



UNIVERSITY COLLEGE CORK

SALARY SCALES

DATE EFFECTIVE:

01 April 2019

Department of Human Resources

UNIVERSITY COLLEGE CORK

ACADEMIC

Scale Title	PSSA 2013	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
	01-Jul-13	01-Apr-17	01-Jan-18	01-Apr-18	01-Oct-18	01-Apr-19
	€	€	€	€	€	€
Professor Scale A	101,405	104,727	109,129	109,129	110,221	110,221
	106,942	110,505	111,646	115,208	116,360	116,360
	112,583	115,122	116,324	118,862	120,064	122,603
	118,243	120,945	122,209	124,912	126,175	128,878
	123,903	126,769	128,094	130,961	132,286	135,153
	129,563	132,594	133,980	137,011	138,397	141,428

Scale Title	PSSA 2013	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
	01-Jul-13	01-Apr-17	01-Jan-18	01-Apr-18	01-Oct-18	01-Apr-19
	€	€	€	€	€	€
Professor Scale B	106,516	110,060	111,196	114,740	115,888	115,888
	112,445	114,979	116,180	118,714	119,915	122,450
	118,403	121,110	122,375	125,083	126,348	129,055
	124,361	127,241	128,571	131,451	132,781	135,661
	130,319	133,371	134,766	137,819	139,214	142,266
	136,277	139,502	140,962	144,187	145,646	148,872

UNIVERSITY COLLEGE CORK

ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale					
			Budget 2010	PSA 2013	PSSA (LRA)	PSSA	PSSA
			01-Jan-10	01-Jul-13	01-Apr-17	01-Jan-18	01-Oct-18
			€	€	€	€	€
Prof (Scale 2)	A	1	91,687	86,352	89,020	92,604	93,530
		2	95,589	89,942	92,765	96,545	97,510
		3	99,485	93,526	96,506	100,480	101,485
		4	103,375	97,105	100,240	104,408	105,453
		5	104,683	98,309	101,496	105,730	106,787
		6	107,247	100,668	103,958	108,320	109,403
Prof (Scale 2)	B	1	96,382	90,671	93,526	97,346	98,319
		2	100,488	94,449	97,469	101,493	102,508
		3	104,591	98,223	101,407	105,637	106,693
		4	108,684	101,989	105,336	109,771	110,868
		5	110,064	103,258	106,661	111,164	112,276
		6	112,759	105,738	109,249	113,887	115,025

UNIVERSITY COLLEGE CORK

ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale					
			Budget 2010	PSSA 2013	PSSA (LRA)	PSSA	PSSA
			01-Jan-10	01-Jul-13	01-Apr-17	01-Jan-18	01-Oct-18
			€	€	€	€	€
Senior Lecturer	A	1	63,832	63,832	64,832	65,481	66,135
		2	67,528	65,000	66,264	68,203	68,885
		3	71,182	67,267	69,224	71,894	72,612
		4	74,856	70,739	72,798	75,605	76,361
		5	78,519	74,201	76,360	79,305	80,098
		6	82,170	77,596	79,883	82,991	83,821
		7	85,835	80,968	83,401	86,693	87,560
		8	89,465	84,308	86,887	90,360	91,263
Senior Lecturer	B	1	67,107	65,000	66,054	67,778	68,456
		2	70,949	67,046	68,998	71,658	72,375
		3	74,795	70,681	72,738	75,543	76,299
		4	78,663	74,337	76,500	79,450	80,245
		5	82,518	77,917	80,217	83,343	84,177
		6	86,367	81,457	83,912	87,230	88,102
		7	90,222	85,004	87,613	91,124	92,036
		8	94,043	88,519	91,281	94,983	95,933
Lecturer A/B	A	1	59,276	59,276	60,276	60,878	61,487
		2	63,303	63,303	64,303	64,946	65,596
		3	67,293	65,000	66,146	67,966	68,645
		4	71,209	67,292	69,250	71,921	72,640
		5	77,510	73,247	75,378	78,285	79,068
Lecturer A/B	B	1	62,353	62,353	63,353	63,987	64,627
		2	66,567	65,000	65,784	67,233	67,905
		3	70,704	66,815	68,759	71,411	72,125
		4	74,824	70,709	72,766	75,572	76,328
		5	81,459	76,942	79,200	82,273	83,096

UNIVERSITY COLLEGE CORK

ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale					
			Budget 2010	Merged	PSSA (LRA)	PSSA	PSSA
			01-Jan-10	01-Nov-13	01-Apr-17	01-Jan-18	01-Oct-18
			€	€	€	€	€
Lecturer B/B	A	1	33,625		34,625	34,972	35,321
		2	35,647		36,647	37,014	37,384
		3	37,715		38,715	39,102	39,493
		4	39,587		40,587	40,993	41,403
		5	41,560		42,560	42,986	43,416
		6	43,635		44,635	45,081	45,532
		7	45,293		46,293	46,756	47,224
		8	47,277		48,277	48,759	49,247
		9	49,355		50,355	50,859	51,367
		10	50,926		51,926	52,445	52,969
		11	52,539		53,539	54,074	54,615
		12	54,159		55,159	55,710	56,267
Lecturer B/B	B	1	35,357	31,821	32,821	33,149	33,481
		2	37,362	33,626	34,626	34,972	35,322
		3	39,658	35,357	36,357	36,721	37,088
		4	41,633	37,362	38,362	38,746	39,134
		5	43,708	39,658	40,658	41,065	41,476
		6	45,894	41,633	42,633	43,059	43,490
		7	47,636	43,708	44,708	45,155	45,607
		8	49,726	45,894	46,894	47,363	47,836
		9	51,907	47,636	48,636	49,123	49,614
		10	53,568	49,726	50,726	51,233	51,746
		11	55,264	51,907	52,907	53,436	53,971
		12	56,967	53,568	54,568	55,113	55,664
		13	<small>Individuals on the 2010 scale assimilated to the appropriate point of the Merged scale i.e. Point 8 of 2010 scale</small>	55,264	56,264	56,827	57,395
		14	<small>Point 8 of 2010 scale</small>	56,967	57,967	58,547	59,132

Academic Consultants

Table B1

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

**Category I
Consultants**

	PSSA 2013	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
	<u>01/07/2013</u>	<u>01/04/2017</u>	<u>01/01/2018</u>	<u>01/04/2018</u>	<u>01/10/2018</u>	<u>01/04/2019</u>
	€	€	€	€	€	€
Professor	222,735	229,003	231,418	237,686	240,124	246,392
Prof (Scale 2)	208,638	214,384	216,643	222,389	224,669	230,415
Senior Lecturer	194,569	199,794	201,896	207,121	209,243	214,468
College Lecturer	190,800	195,885	197,945	203,031	205,111	210,196

**Category II
Consultants**

	PSSA 2013	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
	<u>01/07/2013</u>	<u>01/04/2017</u>	<u>01/01/2018</u>	<u>01/04/2018</u>	<u>01/10/2018</u>	<u>01/04/2019</u>
	€	€	€	€	€	€
Professor UCC	215,452	221,450	223,785	229,783	232,139	238,137
Prof (Scale 2)	201,585	207,069	209,250	214,734	216,935	222,420
Lecturer UCC	187,187	192,139	194,159	199,111	201,150	206,101
College Lecturer UCC	183,417	188,228	190,207	195,019	197,016	201,828

