



**An Roinn Breisoideachais agus Ardoideachais,
Taighde, Nuálaíochta agus Eolaíochta**
Department of Further and Higher Education,
Research, Innovation and Science

To: Technological Universities, Institutes of Technology, the National University of Ireland, the Royal Irish Academy, Mary Immaculate College of Education, the National College of Art and Design and St. Angela's College

Revision of Pay in the Higher Education Sector with effect from 1st June 2026 002/2026 Circular

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01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
ATTENDANTS in IOTs outside the Dublin area (Including Cork City Post 1989) (Where productivity measures under PCW have been agreed)		
Attendant		
On Recruitment	€751.32	€758.83
after 6 months	€754.90	€762.45
after 1½ years	€758.23	€765.81
after 2½ years	€760.14	€767.74
after 3½ years	€762.12	€769.74
after 4½ years	€763.99	€771.63
after 5½ years	€765.96	€773.62
after 6½ years	€767.92	€775.60
after 7½ years	€769.93	€777.63
after 8½ years	€772.03	€779.75
after 9½ years	€774.12	€781.86
after 10½ years	€774.12	€781.86
after 11½ years	€774.91	€782.66
Attendant (New Entrant)		
On Recruitment	€693.88	€700.82
after 6 months	€708.13	€715.21
after 1½ years	€751.32	€758.83
after 2½ years	€754.90	€762.45
after 3½ years	€758.23	€765.81
after 4½ years	€760.14	€767.74
after 5½ years	€762.12	€769.74
after 6½ years	€763.99	€771.63
after 7½ years	€765.96	€773.62
after 8½ years	€767.92	€775.60
after 9½ years	€769.93	€777.63
after 10½ years	€772.03	€779.75
after 11½ years	€774.12	€781.86
	€774.12	€781.86
	€774.91	€782.66

01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
ATTENDANTS IN former IOTs outside the Dublin Area (Including Cork City Post 1989)		
-non members of Superannuation Scheme		
(Where productivity measures under PCW have been agreed)		
Attendant		
On Recruitment	€750.73	€758.24
after 6 months	€754.34	€761.88
after 1½ years	€757.69	€765.27
after 2½ years	€759.56	€767.16
after 3½ years	€761.53	€769.15
after 4½ years	€763.48	€771.12
after 5½ years	€765.34	€773.00
after 6½ years	€767.39	€775.06
after 7½ years	€769.37	€777.06
after 8½ years	€771.45	€779.16
after 9½ years	€773.53	€781.26
after 10½ years	€775.69	€783.45
after 11½ years	€775.69	€783.45
Attendant (New Entrant)		
On Recruitment	€693.34	€700.27
after 6 months	€707.62	€714.69
after 1½ years	€750.73	€758.24
after 2½ years	€754.34	€761.88
after 3½ years	€757.69	€765.27
after 4½ years	€759.56	€767.16
after 5½ years	€761.53	€769.15
after 6½ years	€763.48	€771.12
after 7½ years	€765.34	€773.00
after 8½ years	€767.39	€775.06
after 9½ years	€769.37	€777.06
after 10½ years	€771.45	€779.16
after 11½ years	€773.53	€781.26
	€775.69	€783.45
	€775.69	€783.45

01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
CARETAKERS IN IOTs Outside the Dublin Area (Including Cork City Post 1989)		
(Where productivity measures under PCW have been agreed)		
Caretaker / Cleaning Supervisor		
On Recruitment	€768.42	€776.10
after 6 months	€772.00	€779.72
after 1½ years	€775.39	€783.14
after 2½ years	€775.39	€783.14
after 3½ years	€775.66	€783.42
after 4½ years	€777.60	€785.37
after 5½ years	€779.48	€787.28
after 6½ years	€781.52	€789.33
after 7½ years	€783.46	€791.30
after 8½ years	€785.50	€793.35
after 9½ years	€787.64	€795.52
after 10½ years	€789.79	€797.68
after 11½ years	€791.79	€799.71
Caretaker / Cleaning Supervisor (New Entrant)		
On Recruitment	€709.43	€716.52
after 6 months	€723.59	€730.82
after 1½ years	€768.42	€776.10
after 2½ years	€772.00	€779.72
after 3½ years	€775.39	€783.15
after 4½ years	€775.39	€783.15
after 5½ years	€775.66	€783.42
after 6½ years	€777.60	€785.38
after 7½ years	€779.48	€787.28
after 8½ years	€781.52	€789.33
after 9½ years	€783.47	€791.30
after 10½ years	€785.50	€793.36
after 11½ years	€787.64	€795.52
	€789.79	€797.68
	€791.79	€799.71

01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
CARETAKERS IN IOTs outside the Dublin Area (Including Cork City Post 1989)		
-non members of the Superannuation Scheme		
(Where productivity measures under PCW have been agreed)		
Caretaker / Cleaning Supervisor		
On Recruitment	€767.81	€775.49
after 6 months	€771.42	€779.13
after 1½ years	€774.83	€782.57
after 2½ years	€774.83	€782.57
after 3½ years	€775.15	€782.90
after 4½ years	€777.03	€784.80
after 5½ years	€778.93	€786.72
after 6½ years	€780.94	€788.75
after 7½ years	€782.92	€790.75
after 8½ years	€784.94	€792.79
after 9½ years	€787.06	€794.93
after 10½ years	€789.19	€797.08
after 11½ years	€791.23	€799.14
Caretaker / Cleaning Supervisor (New Entrant)		
On Recruitment	€708.88	€715.96
after 6 months	€723.08	€730.31
after 1½ years	€767.82	€775.49
after 2½ years	€771.42	€779.13
after 3½ years	€774.83	€782.58
after 4½ years	€774.83	€782.58
after 5½ years	€775.15	€782.90
after 6½ years	€777.03	€784.80
after 7½ years	€778.93	€786.72
after 8½ years	€780.94	€788.75
after 9½ years	€782.92	€790.75
after 10½ years	€784.94	€792.79
after 11½ years	€787.06	€794.93
	€789.19	€797.08
	€791.23	€799.14

