

## Nursing/Midwifery Salary Scales as at 1<sup>st</sup> April 2019

Student Nurse/Midwife/Intellectual Disability	14385 (Degree Students 36 weeks Rostered Placement)											
Staff Nurse/Midwife (Post Qualification, Pre-Registration)	25099											
Staff Nurse/Midwife	29346	31110	32171	33367	34876	36383	37883	39180	40480	41775	43070	44343
	LSI after 3 years on max											45701
Senior Staff Nurse/Midwife	47898								*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 2 <sup>nd</sup> qualification on 1st October 1996.			
Dual Qualified Nurse * (Reg. in any 2 of the 5 disciplines)	35806	38062	39265	40191	41212	42570	43893	45841				
	LSI after 3 years on max							47201				
Senior Dual Qualified Nurse	49471											
Clinical Nurse/Midwife Manager 1	45179	46006	47174	48361	49530	50707	52018	53240				
Clinical Nurse/Midwife Manager 2/ Specialist	49056	49868	50555	51677	52917	54134	55351	56721	57995			
	(plus allowance of €801 pa payable on a red-circle basis to Theatre/Night Sisters who were in posts on 5/11/'99)											
Clinical Instructor	51185	52013	52626	53764	54911	56148	57393	58636	59876			
Clinical Nurse/Midwife Manager 3	56448	57565	60389	61499	62616	63747						
Nurse Tutor	57736	58521	59302	60087	60870	61656	62436	63223	64007	64790		
Principal Nurse Tutor	60552	61694	62737	65997	67136	67179	68484	70233				
Student Public Health Nurse	33157											
Public Health Nurse	47799	48591	49268	50334	51560	52748	53944	55288	56540			
	(plus allowance of €1601 pa payable on a red-circle basis to staff who were in posts on 5/11/'99)											
Asst. Dir. of Public Health Nursing	56452	59553	60828	62002	63188	64812						
Director of Public Health Nursing	74111	76358	78611	80959	83115	85368						
Advanced Nurse Practitioner	56993	58097	59162	62431	63460	64656	65773	66884	70237			
Asst. Director of Nursing Band 1	56993	58097	59162	62431	63460	64656	65773	66884	70237			
Asst. Director of Nursing Non Band 1 Hospitals	54125	55279	56452	59553	60828	62002	63188	64811				
Director of Nursing Band 1	75597	77698	79803	81901	84001	86109	88208					
Director of Nursing Band 2	70326	72234	74147	76053	77970	79880	81792					
Director of Nursing Band 2a	69784	70983	72187	73385	74588	75786	76987					
Director of Nursing Band 3	65952	66369	67783	69185	70581	71988	73385					
Director of Nursing Band 4	61624	63489	65347	67214	68029	69838	71644					
Director of Nursing Band 5	57649	58897	60144	61388	62633	63885	65132					
Area Director – Nursing & Midwifery planning Dev Unit	79520	81897	84250	86267	88516	90812	93074					
Director – Nursing & Midwifery Planning Dev Unit	72448	74404	76560	78929	81525	84191						
Director Centre of Nurse Education	66286	67318	69327	71337	73346	75356	77364	79459				
Hospital Group Director of Nursing & Midwifery	98145	102507	106869	111229	115592	119954						

# Location and Qualification Allowances

Applicable from 1st January 2010

## 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.

## Grade

## Nature of Allowance

### Registered Nurses

#### Employed on duties in the following locations:

€1858

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).  
(\*Allowance effective from 1st January 2004).

### Registered Nurses

#### a) Employed on duties in specialist areas appropriate to the following qualifications where they hold the relevant qual.

€ 2791

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

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.

### Registered General Nurses

#### b) Holding recognised post-registration qualifications in midwifery or sick children's nursing and employed on duties appropriate to their qual.

€2791

### Public Health Nurses &

### Asst. Directors of Public Health Nursing

#### Qualification Allowance

€2791

## 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 2<sup>nd</sup> 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 26<sup>th</sup> 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 1<sup>st</sup> January 2010

<u>Grade</u>	<u>Nature of Allowance</u>	
<b>Relevant Nursing Staff*</b>	Nurse Management Sub-structures - Special Allowance for weekends/public holidays	<b>€2976</b>
<b>Psychiatric Nurses</b>	Community Allowance	<b>€4962</b>
	Nurses assigned to Occupational Therapy (Qualified)	<b>€3732</b>
	Nurses assigned to Occupational Therapy (Unqualified)	<b>€1702</b>
<b>Public Health Nurses</b>	Island Inducement Allowance*	<b>€1766</b>
<b>Public Health Nurses</b>	<b>Fixed payment</b>	<b>€28.14</b>
<b>Week-end Work</b>	First call on Saturday and first call on Sunday	<b>€37.36</b>
	Each subsequent call on Saturday and Sunday	<b>€18.71</b>
	Payment in lieu of time off for Emergency work	<b>€28.11</b>
<b>Theatre Nurses/Midwives who participate in the On-Call/standby Emergency Services</b>	<b><u>On-Call with Standby - Each Day</u></b>	
	Monday to Friday	<b>€42.34</b>
	Saturday	<b>€54.38</b>
	Sunday and Public Holidays	<b>€73.51</b>
	All of these figures based on a 12-hour period. Pro rata to apply after hours.	
	<b><u>Call-Out Rate – Monday to Sunday</u></b>	
	(a) Fee per operation per 2 hours (17.00-22.00 hours)	<b>€42.34</b>
	(b) (i) Operation lasting more than 2 hours and up to 3 hours (17.00-22.00 hours)	<b>€63.49</b>
	(ii) Operation lasting more than 4 hours and up to 5 hours	<b>€105.83</b>
	(c) Fee per operation per hour (after 22.00 hours)	<b>€42.34</b>
	<b><u>On-Call without Standby</u></b>	
	(i) Fee per operation, call-in without standby	<b>€84.68</b>
	(ii) Overruns from roster at normal overtime rates (no time back in lieu)	
	<b><u>On-Call over Weekend</u></b>	
	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.	
	<b><u>Nurse Co-Ordinator Allowance</u></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).	
<b>Midwives providing Domiciliary Care under the Maternity and Infant Care Scheme</b>	• <b>Fee per service</b>	<b>€131.00</b>
	• Reduction with a/n visit is after 36th week of pregnancy	<b>€8.16</b>
	• Patient removed to hospital before onset of labour and not accompanied by midwife	<b>€48.61</b>
	• Patient removed to hospital before onset of labour and accompanied by midwife	<b>€64.90</b>
	• Patient removed to hospital after onset of labour and not accompanied by midwife	<b>€81.33</b>
	• Patient removed to hospital after onset of labour and accompanied by midwife	<b>€97.30</b>
	• Abortions and Miscarriages	<b>€64.89</b>
<b>Specialist Co-ordinator Allowance</b>		<b>€4,319</b>

**\*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.