

## **Medical Consultants Salary Scales - 1st APRIL 2018**

Table A1

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

| Consultants Revised Common Contract,<br>1997                                                                                                                                                                                                               | 01/01/2010  | 01/07/2013  | 01/04/2017  | 01/01/2018  | 01/04/2018  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
|                                                                                                                                                                                                                                                            | Type A<br>€ | Type A<br>€ | Type A<br>€ | Type A<br>€ | Type A<br>€ |
| <b>Category I Consultants</b>                                                                                                                                                                                                                              |             |             |             |             |             |
| Psychiatrists in all HSE areas, Geriatricians in all HSE areas,<br>Consultants in Palliative Care in all HSE areas, Consultants in<br>HSE Midland Area, HSE North Western Area and HSE Western<br>Area, Consultants in Emergency Medicine in all HSE areas | 192,492     | 178,593     | 183,225     | 185,150     | 189,763     |
| Consultants in the HSE Southern Area / Mid-Western Area /<br>North Eastern Area / South Eastern Area (excluding<br>Psychiatrists, Geriatricians and Consultants in Palliative Care),<br>Regional Consultant Orthodontists in all HSE areas                 | 188,199     | 174,729     | 179,218     | 181,100     | 185,590     |
| Consultants in the HSE Eastern Regional Area (excluding<br>Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                                                                                | 184,139     | 171,066     | 175,423     | 177,265     | 181,622     |
| <b>Category II Consultants</b>                                                                                                                                                                                                                             |             |             |             |             |             |
| Psychiatrists in all HSE areas, Geriatricians in all HSE areas,<br>Consultants in Palliative Care in all HSE areas, Consultants in<br>HSE Midland Area, HSE North Western Area and HSE Western<br>Area, Consultants in Emergency Medicine in all HSE areas | 183,330     | 170,330     | 174,663     | 176,496     | 180,829     |
| Consultants in the HSE Southern Area / Mid-Western Area /<br>North Eastern Area / South Eastern Area (excluding<br>Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                        | 179,495     | 166,840     | 171,058     | 172,853     | 177,070     |
| Consultants in the HSE Eastern Regional Area (excluding<br>Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                                                                                | 176,000     | 163,660     | 167,773     | 169,533     | 173,646     |
| Geographical Wholetime Consultants without fees                                                                                                                                                                                                            | 196,553     | 182,248     | 187,016     | 188,981     | 193,749     |

Table A2

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

| Consultants Revised Common Contract,<br>1997                                                                                                                                                                                                               | 01/01/2010  | 01/07/2013  | 01/04/2017  | 01/01/2018  | 01/04/2018  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
|                                                                                                                                                                                                                                                            | Type B<br>€ | Type B<br>€ | Type B<br>€ | Type B<br>€ | Type B<br>€ |
| <b>Category I Consultants</b>                                                                                                                                                                                                                              |             |             |             |             |             |
| Psychiatrists in all HSE areas, Geriatricians in all HSE areas,<br>Consultants in Palliative Care in all HSE areas, Consultants in<br>HSE Midland Area, HSE North Western Area and HSE Western<br>Area, Consultants in Emergency Medicine in all HSE areas | 183,682     | 170,541     | 174,981     | 176,717     | 181,056     |
| Consultants in the HSE Southern Area / Mid-Western Area /<br>North Eastern Area / South Eastern Area (excluding<br>Psychiatrists, Geriatricians and Consultants in Palliative Care),<br>Regional Consultant Orthodontists in all HSE areas                 | 179,288     | 166,634     | 170,845     | 172,638     | 176,849     |
| Consultants in the HSE Eastern Regional Area (excluding<br>Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                                                                                | 176,000     | 163,660     | 167,773     | 169,533     | 173,646     |
| <b>Category II Consultants</b>                                                                                                                                                                                                                             |             |             |             |             |             |
| Psychiatrists in all HSE areas, Geriatricians in all HSE areas,<br>Consultants in Palliative Care in all HSE areas, Consultants in<br>HSE Midland Area, HSE North Western Area and HSE Western<br>Area, Consultants in Emergency Medicine in all HSE areas | 176,000     | 163,660     | 167,773     | 169,533     | 173,646     |
| Consultants in the HSE Southern Area / Mid-Western Area /<br>North Eastern Area / South Eastern Area (excluding<br>Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                        | 176,000     | 163,660     | 167,773     | 169,533     | 173,646     |
| Consultants in the HSE Eastern Regional Area (excluding<br>Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                                                                                | 172,865     | 160,807     | 164,826     | 166,554     | 170,573     |
| Geographical Wholetime Consultants without fees                                                                                                                                                                                                            | 187,623     | 174,211     | 178,681     | 180,557     | 185,028     |

