

HEALTH SECTOR

CONSOLIDATED SALARY SCALES IN ACCORDANCE WITH FEMPI 2015 AND THE PUBLIC SERVICE STABILITY AGREEMENTS 2013 - 2020 (THE LANSLOWNE ROAD AGREEMENTS)

These scales must be read in conjunction with Department of Health Circular 3/2018

The Financial Emergency Measures in the Public Interest Act 2015, and Lansdowne Road Agreement 2 give effect to the following adjustments to salaries effective 1st April 2018:

- Annualised salaries reduced by virtue of section 2A of the FEMPI 2013 Act on 1st July 2013 to the amount by which, as so reduced, is in excess of €110,000 shall be restored by a third of the amount of that reduction with effect from 1st April 2018.

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

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

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

*The sanction of the Minister is now conveyed for the application of these amended pay scales with effect from **1st April 2018***

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

1. Salary Scales

In accordance with public service pay policy, the Department of Health Consolidated Salary Scales (1st April 2018), as sanctioned by the Minister for Health and approved by the Minister for Public Expenditure and Reform, set out current salaries for public health service staff. These salary scales must be strictly adhered to and in no circumstances should an employee receive remuneration in the nature of pay and allowances of an amount greater than the amount prescribed for the relevant grade. The Department of Health Circular 11/2013 defines remuneration as basic salary, allowances and all other benefits in cash or in kind, together with general terms in regard to superannuation, holidays, sick leave etc., approximating to health service norms.

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

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

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

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

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

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

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

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

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

4. One Person One Salary

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

5. Temporary Contracts for Posts at a Higher Grade

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

6. Superannuation

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

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

Guide to the Consolidated Salary Scales

Please note the following :

- 1** The "1st April 2018" worksheet shows the payscales for all grades except consultants. Payscales on this worksheet read across the page. The current rate and a minimum of one historical rate are shown.
- 2** The "Consultants" worksheet shows all consultants rates.

The "Allowances1" worksheet shows all allowances for public servants in receipt of basic pay up to and including €125,000.

The "Allowances2" worksheet shows all allowances for public servants in receipt of basic pay in excess of €125,000.

The "Pensions" worksheet shows scales for administrative and pension purposes and notional scales for pension purposes. This worksheet has not been maintained due to PSPR arrangements with DPER.
- 3** The "Pensions" worksheet includes scales inserted for Administrative purposes only as well as for pension purposes and notional scales. These were previously amended to reflect relevant FEMPI (1.1.2010) pay reductions which became applicable to these grades with effect from 1 March 2012 (end of first grace period). Notional scale for Clerical Admin grades which used to issue as a separate circular (Circular
- 4** LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI.
- 5** For all craftsmen grades (Craftsmen, Craftsmens' Mates, Chargehand, Asst Foreman, Foreman), the points are as follows; Point 1 = On recruitment Point 2 = After .5 years Point 3 = after 1.5 years etc. Where one point scales became two point scales under Clause 2.31 of the Haddington Road Agreement, incremental progression will be after 2 years service on the 1st point.
- 6** Where a qualification bar exists for a grade, the grade is represented twice, once for those without the qualification, once for those with it (e.g. Social Care Worker).
- 7** As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 8** Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014 have been highlighted.†
- 9** Anomalies that arose on the 1/1/2018 pay scales. Any point on a scale that was raised to be equal to the previous point to counterbalance 'leapfrogging', receives the benefit of the leapfrogging temporarily, until 1st April 2018, when they return to their normal pay scale. ie restoration is applied minus the difference between the leapfrog point and the normal point.
- 10** Salaries for pension contribution and benefit (new and historic) for senior management grades affected by Section 6 (FEMPI No.2 Act 2009) adjustment are still in place.
- 11** Dual Responsibility / Acting allowances are no longer payable in line with the requirements of the public service agreements and have been removed from the scales.
- 12** The Living Out Allowance was abolished completely on 1st July 2017 (circular 11/2017) and is incorporated into the following pay scales as a result: Intern, Senior House Officer, Registrar.
- 13** In line with WRC agreement of 10/01/2018 (C-161453-16) The grade of Home Help has been renamed as Health Care Support Assistant.
- 14** As per WRC agreement of 6th March 2017 (Circular 12/2017), amended salary scales for New Entrant Academic Consultants from 1st October 2012 (tables C2(2), C3(2) and C4(2)) for 1st April 2017 have been entered.
- 15** The following grades fall under the scale of Intern Support Scheme 'Porter, Intern'; 'Health Care Assistant, Intern'; 'Multi-task Attendant, Intern'; 'Care Assistant (Disability), Intern'; and 'Household Attendant/Cleaner/Domestic, Intern' as per Department of Health Circular 10/2013.
- 16** Those employed on a fixed term or specified purpose contract are entitled to the same salary as a permanent comparator.
- 17** Abbreviations: 'LRA = Lansdowne Road Agreement; 'HRA' = Haddington Road Agreement; FEMPI = Financial Emergency Measures in the Public Interest; - 'Sec.6 adj' = Section 6 Adjustment;
- 18** Pay rates for the grades of Staff Nurse, Post Qualification Pre Registration, and Staff Nurse (Adaptation Placement) General/Childrens/Midwife/Mental Health are calculated at 85% of the first point Staff Nurse/Staff Nurse Mental Health pay scale as appropriate.
- 19** In some cases, it was necessary to create notional 2010 pay scales in order to facilitate the 1% increase from that rate to be added for the creation of the 1/4/17 rate of pay.
- 20** If you have a query specific to your own pay and employment, please contact your own HR / Personnel section. For policy or other queries, please contact national_hr_unit@health.gov.ie

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Registrar / Senior Registrar / Specialist Registrar	8	Workshop Instructors (HSE Health Areas)	39
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Seamstress / (Non-Dublin) Non-Paypath	24/26	Workshop Supervisors (HSE Midland Health Area & HSE North Western Health Area)	39/40
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Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
MEDICAL & DENTAL GRADES																					
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																					
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/01/18 LRA	1	28,520																		
	1/04/17 LRA		28,238																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	32,600																		
	1/04/17 LRA		32,278																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	34,556																		
	1/04/17 LRA		34,214																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	36,508																		
	1/04/17 LRA		36,147																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/01/18 LRA	1	32,600																		
	1/04/17 LRA		32,278																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	34,556																		
	1/04/17 LRA		34,214																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	36,508																		
	1/04/17 LRA		36,147																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	38,478																		
	1/04/17 LRA		38,097																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/01/18 LRA	1	34,556																		
	1/04/17 LRA		34,214																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	36,508																		
	1/04/17 LRA		36,147																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	38,478																		
	1/04/17 LRA		38,097																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	41,422																		
	1/04/17 LRA		41,012																		

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/01/18 LRA	1	36,508																		
	1/04/17 LRA		36,147																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	38,478																		
	1/04/17 LRA		38,097																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	43,347																		
	1/04/17 LRA		42,918																		
MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/01/18 LRA	1	47,220																		
	1/04/17 LRA		46,753																		
AREA MEDICAL OFFICER	1/01/18 LRA	8	66,242	67,248	69,223	71,195	73,196	75,168	77,044	78,922	LSIs										
	1/04/17 LRA		65,586	65,791	66,769	68,552	70,478	72,377	74,184	75,992	LSIs										
AREA MEDICAL OFFICER - SENIOR	1/01/18 LRA	8	77,805	79,941	82,102	84,241	86,383	88,560	90,566	92,572	LSIs										
	1/04/17 LRA		74,917	76,973	79,038	81,071	83,107	85,176	87,082	88,990	LSIs										
MEDICAL OFFICER - SENIOR	1/01/18 LRA	8	77,805	79,941	82,102	84,241	86,383	88,560	90,566	92,572	LSIs										
	1/04/17 LRA		74,917	76,973	79,038	81,071	83,107	85,176	87,082	88,990	LSIs										
MEDICAL OFFICER - PRINCIPAL	1/01/18 LRA	1	99,088																		
	1/04/17 LRA		95,182																		
DIRECTOR OF COMMUNITY CARE	1/01/18 LRA	1	105,603																		
	1/04/17 LRA		101,375																		
SPECIALIST IN PUBLIC HEALTH MEDICINE	1/01/18 LRA	1	110,757																		
	1/04/17 LRA		106,274																		
DIRECTOR OF PUBLIC HEALTH MEDICINE	1/04/18 LRA	1	126,332																		
	1/01/18 LRA		123,592																		
	1/04/17 LRA		122,314																		
	1/07/13 HRA.		119,573																		
	1/01/10		127,796																		
COMMUNITY OPHTHALMIC PHYSICIAN	1/01/18 LRA	3	88,560	90,566	92,572	LSIs															
	1/04/17 LRA		85,176	87,082	88,990	LSIs															
INTERN	1/01/18 LRA	1	36,492																		
	1/07/2017		36,131																		
SENIOR HOUSE OFFICER	1/01/18 LRA	7	43,462	45,643	48,901	51,032	55,319	57,449	59,528												
	1/07/2017		43,032	45,191	48,417	50,527	54,771	56,880	58,939												
REGISTRAR	1/01/18 LRA	6	55,319	57,449	59,528	61,058	63,097	65,143													
	1/07/2017		54,771	56,880	58,939	60,453	62,472	64,498													
SENIOR REGISTRAR	1/01/18 LRA	7	66,001	68,066	70,134	72,337	74,881	77,529	80,263												
	1/04/17 LRA		65,174	66,196	67,530	69,652	72,101	74,651	77,283												
SPECIALIST REGISTRAR	1/01/18 LRA	7	62,018	63,484	65,603	67,508	70,615	73,725	76,833												
	1/04/17 LRA		61,404	62,855	64,953	65,920	67,993	70,987	73,980												
PSYCHIA+D820 ** grade obsolete - not for use **	1/01/18 LRA	5	48,784	51,194	53,596	55,992	58,357														
	1/04/17 LRA		48,301	50,687	53,066	55,438	57,779														
VOCATIONAL TRAINEE IN DENTISTRY	1/01/18 LRA	2	41,165	45,627																	
	1/04/17 LRA		40,758	45,175																	

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CLINICAL DENTAL SURGEON (GRADE I)	1/01/18 LRA	4	47,055	49,964	52,171	55,404															
	1/04/17 LRA		46,589	49,469	51,655	54,855															
GENERAL DENTAL SURGEON	1/01/18 LRA	9	59,862	62,901	65,896	67,990	70,991	74,008	77,011	81,524	86,037	LSIs									
	1/04/17 LRA		59,270	62,279	65,244	66,158	68,355	71,260	74,152	78,488	82,778	LSIs									
SENIOR DENTAL SURGEON	1/01/18 LRA	6	73,670	77,011	80,369	83,707	88,533	93,361	LSIs												
	1/04/17 LRA		70,935	74,152	77,385	80,563	85,150	89,740	LSIs												
SENIOR ADMINISTRATIVE DENTAL SURGEON (INCS. HIGHER DUTIES ALLOWANCE)	1/01/18 LRA	6	77,228	80,735	84,262	87,766	92,834	97,903	LSIs												
	1/04/17 LRA		74,361	77,738	81,091	84,421	89,238	94,056	LSIs												
PRINCIPAL DENTAL SURGEON (INCS. PLANNING & EVALUATION DUTIES ALLOWANCE)	1/01/18 LRA	5	90,100	93,854	97,614	103,231	108,846	LSIs													
	1/04/17 LRA		86,640	90,208	93,781	99,120	104,458	LSIs													
PRINCIPAL DENTAL SURGEON (INCS. REGIONAL DUTIES ALLOWANCE)	1/01/18 LRA	5	88,152	91,825	95,501	100,992	106,484	LSIs													
	1/04/17 LRA		84,788	88,279	91,773	96,993	102,212	LSIs													
SPECIALIST IN ORTHODONTICS	1/04/18 LRA	1	138,505																		
	1/01/18 LRA		135,434																		
	1/04/17 LRA		134,032																		
	1/07/13 HRA.		130,961																		
	1/01/10		140,175																		

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

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

GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 1) **grade obsolete - not for use **	1/01/18 LRA	1	25,511																			
	1/04/17 LRA		25,258																			
GRADUATE MENTAL HEALTH NURSE PROGRAMME (YEAR 2) **grade obsolete - not for use **	1/01/18 LRA	1	26,572																			
	1/04/17 LRA		26,309																			
STUDENT MENTAL HEALTH NURSE (ROSTERED PLACEMENT)	1/01/18 LRA	1	20,892	Annualised																		
	1/04/17 LRA		20,685	Annualised																		
MENTAL HEALTH STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/01/18 LRA	1	25,154																			
	1/04/17 LRA		24,905																			
MENTAL HEALTH, STAFF NURSE (ADAPTATION PLACEMENT)	1/01/18 LRA	1	25,154																			
	1/04/17 LRA		24,905																			
MENTAL HEALTH STAFF NURSE	1/01/18 LRA	13	29,413	31,378	32,569	33,782	35,054	36,250	37,500	38,472	39,534	40,910	42,263	44,192	45,537 LSI							
	1/04/17 LRA		29,122	31,067	32,246	33,448	34,707	35,891	37,129	38,091	39,142	40,505	41,845	43,754	45,086 LSI							
SENIOR STAFF NURSE (MENTAL HEALTH)	1/01/18 LRA	1	47,727																			
	1/04/17 LRA		47,254																			
DUAL QUALIFIED MENTAL HEALTH STAFF NURSE	1/01/18 LRA	9	35,451	37,685	38,876	39,793	40,804	42,148	43,458	45,387	46,733 LSI											
	1/04/17 LRA		35,100	37,312	38,492	39,399	40,400	41,731	43,028	44,938	46,271 LSI											
SENIOR STAFF NURSE (DUAL QUALIFIED MENTAL HEALTH)	1/01/18 LRA	1	48,982																			
	1/04/17 LRA		48,497																			
COMMUNITY PSYCHIATRIC NURSE	1/01/18 LRA	10	47,018	47,228	48,110	48,902	50,534	51,451	52,431	53,418	54,549	55,595										
	1/04/17 LRA		46,552	46,761	47,634	48,418	50,034	50,941	51,912	52,889	54,009	55,044										
CLINICAL NURSE MANAGER 1 (MENTAL HEALTH)	1/01/18 LRA	8	44,731	45,550	46,707	47,882	49,040	50,205	51,503	52,713												
	1/04/17 LRA		44,288	45,100	46,245	47,408	48,554	49,708	50,993	52,191												
CLINICAL NURSE MANAGER 2 (MENTAL HEALTH)	1/01/18 LRA	9	48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421											
	1/04/17 LRA		48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852											
CLINICAL NURSE SPECIALIST (MENTAL HEALTH)	1/01/18 LRA	9	48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421											
	1/04/17 LRA		48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852											
COMMUNITY MENTAL HEALTH NURSE	1/01/18 LRA	9	48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421											
	1/04/17 LRA		48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852											
CLINICAL NURSE MANAGER 3 (MENTAL HEALTH)	1/01/18 LRA	6	55,889	56,995	59,791	60,890	61,996	63,116														
	1/04/17 LRA		55,336	56,430	59,199	60,288	61,382	62,491														
NURSE TUTOR (MENTAL HEALTH)	1/01/18 LRA	10	57,165	57,941	58,714	59,492	60,268	61,046	61,818	62,597	63,373	64,149										
	1/04/17 LRA		56,599	57,368	58,133	58,903	59,671	60,441	61,206	61,977	62,746	63,514										
PRINCIPAL NURSE TUTOR (MENTAL HEALTH)	1/01/18 LRA	8	59,952	61,083	62,116	65,343	66,472	66,514	67,805	69,538												
	1/04/17 LRA		59,359	60,479	61,501	64,696	65,814	65,814	66,067	66,956												

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
ADVANCED NURSE PRACTITIONER (MENTAL HEALTH)	1/01/18 LRA	7	57,709	59,462	61,205	65,201	65,995	67,805	69,541												
	1/04/17 LRA		57,138	58,873	60,599	64,556	65,171	66,067	66,959												
ASSISTANT DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/01/18 LRA	7	57,709	59,462	61,205	65,201	65,995	67,805	69,541												
	1/04/17 LRA		57,138	58,873	60,599	64,556	65,171	66,067	66,959												
DIRECTOR OF NURSING, MENTAL HEALTH SERVICES	1/01/18 LRA	6	73,378	75,602	77,833	80,158	82,292	84,523													
	1/04/17		70,653	72,795	74,943	77,181	79,218	81,339													

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

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

GRADUATE NURSE PROGRAMME (YEAR 1) **grade obsolete - not for use **	1/01/18 LRA	1	24,955																			
	1/04/17 LRA		24,708																			
GRADUATE NURSE PROGRAMME (YEAR 2) **grade obsolete - not for use **	1/01/18 LRA	1	25,992																			
	1/04/17 LRA		25,735																			
STUDENT NURSE/MIDWIFE (ROSTERED PLACEMENT)	1/01/18 LRA	1	20,440	Annualised																		
	1/04/17 LRA		20,238	Annualised																		
STUDENT NURSE INTELLECTUAL DISABILITY (ROSTERED PLACEMENT)	1/01/18 LRA	1	20,440	Annualised																		
	1/04/17 LRA		20,238	Annualised																		
STUDENT NURSE CHILDRENS (ROSTERED PLACEMENT)	1/01/18 LRA	1	20,440	Annualised																		
	1/04/17 LRA		20,238	Annualised																		
STUDENT NURSE MIDWIFERY (ROSTERED PLACEMENT)	1/01/18 LRA	1	20,440	Annualised																		
	1/04/17 LRA		20,238	Annualised																		
POST REGISTERED STUDENT NURSE **grade obsolete - not for use **	1/01/18 LRA	4	25,211	26,279	27,507	29,087																
	1/04/17 LRA		24,962	26,019	27,235	28,799																
STAFF NURSE (ADAPTATION PLACEMENT)	1/01/18 LRA	1	24,604																			
	1/04/17 LRA		24,361																			
STAFF NURSE (ADAPTATION PLACEMENT) CHILDRENS	1/01/18 LRA	1	24,604																			
	1/04/17 LRA		24,361																			
STAFF NURSE (POST QUALIFICATION, PRE REGISTRATION)	1/01/18 LRA	1	24,604																			
	1/04/17 LRA		24,361																			
STAFF NURSE	1/01/18 LRA	13	28,768	30,802	31,852	33,037	34,531	36,023	37,508	38,792	40,080	41,361	42,644	43,904	45,248 LSI							
	1/04/17 LRA		28,483	30,497	31,537	32,710	34,189	35,666	37,137	38,408	39,683	40,952	42,222	43,469	44,800 LSI							
(STAFF NURSE) REGISTERED MIDWIFE (ADAPTATION PLACEMENT)	1/01/18 LRA	1	24,604																			
	1/04/17 LRA		24,361																			
(STAFF NURSE) REGISTERED MIDWIFE	1/01/18 LRA	13	28,768	30,802	31,852	33,037	34,531	36,023	37,508	38,792	40,080	41,361	42,644	43,904	45,248 LSI							
	1/04/17 LRA		28,483	30,497	31,537	32,710	34,189	35,666	37,137	38,408	39,683	40,952	42,222	43,469	44,800 LSI							
(STAFF NURSE) REGISTERED SICK CHILDREN'S NURSE	1/01/18 LRA	13	28,768	30,802	31,852	33,037	34,531	36,023	37,508	38,792	40,080	41,361	42,644	43,904	45,248 LSI							
	1/04/17 LRA		28,483	30,497	31,537	32,710	34,189	35,666	37,137	38,408	39,683	40,952	42,222	43,469	44,800 LSI							
(STAFF NURSE) REGISTERED INTELLECTUAL DISABILITY NURSE	1/01/18 LRA	13	28,768	30,802	31,852	33,037	34,531	36,023	37,508	38,792	40,080	41,361	42,644	43,904	45,248 LSI							
	1/04/17 LRA		28,483	30,497	31,537	32,710	34,189	35,666	37,137	38,408	39,683	40,952	42,222	43,469	44,800 LSI							
SENIOR STAFF NURSE (GENERAL)	1/01/18 LRA	1	47,424																			
	1/04/17 LRA		46,954																			

