



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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

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Health Service Executive
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To: Each Member of the Directorate and Leadership Team
Each Chief Officer, CHO
Each CEO, Hospital Group
Each CEO, Section 38 Agency
Each Employee Relations Manager
HR Senior Staff

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

4th April, 2017

Re: **HR Circular 005/2017 - Application of 1 April 2017 pay adjustments and related measures in accordance with the Financial Emergency measures in the Public Interest Act 2015 and the Public Service Stability Agreement 2013-2018 (LRA)**

Dear Colleagues,

1. I wish to advise that the Department of Health have issued Circular 6/2017 (**attached as Appendix 1**) which sets out revised rates of pay to apply to public servants from 1st April 2017 and 1 September 2017.

The provisions of DOH circular 6/2017 provides for an adjustment to pay rates for certain public servants to include an additional payment from April to August 2017 inclusive, for those earning up to €65,000, the continued application of the €1,000 annualised payment from 1st September 2017 for those earning up to €65,000 and the first phase of pay restoration for public servants who were subject to pay adjustment under the Financial Emergency Measures in the Public Interest Act 2013(FEMPI2013) (Haddington Road Agreement).

The pay adjustments should be applied as appropriate, from 1st April 2017.

2. The revised consolidated salary scales for members of health sector grades, effective from April 2017 are **attached as Appendix 2.**
3. The precise pay adjustments resulting from the provisions of this circular are addressed in paragraphs 2.1 to 2.3 inclusive of attached **Appendix 1.**
4. The impact of the provisions of the revised pay arrangements on:
 - a. Overtime,
 - b. Premium payments,
 - c. Allowances, including fixed allowances, are set out in paragraph 4, 5 and 6 respectively, of attached **Appendix 1.**
5. With regard to a small number of instances where the implementation of the pay increases gives rise to a situation where an increase to one scale point results in this point exceeding a higher point on the scale, the Department of Public Expenditure and Reform has issued an information notice advising of the amendments to be made to scales in these cases. These adjustments are made within the attached consolidated scales. (**Attached as Appendix 3**).

All queries with regard to the contents of this circular should be to Advisory Services, HSE CERS, 63-64 Adelaide Road, Dublin 2. 01 6626966, info.t@hse.ie

Please ensure that the contents of this Circular and accompanying appendices are notified to all relevant personnel within your agency or employment.

Yours sincerely,



Rosarii Mannion,
National Director of Human Resources.



Circular 6/2017

22nd March 2017

To: Rosarii Mannion, National Director of Human Resources, HSE
CEO's of the NCSSB's

**Application of 1 April 2017 pay adjustments and related measures in accordance with
the Financial Emergency Measures in the Public Interest Act 2015 and
the Public Service Stability Agreement 2013 – 2018 (Lansdowne Road Agreement)**

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions, following on from the circular which issued on 11th December 2015, with regard to the application of adjustments to health sector pay in accordance with the Financial Emergency Measures in the Public Interest Act 2015 (No. 39 of 2015) (FEMPI 2015) and the relevant provisions of the Lansdowne Road Agreement.

1. General

- 1.1 This circular sets out the revised pay rates applying to public servants from 1 April 2017 and 1 September 2017 as outlined in DPER Circular 08/2017.
- 1.2 This circular provides for an adjustment to pay rates for certain public servants to include an additional payment from April to August 2017 inclusive for those earning up to €65,000, the continued application of the €1,000 annualised payment from 1 September 2017 for those earning up to €65,000 and the first phase of pay restoration for public servants who were subject to pay adjustment under the Financial Emergency Measures in the Public Interest Act 2013 (FEMPI 2013) (Haddington Road Agreement).
- 1.3 The pay adjustments should be applied, as appropriate, from 1 April 2017.

2. Pay adjustments

- 2.1 In order to address the anomalies which arose following the recent Labour Court Recommendations for certain Garda Associations, the Government has agreed to **an additional payment which provides for a proportionate increase in the annualised payment** of €1,000 for the period 1 April 2017 to 31 August 2017 inclusive for civil and public servants who:

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Patient Safety  First



- (i) are on annualised salaries up to €65,000;
- (ii) are parties to the Lansdowne Road Agreement; and
- (iii) do not stand to benefit from the Labour Court Recommendation (CD/16/321 & CD/16/322)

2.2 To give further ongoing effect to the measure set out in paragraph 2.1 above and the provisions of the Public Service Stability Agreement 2013 – 2018 (Lansdowne Road Agreement), the following adjustments to annualised salaries will be applied to the salaries of civil and public servants **with effect from 1 September 2017**:

- The annualised salaries of those earning up to €65,000 will be increased by €1,000

Note: The eligibility requirements set out in (ii) and (iii) of paragraph 2.1 above, will not be applicable to the 1 September 2017 adjustment.

2.3 To give further effect to the measures set out in section 6C of FEMPI (No. 2) 2009 as inserted by section 3 of the Financial Emergency Measures in the Public Interest Act 2015 (No. 39 of 2015) the following adjustments to annualised salaries will be applied **with effect from 1 April 2017**:

- For those earning not less than €65,000 and not more than €110,000, one half of the amount of the reduction incurred under FEMPI 2013 (Haddington Road Agreement) will be restored.
- For those earning in excess of €110,000, one third of the amount of the reduction incurred under FEMPI 2013 (Haddington Road Agreement) will be restored.

2.4 Revised consolidated salary scales with effect from 1 April 2017 for members of health sector grades are attached.

2.5 In a small number of instances, the implementation of the pay increases gives rise to a situation where an increase to one scale point has resulted in this point exceeding a higher point on the scale. The Department of Public Expenditure and Reform has issued an information notice to advise of the amendments to be made to the scales in these cases, and these adjustments have already been made within the Consolidated Salary Scales. This notice is attached at Appendix 1 for information only.

3. Further Pay Related Circulars

Further circulars will issue with regard to those provisions of section 6C of FEMPI (No. 2) 2009, as inserted by section 3 of the Financial Emergency Measures in the Public Interest Act 2015 (No. 39 of 2015) which come into effect on 1 January 2018 for those earning not less than €65,000 and not more than €110,000 and on 1 April 2018 and 1 April 2019 for those earning in excess of €110,000.

4. Overtime

Payment in respect of overtime rendered on or subsequent to 1 April 2017 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 April 2017.

5. Premium Rates of Pay

Premium rates of pay payable in respect of or subsequent to 1 April 2017 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 April 2017.

6. Allowances

6.1 Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 April 2017.

6.2 Fixed allowances are unaffected by these measures.

7. Pension Entitlement 'Grace Period'

Public Service employers are reminded, as already referred to in DoH Circular 17/2015, that for the purposes of calculating pension and lump sum awards at retirement, the pay reductions applied under FEMPI 2013 (Haddington Road Agreement) are disregarded for persons who retire from the public service up to 1 April 2019. This "grace period" is provided for originally under section 9 of FEMPI 2013, and has been extended to 1 April 2019 by S.I. No. 547 of 2015 - Public Service Pension Rights (No. 2) Order 2015. Public servants who retire during the grace period may benefit by having their pensions and retirement lump sums calculated by reference to salary rates which discount the impact of the FEMPI 2013 salary adjustments applied to salaries of €65,000 and above. Public servants who retire during the grace period are also entitled to have any impact on pay arising from FEMPI 2013 suspension of the operation of a pay scale i.e. increment freeze or delay, discounted in the calculation of their pension and lump sum awards.

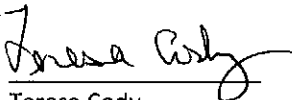
8. Queries

All employee queries should be directed to the relevant employer. Requests for clarification from payroll and hr managers should be directed to National_hr_unit@health.gov.ie

9. Circulation

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

Yours sincerely



Teresa Cody
Assistant Secretary

HEALTH SECTOR

CONSOLIDATED SALARY SCALES IN ACCORDANCE WITH FEMPI 2015 AND THE PUBLIC SERVICE STABILITY AGREEMENTS 2013 - 2018 (THE LANSDOWNE ROAD AGREEMENT)

These scales must be read in conjunction with Department of Health Circular 6/2017

The Financial Emergency Measures in the Public Interest Act 2015 gives effect to the following adjustments to salaries with effect from 1st April 2017*:

- The annualised amount of the basic salary of a public servant that is not greater than €65,000 shall be increased by €1,000.
- The amount by which the annual remuneration of a public servant stands reduced by virtue of section 2A of the FEMPI 2013 Act, the amount of which, as so reduced, is not less than €65,000 and not more than €110,000, shall be restored by one half of that reduction.
- The amount by which the annual remuneration of a public servant stands reduced by virtue of section 2A of the FEMPI 2013 Act, the amount of which, as so reduced, is in excess of €110,000, shall be restored by one third of that reduction.

Your attention is drawn to section 12 of the 2015 Act which provides details of the consequences of the inclusion of unapproved terms and conditions in the contract of employment of public servants and which provides for related matters, including the recoupment of unapproved payments.

Pay of non-whole time equivalents such as worksharers is calculated by applying the relevant increase to the full basic salary first and then calculating the appropriate rate for the person working reduced hours, on a pro-rata basis.

Sessional rates may not be used in respect of any new employee recruited on or after 28th March 2014 and the continued use of sessional rates in relation to those already in receipt of them is also currently being reviewed. The relevant sessional rates are highlighted on the Consolidated Salary Scales.

The sanction of the Minister is now conveyed for the application of these amended pay scales with effect from 1 April 2017

*Government Decision of 17th January 2017 brought forward the increase for annualised salaries not greater than €65,000 from 1/9/17 to 1/4/17 for certain public servants

COMPLIANCE WITH HEALTH SECTOR PAY POLICY (as set out in DoH Circular 11/2013)

1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1 April 2017), as sanctioned by the Minister for Health and approved by the Minister for Public Expenditure and Reform, set out current salaries for public health service staff. These salary scales must be strictly adhered to and in no circumstances should an employee receive remuneration in the nature of pay and allowances of an amount greater than the amount prescribed for the relevant grade. The Department of Health Circular 11/2013 defines remuneration as basic salary, allowances and all other benefits in cash or in kind, together with general terms in regard to superannuation, holidays, sick leave etc., approximating to health service norms.

Non-Exchequer sources of funding may not be used to supplement approved rates of remuneration.

It is noted that the standard Service Arrangement between the Section 38 providers and the HSE requires that remuneration in Section 38 bodies conforms to public sector pay norms. Attention is drawn to the following provisions in particular;

- Section 3.2(c) (ix): Providers shall not pay nor subsidise salaries, expenses or other perquisites which exceed those normally paid within the public sector.
- Section 17.5: The Provider will adhere to the consolidated salary scales where they apply and is not authorised to pay salaries in excess of the consolidated scales for approved grades.

2. Financial Emergency Measures in the Public Interest Acts 2009 - 2015

The 2009 Act provided for reductions of public service pay rates with effect from 1 January 2010 and was amended by the 2013 Act to effect further reductions for employees earning over €65,000 per annum. The 2015 Act provides for an increase in the remuneration of certain grades in the public service.

Under Section 5(1) of the 2013 Act, a public servant whose pay has been reduced in accordance with the Act is not entitled to receive remuneration greater than the amount so determined. Additionally, no person or body responsible for paying the remuneration of a public servant is entitled to pay remuneration of an amount greater than the amount so determined. Accordingly, with the exception of the very limited arrangements under Section 6 of the 2013 Act which, requires the sanction of the Minister for Public Expenditure and Reform, it is not open to any public service employer to implement an increase in remuneration for public servants outside of the increases provided for in the 2015 Act.

Your attention is drawn to section 12 of the 2015 Act which provides details of the consequences of the inclusion of unapproved terms and conditions in the contract of employment of public servants and which provides for related matters, including the recoupment of unapproved payments.

3. Allowances ** NO UNAPPROVED ALLOWANCES MAY BE PAID **

As a general rule, only allowances included in the Department of Health Consolidated Salary Scales may be paid. Such allowances may be paid only in respect of those duties and grades specified in the Consolidated Salary Scales and at the approved rate, e.g. on-call allowances are payable only to those grades such as NCHDs, nurses etc. where the Consolidated Salary Scales provide for the payment of an on-call allowance; the approved rate of such allowances may not be varied.

4. One Person One Salary

In accordance with the one person one salary principle, serving public servants require the consent of the Department of Public Expenditure and Reform in order to undertake other forms of paid remuneration in any part of the public service. In this context it should also be noted that public servants and public sector employees (with the exception of certain worker directors), who sit on state boards in an ex officio capacity or on behalf of their parent Department/organisation or who may be nominated to such boards independently of their public service employment, should not be paid remuneration in the form of board fees when serving in such a representational capacity.

5. Temporary Contracts for Posts at a Higher Grade

The Department of Health Circular 9/2016 must be adhered to in relation to temporary contracts for posts at a higher grade. Temporary contracts for posts at a higher grade that extend beyond 12 months will only be given on an exceptional basis. and prior sanction must be sought from the Department of Health.

6. Superannuation

It is a general condition of public service pension schemes that pensionable remuneration for the purpose of the calculation of pension benefits, is determined by reference to the approved salary scale and sanctioned pensionable allowances, where applicable. The various superannuation schemes in the health sector require that the salary and pensionable allowances used to determine pension benefits are those approved by the Minister for Health with the consent of the Minister for Public Expenditure and Reform.

Retirement benefits must be calculated by reference to the substantive grade of the retiring employee and the appropriate approved salary scale, and pensionable allowance where applicable, as set out in the Consolidated Salary Scales. Superannuation scheme rules do not permit the calculation of benefits using an unapproved salary or allowance to determine pensionable remuneration.

Guide to the Consolidated Salary Scales

Please note the following :

- 1 For the 1st worksheet, the payscales for grades read across. The current rate and one historical rate are shown for the 1st worksheet.
- 2 The "1 April 2017" worksheet shows the pay rates for all grades except consultants.
The "Consultants" worksheet shows all consultants rates.
The "Allowances1" worksheet shows all allowances for public servants in receipt of basic pay up to and including €125,000.
The "Allowances2" worksheet shows all allowances for those in receipt of basic pay in excess of €125,000.
The "Pensions" worksheet shows scales for administrative and pension purposes and notional scales for pension purposes and has not been maintained due to PSPR arrangements with DPER.
- 3 LSIs (Long Service Increments) are represented by emboldened figures.
Where previously the 1st LSI was paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI, care must now be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road Agreement / Lansdowne Road Agreement. As per DoH Circular 2/2016 no increment will be deferred beyond 1 July 2017 as a result
- 4 Where previously for all craftsmen grades (Craftsmen, Craftsmens' Mates, Chargehand, Asst Foreman, Foreman), the points were as follows ;
Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc. care must now be taken to abide by the conditions of the Haddington Road Agreement / Lansdowne Road Agreement.
- 5 Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).
- 6 As in previous scales the weekly rate can be calculated by dividing the annual rate by 52.18.
- 7 Seasonal Rates, which are not to be used for any new employees recruited on or after 28th March 2014 have been highlighted.†
- 8 A revised 1/01/17 rate for the grade of Phlebotomist Trainee is included to take account of the revised minimum wage requirements.
- 9 Where an increase to one scale point has resulted in this point exceeding the next, or even the next two or three scale points (a lower point on the scale will overtake a higher point on the same scale – ie leapfrogging), the Minister for Public Expenditure and Reform has directed that higher increments 'leapfrogged' in this way will be increased so they are the same value as the lower point following the application of the pay increase. The effect of this is that two or more increment points on the scale will be identical, and the staff affected will therefore remain at the same pay level for two or more years even though they have not reached the top of their scale.
- 10 Salaries for pension contribution and benefit (new and historic) for senior management grades affected by Section 6 (FEMPI No.2 Act 2009) adjustment are still in place
- 11 Dual Responsibility allowance is no longer payable in line with the requirements of the Haddington Road Agreement and the rationalisation of acting posts and has been removed from the pay scales.
- 12 Grades of 'Deputy Director (Strategy/Operations)'; 'Staff Nurse (Adaptation Placement) Childrens'; 'Staff Nurse, Registered Midwife (Adaptation Placement)'; 'Deputy Director General (Strategy/Operations)'; 'Head of Service / Function, Community Healthcare Organisations'; 'Psychologist, Counselling'; 'Psychologist, Educational'; 'Psychologist, Counselling Senior'; 'Psychologist, Educational Senior'; 'Nurse Tutor Midwifery' have been newly entered to these scales.
- 13 The following grades fall under the scale of Intern Support Scheme 'Porter, Intern'; 'Health Care Assistant, Intern'; 'Multi-task Attendant, Intern'; 'Care Assistant (Disability), Intern'; and 'Household Attendant/Cleaner/Domestic, Intern' as per Department of Health Circular 10/2013.
- 14 The Pension worksheet includes scales inserted for Administrative purposes only as well as for pension purposes and notional scales.
These were previously amended to reflect the relevant FEMPI (1.1.2010) pay reductions which became applicable to these grades with effect from 1 March 2012 (the end of first grace period).
Notional scale for Clerical Admin grades which used to issue as a separate circular (last issued as 11/2005)
- 15 Those employed on a fixed term or specified purpose contract are entitled to the same salary as a permanent comparator.
- 16 Abbreviations: 'LRA = Lansdowne Road Agreement; 'HRA' = Haddington Road Agreement; FEMPI = Financial Emergency Measures in the Public Interest; - 'New Ent' = New Entrant; - 'Sec.6 adj' = Section 6 Adjustment; 'MERGED' = Assimilated Scales as per Clause 2.31 of the Haddington Road Agreement
- 17 Pay rates for the grades of Staff Nurse, Post Qualification Pre Registration, and Staff Nurse (Adaptation Placement) General/Childrens/Midwife/Mental Health are calculated at 85% of the first point Staff Nurse/Staff Nurse Mental Health pay scale as appropriate.
- 18 **If you have a query specific to your own employment, please contact your own HR / Personnel section. For policy or other queries, please contact national_hr_unit@health.gov.ie**

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Physiotherapy Assistant	28	Stores Porters / Attendants / (Non-Dublin) Non-Paypath	24/26
Play Specialist / Senior	19	Student Mental Health Nurse (Rostered Placement)	10
Play Therapist / Senior	19	Student Nurse / Midwife / Intellectual Disability / Childrens (Rostered Placement)	12
Porter Supervisor	25	Student Public Health Nurse	13
Porters / (Dublin) Non-Paypath	23/27	Supervisor / Instructor / Senior Supervisor / Instructor (Specialist Agencies)	35
Porters / Drivers / (Non-Dublin) Non-Paypath	23/25	Supplies Officer Grade A / B / C / D	30
Post Registered Student Nurse **	12	Support Staff Intern Scheme	22
Project Technical Services Manager (Beaumont / St. James's)	35	Technical Services Manager (St. Vincents)	35
Psychiatric Nurse, Community	10	Technical Services Manager, Assistant (Mater)	35
Psychiatrist **	8	Technical Services Officer (Mater, Tallaght)	35
Psychologist, All	19	Technical Services Officer / Assistant / Senior Assistant / Chief Assistant	30
Psychology, Director of	19	Theatre Porters / Attendants / (Non-Dublin) Non-Paypath	24/26
Public Health Nurse	13	Tractor Drivers / (Non-Dublin) Non-Paypath **	24/26
Radiation Therapist	19	Transport Officer (Formerly EHB)	35
Radiographer / Senior / Therapist / Clinical Specialist and former Supt 1 not-in-charge	19	Van Drivers / (Non-Dublin) Non-Paypath	24/26
Radiography Assistant	28	Vascular Physiologist / Senior / Chief I & II	21
Radiography Service Manager 1 & 2 (formerly Radiographer Superintendent I / II / III)	20	Vocational Trainee in Dentistry	8
Regional Public Analyst / Deputy (With/Without Branch E Cert)	20	Welfare Home Supervisor, HSE Eastern Regional Area Only / W/out Nursing Qual. / Asst. Supervisor	30
Regional Workshop Manager (HSE North Western Area) **	35	Workshop Instructors (HSE Health Areas)	35
Registrar / Senior Registrar / Specialist Registrar	8	Workshop Manager (Specialist Agencies)	35
Respiratory Physiologist / Senior / Chief I / Chief II	20	Workshop Supervisors (HSE Midland Health Area & HSE North Western Health Area)	35
Seamstress / (Non-Dublin) Non-Paypath	24/26		
Secretary to the Board (HSE) **	33		
Senior House Officer	8		