01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
CARETAKERS IN IOTs outside the Dublin area (Including Cork City Post 1989)		
(Where productivity measures under PCW have not been agreed)		
Caretaker / Cleaning Supervisor		
On Recruitment	€702.43	€709.46
after 6 months	€706.28	€713.34
after 1½ years	€709.80	€716.90
after 2½ years	€711.75	€718.87
after 3½ years	€713.69	€720.83
after 4½ years	€715.78	€722.94
after 5½ years	€717.73	€724.91
after 6½ years	€719.80	€726.99
after 7½ years	€721.87	€729.09
after 8½ years	€724.05	€731.29
after 9½ years	€726.26	€733.52
after 10½ years	€728.56	€735.85
after 11½ years	€730.58	€737.88
CARETAKERS IN IOTs outside the Dublin area (Including Cork City Post 1989)		
Non-members of the Superannuation Scheme		
(Where productivity measures under PCW have not been agreed)		
Caretaker		
On Recruitment	€702.43	€709.46
after 6 months	€706.28	€713.34
after 1½ years	€709.80	€716.90
after 2½ years	€711.75	€718.87
after 3½ years	€713.69	€720.83
after 4½ years	€715.78	€722.94
after 5½ years	€717.73	€724.91
after 6½ years	€719.80	€726.99
after 7½ years	€721.87	€729.09
after 8½ years	€724.05	€731.29
after 9½ years	€726.26	€733.52
after 10½ years	€728.56	€735.85
after 11½ years	€730.58	€737.88

01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
REVISED SALARY PAYABLE TO SENIOR CARETAKER		
former CORK IOT		
Senior Caretaker		
On Recruitment	€836.75	€845.12
after 6 months	€840.70	€849.11
after 1½ years	€844.46	€852.90
after 2½ years	€846.52	€854.98
after 3½ years	€848.54	€857.03
after 4½ years	€850.70	€859.21
after 5½ years	€852.78	€861.31
after 6½ years	€855.07	€863.62
after 7½ years	€857.23	€865.80
after 8½ years	€859.49	€868.09
after 9½ years	€861.88	€870.49
after 10½ years	€864.26	€872.90
after 11½ years	€866.50	€875.16
REVISED SALARY PAYABLE TO CLEANING SUPERVISOR		
former CORK IOT (PRE 1989)		
Caretaker / Cleaning Supervisor		
On Recruitment	€821.14	€829.36
after 6 months	€823.60	€831.84
after 1½ years	€826.05	€834.31
after 2½ years	€828.52	€836.80
after 3½ years	€830.96	€839.27
after 4½ years	€833.40	€841.73
after 5½ years	€835.86	€844.22
after 6½ years	€838.31	€846.69
after 7½ years	€840.76	€849.16
after 8½ years	€843.21	€851.65
after 9½ years	€845.67	€854.13
after 10½ years	€848.13	€856.61
after 11½ years	€850.59	€859.09

Revised Salaries Payable to	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Full Time Models Employed in		
Institutes of Technology		
Full Time Models	€705.10	€712.16
	€711.78	€718.90
	€718.35	€725.54
Full Time Models (New Entrant)	€654.23	€660.77
	€663.33	€669.96
	€705.10	€712.16
	€711.78	€718.90
	€718.35	€725.54

Salary Scales for Academic Staff in Institutes of Technology 01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Existing Structure		
College Teacher	€48,561	€49,046
	€50,440	€50,945
	€52,353	€52,876
	€54,304	€54,847
	€56,348	€56,912
	€58,387	€58,971
	€60,445	€61,050
	€62,528	€63,154
	€65,176	€65,827
	€67,302	€67,975
	€69,432	€70,126
	€72,221	€72,943
	€75,010	€75,760
	€77,204	€77,976
	€82,122	€82,943
	€83,112	€83,943

Salary Scales for Academic Staff in Institutes of Technology 01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Lecturer Scale I	€61,377	€61,991
	€64,296	€64,939
	€66,684	€67,351
	€69,105	€69,796
	€72,138	€72,859
	€81,252	€82,064
	€82,645	€83,471
	€85,285	€86,138
	€87,970	€88,849
	€90,659	€91,566
	€93,357	€94,290
Lecturer Scale II	€68,936	€69,625
(L2 Grade)	€72,110	€72,831
	€83,178	€84,009
	€86,075	€86,936
	€89,004	€89,894
	€91,946	€92,865
	€94,903	€95,852
	€97,838	€98,817
	€100,772	€101,780
	€103,720	€104,757
	€106,661	€107,727
Long Service Increments LSI I	€109,499	€110,594
LSI 2	€112,337	€113,460