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DUAL QUALIFIED STAFF NURSE (GENERAL)	1/01/18 LRA	9	35,451	37,685	38,876	39,793	40,804	42,148	43,458	45,387	46,733	LSI									
	1/04/17 LRA		35,100	37,312	38,492	39,399	40,400	41,731	43,028	44,938	46,271	LSI									
SENIOR STAFF NURSE (DUAL QUALIFIED) (GENERAL)	1/01/18 LRA	1	48,982																		
	1/04/17 LRA		48,497																		
CLINICAL NURSE MANAGER 1 (GENERAL)	1/01/18 LRA	8	44,731	45,550	46,707	47,882	49,040	50,205	51,503	52,713											
	1/04/17 LRA		44,288	45,100	46,245	47,408	48,554	49,708	50,993	52,191											
CLINICAL NURSE MANAGER 2 (GENERAL)	1/01/18 LRA	9	48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421										
	1/04/17 LRA		48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852										
CLINICAL NURSE SPECIALIST (GENERAL)	1/01/18 LRA	9	48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421										
	1/04/17 LRA		48,089	48,886	49,559	50,659	51,874	53,067	54,260	55,604	56,852										
CLINICAL NURSE MANAGER 3 (GENERAL)	1/01/18 LRA	6	55,889	56,995	59,791	60,890	61,996	63,116													
	1/04/17 LRA		55,336	56,430	59,199	60,288	61,382	62,491													
CLINICAL NURSE INSTRUCTOR (GENERAL)	1/01/18 LRA	9	50,678	51,498	52,105	53,232	54,367	55,593	56,825	58,055	59,284										
	1/04/17 LRA		50,176	50,988	51,589	52,705	53,829	55,042	56,262	57,480	58,697										
NURSE TUTOR (GENERAL)	1/01/18 LRA	10	57,165	57,941	58,714	59,492	60,268	61,046	61,818	62,597	63,373	64,149									
	1/04/17 LRA		56,599	57,368	58,133	58,903	59,671	60,441	61,206	61,977	62,746	63,514									
NURSE TUTOR MIDWIFERY	1/01/18 LRA	10	57,165	57,941	58,714	59,492	60,268	61,046	61,818	62,597	63,373	64,149									
	1/04/17 LRA		56,599	57,368	58,133	58,903	59,671	60,441	61,206	61,977	62,746	63,514									
PRINCIPAL NURSE TUTOR	1/01/18 LRA	8	59,952	61,083	62,116	65,343	66,472	66,514	67,805	69,538											
	1/04/17 LRA		59,359	60,479	61,501	64,696	65,814	65,814	66,067	66,956											
STUDENT PUBLIC HEALTH NURSE	1/01/18 LRA	1	32,829																		
	1/04/17 LRA		32,504																		
PUBLIC HEALTH NURSE	1/01/18 LRA	9	47,326	48,110	48,780	49,836	51,049	52,225	53,410	54,741	55,980										
	1/04/17 LRA		46,857	47,634	48,297	49,342	50,544	51,708	52,881	54,199	55,426										
ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING	1/01/18 LRA	6	55,893	58,964	60,225	61,388	62,563	64,170													
	1/04/17 LRA		55,339	58,380	59,629	60,780	61,943	63,535													
DIRECTOR OF PUBLIC HEALTH NURSING	1/01/18 LRA	6	73,378	75,602	77,833	80,158	82,292	84,523													
	1/04/17 LRA		70,653	72,795	74,943	77,181	79,218	81,339													
ADVANCED NURSE PRACTITIONER	1/01/18 LRA	9	56,429	57,521	58,576	61,813	62,832	64,015	65,122	66,222	69,541										
	1/04/17 LRA		55,870	56,952	57,996	61,201	62,210	63,382	64,477	65,566	66,959										
ASSISTANT DIRECTOR OF NURSING (BAND 1 HOSPITALS)	1/01/18 LRA	9	56,429	57,521	58,576	61,813	62,832	64,015	65,122	66,222	69,541										
	1/04/17 LRA		55,870	56,952	57,996	61,201	62,210	63,382	64,477	65,566	66,959										
ASSISTANT DIRECTOR OF NURSING (NON-BAND 1 HOSPITALS)	1/01/18 LRA	8	53,589	54,731	55,893	58,963	60,225	61,388	62,563	64,170											
	1/04/17 LRA		53,059	54,189	55,339	58,379	59,629	60,780	61,943	63,534											
AREA DIRECTOR, NURSING & MIDWIFERY PLANNING & DEVELOPMENT	1/01/18 LRA	7	78,733	81,086	83,416	85,413	87,640	89,912	92,152												
	1/04/17 LRA		75,809	78,072	80,286	82,185	84,301	86,461	88,590												
HOSPITAL GROUP DIRECTOR OF NURSING & MIDWIFERY	1/04/18 LRA	6	97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	30/12/16		90,514	94,448	98,382	102,314	106,250	110,183													
	1/01/10		96,211	100,487	104,763	109,037	113,315	117,591													

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DIRECTOR, NURSE & MIDWIFERY PLANNING & DEVELOPMENT	1/01/18 LRA	6	71,731	73,668	75,802	78,148	80,718	83,358													
	1/04/17 LRA		69,067	70,933	72,988	75,246	77,721	80,231													
DIRECTOR OF NURSING BAND 1 (GENERAL)	1/01/18 LRA	7	74,848	76,929	79,013	81,090	83,169	85,256	87,335												
	1/04/17 LRA		72,069	74,072	76,080	78,076	80,052	82,036	84,011												
DIRECTOR OF NURSING BAND 2 (GENERAL)	1/01/18 LRA	7	69,630	71,519	73,413	75,300	77,198	79,089	80,982												
	1/04/17 LRA		67,045	68,864	70,687	72,504	74,331	76,153	77,973												
DIRECTOR OF NURSING BAND 2A (GENERAL)	1/01/18 LRA	7	69,093	70,281	71,472	72,658	73,849	75,035	76,225												
	1/04/17 LRA		66,704	67,671	68,818	69,960	71,107	72,250	73,395												
DIRECTOR OF NURSING BAND 3 (GENERAL)	1/01/18 LRA	7	65,299	65,712	67,112	68,500	69,882	71,275	72,658												
	1/04/17 LRA		64,652	65,031	65,724	66,411	67,288	68,629	69,960												
DIRECTOR OF NURSING BAND 4 (GENERAL)	1/01/18 LRA	7	61,014	62,861	64,700	66,548	67,355	69,147	70,934												
	1/04/17 LRA		60,410	62,238	64,060	65,890	65,890	66,731	68,301												
DIRECTOR OF NURSING BAND 5 (GENERAL)	1/01/18 LRA	7	57,078	58,314	59,548	60,780	62,013	63,252	64,487												
	1/04/17 LRA		56,513	57,737	58,959	60,178	61,399	62,626	63,849												
DIRECTOR, CENTRE OF NURSE EDUCATION	1/01/18 LRA	8	65,630	66,651	68,640	70,631	72,619	74,610	76,598	78,672											
	1/04/17 LRA		64,980	65,496	66,480	68,008	69,923	71,839	73,754	75,751											

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

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

ANALYTICAL CHEMIST, EXECUTIVE WITHOUT BRANCH E CERT	1/01/18 LRA	14	43,488	45,856	48,207	49,961	51,717	53,474	55,228	56,985	58,739	60,491	62,252	64,005	66,026	67,012	LSIs					
	1/04/17 LRA		43,057	45,402	47,730	49,467	51,205	52,944	54,681	56,421	58,157	59,892	61,635	63,372	65,373	65,674	LSIs					
ANALYTICAL CHEMIST, EXECUTIVE (ADVANCED PRACTITIONER)	1/01/18 LRA	11	48,880	52,082	54,199	56,580	58,933	61,313	63,708	66,091	67,418	70,397	72,522	LSIs								
	1/04/17 LRA		48,396	51,566	53,662	56,020	58,350	60,706	63,077	65,437	65,875	67,783	69,829	LSIs								
AUDIOLOGIST, STAFF GRADE	1/01/18 LRA	10	31,311	32,950	34,345	35,525	36,497	37,474	38,492	39,497	40,465	41,238	LSI									
	1/04/17 LRA		31,001	32,624	34,005	35,174	36,136	37,103	38,111	39,106	40,064	40,830	LSI									
AUDIOLOGIST, SENIOR	1/01/18 LRA	6	43,236	44,929	46,018	47,260	48,523	49,815														
	1/04/17 LRA		42,808	44,484	45,563	46,792	48,043	49,321														
AUDIOLOGIST, CLINICAL SPECIALIST	1/01/18 LRA	6	47,260	48,523	49,815	52,470	55,190	57,976														
	1/04/17 LRA		46,792	48,043	49,321	51,950	54,644	57,402														
AUDIOLOGIST, CHIEF	1/01/18 LRA	6	49,815	52,470	55,190	57,976	60,828	63,745														
	1/04/17 LRA		49,321	51,950	54,644	57,402	60,225	63,113														
AUDIOLOGY, ASSISTANT NATIONAL LEAD	1/01/18 LRA	10	62,413	65,195	66,946	69,653	72,363	75,070	77,778	80,488	82,984	85,710	LSIs									
	1/04/17 LRA		61,795	64,550	65,641	67,067	69,676	72,283	74,890	77,500	79,875	82,467	LSIs									
AUDIOLOGY, NATIONAL LEAD	1/01/18 LRA	7	77,040	82,384	87,824	93,313	98,395	101,464	104,531	LSIs												
	1/04/17 LRA		74,180	79,306	84,476	89,694	94,524	97,441	100,356	LSIs												
BIOCHEMIST	1/01/18 LRA	16	35,114	36,580	38,903	40,008	41,057	43,540	45,147	46,769	48,418	50,064	51,715	53,380	55,055	56,750	58,397	59,529	LSI			
	1/04/17 LRA		34,766	36,218	38,518	39,611	40,650	43,109	44,700	46,306	47,938	49,568	51,203	52,851	54,510	56,188	57,818	58,939	LSI			
BIOCHEMIST, SENIOR	1/01/18 LRA	9	54,410	56,873	59,058	61,295	63,598	65,862	67,154	69,399	71,661											
	1/04/17 LRA		53,871	56,310	58,474	60,688	62,968	65,210	65,744	66,856	69,000											
BIOCHEMIST, PRINCIPAL	1/01/18 LRA	9	65,906	68,979	72,727	76,468	80,223	83,965	88,115	90,879	93,662											
	1/04/17 LRA		65,253	66,648	70,027	73,629	77,245	80,808	84,753	87,380	90,025											
BIOCHEMIST, TOP GRADE **grade obsolete - not for use **	1/01/18 LRA	5	90,798	95,065	98,542	102,075	105,661															
	1/04/17 LRA		87,303	91,359	94,664	98,022	101,430															
CARDIAC CATHETERISATION PHYSIOLOGIST	1/01/18 LRA	10	35,066	37,052	38,850	39,666	40,570	42,936	44,371	45,809	49,355	52,843	LSIs									
	1/04/17 LRA		34,719	36,686	38,466	39,273	40,168	42,511	43,931	45,355	48,866	52,320	LSIs									
CARDIAC CATHETERISATION PHYSIOLOGIST, SENIOR	1/01/18 LRA	8	44,047	45,363	46,754	48,177	49,642	51,003	54,368	57,738	LSIs											
	1/04/17 LRA		43,611	44,914	46,291	47,700	49,151	50,498	53,830	57,167	LSIs											
CARDIAC CATHETERISATION PHYSIOLOGIST, CHIEF I	1/01/18 LRA	8	47,996	48,992	50,315	51,599	52,883	54,156	57,443	60,796	LSIs											
	1/04/17 LRA		47,521	48,507	49,817	51,088	52,360	53,619	56,874	60,194	LSIs											
CARDIAC CATHETERISATION PHYSIOLOGIST, CHIEF II	1/01/18 LRA	8	49,377	51,778	54,119	56,472	58,863	61,946	65,435	67,723	LSIs											
	1/04/17 LRA		48,888	51,265	53,583	55,913	58,280	61,332	64,787	66,026	LSIs											
CHIROPODIST	1/01/18 LRA	14	35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	51,543	LSI					
	1/04/17 LRA		34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI					
CHIROPODIST, SENIOR	1/01/18 LRA	9	51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810											
	1/04/17 LRA		51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208											

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CLINICAL SPECIALIST CHIROPODIST	1/01/18 LRA	9	57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										
	1/04/17 LRA		56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										
CLINICAL ENGINEERING TECHNICIAN	1/01/18 LRA	7	30,159	31,401	33,077	33,758	35,128	37,837	39,851												
	1/04/17 LRA		29,860	31,090	32,749	33,423	34,780	37,463	39,456												
CLINICAL ENGINEERING TECHNICIAN, SENIOR	1/01/18 LRA	9	41,237	43,262	45,479	47,824	50,329	52,837	55,393	57,371	59,219	LSIs									
	1/04/17 LRA		40,828	42,834	45,029	47,350	49,831	52,314	54,845	56,803	58,633	LSIs									
CLINICAL ENGINEERING TECHNICIAN, PRINCIPAL	1/01/18 LRA	6	57,460	59,348	61,949	63,715	65,227	65,953													
	1/04/17 LRA		56,891	58,760	61,335	63,084	64,581	65,150													
CLINICAL ENGINEERING TECHNICIAN, CHIEF	1/01/18 LRA	8	60,002	62,340	64,758	66,618	67,532	69,427	71,516	73,280											
	1/04/17 LRA		59,408	61,723	64,117	65,959	65,959	66,870	68,861	70,559											
CLINICAL PHOTOGRAPHER (BASIC GRADE)	1/01/18 LRA	15	28,030	29,878	31,033	32,768	34,311	35,790	37,267	38,713	40,162	41,585	43,046	44,428	45,561	47,052	48,537	LSIs			
	1/04/17 LRA		27,753	29,582	30,725	32,443	33,971	35,435	36,898	38,330	39,764	41,173	42,620	43,988	45,110	46,587	48,057	LSIs			
CLINICAL PHOTOGRAPHER (SENIOR GRADE)	1/01/18 LRA	10	45,561	46,890	48,218	49,506	50,833	52,154	53,472	54,831	56,795	58,758	LSIs								
	1/04/17 LRA		45,110	46,426	47,741	49,016	50,330	51,638	52,943	54,288	56,233	58,177	LSIs								
COUNSELLOR THERAPIST - NATIONAL COUNSELLING SERVICE	1/01/18 LRA	14	43,305	45,679	48,004	50,643	53,284	55,922	58,562	61,200	63,838	66,478	68,053	70,622	73,190	75,752					
	1/04/17 LRA		42,876	45,227	47,529	50,141	52,756	55,368	57,982	60,594	63,206	65,820	66,190	67,999	70,472	72,939					
DIRECTOR OF COUNSELLING - NATIONAL COUNSELLING SERVICE	1/01/18 LRA	9	88,469	90,392	92,317	94,241	96,164	98,088	100,012	102,937	106,251										
	1/04/17 LRA		85,089	86,917	88,747	90,576	92,404	94,232	96,061	98,841	101,991										
DENTAL HYGIENIST	1/01/18 LRA	14	35,424	37,753	39,248	40,590	41,820	43,096	44,385	45,684	47,144	47,915	49,244	50,394	51,564	52,559	LSI				
	1/04/17 LRA		35,074	37,379	38,860	40,188	41,406	42,670	43,945	45,232	46,677	47,440	48,756	49,895	51,054	52,039	LSI				
DIETICIAN	1/01/18 LRA	14	35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	51,543	LSI				
	1/04/17 LRA		34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI				
DIETICIAN, SENIOR	1/01/18 LRA	9	51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810										
	1/04/17 LRA		51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208										
CLINICAL SPECIALIST DIETICIAN	1/01/18 LRA	9	57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										
	1/04/17 LRA		56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										
DIETICIAN MANAGER	1/01/18 LRA	7	62,257	64,497	65,723	67,915	70,094	72,275	74,450												
	1/04/17 LRA		61,641	63,858	65,036	66,121	67,491	69,591	71,686												
DIETICIAN MANAGER-IN-CHARGE III	1/01/18 LRA	7	71,880	73,016	74,148	75,343	76,599	77,853	78,858												
	1/04/17 LRA		69,212	70,305	71,395	72,545	73,755	74,963	75,930												
DOSIMETRIST, BASIC	1/01/18 LRA	15	33,851	36,113	37,500	39,214	40,813	42,608	44,022	45,403	47,958	49,428	50,962	52,493	54,440	55,128	56,196	LSI			
	1/04/17 LRA		33,516	35,756	37,128	38,826	40,409	42,186	43,586	44,954	47,483	48,938	50,458	51,973	53,901	54,582	55,640	LSI			
DOSIMETRIST, SENIOR	1/01/18 LRA	8	53,396	56,092	58,509	60,955	63,419	65,248	66,088	67,903											
	1/04/17 LRA		52,868	55,536	57,930	60,352	62,792	64,602	65,217	66,115											
E.C.G. TECHNICIAN, STUDENT	1/01/18 LRA	5	22,510	23,438	24,480	25,318	25,566														
	1/04/17 LRA		22,287	23,206	24,237	25,068	25,313														
E.C.G. TECHNICIAN (WITH FORMAL QUALIFICATION)	1/01/18 LRA	13	26,709	28,129	29,565	30,148	30,779	32,500	33,191	34,188	35,282	36,293	37,335	39,692	42,070	LSIs					
	1/04/17 LRA		26,445	27,850	29,272	29,849	30,474	32,178	32,863	33,850	34,933	35,933	36,965	39,299	41,653	LSIs					
E.C.G. TECHNICIAN (WITHOUT FORMAL QUALIFICATION)	1/01/18 LRA	9	26,709	28,129	29,565	30,148	30,779	32,500	33,191	34,188	35,282										
	1/04/17 LRA		26,445	27,850	29,272	29,849	30,474	32,178	32,863	33,850	34,933										
E.C.G. TECHNICIAN, SENIOR	1/01/18 LRA	7	36,990	37,913	38,903	39,917	40,973	43,283	45,531	LSIs											
	1/04/17 LRA		36,623	37,538	38,518	39,522	40,568	42,854	45,080	LSIs											

