

UNIVERSITY COLLEGE CORK

ACADEMIC

Scale Title	T2016 2.5%	T2016 2.5%	Budget 2010
	01-Mar-08	01-Sep-08	01-Jan-10
Professor Scale A	€	€	€
	114,416	117,276	108,049
	120,940	123,964	114,068
	127,464	130,651	120,199
	133,988	137,338	126,351
	140,512	144,025	132,503
	147,036	150,712	138,655

Scale Title	T2016 2.5%	T2016 2.5%	Budget 2010
	01-Mar-08	01-Sep-08	01-Jan-10
Professor Scale B	€	€	€
	120,438	123,449	113,604
	127,305	130,488	120,049
	134,173	137,527	126,525
	141,040	144,566	133,001
	147,908	151,605	139,477
	154,775	158,644	145,953

UNIVERSITY COLLEGE CORK

ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale	T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	1-Sep-08	01-Jan-10
			€	€	€
Prof (Scale 2)	A	1	96,680	99,097	91,687
		2	100,909	103,432	95,589
		3	105,133	107,761	99,485
		4	109,349	112,083	103,375
		5	110,768	113,537	104,683
		6	113,547	116,386	107,247
Prof (Scale 2)	B	1	101,769	104,313	96,382
		2	106,220	108,876	100,488
		3	110,667	113,434	104,591
		4	115,104	117,982	108,684
		5	116,600	119,515	110,064
		6	119,522	122,510	112,759

UNIVERSITY COLLEGE CORK

ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale	T2016 2.5% 1-Mar-08 €	T2016 2.5% 1-Sep-08 €	Budget 2010
					01-Jan-10
					€
Senior Lecturer	A	1	66,534	68,197	63,832
		2	70,491	72,253	67,528
		3	74,452	76,313	71,182
		4	78,435	80,396	74,856
		5	82,406	84,466	78,519
		6	86,363	88,522	82,170
		7	90,336	92,594	85,835
		8	94,271	96,628	89,465
Senior Lecturer	B	1	70,035	71,786	67,107
		2	74,199	76,054	70,949
		3	78,369	80,328	74,795
		4	82,562	84,626	78,663
		5	86,740	88,909	82,518
		6	90,912	93,185	86,367
		7	95,092	97,469	90,222
		8	99,233	101,714	94,043

Lecturer A/B	A	1	61,728	63,271	59,276
		2	65,976	67,625	63,303
		3	70,236	71,992	67,293
		4	74,481	76,343	71,209
		5	81,311	83,344	77,510
Lecturer A/B	B	1	64,974	66,598	62,353
		2	69,450	71,186	66,567
		3	73,934	75,782	70,704
		4	78,400	80,360	74,824
		5	85,592	87,732	81,459

UNIVERSITY COLLEGE CORK

ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale	T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	1-Sep-08	01-Jan-10
			€	€	€
Lecturer B/B	A	1	34,674	35,541	33,625
		2	36,807	37,727	35,647
		3	38,987	39,962	37,715
		4	40,962	41,986	39,587
		5	43,043	44,119	41,560
		6	45,231	46,362	43,635
		7	46,980	48,155	45,293
		8	49,072	50,299	47,277
		9	51,264	52,546	49,355
		10	52,921	54,244	50,926
		11	54,622	55,988	52,539
		12	56,331	57,739	54,159
Lecturer B/B	B	1	36,500	37,413	35,357
		2	38,616	39,581	37,362
		3	41,037	42,063	39,658
		4	43,120	44,198	41,633
		5	45,308	46,441	43,708
		6	47,614	48,804	45,894
		7	49,452	50,688	47,636
		8	51,656	52,947	49,726
		9	53,956	55,305	51,907
		10	55,707	57,100	53,568
		11	57,497	58,934	55,264
		12	59,293	60,775	56,967

Scale Title					01-Jan-11
					€
Lecturer B/B 2011 Scales		1			31,821
		2			33,626
		3			35,692
		4			37,470
		5			39,337
		6			41,304
		7			42,873
		8			44,753
		9			46,716
		10			48,211
		11			49,738
		12			51,270

Academic Consultants

Table B1

Salary scales for serving Academic Consultants (1998 Contract) who have opted for the new Type A Contract

Category I Consultants	T2016 2.5%		Type A Contract	
	01/03/08	01/09/08	01/01/2009	01/01/2010
	€	€	€	€
Professor	240,085	246,088	284,163	241,539
Prof (Scale 2)	222,328	227,887	265,736	225,876
Senior Lecturer	204,564	209,679	247,345	210,243
College Lecturer	199,811	204,806	242,418	206,055

**Category II
Consultants**

Category II Consultants	T2016 2.5%		Type A Contract	
	01/03/08	01/09/08	01/01/2009	01/01/2010
	€	€	€	€
Professor UCC	222,394	227,954	274,643	233,447
Prof (Scale 2)	205,196	210,326	256,516	218,039
Lecturer UCC	186,633	191,299	237,696	202,042
College Lecturer UCC	181,876	186,423	232,767	197,852

Table B2

Salary scales for serving Academic Consultants (1998 contract) who have opted for the new Type B Contract

Category I Consultants	T2016 2.5%		Type B Contract	
	01/03/08	01/09/08	01/01/2009	01/01/2010
	€	€	€	€
Professor	240,085	246,088	278,910	237,074
Prof (Scale 2)	222,328	227,887	258,536	219,756
Lecturer	204,564	209,679	236,885	201,352
College Lecturer	199,811	204,806	231,292	196,598

**Category II
Consultants**

Category II Consultants	T2016 2.5%		Type B Contract	
	01/03/08	01/09/08	01/01/2009	01/01/2010
	€	€	€	€
Professor UCC	222,394	227,954	269,390	228,982
Prof (Scale 2)	205,196	210,326	249,316	211,919
Lecturer UCC	186,633	191,299	227,236	193,151
College Lecturer UCC	181,876	186,423	221,641	188,395

Table B3

Salary scales for serving Academic Consultants (1998 contract) who have opted for the new Type B* Contract

