



Circular Ref: 2/2015

3rd February, 2015

Mr Ian Tegerdine
National Director of Human Resources,
Office of the National Director of HR, HSE,
Dr. Steevens' Hospital
Dublin 2

Re: Revised Salary Scales for Medical Consultants and related matters

Dear Ian

I am writing to you regarding arrangements for the application of the revised salary scales and allowances to 'new entrant' medical consultants following the outcome of the IMO ballot on the LRC proposals dated 7th January 2015.

In light of the positive outcome I am to convey the Minister's approval for the application of the attached salary scales with effect from 1 September 2014 on the basis set out in the LRC proposals, copy also attached.

Approval is also conveyed to the restoration of the B and C factor payments with effect from 1st September 2014 to the rates applying to Consultants appointed prior to 1st October 2012 on the basis that there will be no retrospective payments made. I can also agree to the LRC proposals in relation to incremental credit as set out at Section A.2.

I would ask therefore that arrangements be put in place to move serving 'new entrant' consultants to the revised rates, subject to confirmation that they accept the Haddington Road Agreement (HRA) and that a recruitment drive be undertaken encompassing those currently filling posts on a temporary basis.

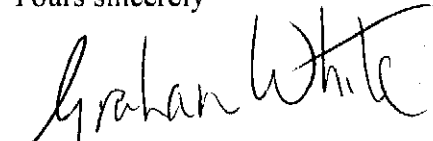
It is noted that these scales were agreed pursuant to the Haddington Road Agreement and the scales are available only to consultants who confirm and accept the Haddington Road Agreement. I would ask therefore that any advertisements of posts specify that the salaries are

subject to HRA acceptance and that contracts being offered to successful candidates going forward and also to those already in post include a related clause. With regard to those already in post arrangements should be put in place to ensure that this is done on a personal one to one basis.

This sanction remains as agreed by the HSE in September 2014 that it is on the basis that all related expenditure will be met from within existing resources.

It would be appreciated if you would circulate this information and attached salary scales to relevant agencies and bodies under your aegis, as appropriate with instructions reflecting the above.

Yours sincerely



Graham White
Assistant Secretary
Chief Human Resources Officer

Medical Consultants Salary Scales from 1st September 2014

Table C2(a)

New Entrant (Clinicians) from 1st October 2012* who are parties to the Haddington Road Agreement

Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/09/2014	127,000	132,600	140,000	144,000	150,000	155,000	161,000	166,500	175,000
Type B	01/09/2014	120,000	124,200	130,000	133,000	137,000	141,000	145,000	151,000	157,000
Type C	01/09/2014	105,000	108,000	112,000	114,500	117,000	120,000	124,000	128,500	134,000

Note:

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

* Consultants taking up posts under these scales may benefit from incremental credit up to the 6th point.