

1st October 2020

HEALTH SECTOR

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

These scales must be read in conjunction with Department of Health Circular 7/2020

The Public Service Pay and Pensions Act 2017 to give effect to the following adjustments to salaries effective 1st October 2020:

Section 10(2) In respect of a covered public servant, the annualised amount of his or her basic salary shall, on and from 1 October 2020, be increased by 2 per cent.

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 work sharers 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 October 2020

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 October 2020), 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 along with 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 October 2020**" 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.
- 3** Allowances have mostly been restored to the single rate applicable pre FEMPI in line with Section 24(1)(a) of the PSPP Act 2017, and can be found on the "Allowances" worksheet.
- 4** 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 11/2005) are also contained on these pages. This worksheet has not been maintained due to PSPR adjustments.
- 5** 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.
- 6** For all craftsmen grades (Craftsmen, Craftsmen's 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.
- 7** 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).
- 8** As in previous scales, the weekly rate can be calculated by dividing the annual rate by 52.18.
- 9** Sessional Rates, which are not to be used for any new employees recruited on or after 28th March 2014, have been highlighted.†
- 10** Salaries for pension contribution and benefit (new and historic) for affected Senior Management/Administrative Grades remains below the pre-FEMPI rate of pay, and will remain in place until they are restored to the pre-FEMPI 2008 rate of pay.
- 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** Sleepover rates are set at the national minimum wage rates per hour for an adult worker, in line with the national minimum wage legislation. DoH Circular 4/2020
- 13** The Living Out Allowance was abolished completely on 1st July 2017 and is incorporated into the following pay scales as a result: Intern, Senior House Officer, Registrar (Circular 11/2017 refers). For Pension Purposes:- separate payscales for Intern, Senior House Officer and Registrar who retired or resigned before 1 July 2013 are showing on the payscales.
- 14** On Call off site rate for Public Health Doctors (and Occupational Health Doctors for duration of pandemic) agreed as per LCR as an interim measure included in these payscales. HSE Circular 35/2020 refers.
- 15** Rebanding of specific support staff grades from Phase 1, 2 & 3 of the Job Evaluation Scheme for Support Staff as per LCR 22066 is provided for. HSE Circular 005/2020 and 054/2020 refers.
- 16** Grades of:- Pharmacy Porter, Pharmacy Aide/Attendant, Theatre Porters/Attendants, Endoscopy Operatives (Band 1), Endoscopy Operatives (Band 2) and Health Care Assistant (*Band 1) *specially working in certain locations, have been included in these payscales. DoH Circular 5/2020 refers.
- 17** The grades of Enhanced Nurse (Mental Health) Senior and Enhanced Nurse (Mental Health) have been newly entered in these payscales. HSE Circular 003/2020 refers.
- 18** In line with the LCR 22091 the effective date for the new 5 pt scale for Regional Chief Environmental Health Officer is 1.5.2017. The 7 pt scale is now obsolete.
- 19** Pay relativity for certain nursing grades salaries (Student/Post Qualification Pre-Registration/Adaptation originally sanctioned as a percentage of the first point Staff Nurse/Staff Nurse Mental Health pay scale as appropriate) has been surpassed, as pay for these grades has been amended in line with recent National Agreements.
- 20** Abbreviations:'PSPP'=Public Service Pay & Pensions; 'LRA'=Lansdowne Rd A/ment; 'HRA'=Haddington Rd A/ment; 'Sec.6 adj'=Section 6 Adjustment.'PSSA=Public Services Stability A/ment; p/a Per Annum; CMH = Central Mental Hospital, NRH Dublin = National Rehabilitation Hospital Dublin;.
- 21** Arrangement re the application of additional increments awarded to New Entrants under the PSSA 2018-2020 are set out in DoH Circular 2/2020. This circular does not apply to nursing/midwifery grades.
- 22** **If you have a query specific to your own pay and employment, please contact your own HR / Personnel Manager. For policy queries, please contact national_hr_unit@health.gov.ie**

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1st OCTOBER 2020 - 1st JANUARY 2020 - 1st SEPTEMBER 2019 - 1st APRIL 2019 - 1st JANUARY 2019 - 1st OCTOBER 2018 - 1st APRIL 2018 - 1st JANUARY 2018 - 1st APRIL 2017 - 1st JANUARY 2016 -
 1st NOVEMBER 2013 - 1st JULY 2013 - 1st JANUARY 2010

Source Grade	Grade	Band	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
			MEDICAL & DENTAL GRADES																			
EMBOLDENED POINTS REPRESENT LSIs (1ST LSI PAYABLE AFTER 3 YEARS ON MAX, 2ND AFTER 3 MORE, AND 3RD AFTER 3 MORE)																						
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS	1/10/20 PSPP	1	30,346																
				1/01/20 PSPP		29,751																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	34,173																
				1/09/19 PSPP		33,503																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	36,222																
				1/09/19 PSPP		35,512																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 0-60 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	38,269																
				1/09/19 PSPP		37,518																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS	1/10/20 PSPP	1	34,173																
				1/09/19 PSPP		33,503																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	36,222																
				1/09/19 PSPP		35,512																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	38,269																
				1/09/19 PSPP		37,518																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 61-120 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	40,333																
				1/09/19 PSPP		39,543																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS	1/10/20 PSPP	1	36,222																
				1/09/19 PSPP		35,512																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	38,269																
				1/09/19 PSPP		37,518																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH 13-20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	40,333																
				1/09/19 PSPP		39,543																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH 121-180 BEDS OF WHICH >20 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	43,420																
				1/09/19 PSPP		42,568																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS	1/10/20 PSPP	1	38,269																
				1/09/19 PSPP		37,518																
1503			MEDICAL OFFICER OF DISTRICT/COMMUNITY HOSPITAL WITH >180 BEDS OF WHICH 1-12 ARE DESIGNATED ASSESSMENT / REHAB BEDS	1/10/20 PSPP	1	40,333																
				1/09/19 PSPP		39,543																

4905		CRAFTSMEN'S MATE (NON-PAYPATH)	1/10/20 PSPP	14	27,848	28,804	30,823	31,178	31,350	31,544	31,544	31,544	31,587	31,680	31,767	31,908	31,993	32,282	Pt 1 paid on recruitment, pt. 2 after .5 years etc.
			1/01/20 PSPP		27,302	28,239	30,219	30,567	30,735	30,926	30,926	30,926	30,968	31,058	31,144	31,282	31,366	31,649	Pt 1 paid on recruitment, pt. 2 after .5 years etc.
5088		CHARGEHAND (NON-PAYPATH)	1/10/20 PSPP	14	35,943	37,166	39,819	40,272	40,493	40,739	40,963	41,083	41,198	41,317	41,432	41,619	41,731	42,113	Pt 1 paid on recruitment, pt. 2 after .5 years etc.
			1/09/19 PSPP		35,238	36,437	39,038	39,482	39,699	39,940	40,160	40,277	40,390	40,507	40,620	40,803	40,912	41,287	Pt 1 paid on recruitment, pt. 2 after .5 years etc.
506T		ASSISTANT FOREMAN (NON-PAYPATH)	1/10/20 PSPP	12	41,585	42,059	42,290	42,548	42,782	42,908	43,028	43,153	43,273	43,469	43,585	43,985			Pt 1 paid on recruitment, pt. 2 after .5 years etc.
			1/09/19 PSPP		40,769	41,234	41,461	41,714	41,943	42,066	42,184	42,307	42,424	42,617	42,731	43,123			Pt 1 paid on recruitment, pt. 2 after .5 years etc.
5061		FOREMAN (NON-PAYPATH)	1/10/20 PSPP	12	44,233	44,739	44,986	45,261	45,511	45,645	45,773	45,906	46,034	46,244	46,368	46,794			Pt 1 paid on recruitment, pt. 2 after .5 years etc.
			1/09/19 PSPP		43,366	43,862	44,103	44,373	44,618	44,750	44,875	45,006	45,132	45,337	45,458	45,876			Pt 1 paid on recruitment, pt. 2 after .5 years etc.
	4008	DENTAL TECHNICIAN, SENIOR	1/10/20 PSPP	9	38,133	39,065	40,001	40,930	41,866	42,800	43,734	44,664	45,648	LSI					
			1/09/19 PSPP		37,385	38,299	39,217	40,127	41,045	41,961	42,876	43,789	44,753	LSI					
	4006	DENTAL TECHNICIAN, BASIC	1/10/20 PSPP	11	30,161	31,898	32,898	34,022	34,812	35,924	37,037	38,152	39,265	40,383	41,268	LSI			
			1/01/20 PSPP		29,569	31,272	32,252	33,354	34,129	35,220	36,311	37,404	38,495	39,591	40,459	LSI			
4110		4 DOMESTICS	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
	6015	3 MULTI-TASK ATTENDANT	1/10/20 PSPP	9	28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897						
			1/01/20 PSPP		28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193						
		HEALTH CARE ASSISTANT (BAND 1)** *specifically working in the following locations*:- *St Ita's Portrane / Central Mental Hospital / National Rehabilitation Hospital Dublin / Galway-Roscommon Mental Health Services / St Fintan's Hospital Portlaoise* (Rebanded from Band3 to Band1 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/10/20 PSPP	7	34,011	35,005	36,068	37,088	38,178	39,301	40,459								
			1/09/19 PSPP		33,344	34,319	35,361	36,361	37,430	38,530	39,666								
		HEALTH CARE ASSISTANT (Rebanded from Band3 to Band2 wef 1.9.2019 in line with HSE HR Circular 005/2020. The Band 1 rate applies to pension benefit calculations for retirements from 1.9.2019 only)	1/10/20 PSPP	9	29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600						
6075		2	1/01/20 PSPP		28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862						
6415		4 ATTENDANTS	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
4113		4 CLEANERS	1/01/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
4197		4 PORTERS	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
4908		4 PORTERS / DRIVERS	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
	5001	2 PHARMACY PORTER	1/10/20 PSPP	9	29,062	30,421	31,854	32,234	33,169	33,976	35,141	36,348	37,600						
			1/01/20 PSPP		28,493	29,825	31,229	31,602	32,519	33,310	34,452	35,636	36,862						
	5003	3 PHARMACY AIDE/ATTENDANT	1/10/20 PSPP	9	28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897						
			1/01/20 PSPP		28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193						
4262		4 BUILDERS LABOURERS	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
4262		4 GENERAL LABOURERS	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
4068		4 GROUNDSMEN	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
4262		4 GARDEN LABOURERS	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
4262		4 FARM LABOURERS	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
413Y		4 DRIVERS WHOSE DUTIES DO NOT INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS, OR THOSE TRANSPORTING PATIENTS/CLIENTS WITHIN HOSPITAL GROUNDS ONLY	1/10/20 PSPP	9	27,942	29,653	30,927	31,459	31,685	32,215	32,758	33,185	33,699						
			1/01/20 PSPP		27,394	29,072	30,321	30,842	31,063	31,583	32,115	32,534	33,038						
413Y		3 DRIVERS WHOSE DUTIES INVOLVE THE TRANSPORTATION OF PATIENTS AND CLIENTS (ON PUBLIC ROADS)	1/10/20 PSPP	9	28,837	30,567	31,606	32,318	32,933	33,730	34,216	35,046	35,897						
			1/01/20 PSPP		28,271	29,968	30,986	31,684	32,287	33,069	33,545	34,358	35,193						

