

# **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 10/2022**

**Building Momentum, the Public Service Agreement 2021-2023 (as amended) gives effect to the following adjustments:**

**Increases to the annualised basic rate of pay as follows:**

- An increase of 3% due on 2 February 2022
- An increase of 1% or €500 whichever is greater due on 1 October 2022

**Increases to the rates of allowances in the nature of pay as follows:**

- A 3% increase on 2 February 2022
- A 1% increase on 1 October 2022

**\*\* It should be noted that grades that received FEMPI restoration, wef 1 July 2022 under circular 6/2022, amounting to more than 4% will not benefit from further adjustments as of 2 February 2022 and 1 October 2022. Please see clarifying detail in Circular 10/2022.\*\***

**The sanction of the Minister is now conveyed for the retrospective application of these revised rates as appropriate with effect from 2 February 2022 and 1 October 2022**

**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 (2 February 2022 and 1 October 2022), 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.

### 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**" worksheet shows the payscales 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**" worksheet contains 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**" worksheet shows the payscales for Consultant grades. The current rate and a minimum of one historical rate are shown.
- 4 The "**Notional Scales**" worksheet shows notional scales that are not active pay scales and are not for use in relation to remuneration for current employees.
- 5 Adjustments to Medical/Dental staff category grades for 1.2.22 will issue by separate cover when agreed.
- 6 **Pension increase policy up to end 2022.**  
To determine if an increase is due to pensions in payment, under pre-existing pension schemes, up to end 2022, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018, 19/2019 and 10/2021 as well as DoH Circulars 9/2021 and 10/2021. These circulars set out the position in relation to pension increase policy, in the public service, up to end 2022 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.
- 7 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.
- 8 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.
- 9 Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).
- 10 As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 11 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.
- 12 Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 13 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.
- 14 Arising from a Labour Court engagement on 25th May 2022, Grade 3875 - Medical Scientist has been revised with effect from 17th June 2022.
- 15 Pay relativity for grades originally sanctioned as/aligned to another grade (eg: Student/Post Qualification Pre-Registration/Adaptation link to the Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as pay has been amended in line with recent National Agreements and the FEMPI legislation.
- 16 The Radiography Services Manager II/ Radiation Therapy Services Manager II allowance is no longer payable with effect from 1st February 2022 as per SIPTU Sectoral Bargaining agreement.
- 17 Where new grades have been sanctioned at a date post 1 February 2022, the adjustments agreed for that bargaining unit have been retrospectively added to the sanctioned rate and this is what is entered into these salary scales (eg 3070 Clinical Coordinator).
- 18 Please note that *certain* previously published 1st July 2022 FEMPI Restoration rates of pay (associated with Circular 6/2022) are now revised on foot of 2nd February adjustments
- 19 Please note that the maximum annual rate for SA - Emergency Call-Out Payments for all Consultants have now been adjusted for 1.10.21, 2.2.22 and 1.10.22 and this change should be noted retrospectively as appropriate
- 20 The grades of: Staff Nurse, Senior (Childrens) - Staff Nurse, Senior (ID) - Staff Nurse General Community - Staff Midwife, Senior - Occupational Health Physician - have been newly entered in these payscales.

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

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Source Grade	Grade	Band	Bargaining Unit	Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
				<b>MEDICAL &amp; DENTAL GRADES</b>																					
				<b>EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)</b>																					
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/10/22	1	32,271																		
					2/02/22		31,771																		
					1/10/21		30,846																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/22	1	36,213																		
					2/02/22		35,713																		
					1/10/21		34,673																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/22	1	36,213																		
					2/02/22		35,713																		
					1/10/21		34,673																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/22	1	38,324																		
					2/02/22		37,824																		
					1/10/21		36,722																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/22	1	38,324																		
					2/02/22		37,824																		
					1/10/21		36,722																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/22	1	38,324																		
					2/02/22		37,824																		
					1/10/21		36,722																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/22	1	40,432																		
					2/02/22		39,932																		
					1/10/21		38,769																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/22	1	40,432																		
					2/02/22		39,932																		
					1/10/21		38,769																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/22	1	40,432																		
					2/02/22		39,932																		
					1/10/21		38,769																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/10/22	1	40,432																		
					2/02/22		39,932																		
					1/10/21		38,769																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/22	1	42,558																		
					2/02/22		42,058																		
					1/10/21		40,833																		
1503			1	MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/22	1	42,558																		
					2/02/22		42,058																		
					1/10/21		40,833																		