Category II Consultants	T2016 2.5%		Type B* Contract	
	01/03/08	01/09/08	01/01/2009	01/01/2010
	€	€	€	€
Professor UCC	222,394	227,954	253,631	215,586
Prof (Scale 2)	205,196	210,326	233,788	198,720
Lecturer UCC	186,633	191,299	211,971	180,175
College Lecturer UCC	181,876	186,423	206,437	175,999

Table C2

Salary scales for New Entrant Academic Consultants on Type A Contract

Contract Type		2 3 4		
		€	€	€
Type A Professor	01/09/2008 2.5%	276,410	280,287	284,163
	01/01/2010	234,949	238,244	241,539
Type A Prof Scale 2	01/09/2008 2.5%	257,982	261,859	265,736
	01/01/2010	219,285	222,580	225,876
Type A Lecturer	01/09/2008 2.5%	239,591	243,468	247,345

	01/01/2010	203,652	206,948	210,243
Type A College Lecturer				
	01/09/2008 2.5%	234,664	238,541	242,418
	01/01/2010	199,464	238,541	202,760

Table C3

Salary scales for New Entrant Academic Consultants on Type B Contract

Contract Type		2	3	4
		€	€	€
Type B Professor	01/09/2008 2.5%	258,284	261,672	265,061
	01/01/2010	219,541	222,421	225,302
Type B Prof Scale 2	01/09/2008 2.5%	238,349	241,737	245,125
	01/01/2010	202,597	205,476	208,356
Type B Lecturer	01/09/2008 2.5%	216,073	219,461	222,849
	01/01/2010	183,662	186,542	189,422
Type B College Lecturer	01/09/2008 2.5%	210,476	213,864	217,253
	01/01/2010	178,904	181,785	184,665

Table C4

Salary scales for New Entrant Academic Consultants on Type C Contract

Contract Type		2	3	4
		€	€	€
Type C Professor	01/09/2008 2.5%	234,225	237,823	241,422
	01/01/2010	199,091	202,150	205,208
Type C Prof Scale 2	01/09/2008 2.5%	215,144	218,742	222,341
	01/01/2010	182,872	185,931	188,990
Type C Lecturer	01/09/2008 2.5%	193,827	197,425	201,023
	01/01/2010	170,567	173,734	176,000
Type C College Lecturer	01/09/2008 2.5%	188,465	192,064	195,662
	01/01/2010	165,849	169,016	172,183

Deduction for Private Practice = 6.493% of full Prof. Dental Salary (irrespective of grade)

UNIVERSITY COLLEGE CORK

Medical Clinical Allowance

(Scale A)

		% increase	€
SP	01-Jun-05	1.5%	7,586
O'Brien	01-Jul-05	3.75%	7,870
SP	01-Dec-05	1.5%	7,988
O'Brien	01-Jan-06	3.75%	8,277
SP	01-Jun-06	2.5%	8,484
T2016	01-Dec-06	3.0%	8,739
T2016	01-Jun-07	2.0%	8,914
T2016	01-Mar-08	2.5%	9,137
T2016	01-Sep-08	2.5%	9,365
BUDGET 2010	01-Jan-10	5%	8,897
BUDGET 2010	01-Jan-10	8%	8,616

UNIVERSITY COLLEGE CORK

Administrative

(Scale A)

Scale Title	T2016 2.5%	T2016 2.5%	Budget 2010
	01-Mar-08	01-Sep-08	01-Jan-10
Senior Admin II	€	€	€
	114,416	117,276	108,049
	120,940	123,964	114,068
	127,464	130,651	120,199
	133,988	137,338	126,351
	140,512	144,025	132,503
	147,036	150,712	138,655

(Scale B)

Scale Title	T2016 2.5%	T2016 2.5%	Budget 2010
	01-Mar-08	01-Sep-08	01-Jan-10
Senior Admin II	€	€	€
	120,438	123,499	113,649
	127,305	130,488	120,049
	134,173	137,527	126,525
	141,040	144,566	133,001
	147,908	151,605	139,477
	154,775	158,644	145,953

**UNIVERSITY COLLEGE CORK
ADMINISTRATIVE**

UCC Scale Title	Scale	Point on Scale	T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	01-Sep-08	01-Jan-10
			€	€	€
Senior Admin IIA	A	1	101,786	104,331	96,398
		2	106,234	108,890	100,501
		3	110,681	113,448	104,603
		4	115,119	117,997	108,697
		5	119,542	122,531	112,778
Senior Admin IIA	B	1	107,141	109,820	101,338
		2	111,824	114,620	105,658
		3	116,510	119,423	109,981
		4	121,178	124,207	114,286
		5	125,830	128,976	118,658
Senior Admin III	A	1	72,152	73,956	69,060
		2	76,443	78,354	73,019
		3	80,741	82,760	76,984
		4	85,062	87,189	80,970
		5	89,369	91,603	84,943
		6	93,658	95,999	88,899
		7	97,966	100,415	92,874
		8	102,235	104,791	96,812
Senior Admin III	B	1	75,950	77,849	72,564
		2	80,465	82,477	76,729
		3	84,990	87,115	80,904
		4	89,536	91,774	85,097
		5	94,069	96,421	89,279
		6	98,592	101,057	93,451
		7	103,124	105,702	97,632
		8	107,614	110,304	101,774
Senior Admin IV	A	1	78,145	80,099	74,589
		2	82,095	84,147	78,232
		3	86,057	88,208	81,887
		4	90,001	92,251	85,526
		5	93,937	96,285	89,157
Senior Admin IV	B	1	82,257	84,313	78,382
		2	86,420	88,581	82,223
		3	90,586	92,851	86,066
		4	94,741	97,110	89,899
		5	98,880	101,352	93,717