Medical Consultants Salary Scales - 1st October 2020

Salary Scales are included in this worksheet for eligible consultants who have availed of the Consultant Contract 2008 Settlement Agreement, as per Circular 11/2018.
These are demarcated in green shading and have the letters SA before each table number.

Table A1									
Salary scales for serving Consultants who have opted for the Type A Contract and are not covered by the settlement agreement.									
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
Consultants Revised Common Contract, 1997	Type A	Type A	Type A	Type A	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	191,727	196,360	199,796	203,792
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	187,490	191,980	195,340	199,246
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	183,482	187,839	191,126	194,948
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	182,681	187,013	190,286	194,092
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	178,883	183,101	186,305	190,031
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	175,423	179,536	182,678	186,332
Geographical Wholtime Consultants without fees	196,553	182,248	187,016	188,981	193,749	195,734	200,502	204,011	208,091

Table SA - A1

Salary Scales for serving consultants who have availed of the Settlement Agreement and opted for the Type A Contract.
Note: Due for payment in 2019 and 2020 - See Circular 11/20018

Consultants Revised Common Contract, 1997	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	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	220,938	226,461	226,461	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
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	216,010	221,410	221,410	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	211,350	216,634	216,634	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
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	210,421	215,682	215,682	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	206,020	211,170	211,170	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,896	206,944	206,944	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910
Geographical Wholetime Consultants without fees	225,599	231,239	231,239	252,150	214,328	198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910

Table A2									
Salary scales for serving Consultants who have opted for the Type B Contract and are not covered by the settlement agreement.									
Consultants Revised Common Contract, 1997	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	Type B	Type B	Type B	Type B	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	182,910	187,250	190,527	194,337
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	178,659	182,870	186,071	189,792
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	175,423	179,536	182,678	186,332
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	175,423	179,536	182,678	186,332
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	175,423	179,536	182,678	186,332
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	172,319	176,338	179,424	183,012
Geographical Wholetime Consultants without fees	187,623	174,211	178,681	180,557	185,028	186,923	191,393	194,742	198,637

Table SA - A2

**Salary scales for serving Consultants who have availed of the
Settlement Agreement and opted for the Type B Contract**

Consultants Revised Common Contract, 1997	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	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	210,688	215,955	215,955	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
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	205,760	210,904	210,904	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	201,100	206,127	206,127	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
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	200,171	205,175	205,175	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	195,770	200,664	200,664	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	191,646	196,437	196,437	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
Geographical Wholetime Consultants without fees	215,349	220,733	220,733	231,138	196,467	182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001

Table A3									
Salary scales for serving Consultants who have opted for the Type B* Contract and are not covered by the settlement agreement.									
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
Consultants Revised Common Contract, 1997	Type B*	Type B*	Type B*	Type B*	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	167,766	171,647	174,651	178,144
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	162,271	165,986	168,891	172,268
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	158,589	162,192	165,030	168,331
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	166,202	170,035	173,011	176,471
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	162,271	165,986	168,891	172,268
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	158,589	162,191	165,030	168,330

Table SA - A3

Salary scales for serving Consultants who have availed of the Settlement Agreement and opted for the Type B* Contract
Note: Due for payment in 2019 and 2020 - see Circular 11/2018

	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
Consultants Revised Common Contract, 1997	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*	Type B*
	€	€	€	€	€	€	€	€	€	€	€	€	€
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	184,796	189,416	189,416	199,619	175,665	163,355	167,458	169,215	173,317	175,092	179,195	182,331	185,977
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care),	180,395	184,905	184,905	199,619	175,665	163,355	167,458	169,215	173,317	175,092	179,195	182,331	185,977
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	176,271	180,678	180,678	199,619	175,665	163,355	167,458	169,215	173,317	175,092	179,195	182,331	185,977

Table B1										
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type A Contract and are not covered by the settlement agreement.										
	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020	
Category I Consultants	€	€	€	€	€	€	€	€	€	€
Professor	241,539	222,735	229,002	231,417	237,685	240,124	246,392	250,703	255,718	
Associate Professor	225,876	208,638	214,383	216,642	222,387	224,669	230,414	234,446	239,135	
Lecturer	210,243	194,569	199,793	201,896	207,120	209,243	214,468	218,221	222,585	
College Lecturer	206,055	190,800	195,884	197,945	203,030	205,111	210,195	213,874	218,151	
Category II Consultants	€	€	€	€	€	€	€	€	€	€
Professor UCD, TCD, RCSI	229,767	212,140	218,015	220,313	226,188	228,508	234,383	238,485	243,255	
Associate Professor UCD, TCD, RCSI	214,476	198,379	203,744	205,889	211,254	213,420	218,786	222,614	227,067	
Lecturer	198,313	183,831	188,658	190,641	195,468	197,471	202,297	205,837	209,954	
College Lecturer	194,122	180,060	184,747	186,688	191,375	193,336	198,023	201,488	205,518	
Professor UCC	233,447	215,452	221,450	223,784	229,782	232,139	238,137	242,304	247,151	
Associate Professor UCC	218,039	201,585	207,069	209,249	214,733	216,935	222,420	226,312	230,838	
Lecturer UCC	202,042	187,187	192,138	194,159	199,110	201,150	206,101	209,708	213,902	
College Lecturer UCC	197,852	183,417	188,228	190,207	195,018	197,016	201,827	205,359	209,466	
Professor UCG	237,125	218,763	224,883	227,254	233,375	235,770	241,890	246,123	251,045	
Associate Professor UCG	221,601	204,791	210,394	212,610	218,212	220,451	226,053	230,009	234,610	
Lecturer UCG	205,770	190,543	195,618	197,676	202,751	204,829	209,904	213,577	217,849	
College Lecturer UCG	201,579	186,771	191,707	193,723	198,658	200,694	205,629	209,228	213,413	

Table SA - B1

Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type A Contract
 Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Category I Consultants	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract	Type A Contract
	01/06/2008	01/09/08	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	€	€	€	€	€	€	€	€	€	€	€	€	€
Professor	277,233	284,163	284,163	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909
Associate Professor	259,254	265,736	265,736	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942
Lecturer	241,312	247,345	247,345	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046
College Lecturer	236,505	242,418	242,418	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784
Professor UCD, TCD, RCSI	263,721	270,314	270,314	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909
Associate Professor UCD, TCD, RCSI	246,171	252,325	252,325	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942
Lecturer	227,618	233,309	233,309	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046
College Lecturer	222,808	228,379	228,379	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784
Professor UCC	267,944	274,643	274,643	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909
Associate Professor UCC	250,260	256,516	256,516	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942
Lecturer UCC	231,898	237,696	237,696	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046
College Lecturer UCC	227,090	232,767	232,767	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784
Professor UCG	272,167	278,971	278,971	309,934	263,444	242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909
Associate Professor UCG	254,348	260,707	260,707	292,190	248,362	228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942
Lecturer UCG	236,177	242,082	242,082	274,527	233,348	215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046
College Lecturer UCG	231,367	237,152	237,152	269,790	229,322	211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784

