

Merged Healthcare Assistant Salary Scale

1st Point	2nd Point	3rd Point	4th Point	5th Point	6th Point	7th Point	8th Point	9th Point
€27,102	€28,728	€30,001	€30,678	€31,418	€32,178	€32,642	€33,433	€34,245

Carers/HCA Rates Applicable for Agency Shifts worked in St James Hospital Dublin Only

Payscale	Mon-SatDAY	Mon-SatTwili	Mon-Fri NIGHT	Saturday NIGHT		SundayDAY	SundayTwilig	SundayNIGHT	
				2000-0000	0000-0800			2000-0000	0000-0800
		*see condition					*see condition		
1st Point	€13.32	€15.54	€16.65	€16.65	€29.97	€26.64	€28.86	€29.97	€16.65
2nd Point	€14.12	€16.47	€17.65	€17.65	€31.76	€28.23	€30.59	€31.76	€17.65
3rd Point	€14.74	€17.20	€18.43	€18.43	€33.17	€29.48	€31.94	€33.17	€18.43
4th Point	€15.08	€17.59	€18.84	€18.84	€33.92	€30.15	€32.66	€33.92	€18.84
5th Point	€15.44	€18.01	€19.30	€19.30	€34.74	€30.88	€33.45	€34.74	€19.30
6th Point	€15.81	€18.45	€19.77	€19.77	€35.58	€31.62	€34.26	€35.58	€19.77
7th Point	€16.04	€18.71	€20.05	€20.05	€36.09	€32.08	€34.75	€36.09	€20.05
8th Point	€16.43	€19.17	€20.54	€20.54	€36.96	€32.86	€35.60	€36.96	€20.54
9th Point	€16.83	€19.63	€21.03	€21.03	€37.86	€33.66	€36.46	€37.86	€21.03

Saturday Allowance: €10.71

Notes:

Carers Per hour rates based on Salary Scale/52.18weeks/39hrs Conditions re Unsocial hours worked in St James Hospital:

Twilight rates no longer apply between 1800-2000, may apply between hours 2000-0000

*Twilight rates can apply for those hours worked between 20.00-00.00 only on the condition a minimum duration of 8hrs are worked in the shift

Twilight Rates= 1+ 1/6, i.e. 1.1667

Night Rates apply=8pm-8am whereby must be at least 3hours worked between 12mn-7am

Night Duty Rates= 1+ 1/4, i.e. 1.25

Sunday Day Rates= [time+time] Example: Rate Merged-1=€13.32+€13.32=€26.64/hr

Public Holidays Day shifts are paid at Sunday Day Rates

Sunday Rates/Public Holiday Night Rates= these follows natural clock starting 00.00 Saturday midnight and ending 23.59 on Sunday midnight)

For example:

Saturday Night Shift 2000-0800 = 2000-0000 is normal Night rates, being [Time x 1.25], from 0000-0800= [Time x 1.25 +Time]

Example re Saturday Night rate re "Merged-1" for 2000-0000=[€13.32 x 1.25=€16.65/hr] and from 0000-0800= [(€13.32 x 1.25) +€13.32=€29.97/hr]

Sunday/PH Night 2000-0800= 2000-0000 is [Time x 1.25 +Time], from 0000-0800= normal Night Duty [Time x 1.25]

Example re Sunday/PH Night rate re "Merged-1" for 2000-0000= [(€13.32 x 1.25) +€13.32=€29.97/hr] and from 0000-0800= [€13.32 x 1.25=€16.65/hr]