Table A3

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

| Consultants Revised Common Contract,<br>1997                                                                                                                                                                                                      | 01/01/2010 | 01/07/2013 | 01/04/2017 | 01/01/2018 | 01/04/2018 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|------------|------------|
|                                                                                                                                                                                                                                                   | Type B*    | Type B*    | Type B*    | Type B*    | Type B*    |
|                                                                                                                                                                                                                                                   | €          | €          | €          | €          | €          |
| <b>Category I Consultants</b>                                                                                                                                                                                                                     |            |            |            |            |            |
| 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 | 168,260    | 156,622    | 160,503    | 162,188    | 166,087    |
| 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                 | 162,716    | 151,572    | 155,286    | 156,914    | 160,628    |
| Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                                                                          | 158,997    | 148,187    | 151,790    | 153,380    | 156,983    |
| <b>Category II Consultants</b>                                                                                                                                                                                                                    |            |            |            |            |            |
| 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 | 166,686    | 155,184    | 159,018    | 160,685    | 164,518    |
| Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                     | 162,716    | 151,572    | 155,286    | 156,914    | 160,628    |
| Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                                                                          | 158,997    | 148,187    | 151,790    | 153,380    | 156,983    |

**Table B1**

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

|                                    | Type A<br>Contract<br>01/01/2010 | Type A<br>Contract<br>01/07/2013 | Type A<br>Contract<br>01/04/2017 | Type A<br>Contract<br>01/01/2018 | Type A<br>Contract<br>01/04/2018 |
|------------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| <b>Category I Consultants</b>      | €                                | €                                | €                                | €                                | €                                |
| Professor                          | 241,539                          | 222,735                          | 229,002                          | 231,417                          | 237,885                          |
| Associate Professor                | 225,876                          | 208,638                          | 214,383                          | 216,642                          | 222,387                          |
| Lecturer                           | 210,243                          | 194,569                          | 199,793                          | 201,896                          | 207,120                          |
| College Lecturer                   | 206,055                          | 190,800                          | 195,884                          | 197,945                          | 203,030                          |
| <b>Category II Consultants</b>     |                                  |                                  |                                  |                                  |                                  |
| Professor UCD, TCD, RCSI           | 229,767                          | 212,140                          | 218,015                          | 220,313                          | 226,188                          |
| Associate Professor UCD, TCD, RCSI | 214,476                          | 198,379                          | 203,744                          | 205,889                          | 211,254                          |
| Lecturer                           | 198,313                          | 183,831                          | 188,658                          | 190,641                          | 195,468                          |
| College Lecturer                   | 194,122                          | 180,060                          | 184,747                          | 186,668                          | 191,375                          |
|                                    |                                  |                                  |                                  |                                  |                                  |
| Professor UCC                      | 233,447                          | 215,452                          | 221,450                          | 223,784                          | 229,782                          |
| Associate Professor UCC            | 218,039                          | 201,585                          | 207,069                          | 209,249                          | 214,733                          |
| Lecturer UCC                       | 202,042                          | 187,187                          | 192,138                          | 194,159                          | 199,110                          |
| College Lecturer UCC               | 197,852                          | 183,417                          | 188,228                          | 190,207                          | 195,018                          |
|                                    |                                  |                                  |                                  |                                  |                                  |
| Professor UCG                      | 237,125                          | 218,763                          | 224,883                          | 227,254                          | 233,375                          |
| Associate Professor UCG            | 221,601                          | 204,791                          | 210,394                          | 212,610                          | 218,212                          |
| Lecturer UCG                       | 205,770                          | 190,543                          | 195,618                          | 197,676                          | 202,751                          |
| College Lecturer UCG               | 201,579                          | 186,771                          | 191,707                          | 193,723                          | 198,658                          |

Table B2

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

|                                    | Type B<br>Contract<br>01/01/2010 | Type B<br>Contract<br>01/07/2013 | Type B<br>Contract<br>01/04/2017 | Type B<br>Contract<br>01/01/2018 | Type B<br>Contract<br>01/04/2018 |
|------------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| Category I Consultants             | €                                | €                                | €                                | €                                | €                                |
| Professor                          | 237,074                          | 218,716                          | 224,835                          | 227,205                          | 233,324                          |
| Associate Professor                | 219,756                          | 203,130                          | 208,671                          | 210,869                          | 216,410                          |
| Lecturer                           | 201,352                          | 186,567                          | 191,495                          | 193,508                          | 198,438                          |
| College Lecturer                   | 196,593                          | 182,288                          | 187,058                          | 189,024                          | 193,793                          |
| <b>Category II Consultants</b>     |                                  |                                  |                                  |                                  |                                  |
| Professor UCD, TCD, RCSI           | 225,302                          | 208,122                          | 213,848                          | 216,101                          | 221,827                          |
| Associate Professor UCD, TCD, RCSI | 208,356                          | 192,871                          | 198,032                          | 200,116                          | 205,277                          |
| Lecturer UCD, TCD, RCSI            | 189,422                          | 175,829                          | 180,360                          | 182,254                          | 186,784                          |
| College Lecturer UCD, TCD, RCSI    | 184,665                          | 171,545                          | 175,918                          | 177,765                          | 182,138                          |
| Professor UCC                      | 228,982                          | 211,433                          | 217,282                          | 219,572                          | 225,421                          |
| Associate Professor UCC            | 211,919                          | 196,077                          | 201,357                          | 203,476                          | 208,756                          |
| Lecturer UCC                       | 193,151                          | 179,186                          | 183,840                          | 185,772                          | 190,426                          |
| College Lecturer UCC               | 188,395                          | 174,905                          | 179,401                          | 181,285                          | 185,781                          |
| Professor UCG                      | 232,660                          | 214,744                          | 220,716                          | 223,042                          | 229,014                          |
| Associate Professor UCG            | 215,481                          | 199,263                          | 204,682                          | 206,836                          | 212,236                          |
| Lecturer UCG                       | 196,879                          | 182,541                          | 187,320                          | 189,288                          | 194,087                          |
| College Lecturer UCG               | 192,121                          | 178,259                          | 182,879                          | 184,801                          | 189,421                          |

