466	265,309	267,709
Type B Associate Professor / Consultant	01/03/25	202,774	212,100	229,428	239,458	249,683	259,909
	01/10/24	198,798	207,941	224,929	234,763	244,787	254,813
Type B Senior Lecturer / Consultant	01/03/25	179,279	191,827	200,742	209,837	218,721	235,635
	01/10/24	175,764	188,066	196,806	205,723	214,432	231,015

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

Table SA - C3(1)			
Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	01/10/24	01/03/25
		Type B	Type B
		€	€
TYPE B Professor	1	271,253	276,678
	2	284,424	290,112
	3	301,391	307,419
	4	308,709	314,883
	5	316,027	322,348
	6	323,344	329,811
TYPE B Associate Professor	1	250,221	255,225
	2	263,394	268,662
	3	278,024	283,584
	4	285,342	291,049
	5	292,659	298,512
	6	299,978	305,978
TYPE B Lecturer	1	226,718	231,252
	2	239,890	244,688
	3	251,911	256,949
	4	259,229	264,414
	5	266,546	271,877
	6	273,864	279,341
TYPE B College Lecturer	1	220,820	225,236
	2	233,993	238,673
	3	245,355	250,262
	4	252,674	257,727
	5	259,991	265,191
	6	267,310	272,656

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/03/25	228,624	235,760	254,028	257,992	261,954	265,918
	01/10/24	224,141	231,137	249,047	252,933	256,818	260,704
Type C Associate Professor / Consultant	01/03/25	202,560	209,452	233,011	236,975	240,938	244,902
	01/10/24	198,588	205,345	228,442	232,328	236,214	240,100
Type C Senior Lecturer / Consultant	01/03/25	184,599	195,374	209,530	213,494	217,458	221,420
	01/10/24	180,979	191,543	205,422	209,308	213,194	217,078

Table C4(2)							
New Entrant Academic Consultants from 1 October 2012 (Type C)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/03/25	182,092	193,207	201,407	211,504	219,354	237,030
	01/10/24	178,522	189,419	197,458	207,357	215,053	232,382
Type C Associate Professor / Consultant	01/03/25	169,563	176,321	180,991	194,409	201,639	210,476
	01/10/24	166,238	172,864	177,442	190,597	197,685	206,349
Type C Senior Lecturer / Consultant	01/03/25	157,671	164,276	171,735	176,976	183,496	195,677
	01/10/24	154,579	161,055	168,368	173,506	179,898	191,840
*serving Consultants moving from permanent posts are allowed retain their existing salary scales							

Table SA - C4(1)			
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement.			
Contract Type	Scale Points	01/10/24	01/03/25
		Type C	Type C
		€	€
TYPE C Professor	1	224,078	228,560
	2	238,066	242,827
	3	248,975	253,955
	4	256,746	261,881
	5	264,518	269,808
	6	272,290	277,736
TYPE C Associate Professor	1	204,708	208,802
	2	218,696	223,070
	3	227,454	232,003
	4	235,226	239,931
	5	242,997	247,857
	6	250,769	255,784
TYPE C Lecturer	1	183,073	186,734
	2	197,060	201,001
	3	203,412	207,480
	4	211,183	215,407
	5	218,955	223,334
	6	226,727	231,262
TYPE C College Lecturer	1	177,629	181,182
	2	191,617	195,449
	3	197,364	201,311
	4	205,136	209,239
	5	212,907	217,165
	6	220,679	225,093

Table SA - C5(1)

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

Contract Type	01/10/24	01/03/25
	Type B*	Type B*
	€	€
TYPE B* Professor	289,307	295,093
TYPE B* Associate Professor	267,899	273,257
TYPE B* Lecturer	246,491	251,421
TYPE B* College Lecturer	240,762	245,577

Table D1	01/10/24	01/03/25
	€	€
Clinical Directors' Allowance*	56,732	57,867

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

Table D1(a)	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/03/25	265,865		
	01/10/24	260,652		
Head of Department**	01/03/25	237,096	244,267	251,466
	01/10/24	232,447	239,477	246,535

** 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	01/10/24	01/03/25
Rota		€	€
Flat Annual Payment		4,758	4,853
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,754	2,809
1 in 2	1-80 call-outs	6,877	7,015
	81-120 call-outs	7,948	8,107
	121+ call-outs	8,703	8,877
1 in 1	1-80 call-outs	8,255	8,420
	81-120 call-outs	10,446	10,655
	121+ call-outs	12,899	13,157