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
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MEDICAL & DENTAL GRADES

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EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road / Lansdowne Road Agreements. As per Circular 2/2016 no increment will be deferred beyond 1 July 2017 as a result of the increment measures contained in the Haddington Road Agreement

MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/04/17 LRA	1	28,238																			
	1/01/16 LRA		27,238																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	32,278																			
	1/01/10 FEMPI		31,278																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	34,214																			
	1/01/10 FEMPI		33,214																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	36,147																			
	1/01/10 FEMPI		35,147																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/04/17 LRA	1	32,278																			
	1/01/10 FEMPI		31,278																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	34,214																			
	1/01/10 FEMPI		33,214																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	36,147																			
	1/01/10 FEMPI		35,147																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	38,097																			
	1/01/10 FEMPI		37,097																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/04/17 LRA	1	34,214																			
	1/01/10 FEMPI		33,214																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	36,147																			
	1/01/10 FEMPI		35,147																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	38,097																			
	1/01/10 FEMPI		37,097																			
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	41,012																			
	1/01/10 FEMPI		40,012																			

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/04/17 LRA	1	36,147																		
	1/01/10 FEMPI		35,147																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	38,097																		
	1/01/10 FEMPI		37,097																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	42,918																		
	1/01/10 FEMPI		41,918																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/04/17 LRA	1	46,753																		
	1/01/10 FEMPI		45,753																		
AREA MEDICAL OFFICER	1/04/17 LRA	8	65,586	65,791	66,769	68,552	70,478	72,377	74,184	75,992	LSIs										
	1/07/13 HRA.		64,586	65,000	65,000	66,613	68,485	70,330	72,086	73,843	LSIs										
AREA MEDICAL OFFICER - SENIOR	1/04/17 LRA	8	74,917	76,973	79,038	81,071	83,107	85,176	87,082	88,990	LSIs										
	1/07/13 HRA.		72,798	74,796	76,786	78,735	80,686	82,669	84,495	86,323	LSIs										
MEDICAL OFFICER - SENIOR	1/04/17 LRA	8	74,917	76,973	79,038	81,071	83,107	85,176	87,082	88,990	LSIs										
	1/07/13 HRA.		72,798	74,796	76,786	78,735	80,686	82,669	84,495	86,323	LSIs										
MEDICAL OFFICER - PRINCIPAL	1/04/17 LRA	1	95,182																		
	1/07/13 HRA.		92,258																		
DIRECTOR OF COMMUNITY CARE	1/04/17 LRA	1	101,375																		
	1/07/13 HRA.		98,193																		
SPECIALIST IN PUBLIC HEALTH MEDICINE	1/04/17 LRA	1	106,274																		
	1/07/13 HRA.		102,887																		
DIRECTOR OF PUBLIC HEALTH MEDICINE	1/04/17 LRA	1	122,314																		
	1/07/13 HRA.		119,573																		
COMMUNITY OPHTHALMIC PHYSICIAN	1/04/17 LRA	3	85,176	87,082	88,990	LSIs															
	1/07/13 HRA.		82,669	84,495	86,323	LSIs															
INTERN	1/04/17 LRA	1	32,938																		
	1/11/13 MERGED		31,938																		
SENIOR HOUSE OFFICER	1/04/17 LRA	7	39,839	41,998	45,224	47,334	51,578	53,687	55,746												
	1/01/10 FEMPI		38,839	40,998	44,224	46,334	50,578	52,687	54,746												
REGISTRAR	1/04/17 LRA	6	51,578	53,687	55,746	57,260	59,279	61,305													
	1/01/10 FEMPI		50,578	52,687	54,746	56,260	58,279	60,305													
SENIOR REGISTRAR	1/04/17 LRA	7	65,174	66,196	67,530	69,652	72,101	74,651	77,283												
	1/07/13 HRA.		65,000	65,000	65,620	67,682	70,062	72,540	75,097												
SPECIALIST REGISTRAR	1/04/17 LRA	7	61,404	62,855	64,953	65,920	67,993	70,987	73,980												
	1/07/13 HRA.		60,404	61,855	63,953	65,000	66,070	68,980	71,888												
PSYCHIATRIST ** grade obsolete - not for use **	1/04/17 LRA	5	48,301	50,687	53,066	55,438	57,779														
	1/01/10 FEMPI		47,301	49,687	52,066	54,438	56,779														
VOCATIONAL TRAINEE IN DENTISTRY	1/04/17 LRA	2	40,758	45,175																	
	1/11/13 MERGED		39,758	44,175																	

The Living Out Allowance (€3,193 per annum) is to be incorporated into the **Intern, Senior House Officer and Registrar** salary scales with effect from 1st July 2017, in the context of the 2017 Public Sector Pay negotiations. A circular will issue closer to the time setting out the rates of pay effective from that date forward.

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CLINICAL DENTAL SURGEON (GRADE I)	1/04/17 LRA	4	46,589	49,469	51,655	54,855															
	1/11/13 MERGED		45,589	48,469	50,655	53,855															
GENERAL DENTAL SURGEON	1/04/17 LRA	9	59,270	62,279	65,244	66,158	68,355	71,260	74,152	78,488	82,778	LSIs									
	1/07/13 HRA.		58,270	61,279	64,244	65,000	66,423	69,245	72,055	76,259	80,370	LSIs									
SENIOR DENTAL SURGEON	1/04/17 LRA	6	70,935	74,152	77,385	80,563	85,150	89,740	LSIs												
	1/07/13 HRA.		68,929	72,055	75,197	78,248	82,644	87,042	LSIs												
SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/04/17 LRA	6	74,361	77,738	81,091	84,421	89,238	94,056	LSIs												
	1/07/13 HRA.		72,258	75,539	78,754	81,945	86,561	91,179	LSIs												
PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/04/17 LRA	5	86,640	90,208	93,781	99,120	104,458	LSIs													
	1/07/13 HRA.		84,071	87,491	90,915	96,032	101,147	LSIs													
PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/04/17 LRA	5	84,788	88,279	91,773	96,993	102,212	LSIs													
	1/07/13 HRA.		82,297	85,642	88,991	93,993	98,995	LSIs													
SPECIALIST IN ORTHODONTICS	1/04/17 LRA	1	134,032																		
	1/07/13 HRA.		130,961																		

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
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MENTAL HEALTH (PSYCHIATRIC) NURSING

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EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road / Lansdowne Road Agreements. As per Circular 2/2016 no increment will be deferred beyond 1 July 2017 as a result of the increment measures contained in the Haddington Road Agreement

GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1) **grade obsolete - not for use **	1/04/17 LRA	1	25,258																			
	1/01/16 LRA		24,258																			
GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2) **grade obsolete - not for use **	1/04/17 LRA	1	26,309																			
	1/01/16 LRA		25,309																			
STUDENT MENTAL HEALTH NURSE (ROSTERED PLACEMENT)	1/04/17 LRA	1	20,685	Annualised																		
	1/03/2016		19,685	Annualised																		
MENTAL HEALTH STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/04/17 LRA	1	24,905																			
	01/01/16 LRA		23,905																			
MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/04/17 LRA	1	24,905																			
	01/01/16 LRA		23,905																			
MENTAL HEALTH STAFF NURSE	1/04/17 LRA	13	29,122	31,067	32,246	33,448	34,707	35,891	37,129	38,091	39,142	40,505	41,845	43,754	45,086	LSI						
	1/01/16 LRA		28,122	30,067	31,246	32,448	33,707	34,891	36,129	37,091	38,142	39,505	40,845	42,754	44,086	LSI						
SENIOR STAFF NURSE (MENTAL HEALTH)	1/04/17 LRA	1	47,254																			
	1/01/10 FEMPI		46,254																			
DUAL QUALIFIED MENTAL HEALTH STAFF NURSE	1/04/17 LRA	9	35,100	37,312	38,492	39,399	40,400	41,731	43,028	44,938	46,271	LSI										
	1/01/10 FEMPI		34,100	36,312	37,492	38,399	39,400	40,731	42,028	43,938	45,271	LSI										
SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH)	1/04/17 LRA	1	48,497																			
	1/01/10 FEMPI		47,497																			
COMMUNITY PSYCHIATRIC NURSE	1/04/17 LRA	10	46,552	46,761	47,634	48,418	50,034	50,941	51,912	52,889	54,009	55,044										
	1/01/10 FEMPI		45,552	45,761	46,634	47,418	49,034	49,941	50,912	51,889	53,009	54,044										
CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/04/17 LRA	8	44,288	45,100	46,245	47,408	48,554	49,708	50,993	52,191												
	1/01/10 FEMPI		43,288	44,100	45,245	46,408	47,554	48,708	49,993	51,191												
CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/04/17 LRA	9	48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852											
	1/01/10 FEMPI		47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852											
CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/04/17 LRA	9	48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852											
	1/01/10 FEMPI		47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852											
COMMUNITY MENTAL HEALTH NURSE	1/04/17 LRA	9	48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852											
	1/01/10 FEMPI		47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852											
CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/04/17 LRA	6	55,336	56,430	59,199	60,288	61,382	62,491														
	1/01/10 FEMPI		54,336	55,430	58,199	59,288	60,382	61,491														
NURSE TUTOR (MENTAL HEALTH)	1/04/17 LRA	10	56,599	57,368	58,133	58,903	59,671	60,441	61,206	61,977	62,746	63,514										
	1/01/10 FEMPI		55,599	56,368	57,133	57,903	58,671	59,441	60,206	60,977	61,746	62,514										
PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/04/17 LRA	8	59,359	60,479	61,501	64,696	65,814	65,814	66,067	66,956												
	1/07/13 HRA.		58,359	59,479	60,501	63,696	64,814	65,000	65,000	65,062												

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/04/17 LRA	7	57,138	58,873	60,599	64,556	65,171	66,067	66,959												
	1/07/13 HRA.		56,138	57,873	59,599	63,556	65,000	65,000	65,066												
ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/04/17 LRA	7	57,138	58,873	60,599	64,556	65,171	66,067	66,959												
	1/07/13 HRA.		56,138	57,873	59,599	63,556	65,000	65,000	65,066												
DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/04/17	6	70,653	72,795	74,943	77,181	79,218	81,339													
	1/07/13 HRA.		68,655	70,736	72,824	74,999	76,959	78,991													

GENERAL NURSING

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GRADUATE NURSE PROGRAMME (YEAR 1) **grade obsolete - not for use **	1/04/17 LRA	1	24,708																		
	1/01/16 LRA		23,708																		
GRADUATE NURSE PROGRAMME (YEAR 2) **grade obsolete - not for use **	1/04/17 LRA	1	25,735																		
	1/01/16 LRA		24,735																		
STUDENT NURSE/MIDWIFE (ROSTERED PLACEMENT)	1/04/17 LRA	1	20,238	Annualised																	
	1/03/16		19,238	Annualised																	
STUDENT NURSE INTELLECTUAL DISABILITY (ROSTERED PLACEMENT)	1/04/17 LRA	1	20,238	Annualised																	
	1/03/16		19,238	Annualised																	
STUDENT NURSE CHILDRENS (ROSTERED PLACEMENT)	1/04/17 LRA	1	20,238	Annualised																	
	1/03/16		19,238	Annualised																	
STUDENT NURSE MIDWIFERY (ROSTERED PLACEMENT)	1/04/17 LRA	1	20,238	Annualised																	
	1/03/16		19,238	Annualised																	
POST REGISTERED STUDENT NURSE **grade obsolete - not for use **	1/04/17 LRA	4	24,962	26,019	27,235	28,799															
	1/01/16 LRA		23,962	25,019	26,235	27,799															
STAFF NURSE (ADAPTATION PLACEMENT)	1/04/17 LRA	1	24,361																		
	01/01/16 LRA		23,361																		
STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/04/17 LRA	1	24,361																		
	01/01/16 LRA		23,361																		
STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/04/17 LRA	1	24,361																		
	01/01/16 LRA		23,361																		
STAFF NURSE	1/04/17 LRA	13	28,483	30,497	31,537	32,710	34,189	35,666	37,137	38,408	39,683	40,952	42,222	43,469	44,800 LSI						
	1/01/16 LRA		27,483	29,497	30,537	31,710	33,189	34,666	36,137	37,408	38,683	39,952	41,222	42,469	43,800 LSI						
(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/04/17 LRA	1	24,361																		
	01/01/16 LRA		23,361																		
(STAFF NURSE) REGISTERED MIDWIFE	1/04/17 LRA	13	28,483	30,497	31,537	32,710	34,189	35,666	37,137	38,408	39,683	40,952	42,222	43,469	44,800 LSI						
	1/01/16 LRA		27,483	29,497	30,537	31,710	33,189	34,666	36,137	37,408	38,683	39,952	41,222	42,469	43,800 LSI						
(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/04/17 LRA	13	28,483	30,497	31,537	32,710	34,189	35,666	37,137	38,408	39,683	40,952	42,222	43,469	44,800 LSI						
	1/01/16 LRA		27,483	29,497	30,537	31,710	33,189	34,666	36,137	37,408	38,683	39,952	41,222	42,469	43,800 LSI						
(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/04/17 LRA	13	28,483	30,497	31,537	32,710	34,189	35,666	37,137	38,408	39,683	40,952	42,222	43,469	44,800 LSI						
	1/01/16 LRA		27,483	29,497	30,537	31,710	33,189	34,666	36,137	37,408	38,683	39,952	41,222	42,469	43,800 LSI						
SENIOR STAFF NURSE (GENERAL)	1/04/17 LRA	1	46,954																		
	1/01/10 FEMPI		45,954																		

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DUAL QUALIFIED STAFF NURSE (GENERAL)	1/04/17 LRA	9	35,100	37,312	38,492	39,399	40,400	41,731	43,028	44,938	46,271	LSI									
	1/01/10 FEMPI		34,100	36,312	37,492	38,399	39,400	40,731	42,028	43,938	45,271	LSI									
SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL)	1/04/17 LRA	1	48,497																		
	1/01/10 FEMPI		47,497																		
CLINICAL NURSE MANAGER 1 (GENERAL)	1/04/17 LRA	8	44,288	45,100	46,245	47,408	48,554	49,708	50,993	52,191											
	1/01/10 FEMPI		43,288	44,100	45,245	46,408	47,554	48,708	49,993	51,191											
CLINICAL NURSE MANAGER 2 (GENERAL)	1/04/17 LRA	9	48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852										
	1/01/10 FEMPI		47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852										
CLINICAL NURSE SPECIALIST (GENERAL)	1/04/17 LRA	9	48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852										
	1/01/10 FEMPI		47,089	47,886	48,559	49,659	50,874	52,067	53,260	54,604	55,852										
CLINICAL NURSE MANAGER 3 (GENERAL)	1/04/17 LRA	6	55,336	56,430	59,199	60,288	61,382	62,491													
	1/01/10 FEMPI		54,336	55,430	58,199	59,288	60,382	61,491													
CLINICAL NURSE INSTRUCTOR (GENERAL)	1/04/17 LRA	9	50,176	50,988	51,589	52,705	53,829	55,042	56,262	57,480	58,697										
	1/01/10 FEMPI		49,176	49,988	50,589	51,705	52,829	54,042	55,262	56,480	57,697										
NURSE TUTOR (GENERAL)	1/04/17 LRA	10	56,599	57,368	58,133	58,903	59,671	60,441	61,206	61,977	62,746	63,514									
	1/01/10 FEMPI		55,599	56,368	57,133	57,903	58,671	59,441	60,206	60,977	61,746	62,514									
NURSE TUTOR MIDWIFERY	1/04/17 LRA	10	56,599	57,368	58,133	58,903	59,671	60,441	61,206	61,977	62,746	63,514									
	1/01/10 FEMPI		55,599	56,368	57,133	57,903	58,671	59,441	60,206	60,977	61,746	62,514									
PRINCIPAL NURSE TUTOR	1/04/17 LRA	8	59,359	60,479	61,501	64,696	65,814	65,814	66,067	66,956											
	1/07/13 HRA.		58,359	59,479	60,501	63,696	64,814	65,000	65,000	65,062											
STUDENT PUBLIC HEALTH NURSE	1/04/17 LRA	1	32,504																		
	1/01/10 FEMPI		31,504																		
PUBLIC HEALTH NURSE	1/04/17 LRA	9	46,857	47,634	48,297	49,342	50,544	51,708	52,881	54,199	55,426										
	1/01/10 FEMPI		45,857	46,634	47,297	48,342	49,544	50,708	51,881	53,199	54,426										
ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/04/17 LRA	6	55,339	58,380	59,629	60,780	61,943	63,535													
	1/01/10 FEMPI		54,339	57,380	58,629	59,780	60,943	62,535													
DIRECTOR OF PUBLIC HEALTH NURSING	1/04/17 LRA	6	70,653	72,795	74,943	77,181	79,218	81,339													
	1/07/13 HRA.		68,655	70,736	72,824	74,999	76,959	78,991													
ADVANCED NURSE PRACTITIONER	1/04/17 LRA	9	55,870	56,952	57,996	61,201	62,210	63,382	64,477	65,566	66,959										
	1/07/13 HRA.		54,870	55,952	56,996	60,201	61,210	62,382	63,477	64,566	65,066										
ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/04/17 LRA	9	55,870	56,952	57,996	61,201	62,210	63,382	64,477	65,566	66,959										
	1/07/13 HRA.		54,870	55,952	56,996	60,201	61,210	62,382	63,477	64,566	65,066										
ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/04/17 LRA	8	53,059	54,189	55,339	58,379	59,629	60,780	61,943	63,534											
	1/01/10 FEMPI		52,059	53,189	54,339	57,379	58,629	59,780	60,943	62,534											
AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/04/17 LRA	7	75,809	78,072	80,286	82,185	84,301	86,461	88,590												
	1/07/13 HRA.		73,666	75,861	77,982	79,802	81,830	83,900	85,941												
HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/04/17 LRA	6	93,363	97,468	101,573	105,676	109,782	112,652													
	30/12/16		90,514	94,448	98,382	102,314	106,250	110,183													
DIRECTOR, NURSE & MIDWIFERY PLANNING & DEVELOPMENT	1/04/17 LRA	6	69,067	70,933	72,988	75,246	77,721	80,231													
	1/07/13 HRA.		67,114	68,927	70,924	73,118	75,523	77,930													
DIRECTOR OF NURSING BAND 1 (GENERAL)	1/04/17 LRA	7	72,069	74,072	76,080	78,076	80,052	82,036	84,011												
	1/07/13 HRA.		70,031	71,978	73,928	75,864	77,758	79,659	81,552												

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DIRECTOR OF NURSING BAND 2 (GENERAL)	1/04/17 LRA	7	67,045	68,864	70,687	72,504	74,331	76,153	77,973												
	1/07/13 HRA.		65,149	66,916	68,688	70,454	72,229	73,999	75,766												
DIRECTOR OF NURSING BAND 2A (GENERAL)	1/04/17 LRA	7	66,704	67,671	68,818	69,960	71,107	72,250	73,395												
	1/07/13 HRA.		65,000	65,758	66,872	67,982	69,097	70,206	71,320												
DIRECTOR OF NURSING BAND 3 (GENERAL)	1/04/17 LRA	7	64,652	65,031	65,724	66,411	67,288	68,629	69,960												
	1/07/13 HRA.		63,652	65,000	65,000	65,000	65,385	66,688	67,982												
DIRECTOR OF NURSING BAND 4 (GENERAL)	1/04/17 LRA	7	60,410	62,238	64,060	65,890	65,890	66,731	68,301												
	1/07/13 HRA.		59,410	61,238	63,060	64,890	65,000	65,000	66,369												
DIRECTOR OF NURSING BAND 5 (GENERAL)	1/04/17 LRA	7	56,513	57,737	58,959	60,178	61,399	62,626	63,849												
	1/01/10 FEMPI		55,513	56,737	57,959	59,178	60,399	61,626	62,849												
DIRECTOR, CENTRE OF NURSE EDUCATION	1/04/17 LRA	8	64,980	65,496	66,480	68,008	69,923	71,839	73,754	75,751											
	1/07/13 HRA.		63,980	65,000	65,000	66,085	67,946	69,808	71,669	73,609											