Table B3

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

|                                    | Type B*<br>Contract<br>01/01/2010 | Type B*<br>Contract<br>01/07/2013 | Type B*<br>Contract<br>01/04/2017 | Type B*<br>Contract<br>01/01/2018 | Type B*<br>Contract<br>01/04/2018 |
|------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Category II Consultants            | €                                 | €                                 | €                                 | €                                 | €                                 |
| Professor UCD, TCD, RCSI           | 211,906                           | 196,065                           | 201,345                           | 203,464                           | 208,744                           |
| Associate Professor UCD, TCD, RCSI | 195,158                           | 180,992                           | 185,714                           | 187,666                           | 192,387                           |
| Lecturer UCD, TCD, RCSI            | 176,447                           | 164,067                           | 168,193                           | 169,958                           | 174,084                           |
| College Lecturer UCD, TCD, RCSI    | 176,000                           | 163,660                           | 167,773                           | 169,533                           | 173,646                           |
| Professor UCC                      | 215,586                           | 199,378                           | 204,780                           | 206,936                           | 212,338                           |
| Associate Professor UCC            | 198,720                           | 184,198                           | 189,038                           | 191,025                           | 195,865                           |
| Lecturer UCC                       | 180,175                           | 167,460                           | 171,698                           | 173,499                           | 177,738                           |
| College Lecturer UCC               | 176,000                           | 163,660                           | 167,773                           | 169,533                           | 173,646                           |
| Professor UCG                      | 219,264                           | 202,688                           | 208,213                           | 210,405                           | 215,930                           |
| Associate Professor UCG            | 202,282                           | 187,404                           | 192,363                           | 194,386                           | 199,345                           |
| Lecturer UCG                       | 183,904                           | 170,853                           | 175,203                           | 177,042                           | 181,392                           |
| College Lecturer UCG               | 179,198                           | 166,570                           | 170,779                           | 172,571                           | 176,780                           |



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        | 01/04/2018   | 163,856 | 168,580 | 181,932 | 184,549 | 187,166 | 189,783 |
|               | 01/01/2018   | 160,042 | 164,623 | 177,565 | 180,095 | 182,623 | 185,150 |
|               | 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 |
|               | 01/01/2010   | 166,010 | 170,831 | 184,455 | 187,133 | 189,813 | 192,492 |
| Type B        | 01/04/2018   | 154,299 | 156,377 | 171,314 | 173,578 | 173,646 | 173,646 |
|               | 01/01/2018   | 150,778 | 152,793 | 167,272 | 169,468 | 169,533 | 169,533 |
|               | 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 |
|               | 01/01/2010   | 156,258 | 158,379 | 173,620 | 175,931 | 176,000 | 176,000 |
| Type C        | 01/04/2018   | 135,009 | 139,765 | 149,930 | 150,665 | 155,196 | 156,983 |
|               | 01/01/2018   | 132,033 | 136,659 | 146,543 | 147,256 | 151,648 | 153,380 |
|               | 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 |
|               | 01/01/2010   | 136,620 | 141,456 | 151,800 | 152,550 | 157,174 | 158,997 |

\* 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 1<sup>st</sup> October 2012\*

| Contract Type | Scale Points | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       |
|---------------|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|               |              | €       | €       | €       | €       | €       | €       | €       | €       | €       |
| Type A        | 01/04/2018   | 134,271 | 140,256 | 148,166 | 152,474 | 158,935 | 164,320 | 170,781 | 176,704 | 185,884 |
|               | 01/01/2018   | 131,315 | 137,138 | 144,833 | 149,009 | 155,273 | 160,492 | 166,756 | 172,498 | 181,385 |
|               | 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 |
|               | 01/01/2010   | 135,870 | 141,956 | 150,000 | 154,396 | 160,989 | 166,484 | 173,077 | 179,121 | 188,500 |
| Type B        | 01/04/2018   | 126,789 | 131,278 | 137,477 | 140,683 | 144,959 | 149,243 | 153,551 | 160,012 | 166,473 |
|               | 01/01/2018   | 124,036 | 128,403 | 134,434 | 137,554 | 141,713 | 145,877 | 150,053 | 156,317 | 162,580 |
|               | 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 |
|               | 01/01/2010   | 128,261 | 132,826 | 139,130 | 142,390 | 146,739 | 151,099 | 155,495 | 162,088 | 168,681 |
| Type C        | 01/04/2018   | 113,076 | 116,369 | 118,238 | 120,911 | 123,583 | 126,789 | 131,065 | 135,874 | 141,753 |
|               | 01/01/2018   | 113,076 | 116,369 | 116,413 | 118,317 | 120,916 | 124,036 | 128,195 | 132,875 | 138,594 |
|               | 01/01/2018   | 111,956 | 115,217 | 115,217 | 117,094 | 119,666 | 122,753 | 126,869 | 131,500 | 137,159 |
|               | 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 |
|               | 01/01/2010   | 111,956 | 115,217 | 119,565 | 122,283 | 125,000 | 128,261 | 132,609 | 137,500 | 143,478 |