**UNIVERSITY COLLEGE CORK
ADMINISTRATIVE**

UCC Scale Title	Scale	Point on Scale	T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	01-Sep-08	01-Jan-10
			€	€	€
Admin I (Grade 7)	A	1	66,942	68,616	64,220
		2	71,551	73,340	68,506
		3	76,170	78,074	72,767
		4	80,769	82,788	77,009
		5	88,179	90,383	83,845
Admin I (Grade 7)	B	1	70,462	72,224	67,502
		2	75,314	77,197	71,977
		3	80,179	82,183	76,465
		4	85,023	87,149	80,934
		5	92,821	95,142	88,128
Admin II (Grade 6A)	A	1	56,001	57,401	53,846
		2	57,753	59,197	55,507
		3	60,668	62,185	58,271
		4	63,591	65,181	61,042
		5	66,508	68,171	63,808
		6	69,431	71,167	66,550
		7	72,362	74,171	69,254
Admin II (Grade 6A)	B	1	58,948	60,422	56,640
		2	60,791	62,311	58,388
		3	63,859	65,455	61,296
		4	66,937	68,610	64,214
		5	70,012	71,762	67,086
		6	73,083	74,910	69,919
		7	76,169	78,073	72,766
Admin III (Grade 6)	A	1	46,556	47,720	44,891
		2	48,649	49,865	46,875
		3	50,842	52,113	48,955
		4	52,501	53,814	50,528
		5	54,209	55,564	52,147
		6	55,926	57,324	53,775
Admin III (Grade 6)	B	1	49,004	50,229	47,212
		2	51,210	52,490	49,303
		3	53,511	54,849	51,485
		4	55,265	56,647	53,148
		5	57,064	58,491	54,854
		6	58,865	60,337	56,562
Admin V (Grade 5)	A	1	39,184	40,164	37,902
		2	40,807	41,827	39,440
		3	42,469	43,531	41,016
		4	43,696	44,788	42,179
		5	44,935	46,058	43,354
		6	46,189	47,344	44,543
		7	47,422	48,608	45,712
		8	48,695	49,912	46,919
Admin V (Grade 5)	B	1	41,243	42,274	39,853
		2	42,954	44,028	41,476
		3	44,701	45,819	43,133
		4	45,995	47,145	44,359
		5	47,298	48,480	45,594
		6	48,619	49,834	46,846
		7	49,916	51,164	48,077
		8	51,254	52,535	49,345

**UNIVERSITY COLLEGE CORK
ADMINISTRATIVE**

UCC Scale Title	Scale	Point	T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	01-Sep-08	01-Jan-10
			€	€	€
Senior Executive Assistant/ Executive Officer	A	1	28,848	29,569	28,091
		2	29,988	30,738	29,183
		3	31,138	31,916	30,272
		4	32,291	33,098	31,366
		5	33,704	34,547	32,706
		6	34,615	35,480	33,569
		7	35,777	36,671	34,671
		8	36,938	37,861	35,771
		9	38,967	39,941	37,695
		10	40,131	41,134	38,799
		11	41,296	42,328	39,903
		12	42,391	43,451	40,942
Senior Executive Assistant/ Executive Officer	B	1	30,366	31,125	29,541
		2	31,566	32,355	30,678
		3	32,778	33,597	31,827
		4	33,990	34,840	32,977
		5	35,477	36,364	34,387
		6	36,440	37,351	35,300
		7	37,659	38,600	36,455
		8	38,881	39,853	37,614
		9	41,016	42,041	39,638
		10	42,243	43,299	40,802
		11	43,470	44,557	41,965
		12	44,621	45,737	43,057

**UNIVERSITY COLLEGE CORK
ADMINISTRATIVE**

UCC Scale Title	Scale	Point	T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	01-Sep-08	01-Jan-10
			€	€	€
Executive Assistant/ Clerical Officer	A	1	20,080	20,582	19,553
		2	21,702	22,245	21,133
		3	22,655	23,221	22,060
		4	23,686	24,278	23,064
		5	24,744	25,363	24,095
		6	25,834	26,480	25,156
		7	26,934	27,607	26,227
		8	27,938	28,636	27,204
		9	28,928	29,651	28,168
		10	29,936	30,684	29,133
		11	31,013	31,788	30,154
		12	32,060	32,862	31,147
		13	33,077	33,904	32,111

Executive Assistant/ Clerical Officer	B	1	21,134	21,662	20,579
		2	22,735	23,303	22,138
		3	23,847	24,443	23,221
		4	24,936	25,559	24,281
		5	26,047	26,698	25,363
		6	27,196	27,876	26,482
		7	28,353	29,062	27,609
		8	29,408	30,143	28,632
		9	30,452	31,213	29,622
		10	31,513	32,301	30,628
		11	32,646	33,462	31,702
		12	33,749	34,593	32,749
		13	34,818	35,688	33,761

Scale Title				01-Jan-11
€				
Executive Assistant/ Clerical Officer 2011 Scales		1		18,521
		2		19,924
		3		20,899
		4		21,853
		5		22,827
		6		23,834
		7		24,848
		8		25,769
		9		26,660
		10		27,566
		11		28,532
		12		29,474
		13		30,385

UNIVERSITY COLLEGE CORK

NURSE PAY SCALES

UCC Scale Title	Scale	Point			
			T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	01-Sep-08	01-Jan-10
			€	€	€
Student Health Nurse Scale / Clinical Nurse Manager III	A	1	53,693	55,035	51,657
		2	54,788	56,158	52,696
		3	57,563	59,002	55,327
		4	58,653	60,119	56,360
		5	59,750	61,244	57,401
		6	60,861	62,383	58,454
Student Health Nurse Scale / Clinical Nurse Manager III	B	1	56,519	57,932	54,337
		2	57,672	59,114	55,430
		3	60,591	62,106	58,198
		4	61,740	63,284	59,288
		5	62,895	64,467	60,382
		6	64,066	65,668	61,493

Student Health Nurse / Clinical Nurse Manager II	A	1	46,431	47,592	44,773
		2	47,229	48,410	45,529
		3	47,901	49,099	46,167
		4	49,003	50,228	47,211
		5	50,223	51,479	48,368
		6	51,421	52,707	49,504
		7	52,615	53,930	50,635
		8	53,959	55,308	51,910
		9	55,210	56,590	53,096
Student Health Nurse / Clinical Nurse Manager II	B	1	48,875	50,097	47,090
		2	49,716	50,959	47,887
		3	50,424	51,685	48,559
		4	51,583	52,873	49,658
		5	52,868	54,190	50,876
		6	54,126	55,479	52,068
		7	55,387	56,772	53,264
		8	56,799	58,219	54,603
		9	58,118	59,571	55,853