Salary Scales for Academic Staff in Institutes of Technology 01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
New Structure		
Assistant Lecturer	€51,664	€52,181
	€53,562	€54,097
	€55,553	€56,109
	€57,157	€57,728
	€58,795	€59,383
	€60,441	€61,045
	€62,096	€62,717
	€63,735	€64,372
Assistant Lecturer (New Entrant)	€47,101	€47,572
	€49,603	€50,099
	€51,664	€52,181
	€53,562	€54,097
	€55,553	€56,109
	€57,157	€57,728
	€58,795	€59,383
	€60,441	€61,045
	€62,096	€62,717
	€63,735	€64,372
Assistant Lecturer		
part-time hourly rate	€82.01	€82.83
Assistant Lecturer (New Entrant)		
part-time hourly rate	€74.76	€75.51
Lecturer Grade	€68,936	€69,625
(Lecturer Scale)	€72,110	€72,831
	€83,178	€84,009
	€86,075	€86,936
	€89,004	€89,894
	€91,946	€92,865
	€94,903	€95,852
	€97,838	€98,817
	€100,772	€101,780
	€103,720	€104,757
	€106,661	€107,727

Salary Scales for Academic Staff in Institutes of Technology			01/02/2026	01/06/2026
Percentage Increase			1%	1%
Minimum Annual Increase			€500	
Institutes of Technology				
Senior Lecturer I (Teaching)			€93,798	€94,736
			€96,993	€97,963
			€100,173	€101,175
			€103,375	€104,409
			€106,559	€107,625
			€109,741	€110,838
			€112,939	€114,068
			€116,118	€117,279
Senior Lecturer II			€96,948	€97,917
			€99,997	€100,997
			€103,040	€104,070
			€106,088	€107,149
			€109,139	€110,230
			€112,182	€113,304
			€115,226	€116,378
			€118,275	€119,458
			€121,316	€122,529
			€124,643	€125,890
Senior Lecturer III			€104,303	€105,346
			€107,963	€109,042
			€111,625	€112,741
			€115,288	€116,441
			€118,950	€120,140
			€122,611	€123,838
			€126,549	€127,814
			€130,240	€131,543
			€134,153	€135,494
Salary scale for lecturer redeployed to D.L.I.A.D.T.			€64,583	€65,228
Lecturer			€76,055	€76,816
			€80,125	€80,926
			€82,925	€83,754
			€87,018	€87,888
			€91,150	€92,062
			€95,269	€96,222
			€99,387	€100,381
			€103,501	€104,536

SALARY SCALES FOR PROFESSIONAL MANAGEMENT AND SUPPORT STAFF INSTITUTES OF TECHNOLOGY		
	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Grade VII	€60,611	€61,217
	€62,093	€62,714
	€63,825	€64,463
	€65,562	€66,218
	€67,302	€67,975
	€68,857	€69,546
	€70,441	€71,145
	€71,981	€72,701
	€73,514	€74,249
1st Long Service Increment	€76,150	€76,911
2nd Long Service Increment	€78,796	€79,584
Grade VI	€57,897	€58,476
	€59,278	€59,870
	€60,959	€61,569
	€64,125	€64,766
	€66,015	€66,675
1st Long Service Increment	€68,367	€69,051
2nd Long Service Increment	€70,733	€71,440
Grade V	€52,240	€52,763
	€53,800	€54,338
	€55,394	€55,948
	€57,020	€57,590
	€58,658	€59,244
1st Long Service Increment	€60,566	€61,171
2nd Long Service Increment	€62,482	€63,107

SALARY SCALES FOR PROFESSIONAL MANAGEMENT AND SUPPORT STAFF INSTITUTES OF TECHNOLOGY		
	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Grade IV	€39,099	€39,490
	€41,258	€41,671
	€43,240	€43,673
	€44,977	€45,427
	€46,652	€47,118
	€48,917	€49,406
	€50,555	€51,061
	€52,240	€52,763
1st Long Service Increment	€53,829	€54,367
2nd Long Service Increment	€55,460	€56,015
Grade III	€33,799	€34,137
	€34,675	€35,022
	€35,950	€36,309
	€37,229	€37,602
	€38,511	€38,896
	€39,439	€39,834
	€40,492	€40,897
	€41,712	€42,129
	€42,578	€43,004
	€43,788	€44,226
	€45,005	€45,455
	€47,298	€47,771
	€47,298	€47,771
	€47,298	€47,771
Long Service Increment	€48,925	€49,415

SALARY SCALES FOR PROFESSIONAL MANAGEMENT AND SUPPORT STAFF INSTITUTES OF TECHNOLOGY		
	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Grade III (New Entrant)	€31,619	€31,935
	€33,369	€33,702
	€33,799	€34,137
	€34,675	€35,022
	€35,950	€36,309
	€37,229	€37,602
	€38,511	€38,896
	€39,439	€39,834
	€40,492	€40,897
	€41,712	€42,129
	€42,578	€43,004
	€43,788	€44,226
	€45,005	€45,455
	€47,298	€47,771
	€47,298	€47,771
	€47,298	€47,771
Long Service Increment	€48,925	€49,415

Salary Scales for Senior Grades in Technological Universities, Former IOTs and DIT		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
IOT President Level I		€199,990	€201,990
IOT President Level II* - Presidents of other IOTs		€191,630	€193,546
* Includes addition of 1/19th to allow for superannuation contribution			
<u>Former Dublin Institute of Technology</u>			
President*		€250,465	€252,969
Directors*		€184,250	€186,093
* Includes addition of 1/19th to allow for superannuation contribution			
ATU President		€219,258	€221,451
MTU President		€219,258	€221,451
SETU President		€219,258	€221,451
TUS President		€219,258	€221,451
ATU Executive Vice President		€169,819	€171,517
MTU Executive Vice President		€169,819	€171,517
SETU Executive Vice President		€169,819	€171,517
TUS Executive Vice President		€169,819	€171,517
ATU Faculty Dean		€157,946	€159,525
MTU Faculty Dean		€157,946	€159,525
MTU Chief Corporate Officer		€157,946	€159,525