3352	6	CHIROPODIST / PODIATRIST	1/10/22	14	39,534	41,815	43,691	45,056	46,211	47,408	48,590	49,804	51,015	52,234	53,521	54,885	56,246	<b>57,336</b>	<b>LSI</b>								
			2/02/22		39,034	41,315	43,191	44,556	45,711	46,908	48,090	49,304	50,510	51,717	52,992	54,341	55,689	<b>56,769</b>	<b>LSI</b>								
			1/02/22		37,897	40,111	41,933	43,258	44,380	45,542	46,689	47,868	49,039	50,210	51,448	52,758	54,067	<b>55,115</b>	<b>LSI</b>								
3346	6	CHIROPODIST / PODIATRIST, SENIOR	1/10/22	9	57,450	58,675	59,938	61,190	62,442	63,761	65,149	66,534	67,645														
			2/02/22		56,881	58,094	59,344	60,584	61,824	63,130	64,504	65,875	66,975														
			1/02/22		55,224	56,402	57,616	58,819	60,023	61,291	62,625	63,957	65,024														
3654	6	CLINICAL SPECIALIST CHIROPODIST	1/10/22	9	63,550	64,775	66,036	67,290	68,541	69,860	71,248	72,633	73,745														
			2/02/22		62,921	64,134	65,382	66,624	67,862	69,168	70,542	71,914	73,015														
			1/02/22		61,088	62,266	63,478	64,684	65,886	67,154	68,487	69,819	70,888														
3355	6	CHIROPODIST / PODIATRIST MANAGER	1/10/22	7	68,569	71,035	73,063	75,583	78,102	80,623	83,138																
			2/02/22		67,890	70,332	72,339	74,835	77,329	79,824	82,315																
			1/02/22		65,913	68,283	70,232	72,655	75,076	77,499	79,917																
3356	6	CHIROPODIST / PODIATRIST MANAGER IN CHARGE III	1/10/22	7	79,167	80,419	81,666	82,980	84,364	85,746	86,852																
			2/02/22		78,383	79,622	80,857	82,159	83,529	84,897	85,992																
			1/02/22		76,100	77,303	78,502	79,766	81,096	82,424	83,488																
3161	6	CLINICAL ENGINEERING TECHNICIAN	1/10/22	7	34,072	35,262	37,089	37,832	39,327	42,281	44,476																
			2/02/22		33,572	34,762	36,589	37,332	38,827	41,781	43,976																
			1/02/22		32,594	33,749	35,524	36,245	37,696	40,564	42,695																
3162	6	CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/10/22	9	45,988	48,196	50,615	53,198	55,985	58,775	61,619	<b>63,819</b>	<b>65,875</b>	<b>LSIs</b>													
			2/02/22		45,488	47,696	50,114	52,672	55,431	58,193	61,009	<b>63,187</b>	<b>65,223</b>	<b>LSIs</b>													
			1/02/22		44,163	46,307	48,654	51,138	53,817	56,498	59,232	<b>61,347</b>	<b>63,323</b>	<b>LSIs</b>													
3163	6	CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/10/22	6	63,918	66,018	68,911	70,876	72,558	73,366																	
			2/02/22		63,285	65,364	68,229	70,174	71,839	72,639																	
			1/02/22		61,442	63,460	66,242	68,130	69,747	70,523																	
3164	6	CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/10/22	8	66,746	69,347	72,036	74,106	75,141	77,331	79,746	81,785															
			2/02/22		66,085	68,660	71,323	73,372	74,397	76,565	78,957	80,975															
			1/02/22		64,160	66,660	69,245	71,235	72,230	74,335	76,657	78,617															
3211	6	CLINICAL PHOTOGRAPHER	1/10/22	15	32,047	33,764	35,030	36,753	38,435	40,048	41,659	43,236	44,815	46,367	47,961	49,467	50,705	<b>52,348</b>	<b>53,992</b>	<b>LSIs</b>							
			2/02/22		31,547	33,264	34,530	36,253	37,935	39,548	41,159	42,736	44,315	45,867	47,461	48,967	50,203	<b>51,829</b>	<b>53,458</b>	<b>LSIs</b>							
			1/02/22		30,628	32,295	33,524	35,197	36,831	38,396	39,960	41,491	43,025	44,532	46,078	47,541	48,741	<b>50,320</b>	<b>51,901</b>	<b>LSIs</b>							
321T	6	CLINICAL PHOTOGRAPHER, SENIOR	1/10/22	10	50,705	52,169	53,638	55,070	56,546	58,015	59,482	60,993	<b>63,179</b>	<b>65,362</b>	<b>LSIs</b>												
			2/02/22		50,203	51,652	53,106	54,524	55,986	57,441	58,893	60,389	<b>62,553</b>	<b>64,715</b>	<b>LSIs</b>												
			1/02/22		48,741	50,148	51,560	52,936	54,355	55,768	57,178	58,630	<b>60,731</b>	<b>62,830</b>	<b>LSIs</b>												
3070	6	CLINICAL COORDINATOR	1/10/22	9	63,550	64,775	66,036	67,290	68,541	69,860	71,248	72,633	73,745														
		** sanctioned rate retrospectively adjusted for 2nd Feb adjustments **	15/06/22		62,921	64,134	65,382	66,624	67,862	69,168	70,542	71,914	73,015														
3028	6	COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/10/22	14	48,243	50,836	53,400	56,334	59,272	62,207	65,143	68,078	71,013	73,949	75,743	78,712	81,681	84,642									
			2/02/22		47,743	50,332	52,871	55,777	58,685	61,591	64,498	67,404	70,310	73,217	74,993	77,933	80,872	83,804									
			1/02/22		46,352	48,866	51,331	54,152	56,976	59,797	62,620	65,441	68,262	71,085	72,809	75,663	78,517	81,363									
3027	6	DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/10/22	9	99,341	101,565	103,790	106,013	108,237	110,460	112,684	116,065	119,896														
			2/02/22		98,358	100,559	102,762	104,964	107,165	109,367	111,568	114,916	118,709														
			1/02/22		95,493	97,630	99,769	101,907	104,044	106,181	108,319	111,569	115,251														
3102	3	DIRECTOR OF SERVICES, MAYO COMMUNITY LIVING	1/10/22	7	72,638	73,098	74,655	76,259	77,857	79,467	81,066																
			2/02/22		71,919	72,374	73,916	75,504	77,086	78,681	80,264																
			1/02/22		69,824	70,266	71,763	73,305	74,841	76,389	77,926																
3103	6	COUNSELLOR THERAPIST, SENIOR - NATIONAL SERVICES	1/10/22	8	68,428	71,658	74,885	78,115	81,344	83,272	<b>86,415</b>	<b>89,558</b>	<b>LSIs</b>														
			2/02/22		67,750	70,949	74,144	77,341	80,538	82,448	<b>85,560</b>	<b>88,671</b>	<b>LSIs</b>														
			1/02/22		65,777	68,882	71,984	75,089	78,193	80,046	<b>83,068</b>	<b>86,088</b>	<b>LSIs</b>														
3022	6	DENTAL HYGIENIST	1/10/22	14	39,650	42,189	43,819	45,282	46,624	48,015	49,421	50,841	52,449	53,300	54,779	56,058	57,360	<b>58,466</b>	<b>LSI</b>								
			2/02/22		39,150	41,689	43,319	44,782	46,124	47,515	48,921	50,338	51,929	52,772	54,236	55,503	56,792	<b>57,888</b>	<b>LSI</b>								
			1/02/22		38,009	40,474	42,058	43,478	44,780	46,131	47,496	48,871	50,417	51,235	52,657	53,886	55,138	<b>56,201</b>	<b>LSI</b>								
3389	6	DIETICIAN	1/10/22	14	39,534	41,815	43,691	45,056	46,211	47,408	48,590	49,804	51,015	52,234	53,521	54,885	56,246	<b>57,336</b>	<b>LSI</b>								
			2/02/22		39,034	41,315	43,191	44,556	45,711	46,908	48,090	49,304	50,510	51,717	52,992	54,341	55,689	<b>56,769</b>	<b>LSI</b>								
			1/02/22		37,897	40,111	41,933	43,258	44,380	45,542	46,689	47,868	49,039	50,210	51,448	52,758	54,067	<b>55,115</b>	<b>LSI</b>								























4110		4	DOMESTIC (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
4113		4	CLEANER (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
4908		4	PORTERS / DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
4068		4	GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
4262		4	LABOURER (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
413Y		4	DRIVER (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
4010		4	GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
4092		4	CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
4297		4	STORES PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
4900		4	LAUNDRY WORKER (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,326	31,047	33,459	33,635	33,635	33,635	33,686	33,784	33,880	33,981	34,079	34,186	34,288	34,396	34,500				
				2/02/22		29,826	30,547	32,959	33,135	33,135	33,135	33,186	33,284	33,380	33,481	33,579	33,686	33,788	33,896	34,000				
				1/02/22		28,957	29,657	31,999	32,170	32,170	32,170	32,219	32,315	32,408	32,506	32,601	32,705	32,804	32,909	33,010				
4413		4	SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,648	31,369	33,492	33,676	33,846	33,945	34,039	34,141	34,231	34,330	34,432	34,537	34,641	34,746	34,854				
				2/02/22		30,148	30,869	32,992	33,176	33,346	33,445	33,539	33,641	33,731	33,830	33,932	34,037	34,141	34,246	34,354				
				1/02/22		29,270	29,970	32,031	32,210	32,375	32,471	32,562	32,661	32,749	32,845	32,944	33,046	33,147	33,249	33,353				
4734		4	MINI BUS DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,734	31,452	33,586	33,766	33,937	34,034	34,131	34,225	34,322	34,424	34,521	34,627	34,736	34,843	34,950				
				2/02/22		30,234	30,952	33,086	33,266	33,437	33,534	33,631	33,725	33,822	33,924	34,021	34,127	34,236	34,343	34,450				
				1/02/22		29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447				
4906		4	TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) ** grade obsolete - not for use - see Guide note 2 **	1/10/22	15	30,734	31,452	33,586	33,766	33,937	34,034	34,131	34,225	34,322	34,424	34,521	34,627	34,736	34,843	34,950				
				2/02/22		30,234	30,952	33,086	33,266	33,437	33,534	33,631	33,725	33,822	33,924	34,021	34,127	34,236	34,343	34,450				
				1/02/22		29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447				
4734		4	VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,734	31,452	33,586	33,766	33,937	34,034	34,131	34,225	34,322	34,424	34,521	34,627	34,736	34,843	34,950				
				2/02/22		30,234	30,952	33,086	33,266	33,437	33,534	33,631	33,725	33,822	33,924	34,021	34,127	34,236	34,343	34,450				
				1/02/22		29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447				
4901		4	MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,734	31,452	33,586	33,766	33,937	34,034	34,131	34,225	34,322	34,424	34,521	34,627	34,736	34,843	34,950				
				2/02/22		30,234	30,952	33,086	33,266	33,437	33,534	33,631	33,725	33,822	33,924	34,021	34,127	34,236	34,343	34,450				
				1/02/22		29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447				
5931		4	LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,734	31,452	33,586	33,766	33,937	34,034	34,131	34,225	34,322	34,424	34,521	34,627	34,736	34,843	34,950				
				2/02/22		30,234	30,952	33,086	33,266	33,437	33,534	33,631	33,725	33,822	33,924	34,021	34,127	34,236	34,343	34,450				
				1/02/22		29,353	30,050	32,122	32,297	32,463	32,557	32,651	32,743	32,837	32,936	33,030	33,133	33,239	33,343	33,447				
5363		4	THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/10/22	15	30,734	31,452	33,586	33,766	33,937														