Table B2										
Salary scales for serving Academic Consultants (1998 Contract) who have opted for the Type B Contract and are not covered by the settlement agreement.										
Category I Consultants	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract	Type B Contract
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020	
	€	€	€	€	€	€	€	€	€	€
Professor	237,074	218,716	224,835	227,205	233,324	235,718	241,837	246,069	250,990	
Associate Professor	219,756	203,130	208,671	210,869	216,410	218,630	224,171	228,094	232,656	
Lecturer	201,352	186,567	191,495	193,508	198,436	200,470	205,398	208,992	213,172	
College Lecturer	196,598	182,288	187,058	189,024	193,793	195,779	200,548	204,058	208,139	
Category II Consultants										
Professor UCD, TCD, RCSI	225,302	208,122	213,848	216,101	221,827	224,103	229,829	233,851	238,528	
Associate Professor UCD, TCD, RCSI	208,356	192,871	198,032	200,116	205,277	207,381	212,543	216,262	220,587	
Lecturer UCD, TCD, RCSI	189,422	175,829	180,360	182,254	186,784	188,697	193,228	196,609	200,541	
College Lecturer UCD, TCD, RCSI	184,665	171,545	175,918	177,765	182,138	184,003	188,376	191,672	195,506	
Professor UCC	228,982	211,433	217,282	219,572	225,421	227,733	233,582	237,670	242,423	
Associate Professor UCC	211,919	196,077	201,357	203,476	208,756	210,896	216,177	219,960	224,359	
Lecturer UCC	193,151	179,186	183,840	185,772	190,426	192,377	197,032	200,480	204,489	
College Lecturer UCC	188,395	174,905	179,401	181,285	185,781	187,684	192,180	195,543	199,454	
Professor UCG	232,660	214,744	220,716	223,042	229,014	231,364	237,335	241,488	246,318	
Associate Professor UCG	215,481	199,283	204,682	206,836	212,235	214,412	219,810	223,657	228,130	
Lecturer UCG	196,879	182,541	187,320	189,288	194,067	196,056	200,835	204,349	208,436	
College Lecturer UCG	192,121	178,259	182,879	184,801	189,421	191,361	195,982	199,411	203,399	

Table SA - B2													
Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B Contract Note: Due for payment in 2019 and 2020 - see Circular 11/2018													
Category I Consultants	Type B Contract	Type B Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract
	01/06/2008	01/09/08	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	€	€	€		€	€	€	€	€	€	€	€	€
Professor	272,108	278,910	278,910	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455
Associate Professor	252,230	258,536	258,536	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983
Lecturer	231,108	236,885	236,885	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221
College Lecturer	225,651	231,292	231,292	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759
Category II Consultants													
Professor UCD, TCD, RCSI	258,596	265,061	265,061	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455
Associate Professor UCD, TCD, RCSI	239,147	245,125	245,125	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983
Lecturer UCD, TCD, RCSI	217,414	222,849	222,849	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221
College Lecturer UCD, TCD, RCSI	211,954	217,253	217,253	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759
Professor UCC	262,819	269,390	269,390	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455
Associate Professor UCC	243,235	249,316	249,316	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983
Lecturer UCC	221,694	227,236	227,236	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221
College Lecturer UCC	216,235	221,641	221,641	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759
Professor UCG	267,042	273,718	273,718	299,428	254,514	234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455
Associate Professor UCG	247,324	253,507	253,507	277,790	236,122	217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983
Lecturer UCG	225,973	231,622	231,622	253,608	215,567	199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221
College Lecturer UCG	220,513	226,025	226,025	247,538	210,407	194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759

Table B3									
Salary scales for serving Academic Consultants (1998 contract) who have opted for the Type B* Contract and are not covered by the settlement agreement.									
Category II Consultants	Type B* Contract 01/01/2010	Type B* Contract 01/07/2013	Type B* Contract 01/04/2017	Type B* Contract 01/01/2018	Type B* Contract 01/04/2018	Type B* Contract 01/10/2018	Type B* Contract 01/04/2019	Type B* Contract 01/09/2019	Type B* Contract 01/10/2020
	€	€	€	€	€	€	€	€	€
Professor UCD, TCD, RCSI	211,906	196,065	201,345	203,464	208,744	210,884	216,164	219,946	224,345
Associate Professor UCD, TCD, RCSI	195,158	180,992	185,714	187,666	192,387	194,358	199,080	202,563	206,615
Lecturer UCD, TCD, RCSI	176,447	164,067	168,193	169,958	174,084	175,866	179,993	183,142	186,805
College Lecturer UCD, TCD, RCSI	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	186,332
Professor UCC	215,586	199,378	204,780	206,936	212,338	214,516	219,918	223,767	228,242
Associate Professor UCC	198,720	184,198	189,038	191,025	195,865	197,872	202,713	206,260	210,385
Lecturer UCC	180,175	167,460	171,698	173,499	177,738	179,557	183,796	187,012	190,752
College Lecturer UCC	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	186,332
Professor UCG	219,264	202,688	208,213	210,405	215,930	218,145	223,670	227,584	232,136
Associate Professor UCG	202,282	187,404	192,363	194,386	199,345	201,388	206,347	209,958	214,157
Lecturer UCG	183,904	170,853	175,203	177,042	181,392	183,249	187,599	190,882	194,700
College Lecturer UCG	179,198	166,570	170,779	172,571	176,780	178,590	182,798	185,997	189,717

Table SA - B3

Salary scales for serving Academic Consultants (1998 Contract) who have availed of the Settlement Agreement and opted for the Type B* Contract
Note: Due for payment in 2019 and 2020 - see Circular 11/2018

Category II Consultants	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract	Type B* Contract
	01/06/2008	01/09/08	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	€	€	€	€	€	€	€	€	€	€	€	€	€
Professor UCD, TCD, RCSI	243,221	249,301	249,301	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364	241,091
Associate Professor UCD, TCD, RCSI	224,656	230,272	229,598	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872	223,250
Lecturer UCD, TCD, RCSI	205,049	210,175	207,585	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382	205,410
College Lecturer UCD, TCD, RCSI	199,962	204,961	202,048	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702	200,636
Professor UCC	247,444	253,631	253,631	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364	241,091
Associate Professor UCC	228,745	234,463	233,788	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872	223,250
Lecturer UCC	209,328	214,562	211,971	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382	205,410
College Lecturer UCC	204,243	209,349	206,437	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702	200,636
Professor UCG	251,667	257,958	257,958	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364	241,091
Associate Professor UCG	232,833	238,654	237,979	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872	223,250
Lecturer UCG	213,607	218,948	216,358	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382	205,410
College Lecturer UCG	208,520	213,733	210,821	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702	200,636

Table C1(1)							
New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012* (interviewed prior to 1 October 2012) who are not covered by the settlement agreement.							
Contract Type	Scale Points	1	2	3	4	5	6
		€	€	€	€	€	€
Type A	01/10/2020	175,755	180,859	195,283	198,118	200,956	203,792
	01/09/2019	172,309	177,313	191,454	194,234	197,015	199,796
	01/04/2019	169,346	174,264	188,161	190,893	193,627	196,360
	01/10/2018	165,532	170,306	183,795	186,439	189,083	191,727
	01/04/2018	163,856	168,580	181,932	184,549	187,166	189,783
	01/01/2018	160,042	164,623	177,565	180,095	182,623	185,150
	01/04/2017	158,382	162,914	175,721	178,224	180,725	183,225
	01/11/2013	154,569	158,957	171,354	173,770	176,181	178,593
	01/01/2010	166,010	170,831	184,455	187,133	189,813	192,492
Type B	01/10/2020	165,431	167,676	183,812	186,259	186,332	186,332
	01/09/2019	162,187	164,389	180,208	182,607	182,678	182,678
	01/04/2019	159,398	161,561	177,109	179,466	179,536	179,536
	01/10/2018	155,877	157,977	173,067	175,355	175,423	175,423
	01/04/2018	154,299	156,377	171,314	173,578	173,646	173,646
	01/01/2018	150,778	152,793	167,272	169,468	169,533	169,533
	01/04/2017	149,216	151,209	165,536	167,708	167,773	167,773
	01/11/2013	145,695	147,625	161,495	163,598	163,660	163,660
	01/01/2010	156,258	158,379	173,620	175,931	176,000	176,000
Type C	01/10/2020	144,640	149,760	160,711	161,505	166,401	168,331
	01/09/2019	141,804	146,824	157,560	158,338	163,138	165,030
	01/04/2019	139,365	144,298	154,850	155,615	160,332	162,192
	01/10/2018	136,389	141,193	151,463	152,206	156,784	158,589
	01/04/2018	135,009	139,765	149,930	150,665	155,196	156,983
	01/01/2018	132,033	136,659	146,543	147,256	151,648	153,380
	01/04/2017	130,667	135,245	145,025	145,730	150,076	151,790
	01/11/2013	127,690	132,140	141,638	142,321	146,528	148,187
	01/01/2010	136,620	141,456	151,800	152,550	157,174	158,997