Salary Scales for Senior Grades in Technological Universities, Former IOTs and DIT		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Registrar, Secretary/Financial Controller	€114,733	€115,881	
in former IOTs (Cork, Waterford, Galway/Mayo, Limerick	€118,760	€119,948	
Athlone, Sligo, and Carlow)	€122,786	€124,014	
and Dundalk Institute of Technology	€126,815	€128,084	
	€130,842	€132,151	
	€134,867	€136,216	
	€139,208	€140,600	
	€143,264	€144,697	
	€147,569	€149,045	
Registrar, Secretary/Financial Controller	€110,559	€111,664	
in other former Institutes of Technology	€114,443	€115,587	
	€118,318	€119,501	
	€122,201	€123,423	
	€126,086	€127,347	
	€129,970	€131,270	
	€134,145	€135,486	
	€138,052	€139,433	
	€142,201	€143,623	

Salary Scales for Senior Grades in Technological Universities, Former IOTs and DIT	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Head of Development in former IOTs (Cork, Waterford Galway/Mayo, Limerick, Athlone, Sligo and Carlow) and Dundalk Institute of Technology	€114,733	€115,881
	€118,760	€119,948
	€122,786	€124,014
	€126,815	€128,084
	€130,842	€132,151
	€134,867	€136,216
	€139,208	€140,600
	€143,264	€144,697
	€147,569	€149,045
Head of Development in other former Institutes of Technology	€110,559	€111,664
	€114,443	€115,587
	€118,318	€119,501
	€122,201	€123,423
	€126,086	€127,347
	€129,970	€131,270
	€134,145	€135,486
	€138,052	€139,433
	€142,201	€143,623
Senior Management Grades (formerly A.P. related)	€89,114	€90,005
	€92,240	€93,162
	€95,365	€96,318
	€98,496	€99,481
	€101,628	€102,644
	€104,752	€105,799
	€108,121	€109,202
	€111,272	€112,385
	€114,613	€115,759

Scales		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Maintenance Supervisor		€53,955	€54,494
Former Cork Institute of Technology		€54,534	€55,079
		€54,816	€55,364
		€55,130	€55,682
		€55,422	€55,976
		€55,581	€56,137
		€55,729	€56,286
		€55,886	€56,445
		€56,037	€56,597
		€56,283	€56,846
		€56,472	€57,037
		€56,931	€57,500

CRAFTSMEN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
CRAFTSMEN IN former DIT/IOT --		
Where agreement was reached on productivity re special £6.81 Craftsmen Analogue award under PCW		
Craftsman		
On Recruitment	€841.64	€850.05
after 6 months	€847.18	€855.65
after 1½ years	€852.70	€861.23
after 2½ years	€858.25	€866.83
after 3½ years	€863.77	€872.41
after 4½ years	€869.31	€878.01
after 5½ years	€874.82	€883.56
after 6½ years	€880.36	€889.16
after 7½ years	€885.89	€894.75
Craftsman (New Entrant)		
On Recruitment	€775.75	€783.51
after 6 months	€798.38	€806.36
after 1½ years	€841.64	€850.05
after 2½ years	€847.18	€855.65
after 3½ years	€852.70	€861.23
after 4½ years	€858.25	€866.83
after 5½ years	€863.77	€872.41
after 6½ years	€869.31	€878.01
after 7½ years	€874.82	€883.56
after 8½ years	€880.36	€889.16
after 9½ years	€885.89	€894.75

CRAFTSMEN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
FOREMAN CRAFTSMAN IN former DIT/IOT --		
Where agreement was reached on productivity re special £6.81 (£8.17 Foreman) Craftsmen Analogue award under PCW		
Foreman		
Craftsman		
On Recruitment	€983.27	€993.10
after 6 months	€993.92	€1,003.86
after 1½ years	€999.14	€1,009.13
after 2½ years	€1,004.94	€1,014.99
after 3½ years	€1,010.32	€1,020.42
after 4½ years	€1,013.29	€1,023.42
after 5½ years	€1,016.01	€1,026.17
after 6½ years	€1,018.81	€1,029.00
after 7½ years	€1,021.70	€1,031.92
after 8½ years	€1,026.17	€1,036.43
after 9½ years	€1,029.69	€1,039.99
after 10½ years	€1,038.09	€1,048.47

CRAFTSMEN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
CRAFTSMEN IN former DIT / IOTs --		
Where agreement was reached on productivity re £18.87 per week Craftsman Analogue award under Clause 2(iii) of PCW '(effective 1/7/97)		
Craftsman		
On Recruitment	€882.65	€891.47
after 6 months	€888.20	€897.08
after 1½ years	€893.74	€902.68
after 2½ years	€899.28	€908.27
after 3½ years	€904.80	€913.85
after 4½ years	€910.35	€919.45
after 5½ years	€915.90	€925.06
after 6½ years	€921.41	€930.63
after 7½ years	€926.96	€936.23
Craftsman (New Entrant)		
On Recruitment	€806.14	€814.20
after 6 months	€828.58	€836.87
after 1½ years	€882.65	€891.47
after 2½ years	€888.20	€897.08
after 3½ years	€893.74	€902.68
after 4½ years	€899.28	€908.27
after 5½ years	€904.80	€913.85
after 6½ years	€910.35	€919.45
after 7½ years	€915.90	€925.06
after 8½ years	€921.41	€930.63
after 9½ years	€926.96	€936.23

