

## **Medical Consultants Pay-Scales - 1 January 2009**

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**Table A1**

**Salary Scales for serving Consultants who have opted for the new Type A Contract**

Consultants Revised Common Contract, 1997	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	Type A
	€	€	€	€	€
<b>Category I Consultants</b>					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area	178,429	181,998	186,548	191,212	226,461
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	169,452	172,841	177,162	181,591	221,410
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	160,962	164,181	168,286	172,493	216,634
<b>Category II Consultants</b>					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area	159,269	162,455	166,516	170,679	215,682
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	151,251	154,276	158,133	162,087	211,170
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	143,738	146,613	150,278	154,035	206,944
Geographical Wholetime Consultants without fees	186,922	190,661	195,427	200,313	231,239



**Table A2**

**Salary Scales for serving Consultants who have opted for the new Type B Contract**

Consultants Revised Common Contract, 1997	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	Type B
	€	€	€	€	€
<b>Category I Consultants</b>					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area	178,429	181,998	186,548	191,212	215,955
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	169,452	172,841	177,162	181,591	210,904
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	160,962	164,181	168,286	172,493	206,127
<b>Category II Consultants</b>					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area	159,269	162,455	166,516	170,679	205,175
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	151,251	154,276	158,133	162,087	200,664
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	143,738	146,613	150,278	154,035	196,437
Geographical Wholetime Consultants without fees	186,922	190,661	195,427	200,313	220,733

**Table A3**

**Salary Scales for serving Consultants who have opted for the new Type B\* Contract**

Consultants Revised Common Contract, 1997	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	Type B*
	€	€	€	€	€
<b>Category II Consultants</b>					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area	159,269	162,455	166,516	170,679	189,416
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	151,251	154,276	158,133	162,087	184,905
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	143,738	146,613	150,278	154,035	180,678

**Table B1****Salaries for serving Academic Consultants (1998 Contract) who have opted for the new Type A Contract**

<i>Category I Consultants</i>	<b>T2016 3%</b>	<b>T2016 2%</b>	<b>T2016 2.5%</b>	<b>T2016 2.5%</b>	<b>Type A</b>
	<b><u>01/12/06</u></b>	<b><u>01/06/07</u></b>	<b><u>01/03/08</u></b>	<b><u>01/09/08</u></b>	<b><u>Contract</u></b>
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
Professor	229,637	234,230	240,085	246,088	284,163
Associate Professor	212,653	216,906	222,328	227,887	265,736
Lecturer	195,662	199,575	204,564	209,679	247,345
College Lecturer	191,115	194,937	199,811	204,806	242,418

<i>Category II Consultants</i>	<b>T2016 3%</b>	<b>T2016 2%</b>	<b>T2016 2.5%</b>	<b>T2016 2.5%</b>	<b>Type A</b>
	<b><u>01/12/06</u></b>	<b><u>01/06/07</u></b>	<b><u>01/03/08</u></b>	<b><u>01/09/08</u></b>	<b><u>Contract</u></b>
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
Professor UCD, TCD, RCSI	205,020	209,121	214,349	219,707	270,314
Associate Professor UCD, TCD, RCSI	188,817	192,593	197,408	202,343	252,325
Lecturer UCD, TCD, RCSI	170,714	174,128	178,482	182,944	233,309
College Lecturer UCD, TCD, RCSI	166,161	169,484	173,721	178,064	228,379
Professor UCC	212,716	216,970	222,394	227,954	274,643
Associate Professor UCC	196,266	200,191	205,196	210,326	256,516
Lecturer UCC	178,511	182,081	186,633	191,299	237,696
College Lecturer UCC	173,960	177,440	181,876	186,423	232,767
Professor UCG	220,408	224,816	230,436	236,197	278,971
Associate Professor UCG	203,715	207,789	212,984	218,308	260,707
Lecturer UCG	186,307	190,033	194,784	199,653	242,082
College Lecturer UCG	181,753	185,389	190,023	194,774	237,152

**Table B2**

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

**Category I Consultants**

	<b>T2016 3%</b>	<b>T2016 2%</b>	<b>T2016 2.5%</b>	<b>T2016 2.5%</b>	<b>Type B Contract</b>
	<b>01/12/06</b>	<b>01/06/07</b>	<b>01/03/08</b>	<b>01/09/08</b>	<b>01/01/2009</b>
	€	€	€	€	€
Professor	229,637	234,230	240,085	246,088	278,910
Associate Professor	212,653	216,906	222,328	227,887	258,536
Lecturer	195,662	199,575	204,564	209,679	236,885
College Lecturer	191,115	194,937	199,811	204,806	231,292

