Theatre Nurses who participate in the On-Call/standby		1 Sept 08	1 Jan 10	
Emergency Services (S100/125 refers) (Circular 33/2003 refers)	2	2.5%	-5.0%	
(i) On-Call with Standby - Each Day				
Monday to Friday (Each day)		44.57	42.34	
Saturday	, ,	57.24	54.38	
Sunday and Public Holidays	V	77.38	73.51	
All of these figures are based on a 12 hour period . Pro rata to apply af	er 12 hours.			
(ii) Call Out Rate - Monday to Sunday				
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	
iii) On-call Without Standby				
Fee per operation, call in without standby		89.13	84.68	
Overruns from roster at normal overtime rates (no time back in lieu)		30.10		
iv) On Call over Weekend				
In situations where no roster duty is available over the weekend, the fo	ollowing will apply on a pro rata basi	s Le appropriate rate divided by 12, then mu	ultiplied by	
he number of hours available. No time back in lieu will apply.	Showing will apply on a pro rata basi	s i.e. appropriate rate divided by 12, distrine	and priod by	
(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full of				
A shift allowance will be paid to a staff nurse who undertakes the role of	of formalising	19.04	18.09	
he reporting and accountability relationships with the Theatre Superinte	ndent. The allowance only applies	to a staff nurse who fulfils specified duties wh	hen called in.	
Restored for new entrant nurses as per DoH Circular 14/2017				
Registered General Nurses in the Community*	*Restored for new entrant nur	ses as per DoH Circular 14/2017		
HSEA letter dated 5th April 2001 refers)				
Registered General Nurses in the community undertaking certain specif	ied duties of the	3,904	3,709	
Public Health Nurse should receive the following allowance. (The remur				
of the specific assignment and will cease when the Community Genera	Nurse reverts back to general dutie	es either on reassignment or when a Public H	lealth Nurse fills the role).	
Note: This allowance is only payable to General Nurses who are	paid on the Registered General St	aff Nurse Pay Scale.		
		2		
Public Health Nurses Week-end Work (S100/414 refers)		20.60	28.14	
ixed Payment		29.62		*
irst 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 I Torridan (Encourse Bate 17 1700) 10:10 Eortoe				
Saturday Premium (Effective Date 1/1/10) 15.30 EUROS				
		4,546	4,319	

## 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%		
GENERAL PARAMEDICAL SESSIONAL RATES								
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		
	2							
SPECIFIC PARAMEDICAL SESSIONAL RATES								
Medical Scientific Staff (Scientists and Biochemists)				- D				
(HSE Circular 001/2011 refers)								
			Mon - Fri	Mon - Thurs	Sat 12am until			
Out of Hours remuneration rates from 1 March 2011	Time Band		8pm - 12am	12am - 8am	Sun 12am	Bank Holiday		
Sut of Hours femalistation fates from 1 march 2011	Hourly Rate of	Davi	37.55		52.57			
	nourly reace of	гау	31,33	47.00	02.01	02.07		
			Stand-by					
			Payment		.71			
Stand-by Payments (off site on call)	Monday - Frida	v ,	42.34					
Starta by Fayments (on site on early	Saturday	,	54.38					
	Sunday & Publ	ic Holidaye	73.51					
TPART-TIME PHARMACISTS	Sulluay & Fubi	lic Holldays	75.51					
		-						
Rate per hour:- First 6 hours:				44.02		41.82		
Over 6 hours:				32.61	· · · · · · · · · · · · · · · · · · ·	30.97		
				746.79	-	709.45		
Maximum payment for 21 hours:				140.75		700.40		
PHYSIOTHERAPISTS			- T					
Emergency/On-Call Duty						4	10	
I On-Call with Standby (a) Monday to Friday				24.48		23.25		
(b) Saturdays				31.95		30.35	9	
(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 e	xceed 192.13 Eu	ros from 1/01/10	for any week exce	pt for a week d	uring which a publ	ic holiday occurs.		
							A.	
Scheduled Continuation Treatments on Saturdays, Sundays and Public I	Holidays							
I Saturdays	8							
- 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		

†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 &amp; SOCIAL CARE PROFESSIONALS GRADES ALLOWANG</b>	CES & SESSIONAL R	ATES		1 Sept 08	1 Jan 10		
				2.5%	-5.0%		
					(2)		
Child Care Workers required to do an 8 hour sleepover				t worker for 1/1/2018 €9.			
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate		te for an adult	t worker for 1/1/2018 €9.	55 per hour	1	
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 & S	ocial worker) engag	ed by the hea	alth			
area for the diagnosis & assessment of mental handicap per 3-hour ses				193.44	183.77		
Employed on a sessional basis but not specifically appointed to an ass							
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			
2 X	Monday - Saturd Sat morning / Sa morning)	lay (Fri night into at night into Sun	12am - 8am	47.80 per hour	, P	1 K	
* ***	Saturday		8am - 12am	43.81 per hour		7	
	Sunday (into Mo Public Holiday	nday morning /	8am (Sun) - 8am (Mon)	52.57 per hour			
Stand-by Payments (off site on call)				-			
		Stand-by Payment					
	Mon - Fri	42.34			1		
	Saturday	54.38					
	Sunday & Public Holidays (8am Sun / 8am Mon)	73.51	1		v	ii ii	
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.