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

Table SA - C1(1)															
Salary scales for serving New Entrant Consultant (Clinicians) appointed under 2008 contract up to 30 September 2012 who have availed of the Settlement Agreement Note Due for payment in 2019 and 2020 - See Circular 11/2018															
Contract Type	01/06/2008	01/09/2008	01/06/2009	01/01/2010	01/01/2011	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
Type A Consultants	211,713	217,006	233,239	198,253	178,428	183,778	165,869	165,869	170,055	171,839	176,025	177,827	182,013	185,198	188,902
	214,788	220,157	239,543	203,612	183,250	188,601	170,258	174,609	179,094	180,975	185,460	187,360	191,845	195,203	199,107
	217,863	223,309	245,846	208,969	188,072	193,422	174,615	183,778	188,602	190,585	195,410	197,412	202,237	205,776	209,891
	220,938	226,461	252,150	214,328	192,895	198,245	178,956	188,601	193,604	195,640	200,643	202,700	207,703	211,337	215,564
								193,422	198,604	200,694	205,875	207,986	213,168	216,898	221,236
								198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,909
Type B Consultants	192,484	197,296	215,378	183,071	164,764	170,095	153,435	153,435	157,211	158,859	162,635	164,299	168,075	171,016	174,436
	195,046	199,922	220,631	187,536	168,783	174,132	157,093	160,749	164,766	166,494	170,511	172,256	176,273	179,358	182,945
	197,609	202,549	225,884	192,001	172,801	178,151	160,749	170,095	174,420	176,250	180,576	182,425	186,750	190,018	193,818
	200,171	205,176	231,138	196,467	176,821	182,170	164,407	174,132	178,600	180,475	184,943	186,837	191,304	194,652	198,545
								178,151	182,767	184,687	189,304	191,243	195,859	199,287	203,273
								182,170	186,935	188,900	193,665	195,650	200,415	203,922	208,001
Type B* Consultants			199,619	175,665		163,355			167,458	169,215	173,317	175,092	179,195	182,331	185,978
Type C Consultants			168,100	151,800	136,620	141,638	127,690	127,690	130,667	132,033	135,009	136,389	139,365	141,804	144,640
			173,353	152,551	137,296	142,321	128,312	132,140	135,245	136,659	139,764	141,193	144,298	146,823	149,760
			178,606	157,173	141,456	146,527	132,140	141,638	145,025	146,543	149,930	151,463	154,850	157,560	160,711
			183,859	161,796	145,616	150,734	135,967	142,321	145,731	147,256	150,666	152,207	155,616	158,340	161,506
								146,527	150,075	151,647	155,195	156,783	160,331	163,137	166,400
								150,734	154,421	156,039	159,726	161,360	165,047	167,935	171,294

Table C1(2)										
New Entrant Consultant (Clinicians) from 1 st October 2012*										
Contract Type	Scale Points	1	2	3	4	5	6	7	8	9
		€	€	€	€	€	€	€	€	€
Type A	01/10/2020	143,846	150,289	158,806	163,460	170,440	176,257	183,237	189,636	199,566
	01/09/2019	141,026	147,343	155,692	160,255	167,098	172,801	179,644	185,918	195,653
	01/04/2019	138,600	144,808	153,014	157,498	164,224	169,829	176,555	182,720	192,288
	01/10/2018	135,644	141,690	149,681	154,033	160,561	166,002	172,529	178,513	187,788
	01/04/2018	134,271	140,256	148,166	152,474	158,935	164,320	170,781	176,704	185,884
	01/01/2018	131,315	137,138	144,833	149,009	155,273	160,492	166,756	172,498	181,385
	01/04/2017	129,956	135,718	143,333	147,465	153,663	158,828	165,025	170,707	179,500
	01/09/2014	127,000	132,600	140,000	144,000	150,000	155,000	161,000	166,500	175,000
	01/01/2010	135,870	141,956	150,000	154,396	160,989	166,484	173,077	179,121	188,500
	Type B	01/10/2020	135,790	140,623	147,297	150,749	155,353	159,969	164,623	171,603
01/09/2019		133,128	137,866	144,409	147,793	152,307	156,832	161,395	168,238	175,082
01/04/2019		130,838	135,495	141,926	145,251	149,687	154,135	158,619	165,345	172,070
01/10/2018		128,085	132,620	138,883	142,121	146,441	150,769	155,121	161,649	168,177
01/04/2018		126,789	131,278	137,477	140,683	144,959	149,243	153,551	160,012	166,473
01/01/2018		124,036	128,403	134,434	137,554	141,713	145,877	150,053	156,317	162,580
01/04/2017		122,753	127,075	133,043	136,130	140,246	144,366	148,498	154,696	160,893
01/09/2014		120,000	124,200	130,000	133,000	137,000	141,000	145,000	151,000	157,000
01/01/2010		128,261	132,826	139,130	142,390	146,739	151,099	155,495	162,088	168,681
Type C		01/10/2020	120,935	124,478	126,584	129,461	132,338	135,791	140,393	145,572
	01/09/2019	118,564	122,037	124,102	126,923	129,743	133,128	137,641	142,717	148,922
	01/04/2019	116,525	119,938	121,967	124,740	127,511	130,838	135,273	140,263	146,361
	01/10/2018	114,206	117,533	119,446	122,146	124,845	128,085	132,404	137,263	143,202
	01/04/2018	113,076	116,369	118,238	120,911	123,583	126,789	131,065	135,874	141,753
	01/01/2018	113,076	116,369	116,413	118,317	120,916	124,036	128,195	132,875	138,594
	01/01/2018	111,956	115,217	115,217	117,094	119,666	122,753	126,869	131,500	137,159
	01/04/2017	108,478	111,609	114,521	117,094	119,666	122,753	126,869	131,500	137,159
	01/09/2014	105,000	108,000	112,000	114,500	117,000	120,000	124,000	128,500	134,000
	01/01/2010	111,956	115,217	119,565	122,283	125,000	128,261	132,609	137,500	143,478

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

Table C2(1)							
New Entrant Academic Consultant 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	01/10/2020	220,727	227,007	245,252	248,741	252,230	255,718
	01/09/2019	216,399	222,556	240,443	243,864	247,284	250,704
	01/04/2019	212,677	218,728	236,307	239,670	243,031	246,392
	01/10/2018	207,511	213,365	230,370	233,622	236,873	240,125
	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
	01/11/2013	192,989	198,327	213,838	216,804	219,770	222,735
	01/01/2010	208,488	214,420	231,653	234,949	238,244	241,539
Type A Associate Professor / Consultant	01/10/2020	205,801	212,082	228,668	232,158	235,646	239,136
	01/09/2019	201,766	207,923	224,185	227,606	231,026	234,447
	01/04/2019	198,296	204,347	220,329	223,691	227,052	230,414
	01/10/2018	193,600	199,453	214,913	218,165	221,417	224,669
	01/04/2018	191,637	197,430	212,732	215,950	219,169	222,388
	01/01/2018	186,941	192,537	207,316	210,425	213,533	216,642
	01/04/2017	184,997	190,533	205,156	208,232	211,308	214,383
	01/11/2013	180,301	185,640	199,740	202,706	205,672	208,638
	01/01/2010	194,390	200,322	215,989	219,285	222,580	225,876
Type A Senior Lecturer / Consultant	01/10/2020	190,908	197,180	212,120	215,607	219,096	222,585
	01/09/2019	187,164	193,314	207,960	211,379	214,800	218,220
	01/04/2019	183,945	189,989	204,384	207,744	211,106	214,467
	01/10/2018	179,703	185,565	199,489	202,739	205,992	209,243
	01/04/2018	177,881	183,684	197,465	200,683	203,901	207,120
	01/01/2018	173,639	179,259	192,570	195,678	198,787	201,896
	01/04/2017	171,836	177,397	190,567	193,642	196,718	199,793
	01/11/2013	167,593	172,972	185,672	188,637	191,603	194,569
	01/01/2010	180,322	186,247	200,358	203,652	206,948	210,243

Table SA - C2(1)																		
Salary scales for serving New Entrant Academic Consultants Type A appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement Note: Due for payment in 2019 and 2020 - see Circular 11/2018																		
Contract Type	Salary Points	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	2011 NRP	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020	
		Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A	Type A
		€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE A Professor	1	265,886	272,533	272,533	286,674	243,673	219,306	224,656	202,725	202,725	208,252	210,445	215,971	218,186	223,712	227,627	232,180	
	2	269,668	276,410	276,410	294,427	250,263	225,237	230,587	208,063	213,402	219,323	221,635	227,557	229,891	235,813	239,940	244,739	
	3	273,451	280,287	280,287	302,181	256,854	231,169	236,519	213,402	224,656	230,994	233,431	239,769	242,231	248,569	252,919	257,977	
	4	277,233	284,164	284,164	309,934	263,444	237,100	242,450	218,740	230,587	237,145	239,648	246,206	248,733	255,291	259,759	264,954	
	5									236,519	243,297	245,865	252,643	255,237	262,015	266,600	271,932	
	6									242,450	249,447	252,082	259,079	261,740	268,737	273,440	278,909	
TYPE A Associate Professor	1	247,908	254,105	254,105	268,929	228,590	205,731	211,081	190,508	190,508	195,582	197,639	202,713	204,791	209,865	213,537	217,808	
	2	251,690	257,982	257,982	276,683	235,181	211,663	217,013	195,847	201,185	206,654	208,830	214,299	216,497	221,966	225,851	230,368	
	3	255,472	261,859	261,859	284,436	241,771	217,594	222,944	201,185	211,081	216,917	219,203	225,038	227,347	233,183	237,264	242,009	
	4	259,254	265,736	265,736	292,190	248,362	223,526	228,876	206,523	217,013	223,068	225,420	231,476	233,851	239,906	244,105	248,987	
	5									222,944	229,219	231,637	237,912	240,354	246,629	250,945	255,964	
	6									228,876	235,371	237,854	244,349	246,857	253,352	257,786	262,942	
TYPE A Lecturer	1	229,965	235,715	235,715	251,266	213,576	192,218	197,568	178,347	178,347	182,970	184,892	189,516	191,457	196,081	199,512	203,502	
	2	233,748	239,591	239,591	259,020	220,167	198,150	203,500	183,685	189,023	194,042	196,083	201,102	203,163	208,182	211,825	216,062	
	3	237,530	243,468	243,468	266,773	226,757	204,081	209,431	189,023	197,568	202,903	205,039	210,375	212,532	217,867	221,680	226,114	
	4	241,312	247,345	247,345	274,527	233,348	210,013	215,363	194,362	203,500	209,055	211,257	216,812	219,036	224,591	228,521	233,091	
	5									209,431	215,206	217,473	223,248	225,538	231,313	235,361	240,068	
	6									215,363	221,357	223,691	229,685	232,042	238,036	242,202	247,046	
TYPE A College Lecturer	1	225,159	230,788	230,788	246,529	209,550	188,595	193,945	175,086	175,086	179,588	181,474	185,977	187,882	192,384	195,751	199,666	
	2	228,941	234,664	234,664	254,283	216,141	194,527	199,877	180,424	185,762	190,660	192,665	197,563	199,588	204,486	208,064	212,226	
	3	232,723	238,541	238,541	262,036	222,731	200,458	205,808	185,762	193,945	199,146	201,242	206,443	208,559	213,760	217,501	221,851	
	4	236,505	242,418	242,418	269,790	229,322	206,390	211,740	191,101	199,877	205,298	207,459	212,880	215,063	220,484	224,342	228,829	
	5									205,808	211,448	213,676	219,316	221,566	227,206	231,182	235,806	
	6									211,740	217,600	219,893	225,753	228,070	233,930	238,023	242,784	