**Category II Consultants**

	<b>T2016 3%</b>	<b>T2016 2%</b>	<b>T2016 2.5%</b>	<b>T2016 2.5%</b>	<b>Type B Contract</b>
	<b>01/12/06</b>	<b>01/06/07</b>	<b>01/03/08</b>	<b>01/09/08</b>	<b>01/01/2009</b>
	€	€	€	€	€
Professor UCD, TCD, RCSI	205,020	209,121	214,349	219,707	265,061
Associate Professor UCD, TCD, RCSI	188,817	192,593	197,408	202,343	245,125
Lecturer UCD, TCD, RCSI	170,714	174,128	178,482	182,944	222,849
College Lecturer UCD, TCD, RCSI	166,161	169,484	173,721	178,064	217,253
Professor UCC	212,716	216,970	222,394	227,954	269,390
Associate Professor UCC	196,266	200,191	205,196	210,326	249,316
Lecturer UCC	178,511	182,081	186,633	191,299	227,236
College Lecturer UCC	173,960	177,440	181,876	186,423	221,641
Professor UCG	220,408	224,816	230,436	236,197	273,718
Associate Professor UCG	203,715	207,789	212,984	218,308	253,507
Lecturer UCG	186,307	190,033	194,784	199,653	231,622
College Lecturer UCG	181,753	185,389	190,023	194,774	226,025

**Table B3****Salaries for serving Academic Consultants (1998 contract) who have opted for the new Type B\* Contract***Category II Consultants*

	<u>T2016 3%</u> <u>01/12/06</u>	<u>T2016 2%</u> <u>01/06/07</u>	<u>T2016 2.5%</u> <u>01/03/08</u>	<u>T2016 2.5%</u> <u>01/09/08</u>	<u>Type B*</u> <u>Contract</u> <u>01/01/2009</u>
	€	€	€	€	€
Professor UCD, TCD, RCSI	205,020	209,121	214,349	219,707	249,301
Associate Professor UCD, TCD, RCSI	188,817	192,593	197,408	202,343	229,598
Lecturer UCD, TCD, RCSI	170,714	174,128	178,482	182,944	207,585
College Lecturer UCD, TCD, RCSI	166,161	169,484	173,721	178,064	202,048
<hr/>					
Professor UCC	212,716	216,970	222,394	227,954	253,631
Associate Professor UCC	196,266	200,191	205,196	210,326	233,788
Lecturer UCC	178,511	182,081	186,633	191,299	211,971
College Lecturer UCC	173,960	177,440	181,876	186,423	206,437
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Professor UCG	220,408	224,816	230,436	236,197	257,958
Associate Professor UCG	203,715	207,789	212,984	218,308	237,979
Lecturer UCG	186,307	190,033	194,784	199,653	216,358
College Lecturer UCG	181,753	185,389	190,023	194,774	210,821



**Table C 1**

**Salary Scales for New Entrant Consultants (Clinicians)**

<b>Contract Type</b>	<b>Scale Points</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
		€	€	€	€
<b>Type A</b>	<b>01/06/2008</b>	<b>211,713</b>	<b>214,788</b>	<b>217,863</b>	<b>220,938</b>
	<b>01/09/2008 2.5%</b>	<b>217,006</b>	<b>220,157</b>	<b>223,309</b>	<b>226,461</b>
<b>Type B</b>	<b>01/06/2008</b>	<b>192,484</b>	<b>195,046</b>	<b>197,609</b>	<b>200,171</b>
	<b>01/09/2008 2.5%</b>	<b>197,296</b>	<b>199,922</b>	<b>202,549</b>	<b>205,176</b>

**Table C2****Salary Scales for New Entrant Academic Consultants on Type A Contract**

Contract Type	Scale Points				
		1	2	3	4
		€	€	€	€
Type A Professor	01/06/2008	265,886	269,668	273,451	277,233
	01/09/2008 2.5%	272,533	276,410	280,287	284,164
Type A Associate Professor	01/06/2008	247,908	251,690	255,472	259,254
	01/09/2008 2.5%	254,105	257,982	261,859	265,736
Type A Lecturer	01/06/2008	229,965	233,748	237,530	241,312
	01/09/2008 2.5%	235,715	239,591	243,468	247,345
Type A College Lecturer	01/06/2008	225,159	228,941	232,723	236,505
	01/09/2008 2.5%	230,788	234,664	238,541	242,418

