

<b>Theatre Nurses who participate in the On-Call/standby</b>				<b>1 Sept 08</b>		<b>1 Jan 10</b>	
<b>Emergency Services (S100/125 refers) (Circular 33/2003 refers)</b>				<b>2.5%</b>		<b>-5.0%</b>	
<i>(i) On-Call with Standby - Each Day</i>							
Monday to Friday (Each day)				44.57		42.34	
Saturday				57.24		54.38	
Sunday and Public Holidays				77.38		73.51	
All of these figures are based on a 12 hour period . Pro rata to apply after 12 hours.							
<i>(ii) Call Out Rate - Monday to Sunday</i>							
Fee per operation per 2 hours (17.00 - 22.00 hours)				44.57		42.34	
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)				66.84		63.49	
Operation lasting more than 4 hours and up to five hours				111.40		105.83	
Fee per operation per hour (after 22.00 hours)				44.57		42.34	
<i>(iii) On-call Without Standby</i>							
Fee per operation, call in without standby				89.13		84.68	
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.				19.04		18.09	
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>							
<b>Registered General Nurses in the Community*</b>	<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>						
<b>(HSEA letter dated 5th 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).				3,904		3,709	
<b>Note: This allowance is only payable to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.</b>							
<b>Public Health Nurses Week-end Work (S100/414 refers)</b>							
Fixed Payment				29.62		28.14	
First call on Saturday and first call on Sunday				39.32		37.36	
Each subsequent call on Saturday and Sunday				19.69		18.71	
Payment in lieu of time off for Emergency work				29.59		28.11	
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS							
Saturday Premium (Effective Date 1/1/10) 15.30 EUROS							
<b>Specialist Co-ordinator Allowance*</b>				4,546		4,319	
<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			1 Sept 08		1 Jan 10	
			2.5%		-5.0%	
<b>†GENERAL PARAMEDICAL SESSIONAL RATES</b>						
Per 3 hour session			102.47		97.34	
For 2 three hourly sessions held at the same location on same day			175.32		166.55	
<b>SPECIFIC PARAMEDICAL SESSIONAL RATES</b>						
<b>Medical Scientific Staff (Scientists and Biochemists)</b> (HSE Circular 001/2011 refers)						
<b>Out of Hours remuneration rates from 1 March 2011</b>	<b>Time Band</b>	<b>Mon - Fri 8pm - 12am</b>	<b>Mon - Thurs 12am - 8am</b>	<b>Sat 12am until Sun 12am</b>	<b>Bank Holiday</b>	
	<b>Hourly Rate of Pay</b>	37.55	47.80	52.57	52.57	
		<b>Stand-by Payment</b>				
<b>Stand-by Payments (off site on call)</b>	<b>Monday - Friday</b>	42.34				
	<b>Saturday</b>	54.38				
	<b>Sunday &amp; Public Holidays</b>	73.51				
<b>‡PART-TIME PHARMACISTS</b>						
Rate per hour:-						
First 6 hours:			44.02		41.82	
Over 6 hours:			32.61		30.97	
Maximum payment for 21 hours:			746.79		709.45	
<b>PHYSIOTHERAPISTS</b>						
<b>Emergency/On-Call Duty</b>						
I On-Call with Standby (a) Monday to Friday			24.48		23.25	
(b) Saturdays			31.95		30.35	
(c) Sundays and Public Holidays			47.78		45.39	
- Fee per call (per half hour)			24.48		23.25	
II On-Call without Standby						
- Fee per call (per hour)			67.18		63.82	
The total On-Call Standby fees paid by an individual hospital should not exceed 192.13 Euros from 1/01/10 for any week except for a week during which a public holiday occurs.						
<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:			133.81		127.12	
II Sundays and Public Holidays						
- Per 3 hour session and pro-rata subject to a minimum payment of:			178.40		169.48	
<b>†The inappropriate use of sessional rates 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 sessional rates will issue separately.</b>						



HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES				1 Sept 08		1 Jan 10		
				2.5%		-5.0%		
Child Care Workers required to do an 8 hour sleepover		Set at the minimum wage per hour rate for an adult worker for 1/1/2018 €9.55 per hour						
Social Care Workers required to do an 8 hour sleepover		Set at the minimum wage per hour rate for an adult worker for 1/1/2018 €9.55 per hour						
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS								
Saturday Premium (Effective Date 1/1/10) 15.30 EUROS								
†SESSIONAL RATES FOR PSYCHOLOGISTS								
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;				193.44		183.77		
Employed on a sessional basis but not specifically appointed to an assessment team								
per 3-hour session				162.39		154.27		
for 2 3-hour sessions held at the same location on same day				277.95		264.05		
RADIOGRAPHERS								
(HSE Circular 006/2012 refers)								
Out of Hours Remuneration Rates from 1 February 2012		Monday - Friday	8pm - 12am	37.55 per hour				
		Monday - Saturday (Fri night into Sat morning / Sat night into Sun morning)	12am - 8am	47.80 per hour				
		Saturday	8am - 12am	43.81 per hour				
		Sunday (into Monday morning / Public Holiday)	8am (Sun) - 8am (Mon)	52.57 per hour				
Stand-by Payments (off site on call)								
			Stand-by Payment					
		Mon - Fri	42.34					
		Saturday	54.38					
		Sunday & Public Holidays (8am Sun / 8am Mon)	73.51					
PART-TIME RADIOGRAPHERS								
Rate-Per-Hour : Premium rate				26.44		25.12		

†The inappropriate use of sessional rates 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 sessional rates will issue separately.

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES				1 Sept 08		1 Jan 10		
				2.5%		-5.0%		
†SOCIAL WORKERS								
3-hour Session				110.97		105.42		
2 3-hour sessions (held at the same location on the same day)				189.87		180.38		
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*								
*Abolished for new beneficiaries with effect from 1st February 2012								
Hons BSc				1,062		1,009		
MSc				2,123		2,017		
PhD				2,768		2,629		
Only one allowance is payable at a time								
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*								
*Abolished for new beneficiaries with effect from 1st February 2012								
Higher Diploma of the College of Radiography				960		912		
Diploma in Ultrasound				480		456		
Diploma in Nuclear Medicine				480		456		
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.								
Annual Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)						4,492		
Quarterly Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)						1,500		
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*				250		238.50		
*Abolished for new beneficiaries with effect from 1st February 2012								
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year is 203.39 Euros								
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance academic year is : 903.98 Euros								
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR								
Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3202.89 Euros								

				1 Sept 08		1 Jan 10		
				2.5%		-5.0%		
<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				94.07		89.36		
For 2 three hourly sessions held at the same location on the same day				160.93		152.89		
<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:				119.47		113.49		
II Sundays and Public Holidays								
- Per 3 hour session and pro-rata subject to a minimum payment of:				159.28		151.32		
<b>PSYCHOLOGISTS</b>								
Employed on a sessional basis as a member of an Assessment Team								
health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;				169.98		161.48		
Employed on a sessional basis but not specifically appointed to an assessment team								
per 3-hour session				142.70		135.56		
for 2 3-hour sessions held at the same location on same day				244.25		232.04		
Allowance for Advanced Paramedics as per HSE Circular 11/2009				9,700		9,215		
<b>†The inappropriate use of sessional rates 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 sessional rates will issue separately.</b>								



# SUPPORT SERVICES GRADES ALLOWANCES

				1 Sept 08	1 Jan 10		
				2.5%	-5.0%		
Cardiac Allowance*				17.78	16.89		
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>							
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*				30.86	29.32		
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>							
Saturday Premium (Effective Date 1/1/09)	11.27 Euros						
Saturday Premium (Effective Date 1/1/10)	10.71 Euros						
<b>Craftworkers Tool Allowance* *Restored for post 2012 new entrant Craftworkers w.e.f 1st January 2018</b>							
1/1/13 -- 30/06/13	843.60 Euros						
1/7/13 -- 31/12/13	674.88 Euros						