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	01/10/2020	197,562	209,075	219,376	223,092	223,092	223,092	
	01/09/2019	193,688	204,975	215,074	218,718	218,718	218,718	
	01/04/2019	190,357	201,450	211,375	214,956	214,956	214,956	
	01/10/2018	185,920	196,651	206,252	209,716	209,716	209,716	
	01/04/2018	184,036	194,657	204,159	207,587	207,587	207,587	
	01/01/2018	179,599	189,858	199,036	202,347	202,347	202,347	
	Circular 12/2017	01/04/2017	177,733	187,883	196,964	200,240	200,240	200,240
	Circular 12/2017	01/11/2016	173,296	183,084	191,841	195,000	195,000	195,000
	01/01/2010 [^]	186,607	197,482	207,212	210,722	210,722	210,722	
Type A Associate Professor / Consultant	01/10/2020	183,908	194,730	204,538	215,942	223,092	223,092	
	01/09/2019	180,302	190,911	200,528	211,708	218,718	218,718	
	01/04/2019	177,201	187,628	197,079	208,067	214,956	214,956	
	01/10/2018	173,157	183,277	192,422	203,052	209,716	209,716	
	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	01/11/2016	161,577	170,878	179,227	188,922	195,000	195,000
	01/01/2010 [^]	173,711	183,932	193,197	203,969	210,722	210,722	
Type A Senior Lecturer / Consultant	01/10/2020	170,305	180,557	189,799	200,562	207,629	218,549	
	01/09/2019	166,965	177,017	186,077	196,629	203,558	214,264	
	01/04/2019	164,094	173,973	182,877	193,248	200,057	210,579	
	01/10/2018	160,435	170,023	178,666	188,717	195,303	205,481	
	01/04/2018	158,810	168,301	176,855	186,803	193,323	203,396	
	01/01/2018	155,152	164,351	172,644	182,272	188,569	198,299	
	Circular 12/2017	01/04/2017	153,543	162,646	170,851	180,378	186,608	196,235
	Circular 12/2017	01/11/2016	149,884	158,697	166,640	175,847	181,854	191,138
	01/01/2010 [^]	160,861	170,546	179,275	189,441	196,116	206,431	

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

[^] rates for 2010 created using the 1/11/2016 rate as the FEMPI2013 figure in order to calculate the 1% increase for grades encompassed in this table in

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	01/10/2020	206,442	211,930	229,381	232,429	235,478	238,528
	01/09/2019	202,394	207,775	224,883	227,871	230,861	233,851
	01/04/2019	198,913	204,201	221,015	223,952	226,890	229,829
	01/10/2018	194,197	199,312	215,577	218,418	221,260	224,103
	01/04/2018	192,228	197,291	213,389	216,201	219,014	221,827
	01/01/2018	187,512	192,402	207,950	210,666	213,383	216,101
	01/04/2017	185,562	190,400	205,784	208,471	211,159	213,848
	01/11/2013	180,846	185,511	200,345	202,937	205,529	208,122
	01/01/2010	194,995	200,179	216,662	219,541	222,421	225,302
	Type B Associate Professor / Consultant	01/10/2020	190,297	195,768	211,441	214,490	217,538
01/09/2019		186,565	191,929	207,295	210,284	213,273	216,262
01/04/2019		183,357	188,628	203,730	206,668	209,605	212,542
01/10/2018		179,131	184,250	198,856	201,698	204,539	207,381
01/04/2018		177,316	182,383	196,839	199,652	202,464	205,277
01/01/2018		173,091	178,004	191,966	194,683	197,399	200,115
01/04/2017		171,293	176,155	189,968	192,657	195,344	198,032
01/11/2013		167,068	171,777	185,095	187,687	190,279	192,871
01/01/2010		179,745	184,913	199,717	202,597	205,476	208,356
Type B Senior Lecturer / Consultant		01/10/2020	172,255	177,743	191,395	194,444	197,493
	01/09/2019	168,878	174,257	187,642	190,631	193,620	196,610
	01/04/2019	165,973	171,260	184,414	187,352	190,290	193,228
	01/10/2018	162,259	167,391	180,158	183,010	185,856	188,698
	01/04/2018	160,616	165,695	178,332	181,155	183,972	186,785
	01/01/2018	156,902	161,826	174,076	176,812	179,537	182,254
	01/04/2017	155,274	160,147	172,268	174,975	177,672	180,360
	01/11/2013	151,560	156,278	168,011	170,633	173,237	175,830
	01/01/2010	162,704	167,887	180,782	183,662	186,542	189,422

Table SA - C3(1)																		
Salary scales for serving New Entrant Academic Consultants Type B appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement																		
Note: Due for payment in 2019 and 2020 - see Circular 11/2018																		
Contract Type	Salary Points	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	2011 NRP	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020	
		Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B	Type B
		€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE B Professor	1	248,679	254,896	254,896	279,099	237,234	213,511	218,861	197,510	197,510	202,843	204,978	210,311	212,467	217,801	221,612	226,044	
	2	251,984	258,284	258,284	285,875	242,994	218,695	224,045	202,175	206,841	212,519	214,758	220,437	222,698	228,377	232,373	237,021	
	3	255,290	261,672	261,672	292,652	248,754	223,879	229,229	206,841	218,861	224,985	227,357	233,481	235,877	242,001	246,236	251,160	
	4	258,596	265,061	265,061	299,428	254,514	229,063	234,413	211,506	224,045	230,361	232,791	239,106	241,561	247,876	252,214	257,258	
	5									229,229	235,737	238,224	244,732	247,244	253,752	258,193	263,357	
	6									234,413	241,113	243,658	250,357	252,928	259,628	264,171	269,455	
TYPE B Associate Professor	1	229,230	234,961	234,961	257,460	218,841	196,957	202,307	182,611	182,611	187,393	189,362	194,144	196,133	200,914	204,430	208,519	
	2	232,536	238,349	238,349	264,237	224,601	202,141	207,491	187,277	191,943	197,070	199,143	204,270	206,364	211,491	215,192	219,496	
	3	235,841	241,737	241,737	271,013	230,361	207,325	212,675	191,942	202,307	207,818	210,006	215,517	217,727	223,238	227,145	231,688	
	4	239,147	245,126	245,126	277,790	236,122	212,510	217,860	196,609	207,491	213,194	215,440	221,143	223,411	229,114	233,123	237,786	
	5									212,675	218,570	220,873	226,768	229,095	234,989	239,102	243,884	
	6									217,860	223,947	226,308	232,395	234,780	240,866	245,081	249,983	
TYPE B Lecturer	1	207,497	212,684	212,684	233,278	198,286	178,457	183,807	165,896	165,896	170,083	171,867	176,054	177,857	182,043	185,229	188,933	
	2	210,803	216,073	216,073	240,055	204,047	183,642	188,992	170,614	175,289	179,799	181,688	186,198	188,105	192,615	195,986	199,906	
	3	214,108	219,461	219,461	246,831	209,806	188,825	194,175	175,293	183,807	188,633	190,616	195,442	197,444	202,270	205,810	209,926	
	4	217,414	222,849	222,849	253,608	215,567	194,010	199,360	179,959	188,992	194,010	196,050	201,068	203,129	208,147	211,789	216,025	
	5									194,175	199,385	201,483	206,693	208,812	214,022	217,767	222,122	
	6									199,360	204,762	206,917	212,319	214,496	219,898	223,746	228,221	
TYPE B College Lecturer	1	202,037	207,088	207,088	227,208	193,127	173,814	179,164	161,671	161,671	165,718	167,457	171,504	173,259	177,307	180,410	184,018	
	2	205,342	210,476	210,476	233,985	198,887	178,998	184,348	166,388	171,091	175,450	177,292	181,650	183,510	187,869	191,156	194,979	
	3	208,648	213,864	213,864	240,761	204,647	184,182	189,532	171,106	179,164	183,818	185,749	190,403	192,354	197,007	200,455	204,464	
	4	211,954	217,525	217,525	247,538	210,407	189,366	194,716	175,780	184,348	189,194	191,183	196,029	198,037	202,883	206,434	210,562	
	5									189,532	194,570	196,616	201,654	203,721	208,759	212,412	216,660	
	6									194,716	199,946	202,050	207,280	209,405	214,635	218,391	222,759	

