

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	Fixed payment	€35.32
Weekend Work	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.