<b>HEALTH &amp; SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES &amp;</b>	& SESSIONAL RATES	1 Sept 08	1 Jan 10	
A I		2.5%	-5.0%	
†SOCIAL WORKERS				10.
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 BAS	SIC & 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 PARIOCRARUFRS*	*			
ANNUAL ALLOWANCE FOR RADIOGRAPHERS*  *Abolished for new beneficiaries with effect from 1st February 2012	-			
		960	912	
Higher Diploma of the College of Radiography		480	456	
Diploma in Ultrasound		480	456	
Diploma in Nuclear Medicine	0 I I I I I I I I I I I I I I I I I I I			
Only ONE Diploma Allowance is payable to any Radiographer	& only where such Diploma is	relevant to their occupation.	1	
Annual Allowance payable to Radiographers employed in Breastcheck, Natio	nal Screening Service (Circular 2/2018	8)	4,492	412
Quarterly Allowance payable to Radiographers employed in Breastcheck, Na	tional Screening Service (Circular 2/20	018)	1,500	7
Co-ordination and Overseeing of Undergraduate Student Therapists during c	linical placements*	250	238.50	
*Abolished for new beneficiaries with effect from 1st February 2012				
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training AI	lowance while on approved practic	e placement for academic year is	203.39 Euros	
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students N	MONTHLY Training Allowance acade	emic year is : 903.98 Euros		
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR				
Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowa	nee for condemic year is 2202 80 Er	roe		

		1 Sept 08	1 Jan 10		
		2.5%	-5.0%		
†Sessional Rates for employees who do not derive th	neir principal source of in	come from sessional work.			
GENERAL PARAMEDICAL SESSIONAL RATES					
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		1.11
PHYSIOTHERAPISTS	· · · · · · · · · · · · · · · · · · ·				
Scheduled Continuation Treatments on Saturdays, Sundays and Public Hol	idays				
I Saturdays					
- Per 3 hour session and pro-rata subject to a minimum payment of:		119.47	113.49		
Il Sundays and Public Holidays					
- Per 3 hour session and pro-rata subject to a minimum payment of:	Y	159.28	151.32		
PSYCHOLOGISTS					
Employed on a sessional basis as a member of an Assessment Team					
health area for the diagnosis & assessment of mental handicap per 3-hour s	ession and pro-rata;	169.98	161.48		
Employed on a sessional basis but not specifically appointed to an assessm					
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		9.0
†The inappropriate use of sessional rates is currently being reviewed a	nd these rates may not be used i	n respect of any new employee. Furt	ner instruction in relation t	o employees	currentl
on sessional rates will issue separately.					