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	01/10/2020	186,410	194,746	203,317	212,056	221,091	223,092	
	01/09/2019	182,755	190,928	199,330	207,898	216,756	218,718	
	01/04/2019	179,612	187,644	195,902	204,323	213,028	214,956	
	01/10/2018	175,496	183,293	191,285	199,430	207,851	209,716	
	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	01/11/2016	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	01/10/2020	171,513	179,402	187,441	195,637	203,990	212,345
01/09/2019		168,150	175,884	183,766	191,801	199,990	208,182	
01/04/2019		165,258	172,859	180,605	188,502	196,551	204,601	
01/10/2018		161,565	168,943	176,461	184,126	191,912	199,699	
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		01/11/2016	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		01/10/2020	154,910	162,254	169,794	177,487	185,001	192,513
	01/09/2019	151,872	159,073	166,464	174,007	181,373	188,739	
	01/04/2019	149,260	156,337	163,601	171,014	178,254	185,492	
	01/10/2018	146,025	152,906	159,957	167,152	174,179	181,204	
	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	01/11/2016	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

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	01/10/2020	186,786	192,615	207,540	210,778	214,017	217,254
	01/09/2019	183,124	188,838	203,470	206,645	209,820	212,994
	01/04/2019	179,974	185,591	199,971	203,091	206,212	209,331
	01/10/2018	175,848	181,300	195,220	198,239	201,257	204,275
	01/04/2018	174,066	179,462	193,240	196,228	199,215	202,202
	01/01/2018	169,941	175,171	188,490	191,375	194,261	197,146
	01/04/2017	168,176	173,352	186,530	189,384	192,239	195,094
	01/11/2013	164,051	169,061	181,779	184,532	187,285	190,037
	01/01/2010	176,429	181,935	196,032	199,091	202,150	205,208
Type C Associate Professor / Consultant	01/10/2020	171,332	177,161	190,370	193,607	196,846	200,084
	01/09/2019	167,973	173,688	186,637	189,811	192,986	196,161
	01/04/2019	165,084	170,700	183,427	186,546	189,667	192,787
	01/10/2018	161,396	166,847	179,200	182,227	185,253	188,271
	01/04/2018	159,761	165,157	177,383	180,380	183,375	186,363
	01/01/2018	156,074	161,304	173,156	176,061	178,961	181,846
	01/04/2017	154,455	159,631	171,358	174,233	177,102	179,957
	01/11/2013	150,767	155,777	167,130	169,914	172,688	175,441
	01/01/2010	161,832	167,338	179,814	182,872	185,931	188,990
Type C Senior Lecturer / Consultant	01/10/2020	159,505	165,253	177,228	180,580	183,933	186,332
	01/09/2019	156,378	162,013	173,753	177,039	180,326	182,678
	01/04/2019	153,688	159,226	170,765	173,994	177,225	179,536
	01/10/2018	150,335	155,711	166,910	170,044	173,180	175,423
	01/04/2018	148,814	154,134	165,219	168,322	171,425	173,646
	01/01/2018	145,461	150,619	161,364	164,372	167,380	169,533
	01/04/2017	143,954	149,058	159,690	162,666	165,643	167,773
	01/11/2013	140,601	145,542	155,835	158,716	161,598	163,660
	01/01/2010	150,661	156,090	167,401	170,567	173,734	176,000

Table SA - C4(1)																		
Salary scales for serving New Entrant Academic Consultants Type C appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement																		
Note: Due for payment in 2019 and 2020 - see Circular 11/2018																		
Contract Type	Salary Points	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	2011 NRP	01/07/2013	07/2013 NRP	01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020	
		Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C	Type C
		€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€
TYPE C Professor	1	225,001	230,626	230,225	230,560	195,976	176,378	181,728	164,004	164,004	168,129	169,892	174,017	175,798	179,922	183,071	186,732	
	2	228,512	234,225	234,225	237,756	202,093	181,884	187,234	169,014	173,990	178,453	180,326	184,789	186,682	191,144	194,489	198,379	
	3	232,023	237,823	237,823	244,953	208,210	187,389	192,739	174,000	181,728	186,477	188,437	193,185	195,165	199,914	203,412	207,480	
	4	235,533	241,422	241,422	252,150	214,328	192,895	198,245	178,956	187,234	192,187	194,207	199,160	201,201	206,154	209,761	213,956	
	5									192,739	197,895	199,978	205,134	207,237	212,393	216,110	220,433	
	6									198,245	203,605	205,749	211,109	213,274	218,634	222,460	226,910	
TYPE C Associate Professor	1	206,386	211,545	211,545	210,630	179,036	161,132	166,423	150,130	150,130	153,797	155,409	159,076	160,703	164,370	167,247	170,591	
	2	209,896	215,144	215,144	217,827	185,153	166,638	171,988	155,140	160,150	164,148	165,869	169,866	171,605	175,602	178,675	182,249	
	3	213,407	218,742	218,742	225,024	191,270	172,143	177,493	160,150	166,423	170,627	172,417	176,621	178,429	182,633	185,829	189,546	
	4	216,918	222,341	222,341	232,221	197,388	177,649	182,999	165,161	171,988	176,376	178,227	182,615	184,485	188,873	192,179	196,022	
	5									177,493	182,085	183,998	188,589	190,521	195,113	198,528	202,498	
	6									182,999	187,795	189,769	194,565	196,558	201,354	204,878	208,975	
TYPE C Lecturer	1	185,589	190,228	190,228	188,367	165,763	149,187	154,344	139,252	139,252	142,563	144,055	147,366	148,873	152,184	154,848	157,945	
	2	189,099	193,827	193,827	195,563	172,095	154,886	160,106	144,446	147,250	150,835	152,419	156,004	157,604	161,189	164,010	167,290	
	3	192,610	197,425	197,425	202,760	176,000	158,400	163,600	147,644	154,344	158,150	159,808	163,614	165,288	169,094	172,053	175,494	
	4	196,120	201,023	201,023	209,957	178,463	160,617	165,901	149,661	160,106	164,102	165,823	169,819	171,557	175,554	178,625	182,198	
	5									163,600	167,733	169,493	173,626	175,403	179,536	182,678	186,332	
	6									165,901	170,088	171,873	176,059	177,862	182,049	185,235	188,939	
TYPE C College Lecturer	1	180,358	184,867	184,867	182,767	160,835	144,752	149,860	135,171	135,171	138,364	139,812	143,005	144,467	147,660	150,244	153,249	
	2	183,869	188,465	188,465	189,964	167,168	150,451	155,623	140,411	144,551	148,068	149,630	153,147	154,724	158,242	161,011	164,231	
	3	187,379	192,064	192,064	197,160	173,501	156,151	161,386	145,597	149,860	153,518	155,126	158,784	160,409	164,067	166,938	170,277	
	4	190,890	195,662	195,662	204,357	176,000	158,400	163,600	147,644	155,623	159,471	161,143	164,991	166,679	170,527	173,511	176,981	
	5									161,386	165,424	167,159	171,197	172,949	176,987	180,084	183,686	
	6									163,600	167,733	169,493	173,626	175,403	179,536	182,678	186,332	

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	01/10/2020	157,340	163,422	170,357	178,897	185,536	193,652
	01/09/2019	154,255	160,218	167,016	175,390	181,898	189,855
	01/04/2019	151,602	157,462	164,144	172,373	178,770	186,590
	01/10/2018	148,306	153,998	160,484	168,471	174,680	182,270
	01/04/2018	146,805	152,439	158,858	166,764	172,910	180,422
	01/01/2018	143,509	148,976	155,198	162,862	168,819	176,102
	Circular 12/2017 01/04/2017	142,023	147,432	153,589	161,172	167,067	174,273
	Circular 12/2017 01/11/2016	138,727	143,968	149,929	157,270	162,977	169,953
01/01/2010^	148,616	154,360	160,911	168,978	175,249	182,915	
Type C Associate Professor / Consultant	01/10/2020	144,132	149,876	156,389	164,438	170,553	178,028
	01/09/2019	141,305	146,938	153,322	161,214	167,209	174,537
	01/04/2019	138,875	144,411	150,685	158,441	164,333	171,535
	01/10/2018	135,912	141,302	147,413	154,949	160,667	167,658
	01/04/2018	134,537	139,873	145,921	153,380	159,040	165,959
	01/01/2018	131,573	136,765	142,649	149,887	155,374	162,082
	Circular 12/2017 01/04/2017	130,212	135,349	141,172	148,334	153,763	160,400
	Circular 12/2017 01/11/2016	127,249	132,241	137,900	144,841	150,097	156,522
01/01/2010^	136,140	141,566	147,717	155,320	161,096	168,156	
Type C Senior Lecturer / Consultant	01/10/2020	134,025	139,637	145,979	152,920	158,553	165,510
	01/09/2019	131,397	136,899	143,117	149,921	155,444	162,265
	01/04/2019	129,137	134,545	140,656	147,343	152,771	159,474
	01/10/2018	126,428	131,694	137,646	144,158	149,444	155,951
	01/04/2018	125,150	130,362	136,253	142,699	147,931	154,372
	01/01/2018	122,441	127,512	133,243	139,514	144,605	150,849
	Circular 12/2017 01/04/2017	121,175	126,193	131,864	138,070	143,107	149,286
	Circular 12/2017 01/11/2016	118,466	123,343	128,854	134,885	139,780	145,763
01/01/2010^	126,593	131,895	137,885	144,440	149,761	156,333	