CRAFTSMEN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Assistant Foreman Craftsman in I.O.T.		
Red circled specifically in relation to named members of staff in Sligo, Letterkenny and Cork		
On Recruitment	€976.34	€986.11
after 6 months	€986.29	€996.15
after 1½ years	€991.14	€1,001.05
after 2½ years	€996.45	€1,006.41
after 3½ years	€1,001.49	€1,011.51
after 4½ years	€1,004.22	€1,014.27
after 5½ years	€1,006.77	€1,016.84
after 6½ years	€1,009.46	€1,019.55
after 7½ years	€1,012.14	€1,022.26
after 8½ years	€1,016.33	€1,026.49
after 9½ years	€1,019.57	€1,029.77
after 10½ years	€1,027.44	€1,037.71
FOREMAN CRAFTSMEN IN former DIT/IOTs --		
Where agreement was reached on productivity on special £18.87 (£22.64 - Foreman) Craftsman's Analogue award under the PCW		
Foreman		
Craftsman		
On Recruitment	€1,034.00	€1,044.34
after 6 months	€1,045.10	€1,055.55
after 1½ years	€1,050.48	€1,060.98
after 2½ years	€1,056.51	€1,067.08
after 3½ years	€1,062.17	€1,072.79
after 4½ years	€1,065.19	€1,075.84
after 5½ years	€1,067.99	€1,078.67
after 6½ years	€1,070.98	€1,081.69
after 7½ years	€1,073.87	€1,084.61
after 8½ years	€1,078.56	€1,089.35
after 9½ years	€1,082.27	€1,093.09
after 10½ years	€1,091.04	€1,101.95

HIGHER ORDER ATTENDANT	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
(INSTITUTE OF TECHNOLOGY) SCALE	€664.55	€671.19
HIGHER ORDER ATTENDANT	€664.88	€671.53
	€675.89	€682.65
	€692.85	€699.78
	€713.91	€721.05
	€750.70	€758.20
	€775.56	€783.31
	€776.94	€784.71
	€778.94	€786.73
	€780.75	€788.56
	€782.59	€790.42
	€784.70	€792.55
	€786.68	€794.55
	€788.55	€796.44
	€790.58	€798.49
	€792.74	€800.66
	€795.49	€803.44
	€798.13	€806.11
	€800.86	€808.87
(INSTITUTE OF TECHNOLOGY) SCALE	€609.89	€615.98
HIGHER ORDER ATTENDANT	€637.59	€643.97
(New Entrant)	€664.55	€671.19
	€664.89	€671.53
	€675.89	€682.65
	€692.84	€699.77
	€713.91	€721.04
	€750.69	€758.20
	€775.57	€783.32
	€776.94	€784.71
	€778.94	€786.73
	€780.75	€788.56
	€782.59	€790.42
	€784.71	€792.56
	€786.68	€794.55
	€788.54	€796.43
	€790.58	€798.48
	€792.74	€800.67
	€795.49	€803.45
	€798.13	€806.11
	€800.86	€808.86

New Structure - Technicians in former DIT and Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Scales for Technicians represented by SIPTU Inclusive of 2½% increase w.e.f. 1/9/08			
Technician Grade		€42,415	€42,839
		€43,467	€43,902
		€44,552	€44,997
		€45,670	€46,127
		€46,819	€47,288
		€47,910	€48,389
		€50,498	€51,003
		€53,303	€53,836
Max		€55,410	€55,964
Technician Grade (New Entrant)		€39,284	€39,677
		€41,066	€41,477
		€42,415	€42,839
		€43,467	€43,902
		€44,552	€44,997
		€45,670	€46,127
		€46,819	€47,288
		€47,910	€48,389
		€50,498	€51,003
		€53,303	€53,836
		€55,410	€55,964

New Structure - Technicians in former DIT and Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Scales for Technicians represented by SIPTU Inclusive of 2½% increase w.e.f. 1/9/08			
Technical Officer	€45,284	€45,737	
Scale A	€46,425	€46,889	
	€47,503	€47,978	
	€50,061	€50,561	
	€52,872	€53,401	
	€54,951	€55,500	
	€57,186	€57,758	
	€59,396	€59,990	
	€61,638	€62,254	
	€64,472	€65,117	
	€66,728	€67,396	
	€69,170	€69,862	
	€71,613	€72,329	
	€73,994	€74,733	
LSI - payable after three years service on the maximum of the scale	€75,551	€76,306	
Scale A applies to those who opted not to join 1977 Superannuation Scheme			
Technical Officer	€45,670	€46,127	
Scale B	€46,819	€47,288	
	€47,910	€48,389	
	€50,498	€51,003	
	€53,303	€53,836	
	€55,410	€55,964	
	€57,662	€58,239	
	€59,911	€60,510	
	€62,176	€62,798	
	€65,034	€65,684	
	€67,310	€67,983	
	€69,778	€70,476	
	€72,242	€72,965	
	€74,652	€75,398	
LSI - payable after three years service on the maximum of the scale	€76,221	€76,983	
Scale B applies to those who have joined 1977 Superannuation Scheme			