Table B2

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

**Category I
Consultants**

	PSSA 2013	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
	<u>01/07/2013</u>	<u>01/04/2017</u>	<u>01/01/2018</u>	<u>01/04/2018</u>	<u>01/10/2018</u>	<u>01/04/2019</u>
	€	€	€	€	€	€
Professor	218,716	224,835	227,206	233,325	235,718	241,837
Prof (Scale 2)	203,130	208,672	210,869	216,411	218,630	224,172
Lecturer	186,567	191,495	193,509	198,437	200,470	205,398
College Lecturer	182,288	187,058	189,024	193,794	195,779	200,549

**Category II
Consultants**

	PSSA 2013	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
	<u>01/07/2013</u>	<u>01/04/2017</u>	<u>01/01/2018</u>	<u>01/04/2018</u>	<u>01/10/2018</u>	<u>01/04/2019</u>
	€	€	€	€	€	€
Professor UCC	211,433	217,283	219,573	225,422	227,733	233,582
Prof (Scale 2)	196,077	201,357	203,477	208,757	210,896	216,177
Lecturer UCC	179,186	183,841	185,772	190,427	192,377	197,032
College Lecturer UCC	174,905	179,402	181,286	185,782	187,684	192,180

Table B3

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

**Category II
Consultants**

	PSSA 2013	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
	<u>01/07/2013</u>	<u>01/04/2017</u>	<u>01/01/2018</u>	<u>01/04/2018</u>	<u>01/10/2018</u>	<u>01/04/2019</u>
	€	€	€	€	€	€
Professor UCC	199,378	204,781	206,936	212,339	214,516	219,919
Prof (Scale 2)	184,198	189,038	191,026	195,866	197,872	202,713
Lecturer UCC	167,460	171,698	173,500	177,739	179,557	183,796
College Lecturer UCC	163,659	167,773	169,532	173,646	175,423	179,536

ACADEMIC CONSULTANTS - NEW ENTRANTS

Salary scales for New Entrant Academic Consultant on Type A Contract appointed from July 2008 to 30 September 2012 (Merged Scale)

Scale Title	Point on	Merged	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
		01/11/2013	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019
	Scale	€	€	€	€	€	€
Type A Professor	1	192,989	198,155	200,240	205,406	207,511	212,677
	2	198,328	203,691	205,835	211,198	213,365	218,728
	3	213,838	219,776	222,092	228,030	230,370	236,308
	4	216,804	222,851	225,201	231,248	233,622	239,669
	5	219,770	225,927	228,310	234,467	236,873	243,030
	6	222,735	229,002	231,418	237,685	240,125	246,392
Type A Associate Professor	1	180,301	184,997	186,941	191,637	193,600	198,296
	2	185,640	190,533	192,537	197,430	199,453	204,346
	3	199,740	205,156	207,316	212,732	214,913	220,329
	4	202,707	208,232	210,425	215,951	218,165	223,691
	5	205,672	211,308	213,533	219,169	221,417	227,053
	6	208,638	214,383	216,642	222,387	224,669	230,414
Type A Senior Lecturer	1	167,593	171,836	173,639	177,882	179,703	183,946
	2	172,972	177,397	179,259	183,684	185,565	189,990
	3	185,672	190,567	192,570	197,465	199,489	204,384
	4	188,637	193,642	195,678	200,683	202,739	207,744
	5	191,603	196,718	198,787	203,902	205,992	211,107
	6	194,569	199,793	201,896	207,120	209,243	214,467

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

Salary scales for New Entrant Academic Consultant on Type A Contract appointed from 1 October 2012*

Scale Title	Point on	WRC Agree	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
		01/11/2016	01/04/2017	01/01/2018	01/04/2018	01/10/2018	01/04/2019
	Scale	€	€	€	€	€	€
Type A Professor	1	173,296	177,733	179,599	184,036	185,920	190,357
	2	183,084	187,883	189,858	194,657	196,651	201,450
	3	191,841	196,964	199,036	204,159	206,252	211,375
	4	195,000	200,240	202,347	207,587	209,716	214,956
	5	195,000	200,240	202,347	207,587	209,716	214,956
	6	195,000	200,240	202,347	207,587	209,716	214,956
Type A Associate Professor	1	161,577	165,621	167,358	171,402	173,157	177,201
	2	170,878	175,229	177,068	181,419	183,277	187,628
	3	179,227	183,883	185,815	190,471	192,422	197,078
	4	188,922	193,937	195,977	200,992	203,052	208,067
	5	195,000	200,240	202,347	207,587	209,716	214,956
	6	195,000	200,240	202,347	207,587	209,716	214,956
Type A Senior Lecturer	1	149,884	153,543	155,152	158,811	160,435	164,094
	2	158,697	162,646	164,351	168,300	170,023	173,972
	3	166,640	170,851	172,644	176,855	178,666	182,877
	4	175,847	180,378	182,272	186,803	188,717	193,248
	5	181,854	186,608	188,569	193,323	195,303	200,057
	6	191,138	196,235	198,299	203,396	205,481	210,578

* serving Consultants are allowed retain their existing salary scales

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

ACADEMIC CONSULTANTS - NEW ENTRANTS

Salary scales for New Entrant Academic Consultant on Type B Contract appointed from July 2008 to 30 September 2012 (Merged Scale)

Scale Title	Point on	Merged 01/11/2013	PSSA (LRA) 01/04/2017	PSSA 01/01/2018	PSSA 01/04/2018	PSSA 01/10/2018	PSSA 01/04/2019
	Scale	€	€	€	€	€	€
Type B Professor	1	180,846	185,562	187,512	192,229	194,197	198,914
	2	185,511	190,400	192,402	197,291	199,312	204,201
	3	200,346	205,784	207,950	213,388	215,577	221,015
	4	202,937	208,471	210,666	216,200	218,418	223,952
	5	205,529	211,159	213,383	219,013	221,260	226,890
	6	208,122	213,848	216,101	221,827	224,103	229,829
Type B Associate Professor	1	167,068	171,293	173,091	177,316	179,131	183,356
	2	171,777	176,155	178,004	182,382	184,250	188,628
	3	185,095	189,968	191,966	196,839	198,856	203,729
	4	187,687	192,657	194,683	199,653	201,698	206,668
	5	190,278	195,344	197,399	202,465	204,539	209,605
	6	192,870	198,032	200,115	205,277	207,381	212,543
Type B Senior Lecturer	1	151,561	155,274	156,902	160,615	162,259	165,972
	2	156,278	160,147	161,826	165,695	167,391	171,260
	3	168,012	172,268	174,076	178,332	180,158	184,414
	4	170,632	174,975	176,812	181,155	183,010	187,353
	5	173,238	177,672	179,537	183,971	185,856	190,290
	6	175,830	180,360	182,254	186,784	188,698	193,228

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

Salary scales for New Entrant Academic Consultant on Type B Contract appointed from 1 October 2012*

