

Nursing/Midwifery Salary Scales as at 1st January 2020

Student Nurse/Midwife/Intellectual Disability	14761 (Degree Students 36 weeks Rostered Placement)											
Staff Nurse/Midwife (Post Qualification, Pre-Registration)	25666											
Staff Nurse/Midwife	30009	31812	32734	33951	35487	37019	38546	39866	41189	42506	43824	45119
	<i>LSI after 3 years on max</i>											46501
Senior Staff Nurse	48736											
Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	36433	38728	39952	40895	41933	43315	44661	46643				
	<i>LSI after 3 years on max</i>											48027
Senior Enhanced Nurse/Midwife Dual Qualified Nurse/Midwife	50337											
Clinical Nurse/Midwife Manager 1	45969	46811	48000	49207	50397	51594	52929	54172				
Clinical Nurse/Midwife Manager 2/ Specialist	49914	50741	51439	52582	53843	55081	56320	57714	59010			
	<i>(plus allowance of €801 pa payable on a red-circle basis to Theatre/Night Sisters who were in posts on 5/11/99)</i>											
Clinical Instructor	52081	52923	53547	54705	55872	57131	58397	59662	60924			
Clinical Nurse/Midwife Manager 3	57436	58572	61446	62576	63712	64863						
Nurse Tutor	58747	59545	60339	61139	61936	62735	63528	64329	65127	65924		
Principal Nurse Tutor	61611	62774	63835	67151	68311	68354	69682	71462				
Student Public Health Nurse	33738											
Public Health Nurse	48636	49441	50130	51215	52462	53671	54888	56256	57529			
	<i>(plus allowance of €1601 pa payable on a red-circle basis to staff who were in posts on 5/11/99)</i>											
Asst. Dir. of Public Health Nursing	57439	60595	61892	63087	64294	65946						
Director of Public Health Nursing	75408	77694	79987	82376	84569	86862						
Advanced Nurse Practitioner	57991	59113	60197	63523	64571	65787	66924	68054	71466			
Advanced Nurse Practitioner Candidate	57436	58572	61446	62576	63712	64863						
Asst. Director of Nursing Band 1	57991	59113	60197	63523	64571	65787	66924	68054	71466			
Asst. Director of Nursing Non Band 1 Hospitals	55072	56246	57440	60595	61892	63087	64294	65945				
Director of Nursing Band 1	76919	79058	81200	83334	85471	87616	89752					
Director of Nursing Band 2	71557	73498	75445	77384	79334	81278	83223					
Director of Nursing Band 2a	71005	72226	73450	74669	75893	77112	78335					
Director of Nursing Band 3	67106	67530	68969	70395	71816	73248	74669					
Director of Nursing Band 4	62703	64601	66491	68390	69219	71060	72898					
Director of Nursing Band 5	58658	59928	61196	62462	63729	65003	66272					
Area Director – Nursing & Midwifery planning Dev Unit	80912	83330	85724	87777	90065	92401	94703					
Director – Nursing & Midwifery Planning Dev Unit	73716	75707	77900	80310	82952	85665						
Director Centre of Nurse Education	67446	68496	70540	72585	74629	76674	78718	80849				
Hospital Group Director of Nursing & Midwifery	99863	104301	108739	113175	117615	122053						

Location and Qualification Allowances

Applicable from 1st March 2019

Eligibility

Nurses/ Midwives eligible for payment of location/qualification allowances are Staff Nurses/Midwives, Senior Staff Nurses, CNMs 1 & 2 (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 Alzheimers 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>	€2230
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>	€ 3349
<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>	€3349
Public Health Nurses & Asst. Directors of Public Health Nursing	<p>Qualification Allowance</p>	€3349
<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>		
Public Health Nurses		€2230

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 **€1395** 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 **€1395**. Payment of the allowance will cease if the nurse moves out of the qualifying area.

Other Allowances Applicable from 1st January 2010

<u>Grade</u>	<u>Nature of Allowance</u>	
Relevant Nursing Staff*	Nurse Management Sub-structures - Special Allowance for weekends/public holidays	€2976
Psychiatric Nurses	Community Allowance	€4962
	Nurses assigned to Occupational Therapy (Qualified)	€3732
	Nurses assigned to Occupational Therapy (Unqualified)	€1702
Public Health Nurses	Island Inducement Allowance*	€1766
Public Health Nurses	Fixed payment	€28.14
Week-end Work	First call on Saturday and first call on Sunday	€37.36
	Each subsequent call on Saturday and Sunday	€18.71
	Payment in lieu of time off for Emergency work	€28.11
Theatre Nurses/Midwives who participate in the On-Call/standby Emergency Services	<u>On-Call with Standby - Each Day</u>	
	Monday to Friday	€42.34
	Saturday	€54.38
	Sunday and Public Holidays	€73.51
	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)	€42.34
	(b) (i) Operation lasting more than 2 hours and up to 3 hours (17.00-22.00 hours)	€63.49
	(ii) Operation lasting more than 4 hours and up to 5 hours	€105.83
	(c) Fee per operation per hour (after 22.00 hours)	€42.34
	<u>On-Call without Standby</u>	
	(i) Fee per operation, call-in without standby	€84.68
	(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 €18.09 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).	
Midwives providing Domiciliary Care under the Maternity and Infant Care Scheme	Fee per service	€131.00
	· Reduction with a/n visit is after 36 th week of pregnancy	€8.16
	· Patient removed to hospital before onset of labour and not accompanied by midwife	€48.61
	- Patient removed to hospital before onset of labour and accompanied by midwife	€64.90
	· Patient removed to hospital after onset of labour and not accompanied by midwife	€81.33
	· Patient removed to hospital after onset of labour and accompanied by midwife	€97.30
	- Abortions and Miscarriages	€64.89
Specialist Co-ordinator Allowance		€4,319

***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.