6425			6	WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/10/22	18	44,777	46,023	47,277	48,482	49,674	50,891	51,982	52,964	54,529	55,895	57,175	58,163	59,408	60,916	62,395	63,368	65,591	67,812	LSIs
					2/02/22		44,277	45,523	46,777	47,982	49,174	50,387	51,467	52,440	53,989	55,341	56,609	57,588	58,820	60,313	61,777	62,740	64,941	67,141	LSIs
					1/02/22		42,987	44,197	45,415	46,585	47,742	48,919	49,968	50,912	52,417	53,729	54,961	55,910	57,107	58,556	59,978	60,913	63,050	65,185	LSIs
6425			6	WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/10/22	17	44,777	46,023	47,277	48,482	49,674	50,891	51,982	52,964	54,529	55,895	57,175	58,163	59,408	60,916	62,395	63,368	65,591	LSI	
					2/02/22		44,277	45,523	46,777	47,982	49,174	50,387	51,467	52,440	53,989	55,341	56,609	57,588	58,820	60,313	61,777	62,740	64,941	LSI	
					1/02/22		42,987	44,197	45,415	46,585	47,742	48,919	49,968	50,912	52,417	53,729	54,961	55,910	57,107	58,556	59,978	60,913	63,050	LSI	
6425			6	SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/10/22	13	30,759	32,840	33,613	34,736	35,714	36,559	37,777	39,040	40,350	41,706	43,112	44,568	46,078						
					2/02/22		30,259	32,340	33,113	34,236	35,214	36,059	37,277	38,540	39,850	41,206	42,612	44,068	45,578						
					1/02/22		29,378	31,398	32,149	33,238	34,189	35,008	36,191	37,418	38,689	40,006	41,371	42,784	44,251						

## Medical Consultants Salary Scales - 2022

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

Please note that *certain* previously published 1st July 2022 FEMPI Restoration rates of pay (associated with Circular 6/2022) are now revised on foot of 2nd February adjustments

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	01/06/09	01/10/21	01/02/22	01/07/22
	Type A €	Type A €	Type A €	Type A €
<b>Category I Consultants</b>				
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	226,461	205,830	-	226,461
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	221,410	201,239	-	221,410
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,634	196,898	-	216,634
<b>Category II Consultants</b>				
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	215,682	196,033	-	215,682
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,170	191,932	-	211,170
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,944	188,195	-	206,944
Geographical Wholetime Consultants without fees	231,239	210,172	-	231,239

Table SA - A1				
Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.				
Consultants Revised Common Contract, 1997	01/06/09	01/10/21	01/02/22	01/07/22
	Type A €	Type A €	Type A €	Type A €
<b>Category I Consultants</b>				
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	252,150	229,179	-	252,150
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	252,150	229,179	-	252,150
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	229,179	-	252,150
<b>Category II Consultants</b>				
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	252,150	229,179	-	252,150
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	229,179	-	252,150
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	252,150	229,179	-	252,150
Geographical Wholetime Consultants without fees	252,150	229,179	-	252,150

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	01/06/09	01/10/21	01/02/22	01/07/22
	Type B	Type B	Type B	Type B
	€	€	€	€
<b>Category I Consultants</b>				
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	215,955	196,281	-	215,955
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	210,904	191,690	-	210,904
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,127	188,195	-	206,127
<b>Category II Consultants</b>				
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	205,175	188,195	-	205,175
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	200,664	188,195	-	200,664
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	196,437	184,842	-	196,437
Geographical Wholetime Consultants without fees	220,733	200,624	-	220,733

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	01/06/09	01/10/21	01/02/22	01/07/22
	Type B	Type B	Type B	Type B
	€	€	€	€
<b>Category I Consultants</b>				
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	231,138	210,081	-	231,138
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	231,138	210,081	-	231,138
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	210,081	-	231,138
<b>Category II Consultants</b>				
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	231,138	210,081	-	231,138
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	210,081	-	231,138
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	231,138	210,081	-	231,138
Geographical Wholetime Consultants without fees	231,138	210,081	-	231,138

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	01/06/09	01/10/21	01/02/22	01/07/22
	Type B*	Type B*	Type B*	Type B*
	€	€	€	€
<b>Category I Consultants</b>				
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	191,212	179,926	-	191,212
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	184,905	173,991	-	184,905
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	170,014	-	180,678
<b>Category II Consultants</b>				
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	189,416	178,236	-	189,416
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,905	173,991	-	184,905
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	170,014	-	180,678

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	01/06/09	01/10/21	01/02/22	01/07/22
	Type B*	Type B*	Type B*	Type B*
	€	€	€	€
<b>Category II Consultants</b>				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	199,619	187,837	-	199,619
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	199,619	187,837	-	199,619
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	199,619	187,837	-	199,619

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.				
Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	284,163	258,275	-	284,163
Associate Professor	265,736	241,526	-	265,736
Lecturer	247,345	224,811	-	247,345
College Lecturer	242,418	220,333	-	242,418
Category II Consultants				
Professor UCD, TCD, RCSI	270,314	245,687	-	270,314
Associate Professor UCD, TCD, RCSI	252,325	229,337	-	252,325
Lecturer	233,309	212,054	-	233,309
College Lecturer	228,379	207,573	-	228,379
Professor UCC	274,643	249,622	-	274,643
Associate Professor UCC	256,516	233,146	-	256,516
Lecturer UCC	237,696	216,041	-	237,696
College Lecturer UCC	232,767	211,561	-	232,767
Professor UCG	278,971	253,556	-	278,971
Associate Professor UCG	260,707	236,956	-	260,707
Lecturer UCG	242,082	220,028	-	242,082
College Lecturer UCG	237,152	215,547	-	237,152

Table SA - B1				
Salary scales for serving Academic Consultants (1998 Contract) who availed of the Settlement Agreement and opted for the Type A Contract.				
Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	309,934	281,698	-	309,934
Associate Professor	292,190	265,571	-	292,190
Lecturer	274,527	249,517	-	274,527
College Lecturer	269,790	245,212	-	269,790
Professor UCD, TCD, RCSI	309,934	281,698	-	309,934
Associate Professor UCD, TCD, RCSI	292,190	265,571	-	292,190
Lecturer	274,527	249,517	-	274,527
College Lecturer	269,790	245,212	-	269,790
Professor UCC	309,934	281,698	-	309,934
Associate Professor UCC	292,190	265,571	-	292,190
Lecturer UCC	274,527	249,517	-	274,527
College Lecturer UCC	269,790	245,212	-	269,790
Professor UCG	309,934	281,698	-	309,934
Associate Professor UCG	292,190	265,571	-	292,190
Lecturer UCG	274,527	249,517	-	274,527
College Lecturer UCG	269,790	245,212	-	269,790

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	Type B Contract	Type B Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	278,910	253,500	-	278,910
Associate Professor	258,536	234,982	-	258,536
Lecturer	236,885	215,304	-	236,885
College Lecturer	231,292	210,221	-	231,292
Category II Consultants				
Professor UCD, TCD, RCSI	265,061	240,913	-	265,061
Associate Professor UCD, TCD, RCSI	245,125	222,793	-	245,125
Lecturer UCD, TCD, RCSI	222,849	202,547	-	222,849
College Lecturer UCD, TCD, RCSI	217,253	197,461	-	217,253
Professor UCC	269,390	244,848	-	269,390
Associate Professor UCC	249,316	226,602	-	249,316
Lecturer UCC	227,236	206,534	-	227,236
College Lecturer UCC	221,641	201,449	-	221,641
Professor UCG	273,718	248,781	-	273,718
Associate Professor UCG	253,507	230,412	-	253,507
Lecturer UCG	231,622	210,520	-	231,622
College Lecturer UCG	226,025	205,433	-	226,025

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	Type B Contract	Type B Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor	299,428	272,149	-	299,428
Associate Professor	277,790	252,483	-	277,790
Lecturer	253,608	230,504	-	253,608
College Lecturer	247,538	224,986	-	247,538
Category II Consultants				
Professor UCD, TCD, RCSI	299,428	272,149	-	299,428
Associate Professor UCD, TCD, RCSI	277,790	252,483	-	277,790
Lecturer UCD, TCD, RCSI	253,608	230,504	-	253,608
College Lecturer UCD, TCD, RCSI	247,538	224,986	-	247,538
Professor UCC	299,428	272,149	-	299,428
Associate Professor UCC	277,790	252,483	-	277,790
Lecturer UCC	253,608	230,504	-	253,608
College Lecturer UCC	247,538	224,986	-	247,538
Professor UCG	299,428	272,149	-	299,428
Associate Professor UCG	277,790	252,483	-	277,790
Lecturer UCG	253,608	230,504	-	253,608
College Lecturer UCG	247,538	224,986	-	247,538