Scale Title	Point on	WRC Agree 01/11/2016	PSSA (LRA) 01/04/2017	PSSA 01/01/2018	PSSA 01/04/2018	PSSA 01/10/2018	PSSA 01/04/2019
	Scale	€	€	€	€	€	€
Type B Professor	1	163,727	167,842	169,603	173,718	175,496	179,611
	2	170,893	175,244	177,083	181,434	183,293	187,644
	3	178,189	182,807	184,727	189,345	191,285	195,903
	4	185,618	190,511	192,514	197,407	199,430	204,323
	5	193,299	198,476	200,564	205,741	207,851	213,028
	6	195,000	200,240	202,347	207,587	209,716	214,956
Type B Associate Professor	1	150,923	154,616	156,236	159,929	161,565	165,258
	2	157,703	161,620	163,315	167,232	168,943	172,860
	3	164,614	168,758	170,528	174,672	176,461	180,605
	4	171,658	176,035	177,883	182,260	184,126	188,503
	5	178,761	183,400	185,327	189,966	191,912	196,551
	6	185,864	190,766	192,772	197,674	199,699	204,601
Type B Senior Lecturer	1	136,614	139,849	141,312	144,547	146,025	149,260
	2	142,964	146,395	147,928	151,359	152,906	156,337
	3	149,445	153,089	154,693	158,337	159,957	163,601
	4	156,058	159,920	161,596	165,458	167,152	171,014
	5	162,516	166,591	168,338	172,413	174,179	178,254
	6	168,973	173,261	175,079	179,367	181,204	185,492

* serving Consultants are allowed retain their existing salary scales

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

ACADEMIC CONSULTANTS - NEW ENTRANTS

Salary scales for New Entrant Academic Consultant on Type C Contract appointed from July 2008 to 30 September 2012 (Merged Scale)

Scale Title	Point on	Merged 01/11/2013	PSSA (LRA) 01/04/2017	PSSA 01/01/2018	PSSA 01/04/2018	PSSA 01/10/2018	PSSA 01/04/2019
	Scale	€	€	€	€	€	€
Type C Professor	1	164,050	168,176	169,941	174,067	175,848	179,974
	2	169,061	173,352	175,171	179,462	181,300	185,591
	3	181,779	186,530	188,490	193,241	195,220	199,971
	4	184,532	189,384	191,375	196,227	198,239	203,091
	5	187,285	192,239	194,261	199,215	201,257	206,211
	6	190,037	195,094	197,146	202,203	204,275	209,332
Type C Associate Professor	1	150,767	154,455	156,074	159,762	161,396	165,084
	2	155,778	159,631	161,304	165,157	166,847	170,700
	3	167,131	171,358	173,156	177,383	179,200	183,427
	4	169,914	174,233	176,061	180,380	182,227	186,546
	5	172,688	177,102	178,961	183,375	185,253	189,667
	6	175,441	179,957	181,846	186,362	188,271	192,787
Type C Senior Lecturer	1	140,602	143,954	145,461	148,813	150,335	153,687
	2	145,543	149,058	150,619	154,134	155,711	159,226
	3	155,835	159,690	161,364	165,219	166,910	170,765
	4	158,716	162,666	164,372	168,322	170,044	173,994
	5	161,598	165,643	167,380	171,425	173,180	177,225
	6	163,660	167,773	169,533	173,646	175,423	179,536

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

Salary scales for New Entrant Academic Consultant on Type C Contract appointed from 1 October 2012*

Scale Title	Point on	WRC Agree 01/11/2016	PSSA (LRA) 01/04/2017	PSSA 01/01/2018	PSSA 01/04/2018	PSSA 01/10/2018	PSSA 01/04/2019
	Scale	€	€	€	€	€	€
Type C Professor	1	138,727	142,023	143,509	146,805	148,306	151,602
	2	143,968	147,432	148,976	152,440	153,998	157,462
	3	149,929	153,589	155,198	158,858	160,484	164,144
	4	157,270	161,172	162,862	166,764	168,471	172,373
	5	162,977	167,067	168,819	172,909	174,680	178,770
	6	169,953	174,273	176,102	180,422	182,270	186,590
Type C Associate Professor	1	127,249	130,212	131,573	134,536	135,912	138,875
	2	132,241	135,349	136,765	139,873	141,302	144,410
	3	137,900	141,172	142,649	145,921	147,413	150,685
	4	144,841	148,334	149,887	153,380	154,949	158,442
	5	150,097	153,763	155,374	159,040	160,667	164,333
	6	156,522	160,400	162,082	165,960	167,658	171,536
Type C Senior Lecturer	1	118,466	121,175	122,441	125,150	126,428	129,137
	2	123,343	126,193	127,512	130,362	131,694	134,544
	3	128,854	131,864	133,243	136,253	137,646	140,656
	4	134,885	138,070	139,514	142,699	144,158	147,343
	5	139,780	143,107	144,605	147,932	149,444	152,771
	6	145,763	149,286	150,849	154,372	155,951	159,474

* serving Consultants are allowed retain their existing salary scales

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
PSSA 2013	01-Jul-13	-8%	7,927
PSSA (LRA)	01-Apr-17		7,927
PSSA	01-Jan-18		7,927
PSSA	01-Oct-18		7,927

UNIVERSITY COLLEGE CORK

Administrative

(Scale A)

Scale Title	PSSA 2013	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
	01-Jul-13	01-Apr-17	01-Jan-18	01-Apr-18	01-Oct-18	01-Apr-19
	€	€	€	€	€	€
Senior Admin II	101,405	104,727	109,129	109,129	110,221	110,221
	106,942	110,505	111,646	115,208	116,360	116,360
	112,583	115,122	116,324	118,862	120,064	122,603
	118,243	120,945	122,209	124,912	126,175	128,878
	123,903	126,769	128,094	130,961	132,286	135,153
	129,563	132,594	133,980	137,011	138,397	141,428

(Scale B)

Scale Title	PSSA 2013	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA
	01-Jul-13	01-Apr-17	01-Jan-18	01-Apr-18	01-Oct-18	01-Apr-19
	€	€	€	€	€	€
Senior Admin II	106,557	110,103	111,240	114,786	115,933	115,933
	112,445	114,979	116,180	118,714	119,915	122,450
	118,403	121,110	122,375	125,083	126,348	129,055
	124,361	127,241	128,571	131,451	132,781	135,661
	130,319	133,371	134,766	137,819	139,214	142,266
	136,277	139,502	140,962	144,187	145,646	148,872

