



Irish Nurses and Midwives Organisation
Cumann Altraí agus Ban Cabhrach na hÉireann
Working Together

Nursing/Midwifery Salary Scales Application of 1% on 1st June 2026

Student Nurse/Midwife	21612 (Degree Students 36 weeks Rostered Placement)												
Staff Nurse/Midwife (Post Qual, Pre-Registration)	33370												
Staff Nurse/Midwife	38166	40158	41175	42519	44213	45907	47591	49049	50509	51973	53466	54956	56592 LSI*
Senior Staff Nurse/Midwife	59278												
Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	45259	47792	49145	50185	51333	52881	54428	56762	58424 LSI*				
Senior Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	61221												
Clinical Nurse/Midwife Manager 1	57780	58828	60306	61810	63305	64809	66484	68046					
Clinical Nurse/Midwife Manager 2 Clinical Nurse/Midwife Specialist	62699	63737	64615	66048	67633	69189	70745	72497	74123	76921	79227 LSI*		
<i>(plus allowance of €1005 pa payable on a red-circle basis to Theatre/Night Sisters who were in posts on 5/11/99)</i>													
Clinical Instructor	65419	66478	67262	68716	70182	71766	73354	74943	76528				
Clinical Nurse/Midwife Manager 3	72146	73573	77183	78603	80031	81478							
Nurse/Midwife Tutor	73793	74795	75794	76798	77800	78804	79800	80805	81808	82809			
Principal Nurse/Midwife Tutor	77392	78852	80184	84351	85808	85861	87564	89888					
Specialist Co-Ordinator Nursing/Midwifery	73793	74795	75794	76798	77800	78804	79800	80805	81808	82809			
Public Health Nurse	62699	63737	64615	66048	67633	69189	70745	72497	74123	76921	79227 LSI*		
<i>(plus allowance of €2011 pa payable on a red-circle basis to staff who were in posts on 5/11/99)</i>													
Asst. Dir. of Public Health Nursing	72151	76116	77744	79246	80762	82836							
Director of Public Health Nursing	94722	97592	100474	103473	106230	109109							
Advanced Nurse/Midwife Practitioner	72843	74255	75615	79793	81109	82637	84066	85485	89894				
Advanced Nurse/Midwife Practitioner Candidate	72146	73573	77183	78603	80031	81478							
Asst. Director of Nursing/Midwifery Band 1	72843	74255	75615	79793	81109	82637	84066	85485	89894				
Asst. Director of Nursing/Midwifery Non Band 1	69178	70653	72152	76116	77744	79245	80761	82835					
Director of Nursing/Midwifery Band 1	96621	99308	101998	104677	107362	110057	112739						
Director of Nursing/Midwifery Band 2	90012	92546	95087	97618	100164	102702	105241						
Director of Nursing/Midwifery Band 2a	89292	90886	92484	94073	95672	97262	98858						
Director of Nursing/Midwifery Band 3	84294	84826	86634	88497	90351	92219	94073						
Director of Nursing/Midwifery Band 4	78762	81146	83522	85907	86960	89365	91764						
Director of Nursing/Midwifery Band 5	73682	75277	76870	78460	80052	81649	83246						
Area Director – Nursing & Midwifery Planning Dev Unit	102222	105380	108503	111182	114170	117219	120224						
Director – Nursing & Midwifery Planning Dev Unit	92831	95429	98293	101437	104884	108428							
Director Centre of Nurse Education	84720	86039	88685	91357	94023	96691	99359	102140					
Hospital Group Director of Nursing & Midwifery	125441	131014	136589	142163	147741	153313							

*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 1st June 2026

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	<p>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).</p>	€2798
Registered Nurses	<p>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</p>	€4204
<p>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.</p>		
Registered General Nurses	<p>b) Holding recognised post-registration qualifications in midwifery or sick children's nursing and employed on duties appropriate to their qual.</p>	€4204
Public Health Nurses & Asst. Directors of Public Health Nursing	<p>Specialist Qualification Allowance</p>	€4204
<p>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</p>		
		€2798

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 **€1749** 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 **€1749**. Payment of the allowance will cease if the nurse moves out of the qualifying area.

Other Allowances Applicable Application of 1% on 1st June 2026

Public Health Nurses	Island Inducement Allowance*	€2217
Public Health Nurses Weekend Work	Fixed payment	€35.32
	First call on Saturday and first call on Sunday	€46.89
	Each subsequent call on Saturday and Sunday	€23.48
	Payment in lieu of time off for Emergency work	€35.28
Theatre Nurses/Midwives who participate in the On-Call/standby Emergency Services	<u>On-Call with Standby - Each Day</u>	
	Monday to Friday	€53.14
	Saturday	€68.26
	Sunday and Public Holidays	€92.26
	All of these figures based on a 12-hour period. Pro rata to apply after hours.	
	<u>Call-Out Rate – Monday to Sunday</u>	
	(a) Fee per operation per 2 hours (17.00-22.00 hours)	€53.14
	(b) (i) Operation lasting more than 2 hours and up to 3 hours (17.00-22.00 hours)	€79.69
	(ii) Operation lasting more than 4 hours and up to 5 hours	€132.83
	(c) Fee per operation per hour (after 22.00 hours)	€53.14
	<u>On-Call without Standby</u>	
	(i) Fee per operation, call-in without standby	€106.28
	(ii) Overruns from roster at normal overtime rates (no time back in lieu)	
	<u>On-Call over Weekend</u>	
	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.	
	<u>Nurse Co-Ordinator Allowance</u>	
	A shift allowance of €22.70 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)		€5421
Caseload Allowance (RGNs in the community undertaking certain specified duties of the PHN)		€4656

***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 €61221. Take €61221 divide by 52.18 and then by 37.5 equals hourly rate of pay €31.29. This formula applies for all grades.