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
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HEALTH & SOCIAL CARE PROFESSIONALS GRADES

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EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road / Lansdowne Road Agreements. As per Circular 2/2016 no increment will be deferred beyond 1 July 2017 as a result of the increment measures contained in the Haddington Road Agreement

ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/04/17 LRA	14	43,057	45,402	47,730	49,467	51,205	52,944	54,681	56,421	58,157	59,892	61,635	63,372	65,373	65,674	LSIs					
	1/11/13 MERGED incl. HRA.		42,057	44,402	46,730	48,467	50,205	51,944	53,681	55,421	57,157	58,892	60,635	62,372	64,373	65,000	LSIs					
ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/04/17 LRA	11	48,396	51,566	53,662	56,020	58,350	60,706	63,077	65,437	65,875	67,783	69,829	LSIs								
	1/11/13 MERGED incl. HRA.		47,396	50,566	52,662	55,020	57,350	59,706	62,077	64,437	65,000	65,866	67,855	LSIs								
AUDIOLOGIST, STAFF GRADE	1/04/17 LRA	10	31,001	32,624	34,005	35,174	36,136	37,103	38,111	39,106	40,064	40,830	LSI									
	1/01/16 LRA		30,001	31,624	33,005	34,174	35,136	36,103	37,111	38,106	39,064	39,830	LSI									
AUDIOLOGIST, SENIOR	1/04/17 LRA	6	42,808	44,484	45,563	46,792	48,043	49,321														
	1/01/10 FEMPI		41,808	43,484	44,563	45,792	47,043	48,321														
AUDIOLOGIST, CLINICAL SPECIALIST	1/04/17 LRA	6	46,792	48,043	49,321	51,950	54,644	57,402														
	1/01/10 FEMPI		45,792	47,043	48,321	50,950	53,644	56,402														
AUDIOLOGIST, CHIEF	1/04/17 LRA	6	49,321	51,950	54,644	57,402	60,225	63,113														
	1/01/10 FEMPI		48,321	50,950	53,644	56,402	59,225	62,113														
AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/04/17 LRA	10	61,795	64,550	65,641	67,067	69,676	72,283	74,890	77,500	79,875	82,467	LSIs									
	1/07/13 HRA.		60,795	63,550	65,000	65,170	67,706	70,239	72,772	75,308	77,589	80,073	LSIs									
AUDIOLOGY, NATIONAL LEAD	1/04/17 LRA	7	74,180	79,306	84,476	89,694	94,524	97,441	100,356	LSIs												
	1/07/13 HRA.		72,082	77,043	81,998	86,998	91,627	94,423	97,216	LSIs												
BIOCHEMIST	1/04/17 LRA	16	34,766	36,218	38,518	39,611	40,650	43,109	44,700	46,306	47,938	49,568	51,203	52,851	54,510	56,188	57,818	58,939	LSI			
	1/11/13 MERGED		33,766	35,218	37,518	38,611	39,650	42,109	43,700	45,306	46,938	48,568	50,203	51,851	53,510	55,188	56,818	57,939	LSI			
BIOCHEMIST, SENIOR	1/04/17 LRA	9	53,871	56,310	58,474	60,688	62,968	65,210	65,744	66,856	69,000											
	1/07/13 HRA.		52,871	55,310	57,474	59,688	61,968	64,210	65,000	65,000	67,049											
BIOCHEMIST, PRINCIPAL	1/04/17 LRA	9	65,253	66,648	70,027	73,629	77,245	80,808	84,753	87,380	90,025											
	1/07/13 HRA.		64,253	65,000	68,046	71,547	75,060	78,483	82,263	84,781	87,316											
BIOCHEMIST, TOP GRADE **grade obsolete - not for use **	1/04/17 LRA	5	87,303	91,359	94,664	98,022	101,430															
	1/07/13 HRA.		84,707	88,594	91,761	94,979	98,246															
CARDIAC CATHETERISATION PHYSIOLOGIST	1/04/17 LRA	10	34,719	36,686	38,466	39,273	40,168	42,511	43,931	45,355	48,866	52,320	LSIs									
	1/11/13 MERGED		33,719	35,686	37,466	38,273	39,168	41,511	42,931	44,355	47,866	51,320	LSIs									
CARDIAC CATHETERISATION PHYSIOLOGIST, SENIOR	1/04/17 LRA	8	43,611	44,914	46,291	47,700	49,151	50,498	53,830	57,167	LSIs											
	1/01/10 FEMPI		42,611	43,914	45,291	46,700	48,151	49,498	52,830	56,167	LSIs											
CARDIAC CATHETERISATION PHYSIOLOGIST, CHIEF I	1/04/17 LRA	8	47,521	48,507	49,817	51,088	52,360	53,619	56,874	60,194	LSIs											
	1/01/10 FEMPI		46,521	47,507	48,817	50,088	51,360	52,619	55,874	59,194	LSIs											
CARDIAC CATHETERISATION PHYSIOLOGIST, CHIEF II	1/04/17 LRA	8	48,888	51,265	53,583	55,913	58,280	61,332	64,787	66,026	LSIs											
	1/07/13 HRA.		47,888	50,265	52,583	54,913	57,280	60,332	63,787	65,000	LSIs											
CHIROPODIST	1/04/17 LRA	14	34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI					
	1/11/13 MERGED		33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI					
CHIROPODIST, SENIOR	1/04/17 LRA	9	51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208											
	1/01/10 FEMPI		50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208											

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CLINICAL SPECIALIST CHIROPODIST	1/04/17 LRA	9	56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										
	1/01/10 FEMPI		55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638										
CLINICAL ENGINEERING TECHNICIAN	1/04/17 LRA	7	29,860	31,090	32,749	33,423	34,780	37,463	39,456												
	1/01/16 LRA		28,860	30,090	31,749	32,423	33,780	36,463	38,456												
CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/04/17 LRA	9	40,828	42,834	45,029	47,350	49,831	52,314	54,845	56,803	58,633	LSIs									
	1/01/10 FEMPI		39,828	41,834	44,029	46,350	48,831	51,314	53,845	55,803	57,633	LSIs									
CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/04/17 LRA	6	56,891	58,760	61,335	63,084	64,581	65,150													
	1/07/13 HRA.		55,891	57,760	60,335	62,084	63,581	65,000													
CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/04/17 LRA	8	59,408	61,723	64,117	65,959	65,959	66,870	68,861	70,559											
	1/07/13 HRA.		58,408	60,723	63,117	64,959	65,000	65,000	66,914	68,564											
CLINICAL PHOTOGRAPHER (BASIC GRADE)	1/04/17 LRA	15	27,753	29,582	30,725	32,443	33,971	35,435	36,898	38,330	39,764	41,173	42,620	43,988	45,110	46,587	48,057	LSIs			
	1/01/16 LRA		26,753	28,582	29,725	31,443	32,971	34,435	35,898	37,330	38,764	40,173	41,620	42,988	44,110	45,587	47,057	LSIs			
CLINICAL PHOTOGRAPHER (SENIOR GRADE)	1/04/17 LRA	10	45,110	46,426	47,741	49,016	50,330	51,638	52,943	54,288	56,233	58,177	LSIs								
	1/01/10 FEMPI		44,110	45,426	46,741	48,016	49,330	50,638	51,943	53,288	55,233	57,177	LSIs								
COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/04/17 LRA	14	42,876	45,227	47,529	50,141	52,756	55,368	57,982	60,594	63,206	65,820	66,190	67,999	70,472	72,939					
	1/11/13 MERGED incl. HRA.		41,876	44,227	46,529	49,141	51,756	54,368	56,982	59,594	62,206	64,820	65,000	66,077	68,480	70,876					
DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/04/17 LRA	9	85,089	86,917	88,747	90,576	92,404	94,232	96,061	98,841	101,991										
	1/07/13 HRA.		82,585	84,338	86,091	87,843	89,595	91,348	93,100	95,764	98,783										
DENTAL HYGIENIST	1/04/17 LRA	14	35,074	37,379	38,860	40,188	41,406	42,670	43,945	45,232	46,677	47,440	48,756	49,895	51,054	52,039	LSI				
	1/11/13 MERGED		34,074	36,379	37,860	39,188	40,406	41,670	42,945	44,232	45,677	46,440	47,756	48,895	50,054	51,039	LSI				
DIETICIAN	1/04/17 LRA	14	34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI				
	1/11/13 MERGED		33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI				
DIETICIAN, SENIOR	1/04/17 LRA	9	51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208										
	1/01/10 FEMPI		50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208										
CLINICAL SPECIALIST DIETICIAN	1/04/17 LRA	9	56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										
	1/01/10 FEMPI		55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638										
DIETICIAN MANAGER	1/04/17 LRA	7	61,641	63,858	65,036	66,121	67,491	69,591	71,686												
	1/07/13 HRA.		60,641	62,858	65,000	65,000	65,583	67,623	69,659												
DIETICIAN MANAGER-IN-CHARGE III	1/04/17 LRA	7	69,212	70,305	71,395	72,545	73,755	74,963	75,930												
	1/07/13 HRA.		67,254	68,317	69,377	70,494	71,669	72,843	73,783												
DOSIMETRIST, BASIC	1/04/17 LRA	15	33,516	35,756	37,128	38,826	40,409	42,186	43,586	44,954	47,483	48,938	50,458	51,973	53,901	54,582	55,640	LSI			
	1/11/13 MERGED		32,516	34,756	36,128	37,826	39,409	41,186	42,586	43,954	46,483	47,938	49,458	50,973	52,901	53,582	54,640	LSI			
DOSIMETRIST, SENIOR	1/04/17 LRA	8	52,868	55,536	57,930	60,352	62,792	64,602	65,217	66,115											
	1/07/13 HRA.		51,868	54,536	56,930	59,352	61,792	63,602	65,000	65,000											
E.C.G. TECHNICIAN, STUDENT	1/04/17 LRA	5	22,287	23,206	24,237	25,068	25,313														
	1/01/16 LRA		21,287	22,206	23,237	24,068	24,313														
E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/04/17 LRA	13	26,445	27,850	29,272	29,849	30,474	32,178	32,863	33,850	34,933	35,933	36,965	39,299	41,653	LSIs					
	1/01/16 LRA		25,445	26,850	28,272	28,849	29,474	31,178	31,863	32,850	33,933	34,933	35,965	38,299	40,653	LSIs					
E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/04/17 LRA	9	26,445	27,850	29,272	29,849	30,474	32,178	32,863	33,850	34,933										
	1/01/16 LRA		25,445	26,850	28,272	28,849	29,474	31,178	31,863	32,850	33,933										
E.C.G. TECHNICIAN, SENIOR	1/04/17 LRA	7	36,623	37,538	38,518	39,522	40,568	42,854	45,080	LSIs											
	1/01/10 FEMPI		35,623	36,538	37,518	38,522	39,568	41,854	44,080	LSIs											

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
E.C.G. TECHNICIAN, CHIEF I	1/04/17 LRA	7	39,100	39,933	41,015	42,075	43,319	45,496	47,655	LSIs											
	1/01/10 FEMPI		38,100	38,933	40,015	41,075	42,319	44,496	46,655	LSIs											
E.C.G. TECHNICIAN, CHIEF II **grade obsolete - not for use **	1/04/17 LRA	7	41,657	42,940	44,162	45,396	47,125	49,339	51,651	LSIs											
	1/01/10 FEMPI		40,657	41,940	43,162	44,396	46,125	48,339	50,651	LSIs											
ENVIRONMENTAL HEALTH OFFICER, BASIC	1/04/17 LRA	13	37,333	39,658	41,370	43,095	44,811	46,529	48,254	49,973	51,688	53,408	55,135	56,903	58,664	LSIs					
	1/11/13 MERGED		36,333	38,658	40,370	42,095	43,811	45,529	47,254	48,973	50,688	52,408	54,135	55,903	57,664	LSIs					
ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/04/17 LRA	12	47,733	49,467	51,206	52,943	54,681	56,422	58,159	59,892	61,638	63,375	65,374	65,675	LSIs						
	1/07/13 HRA.		46,733	48,467	50,206	51,943	53,681	55,422	57,159	58,892	60,638	62,375	64,374	65,000	LSIs						
ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/04/17 LRA	9	63,275	65,217	65,572	66,519	68,009	69,847	71,697	74,023	76,346	LSIs									
	1/07/13 HRA.		62,275	64,217	65,000	65,000	66,086	67,872	69,670	71,930	74,187	LSIs									
HOSPITAL CHAPLAINS, ROMAN CATHOLIC	1/04/17 LRA	7	45,849	46,954	48,291	50,795	52,295	54,157	56,032	LSIs											
	1/01/10 FEMPI		44,849	45,954	47,291	49,795	51,295	53,157	55,032	LSIs											
LABORATORY MANAGER	1/04/17 LRA	9	65,955	67,951	70,485	73,030	75,625	78,166	80,745	83,243	85,757										
	1/07/13 HRA.		65,000	66,030	68,492	70,965	73,487	75,951	78,422	80,816	83,225										
MEDICAL SCIENTIST (FORMERLY MEDICAL LABORATORY TECHNICIAN)	1/04/17 LRA	16	32,048	33,380	35,498	36,501	37,455	39,712	41,172	42,646	44,144	45,640	47,141	48,654	50,176	51,717	53,213	54,241	LSI		
	1/11/13 MERGED		31,048	32,380	34,498	35,501	36,455	38,712	40,172	41,646	43,144	44,640	46,141	47,654	49,176	50,717	52,213	53,241	LSI		
MEDICAL SCIENTIST, SENIOR (WITHOUT F.A.M.L.S.)(FORMERLY SENIOR MEDICAL LABORATORY TECHNICIAN)	1/04/17 LRA	5	48,979	51,189	53,150	55,156	57,222														
	1/01/10 FEMPI		47,979	50,189	52,150	54,156	56,222														
MEDICAL SCIENTIST, SENIOR (WITH F.A.M.L.S.)(FORMERLY MEDICAL LABORATORY TECHNOLOGIST)	1/04/17 LRA	9	48,979	51,189	53,150	55,156	57,222	59,253	61,344	63,414	65,500										
	1/01/10 FEMPI		47,979	50,189	52,150	54,156	56,222	58,253	60,344	62,414	64,500										
SPECIALIST MEDICAL SCIENTIST	1/04/17 LRA	9	54,410	56,619	58,580	60,586	62,653	64,683	65,383	66,391	67,890										
	1/07/13 HRA.		53,410	55,619	57,580	59,586	61,653	63,683	65,000	65,000	65,970										
MEDICAL SCIENTIST, CHIEF (FORMERLY MEDICAL LABORATORY CHIEF TECHNOLOGIST I AND II)	1/04/17 LRA	9	59,683	62,347	64,690	65,515	66,683	68,712	70,998	73,213	75,442										
	1/07/13 HRA.		58,683	61,347	63,690	65,000	65,000	66,769	68,990	71,142	73,309										
NEURO-PHYSIOLOGIST	1/04/17 LRA	10	34,719	36,686	38,466	39,273	40,168	42,511	43,931	45,355	48,866	52,320	LSIs								
	1/11/13 MERGED		33,719	35,686	37,466	38,273	39,168	41,511	42,931	44,355	47,866	51,320	LSIs								
NEURO-PHYSIOLOGIST, SENIOR	1/04/17 LRA	8	43,611	44,914	46,291	47,700	49,151	50,498	53,830	57,167	LSIs										
	1/01/10 FEMPI		42,611	43,914	45,291	46,700	48,151	49,498	52,830	56,167	LSIs										
NEURO-PHYSIOLOGIST, CHIEF I	1/04/17 LRA	8	47,521	48,507	49,817	51,088	52,360	53,619	56,874	60,194	LSIs										
	1/01/10 FEMPI		46,521	47,507	48,817	50,088	51,360	52,619	55,874	59,194	LSIs										
NEURO-PHYSIOLOGIST, CHIEF II	1/04/17 LRA	8	48,888	51,265	53,583	55,913	58,280	61,332	64,787	66,026	LSIs										
	1/07/13 HRA.		47,888	50,265	52,583	54,913	57,280	60,332	63,787	65,000	LSIs										
OCCUPATIONAL THERAPIST	1/04/17 LRA	14	34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI				
	1/11/13 MERGED		33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI				
OCCUPATIONAL THERAPIST, SENIOR	1/04/17 LRA	9	51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208										
	1/01/10 FEMPI		50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208										
CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	1/04/17 LRA	9	56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										
	1/01/10 FEMPI		55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638										
OCCUPATIONAL THERAPIST MANAGER	1/04/17 LRA	7	61,641	63,858	65,036	66,121	67,491	69,591	71,686												
	1/07/13 HRA.		60,641	62,858	65,000	65,000	65,583	67,623	69,659												