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
E.C.G. TECHNICIAN, CHIEF I	1/01/18 LRA	7	39,491	40,332	41,425	42,496	43,752	45,951	48,132	LSIs											
	1/04/17 LRA		39,100	39,933	41,015	42,075	43,319	45,496	47,655	LSIs											
E.C.G. TECHNICIAN, CHIEF II **grade obsolete - not for use **	1/01/18 LRA	7	42,073	43,369	44,603	45,850	47,596	49,832	52,168	LSIs											
	1/04/17 LRA		41,657	42,940	44,162	45,396	47,125	49,339	51,651	LSIs											
ENVIRONMENTAL HEALTH OFFICER, BASIC	1/01/18 LRA	13	37,707	40,054	41,784	43,526	45,259	46,994	48,737	50,472	52,205	53,942	55,686	57,472	59,250	LSIs					
	1/04/17 LRA		37,333	39,658	41,370	43,095	44,811	46,529	48,254	49,973	51,688	53,408	55,135	56,903	58,664	LSIs					
ENVIRONMENTAL HEALTH OFFICER, SENIOR	1/01/18 LRA	12	48,211	49,961	51,718	53,472	55,228	56,987	58,741	60,491	62,255	64,009	66,028	67,014	LSIs						
	1/04/17 LRA		47,733	49,467	51,206	52,943	54,681	56,422	58,159	59,892	61,638	63,375	65,374	65,675	LSIs						
ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL	1/01/18 LRA	9	63,908	65,869	66,806	68,718	70,632	72,540	74,462	76,878	79,289	LSIs									
	1/04/17 LRA		63,275	65,217	65,572	66,519	68,009	69,847	71,697	74,023	76,346	LSIs									
ENVIRONMENTAL HEALTH OFFICER, REGIONAL CHIEF	1/01/18 LRA	7	69,873	71,575	74,269	76,983	79,675	82,374	85,061												
	1/04/17 LRA		67,279	68,918	71,511	74,125	76,717	79,296	81,850												
HOSPITAL CHAPLAINS, ROMAN CATHOLIC	1/01/18 LRA	7	46,308	47,423	48,774	51,303	52,818	54,699	56,592	LSIs											
	1/04/17 LRA		45,849	46,954	48,291	50,795	52,295	54,157	56,032	LSIs											
LABORATORY MANAGER	1/01/18 LRA	9	67,579	70,571	73,203	75,846	78,541	81,185	83,898	86,526	89,171										
	1/04/17 LRA		65,955	67,951	70,485	73,030	75,625	78,166	80,745	83,243	85,757										
MEDICAL SCIENTIST	1/01/18 LRA	16	32,368	33,714	35,853	36,866	37,830	40,109	41,583	43,072	44,586	46,097	47,612	49,140	50,678	52,234	53,745	54,784	LSI		
	1/04/17 LRA		32,048	33,380	35,498	36,501	37,455	39,712	41,172	42,646	44,144	45,640	47,141	48,654	50,176	51,717	53,213	54,241	LSI		
MEDICAL SCIENTIST, SENIOR (WITHOUT F.A.M.L.S.)	1/01/18 LRA	5	49,469	51,701	53,682	55,707	57,794														
	1/04/17 LRA		48,979	51,189	53,150	55,156	57,222														
MEDICAL SCIENTIST, SENIOR (WITH F.A.M.L.S.)	1/01/18 LRA	9	49,469	51,701	53,682	55,707	57,794	59,845	61,957	64,048	66,155										
	1/04/17 LRA		48,979	51,189	53,150	55,156	57,222	59,253	61,344	63,414	65,500										
SPECIALIST MEDICAL SCIENTIST	1/01/18 LRA	9	54,954	57,185	59,166	61,191	63,279	65,329	66,424	68,459	70,508										
	1/04/17 LRA		54,410	56,619	58,580	60,586	62,653	64,683	65,383	66,391	67,890										
MEDICAL SCIENTIST, CHIEF	1/01/18 LRA	9	60,280	62,970	65,337	66,690	69,049	71,362	73,735	76,036	78,351										
	1/04/17 LRA		59,683	62,347	64,690	65,515	66,683	68,712	70,998	73,213	75,442										
NEURO-PHYSIOLOGIST	1/01/18 LRA	10	35,066	37,052	38,850	39,666	40,570	42,936	44,371	45,809	49,355	52,843	LSIs								
	1/04/17 LRA		34,719	36,686	38,466	39,273	40,168	42,511	43,931	45,355	48,866	52,320	LSIs								
NEURO-PHYSIOLOGIST, SENIOR	1/01/18 LRA	8	44,047	45,363	46,754	48,177	49,642	51,003	54,368	57,738	LSIs										
	1/04/17 LRA		43,611	44,914	46,291	47,700	49,151	50,498	53,830	57,167	LSIs										
NEURO-PHYSIOLOGIST, CHIEF I	1/01/18 LRA	8	47,996	48,992	50,315	51,599	52,883	54,156	57,443	60,796	LSIs										
	1/04/17 LRA		47,521	48,507	49,817	51,088	52,360	53,619	56,874	60,194	LSIs										
NEURO-PHYSIOLOGIST, CHIEF II	1/01/18 LRA	8	49,377	51,778	54,119	56,472	58,863	61,946	65,435	67,723	LSIs										
	1/04/17 LRA		48,888	51,265	53,583	55,913	58,280	61,332	64,787	66,026	LSIs										
OCCUPATIONAL THERAPIST	1/01/18 LRA	14	35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	51,543	LSI				
	1/04/17 LRA		34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI				
OCCUPATIONAL THERAPIST, SENIOR	1/01/18 LRA	9	51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810										
	1/04/17 LRA		51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208										
CLINICAL SPECIALIST OCCUPATIONAL THERAPIST	1/01/18 LRA	9	57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										
	1/04/17 LRA		56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19	
OCCUPATIONAL THERAPIST MANAGER	1/01/18 LRA	7	62,257	64,497	65,723	67,915	70,094	72,275	74,450													
	1/04/17 LRA		61,641	63,858	65,036	66,121	67,491	69,591	71,686													
OCCUPATIONAL THERAPIST MANAGER-IN-CHARGE III	1/01/18 LRA	7	71,880	73,016	74,148	75,343	76,599	77,853	78,858													
	1/04/17 LRA		69,212	70,305	71,395	72,545	73,755	74,963	75,930													
ORTHOPTIST	1/01/18 LRA	14	35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	51,543	LSI					
	1/04/17 LRA		34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI					
ORTHOPTIST, SENIOR	1/01/18 LRA	9	51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810											
	1/04/17 LRA		51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208											
PATHOLOGY TECHNICIAN, BASIC	1/01/18 LRA	13	28,904	30,823	32,004	32,538	33,390	34,231	35,072	35,913	36,756	37,602	38,445	39,286	40,048							
	1/04/17 LRA		28,618	30,518	31,687	32,216	33,060	33,893	34,725	35,558	36,392	37,230	38,064	38,897	39,652							
PATHOLOGY TECHNICIAN, SENIOR	1/01/18 LRA	11	34,250	35,455	36,664	37,871	39,078	40,286	41,496	42,703	43,910	45,119	46,336									
	1/04/17 LRA		33,911	35,104	36,301	37,496	38,691	39,887	41,085	42,280	43,475	44,672	45,877									
PHARMACEUTICAL TECHNICIAN, STUDENT	1/01/18 LRA	5	23,884	25,204	26,054	27,017	27,980															
	1/04/17 LRA		23,648	24,954	25,796	26,749	27,703															
PHARMACEUTICAL TECHNICIAN	1/01/18 LRA	10	32,614	34,704	36,126	37,055	37,983	38,912	39,840	40,769	41,697	42,626										
	1/04/17 LRA		32,292	34,360	35,768	36,688	37,607	38,526	39,446	40,365	41,284	42,204										
PHARMACEUTICAL TECHNICIAN, SENIOR	1/01/18 LRA	6	44,300	45,245	46,191	47,136	48,081	49,028														
	1/04/17 LRA		43,862	44,797	45,733	46,669	47,605	48,542														
PHARMACY STUDENT	1/01/18 LRA	2	23,400	25,524																		
	1/04/17 LRA		23,168	25,271																		
PHARMACIST	1/01/18 LRA	13	33,160	35,792	36,732	39,657	42,436	45,247	48,071	50,929	53,804	56,733	59,713	62,751	63,971	LSI						
	1/04/17 LRA		32,831	35,438	36,368	39,265	42,016	44,799	47,595	50,425	53,271	56,171	59,122	62,130	63,338	LSI						
PHARMACIST, SENIOR	1/01/18 LRA	8	61,031	63,836	64,734	65,628	65,737	66,988	68,318	70,635												
	1/04/17 LRA		60,427	63,204	64,093	64,979	65,043	66,662	66,321	68,013												
PHARMACIST, CHIEF II	1/01/18 LRA	6	67,552	71,950	74,519	77,696	81,089	84,601														
	1/04/17 LRA		65,941	69,278	71,752	74,811	78,074	81,413														
PHARMACIST, CHIEF I	1/01/18 LRA	6	76,496	80,004	81,379	83,281	85,390	87,541														
	1/04/17 LRA		73,656	77,034	78,350	80,158	82,163	84,207														
PHLEBOTOMIST TRAINEE	1/01/18 LRA	1	19,048																			
	1/04/17 LRA		18,859																			
PHLEBOTOMIST	1/01/18 LRA	9	28,913	31,111	32,013	33,392	34,856	36,340	37,831	39,360	40,113	LSI										
	1/04/17 LRA		28,626	30,803	31,696	33,062	34,511	35,980	37,457	38,971	39,716	LSI										
PHLEBOTOMIST, SENIOR	1/01/18 LRA	6	35,048	36,971	38,621	40,332	42,036	43,796														
	1/04/17 LRA		34,701	36,605	38,239	39,933	41,620	43,363														
PHYSICIST, GRADUATE TRAINEE - YEAR 1	1/01/18 LRA	1	25,338																			
	1/04/17 LRA		25,088																			
PHYSICIST, GRADUATE TRAINEE - YEAR 2	1/01/18 LRA	1	26,513																			
	1/04/17 LRA		26,250																			
PHYSICIST	1/01/18 LRA	15	36,856	39,577	40,839	42,860	44,865	47,232	48,791	50,286	54,095	55,716	57,428	59,139	60,844	62,570	63,522					
	1/04/17 LRA		36,491	39,185	40,435	42,435	44,420	46,764	48,308	49,789	53,560	55,165	56,860	58,553	60,242	61,951	62,893					
PHYSICIST, SENIOR	1/01/18 LRA	10	62,413	65,195	66,946	69,653	72,363	75,070	77,778	80,488	82,984	85,710	LSIs									
	1/04/17 LRA		61,795	64,550	65,641	67,067	69,676	72,283	74,890	77,500	79,875	82,467	LSIs									
PHYSICIST, PRINCIPAL	1/01/18 LRA	7	77,040	82,384	87,824	93,313	98,395	101,464	104,531	LSIs												
	1/04/17 LRA		74,180	79,306	84,476	89,694	94,524	97,441	100,356	LSIs												

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
PHYSICIST, CHIEF	1/01/18 LRA	6	98,949	101,764	104,583	106,879	110,220	113,556	LSIs												
	1/04/17 LRA		95,050	97,726	100,405	102,588	105,763	108,934	LSIs												
PHYSIOTHERAPIST	1/01/18 LRA	14	35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	51,543	LSI				
	1/04/17 LRA		34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI				
PHYSIOTHERAPIST, SENIOR	1/01/18 LRA	9	51,645	52,747	53,881	55,007	56,133	57,317	58,566	59,812	60,810										
	1/04/17 LRA		51,134	52,224	53,348	54,463	55,578	56,750	57,987	59,220	60,208										
CLINICAL SPECIALIST PHYSIOTHERAPIST	1/01/18 LRA	9	57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										
	1/04/17 LRA		56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										
PHYSIOTHERAPIST MANAGER	1/01/18 LRA	7	62,257	64,497	65,723	67,915	70,094	72,275	74,450												
	1/04/17 LRA		61,641	63,858	65,036	66,121	67,491	69,591	71,686												
PHYSIOTHERAPIST MANAGER-IN-CHARGE III	1/01/18 LRA	7	71,880	73,016	74,148	75,343	76,599	77,853	78,858												
	1/04/17 LRA		69,212	70,305	71,395	72,545	73,755	74,963	75,930												
PLAY SPECIALIST, BASIC	1/01/18 LRA	14	35,289	37,350	39,097	40,212	41,419	42,534	43,554	44,761	45,468	46,990	48,105	49,312	50,519	51,494	LSI				
	1/04/17 LRA		34,939	36,981	38,710	39,814	41,009	42,112	43,123	44,318	45,018	46,525	47,629	48,824	50,019	50,984	LSI				
PLAY SPECIALIST, SENIOR	1/01/18 LRA	8	50,161	51,390	52,712	54,224	55,548	56,787	57,902	58,659											
	1/04/17 LRA		49,664	50,881	52,190	53,688	54,998	56,224	57,328	58,078											
PLAY THERAPIST, BASIC	1/01/18 LRA	14	35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	51,543	LSI				
	1/04/17 LRA		34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI				
PLAY THERAPIST, SENIOR	1/01/18 LRA	9	51,645	52,747	53,881	55,007	56,132	57,319	58,566	59,812	60,810										
	1/04/17 LRA		51,134	52,224	53,348	54,463	55,576	56,752	57,987	59,220	60,208										
PSYCHOLOGIST, TRAINEE CLINICAL (pre 2006) **grade obsolete - not for use **	1/01/18 LRA	5	38,157	40,727	42,285	44,194	46,086														
	1/04/17 LRA		37,779	40,324	41,866	43,757	45,630														
PSYCHOLOGIST, TRAINEE CLINICAL (post 2006)	1/01/18 LRA	3	33,517	36,087	40,930																
	1/04/17 LRA		33,185	35,729	40,525																
PSYCHOLOGIST, CLINICAL	1/01/18 LRA	13	50,081	53,266	55,533	57,897	60,248	62,579	65,513	68,891	72,817	76,795	80,033	82,533	85,036	LSIs					
	1/04/17 LRA		49,585	52,739	54,983	57,324	59,652	61,959	64,864	66,605	70,114	73,943	77,061	79,447	81,826	LSIs					
PSYCHOLOGIST, EDUCATIONAL	1/01/18 LRA	13	50,081	53,266	55,533	57,897	60,248	62,579	65,513	68,891	72,817	76,795	80,033	82,533	85,036	LSIs					
	1/04/17 LRA		49,585	52,739	54,983	57,324	59,652	61,959	64,864	66,605	70,114	73,943	77,061	79,447	81,826	LSIs					
PSYCHOLOGIST, COUNSELLING	1/01/18 LRA	13	50,081	53,266	55,533	57,897	60,248	62,579	65,513	68,891	72,817	76,795	80,033	82,533	85,036	LSIs					
	1/04/17 LRA		49,585	52,739	54,983	57,324	59,652	61,959	64,864	66,605	70,114	73,943	77,061	79,447	81,826	LSIs					
PSYCHOLOGIST, SENIOR CLINICAL	1/01/18 LRA	8	79,127	80,947	82,783	84,609	86,421	87,115	89,839	92,565	LSIs										
	1/04/17 LRA		76,189	77,940	79,685	81,420	83,143	83,803	86,391	88,983	LSIs										
PSYCHOLOGIST, COUNSELLING SENIOR	1/01/18 LRA	8	79,127	80,947	82,783	84,609	86,421	87,115	89,839	92,565	LSIs										
	1/04/17 LRA		76,189	77,940	79,685	81,420	83,143	83,803	86,391	88,983	LSIs										
PSYCHOLOGIST, EDUCATIONAL SENIOR	1/01/18 LRA	8	79,127	80,947	82,783	84,609	86,421	87,115	89,839	92,565	LSIs										
	1/04/17 LRA		76,189	77,940	79,685	81,420	83,143	83,803	86,391	88,983	LSIs										
PSYCHOLOGIST, PRINCIPAL CLINICAL	1/01/18 LRA	7	91,925	94,067	96,213	98,342	99,950	103,057	106,164	LSIs											
	1/04/17 LRA		88,374	90,410	92,450	94,474	96,002	98,955	101,908	LSIs											
PSYCHOLOGY, DIRECTOR OF	1/01/18 LRA	7	99,949	102,345	104,745	107,142	108,954	112,348	115,743	LSIs											
	1/04/17 LRA		96,001	98,279	100,560	102,838	104,560	107,787	111,013	LSIs											
RADIOGRAPHER	1/01/18 LRA	14	33,903	35,869	37,558	38,639	39,737	40,850	41,933	43,012	44,132	45,225	46,284	47,370	48,491	49,544	LSI				
	1/04/17 LRA		33,567	35,514	37,186	38,256	39,344	40,446	41,518	42,586	43,695	44,777	45,825	46,901	48,011	49,054	LSI				
RADIOGRAPHER, SENIOR	1/01/18 LRA	5	45,519	47,250	49,053	50,883	52,737														
	1/04/17 LRA		45,068	46,782	48,567	50,379	52,215														

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
RADIATION THERAPIST	1/01/18 LRA	11	33,904	35,370	37,559	38,637	39,738	42,912	45,519	47,251	49,053	50,882	52,736								
	1/04/17 LRA		33,568	35,020	37,187	38,255	39,345	42,488	45,068	46,783	48,567	50,379	52,213								
CLINICAL SPECIALIST RADIOGRAPHER AND FORMER SUPERINTENDENT 1 NOT IN CHARGE OF DEPARTMENTS	1/01/18 LRA	5	51,097	53,694	55,898	58,105	60,355														
	1/04/17 LRA		50,591	53,162	55,345	57,530	59,758														
RADIOGRAPHY SERVICE MANAGER 1 (FORMERLY RADIOGRAPHER, SUPERINTENDENT I AND II)	1/01/18 LRA	5	53,009	55,877	58,310	60,767	63,270														
	1/04/17 LRA		52,484	55,324	57,733	60,165	62,644														
RADIOGRAPHY SERVICE MANAGER 2 (FORMERLY RADIOGRAPHER, SUPERINTENDENT III)	1/01/18 LRA	5	57,748	60,440	64,129	66,849	70,551														
	1/04/17 LRA		57,177	59,842	63,495	65,594	67,931														
REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT	1/01/18 LRA	8	66,212	66,838	68,418	70,045	71,626	73,238	75,572	77,983	LSIs										
	1/04/17 LRA		65,556	65,588	66,370	67,444	68,966	70,518	72,766	75,087	LSIs										
REGIONAL PUBLIC ANALYST, DEPUTY (ADVANCED PRACTITIONER)	1/01/18 LRA	8	70,443	71,836	73,226	74,641	76,028	77,429	79,896	82,449	LSIs										
	1/04/17 LRA		67,827	69,169	70,507	71,870	73,205	74,554	76,930	79,367	LSIs										
REGIONAL PUBLIC ANALYST	1/01/18 LRA	7	81,699	83,465	85,212	86,975	88,738	91,584	94,523	LSIs											
	1/04/17 LRA		78,654	80,333	81,994	83,670	85,345	88,050	90,844	LSIs											
RESPIRATORY PHYSIOLOGIST	1/01/18 LRA	10	35,066	37,052	38,850	39,666	40,570	42,936	44,371	45,809	49,355	52,843	LSIs								
	1/04/17 LRA		34,719	36,686	38,466	39,273	40,168	42,511	43,931	45,355	48,866	52,320	LSIs								
RESPIRATORY PHYSIOLOGIST, SENIOR	1/01/18 LRA	8	44,047	45,363	46,754	48,177	49,642	51,003	54,368	57,738	LSIs										
	1/04/17 LRA		43,611	44,914	46,291	47,700	49,151	50,498	53,830	57,167	LSIs										
RESPIRATORY PHYSIOLOGIST, CHIEF I	1/01/18 LRA	8	47,996	48,992	50,315	51,599	52,883	54,156	57,443	60,796	LSIs										
	1/04/17 LRA		47,521	48,507	49,817	51,088	52,360	53,619	56,874	60,194	LSIs										
RESPIRATORY PHYSIOLOGIST, CHIEF II	1/01/18 LRA	8	49,377	51,778	54,119	56,472	58,863	61,946	65,435	67,723	LSIs										
	1/04/17 LRA		48,888	51,265	53,583	55,913	58,280	61,332	64,787	66,026	LSIs										
SOCIAL WORK PRACTITIONER, SENIOR	1/01/18 LRA	8	49,648	51,831	54,044	56,250	58,448	60,640	62,828	63,940	LSI										
	1/04/17 LRA		49,157	51,318	53,509	55,693	57,869	60,039	62,206	63,307	LSI										
SOCIAL WORKER	1/01/18 LRA	12	33,684	36,299	37,315	39,229	41,210	43,194	45,170	47,174	49,153	50,673	52,197	53,207	LSI						
	1/04/17 LRA		33,351	35,939	36,945	38,841	40,802	42,767	44,723	46,707	48,666	50,171	51,680	52,680	LSI						
PROFESSIONALLY QUALIFIED SOCIAL WORKER	1/01/18 LRA	10	40,217	43,094	44,574	46,705	48,834	50,967	53,095	55,224	57,356	58,468	LSI								
	1/04/17 LRA		39,819	42,667	44,132	46,242	48,351	50,462	52,570	54,677	56,789	57,889	LSI								
MEDICAL SOCIAL WORKER	1/01/18 LRA	10	40,217	43,094	44,574	46,705	48,834	50,967	53,095	55,224	57,356	58,468	LSI								
	1/04/17 LRA		39,819	42,667	44,132	46,242	48,351	50,462	52,570	54,677	56,789	57,889	LSI								
PSYCHIATRIC SOCIAL WORKER	1/01/18 LRA	10	40,217	43,094	44,574	46,705	48,834	50,967	53,095	55,224	57,356	58,468	LSI								
	1/04/17 LRA		39,819	42,667	44,132	46,242	48,351	50,462	52,570	54,677	56,789	57,889	LSI								
SOCIAL WORKER SENIOR MEDICAL	1/01/18 LRA	7	57,356	58,992	60,628	62,264	63,899	65,535	66,161												
	1/04/17 LRA		56,789	58,408	60,028	61,648	63,266	64,886	65,253												
SOCIAL WORKER, PRINCIPAL (EX - SOCIAL WORKER, SENIOR / HEAD MEDICAL)	1/01/18 LRA	6	65,535	67,422	70,272	73,123	75,973	78,827													
	1/04/17 LRA		64,886	65,877	67,663	70,408	73,152	75,900													
SOCIAL WORKER, TEAM LEADER	1/01/18 LRA	7	57,356	58,992	60,628	62,264	63,899	65,535	66,161												
	1/04/17 LRA		56,789	58,408	60,028	61,648	63,266	64,886	65,253												
SPEECH AND LANGUAGE THERAPIST	1/01/18 LRA	14	35,319	37,410	39,131	40,382	41,442	42,539	43,623	44,736	45,843	46,949	48,114	49,339	50,563	51,543	LSI				
	1/04/17 LRA		34,969	37,040	38,743	39,982	41,031	42,118	43,191	44,293	45,389	46,484	47,638	48,851	50,062	51,033	LSI				