# CLERICAL ADMIN MANAGEMENT GRADES ALLOWANCES

				1 Sept 08	1 Jan 10		
				2.5%	-5.0%		
Community Care Administrator (personal to Grade VII post holder)				9,230	8,769		
On call/standby allowance for "after hours" cover provided by computer staff on computer technology				119.85	113.85		
Industrial Relations Officer (Health Areas only) ***not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder				9,230	8,769		
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work				4,133	3,927		
<u>Saturday Premium</u>							
Effective Date 1/1/09	16.10 EUROS						
Effective Date 1/1/10	15.30 EUROS						

# MEDICAL AND DENTAL ALLOWANCES

	1 Sept 08 2.5%	1 Jan 10 -8.0%
<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)	130.04	119.64
2. Emergency Sessions		
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of	85.18	78.37
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of	50.74	46.68
3. Community Ophthalmic Physicians per 3 hour session	188.38	173.31
4. Special rates payable for clinics held outside a radius of 25 miles		
(a) Where the clinics are held for less than 3 hours duration;		
hourly rate;	64.94	59.74
minimum rate;	130.04	119.64
(b) Where the duration is not less than 3 hours;		
first 3 hours	194.78	179.19
3 hour sessional rate for hours in excess of 3 (and pro-rata)	130.04	119.64
5. Pool Payments		
General Teaching Hospital (per bed day)	5.43	5.00
General Non-Teaching Hospital (per bed day)	3.66	3.37
Maternity Teaching Hospital (per bed day)	10.52	9.68
Maternity Non-Teaching Hospital (per bed day)	4.96	4.56
6. Private Dental Surgeons Sessional Rates		
(a) For clinics held on health board premises	134.27	123.53
(b) For clinics held in a dentist's private surgery	179.69	165.31
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)	155.99	143.51
Special rates for clinics held outside a radius of 25 miles		
(a) For clinics of less than 3 hours duration		
Per hour	78.69	72.39
Minimum rate	94.73	87.15
(b) For clinics of not less than 3 hours		
For the first three hours	234.15	215.41
For 3 hour sessions in excess of 3 hours	157.58	144.97
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.		

				<b>1 Sept 08</b>		<b>1 Jan 10</b>			
				<b>2.5%</b>		<b>-8.0%</b>			
<b>Psychiatrist Special Responsibility Allowance</b>									
Revised rate per annum				10,939.15		10,064.02			
<b>Child Health Services Development Paediatrics</b>									
3 hour session				69.15		63.62			
2 hour session				51.86		47.71			
1 hour session				34.61		31.84			
<b>Casual Locum for Former District Medical Officers</b>									
Daily Rates									
For first three days				75.82		69.75			
For next 25 days				64.86		59.67			
For each subsequent day				55.81		51.34			
<b>Fees for lectures to Nurses</b>				31.75		29.21			
(Circular S100/84 of 22 August 1975)				23.86		21.95			
<b>GP Registrar Allowance (from the NCHD contract)</b>				11,428		10,514			



