

## Nursing/Midwifery Salary Scales

### Application of 1% on 1<sup>st</sup> August 2025

Student Nurse/Midwife /Intellectual Disability	21054 (Degree Students 36 weeks Rostered Placement)												
Staff Nurse/Midwife (Post Qualification, Pre-Registration)	32540												
Staff Nurse/Midwife	37288	39260	40267	41598	43275	44952	46620	48063	49509	50949	52413	53873	55477 LSI*
Senior Staff Nurse	58110												
Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	44311	46819	48158	49188	50322	51839	53355	55644	57273 LSI*				
Senior Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	60015												
Clinical Nurse/Midwife Manager 1	56642	57669	59118	60592	62057	63532	65174	66705					
Clinical Nurse/Midwife Manager 2 /Clinical Nurse/Midwife Specialist	61463	62481	63342	64747	66300	67826	69351	71068	72662	75405	77666 LSI*		
	<i>(plus allowance of €985 pa payable on a red-circle basis to Theatre/Night Sisters who were in posts on 5/11/99)</i>												
Clinical Instructor	64130	65168	65937	67362	68799	70351	71909	73466	75020				
Clinical Nurse/Midwife Manager 3	70725	72124	75662	77054	78454	79872							
Nurse Tutor	72339	73321	74301	75285	76267	77251	78228	79213	80196	81177			
Principal Nurse Tutor	75867	77298	78604	82689	84117	84169	85839	88117					
Specialist Co-Ordinator Nursing/Midwifery	72339	73321	74301	75285	76267	77251	78228	79213	80196	81177			
Public Health Nurse	61463	62481	63342	64747	66300	67826	69351	71068	72662	75405	77666 LSI*		
	<i>(plus allowance of €1971 pa payable on a red-circle basis to staff who were in posts on 5/11/99)</i>												
Asst. Dir. of Public Health Nursing	70730	74616	76212	77684	79170	81204							
Director of Public Health Nursing	92855	95669	98494	101435	104137	106959							
Advanced Nurse Practitioner	71408	72792	74125	78221	79511	81009	82410	83801	88123				
Advanced Nurse Practitioner Candidate	70725	72124	75662	77054	78454	79872							
Asst. Director of Nursing Band 1	71408	72792	74125	78221	79511	81009	82410	83801	88123				
Asst. Director of Nursing Non Band 1 Hospitals	67815	69261	70730	74616	76212	77684	79170	81203					
Director of Nursing Band 1	94717	97351	99988	102615	105247	107888	110518						
Director of Nursing Band 2	88239	90723	93214	95694	98190	100678	103167						
Director of Nursing Band 2a	87533	89095	90661	92220	93787	95346	96910						
Director of Nursing Band 3	82633	83154	84927	86753	88570	90402	92220						
Director of Nursing Band 4	77210	79548	81876	84214	85247	87604	89955						
Director of Nursing Band 5	72230	73794	75355	76914	78474	80041	81606						
Area Director – Nursing & Midwifery Planning Dev Unit	100208	103304	106365	108991	111921	114909	117855						
Director – Nursing & Midwifery Planning Dev Unit	91002	93549	96356	99439	102818	106291							
Director Centre of Nurse Education	83050	84344	86938	89556	92170	94786	97401	100128					
Hospital Group Director of Nursing & Midwifery	122969	128433	133898	139361	144830	150292							

\*Long Service Increments (LSI) are payable after 3 years spent on the maximum point of the salary scale

\*\*Clarification is currently being sought re. student PHN salary scale

# Location and Qualification Allowances

## Application of 1% on 1<sup>st</sup> August 2025

### Eligibility

Nurses/Midwives eligible for payment of location/qualification allowances are Staff Nurses/Midwives, Enhanced Nurses/Midwives, Senior Staff Nurses/Midwives, Enhanced Senior Nurses/Midwives, CNMs/CMMs 1 & 2 & 3 (incl. Theatre Sisters). Nurse/Midwife may benefit from either a qualification allowance or a location allowance when eligible - the higher of the two - when working on qualifying duties. Pro-rata arrangements apply to job-sharing and part-time staff.