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	Type B* Contract	Type B* Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor UCD, TCD, RCSI	249,301	226,589	-	249,301
Associate Professor UCD, TCD, RCSI	229,598	208,681	-	229,598
Lecturer UCD, TCD, RCSI	207,585	188,673	-	207,585
College Lecturer UCD, TCD, RCSI	202,048	188,195	-	202,048
Professor UCC	253,631	230,524	-	253,631
Associate Professor UCC	233,788	212,489	-	233,788
Lecturer UCC	211,971	192,660	-	211,971
College Lecturer UCC	206,437	188,195	-	206,437
Professor UCG	257,958	234,457	-	257,958
Associate Professor UCG	237,979	216,298	-	237,979
Lecturer UCG	216,358	196,647	-	216,358
College Lecturer UCG	210,821	191,615	-	210,821

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	Type B* Contract	Type B* Contract
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Professor UCD, TCD, RCSI	267,909	243,502	-	267,909
Associate Professor UCD, TCD, RCSI	248,084	225,482	-	248,084
Lecturer UCD, TCD, RCSI	228,259	207,464	-	228,259
College Lecturer UCD, TCD, RCSI	222,954	202,642	-	222,954
Professor UCC	267,909	243,502	-	267,909
Associate Professor UCC	248,084	225,482	-	248,084
Lecturer UCC	228,259	207,464	-	228,259
College Lecturer UCC	222,954	202,642	-	222,954
Professor UCG	267,909	243,502	-	267,909
Associate Professor UCG	248,084	225,482	-	248,084
Lecturer UCG	228,259	207,464	-	228,259
College Lecturer UCG	222,954	202,642	-	222,954

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	01/07/22	188,648	194,126	217,006	220,156	223,309	226,461
	01/02/22	-	-	-	-	-	-
	01/10/21	177,513	182,668	197,236	200,100	202,965	205,830
	01/06/09	188,648	194,126	217,006	220,156	223,309	226,461
Type B	01/07/22	177,566	179,976	197,295	199,922	202,549	205,176
	01/02/22	-	-	-	-	-	-
	01/10/21	167,085	169,353	185,650	188,121	188,195	188,195
	01/06/09	177,566	179,976	197,295	199,922	202,549	205,176
Type C	1/10/22	154,485	159,952	168,860	173,352	178,607	180,678
	01/07/22	152,955	158,369	168,100	173,352	178,607	180,678
	02/02/22	152,955	158,369	162,318	163,120	168,065	170,014
	01/02/22	-	-	-	-	-	-
	01/10/21	148,500	153,756	162,318	163,120	168,065	170,014
	01/06/09	148,500	153,756	168,100	173,352	178,607	180,678

\* 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	01/06/09	01/10/21	01/02/22	02/02/22	01/07/22	1/10/22
	€	€	€	€	€	€
Type A Consultants	209,915	190,791	-	190,791	209,915	209,915
	221,261	201,098	-	201,098	221,261	221,261
	233,239	211,990	-	211,990	233,239	233,239
	239,543	217,720	-	217,720	239,543	239,543
	245,846	223,449	-	223,449	245,846	245,846
	252,150	229,178	-	229,178	252,150	252,150
Type B Consultants	193,840	176,181	-	176,181	193,840	193,840
	203,296	184,775	-	184,775	203,296	203,296
	215,378	195,756	-	195,756	215,378	215,378
	220,631	200,531	-	200,531	220,631	220,631
	225,884	205,305	-	205,305	225,884	225,884
	231,138	210,081	-	210,081	231,138	231,138
Type B* Consultants	199,619	187,837	-	187,837	199,619	199,619
Type C Consultants	151,296	148,500	-	150,159	152,955	154,485
	160,745	153,757	-	153,757	160,745	160,745
	168,100	162,318	-	162,318	168,100	168,860
	173,353	163,121	-	163,121	173,353	173,353
	178,606	168,064	-	168,064	178,606	178,606
	183,859	173,007	-	173,007	183,859	183,859

Table C1(2)

New Entrant Consultant (Clinicians) from 1 <sup>st</sup> October 2012*										
Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	1/10/22	153,637	157,909	166,857	175,450	182,942	189,186	196,678	210,730	221,765
	01/07/22	152,116	156,346	165,205	175,450	182,942	189,186	196,678	210,730	221,765
	02/02/22	152,116	153,838	162,556	165,094	172,144	178,020	185,070	191,532	201,561
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	147,685	151,792	160,394	165,094	172,144	178,020	185,070	191,532	201,561
	01/06/09	147,685	154,300	163,043	175,450	182,942	189,186	196,678	210,730	221,765
Type B	1/10/22	145,033	150,194	157,323	158,392	163,230	168,080	176,699	184,191	191,683
	01/07/22	143,597	148,707	155,765	156,824	161,614	166,416	176,699	184,191	191,683
	02/02/22	143,597	148,707	155,765	154,309	159,022	163,747	166,269	173,319	180,369
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	139,414	144,376	151,228	152,256	156,907	161,569	166,269	173,319	180,369
	01/06/09	139,414	144,376	151,228	154,772	159,499	164,238	176,699	184,191	191,683
Type C	1/10/22	127,067	130,789	135,199	138,273	141,345	145,033	149,949	155,480	159,603
	01/07/22	125,809	129,494	133,861	136,904	139,946	143,597	148,464	153,940	158,022
	02/02/22	125,809	129,494	133,861	136,904	139,946	143,597	148,464	153,940	155,488
	01/02/22	-	-	-	-	-	-	-	-	-
	01/10/21	122,145	125,723	129,962	132,916	135,870	139,414	144,140	149,457	153,420
	01/06/09	121,618	125,236	129,962	132,916	135,870	139,414	144,140	149,457	155,954

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

Table C2(1)							
New Entrant Academic Consultant appointed under 2008 contract (Type A) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/07/22	245,280	252,258	272,533	276,410	280,287	284,163
	01/02/22	-	-	-	-	-	-
	01/10/21	222,934	229,277	247,704	251,229	254,752	258,275
	01/06/09	245,280	252,258	272,533	276,410	280,287	284,163
Type A Associate Professor / Consultant	01/07/22	228,695	235,673	254,105	257,982	261,859	265,736
	01/02/22	-	-	-	-	-	-
	01/10/21	207,859	214,202	230,955	234,479	238,003	241,527
	01/06/09	228,695	235,673	254,105	257,982	261,859	265,736
Type A Senior Lecturer / Consultant	01/07/22	212,144	219,121	235,715	239,591	243,468	247,345
	01/02/22	-	-	-	-	-	-
	01/10/21	192,817	199,152	214,241	217,763	221,287	224,811
	01/06/09	212,144	219,121	235,715	239,591	243,468	247,345

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	Salary Points	01/06/09	01/10/21	01/02/22	01/07/22
		Type A	Type A	Type A	Type A
		€	€	€	€
TYPE A Professor	1	258,007	234,501	-	258,007
	2	271,963	247,186	-	271,963
	3	286,674	260,557	-	286,674
	4	294,427	267,604	-	294,427
	5	302,181	274,651	-	302,181
	6	309,934	281,698	-	309,934
TYPE A Associate Professor	1	242,036	219,986	-	242,036
	2	255,993	232,671	-	255,993
	3	268,929	244,429	-	268,929
	4	276,683	251,477	-	276,683
	5	284,436	258,523	-	284,436
	6	292,190	265,571	-	292,190
TYPE A Lecturer	1	226,139	205,537	-	226,139
	2	240,096	218,222	-	240,096
	3	251,266	228,375	-	251,266
	4	259,020	235,422	-	259,020
	5	266,773	242,469	-	266,773
	6	274,527	249,517	-	274,527
TYPE A College Lecturer	1	221,876	201,663	-	221,876
	2	235,833	214,348	-	235,833
	3	246,529	224,070	-	246,529
	4	254,283	231,117	-	254,283
	5	262,036	238,164	-	262,036
	6	269,790	245,212	-	269,790

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	01/07/22	219,538	232,332	243,779	247,908	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	199,538	211,166	221,570	225,323	225,323	225,323
	01/06/09	219,538	232,332	243,779	247,908	247,908	247,908
Type A Associate Professor / Consultant	01/07/22	197,399	216,391	227,291	239,964	247,908	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	185,747	196,677	206,583	218,102	225,323	225,323
	01/06/09	197,399	216,391	227,291	239,964	247,908	247,908
Type A Senior Lecturer / Consultant	01/07/22	182,797	193,802	210,912	222,872	230,725	242,860
	01/02/22	-	-	-	-	-	-
	01/10/21	172,008	182,363	191,697	202,568	209,705	220,734
	01/06/09	182,797	193,802	210,912	222,872	230,725	242,860

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

Table C3(1)