# NURSING ALLOWANCES

	1 Sept 08	1 Jan 10
	2.5%	-8.0%
<b>Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 &amp; 2 ( S100/406 refers)</b>		
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA document attached to Circular 112/99 , where they possess relevant clinical qualification	2,938	2,703
(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)	1,956	1,800
<b>Public Health Nurses &amp; Assistant Directors of Public Health Nursing</b>		
Midwifery Qualification* *Restored for new entrant nurses as per DoH Circular 14/2017	2,938	2,703
<b>Staff Nurse Dual Qualification Scale</b>		
New Location/Qualification Allowance.Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,468	1,351
<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	1,404	1,291
Theatre / Night Sister	843	775
Public Health Nurse	1,686	1,551
<b>Relevant nursing staff</b>		
Nurse Management Sub-structures - Special Allowance for Weekends / public holidays (S121/26 refers)* *Abolished for new beneficiaries with effect from 1st February 2012	3,132	2,882
<b>Psychiatric Nurses (S100/411 refers)</b>		
HSE HR Directorate Circular 1/2005		
<b>Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012</b>		
Psychiatric Staff Nurse	5,223	4,805
Senior Staff Nurse (Psychiatric)	5,485	5,046
Community Psychiatric Nurse	5,728	5,270
Clinical Nurse Manager I (Psychiatric)	5,550	5,106
CNM II (Psychiatric)/Community Mental Health Nurse	5,922	5,448
Clinical Nurse Manager III (Psychiatric)	6,222	5,724
Assistant Director of Nursing Mental Health	6,023	5,541
Nurses assigned to Occupational Therapy (Qualified) *Restored for new entrant nurses as per DoH Circular 14/2017	3,929	3,615
<b>Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449</b>		
<b>Public Health Nurses (S103/151 refers)</b>		
Island Inducement Allowance*	1,859	1,710
*Abolished for new beneficiaries with effect from 1st February 2012		

<b>Theatre Nurses who participate in the On-Call/standby. Emergency Services (S100/125 refers) (Circular 33/2003 refers)</b>			<b>1 Sept 08 2.5%</b>	<b>1 Jan 10 -8.0%</b>		
(i) <i>On-Call with Standby - Each Day</i>						
Monday to Friday (Each day)			44.57	41.00		
Saturday			57.24	52.66		
Sunday and Public Holidays			77.38	71.19		
All of these figures are based on a 12 hour period . Pro rata to apply after 12 hours.						
(ii) <i>Call Out Rate - Monday to Sunday</i>						
Fee per operation per 2 hours (17.00 - 22.00 hours)			44.57	41.00		
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)			66.84	61.49		
Operation lasting more than 4 hours and up to five hours			111.40	102.49		
Fee per operation per hour (after 22.00 hours)			44.57	41.00		
(iii) <i>On-call Without Standby</i>						
Fee per operation, call in without standby			89.13	82.00		
Overruns from roster at normal overtime rates (no time back in lieu)						
(iv) <i>On Call over Weekend</i>						
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.						
(v) <i>Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</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.			19.04	17.52		
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>						
<b>Registered General Nurses in the Community* *Restored for new entrant nurses as per DoH Circular 14/2017 (HSEA letter dated 5th 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). Note: This allowance is only payable to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.			3,904	3,592		
<b>Public Health Nurses Week-end Work (S100/414 refers)</b>						
Fixed Payment			29.62	27.25		
First call on Saturday and first call on Sunday			39.32	36.18		
Each subsequent call on Saturday and Sunday			19.69	18.12		
Payment in lieu of time off for Emergency work			29.59	27.22		
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS						
Saturday Premium (Effective Date 1/1/10) 14.81 EUROS						
Specialist Co-ordinator Allowance*			4,546	4,183		
<b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>						



# SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

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Per 3 hour session				102.47	94.27			
For 2 three hourly sessions held at the same location on same day				175.32	161.29			
<b>SPECIFIC PARAMEDICAL SESSIONAL RATES</b>								
Medical Scientific Staff (Scientists and Biochemists) (HSE Circular 001/2011 refers)								
Out of Hours remuneration rates from 1 March 2011		Time Band	Mon - Fri	Mon - Thurs	Sat 12am	Bank Holiday		
			8pm - 12am	12am - 8am	until Sun 12am			
		Hourly Rate of Pay	36.37	46.29	50.91	50.91		
			Stand-by Payment					
Stand-by Payments (off site on call)		Monday - Friday	41.00					
		Saturday	52.66					
		Sunday & Public Holidays	71.19					
<b>†PART-TIME PHARMACISTS</b>								
Rate per hour:-								
First 6 hours:				44.02	40.50			
Over 6 hours:				32.61	30.00			
Maximum payment for 21 hours:				746.79	687.05			
<b>PHYSIOTHERAPISTS</b>								
<u>Emergency/On-Call Duty</u>								
I On-Call with Standby (a) Monday to Friday				24.48	22.52			
(b) Saturdays				31.95	29.39			
(c) Sundays and Public Holidays				47.78	43.96			
- Fee per call (per half hour)				24.48	22.52			
II On-Call without Standby								
- Fee per call (per hour)				67.18	61.81			
The total On-Call Standby fees paid by an individual hospital should not exceed 186.06 Euros from 1/01/10 for any week except for a week during which a public holiday occurs.								
<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:				133.81	123.10			
II Sundays and Public Holidays								
- Per 3 hour session and pro-rata subject to a minimum payment of:				178.40	164.12			
†The inappropriate use of sessional rates 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 sessional rates will issue separately.								

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Child Care Workers required to do an 8 hour sleepover		Set at the minimum wage per hour rate for an adult worker for 1/1/2018		€9.55 per hour	
Social Care Workers required to do an 8 hour sleepover		Set at the minimum wage per hour rate for an adult worker for 1/1/2018		€9.55 per hour	
Saturday Premium (Effective Date 1/1/10)		14.81 EUROS			
†SESSIONAL RATES FOR PSYCHOLOGISTS					
Employed on a sessional basis as a member of an Assessment Team the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;				193.44	177.97
Employed on a sessional basis but not specifically appointed to an assessment team per 3-hour session				162.39	149.40
for 2 3-hour sessions held at the same location on same day				277.95	255.71
RADIOGRAPHERS (HSE Circular 006/2012 refers)					
Out of Hours Remuneration Rates from 1 February 2012		Monday - Friday	8pm - 12am	36.36 per hour	
		Monday - Saturday (Fri night into	12am - 8am	46.29 per hour	
		Saturday	8am - 12am	42.43 per hour	
		Sunday (into Monday morning /	8am (Mon)	50.91 per hour	
Stand-by Payments (off site on call)					
		Stand-by Payment			
		Monday - Fri	41.00		
		Saturday	52.66		
		Sunday & Public Holidays (8am Sun / 8am Mon)	71.19		
PART-TIME RADIOGRAPHERS					
Rate-Per-Hour : Premium rate				26.44	24.32

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<b>†SOCIAL WORKERS</b>								
3-hour Session				110.97	102.09			
2 3-hour sessions (held at the same location on the same day)				189.87	174.68			
<b>ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC &amp; SENIOR GRADES)*</b>								
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
Hons BSc				1,062	977			
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PhD				2,768	2,546			
Only one allowance is payable at a time								
<b>ANNUAL ALLOWANCE FOR RADIOGRAPHERS* *Abolished for new beneficiaries with effect from 1st February 2012</b>								
Higher Diploma of the College of Radiography				960	883			
Diploma in Ultrasound				480	442			
Diploma in Nuclear Medicine				480	442			
<b>Only ONE Diploma Allowance is payable to any Radiographer &amp; only where such Diploma is relevant to their occupation.</b>								
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*				250	230.00			
<b>*Abolished for new beneficiaries with effect from 1st February 2012</b>								
Annual Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)					4,350			
Quarterly Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)					1,453			
<b>STUDENT MEDICAL SCIENTISTS CO-ORDINATOR</b>								
<b>Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3101.74 Euros</b>								
<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				94.07	86.54			
For 2 three hourly sessions held at the same location on the same day				160.93	148.06			
<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:				119.47	109.91			
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:				159.28	146.54			





Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
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## Scales for Administrative and Pension Purposes only

EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)

