

Healthcare Assistant Rates

Apply from 01/02/2026

Point of Scale	Annual Salary	Mon-Sat Day	Mon-Sat Twilight	Mon-Sat Night	Sunday Day	Sunday Twilight	Sunday Night
1st	€36,288	€17.83	€20.80	€22.29	€35.66	€38.64	€40.12
2nd	€37,752	€18.55	€21.64	€23.19	€37.10	€40.19	€41.74
3rd	€39,294	€19.31	€22.53	€24.14	€38.62	€41.84	€43.45
4th	€39,704	€19.51	€22.76	€24.39	€39.02	€42.27	€43.90
5th	€40,711	€20.01	€23.34	€25.01	€40.01	€43.34	€45.01
6th	€41,582	€20.43	€23.84	€25.54	€40.87	€44.27	€45.97
7th	€42,836	€21.05	€24.56	€26.31	€42.10	€45.61	€47.36
8th	€44,136	€21.69	€25.30	€27.11	€43.38	€46.99	€48.80
9th	€45,484	€22.35	€26.08	€27.94	€44.70	€48.43	€50.29

Healthcare Assistant Rates – Band 1

(Applicable only in: St Ita's Portrane, Central Mental Hospital, National Rehabilitation Hospital Dublin, Galway/Roscommon Mental Health Services, St Fintan's Hospital Portlaoise)

Point of Scale	Annual Salary	Mon-Sat Day	Mon-Sat Twilight	Mon-Sat Night	Sunday Day	Sunday Twilight	Sunday Night
1st	€41,617	€20.45	€23.86	€25.56	€40.90	€44.31	€46.01
2nd	€42,690	€20.98	€24.47	€26.22	€41.96	€45.45	€47.20
3rd	€43,835	€21.54	€25.13	€26.93	€43.08	€46.67	€48.47
4th	€44,933	€22.08	€25.76	€27.60	€44.16	€47.84	€49.68
5th	€46,108	€22.66	€26.43	€28.32	€45.31	€49.09	€50.98
6th	€47,317	€23.25	€27.13	€29.06	€46.50	€50.38	€52.32
7th	€48,564	€23.86	€27.84	€29.83	€47.73	€51.71	€53.69

NOTES:

Rate per hour is based on the annual salary divided by 52.18 weeks and then divided by 39 hours.

Weekday Night Rates – apply between 20:00-08:00 where the nurse works at least 3 hours between 00:00 and 07:00.

The rate is weekday rate x 1.25 (time+(time/4))

Sunday Day Rates – weekday day rate x 2 (time+time)

Sunday Night Rates – the rate is weekday day rate x 2.25 [time+time +(time x 1/4 for night hrs)]

Public Holidays are paid at Sunday Rates.

Sleepover Rate – €14.15 per hour

ALLOWANCES:

Saturday Premium: €13.44 per shift

Please note the undernoted hospitals/worksites are different in regard to how the Premium rate is paid. It is paid from midnight on Saturday night to midnight on Sunday night:

Beaumont Hospital, Coombe Hospital, Raheny CNU, Our Lady's Hospital-Navan, St Coleman's Hospital, St James's Hospital, St Joseph's Raheny, Wexford General Hospital