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
SPEECH AND LANGUAGE THERAPIST, SENIOR	1/01/18 LRA	9	51,645	52,746	53,882	55,007	56,133	57,318	58,566	59,811	60,810										
	1/04/17 LRA		51,134	52,224	53,348	54,462	55,577	56,750	57,986	59,219	60,208										
CLINICAL SPECIALIST SPEECH AND LANGUAGE THERAPIST	1/01/18 LRA	9	57,129	58,231	59,364	60,492	61,616	62,802	64,049	65,295	66,294										
	1/04/17 LRA		56,564	57,654	58,776	59,893	61,006	62,180	63,415	64,648	65,638										
SPEECH AND LANGUAGE THERAPIST MANAGER	1/01/18 LRA	7	62,257	64,497	65,723	67,915	70,094	72,275	74,451												
	1/04/17 LRA		61,640	63,859	65,036	66,121	67,491	69,591	71,687												
SPEECH AND LANGUAGE THERAPIST MANAGER-IN-CHARGE III	1/01/18 LRA	7	71,880	73,016	74,148	75,343	76,599	77,853	78,858												
	1/04/17 LRA		69,212	70,305	71,395	72,545	73,755	74,963	75,930												
TRAINEE SOCIAL CARE WORKER	1/01/18 LRA	5	25,823	27,703	28,580	30,042	31,296														
	1/04/17 LRA		25,567	27,429	28,297	29,745	30,986														
SOCIAL CARE WORKER (WITH QUALIFICATION)	1/01/18 LRA	12	31,605	32,979	34,668	35,906	37,155	38,411	39,687	40,983	42,270	43,580	44,896	45,759 LSI							
	1/04/17 LRA		31,293	32,652	34,325	35,550	36,788	38,031	39,294	40,577	41,851	43,148	44,451	45,306 LSI							
SOCIAL CARE WORKER (WITHOUT QUALIFICATION)	1/01/18 LRA	11	31,605	32,979	34,668	35,906	37,155	38,411	39,687	40,983	42,270	43,580	44,896								
	1/04/17 LRA		31,293	32,652	34,325	35,550	36,788	38,031	39,294	40,577	41,851	43,148	44,451								
SOCIAL CARE LEADER	1/01/18 LRA	7	45,514	46,508	47,501	50,127	51,143	52,154	53,177												
	1/04/17 LRA		45,063	46,047	47,031	49,631	50,636	51,637	52,650												
SOCIAL CARE MANAGER IN CHILDREN'S RESIDENTIAL CENTRES	1/01/18 LRA	6	55,008	56,190	59,315	60,523	61,727	62,944													
	1/04/17 LRA		54,463	55,634	58,728	59,923	61,115	62,321													
VASCULAR PHYSIOLOGIST	1/01/18 LRA	10	35,066	37,052	38,850	39,666	40,570	42,936	44,371	45,809	49,355	52,843	LSIs								
	1/04/17 LRA		34,719	36,686	38,466	39,273	40,168	42,511	43,931	45,355	48,866	52,320	LSIs								
VASCULAR PHYSIOLOGIST, SENIOR	1/01/18 LRA	8	44,047	45,363	46,754	48,177	49,642	51,003	54,368	57,738	LSIs										
	1/04/17 LRA		43,611	44,914	46,291	47,700	49,151	50,498	53,830	57,167	LSIs										
VASCULAR PHYSIOLOGIST, CHIEF I	1/01/18 LRA	8	47,996	48,992	50,315	51,599	52,883	54,156	57,443	60,796	LSIs										
	1/04/17 LRA		47,521	48,507	49,817	51,088	52,360	53,619	56,874	60,194	LSIs										
VASCULAR PHYSIOLOGIST, CHIEF II	1/01/18 LRA	8	49,377	51,778	54,119	56,472	58,863	61,946	65,435	67,723	LSIs										
	1/04/17 LRA		48,888	51,265	53,583	55,913	58,280	61,332	64,787	66,026	LSIs										

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

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

INTERN SCHEME FOR SUPPORT STAFF (YEAR 1)	1/01/18 LRA	1	23,517																			
	1/04/17 LRA		23,285																			
INTERN SCHEME FOR SUPPORT STAFF (YEAR 2)	1/01/18 LRA	1	24,841																			
	1/04/17 LRA		24,596																			
EMERGENCY MEDICAL TECHNICIAN	1/01/18 LRA	11	26,969	28,815	29,853	31,077	31,906	32,417	33,231	34,057	34,873	36,508	38,016 LSI									
	1/04/17 LRA		26,702	28,530	29,557	30,770	31,590	32,096	32,902	33,719	34,528	36,147	37,640 LSI									
EMERGENCY MEDICAL TECHNICIAN, LEADING	1/01/18 LRA	9	30,461	31,704	32,637	33,864	35,097	36,327	37,561	39,890	41,547 LSI											
	1/04/17 LRA		30,159	31,390	32,313	33,528	34,749	35,967	37,189	39,495	41,135 LSI											
EMERGENCY MEDICAL CONTROLLER	1/01/18 LRA	11	27,516	29,197	30,461	31,704	32,637	33,864	35,097	36,327	37,561	39,890	41,547 LSI									
	1/04/17 LRA		27,243	28,907	30,159	31,390	32,313	33,528	34,749	35,967	37,189	39,495	41,135 LSI									
EMERGENCY MEDICAL CONTROLLER, SUPERVISOR	1/01/18 LRA	7	41,621	42,947	44,273	45,598	46,923	48,459	49,991	LSIs												
	1/04/17 LRA		41,209	42,522	43,834	45,146	46,458	47,980	49,496	LSIs												
CARE ASSISTANT (INTELLECTUAL DISABILITY AGENCIES)	1/01/18 LRA	13	25,785	26,781	28,135	28,585	29,314	31,036	32,733	33,272	34,612	35,614	36,430	37,347	38,057 LSI							
	1/04/17 LRA		25,529	26,516	27,856	28,302	29,023	30,729	32,409	32,942	34,269	35,261	36,070	36,977	37,680 LSI							
CARE OFFICER - BASIC RATE (CMH, DUNDRUM)	1/01/18 LRA	11	31,399	32,347	33,494	34,632	35,776	36,919	38,175	39,319	40,468	41,803	42,845									
	1/04/17 LRA		31,088	32,026	33,162	34,289	35,422	36,553	37,797	38,930	40,068	41,390	42,421									
CARE OFFICER - 5% (CMH, DUNDRUM)	1/01/18 LRA	11	32,641	33,956	35,162	36,363	37,566	38,768	40,092	41,295	42,505	43,911	45,007									
	1/04/17 LRA		32,318	33,619	34,814	36,003	37,194	38,384	39,695	40,887	42,085	43,476	44,561									
CARE OFFICER - 6.5% (CMH, DUNDRUM)	1/01/18 LRA	11	32,667	33,981	35,190	36,390	37,595	38,797	40,122	41,327	42,537	43,944	45,041									
	1/04/17 LRA		32,344	33,645	34,841	36,030	37,223	38,413	39,725	40,918	42,116	43,509	44,595									
CHARGE ATTENDANT NET RATE (CMH, DUNDRUM)	1/01/18 LRA	4	43,771	44,985	46,207	47,364																
	1/04/17 LRA		43,338	44,539	45,750	46,895																
CHARGE ATTENDANT 5% RATE (CMH, DUNDRUM)	1/01/18 LRA	4	45,983	47,259	48,547	49,763																
	1/04/17 LRA		45,528	46,791	48,066	49,271																
CHARGE ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/01/18 LRA	4	46,020	47,297	48,584	49,802																
	1/04/17 LRA		45,564	46,829	48,103	49,309																
HEAD ATTENDANT (CMH, DUNDRUM)	1/01/18 LRA	1	55,530																			
	1/04/17 LRA		54,980																			
HEAD ATTENDANT 5% RATE (CMH, DUNDRUM)	1/01/18 LRA	1	58,357																			
	1/04/17 LRA		57,779																			
HEAD ATTENDANT 6.5% RATE (CMH, DUNDRUM)	1/01/18 LRA	1	58,401																			
	1/04/17 LRA		57,823																			
CRAFTSMEN (PAYPATH)	1/01/18 LRA	11	32,676	33,697	36,194	36,445	36,696	36,947	37,199	37,450	37,701	37,954	38,234									Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/04/17 LRA		32,352	33,363	35,836	36,084	36,333	36,581	36,831	37,080	37,328	37,578	37,855									Pt 1 paid on recruitment, pt. 2 after .5 years etc.
CRAFTSMEN'S MATE (PAYPATH)	1/01/18 LRA	14	26,724	27,614	29,581	29,915	30,077	30,251	30,414	30,502	30,582	30,667	30,752	30,886	30,989	31,239						Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/04/17 LRA		26,459	27,341	29,288	29,619	29,779	29,951	30,113	30,200	30,280	30,363	30,448	30,580	30,682	30,930						Pt 1 paid on recruitment, pt. 2 after .5 years etc.
CHARGEHAND (PAYPATH)	1/01/18 LRA	14	35,001	36,171	38,778	39,212	39,421	39,653	39,871	39,984	40,094	40,206	40,319	40,497	40,634	40,968						Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	1/04/17 LRA		34,654	35,813	38,394	38,824	39,031	39,261	39,476	39,589	39,698	39,808	39,920	40,096	40,232	40,562						Pt 1 paid on recruitment, pt. 2 after .5 years etc.

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
ASSISTANT FOREMAN (PAYPATH)	1/01/18 LRA	12	40,499	40,953	41,173	41,415	41,643	41,762	41,877	41,994	42,112	42,299	42,442	42,791			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/04/17 LRA		40,098	40,548	40,765	41,005	41,231	41,348	41,463	41,578	41,695	41,880	42,022	42,367			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
FOREMAN (PAYPATH)	1/01/18 LRA	12	43,081	43,566	43,800	44,058	44,302	44,428	44,551	44,675	44,802	45,001	45,154	45,526			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/04/17 LRA		42,654	43,134	43,366	43,622	43,863	43,988	44,110	44,233	44,358	44,555	44,706	45,075			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CRAFTSMEN (NON-PAYPATH)	1/01/18 LRA	14	32,325	33,101	35,460	35,862	36,058	36,277	36,475	36,582	36,683	36,790	36,891	37,058	37,156	37,495	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/04/17 LRA		32,005	32,773	35,109	35,507	35,701	35,917	36,114	36,219	36,320	36,425	36,526	36,691	36,789	37,124	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CRAFTSMEN'S MATE (NON-PAYPATH)	1/01/18 LRA	14	26,173	27,071	28,969	29,303	29,464	29,647	29,811	29,901	29,984	30,072	30,154	30,288	30,369	30,643	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/04/17 LRA		25,914	26,803	28,682	29,013	29,173	29,353	29,516	29,605	29,687	29,774	29,856	29,988	30,069	30,340	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
CHARGEHAND (NON-PAYPATH)	1/01/18 LRA	14	34,289	35,456	37,987	38,419	38,630	38,865	39,078	39,193	39,302	39,416	39,526	39,705	39,811	40,175	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/04/17 LRA		33,950	35,105	37,611	38,039	38,247	38,480	38,692	38,805	38,913	39,026	39,134	39,311	39,416	39,777	Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
ASSISTANT FOREMAN (NON-PAYPATH)	1/01/18 LRA	12	39,671	40,124	40,344	40,590	40,814	40,933	41,048	41,167	41,282	41,469	41,580	41,961			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/04/17 LRA		39,279	39,727	39,945	40,188	40,410	40,528	40,641	40,760	40,873	41,059	41,168	41,546			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
FOREMAN (NON-PAYPATH)	1/01/18 LRA	12	42,198	42,681	42,916	43,178	43,417	43,544	43,667	43,794	43,916	44,116	44,234	44,641			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
	1/04/17 LRA		41,781	42,258	42,491	42,751	42,987	43,113	43,234	43,361	43,481	43,679	43,796	44,199			Pt 1 paid on recruitment, pt. 2 after .5 years etc.				
DENTAL TECHNICIAN, SENIOR	1/01/18 LRA	9	36,378	37,268	38,160	39,047	39,939	40,831	41,722	42,609	43,547	LSI									
	1/04/17 LRA		36,018	36,899	37,783	38,660	39,544	40,426	41,309	42,188	43,116	LSI									
DENTAL TECHNICIAN, BASIC	1/01/18 LRA	11	28,347	30,279	31,384	32,456	33,210	34,272	35,333	36,397	37,458	38,525	39,369	LSI							
	1/04/17 LRA		28,066	29,979	31,073	32,135	32,881	33,932	34,983	36,036	37,087	38,144	38,979	LSI							
DOMESTICS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
MULTI-TASK ATTENDANT	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
HEALTH CARE ASSISTANT	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
ATTENDANTS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
CLEANERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
PORTERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
PORTERS / DRIVERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
BUILDERS LABOURERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
GENERAL LABOURERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
GROUNDSMEN	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
GARDEN LABOURERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
FARM LABOURERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
DRIVERS WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DRIVERS WHOSE DUTIES INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS (ON PUBLIC ROADS)	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
GATE KEEPERS **grade obsolete - not for use **	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
CARETAKERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
STORES PORTERS / ATTENDANTS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
LAUNDRY WORKERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
HOSTEL SUPERVISOR	1/01/18 LRA	7	30,237	30,598	31,643	32,413	33,524	34,676	35,870												
	1/04/17 LRA		29,937	30,295	31,330	32,092	33,192	34,333	35,514												
SEAMSTRESS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
HAIRDRESSERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
BEAUTICIANS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
BARBERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
MINI BUS DRIVERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
TRACTOR DRIVERS **grade obsolete - not for use **	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
VAN DRIVERS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
MORTUARY ATTENDANTS	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
LABORATORY ATTENDANTS	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
THEATRE PORTERS / ATTENDANTS	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
DARK ROOM PORTERS / ATTENDANTS	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245										
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906										
GARDENER	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
STOREMAN	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
BOILERMEN	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										
BOILERMAN / GROUNDSMAN	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149										
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830										