**UNIVERSITY COLLEGE CORK
ADMINISTRATIVE**

UCC Scale Title	Scale	Point on Scale	PSSA (LRA)	PSSA	PSSA	PSSA	PSSA	PSSA
			01-Apr-17	01-Jan-18	01-Apr-18	01-Oct-18	01-Jan-19	01-Apr-19
			€	€	€	€	€	€
Senior Admin IIA	A	1	93,542	97,362	97,362	98,335		98,335
		2	97,481	101,506	101,506	102,521		102,521
		3	101,419	105,649	105,649	106,706		106,706
		4	105,349	109,784	109,784	110,882		110,882
		5	109,267	113,906	113,906	115,045		115,045
Senior Admin IIA	B	1	98,284	102,351	102,351	103,375		103,375
		2	102,432	106,715	106,715	107,782		107,782
		3	106,581	111,081	111,081	112,191		112,191
		4	110,715	111,858	115,429	116,583		116,583
		5	113,663	114,849	117,347	118,534		121,031
Senior Admin III	A	1	67,161	69,751		70,449		
		2	71,011	73,749		74,486		
		3	74,867	77,754		78,531		
		4	78,731	81,780		82,598		
		5	82,545	85,792		86,650		
		6	86,343	89,788		90,686		
		7	90,159	93,802		94,740		
		8	93,939	97,780		98,758		
Senior Admin III	B	1	70,569	73,290		74,023		
		2	74,619	77,497		78,272		
		3	78,667	81,713		82,530		
		4	82,693	85,948		86,807		
		5	86,708	90,172		91,073		
		6	90,713	94,386		95,330		
		7	94,727	98,608		99,594		
		8	98,703	102,791		103,819		
Senior Admin IV	A	1	72,538	75,335		76,088		
		2	76,081	79,015		79,805		
		3	79,612	82,706		83,533		
		4	83,105	86,381		87,245		
		5	86,590	90,048		90,949		
Senior Admin IV	B	1	76,226	79,166		79,957		
		2	79,934	83,045		83,876		
		3	83,623	86,927		87,796		
		4	87,303	90,798		91,706		
		5	90,968	94,654		95,601		

**UNIVERSITY COLLEGE CORK
ADMINISTRATIVE**

UCC Scale Title	Scale	Point on Scale	PSSA (LRA)	PSSA		PSSA	PSSA	PSSA
			01-Apr-17	01-Jan-18		01-Oct-18	01-Jan-19	01-Apr-19
			€	€		€	€	€
Admin I (Grade 7)	A	1	65,220	65,872		66,531		
		2	66,753	69,191		69,883		
		3	70,766	73,494		74,229		
		4	74,891	77,779		78,557		
		5	81,491	84,683		85,530		
Admin I (Grade 7)	B	1	66,251	68,177		68,858		
		2	69,998	72,697		73,424		
		3	74,362	77,229		78,002		
		4	78,697	81,743		82,561		
		5	85,603	89,009		89,899		
Admin II (Grade 6A)	A	1	54,846	55,394		55,948		
		2	56,507	57,072		57,643		
		3	59,271	59,864		60,462		
		4	62,042	62,663		63,289		
		5	64,808	65,456		66,111		
		6	65,775	67,216		67,888		
		7	67,349	69,946		70,646		
Admin II (Grade 6A)	B	1	57,640	58,217		58,799		
		2	59,388	59,982		60,581		
		3	62,296	62,919		63,548		
		4	65,214	65,866		66,525		
		5	66,043	67,757		68,434		
		6	67,996	70,618		71,324		
		7	70,765	73,493		74,228		
Admin III (Grade 6)	A	1	45,891	46,350		46,813		
		2	47,875	48,354		48,837		
		3	49,955	50,454		50,959		
		4	51,528	52,043		52,564		
		5	53,147	53,678		54,215		
		6	54,775	55,322		55,876		
Admin III (Grade 6)	B	1	48,212	48,694		49,181		
		2	50,303	50,806		51,314		
		3	52,485	53,010		53,540		
		4	54,148	54,690		55,237		
		5	55,854	56,413		56,977		
		6	57,562	58,137		58,719		
Admin V (Grade 5)	A	1	38,902	39,291		39,684		
		2	40,440	40,844		41,253		
		3	42,016	42,436		42,861		
		4	43,179	43,611		44,047		
		5	44,354	44,797		45,245		
		6	45,543	45,999		46,459		
		7	46,712	47,180		47,651		
		8	47,919	48,398		48,882		
Admin V (Grade 5)	B	1	40,853	41,262		41,675		
		2	42,476	42,901		43,330		
		3	44,133	44,574		45,020		
		4	45,359	45,813		46,271		
		5	46,594	47,060		47,531		
		6	47,846	48,325		48,808		
		7	49,077	49,567		50,063		
		8	50,345	50,848		51,357		

**UNIVERSITY COLLEGE CORK
ADMINISTRATIVE**

UCC Scale Title	Scale	Point	PSSA (LRA)	PSSA		PSSA	PSSA	PSSA
			01-Apr-17	01-Jan-18		01-Oct-18	01-Jan-19	01-Apr-19
			€	€		€	€	€
Senior Executive Assistant Executive Officer	A	1	29,371	29,665		29,962	30,261	
		2	30,474	30,779		31,087	31,087	
		3	31,575	31,891		32,210	32,210	
		4	32,366	32,689		33,016	33,016	
		5	33,706	34,043		34,383	34,383	
		6	34,569	34,915		35,264	35,264	
		7	35,671	36,027		36,388	36,388	
		8	36,771	37,139		37,511	37,511	
		9	38,695	39,082		39,473	39,473	
		10	39,799	40,197		40,599	40,599	
		11	40,903	41,312		41,726	41,726	
		12	41,942	42,362		42,785	42,785	
Senior Executive Assistant Executive Officer	B	1	30,836	31,144		31,456		
		2	31,985	32,305		32,628		
		3	32,827	33,155		33,487		
		4	33,977	34,317		34,660		
		5	35,387	35,741		36,098		
		6	36,300	36,663		37,029		
		7	37,455	37,830		38,208		
		8	38,614	39,000		39,390		
		9	40,638	41,044		41,455		
		10	41,802	42,220		42,642		
		11	42,965	43,395		43,829		
		12	44,057	44,497		44,942		

**UNIVERSITY COLLEGE CORK
ADMINISTRATIVE**

UCC Scale Title	Scale	Point	PSSA (LRA)	PSSA		PSSA	PSSA	PSSA
			01-Apr-17	01-Jan-18		01-Oct-18	01-Jan-19	01-Apr-19
			€	€		€	€	€
Executive Assistant/ Clerical Officer	A	1	21,042	21,252		21,465	21,679	
		2	22,661	22,888		23,117	23,348	
		3	23,611	23,848		24,086	24,327	
		4	24,641	24,887		25,136	25,387	
		5	25,336	25,589		25,845	26,103	
		6	26,408	26,672		26,938	27,208	
		7	27,489	27,764		28,041	28,322	
		8	28,476	28,761		29,049	29,339	
		9	29,450	29,745		30,042	30,042	
		10	30,424	30,728		31,036	31,036	
		11	31,455	31,770		32,088	32,088	
		12	32,147	32,469		32,794	32,794	
		13	33,111	33,442		33,777	33,777	
UCC Scale Title	Scale	Point	PSSA (LRA)	PSSA		PSSA	PSSA	PSSA
			01-Apr-17	01-Jan-18		01-Oct-18	01-Jan-19	01-Apr-19
			€	€		€	€	€
Secretarial Assistant	B	1	21,010	21,220		21,432	21,647	
		2	22,421	22,646		22,872	23,101	
Executive Assistant	B	1	23,691	23,928		24,167	24,409	
		2	24,801	25,049		25,300	25,553	
		3	25,524	25,779		26,037	26,297	
		4	26,617	26,883		27,152	27,423	
		5	27,747	28,024		28,305	28,588	
		6	28,885	29,174		29,466	29,760	
		7	29,919	30,218		30,520	30,520	
		8	30,918	31,227		31,540	31,540	
		9	31,935	32,254		32,577	32,577	
		10	32,702	33,029		33,360	33,360	
		11	33,749	34,086		34,427	34,427	
		12	34,761	35,109		35,460	35,460	

