



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8
Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

All Queries:

Queries from HR and Employee Relations in relation to the implementation of this Circular should be referred to: Corporate Employee Relations Services, HSE HR Directorate, 63/64 Adelaide Road, Dublin 2.

Tel: (01) 6626966; Email: info@hse.ie

Individual employees who have queries in relation to the application of this Circular must contact their local Employee Relations/HR Department.

HSE HR Circular 017/2012

28 September 2012

**To: Each Member of Management Team, HSE
Each Regional Director of Operations, HSE
Each Regional Assistant National Director of Human Resources, HSE
Each Employee Relations Manager, HSE
Each CEO HR Manager, directly funded Voluntary Hospital / Section 38 Agency
Each CEO & HR Manager, Intellectual Disability Sector
Each CEO & HR Manager, Specialist Agencies**

Re: Revised Salary Scales – New Medical Consultants

I wish to advise that the Minister for Health has approved revised salary rates for new entrant Consultant Medical Staff effective from 1st October 2012. The precise arrangements to obtain including the new salary scales to apply are set out on the attached appendices A and B.

I wish to provide clarification on the following:

- a) Those who have been offered contracts at the 2011 rates are not affected.
- b) Those who have been successful at interview and are awaiting PAS and/or HSE clearance are not affected.
- c) Any posts that are to be filled from interviews that have not yet taken place will be subject to the new scales.

Any enquires with regard to the contents of this circular should be directed to HSE CERS, 63-64
Adelaide Road. Dublin 2. Ph: 01 6626966

Yours sincerely

A handwritten signature in black ink, appearing to read 'Barry O'Brien', written in a cursive style.

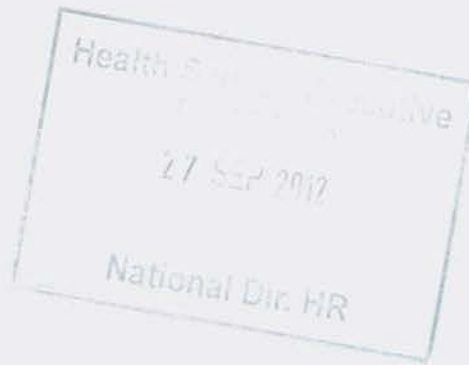
Barry O'Brien
National Director of Human Resources.



Circular Ref: 03/2012

26 September, 2012

Mr Barry O'Brien
National Director of HR
HSE
Dr Steevens' Hospital
Dublin 8



Re: Revised Salary Scales for New Medical Consultants

Dear Mr O'Brien,

I am writing to you regarding arrangements for the application of revised salary rates for New Entrant Consultants from October 2012.

I am to convey the Minister's approval for the application of the attached salary scales from 1 October 2012, on the basis set out hereunder.

Those offered contracts

Those who have been offered contracts at the 2011 rates are not affected.

Those successful at interview

Those who have been successful at interview and are awaiting PAS and/or HSE clearance are not affected.

Where selection process is in train or not yet commenced

Any posts that are to be filled from interviews which have not yet taken place will be subject to the new scales.

It would be appreciated if you would circulate this letter and attached salary scales within the HSE and to relevant agencies and bodies under its aegis, with any further guidance you deem as appropriate.

Yours sincerely

Fergal Goodman
Principal Officer
National HR

**Salary scales for New Entrant Consultants (Clinicians) applying 30% reduction from
October 2012**

Contract Type	Scale Points	1	2	3	4
		€	€	€	€
Type A	01/01/2010	€184,455	€187,133	€189,813	€192,492
	01/01/2011	€166,010	€168,420	€170,831	€173,243
	01/10/2012	€116,207	€117,894	€119,582	€121,270
Type B	01/01/2010	€173,620	€175,931	€176,000	€176,000
	01/01/2011	€156,258	€158,338	€158,400	€158,400
	01/10/2012	€109,381	€110,837	€110,880	€110,880
Type C	01/01/2010	€151,800	€152,551	€157,174	€161,796
	01/01/2011	€136,620	€137,296	€141,456	€145,617
	01/10/2012	€95,634	€96,107	€99,019	€101,932

**Salary scales for New Entrant Academic Consultants on Type A Contract applying 30%
reduction from October 2012**

Contract Type	Scale Points				
		1	2	3	4
		€	€	€	€
Type A Professor	01/01/2010	€231,653	€234,949	€238,244	€241,539
	01/01/2011	€208,488	€211,454	€214,420	€217,385
	01/10/2012	€145,942	€148,018	€150,094	€152,170
Type A Associate Professor	01/01/2010	€215,989	€219,285	€222,580	€225,876
	01/01/2011	€194,390	€197,356	€200,322	€203,288
	01/10/2012	€136,073	€138,149	€140,225	€142,302
Type A Lecturer	01/01/2010	€200,358	€203,652	€206,948	€210,243
	01/01/2011	€180,322	€183,287	€186,253	€189,219
	01/10/2012	€126,225	€128,301	€130,377	€132,453
Type A College Lecturer	01/01/2010	€196,170	€199,464	€202,760	€206,055
	01/01/2011	€176,553	€179,518	€182,484	€185,450
	01/10/2012	€123,587	€125,663	€127,739	€129,815

**Salary scales for New Entrant Academic Consultants on Type B Contract applying 30%
reduction from October 2012**

Contract Type	Scale Points				
		1	2	3	4
		€	€	€	€
Type B Professor	01/01/2010	€216,662	€219,541	€222,421	€225,302
	01/01/2011	€194,995	€197,587	€200,179	€202,772
	01/10/2012	€136,497	€138,311	€140,125	€141,940
Type B Associate Professor	01/01/2010	€199,717	€202,597	€205,476	€208,356
	01/01/2011	€179,745	€182,337	€184,929	€187,521
	01/10/2012	€125,822	€127,636	€129,450	€131,265
Type B Lecturer	01/01/2010	€180,782	€183,662	€186,542	€189,422
	01/01/2011	€162,704	€165,296	€167,887	€170,480
	01/10/2012	€113,893	€115,707	€117,521	€119,336
Type B College Lecturer	01/01/2010	€176,025	€178,904	€181,785	€184,665
	01/01/2011	€158,422	€161,014	€163,606	€166,199
	01/10/2012	€110,895	€112,710	€114,524	€116,339

**Salary scales for New Entrant Academic Consultants on Type C Contract applying 30%
reduction from October 2012**

Contract Type		Scale Points			
		1	2	3	4
		€	€	€	€
Type C Professor	01/01/2010	€196,032	€199,091	€202,150	€205,208
	01/01/2011	€176,429	€179,182	€181,935	€184,687
	01/10/2012	€123,500	€125,427	€127,355	€129,281
Type C Associate Professor	01/01/2010	€179,814	€182,872	€185,931	€188,990
	01/01/2011	€161,832	€164,585	€167,338	€170,091
	01/10/2012	€113,282	€115,210	€117,137	€119,064
Type C Lecturer	01/01/2010	€167,401	€170,567	€173,734	€176,000
	01/01/2011	€150,661	€153,511	€156,361	€158,400
	01/10/2012	€105,463	€107,458	€109,453	€110,880
Type C College Lecturer	01/01/2010	€162,683	€165,849	€169,016	€172,183
	01/01/2011	€146,415	€149,265	€152,114	€154,964
	01/10/2012	€102,491	€104,486	€106,480	€108,475