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DOMESTIC SUPERVISOR	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
	1/04/17 LRA		32,125	33,064	34,068	35,032	36,061	37,122	38,216												
PORTER SUPERVISOR	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
	1/04/17 LRA		32,125	33,064	34,068	35,032	36,061	37,122	38,216												
DINING ROOM SUPERVISOR	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
	1/04/17 LRA		32,125	33,064	34,068	35,032	36,061	37,122	38,216												
CATERING SUPERVISOR	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
	1/04/17 LRA		32,125	33,064	34,068	35,032	36,061	37,122	38,216												
TEAM LEADER, SUPPORT SERVICES	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
	1/04/17 LRA		32,125	33,064	34,068	35,032	36,061	37,122	38,216												
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
	1/04/17 LRA		32,125	33,064	34,068	35,032	36,061	37,122	38,216												
LINEN ROOM SUPERVISOR	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
	1/04/17 LRA		32,125	33,064	34,068	35,032	36,061	37,122	38,216												
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
	1/04/17 LRA		32,125	33,064	34,068	35,032	36,061	37,122	38,216												
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF	1/01/18 LRA	7	32,446	33,395	34,409	35,382	36,422	37,493	38,598												
	1/04/17 LRA		32,125	33,064	34,068	35,032	36,061	37,122	38,216												
DOMESTICS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
CLEANERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
PORTERS / DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
BUILDERS LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
GENERAL LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
GROUNDSMEN (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
GARDEN LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
FARM LABOURERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
GATE KEEPERS (NON-DUBLIN) (NON-PAYPATH) **grade obsolete - not for use **	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CARETAKERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
LAUNDRY WORKERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704				
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400				
SEAMSTRESS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,902	27,557	29,779	29,949	30,105	30,195	30,281	30,374	30,458	30,548	30,642	30,738	30,833	30,930	31,028				
	1/04/17 LRA		26,636	27,284	29,484	29,652	29,807	29,896	29,981	30,073	30,156	30,246	30,338	30,434	30,528	30,623	30,720				
HAIRDRESSERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,902	27,557	29,779	29,949	30,105	30,195	30,281	30,374	30,458	30,548	30,642	30,738	30,833	30,930	31,028				
	1/04/17 LRA		26,636	27,284	29,484	29,652	29,807	29,896	29,981	30,073	30,156	30,246	30,338	30,434	30,528	30,623	30,720				
BEAUTICIANS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,902	27,557	29,779	29,949	30,105	30,195	30,281	30,374	30,458	30,548	30,642	30,738	30,833	30,930	31,028				
	1/04/17 LRA		26,636	27,284	29,484	29,652	29,807	29,896	29,981	30,073	30,156	30,246	30,338	30,434	30,528	30,623	30,720				
BARBERS (NON-DUBLIN)(NON-PAYPATH)	1/01/18 LRA	15	26,902	27,557	29,779	29,949	30,105	30,195	30,281	30,374	30,458	30,548	30,642	30,738	30,833	30,930	31,028				
	1/04/17 LRA		26,636	27,284	29,484	29,652	29,807	29,896	29,981	30,073	30,156	30,246	30,338	30,434	30,528	30,623	30,720				
MINI BUS DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
	1/04/17 LRA		26,713	27,359	29,570	29,733	29,888	29,976	30,064	30,150	30,238	30,331	30,418	30,515	30,614	30,711	30,808				
TRACTOR DRIVERS (NON-DUBLIN) (NON-PAYPATH) **grade obsolete - not for use **	1/01/18 LRA	15	26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
	1/04/17 LRA		26,713	27,359	29,570	29,733	29,888	29,976	30,064	30,150	30,238	30,331	30,418	30,515	30,614	30,711	30,808				
VAN DRIVERS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
	1/04/17 LRA		26,713	27,359	29,570	29,733	29,888	29,976	30,064	30,150	30,238	30,331	30,418	30,515	30,614	30,711	30,808				
MORTUARY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
	1/04/17 LRA		26,713	27,359	29,570	29,733	29,888	29,976	30,064	30,150	30,238	30,331	30,418	30,515	30,614	30,711	30,808				
LABORATORY ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
	1/04/17 LRA		26,713	27,359	29,570	29,733	29,888	29,976	30,064	30,150	30,238	30,331	30,418	30,515	30,614	30,711	30,808				
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
	1/04/17 LRA		26,713	27,359	29,570	29,733	29,888	29,976	30,064	30,150	30,238	30,331	30,418	30,515	30,614	30,711	30,808				
DARK ROOM PORTERS /ATTENDANTS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,980	27,632	29,866	30,030	30,187	30,276	30,365	30,452	30,540	30,634	30,723	30,821	30,920	31,018	31,116				
	1/04/17 LRA		26,713	27,359	29,570	29,733	29,888	29,976	30,064	30,150	30,238	30,331	30,418	30,515	30,614	30,711	30,808				
GARDENER (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	27,358	28,011	30,285	30,449	30,601	30,695	30,780	30,870	30,956	31,049	31,146	31,246	31,358	31,443	31,543				
	1/04/17 LRA		27,087	27,734	29,985	30,147	30,298	30,391	30,475	30,565	30,650	30,742	30,838	30,936	31,047	31,132	31,230				
STOREMAN (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	27,358	28,011	30,285	30,449	30,601	30,695	30,780	30,870	30,956	31,049	31,146	31,246	31,358	31,443	31,543				
	1/04/17 LRA		27,087	27,734	29,985	30,147	30,298	30,391	30,475	30,565	30,650	30,742	30,838	30,936	31,047	31,132	31,230				
BOILERMAN / GROUNDSMAN (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	27,358	28,011	30,285	30,449	30,601	30,695	30,780	30,870	30,956	31,049	31,146	31,246	31,358	31,443	31,543				
	1/04/17 LRA		27,087	27,734	29,985	30,147	30,298	30,391	30,475	30,565	30,650	30,742	30,838	30,936	31,047	31,132	31,230				
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832						
	1/04/17 LRA		30,164	30,338	30,500	30,596	30,690	30,785	30,910	30,984	31,081	31,193	31,300	31,409	31,517						
DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832						
	1/04/17 LRA		30,164	30,338	30,500	30,596	30,690	30,785	30,910	30,984	31,081	31,193	31,300	31,409	31,517						

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19	
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832							
	1/04/17 LRA		30,164	30,338	30,500	30,596	30,690	30,785	30,910	30,984	31,081	31,193	31,300	31,409	31,517							
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832							
	1/04/17 LRA		30,164	30,338	30,500	30,596	30,690	30,785	30,910	30,984	31,081	31,193	31,300	31,409	31,517							
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	30,466	30,642	30,805	30,902	30,996	31,093	31,219	31,294	31,392	31,505	31,613	31,723	31,832							
	1/04/17 LRA		30,164	30,338	30,500	30,596	30,690	30,785	30,910	30,984	31,081	31,193	31,300	31,409	31,517							
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612							
	1/04/17 LRA		30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612							
	1/04/17 LRA		30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612							
	1/04/17 LRA		30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612							
	1/04/17 LRA		30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612							
	1/04/17 LRA		30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
LINEN ROOM SUPERVISOR (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	31,146	31,334	31,512	31,619	31,723	31,828	31,932	32,044	32,147	32,263	32,377	32,497	32,612							
	1/04/17 LRA		30,838	31,024	31,200	31,306	31,409	31,512	31,616	31,727	31,828	31,944	32,056	32,175	32,289							
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433							
	1/04/17 LRA		31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433							
	1/04/17 LRA		31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433							
	1/04/17 LRA		31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433							
	1/04/17 LRA		31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433							
	1/04/17 LRA		31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (NON-PAYPATH)	1/01/18 LRA	13	32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433							
	1/04/17 LRA		31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102							
PORTERS (DUBLIN) (NON-PAYPATH)	1/01/18 LRA	10	26,066	27,019	28,851	29,111	29,383	29,647	29,913	30,176	30,439	30,696										
	1/04/17 LRA		25,808	26,752	28,565	28,823	29,092	29,353	29,617	29,878	30,138	30,392										

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19						
BOILERMEN (DUBLIN) (NON-PAYPATH)	1/01/18 LRA	10	26,836	27,793	29,706	29,969	30,351	30,495	30,749	31,015	31,272	31,530															
	1/04/17 LRA		26,570	27,518	29,412	29,673	30,050	30,193	30,445	30,708	30,962	31,218															
DOMESTICS (DUBLIN) (NON-PAYPATH)	1/01/18 LRA	10	25,398	25,975	27,711	27,971	28,227	28,481	28,745	29,009	29,272	29,533															
	1/04/17 LRA		25,146	25,717	27,436	27,694	27,948	28,199	28,460	28,722	28,983	29,241															
NURSES AIDES (DUBLIN) (NON-PAYPATH)	1/01/18 LRA	15	26,538	27,196	29,375	29,600	29,694	29,773	29,862	29,957	30,043	30,137	30,228	30,310	30,427	30,554	30,677										
	1/04/17 LRA		26,276	26,926	29,084	29,307	29,400	29,478	29,567	29,660	29,745	29,839	29,928	30,010	30,126	30,252	30,374										
AUDIOLOGY ASSISTANT	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245																
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906																
OCCUPATIONAL THERAPY ASSISTANT	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245																
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906																
PHYSIOTHERAPY ASSISTANT	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245																
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906																
SPEECH AND LANGUAGE THERAPY ASSISTANT	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245																
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906																
RADIOGRAPHY ASSISTANT	1/01/18 LRA	9	27,102	28,728	30,001	30,678	31,418	32,178	32,642	33,433	34,245																
	1/04/17 LRA		26,834	28,444	29,704	30,374	31,107	31,859	32,319	33,102	33,906																
CSSD OPERATIVES	1/01/18 LRA	9	27,314	28,591	30,237	30,598	31,643	32,413	33,524	34,676	35,870																
	1/04/17 LRA		27,044	28,308	29,937	30,295	31,330	32,092	33,192	34,333	35,514																
MEDICAL LABORATORY AIDES	1/01/18 LRA	9	27,314	28,591	30,237	30,598	31,643	32,413	33,524	34,676	35,870																
	1/04/17 LRA		27,044	28,308	29,937	30,295	31,330	32,092	33,192	34,333	35,514																
FAMILY SUPPORT WORKERS	1/01/18 LRA	9	27,314	28,591	30,237	30,598	31,643	32,413	33,524	34,676	35,870																
	1/04/17 LRA		27,044	28,308	29,937	30,295	31,330	32,092	33,192	34,333	35,514																
FAMILY SUPPORT WORKERS (NON-PAYPATH)	1/01/18 LRA	15	29,061	29,891	32,178	32,389	32,587	32,587	32,587	32,609	32,717	32,834	32,989	33,066	33,188	33,316	33,433										
	1/04/17 LRA		28,773	29,595	31,859	32,069	32,264	32,264	32,264	32,286	32,393	32,509	32,663	32,739	32,860	32,986	33,102										
HEALTH CARE SUPPORT ASSISTANT (formerly Home Help)	1/01/18 LRA	9	26,261	27,870	29,067	29,567	30,076	30,580	31,095	31,658	32,149																
	1/04/17 LRA		26,001	27,594	28,779	29,274	29,779	30,277	30,787	31,345	31,830																
HEALTH CARE SUPPORT ASSISTANT (NON-PAYPATH) (formerly Home Help)	1/01/18 LRA	15	26,610	27,264	29,455	29,615	29,776	29,866	29,957	30,048	30,136	30,228	30,318	30,416	30,509	30,609	30,704										
	1/04/17 LRA		26,347	26,995	29,163	29,321	29,481	29,570	29,660	29,750	29,837	29,928	30,018	30,115	30,207	30,306	30,400										

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

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

CATERING OFFICER, GRADE III	1/01/18 LRA	12	27,020	28,871	29,910	31,966	33,711	35,240	36,718	38,712	40,162	41,621	42,972	44,330	LSIs							
	1/04/17 LRA		26,753	28,585	29,614	31,650	33,378	34,891	36,354	38,329	39,764	41,209	42,547	43,891	LSIs							
CATERING OFFICER, GRADE II	1/01/18 LRA	7	41,621	42,948	44,271	45,599	46,924	48,459	49,992	LSIs												
	1/04/17 LRA		41,209	42,523	43,833	45,148	46,459	47,979	49,497	LSIs												
CATERING OFFICER, GRADE I	1/01/18 LRA	7	46,308	47,423	48,772	51,305	52,816	54,702	56,592	LSIs												
	1/04/17 LRA		45,849	46,954	48,289	50,797	52,293	54,161	56,032	LSIs												
CATERING MANAGER	1/01/18 LRA	11	48,495	49,678	51,064	52,452	53,847	55,091	56,359	57,592	58,816	60,926	63,041	LSIs								
	1/04/17 LRA		48,015	49,186	50,558	51,933	53,314	54,545	55,801	57,022	58,234	60,322	62,417	LSIs								
HEAD OF CATERING	1/01/18 LRA	7	66,471	67,068	69,593	72,127	74,643	77,168	79,679													
	1/04/17 LRA		65,812	65,812	67,009	69,449	71,871	74,303	76,720													
COOK, TRAINEE	1/01/18 LRA	3	19,302	22,577	24,973																	
	1/04/17 LRA		19,111	22,353	24,726																	
CHEF II (FORMERLY COOK GRADE II) WITH QUALIFICATION	1/01/18 LRA	12	24,451	25,635	26,674	27,543	28,349	29,222	30,104	30,893	31,750	32,544	33,093	34,155								
	1/04/17 LRA		24,209	25,381	26,410	27,270	28,069	28,932	29,806	30,587	31,436	32,222	32,765	33,816								
CHEF II (FORMERLY COOK GRADE II) WITHOUT QUALIFICATION	1/01/18 LRA	6	24,451	25,635	26,674	27,543	28,349	29,222														
	1/04/17 LRA		24,209	25,381	26,410	27,270	28,069	28,932														
CHEF I (FORMERLY COOK GRADE I)	1/01/18 LRA	13	26,990	27,845	28,762	29,614	30,526	31,359	32,265	32,785	33,691	34,521	35,350	36,261	37,398							
	1/04/17 LRA		26,722	27,569	28,477	29,320	30,224	31,048	31,946	32,461	33,358	34,179	35,000	35,902	37,028							
CHEF, SENIOR	1/01/18 LRA	13	28,677	29,786	30,826	31,693	32,502	33,394	34,367	35,260	36,235	37,131	38,028	39,009	40,238							
	1/04/17 LRA		28,393	29,491	30,521	31,379	32,180	33,063	34,026	34,911	35,876	36,764	37,651	38,623	39,840							
CHEF, EXECUTIVE	1/01/18 LRA	13	30,465	31,408	32,426	33,044	34,056	34,990	36,012	36,952	37,975	38,916	39,859	40,889	42,181							
	1/04/17 LRA		30,164	31,097	32,105	32,717	33,719	34,644	35,655	36,586	37,599	38,531	39,465	40,484	41,764							
COMMUNITY WELFARE OFFICER	1/01/18 LRA	18	27,835	29,821	30,816	32,705	34,704	36,662	38,581	40,420	42,258	44,112	45,905	47,719	49,575	51,358	53,178	55,077	56,982	58,828	LSIs	
	1/04/17 LRA		27,560	29,525	30,511	32,381	34,361	36,299	38,199	40,020	41,839	43,675	45,451	47,246	49,084	50,849	52,652	54,532	56,418	58,246	LSIs	
SUPERINTENDENT COMMUNITY WELFARE OFFICER	1/01/18 LRA	8	63,596	65,909	67,184	69,436	71,688	72,986	75,261	77,535	LSIs											
	1/04/17 LRA		62,966	65,257	65,759	66,874	69,026	70,276	72,466	74,656	LSIs											
DRAUGHTSMAN/TECHNICIAN II	1/01/18 LRA	15	26,247	27,661	29,052	30,104	31,140	32,170	32,869	33,904	34,913	35,948	36,970	37,943	39,019	40,285	41,545	LSIs				
	1/04/17 LRA		25,988	27,387	28,764	29,806	30,832	31,852	32,544	33,568	34,567	35,592	36,604	37,568	38,632	39,886	41,134	LSIs				
DRAUGHTSMAN/TECHNICIAN I	1/01/18 LRA	9	39,019	39,670	40,518	41,370	42,206	43,054	43,829	45,255	46,687	LSIs										
	1/04/17 LRA		38,632	39,277	40,117	40,961	41,788	42,628	43,395	44,807	46,225	LSIs										
DENTAL SURGERY ASSISTANT (WITHOUT QUALIFICATION)	1/01/18 LRA	7	23,442	24,822	25,570	26,636	27,526	28,411	29,671													
	1/04/17 LRA		23,210	24,577	25,316	26,373	27,253	28,129	29,378													
DENTAL NURSE (FORMERLY DENTAL SURGERY ASSISTANT (WITH QUALIFICATION))	1/01/18 LRA	17	23,442	24,822	25,570	26,636	27,526	28,411	29,671	30,849	31,785	32,616	34,054	34,593	35,613	36,892	38,829	41,119	43,922	LSI		
	1/04/17 LRA		23,210	24,577	25,316	26,373	27,253	28,129	29,378	30,543	31,470	32,293	33,717	34,250	35,261	36,527	38,444	40,712	43,487	LSI		
DENTAL NURSE, SENIOR	1/01/18 LRA	7	41,338	42,863	44,232	45,464	46,961	48,234	49,631													
	1/04/17 LRA		40,929	42,439	43,795	45,014	46,496	47,757	49,140													

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
FIRE PREVENTION OFFICER	1/01/18 LRA	14	43,491	45,857	48,211	49,961	51,718	53,474	55,229	56,987	58,742	60,491	62,253	64,005	66,026	67,011	LSIs				
	1/04/17 LRA		43,060	45,403	47,733	49,467	51,206	52,944	54,683	56,422	58,161	59,892	61,637	63,372	65,373	65,674	LSIs				
CLERICAL OFFICER GRADE	1/01/18 LRA	15	23,121	24,641	25,014	25,774	26,882	27,994	29,105	30,211	31,290	32,367	33,128	34,195	35,270	37,288	38,724	LSI			
	1/04/17 LRA		22,892	24,397	24,766	25,519	26,616	27,717	28,817	29,912	30,980	32,046	32,800	33,856	34,921	36,919	38,341	LSI			
GRADE IV (CLERICAL)	1/01/18 LRA	12	27,020	28,871	29,910	31,966	33,712	35,240	36,718	38,712	40,162	41,621	42,973	44,330	LSIs						
	1/04/17 LRA		26,752	28,585	29,614	31,650	33,378	34,891	36,354	38,329	39,764	41,209	42,547	43,891	LSIs						
GRADE V (CLERICAL)	1/01/18 LRA	7	41,621	42,947	44,273	45,598	46,923	48,459	49,991	LSIs											
	1/04/17 LRA		41,209	42,522	43,834	45,146	46,458	47,980	49,496	LSIs											
GRADE VI (CLERICAL)	1/01/18 LRA	7	46,308	47,423	48,774	51,303	52,818	54,699	56,592	LSIs											
	1/04/17 LRA		45,849	46,954	48,291	50,795	52,295	54,157	56,032	LSIs											
GRADE VII (CLERICAL)	1/01/18 LRA	11	48,495	49,678	51,064	52,452	53,847	55,091	56,359	57,592	58,816	60,926	63,041	LSIs							
	1/04/17 LRA		48,015	49,186	50,558	51,933	53,314	54,545	55,801	57,022	58,234	60,322	62,417	LSIs							
SUPPLIES OFFICER GRADE D	1/01/18 LRA	12	27,175	28,876	30,082	31,028	31,972	32,603	33,539	34,476	35,417	36,353	37,288	38,724	LSI						
	1/04/17 LRA		26,906	28,591	29,784	30,720	31,655	32,280	33,207	34,134	35,066	35,993	36,919	38,341	LSI						
SUPPLIES OFFICER GRADE C	1/01/18 LRA	8	33,711	35,240	36,718	38,712	40,162	41,621	42,972	44,330	LSIs										
	1/04/17 LRA		33,378	34,891	36,354	38,329	39,764	41,209	42,547	43,891	LSIs										
SUPPLIES OFFICER GRADE B	1/01/18 LRA	7	41,621	42,948	44,271	45,599	46,924	48,459	49,992	LSIs											
	1/04/17 LRA		41,209	42,523	43,833	45,148	46,459	47,979	49,497	LSIs											
SUPPLIES OFFICER GRADE A	1/01/18 LRA	7	46,308	47,423	48,772	51,305	52,816	54,702	56,592	LSIs											
	1/04/17 LRA		45,849	46,954	48,289	50,797	52,293	54,161	56,032	LSIs											
ASSISTANT TECHNICAL SERVICES OFFICER	1/01/18 LRA	13	37,707	40,054	41,784	43,526	45,259	46,996	48,737	50,471	52,203	53,942	55,688	57,474	59,256	LSIs					
	1/04/17 LRA		37,333	39,658	41,370	43,095	44,811	46,531	48,254	49,971	51,687	53,408	55,137	56,904	58,669	LSIs					
SENIOR ASSISTANT TECHNICAL SERVICES OFFICER	1/01/18 LRA	12	48,209	49,961	51,718	53,474	55,229	56,987	58,742	60,491	62,253	64,005	66,026	67,012	LSIs						
	1/04/17 LRA		47,732	49,467	51,206	52,944	54,683	56,422	58,161	59,892	61,637	63,372	65,373	65,674	LSIs						
CHIEF ASSISTANT TECHNICAL SERVICES OFFICER	1/01/18 LRA	9	63,908	65,869	66,805	68,716	70,633	72,542	74,442	76,877	79,286	LSIs									
	1/04/17 LRA		63,275	65,217	65,572	66,518	68,011	69,848	71,678	74,023	76,343	LSIs									
TECHNICAL SERVICES OFFICER	1/01/18 LRA	8	80,027	81,925	83,821	85,719	87,616	89,519	92,385	95,252	LSIs										
	1/04/17 LRA		77,055	78,869	80,672	82,476	84,278	86,088	88,811	91,536	LSIs										
HOME HELP ORGANISER	1/01/18 LRA	7	41,621	42,948	44,271	45,599	46,924	48,459	49,992	LSIs											
	1/04/17 LRA		41,209	42,523	43,833	45,148	46,459	47,979	49,497	LSIs											
HOME HELP CO-ORDINATOR	1/01/18 LRA	7	46,308	47,423	48,774	51,303	52,818	54,699	56,592	LSIs											
	1/04/17 LRA		45,849	46,954	48,291	50,795	52,295	54,157	56,032	LSIs											
SUPERVISOR OF WELFARE HOME-WITHOUT NURSING QUALIFICATION	1/01/18 LRA	7	32,451	32,983	33,822	34,668	35,505	36,360	37,176												
	1/04/17 LRA		32,130	32,657	33,487	34,324	35,153	36,000	36,808												
ASSISTANT SUPERVISOR, WELFARE HOME	1/01/18 LRA	3	29,970	30,694	31,426																
	1/04/17 LRA		29,674	30,391	31,114																
SUPERVISOR, WELFARE HOME - HSE EASTERN REGIONAL AREA ONLY	1/01/18 LRA	9	43,124	43,911	43,961	44,988	46,016	47,133	48,249	49,366	50,483										
	1/04/17 LRA		42,697	43,476	43,525	44,542	45,560	46,666	47,772	48,877	49,983										
NURSERY NURSE	1/01/18 LRA	13	28,299	30,135	31,332	32,229	32,661	33,424	34,197	34,959	35,728	36,515	37,297	38,091	38,817	LSI					
	1/04/17 LRA		28,019	29,836	31,021	31,910	32,337	33,094	33,858	34,613	35,374	36,153	36,928	37,714	38,432	LSI					
HOME MANAGEMENT ADVISOR (HSE WESTERN AREA ONLY)	1/01/18 LRA	12	31,656	32,715	34,150	35,581	36,998	38,419	39,823	40,854	41,894	42,945	43,806	44,649							
	1/04/17 LRA		31,343	32,391	33,811	35,228	36,632	38,038	39,429	40,449	41,480	42,520	43,373	44,207							