Nurse Scale / Clinical Nurse Manager I	A	1	42,627	43,693	41,166
		2	43,435	44,521	41,932
		3	44,581	45,696	43,019
		4	45,748	46,892	44,125
		5	46,896	48,068	45,213
		6	48,053	49,254	46,310
		7	49,344	50,578	47,535
		8	50,542	51,806	48,671
Nurse Scale / Clinical Nurse Manager I	B	1	44,869	45,991	43,292
		2	45,721	46,864	44,099
		3	46,927	48,100	45,243
		4	48,157	49,361	46,409
		5	49,364	50,598	47,553
		6	50,583	51,848	48,709
		7	51,939	53,237	49,994
		8	53,201	54,531	51,191

UNIVERSITY COLLEGE CORK

SENIOR ARCHAEOLOGIST PAY SCALE

UCC Scale Title	Scale	Point on Scale	T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	01-Sep-08	01-Jan-10
			€	€	€
Senior Archaeologist (Engineer Grade 2)	A	1	58,129	59,582	55,863
		2	59,502	60,990	57,166
		3	60,863	62,385	58,456
		4	62,235	63,791	59,757
		5	63,603	65,193	61,054
		6	64,973	66,597	62,352
		7	66,335	67,993	63,644
		8	67,719	69,412	64,956
		LSI1	69,974	71,723	67,051
		LSI2	72,150	73,954	69,059
		Senior Archaeologist (Engineer Grade 2)	B	1	61,189
2	62,630			64,196	60,131
3	64,067			65,669	61,494
4	65,510			67,148	62,862
5	66,951			68,625	64,228
6	68,389			70,099	65,589
7	69,826			71,572	66,915
8	71,284			73,066	68,259
LSI1	73,658			75,499	70,449
LSI2	76,032			77,933	72,640

UNIVERSITY COLLEGE CORK

SERVICES SUPERVISORS

UCC Scale Title	Scale	Point on Scale	Budget 2010	Salary
			01-Jan-10	incl. 20% premium
			€	€
Services Supervisor	A	1	36,703	44,043
	B	1	38,595	46,315

SUPERVISOR OF BUILDINGS/ENGINEERING SERVICES

UCC Scale Title	Scale	Point on Scale	Annual	Weekly	Weekly
			T2016 2.5%	T2016 2.5%	Budget 2010
			01-Sep-08	01-Sep-08	01-Jan-10
			€	€	€
Supervisor Of: Buildings/Eng. Services/Grounds	A	1	43,063.20	824.97	777.46
		2	44,451.56	851.56	802.06
		3	45,837.62	878.12	826.62
		4	47,206.45	904.34	850.88
		5	48,583.33	930.72	875.28
		6	50,031.40	958.46	900.94
		7	51,445.02	985.54	925.99
		8	52,888.50	1,013.19	951.57
Supervisor Of: Buildings/Eng. Services/Grounds	B	1	45,334.64	868.48	817.71
		2	46,786.16	896.29	843.43
		3	48,250.31	924.34	869.38
		4	49,694.93	952.01	894.98
		5	51,140.71	979.71	920.60
		6	52,663.42	1,008.88	947.58
		7	54,151.69	1,037.39	973.95
		8	55,670.96	1,066.49	1000.87

Attendance Allowances	
Saturday:	
First 4 hrs	
Subsequent 4 hrs	
Sunday:	
Full day (8 hrs)	
Half Day (4 hrs)	
Weekday Evenings:	
First 4 hours	

T2016 2.5%
01-Sep-08
€
72.75
106.52
248.09
124.71
72.75

Budget 2010
01-Jan-10
€
69.11
101.19
235.69
118.47
69.11

UNIVERSITY COLLEGE CORK

COLLEGE LANGUAGE TEACHER PAY SCALE

UCC Scale Title	Scale	Point on Scale			
			T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	01-Sep-08	01-Jan-10
			€	€	€
College Language Teacher	A	1	46,981	48,156	45,294
		2	49,072	50,299	47,277
		3	51,264	52,546	49,355
		4	52,921	54,244	50,926
		5	54,622	55,988	52,539
		6	56,331	57,739	54,159
College Language Teacher	B	1	49,452	50,688	47,636
		2	51,655	52,946	49,725
		3	53,956	55,305	51,907
		4	55,707	57,100	53,568
		5	57,497	58,934	55,264
		6	59,293	60,775	56,967

2011 Scales			01-Jan-11
			€
College Language Teacher	1		42,873
	2		44,753
	3		46,716
	4		48,211
	5		49,738
	6		51,270

UNIVERSITY COLLEGE CORK

TECHNICIANS

(Scale A)

POSITION TITLE	T2016 2.5%	T2016 2.5%	Budget 2010
	1-Mar-08	01-Sep-08	01-Jan-10
	€	€	€
Chief Technical Officer <i>(Previously Senior Technician)</i>	60,338	61,846	57,958
	63,073	64,650	60,551
	65,747	67,391	63,087
Senior Technical Officer <i>(Previously Technician - Class I)</i>	51,587	52,877	49,661
	54,436	55,797	52,362
	57,304	58,737	55,082
	59,689	61,181	57,342
*Payable after 3 yrs. on max. pt.	60,979	62,503	58,565
Technical Officer <i>(Previously Technician Class II)</i>	41,300	42,333	39,908
	44,178	45,282	42,636
	46,541	47,705	44,877
	48,906	50,129	47,119
	51,919	53,217	49,976
Trainee Technician	25,212	25,842	24,550
	27,056	27,732	26,345
	28,855	29,576	28,097
	33,614	34,454	32,620

UNIVERSITY COLLEGE CORK

TECHNICIANS

(Scale B)

POSITION TITLE	T2016 2.5%	T2016 2.5%	Budget 2010
	1-Mar-08	01-Sep-08	01-Jan-10
	€	€	€
Chief Technical Officer <i>(Previously Senior Technician)</i>	63,512	65,100	60,968
	66,391	68,051	63,697
	69,206	70,936	66,342
Senior Technical Officer <i>(Previously Technician - Class I)</i>	54,301	55,659	52,235
	57,301	58,734	55,079
	60,318	61,826	57,939
	62,830	64,401	60,321
*Payable after 3 yrs. on max. pt.	64,189	65,794	61,609
Technical Officer <i>(Previously Technician Class II)</i>	43,475	44,562	41,970
	46,500	47,663	44,838
	48,990	50,215	47,199
	51,477	52,764	49,557
	54,649	56,015	52,564
Trainee Technician	26,537	27,200	25,840
	28,480	29,192	27,732
	30,372	31,131	29,546
	35,384	36,269	34,299