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
OCCUPATIONAL THERAPIST MANAGER-IN-CHARGE III	1/04/17 LRA	7	69,212	70,305	71,395	72,545	73,755	74,963	75,930												
	1/07/13 HRA.		67,254	68,317	69,377	70,494	71,669	72,843	73,783												
ORTHOPTIST	1/04/17 LRA	14	34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI				
	1/11/13 MERGED		33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI				
ORTHOPTIST, SENIOR	1/04/17 LRA	9	51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208										
	1/01/10 FEMPI		50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208										
PATHOLOGY TECHNICIAN, BASIC	1/04/17 LRA	13	28,618	30,518	31,687	32,216	33,060	33,893	34,725	35,558	36,392	37,230	38,064	38,897	39,652						
	1/01/16 LRA		27,618	29,518	30,687	31,216	32,060	32,893	33,725	34,558	35,392	36,230	37,064	37,897	38,652						
PATHOLOGY TECHNICIAN, SENIOR	1/04/17 LRA	11	33,911	35,104	36,301	37,496	38,691	39,887	41,085	42,280	43,475	44,672	45,877								
	1/01/10 FEMPI		32,911	34,104	35,301	36,496	37,691	38,887	40,085	41,280	42,475	43,672	44,877								
PHARMACEUTICAL TECHNICIAN, STUDENT	1/04/17 LRA	5	23,648	24,954	25,796	26,749	27,703														
	1/01/16 LRA		22,648	23,954	24,796	25,749	26,703														
PHARMACEUTICAL TECHNICIAN	1/04/17 LRA	10	32,292	34,360	35,768	36,688	37,607	38,526	39,446	40,365	41,284	42,204									
	1/11/13 MERGED		31,292	33,360	34,768	35,688	36,607	37,526	38,446	39,365	40,284	41,204									
PHARMACEUTICAL TECHNICIAN, SENIOR	1/04/17 LRA	6	43,862	44,797	45,733	46,669	47,605	48,542													
	1/01/10 FEMPI		42,862	43,797	44,733	45,669	46,605	47,542													
PHARMACY STUDENT	1/04/17 LRA	2	23,168	25,271																	
	1/01/16 LRA		22,168	24,271																	
PHARMACIST	1/04/17 LRA	13	32,831	35,438	36,368	39,265	42,016	44,799	47,595	50,425	53,271	56,171	59,122	62,130	63,338	LSI					
	1/11/13 MERGED		31,831	34,438	35,368	38,265	41,016	43,799	46,595	49,425	52,271	55,171	58,122	61,130	62,338	LSI					
PHARMACIST, SENIOR	1/04/17 LRA	8	60,427	63,204	64,093	64,979	65,043	65,662	66,321	68,013											
	1/07/13 HRA.		59,427	62,204	63,093	63,979	65,000	65,000	65,000	66,089											
PHARMACIST, CHIEF II	1/04/17 LRA	6	65,941	69,278	71,752	74,811	78,074	81,413													
	1/07/13 HRA.		65,000	67,319	69,723	72,695	75,863	79,062													
PHARMACIST, CHIEF I	1/04/17 LRA	6	73,656	77,034	78,350	80,158	82,163	84,207													
	1/07/13 HRA.		71,573	74,856	76,128	77,860	79,781	81,740													
PHLEBOTOMIST TRAINEE	1/04/17 LRA	1	18,859																		
	1/01/17		17,859																		
PHLEBOTOMIST	1/04/17 LRA	9	28,626	30,803	31,696	33,062	34,511	35,980	37,457	38,971	39,716	LSI									
	1/01/16 LRA		27,626	29,803	30,696	32,062	33,511	34,980	36,457	37,971	38,716	LSI									
PHLEBOTOMIST, SENIOR	1/04/17 LRA	6	34,701	36,605	38,239	39,933	41,620	43,363													
	1/01/10 FEMPI		33,701	35,605	37,239	38,933	40,620	42,363													
PHYSICIST, GRADUATE TRAINEE - YEAR 1	1/04/17 LRA	1	25,088																		
	1/01/16 LRA		24,088																		
PHYSICIST, GRADUATE TRAINEE - YEAR 2	1/04/17 LRA	1	26,250																		
	1/01/16 LRA		25,250																		
PHYSICIST	1/04/17 LRA	15	36,491	39,185	40,435	42,435	44,420	46,764	48,308	49,789	53,560	55,165	56,860	58,553	60,242	61,951	62,893				
	1/11/13 MERGED		35,491	38,185	39,435	41,435	43,420	45,764	47,308	48,789	52,560	54,165	55,860	57,553	59,242	60,951	61,893				
PHYSICIST, SENIOR	1/04/17 LRA	10	61,795	64,550	65,641	67,067	69,676	72,283	74,890	77,500	79,875	82,467	LSIs								
	1/07/13 HRA.		60,795	63,550	65,000	65,170	67,706	70,239	72,772	75,308	77,589	80,073	LSIs								
PHYSICIST, PRINCIPAL	1/04/17 LRA	7	74,180	79,306	84,476	89,694	94,524	97,441	100,356	LSIs											
	1/07/13 HRA.		72,082	77,043	81,998	86,998	91,627	94,423	97,216	LSIs											
PHYSICIST, CHIEF	1/04/17 LRA	6	95,050	97,726	100,405	102,588	105,763	108,934	LSIs												
	1/07/13 HRA.		92,132	94,696	97,263	99,355	102,398	105,437	LSIs												

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
PHYSIOTHERAPIST	1/04/17 LRA	14	34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033 LSI					
	1/11/13 MERGED		33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033 LSI					
PHYSIOTHERAPIST, SENIOR	1/04/17 LRA	9	51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208										
	1/01/10 FEMPI		50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208										
CLINICAL SPECIALIST PHYSIOTHERAPIST	1/04/17 LRA	9	56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										
	1/01/10 FEMPI		55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638										
PHYSIOTHERAPIST MANAGER	1/04/17 LRA	7	61,641	63,858	65,036	66,121	67,491	69,591	71,686												
	1/07/13 HRA.		60,641	62,858	65,000	65,000	65,583	67,623	69,659												
PHYSIOTHERAPIST MANAGER-IN-CHARGE III	1/04/17 LRA	7	69,212	70,305	71,395	72,545	73,755	74,963	75,930												
	1/07/13 HRA.		67,254	68,317	69,377	70,494	71,669	72,843	73,783												
PLAY SPECIALIST, BASIC	1/04/17 LRA	14	34,939	36,981	38,710	39,814	41,009	42,112	43,123	44,318	45,018	46,525	47,629	48,824	50,019	50,984 LSI					
	1/11/13 MERGED		33,939	35,981	37,710	38,814	40,009	41,112	42,123	43,318	44,018	45,525	46,629	47,824	49,019	49,984 LSI					
PLAY SPECIALIST, SENIOR	1/04/17 LRA	8	49,664	50,881	52,190	53,688	54,998	56,224	57,328	58,078											
	1/01/10 FEMPI		48,664	49,881	51,190	52,688	53,998	55,224	56,328	57,078											
PLAY THERAPIST, BASIC	1/04/17 LRA	14	34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033 LSI					
	1/11/13 MERGED		33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033 LSI					
PLAY THERAPIST, SENIOR	1/04/17 LRA	9	51,134	52,224	53,348	54,463	55,576	56,752	57,987	59,220	60,208										
	1/01/10 FEMPI		50,134	51,224	52,348	53,463	54,576	55,752	56,987	58,220	59,208										
PSYCHOLOGIST, TRAINEE CLINICAL (pre 2006) **grade obsolete - not for use **	1/04/17 LRA	5	37,779	40,324	41,866	43,757	45,630														
	1/11/13 MERGED		36,779	39,324	40,866	42,757	44,630														
PSYCHOLOGIST, TRAINEE CLINICAL (post 2006)	1/04/17 LRA	3	33,185	35,729	40,525																
	1/11/13 MERGED		32,185	34,729	39,525																
PSYCHOLOGIST, CLINICAL	1/04/17 LRA	13	49,585	52,739	54,983	57,324	59,652	61,959	64,864	66,605	70,114	73,943	77,061	79,447	81,826	LSIs					
	1/11/13 MERGED incl. HRA.		48,585	51,739	53,983	56,324	58,652	60,959	63,864	65,000	68,131	71,852	74,882	77,178	79,458	LSIs					
PSYCHOLOGIST, EDUCATIONAL	1/04/17 LRA	13	49,585	52,739	54,983	57,324	59,652	61,959	64,864	66,605	70,114	73,943	77,061	79,447	81,826	LSIs					
PSYCHOLOGIST, COUNSELLING	1/04/17 LRA	13	49,585	52,739	54,983	57,324	59,652	61,959	64,864	66,605	70,114	73,943	77,061	79,447	81,826	LSIs					
PSYCHOLOGIST, SENIOR CLINICAL	1/04/17 LRA	8	76,189	77,940	79,685	81,420	83,143	83,803	86,391	88,983	LSIs										
	1/07/13 HRA.		74,035	75,734	77,407	79,070	80,720	81,353	83,833	86,317	LSIs										
PSYCHOLOGIST, COUNSELLING SENIOR	1/04/17 LRA	8	76,189	77,940	79,685	81,420	83,143	83,803	86,391	88,983	LSIs										
PSYCHOLOGIST, EDUCATIONAL SENIOR	1/04/17 LRA	8	76,189	77,940	79,685	81,420	83,143	83,803	86,391	88,983	LSIs										
PSYCHOLOGIST, PRINCIPAL CLINICAL	1/04/17 LRA	7	88,374	90,410	92,450	94,474	96,002	98,955	101,908	LSIs											
	1/07/13 HRA.		85,734	87,684	89,640	91,579	93,043	95,873	98,703	LSIs											
PSYCHOLOGY, DIRECTOR OF	1/04/17 LRA	7	96,001	98,279	100,560	102,838	104,560	107,787	111,013	LSIs											
	1/07/13 HRA.		93,042	95,225	97,411	99,594	101,245	104,337	107,429	LSIs											
RADIOGRAPHER	1/04/17 LRA	14	33,567	35,514	37,186	38,256	39,344	40,446	41,518	42,586	43,695	44,777	45,825	46,901	48,011	49,054	LSI				
	1/11/13 MERGED		32,567	34,514	36,186	37,256	38,344	39,446	40,518	41,586	42,695	43,777	44,825	45,901	47,011	48,054	LSI				
RADIOGRAPHER, SENIOR	1/04/17 LRA	5	45,068	46,782	48,567	50,379	52,215														
	1/01/10 FEMPI		44,068	45,782	47,567	49,379	51,215														
RADIATION THERAPIST	1/04/17 LRA	11	33,568	35,020	37,187	38,255	39,345	42,488	45,068	46,783	48,567	50,379	52,213								
	1/11/13 MERGED		32,568	34,020	36,187	37,255	38,345	41,488	44,068	45,783	47,567	49,379	51,213								
CLINICAL SPECIALIST RADIOGRAPHER AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/04/17 LRA	5	50,591	53,162	55,345	57,530	59,758														
	1/01/10 FEMPI		49,591	52,162	54,345	56,530	58,758														

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
RADIOGRAPHY SERVICE MANAGER 1 (FORMERLY RADIOGRAPHER, SUPERINTENDENT I AND II)	1/04/17 LRA	5	52,484	55,324	57,733	60,165	62,644														
	1/01/10 FEMPI		51,484	54,324	56,733	59,165	61,644														
RADIOGRAPHY SERVICE MANAGER 2 (FORMERLY RADIOGRAPHER, SUPERINTENDENT III)	1/04/17 LRA	5	57,177	59,842	63,495	65,594	67,931														
	1/07/13 HRA.		56,177	58,842	62,495	65,000	66,010														
REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/04/17 LRA	8	65,556	65,588	66,370	67,444	68,966	70,518	72,766	75,087	LSIs										
	1/07/13 HRA.		64,556	65,000	65,000	65,537	67,016	68,524	70,708	72,964	LSIs										
REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER)	1/04/17 LRA	8	67,827	69,169	70,507	71,870	73,205	74,554	76,930	79,367	LSIs										
	1/07/13 HRA.		65,909	67,213	68,513	69,837	71,135	72,446	74,754	77,102	LSIs										
REGIONAL PUBLIC ANALYST	1/04/17 LRA	7	78,654	80,333	81,994	83,670	85,345	88,050	90,844	LSIs											
	1/07/13 HRA.		76,419	78,027	79,619	81,225	82,831	85,423	88,100	LSIs											
RESPIRATORY PHYSIOLOGIST	1/04/17 LRA	10	34,719	36,686	38,466	39,273	40,168	42,511	43,931	45,355	48,866	52,320	LSIs								
	1/11/13 MERGED		33,719	35,686	37,466	38,273	39,168	41,511	42,931	44,355	47,866	51,320	LSIs								
RESPIRATORY PHYSIOLOGIST, SENIOR	1/04/17 LRA	8	43,611	44,914	46,291	47,700	49,151	50,498	53,830	57,167	LSIs										
	1/01/10 FEMPI		42,611	43,914	45,291	46,700	48,151	49,498	52,830	56,167	LSIs										
RESPIRATORY PHYSIOLOGIST, CHIEF I	1/04/17 LRA	8	47,521	48,507	49,817	51,088	52,360	53,619	56,874	60,194	LSIs										
	1/01/10 FEMPI		46,521	47,507	48,817	50,088	51,360	52,619	55,874	59,194	LSIs										
RESPIRATORY PHYSIOLOGIST, CHIEF II	1/04/17 LRA	8	48,888	51,265	53,583	55,913	58,280	61,332	64,787	66,026	LSIs										
	1/07/13 HRA.		47,888	50,265	52,583	54,913	57,280	60,332	63,787	65,000	LSIs										
SOCIAL WORK PRACTITIONER, SENIOR	1/04/17 LRA	8	49,157	51,318	53,509	55,693	57,869	60,039	62,206	63,307	LSI										
	1/01/10 FEMPI		48,157	50,318	52,509	54,693	56,869	59,039	61,206	62,307	LSI										
SOCIAL WORKER	1/04/17 LRA	12	33,351	35,939	36,945	38,841	40,802	42,767	44,723	46,707	48,666	50,171	51,680	52,680	LSI						
	1/11/13 MERGED		32,351	34,939	35,945	37,841	39,802	41,767	43,723	45,707	47,666	49,171	50,680	51,680	LSI						
PROFESSIONALLY QUALIFIED SOCIAL WORKER	1/04/17 LRA	10	39,819	42,667	44,132	46,242	48,351	50,462	52,570	54,677	56,789	57,889	LSI								
	1/11/13 MERGED		38,819	41,667	43,132	45,242	47,351	49,462	51,570	53,677	55,789	56,889	LSI								
MEDICAL SOCIAL WORKER	1/04/17 LRA	10	39,819	42,667	44,132	46,242	48,351	50,462	52,570	54,677	56,789	57,889	LSI								
	1/11/13 MERGED		38,819	41,667	43,132	45,242	47,351	49,462	51,570	53,677	55,789	56,889	LSI								
PSYCHIATRIC SOCIAL WORKER	1/04/17 LRA	10	39,819	42,667	44,132	46,242	48,351	50,462	52,570	54,677	56,789	57,889	LSI								
	1/11/13 MERGED		38,819	41,667	43,132	45,242	47,351	49,462	51,570	53,677	55,789	56,889	LSI								
SOCIAL WORKER SENIOR MEDICAL	1/04/17 LRA	7	56,789	58,408	60,028	61,648	63,266	64,886	65,253												
	1/07/13 HRA.		55,789	57,408	59,028	60,648	62,266	63,886	65,000												
SOCIAL WORKER, PRINCIPAL (EX - SOCIAL WORKER, SENIOR / HEAD MEDICAL)	1/04/17 LRA	6	64,886	65,877	67,663	70,408	73,152	75,900													
	1/07/13 HRA.		63,886	65,000	65,750	68,417	71,084	73,754													
SOCIAL WORKER, TEAM LEADER	1/04/17 LRA	7	56,789	58,408	60,028	61,648	63,266	64,886	65,253												
	1/07/13 HRA.		55,789	57,408	59,028	60,648	62,266	63,886	65,000												
SPEECH AND LANGUAGE THERAPIST	1/04/17 LRA	14	34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI				
	1/11/13 MERGED		33,969	36,040	37,743	38,982	40,031	41,118	42,191	43,293	44,389	45,484	46,638	47,851	49,062	50,033	LSI				
SPEECH AND LANGUAGE THERAPIST, SENIOR	1/04/17 LRA	9	51,134	52,224	53,348	54,462	55,577	56,750	57,986	59,219	60,208										
	1/01/10 FEMPI		50,134	51,224	52,348	53,462	54,577	55,750	56,986	58,219	59,208										
CLINICAL SPECIALIST SPEECH AND LANGUAGE THERAPIST	1/04/17 LRA	9	56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										
	1/01/10 FEMPI		55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638										
SPEECH AND LANGUAGE THERAPIST MANAGER	1/04/17 LRA	7	61,640	63,859	65,036	66,121	67,491	69,591	71,687												
	1/07/13 HRA.		60,640	62,859	65,000	65,000	65,583	67,623	69,660												

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
SPEECH AND LANGUAGE THERAPIST MANAGER-IN-CHARGE III	1/04/17 LRA	7	69,212	70,305	71,395	72,545	73,755	74,963	75,930												
	1/07/13 HRA.		67,254	68,317	69,377	70,494	71,669	72,843	73,783												
TRAINEE SOCIAL CARE WORKER	1/04/17 LRA	5	25,567	27,429	28,297	29,745	30,986														
	1/01/16 LRA		24,567	26,429	27,297	28,745	29,986														
SOCIAL CARE WORKER (WITH QUALIFICATION)	1/04/17 LRA	12	31,293	32,652	34,325	35,550	36,788	38,031	39,294	40,577	41,851	43,148	44,451	45,306	LSI						
	1/01/16 LRA		30,293	31,652	33,325	34,550	35,788	37,031	38,294	39,577	40,851	42,148	43,451	44,306	LSI						
SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/04/17 LRA	11	31,293	32,652	34,325	35,550	36,788	38,031	39,294	40,577	41,851	43,148	44,451								
	1/01/16 LRA		30,293	31,652	33,325	34,550	35,788	37,031	38,294	39,577	40,851	42,148	43,451								
SOCIAL CARE LEADER	1/04/17 LRA	7	45,063	46,047	47,031	49,631	50,636	51,637	52,650												
	1/01/10 FEMPI		44,063	45,047	46,031	48,631	49,636	50,637	51,650												
SOCIAL CARE MANAGER IN CHILDREN'S RESIDENTIAL CENTRES	1/04/17 LRA	6	54,463	55,634	58,728	59,923	61,115	62,321													
	1/01/10 FEMPI		53,463	54,634	57,728	58,923	60,115	61,321													
VASCULAR PHYSIOLOGIST	1/04/17 LRA	10	34,719	36,686	38,466	39,273	40,168	42,511	43,931	45,355	48,866	52,320	LSIs								
	1/11/13 MERGED		33,719	35,686	37,466	38,273	39,168	41,511	42,931	44,355	47,866	51,320	LSIs								
VASCULAR PHYSIOLOGIST, SENIOR	1/04/17 LRA	8	43,611	44,914	46,291	47,700	49,151	50,498	53,830	57,167	LSIs										
	1/01/10 FEMPI		42,611	43,914	45,291	46,700	48,151	49,498	52,830	56,167	LSIs										
VASCULAR PHYSIOLOGIST, CHIEF I	1/04/17 LRA	8	47,521	48,507	49,817	51,088	52,360	53,619	56,874	60,194	LSIs										
	1/01/10 FEMPI		46,521	47,507	48,817	50,088	51,360	52,619	55,874	59,194	LSIs										
VASCULAR PHYSIOLOGIST, CHIEF II	1/04/17 LRA	8	48,888	51,265	53,583	55,913	58,280	61,332	64,787	66,026	LSIs										
	1/07/13 HRA.		47,888	50,265	52,583	54,913	57,280	60,332	63,787	65,000	LSIs										