New Structure - Technicians in former DIT and Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Scales for Technicians represented by SIPTU Inclusive of 2½% increase w.e.f. 1/9/08			
Senior Technical Officer Grade		€69,170	€69,862
Scale A		€71,613	€72,329
		€73,994	€74,733
		€75,551	€76,306
		€77,017	€77,787
		€78,513	€79,298
		€80,039	€80,839
		€81,596	€82,412
		€83,183	€84,015
Senior Technical Officer Grade		€69,778	€70,476
Scale B		€72,242	€72,965
		€74,652	€75,398
		€76,221	€76,983
		€77,700	€78,477
		€79,211	€80,003
		€80,751	€81,559
		€82,323	€83,146
		€82,662	€83,488
Scale A applies to those who opted not to join 1977 Superannuation Scheme			
Scale B applies to those who have joined 1977 Superannuation Scheme			

New Structure - Technicians in former DIT and Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Scales incorporating 2½% increase for Technicians represented by UNITE with effect from 1/9/2012			
Technician Grade		€42,436	€42,860
		€43,489	€43,924
		€44,573	€45,019
		€45,691	€46,148
		€46,841	€47,309
		€47,932	€48,411
		€50,520	€51,025
		€53,325	€53,859
Max		€55,433	€55,987
Technician Grade (New Entrant)		€39,303	€39,696
		€41,085	€41,496
		€42,436	€42,860
		€43,489	€43,924
		€44,573	€45,019
		€45,691	€46,148
		€46,841	€47,309
		€47,932	€48,411
		€50,520	€51,025
		€53,325	€53,859
Max		€55,433	€55,987

New Structure - Technicians in former DIT and Institutes of Technology	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Scales incorporating 2½% increase for Technicians represented by UNITE with effect from 1/9/2012		
Technical Officer	€45,306	€45,759
Scale A	€46,447	€46,911
	€47,524	€48,000
	€50,082	€50,583
	€52,895	€53,423
	€54,973	€55,523
	€57,209	€57,781
	€59,419	€60,014
	€61,662	€62,278
	€64,496	€65,141
	€66,752	€67,420
	€69,194	€69,886
	€71,637	€72,353
	€74,017	€74,757
LSI - payable after three years service on the maximum of the scale	€75,574	€76,330
Scale A applies to those who opted not to join 1977 Superannuation Scheme		
Technical Officer	€45,691	€46,148
Scale B	€46,841	€47,309
	€47,932	€48,411
	€50,520	€51,025
	€53,325	€53,859
	€55,433	€55,987
	€57,686	€58,262
	€59,934	€60,534
	€62,200	€62,822
	€65,057	€65,708
	€67,334	€68,007
	€69,802	€70,500
	€72,266	€72,989
	€74,675	€75,422
LSI - payable after three years service on the maximum of the scale	€76,245	€77,007
Scale B applies to those who have joined 1977 Superannuation Scheme		

New Structure - Technicians in former DIT and Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Scales incorporating 2½% increase for Technicians represented by UNITE with effect from 1/9/2012			
Senior Technical Officer Grade		€69,194	€69,886
Scale A		€71,637	€72,353
		€74,017	€74,757
		€75,574	€76,330
		€77,041	€77,811
		€78,537	€79,322
		€80,063	€80,863
		€81,620	€82,436
		€83,207	€84,039
Senior Technical Officer Grade		€69,802	€70,500
Scale B		€72,266	€72,989
		€74,675	€75,422
		€76,245	€77,007
		€77,724	€78,501
		€79,235	€80,027
		€80,775	€81,583
		€82,346	€83,170
		€82,686	€83,512
Scale A applies to those who opted not to join 1977 Superannuation Scheme			
Scale B applies to those who have joined 1977 Superannuation Scheme			

New Structure - Technicians in DIT and Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Scales for Technicians without 2½% increase for Time and Attendance agreement.			
Technician Grade			
		€41,905	€42,324
		€42,578	€43,004
		€43,636	€44,072
		€44,727	€45,174
		€45,848	€46,307
		€46,912	€47,382
		€49,437	€49,932
		€52,133	€52,655
	Max	€54,155	€54,697
Technician Grade (New Entrant)		€38,830	€39,218
		€40,409	€40,813
		€41,905	€42,324
		€42,578	€43,004
		€43,636	€44,072
		€44,727	€45,174
		€45,848	€46,307
		€46,912	€47,382
		€49,437	€49,932
		€52,133	€52,655
		€54,155	€54,697

New Structure - Technicians in DIT and Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Scales for Technicians without 2½% increase for Time and Attendance agreement.			
Technical Officer	€44,350	€44,794	
Scale A	€45,463	€45,918	
	€46,515	€46,980	
	€49,010	€49,500	
	€51,723	€52,241	
	€53,722	€54,259	
	€55,868	€56,426	
	€58,015	€58,595	
	€60,188	€60,790	
	€62,954	€63,583	
	€65,155	€65,806	
	€67,537	€68,212	
	€69,920	€70,619	
	€72,243	€72,965	
LSI - payable after three years service on the maximum of the scale	€73,762	€74,500	
Scale A applies to those who opted not to join 1977 Superannuation Scheme			
Technical Officer	€44,727	€45,174	
Scale B	€45,848	€46,307	
	€46,912	€47,382	
	€49,437	€49,932	
	€52,133	€52,655	
	€54,155	€54,697	
	€56,328	€56,891	
	€58,514	€59,100	
	€60,714	€61,321	
	€63,501	€64,136	
	€65,722	€66,379	
	€68,130	€68,811	
	€70,534	€71,240	
	€72,885	€73,614	
LSI - payable after three years service on the maximum of the scale	€74,416	€75,160	
Scale B applies to those who have joined 1977 Superannuation Scheme			