2011 Scale		01-Jan-11
		€
Trainee Technician		23,256
		24,959
		26,592
		30,869
Technical Officer <i>(Previously Technician Class II)</i>		37,773
		40,354
		42,479
		44,601
		47,307

UNIVERSITY COLLEGE CORK

TECHNICAL ASSISTANT

		T2016 2.5%	T2016 2.5%	Budget 2010			T2016 2.5%	T2016 2.5%	Budget 2010
		01-Mar-08	01-Sep-08	01-Jan-10			01-Mar-08	01-Sep-08	01-Jan-10
		€	€	€			€	€	€
Scale A	1	23,809	24,404	23,184	Scale B	1	24,833	25,454	24,181
	2	25,136	25,764	24,476		2	26,228	26,884	25,540
	3	26,464	27,126	25,770		3	27,629	28,320	26,904
	4	27,794	28,489	27,065		4	29,027	29,753	28,265
	5	29,118	29,846	28,354		5	30,420	31,181	29,592
	6	30,445	31,206	29,616		6	31,817	32,612	30,916
	7	31,770	32,564	30,872		7	33,212	34,042	32,239
	8	33,096	33,923	32,129		8	34,606	35,471	33,561

Technical Assistant				01-Jan-11
2011 Scale				€
	1			21,763
	2			22,986
	3			24,214
	4			25,439
	5			26,633
	6			27,824
	7			29,015
	8			30,205

**UNIVERSITY COLLEGE CORK
LIBRARY**

UCC Scale Title	Scale	Point on Scale	T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	01-Sep-08	01-Jan-10
			€	€	€
			Senior Library Assistant	A	1
		2	29,988	30,738	29,183
		3	31,138	31,916	30,272
		4	32,291	33,098	31,366
		5	33,704	34,547	32,706
		6	34,615	35,480	33,569
		7	35,777	36,671	34,671
		8	36,938	37,861	35,771
		9	38,967	39,941	37,695
		10	40,131	41,134	38,799
		11	41,296	42,328	39,903
		12	42,391	43,451	40,942
Senior Library Assistant	B	1	30,366	31,125	29,541
		2	31,566	32,355	30,678
		3	32,778	33,597	31,827
		4	33,990	34,840	32,977
		5	35,477	36,364	34,387
		6	36,440	37,351	35,300
		7	37,659	38,600	36,455
		8	38,881	39,853	37,614
		9	41,016	42,041	39,638
		10	42,243	43,299	40,802
		11	43,470	44,557	41,965
		12	44,621	45,737	43,057

**UNIVERSITY COLLEGE CORK
LIBRARY ASSISTANT**

UCC Scale Title	Scale	Point on Scale			
			T2016 2.5%	T2016 2.5%	Budget 2010
			1-Mar-08	01-Sep-08	01-Jan-10
			€	€	€
Library Assistant	A	1	20,080	20,582	19,553
		2	21,702	22,245	21,133
		3	22,655	23,221	22,060
		4	23,686	24,278	23,064
		5	24,744	25,363	24,095
		6	25,834	26,480	25,156
		7	26,934	27,607	26,227
		8	27,938	28,636	27,204
		9	28,928	29,651	28,168
		10	29,936	30,684	29,133
		11	31,013	31,788	30,154
		12	32,060	32,862	31,147
		13	33,077	33,904	32,111
Library Assistant	B	1	21,134	21,662	20,579
		2	22,735	23,303	22,138
		3	23,847	24,443	23,221
		4	24,936	25,559	24,281
		5	26,047	26,698	25,363
		6	27,196	27,876	26,482
		7	28,353	29,062	27,609
		8	29,408	30,143	28,632
		9	30,452	31,213	29,622
		10	31,513	32,301	30,628
		11	32,646	33,462	31,702
		12	33,749	34,593	32,749
		13	34,818	35,688	33,761

Scale Title				01-Jan-11
				€
Library Assistant 2011 Scales		1		18,521
		2		19,924
		3		20,899
		4		21,853
		5		22,827
		6		23,834
		7		24,848
		8		25,769
		9		26,660
		10		27,566
		11		28,532
		12		29,474
		13		30,385

UNIVERSITY COLLEGE CORK
LIBRARY SHELVING ASSISTANT

UCC Scale	Scale	Point	To be used on HRIS			
			20 Hours	20 Hours	32.92 Hours	32.92 Hours
			60.75%	60.75%	100%	100%
			T2016 2.5%	Budget 2010	T2016 2.5%	Budget 2010
			01-Sep-08	01-Jan-10	01-Sep-08	01-Jan-10
			€	€	€	€
A	1	14,553	13,826	23,954	22,757	
	2	14,724	13,987	24,235	23,023	
	3	14,924	14,178	24,565	23,337	
	4	15,097	14,342	24,849	23,607	
	5	15,269	14,506	25,133	23,876	
	6	15,453	14,681	25,436	24,165	
	7	15,652	14,870	25,764	24,476	
B	1	15,199	14,439	25,017	23,766	
	2	15,377	14,609	25,310	24,045	
	3	15,590	14,810	25,661	24,378	
	4	15,768	14,979	25,954	24,656	
	5	15,950	15,152	26,253	24,941	
	6	16,144	15,337	26,573	25,244	
	7	16,356	15,539	26,923	25,577	

2011 Scales			20 hours - 60.75%	32.92 Hours - 100%
			01-Jan-11	01-Jan-11
			€	€
	1	12,995	21,390	
	2	13,148	21,640	
	3	13,329	21,940	
	4	13,482	22,191	
	5	13,637	22,447	
	6	13,803	22,720	
	7	13,985	23,019	

UNIVERSITY COLLEGE CORK

HOUSE ATTENDANTS

(Scale A)

	01-May-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
House Attendant	577.47	548.53
1st Year		
House Attendant	589.57	559.72
After 1 Year		