CLERICAL ADMIN MANAGEMENT GRADES

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

DIRECTOR GENERAL (HSE)	1/04/18 LRA	1	197,116																		
	1/01/18 LRA		192,233																		
	1/04/17 LRA		190,233																		
	19/07/13		185,350																		
	1/1/10		200,000																		
DEPUTY DIRECTOR GENERAL (STRATEGY/OPERATIONS) (HSE)	1/04/18 LRA	1	170,211																		
	1/01/18 LRA		166,203																		
	1/04/17 LRA		164,478																		
	1/07/13		160,470																		
	1/1/10		172,495																		
NATIONAL DIRECTOR OF NATIONAL HOSPITALS OFFICE (HSE) ** grade obsolete - not for use **	1/04/18 LRA	1	181,264																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		168,700																		
	1/01/18 LRA		176,918																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		164,738																		
	1/04/17 LRA + Sec.6 adj		175,081																		
<i>full reduction for pension contribution and benefit from</i>	1/04/17		163,029																		
	1/07/13 HRA. + Sec.6 adjustment		170,734																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		159,067																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		170,953																		
	1/1/10		183,774																		
NATIONAL DIRECTOR OF PRIMARY, CONTINUING & COMMUNITY CARE (HSE) ** grade obsolete - not for use **	1/04/18 LRA	1	181,264																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		168,700																		
	1/01/18 LRA		176,918																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		164,738																		
	1/04/17 LRA + Sec.6 adj		175,081																		
<i>full reduction for pension contribution and benefit from</i>	1/04/17		163,029																		
	1/07/13 HRA. + Sec.6 adjustment		170,734																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		159,067																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		170,953																		
	1/1/10		183,774																		
CHIEF FINANCIAL OFFICER (HSE)	1/04/18 LRA	1	170,211																		
	1/01/18 LRA		166,203																		
	1/04/17 LRA		164,478																		
	1/07/13 HRA.		160,470																		
	1/1/10		172,495																		

Grade Description	Effective From	Pts	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
NATIONAL DIRECTOR, HEALTH & WELLBEING (HSE)	1/04/18 LRA	1	156,296																	
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		148,269																	
	1/01/18 LRA		152,714																	
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		144,933																	
	1/04/17 LRA + Sec.6 adj		151,131																	
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																	
	1/07/13 HRA. + Sec.6 adjustment		147,549																	
<i>full reduction for pension contribution and benefits from</i>	1/07/13		140,096																	
<i>full reduction for pension contribution and benefits from</i>	1/03/12		150,105																	
	1/1/10		158,296																	
NATIONAL DIRECTOR, HOSPITAL CARE (HSE)	1/04/18 LRA	1	156,296																	
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		148,269																	
	1/01/18 LRA		152,714																	
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		144,933																	
	1/04/17 LRA + Sec.6 adj		151,131																	
<i>full reduction for pension contribution and benefits from</i>	01/04/17		143,432																	
	1/07/13 HRA. + Sec.6 adjustment		147,549																	
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																	
<i>full reduction for pension contribution and benefits from</i>	1/03/12		150,105																	
	1/1/10		158,296																	
NATIONAL DIRECTOR, MENTAL HEALTH (HSE)	1/04/18 LRA	1	156,296																	
<i>full reduction for pension contribution and benefits from</i>	1/04/18 LRA		148,269																	
	1/01/18 LRA		152,714																	
<i>full reduction for pension contribution and benefits from</i>	1/01/18 LRA		144,933																	
	1/04/17 LRA + Sec.6 adj		151,131																	
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																	
	1/07/13 HRA. + Sec.6 adjustment		147,549																	
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																	
<i>full reduction for pension contribution and benefits from</i>	1/03/12		150,105																	
	1/1/10		158,296																	
NATIONAL DIRECTOR, PRIMARY CARE (HSE)	1/04/18 LRA	1	156,296																	
<i>full reduction for pension contribution and benefits from</i>	1/04/18 LRA		148,269																	
	1/01/18 LRA		152,714																	
<i>full reduction for pension contribution and benefits from</i>	1/01/18 LRA		144,933																	
	1/04/17 LRA + Sec.6 adj		151,131																	
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																	
	1/07/13 HRA. + Sec.6 adjustment		147,549																	
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																	
<i>full reduction for pension contribution and benefits from</i>	1/03/12		150,105																	
	1/1/10		158,296																	

Grade Description	Effective From	Pts	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
NATIONAL DIRECTOR, QUALITY IMPROVEMENT (HSE)	1/04/18 LRA	1	156,296																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, SOCIAL CARE (HSE)	1/04/18 LRA	1	156,296																		
<i>full reduction for pension contribution and benefits from</i>	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
<i>full reduction for pension contribution and benefits from</i>	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
<i>full reduction for pension contribution and benefits from</i>	01/04/2017		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, HUMAN RESOURCES (HSE)	1/04/18 LRA	1	156,296																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		150,105																		
	1/1/10		158,296																		
NATIONAL DIRECTOR, POPULATION HEALTH (HSE) **grade obsolete - not for use **	1/04/18 LRA	1	156,296																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		148,269																		
	1/01/18 LRA		152,714																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		144,933																		
	1/04/17 LRA + Sec.6 adj		151,131																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		143,432																		
	1/07/13 HRA. + Sec.6 adjustment		147,549																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		140,096																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		150,105																		
	1/1/10		158,296																		

Grade Description	Effective From	Pts	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
CHIEF EXECUTIVE OFFICER, HOSPITAL GROUPS	1/04/18 LRA	1	150,320																		
	1/01/18 LRA		146,921																		
	1/04/17 LRA		145,399																		
	30/09/13		142,000																		
	1/1/10		152,198																		
NATIONAL DIRECTOR, COMMUNICATIONS (HSE)	1/04/18 LRA	1	144,192																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		138,407																		
	1/1/10		145,959																		
CHIEF INFORMATION OFFICER (HSE), NATIONAL DIRECTOR	1/04/18 LRA	1	144,192																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		138,407																		
	1/1/10		145,959																		
NATIONAL DIRECTOR, PROCUREMENT (HSE) **grade obsolete - not for use **	1/04/18 LRA	1	144,192																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		138,407																		
	1/1/10		145,959																		

Grade Description	Effective From	Pts	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
NATIONAL DIRECTOR, ESTATE MANAGEMENT (HSE) **grade obsolete - not for use **	1/04/18 LRA	1	144,192																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
<i>full reduction for pension contribution and benefits from</i>	01/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		138,407																		
	1/1/10		145,959																		
NATIONAL DIRECTOR, INTERNAL AUDIT (HSE)	1/04/18 LRA	1	144,192																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		138,407																		
	1/1/10		145,959																		
NATIONAL DIRECTOR OF CORPORATE PLANNING AND CONTROL PROCESSES (HSE) ** grade obsolete - not for use **	1/04/18 LRA	1	144,192																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		138,407																		
	1/1/10		145,959																		

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CHIEF EXECUTIVE (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(ADELAIDE AND MEATH (INC NCH) HOSPITAL) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/04/18 LRA	1	144,192																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		138,407																		
	1/1/10		145,959																		
GENERAL MANAGER (CORK UNIVERSITY HOSPITAL)(GALWAY REGIONAL HOSPITALS) ** grade obsolete - not for use **	1/04/18 LRA	1	144,192																		
<i>full reduction for pension contribution and benefit from</i>	1/04/18 LRA		136,766																		
	1/01/18 LRA		140,967																		
<i>full reduction for pension contribution and benefit from</i>	1/01/18 LRA		133,742																		
	1/04/17 LRA + Sec.6 adj		139,507																		
<i>full reduction for pension contribution and benefits from</i>	1/04/17		132,358																		
	1/07/13 HRA. + Sec.6 adjustment		136,282																		
<i>full reduction for pension contribution and benefit from</i>	1/07/13		129,334																		
<i>full reduction for pension contribution and benefits from</i>	1/03/12		138,407																		
	1/1/10		145,959																		
MANAGER, NATIONAL WOMEN AND INFANTS HEALTH PROGRAMME	1/04/18 LRA	1	126,789																		
	1/01/18 LRA		124,036																		
	1/04/17 LRA		122,753																		
	9/28/2015		120,000																		
	1/1/10		128,261																		
ASSISTANT NATIONAL DIRECTOR (SERVICES)	1/04/18 LRA	6	97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
CHIEF OFFICER, COMMUNITY HEALTHCARE ORGANISATIONS	1/04/18 LRA	6	97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	10/10/14		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
CHIEF FINANCE OFFICER, HOSPITAL GROUPS	1/04/18 LRA	6	97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	2/07/13		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
CHIEF OPERATIONS OFFICER, HOSPITAL GROUPS	1/04/18 LRA	6	97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	2/07/13		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
HOSPITAL NETWORK MANAGER - NATIONAL HOSPITALS OFFICE (HSE)	1/04/18 LRA	6	97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
DIRECTOR REGIONAL HEALTH OFFICE (HSE)	1/04/18 LRA	6	97,173	101,492	105,811	110,128	114,448	116,297													
	1/01/18 LRA		97,173	101,492	105,811	110,128	114,448	114,491													
	1/01/18 LRA		96,211	100,487	104,763	109,037	113,315	113,315													
	1/04/17 LRA		93,363	97,468	101,573	105,676	109,782	112,652													
	1/07/13 HRA.		90,514	94,448	98,382	102,314	106,250	110,183													
	1/1/10		96,211	100,487	104,763	109,037	113,315	117,591													
ASSISTANT NATIONAL DIRECTOR (SUPPORT)	1/01/18 LRA	6	95,744	99,789	103,909	108,109	112,380	116,734													
	1/04/17 LRA		92,004	95,849	99,765	103,757	107,816	111,955													
SECRETARY TO THE BOARD (HSE) **grade obsolete - not for use **	1/01/18 LRA	6	95,744	99,789	103,909	108,109	112,380	116,734													
	1/04/17 LRA		92,004	95,849	99,765	103,757	107,816	111,955													
DEPUTY CEO (BEAUMONT)(ST. JAMES)(ST. VINCENTS)(MATER)(TALLAGHT)	1/01/18 LRA	6	91,566	95,637	99,706	103,776	107,845	111,916													
	1/04/17 LRA		88,033	91,903	95,770	99,638	103,506	107,375													
LOCAL HEALTH OFFICE MANAGER (HSE) **not for use for any new incumbents**	1/01/18 LRA	6	89,200	93,052	96,904	100,755	104,609	108,461													
	1/04/17 LRA		85,784	89,446	93,107	96,767	100,430	104,091													
DIRECTOR OF INFORMATION SYSTEMS (HSE)	1/01/18 LRA	6	87,925	91,534	95,208	98,954	102,764	106,648													
	1/04/17 LRA		84,572	88,002	91,495	95,056	98,676	102,368													
HEAD OF SERVICE / FUNCTION, COMMUNITY HEALTHCARE ORGANISATIONS	1/01/18 LRA	5	90,357	94,017	97,676	101,334	104,993														
	1/04/17 LRA		86,883	90,362	93,840	97,318	100,795														
CHILDREN FIRST PROGRAMME LEAD	1/01/18 LRA	5	90,357	94,017	97,676	101,334	104,993														
PROCUREMENT, ASSISTANT HEAD	1/01/18 LRA	5	90,357	94,017	97,676	101,334	104,993														
CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 1)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/01/18 LRA	6	87,466	91,242	95,017	98,792	102,567	106,343													
	1/04/17 LRA		84,136	87,725	91,313	94,901	98,489	102,078													

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
DEPUTY GENERAL MANAGER (CORK UNIV. HOSPITAL)(GALWAY REGIONAL HOSPITALS)	1/01/18 LRA	6	84,866	88,527	92,185	95,845	99,504	103,164													
	1/04/17 LRA		81,665	85,144	88,622	92,101	95,578	99,057													
CEO BAND H1 HOSPITALS (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopaedic Hospital, Royal Hospital Donnybrook, St. Vincents (Fairview), Leopardstown Park)	1/01/18 LRA	7	66,470	67,068	69,593	72,127	74,643	77,168	79,679												
	1/04/17 LRA		65,812	65,812	67,009	69,449	71,871	74,303	76,720												
CEO BAND H2 HOSPITALS (Cappagh Hospital, National Rehabilitation Hospital, Peamount Hospital, Royal Victoria Eye & Ear Hospital, St. Johns Hospital, St. Michaels Hospital.)	1/01/18 LRA	5	80,160	81,515	82,887	84,258	85,632														
	1/04/17 LRA		77,183	78,479	79,783	81,087	82,392														
CEO BAND H3 HOSPITALS (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital.)	1/01/18 LRA	7	95,512	98,257	101,000	103,745	106,490	109,234	111,979												
	1/04/17 LRA		91,783	94,392	97,000	99,609	102,218	104,826	107,435												
CEO BAND H4 HOSPITALS (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)	1/01/18 LRA	7	102,091	104,842	107,587	110,332	113,078	115,821	118,566												
	1/04/17 LRA		98,040	100,652	103,261	105,870	108,479	111,087	113,696												
CEO BAND H5 HOSPITALS (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincents University Hospital, St. James Hospital)	1/04/18 LRA	1	128,500																		
	1/01/18 LRA		125,700																		
	1/04/17 LRA		124,400																		
	14/09/15		121,600																		
	01/01/10		130,000																		
CEO BAND SC1 SOCIAL CARE (Brothers of Charity Clare, Carriglea Cairde Services, The Childrens Sunshine Home, Sisters of Charity Kilkenny, Brothers of Charity Roscommon, KARE)	1/01/18 LRA	7	66,470	67,068	69,593	72,127	74,643	77,168	79,679												
	1/04/17 LRA		65,812	65,812	67,009	69,449	71,871	74,303	76,720												
CEO BAND SC2 SOCIAL CARE (Brothers of Charity Limerick, Brothers of Charity South East, Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House)	1/01/18 LRA	5	80,160	81,515	82,887	84,258	85,632														
	1/04/17 LRA		77,183	78,479	79,783	81,087	82,392														
CEO BAND SC3 SOCIAL CARE (Brothers of Charity Galway, Brothers of Charity South, COPE Foundation, Muiriosa Foundation, Stewarts Care)	1/01/18 LRA	7	95,512	98,257	101,000	103,745	106,490	109,234	111,979												
	1/04/17 LRA		91,783	94,392	97,000	99,609	102,218	104,826	107,435												
CEO BAND SC4 SOCIAL CARE (St Michaels House, Daughters of Charity, St. John of God Hospitaller)	1/01/18 LRA	7	102,091	104,842	107,587	110,332	113,078	115,821	118,566												
	1/04/17 LRA		98,040	100,652	103,261	105,870	108,479	111,087	113,696												
FUNCTIONAL OFFICERS (FORMERLY NON-EHB) **not for use for any new incumbents**	1/01/18 LRA	7	69,873	71,575	74,269	76,983	79,675	82,374	85,061												
	1/04/17 LRA		67,279	68,918	71,511	74,125	76,717	79,296	81,850												
SERVICE MANAGER (BEAUMONT)(ST. JAMES) (MATER)(ST. VINCENTS)(TALLAGHT)(CORK UH)(UCHG)	1/01/18 LRA	7	69,873	71,575	74,269	76,983	79,675	82,374	85,061												
	1/04/17 LRA		67,279	68,918	71,511	74,125	76,717	79,296	81,850												