New Structure - Technicians in DIT and Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Scales for Technicians without 2½% increase for Time and Attendance agreement.			
Senior Technical Officer Grade		€67,537	€68,212
Scale A		€69,920	€70,619
		€72,243	€72,965
		€73,762	€74,500
		€75,192	€75,944
		€76,652	€77,418
		€78,141	€78,922
		€79,660	€80,457
		€81,208	€82,020
Senior Technical Officer Grade		€68,130	€68,811
Scale B		€70,534	€71,240
		€72,885	€73,614
		€74,416	€75,160
		€75,859	€76,618
		€77,333	€78,106
		€78,836	€79,624
		€80,369	€81,172
		€81,931	€82,751
Scale A applies to those who opted not to join 1977 Superannuation Scheme			
Scale B applies to those who have joined 1977 Superannuation Scheme			

Technicians / Craft Assistants former DIT and Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Craft Assistant former Waterford IOT			
Scale A		€52,016	€52,536
		€53,328	€53,861
		€54,737	€55,284
		€58,170	€58,752
		€60,399	€61,003
		€62,875	€63,504
		€65,416	€66,070
LSI - payable after three years service on the maximum of the scale		€66,988	€67,658
Scale A applies to those who opted not to join 1977 Superannuation Scheme			
Scale B		€52,435	€52,959
		€53,758	€54,296
		€55,185	€55,737
		€58,668	€59,255
		€60,931	€61,540
		€63,425	€64,060
		€65,991	€66,651
LSI - payable after three years service on the maximum of the scale		€67,574	€68,250
Scale B applies to those who have joined 1977 Superannuation Scheme			

Technical Assistants IOTs (formerly Higher Order Attendants) 01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Technical Assistant I	€43,828	€44,266
	€44,172	€44,613
	€44,515	€44,960
	€44,859	€45,308
	€45,203	€45,655
Technical Assistant II	€45,848	€46,307
	€46,913	€47,382
	€49,437	€49,932
	€50,584	€51,090

INSTITUTES OF TECHNOLOGY & former DIT	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT	€738.10	€745.48
Non members of contributory pension scheme	€743.08	€750.51
General Operative inclusive of analogue Award	€745.12	€752.57
to: former DIT/DLIADT/IT Tallaght/IT Blanchardstown	€747.07	€754.54
General Operative	€749.04	€756.53
	€751.17	€758.68
	€751.17	€758.68
	€751.17	€758.68
	€751.17	€758.68
	€752.96	€760.49
	€755.73	€763.28
	€758.42	€766.01
	€761.15	€768.76
General Operative (New Entrant)	€676.09	€682.85
	€690.99	€697.90
	€738.09	€745.47
	€743.08	€750.51
	€745.12	€752.57
	€747.07	€754.54
	€749.04	€756.53
	€751.17	€758.68
	€751.17	€758.68
	€751.17	€758.68
	€751.17	€758.68
	€752.96	€760.49
	€755.73	€763.28
	€758.43	€766.01
	€761.16	€768.77

INSTITUTES OF TECHNOLOGY & former DIT	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT	€738.69	€746.08
Members of contributory pension scheme	€743.68	€751.12
General Operative inclusive of analogue Award	€745.73	€753.19
to: former DIT/DLIADT/IT Tallaght/IT Blanchardstown	€747.74	€755.22
General Operative	€749.62	€757.11
	€749.62	€757.11
	€749.62	€757.11
	€749.62	€757.11
	€751.35	€758.86
	€753.48	€761.02
	€756.28	€763.84
	€758.99	€766.58
	€761.69	€769.31
General Operative (New Entrant)	€676.62	€683.38
	€691.52	€698.43
	€738.68	€746.07
	€743.68	€751.12
	€745.73	€753.18
	€747.74	€755.22
	€749.62	€757.11
	€749.62	€757.11
	€749.62	€757.11
	€749.62	€757.11
	€751.35	€758.86
	€753.48	€761.01
	€756.27	€763.84
	€758.99	€766.58
	€761.69	€769.30

INSTITUTES OF TECHNOLOGY & former DIT	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Former DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL	€745.73	€753.19
Nightwatchman	€747.69	€755.16
(G.O. Related)	€749.62	€757.11
	€749.62	€757.11
	€749.62	€757.11
	€749.62	€757.11
	€751.36	€758.87
	€753.49	€761.02
	€756.28	€763.85
	€758.99	€766.58
	€761.70	€769.31
	€764.43	€772.07
	€767.16	€774.83
Nightwatchman (New Entrant)	€682.95	€689.78
(G.O. Related)	€695.68	€702.64
	€745.73	€753.19
	€747.68	€755.16
	€749.63	€757.12
	€749.63	€757.12
	€749.63	€757.12
	€749.63	€757.12
	€751.35	€758.86
	€753.49	€761.03
	€756.28	€763.84
	€758.99	€766.58
	€761.70	€769.32
	€764.43	€772.07
	€767.15	€774.82

