



Irish Nurses and Midwives Organisation Working Together

Allowances Payable to Nurses/Midwives Employed in the Public Health Service

The largest Professional Union
for Nurses and Midwives in Ireland
representing over 41,000 members

1. Introduction

This leaflet sets out guidelines on payment of Allowances to Nurses/Midwives employed in the Public Health Service.

2. Location and Qualification Allowances - Eligibility

Nurses/Midwives eligible for payment of location/qualification allowances are Staff Nurses/Midwives, Senior Staff Nurses, CNMs 1 & 2 (incl. Theatre Sisters). A 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.

3. Location Allowance

The amount of €2554 is payable to 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'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**).

4. Specialist Qualification Allowance

The amount of €3835 is payable to registered nurses employed on duties in specialist areas appropriate to the following qualifications where they hold the relevant qualification:

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 Dip. in Midwifery, Higher Dip. 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.

This list is not exhaustive – payment of the specialist qualification allowance extends to all specialist courses confirmed as Category 11 or equivalent by the Nursing & Midwifery Board of Ireland.

The specialist qualification allowance is payable to registered nurses holding recognised post registration qualifications in midwifery or sick children's nursing and working on duties appropriate to their qualification.

5. 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 **€1597** 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 **€1597**. Payment of the allowance will cease if the nurse moves out of the qualifying area.

6. Midwifery Qualification Allowance

The amount of €3835 is payable to Public Health Nurses and Assistant Directors of Public Health Nursing who hold a midwifery qualification.

Location Allowance

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. **€2554**

Public Health Nurses

Island Inducement Allowance **€2022**
(Abolished for new beneficiaries with effect from 1st February 2012)

Fixed Payment Week-end Work **€32.22**
First call on Saturday and first call on Sunday **€42.77**
Each subsequent call on Saturday and Sunday **€21.42**
Payment in lieu of time off for Emergency work **€32.19**

Theatre Nurses/Midwives

On-Call with Standby - Each Day

Monday to Friday **€48.48**
Saturday **€62.27**
Sunday and Public Holidays **€84.17**
All of these figures based on a 12-hour period. Pro rata to apply after hours.

Call-Out Rate – Monday to Sunday

(a) Fee per operation per 2 hours (17.00-22.00 hours) **€48.48**
(b) (i) Operation lasting more than 2 hours and up to 3 hours (17.00-22.00 hours) **€72.70**
(ii) Operation lasting more than 4 hours and up to 5 hours **€121.18**
(c) Fee per operation per hour (after 22.00 hours) **€48.48**

On-Call without Standby

(i) Fee per operation, call-in without standby **€96.96**
(ii) Overruns from roster at normal overtime rates (no time back in lieu)

On-Call over Weekend

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.

Nurse Co-Ordinator Allowance

A shift allowance of €20.71 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 €4945

Caseload Allowance €4247
(CRGNs undertaking certain specified duties of the PHN)

This leaflet sets out guidelines on allowances for nurses/midwives employed in the public health service, based on the provisions of Dept. of Health/HSE Circulars. (errors and omissions excepted).

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