UNIVERSITY COLLEGE CORK

NURSE PAY SCALES

UCC Scale Title	Scale	Point	PSSA (LRA)	PSSA	PSSA
			01-Apr-17	01-Jan-18	01-Oct-18
			€		
Student Health Nurse Scale / Clinical Nurse Manager III	A	1	52,657	53,184	53,716
		2	53,696	54,233	54,775
		3	56,327	56,890	57,459
		4	57,360	57,934	58,513
		5	58,401	58,985	59,575
		6	59,454	60,049	60,649
Student Health Nurse Scale / Clinical Nurse Manager III	B	1	55,337	55,890	56,449
		2	56,430	56,995	57,565
		3	59,198	59,790	60,388
		4	60,288	60,891	61,499
		5	61,382	61,996	62,616
		6	62,493	63,118	63,749
Student Health Nurse / Clinical Nurse Manager II	A	1	45,773	46,230	46,693
		2	46,529	46,995	47,464
		3	47,167	47,638	48,115
		4	48,211	48,693	49,180
		5	49,368	49,862	50,360
		6	50,504	51,009	51,519
		7	51,635	52,152	52,673
		8	52,910	53,439	53,973
		9	54,096	54,637	55,183
Student Health Nurse / Clinical Nurse Manager II	B	1	48,090	48,571	49,056
		2	48,887	49,376	49,870
		3	49,559	50,054	50,555
		4	50,658	51,164	51,676
		5	51,876	52,395	52,918
		6	53,068	53,599	54,135
		7	54,264	54,807	55,355
		8	55,603	56,159	56,720
		9	56,853	57,422	57,996
Nurse Scale / Clinical Nurse Manager I	A	1	42,166	42,588	43,014
		2	42,932	43,361	43,795
		3	44,019	44,459	44,904
		4	45,125	45,576	46,032
		5	46,213	46,675	47,142
		6	47,310	47,783	48,261
		7	48,535	49,020	49,510
		8	49,671	50,167	50,669
Nurse Scale / Clinical Nurse Manager I	B	1	44,292	44,735	45,182
		2	45,099	45,550	46,006
		3	46,243	46,705	47,172
		4	47,409	47,883	48,362
		5	48,553	49,039	49,529
		6	49,709	50,206	50,709
		7	50,994	51,504	52,019
		8	52,191	52,713	53,240

UNIVERSITY COLLEGE CORK

SENIOR ARCHAEOLOGIST PAY SCALE

UCC Scale Title	Scale	Point on Scale			
			PSSA (LRA)	PSSA	PSSA
			01-Apr-17	01-Jan-18	01-Oct-18
			€	€	€
Senior Archaeologist (Engineer Grade 2)	A	1	56,863	57,432	58,006
		2	58,166	58,747	59,335
		3	59,456	60,051	60,651
		4	60,757	61,364	61,978
		5	62,054	62,674	63,301
		6	63,352	63,986	64,626
		7	64,644	65,290	65,943
		8	65,956	66,616	67,282
		LSI1	66,025	67,721	68,398
		LSI2	67,159	69,749	70,447
		Senior Archaeologist (Engineer Grade 2)	B	1	59,765
2	61,131			61,743	62,360
3	62,494			63,119	63,750
4	63,862			64,501	65,146
5	65,228			65,880	66,539
6	65,295			66,245	66,907
7	65,957			67,584	68,260
8	66,630			68,942	69,631
LSI1	68,512			71,154	71,865
LSI2	70,642			73,366	74,100

UNIVERSITY COLLEGE CORK

DUTY OFFICERS

UCC Scale Title	Scale	Point on Scale	PSSA	Salary	PSSA	Salary
			01-Jan-18	incl. 20% premium	01-Oct-18	incl. 20% premium
			€	€	€	€
DUTY OFFICERS	A	1	38,080	45,696	38,461	46,153
	B	1	39,991	47,990	40,391	48,470

SUPERVISOR OF BUILDINGS/ENGINEERING SERVICES

UCC Scale Title	Scale	Point on Scale	Weekly	Weekly	Weekly
			PSSA (LRA)	PSSA	PSSA
			01-Apr-17	01-Jan-18	01-Oct-18
			€	€	€
Supervisor Of: Buildings/Eng. Services/Grounds	A	1	796.62	804.58	812.63
		2	821.22	829.43	837.73
		3	845.78	854.24	862.78
		4	870.04	878.74	887.53
		5	894.44	903.38	912.41
		6	920.10	929.30	938.59
		7	945.15	954.60	964.14
		8	970.73	980.43	990.24
Supervisor Of: Buildings/Eng. Services/Grounds	B	1	836.87	845.24	853.69
		2	862.59	871.22	879.93
		3	888.54	897.42	906.39
		4	914.13	923.28	932.51
		5	939.75	949.15	958.64
		6	966.74	976.40	986.17
		7	993.11	1003.04	1013.07
		8	1020.03	1030.23	1040.53

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

PSSA (LRA)	PSSA	PSSA
01-Apr-17	01-Jan-18	01-Oct-18
€	€	€
69.11	69.11	69.11
101.19	101.19	101.19
235.69	235.69	235.69
118.47	118.47	118.47
69.11	69.11	69.11

UNIVERSITY COLLEGE CORK

COLLEGE LANGUAGE TEACHER PAY SCALE

UCC Scale Title	Scale	Point on Scale			
			PSSA (LRA)	PSSA (LRA)	PSSA
			01-Apr-17	01-Jan-18	01-Oct-18
			€	€	€
College Language Teacher	A	1	46,294	46,757	47,225
		2	48,277	48,759	49,247
		3	50,355	50,859	51,367
		4	51,926	52,445	52,969
		5	53,539	54,074	54,615
		6	55,159	55,710	56,267
College Language Teacher	B	1	44,708	45,155	45,607
		2	46,894	47,363	47,837
		3	48,636	49,123	49,614
		4	50,726	51,233	51,746
		5	52,907	53,436	53,971
		6	54,568	55,113	55,664
		7	56,264	56,827	57,395
		8	57,967	58,547	59,132

Per agreement, the CLT Scale starts at the 7th point of the Lecturer (Merged) Scale

UNIVERSITY COLLEGE CORK

TECHNICIANS

(Scale A)

POSITION TITLE	Scale	PSSA (LRA)	PSSA	PSSA	PSSA
	Pt.	01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
		€	€	€	€
Chief Technical Officer <i>(Previously Senior Technician)</i>	1	58,958	59,547	60,143	
	2	61,551	62,167	62,788	
	3	64,087	64,728	65,375	
Senior Technical Officer <i>(Previously Technician - Class I)</i>	1	50,661	51,168	51,680	
	2	53,362	53,896	54,435	
	3	56,082	56,643	57,209	
	4	58,342	58,926	59,515	
*Payable after 3 yrs. on max. pt.	*LSI	59,565	60,161	60,763	
Technical Officer <i>(Previously Technician Class II)</i>	1	40,908	41,317	41,730	
	2	43,636	44,072	44,513	
	3	45,877	46,336	46,799	
	4	48,119	48,601	49,087	
	5	50,976	51,485	52,000	
Trainee Technician	1	25,795	26,053	26,314	26,577
	2	27,609	27,885	28,164	28,445
	3	29,378	29,672	29,969	30,268
	4	33,620	33,956	34,296	34,296