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
SUPPORT SERVICES GRADES																					
E-MAIL : national_hr_unit@health.gov.ie TEL : 01 6354058																					
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road / Lansdowne Road Agreements. As per Circular 2/2016 no increment will be deferred beyond 1 July 2017 as a result of the increment measures contained in the Haddington Road Agreement																					
INTERN SCHEME FOR SUPPORT STAFF (YEAR 1)	1/04/17 LRA	1	23,285																		
	1/01/16 LRA		22,285																		
INTERN SCHEME FOR SUPPORT STAFF (YEAR 2)	1/04/17 LRA	1	24,596																		
	1/01/16 LRA		23,596																		
EMERGENCY MEDICAL TECHNICIAN	1/04/17 LRA	11	26,702	28,530	29,557	30,770	31,590	32,096	32,902	33,719	34,528	36,147	37,640 LSI								
	1/01/16 LRA		25,702	27,530	28,557	29,770	30,590	31,096	31,902	32,719	33,528	35,147	36,640 LSI								
EMERGENCY MEDICAL TECHNICIAN, LEADING	1/04/17 LRA	9	30,159	31,390	32,313	33,528	34,749	35,967	37,189	39,495	41,135 LSI										
	1/01/16 LRA		29,159	30,390	31,313	32,528	33,749	34,967	36,189	38,495	40,135 LSI										
EMERGENCY MEDICAL CONTROLLER	1/04/17 LRA	11	27,243	28,907	30,159	31,390	32,313	33,528	34,749	35,967	37,189	39,495	41,135 LSI								
	1/01/16 LRA		26,243	27,907	29,159	30,390	31,313	32,528	33,749	34,967	36,189	38,495	40,135 LSI								
EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/04/17 LRA	7	41,209	42,522	43,834	45,146	46,458	47,980	49,496	LSIs											
	1/01/10 FEMPI		40,209	41,522	42,834	44,146	45,458	46,980	48,496	LSIs											
CARE ASSISTANT (INTELLECTUAL DISABILITY AGENCIES)	1/04/17 LRA	13	25,529	26,516	27,856	28,302	29,023	30,729	32,409	32,942	34,269	35,261	36,070	36,977	37,680 LSI						
	1/01/16 LRA		24,529	25,516	26,856	27,302	28,023	29,729	31,409	31,942	33,269	34,261	35,070	35,977	36,680 LSI						
CARE OFFICER - BASIC RATE (CMH, DUNDRUM)	1/04/17 LRA	11	31,088	32,026	33,162	34,289	35,422	36,553	37,797	38,930	40,068	41,390	42,421								
	1/01/16 LRA		30,088	31,026	32,162	33,289	34,422	35,553	36,797	37,930	39,068	40,390	41,421								
CARE OFFICER - 5% (CMH, DUNDRUM)	1/04/17 LRA	11	32,318	33,619	34,814	36,003	37,194	38,384	39,695	40,887	42,085	43,476	44,561								
	1/01/10 FEMPI		31,318	32,619	33,814	35,003	36,194	37,384	38,695	39,887	41,085	42,476	43,561								
CARE OFFICER - 6.5% (CMH, DUNDRUM)	1/04/17 LRA	11	32,344	33,645	34,841	36,030	37,223	38,413	39,725	40,918	42,116	43,509	44,595								
	1/01/10 FEMPI		31,344	32,645	33,841	35,030	36,223	37,413	38,725	39,918	41,116	42,509	43,595								
CHARGE ATTENDANT NET RATE (CMH, DUNDRUM)	1/04/17 LRA	4	43,338	44,539	45,750	46,895															
	1/01/10 FEMPI		42,338	43,539	44,750	45,895															
CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM)	1/04/17 LRA	4	45,528	46,791	48,066	49,271															
	1/01/10 FEMPI		44,528	45,791	47,066	48,271															
CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/04/17 LRA	4	45,564	46,829	48,103	49,309															
	1/01/10 FEMPI		44,564	45,829	47,103	48,309															
HEAD ATTENDANT (CMH, DUNDRUM)	1/04/17 LRA	1	54,980																		
	1/01/10 FEMPI		53,980																		
HEAD ATTENDANT 5% RATE (CMH, DUNDRUM)	1/04/17 LRA	1	57,779																		
	1/01/10 FEMPI		56,779																		
HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/04/17 LRA	1	57,823																		
	1/01/10 FEMPI		56,823																		
CRAFTSMEN (PAYPATH)	1/04/17 LRA	11	32,352	33,363	35,836	36,084	36,333	36,581	36,831	37,080	37,328	37,578	37,855								
	1/11/13 MERGED		31,352	32,363	34,836	35,084	35,333	35,581	35,831	36,080	36,328	36,578	36,855								
CRAFTSMEN'S MATE (PAYPATH)	1/04/17 LRA	14	26,459	27,341	29,288	29,619	29,779	29,951	30,113	30,200	30,280	30,363	30,448	30,580	30,682	30,930					
	1/01/16 LRA		25,459	26,341	28,288	28,619	28,779	28,951	29,113	29,200	29,280	29,363	29,448	29,580	29,682	29,930					
CHARGEHAND (PAYPATH)	1/04/17 LRA	14	34,654	35,813	38,394	38,824	39,031	39,261	39,476	39,589	39,698	39,808	39,920	40,096	40,232	40,562					
	1/11/13 MERGED		33,654	34,813	37,394	37,824	38,031	38,261	38,476	38,589	38,698	38,808	38,920	39,096	39,232	39,562					

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
ASSISTANT FOREMAN (PAYPATH)	1/04/17 LRA	12	40,098	40,548	40,765	41,005	41,231	41,348	41,463	41,578	41,695	41,880	42,022	42,367			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/01/10 FEMPI		39,098	39,548	39,765	40,005	40,231	40,348	40,463	40,578	40,695	40,880	41,022	41,367			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
FOREMAN (PAYPATH)	1/04/17 LRA	12	42,654	43,134	43,366	43,622	43,863	43,988	44,110	44,233	44,358	44,555	44,706	45,075			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/01/10 FEMPI		41,654	42,134	42,366	42,622	42,863	42,988	43,110	43,233	43,358	43,555	43,706	44,075			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CRAFTSMEN (NON-PAYPATH)	1/04/17 LRA	14	32,005	32,773	35,109	35,507	35,701	35,917	36,114	36,219	36,320	36,425	36,526	36,691	36,789	37,124	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/01/16 LRA		31,005	31,773	34,109	34,507	34,701	34,917	35,114	35,219	35,320	35,425	35,526	35,691	35,789	36,124	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CRAFTSMEN'S MATE (NON-PAYPATH)	1/04/17 LRA	14	25,914	26,803	28,682	29,013	29,173	29,353	29,516	29,605	29,687	29,774	29,856	29,988	30,069	30,340	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/01/16 LRA		24,914	25,803	27,682	28,013	28,173	28,353	28,516	28,605	28,687	28,774	28,856	28,988	29,069	29,340	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CHARGEHAND (NON-PAYPATH)	1/04/17 LRA	14	33,950	35,105	37,611	38,039	38,247	38,480	38,692	38,805	38,913	39,026	39,134	39,311	39,416	39,777	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/11/13 MERGED		32,950	34,105	36,611	37,039	37,247	37,480	37,692	37,805	37,913	38,026	38,134	38,311	38,416	38,777	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
ASSISTANT FOREMAN (NON-PAYPATH)	1/04/17 LRA	12	39,279	39,727	39,945	40,188	40,410	40,528	40,641	40,760	40,873	41,059	41,168	41,546			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/01/10 FEMPI		38,279	38,727	38,945	39,188	39,410	39,528	39,641	39,760	39,873	40,059	40,168	40,546			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
FOREMAN (NON-PAYPATH)	1/04/17 LRA	12	41,781	42,258	42,491	42,751	42,987	43,113	43,234	43,361	43,481	43,679	43,796	44,199			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/01/10 FEMPI		40,781	41,258	41,491	41,751	41,987	42,113	42,234	42,361	42,481	42,679	42,796	43,199			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
DENTAL TECHNICIAN, SENIOR	1/04/17 LRA	9	36,018	36,899	37,783	38,660	39,544	40,426	41,309	42,188	43,116 LSI										
	1/01/10 FEMPI		35,018	35,899	36,783	37,660	38,544	39,426	40,309	41,188	42,116 LSI										
DENTAL TECHNICIAN, BASIC	1/04/17 LRA	11	28,066	29,979	31,073	32,135	32,881	33,932	34,983	36,036	37,087	38,144	38,979 LSI								
	1/01/16 LRA		27,066	28,979	30,073	31,135	31,881	32,932	33,983	35,036	36,087	37,144	37,979 LSI								
DOMESTICS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
MULTI-TASK ATTENDANT	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
HEALTH CARE ASSISTANT	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
ATTENDANTS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
CLEANERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
PORTERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
PORTERS / DRIVERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
BUILDERS LABOURERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
GENERAL LABOURERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
GROUNDSMEN	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
GARDEN LABOURERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
FARM LABOURERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
DRIVERS WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DRIVERS WHOSE DUTIES INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS (ON PUBLIC ROADS)	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
GATE KEEPERS **grade obsolete - not for use **	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
CARETAKERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
STORES PORTERS / ATTENDANTS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
LAUNDRY WORKERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
HOSTEL SUPERVISOR	1/04/17 LRA	7	29,937	30,295	31,330	32,092	33,192	34,333	35,514												
	1/01/16 LRA		28,937	29,295	30,330	31,092	32,192	33,333	34,514												
SEAMSTRESS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
HAIRDRESSERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
BEAUTICIANS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
BARBERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
MINI BUS DRIVERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
TRACTOR DRIVERS **grade obsolete - not for use **	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
VAN DRIVERS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
MORTUARY ATTENDANTS	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
LABORATORY ATTENDANTS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
THEATRE PORTERS / ATTENDANTS	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
DARK ROOM PORTERS / ATTENDANTS	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
GARDENER	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
STOREMAN	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
BOILERMEN	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
BOILERMAN / GROUNDSMAN	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/2016 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DOMESTIC SUPERVISOR	1/04/17 LRA	7	32,125	33,064	34,068	35,032	36,061	37,122	38,216												
	1/01/10 FEMPI		31,125	32,064	33,068	34,032	35,061	36,122	37,216												
PORTER SUPERVISOR	1/04/17 LRA	7	32,125	33,064	34,068	35,032	36,061	37,122	38,216												
	1/01/10 FEMPI		31,125	32,064	33,068	34,032	35,061	36,122	37,216												
DINING ROOM SUPERVISOR	1/04/17 LRA	7	32,125	33,064	34,068	35,032	36,061	37,122	38,216												
	1/01/10 FEMPI		31,125	32,064	33,068	34,032	35,061	36,122	37,216												
CATERING SUPERVISOR	1/04/17 LRA	7	32,125	33,064	34,068	35,032	36,061	37,122	38,216												
	1/01/10 FEMPI		31,125	32,064	33,068	34,032	35,061	36,122	37,216												
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/04/17 LRA	7	32,125	33,064	34,068	35,032	36,061	37,122	38,216												
	1/01/10 FEMPI		31,125	32,064	33,068	34,032	35,061	36,122	37,216												
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/04/17 LRA	7	32,125	33,064	34,068	35,032	36,061	37,122	38,216												
	1/01/10 FEMPI		31,125	32,064	33,068	34,032	35,061	36,122	37,216												
LINEN ROOM SUPERVISOR	1/04/17 LRA	7	32,125	33,064	34,068	35,032	36,061	37,122	38,216												
	1/01/10 FEMPI		31,125	32,064	33,068	34,032	35,061	36,122	37,216												
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM	1/04/17 LRA	7	32,125	33,064	34,068	35,032	36,061	37,122	38,216												
	1/01/10 FEMPI		31,125	32,064	33,068	34,032	35,061	36,122	37,216												
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/04/17 LRA	7	32,125	33,064	34,068	35,032	36,061	37,122	38,216												
	1/01/10 FEMPI		31,125	32,064	33,068	34,032	35,061	36,122	37,216												
DOMESTICS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
CLEANERS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
PORTERS / DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
BUILDERS LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
GENERAL LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
GARDEN LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
FARM LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				
GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) **grade obsolete - not for use **	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19	
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	30,164	30,338	30,500	30,596	30,690	30,785	30,910	30,984	31,081	31,193	31,300	31,409	31,517							
	1/01/16 LRA		29,164	29,338	29,500	29,596	29,690	29,785	29,910	29,984	30,081	30,193	30,300	30,409	30,517							
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	30,164	30,338	30,500	30,596	30,690	30,785	30,910	30,984	31,081	31,193	31,300	31,409	31,517							
	1/01/16 LRA		29,164	29,338	29,500	29,596	29,690	29,785	29,910	29,984	30,081	30,193	30,300	30,409	30,517							
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	30,164	30,338	30,500	30,596	30,690	30,785	30,910	30,984	31,081	31,193	31,300	31,409	31,517							
	1/01/16 LRA		29,164	29,338	29,500	29,596	29,690	29,785	29,910	29,984	30,081	30,193	30,300	30,409	30,517							
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
	1/01/16 LRA		29,838	30,024	30,200	30,306	30,409	30,512	30,616	30,727	30,828	30,944	31,056	31,175	31,289							
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
	1/01/16 LRA		29,838	30,024	30,200	30,306	30,409	30,512	30,616	30,727	30,828	30,944	31,056	31,175	31,289							
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
	1/01/16 LRA		29,838	30,024	30,200	30,306	30,409	30,512	30,616	30,727	30,828	30,944	31,056	31,175	31,289							
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
	1/01/16 LRA		29,838	30,024	30,200	30,306	30,409	30,512	30,616	30,727	30,828	30,944	31,056	31,175	31,289							
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
	1/01/16 LRA		29,838	30,024	30,200	30,306	30,409	30,512	30,616	30,727	30,828	30,944	31,056	31,175	31,289							
LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
	1/01/16 LRA		29,838	30,024	30,200	30,306	30,409	30,512	30,616	30,727	30,828	30,944	31,056	31,175	31,289							
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
	1/01/16 LRA		30,859	31,069	31,264	31,264	31,264	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102							
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
	1/01/16 LRA		30,859	31,069	31,264	31,264	31,264	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102							
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
	1/01/16 LRA		30,859	31,069	31,264	31,264	31,264	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102							
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
	1/01/16 LRA		30,859	31,069	31,264	31,264	31,264	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102							
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
	1/01/16 LRA		30,859	31,069	31,264	31,264	31,264	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102							
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/04/17 LRA	13	31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
	1/01/16 LRA		30,859	31,069	31,264	31,264	31,264	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102							
PORTERS (DUBLIN) (NON-PAYPATH)	1/04/17 LRA	10	25,808	26,752	28,565	28,823	29,092	29,353	29,617	29,878	30,138	30,392										
	1/01/16 LRA		24,808	25,752	27,565	27,823	28,092	28,353	28,617	28,878	29,138	29,392										

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
BOILERMEN (DUBLIN) (NON-PAYPATH)	1/04/17 LRA	10	26,570	27,518	29,412	29,673	30,050	30,193	30,445	30,708	30,962	31,218									
	1/01/16 LRA		25,570	26,518	28,412	28,673	29,050	29,193	29,445	29,708	29,962	30,218									
DOMESTICS (DUBLIN) (NON-PAYPATH)	1/04/17 LRA	10	25,146	25,717	27,436	27,694	27,948	28,199	28,460	28,722	28,983	29,241									
	1/01/16 LRA		24,146	24,717	26,436	26,694	26,948	27,199	27,460	27,722	27,983	28,241									
NURSES AIDES (DUBLIN) (NON-PAYPATH)	1/04/17 LRA	15	26,276	26,926	29,084	29,307	29,400	29,478	29,567	29,660	29,745	29,839	29,928	30,010	30,126	30,252	30,374				
	1/01/16 LRA		25,276	25,926	28,084	28,307	28,400	28,478	28,567	28,660	28,745	28,839	28,928	29,010	29,126	29,252	29,374				
AUDIOLOGY ASSISTANT	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
OCCUPATIONAL THERAPY ASSISTANT	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
PHYSIOTHERAPY ASSISTANT	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
SPEECH AND LANGUAGE THERAPY ASSISTANT	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
RADIOGRAPHY ASSISTANT	1/04/17 LRA	9	26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
	1/01/16 LRA		25,834	27,444	28,704	29,374	30,107	30,859	31,319	32,102	32,906										
CSSD OPERATIVES	1/04/17 LRA	9	27,044	28,308	29,937	30,295	31,330	32,092	33,192	34,333	35,514										
	1/01/16 LRA		26,044	27,308	28,937	29,295	30,330	31,092	32,192	33,333	34,514										
MEDICAL LABORATORY AIDES	1/04/17 LRA	9	27,044	28,308	29,937	30,295	31,330	32,092	33,192	34,333	35,514										
	1/01/16 LRA		26,044	27,308	28,937	29,295	30,330	31,092	32,192	33,333	34,514										
FAMILY SUPPORT WORKERS	1/04/17 LRA	9	27,044	28,308	29,937	30,295	31,330	32,092	33,192	34,333	35,514										
	1/01/16 LRA		26,044	27,308	28,937	29,295	30,330	31,092	32,192	33,333	34,514										
FAMILY SUPPORT WORKERS (NON-PAYPATH)	1/04/17 LRA	15	28,773	29,595	31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102				
	1/01/16 LRA		27,773	28,595	30,859	31,069	31,264	31,264	31,264	31,286	31,393	31,509	31,663	31,739	31,860	31,986	32,102				
HOME HELPS	1/04/17 LRA	9	26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
	1/01/16 LRA		25,001	26,594	27,779	28,274	28,779	29,277	29,787	30,345	30,830										
HOME HELPS (NON-PAYPATH)	1/04/17 LRA	15	26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
	1/01/16 LRA		25,347	25,995	28,163	28,321	28,481	28,570	28,660	28,750	28,837	28,928	29,018	29,115	29,207	29,306	29,400				

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
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CLERICAL, ADMINISTRATION & RELATED GRADES

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EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road / Lansdowne Road Agreements. As per Circular 2/2016 no increment will be deferred beyond 1 July 2017 as a result of the increment measures contained in the Haddington Road Agreement

CATERING OFFICER, GRADE III	1/04/17 LRA	12	26,753	28,585	29,614	31,650	33,378	34,891	36,354	38,329	39,764	41,209	42,547	43,891	LSIs							
	1/01/16 LRA		25,753	27,585	28,614	30,650	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs							
CATERING OFFICER, GRADE II	1/04/17 LRA	7	41,209	42,523	43,833	45,148	46,459	47,979	49,497	LSIs												
	1/01/10 FEMPI		40,209	41,523	42,833	44,148	45,459	46,979	48,497	LSIs												
CATERING OFFICER, GRADE I	1/04/17 LRA	7	45,849	46,954	48,289	50,797	52,293	54,161	56,032	LSIs												
	1/01/10 FEMPI		44,849	45,954	47,289	49,797	51,293	53,161	55,032	LSIs												
CATERING MANAGER	1/04/17 LRA	11	48,015	49,186	50,558	51,933	53,314	54,545	55,801	57,022	58,234	60,322	62,417	LSIs								
	1/01/10 FEMPI		47,015	48,186	49,558	50,933	52,314	53,545	54,801	56,022	57,234	59,322	61,417	LSIs								
HEAD OF CATERING	1/04/17 LRA	7	65,812	65,812	67,009	69,449	71,871	74,303	76,720													
	1/07/13 HRA.		64,812	65,000	65,114	67,485	69,839	72,202	74,551													
COOK, TRAINEE	1/04/17 LRA	3	19,111	22,353	24,726																	
	1/01/16 LRA		18,111	21,353	23,726																	
CHEF II (FORMERLY COOK GRADE II) WITH QUALIFICATION	1/04/17 LRA	12	24,209	25,381	26,410	27,270	28,069	28,932	29,806	30,587	31,436	32,222	32,765	33,816								
	1/01/16 LRA		23,209	24,381	25,410	26,270	27,069	27,932	28,806	29,587	30,436	31,222	31,765	32,816								
CHEF II (FORMERLY COOK GRADE II) WITHOUT QUALIFICATION	1/04/17 LRA	6	24,209	25,381	26,410	27,270	28,069	28,932														
	1/01/16 LRA		23,209	24,381	25,410	26,270	27,069	27,932														
CHEF I (FORMERLY COOK GRADE I)	1/04/17 LRA	13	26,722	27,569	28,477	29,320	30,224	31,048	31,946	32,461	33,358	34,179	35,000	35,902	37,028							
	1/01/16 LRA		25,722	26,569	27,477	28,320	29,224	30,048	30,946	31,461	32,358	33,179	34,000	34,902	36,028							
CHEF, SENIOR	1/04/17 LRA	13	28,393	29,491	30,521	31,379	32,180	33,063	34,026	34,911	35,876	36,764	37,651	38,623	39,840							
	1/01/16 LRA		27,393	28,491	29,521	30,379	31,180	32,063	33,026	33,911	34,876	35,764	36,651	37,623	38,840							
CHEF, EXECUTIVE	1/04/17 LRA	13	30,164	31,097	32,105	32,717	33,719	34,644	35,655	36,586	37,599	38,531	39,465	40,484	41,764							
	1/01/16 LRA		29,164	30,097	31,105	31,717	32,719	33,644	34,655	35,586	36,599	37,531	38,465	39,484	40,764							
COMMUNITY WELFARE OFFICER	1/04/17 LRA	18	27,560	29,525	30,511	32,381	34,361	36,299	38,199	40,020	41,839	43,675	45,451	47,246	49,084	50,849	52,652	54,532	58,246	58,246	LSIs	
	1/01/16 LRA		26,560	28,525	29,511	31,381	33,361	35,299	37,199	39,020	40,839	42,675	44,451	46,246	48,084	49,849	51,652	53,532	57,246	57,246	LSIs	
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/04/17 LRA	8	62,966	65,257	65,759	66,874	69,026	70,276	72,466	74,656	LSIs											
	1/07/13 HRA.		61,966	64,257	65,000	65,000	67,074	68,289	70,417	72,545	LSIs											
DRAUGHTSMAN/TECHNICIAN II	1/04/17 LRA	15	25,988	27,387	28,764	29,806	30,832	31,852	32,544	33,568	34,567	35,592	36,604	37,568	38,632	39,886	41,134	LSIs				
	1/01/16 LRA		24,988	26,387	27,764	28,806	29,832	30,852	31,544	32,568	33,567	34,592	35,604	36,568	37,632	38,886	40,134	LSIs				
DRAUGHTSMAN/TECHNICIAN I	1/04/17 LRA	9	38,632	39,277	40,117	40,961	41,788	42,628	43,395	44,807	46,225	LSIs										
	1/01/10 FEMPI		37,632	38,277	39,117	39,961	40,788	41,628	42,395	43,807	45,225	LSIs										
DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/04/17 LRA	7	23,210	24,577	25,316	26,373	27,253	28,129	29,378													
	1/01/16 LRA		22,210	23,577	24,316	25,373	26,253	27,129	28,378													
DENTAL NURSE (FORMERLY DENTAL SURGERY ASSISTANT (WITH QUALIFICATION))	1/04/17 LRA	17	23,210	24,577	25,316	26,373	27,253	28,129	29,378	30,543	31,470	32,293	33,717	34,250	35,261	36,527	38,444	40,712	43,487	LSI		
	1/01/16 LRA		22,210	23,577	24,316	25,373	26,253	27,129	28,378	29,543	30,470	31,293	32,717	33,250	34,261	35,527	37,444	39,712	42,487	LSI		
DENTAL NURSE, SENIOR	1/04/17 LRA	7	40,929	42,439	43,795	45,014	46,496	47,757	49,140													
	1/01/10 FEMPI		39,929	41,439	42,795	44,014	45,496	46,757	48,140													