New Entrant Academic Consultants appointed under 2008 contract (Type B) up to 30 September 2012  
(interviewed prior to 1 October 2012)

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/07/22	229,406	235,505	254,896	258,284	261,672	265,061
	01/02/22	-	-	-	-	-	-
	01/10/21	208,506	214,049	231,675	234,753	237,833	240,913
	01/06/09	229,406	235,505	254,896	258,284	261,672	265,061
Type B Associate Professor / Consultant	01/07/22	211,465	217,563	234,961	238,349	241,737	245,125
	01/02/22	-	-	-	-	-	-
	01/10/21	192,200	197,726	213,555	216,635	219,713	222,793
	01/06/09	211,465	217,563	234,961	238,349	241,737	245,125
Type B Senior Lecturer / Consultant	01/07/22	184,890	190,781	212,684	216,073	219,461	222,849
	01/02/22	-	-	-	-	-	-
	01/10/21	173,978	179,520	193,308	196,388	199,468	202,547
	01/06/09	184,890	190,781	212,684	216,073	219,461	222,849

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	Salary Points	01/06/09	01/10/21	01/02/22	01/07/22
		Type B €	Type B €	Type B €	Type B €
TYPE B Professor	1	251,189	228,305	-	251,189
	2	263,387	239,391	-	263,387
	3	279,099	253,672	-	279,099
	4	285,875	259,831	-	285,875
	5	292,652	265,990	-	292,652
	6	299,428	272,149	-	299,428
TYPE B Associate Professor	1	231,714	210,604	-	231,714
	2	243,912	221,691	-	243,912
	3	257,460	234,004	-	257,460
	4	264,237	240,164	-	264,237
	5	271,013	246,323	-	271,013
	6	277,790	252,483	-	277,790
TYPE B Lecturer	1	209,949	190,823	-	209,949
	2	222,147	201,905	-	222,147
	3	233,278	212,025	-	233,278
	4	240,055	218,185	-	240,055
	5	246,831	224,343	-	246,831
	6	253,608	230,504	-	253,608
TYPE B College Lecturer	1	204,487	185,858	-	204,487
	2	216,685	196,929	-	216,685
	3	227,208	206,509	-	227,208
	4	233,985	212,668	-	233,985
	5	240,761	218,827	-	240,761
	6	247,538	224,986	-	247,538

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	01/07/22	207,146	216,409	225,933	235,645	245,685	247,908
	01/02/22	-	-	-	-	-	-
	01/10/21	188,274	196,694	205,350	214,177	223,302	225,323
	01/06/09	207,146	216,409	225,933	235,645	245,685	247,908
Type B Associate Professor / Consultant	01/07/22	184,094	192,561	208,292	217,399	226,681	235,966
	01/02/22	-	-	-	-	-	-
	01/10/21	173,228	181,196	189,315	197,594	206,030	214,469
	01/06/09	184,094	192,561	208,292	217,399	226,681	235,966
Type B Senior Lecturer / Consultant	1/10/22	162,764	174,156	182,249	190,507	198,572	213,928
	01/07/22	161,152	174,156	182,249	190,507	198,572	213,928
	02/02/22	158,568	163,877	171,491	179,262	186,851	194,438
	01/02/22	-	-	-	-	-	-
	01/10/21	156,459	163,877	171,491	179,262	186,851	194,438
	01/06/09	159,043	174,156	182,249	190,507	198,572	213,928

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

Table C4(1)							
New Entrant Academic Consultants appointed under 2008 contract (Type C) up to 30 September 2012 (interviewed prior to 1 October 2012)							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/07/22	207,563	214,041	230,626	234,225	237,823	241,422
	01/02/22	-	-	-	-	-	-
	01/10/21	188,654	194,541	209,615	212,886	216,157	219,427
	01/06/09	207,563	214,041	230,626	234,225	237,823	241,422
Type C Associate Professor / Consultant	01/07/22	183,900	190,157	211,545	215,144	218,742	222,341
	01/02/22	-	-	-	-	-	-
	01/10/21	173,045	178,933	192,273	195,543	198,814	202,085
	01/06/09	183,900	190,157	211,545	215,144	218,742	222,341
Type C Senior Lecturer / Consultant	1/10/22	167,593	177,376	190,228	193,827	197,425	201,023
	01/07/22	165,933	177,376	190,228	193,827	197,425	201,023
	02/02/22	163,272	166,906	179,000	182,386	185,772	188,195
	01/02/22	-	-	-	-	-	-
	01/10/21	161,100	166,906	179,000	182,386	185,772	188,195
	01/06/09	163,761	177,376	190,228	193,827	197,425	201,023

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	Salary Points	01/06/09	01/10/21	01/02/22	01/07/22
		Type C	Type C	Type B	Type C
		€	€	€	€
TYPE C Professor	1	207,504	188,600	-	207,504
	2	220,458	200,363	-	220,458
	3	230,560	209,555	-	230,560
	4	237,756	216,096	-	237,756
	5	244,953	222,637	-	244,953
	6	252,150	229,179	-	252,150
TYPE C Associate Professor	1	189,567	172,297	-	189,567
	2	202,521	184,071	-	202,521
	3	210,630	191,441	-	210,630
	4	217,827	197,982	-	217,827
	5	225,024	204,523	-	225,024
	6	232,221	211,065	-	232,221
TYPE C Lecturer	1	169,531	159,524	-	169,531
	2	182,484	168,963	-	182,484
	3	188,367	177,249	-	188,367
	4	195,563	184,020	-	195,563
	5	202,760	188,195	-	202,760
	6	209,957	190,829	-	209,957
TYPE C College Lecturer	1	164,490	154,781	-	164,490
	2	177,444	165,874	-	177,444
	3	182,767	171,979	-	182,767
	4	189,964	178,751	-	189,964
	5	197,160	185,523	-	197,160
	6	204,357	188,195	-	204,357

Table C4(2)							
New Entrant Academic Consultants from 1 October 2012 (Type C)*							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	1/10/22	165,318	175,409	182,853	192,020	199,147	215,194
	01/07/22	163,681	175,409	182,853	192,020	199,147	215,194
	02/02/22	161,056	165,056	172,060	180,686	187,392	195,589
	01/02/22	-	-	-	-	-	-
	01/10/21	158,914	165,056	172,060	180,686	187,392	195,589
Type C Associate Professor / Consultant	01/06/09	161,539	175,409	182,853	192,020	199,147	215,194
	1/10/22	153,942	160,077	164,318	176,500	183,064	191,086
	01/07/22	152,418	158,492	162,691	176,500	183,064	191,086
	02/02/22	152,418	158,492	160,081	172,709	179,132	186,983
	01/02/22	-	-	-	-	-	-
Type C Senior Lecturer / Consultant	01/10/21	147,978	153,876	157,952	166,083	172,258	179,808
	01/06/09	147,978	153,876	160,562	176,500	183,064	191,086
	1/10/22	143,146	149,142	155,915	160,673	166,592	177,651
	01/07/22	141,729	147,665	154,371	159,082	164,943	177,651
	02/02/22	141,729	147,665	154,371	156,531	162,297	167,165
Type C Senior Lecturer / Consultant	01/02/22	-	-	-	-	-	-
	01/10/21	137,601	143,364	149,875	154,449	160,138	167,165
	01/06/09	137,601	143,364	149,875	157,000	162,784	177,651

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

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	01/06/09	01/10/21	01/02/22	01/07/22
	Type B*	Type B*	Type B	Type B*
	€	€	€	€
TYPE B* Professor	267,909	243,502	-	267,909
TYPE B* Associate Professor	248,084	225,482	-	248,084
TYPE B* Lecturer	228,259	207,464	-	228,259
TYPE B* College Lecturer	222,954	202,642	-	222,954

Table D1	01/10/20	01/10/21	02/02/22	1/10/22
	€	€	€	€
Clinical Directors' Allowance*	50,000	50,500	52,015	52,535

\* 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)**	01/07/22	241,373		
	01/02/22	-		
	01/10/21	219,383		
	01/06/09	241,373		
Head of Department**	01/07/22	215,255	221,765	228,300
	01/02/22	-	-	-
	01/10/21	195,645	201,561	207,501
	01/06/09	215,255	221,765	228,300