### MEDICAL & DENTAL GRADES

PRINCIPAL DENTAL SURGEON (RETIRES PRE 1/4/2000) (Grade made obsolete via restructuring. Replaced with two Principal Dental Surgeon grades in current scale as per DoH letter of 5/5/2000 to the HSE)	1/03/12	5	79,573	82,878	86,187	<b>91,129</b>	<b>96,073</b>	LSIs												
	1/09/08 2.5%		85,637	89,309	92,985	<b>98,477</b>	<b>103,970</b>	LSIs												

### SUPPORT SERVICES GRADES \*\* SCALES IN THIS SECTION APPLICABLE TO RETIREES PRE 17/10/03 ONLY (CRAFTWORKERS PARALLEL BENCHMARKING AGREEMENT 2003) \*\*

CRAFTSMEN (PAYPATH)	1/03/12	12	34,838	35,238	35,432	35,645	35,845	35,950	36,051	36,153	36,258	36,422	36,548	36,855						
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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					



Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
HAIRDRESSERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08 2.5%		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)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		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)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		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)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038					
	1/09/08 2.5%		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)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120					
	1/09/08 2.5%		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)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		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)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		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)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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					



Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	8	27,831	28,088	28,353	28,608	28,865	29,118	29,374	29,626										
	1/09/08 2.5%		29,296	29,566	29,845	30,117	30,394	30,668	30,945	31,217										
BOILERMEN (DUBLIN)(PAYPATH)	1/03/12	8	28,109	28,362	28,729	28,867	29,112	29,368	29,613	29,862										
	1/09/08 2.5%		29,588	29,855	30,248	30,397	30,662	30,938	31,204	31,472										
DOMESTICS (DUBLIN)(PAYPATH)	1/03/12	8	26,715	26,968	27,221	27,469	27,728	27,986	28,246	28,503										
	1/09/08 2.5%		28,121	28,387	28,654	28,915	29,187	29,459	29,733	30,003										
NURSES AIDE (DUBLIN)(PAYPATH)	1/03/12	13	28,348	28,564	28,654	28,729	28,813	28,906	28,990	29,077	29,167	29,246	29,365	29,490	29,608					
	1/09/08 2.5%		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	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
MEDICAL LABORATORY AIDES (DUBLIN)	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
FAMILY SUPPORT WORKERS (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		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)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		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					