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
GENERAL MANAGER	1/01/18 LRA	7	69,873	71,575	74,269	76,983	79,675	82,374	85,061												
	1/04/17 LRA		67,279	68,918	71,511	74,125	76,717	79,296	81,850												
CHILD CARE MANAGER	1/01/18 LRA	7	69,873	71,575	74,269	76,983	79,675	82,374	85,061												
	1/04/17 LRA		67,279	68,918	71,511	74,125	76,717	79,296	81,850												
CHIEF EXECUTIVE / SECRETARY MANAGERS (VOLUNTARY HOSPITALS (GROUP 2)) ** not for use for any new incumbents post 14/9/2015 - replaced by CEO Bands for Hospitals and Social Care **	1/01/18 LRA	7	66,471	67,067	69,593	72,127	74,642	77,168	79,678												
	1/04/17 LRA		65,812	65,812	67,009	69,449	71,871	74,303	76,720												
HOSPITAL & COMMUNITY CARE ADMINISTRATOR	1/01/18 LRA	7	66,471	67,067	69,593	72,127	74,642	77,168	79,678												
	1/04/17 LRA		65,812	65,812	67,009	69,449	71,871	74,303	76,720												
GRADE VIII	1/01/18 LRA	7	66,471	67,067	69,593	72,127	74,642	77,168	79,678												
	1/04/17 LRA		65,812	65,812	67,009	69,449	71,871	74,303	76,720												
AMBULANCE OFFICER, CHIEF	1/01/18 LRA	7	66,471	67,067	69,593	72,127	74,642	77,168	79,678												
	1/04/17 LRA		65,812	65,812	67,009	69,449	71,871	74,303	76,720												
TECHNICAL SERVICES MANAGER (ST VINCENTS)	1/01/18 LRA	6	55,034	56,582	58,158	59,701	61,283	62,838													
	1/04/17 LRA		54,489	56,021	57,582	59,110	60,676	62,216													
TECHNICAL SERVICES OFFICER (MATER) (TALLAGHT)	1/01/18 LRA	5	53,187	55,425	56,684	57,914	59,129														
	1/04/17 LRA		52,660	54,876	56,123	57,340	58,544														
PROJECT TECHNICAL SERVICES MANAGER (BEAUMONT)(ST. JAMES)	1/01/18 LRA	5	53,187	55,424	56,684	57,914	59,129														
	1/04/17 LRA		52,660	54,876	56,123	57,340	58,544														
ENGINEERING OFFICER (FORMERLY EHB) (MATER, ST. JAMES, TALLAGHT, BEAUMONT, CRUMLIN)	1/01/18 LRA	7	52,816	55,059	56,340	57,582	58,816	60,925	63,039	LSIs											
	1/04/17 LRA		52,293	54,513	55,782	57,012	58,234	60,322	62,415	LSIs											
ASST. TECHNICAL SERVICES MANAGER (MATER)	1/01/18 LRA	7	52,816	55,059	56,340	57,582	58,816	60,925	63,039	LSIs											
	1/04/17 LRA		52,293	54,513	55,782	57,012	58,234	60,322	62,415	LSIs											
JOURNEYMAN CHEF	1/01/18 LRA	6	35,457	36,549	38,172	39,292	40,581	41,887	LSIs												
	1/04/17 LRA		35,106	36,187	37,794	38,903	40,180	41,472	LSIs												
TRANSPORT OFFICER (FORMERLY EHB)	1/01/18 LRA	7	46,308	47,423	48,772	51,305	52,816	54,699	56,592	LSIs											
	1/04/17 LRA		45,849	46,954	48,289	50,797	52,293	54,157	56,032	LSIs											
AMBULANCE OFFICER (HSE HEALTH AREAS) (FORMERLY AMBULANCE / TRANSPORT SUPERVISOR (HEALTH BOARDS)) **grade obsolete - not for use **	1/01/18 LRA	7	46,308	47,423	48,772	51,305	52,816	54,699	56,592	LSIs											
	1/04/17 LRA		45,849	46,954	48,289	50,797	52,293	54,157	56,032	LSIs											
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +12.5%)(LEVEL 1)	1/01/18 LRA	12	40,499	40,953	41,173	41,415	41,643	41,762	41,877	41,994	42,112	42,299	42,442	42,791							
	1/04/17 LRA		40,098	40,548	40,765	41,005	41,231	41,348	41,463	41,578	41,695	41,880	42,022	42,367							
WORKSHOP INSTRUCTORS (HSE HEALTH AREAS) (CRAFT +25%)(LEVEL 2)	1/01/18 LRA	14	40,423	41,784	44,802	45,307	45,551	45,821	46,074	46,206	46,334	46,463	46,595	46,802	46,961	47,349					
	1/04/17 LRA		40,023	41,371	44,359	44,859	45,100	45,367	45,618	45,748	45,875	46,003	46,134	46,339	46,496	46,880					
REGIONAL WORKSHOP MANAGER (HSE NORTH WESTERN AREA) **grade obsolete - not for use **	1/01/18 LRA	8	53,590	55,825	58,064	60,305	62,538	64,785	66,079	68,325	LSIs										
	1/04/17 LRA		53,060	55,273	57,489	59,708	61,919	64,144	65,213	66,324	LSIs										
WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (PRE-1/6/97 ENTRANTS)	1/01/18 LRA	18	40,126	41,269	42,420	43,524	44,617	45,729	46,720	47,612	49,020	50,247	51,399	52,287	53,406	54,761	56,091	56,965	58,964	60,961	LSIs
	1/04/17 LRA		39,729	40,861	42,000	43,093	44,175	45,277	46,258	47,141	48,534	49,750	50,890	51,769	52,877	54,219	55,535	56,401	58,380	60,357	LSIs

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19
WORKSHOP SUPERVISORS (HSE MIDLAND AREA, HSE NORTH WESTERN AREA) (POST-1/6/97 ENTRANTS)	1/01/18 LRA	17	40,126	41,269	42,420	43,524	44,617	45,729	46,720	47,612	49,020	50,247	51,399	52,287	53,406	54,761	56,091	56,965	58,964	LSI	
	1/04/17 LRA		39,729	40,861	42,000	43,093	44,175	45,277	46,258	47,141	48,534	49,750	50,890	51,769	52,877	54,219	55,535	56,401	58,380	LSI	
WORKSHOP MANAGER (SPECIALIST AGENCIES)	1/01/18 LRA	5	42,909	44,401	45,947	47,550	49,245														
	1/04/17 LRA		42,484	43,961	45,492	47,079	48,758														
SENIOR SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/01/18 LRA	11	31,756	32,529	33,645	34,802	35,999	37,242	38,528	39,861	41,244	42,675	44,159	LSIs							
	1/04/17 LRA		31,442	32,207	33,312	34,457	35,643	36,873	38,146	39,466	40,835	42,252	43,722	LSIs							
SUPERVISOR/INSTRUCTOR (SPECIALIST AGENCIES)	1/01/18 LRA	13	26,867	28,747	29,740	30,764	31,816	32,590	33,707	34,866	36,067	37,311	38,600	39,935	41,320						
	1/04/17 LRA		26,601	28,462	29,446	30,460	31,501	32,267	33,373	34,521	35,710	36,941	38,218	39,539	40,911						

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, 1997	1/1/2010	7/1/2013	4/1/2017	1/1/2018	4/1/2018
	Type A	Type A	Type A	Type A	Type A
	€	€	€	€	€
Category I Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	192,492	178,593	183,225	185,150	189,783
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	188,199	174,729	179,218	181,100	185,590
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	184,139	171,066	175,423	177,265	181,622
Category II Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	183,330	170,330	174,663	176,496	180,829
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding 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 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, 1997	1/1/2010	7/1/2013	4/1/2017	1/1/2018	4/1/2018
	Type B	Type B	Type B	Type B	Type B
	€	€	€	€	€
Category I Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	183,562	170,541	174,881	176,717	181,056
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	179,268	166,634	170,845	172,638	176,849
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,000	163,660	167,773	169,533	173,646
Category II Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	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)	176,000	163,660	167,773	169,533	173,646
Consultants in the HSE Eastern Regional Area (excluding 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, 1997	1/1/2010	7/1/2013	4/1/2017	1/1/2018	4/1/2018
	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€
Category I Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	168,266	156,622	160,503	162,186	166,067
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
Category II Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	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 Contract 1/1/2010	Type A Contract 7/1/2013	Type A Contract 4/1/2017	Type A Contract 1/1/2018	Type A Contract 4/1/2018
	€	€	€	€	€
Category I Consultants					
Professor	241,539	222,735	229,002	231,417	237,685
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
Category II Consultants					
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	186,688	191,375
Category III Consultants					
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
Category IV Consultants					
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 Contract 1/1/2010	Type B Contract 7/1/2013	Type B Contract 4/1/2017	Type B Contract 1/1/2018	Type B Contract 4/1/2018
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	198,436
College Lecturer	196,598	182,288	187,058	189,024	193,793
Category II Consultants					
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
Category III Consultants					
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
Category IV Consultants					
Professor UCG	232,660	214,744	220,716	223,042	229,014
Associate Professor UCG	215,481	199,283	204,682	206,836	212,235
Lecturer UCG	196,879	182,541	187,320	189,288	194,067
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* Contract 1/1/2010	Type B* Contract 7/1/2013	Type B* Contract 4/1/2017	Type B* Contract 1/1/2018	Type B* Contract 4/1/2018
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
Category III Consultants					
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
Category IV Consultants					
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
	11/1/2013	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
	11/1/2013	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
	11/1/2013	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 1st 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
	9/1/2014	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
	9/1/2014	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
	9/1/2014	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	211,199	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
	11/1/2013	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
	11/1/2013	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
	11/1/2013	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 11/1/2016	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	185,815	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 11/1/2016	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 11/1/2016	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
	11/1/2013	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
	11/1/2013	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
	11/1/2013	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	200,240
	Circular 12/2017 11/1/2016	163,727	170,893	178,189	185,618	193,299	195,000
	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	190,766
	Circular 12/2017 11/1/2016	150,923	157,703	164,614	171,658	178,761	185,864
	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	173,261
	Circular 12/2017 11/1/2016	136,614	142,964	149,445	156,058	162,516	168,973
	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
	11/1/2013	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
	11/1/2013	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
	11/1/2013	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 11/1/2016	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 11/1/2016	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 11/1/2016	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

	1/1/2010
	€
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		
	9/1/2014	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
	9/1/2014	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 Call-Outs	€
Rota		
Flat Annual Payment		3,857
In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...		
1 in 3		2,234
1 in 2		
	1-80 call-outs	5,577
	81-120 call-outs	6,445
	121+ call-outs	7,058
1 in 1		
	1-80 call-outs	6,693
	81-120 call-outs	8,470
	121+ call-outs	10,460

Emergency Call-Out Payments for all Consultants

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

Table F1

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

Consultants Revised Common Contract, 1997	1/1/2010	7/1/2013	4/1/2017	1/1/2018	4/1/2018
	FEMPI	H.R.			
	€	€	€	€	€
Category I Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	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
Category II Consultants					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area, Consultants in Emergency Medicine in all HSE areas	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	141,638	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.		
	1/1/2010	7/1/2013	4/1/2017	1/1/2018	4/1/2018
	€	€	€	€	€
Category I Consultants					
Professor	219,633	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	182,789	169,838	174,155	175,983	180,299
Category II Consultants					
Professor UCD, TCD, RCSI	196,089	181,830	186,582	188,543	193,296
Associate Professor UCD, TCD, RCSI	180,591	167,838	172,089	173,895	178,145
Lecturer UCD, TCD, RCSI	169,040	157,326	161,231	162,921	166,825
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

	1/1/2010	7/1/2013	4/1/2017	1/1/2018	4/1/2018
	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

	1/1/2010	7/1/2013	4/1/2017	1/1/2018	4/1/2018
	FEMPI	H.R.			
	€	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in MHB, WHB & NWHB					
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
Consultants in SHB, MWHB, NEHB & SEHB (excluding Psychiatrists and Geriatricians)					
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
Consultants in EHB (excluding Psychiatrists and Geriatricians)					
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

	9/1/2008	1/1/2010
	2.5% - T2016	
	€	€
Extended Duty Liability		
A flat payment will be paid to each consultant with on-call liability.	7,854	7,226

Extended Duty Liability Payment from 1 July 2013 on

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

	9/1/2008	1/1/2010
	2.5% - T2016	FEMPI
Emergency Services		
Scale of fees for call-outs arising after the completion of the scheduled commitment.		
per call-out for each patient	83.00	76.36
in the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	110.53	101.68
in the event of the call extending beyond one hour's duration from leaving home until return this further amount for each hour or part hour is payable	55.19	50.77
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475	9,637

Table F5
Original Contract for Consultant Medical Staff 1981

	9/1/2008	1/1/2009	3/1/2012
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%	
Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts							
1. Consultants per 3 hour session (and pro-rata)				130.04		123.54	
2. Emergency Sessions							
The rate at 1 above subject to a minimum fee in the case of Anaesthetists of				85.18		80.93	
The rate at 1 above subject to a minimum fee in the case of Ophthalmic Surgeons of				50.74		48.20	
3. Community Ophthalmic Physicians per 3 hour session				188.38		178.96	
4. Special rates payable for clinics held outside a radius of 25 miles							
(a) Where the clinics are held for <u>less</u> than 3 hours duration;							
hourly rate;				64.94		61.69	
minimum rate;				130.04		123.54	
(b) Where the duration is <u>not less</u> than 3 hours;							
first 3 hours				194.78		185.04	
3 hour sessional rate for hours in excess of 3 (and pro-rata)				130.04		123.54	
5. Pool Payments							
General Teaching Hospital (per bed day)				5.43		5.16	
General Non-Teaching Hospital (per bed day)				3.66		3.48	
Maternity Teaching Hospital (per bed day)				10.52		9.99	
Maternity Non-Teaching Hospital (per bed day)				4.96		4.71	
6. Private Dental Surgeons Sessional Rates							
(a) For clinics held on health board premises				134.27		127.56	
(b) For clinics held in a dentist's private surgery				179.69		170.70	
Extra 3 hour sessions (maximum of 2 sessions per week) held by wholetime health area dental surgeons may be paid for at the revised rates approved for sessions held by private dentists on health area premises as indicated above.							
Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.							
Per 3 hour session (and pro-rata)				155.99		148.19	
Special rates for clinics held outside a radius of 25 miles							
(a) For clinics of <i>less than</i> 3 hours duration							
Per hour				78.69		74.76	
Minimum rate				94.73		89.99	
(b) For clinics of <i>not less than</i> 3 hours							
For the first three hours				234.15		222.44	
For 3 hour sessions in excess of 3 hours				157.58		149.70	
These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.							

NURSING ALLOWANCES			1 Sept 08	1 Jan 10
			2.5%	-5.0%
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)				
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA document attached to Circular 112/99 , where they possess relevant clinical qualification			2,938	2,791
(B) Location Allowance for nurses engaged in the following Duties: A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres) Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004)			1,956	1,858
Public Health Nurses & Assistant Directors of Public Health Nursing				
Midwifery Qualification*			2,938	2,791
*Restored for new entrant nurses as per DoH Circular 14/2017				
Staff Nurse Dual Qualification Scale				
New Location/Qualification Allowance.Refer to paragraph 6 of the HSEA document attached to Circular 112/99.			1,468	1,395
Red-Circled Allowances (Circular 126/2000 refers)				
Payable on a red-circle basis to staff who were in employment in the following grades on 16/11/99 and are existing beneficiaries of such allowances				
Deputy Nursing Officer			1,404	1,333
Theatre / Night Sister			843	801
Public Health Nurse			1,686	1,601
Relevant nursing staff				
Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*			3,132	2,976
*Abolished for new beneficiaries with effect from 1st February 2012				
Psychiatric Nurses (S100/411 refers)				
HSE HR Directorate Circular 1/2005				
Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012				
Psychiatric Staff Nurse			5,223	4,962
Senior Staff Nurse (Psychiatric)			5,485	5,210
Community Psychiatric Nurse			5,728	5,442
Clinical Nurse Manager I (Psychiatric)			5,550	5,272
CNM II (Psychiatric)/Community Mental Health Nurse			5,922	5,626
Clinical Nurse Manager III (Psychiatric)			6,222	5,911
Assistant Director of Nursing Mental Health			6,023	5,722
Nurses assigned to Occupational Therapy (Qualified) * Restored for new entrant nurses as per DoH Circular 14/2017			3,929	3,732
Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449				
Public Health Nurses (S103/151 refers)				
Island Inducement Allowance*			1,859	1,766
*Abolished for new beneficiaries with effect from 1st February 2012				

Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)			1 Sept 08		1 Jan 10	
			2.5%		-5.0%	
<i>(i) On-Call with Standby - Each Day</i>						
Monday to Friday (Each day)			44.57		42.34	
Saturday			57.24		54.38	
Sunday and Public Holidays			77.38		73.51	
All of these figures are based on a 12 hour period . Pro rata to apply after 12 hours.						
<i>(ii) Call Out Rate - Monday to Sunday</i>						
Fee per operation per 2 hours (17.00 - 22.00 hours)			44.57		42.34	
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)			66.84		63.49	
Operation lasting more than 4 hours and up to five hours			111.40		105.83	
Fee per operation per hour (after 22.00 hours)			44.57		42.34	
<i>(iii) On-call Without Standby</i>						
Fee per operation, call in without standby			89.13		84.68	
Overruns from roster at normal overtime rates (no time back in lieu)						
<i>(iv) On Call over Weekend</i>						
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.						
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</i>						
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.			19.04		18.09	
*Restored for new entrant nurses as per DoH Circular 14/2017						
Registered General Nurses in the Community* (HSEA letter dated 5th April 2001 refers)						
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).			3,904		3,709	
Note: This allowance is only payable to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.						
Public Health Nurses Week-end Work (S100/414 refers)						
Fixed Payment			29.62		28.14	
First call on Saturday and first call on Sunday			39.32		37.36	
Each subsequent call on Saturday and Sunday			19.69		18.71	
Payment in lieu of time off for Emergency work			29.59		28.11	
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS						
Saturday Premium (Effective Date 1/1/10) 15.30 EUROS						
Specialist Co-ordinator Allowance*			4,546		4,319	
*Restored for new entrant nurses as per DoH Circular 14/2017						

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES		1 Sept 08	1 Jan 10
		2.5%	-5.0%
†GENERAL PARAMEDICAL SESSIONAL RATES			
Per 3 hour session		102.47	97.34
For 2 three hourly sessions held at the same location on same day		175.32	166.55
SPECIFIC PARAMEDICAL SESSIONAL RATES			
Medical Scientific Staff (Scientists and Biochemists)			
(HSE Circular 001/2011 refers)			
Out of Hours remuneration rates from 1 March 2011	Time Band	Mon - Fri 8pm - 12am	Mon - Thurs 12am - 8am
	Hourly Rate of Pay	37.55	47.80
			Sat 12am until Sun 12am
			Bank Holiday
			52.57
			52.57
		Stand-by Payment	
Stand-by Payments (off site on call)	Monday - Friday	42.34	
	Saturday	54.38	
	Sunday & Public Holidays	73.51	
†PART-TIME PHARMACISTS			
Rate per hour:-			
First 6 hours:		44.02	41.82
Over 6 hours:		32.61	30.97
Maximum payment for 21 hours:		746.79	709.45
PHYSIOTHERAPISTS			
Emergency/On-Call Duty			
I On-Call with Standby	(a) Monday to Friday	24.48	23.25
	(b) Saturdays	31.95	30.35
	(c) Sundays and Public Holidays	47.78	45.39
- Fee per call (per half hour)		24.48	23.25
II On-Call without Standby			
- Fee per call (per hour)		67.18	63.82
The total On-Call Standby fees paid by an individual hospital should not exceed 192.13 Euros from 1/01/10 for any week except for a week during which a public holiday occurs.			
†Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays			
I Saturdays			
- Per 3 hour session and pro-rata subject to a minimum payment of:		133.81	127.12
II Sundays and Public Holidays			
- Per 3 hour session and pro-rata subject to a minimum payment of:		178.40	169.48
†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.			

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

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

				1 Sept 08		1 Jan 10		
				2.5%		-5.0%		
†Sessional Rates for employees who do not derive their principal source of income from sessional work.								
GENERAL PARAMEDICAL SESSIONAL RATES								
Per 3 hour session				94.07		89.36		
For 2 three hourly sessions held at the same location on the same day				160.93		152.89		
PHYSIOTHERAPISTS								
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>								
I Saturdays								
- Per 3 hour session and pro-rata subject to a minimum payment of:				119.47		113.49		
II Sundays and Public Holidays								
- Per 3 hour session and pro-rata subject to a minimum payment of:				159.28		151.32		
PSYCHOLOGISTS								
Employed on a sessional basis as a member of an Assessment Team health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;								
Employed on a sessional basis but not specifically appointed to an assessment team				169.98		161.48		
per 3-hour session				142.70		135.56		
for 2 3-hour sessions held at the same location on same day				244.25		232.04		
Allowance for Advanced Paramedics as per HSE Circular 11/2009								
				9,700		9,215		
†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.								

SUPPORT SERVICES GRADES ALLOWANCES

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

CLERICAL ADMIN MANAGEMENT GRADES ALLOWANCES

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

MEDICAL AND DENTAL ALLOWANCES

1 Sept 08

1 Jan 10

2.5%

-8.0%

Increase to fees and 'pool' payments to medical and dental staff who provide services under the Health Acts

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

Extra 3 hour sessions (maximum of 2 sessions per week) held by wholetime health area dental surgeons may be paid for at the revised rates approved for sessions held by private dentists on health area premises as indicated above.

Sessional rate payable to Psychiatrists as part of the assessment teams engaged by Health Areas for the diagnosis and assessment of mental handicap.