<u>Grade</u>	<u>Nature of Allowance</u>	
Registered Nurses	<b>Employed on duties in the following locations:</b> Accident & Emergency Depts, Theatre/O.R., Renal Units, Intensive/Coronary Care Units, Cancer/Oncology Units, Geriatric Units/Long-Stay Hospital or Units in County Homes. High Dependency Units, Neo Natal Units (ICU), Endoscopy Units, Specialist Ambulatory Dialysis Units. Units for Severe and Profoundly Handicapped in Mental Handicap Services, Acute Admission Units in Mental Health Services, Secure Units in Mental Health Services, dedicated Care of the elderly (excluding Day Care Centres) and Alzheimer's Units in Mental Health Services and the Intellectual Disability Sector (including Psycho-geriatric Wards, Elderly Mentally Infirm Units, Psychiatry of Later Life Services). Medical/Surgical Wards, Maternity Depts ( <b>*Allowance effective from 1st March 2019</b> ).	€2743
Registered Nurses	<b>a) Employed on duties in specialist areas appropriate to the following qualifications where they hold the relevant qual.</b> Accident & Emergency Nursing Course Anaesthetic Nursing Course Behaviour Modification Course Behavioural Therapy Course Burns Nursing Course Child & Adolescent Psychiatric Nursing Course Coronary Care Course Diabetic Nursing Course Ear Nose & Throat Nursing Course Forensic Psychiatric Nursing Course Gerontological Nursing Course Higher Diploma in Midwifery Higher Diploma in Paediatrics Infection Control Nursing Course Intensive Care Nursing Course ( <i>incl. Paediatric Intensive Care and Special and Intensive Care of New Born</i> ) Neurological/Neurosurgical Nursing Course Operating Theatre Nursing Course ( <i>incl. Paediatric Op. Theatre</i> ) Ophthalmic Nursing Course Orthopaedic Nursing Course Higher Diploma in Cardiovascular Nursing/Diabetes Nursing/Oncological Nursing/Palliative Care Nursing/Accident and Emergency Nursing Rehabilitation Nursing Course Renal Nursing Course Stoma Care Nursing Course	€4121
With effect from 1st March 2002, payment of the Specialist Qualification Allowance is extended to all specialist courses confirmed as Category II or equivalent by the NMBI.		
Registered General Nurses	<b>b) Holding recognised post-registration qualifications in midwifery or sick children's nursing and employed on duties appropriate to their qual.</b>	€4121
Public Health Nurses & Asst. Directors of Public Health Nursing	Specialist Qualification Allowance	€4121
With effect from 1st March 2019, the location allowance is extended to Public Health Nurses not holding a midwifery qualification but engaged in provision of midwifery services as part of their duties		€2743

## Dual Qualified Scale

Applies to nurses in possession of 2 of the 5 registered nursing qualifications where you must have held the qualification or in training for the 2<sup>nd</sup> qualification on 1st October 1996. In the case of midwifery and sick children's nursing, the dual qualified scale is effective from 1st August 1998. A staff nurse can only receive either a dual qualified scale or an allowance whichever is the greater. The exceptions to this are:-

- (a) Nurses who were paid on the dual qualified scale on 1st October 1996 and in receipt of a location allowance at 1st August 1998 or eligible for a new location/qualification allowance from 31st March 1999. In such cases the value of the location/qualification allowance is **€1715** which they receive in addition to their dual qualified scale.
- (b) With effect from 26<sup>th</sup> November 2003, nurses who are paid on the dual qualified scale and who then move to an area that attracts a location/qualification allowance will continue to be paid on the dual qualified scale and will also receive the abated value of the location/qualification allowance of **€1715**. Payment of the allowance will cease if the nurse moves out of the qualifying area.

## Other Allowances Applicable Application of 1% on 1<sup>st</sup> August 2025

<b>Public Health Nurses</b>	Island Inducement Allowance*	<b>€2173</b>
<b>Public Health Nurses</b>	Fixed payment	<b>€34.63</b>
<b>Week-end Work</b>	First call on Saturday and first call on Sunday	<b>€45.96</b>
	Each subsequent call on Saturday and Sunday	<b>€23.02</b>
	Payment in lieu of time off for Emergency work	<b>€34.59</b>

<b>Theatre Nurses/Midwives who participate in the On-Call/standby Emergency Services</b>	<b><u>On-Call with Standby - Each Day</u></b>	
	Monday to Friday	<b>€52.09</b>
	Saturday	<b>€66.91</b>
	Sunday and Public Holidays	<b>€90.45</b>
	All of these figures based on a 12-hour period. Pro rata to apply after hours.	

### **Call-Out Rate – Monday to Sunday**

(a) Fee per operation per 2 hours (17.00-22.00 hours)	<b>€52.09</b>
(b) (i) Operation lasting more than 2 hours and up to 3 hours (17.00-22.00 hours)	<b>€78.12</b>
(ii) Operation lasting more than 4 hours and up to 5 hours	<b>€130.22</b>
(c) Fee per operation per hour (after 22.00 hours)	<b>€52.09</b>

### **On-Call without Standby**

(i) Fee per operation, call-in without standby	<b>€104.19</b>
(ii) Overruns from roster at normal overtime rates (no time back in lieu)	

### **On-Call over Weekend**

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 number of hours available). No time back in lieu will apply.

### **Nurse Co-Ordinator Allowance**

A shift allowance of **€22.25** will be paid to a staff nurse who undertakes the role of formalising the reporting and accountability relationship with the Theatre Superintendent. The allowance only applies to a nurse who fulfils specified duties when called in (D.O.H.C. circular refers).

<b>Specialist Co Ordinator Allowance (Nurse Tutors)</b>	<b>€5314</b>
<b>Caseload Allowance (RGNs in the community undertaking certain specified duties of the PHN)</b>	<b>€4564</b>

**\*Review of Allowances** Following Review of Allowances conducted by the Department of Public Expenditure and Reform, the Government has decided to abolish certain allowances for new beneficiaries with effect from 1st February 2012.

## How to work out hourly rate of pay for nurses/midwives.

**Example:** Senior Enhanced Salary Scale €60015. Take €60015 divide by 52.18 and then by 37.5 equals hourly rate of pay €30.67. This formula applies for all grades.