**Table C3**

**Salary Scales for New Entrant Academic Consultants on Type B Contract**

Contract Type	Scale Points				
		1	2	3	4
		€	€	€	€
Type B Professor	01/06/2008	248,679	251,984	255,290	258,596
	01/09/2008 2.5%	254,896	258,284	261,672	265,061
Type B Associate Professor	01/06/2008	229,230	232,536	235,841	239,147
	01/09/2008 2.5%	234,961	238,349	241,737	245,126
Type B Lecturer	01/06/2008	207,497	210,803	214,108	217,414
	01/09/2008 2.5%	212,684	216,073	219,461	222,849
Type B College Lecturer	01/06/2008	202,037	205,342	208,648	211,954
	01/09/2008 2.5%	207,088	210,476	213,864	217,252

**Table C4****Salary Scales for New Entrant Academic Consultants on Type C Contract**

Contract Type		Scale Points			
		1	2	3	4
		€	€	€	€
Type C Professor	01/06/2008	225,001	228,512	232,023	235,533
	01/09/2008 2.5%	230,626	234,225	237,823	241,422
Type C Associate Professor	01/06/2008	206,386	209,896	213,407	216,918
	01/09/2008 2.5%	211,545	215,144	218,742	222,341
Type C Lecturer	01/06/2008	185,589	189,099	192,610	196,120
	01/09/2008 2.5%	190,228	193,827	197,425	201,023
Type C College Lecturer	01/06/2008	180,358	183,869	187,379	190,890
	01/09/2008 2.5%	184,867	188,465	192,064	195,662

**Table D**  
**Revision of Remuneration for Masters with effect from 1 January 2009**

		<b>Master's Allowance</b>	<b>Total</b>
	€	€	€
Consultants who are remaining on the 1997 contract	200,772	57,618	<b>258,390</b>
Consultants who have opted for the Type A Contract	226,461	57,618	<b>284,079</b>
Consultants who have opted for the Type B Contract	215,955	57,618	<b>273,573</b>

Table E

## On Call/Call-Out Payments

	No. of Call-Outs	T2016 1/12/06 3%	T2016 1/06/07 2%	T2016 1/03/08 2.5%	T2016 1/09/08 2.5%
		€	€	€	€
Rota					
Flat Annual Payment		3,912	3,991	4,091	4,193
<b>In addition to the Flat Annual Payment further payments will be made to Consultants on more onerous rotas as follows...</b>					
1 in 3		2,266	2,311	2,369	2,428
1 in 2					
	1-80 call-outs	5,656	5,769	5,914	6,062
	81-120 call-outs	6,537	6,667	6,834	7,005
	121+ call-outs	7,159	7,302	7,484	7,671
1 in 1					
	1-80 call-outs	6,789	6,925	7,098	7,275
	81-120 call-outs	8,591	8,763	8,982	9,207
	121+ call-outs	10,609	10,821	11,092	11,369

## Emergency Call-Out Payments, Revised Common Contract, 1998

	01/06/2006 2.5% SP	01/12/2006 3% T2016	01/06/2007 2% T2016	01/03/2008 2.5% T2016	01/09/2008 2.5% T2016
	€	€	€	€	€
<b>Per call-out</b>					
First 30 call-outs	77.39	79.71	81.31	83.34	85.42
31-120 call-outs	116.40	119.90	122.29	125.35	128.48
121 call-outs or more	153.77	158.38	161.55	165.59	169.73
<b>If the call-out occurs after midnight</b>					
First 30 call-outs	103.16	106.26	108.38	111.09	113.87
31-120 call-outs	155.98	160.66	163.87	167.97	172.17
121 call-outs or more	206.46	212.65	216.90	222.33	227.89
<b>For each hour or part hour in excess of the first hour</b>					
First 30 call-outs	51.51	53.05	54.12	55.47	56.85
31-120 call-outs	76.87	79.17	80.76	82.78	84.85
121 call-outs or more	103.24	106.34	108.47	111.18	113.96
<b>Annual Limit</b>	21,963	22,622	23,075	23,652	24,243