\*\* 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>B&amp;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.</b>				
<b>On Call/Call-Out Payments</b>				
	<b>No. of Call-Outs</b>	<b>01/10/21</b>	<b>02/02/22</b>	<b>1/10/22</b>
<b>Rota</b>		<b>€</b>	<b>€</b>	<b>€</b>
Flat Annual Payment		4,235	4,362	4,406
<b>In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...</b>				
1 in 3		2,452	2,526	2,551
1 in 2	1-80 call-outs	6,123	6,306	6,369
	81-120 call-outs	7,075	7,287	7,360
	121+ call-outs	7,748	7,980	8,060
1 in 1	1-80 call-outs	7,348	7,568	7,644
	81-120 call-outs	9,299	9,578	9,674
	121+ call-outs	11,483	11,827	11,945

<b>SA - B and C Factor Payments</b>				
<b>SA - On Call/Call-Out Payments</b>				
	<b>No. of Call-Outs</b>	<b>01/10/21</b>	<b>02/02/22</b>	<b>1/10/22</b>
<b>Rota</b>		<b>€</b>	<b>€</b>	<b>€</b>
Flat Annual Payment		6,212	6,398	6,462
<b>In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows</b>				
1 in 3		2,575	2,652	2,679
1 in 2	1-80 call-outs	6,428	6,621	6,687
	81-120 call-outs	7,429	7,652	7,728
	121+ call-outs	8,135	8,380	8,463
1 in 1	1-80 call-outs	7,716	7,947	8,027
	81-120 call-outs	9,764	10,057	10,157
	121+ call-outs	12,057	12,419	12,543

<b>Emergency Call-Out Payments for all Consultants</b>			
	<b>01/10/21</b>	<b>02/02/22</b>	<b>1/10/22</b>
<b>Per call-out</b>	<b>€</b>	<b>€</b>	<b>€</b>
First 30 call-outs	86.27	88.86	89.75
31-120 call-outs	129.76	133.66	134.99
121 call-outs or more	171.43	176.57	178.34
<b>If the call-out occurs after midnight</b>			
First 30 call-outs	115.01	118.46	119.64
31-120 call-outs	173.89	179.11	180.90
121 call-outs or more	230.17	237.07	239.44
<b>For each hour or part hour in excess of the first hour</b>			
First 30 call-outs	57.42	59.14	59.73
31-120 call-outs	85.70	88.27	89.15
121 call-outs or more	115.10	118.55	119.74
<b>Annual Limit</b>	<b>24,485</b>	<b>25,220</b>	<b>25,472</b>

<b>SA - Emergency Call-Out Payments for all Consultants</b>			
	<b>01/10/21</b>	<b>02/02/22</b>	<b>1/10/22</b>
<b>Per call-out (hourly rate or part thereof)</b>	<b>€</b>	<b>€</b>	<b>€</b>
First 30 call-outs	103.53	106.63	107.70
31-120 call-outs	155.29	159.95	161.55
121 call-outs or more	207.05	213.26	215.39
<b>If the call-out occurs after midnight</b>			
First 30 call-outs	129.41	133.29	134.62
31-120 call-outs	194.11	199.93	201.93
121 call-outs or more	258.81	266.58	269.24
<b>Annual Limit</b>	<b>30,300</b>	<b>31,209</b>	<b>31,521</b>

<b>Table F1</b>						
<b>Salary scales for Consultants who are remaining on the 1997 Consultant Contract</b>						
<b>Consultants Revised Common Contract, 1997</b>	<b>01/06/09</b>	<b>01/10/21</b>	<b>01/02/22</b>	<b>02/02/22</b>	<b>01/07/22</b>	<b>1/10/22</b>
	€	€	€	€	€	€
<b>Category I Consultants</b>						
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	200,772	188,195	-	188,195	200,772	200,772
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	190,670	179,416	-	179,416	190,670	190,670
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	181,118	170,427	-	170,427	181,118	181,118
<b>Category II Consultants</b>						
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	179,213	168,635	-	168,635	179,213	179,213
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,191	162,318	-	162,318	170,191	170,191
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	161,737	159,108	-	161,253	163,881	165,520
Geographical Wholtime Consultants without fees	210,329	191,167	-	191,167	210,329	210,329

<b>Table F2</b>				
<b>Salary scales for Academic Consultants who are remaining on the 1998 Contract</b>				
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
<b>Category I Consultants</b>				
Professor	258,392	234,852	-	258,392
Associate Professor	239,281	217,482	-	239,281
Lecturer	220,163	200,105	-	220,163
College Lecturer	215,046	195,455	-	215,046
<b>Category II Consultants</b>				
Professor UCD, TCD, RCSI	230,693	209,676	-	230,693
Associate Professor UCD, TCD, RCSI	212,460	193,105	-	212,460
Lecturer UCD, TCD, RCSI	192,091	180,753	-	192,091
College Lecturer UCD, TCD, RCSI	186,967	175,932	-	186,967
<b>Category III Consultants</b>				
Professor UCC	239,352	217,546	-	239,352
Associate Professor UCC	220,842	200,723	-	220,842
Lecturer UCC	200,864	188,195	-	200,864
College Lecturer UCC	195,744	184,190	-	195,744
<b>Category IV Consultants</b>				
Professor UCG	248,007	225,413	-	248,007
Associate Professor UCG	229,224	208,341	-	229,224
Lecturer UCG	209,636	190,538	-	209,636
College Lecturer UCG	204,513	185,881	-	204,513

<b>Table F3</b>				
<b>Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008</b>				
	01/06/09	01/10/21	01/02/22	01/07/22
	€	€	€	€
Regional Consultant Orthodontists	190,670	179,416	-	190,670

Table F4						
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991						
	01/01/09	01/10/21	01/02/22	02/02/22	01/07/22	1/10/22
	€	€	€	€	€	€
<b>All Psychiatrists, all Geriatricians &amp; Consultants in MHB, WHB &amp; NWHB</b>						
G.W.T. WITHOUT FEES	165,537	162,318	-	163,970	167,188	168,860
G.W.T. WITH FEES	157,697	155,134	-	157,225	159,788	161,386
EXISTING WHOLETIME	148,855	148,855	-	153,321	153,321	154,854
<b>Consultants in SHB, MWHB, NEHB &amp; SEHB (excluding Psychiatrists and Geriatricians)</b>						
G.W.T. WITHOUT FEES	165,537	162,318	-	163,970	167,188	168,860
G.W.T. WITH FEES	150,332	150,332	-	154,842	154,842	156,390
EXISTING WHOLETIME	141,485	141,485	-	145,729	145,729	147,186
<b>Consultants in EHB (excluding Psychiatrists and Geriatricians)</b>						
G.W.T. WITHOUT FEES	165,537	162,318	-	163,970	167,188	168,860
G.W.T. WITH FEES	142,963	142,963	-	147,252	147,252	148,724
EXISTING WHOLETIME	134,114	134,114	-	138,137	138,137	139,519

Extended Duty Liability	01/10/2020	01/10/21	02/02/22	1/10/22
	€	€	€	€
A flat payment will be paid to each consultant with on-call liability.	7,854	7,933	8,171	8,253

Emergency Services	01/10/2020	01/10/21	02/02/22	1/10/22
Scale of fees for call-outs arising after the completion of the scheduled commitment.	€	€	€	€
Per call-out for each patient	83.00	83.83	86.34	87.21
In the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	110.53	111.63	114.98	116.13
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	55.19	55.74	57.41	57.99
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475	10,580	10,898	11,006

Table F5					
Original Contract for Consultant Medical Staff 1981					
	01/01/09	01/10/21	02/02/22	01/07/22	01/10/22
		This represents the cumulative restorations up to and including 1/10/2021	This represents the cumulative restorations up to and including 2/02/2022	This represents the cumulative restorations up to and including 1/07/22	This represents the cumulative restorations up to and including 1/10/22
	€	€	€	€	€
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*	198,281	186,596	186,596	198,281	198,281
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.	10,428	10,532	10,848	-	10,956