UNIVERSITY COLLEGE CORK

TECHNICIANS

(Scale B)

POSITION TITLE	Scale	PSSA (LRA)	PSSA	PSSA	PSSA
	Pt.	01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
		€	€	€	€
Chief Technical Officer <i>(Previously Senior Technician)</i>	1	61,968	62,587	63,213	
	2	64,697	65,344	65,998	
	3	65,671	67,006	67,676	
Senior Technical Officer <i>(Previously Technician - Class I)</i>	1	53,235	53,767	54,305	
	2	56,079	56,640	57,206	
	3	58,939	59,528	60,124	
	4	61,321	61,934	62,553	
*Payable after 3 yrs. on max. pt.	*LSI	62,609	63,236	63,868	
Technical Officer <i>(Previously Technician Class II)</i>	1	38,773	39,161	39,552	
	2	41,354	41,768	42,185	
	3	42,970	43,400	43,834	
	4	45,838	46,297	46,760	
	5	48,199	48,681	49,168	
	6	50,557	51,062	51,573	
	7	53,564	54,100	54,641	
Trainee Technician	1	24,837	25,086	25,337	25,590
	2	27,033	27,303	27,576	27,852
	3	27,098	27,369	27,643	27,920
	4	29,010	29,300	29,593	29,889
	5	30,842	31,150	31,462	31,462
	6	35,299	35,652	36,008	36,008

UNIVERSITY COLLEGE CORK

TECHNICAL ASSISTANT

		PSSA(LRA)	PSSA	PSSA	PSSA
		01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
		€	€	€	€
	Scale A	1	24,763	25,011	25,261
	2	25,721	25,978	26,238	26,500
	3	27,027	27,298	27,571	27,846
	4	28,335	28,619	28,905	29,194
	5	29,637	29,934	30,233	30,233
	6	30,912	31,221	31,533	31,533
	7	32,180	32,502	32,827	32,827
	8	33,129	33,460	33,795	33,795

		PSSA(LRA)	PSSA	PSSA	PSSA
		01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
		€	€	€	€
	Scale B	1	23,307	23,540	23,776
	2	24,561	24,806	25,054	25,305
	3	25,423	25,677	25,934	26,193
	4	26,795	27,063	27,334	27,607
	5	28,173	28,455	28,739	29,027
	6	29,548	29,843	30,142	30,142
	7	30,888	31,197	31,509	31,509
	8	32,225	32,548	32,873	32,873
	9	33,239	33,571	33,907	33,907
	10	34,561	34,906	35,255	35,255

**UNIVERSITY COLLEGE CORK
LIBRARY**

UCC Scale Title	Scale	Point on Scale	PSSA (LRA)	PSSA	PSSA	PSSA
			01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
			€	€	€	€
Senior Library Assistant	A	1	29,371	29,665	29,962	30,261
		2	30,474	30,779	31,087	31,087
		3	31,575	31,891	32,210	32,210
		4	32,366	32,689	33,016	33,016
		5	33,706	34,043	34,383	34,383
		6	34,569	34,915	35,264	35,264
		7	35,671	36,027	36,388	36,388
		8	36,771	37,139	37,511	37,511
		9	38,695	39,082	39,473	39,473
		10	39,799	40,197	40,599	40,599
		11	40,903	41,312	41,726	41,726
		12	41,942	42,362	42,785	42,785
Senior Library Assistant	B	1	30,836	31,144	31,456	
		2	31,985	32,305	32,628	
		3	32,827	33,155	33,487	
		4	33,977	34,317	34,660	
		5	35,387	35,741	36,098	
		6	36,300	36,663	37,029	
		7	37,455	37,830	38,208	
		8	38,614	39,000	39,390	
		9	40,638	41,044	41,455	
		10	41,802	42,220	42,642	
		11	42,965	43,395	43,829	
		12	44,057	44,497	44,942	

**UNIVERSITY COLLEGE CORK
LIBRARY ASSISTANT**

UCC Scale Title	Scale	Point on Scale				
			PSSA (LRA)	PSSA	PSSA	PSSA
			01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
			€	€	€	€
Library Assistant	A	1	21,042	21,252	21,465	21,679
		2	22,661	22,888	23,117	23,348
		3	23,611	23,848	24,086	24,327
		4	24,641	24,887	25,136	25,387
		5	25,336	25,589	25,845	26,103
		6	26,408	26,672	26,938	27,208
		7	27,489	27,764	28,041	28,322
		8	28,476	28,761	29,049	29,339
		9	29,450	29,745	30,042	30,042
		10	30,424	30,728	31,036	31,036
		11	31,455	31,770	32,088	32,088
		12	32,147	32,469	32,794	32,794
		13	33,111	33,442	33,777	33,777
Library Assistant	B	1	21,010	21,220	21,432	21,647
		2	22,421	22,646	22,872	23,101
		3	22,421	22,646	22,872	23,101
		4	23,691	23,928	24,167	24,409
		5	24,801	25,049	25,300	25,553
		6	25,524	25,779	26,037	26,297
		7	26,617	26,883	27,152	27,423
		8	27,747	28,024	28,305	28,588
		9	28,885	29,174	29,466	29,760
		10	29,919	30,218	30,520	30,520
		11	30,918	31,227	31,540	31,540
		12	31,935	32,254	32,577	32,577
		13	32,702	33,029	33,360	33,360
		14	33,749	34,086	34,427	34,427
		15	34,761	35,109	35,460	35,460

UNIVERSITY COLLEGE CORK
LIBRARY SHELVING ASSISTANT

Fulltime rates to be used on CoreHR

			35.17 Hours	35.17 Hours	35.17 Hours	35.17 Hours
			100%	100%	100%	100%
UCC Scale	Scale	Point	PSSA (LRA)	PSSA	PSSA	PSSA
			01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
			€	€	€	€
	A	1	24,325	24,569	24,814	25,063
		2	24,599	24,845	25,093	25,344
		3	24,920	25,170	25,421	25,675
		4	25,197	25,449	25,703	25,960
		5	25,473	25,728	25,985	26,245
		6	25,473	25,728	25,985	26,245
		7	25,721	25,978	26,238	26,500
	B	1	22,925	23,154	23,386	23,619
		2	23,884	24,123	24,364	24,608
		3	25,360	25,614	25,870	26,129
		4	25,360	25,614	25,870	26,128
		5	25,622	25,878	26,137	26,398
		6	25,903	26,162	26,424	26,688
		7	26,190	26,452	26,716	26,984
		8	26,497	26,762	27,030	27,300
		9	26,832	27,101	27,372	27,645

UNIVERSITY COLLEGE CORK

HOUSE ATTENDANTS

(Scale A)

	Point	PSSA(LRA)	PSSA	PSSA	PSSA
		01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
		€	€	€	€
House Attendant	1	573.17	578.90	584.69	584.69
	2	584.47	590.32	596.22	596.22

(Scale B)