\* 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           | 01/04/2018   | 205,406 | 211,198 | 228,030 | 231,249 | 234,467 | 237,685 |
|                                         | 01/01/2018   | 200,240 | 205,835 | 222,092 | 225,201 | 228,310 | 231,418 |
|                                         | 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 |
|                                         | 01/01/2010   | 208,488 | 214,420 | 231,653 | 234,949 | 238,244 | 241,539 |
| Type A Associate Professor / Consultant | 01/04/2018   | 191,637 | 197,430 | 212,732 | 215,950 | 219,169 | 222,388 |
|                                         | 01/01/2018   | 186,941 | 192,537 | 207,316 | 210,425 | 213,533 | 216,642 |
|                                         | 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 |
|                                         | 01/01/2010   | 194,390 | 200,322 | 215,989 | 219,285 | 222,580 | 225,876 |
| Type A Senior Lecturer / Consultant     | 01/04/2018   | 177,881 | 183,684 | 197,465 | 200,683 | 203,901 | 207,120 |
|                                         | 01/01/2018   | 173,639 | 179,259 | 192,570 | 195,678 | 198,787 | 201,896 |
|                                         | 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 |
|                                         | 01/01/2010   | 180,322 | 186,247 | 200,358 | 203,652 | 206,948 | 210,243 |

Table C2(2)

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

| Contract Type                           | Scale Points                | 1       | 2       | 3       | 4       | 5       | 6       |
|-----------------------------------------|-----------------------------|---------|---------|---------|---------|---------|---------|
|                                         |                             | €       | €       | €       | €       | €       | €       |
| Type A Professor / Consultant           | 01/04/2018                  | 184,036 | 194,657 | 204,159 | 207,587 | 207,587 | 207,587 |
|                                         | 01/01/2018                  | 179,599 | 189,858 | 199,036 | 202,347 | 202,347 | 202,347 |
|                                         | Circular 12/2017 01/04/2017 | 177,733 | 187,883 | 196,964 | 200,240 | 200,240 | 200,240 |
|                                         | Circular 12/2017 01/11/2016 | 173,296 | 183,084 | 191,841 | 195,000 | 195,000 | 195,000 |
|                                         | 01/01/2010^                 | 186,607 | 197,482 | 207,212 | 210,722 | 210,722 | 210,722 |
| Type A Associate Professor / Consultant | 01/04/2018                  | 171,402 | 181,419 | 190,471 | 200,992 | 207,587 | 207,587 |
|                                         | 01/01/2018                  | 167,358 | 177,068 | 185,816 | 195,977 | 202,347 | 202,347 |
|                                         | Circular 12/2017 01/04/2017 | 165,621 | 175,229 | 183,883 | 193,937 | 200,240 | 200,240 |
|                                         | Circular 12/2017 01/11/2016 | 161,577 | 170,878 | 179,227 | 188,922 | 195,000 | 195,000 |
|                                         | 01/01/2010^                 | 173,711 | 183,932 | 193,197 | 203,969 | 210,722 | 210,722 |
| Type A Senior Lecturer / Consultant     | 01/04/2018                  | 158,810 | 168,301 | 176,855 | 186,803 | 193,323 | 203,396 |
|                                         | 01/01/2018                  | 155,152 | 164,351 | 172,644 | 182,272 | 188,569 | 198,299 |
|                                         | Circular 12/2017 01/04/2017 | 153,543 | 162,646 | 170,851 | 180,378 | 186,608 | 196,235 |
|                                         | Circular 12/2017 01/11/2016 | 149,884 | 158,697 | 166,640 | 175,847 | 181,854 | 191,138 |
|                                         | 01/01/2010^                 | 160,861 | 170,546 | 179,275 | 189,441 | 196,116 | 206,431 |

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

^ rates for 2010 created using the 1/11/2016 rate as the FEMPI2013 figure in order to calculate the 1% increase for grades encompassed in this table in line with Circular 12/2017



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           | 01/04/2018   | 192,228 | 197,291 | 213,389 | 216,201 | 219,014 | 221,827 |
|                                         | 01/01/2018   | 187,512 | 192,402 | 207,950 | 210,666 | 213,383 | 216,101 |
|                                         | 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 |
|                                         | 01/01/2010   | 194,995 | 200,179 | 216,662 | 219,541 | 222,421 | 225,302 |
| Type B Associate Professor / Consultant | 01/04/2018   | 177,316 | 182,383 | 196,839 | 199,652 | 202,464 | 205,277 |
|                                         | 01/01/2018   | 173,091 | 178,004 | 191,966 | 194,683 | 197,399 | 200,115 |
|                                         | 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 |
|                                         | 01/01/2010   | 179,745 | 184,913 | 199,717 | 202,597 | 205,476 | 208,356 |
| Type B Senior Lecturer / Consultant     | 01/04/2018   | 160,616 | 165,695 | 178,332 | 181,155 | 183,972 | 186,785 |
|                                         | 01/01/2018   | 156,902 | 161,826 | 174,076 | 176,812 | 179,537 | 182,254 |
|                                         | 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 |
|                                         | 01/01/2010   | 162,704 | 167,887 | 180,782 | 183,662 | 186,542 | 189,422 |

Table C3(2)