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

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

Table SA - C5(1)

Salary scales for serving New Entrant Academic Consultants Type B* appointed under 2008 contract up to 30/09/2012 who have availed of the Settlement Agreement Note: Due for payment in 2019 and 2020 - see Circular 11/2018													
Contract Type	01/06/2008	01/09/2008	01/01/2009	01/06/2009	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	Type B* €	Type B* €	Type B* €	Type B* €	Type B* €	Type B* €	Type B* €	Type B* €	Type B* €	Type B* €	Type B* €	Type B* €	Type B* €
TYPE B* Professor	243,221	249,301	249,301	267,909	227,723	210,301	216,108	218,385	224,192	226,492	232,298	236,364	241,091
TYPE B* Associate Professor	223,998	229,598	229,598	248,084	210,871	195,134	200,379	202,488	207,733	209,863	215,108	218,872	223,250
TYPE B* Lecturer	202,522	207,585	207,585	228,259	194,020	179,968	184,652	186,592	191,275	193,235	197,918	201,382	205,410
TYPE B* College Lecturer	197,120	202,048	202,048	222,954	189,511	175,910	180,443	182,338	186,872	188,786	193,319	196,702	200,636

Table D1	01/10/2020
	€
Clinical Directors' Allowance*	50,000

* 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)**	01/10/2020	217,211		
	01/09/2019	212,952		
	01/04/2019	209,289		
	01/10/2018	204,234		
	01/04/2018	202,162		
	01/01/2018	197,107		
	01/04/2017	195,055		
	01/09/2014	190,000		
	01/01/2010	205,167		
	Head of Department**	01/10/2020	193,708	199,566
01/09/2019		189,910	195,653	201,418
01/04/2019		186,643	192,288	197,954
01/10/2018		182,321	187,788	193,270
01/04/2018		180,473	185,884	191,310
01/01/2018		176,152	181,385	186,625
01/04/2017		174,322	179,500	184,685
01/09/2014		170,000	175,000	180,000
01/01/2010		182,967	188,500	194,055

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

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&C Factor Payments for Consultants who (1) are not eligible for settlement agreement or (2) who are eligible and do not avail of settlement agreement.		
On Call/Call-Out Payments		
	No. of Call-Outs	01/10/2020
Rota		€
Flat Annual Payment		4,193
In addition to the Flat Annual Payment further payments will be made		
1 in 3		2,428
1 in 2		
	1-80 call-outs	6,062
	81-120 call-outs	7,005
	121+ call-outs	7,671
1 in 1		
	1-80 call-outs	7,275
	81-120 call-outs	9,207
	121+ call-outs	11,369

Emergency Call-Out Payments for all Consultants	
	€
Per call-out	01/10/2020
First 30 call-outs	85.42
31-120 call-outs	128.48
121 call-outs or more	169.73
If the call-out occurs after midnight	
First 30 call-outs	113.87
31-120 call-outs	172.17
121 call-outs or more	227.89
For each hour or part hour in excess of the first hour	
First 30 call-outs	56.85
31-120 call-outs	84.85
121 call-outs or more	113.96
Annual Limit	24,243

SA - B and C Factor Payments		
SA - On Call/Call-Out Payments		
	No. of Call-Outs	01/10/2020
Rota		€
Flat Annual Payment		6,150
In addition to the Flat Annual Payment further payments will be made		
1 in 3		2,549
1 in 2	1-80 call-outs	6,365
	81-120 call-out	7,355
	121+ call-outs	8,055
1 in 1	1-80 call-outs	7,639
	81-120 call-out	9,667
	121+ call-outs	11,938

SA - Emergency Call-Out Payments for all Consultants	
	01/10/2020
Per call-out (hourly rate or part thereof)	€
First 30 call-outs	102.50
31-120 call-outs	153.75
121 call-outs or more	205.00
If the call-out occurs after midnight	
First 30 call-outs	128.13
31-120 call-outs	192.19
121 call-outs or more	256.25
Annual Limit €30,000	

Table F1

Salary scales for Consultants who are remaining on the 1997 Consultant Contract										
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020	
Consultants Revised Common Contract, 1997	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	175,423	179,536	182,678	186,332	
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	167,295	171,161	174,157	177,640	
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	158,972	162,586	165,431	168,740	
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	157,312	160,876	163,692	166,966	
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	151,463	154,850	157,560	160,711	
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	148,487	151,788	154,444	157,533	
Geographical Wholetime Consultants without fees	178,779	166,189	170,386	172,173	176,370	178,175	182,372	185,563	189,274	

Table F2									
Salary scales for Academic Consultants who are remaining on the 1998 Contract									
	FEMPI 01/01/2010	H.R. 01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	€	€	€	€	€	€	€	€	€
Category I Consultants									
Professor	219,633	203,020	208,557	210,753	216,291	218,509	224,046	227,967	232,526
Associate Professor	203,389	188,400	193,396	195,430	200,425	202,480	207,475	211,106	215,328
Lecturer	187,138	173,774	178,228	180,100	184,554	186,444	190,898	194,239	198,124
College Lecturer	182,789	169,838	174,155	175,983	180,299	182,146	186,462	189,725	193,520
Category II Consultants									
Professor UCD, TCD, RCSI	196,089	181,830	186,582	188,543	193,296	195,276	200,029	203,529	207,600
Associate Professor UCD, TCD, RCSI	180,591	167,838	172,089	173,895	178,145	179,969	184,220	187,444	191,193
Lecturer UCD, TCD, RCSI	169,040	157,326	161,231	162,921	166,825	168,532	172,437	175,454	178,963
College Lecturer UCD, TCD, RCSI	164,531	153,223	156,992	158,638	162,407	164,068	167,837	170,774	174,190
Category III Consultants									
Professor UCC	203,449	188,454	193,452	195,486	200,484	202,539	207,537	211,169	215,392
Associate Professor UCC	187,716	174,294	178,768	180,645	185,118	187,014	191,488	194,839	198,735
Lecturer UCC	176,000	163,660	167,773	169,533	173,646	175,423	179,536	182,678	186,332
College Lecturer UCC	172,254	160,252	164,252	165,975	169,975	171,715	175,716	178,791	182,366
Category IV Consultants									
Professor UCG	210,806	195,075	200,318	202,426	207,669	209,799	215,042	218,805	223,181
Associate Professor UCG	194,840	180,706	185,417	187,365	192,076	194,044	198,755	202,233	206,278
Lecturer UCG	178,191	165,654	169,832	171,614	175,793	177,592	181,771	184,952	188,651
College Lecturer UCG	173,836	161,690	165,738	167,477	171,525	173,281	177,329	180,432	184,040

Table F3									
Revised salary for Regional Consultant Orthodontists who have opted not to take up Consultant Contract 2008									
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	FEMPI	H.R.							
	€	€	€	€	€	€	€	€	€
Regional Consultant Orthodontists	167,790	156,189	160,055	161,733	165,600	167,295	171,161	174,157	177,640

Table F4									
Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991									
	01/01/2010	01/07/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019	01/09/2019	01/10/2020
	FEMPI	H.R.							
	€	€	€	€	€	€	€	€	€
All Psychiatrists, all Geriatricians & Consultants in									
G.W.T. WITHOUT FEES	151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560	160,711
G.W.T. WITH FEES	145,081	135,474	138,676	140,127	143,329	144,794	147,996	150,586	153,598
EXISTING WHOLETIME	136,947	127,991	130,976	132,345	135,330	136,714	139,699	142,143	144,986
Consultants in SHB, MWHB, NEHB & SEHB (excluding									
G.W.T. WITHOUT FEES	151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560	160,711
G.W.T. WITH FEES	138,305	129,241	132,262	133,645	136,666	138,063	141,084	143,553	146,424
EXISTING WHOLETIME	130,166	121,752	124,557	125,858	128,662	129,977	132,781	135,105	137,807
Consultants in EHB (excluding Psychiatrists and									
G.W.T. WITHOUT FEES	151,800	141,638	145,025	146,543	149,930	151,463	154,850	157,560	160,711
G.W.T. WITH FEES	131,526	123,004	125,844	127,159	130,000	131,328	134,169	136,516	139,247
EXISTING WHOLETIME	123,385	115,514	118,137	119,371	121,994	123,241	125,864	128,067	130,628

	01/10/2020
Extended Duty Liability	€
A flat payment will be paid to each consultant with on-call liability.	7,854

Emergency Services	
Scale of fees for call-outs arising after the completion of the scheduled commitment.	01/10/2020
per call-out for each patient	83.00
in the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	110.53
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
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	10,475

Table F5				
Original Contract for Consultant Medical Staff 1981				
	01/09/2008	01/01/2009	01/03/2012	01/10/2020
Pensions	2.5% - T2016	5%	12% reduction on salary scale and 8% on allowance	This represents the cumulative restorations up to and including 1/10/2020
	€	€	€	€
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	184,748
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	10,428
*see Appendix 3 of the Review Body on Higher Remuneration in the Public Sector - Report No. 32				
*This is a notional pay rate for comparison purposes only. It is not an active scale as there are no consultants currently employed under this contract. In relation to pension increases for consultants that retired under this contract please refer to DPER Circular 2/2018 which sets out the position in relation to pension increase policy in the public service up to end 2020. The circular explains that pension increases will only apply to the pensions of pre-March 2012 retirees where the pay level on which their pension is based does <u>not</u> exceed the actual notional pay level.				