Grade Description	Effective From	Pts	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
CLERICAL, ADMINISTRATION & RELATED GRADES																			
(Catering Officer Grade III restructured to become new Catering Officer Grade II. Grades of Catering Officer Assistant/Senior Assistant/Grade IV restructured to form new Catering Officer Grade III. Restructured via agreement regarding catering management grades 20th April 1999 w.e.f 1/1/2001)																			
CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/03/12	7	30,347	32,378	33,891	35,354	37,329	38,572	39,812	LSIs									
	1/09/08 2.5%		31,996	34,192	35,828	37,410	39,545	40,889	42,229	LSIs									
CATERING OFFICER, SENIOR ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/03/12	7	32,378	33,891	35,354	37,329	38,764	40,052	41,348	LSIs									
	1/09/08 2.5%		34,192	35,828	37,410	39,545	41,096	42,489	43,890	LSIs									
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/03/12	8	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs								
	1/09/08 2.5%		34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs								
CATERING OFFICER, GRADE III (FOR PENSION PURPOSES ONLY) (RETIRES PRE 31/12/2000)	1/03/12	10	28,331	30,347	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs						
	1/09/08 2.5%		29,822	31,996	34,192	35,828	37,410	39,545	41,096	42,659	44,105	45,558	LSIs						
CLERICAL ADMIN MANAGEMENT GRADES																			
REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	162,225																
	1/09/08 2.5%		184,347																
CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	150,105																
	1/09/08 2.5%		163,158																
AREA CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	150,105																
	1/09/08 2.5%		163,158																
CHIEF OFFICER (HSE MIDLAND AREA, MID-WESTERN AREA, NORTH EASTERN AREA, NORTH WESTERN AREA) (FOR PENSION PURPOSES ONLY)	1/03/12	1	138,407																
	1/09/08 2.5%		150,442																
PROGRAMME MANAGERS (HSE EASTERN REGIONAL AREA)	1/03/12	1	138,407																
	1/09/08 2.5%		150,442																
PROGRAMME MANAGERS (HSE NON-EASTERN REGIONAL AREA) (HSE HEALTH AREAS)	1/03/12	6	88,317	92,131	95,945	99,757	103,573	107,387											
	1/09/08 2.5%		95,352	99,590	103,828	108,064	112,303	116,541											
NATIONAL DIRECTOR OF SHARED SERVICES (HSE)	1/03/12	1	138,407																
	1/09/08 2.5%		150,442																
DIRECTOR OF SHARED SERVICES (HSE EASTERN REGIONAL AREA)	1/03/12	1	128,580																
	1/09/08 2.5%		139,761																
FUNCTIONAL OFFICERS (FORMERLY EHB)	1/03/12	5	84,528	88,246	91,281	94,327	97,366												
	1/09/08 2.5%		91,143	95,274	98,645	102,030	105,407												
GENERAL ADMINISTRATOR (FORMERLY EHB)	1/03/12	6	69,754	72,096	74,415	77,957	80,338	82,701											
	1/09/08 2.5%		74,727	77,328	79,906	83,841	86,487	89,112											
SENIOR ADMINISTRATIVE OFFICER (FORMERLY EHB)	1/03/12	8	66,809	68,885	70,998	73,108	75,196	76,323	78,572	80,829	LSIs								
	1/09/08 2.5%		71,454	73,761	76,109	78,454	80,774	82,026	84,524	87,032	LSIs								



Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
<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 2.5%	5	32,342	34,561	36,208	37,815	39,967													
	1/03/08 2.5%		31,553	33,718	35,325	36,892	38,992													
CATERING OFFICER, SENIOR ASSISTANT	1/09/08 2.5%	5	34,561	36,208	37,815	39,967	41,536													
	1/03/08 2.5%		33,718	35,325	36,892	38,992	40,523													
CATERING OFFICER, GRADE IV	1/09/08 2.5%	5	34,561	36,208	37,815	39,967	41,536													
	1/03/08 2.5%		33,718	35,325	36,892	38,992	40,523													
CATERING OFFICER, GRADE III	1/09/08 2.5%	4	41,536	43,122	44,246	45,547														
	1/03/08 2.5%		40,523	42,070	43,166	44,436														
CATERING OFFICER, GRADE II	1/09/08 2.5%	5	43,122	44,522	45,933	47,372	48,779													
	1/03/08 2.5%		42,070	43,436	44,813	46,217	47,589													
CATERING OFFICER, GRADE I	1/09/08 2.5%	5	48,184	49,371	50,830	53,525	55,146													
	1/03/08 2.5%		47,009	48,166	49,590	52,220	53,801													
TRAINEE COOK	1/09/08 2.5%	3	17,515	19,715	21,921															
	1/03/08 2.5%		17,088	19,234	21,386															
CHEF II (FORMERLY COOK GRADE II)	1/09/08 2.5%	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					
	1/03/08 2.5%		22,213	22,829	23,447	24,063	24,677	25,292	25,906	26,519	27,133	27,747	28,364	28,974	29,585					
CHEF I (FORMERLY COOK GRADE I)	1/09/08 2.5%	8	25,245	26,201	27,279	28,122	29,014	30,056	31,008	31,970										
	1/03/08 2.5%		24,629	25,562	26,614	27,437	28,306	29,323	30,252	31,190										
COMMUNITY WELFARE OFFICER	1/09/08 2.5%	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	
	1/03/08 2.5%		24,030	25,823	27,726	29,817	32,000	33,993	35,960	37,863	39,690	41,522	43,370	45,161	46,966	48,822	50,598	52,412	54,170	
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/09/08 2.5%	6	65,740	68,432	70,629	73,070	75,518	77,951												
	1/03/08 2.5%		64,136	66,763	68,906	71,288	73,676	76,050												
DENTAL SURGERY ASSISTANT	1/09/08 2.5%	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				
	1/03/08 2.5%		22,371	23,192	23,998	25,162	26,258	27,139	28,226	29,350	30,345	31,076	32,292	33,173	34,055	35,226				
TELEPHONISTS*	1/09/08 2.5%	10	22,945	23,890	24,842	25,787	26,735	27,689	28,636	29,579	30,533	32,575								
<i>*This scale applies to Telephonists formerly linked to Bord Telecom</i>	1/03/08 2.5%		22,386	23,307	24,236	25,158	26,083	27,014	27,937	28,857	29,788	31,780								
SENIOR TELEPHONISTS*	1/09/08 2.5%	1	39,385																	
<i>*This scale applies to Telephonists formerly linked to Bord Telecom</i>	1/03/08 2.5%		38,425																	
SUPPLIES OFFICER GRADE D	1/09/08 2.5%	9	29,371	30,374	31,382	32,389	33,389	34,395	35,401	36,404	37,408									
	1/03/08 2.5%		28,654	29,633	30,616	31,599	32,575	33,556	34,537	35,517	36,496									
SUPPLIES OFFICER GRADE C	1/09/08 2.5%	6	34,561	36,208	37,815	39,967	41,536	43,122												
	1/03/08 2.5%		33,718	35,325	36,892	38,992	40,523	42,070												
SUPPLIES OFFICER GRADE B	1/09/08 2.5%	5	43,122	44,522	45,933	47,372	48,779													
	1/03/08 2.5%		42,070	43,436	44,813	46,217	47,589													
SUPPLIES OFFICER GRADE A	1/09/08 2.5%	5	48,184	49,217	50,638	53,024	54,474													
	1/03/08 2.5%		47,009	48,016	49,403	51,731	53,145													
GRADE I (CLERICAL)	1/09/08 2.5%	4	21,165	21,930	22,583	23,678														
	1/03/08 2.5%		20,649	21,395	22,032	23,101														
GRADE II (CLERICAL)	1/09/08 2.5%	11	21,165	21,930	22,583	23,678	24,716	25,546	26,567	27,623	28,558	29,250	30,391							
	1/03/08 2.5%		20,649	21,395	22,032	23,101	24,113	24,923	25,919	26,949	27,861	28,537	29,650							

			Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
GRADE III (CLERICAL)	1/09/08 2.5%	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				
	1/03/08 2.5%		22,192	23,292	24,394	25,495	26,599	27,695	28,796	29,890	30,993	32,097	33,191	34,293	35,394	36,496				
GRADE IV (CLERICAL)	1/09/08 2.5%	11	24,632	26,292	28,212	30,145	32,342	34,561	36,208	37,815	39,967	41,536	43,122							
	1/03/08 2.5%		24,031	25,651	27,524	29,410	31,553	33,718	35,325	36,892	38,992	40,523	42,070							
GRADE V (CLERICAL)	1/09/08 2.5%	5	43,122	44,382	45,828	47,444	48,779													
	1/03/08 2.5%		42,070	43,300	44,710	46,287	47,589													
GRADE VI (CLERICAL)	1/09/08 2.5%	5	48,184	49,318	50,951	53,514	55,146													
	1/03/08 2.5%		47,009	48,115	49,708	52,209	53,801													
GRADE VII (CLERICAL)	1/09/08 2.5%	9	50,477	51,753	53,247	54,743	56,250	57,598	58,967	60,297	61,613									
	1/03/08 2.5%		49,246	50,490	51,949	53,407	54,878	56,193	57,529	58,826	60,110									