**Table F1**

**Salary Scales for Consultants who are remaining on the 1997 Consultant Contract**

Consultants Revised Common Contract, 1997	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	5%
	€	€	€	€	€
<b>Category I Consultants</b>					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area	178,429	181,998	186,548	191,212	200,772
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	169,452	172,841	177,162	181,591	190,670
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	160,962	164,181	168,286	172,493	181,118
<b>Category II Consultants</b>					
Psychiatrists in all HSE areas, Geriatricians in all HSE areas, Consultants in Palliative Care in all HSE areas, Consultants in HSE Midland Area, HSE North Western Area and HSE Western Area	159,269	162,455	166,516	170,679	179,213
Consultants in the HSE Southern Area / Mid-Western Area / North Eastern Area / South Eastern Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	151,251	154,276	158,133	162,087	170,191
Consultants in the HSE Eastern Regional Area (excluding Psychiatrists, Geriatricians and Consultants in Palliative Care)	143,738	146,613	150,278	154,035	161,737
Geographical Wholetime Consultants without fees	186,922	190,661	195,427	200,313	210,329

**Table F2**  
**Revised Pay for Academic Consultants who are remaining on the 1998 Contract**

<i>Category I Consultants</i>	T2016 3%	T2016 2%	T2016 2.5%	T2016 2.5%	5%
	<u>01/12/06</u>	<u>01/06/07</u>	<u>01/03/08</u>	<u>01/09/08</u>	<u>01/01/2009</u>
	€	€	€	€	€
Professor	229,637	234,230	240,085	246,088	258,392
Associate Professor	212,653	216,906	222,328	227,887	239,281
Lecturer	195,662	199,575	204,564	209,679	220,163
College Lecturer	191,115	194,937	199,811	204,806	215,046

<i>Category II Consultants</i>	T2016 3%	T2016 2%	T2016 2.5%	T2016 2.5%	5%
	<u>01/12/06</u>	<u>01/06/07</u>	<u>01/03/08</u>	<u>01/09/08</u>	<u>01/01/2009</u>
	€	€	€	€	€
Professor UCD, TCD, RCSI	205,020	209,121	214,349	219,707	230,693
Associate Professor UCD, TCD, RCSI	188,817	192,593	197,408	202,343	212,460
Lecturer UCD, TCD, RCSI	170,714	174,128	178,482	182,944	192,091
College Lecturer UCD, TCD, RCSI	166,161	169,484	173,721	178,064	186,967

Professor UCC	212,716	216,970	222,394	227,954	239,352
Associate Professor UCC	196,266	200,191	205,196	210,326	220,842
Lecturer UCC	178,511	182,081	186,633	191,299	200,864
College Lecturer UCC	173,960	177,440	181,876	186,423	195,744

Professor UCG	220,408	224,816	230,436	236,197	248,007
Associate Professor UCG	203,715	207,789	212,984	218,308	229,224
Lecturer UCG	186,307	190,033	194,784	199,653	209,636
College Lecturer UCG	181,753	185,389	190,023	194,774	204,513



**Table F3**

**Revised pay for Consultant Orthodontists**

	<b>01/12/2006</b>	<b>01/06/2007</b>	<b>01/03/2008</b>	<b>01/09/2008</b>	<b>01/01/2009</b>
	<b>3% - T2016</b>	<b>2% - T2016</b>	<b>2.5% - T2016</b>	<b>2.5% - T2016</b>	<b>5%</b>
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
<b>Consultant Orthodontists</b>	169,452	172,841	177,162	181,591	190,670

**Table F4**

**Revised pay for consultants who are remaining on the Common Contract for Consultant Medical Staff, 1991**

	01/12/2006	01/06/2007	01/03/2008	01/09/2008	01/01/2009
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016	5%
	€	€	€	€	€
<b>All Psychiatrists, all Geriatricians &amp; Consultants in MHB,</b>					
G.W.T. WITHOUT FEES	147,115	150,057	153,809	157,654	165,537
G.W.T. WITH FEES	140,148	142,950	146,524	150,187	157,697
EXISTING WHOLETIME	132,290	134,936	138,309	141,767	148,855
<b>Consultants in SHB, MWHB, NEHB &amp; SEHB (excluding</b>					
G.W.T. WITHOUT FEES	147,115	150,057	153,809	157,654	165,537
G.W.T. WITH FEES	133,602	136,274	139,681	143,173	150,332
EXISTING WHOLETIME	125,740	128,254	131,461	134,747	141,485
<b>Consultants in EHB (excluding Psychiatrists and</b>					
G.W.T. WITHOUT FEES	147,115	150,057	153,809	157,654	165,537
G.W.T. WITH FEES	127,053	129,594	132,834	136,155	142,963
EXISTING WHOLETIME	119,189	121,573	124,612	127,727	134,114