		PSSA(LRA)	PSSA	PSSA	PSSA
		01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
		€	€	€	€
House Attendant	1	536.82	542.19	547.61	553.09
	2	547.54	553.02	558.55	564.13
	3	594.34	600.28	606.29	606.29
	4	606.25	612.31	618.44	618.44

The following rates apply to Scales A & B

Service Pay:		PSSA(LRA)	PSSA	PSSA	PSSA
		01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
		€	€	€	€
5 Years		2.87	2.87	2.87	2.87
10 Years		5.72	5.72	5.72	5.72
15 Years		8.55	8.55	8.55	8.55
20 Years		11.43	11.43	11.43	11.43

UNIVERSITY COLLEGE CORK

Departmental Operative - Library

(Scale A)			
POSITION TITLE	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
Departmental Operative-Standard	683.76	690.59	697.50
Library Variable Hours Premium:			
1 July - 30 Sept 12.5%	85.47	86.32	87.19
1 Oct - 30 June 16.666%	113.96	115.10	116.25
(Scale B)			
POSITION TITLE	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
Departmental Operative-Standard	702.68	709.71	716.80
Library Variable Hours Premium:			
1 July - 30 Sept 12.5%	87.83	88.71	89.60
1 Oct - 30 June 16.666%	117.11	118.28	119.47

UNIVERSITY COLLEGE CORK**Departmental Operative**

(Scale A)

POSITION TITLE	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
Departmental Operative- Standard	683.76	690.59	697.50
Technical Operative	743.61	751.05	758.56
<i>Sports Premia - 20%</i>			
Maltings	136.75	138.12	139.50
Saturday Allowance	28.80	28.80	28.80
Sunday Allowance	47.60	47.60	47.60
Reception Centre- 16.666%			
Mon-Fri	113.96	115.10	116.25

(Scale B)

POSITION TITLE	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
Departmental Operative- Standard	702.68	709.71	716.80
Technical Operative	772.88	780.61	788.41
<i>Sports Premia - Standard - 20%</i>	140.54	141.94	143.36
Saturday Allowance	30.32	30.32	30.32
Sunday Allowance	50.11	50.11	50.11
Reception Centre - 16.666%			
Mon-Fri	117.11	118.28	119.47

UNIVERSITY COLLEGE CORK

LABORATORY AIDES

	Point	PSSA (LRA)	PSSA	PSSA
		01-Apr-17	01-Jan-18	01-Oct-18
		€	€	€
Scale A	1	672.48	679.20	685.99
Scale B	1	630.08	636.38	642.74
<i>LSI* after 2 years</i>	2	697.96	704.94	711.99

UNIVERSITY COLLEGE CORK

SERVICES & SECURITY OPERATIVE

(Scale A)

	Point	PSSA (LRA)	PSSA	PSSA	PSSA
		01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
		€	€	€	€
Scale A (Basic)					
First Year	1	588.00	593.88	599.82	
Merit Grade	2	599.79	605.78	611.84	
Scale A (Shift Premium)					
Shift Premium (20%)	1	117.60	118.78	119.96	
Shift Premium (20%)	2	119.96	121.16	122.37	
Scale A (Allowances)					
Saturday Allowance	1	29.09	29.09	29.09	
	2	29.09	29.09	29.09	
Sunday Allowance	1	48.08	48.08	48.08	
	2	48.08	48.08	48.08	
Scale A (Service Pay)					
5 years		2.87	2.87	2.87	
10 years		5.72	5.72	5.72	
15 years		8.55	8.55	8.55	
20 years		11.43	11.43	11.43	

SERVICES & SECURITY OPERATIVE

	Point	PSSA (LRA)	PSSA	PSSA	PSSA
		01-Apr-17	01-Jan-18	01-Oct-18	01-Jan-19
		€	€	€	€
Scale B (Basic)					
	1	550.90	556.41	561.98	567.59
	2	562.04	567.66	573.34	579.07
	3	609.98	616.08	622.24	622.24
	4	616.39	622.55	628.78	628.78
Scale B (Shift Premium)					
Shift Premium (20%)	1	110.18	111.28	112.40	113.52
Shift Premium (20%)	2	112.41	113.53	114.67	115.81
	3	122.00	123.22	124.45	124.45
	4	123.28	124.51	125.76	125.76
Scale B (Allowances)					
Saturday Allowance	1	27.56	27.56	27.56	27.56
	2	27.56	27.56	27.56	27.56
	3	30.62	30.62	30.62	30.62
	4	30.62	30.62	30.62	30.62
Sunday Allowance	1	45.55	45.55	45.55	45.55
	2	45.55	45.55	45.55	45.55
	3	50.61	50.61	50.61	50.61
	4	50.61	50.61	50.61	50.61
Scale B (Service Pay)					
5 years		2.87	2.87	2.87	2.87
10 years		5.72	5.72	5.72	5.72
15 years		8.55	8.55	8.55	8.55
20 years		11.43	11.43	11.43	11.43

UNIVERSITY COLLEGE COF

General Operative - (Personal)

(Scale A)

	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
Rate	656.25	662.82	669.44
Foreman(Personal) -15%	98.44	99.42	100.42

GENERAL OPERATIVE STANDARD**(Scale A)**

	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
On Recruitment	608.19	614.27	620.41
After ½ year	610.76	616.87	623.04
After 1½ years	612.04	618.16	624.35
After 2½ years	613.30	619.43	625.62
After 3½ years	614.61	620.76	626.97
After 4½ years	617.15	623.33	629.56
After 5½ years	618.44	624.63	630.87
After 6½ years	618.45	624.63	630.88
After 7½ years	618.45	624.63	630.88
After 8½ years	620.11	626.31	632.58
After 9½ years	621.37	627.59	633.86

GENERAL OPERATIVE STANDARD**(Scale B)**

	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
On Recruitment	571.17	576.88	582.65
After ½ year	580.13	585.93	591.79
After 1½ years	626.43	632.69	639.02
After 2½ years	628.49	634.78	641.13
After 3½ years	628.98	635.26	641.62
After 4½ years	630.25	636.55	642.92
After 5½ years	632.80	639.12	645.51
After 6½ years	635.33	641.68	648.10
After 7½ years	636.60	642.96	649.39
After 8½ years	639.13	645.52	651.98
After 9½ years	640.38	646.78	653.25
After 10½ years	644.20	650.64	657.15
After 11½ years	646.75	653.22	659.75

CRAFTPERSONS**(Scale A)**

	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
On Recruitment	686.82	693.69	700.63
After ½ year	694.47	701.41	708.42
After 1½ years	698.18	705.17	712.22
After 2½ years	702.25	709.28	716.37
After 3½ years	706.07	713.13	720.27
After 4½ years	708.13	715.21	722.36
After 5½ years	710.02	717.12	724.30
After 6½ years	712.03	719.15	726.34
After 7½ years	714.04	721.18	728.39
After 8½ years	717.16	724.33	731.57
After 9½ years	719.58	726.77	734.04
After 10½ years	725.44	732.70	740.02

	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
Foreman Crafts (15%)	108.82	109.90	111.00
Standby Allowance	37.79	37.79	37.79