SA - B and C Factor Payments			
SA - On Call/Call-Out Payments			
	No. of Call-Outs	01/10/24	01/03/25
Rota		€	€
Flat Annual Payment		6,978	7,118
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...			
1 in 3		2,894	2,952
1 in 2	1-80 call-outs	7,222	7,366
	81-120 call-outs	8,346	8,513
	121+ call-outs	9,138	9,321
1 in 1	1-80 call-outs	8,669	8,842
	81-120 call-outs	10,969	11,188
	121+ call-outs	13,545	13,816

Emergency Call-Out Payments for all Consultants		
	01/10/24	01/03/25
Per call-out	€	€
First 30 call-outs	96.92	98.86
31-120 call-outs	145.78	148.69
121 call-outs or more	192.58	196.43
If the call-out occurs after midnight		
First 30 call-outs	129.20	131.78
31-120 call-outs	195.35	199.26
121 call-outs or more	258.57	263.74
For each hour or part hour in excess of the first hour		
First 30 call-outs	64.50	65.79
31-120 call-outs	96.27	98.20
121 call-outs or more	129.30	131.89
Annual Limit	27,507	28,057

SA - Emergency Call-Out Payments for all Consultants		
	01/10/24	01/03/25
Per call-out (hourly rate or part thereof)	€	€
First 30 call-outs	116.30	118.63
31-120 call-outs	174.45	177.94
121 call-outs or more	232.60	237.25
If the call-out occurs after midnight		
First 30 call-outs	145.37	148.28
31-120 call-outs	218.06	222.42
121 call-outs or more	290.75	296.56
Annual Limit	34,038	34,719

Table F1		
Salary scales for Consultants who are remaining on the 1997 Consultant Contract		
Consultants Revised Common Contract, 1997	01/10/24	01/03/25
	€	€
Category I Consultants		
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	216,808	221,144
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	205,899	210,017
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,583	199,495
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	193,527	197,398
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	183,785	187,461
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	178,740	182,315
Geographical Wholetime Consultants without fees	227,129	231,672

Table F3			
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008			
		01/10/24	01/03/25
		€	€
Regional Consultant Orthodontists		205,899	210,017

Table F2		
Salary scales for Academic Consultants who are remaining on the 1998 Contract		
	01/10/24	01/03/25
	€	€
Category I Consultants		
Professor	279,031	284,612
Associate Professor	258,393	263,561
Lecturer	237,748	242,503
College Lecturer	232,222	236,866
Category II Consultants		
Professor UCD, TCD, RCSI	249,120	254,102
Associate Professor UCD, TCD, RCSI	229,430	234,019
Lecturer UCD, TCD, RCSI	207,434	211,583
College Lecturer UCD, TCD, RCSI	201,900	205,938
Professor UCC	258,469	263,638
Associate Professor UCC	238,481	243,251
Lecturer UCC	216,908	221,246
College Lecturer UCC	211,379	215,607
Professor UCG	267,816	273,172
Associate Professor UCG	247,532	252,483
Lecturer UCG	226,380	230,908
College Lecturer UCG	220,848	225,265

Table F4		
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991		
	01/10/24	01/03/25
	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB		
G.W.T. WITHOUT FEES	182,347	185,994
G.W.T. WITH FEES	174,277	177,763
EXISTING WHOLETIME	167,223	170,567
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	182,347	185,994
G.W.T. WITH FEES	168,881	172,259
EXISTING WHOLETIME	158,943	162,122
Consultants in EHB (excluding Psychiatrists and Geriatricians)		
G.W.T. WITHOUT FEES	182,347	185,994
G.W.T. WITH FEES	160,602	163,814
EXISTING WHOLETIME	150,663	153,676

Emergency Services	01/10/24	01/03/25
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€
Per call-out for each patient	94.17	96.05
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	125.41	127.91
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	62.62	63.87
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	11,886	12,124

	01/10/24	01/03/25
Extended Duty Liability	€	€
A flat payment will be paid to each consultant with on-call liability.	8,912	9,090

Table F5		
Original Contract for Consultant Medical Staff 1981		
	01/10/24	01/03/25
	Cumulative restoration up to and including 1/01/25	Cumulative restoration up to and including 1/01/26
	€	€
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*	214,119	218,401
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347(£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	11,831	12,068
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32		

ALLOWANCES

Government Decision on Review of Allowances

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

Island Inducement Allowance

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

Gaeltacht grants/Allowances

Cardiac Allowance

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

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

Special Allowance for Weekend Public Holidays

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

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

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

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

Annual Allowance for Radiographers (Qual)