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

| Contract Type                           | Scale Points     | 1          | 2       | 3       | 4       | 5       | 6       |
|-----------------------------------------|------------------|------------|---------|---------|---------|---------|---------|
|                                         |                  | €          | €       | €       | €       | €       | €       |
| Type B Professor / Consultant           | 01/04/2018       | 173,718    | 181,435 | 189,345 | 197,407 | 205,741 | 207,587 |
|                                         | 01/01/2018       | 169,603    | 177,083 | 184,727 | 192,514 | 200,564 | 202,347 |
|                                         | Circular 12/2017 | 01/04/2017 | 167,842 | 175,244 | 182,807 | 190,511 | 198,476 |
|                                         | Circular 12/2017 | 01/11/2016 | 163,727 | 170,893 | 178,169 | 185,618 | 193,299 |
|                                         | 01/01/2010^      | 176,074    | 183,948 | 192,043 | 200,298 | 208,832 | 210,722 |
| Type B Associate Professor / Consultant | 01/04/2018       | 159,929    | 167,231 | 174,673 | 182,259 | 189,966 | 197,674 |
|                                         | 01/01/2018       | 156,236    | 163,315 | 170,528 | 177,883 | 185,327 | 192,772 |
|                                         | Circular 12/2017 | 01/04/2017 | 154,616 | 161,620 | 168,758 | 176,035 | 183,400 |
|                                         | Circular 12/2017 | 01/11/2016 | 150,923 | 157,703 | 164,614 | 171,658 | 178,761 |
|                                         | 01/01/2010^      | 162,003    | 169,454 | 177,048 | 184,789 | 192,679 | 200,571 |
| Type B Senior Lecturer / Consultant     | 01/04/2018       | 144,547    | 151,358 | 158,337 | 165,459 | 172,414 | 179,368 |
|                                         | 01/01/2018       | 141,312    | 147,928 | 154,693 | 161,596 | 168,338 | 175,079 |
|                                         | Circular 12/2017 | 01/04/2017 | 139,849 | 146,395 | 153,089 | 159,920 | 166,591 |
|                                         | Circular 12/2017 | 01/11/2016 | 136,614 | 142,964 | 149,445 | 156,058 | 162,516 |
|                                         | 01/01/2010^      | 146,320    | 153,257 | 160,379 | 167,646 | 174,743 | 181,839 |

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

^ rates for 2010 created using the 1/11/2016 rate as the FEMPI2013 figure in order to calculate the 1% increase for grades encompassed in this table in line with Circular 12/2017

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           | 01/04/2018   | 174,066 | 179,462 | 193,240 | 196,228 | 199,215 | 202,202 |
|                                         | 01/01/2018   | 169,941 | 175,171 | 188,490 | 191,375 | 194,261 | 197,146 |
|                                         | 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 |
|                                         | 01/01/2010   | 176,429 | 181,935 | 196,032 | 199,091 | 202,150 | 205,208 |
| Type C Associate Professor / Consultant | 01/04/2018   | 159,761 | 165,157 | 177,383 | 180,380 | 183,375 | 186,363 |
|                                         | 01/01/2018   | 156,074 | 161,304 | 173,156 | 176,061 | 178,961 | 181,846 |
|                                         | 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 |
|                                         | 01/01/2010   | 161,832 | 167,338 | 179,814 | 182,872 | 185,931 | 188,990 |
| Type C Senior Lecturer / Consultant     | 01/04/2018   | 148,814 | 154,134 | 165,219 | 168,322 | 171,425 | 173,646 |
|                                         | 01/01/2018   | 145,461 | 150,619 | 161,364 | 164,372 | 167,380 | 169,533 |
|                                         | 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 |
|                                         | 01/01/2010   | 150,661 | 156,090 | 167,401 | 170,567 | 173,734 | 176,000 |

Table C4(2)

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

| Contract Type                           | Scale Points                | 1       | 2       | 3       | 4       | 5       | 6       |
|-----------------------------------------|-----------------------------|---------|---------|---------|---------|---------|---------|
|                                         |                             | €       | €       | €       | €       | €       | €       |
| Type C Professor / Consultant           | 01/04/2018                  | 146,805 | 152,439 | 158,858 | 166,764 | 172,910 | 180,422 |
|                                         | 01/01/2018                  | 143,509 | 148,976 | 155,198 | 162,862 | 168,819 | 176,102 |
|                                         | Circular 12/2017 01/04/2017 | 142,023 | 147,432 | 153,589 | 161,172 | 167,067 | 174,273 |
|                                         | Circular 12/2017 01/11/2016 | 138,727 | 143,968 | 149,929 | 157,270 | 162,977 | 169,953 |
|                                         | 01/01/2010^                 | 148,616 | 154,360 | 160,911 | 168,978 | 175,249 | 182,915 |
| Type C Associate Professor / Consultant | 01/04/2018                  | 134,537 | 139,873 | 145,921 | 153,380 | 159,040 | 165,959 |
|                                         | 01/01/2018                  | 131,573 | 136,765 | 142,649 | 149,887 | 155,374 | 162,082 |
|                                         | Circular 12/2017 01/04/2017 | 130,212 | 135,349 | 141,172 | 148,334 | 153,763 | 160,400 |
|                                         | Circular 12/2017 01/11/2016 | 127,249 | 132,241 | 137,900 | 144,841 | 150,097 | 156,522 |
|                                         | 01/01/2010^                 | 136,140 | 141,566 | 147,717 | 155,320 | 161,096 | 168,156 |
| Type C Senior Lecturer / Consultant     | 01/04/2018                  | 125,150 | 130,362 | 136,253 | 142,699 | 147,931 | 154,372 |
|                                         | 01/01/2018                  | 122,441 | 127,512 | 133,243 | 139,514 | 144,605 | 150,849 |
|                                         | Circular 12/2017 01/04/2017 | 121,175 | 126,193 | 131,864 | 138,070 | 143,107 | 149,286 |
|                                         | Circular 12/2017 01/11/2016 | 118,466 | 123,343 | 128,854 | 134,885 | 139,780 | 145,763 |
|                                         | 01/01/2010^                 | 126,593 | 131,895 | 137,885 | 144,440 | 149,761 | 156,333 |