SUPPORT SERVICES GRADES ALLOW	<b>NANCES</b>	0	91
	1 Sept 08	1 Jan 10	
	2.5%	-5.0%	
Cardiac Allowance*	17.78	16.89	
Abolished for new beneficiaries with effect from 1st February 2012		10.00	
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	30.86	29.32	
Abolished for new beneficiaries with effect from 1st February 2012			
Saturday Premium (Effective Date 1/1/09) 11.27 Euros			
Saturday Premium (Effective Date 1/1/10) 10.71 Euros			
craftworkers Tool Allowance* *Restored for post 2012 new entrant Craftworkers w.e.f 1st January 2018			
1/1/13 30/06/13 843.60 Euros			
1/7/13 31/12/13 674.88 Euros			
CLLINICAL ADMIN MANAGLMILINI GIV	ADES ALLOW	ANCES	
OLLINICAL ADMIN MANAGLMILINI GIV	1 Sept 08	1 Jan 10	
OLLINICAL ADMIN MANAGLMILINI GIV			
OLLINICAL ADMIN MANAGLMILMI GN	1 Sept 08	1 Jan 10	
	1 Sept 08	1 Jan 10	
Community Care Administrator (personal to Grade VII post holder)	1 Sept 08 2.5%	1 Jan 10 -5.0%	
community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover	1 Sept 08 2.5%	1 Jan 10 -5.0%	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover	1 Sept 08 2.5%	1 Jan 10 -5.0%	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover provided by computer staff on computer technology	9,230 119.85	1 Jan 10 -5.0%	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover provided by computer staff on computer technology  Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HS	9,230 119.85	1 Jan 10 -5.0% 8,769 113.85	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover provided by computer staff on computer technology  Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HS - Annual Allowance to Postholder	1 Sept 08 2.5% 9,230 119.85 SE** 9,230	1 Jan 10 -5.0% 8,769 113.85	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover provided by computer staff on computer technology  Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HS - Annual Allowance to Postholder  Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area	9,230 119.85	1 Jan 10 -5.0% 8,769 113.85	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover provided by computer staff on computer technology  Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HS - Annual Allowance to Postholder  Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area	1 Sept 08 2.5% 9,230 119.85 SE** 9,230	1 Jan 10 -5.0% 8,769 113.85	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover provided by computer staff on computer technology  Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HS - Annual Allowance to Postholder  Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area  Matrons with full time commitment to after hours work	1 Sept 08 2.5% 9,230 119.85 SE** 9,230	1 Jan 10 -5.0% 8,769 113.85	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover provided by computer staff on computer technology  Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HS - Annual Allowance to Postholder  Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area  Matrons with full time commitment to after hours work  Saturday Premium	1 Sept 08 2.5% 9,230 119.85 SE** 9,230	1 Jan 10 -5.0% 8,769 113.85	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover provided by computer staff on computer technology  Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HS - Annual Allowance to Postholder  Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area  Matrons with full time commitment to after hours work  Saturday Premium  Effective Date 1/1/09 16.10 EUROS	1 Sept 08 2.5% 9,230 119.85 SE** 9,230	1 Jan 10 -5.0% 8,769 113.85	
Community Care Administrator (personal to Grade VII post holder)  On call/standby allowance for "after hours" cover provided by computer staff on computer technology  Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HS - Annual Allowance to Postholder  Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work  Saturday Premium  Effective Date 1/1/09 16.10 EUROS	1 Sept 08 2.5% 9,230 119.85 SE** 9,230	1 Jan 10 -5.0% 8,769 113.85	
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work  Saturday Premium  Effective Date 1/1/09 16.10 EUROS	1 Sept 08 2.5% 9,230 119.85 SE** 9,230	1 Jan 10 -5.0% 8,769 113.85	

MEDICAL AND DENTAL ALLOWANC	ES	v.			
	1 Sept 08	1 Jan 10			
	2.5%	-8.0%			-
	2.570	-0.070			
ncrease to fees and 'pool' payments to medical and dental staff who provide services under the Hea	Ith Acts				1
Consultants per 3 hour session (and pro-rata)	130.04	119.64			
2. Emergency Sessions	130.04	113.04			
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of	85.18	78.37			-1
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of	50.74	46.68			1
S. Community Ophthalmic Physicians per 3 hour session	188.38	173.31			
Special rates payable for clinics held outside a radius of 25 miles	100.00	170.01			
(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;	100.04	110.04			100
first 3 hours	194.78	179.19			-
3 hour sessional rate for hours in excess of 3 (and pro-rata)	130.04	119.64			+
6. Pool Payments	100.04	110.04			
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)					
Private Dental Surgeons Sessional Rates	4.96	4.56			-
(a) For clinics held on health board premises	404.07	400 50			
	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 ma	y he paid for at the revised rates approve	od for			-
essions held by private dentists on health area premises as indicated above.	by the part for at the revised rates approve	ed IOI			-
occione field by private definists of fleath area prefilises as indicated above.					+
iessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for	r the diagnosis and assessment of me	ntal handican			
Per 3 hour session (and pro-rata)	155.99	143.51			1
Special rates for clinics held outside a radius of 25 miles	100.00	140.01			+
a) For clinics of less than 3 hours duration					1
Per hour	78.69	72.39	Sec. 25		
Minimum rate	94.73	87.15			
o) For clinics of not less than 3 hours	04.10	07.10			
For the first three hours	234.15	215.41			-
For 3 hour sessions in excess of 3 hours	157.58	144.97		-	-
1 of Chief Coolers in avoide of Chiefe	107.00	177.01			-

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 Sept 08	1 Jan 10			
		-	2.5%	-8.0%			
			2.5%	-0.0%			
Psychiatrist Special Responsibility Allowance							
Revised rate per annum			10,939.15	10,064.02			
					58	1.0	
							1
Child Health Services Development Paediatrics	1 2						
3 hour session			69.15	63.62			
2 hour session			51.86	47.71			
1 hour session			34.61	31.84			
Casual Locum for Former District Medical Officers							
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			
Fees for lectures to Nurses			31.75	29.21			
Circular S100/84 of 22 August 1975)			23.86	21.95			
		*					
GP Registrar Allowance (from the NCHD contract)			11,428	10,514			