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

Trainers Allowance (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 October 2024	1 March 2025
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts								
1. Consultants per 3 hour session (and pro-rata)							147.54	150.50
2. Emergency Sessions								
The rate at 1 above subject to a minimum fee in the case of Anaesthetists							96.65	98.59
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons							57.57	58.72
3. Community Ophthalmic Physicians per 3 hour session							213.74	218.02
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;							73.68	75.15
minimum rate;							147.54	150.50
(b) Where the duration is <u>not less</u> than 3 hours;								
first 3 hours							221.00	225.42
3 hour sessional rate for hours in excess of 3 (and pro-rata)							147.54	150.50
5. Pool Payments								
General Teaching Hospital (per bed day)							6.16	6.29
General Non-Teaching Hospital (per bed day)							4.15	4.24
Maternity Teaching Hospital (per bed day)							11.93	12.17
Maternity Non-Teaching Hospital (per bed day)							5.63	5.74
6. Private Dental Surgeons Sessional Rates (Circular 3/2024 refers)								
(a) Private dental surgeon clinics held in HSE premises							329	336
(b) Private dental surgeon clinics held in dentist's private surgery							441	450
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)							173.52	176.99
Special rates for clinics held outside a radius of 25 miles								
(a) For clinics of <i>less than</i> 3 hours duration								
Per hour							87.53	89.28
Minimum rate							105.37	107.48
(b) For clinics of <i>not less than</i> 3 hours								
For the first three hours							260.46	265.67
For 3 hour sessions in excess of 3 hours							175.29	178.79
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						103.22	105.28
Monday - Friday	1pm - 5pm						103.22	105.28
Monday - Friday	5pm - 9am						138.47	141.24
Saturday	24hr						431.12	439.75
Sunday and Public Holidays	24hr						517.34	527.69
<u>Call-Out</u>								
Fee per call out							118.00	120.36
For each hour or part hour in excess of the first hour							61.41	62.63
Sub-call							43.99	44.87
Psychiatrist Special Responsibility Allowance (per annum)							12,412	12,660

								1 October 2024	1 March 2025
Child Health Services Development Paediatrics									
3 hour session								78.46	80.03
2 hour session								58.84	60.02
1 hour session								39.27	40.06
Casual Locum for Former District Medical Officers									
For first three days								86.02	87.74
For next 25 days								73.60	75.07
For each subsequent day								63.32	64.59
Fees for lectures to Nurses								36.03	36.75
(Circular S100/84 of 22 August 1975)								27.07	27.61
Consultant CME									
This scheme is open to Consultants employed in the public service and allow Consultants claim towards courses and conferences, reference materials and professional fees etc. as set out in the HSE's Guidance on Continuing Medical Education Supports for Consultants. Maximum of €3,000 per annum for 2008 or 1997 Consultant Contract holders. Maximum of €12,000 per annum for 2023 Consultant Contract holders (except where a higher amount is approved in accordance with the terms of the Contract).									
Vouched CME for certain other medical grades (Circulars 39/2003 and 1/2024 refer).									
Annual rate of €2,750 for the grades of AMO, SAMO, SMO, PMO and COP with retrospective effect from 1 February 2022.									
Research and Innovation Projects									
Maximum of €8,000 for 2023 Consultant Contract holders as provided for in the Contract (except where a higher amount is approved in accordance with the terms of the Contract).									
Training Supports Scheme for NCHDs									
*** AMOUNT PER REGISTRATION PER YEAR						1 July 2019	22-Dec-22		
Intern						750	1,250		
SHOs and Registrars						1,250	1,750		
SPRs/GP Registrars/ Psychiatry SRs on a training scheme						2,000	2,500		
GP Trainers Allowance <i>(maintained for pension benefit calculation purposes only)</i>									
3 hour session								233.23	237.89
GP Registrar Allowance (from the NCHD contract)								12,967	13,226
GP Registrar Travelling Expenses Payment (from the NCHD Contract) *or vouched expenditure incurred								4,322	4,408
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 October 2024	1 March 2025
Staff Nurses (Senior Staff Nurses), Clinical Nurse/Midwifery Manager 1, 2 and 3 (S100/406 refers)(DoH Circulars 14/2019 and 2/2024 refer)								
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification							4,000	4,080
(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).							2,663	2,716
(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).							2,663	2,716
Public Health Nurses & Assistant Directors of Public Health Nursing								
Midwifery Qualification*							4,000	4,080
*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.							1,665	1,698
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							1,593	1,625
Theatre / Night Sister							956	975
Public Health Nurse							1,913	1,951
Relevant nursing staff								
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*							3,554	3,625
*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							5,926	6,045
Senior Staff Nurse (Psychiatric)							6,223	6,347
Community Psychiatric Nurse							6,499	6,629
Clinical Nurse Manager I (Psychiatric)							6,297	6,423
CNM II (Psychiatric)/Community Mental Health Nurse							6,720	6,854
Clinical Nurse Manager III (Psychiatric)							7,060	7,201
Assistant Director of Nursing Mental Health							6,834	6,971
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017							4,458	4,547
Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449							6,183	6,307
Public Health Nurses (S103/151 refers)								
Island Inducement Allowance*							2,109	2,151
*Abolished for new beneficiaries with effect from 1 February 2012								
Assisted Admissions Allowance - Team Member							283.66	289.33
Assisted Admissions Allowance - Team Leader							340.39	347.19
Mental Health Authorising Officer Allowance - Normal Working Hours							170.19	173.60
Mental Health Authorising Officer Allowance - Outside Working Hours							340.39	347.19
<i>These allowances are also payable to a limited number of grades in other staff categories, where they are identified as an Authorised Officer, or are part of an Assisted Admissions team.</i>								

Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)								1 October 2024	1 March 2025
(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.									
Monday to Friday (Each day)								50.57	51.58
Saturday								64.95	66.25
Sunday and Public Holidays								87.80	89.55
(ii) Call Out Rate - Monday to Sunday									
Fee per operation per 2 hours (17.00 - 22.00 hours)								50.57	51.58
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)								75.83	77.35
Operation lasting more than 4 hours and up to five hours								126.40	128.93
Fee per operation per hour (after 22.00 hours)								50.57	51.58
(iii) On-call Without Standby									
Fee per operation, call in without standby								101.13	103.15
Overruns from roster at normal overtime rates (no time back in lieu)									
(iv) On Call over Weekend									
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.									
(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details) *Restored for new entrant nurses as per DoH Circular 14/2017									
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.								21.60	22.03
Sexual Assault Treatment Unit - Forensic Nurse Examiners (HSE Circular 036/2019 and DoH Circular 6/2024 refer)									
(i) On-Call payment. Figures based on a 12 hour period . Pro rata to apply after 12 hours.									
Monday to Friday (Each day)								50.57	51.58
Saturday								64.95	66.25
Sunday and Public Holidays								87.80	89.56
In exceptional circumstances where a person not "on call" is required to attend a SATU, that individual will be remunerated on a fee per case basis. (€200.28). If such a person's advice is solely provided over the phone, a pro rata payment equating to the period of the time involved will be made. This agreement will also apply to circumstances where such advice is given by a person "on call" but not required to physically attend the SATU.									
(ii) Call Out payment. Rates apply in respect of call out durations of up to 4 hours - hourly rate to apply thereafter. Payment applies from time of receipt of call regarding the case.									
Monday - Sunday, including public holidays (Each day)								202.28	206.33
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).								4,430	4,519
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 1/2024								107.79	109.95
Public Health Nurses Week-end Work (S100/414 refers)									
Fixed Payment								33.61	34.28
First call on Saturday and first call on Sunday								44.62	45.51
Each subsequent call on Saturday and Sunday								22.35	22.79
Payment in lieu of time off for Emergency work								33.57	34.25
Saturday Premium								18.27	18.63
Specialist Co-ordinator Allowance*								5,158	5,261
*Restored for new entrant nurses as per DoH Circular 14/2017									