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

^ rates for 2010 created using the 1/11/2016 rate as the FEMPI2013 figure in order to calculate the 1% increase for grades encompassed in this table in line with Circular 12/2017

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)** | 01/04/2018   | 202,162 |         |         |
|                                     | 01/01/2018   | 197,107 |         |         |
|                                     | 01/04/2017   | 195,055 |         |         |
|                                     | 01/09/2014   | 190,000 |         |         |
|                                     | 01/01/2010   | 205,167 |         |         |
| Head of Department**                | 01/04/2018   | 180,473 | 185,884 | 191,310 |
|                                     | 01/01/2018   | 176,152 | 181,385 | 186,625 |
|                                     | 01/04/2017   | 174,322 | 179,500 | 184,685 |
|                                     | 01/09/2014   | 170,000 | 175,000 | 180,000 |
|                                     | 01/01/2010   | 182,967 | 188,500 | 194,055 |

\*\* 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 was restored on 1/4/2017, one third was restored on 1/4/18. Final restoration of that reduction will take place on 1/4/19.

#### 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<br>Call-Outs |        |
|----------------------------------------------------------------------------------------------------------------------------|---------------------|--------|
| Rota                                                                                                                       |                     | €      |
| Flat Annual Payment                                                                                                        |                     | 3,857  |
| In addition to the Flat Annual Payment further payments will be made<br>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      | 6,893  |
|                                                                                                                            | 81-120 call-outs    | 8,470  |
|                                                                                                                            | 121+ call-outs      | 10,460 |

## Emergency Call-Out Payments for all Consultants

|                                                               | €      |
|---------------------------------------------------------------|--------|
| <b>Per call-out</b>                                           |        |
| First 30 call-outs                                            | 78.59  |
| 31-120 call-outs                                              | 118.21 |
| 121 call-outs or more                                         | 158.15 |
| <b>If the call-out occurs after midnight</b>                  |        |
| First 30 call-outs                                            | 104.76 |
| 31-120 call-outs                                              | 158.40 |
| 121 call-outs or more                                         | 209.85 |
| <b>For each hour or part hour in excess of the first hour</b> |        |
| First 30 call-outs                                            | 52.31  |
| 31-120 call-outs                                              | 78.06  |
| 121 call-outs or more                                         | 104.84 |
| <b>Annual Limit</b>                                           | 22,303 |



Table F1

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

| Consultants Revised Common Contract, 1997                                                                                                                                                                                                         | 01/01/2010 | 01/07/2013 | 01/04/2017 | 01/01/2018 | 01/04/2018 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|------------|------------|
|                                                                                                                                                                                                                                                   | FEMPI      | H.R.       |            |            |            |
|                                                                                                                                                                                                                                                   | €          | €          | €          | €          | €          |
| <b>Category I Consultants</b>                                                                                                                                                                                                                     |            |            |            |            |            |
| 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 | 176,000    | 163,660    | 167,773    | 169,533    | 173,646    |
| Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                     | 167,790    | 156,189    | 160,055    | 161,733    | 165,600    |
| Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                                                                          | 159,384    | 148,539    | 152,154    | 153,747    | 157,362    |
| <b>Category II Consultants</b>                                                                                                                                                                                                                    |            |            |            |            |            |
| 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 | 157,708    | 147,014    | 150,578    | 152,155    | 155,719    |
| Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                     | 151,800    | 141,636    | 145,025    | 146,543    | 149,930    |
| Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)                                                                                                                          | 148,798    | 138,894    | 142,195    | 143,683    | 146,984    |
| Geographical Wholetime Consultants without fees                                                                                                                                                                                                   | 178,779    | 166,189    | 170,386    | 172,173    | 176,370    |