NURSING ALLOWANCES		1 Sept 08	1 Jan 10	20		
		2.5%	-8.0%			
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 ( S100/406 refers)	4					5
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in		2,938	2,703			
specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA			14.00 P			
document attached to Circular 112/99, where they possess relevant clinical qualification						
(B) Location Allowance for nurses engaged in the following Duties:		1,956	1,800			
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 S	Services, Units for the Sev	rere & Profoundly Hand	dicapped in Mental Ha	ndicap Services	, Acute Admis	sions
Units in Mental Health Services. ( Refer to Para 3 of the HSEA document attached to Circular	112/99). With effect from	n 1 January, 2004 Care	of the Elderly (excludi	ng Care of the E	Elderly Day Ca	are Centres)
Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-	geriatric Wards, Elderly M	entally Infirm Units, Ps	ychiatry of Later Life S	ervices. (Circula	ar 33/2004)	
The second control of						
Public Health Nurses & Assistant Directors of Public Health Nursing					4	
Midwifery Qualification* *Restored for new entrant nurses as per DoH Circular 14/2017	,	2,938	2,703			
Staff Nurse Dual Qualification Scale						
New Location/Qualification Allowance.Refer to paragraph 6 of the		1,468	1,351			-
HSEA document attached to Circular 112/99.						
The state of the s						
Red-Circled Allowances (Circular 126/2000 refers)						-
Payable on a red-circle basis to staff who were in employment in the						
following grades on 16/11/99 and are existing beneficiaries of such allowances		4.404	1,291			
Deputy Nursing Officer		1,404 843	775			-
Theatre / Night Sister		1,686	1,551	-		
Public Health Nurse		1,000	1,001	-		
Relevant nursing staff						
Nurse Management Sub-structures - Special Allowance for Weekends / public holidays (S121/26 re	fers)*	3,132	2,882			
*Abolished for new beneficiaries with effect from 1st February 2012						
Psychiatric Nurses (S100/411 refers)						
HSE HR Directorate Circular 1/2005						
Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012						
Pyschiatric 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		10	
Assistant Director of Nursing Mental Health		6,023	5,541	1		1
Nurses assigned to Occupational Therapy (Qualified) *Restored for new entrant nurses as pe	r DoH Circular 14/2017	755407150735				
		3,929	3,615			
Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement Au	igust 2016 is a standard	rate of €5,449				
Public Health Nurses (S103/151 refers)						
sland Inducement Allowance*		1,859	1,710	9.8		
*Abolished for new beneficiaries with effect from 1st February 2012						

Theatre Nurses who participate in the On-Call/standby.		1 Sept 08	1 Jan 10	
Emergency Services (S100/125 refers) (Circular 33/2003 refers)		2.5%	-8.0%	
(i) On-Call with Standby - Each Day				
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) Call Out Rate - Monday to Sunday			9	
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	
CON CONTRACT CANADA				
(iii) On-call Without Standby  Fee per operation, call in without standby		89.13	82.00	
Overruns from roster at normal overtime rates (no time back in lieu)		-21,12	*	
Cremans north toster at northal overtaine rates (no time back in nea)				
iv) On Call over Weekend				
In situations where no roster duty is available over the weekend, the following will apply	on a pro rata			1
basis I.e. appropriate rate divided by 12, then multiplied by the number of hours available	ole. No time back in lieu	will apply.		
v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)				
A shift allowance will be paid to a staff purse who undertakes the role of formalising		19.04	17.52	
the reporting and accountability relationships with the Theatre Superintendent. The allo	wance only applies to a	staff nurse who fulfils specified	duties when called in.	
*Restored for new entrant nurses as per DoH Circular 14/2017				**
Registered General Nurses in the Community* *Restored for new entrant nurses as	ner DoH Circular 14/20	17		
HSEA letter dated 5th April 2001 refers)	per Dorr Gircular 14/20			
Registered General Nurses in the community undertaking certain specified		3,904	3,592	
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 Ge	neral Nurse reverts back	k to general duties either on reas	signment or when a Public Hea	alth Nurse fills the role).
Note: This allowance is only payable to General Nurses who are paid on the Registered Ger	neral Staff Nurse Pay Sc	ale.		
	1927			
Public Health Nurses Week-end Work (S100/414 refers)	4 4			
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				
		4 540	4,183	
Specialist Co-ordinator Allowance*		4,546	4,103	
*Restored for new entrant nurses as per DoH Circular 14/2017				

## SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIO	NAL RATES		1 Sept 08		1 Jan 10			
			2.5%		-8.0%			
†GENERAL PARAMEDICAL SESSIONAL RATES	-							
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			
					1.5.24.742			
SPECIFIC PARAMEDICAL SESSIONAL RATES								
Medical Scientific Staff (Scientists and Biochemists) (HSE Circular 001/2011 refers	N .							0
medical ocientine orali (ocientists and biochemists) (not circulal ocientists	,		1	Sat 12am				
		Mon - Fri	Mon - Thurs	until Sun			84	
Out of Hours remuneration rates from 1 March 2011	Time Band	8pm - 12am	12am - 8am	12am .	Bank Holiday			
	Hourly Rate of	(1)						
	Pay	36.37	46.29	50.91	50.91			
		Stand-by						
		Payment		/k		-		
Stand-by Payments (off site on call)	Monday - Friday		A			1 4		
	Saturday	52.66						
	Sunday &							70.7
	Public Holidays	71.19						
TPART-TIME PHARMACISTS								
· · · · · · · · · · · · · · · · · · ·					*			
Rate per hour:-			21.22					
First 6 hours:	*		44.02		40.50			
Over 6 hours:			32.61		30.00			
Maximum payment for 21 hours:			746.79		687.05			
PHYSIOTHERAPISTS								
Emergency/On-Call Duty								-
I On-Call with Standby (a) Monday to Friday			24.48	- 1	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			24.40		22.02			
- 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 eyes		during which a		ure		
The state of the s	Luios nom 170 17 10 101	arry week exce	pt for a week	during willon a	public Holiday occ	uis.		
†Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays								
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			- 00

<b>HEALTH &amp; SOCIAL CARE PROFESSIONALS GRADES ALLOWAN</b>	CES & SESSIONAL	RATES		1 Sept 08		1 Jan 10			
				2.5%	1	-8.0%			
Child Care Workers required to do an 8 hour sleepover	Sot at the minimu	um wage per hour r	ate for an adu	It worker for 1/1	1/2018 €9.55	per hour			
Social Care Workers required to do an 8 hour sleepover	Set at the minimi	ım wage per hour r	ate for an adu	it worker for 1/	1/2018 €9.55	per nour			
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	l pro-rata;			193.44		177.97			
Employed on a sessional basis but not specifically appointed to an asse	essment team	3							-
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									100
(HSE Circular 006/2012 refers)									
Out of Hours Remuneration Rates from 1 February 2012				36.36 per ho					
A service of the serv		day (Fri night into	12am - 8am	46.29 per hour					
	Saturday		8am - 12am	42.43 per ho					
*	Sunday (into Mo	onday morning /	8am (Mon)	50.91 per ho	ur .				-
Stand-by Payments (off site on call)									
otalia by r dymonio (on otto on otali)		Stand-by Payment			.X.			129	
	Monday - Fri	41.00							
	Saturday	52.66					*		(8)
	Sunday & Public Holidays (8am Sun / 8am								
· · · · · · · · · · · · · · · · · · ·	Mon)	71.19							
PART-TIME RADIOGRAPHERS			-	20.44		24.22	-	-	-
Rate-Per-Hour : Premium rate				26.44		24.32			

†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 & SES	SIONAL RATES	1 Sept 08	1 Jan 10		
		2.5%	-8.0%		
SOCIAL WORKERS		100000000000000000000000000000000000000			
3-hour Session		110.97	102.09		
2 3-hour sessions (held at the same location on the same day)		189.87	174.68		
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC &	SENIOR GRADES)*				
Abolished for new beneficiaries with effect from 1st February 2012					
Hons BSc		1.062	977		
MSc		2,123	1,953		
PhD		2,768	2,546		
Only one allowance is payable at a time					
		- 1 00/0			-
ANNUAL ALLOWANCE FOR RADIOGRAPHERS* *Abolished for new bene	eficiaries with effect from 1st		,		
Higher Diploma of the College of Radiography		960	883		
Diploma in Ultrasound		480	442		
Diploma in Nuclear Medicine		480	442		
Only ONE Diploma Allowance is payable to any Radiographer & or	nly where such Diploma	is relevant to their occupati	on.		
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical	nlacomente*	250	230.00		
Abolished for new beneficiaries with effect from 1st February 2012	placements	200	200.00		
Abolished for new beneficiaries with effect from 1st rebruary 2012					
Annual Allowance payable to Radiographers employed in Breastcheck, National Sc	reening Service (Circular 2/20	18)	4,350		
Quarterly Allowance payable to Radiographers employed in Breastcheck, National	Screening Service (Circular 2/2	2018)	1,453		
		e: - a			
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR					
Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance fo	or academic year is 3101.74 E	Euros			
Sessional Rates for employees who do not derive their p	rincipal source of inc	ome from sessional wor	k.		
GENERAL PARAMEDICAL SESSIONAL RATES					
Per 3 hour session		94.07	86.54		
For 2 three hourly sessions held at the same location on the same day	2	160.93	148.06		
0, 2, 11, 00, 10, 11, 11, 11, 11, 11, 11, 11					
PHYSIOTHERAPISTS					
Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays		5	7		
Saturdays - Per 3 hour session and pro-rata subject to a minimum	um payment of:	119.47	109.91		

