



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna  
Feidhmeannacht na Seirbhíse Sláinte  
Ospidéal Dr. Steevens'  
Baile Átha Cliath 8

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**To:** Each Member of the Directorate and Leadership Team  
Each Assistant National Director, HR  
Each Chief Officer, CHO  
Each CEO, Hospital Group  
Each CEO, Section 38 Agency  
Each Employee Relations Manager  
HR Senior Staff

**From:** Rosarii Mannion, National Director Human Resources

**Date:** 7<sup>th</sup> July 2017

**Re:** **HR Circular 023/2017 re Interim salary scales to apply to new entrant Academic Consultants**

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Dear Colleagues,

I refer to Department of Health Circular 12/2017 which provides for revised salary scales to apply to new entrant Academic Consultants appointed from 1<sup>st</sup> October 2012 onwards.

Please note that these salary scales are effective from 1<sup>st</sup> November 2016 and should be backdated accordingly. The rate of pay described in the Department Circular from 1<sup>st</sup> November 2016 is to be increased in accordance with FEMPI legislation and the first phase of same is effective from 1<sup>st</sup> November 2016.

These salary scales arise from agreement between the Department of Public Expenditure and Reform, Irish Medical Organisation, Department of Health and the HSE following conciliation at the Workplace Relations Commission.

**Queries:**

Employees and Managers are invited to address any queries that they may have regarding these arrangements to their local HR Department. Queries from HR Departments should be referred to: HSE Corporate Employee Relations Service. Email: [info.t@hse.ie](mailto:info.t@hse.ie)

Yours sincerely,

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**Rosarii Mannion**  
National Director of Human Resources



Circular 12/2017

29th June 2017

Ms Rosarii Mannion  
National Director of Human Resources  
HSE  
Dr Steevens' Hospital  
Dublin 2

**Re: New Entrant Academic Consultants Salary Scales**

Dear Rosarii

Please find attached interim arrangements in relation to salaries for new entrant Academic Consultants, those appointed from 1<sup>st</sup> October 2012 onwards, as agreed at conciliation at the Workplace Relations Commission between the Department of Public Expenditure and Reform, the Department of Health, the Health Service Executive and the Irish Medical Organisation on 6<sup>th</sup> March 2017.

It was agreed also, that the rates of pay set out below from 1/11/2016 would be increased in accordance with FEMPI legislation in three equal phases. The first, incorporated below, is effective from 1<sup>st</sup> April 2017, with the two remaining phases due in April 2018 and 2019.

These scales are effective from 1<sup>st</sup> November 2016 and, with the first FEMPI increase, from 1<sup>st</sup> April 2017 respectively. Qualifying consultants pay should be backdated to reflect these adjustments.

**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	01/04/2017	177,733	187,883	196,964	200,240	200,240	200,240
	01/11/2016	173,296	183,084	191,841	195,000	195,000	195,000
Type A Associate Professor / Consultant	01/04/2017	165,621	175,229	183,883	193,937	200,240	200,240
	01/11/2016	161,577	170,878	179,227	188,922	195,000	195,000
Type A Lecturer (Senior) / Consultant	01/04/2017	153,543	162,646	170,851	180,378	186,608	196,235
	01/11/2016	149,884	158,697	166,640	175,847	181,854	191,138

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

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	01/04/2017	167,842	175,244	182,807	190,511	198,476	200,240
	01/11/2016	163,727	170,893	178,189	185,618	193,299	195,000
Type B Associate Professor / Consultant	01/04/2017	154,616	161,620	168,758	176,035	183,400	190,766
	01/11/2016	150,923	157,703	164,614	171,658	178,761	185,864
Type B Lecturer (Senior)/ Consultant	01/04/2017	139,849	146,395	153,089	159,920	166,591	173,261
	01/11/2016	136,614	142,964	149,445	156,058	162,516	168,973

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

Table C4(2)

## New Entrant Academic Consultants from 1 October 2012 (Type C)\*

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/04/2017	142,023	147,432	153,589	161,172	167,067	174,273
	01/11/2016	138,727	143,968	149,929	157,270	162,977	169,953
Type C Associate Professor / Consultant	01/04/2017	130,212	135,349	141,172	148,334	153,763	160,400
	01/11/2016	127,249	132,241	137,900	144,841	150,097	156,522
Type C Lecturer (Senior)/ Consultant	01/04/2017	121,175	126,193	131,864	138,070	143,107	149,286
	01/11/2016	118,466	123,343	128,854	134,885	139,780	145,763

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

NOTE:- Senior Lecturers who qualify for entry at the sixth point of the related Hospital Consultant salary scale will be placed on the second incremental point of the relevant academic salary scale where the first point of the academic scale is below the sixth point of the relevant Hospital Consultants scale.

The contents of this circular should be brought to the attention of all HR managers, payroll staff, relevant employees of the HSE, and Section 38 agencies as soon as possible.

Yours sincerely



Sorcha Murray  
Principal Officer  
National HR Unit