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

|                                    | FEMPI      | H.R.       |            | 01/01/2018 | 01/04/2018 |
|------------------------------------|------------|------------|------------|------------|------------|
|                                    | 01/01/2010 | 01/07/2013 | 01/04/2017 |            |            |
| <i>Category I Consultants</i>      | €          | €          | €          | €          | €          |
| Professor                          | 219,833    | 203,020    | 208,557    | 210,753    | 216,291    |
| Associate Professor                | 203,389    | 188,400    | 193,396    | 195,430    | 200,425    |
| Lecturer                           | 187,138    | 173,774    | 178,228    | 180,100    | 184,554    |
| College Lecturer                   | 182,769    | 169,838    | 174,155    | 175,983    | 180,290    |
| <i>Category II Consultants</i>     |            |            |            |            |            |
| Professor UCD, TCD, RCSI           | 196,089    | 181,830    | 186,582    | 188,543    | 193,296    |
| Associate Professor UCD, TCD, RCSI | 180,591    | 167,838    | 172,069    | 173,895    | 178,145    |
| Lecturer UCD, TCD, RCSI            | 169,040    | 157,326    | 161,231    | 162,921    | 168,825    |
| College Lecturer UCD, TCD, RCSI    | 164,531    | 153,223    | 156,992    | 158,638    | 162,407    |
|                                    |            |            |            |            |            |
| Professor UCC                      | 203,449    | 188,454    | 193,452    | 195,486    | 200,484    |
| Associate Professor UCC            | 187,716    | 174,294    | 178,768    | 180,645    | 185,118    |
| Lecturer UCC                       | 176,000    | 163,660    | 167,773    | 169,533    | 173,646    |
| College Lecturer UCC               | 172,254    | 160,252    | 164,252    | 165,975    | 169,975    |
|                                    |            |            |            |            |            |
| Professor UCG                      | 210,806    | 195,075    | 200,318    | 202,426    | 207,669    |
| Associate Professor UCG            | 194,840    | 180,706    | 185,417    | 187,365    | 192,076    |
| Lecturer UCG                       | 178,191    | 165,654    | 169,832    | 171,614    | 175,793    |
| College Lecturer UCG               | 173,836    | 161,690    | 165,738    | 167,477    | 171,525    |

**Table F3**  
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008

|                                   | 01/01/2010 | 01/07/2013 | 01/04/2017 | 01/01/2018 | 01/04/2018 |
|-----------------------------------|------------|------------|------------|------------|------------|
|                                   | FEMPI      | H.R.       |            |            |            |
|                                   | €          | €          | €          | €          | €          |
| Regional Consultant Orthodontists | 167,790    | 156,189    | 160,055    | 161,733    | 165,600    |

Table F4

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

|                                                                                              | 01/01/2010<br>FEMPI | 01/07/2013<br>H.R. | 01/04/2017 | 01/01/2018 | 01/04/2018 |
|----------------------------------------------------------------------------------------------|---------------------|--------------------|------------|------------|------------|
|                                                                                              | €                   | €                  | €          | €          | €          |
| <b>All Psychiatrists, all Geriatricians &amp; Consultants in MHB, WHB &amp; NWHB</b>         |                     |                    |            |            |            |
| G.W.T. WITHOUT FEES                                                                          | 151,800             | 141,638            | 145,025    | 146,543    | 149,930    |
| G.W.T. WITH FEES                                                                             | 145,081             | 135,474            | 138,676    | 140,127    | 143,329    |
| EXISTING WHOLETIME                                                                           | 136,947             | 127,991            | 130,976    | 132,345    | 135,330    |
| <b>Consultants in SHB, MWHB, NEHB &amp; SEHB (excluding Psychiatrists and Geriatricians)</b> |                     |                    |            |            |            |
| G.W.T. WITHOUT FEES                                                                          | 151,800             | 141,638            | 145,025    | 146,543    | 149,930    |
| G.W.T. WITH FEES                                                                             | 138,305             | 129,241            | 132,262    | 133,645    | 136,666    |
| EXISTING WHOLETIME                                                                           | 130,166             | 121,752            | 124,557    | 125,858    | 128,662    |
| <b>Consultants in EHB (excluding Psychiatrists and Geriatricians)</b>                        |                     |                    |            |            |            |
| G.W.T. WITHOUT FEES                                                                          | 151,800             | 141,638            | 145,025    | 146,543    | 149,930    |
| G.W.T. WITH FEES                                                                             | 131,526             | 123,004            | 125,844    | 127,159    | 130,000    |
| EXISTING WHOLETIME                                                                           | 123,385             | 115,514            | 118,137    | 119,371    | 121,994    |

|                                                                        | 01/09/2008<br>2.5% - T2016 | 01/01/2010<br>FEMPI |
|------------------------------------------------------------------------|----------------------------|---------------------|
| <b>Extended Duty Liability</b>                                         | €                          | €                   |
| 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 was restored on 1/4/2017, one third was restored on 1/4/18. Final restoration of that reduction will take place on 1/4/19.

| <b>Emergency Services</b>                                                                                                                              | 01/09/2008<br>2.5% - T2016 | 01/01/2010<br>FEMPI |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------|
| <b>Scale of fees for call-outs arising after the completion of the scheduled commitment.</b>                                                           |                            |                     |
| 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

|                                                                                                                                                                                                   | 01/09/2008   | 01/01/2009 | 01/03/2012                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|------------|---------------------------------------------------|
| 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 57-66**

**8% - PAGES 67-74**

## 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 (Restored for post 2012 new entrant Craftworkers w.e.f 1st January 2018)

Gaeltacht grants/Allowances

Cardiac Allowance

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

Midwifery Qualification (paid to Public Health Nurses) (Restored for new entrant nurses as per DoH Circular 14/2017)

Special Allowance for Weekend Public Holidays

Registered General Nurse in Community (Restored for new entrant nurses as per DoH Circular 14/2017)