	1 Sept 08	1 Jan 10		
SYCHOLOGISTS	2.5%	-8.0%		
imployed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker ) en	gaged by the health			
area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;	169.98	156.38		
Employed on a sessional basis but not specifically appointed to an assessment team				
per 3-hour session	142.70	131.28		
for 2 3-hour sessions held at the same location on same day	244.25	224.71		
	1			
llowance for Advanced Paramedics as per HSE Circular 11/2009	9,700	8,924		,
The inappropriate use of sessional rates is currently being reviewed and these rates may not be used sessional rates will issue separately.	in respect of any new employee. For	urther instruction in relation	n to employees	currently on
	₩			
SUPPORT SERVICES GRADES ALLOWA	NCES			
Cardiac Allowance*	17.78	16.35		
Abolished for new beneficiaries with effect from 1st February 2012				
ravel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)*	30.86	28.39		
Abolished for new beneficiaries with effect from 1st February 2012				
-				
saturday Premium (Effective Date 1/1/09) 11.27 Euros				
aturday Premium (Effective Date 1/1/10) 10.37 Euros				
raftworkers Tool Allowance* *Restored for post 2012 new entrant Craftworkers w.e.f 1st January 2018				
/1/10 31/06/13 816.96 Euros				
77/13 31/12/13 653.57 Euros				
THE CHILLIA				
CLERICAL ADMIN MANAGEMENT GR	ADES ALLOV	VANCES	4	
no collection distribution of facilitation in contract of the	440.95	110.26		
On call/standby allowance for "after hours" cover provided by computer staff on computer technology	119.85	110.26		
,				
dustrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HS	E** 9,230	8,492		
Annual Allowance to Postholder				
latron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area	4,133	3,803	*	
Matrons with full time commitment to after hours work	4,100	3,003		
aturday Premium				
iffective Date 1/1/09 16.10 EUROS				
Effective Date 1/1/10 14.81 EUROS				

## 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 (RETIREES 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	91,129	96,073	LSIs				W.	-		
	1/09/08 2.5%		85.637	89.309	92.985	98,477	103.970	LSIs							

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	-	77.				
	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			
	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					
- 19	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			- 0		
	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	17				
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		4			
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%	$\perp$	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					
TORES 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					
AUNDRY 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					

Crade Description	F# - 11 -		Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
Grade Description	Effective From	Pts	1 00 705	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			- 5		-
	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			18		_
	1/09/08 2.5%	$\perp$	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	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	6			-	
	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		29,380	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	- 8/08/17/19/06	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%	11	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)	2.070		00,402	55,004	00,700	00,000	00,002	01,040	01,140	01,207	01,000	01,420	01,041	01,040	01,102			8	-	
(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-	uronia norm		Denor Dominion					1772 977 1976-04	NAME OF THE PARTY	57053753WC01	0.0000000000000000000000000000000000000	5282707574250	0.074034796700		800000000					
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					100
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			00.400	00 574	00 700	00.000	00.000	00.047	00.400	00.045	00.040	00.440	00 505	00.004	00 744					
(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)	12		8																	
(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					
5	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	and a second	1000					12/2/12/24						0-202-0-202-0-0-	1141411414					200	
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	410040	46	00 400	00 574	00 700	00.000	00.000	00.047	00 400	00.045	00.040	00 446	00 505	20.004	00.744					-
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					
replacement of the State of St	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					_
	1700100 2.076		01,004	01,002	02,002	02,104	02,000	32,410	32,321	02,041	02,100	32,000	33,000	00,121	30,201			11 1		1