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
FIRE PREVENTION OFFICER	1/04/17 LRA	14	43,060	45,403	47,733	49,467	51,206	52,944	54,683	56,422	58,161	59,892	61,637	63,372	65,373	65,674	LSIs				
	1/11/13 MERGED incl. HRA.		42,060	44,403	46,733	48,467	50,206	51,944	53,683	55,422	57,161	58,892	60,637	62,372	64,373	65,000	LSIs				
CLERICAL OFFICER GRADE	1/04/17 LRA	15	22,892	24,397	24,766	25,519	26,616	27,717	28,817	29,912	30,980	32,046	32,800	33,856	34,921	36,919	38,341	LSI			
	1/01/16 LRA		21,892	23,397	23,766	24,519	25,616	26,717	27,817	28,912	29,980	31,046	31,800	32,856	33,921	35,919	37,341	LSI			
GRADE IV (CLERICAL)	1/04/17 LRA	12	26,752	28,585	29,614	31,650	33,378	34,891	36,354	38,329	39,764	41,209	42,547	43,891	LSIs						
	1/01/16 LRA		25,752	27,585	28,614	30,650	32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs						
GRADE V (CLERICAL)	1/04/17 LRA	7	41,209	42,522	43,834	45,146	46,458	47,980	49,496	LSIs											
	1/01/10 FEMPI		40,209	41,522	42,834	44,146	45,458	46,980	48,496	LSIs											
GRADE VI (CLERICAL)	1/04/17 LRA	7	45,849	46,954	48,291	50,795	52,295	54,157	56,032	LSIs											
	1/01/10 FEMPI		44,849	45,954	47,291	49,795	51,295	53,157	55,032	LSIs											
GRADE VII (CLERICAL)	1/04/17 LRA	11	48,015	49,186	50,558	51,933	53,314	54,545	55,801	57,022	58,234	60,322	62,417	LSIs							
	1/01/10 FEMPI		47,015	48,186	49,558	50,933	52,314	53,545	54,801	56,022	57,234	59,322	61,417	LSIs							
SUPPLIES OFFICER GRADE D	1/04/17 LRA	12	26,906	28,591	29,784	30,720	31,655	32,280	33,207	34,134	35,066	35,993	36,919	38,341	LSI						
	1/01/16 LRA		25,906	27,591	28,784	29,720	30,655	31,280	32,207	33,134	34,066	34,993	35,919	37,341	LSI						
SUPPLIES OFFICER GRADE C	1/04/17 LRA	8	33,378	34,891	36,354	38,329	39,764	41,209	42,547	43,891	LSIs										
	1/01/10 FEMPI		32,378	33,891	35,354	37,329	38,764	40,209	41,547	42,891	LSIs										
SUPPLIES OFFICER GRADE B	1/04/17 LRA	7	41,209	42,523	43,833	45,148	46,459	47,979	49,497	LSIs											
	1/01/10 FEMPI		40,209	41,523	42,833	44,148	45,459	46,979	48,497	LSIs											
SUPPLIES OFFICER GRADE A	1/04/17 LRA	7	45,849	46,954	48,289	50,797	52,293	54,161	56,032	LSIs											
	1/01/10 FEMPI		44,849	45,954	47,289	49,797	51,293	53,161	55,032	LSIs											
ASSISTANT TECHNICAL SERVICES OFFICER	1/04/17 LRA	13	37,333	39,658	41,370	43,095	44,811	46,531	48,254	49,971	51,687	53,408	55,137	56,904	58,669	LSIs					
	1/11/13 MERGED		36,333	38,658	40,370	42,095	43,811	45,531	47,254	48,971	50,687	52,408	54,137	55,904	57,669	LSIs					
SENIOR ASSISTANT TECHNICAL SERVICES OFFICER	1/04/17 LRA	12	47,732	49,467	51,206	52,944	54,683	56,422	58,161	59,892	61,637	63,372	65,373	65,674	LSIs						
	1/07/13 HRA.		46,732	48,467	50,206	51,944	53,683	55,422	57,161	58,892	60,637	62,372	64,373	65,000	LSIs						
CHIEF ASSISTANT TECHNICAL SERVICES OFFICER	1/04/17 LRA	9	63,275	65,217	65,572	66,518	68,011	69,848	71,678	74,023	76,343	LSIs									
	1/07/13 HRA.		62,275	64,217	65,000	65,000	66,088	67,873	69,651	71,930	74,184	LSIs									
TECHNICAL SERVICES OFFICER	1/04/17 LRA	8	77,055	78,869	80,672	82,476	84,278	86,088	88,811	91,536	LSIs										
	1/07/13 HRA.		74,876	76,625	78,352	80,081	81,808	83,542	86,152	88,764	LSIs										
HOME HELP ORGANISER	1/04/17 LRA	7	41,209	42,523	43,833	45,148	46,459	47,979	49,497	LSIs											
	1/01/10 FEMPI		40,209	41,523	42,833	44,148	45,459	46,979	48,497	LSIs											
HOME HELP CO-ORDINATOR	1/04/17 LRA	7	45,849	46,954	48,291	50,795	52,295	54,157	56,032	LSIs											
	1/01/10 FEMPI		44,849	45,954	47,291	49,795	51,295	53,157	55,032	LSIs											
SUPERVISOR OF WELFARE HOME-WITHOUT NURSING QUALIFICATION	1/04/17 LRA	7	32,130	32,657	33,487	34,324	35,153	36,000	36,808												
	1/01/16 LRA		31,130	31,657	32,487	33,324	34,153	35,000	35,808												
ASSISTANT SUPERVISOR, WELFARE HOME	1/04/17 LRA	3	29,674	30,391	31,114																
	1/01/16 LRA		28,674	29,391	30,114																
SUPERVISOR, WELFARE HOME - HSE EASTERN REGIONAL AREA ONLY	1/04/17 LRA	9	42,697	43,476	43,525	44,542	45,560	46,666	47,772	48,877	49,983										
	1/01/10 FEMPI		41,697	42,476	42,525	43,542	44,560	45,666	46,772	47,877	48,983										
NURSERY NURSE	1/04/17 LRA	13	28,019	29,836	31,021	31,910	32,337	33,094	33,858	34,613	35,374	36,153	36,928	37,714	38,432	LSI					
	1/01/16 LRA		27,019	28,836	30,021	30,910	31,337	32,094	32,858	33,613	34,374	35,153	35,928	36,714	37,432	LSI					
HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/04/17 LRA	12	31,343	32,391	33,811	35,228	36,632	38,038	39,429	40,449	41,480	42,520	43,373	44,207							
	1/01/16 LRA		30,343	31,391	32,811	34,228	35,632	37,038	38,429	39,449	40,480	41,520	42,373	43,207							

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
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CLERICAL ADMIN MANAGEMENT GRADES

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EMBOLEDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE) care must be taken to ensure increment arrangements are revised in accordance with DoH Circular 5/2013 and the Haddington Road / Lansdowne Road Agreements. As per Circular 2/2016 no increment will be deferred beyond 1 July 2017 as a result of the increment measures contained in the Haddington Road Agreement

DIRECTOR GENERAL (HSE)	1/04/17 LRA	1	190,233																		
	19/07/13		185,350																		
DEPUTY DIRECTOR GENERAL (STRATEGY/OPERATIONS) (HSE)	1/04/17 LRA	1	164,478																		
	1/07/13 HRA.		160,470																		
NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE) **grade obsolete - not for use **	1/04/17 LRA	1	175,081																		
<i>full reduction for pension contribution and benefit from</i>	1/04/17		163,029																		
	1/07/13 HRA. + Sec.6 adjustment		170,734																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		159,067																		
NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE) **grade obsolete - not for use **	1/04/17 LRA	1	175,081																		
<i>full reduction for pension contribution and benefit from</i>	1/04/17		163,029																		
	1/07/13 HRA. + Sec.6 adjustment		170,734																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		159,067																		
CHIEF FINANCIAL OFFICER (HSE)	1/04/17 LRA	1	164,478																		
	1/07/13 HRA.		160,470																		
NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE)	1/04/17 LRA	1	151,131																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefits from</i>	1/07/13		140,096																		
NATIONAL DIRECTOR, HOSPITAL CARE (HSE)	1/04/17 LRA	1	151,131																		
<i>full reduction for pension contribution and benefits from</i>	01/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
NATIONAL DIRECTOR, MENTAL HEALTH (HSE)	1/04/17 LRA	1	151,131																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
NATIONAL DIRECTOR, PRIMARY CARE (HSE)	1/04/17 LRA	1	151,131																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE)	1/04/17 LRA	1	151,131																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
NATIONAL DIRECTOR, SOCIAL CARE (HSE)	1/04/17 LRA	1	151,131																		
<i>full reduction for pension contribution and benefits from</i>	01/04/2017		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
NATIONAL DIRECTOR, HUMAN RESOURCES (HSE)	1/04/17 LRA	1	151,131																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
NATIONAL DIRECTOR, POPULATION HEALTH (HSE) **grade obsolete - not for use **	1/04/17 LRA	1	151,131																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS	1/04/17 LRA	1	145,399																		
	30/09/13		142,000																		
NATIONAL DIRECTOR, COMMUNICATIONS (HSE)	1/04/17 LRA	1	139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/04/17 LRA	1	139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
NATIONAL DIRECTOR, PROCUREMENT (HSE) **grade obsolete - not for use **	1/04/17 LRA	1	139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) **grade obsolete - not for use **	1/04/17 LRA	1	139,507																		
<i>full reduction for pension contribution and benefits from</i>	01/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/04/17 LRA	1	139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA.		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use **	1/04/17 LRA	1	139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA.		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(ADELAIDE AND MEATH (INC NCH) HOSPITAL) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/04/17 LRA	1	139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) **grade obsolete - not for use **	1/04/17 LRA	1	139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/04/17 LRA	1	122,753																		
	28/09/2015		120,000																		
ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/04/17 LRA	6	93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS	1/04/17 LRA	6	93,363	97,468	101,573	105,676	109,782	112,652													
	10/10/14		90,514	94,448	98,382	102,314	106,250	110,183													
CHIEF FINANCE OFFICER, HOSPITAL GROUPS	1/04/17 LRA	6	93,363	97,468	101,573	105,676	109,782	112,652													
	2/07/13		90,514	94,448	98,382	102,314	106,250	110,183													
CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS	1/04/17 LRA	6	93,363	97,468	101,573	105,676	109,782	112,652													
	2/07/13		90,514	94,448	98,382	102,314	106,250	110,183													
HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE)	1/04/17 LRA	6	93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
DIRECTOR REGIONAL HEALTH OFFICE (HSE)	1/04/17 LRA	6	93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/04/17 LRA	6	92,004	95,849	99,765	103,757	107,816	111,955													
	1/07/13 HRA.		89,212	92,897	96,650	100,475	104,366	108,332													
SECRETARY TO THE BOARD (HSE) **grade obsolete - not for use **	1/04/17 LRA	6	92,004	95,849	99,765	103,757	107,816	111,955													
	1/07/13 HRA.		89,212	92,897	96,650	100,475	104,366	108,332													
DEPUTY CEO (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TALLAGHT)	1/04/17 LRA	6	88,033	91,903	95,770	99,638	103,506	107,375													
	1/07/13 HRA.		85,407	89,115	92,822	96,528	100,235	103,943													
LOCAL HEALTH OFFICE MANAGER (HSE)	1/04/17 LRA	6	85,784	89,446	93,107	96,767	100,430	104,091													
	1/07/13 HRA.		83,252	86,761	90,269	93,777	97,287	100,796													
DIRECTOR OF INFORMATION SYSTEMS (HSE)	1/04/17 LRA	6	84,572	88,002	91,495	95,056	98,676	102,368													
	1/07/13 HRA.		82,090	85,377	88,725	92,137	95,607	99,145													
HEAD OF SERVICE / FUNCTION, COMMUNITY HEALTHCARE ORGANISATIONS	1/04/17 LRA	5	86,883	90,362	93,840	97,318	100,795														
	25/11/15		84,304	87,638	90,971	94,305	97,637														
CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 1)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/04/17 LRA	6	84,136	87,725	91,313	94,901	98,489	102,078													
	1/07/13 HRA.		81,672	85,112	88,550	91,989	95,427	98,867													

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/04/17 LRA	6	81,665	85,144	88,622	92,101	95,578	99,057													
	1/07/13 HRA.		79,304	82,638	85,971	89,305	92,637	95,972													
CEO BAND H1 HOSPITALS (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincents (Fairview), Leopardstown Park)	1/04/17 LRA	7	65,812	65,812	67,009	69,449	71,871	74,303	76,720												
	14/09/15		64,812	65,000	65,114	67,485	69,839	72,202	74,551												
CEO BAND H2 HOSPITALS (Cappagh Hospital, National Rehabilitation Hospital, Peamount Hospital, Royal Victoria Eye & Ear Hospital, St. Johns Hospital, St. Michaels Hospital,)	1/04/17 LRA	5	77,183	78,479	79,783	81,087	82,392														
	14/09/15		75,000	76,250	77,500	78,750	80,000														
CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital,)	1/04/17 LRA	7	91,783	94,392	97,000	99,609	102,218	104,826	107,435												
	14/09/15		89,000	91,500	94,000	96,500	99,000	101,500	104,000												
CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/04/17 LRA	7	98,040	100,652	103,261	105,870	108,479	111,087	113,696												
	14/09/15		95,000	97,500	100,000	102,500	105,000	107,500	110,000												
CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincents University Hospital, St. James Hospital)	1/04/17 LRA	1	124,400																		
	14/09/15		121,600																		
CEO BAND SC1 SOCIAL CARE (Brothers of Charity Clare, Carriglea Cairde Services, The Childrens Sunshine Home, Sisters of Charity Kilkenny, Brothers of Charity Roscommon, KARE)	1/04/17 LRA	7	65,812	65,812	67,009	69,449	71,871	74,303	76,720												
	14/09/15		64,812	65,000	65,114	67,485	69,839	72,202	74,551												
CEO BAND SC2 SOCIAL CARE (Brothers of Charity Limerick, Brothers of Charity South East, Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House)	1/04/17 LRA	5	77,183	78,479	79,783	81,087	82,392														
	14/09/15		75,000	76,250	77,500	78,750	80,000														
CEO BAND SC3 SOCIAL CARE (Brothers of Charity Galway, Brothers of Charity South, COPE Foundation, Muiriosa Foundation, Stewarts Care)	1/04/17 LRA	7	91,783	94,392	97,000	99,609	102,218	104,826	107,435												
	14/09/15		89,000	91,500	94,000	96,500	99,000	101,500	104,000												
CEO BAND SC4 SOCIAL CARE (St Michaels House, Daughters of Charity, St. John of God Hospital)	1/04/17 LRA	7	98,040	100,652	103,261	105,870	108,479	111,087	113,696												
	14/09/15		95,000	97,500	100,000	102,500	105,000	107,500	110,000												
FUNCTIONAL OFFICERS (FORMERLY NON-EHB)	1/04/17 LRA	7	67,279	68,918	71,511	74,125	76,717	79,296	81,850												
	1/07/13 HRA.		65,376	66,969	69,489	72,029	74,548	77,034	79,481												
SERVICE MANAGER (BEAUMONT)(ST. JAMES)(MATER)(ST. VINCENTS)(TALLAGHT)(CORK UH)(UCHG)	1/04/17 LRA	7	67,279	68,918	71,511	74,125	76,717	79,296	81,850												
	1/07/13 HRA.		65,376	66,969	69,489	72,029	74,548	77,034	79,481												
GENERAL MANAGER	1/04/17 LRA	7	67,279	68,918	71,511	74,125	76,717	79,296	81,850												
	1/07/13 HRA.		65,376	66,969	69,489	72,029	74,548	77,034	79,481												
CHILD CARE MANAGER	1/04/17 LRA	7	67,279	68,918	71,511	74,125	76,717	79,296	81,850												
	1/07/13 HRA.		65,376	66,969	69,489	72,029	74,548	77,034	79,481												