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF									
HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES									
SPECIFIC PARAMEDICAL SESSIONAL RATES								1 October 2024	1 March 2025
Medical Scientific Staff (Scientists and Biochemists)	(HSE Circular 001/2011 refers)								
Out of Hours remuneration rates - Hourly Rate	Mon - Fri		8pm - 12am					45.30	46.21
	Mon - Thurs		12am - 8am					57.65	58.81
	Sat		12am til Sun 12am					63.42	64.69
	Bank Holiday							63.42	64.69
Stand-by Payments (off site on call)	Mon - Fri							51.08	52.10
	Saturday							65.60	66.91
	Sun & Public Holidays							88.68	90.45
PHYSIOTHERAPISTS									
<u>Emergency/On-Call Duty</u>									
I On-Call with Standby (a) Monday to Friday								28.05	28.61
(b) Saturdays								36.61	37.34
(c) Sundays and Public Holidays								54.76	55.85
- Fee per call (per half hour)								28.05	28.61
II On-Call without Standby									
- Fee per call (per hour)								76.99	78.53
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.								226.11	230.63
GENERAL PARAMEDICAL SESSIONAL RATES									
Per 3 hour session								117.42	119.77
For 2 three hourly sessions held at the same location on same day								200.91	204.93
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:								136.90	139.64
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:								182.53	186.18
Child Care Workers / Social Care Workers required to do an 8 hour sleepover		Set at the minimum wage per hour rate for an adult worker							
Saturday Premium								18.45	18.82
RADIOGRAPHERS									
CT Out of Hours - Hourly Rate	Monday - Friday				8pm - 12am			56.06	57.19
(rate established via Sectoral Bargaining - SIPTU Agreement)	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)				12am - 8am			71.35	72.78
	Saturday				8am - 12am			65.41	66.72
	Sunday (into Monday morning / Public Holiday)				8am (Sun) - 8am (Mon)			78.49	80.06
<u>(HSE Circular 006/2012 and LCR20232 refers)</u>									
Out of Hours Rates for all other modalities - Hourly Rate	Monday - Friday				8pm - 12am			44.85	45.75
	Mon - Sat (Fri night into Sat morn / Sat night into Sun morn)				12am - 8am			57.08	58.22
	Saturday				8am - 12am			52.33	53.38
	Sunday (into Monday morning / Public Holiday)				8am (Sun) - 8am (Mon)			62.79	64.05

								1 October 2024	1 March 2025
Stand-by Payments (off site on call)	Mon - Fri		All of these figures are based					50.57	51.58
	Saturday		on a 12 hour period. Pro rata to					64.95	66.24
	Sun & Public Holiday		apply after 12 hours.					87.80	89.55
PART-TIME RADIOGRAPHERS									
Rate-Per-Hour : Premium rate								30.00	30.60
2006 Annual Radiographer / Radiation Therapist Allowance (DoH Circular 13/2024)								2,042	2,083
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*									
*Abolished for new beneficiaries with effect from 1 February 2012									
Higher Diploma of the College of Radiography								1,090	1,112
Diploma in Ultrasound								544.59	555.48
Diploma in Nuclear Medicine								544.59	555.48
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)								5,365	5,472
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)								1,792	1,828
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								1,217	1,241
MSc								2,433	2,482
PhD								3,171	3,234
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;)								194.80	198.69
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								163.53	166.80
for 2 3-hour sessions held at the same location on same day								279.90	285.50
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*								287	293
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.									
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year								245.34	250.25
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year								1,091	1,113
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year								3,863	3,940
Allowance for Advanced Paramedics as per HSE Circular 11/2009								11,005	11,225

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

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

								1 October 2024	1 March 2025
† PART-TIME PHARMACISTS									
Rate per hour:-									
First 6 hours:								50.45	51.46
Over 6 hours:								37.36	38.11
Maximum payment for 21 hours:								855.80	872.92
T <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:								153.34	156.40
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:								204.44	208.53
† 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;								221.68	226.11
Employed on a sessional basis but not specifically appointed to an assessment team									
per 3-hour session								186.09	189.81
for 2 three hourly sessions held at the same location on the same day								318.52	324.89
† SOCIAL WORKERS									
3-hour Session								127.16	129.71
For 2 three hourly sessions held at the same location on the same day								217.58	221.94
† GENERAL PARAMEDICAL SESSIONAL RATES									
Per 3 hour session								107.80	109.95
For 2 three hourly sessions held at the same location on the same day								184.42	188.11
† 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:								153.34	156.41
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:								204.44	208.53

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

SUPPORT SERVICES GRADES ALLOWANCES							1 October 2024	1 March 2025
Cardiac Allowance*							20.37	20.78
*Abolished for new beneficiaries with effect from 1 February 2012								
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*							35.36	36.07
*Abolished for new beneficiaries with effect from 1 February 2012								
Saturday Premium							12.92	13.17
Craftworkers Tool Allowance* *Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018								
1/1/2023 - 31/12/2023 DoH Circular 16/2023 888 Euros								
1/1/2024 - 31/12/2024 DoH Circular 11/2024 888 Euros								
CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES								
Community Care Administrator (personal to Grade VII post holder)							10,578	10,790
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)							515.69	526.00
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE**							10,578	10,790
- Annual Allowance to Postholder								
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area							4,737	4,832
- Matrons with full time commitment to after hours work								
Saturday Premium							18.45	18.82

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

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

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

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

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

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

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

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