			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
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	1100100 01010	$\top$	01,001	01,002	OLIOOL	OL, IO I	OLICOO	02,110	OL,OL!	OLIO II	02,100	02,000	00,000	00,127	00,201					
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		32,082		32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
LINEN ROOM SUPERVISOR (NON-DUBLIN)	51155 STOP 55					,,,,,,,,	0-1-0-					2000	00,000	00,127						
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%	17	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	1700/00 Z.076	++	01,054	01,002	32,002	02,194	32,300	32,410	32,321	52,047	52,750	32,000	33,000	55,127	00,201		-		71	
MORE STAFF IN REGIONAL & GENERAL HOSPITALS	NAME OF TAXABLE PARTY.		2010	5500 0000			900000000	70000000000				tego-taxo-r								
(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			02/100	00/012	00,220	00,00.	00,100	00,010	00,000	00,020	00,002	0.1,01.1	0 11200	0.1,000	0 1, 100					
MORE STAFF IN ALL OTHER HOSPITALS (NON-			NUTS WORNS	VOCAN ( PURA 1984)	ones acresses	Temeranior	V-014, VW-1-0001	-1000011000011000	Daywes west for		INCASA SERVINO	SET MANY DESIGNATION AND ADDRESS OF THE PARTY OF THE PART	40000000000000000000000000000000000000	- 15 CO 10 C	13000000000000000000000000000000000000					
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			
	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		T																		
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	2602-12060000	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
AUNDRY SUPERVISORS SUPERVISING 30 OR			021.00	00,012	Jojano	50,001	00,100	00,010	00,000	00,020	00,000	0.1,01.1	01,200	0 1,000	01,100					
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	00,002	04,011	01,200	04,000	04,400					
		0	29,296	29,566	29,845	30,117	30,394	30,668	30,945											
OU ERMEN (DURI INVONVENTUI)	1/09/08 2.5%									31,217							0		_	
BOILERMEN (DUBLIN)(PAYPATH)	1/03/12	8	28,109	28,362	28,729	28,867	29,112	29,368	29,613	29,862								-		_
CMECTICS (DUBLINIVDAYDATU)	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						- 16				
IURSES 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					
SSD OPERATIVES	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570							77				
	1/09/08 2.5%	+	26,987	28,044	29,095	30,153	31,209	32,261	33,319											
		-	25,637	26,642	27,640	28,642	29,618		CONT. 100 CO.				>			4			-	
	1/03/12	/		200100000000000000000000000000000000000	1/10/11/10/2019			30,592	31,570					-						
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319			22-300								
	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		-			
OME HELEO (DAMPATIN)	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				14	
OME 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	-				10

	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	o gran	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
CLERICAL, ADMINISTRATION & RELATED GR. Catering Officer Grade III restructured to become nanagement grades 20th April 1999 w.e.f 1/1/200	new Catering Of	fficer	Grade II.	Grades of	Catering (	Officer Ass	istant/Senio	or Assistan	t/Grade IV	restructure	d to form n	ew Caterin	g Officer (	Grade III.	Restructure	ed via agr	eement re	egarding	catering	
CATERING OFFICER, ASSISTANT (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/03/12	7		32,378	The Air In It	-			-	0.000 P. C.										
ATTOMIC OFFICE OFFICE LOOKETHE TOO	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) (RETIREES 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	19									
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/03/12	8	32,378	33,891	100000000000000000000000000000000000000		GINATURANO			42,891	LSIs									
	1/09/08 2.5%		34,192	35,828	-				44,105	45,558	LSIs					1				
CATERING OFFICER, GRADE III (FOR PENSION PURPOSES ONLY) (RETIREES PRE 31/12/2000)	1/03/12	10	28,331	30,347	32,378		35,354		38,764	40,209		42,891	LSIs							
	1/09/08 2.5%	10	29.822	31,996	1000				-	42,659		45,558								
	1	-		0.,000	5 11102	00,020	0.11.0	00,010	,000	,_,,,,,,	,,,,,,,	.5,000		L		-	1			
CLERICAL ADMIN MANAGEMENT GRADES																				
REGIONAL CHIEF OFFICER (HSE EASTERN REGIONAL AREA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	162,225							8.										
	1/09/08 2.5%		184,347																	
CHIEF OFFICER (HSE SOUTHERN AREA, WESTERN AREA, SOUTH EASTERN AREA)(FOR PENSION PURPOSES ONLY)	V.																			
ON OCES ONE ()	1/03/12	1	150,105								- 2					-				
REA CHIEF OFFICER (HSE EASTERN REGIONAL	1/09/08 2.5%	1	163,158	_								_		-	-	_		5.5		-
REA)(FOR PENSION PURPOSES ONLY)	1/03/12	1	150,105																(4)	
THEE OFFICER AND AND ADEA AND	1/09/08 2.5%	+-	163,158																	-
CHIEF OFFICER (HSE MIDLAND AREA, MID- VESTERN AREA, NORTH EASTERN AREA, NORTH VESTERN AREA) (FOR PENSION PURPOSES ONLY)	1/03/12	1	138,407			4		*:												
	1/09/08 2.5%		150,442																	
PROGRAMME MANAGERS (HSE EASTERN																.9				
EGIONAL AREA)	1/03/12	1	138,407																	_
	1/09/08 2.5%		150,442																	
ROGRAMME MANAGERS (HSE NON-EASTERN EGIONAL AREA) (HSE HEALTH AREAS)	1/03/12	6	88,317	92,131	95,945	99,757	103,573	107,387	-	25 10										
	1/09/08 2.5%	$\perp$	95,352	99,590	103,828	108,064	112,303	116,541					*							
ATIONAL DIRECTOR OF SHARED SERVICES (HSE)	1/03/12	1	138,407																	
	1/09/08 2.5%		150,442																	
IRECTOR OF SHARED SERVICES (HSE EASTERN EGIONAL AREA)	1/03/12	1	128,580																	
	1/09/08 2.5%		139,761																	
UNCTIONAL OFFICERS (FORMERLY EHB)	1/03/12	5	84,528	88,246		94,327	97,366													
	1/09/08 2.5%		91,143	95,274		102,030	105,407	1.0						1						
ENERAL 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		T.			33	5						
ENIOR ADMINISTRATIVE OFFICER (FORMERLY HB)	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									