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 2)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/04/17 LRA	7	65,812	65,812	67,009	69,449	71,871	74,303	76,720												
	1/07/13 HRA.		64,812	65,000	65,114	67,485	69,839	72,202	74,551												
HOSPITAL & COMMUNITY CARE ADMINISTRATOR	1/04/17 LRA	7	65,812	65,812	67,009	69,449	71,871	74,303	76,720												
	1/07/13 HRA.		64,812	65,000	65,114	67,485	69,839	72,202	74,551												
GRADE VIII	1/04/17 LRA	7	65,812	65,812	67,009	69,449	71,871	74,303	76,720												
	1/07/13 HRA.		64,812	65,000	65,114	67,485	69,839	72,202	74,551												
AMBULANCE OFFICER, CHIEF	1/04/17 LRA	7	65,812	65,812	67,009	69,449	71,871	74,303	76,720												
	1/07/13 HRA.		64,812	65,000	65,114	67,485	69,839	72,202	74,551												
TECHNICAL SERVICES MANAGER (ST VINCENTS)	1/04/17 LRA	6	54,489	56,021	57,582	59,110	60,676	62,216													
	1/01/10 FEMPI		53,489	55,021	56,582	58,110	59,676	61,216													
TECHNICAL SERVICES OFFICER (MATER) (TALLAGHT)	1/04/17 LRA	5	52,660	54,876	56,123	57,340	58,544														
	1/01/10 FEMPI		51,660	53,876	55,123	56,340	57,544														
PROJECT TECHNICAL SERVICES MANAGER (BEAUMONT)(ST. JAMES)	1/04/17 LRA	5	52,660	54,876	56,123	57,340	58,544														
	1/01/10 FEMPI		51,660	53,876	55,123	56,340	57,544														
ENGINEERING OFFICER (FORMERLY EHB) (MATER, ST. JAMES, TALLAGHT, BEAUMONT, CRUMLIN)	1/04/17 LRA	7	52,293	54,513	55,782	57,012	58,234	60,322	62,415	LSIs											
	1/01/10 FEMPI		51,293	53,513	54,782	56,012	57,234	59,322	61,415	LSIs											
ASST. TECHNICAL SERVICES MANAGER (MATER)	1/04/17 LRA	7	52,293	54,513	55,782	57,012	58,234	60,322	62,415	LSIs											
	1/01/10 FEMPI		51,293	53,513	54,782	56,012	57,234	59,322	61,415	LSIs											
JOURNEYMAN CHEF	1/04/17 LRA	6	35,106	36,187	37,794	38,903	40,180	41,472	LSIs												
	1/01/10 FEMPI		34,106	35,187	36,794	37,903	39,180	40,472	LSIs												
TRANSPORT OFFICER (FORMERLY EHB)	1/04/17 LRA	7	45,849	46,954	48,289	50,797	52,293	54,157	56,032	LSIs											
	1/01/10 FEMPI		44,849	45,954	47,289	49,797	51,293	53,157	55,032	LSIs											
(FORMERLY AMBULANCE / TRANSPORT SUPERVISOR (HEALTH BOARDS)) **grade obsolete - not for use **	1/04/17 LRA	7	45,849	46,954	48,289	50,797	52,293	54,157	56,032	LSIs											
	1/01/10 FEMPI		44,849	45,954	47,289	49,797	51,293	53,157	55,032	LSIs											
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +12.5%)(LEVEL 1)	1/04/17 LRA	12	40,098	40,548	40,765	41,005	41,231	41,348	41,463	41,578	41,695	41,880	42,022	42,367							
	1/01/10 FEMPI		39,098	39,548	39,765	40,005	40,231	40,348	40,463	40,578	40,695	40,880	41,022	41,367							
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +25%)(LEVEL 2)	1/04/17 LRA	14	40,023	41,371	44,359	44,859	45,100	45,367	45,618	45,748	45,875	46,003	46,134	46,339	46,496	46,880					
	1/11/13 MERGED		39,023	40,371	43,359	43,859	44,100	44,367	44,618	44,748	44,875	45,003	45,134	45,339	45,496	45,880					
REGIONAL WORKSHOP MANAGER (HSE NORTH WESTERN AREA) **grade obsolete - not for use **	1/04/17 LRA	8	53,060	55,273	57,489	59,708	61,919	64,144	65,213	66,324	LSIs										
	1/07/13 HRA.		52,060	54,273	56,489	58,708	60,919	63,144	65,000	65,000	LSIs										
WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/04/17 LRA	18	39,729	40,861	42,000	43,093	44,175	45,277	46,258	47,141	48,534	49,750	50,890	51,769	52,877	54,219	55,535	56,401	58,380	60,357	LSIs
	1/01/10 FEMPI		38,729	39,861	41,000	42,093	43,175	44,277	45,258	46,141	47,534	48,750	49,890	50,769	51,877	53,219	54,535	55,401	57,380	59,357	LSIs
WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/04/17 LRA	17	39,729	40,861	42,000	43,093	44,175	45,277	46,258	47,141	48,534	49,750	50,890	51,769	52,877	54,219	55,535	56,401	58,380	LSI	
	1/01/10 FEMPI		38,729	39,861	41,000	42,093	43,175	44,277	45,258	46,141	47,534	48,750	49,890	50,769	51,877	53,219	54,535	55,401	57,380	LSI	
WORKSHOP MANAGER (SPECIALIST AGENCIES)	1/04/17 LRA	5	42,484	43,961	45,492	47,079	48,758														
	1/01/10 FEMPI		41,484	42,961	44,492	46,079	47,758														
SENIOR SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/04/17 LRA	11	31,442	32,207	33,312	34,457	35,643	36,873	38,146	39,466	40,835	42,252	43,722	LSIs							
	1/01/16 LRA		30,442	31,207	32,312	33,457	34,643	35,873	37,146	38,466	39,835	41,252	42,722	LSIs							
SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/04/17 LRA	13	26,601	28,462	29,446	30,460	31,501	32,267	33,373	34,521	35,710	36,941	38,218	39,539	40,911						
	1/01/16 LRA		25,601	27,462	28,446	29,460	30,501	31,267	32,373	33,521	34,710	35,941	37,218	38,539	39,911						

Medical Consultants Salary Scales - 1 APRIL 2017

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Table A1

Salary scales for serving Consultants who have opted for the Type A Contract

Consultants Revised Common Contract, 1997	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	Type A	Type A	Type A	Type A
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	226,461	192,492	178,593	183,225
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	221,410	188,199	174,729	179,218
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	216,634	184,139	171,066	175,423
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	215,682	183,330	170,330	174,663
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,170	179,495	166,840	171,058
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,944	176,000	163,660	167,773
Geographical Wholetime Consultants without fees	231,239	196,553	182,248	187,016

Table A2

Salary scales for serving Consultants who have opted for the Type B Contract

Consultants Revised Common Contract, 1997	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	Type B	Type B	Type B	Type B
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	215,955	183,562	170,541	174,881
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	210,904	179,268	166,634	170,845
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,127	176,000	163,660	167,773
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	205,175	176,000	163,660	167,773
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	200,664	176,000	163,660	167,773
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	196,437	172,865	160,807	164,826
Geographical Wholetime Consultants without fees	220,733	187,623	174,211	178,681

Table A3

Salary scales for serving Consultants who have opted for the Type B* Contract

Consultants Revised Common Contract, 1997	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	Type B*	Type B*	Type B*	Type B*
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	191,212	168,266	156,622	160,503
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care), Regional Consultant Orthodontists in all HSE areas	184,905	162,716	151,572	155,286
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	158,997	148,187	151,790
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	189,416	166,686	155,184	159,018
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	184,905	162,716	151,572	155,286
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	180,678	158,997	148,187	151,790

Table B1

Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type A Contract

<i>Category I Consultants</i>	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	€	€	€	€
Professor	284,163	241,539	222,735	229,002
Associate Professor	265,736	225,876	208,638	214,383
Lecturer	247,345	210,243	194,569	199,793
College Lecturer	242,418	206,055	190,800	195,884

<i>Category II Consultants</i>	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	€	€	€	€
Professor UCD, TCD, RCSI	270,314	229,767	212,140	218,015
Associate Professor UCD, TCD, RCSI	252,325	214,476	198,379	203,744
Lecturer	233,309	198,313	183,831	188,658
College Lecturer	228,379	194,122	180,060	184,747

Professor UCC	274,643	233,447	215,452	221,450
Associate Professor UCC	256,516	218,039	201,585	207,069
Lecturer UCC	237,696	202,042	187,187	192,138
College Lecturer UCC	232,767	197,852	183,417	188,228

Professor UCG	278,971	237,125	218,763	224,883
Associate Professor UCG	260,707	221,601	204,791	210,394
Lecturer UCG	242,082	205,770	190,543	195,618
College Lecturer UCG	237,152	201,579	186,771	191,707

Table B2

Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B Contract

<i>Category I Consultants</i>	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	€	€	€	€
Professor	278,910	237,074	218,716	224,835
Associate Professor	258,536	219,756	203,130	208,671
Lecturer	236,885	201,352	186,567	191,495
College Lecturer	231,292	196,598	182,288	187,058

<i>Category II Consultants</i>	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	€	€	€	€
Professor UCD, TCD, RCSI	265,061	225,302	208,122	213,848
Associate Professor UCD, TCD, RCSI	245,125	208,356	192,871	198,032
Lecturer UCD, TCD, RCSI	222,849	189,422	175,829	180,360
College Lecturer UCD, TCD, RCSI	217,253	184,665	171,545	175,918

Professor UCC	269,390	228,982	211,433	217,282
Associate Professor UCC	249,316	211,919	196,077	201,357
Lecturer UCC	227,236	193,151	179,186	183,840
College Lecturer UCC	221,641	188,395	174,905	179,401

Professor UCG	273,718	232,660	214,744	220,716
Associate Professor UCG	253,507	215,481	199,283	204,682
Lecturer UCG	231,622	196,879	182,541	187,320
College Lecturer UCG	226,025	192,121	178,259	182,879

Table B3

Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract

<i>Category II Consultants</i>	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	€	€	€	€
Professor UCD, TCD, RCSI	249,301	211,906	196,065	201,345
Associate Professor UCD, TCD, RCSI	229,598	195,158	180,992	185,714
Lecturer UCD, TCD, RCSI	207,585	176,447	164,067	168,193
College Lecturer UCD, TCD, RCSI	202,048	176,000	163,660	167,773
Professor UCC	253,631	215,586	199,378	204,780
Associate Professor UCC	233,788	198,720	184,198	189,038
Lecturer UCC	211,971	180,175	167,460	171,698
College Lecturer UCC	206,437	176,000	163,660	167,773
Professor UCG	257,958	219,264	202,688	208,213
Associate Professor UCG	237,979	202,282	187,404	192,363
Lecturer UCG	216,358	183,904	170,853	175,203
College Lecturer UCG	210,821	179,198	166,570	170,779

Table C1(1)

New Entrant Consultants (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012)

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/04/2017	158,382	162,914	175,721	178,224	180,725	183,225
	01/11/2013	154,569	158,957	171,354	173,770	176,181	178,593
Type B	01/04/2017	149,216	151,209	165,536	167,708	167,773	167,773
	01/11/2013	145,695	147,625	161,495	163,598	163,660	163,660
Type C	01/04/2017	130,667	135,245	145,025	145,730	150,076	151,790
	01/11/2013	127,690	132,140	141,638	142,321	146,528	148,187

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

Table C1(2)

New Entrant Consultant (Clinicians) from 1st October 2012*

Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/04/2017	129,956	135,718	143,333	147,465	153,663	158,828	165,025	170,707	179,500
	01/09/2014	127,000	132,600	140,000	144,000	150,000	155,000	161,000	166,500	175,000
Type B	01/04/2017	122,753	127,075	133,043	136,130	140,246	144,366	148,498	154,696	160,893
	01/09/2014	120,000	124,200	130,000	133,000	137,000	141,000	145,000	151,000	157,000
Type C	01/04/2017	108,478	111,609	114,521	117,094	119,666	122,753	126,869	131,500	137,159
	01/09/2014	105,000	108,000	112,000	114,500	117,000	120,000	124,000	128,500	134,000

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

Table C2(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A Professor / Consultant	01/04/2017	198,155	203,691	219,776	222,851	225,927	229,002
	01/11/2013	192,989	198,327	213,838	216,804	219,770	222,735
Type A Associate Professor / Consultant	01/04/2017	184,997	190,533	205,156	208,232	211,308	214,383
	01/11/2013	180,301	185,640	199,740	202,706	205,672	208,638
Type A Senior Lecturer / Consultant	01/04/2017	171,836	177,397	190,567	193,642	196,718	199,793
	01/11/2013	167,593	172,972	185,672	188,637	191,603	194,569

Table C2(2)

New Entrants Academic Consultants from 1 October 2012 (Type A)*

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type A Professor / Consultant	01/04/2017	149,471	151,615	153,760	155,904
	01/10/2012	145,942	148,018	150,094	152,170
Type A Associate Professor / Consultant	01/04/2017	139,292	141,428	143,566	145,711
	01/10/2012	136,073	138,149	140,225	142,302
Type A Senior Lecturer / Consultant	01/04/2017	129,159	131,295	133,431	135,568
	01/10/2012	126,225	128,301	130,377	132,453

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

Table C3(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type B Professor / Consultant	01/04/2017	185,562	190,400	205,784	208,471	211,159	213,848
	01/11/2013	180,846	185,511	200,345	202,937	205,529	208,122
Type B Associate Professor / Consultant	01/04/2017	171,293	176,155	189,968	192,657	195,344	198,032
	01/11/2013	167,068	171,777	185,095	187,687	190,279	192,871
Type B Senior Lecturer / Consultant	01/04/2017	155,274	160,147	172,268	174,975	177,672	180,360
	01/11/2013	151,560	156,278	168,011	170,633	173,237	175,830

Table C3(2)

New Entrant Academic Consultants from 1 October 2012 (type B)*

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type B Professor / Consultant	01/04/2017	139,728	141,595	143,462	145,337
	01/10/2012	136,497	138,311	140,125	141,940
Type B Associate Professor / Consultant	01/04/2017	128,744	130,611	132,478	134,344
	01/10/2012	125,822	127,636	129,450	131,265
Type B Senior Lecturer / Consultant	01/04/2017	116,469	118,336	120,202	122,070
	01/10/2012	113,893	115,707	117,521	119,336

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

Table C4(1)

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

Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type C Professor / Consultant	01/04/2017	168,176	173,352	186,530	189,384	192,239	195,094
	01/11/2013	164,051	169,061	181,779	184,532	187,285	190,037
Type C Associate Professor / Consultant	01/04/2017	154,455	159,631	171,358	174,233	177,102	179,957
	01/11/2013	150,767	155,777	167,130	169,914	172,688	175,441
Type C Senior Lecturer / Consultant	01/04/2017	143,954	149,058	159,690	162,666	165,643	167,773
	01/11/2013	140,601	145,542	155,835	158,716	161,598	163,660

Table C4(2)

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

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type C Professor / Consultant	01/04/2017	126,355	128,338	130,321	132,303
	01/10/2012	123,500	125,427	127,355	129,281
Type C Associate Professor / Consultant	01/04/2017	115,841	117,824	119,807	121,790
	01/10/2012	113,282	115,210	117,137	119,064
Type C Senior Lecturer / Consultant	01/04/2017	108,961	111,043	113,125	113,369
	01/10/2012	105,463	107,458	109,453	110,880

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

Table D1

	01/01/2010
	€
Clinical Directors' Allowance*	46,000

* Any Consultant remunerated under salary scales issued prior to 1st October 2012 or under the integrated salary scale applying from 1st November 2013 who is appointed to a Clinical Director post will receive the above allowance.

Table D1(a)

	Scale Points	1	2	3
		€	€	€
Group Manager (Clinical Director)**	01/04/2017	195,055		
	01/09/2014	190,000		
Head of Department**	01/04/2017	174,322	179,500	184,685
	01/09/2014	170,000	175,000	180,000

** New Entrants - Those not covered by footnote to Table D1

Pay of those in receipt Clinical Directors Allowance from 1 July 2013 on

For those in receipt of a Clinical Directors Allowance, one third of the amount of the reduction incurred under FEMPI 2013/the Haddington Road Agreement on 1/7/2013 should be restored.

Masters Allowance

Calculating the Allowance paid to the Master of a Maternity Hospital
The allowance attached to the role of Master is calculated as the difference between the rate applying to the standard clinical post and a professorial post as determined by Contract Type. For example, should you opt for Consultant Contract 2008 on a Type B basis, you will receive an allowance equal to the difference between the salary rate for the Type B standard clinical post and the Type B Professor post.

Table E

B and C Factor Payments for all Consultants

On Call/Call-Out Payments

	No. of Call-Outs	€
Rota		
Flat Annual Payment		3,857
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...		
1 in 3		2,234
1 in 2		
	1-80 call-outs	5,577
	81-120 call-outs	6,445
	121+ call-outs	7,058
1 in 1		
	1-80 call-outs	6,693
	81-120 call-outs	8,470
	121+ call-outs	10,460

Emergency Call-Out Payments for all Consultants

	€
Per call-out	
First 30 call-outs	78.59
31-120 call-outs	118.21
121 call-outs or more	156.15
If the call-out occurs after midnight	
First 30 call-outs	104.76
31-120 call-outs	158.40
121 call-outs or more	209.65
For each hour or part hour in excess of the first hour	
First 30 call-outs	52.31
31-120 call-outs	78.06
121 call-outs or more	104.84
Annual Limit	22,303

Table F1

Salary scales for Consultants who are remaining on the 1997 Consultant Contract

Consultants Revised Common Contract, 1997	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	5%	FEMPI	H.R.	
	€	€	€	€
Category I Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	200,772	176,000	163,660	167,773
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	190,670	167,790	156,189	160,055
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	181,118	159,384	148,539	152,154
Category II Consultants				
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	179,213	157,708	147,014	150,578
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	170,191	151,800	141,638	145,025
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	161,737	148,798	138,894	142,195
Geographical Wholetime Consultants without fees	210,329	178,779	166,189	170,386

Table F2
Salary scales for Academic Consultants who are remaining on the 1998 Contract

<i>Category I Consultants</i>	5%	FEMPI	H.R.	
	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	€	€	€	€
Professor	258,392	219,633	203,020	208,557
Associate Professor	239,281	203,389	188,400	193,396
Lecturer	220,163	187,138	173,774	178,228
College Lecturer	215,046	182,789	169,838	174,155

<i>Category II Consultants</i>	5%	FEMPI	H.R.	
	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	€	€	€	€
Professor UCD, TCD, RCSI	230,693	196,089	181,830	186,582
Associate Professor UCD, TCD, RCSI	212,460	180,591	167,838	172,089
Lecturer UCD, TCD, RCSI	192,091	169,040	157,326	161,231
College Lecturer UCD, TCD, RCSI	186,967	164,531	153,223	156,992

Professor UCC	239,352	203,449	188,454	193,452
Associate Professor UCC	220,842	187,716	174,294	178,768
Lecturer UCC	200,864	176,000	163,660	167,773
College Lecturer UCC	195,744	172,254	160,252	164,252

Professor UCG	248,007	210,806	195,075	200,318
Associate Professor UCG	229,224	194,840	180,706	185,417
Lecturer UCG	209,636	178,191	165,654	169,832
College Lecturer UCG	204,513	173,836	161,690	165,738

Table F3

Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008

	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	5%	FEMPI	H.R.	
	€	€	€	€
Regional Consultant Orthodontists	190,670	167,790	156,189	160,055

Table F4

Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991

	01/01/2009	01/01/2010	01/07/2013	01/04/2017
	5% €	FEMPI €	H.R. €	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB				
G.W.T. WITHOUT FEES	165,537	151,800	141,638	145,025
G.W.T. WITH FEES	157,697	145,081	135,474	138,676
EXISTING WHOLETIME	148,855	136,947	127,991	130,976
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)				
G.W.T. WITHOUT FEES	165,537	151,800	141,638	145,025
G.W.T. WITH FEES	150,332	138,305	129,241	132,262
EXISTING WHOLETIME	141,485	130,166	121,752	124,557
Consultants in EHB (excluding Psychiatrists and Geriatricians)				
G.W.T. WITHOUT FEES	165,537	151,800	141,638	145,025
G.W.T. WITH FEES	142,963	131,526	123,004	125,844
EXISTING WHOLETIME	134,114	123,385	115,514	118,137

	01/09/2008	01/01/2010
	2.5% - T2016 €	€
Extended Duty Liability		
A flat payment will be paid to each consultant with on-call liability.	7,854	7,226

Extended Duty Liability Payment from 1 July 2013 on

For those in receipt of an Extended Duty Liability flat rate payment, one third of the amount of the reduction incurred under FEMPI 2013/the Haddington Road Agreement on 1/7/2013 should be restored.

	01/09/2008	01/01/2010
	2.5% - T2016	FEMPI
Emergency Services		
Scale of fees for call-outs arising after the completion of the scheduled commitment.		
per call-out for each patient	83.00	76.36
in the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	110.53	101.68
in the event of the call extending beyond one hour's duration from leaving home until return this further amount for each hour or part hour is payable	55.19	50.77
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475	9,637

Table F5
Original Contract for Consultant Medical Staff 1981

	01/09/08	01/01/09	01/03/12
Pensions	2.5% - T2016	5%	12% reduction on salary scale and 8% on allowance
	€	€	€
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate*	188,839	198,281	174,487
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347 (£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	9,931	10,428	9,594

*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32

ALLOWANCES

On 1 January 2010 fixed rate allowances for public servants in receipt of basic pay up to and including €125,000 were reduced by 5%; fixed rate allowances for those in receipt of basic pay in excess of €125,000 were reduced by 8%.