1st October 2020 - ALLOWANCES

Section 2(3) of the FEMPI no.2 Act 2009 introduced reductions to fixed periodic allowances from 1 January 2010.

Section 24(1)(a) PSPP Act 2017 repeals Section 2(3) of the FEMPI no.2 Act 2009, with most fixed allowances being restored to pre-FEMPI rates wef 1 October 2020

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 to 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 to new entrant nurses as per DoH Circular 14/2017)

Special Allowance for Weekend Public Holidays

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

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

Specialist Coordinator Allowance (Nurse Tutors) (Restored to 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) -

Allowance figures for Radiography grades are based on a 12 hr period after which pro rata will apply from 11.07.2019

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 to new entrant nurses as per DoH Circular 14/2017)

NURSING ALLOWANCES

1 October 2020

Staff Nurses (Senior Staff Nurses), Clinical Nurse Manager 1 & 2 (S100/406 refers)(DoH Circular 14/2019 Refers)

(A) Specialist Qualification Allowance-Payable to nurses employed directly on duties in specialist areas appropriate to the qualifications listed in Para 4 of HSEA document attached to Circular 112/99, where they possess relevant clinical qualification

3,525

(B) Location Allowance for nurses engaged in the following Duties:

2,347

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) **With effect from 1st March 2019, Extension of Location Allowance to: Maternity Departments (Refer to Para 2, Circular 21/2019), Medical and Surgical Wards (Circular 002/2020).**

Public Health Nurses & Assistant Directors of Public Health Nursing

Location allowance set out at (B) above shall also apply to certain Public Health Nurses not holding a midwifery qualification, but engaged in provision of midwifery services as part of their duties (Refer to Para 3, HSE Circular 21/2019). With effect from 1st March 2019,

2,347

Midwifery Qualification*

3,525

*Restored to 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

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

Theatre / Night Sister

843

Public Health Nurse

1,686

Relevant nursing staff

Nurse Management Sub-structures - Special Allowance for Weekends/public holidays (S121/26 refers)*

3,132

***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

Senior Staff Nurse (Psychiatric)

5,485

Community Psychiatric Nurse

5,728

Clinical Nurse Manager I (Psychiatric)

5,550

CNM II (Psychiatric)/Community Mental Health Nurse

5,922

Clinical Nurse Manager III (Psychiatric)

6,222

Assistant Director of Nursing Mental Health

6,023

Nurses assigned to Occupational Therapy * Restored to new entrant nurses as per DoH Circular 14/2017

3,929

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)						1 October 2020	
Island Inducement Allowance*						1,859	
*Abolished for new beneficiaries with effect from 1st February 2012							
Theatre Nurses who participate in the On-Call/standby Emergency Services (S100/125 refers) (Circular 33/2003 refers)							
<i>(i) On-Call with Standby - Each Day</i>							
Monday to Friday (Each day)						44.57	
Saturday						57.24	
Sunday and Public Holidays						77.38	
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	
Operation lasting more than 2 hours and up to three hours (17.00 - 22.00 hours)						66.84	
Operation lasting more than 4 hours and up to five hours						111.40	
Fee per operation per hour (after 22.00 hours)						44.57	
<i>(iii) On-call Without Standby</i>							
Fee per operation, call in without standby						89.13	
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	
*Restored for new entrant nurses as per DoH Circular 14/2017							
Registered General Nurses in the Community* *Restored to 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	
Note: Allowance payable only 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	
First call on Saturday and first call on Sunday						39.32	
Each subsequent call on Saturday and Sunday						19.69	
Payment in lieu of time off for Emergency work						29.59	
Saturday Premium (Effective Date 1/10/2020) 16.10 EUROS							
Specialist Co-ordinator Allowance*						4,546	
*Restored for new entrant nurses as per DoH Circular 14/2017							

SESSIONAL RATES / ALLOWANCES / FEES PAYABLE TO PARAMEDICAL

HEALTH & SOCIAL CARE PROFESSIONALS GRADES ALLOWANCES & SESSIONAL RATES						1 October 2020
†GENERAL PARAMEDICAL SESSIONAL RATES						
Per 3 hour session						102.47
For 2 three hourly sessions held at the same location on same day						175.32
SPECIFIC PARAMEDICAL SESSIONAL RATES						
Medical Scientific Staff (Scientists and Biochemists)						
(HSE Circular 001/2011 refers)	Time Band	Mon - Fri 8pm - 12am	Mon - Thurs 12am - 8am	Sat 12am until Sun 12am	Bank Holiday	
Out of Hours remuneration rates from 1 October 2020	Hourly Rate of Pay	39.53	50.31	55.34	55.34	
Stand-by Payments (off site on call)	Mon - Fri	Saturday	Sun & Public Holidays			
	44.57	57.24	77.38			
†PART-TIME PHARMACISTS						
Rate per hour:-						
First 6 hours:						44.02
Over 6 hours:						32.61
Maximum payment for 21 hours:						746.79
PHYSIOTHERAPISTS						
Emergency/On-Call Duty						
I On-Call with Standby (a) Monday to Friday						24.48
(b) Saturdays						31.95
(c) Sundays and Public Holidays						47.78
- Fee per call (per half hour)						24.48
II On-Call without Standby						
- Fee per call (per hour)						67.18
The total On-Call Standby fees paid by an individual hospital should not exceed 197.31 Euros from 1/10/2020 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
II Sundays and Public Holidays						
- Per 3 hour session and pro-rata subject to a minimum payment of:						178.40
†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.						

					1 October 2020		
†SOCIAL WORKERS							
3-hour Session					110.97		
2 3-hour sessions (held at the same location on the same day)					189.87		
ANNUAL ALLOWANCE FOR BIOCHEMISTS (PAYABLE ONLY TO BASIC & SENIOR GRADES)*							
*Abolished for new beneficiaries with effect from 1st February 2012							
Hons BSc					1,062		
MSc					2,123		
PhD					2,768		
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		
Diploma in Ultrasound					480		
Diploma in Nuclear Medicine					480		
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		
*Abolished for new beneficiaries with effect from 1st February 2012							
Brexit Provisions:- New shift working arrangements are confined to those Environmental health Service (EHS) staff working in Dublin Port and Rosslare Port teams who have been recruited on a shift working basis or to existing EHS staff who voluntarily opt to join these teams on a shift working basis. The remuneration for such shift arrangements will be a premium equal to 25% of salary. HSE Circular 033/2019 refers.							
STUDENT ENVIRONMENTAL HEALTH OFFICERS - WEEKLY Training Allowance while on approved practice placement for academic year is 214.09 Euros							
STUDENT MEDICAL SCIENTISTS - 3rd year Medical Scientist students MONTHLY Training Allowance academic year is : 951.56 Euros							
STUDENT MEDICAL SCIENTISTS CO-ORDINATOR - Student Training Co-ordinator Senior Medical Scientist ANNUAL Allowance for academic year is 3,371.46 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

For 2 three hourly sessions held at the same location on the same day

160.93

PHYSIOTHERAPISTS

Scheduled Continuation Treatments on Saturdays, Sundays and Public Holidays

I Saturdays

- Per 3 hour session and pro-rata subject to a minimum payment of:

119.47

II Sundays and Public Holidays

- Per 3 hour session and pro-rata subject to a minimum payment of:

159.28

PSYCHOLOGISTS

Employed on a sessional basis as a member of an Assessment Team (with health area for the diagnosis & assessment of mental handicap per 3-hour session and pro-rata;)

169.98

Employed on a sessional basis but not specifically appointed to an assessment team

per 3-hour session

142.70

for 2 3-hour sessions held at the same location on same day

244.25

Allowance for Advanced Paramedics *as per HSE Circular 11/2009*

9,700

†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.

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

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

MEDICAL & DENTAL GRADES

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

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

CRAFTSMEN (PAYPATH)	1/03/12	12	34,838	35,238	35,432	35,645	35,845	35,950	36,051	36,153	36,258	36,422	36,548	36,855							
	1/09/08 2.5%		36,852	37,284	37,494	37,724	37,941	38,054	38,163	38,274	38,388	38,564	38,701	39,032							
DOMESTICS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
CLEANERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
PORTERS / DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
BUILDERS LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
GENERAL LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
GROUNDSMEN (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
GARDEN LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
FARM LABOURERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
DRIVERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
GATE KEEPERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						

CARETAKERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
STORES PORTERS / ATTENDANTS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
LAUNDRY WORKERS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,422	28,581	28,732	28,817	28,906	28,993	29,077	29,167	29,257	29,351	29,443	29,542	29,634						
	1/09/08 2.5%		29,918	30,087	30,251	30,343	30,439	30,533	30,624	30,721	30,818	30,920	31,019	31,127	31,226						
SEAMSTRESS (NON-DUBLIN) (PAYPATH)	1/03/12	13	28,735	28,898	29,048	29,135	29,220	29,309	29,394	29,483	29,574	29,669	29,760	29,856	29,951						
	1/09/08 2.5%		30,254	30,431	30,592	30,686	30,779	30,874	30,967	31,062	31,161	31,263	31,362	31,466	31,569						
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						
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				