Nurse Coordinator Allowance (Restored for new entrant nurses as per DoH Circular 14/2017)

Specialist Coordinator Allowance (Nurse Tutors) (Restored for new entrant nurses as per DoH Circular 14/2017)

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 (Restored for new entrant nurses as per DoH Circular 14/2017)



# MEDICAL AND DENTAL ALLOWANCES

|                                                                                                                    |  |  | 1 Sept 08 | 1 Jan 10 |  |  |
|--------------------------------------------------------------------------------------------------------------------|--|--|-----------|----------|--|--|
|                                                                                                                    |  |  | 2.5%      | -5.0%    |  |  |
| <b>Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts</b> |  |  |           |          |  |  |
| 1. Consultants per 3 hour session (and pro-rata)                                                                   |  |  | 130.04    | 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.



|                                                          |  |  |  |                  |  |                 |  |
|----------------------------------------------------------|--|--|--|------------------|--|-----------------|--|
|                                                          |  |  |  |                  |  |                 |  |
|                                                          |  |  |  | <b>1 Sept 08</b> |  | <b>1 Jan 10</b> |  |
|                                                          |  |  |  | <b>2.5%</b>      |  | <b>-5.0%</b>    |  |
|                                                          |  |  |  |                  |  |                 |  |
| <b>Psychiatrist Special Responsibility Allowance</b>     |  |  |  |                  |  |                 |  |
| Revised rate per annum                                   |  |  |  | 10939.15         |  | 10392.19        |  |
|                                                          |  |  |  |                  |  |                 |  |
| <b>Child Health Services Development Paediatrics</b>     |  |  |  |                  |  |                 |  |
| 3 hour session                                           |  |  |  | 69.15            |  | 65.69           |  |
| 2 hour session                                           |  |  |  | 51.86            |  | 49.27           |  |
| 1 hour session                                           |  |  |  | 34.61            |  | 32.88           |  |
|                                                          |  |  |  |                  |  |                 |  |
| <b>Casual Locum for Former District Medical Officers</b> |  |  |  |                  |  |                 |  |
| For first three days                                     |  |  |  | 75.82            |  | 72.03           |  |
| For next 25 days                                         |  |  |  | 64.86            |  | 61.62           |  |
| For each subsequent day                                  |  |  |  | 55.81            |  | 53.02           |  |
| <b>Fees for lectures to Nurses</b>                       |  |  |  | 31.75            |  | 30.16           |  |
| (Circular S100/84 of 22 August 1975)                     |  |  |  | 23.86            |  | 22.66           |  |
|                                                          |  |  |  |                  |  |                 |  |
|                                                          |  |  |  |                  |  |                 |  |
| <b>GP Registrar Allowance (from the NCHD contract)</b>   |  |  |  | 11,428           |  | 10,857          |  |
|                                                          |  |  |  |                  |  |                 |  |

# NURSING ALLOWANCES

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  | 1 Sept 08 | 1 Jan 10 |  |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|-----------|----------|--|--|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  | 2.5%      | -5.0%    |  |  |
| <b>Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 &amp; 2 (S100/406 refers)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |  |           |          |  |  |
| (A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA document attached to Circular 112/99, where they possess relevant clinical qualification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |  | 2,938     | 2,791    |  |  |
| (B) Location Allowance for nurses engaged in the following Duties:<br>A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units,<br>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<br>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 C<br>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    |  |  |
| <b>Public Health Nurses &amp; Assistant Directors of Public Health Nursing</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |  |           |          |  |  |
| Midwifery Qualification*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  |  | 2,938     | 2,791    |  |  |
| <b>*Restored for new entrant nurses as per DoH Circular 14/2017</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |  |           |          |  |  |
| <b>Staff Nurse Dual Qualification Scale</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |  |           |          |  |  |
| New Location/Qualification Allowance. Refer to paragraph 6 of the HSEA document attached to Circular 112/99.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  |  | 1,468     | 1,395    |  |  |
| <b>Red-Circled Allowances (Circular 126/2000 refers)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  |  |           |          |  |  |
| Payable on a red-circle basis to staff who were in employment in the following grades on 16/11/99 and are existing beneficiaries of such allowances                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |  |           |          |  |  |
| Deputy Nursing Officer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |  | 1,404     | 1,333    |  |  |
| Theatre / Night Sister                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |  | 843       | 801      |  |  |
| Public Health Nurse                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |  | 1,686     | 1,601    |  |  |
| <b>Relevant nursing staff</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |  |           |          |  |  |
| Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |  |  | 3,132     | 2,976    |  |  |
| <b>*Abolished for new beneficiaries with effect from 1st February 2012</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  |  |           |          |  |  |
| <b>Psychiatric Nurses (S100/411 refers)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |  |           |          |  |  |
| <b>HSE HR Directorate Circular 1/2005</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |  |           |          |  |  |
| <b>Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |  |           |          |  |  |
| 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) * Restored for new entrant nurses as per DoH Circular 14/2017                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  |  | 3,929     | 3,732    |  |  |
| <b>Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |  |           |          |  |  |
| <b>Public Health Nurses (S103/151 refers)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |  |           |          |  |  |
| Island Inducement Allowance*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  |  | 1,859     | 1,766    |  |  |
| <b>*Abolished for new beneficiaries with effect from 1st February 2012</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  |  |           |          |  |  |