(Scale B)

	01-May-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
House Attendant	600.13	569.49
1st Year		
House Attendant	612.88	581.28
After 1 Year		

The following rates apply to Scales A & B

Service Pay:	01-May-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
5 Years	3.02	2.87
10 Years	6.02	5.72
15 Years	9.00	8.55
20 Years	12.03	11.43

2011 Scales		€
House Attendant		512.54
1st Year		
House Attendant		523.15
After 1 Year		

Service Pay:		€
5 Years		2.58
10 Years		5.15
15 Years		7.70
20 Years		10.29

UNIVERSITY COLLEGE CORK

Departmental Operative - Library

(Scale A)					
			<i>Not effective</i>	<i>Not effective</i>	<i>Effective 05/10/07</i>
POSITION TITLE	1-Jun-06	1-Dec-06	1-Sep-07	1-Mar-07	Budget 2010
	SP 3%	T2016 2%	T2016 2.5%	T2016 2.5%	01-Jan-10
	€	€	€	€	€
Departmental Operative-Standard	644.58	657.47	673.91	690.76	653.32
Library Variable Hours Premium:					
1 July - 30 Sept 12.5%	80.57	82.18	84.24	86.35	81.67
1 Oct - 30 June 16.666%	107.43	109.58	112.32	115.13	108.89
(Scale B)					
POSITION TITLE	1-Jun-06				Budget 2010
	SP 3%				01-Jan-10
	€				€
Departmental Operative-Standard	670.29	683.7	700.79	718.31	678.80
Library Variable Hours Premium:					
1 July - 30 Sept 12.5%	83.79	85.46	87.60	89.79	84.85
1 Oct - 30 June 16.666%	111.71	113.95	116.80	119.72	113.13

UNIVERSITY COLLEGE CORK**Departmental Operative**

(Scale A)

POSITION TITLE	01-Mar-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
Departmental Operative- Standard	690.76	653.32
Technical Operative	767.66	724.45
<i>Sports Premia - 20%</i> Maltings	138.15	130.66
Saturday Allowance	30.32	28.80
Sunday Allowance	50.11	47.60
Reception Centre- 16.666% Mon-Fri	115.13	108.89

(Scale B)

POSITION TITLE	01-Mar-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
Departmental Operative- Standard	718.31	678.80
Technical Operative	799.30	753.72
<i>Sports Premia -</i> Standard - 20%	143.66	135.76
Saturday Allowance	31.92	30.32
Sunday Allowance	52.75	50.11
Reception Centre - 16.666% Mon-Fri	119.71	113.13

UNIVERSITY COLLEGE CORK

LABORATORY AIDES

	01-Mar-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
Scale A	690.76	653.32
Scale B	718.31	678.80

The following rates apply to Scales A & B

5 years	2.91	2.76
10 years	5.78	5.49
15 years	8.68	8.25
20 years	11.57	10.99

2011 Scales		
		€
Scale B		610.92

5 years		2.49
10 years		4.94
15 years		7.42
20 years		9.89

UNIVERSITY COLLEGE CORK

SERVICES & SECURITY OPERATIVE

(Scale A)

	01-May-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
First Year	593.34	563.21
Shift Premium (20%)	118.66	112.64
Merit Grade	605.96	574.88
Shift Premium (20%)	121.20	114.98

Scale A (Allowances)	01-May-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
Saturday Allowance	30.32	28.80
Sunday Allowance	50.11	47.60
Service Pay:		
5 years	3.02	2.87
10 years	6.02	5.72
15 years	9.00	8.55
20 years	12.03	11.43

SERVICES & SECURITY OPERATIVE

(Scale B)	01-May-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
First Year	616.87	584.97
Shift Premium (20%)	123.38	116.99
Merit Grade	630.12	597.23
Shift Premium (20%)	126.02	119.45

Scale B (Allowances)	01-May-08	Budget 2010
	T2016 2.5%	01-Jan-10
	€	€
Saturday Allowance	31.92	30.32
Sunday Allowance	52.75	50.11
Service Pay:		
5 years	3.02	2.87
10 years	6.02	5.72
15 years	9.00	8.55
20 years	12.03	11.43

SERVICES & SECURITY OPERATIVE 2011

(Scale B)		
		01-Jan-11
		€
First Year		526.48
Shift Premium (20%)		105.30
Merit Grade		537.51
Shift Premium (20%)		107.50

Scale B (Allowances)		Budget 2010
		01-Jan-10
		€
Saturday Allowance		27.29
Sunday Allowance		45.10
Service Pay:		
5 years		2.58
10 years		5.15
15 years		7.70
20 years		10.29

UNIVERSITY COLLEGE CORK

General Operative - (Personal)

(Scale A)

	T2016 2.5%	T2016 2.5%	Budget 2010
	1-Mar-08	01-Sep-08	01-Jan-10
	€	€	€
Rate	656.8	673.22	637.10
Foreman(Personal) -15%	98.52	100.98	95.56

GENERAL OPERATIVE STANDARD

(Scale A)

	T2016 2.5%	T2016 2.5%	Budget 2010
	1-Mar-08	01-Sep-08	01-Jan-10
	€	€	€
On Recruitment	599.95	614.95	583.20
After ½ year	602.64	617.71	585.75
After 1½ years	603.98	619.08	587.02
After 2½ years	605.29	620.42	588.26
After 3½ years	606.66	621.83	589.56
After 4½ years	609.32	624.55	592.08
After 5½ years	610.66	625.93	593.35
After 6½ years	613.33	628.66	595.88
After 7½ years	614.66	630.03	597.15
After 8½ years	618.68	634.15	600.96
After 9½ years	620.01	635.51	602.21

GENERAL OPERATIVE STANDARD

(Scale B)

	T2016 2.5%	T2016 2.5%	Budget 2010
	1-Mar-08	01-Sep-08	01-Jan-10
	€	€	€
On Recruitment	625.35	640.98	607.27
After ½ year	627.52	643.21	609.34
After 1½ years	628.03	643.73	609.82
After 2½ years	629.38	645.11	611.09
After 3½ years	632.06	647.86	613.64
After 4½ years	634.73	650.60	616.17
After 5½ years	636.07	651.97	617.44
After 6½ years	638.74	654.71	619.97
After 7½ years	640.06	656.06	621.22
After 8½ years	644.09	660.19	625.04
After 9½ years	646.78	662.95	627.60