5% - PAGES 54-64

8% - PAGES 65-73

Government Decision on Review of Allowances

The following allowances were abolished for new beneficiaries (*a new beneficiary is defined as a new entrant to the Public Service w.e.f. 1st February 2012 or an existing employee not in receipt of the allowance at 31st January 2012*) w.e.f 1st February 2012

Island Inducement Allowance

Tool Allowance

Gaeltacht grants/Allowances

Living Out Allowance (NCHD's) (w.e.f. 1st July 2017 revised arrangements will apply - see more detail set out below)

Cardiac Allowance

Community Allowance (new rate now available to new beneficiaries pursuant to WRC Agreement August 2016)

Midwifery Qualification (paid to Public Health Nurses)

Special Allowance for Weekend Public Holidays

Registered General Nurse in Community

Nurse Coordinator Allowance

Specialist Coordinator Allowance (Nurse Tutors)

Annual Allowance for Biochemists (Qual) payable to Senior and Basic Grades only

Annual Allowance for Radiographers (Qual)

Trainers Allowance

Coordination and overseeing of Undergraduate Student Therapists in clinical placements

Second Opinion Allowance

Consultants Continuing Medical Education Allowance

Travel Allowance for non nursing Dublin Personnel

Nurses assigned to Occupational Therapy

MEDICAL AND DENTAL ALLOWANCES I

	1 Sept 08	1 Jan 10
	2.5%	-5.0%
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts		
1. Consultants per 3 hour session (and pro-rata)	130.04	123.54
2. Emergency Sessions		
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of	85.18	80.93
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of	50.74	48.20
3. Community Ophthalmic Physicians per 3 hour session	188.38	178.96
4. Special rates payable for clinics held outside a radius of 25 miles		
(a) Where the clinics are held for <u>less</u> than 3 hours duration;		
hourly rate;	64.94	61.69
minimum rate;	130.04	123.54
(b) Where the duration is <u>not less</u> than 3 hours;		
first 3 hours	194.78	185.04
3 hour sessional rate for hours in excess of 3 (and pro-rata)	130.04	123.54
5. Pool Payments		
General Teaching Hospital (per bed day)	5.43	5.16
General Non-Teaching Hospital (per bed day)	3.66	3.48
Maternity Teaching Hospital (per bed day)	10.52	9.99
Maternity Non-Teaching Hospital (per bed day)	4.96	4.71
6. Private Dental Surgeons Sessional Rates		
(a) For clinics held on health board premises	134.27	127.56
(b) For clinics held in a dentist's private surgery	179.69	170.70
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.		
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.		
Per 3 hour session (and pro-rata)	155.99	148.19
Special rates for clinics held outside a radius of 25 miles		
(a) For clinics of <i>less than</i> 3 hours duration		
Per hour	78.69	74.76
Minimum rate	94.73	89.99
(b) For clinics of <i>not less than</i> 3 hours		
For the first three hours	234.15	222.44
For 3 hour sessions in excess of 3 hours	157.58	149.70
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.		

MEDICAL AND DENTAL ALLOWANCES II

				1 Sept 08		1 Jan 10	
				2.5%		-5.0%	
Psychiatrist Special Responsibility Allowance							
Revised rate per annum				10939.15		10392.19	
Living Out allowance for Registrars, Senior House Officers pre 1st February 2012*							
Effective date 1 January, 2010							
Living Out Allowance €61.20 per week							
*Abolished for new entrants with effect from 1st February 2012							
The Living Out Allowance (€3,193 per annum) is to be incorporated into the Intern, Senior House Officer and Registrar salary scales with effect from 1st July 2017 in the context of the 2017 Public Sector Pay negotiations. As such, from that date, this allowance will no longer apply to any NCHD. A circular will issue closer to the time setting out the rates of pay for these grades effective from that date forward.							

MEDICAL AND DENTAL ALLOWANCES III

				1 Sept 08		1 Jan 10	
				2.5%		-5.0%	
Child Health Services Development Paediatrics							
3 hour session				69.15		65.69	
2 hour session				51.86		49.27	
1 hour session				34.61		32.88	
Casual Locum for Former District Medical Officers							
For first three days				75.82		72.03	
For next 25 days				64.86		61.62	
For each subsequent day				55.81		53.02	
Fees for lectures to Nurses				31.75		30.16	
(Circular S100/84 of 22 August 1975)				23.86		22.66	

NURSING ALLOWANCES I

	1 Sept 08	1 Jan 10
	2.5%	-5.0%
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)		
(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	2,791
(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	1,858
Public Health Nurses & Assistant Directors of Public Health Nursing Midwifery Qualification*	2,938	2,791
*Abolished for new beneficiaries with effect from 1st February 2012		
Staff Nurse Dual Qualification Scale New Location/Qualification Allowance.Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,468	1,395
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		
Deputy Nursing Officer	1,404	1,333
Theatre / Night Sister	843	801
Public Health Nurse	1,686	1,601
Relevant nursing staff Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*	3,132	2,976
*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		
Psychiatric Staff Nurse	5,223	4,962
Senior Staff Nurse (Psychiatric)	5,485	5,210
Community Psychiatric Nurse	5,728	5,442
Clinical Nurse Manager I (Psychiatric)	5,550	5,272
CNM II (Psychiatric)/Community Mental Health Nurse	5,922	5,626
Clinical Nurse Manager III (Psychiatric)	6,222	5,911
Assistant Director of Nursing Mental Health	6,023	5,722
Nurses assigned to Occupational Therapy (Qualified)	3,929	3,732
Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449		

NURSING ALLOWANCES II

			1 Sept 08	1 Jan 10		
			2.5%	-5.0%		
Acting-Up Arrangements for Psychiatric Nurses						
Psychiatric Staff Nurse acting-up at Clinical Nurse Manager 1 should receive the following allowance or the minimum of the scale, whichever is greater.			3,636	3,454		
Psychiatric Staff Nurse acting-up at Clinical Nurse Manager 2 should receive the following allowance or the minimum of the scale, whichever is greater.			4,676	4,442		
Clinical Nurse Manager 1 acting-up at Clinical Nurse Manager 2 should receive the following allowance or the minimum of the scale, whichever is greater.			1,396	1,326		
Clinical Nurse Manager 1 or Clinical Nurse Manager 2 acting up at Clinical Nurse Manger 3 should receive the following allowance or the minimum of the scale, whichever is greater.			4,676	4,442		
Clinical Nurse Manager 1 or Clinical Nurse Manager 2 acting-up at Assistant Director of Nursing should receive the following allowance or the minimum of the scale, whichever is greater.			4,676	4,442		
Clinical Nurse Manager 3 acting-up at Assistant Director of Nursing should receive the following allowance or the minimum of the scale, whichever is greater.			4,676	4,442		
Attention is drawn to the over-riding condition governing such circumstances that the acting-up allowance payable in each case together with the substantive salary cannot exceed the maximum of the scale applicable to the grade in which the Psychiatric Nurse is acting-up.						
Public Health Nurses (S103/151 refers)						
Island Inducement Allowance*			1,859	1,766		
*Abolished for new beneficiaries with effect from 1st February 2012						
Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)						
<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		

NURSING ALLOWANCES III

			1 Sept 08		1 Jan 10	
			2.5%		-5.0%	
(iii) <i>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)						
(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		18.09	
*Abolished for new beneficiaries with effect from 1st February 2012						
Registered General Nurses in the Community* (HSEA letter dated 5th April 2001 refers)	*Abolished for new beneficiaries with effect from 1st February 2012					
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	
Note: This allowance is only payable to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.						
Public Health Nurses Week-end Work (S100/414 refers)						
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						
Specialist Co-ordinator Allowance*			4,546		4,319	
*Abolished for new beneficiaries with effect from 1st February 2012						

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF I					
HEALTH & SOCIAL CARE PROFESSIONALS GRADES				1 Sept 08	1 Jan 10
ALLOWANCES & SESSIONAL RATES				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
SPECIFIC PARAMEDICAL SESSIONAL RATES					
Medical Scientific Staff (Scientists and Biochemists)					
(HSE Circular 001/2011 refers)					
Out of Hours remuneration rates from 1 March 2011	Time Band	Mon - Fri 8pm - 12am	Mon - Thurs 12am - 8am	Sat 12am until Sun 12am	Bank Holiday
	Hourly Rate of Pay	37.55	47.80	52.57	52.57
Stand-by Payments (off site on call)		Stand-by Payment			
		Monday - Friday	42.34		
		Saturday	54.38		
		Sunday & Public Holidays	73.51		
†PART-TIME PHARMACISTS					
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
PHYSIOTHERAPISTS					
Emergency/On-Call Duty					
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.					
†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	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.					

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF II

HEALTH & SOCIAL CARE PROFESSIONALS GRADES				1 Sept 08	1 Jan 10	
ALLOWANCES & SESSIONAL RATES				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 1/1/2017 €9.25 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 1/1/2017 €9.25 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.

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF III							
HEALTH & SOCIAL CARE PROFESSIONALS GRADES				1 Sept 08		1 Jan 10	
ALLOWANCES & SESSIONAL RATES				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.							
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 for students of Environmental Health 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%	
†Sessional Rates for employees who do not derive their principal source of income 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	
PHYSIOTHERAPISTS					
<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	
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;					
			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 <i>as per HSE Circular 11/2009</i>					
			9,700	9,215	

†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.

SUPPORT SERVICES GRADES					
Related Grades					
Cardiac Allowance*			17.78	16.89	
*Abolished for new beneficiaries with effect from 1st February 2012					
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* *Abolished for new beneficiaries with effect from 1st February 2012					
1/1/13 -- 30/06/13	843.60 Euros				
1/7/13 -- 31/12/13	674.88 Euros				
Support Staff - Acting Up Allowance					
Annual allowance for employees on Band 4 who are required to act up to Band 1			2,626.56	2,495.23	
- For persons acting up in other bands, the payment of point for point on the higher scale for the duration of the acting will continue to apply					

CLERICAL ADMIN								
MANAGEMENT GRADES								
SCALES & ALLOWANCES								
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) - Annual Allowance to Postholder								
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work								
<u>Substitute Allowances (Acting Up) Health Areas</u>								
Grades whose max salary exceeds 48,569 Euros on 1/01/10 = 1,242 Euros								
Grades whose max salary does not exceed 48,569 Euros on 1/01/10 = 1,344 Euros								
<u>Saturday Premium</u>								
Effective Date 1/1/09 16.10 EUROS								
Effective Date 1/1/10 15.30 EUROS								

MEDICAL AND DENTAL ALLOWANCES I

	1 Sept 08 2.5%	1 Jan 10 -8.0%
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts		
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.		
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.		
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.		

MEDICAL AND DENTAL ALLOWANCES II

				1 Sept 08	1 Jan 10			
				2.5%	-8.0%			
Psychiatrist Special Responsibility Allowance								
Revised rate per annum				10,939.15	10,064.02			

MEDICAL AND DENTAL ALLOWANCES III

Child Health Services Development Paediatrics								
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			

NURSING ALLOWANCES I

	1 Sept 08	1 Jan 10
	2.5%	-8.0%
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)		
(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
Public Health Nurses & Assistant Directors of Public Health Nursing		
Midwifery Qualification* *Abolished for new beneficiaries with effect from 1st February 2012	2,938	2,703
Staff Nurse Dual Qualification Scale		
New Location/Qualification Allowance.Refer to paragraph 6 of the HSEA document attached to Circular 112/99.	1,468	1,351
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		
Deputy Nursing Officer	1,404	1,291
Theatre / Night Sister	843	775
Public Health Nurse	1,686	1,551
Relevant nursing staff		
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
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
Assistant Director of Nursing Mental Health	6,023	5,541
Nurses assigned to Occupational Therapy (Qualified)	3,929	3,615
Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449		

NURSING ALLOWANCES II

			1 Sept 08		1 Jan 10			
			2.5%		-8.0%			
Acting-Up Arrangements for Psychiatric Nurses								
Psychiatric Staff Nurse acting-up at Clinical Nurse Manager 1 should receive the following allowance or the minimum of the scale, whichever is greater.			3,636		3,345			
Psychiatric Staff Nurse acting-up at Clinical Nurse Manager 2 should receive the following allowance or the minimum of the scale, whichever is greater.			4,676		4,302			
Clinical Nurse Manager 1 acting-up at Clinical Nurse Manager 2 should receive the following allowance or the minimum of the scale, whichever is greater.			1,396		1,284			
Clinical Nurse Manager 1 or Clinical Nurse Manager 2 acting up at Clinical Nurse Manger 3 should receive the following allowance or the minimum of the scale, whichever is greater.			4,676		4,302			
Clinical Nurse Manager 1 or Clinical Nurse Manager 2 acting-up at Assistant Director of Nursing should receive the following allowance or the minimum of the scale, whichever is greater.			4,676		4,302			
Clinical Nurse Manager 3 acting-up at Assistant Director of Nursing should receive the following allowance or the minimum of the scale, whichever is greater.			4,676		4,302			
Attention is drawn to the over-riding condition governing such circumstances that the acting-up allowance payable in each case together with the substantive salary cannot exceed the maximum of the scale applicable to the grade in which the Psychiatric Nurse is acting-up.								
Public Health Nurses (S103/151 refers)								
Island Inducement Allowance*			1,859		1,710			
*Abolished for new beneficiaries with effect from 1st February 2012								
Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)								
<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.								
<i>(ii) 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			

NURSING ALLOWANCES III

	1 Sept 08	1 Jan 10
	2.5%	-8.0%
<i>(iii) 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)		
<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	17.52
*Abolished for new beneficiaries with effect from 1st February 2012		
Registered General Nurses in the Community* *Abolished for new beneficiaries with effect from 1st February 2012 (HSEA letter dated 5th April 2001 refers)		
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
Public Health Nurses Week-end Work (S100/414 refers)		
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
*Abolished for new beneficiaries with effect from 1st February 2012		

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF I

HEALTH & SOCIAL CARE PROFESSIONALS GRADES			1 Sept 08	1 Jan 10
ALLOWANCES & SESSIONAL RATES			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
SPECIFIC PARAMEDICAL SESSIONAL RATES				

Medical Scientific Staff (Scientists and Biochemists)
(HSE Circular 001/2011 refers)

Out of Hours remuneration rates from 1 March 2011

Time Band	Mon - Fri 8pm - 12am	Mon - Thurs 12am - 8am	Sat 12am until Sun 12am	Bank Holiday
Hourly Rate of Pay	36.37	46.29	50.91	50.91

Stand-by Payments (off site on call)

	Stand-by Payment
Monday - Friday	41.00
Saturday	52.66
Sunday & Public Holidays	71.19

†PART-TIME PHARMACISTS

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

PHYSIOTHERAPISTS

Emergency/On-Call Duty

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.

†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

†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.

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF II

HEALTH & SOCIAL CARE PROFESSIONALS GRADES				1 Sept 08		1 Jan 10	
ALLOWANCES & SESSIONAL RATES				2.5%		-8.0%	

Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker for 1/1/2017 €9.25 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 1/1/2017 €9.25 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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†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.

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF III					
HEALTH & SOCIAL CARE PROFESSIONALS GRADES			1 Sept 08	1 Jan 10	
ALLOWANCES & SESSIONAL RATES			2.5%	-8.0%	
†SOCIAL WORKERS					
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					
ANNUAL ALLOWANCE FOR RADIOGRAPHERS* *Abolished for new beneficiaries with effect from 1st February 2012					
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 & only where such Diploma is relevant to their occupation.					
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*			250	230.00	
*Abolished for new beneficiaries with effect from 1st February 2012					
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR					
Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3101.74 Euros					
†Sessional Rates for employees who do not derive their principal source of income from sessional work.					
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			160.93	148.06	
PHYSIOTHERAPISTS					
<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	
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;			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	
Allowance 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 in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.					

SUPPORT SERVICES GRADES				1 Sept 08		1 Jan 10			
Related Grades				2.5%		-8.0%			
Cardiac Allowance*				17.78		16.35			
*Abolished for new beneficiaries with effect from 1st February 2012									
Travel 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									
Saturday Premium (Effective Date 1/1/10) 10.37 Euros									
Craftworkers Tool Allowance*				*Abolished for new beneficiaries with effect from 1st February 2012					
1/1/10 -- 31/06/13 816.96 Euros									
1/7/13 -- 31/12/13 653.57 Euros									
Support Staff - Acting Up Allowance									
Annual allowance for employees on Band 4 who are required to act up to Band 1				2,626.56		2,416.44			
- For persons acting up in other bands, the payment of point for point on the higher scale for the duration of the acting will continue to apply									
CLERICAL ADMIN MANAGEMENT GRADES									
SCALES & ALLOWANCES									
On call/standby allowance for "after hours" cover provided by computer staff on computer technology				119.85		110.26			
Industrial Relations Officer (Health Areas only) - Annual Allowance to Postholder				9,230		8,492			
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work				4,133		3,803			
Substitute Allowances (Acting Up) Health Areas									
Grades whose max salary exceeds 48,569 Euros on 1/01/10 = 1,202 Euros									
Saturday Premium									
Effective Date 1/1/09 16.10 EUROS									
Effective Date 1/1/10 14.81 EUROS									

Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro Euro

Grade Description

Effective From Pts

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	91,129	96,073	LSIs											
	1/09/08	2.5%	85,637	89,309	92,985	98,477	103,970	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				

			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
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					

			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 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																
			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) (RETIREES 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) (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									
CATERING OFFICER, GRADE IV (FOR PENSION PURPOSES ONLY) (RETIREES 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) (RETIREES 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	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
CLERICAL, ADMINISTRATION & RELATED GRADES NOTIONAL SCALES (for pensioners who retired prior to the commencement of the PCW Restructuring Deals)																				
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							
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 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	18
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									

To: Personnel Officers

FOR INFORMATION

Under the Financial Emergency Measures in the Public Interest Act 2015, which gives effect to the terms of the Haddington Road/Lansdowne Road collective agreement, pay increases variously apply in 2016 to public servants on annual salaries up to €24,000 and on salaries between €24,001 and €31,000 and, in 2017, to public servants on salaries up to €55,000. Similar to the implementation of the pay increases in 2016, there are a very small number of incremental salary scales in the public service, where even a small increase to one scale point can result in this point exceeding the next, or even the next two or three scale points. Therefore there is the possibility that those just above the cut-off point for receiving the €1,000 increase (from April 2017) may end up earning less than a staff member who was previously earning less than him/her; e.g. a €1,000 pay increase to a public servant on an annual salary just below €55,000 may increase their pay beyond that of a public servant on a salary just above €55,000, on the same scale, who receives pay restoration.

To address the above issue, the Minister for Public Expenditure and Reform made a Direction to amend any incremental scale where the operation of a pay increase, in accordance with the provisions of the Lansdowne Road Agreement, results in increment 'leapfrogging', i.e. a lower point on the scale will overtake a higher point on the same scale. Any higher increments 'leapfrogged' in this way will be increased so they are the same value as the lower point following the application of the pay increase.

The effect of this Direction, which is made under Section 3 (6B) of the Financial Emergency Measures in the Public Interest Act 2015, will result in two or more increment points on the scale being identical, and the staff affected will therefore remain at the same pay level for two or more years even though they have not reached the top of their scale. This is in line with the current practice for scales where points are identical. An example of a pay scale illustrating the effect of this Direction is attached in Appendix 1.

Please amend any scales so effected in your Department and bring the notice of the direction made to the Agencies and Bodies under the aegis of your Department. If you have any queries please contact Christopher Ryan at 01-6045844, Email christopher.ryan@per.gov.ie or Ciara Doyle at 076 1007235, Email ciara.doyle@per.gov.ie

Peter Brazel

Principal

Department of Public Expenditure and Reform

13 March 2017

Appendix 1

Example of Application of Direction under Section 3 (6B) FEMPI Act 2015 to Payscale

	Scale Point	Annualised	FEMPI 2017 Increase	Amended Scale
On Recruitment	1	€64,812	€65,812	€65,812
after 0.5 years	2	€65,000	€65,702	€65,812
after 1.5 years	3	€65,114	€67,009	€67,009
after 2.5 years	4	€67,485	€69,449	€69,449
after 3.5 years	5	€69,838	€71,871	€71,871
after 4.5 years	6	€72,202	€74,303	€74,303
after 5.5 years	7	€74,550	€76,720	€76,720