			Luio	Luio	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Eur
Grade Description	Effective From	Pts	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
CLERICAL, ADMINISTRATION & RELA	TED GRADE	S NO	DTIONAL	SCALE	S (for pe	ensioner	s who re	etired pr	ior to the	comme	ncement	of the P	CW Res	tructuri	ng Deals	5)				
CATERING OFFICER, ASSISTANT	1/09/08 2.5%	5						-								ĺ				
	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													
particular and a second partic	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						- 1	The state of								
	1/03/08 2.5%		40,523	42,070	43,166															
CATERING OFFICER, GRADE II	1/09/08 2.5%	5	43,122		45,933		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		52,220	53,801													
TRAINEE COOK	1/09/08 2.5%	3	17,515																	
	1/03/08 2.5%		17,088	19,234														10	-	
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%	10	22,213	22,829	23,447	24,063	24,677	25,292	25,906	26,519	27,133	27,747	28,364		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	21,133	21,141	20,304	20,914	29,000			-		
STATE OF STA	1/03/08 2.5%	- 0	24,629	25,562	26,614	27,437	28,306	29,323	30,252									ň .		
COMMUNITY WELFARE OFFICER .	1/09/08 2.5%	17	24,623	26,468	28,419	12. The second second	32,800		50.7 mark (14.5)	31,190	40.600	40.500	44.454	46.000	40.440	50.040	54.000	50 700	55 504	
SOMMOTOR PRESENTATION OF THE STATE OF THE ST	1/03/08 2.5%	1"	24,030	25,823	27,726	30,562		34,843	36,859	38,810	40,683	42,560	44,454	-	48,140			53,722		
SUPERINTENDENT COMMUNITY WELFARE OFFICER						100000000000000000000000000000000000000	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	
GOT ENWITCHDENT COMMONITY WELFARE OFFICER		0	65,740	68,432	70,629	73,070	75,518	77,951												
DENTAL SURGERY ASSISTANT	1/03/08 2.5%	1	64,136	66,763	68,906	500000000000000000000000000000000000000	73,676	76,050	00.000	00.004	04.400	01.000								
DENIAL 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	-				
TELEPHONISTS*	1/03/08 2.5%	10	22,371 22,945	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	- 4			
Constitution and the constitution of the const	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								
*This scale applies to Telephonists formerly linked to Bord Telecom	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																	
*This scale applies to Telephonists formerly linked to Bord Telecom	1/03/08 2.5%		38,425	10		3					(4)		5							
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								
MODEL 100 - No. 100 - 10	1/03/08 2.5%	1	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	54,557	30,017	50,450									
7	1/03/08 2.5%	1	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	42,070		-			-	-			-	_		
	1/03/08 2.5%	1	42,070	43,436	44,813	46,217	47,589			- 2										
SUPPLIES OFFICER GRADE A	1/09/08 2.5%	5	48,184	49,217	50,638	53,024	54,474	-								_				
E Escape & Set Material E.S.	1/03/08 2.5%	1	7,500,000,000								- 1						- 3			
GRADE I (CLERICAL)			47,009	48,016	49,403	51,731	53,145	-												_
OINDE (OLENIONE)	1/09/08 2.5%	4	21,165	21,930	22,583	23,678						- 3		1021						
CDADE II (CLEDICAL)	1/03/08 2.5%		20,649	21,395	22,032	23,101	04.746	05.540	00.507	07.000	00.555	00.050	20.00			1.49				
GRADE II (CLERICAL)	1/09/08 2.5%	111	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				800			

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	According to Contract Land				1.5
	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						20	22
	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						2							
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									