General Operative 2011 Scales

			01-Jan-11
			€
On Recruitment			546.55
After ½ year			548.40
After 1½ years			548.84
After 2½ years			549.99
After 3½ years			552.27
After 4½ years			554.56
After 5½ years			555.70
After 6½ years			557.98
After 7½ years			559.10
After 8½ years			562.54
After 9½ years			564.84

CRAFTPERSONS

(Scale A)

	T2016 2.5%	T2016 2.5%	Budget 2010
	01-Mar-08	01-Sep-08	01-Jan-10
	€	€	€
On Recruitment	689.04	706.27	667.67
After ½ year	697.1	714.53	675.31
After 1½ years	701.02	718.55	679.03
After 2½ years	705.32	722.95	683.10
After 3½ years	709.35	727.08	686.92
After 4½ years	711.51	729.30	688.97
After 5½ years	713.51	731.35	690.87
After 6½ years	715.63	733.52	692.87
After 7½ years	717.75	735.69	694.88
After 8½ years	721.03	739.06	698.00
After 9½ years	723.59	741.68	700.42
After 10½ years	729.78	748.02	706.29

	T2016 2.5%	T2016 2.5%	Budget 2010
	01-Mar-08	01-Sep-08	01-Jan-10
	€	€	€
Foreman Crafts (15%)	109.47	112.20	105.94
Standby Allowance	38.81	39.78	37.79

CRAFTPERSONS**(Scale B)**

	T2016 2.5%	T2016 2.5%	Budget 2010
	01-Mar-08	01-Sep-08	01-Jan-10
	€	€	€
On Recruitment	717.53	735.47	694.68
After ½ year	726.05	744.2	702.75
After 1½ years	730.17	748.42	706.66
After 2½ years	734.7	753.07	710.96
After 3½ years	738.95	757.42	714.98
After 4½ years	741.21	759.74	717.13
After 5½ years	743.36	761.94	719.16
After 6½ years	745.55	764.19	721.24
After 7½ years	747.76	766.45	723.33
After 8½ years	751.25	770.03	726.65
After 9½ years	753.93	772.78	729.19
After 10½ years	760.44	779.45	735.36

	T2016 2.5%	T2016 2.5%	Budget 2010
	01-Mar-08	01-Sep-08	01-Jan-10
	€	€	€
Foreman Crafts (15%)	114.07	116.92	110.30
Standby Allowance	40.85	41.87	39.78

2011 Scales			
			€
On Recruitment			625.21
After ½ year			632.48
After 1½ years			635.99
After 2½ years			639.86
After 3½ years			643.48
After 4½ years			645.41
After 5½ years			647.25
After 6½ years			649.12
After 7½ years			651.00
After 8½ years			653.98
After 9½ years			656.27
After 10½ years			661.82

			01-Jan-11
			€
	Foreman Crafts (15%)		
Standby Allowance			35.80

UNIVERSITY COLLEGE CORK
Student Counsellor

		01-Mar-08		01-Sep-08	Budget 2010	
		T2016 2.5%		T2016 2.5%	01-Jan-10	
		€		€	€	
Student Counsellor	A	1	53,338	54,671	51,321	
		2	55,683	57,075	53,544	
		3	58,015	59,465	55,756	
		4	60,328	61,835	57,947	
		5	63,238	64,819	60,708	
		6	67,669	69,360	64,908	
		7	71,670	73,462	68,616	
		8	75,725	77,618	72,356	
		9	79,026	81,001	75,401	
		Long Service Increment 1 <i>(Pay after 3 years on Point 9)</i>	10	81,578	83,617	77,756
		Long Service Increment 2 <i>(Pay after 3 years on Long Service Increment 1)</i>	11	84,129	86,232	80,109

Student Counsellor	B	1	56,145	57,549	53,983	
		2	58,614	60,079	56,323	
		3	61,068	62,595	58,651	
		4	63,503	65,091	60,959	
		5	66,567	68,231	63,863	
		6	71,230	73,011	68,210	
		7	75,442	77,328	72,095	
		8	79,710	81,703	76,033	
		9	83,185	85,265	79,238	
		Long Service Increment 1 <i>(Pay after 3 years on Point 9)</i>	10	85,871	88,018	81,716
		Long Service Increment 2 <i>(Pay after 3 years on Long Service Increment 1)</i>	11	88,557	90,771	84,194

2011 Scales					
				€	
Student Counsellor	B	1		48,585	
		2		50,691	
		3		52,785	
		4		54,863	
		5		57,477	
		6		61,389	
		7		64,886	
		8		68,429	
		9		71,314	
		Long Service Increment 1 <i>(Pay after 3 years on Point 9)</i>	10		73,545
		Long Service Increment 2 <i>(Pay after 3 years on Long Service Increment 1)</i>	11		75,774

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HOURLY OCCASIONAL RATES OF PAY

The Policy for Recruitment of Hourly Occasional Staff is detailed in Appendix I.

The 2011 Scales apply to all new entrants to the public sector on/after 1st January 2011.
The 2010 scales apply to all individuals employed in the public sector on 31st December 2010 and continuously thereafter. If a contractual break in service occurs on/after 1st January, 2011, then the 2011 scales apply.
A contractual break in service does not refer to any periods of approved unpaid leave nor to individuals rehired on annual seasonal contracts.