	01/12/2006	01/06/2007	01/03/2008	01/09/2008
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016
	€	€	€	€
<b>Extended Duty Liability</b>				
A flat payment will be paid to each consultant with on-call liability.	7,329	7,476	7,663	7,854

	01/12/2006	01/06/2007	01/03/2008	01/09/2008
	3% - T2016	2% - T2016	2.5% - T2016	2.5% - T2016
<b>Emergency Services</b>				
<b>Scale of fees for call-outs arising after the completion of the scheduled commitment.</b>				
per call-out for each patient	77.45	79.00	80.97	83.00
in the event of the call-out taking place after midnight or extending beyond that time, the call out fee will be	103.14	105.20	107.83	110.53
in the event of the call extending beyond one hour's duration from leaving home until return this further amount for each hour or part hour is payable	51.50	52.53	53.84	55.19
In any one calendar year, the upper amount payable to any one individual is subject to an upper limit of	9,775	9,971	10,220	10,475

Table F5

**Payments for consultants who are remaining on the original Contract for Consultant Medical Staff 1981**

Consultants Contract, 1981	01/12/06 3% - T2016 €	01/06/07 2% - T2016 €	01/03/08 2.5% - T2016 €	01/09/08 2.5% - T2016 €
'A' Factor per hour	49.80	50.80	52.07	53.37
<b>Consultant Psychiatrists and Consultants in the MHB, WHB, or</b>				
WHOLETIME	65,030	66,330	67,989	69,688
MAX PART-TIME	53,208	54,272	55,629	57,020
<b>NEHB and SEHB (excluding Consultant Geriatricians and</b>				
WHOLETIME	61,418	62,646	64,212	65,818
MAX PART-TIME	50,253	51,258	52,539	53,853
<b>(excluding Consultant Geriatricians and Consultant</b>				
WHOLETIME	57,806	58,962	60,436	61,947
MAX PART-TIME	47,296	48,242	49,448	50,684
<b>To each of these figures there falls to be added the following, being the annual value of ten additional hours per week at the end of the schedule commitment as provided for in section 4.2 of the Interim Report.</b>	21,897	22,335	22,893	23,465
<b>B' Factor effective from 1 September 2008</b>				
Per 24 hour period or a proportionate sum of any greater or lesser period.	77.26	78.81	80.78	82.80
Annual amount payable to any one individual is subject to an upper limit as follows	7,726	7,881	8,078	8,280
<b>C' Factor effective from 1 September 2008</b>				
Per call-out to each patient.	77.26	78.81	80.78	82.80
In the event of the call-out taking place after midnight or extending beyond that time the figure is as follows	102.90	104.96	107.58	110.27
In the event of the call-out extending beyond one hours duration from leaving home until return a further sum for each hour or part hour is payable as follows	51.38	52.40	53.71	55.06
The annual amount payable to any one individual is subject to an upper limit in any one calendar year as follows	7,726	7,881	8,078	8,280

**Table F6**

**Original Contract for Consultant Medical Staff 1981**

	01/12/06	01/06/07	01/03/08	01/09/08	01/01/09
<b>Pensions</b>	<b>3% - T2016</b>	<b>2% - T2016</b>	<b>2.5% - T2016</b>	<b>2.5% - T2016</b>	<b>5%</b>
	€	€	€	€	€
The pensions for retired consultants who did not hold the 1991 revised common contract should be based on the following salary scales abated by 10%, 15%, 20% as appropriate	176,216	179,740	184,233	188,839	198,281
In addition, the following is the extended duty liability factor based on the adjusted figure of €67,347 (£53,040) per annum (item 6 Appendix C of 1991 Contract), effective from 1 January 2008.	9,267	9,453	9,689	9,931	10,428