

Nursing/Midwifery Salary Scales

Application of 2% or €1,000, whichever is the greater on 1st March 2025

Student Nurse/Midwife /Intellectual Disability	20845 (Degree Students 36 weeks Rostered Placement)												
Staff Nurse/Midwife (Post Qualification, Pre-Registration)	32218												
Staff Nurse/Midwife	36919	38871	39868	41186	42847	44507	46158	47587	49019	50445	51894	53340	54928 LSI*
Senior Staff Nurse	57535												
Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	43872	46355	47681	48701	49824	51326	52827	55093	56706 LSI*				
Senior Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	59421												
Clinical Nurse/Midwife Manager 1	56081	57098	58533	59992	61443	62903	64529	66045					
Clinical Nurse/Midwife Manager 2 /Clinical Nurse/Midwife Specialist	60854	61862	62715	64106	65644	67154	68664	70364	71943	74658	76897 LSI*		
(plus allowance of €975 pa payable on a red-circle basis to Theatre/Night Sisters who were in posts on 5/11/99)													
Clinical Instructor	63495	64523	65284	66695	68118	69654	71197	72739	74277				
Clinical Nurse/Midwife Manager 3	70025	71410	74913	76291	77677	79081							
Nurse Tutor	71623	72595	73565	74540	75512	76486	77453	78429	79402	80373			
Principal Nurse Tutor	75116	76533	77826	81870	83284	83336	84989	87245					
Specialist Co-Ordinator Nursing/Midwifery	71623	72595	73565	74540	75512	76486	77453	78429	79402	80373			
Student Public Health Nurse	40955												
Public Health Nurse	60854	61862	62715	64106	65644	67154	68664	70364	71943	74658	76897 LSI*		
(plus allowance of €1951 pa payable on a red-circle basis to staff who were in posts on 5/11/99)													
Asst. Dir. of Public Health Nursing	70030	73877	75457	76915	78386	80400							
Director of Public Health Nursing	91936	94722	97519	100431	103106	105900							
Advanced Nurse Practitioner	70701	72071	73391	77447	78724	80207	81594	82971	87250				
Advanced Nurse Practitioner Candidate	70025	71410	74913	76291	77677	79081							
Asst. Director of Nursing Band 1	70701	72071	73391	77447	78724	80207	81594	82971	87250				
Asst. Director of Nursing Non Band 1 Hospitals	67144	68575	70030	73877	75457	76915	78386	80399					
Director of Nursing Band 1	93779	96387	98998	101599	104205	106820	109424						
Director of Nursing Band 2	87365	89825	92291	94747	97218	99681	102146						
Director of Nursing Band 2a	86666	88213	89763	91307	92858	94402	95950						
Director of Nursing Band 3	81815	82331	84086	85894	87693	89507	91307						
Director of Nursing Band 4	76446	78760	81065	83380	84403	86737	89064						
Director of Nursing Band 5	71515	73063	74609	76152	77697	79249	80798						
Area Director – Nursing & Midwifery Planning Dev Unit	99216	102281	105312	107912	110813	113771	116688						
Director – Nursing & Midwifery Planning Dev Unit	90101	92623	95402	98454	101800	105239							
Director Centre of Nurse Education	82228	83509	86077	88669	91257	93848	96437	99137					
Hospital Group Director of Nursing & Midwifery	121751	127161	132572	137981	143396	148804							

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

Location and Qualification Allowances

Application of 2% on 1st March 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	Employed on duties in the following locations: 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 (*Allowance effective from 1st March 2019).	€2716
Registered Nurses	a) Employed on duties in specialist areas appropriate to the following qualifications where they hold the relevant qual. 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	€4080
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) Holding recognised post-registration qualifications in midwifery or sick children's nursing and employed on duties appropriate to their qual.	€4080
Public Health Nurses & Asst. Directors of Public Health Nursing	Specialist Qualification Allowance	€4080

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

€2716

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 2nd 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 **€1698** which they receive in addition to their dual qualified scale.
- (b) With effect from 26th 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 **€1698**. Payment of the allowance will cease if the nurse moves out of the qualifying area.

Other Allowances Applicable Application of 2% on 1st March 2025

Public Health Nurses	Island Inducement Allowance*	€2151
Public Health Nurses	Fixed payment	€34.28
Week-end Work	First call on Saturday and first call on Sunday	€45.51
	Each subsequent call on Saturday and Sunday	€22.79
	Payment in lieu of time off for Emergency work	€34.25

Theatre Nurses/Midwives who participate in the On-Call/standby Emergency Services	<u>On-Call with Standby - Each Day</u>	
	Monday to Friday	€51.58
	Saturday	€66.25
	Sunday and Public Holidays	€89.55
	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)	€51.58
(b) (i) Operation lasting more than 2 hours and up to 3 hours (17.00-22.00 hours)	€77.35
(ii) Operation lasting more than 4 hours and up to 5 hours	€128.93
(c) Fee per operation per hour (after 22.00 hours)	€51.58

On-Call without Standby

(i) Fee per operation, call-in without standby	€103.15
(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 **€22.03** 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).

Specialist Co Ordinator Allowance (Nurse Tutors)	€5261
Caseload Allowance (RGNs in the community undertaking certain specified duties of the PHN)	€4519

***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 €59421. Take €59421 divide by 52.18 and then by 37.5 equals hourly rate of pay €30.37. This formula applies for all grades.