

## Nursing/midwifery salary scales as at January 1, 2018

Student nurse/midwife/intellectual Disability	14,150 (Degree Students 36 weeks Rostered Placement)												
Staff nurse/midwife (post qualification, pre-registration)	24,604												
Staff nurse/midwife	28,768	30,802	31,852	33,037	34,531	36,023	37,508	38,792	40,080	41,361	42,644	43,904	
	LSI after three years max												45,248
Senior staff nurse/midwife	47,424												*Applies to nurses in possession of two of the five registered nursing qualifications where you must have held the qualification or in training for the 2 <sup>nd</sup> qualification on October 1, 1996.
Dual qualified nurse *(Reg. in any 2 of the 5 disciplines)	35,451	37,685	38,876	39,793	40,804	42,148	43,458	45,387					
	LSI after three years max								46,733				
Senior dual qualified nurse	48,982												
Clinical nurse/midwife manager 1	44,731	45,550	46,707	47,882	49,040	50,205	51,503	52,713					
Clinical nurse/midwife manager 2/ specialist	48,570	49,375	50,054	51,166	52,393	53,598	54,803	56,160	57,421				
	(plus allowance of €801 pa payable on a red-circle basis to Theatre/Night Sisters who were in posts on November 5, 1999)												
Clinical instructor	50,678	51,498	52,105	53,232	54,367	55,593	56,825	58,055	59,284				
Clinical nurse/midwife manager 3	55,889	56,995	59,791	60,890	61,996	63,116							
Nurse tutor	57,165	57,941	58,714	59,492	60,268	61,046	61,818	62,597	63,373	64,149			
Principal nurse tutor	59,952	61,083	62,116	65,343	66,472	66,514	67,805	69,538					
Student public health nurse	32,829												
Public health nurse	47,326	48,110	48,780	49,836	51,049	52,225	53,410	54,741	55,980				
	(plus allowance of €1,601 pa payable on a red-circle basis to staff who were in posts on November 5, 1999)												
Asst. dir. of public health nursing	55,893	58,964	60,225	61,388	62,563	64,170							
Director of public health nursing	73,378	75,602	77,833	80,158	82,292	84,523							
Advanced nurse practitioner	56,429	57,521	58,576	61,813	62,832	64,015	65,122	66,222	69,541				
Asst. director of nursing band 1	56,429	57,521	58,576	61,813	62,832	64,015	65,122	66,222	69,541				
Asst. director of nursing non band 1 hospitals	53,589	54,731	55,893	58,963	60,225	61,388	62,563	64,170					
Director of nursing band 1	74,848	76,929	79,013	81,090	83,169	85,256	87,335						
Director of nursing band 2	69,630	71,519	73,413	75,300	77,198	79,089	80,982						
Director of nursing band 2a	69,093	70,281	71,472	72,658	73,849	75,035	76,225						
Director of nursing band 3	65,299	65,712	67,112	68,500	69,882	71,275	72,658						
Director of nursing band 4	61,014	62,861	64,700	66,548	67,355	69,147	70,934						
Director of nursing band 5	57,078	58,314	59,548	60,780	62,013	63,252	64,487						
Area director - nursing & midwifery planning dev unit	78,733	81,086	83,416	85,413	87,640	89,912	92,152						
Director - nursing & midwifery planning dev unit	71,731	73,668	75,802	78,148	80,718	83,358							
Director centre of nurse education	65,630	66,651	68,640	70,631	72,619	74,610	76,598	78,672					
Hospital group director of nursing & midwifery	97,173	101,492	105,811	110,128	114,448	114,491							



## Location and qualification allowances Applicable from January 1, 2010

**Eligibility** Nurses/midwives eligible for payment of location/qualification allowances are staff nurses/midwives, senior staff nurses, CNMs one and two (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.

Grade	Nature of Allowance	Amount
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 Units in Mental Health Services • Intellectual Disability Sector* (including Psycho-geriatric Wards, Elderly Mentally • Infirm Units, Psychiatry of Later Life Services). (*Allowance effective from January 1, 2004).	€1,858
Registered nurses	a) Employed on duties in specialist areas appropriate to the following qualifications where they hold the relevant qualifications. • 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 (incl. Paediatric Intensive Care and Special and Intensive Care of New Born) • Neurological/Neurosurgical Nursing Course • Operating Theatre Nursing Course (incl. Paediatric Op. Theatre) • 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.	€2,791
With effect from March 1, 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 qualifications.	€2,791
Public health nurses & asst. directors of public health nursing	Qualification allowance	€2,791

**Dual qualified scale** Applies to nurses in possession of two of the five registered nursing qualifications where you must have held the qualification or in training for the second qualification on October 1, 1996. In the case of midwifery and sick children's nursing, the dual qualified scale is effective from August 1, 1998. A staff nurse can only receive either a dual qualified scale or an allowance whichever is the greater. The exceptions to this are:

- Nurses who were paid on the dual qualified scale on October 1, 1996 and in receipt of a location allowance at August 1, 1998 or eligible for a new location/qualification allowance from March 31, 1999. In such cases the value of the location/qualification allowance is €1,395 which they receive in addition to their dual qualified scale
- With effect from November 26, 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 €1,395. Payment of the allowance will cease if the nurse moves out of the qualifying area.

## Other allowances Applicable from January 1, 2010

Grade	Nature of Allowance	Amount
Relevant nursing staff*	Nurse management sub-structures - special allowance for weekends/public holidays	€2,976
Psychiatric nurses	Community allowance	€4,962
	Nurses assigned to occupational therapy (qualified)	€3,732
	Nurses assigned to occupational therapy (unqualified)	€1,702
Public health nurses	Island inducement allowance*	€1,766
Public health nurses	Fixed payment	€28.14
Weekend 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 with standby - each day	<b>On-call with standby - each day</b> Monday to Friday	€42.34
	Emergency services Saturday	€54.38
	Sunday and public holidays	€73.51
	<b>Call-out rate - Monday to Sunday</b> a) Fee per operation per 2 hours (17.00-22.00 hours)	€42.34
	b) (i) Operation lasting > 2 hours and up to 3 hours (17.00-22.00 hours)	€63.49
	(ii) Operation lasting > 4 hours and up to 5 hours	€105.83
	c) Fee per operation per hour (after 22.00 hours)	€42.34
<b>On-call without standby</b> (i) Fee per operation, call-in without standby	€84.68	
(ii) Overruns from roster at normal overtime rates (no time back in lieu)		
<b>On-call over weekend:</b> In situations where no roster duty is available over the weekend, the following will apply on a pro-rata basis (ie. appropriate rate divided by 12, then multiplied by number of hours available). No time back in lieu will apply.		
<b>Nurse co-ordinator allowance:</b> 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	<b>Fee per service</b>	€131.00
	• Reduction with a/n visit is after 36th 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 February 1, 2012.		