Per 3 hour session (and pro-rata)	155.99	143.51
Special rates for clinics held outside a radius of 25 miles		
(a) For clinics of less than 3 hours duration		
Per hour	78.69	72.39
Minimum rate	94.73	87.15
(b) For clinics of not less than 3 hours		
For the first three hours	234.15	215.41
For 3 hour sessions in excess of 3 hours	157.58	144.97

These rates apply in respect of members of teams attending clinics on their own; however where 2 or more members attend jointly at the same clinic, the combined sessional rate may be increased by 35% to allow for subsequent case conference reporting. Travelling expenses (for one car) and subsistence at the currently approved rates may also be allowed to the voluntary organisation for which the team has been engaged. The health area should ensure that at least 6 children are available for assessment at each clinic arranged in the area.

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

NURSING ALLOWANCES		1 Sept 08	1 Jan 10
		2.5%	-8.0%
Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)			
(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in paragraph 4 of the HSEA document attached to Circular 112/99 , where they possess relevant clinical qualification		2,938	2,703
(B) Location Allowance for nurses engaged in the following Duties: A&E Departments, Theatre/OR, Intensive Care Units, Renal Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospitals or Units in County Homes, Secure Units in Mental Health Services, Units for the Severe & Profoundly Handicapped in Mental Handicap Services, Acute Admissions Units in Mental Health Services. (Refer to Para 3 of the HSEA document attached to Circular 112/99). With effect from 1 January, 2004 Care of the Elderly (excluding Care of the Elderly Day Care Centres), Alzheimers Units in both Mental Health Services and the Intellectual Disability Sector, Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services. (Circular 33/2004)		1,956	1,800
Public Health Nurses & Assistant Directors of Public Health Nursing			
Midwifery Qualification* *Restored for new entrant nurses as per DoH Circular 14/2017		2,938	2,703
Staff Nurse Dual Qualification Scale			
New Location/Qualification Allowance.Refer to paragraph 6 of the HSEA document attached to Circular 112/99.		1,468	1,351
Red-Circled Allowances (Circular 126/2000 refers)			
Payable on a red-circle basis to staff who were in employment in the following grades on 16/11/99 and are existing beneficiaries of such allowances			
Deputy Nursing Officer		1,404	1,291
Theatre / Night Sister		843	775
Public Health Nurse		1,686	1,551
Relevant nursing staff			
Nurse Management Sub-structures - Special Allowance for Weekends / public holidays (S121/26 refers)* *Abolished for new beneficiaries with effect from 1st February 2012		3,132	2,882
Psychiatric Nurses (S100/411 refers)			
HSE HR Directorate Circular 1/2005			
Community Allowance - rate for beneficiaries in receipt prior to 1st February 2012			
Pyschiatric Staff Nurse		5,223	4,805
Senior Staff Nurse (Psychiatric)		5,485	5,046
Community Psychiatric Nurse		5,728	5,270
Clinical Nurse Manager I (Psychiatric)		5,550	5,106
CNM II (Psychiatric)/Community Mental Health Nurse		5,922	5,448
Clinical Nurse Manager III (Psychiatric)		6,222	5,724
Assistant Director of Nursing Mental Health		6,023	5,541
Nurses assigned to Occupational Therapy (Qualified) *Restored for new entrant nurses as per DoH Circular 14/2017		3,929	3,615
Community Allowance - rate applicable to new beneficiaries pursuant to WRC Agreement August 2016 is a standard rate of €5,449			
Public Health Nurses (S103/151 refers)			
Island Inducement Allowance*		1,859	1,710
*Abolished for new beneficiaries with effect from 1st February 2012			

Theatre Nurses who participate in the On-Call/standby. Emergency Services (S100/125 refers) (Circular 33/2003 refers)			1 Sept 08		1 Jan 10			
			2.5%		-8.0%			
<i>(i) On-Call with Standby - Each Day</i>								
Monday to Friday (Each day)			44.57		41.00			
Saturday			57.24		52.66			
Sunday and Public Holidays			77.38		71.19			
All of these figures are based on a 12 hour period . Pro rata to apply after 12 hours.								
<i>(ii) Call Out Rate - Monday to Sunday</i>								
Fee per operation per 2 hours (17.00 - 22.00 hours)			44.57		41.00			
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)			66.84		61.49			
Operation lasting more than 4 hours and up to five hours			111.40		102.49			
Fee per operation per hour (after 22.00 hours)			44.57		41.00			
<i>(iii) On-call Without Standby</i>								
Fee per operation, call in without standby			89.13		82.00			
Overruns from roster at normal overtime rates (no time back in lieu)								
<i>(iv) On Call over Weekend</i>								
In situations where no roster duty is available over the weekend, the following will apply on a pro rata basis i.e. appropriate rate divided by 12, then multiplied by the number of hours available. No time back in lieu will apply.								
<i>(v) Nurse Co-ordinator Allowance* (See Circular 33/2003 for full details)</i>								
A shift allowance will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationships with the Theatre Superintendent. The allowance only applies to a staff nurse who fulfils specified duties when called in.			19.04		17.52			
*Restored for new entrant nurses as per DoH Circular 14/2017								
Registered General Nurses in the Community* *Restored for new entrant nurses as per DoH Circular 14/2017								
(HSEA letter dated 5th April 2001 refers)								
Registered General Nurses in the community undertaking certain specified duties of the Public Health Nurse should receive the following allowance. (The remuneration arrangement will apply for the duration of the specific assignment and will cease when the Community General Nurse reverts back to general duties either on reassignment or when a Public Health Nurse fills the role).			3,904		3,592			
Note: This allowance is only payable to General Nurses who are paid on the Registered General Staff Nurse Pay Scale.								
Public Health Nurses Week-end Work (S100/414 refers)								
Fixed Payment			29.62		27.25			
First call on Saturday and first call on Sunday			39.32		36.18			
Each subsequent call on Saturday and Sunday			19.69		18.12			
Payment in lieu of time off for Emergency work			29.59		27.22			
Saturday Premium (Effective Date 1/1/09) 16.10 EUROS								
Saturday Premium (Effective Date 1/1/10) 14.81 EUROS								
Specialist Co-ordinator Allowance*			4,546		4,183			
*Restored for new entrant nurses as per DoH Circular 14/2017								

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL STAFF

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES		1 Sept 08	1 Jan 10		
		2.5%	-8.0%		
†GENERAL PARAMEDICAL SESSIONAL RATES					
Per 3 hour session		102.47	94.27		
For 2 three hourly sessions held at the same location on same day		175.32	161.29		
SPECIFIC PARAMEDICAL SESSIONAL RATES					
Medical Scientific Staff (Scientists and Biochemists) (HSE Circular 001/2011 refers)					
Out of Hours remuneration rates from 1 March 2011	Time Band	Mon - Fri 8pm - 12am	Mon - Thurs 12am - 8am	Sat 12am until Sun 12am	Bank Holiday
	Hourly Rate of Pay	36.37	46.29	50.91	50.91
Stand-by Payments (off site on call)	Stand-by Payment				
	Monday - Friday	41.00			
	Saturday	52.66			
	Sunday & Public Holidays	71.19			
†PART-TIME PHARMACISTS					
Rate per hour:-					
First 6 hours:			44.02	40.50	
Over 6 hours:			32.61	30.00	
Maximum payment for 21 hours:			746.79	687.05	
PHYSIOTHERAPISTS					
Emergency/On-Call Duty					
I On-Call with Standby (a) Monday to Friday			24.48	22.52	
(b) Saturdays			31.95	29.39	
(c) Sundays and Public Holidays			47.78	43.96	
- Fee per call (per half hour)			24.48	22.52	
II On-Call without Standby					
- Fee per call (per hour)			67.18	61.81	
The total On-Call Standby fees paid by an individual hospital should not exceed 186.06 Euros from 1/01/10 for any week except for a week during which a public holiday occurs.					
†Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays					
I Saturdays					
- Per 3 hour session and pro-rata subject to a minimum payment of:			133.81	123.10	
II Sundays and Public Holidays					
- Per 3 hour session and pro-rata subject to a minimum payment of:			178.40	164.12	
†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.					

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES				1 Sept 08	1 Jan 10
				2.5%	-8.0%
Child Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker for 1/1/2018	€9.55 per hour			
Social Care Workers required to do an 8 hour sleepover	Set at the minimum wage per hour rate for an adult worker for 1/1/2018	€9.55 per hour			
Saturday Premium (Effective Date 1/1/10)	14.81 EUROS				
†SESSIONAL RATES FOR PSYCHOLOGISTS					
Employed on a sessional basis as a member of an Assessment Team the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;			193.44	177.97	
Employed on a sessional basis but not specifically appointed to an assessment team per 3-hour session			162.39	149.40	
for 2 3-hour sessions held at the same location on same day			277.95	255.71	
RADIOGRAPHERS (HSE Circular 006/2012 refers)					
Out of Hours Remuneration Rates from 1 February 2012	Monday - Friday	8pm - 12am	36.36 per hour		
	Monday - Saturday (Fri night into Saturday)	12am - 8am	46.29 per hour		
	Saturday	8am - 12am	42.43 per hour		
	Sunday (into Monday morning / Sunday)	8am (Mon)	50.91 per hour		
Stand-by Payments (off site on call)					
		Stand-by Payment			
	Monday - Fri	41.00			
	Saturday	52.66			
	Sunday & Public Holidays (8am Sun / 8am Mon)	71.19			
PART-TIME RADIOGRAPHERS					
Rate-Per-Hour : Premium rate			26.44	24.32	
†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.					

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES		1 Sept 08	1 Jan 10
		2.5%	-8.0%
†SOCIAL WORKERS			
3-hour Session		110.97	102.09
2 3-hour sessions (held at the same location on the same day)		189.87	174.68
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*			
*Abolished for new beneficiaries with effect from 1st February 2012			
Hons BSc		1,062	977
MSc		2,123	1,953
PhD		2,768	2,546
Only one allowance is payable at a time			
ANNUAL ALLOWANCE FOR RADIOGRAPHERS* *Abolished for new beneficiaries with effect from 1st February 2012			
Higher Diploma of the College of Radiography		960	883
Diploma in Ultrasound		480	442
Diploma in Nuclear Medicine		480	442
Only ONE Diploma Allowance is payable to any Radiographer & only where such Diploma is relevant to their occupation.			
Co-ordination and Overseeing of Undergraduate Student Therapists during clinical placements*		250	230.00
*Abolished for new beneficiaries with effect from 1st February 2012			
Annual Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)			4,350
Quarterly Allowance payable to Radiographers employed in Breastcheck, National Screening Service (Circular 2/2018)			1,453
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR			
Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3101.74 Euros			
†Sessional Rates for employees who do not derive their principal source of income from sessional work.			
GENERAL PARAMEDICAL SESSIONAL RATES			
Per 3 hour session		94.07	86.54
For 2 three hourly sessions held at the same location on the same day		160.93	148.06
PHYSIOTHERAPISTS			
<u>Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays</u>			
I Saturdays - Per 3 hour session and pro-rata subject to a minimum payment of:		119.47	109.91
II Sundays and Public Holidays - Per 3 hour session and pro-rata subject to a minimum payment of:		159.28	146.54

	1 Sept 08 2.5%	1 Jan 10 -8.0%
PSYCHOLOGISTS		
Employed on a sessional basis as a member of an Assessment Team (with a Psychiatric & Social worker) engaged by the health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;	169.98	156.38
Employed on a sessional basis but not specifically appointed to an assessment team per 3-hour session	142.70	131.28
for 2 3-hour sessions held at the same location on same day	244.25	224.71
Allowance for Advanced Paramedics as per HSE Circular 11/2009	9,700	8,924

†The inappropriate use of sessional rates is currently being reviewed and these rates may not be used in respect of any new employee. Further instruction in relation to employees currently on sessional rates will issue separately.

SUPPORT SERVICES GRADES ALLOWANCES

Cardiac Allowance* *Abolished for new beneficiaries with effect from 1st February 2012	17.78	16.35
Travel Allowance for Non-Nursing Personnel (Acute Hospitals Dublin ONLY - 5/7 roster)* *Abolished for new beneficiaries with effect from 1st February 2012	30.86	28.39
Saturday Premium (Effective Date 1/1/09) 11.27 Euros		
Saturday Premium (Effective Date 1/1/10) 10.37 Euros		
Craftworkers Tool Allowance* *Restored for post 2012 new entrant Craftworkers w.e.f 1st January 2018		
1/1/10 -- 31/06/13 816.96 Euros		
1/7/13 -- 31/12/13 653.57 Euros		

CLERICAL ADMIN MANAGEMENT GRADES ALLOWANCES

On call/standby allowance for "after hours" cover provided by computer staff on computer technology	119.85	110.26
Industrial Relations Officer (Health Areas only) **not for use for any new incumbents post formation of the HSE** - Annual Allowance to Postholder	9,230	8,492
Matron and Assistant Matron Welfare Homes - Excluding HSE Eastern Regional Area - Matrons with full time commitment to after hours work	4,133	3,803
Saturday Premium		
Effective Date 1/1/09 16.10 EUROS		
Effective Date 1/1/10 14.81 EUROS		

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

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

MEDICAL & DENTAL GRADES

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

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

CRAFTSMEN (PAYPATH)	1/03/12	12	34,838	35,238	35,432	35,645	35,845	35,950	36,051	36,153	36,258	36,422	36,548	36,855						
	1/09/08	2.5%	36,852	37,284	37,494	37,724	37,941	38,054	38,163	38,274	38,388	38,564	38,701	39,032						
DOMESTICS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CLEANERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
PORTERS / DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
BUILDERS LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GENERAL LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GROUNDSMEN (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GARDEN LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
FARM LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
GATE KEEPERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
CARETAKERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
LAUNDRY WORKERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08	2.5%	29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					
SEAMSTRESS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951					
	1/09/08	2.5%	30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569					

Grade Description	Effective From	Pts	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro	Euro
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
HAIRDRESSERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951				
	1/09/08 2.5%		30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569				
BEAUTICIANS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951				
	1/09/08 2.5%		30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569				
BARBERS (NON-DUBLIN)(PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951				
	1/09/08 2.5%		30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569				
MINI BUS DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038				
	1/09/08 2.5%		30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663				
TRACTOR DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038				
	1/09/08 2.5%		30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663				
VAN DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,817	28,975	29,129	29,214	29,303	29,388	29,475	29,563	29,652	29,750	29,846	29,942	30,038				
	1/09/08 2.5%		30,343	30,513	30,680	30,772	30,868	30,960	31,054	31,150	31,245	31,351	31,455	31,559	31,663				
MORTUARY ATTENDANTS (NON-DUBLIN)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120				
	1/09/08 2.5%		30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752				
LABORATORY ATTENDANTS (NON-DUBLIN)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120				
	1/09/08 2.5%		30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752				
THEATRE PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120				
	1/09/08 2.5%		30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752				
DARK ROOM PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,900	29,058	29,208	29,295	29,380	29,470	29,554	29,644	29,736	29,818	29,925	30,024	30,120				
	1/09/08 2.5%		30,432	30,604	30,765	30,859	30,952	31,049	31,140	31,237	31,336	31,425	31,541	31,648	31,752				
GARDENER (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454				
	1/09/08 2.5%		30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113				
STOREMAN (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454				
	1/09/08 2.5%		30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113				
BOILERMAN / GROUNDSMAN (NON-DUBLIN)	1/03/12	13	29,223	29,383	29,534	29,623	29,707	29,798	29,882	29,974	30,067	30,163	30,274	30,360	30,454				
	1/09/08 2.5%		30,782	30,955	31,118	31,214	31,305	31,404	31,494	31,593	31,694	31,798	31,918	32,011	32,113				
DOMESTIC SUPERVISOR SUPERVISING LESS THAN 20 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741				
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
DOMESTIC SUPERVISOR SUPERVISING 34 OR LESS STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741				
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
HEAD PORTERS SUPERVISING 10 OR LESS (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741				
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
DINING ROOM SUPERVISORS SUPERVISING 14 OR LESS (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741				
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
HEAD GROUNDSMAN - OPERATING IN ONE INSTITUTION (NON-DUBLIN) (PAYPATH)	1/03/12	13	29,402	29,574	29,736	29,829	29,922	30,017	30,139	30,215	30,310	30,419	30,525	30,634	30,741				
	1/09/08 2.5%		30,975	31,161	31,336	31,437	31,537	31,640	31,772	31,854	31,956	32,075	32,189	32,308	32,423				
DOMESTIC SUPERVISOR SUPERVISING 20-34 STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507				
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251				

Grade Description	Effective From	Pts	Euro																	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
DOMESTIC SUPERVISOR SUPERVISING 35-49 STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
HEAD PORTER SUPERVISING 11-20 STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
DINING ROOM SUPERVISORS SUPERVISING 15-29 STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
HEAD GROUNDSMAN - OPERATING IN MORE THAN ONE INSTITUTION (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
LINEN ROOM SUPERVISOR (NON-DUBLIN) (PAYPATH)	1/03/12	13	30,067	30,250	30,425	30,529	30,634	30,735	30,837	30,949	31,049	31,164	31,275	31,393	31,507					
	1/09/08 2.5%		31,694	31,892	32,082	32,194	32,308	32,416	32,527	32,647	32,756	32,880	33,000	33,127	33,251					
DOMESTIC SUPERVISOR SUPERVISING 35 OR MORE STAFF IN REGIONAL & GENERAL HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
DOMESTIC SUPERVISOR SUPERVISING 50 OR MORE STAFF IN ALL OTHER HOSPITALS (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
HEAD PORTERS SUPERVISING 21 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
DINING ROOM SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
HEAD GARDENERS WITH GARDENERS REPORTING TO HIM (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
LAUNDRY SUPERVISORS SUPERVISING 30 OR MORE STAFF (NON-DUBLIN) (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
PORTERS (DUBLIN) (PAYPATH)	1/03/12	8	27,831	28,088	28,353	28,608	28,865	29,118	29,374	29,626										
	1/09/08 2.5%		29,296	29,566	29,845	30,117	30,394	30,668	30,945	31,217										
BOILERMEN (DUBLIN)(PAYPATH)	1/03/12	8	28,109	28,362	28,729	28,867	29,112	29,368	29,613	29,862										
	1/09/08 2.5%		29,588	29,855	30,248	30,397	30,662	30,938	31,204	31,472										
DOMESTICS (DUBLIN)(PAYPATH)	1/03/12	8	26,715	26,968	27,221	27,469	27,728	27,986	28,246	28,503										
	1/09/08 2.5%		28,121	28,387	28,654	28,915	29,187	29,459	29,733	30,003										
NURSES AIDE (DUBLIN)(PAYPATH)	1/03/12	13	28,348	28,564	28,654	28,729	28,813	28,906	28,990	29,077	29,167	29,246	29,365	29,490	29,608					
	1/09/08 2.5%		29,840	30,069	30,167	30,247	30,338	30,439	30,530	30,624	30,721	30,807	30,935	31,071	31,198					
CSSD OPERATIVES	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
MEDICAL LABORATORY AIDES (DUBLIN)	1/03/12	7	25,637	26,642	27,640	28,642	29,618	30,592	31,570											
	1/09/08 2.5%		26,987	28,044	29,095	30,153	31,209	32,261	33,319											
FAMILY SUPPORT WORKERS (PAYPATH)	1/03/12	13	31,080	31,286	31,478	31,587	31,699	31,811	31,918	32,034	32,192	32,265	32,388	32,513	32,630					
	1/09/08 2.5%		32,789	33,012	33,220	33,337	33,459	33,579	33,695	33,820	33,992	34,071	34,203	34,338	34,465					
HOME HELPS (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634					
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226					