



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

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

Student Nurse/Midwife	21399 (Degree Students 36 weeks Rostered Placement)												
Staff Nurse/Midwife (Post Qual, Pre-Registration)	33040												
Staff Nurse/Midwife	37788	39760	40767	42098	43775	45452	47120	48563	50009	51458	52937	54412	56032 LSI*
Senior Staff Nurse/Midwife	58691												
Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	44811	47319	48658	49688	50825	52357	53889	56200	57846 LSI*				
Senior Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	60615												
Clinical Nurse/Midwife Manager 1	57208	58246	59709	61198	62678	64167	65826	67372					
Clinical Nurse/Midwife Manager 2 Clinical Nurse/Midwife Specialist	62078	63106	63975	65394	66963	68504	70045	71779	73389	76159	78443 LSI*		
<i>(plus allowance of €995 pa payable on a red-circle basis to Theatre/Night Sisters who were in posts on 5/11/99)</i>													
Clinical Instructor	64771	65820	66596	68036	69487	71055	72628	74201	75770				
Clinical Nurse/Midwife Manager 3	71432	72845	76419	77825	79239	80671							
Nurse/Midwife Tutor	73062	74054	75044	76038	77030	78024	79010	80005	80998	81989			
Principal Nurse/Midwife Tutor	76626	78071	79390	83516	84958	85011	86697	88998					
Specialist Co-Ordinator Nursing/Midwifery	73062	74054	75044	76038	77030	78024	79010	80005	80998	81989			
Public Health Nurse	62078	63106	63975	65394	66963	68504	70045	71779	73389	76159	78443 LSI*		
<i>(plus allowance of €1991 pa payable on a red-circle basis to staff who were in posts on 5/11/99)</i>													
Asst. Dir. of Public Health Nursing	71437	75362	76974	78461	79962	82016							
Director of Public Health Nursing	93784	96626	99479	102449	105178	108029							
Advanced Nurse/Midwife Practitioner	72122	73520	74866	79003	80306	81819	83234	84639	89004				
Advanced Nurse/Midwife Practitioner Candidate	71432	72845	76419	77825	79239	80671							
Asst. Director of Nursing/Midwifery Band 1	72122	73520	74866	79003	80306	81819	83234	84639	89004				
Asst. Director of Nursing/Midwifery Non Band 1	68493	69954	71437	75362	76974	78461	79962	82015					
Director of Nursing/Midwifery Band 1	95664	98325	100988	103641	106299	108967	111623						
Director of Nursing/Midwifery Band 2	89121	91630	94146	96651	99172	101685	104199						
Director of Nursing/Midwifery Band 2a	88408	89986	91568	93142	94725	96299	97879						
Director of Nursing/Midwifery Band 3	83459	83986	85776	87621	89456	91306	93142						
Director of Nursing/Midwifery Band 4	77982	80343	82695	85056	86099	88480	90855						
Director of Nursing/Midwifery Band 5	72952	74532	76109	77683	79259	80841	82422						
Area Director – Nursing & Midwifery Planning Dev Unit	101210	104337	107429	110081	113040	116058	119034						
Director – Nursing & Midwifery Planning Dev Unit	91912	94484	97320	100433	103846	107354							
Director Centre of Nurse Education	83881	85187	87807	90452	93092	95734	98375	101129					
Hospital Group Director of Nursing & Midwifery	124199	129717	135237	140755	146278	151795							

*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 February 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>	€2770
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>	€4162
<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>	€4162
Public Health Nurses & Asst. Directors of Public Health Nursing	<p>Specialist Qualification Allowance</p>	€4162
<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>		
		€2770

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 **€1732** 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 **€1732**. Payment of the allowance will cease if the nurse moves out of the qualifying area.

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

Public Health Nurses	Island Inducement Allowance*	€2195
Public Health Nurses Weekend Work	Fixed payment	€34.97
	First call on Saturday and first call on Sunday	€46.42
	Each subsequent call on Saturday and Sunday	€23.25
	Payment in lieu of time off for Emergency work	€34.93
Theatre Nurses/Midwives who participate in the On-Call/standby Emergency Services	<u>On-Call with Standby - Each Day</u>	
	Monday to Friday	€52.61
	Saturday	€67.58
	Sunday and Public Holidays	€91.35
	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)	€52.61
	(b) (i) Operation lasting more than 2 hours and up to 3 hours (17.00-22.00 hours)	€78.91
	(ii) Operation lasting more than 4 hours and up to 5 hours	€131.52
	(c) Fee per operation per hour (after 22.00 hours)	€52.61
	<u>On-Call without Standby</u>	
	(i) Fee per operation, call-in without standby	€105.23
	(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 €22.48 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)		€5367
Caseload Allowance (RGNs in the community undertaking certain specified duties of the PHN)		€4610

***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 €60615. Take €60615 divide by 52.18 and then by 37.5 equals hourly rate of pay €30.98. This formula applies for all grades.