\*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

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education 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 2021	2 February 2022	1 October 2022
<b>Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts</b>			
1. Consultants per 3 hour session (and pro-rata)	131.34	135.28	136.63
2. Emergency Sessions			
The rate at 1 above subject to a minimum fee in the case of Anaesthetists	86.04	88.62	89.50
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons	51.24	52.78	53.31
3. Community Ophthalmic Physicians per 3 hour session	190.26	195.97	197.93
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;	65.59	67.55	68.23
minimum rate;	131.34	135.28	136.63
(b) Where the duration is <u>not less</u> than 3 hours;			
first 3 hours	196.72	202.63	204.65
3 hour sessional rate for hours in excess of 3 (and pro-rata)	131.34	135.28	136.63
5. Pool Payments			
General Teaching Hospital (per bed day)	5.49	5.65	5.71
General Non-Teaching Hospital (per bed day)	3.70	3.81	3.85
Maternity Teaching Hospital (per bed day)	10.62	10.94	11.05
Maternity Non-Teaching Hospital (per bed day)	5.01	5.16	5.21
6. Private Dental Surgeons Sessional Rates			
(a) For clinics held on health board premises	135.62	139.68	141.08
(b) For clinics held in a dentist's private surgery	181.48	186.93	188.80
Extra 3 hour sessions (maximum of 2 sessions per week) held by wholetime health area dental surgeons may be paid for at the revised rates approved for sessions held by private dentists on health area premises as indicated above.			
<b>Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.</b>			
Per 3 hour session (and pro-rata)	157.55	162.28	163.90
Special rates for clinics held outside a radius of 25 miles			
(a) For clinics of <i>less than</i> 3 hours duration			
Per hour	79.48	81.86	82.68
Minimum rate	95.67	98.55	99.53
(b) For clinics of <i>not less than</i> 3 hours			
For the first three hours	236.49	243.58	246.02
For 3 hour sessions in excess of 3 hours	159.16	163.93	165.57
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.			

						1 October 2021	2 February 2022	1 October 2022
<b>Psychiatrist Special Responsibility Allowance</b>								
Revised rate per annum						11,049	11,380	11,494
<b>Child Health Services Development Paediatrics</b>								
3 hour session						69.84	71.93	72.65
2 hour session						52.38	53.95	54.49
1 hour session						34.96	36.01	36.37
<b>Casual Locum for Former District Medical Officers</b>								
For first three days						76.58	78.87	79.66
For next 25 days						65.51	67.48	68.15
For each subsequent day						56.37	58.06	58.64
<b>Fees for lectures to Nurses</b>						32.07	33.03	33.36
(Circular S100/84 of 22 August 1975)						24.10	24.82	25.07
<b>Consultant CME.</b>								
This scheme is open to Consultants employed in the public service and allows Consultants claim a maximum of €3,000 p/a towards courses and conference, reference materials and professional fees.								
<b>Training Supports Scheme for NCHDs</b>								
<b>*** AMOUNT PER REGISTRATION PER YEAR</b>						<b>1 July 2019</b>		
Intern						750		
SHOs and Registrars						1,250		
SPRs/GP Registrars/ Psychiatry SRs on a training scheme						2,000		
<b>GP Registrar Allowance (from the NCHD contract)</b>						11,542	11,889	12,007
<b>GP Registrar Travelling Expenses Payment (from the NCHD Contract)</b> *or vouched expenditure incurred						3,847	3,963	4,002
<b>Public Health Doctors (and Occupational Health Doctors for duration of pandemic)</b>								
On Call off site rate agreed as per LCR as an interim measure at rate of €576. HSE CERS Circular 35/2020 refers.								

# NURSING ALLOWANCES

	1 October 2021	2 February 2022	1 October 2022
<b>Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 &amp; 2 (S100/406 refers)(DoH Circular 14/2019 Refers)</b>			
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification	3,561	3,667	3,704
(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) <b>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).</b>	2,371	2,442	2,466
(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).	2,371	2,442	2,466
<b>Public Health Nurses &amp; Assistant Directors of Public Health Nursing</b> Midwifery Qualification* *Restored to new entrant nurses as per DoH Circular 14/2017	3,561	3,667	3,704
<b>Staff Nurse Dual Qualification Scale</b> New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,483	1,527	1,542
<b>Red-Circled Allowances (Circular 126/2000 refers)</b> 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	1,418	1,460	1,475
Theatre / Night Sister	851	877	886
Public Health Nurse	1,703	1,754	1,771
<b>Relevant nursing staff</b> Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)* <b>*Abolished for new beneficiaries with effect from 1 February 2012</b>	3,164	3,258	3,291
<b>Psychiatric Nurses (S100/411 refers)</b> <b>HSE HR Directorate Circular 1/2005</b> <b>Community Allowance - rate for beneficiaries in receipt prior to 1 February 2012</b>			
Psychiatric Staff Nurse	5,275	5,433	5,488
Senior Staff Nurse (Psychiatric)	5,539	5,706	5,763
Community Psychiatric Nurse	5,785	5,959	6,018
Clinical Nurse Manager I (Psychiatric)	5,605	5,774	5,831
CNM II (Psychiatric)/Community Mental Health Nurse	5,981	6,161	6,222
Clinical Nurse Manager III (Psychiatric)	6,284	6,473	6,537
Assistant Director of Nursing Mental Health	6,083	6,266	6,328
Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017	3,968	4,087	4,128
<b>Community Allowance - rate for new beneficiaries wef 1.9.2016 pursuant to WRC Agreement is a standard rate of €5,449</b>	5,503	5,669	5,725
<b>Public Health Nurses (S103/151 refers)</b> Island Inducement Allowance* <b>*Abolished for new beneficiaries with effect from 1 February 2012</b>	1,877	1,934	1,953

	1 October 2021	2 February 2022	1 October 2022
<b>Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)</b>			
<i>(i) On-Call with Standby - Each Day. Figures based on a 12 hour period . Pro rata to apply after 12 hours.</i>			
Monday to Friday (Each day)	45.01	46.36	46.83
Saturday	57.82	59.55	60.15
Sunday and Public Holidays	78.15	80.50	81.30
<i>(ii) Call Out Rate - Monday to Sunday</i>			
Fee per operation per 2 hours (17.00 - 22.00 hours)	45.01	46.36	46.83
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)	67.50	69.53	70.23
Operation lasting more than 4 hours and up to five hours	112.52	115.89	117.05
Fee per operation per hour (after 22.00 hours)	45.01	46.36	46.83
<i>(iii) On-call Without Standby</i>			
Fee per operation, call in without standby	90.02	92.72	93.65
Overruns from roster at normal overtime rates (no time back in lieu)			
<i>(iv) On Call over Weekend</i>			
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.			
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</i>			
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in. <b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>	19.23	19.81	20.00
<b>Registered General Nurses in the Community* *Restored to new entrant nurses as per DoH Circular 14/2017 (HSEA letter dated 5 April 2001 refers)</b>			
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). <b>Note: Allowance payable only to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.</b>	3,943	4,062	4,102
<b>Public Health Nurses Week-end Work (S100/414 refers)</b>			
Fixed Payment	29.92	30.82	31.13
First call on Saturday and first call on Sunday	39.71	40.91	41.32
Each subsequent call on Saturday and Sunday	19.89	20.49	20.69
Payment in lieu of time off for Emergency work	29.89	30.78	31.09
Saturday Premium	16.26	16.75	16.92
<b>Specialist Co-ordinator Allowance*</b>	4,592	4,730	4,777
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>			

# SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

## HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES

SPECIFIC PARAMEDICAL SESSIONAL RATES				1 October 2021	1 February 2022	2 February 2022	1 October 2022
<b>Medical Scientific Staff (Scientists and Biochemists)</b>	(HSE Circular 001/2011 refers)						
<b>Out of Hours remuneration rates - Hourly Rate</b>	<b>Mon - Fri</b>	<b>8pm - 12am</b>		39.93	40.32	41.53	41.95
	<b>Mon - Thurs</b>	<b>12am - 8am</b>		50.81	51.32	52.86	53.39
	<b>Sat 12am til Sun 12am</b>			55.89	56.45	58.15	58.73
	<b>Bank Holiday</b>			55.89	56.45	58.15	58.73
<b>Stand-by Payments (off site on call)</b>	<b>Mon - Fri</b>			45.02	45.47	46.83	47.30
	<b>Saturday</b>			57.81	58.39	60.14	60.74
	<b>Sun &amp; Public Holidays</b>			78.15	78.94	81.30	82.12
<b>PHYSIOTHERAPISTS</b>							
<b>Emergency/On-Call Duty</b>							
I On-Call with Standby	(a) Monday to Friday			24.72	24.97	25.72	25.98
	(b) Saturdays			32.27	32.59	33.57	33.90
	(c) Sundays and Public Holidays			48.26	48.74	50.21	50.71
	- Fee per call (per half hour)			24.72	24.97	25.72	25.98
II On-Call without Standby							
	- Fee per call (per hour)			67.85	68.53	70.59	71.29
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.				199.28	201.28	207.31	209.39
<b>Child Care Workers required to do an 8 hour sleepover</b>	Set at the minimum wage per hour rate for an adult worker						
<b>Social Care Workers required to do an 8 hour sleepover</b>	Set at the minimum wage per hour rate for an adult worker						
Saturday Premium				16.26	16.42	16.92	17.09
<b>RADIOGRAPHERS</b>							
<b>CT Out of Hours - Hourly Rate</b>	<b>Monday - Friday</b>	<b>8pm - 12am</b>			49.91	51.40	51.92
<i>(rate established via Sectoral Bargaining - SIPTU Agreement)</i>	<b>Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)</b>	<b>12am - 8am</b>			63.52	65.42	66.08
	<b>Saturday</b>	<b>8am - 12am</b>			58.23	59.97	60.57
	<b>Sunday (into Monday morning / Public Holiday)</b>	<b>8am (Sun) - 8am (Mon)</b>			69.87	71.96	72.68
<i>(HSE Circular 006/2012 and LCR20232 refers)</i>							
<b>Out of Hours Rates for all other modalities - Hourly Rate</b>	<b>Monday - Friday</b>	<b>8pm - 12am</b>		39.93		41.12	41.53
	<b>Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)</b>	<b>12am - 8am</b>		50.81		52.34	52.86
	<b>Saturday</b>	<b>8am - 12am</b>		46.58		47.98	48.46
	<b>Sunday (into Monday morning / Public Holiday)</b>	<b>8am (Sun) - 8am (Mon)</b>		55.89		57.57	58.15
<b>Stand-by Payments (off site on call)</b>	<b>Mon - Fri</b>			45.02		46.37	46.83
	<b>Saturday</b>			57.81		59.55	60.14
	<b>Sun &amp; Public Holiday</b>			78.15		80.50	81.30
All of these figures are based on a 12 hour period. Pro rata to apply after 12 hours							

	1 October 2021	1 February 2022	2 February 2022	1 October 2022
<b>PART-TIME RADIOGRAPHERS</b>				
Rate-Per-Hour : Premium rate	26.70		27.51	27.78
<b>ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC &amp; SENIOR GRADES)*</b>				
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>				
Hons BSc	1,073	1,084	1,116	1,127
MSc	2,144	2,165	2,230	2,253
PhD	2,795	2,823	2,908	2,937
<b>Only one allowance is payable at a time</b>				
<b>ANNUAL ALLOWANCE FOR RADIOGRAPHERS*</b>				
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>				
Higher Diploma of the College of Radiography	970		999	1,009
Diploma in Ultrasound	485		499	504
Diploma in Nuclear Medicine	485		499	504
<b>Only ONE Diploma Allowance is payable to any Radiographer &amp; only where such Diploma is relevant to their occupation.</b>				
Annual Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)	4,537		4,673	4,720
Quarterly Allowance payable to Radiographers in Breastcheck, National Screening Service (Circular 2/2018)	1,515		1,560	1,576
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*	253	255	263	265
<b>*Abolished for new beneficiaries with effect from 1 February 2012</b>				
<b>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.</b>				
<b>STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year</b>	216.23	218.39	224.95	227.19
<b>STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance for academic year</b>	961.08	970.69	999.81	1,009.81
<b>STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year</b>	3,405.17	3,439.23	3,542.40	3,577.83
Allowance for Advanced Paramedics <i>as per HSE Circular 11/2009</i>	9,797		10,090	10,191

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

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

	1 February 2022	2 February 2022	1 October 2022
<b>† GENERAL PARAMEDICAL SESSIONAL RATES</b>			
Per 3 hour session	104.53	107.66	108.74
For 2 three hourly sessions held at the same location on same day	178.84	184.21	186.05
<b>† PART-TIME PHARMACISTS</b>			
Rate per hour:-			
First 6 hours:	44.91	46.26	46.72
Over 6 hours:	33.26	34.26	34.60
Maximum payment for 21 hours:	761.81	784.66	792.51
<b>† Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</b>			
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:	136.50	140.59	142.00
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	181.98	187.44	189.32
<b>† SESSIONAL RATES FOR PSYCHOLOGISTS</b>			
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;	197.33	203.25	205.28
Employed on a sessional basis but not specifically appointed to an assessment team			
per 3-hour session	165.65	170.62	172.33
for 2 3-hour sessions held at the same location on same day	283.53	292.04	294.96
<b>† SOCIAL WORKERS</b>			
3-hour Session	113.20	116.59	117.76
2 3-hour sessions (held at the same location on the same day)	193.68	199.50	201.49
<b>† Sessional Rates for employees who do not derive their principal source of income from sessional work.</b>			
<b>† GENERAL PARAMEDICAL SESSIONAL RATES</b>			
Per 3 hour session	95.96	98.83	99.82
For 2 three hourly sessions held at the same location on the same day	164.17	169.09	170.78
<b>† PHYSIOTHERAPISTS</b>			
<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:	121.87	125.52	126.78
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:	162.48	167.36	169.03
<b>† PSYCHOLOGISTS</b>			
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker ) health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)	173.40	178.60	180.39
Employed on a sessional basis but not specifically appointed to an assessment team			
per 3-hour session	145.56	149.93	151.43
for 2 3-hour sessions held at the same location on same day	249.16	256.64	259.20

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

# SUPPORT SERVICES GRADES ALLOWANCES

	1 October 2021	1 February 2022	2 February 2022	1 October 2022
Cardiac Allowance* <b>*Abolished for new beneficiaries with effect from 1 February 2012</b>	17.95	18.13	18.68	18.86
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)* <b>*Abolished for new beneficiaries with effect from 1 February 2012</b>	31.17	31.48	32.42	32.75
<u>Saturday Premium</u>	11.38	11.50	11.84	11.96
Craftworkers Tool Allowance* <b>*Restored to post 2012 new entrant Craftworkers w.e.f 1 January 2018</b> The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full from 1 July 2021; a separate instruction will issue in relation to the Tool Allowance for 2021. 01/1/2020 - 30/9/2020 675 Euros 1/10/2020 - 31/12/2020 710 Euros 1/1/2021 - 31/12/2021 799 Euros <b>6 months at 710 and 6 months at 888</b>				

# CLERICAL ADMIN / MANAGEMENT GRADES ALLOWANCES

Community Care Administrator (personal to Grade VII post holder)	9,323	9,416	9,698	9,795
On call/standby allowance for "after hours" cover provided by computer staff on computer technology. (HSE HR Circular 008/2018 refers)	454.50	459.05	472.82	477.54
Industrial Relations Officer (Health Areas only) <b>**not for use for any new incumbents post formation of the HSE**</b> - Annual Allowance to Postholder	9,322	9,416	9,698	9,795
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,175	4,216	4,343	4,386
<u>Saturday Premium</u>	16.26	16.42	16.92	17.09

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

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

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

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

Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
<b>EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)</b>																				
<b>SUPPORT SERVICES GRADES ** SCALES IN THIS SECTION APPLICABLE TO RETIREES PRE 17/10/03 ONLY (CRAFTWORKERS PARALLEL BENCHMARKING AGREEMENT 2003) **</b>																				
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				

<b>CLERICAL, ADMINISTRATION &amp; RELATED GRADES</b>																		
(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	<b>40,889</b>	<b>42,229</b>	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	<b>42,489</b>	<b>43,890</b>	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	<b>44,105</b>	<b>45,558</b>	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	<b>44,105</b>	<b>45,558</b>	LSIs					

<b>CLERICAL, ADMINISTRATION &amp; RELATED GRADES NOTIONAL SCALES (for pensioners who retired prior to the commencement of the PCW Restructuring Deals)</b>																			
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								

Bargaining Unit Number	Staff Grades Summary
1	<b>Medical and Dental</b>
2	<b>Nursing</b>
3	<b>FORSA-M&amp;A grade VIII and above</b>
4	<b>SIPTU</b>
	<i>Support and patient &amp; client care excl. craft workers Radiographers and radiation therapists</i>
5	<b>Cross sector</b>
	<i>Craft workers Social Workers (excl non professionally qualified) Engineering Admin grades up to Grade VII</i>
6	<b>FORSA-HSCP</b>
	<i>excl. Radiographers &amp; Radiation Therapists excl. Med Lab excl. Social Workers</i>
7	<b>Med Lab</b>

Bargaining Units already agreed and applied within these scales are set out above in grey shading