Effective **1st July, 2011** the National Minimum Wage increased to ~~€~~**€6.65**

2010 SCALES

Categories of Hourly Occasional Staff		01-Sep-08	Budget 2010	
		T2016 2.5%	01-Jan-10	
		€	€	
A	Tutor/Demonstrator:			
	Undergraduate Tutor and/or Demonstrator	13.11	12.45	per hour
	Postgraduate Tutor and/or Demonstrator			
	Demonstrating	19.11	18.15	per demonstrating hour
	Tutorial Work	25.73	24.44	per tutorial hour
	Senior Demonstrator	16082.64	15,278.51	per annum
	Senior Medical Demonstrator (Registered Students only)	28262.92	26,849.77	per annum
	Non-Registered Tutor and/or Demonstrator (non-registered students)	24.81	23.57	per practical hour
	Foreign Language Demonstrator	41.18	39.12	per tutorial hour
		1684.26	1,600.05	per month (for 8 months)
B	Hourly Occasional Assistant Lecturer	47.93	45.53	per lecture hour
		41.18	39.12	per tutorial hour
		24.81	23.57	per practical hour
C	Hourly Occasional Evening Lecturer* (See Note 3 below)	65.60	62.32	per lecture hour
D	Visiting/Guest Lecturer	84.17	79.96	per lecture hour
		41.18	39.12	per tutorial hour
E	Hourly Occasional Supervisors (Education Dept.)	60.79	57.75	per supervision
F	Student Help:	9.59	9.11	per hour

2011 SCALES

Categories of Hourly Occasional Staff		01-Jan-11	
		€	
	Tutor/Demonstrator:		
	Undergraduate Tutor and/or Demonstrator	11.21	per hour
	Postgraduate Tutor and/or Demonstrator		
	Demonstrating	16.34	per demonstrating hour
	Tutorial Work	22.00	per tutorial hour
	Senior Demonstrator	13,750.66	per annum
	Senior Medical Demonstrator (Registered Students only)	24,164.80	per annum
	Non-Registered Tutor and/or Demonstrator (non-registered students)	21.21	per practical hour
	Foreign Language Demonstrator	35.21	per tutorial hour
		1,440.04	per month (for 8 months)
	Hourly Occasional Assistant Lecturer	40.98	per lecture hour
		35.21	per tutorial hour
		21.21	per practical hour
	Hourly Occasional Evening Lecturer* (See Note 3 below)	56.09	per lecture hour
	Visiting/Guest Lecturer	71.97	per lecture hour
		35.21	per tutorial hour
	Hourly Occasional Supervisors (Education Dept.)	51.98	per supervision
	Student Help:	8.65	per hour

ANNUAL LEAVE: Please Note effective the start of the Academic Year (24th Sept '07) hourly rates are now exclusive of 8% annual leave entitlement. Please review [Note 1](#) for further information.

Note 1

Payment of hourly occasional staff will be based on the basic rate of pay only, exclusive of 8% annual leave entitlement. Unused annual leave entitlement should be paid on termination of the contract and should be calculated on 8% of total earnings with a department. Earning figures are displayed on monthly Pay Reports issued by the Finance Department. In the month of payment of annual leave, please return 8% of total earnings on the monthly Timesheet, highlighting this as an **Annual Leave Payment**.

Note 2

For payments processed as monthly salaries, the annual leave entitlement is calculated as per [Note 1](#) for hourly paid staff. For positions of Senior Demonstrator, Senior Medical Demonstrator, and Foreign Language Demonstrator, where annual salaries are pre-determined, annual leave entitlement must be taken within the term of the contract as paid time off.

Note 3

This rate is applicable to specific evening programmes delivered at evenings/weekends. Application of the rate is determined at Departmental/Discipline level.

SESSIONAL RATES

Post	01-Sep-08	Budget 2010		Comments
	T2016 2.5%	01-Jan-10		
Student Health Doctor	193.97	184.27	per 3 hr session	
Student Health Nurse	96.62	91.79	per 3 hr session	UCC Student Health Nurse Scale (Clinical Nurse Manager 2)
Physiotherapist	93.48	88.81	per 3 hr session	Dept. of Health, General Paramedical Sessional Rates
Consultant Psychiatrist	309.91	294.41	per 3 hr session	Dept. of Health, Category I Consultants - Psychiatrists
Student Counsellor	47.93	45.53	per hour	Part-Time Lecturer Hourly Rate

ANNUAL LEAVE: Please Note effective the start of the Academic Year (24th Sept '07) hourly rates are now exclusive of 8% annual leave entitlement. Please review [Point 3](#) for further information.

Notes:

1. All the above rates are subject to increases under national wage agreements.
2. Student Health Nurse sessional rate is subject to any increases that effect the UCC Student Health Nurse Scale.
3. Payment of hourly occasional part-time staff will be based on the basic rate of pay only, exclusive of 8% annual leave entitlement. Unused annual leave entitlement should be paid on termination of the contract and should be calculated on 8% of total earnings with a department. Earning figures are displayed on monthly Pay Reports issued by the Finance Department. In the month of payment of annual leave, please return 8% of total earnings on the monthly Timesheet, highlighting this as an *Annual Leave Payment*.

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EXAM PAYMENT RATES

Payment to Assistant Examiners		
	01-Sep-08	Budget 2010
	T2016 2.5%	01-Jan-10
<u>Invigilation</u>		
General	13.46	12.79
Senior Invigilator	20.19	19.18
Senior Invigilator 2	16.82	15.98
<u>Marking of Scripts</u>		
Scripts (Per 3 Hour Exam Script)	9.06	8.61
Essays up to 1000	2.18	2.07
Essays 1000+ -2500	3.00	2.85
Essays- 2500+ - 3,000	4.52	4.29
Essays - 3,000+- 6,000	9.06	8.61
Essays(6,000+ - 9,000	13.62	12.94
Essays(9000+)	18.4	17.48
Thesis(Minor)	22.64	21.51
<u>Orals</u>	29.06	27.61
Medical Orals/Clinics per day Cork	163.67	155.49
Medical Orals Clinics Outside Cork	216.97	206.12
Supervising	13.46	12.79
Major Postgraduate Thesis (not examined by Assistant Examiner)		
Architecture		
Studio Work - Folios	22.64	21.51
Studio Work - Town Planning	22.64	21.51
Clinical Placements each:Higher Diploma in Midwifery	24.53	23.30

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ADMINISTRATIVE

	T2016 1-Jun-07 2.0%	O'Brien Rev Body 14-Sep-07 5.5%	T2016 1-Mar-08 2.5%	T2016 01-Sep-08 2.5%	Budget 2010 01-Jan-10
	€	€	€	€	€
PRESIDENT	215,549	226,327	231,985	237,785	202,117
VICE PRESIDENT (10% of Max. Prof. Scale A)	13,603	14,345	14,703	15,071	13,865