CRAFTPERSONS**(Scale B)**

	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
On Recruitment	644.37	650.81	657.32
After ½ year	666.13	672.79	679.52
After 1½ years	713.83	720.97	728.18
After 2½ years	721.91	729.13	736.42
After 3½ years	725.81	733.07	740.40
After 4½ years	730.11	737.42	744.79
After 5½ years	734.14	741.48	748.89
After 6½ years	736.28	743.65	751.08
After 7½ years	738.32	745.70	753.16
After 8½ years	740.40	747.80	755.28
After 9½ years	742.49	749.92	757.42
After 10½ years	745.80	753.26	760.79
After 11½ years	748.35	755.83	763.39
After 12½ years	754.52	762.06	769.68

	PSSA (LRA)	PSSA	PSSA
	01-Apr-17	01-Jan-18	01-Oct-18
	€	€	€
Foreman Crafts (15%)	113.18	114.31	115.45
Standby Allowance	39.78	39.78	39.78

UNIVERSITY COLLEGE CORK
Student Counsellor

		PSSA (LRA)			
		01-Apr-17	01-Jan-18	01-Oct-18	
		€	€	€	
Student Counsellor	Scale				
	A	1	52,321	52,844	53,372
		2	54,544	55,090	55,641
		3	56,756	57,323	57,896
		4	58,947	59,537	60,132
		5	61,708	62,325	62,948
		6	65,908	66,567	67,233
		7	66,808	69,302	69,995
		8	70,366	73,080	73,810
		9	73,328	76,155	76,917
Long Service Increment 1 <i>(Pay after 3 years on Point 9)</i>		10	75,617	78,533	79,318
Long Service Increment 2 <i>(Pay after 3 years on Long Service Increment 1)</i>		11	77,905	80,910	81,719
Student Counsellor	B	1	49,585	50,081	50,582
		2	52,738	53,265	53,798
		3	54,983	55,533	56,088
		4	57,323	57,896	58,475
		5	59,651	60,247	60,850
		6	61,959	62,579	63,205
		7	64,863	65,512	66,167
		8	66,605	68,892	69,581
		9	70,113	72,816	73,544
<i>LSI 1 prior to creation of merged scale</i>		10	73,942	76,793	77,561
<i>LSI 2 prior to creation of merged scale</i>		11	77,059	80,030	80,831
Long Service Increment 1 <i>(Pay after 3 years on Point 12)</i>		12	79,448	82,534	83,359
Long Service Increment 2 <i>(Pay after 3 years on Long Service Increment 1)</i>		13	81,826	85,036	85,886

UNIVERSITY COLLEGE CORK

HOURLY OCCASIONAL RATES OF PAY

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

Categories of Hourly Occasional Staff		PSSA	PSSA	
		01-Jan-18	01-Oct-18	
		€	€	
A	Tutor/Demonstrator:			
	Undergraduate Tutor and/or Demonstrator	11.82	11.94	per hour
	<i>LSI after two years on point 1</i>	13.07	13.20	per hour
	Postgraduate Tutor and/or Demonstrator			
	Demonstrating	17.00	17.17	per demonstrating hour
	<i>LSI after two years on point 1</i>	18.83	19.01	per demonstrating hour
	Tutorial Work	22.71	22.94	per tutorial hour
	<i>LSI after two years on point 1</i>	25.18	25.43	per tutorial hour
	Senior Demonstrator	14,898.17	15,047.15	per annum
	<i>LSI after two years on point 1</i>	16,441.30	16,605.71	per annum
	Senior Medical Demonstrator (Registered Students only)	25,416.45	25,670.61	per annum
	<i>LSI after two years on point 1</i>	28,128.27	28,409.55	per annum
	Non-Registered Tutor and/or Demonstrator	21.92	22.14	per practical hour
	<i>LSI after two years on point 1</i>	24.30	24.54	per practical hour
		36.06	36.42	per tutorial hour
	<i>LSI after two years on point 1</i>	40.01	40.41	per tutorial hour
	Foreign Language Demonstrator	1,538.60	1,553.99	per month (for 8 months)
	<i>LSI after two years on point 1</i>	1,700.21	1,717.22	per month (for 8 months)
B	Hourly Occasional Assistant Lecturer	41.88	42.30	per lecture hour
	<i>LSI after two years on point 1</i>	46.48	46.95	per lecture hour
		36.06	36.42	per tutorial hour
	<i>LSI after two years on point 1</i>	40.01	40.41	per tutorial hour
		21.92	22.14	per practical hour
	<i>LSI after two years on point 1</i>	24.30	24.54	per practical hour
C	Hourly Occasional Evening Lecturer* (See Note 3 below)	57.15	57.72	per lecture hour
	<i>LSI after two years on point 1</i>	63.44	64.07	per lecture hour
D	Visiting/Guest Lecturer	73.18	73.92	per lecture hour
	<i>LSI after two years on point 1</i>	81.25	82.07	per lecture hour
		36.06	36.42	per tutorial hour
	<i>LSI after two years on point 1</i>	40.01	40.41	per tutorial hour
E	Hourly Occasional Supervisors (Education Dept.)	52.99	53.52	per supervision
	<i>LSI after two years on point 1</i>	58.82	59.41	per supervision
F	Student Help:	9.84	9.94	per hour
	<i>LSI after two years on point 1</i>	9.84	9.94	per hour

All Rates: Progression to point 2 on the scale will be after two years service on the first point

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	PSSA	PSSA		Comments
	01-Jan-18	01-Oct-18		
Student Health Doctor	187.60	189.47	per 3 hr session	
Student Health Nurse	94.19	95.13	per 3 hr session	
Physiotherapist	91.18	92.09	per 3 hr session	
Consultant Psychiatrist	298.84	301.83	per 3 hr session	
Student Counsellor	47.47	47.95	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 [Point 2](#) for further information.

Notes:

- All the above rates are subject to increases under national wage agreements.
- 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*.

UNIVERSITY COLLEGE CORK
EXAM PAYMENT RATES

Payment to Assistant Examiners			
	Point	PSSA	PSSA
		01-Jan-18	01-Oct-18
<u>Invigilation</u>			
General	1	11.63	11.74
<i>LSI after two years on point 1</i>	2	12.92	13.05
Senior Invigilator		19.37	19.57
Senior Invigilator 2		16.14	16.30
<u>Marking of Scripts</u>			
Scripts (Per 3 Hour Exam Script)		6.52	6.59
Essays up to 1000		1.57	1.58
Essays 1000+ -2500		2.16	2.18
Essays- 2500+ - 3,000		3.25	3.29
Essays - 3,000+- 6,000		6.52	6.59
Essays(6,000+ - 9,000		9.80	9.90
Essays(9000+)		13.24	13.37
Thesis(Minor)		16.29	16.46
<u>Orals</u>			
Medical Orals/Clinics per day Cork		117.78	118.96
Medical Orals Clinics Outside Cork		156.14	157.70
Supervising		9.69	9.78
Major Postgraduate Thesis (not examined by Assistant Examiner)			
Architecture			
Studio Work - Folios		16.29	16.46
Studio Work - Town Planning		16.29	16.46
Clinical Placements each:Higher Diploma in Midwifery		17.65	17.83

**PSA 2013 rate is applicable to the marking of exams which take place on/after 23 September 2013*