INSTITUTES OF TECHNOLOGY & former DIT	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Former DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL	€754.26	€761.80
Storeman/Storekeeper	€773.32	€781.05
(G.O. Related)	€783.93	€791.77
	€796.54	€804.50
	€802.17	€810.19
	€814.76	€822.91
	€827.20	€835.48
Storeman/Storekeeper (New Entrant)	€696.55	€703.52
(G.O. Related)	€732.07	€739.39
	€754.26	€761.80
	€773.32	€781.05
	€783.93	€791.77
	€796.55	€804.51
	€802.17	€810.19
	€814.76	€822.91
	€827.20	€835.48
Former DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL	€720.29	€727.50
Cooks	€725.63	€732.89
(G.O. Related)	€731.02	€738.33
	€736.32	€743.69
	€741.79	€749.21
	€747.16	€754.64
	€747.16	€754.64
	€751.39	€758.90
	€756.68	€764.24
Cooks (New Entrant)	€660.05	€666.65
(G.O. Related)	€681.80	€688.62
	€720.29	€727.50
	€725.63	€732.89
	€731.02	€738.33
	€736.32	€743.69
	€741.79	€749.21
	€747.16	€754.64
	€747.16	€754.64
	€751.39	€758.90
	€756.68	€764.24

INSTITUTES OF TECHNOLOGY & former DIT	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Former DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL	€724.83	€732.08
Truck Driver	€729.68	€736.98
(G.O. Related)	€731.88	€739.20
	€733.55	€740.89
	€735.56	€742.91
	€737.79	€745.17
	€739.85	€747.25
	€742.16	€749.58
	€744.02	€751.46
	€746.28	€753.74
	€749.01	€756.50
	€749.01	€756.50
	€749.01	€756.50
Truck Driver (New Entrant)	€664.13	€670.77
	€679.02	€685.81
	€724.83	€732.08
	€729.68	€736.98
	€731.88	€739.20
	€733.55	€740.89
	€735.56	€742.91
	€737.79	€745.17
	€739.85	€747.25
	€742.16	€749.58
	€744.02	€751.46
	€746.28	€753.74
	€749.01	€756.50
	€749.01	€756.50
	€749.01	€756.50

Laboratory Assistant former DIT		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Lab Assistant I	€43,828		€44,266
	€44,172		€44,613
	€44,515		€44,960
	€44,859		€45,308
	€45,203		€45,655
Lab Assistant II	€45,848		€46,307
	€46,913		€47,382
	€49,437		€49,932
	€50,584		€51,090

Former D.I.T. Library Staff	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Faculty Librarian	€68,936	€69,625
	€72,110	€72,831
	€83,177	€84,009
	€86,075	€86,936
	€89,004	€89,894
	€91,946	€92,865
	€94,903	€95,852
	€97,838	€98,817
	€100,772	€101,780
	€103,720	€104,757
	€106,661	€107,727
Senior Librarian	€93,798	€94,736
	€96,993	€97,963
	€100,173	€101,175
	€103,375	€104,409
	€106,559	€107,625
	€109,741	€110,838
	€112,939	€114,068
	€116,118	€117,279

Revised salary scales for Officer grades in former D.I.T.		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Principal Officer		€103,930	€104,969
		€107,976	€109,056
		€112,020	€113,141
		€116,065	€117,226
		€120,112	€121,313
LSI 1		€123,883	€125,122
LSI 2		€127,788	€129,066
Assistant Principal Officer		€89,114	€90,005
		€92,240	€93,162
		€95,365	€96,318
		€98,496	€99,481
		€101,628	€102,644
		€104,752	€105,799
		€108,121	€109,202
		€111,272	€112,385
		€114,613	€115,759

Salary scales for Student Counsellors in Institutes of Technology		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Student Counsellor	€69,410	€70,104	
	€72,364	€73,088	
	€75,302	€76,055	
	€78,217	€78,999	
	€81,883	€82,702	
	€86,195	€87,057	
	€91,292	€92,205	
	€96,457	€97,421	
	€100,662	€101,669	
Long Service Increment 1	€103,912	€104,951	
Long Service Increment 2	€107,162	€108,234	
Student Counsellor (New Entrant)	€62,595	€63,221	
	€66,576	€67,242	
	€69,410	€70,104	
	€72,364	€73,088	
	€75,302	€76,055	
	€78,217	€78,999	
	€81,883	€82,702	
	€86,108	€86,969	
	€91,012	€91,922	
	€95,983	€96,943	
	€100,030	€101,030	
Long Service Increment 1	€103,158	€104,189	
Long Service Increment 2	€106,286	€107,348	
Student Counsellor (Senior)	€99,489	€100,483	
in Dublin Institute of Technology	€101,850	€102,868	
	€104,236	€105,278	
	€106,605	€107,671	
	€108,963	€110,052	
	€109,864	€110,962	
Long Service Increment 1	€113,402	€114,536	
Long Service Increment 2	€116,941	€118,111	

Institutes of Technology		01/02/2026		01/06/2026	
Percentage Increase		1%		1%	
Minimum Annual Increase		€500			
	Annual	Hourly		Annual	Hourly
Nurse	€65,162	€32.02		€65,814	€32.34
	€66,663	€32.76		€67,329	€33.09
	€68,117	€33.47		€68,798	€33.81
	€69,583	€34.19		€70,279	€34.53
	€71,232	€35.00		€71,944	€35.35
	€72,764	€35.76		€73,491	€36.11
	Annual	Hourly		Annual	Hourly
Nurse (New Entrant)	€58,773	€28.88		€59,361	€29.17
	€62,134	€30.53		€62,755	€30.84
	€65,162	€32.02		€65,814	€32.34
	€66,663	€32.76		€67,329	€33.09
	€68,117	€33.47		€68,798	€33.81
	€69,583	€34.19		€70,279	€34.53
	€71,232	€35.00		€71,944	€35.35
	€72,764	€35.76		€73,491	€36.11

Institutes of Technology	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
College Librarian	€89,114	€90,005
	€92,240	€93,162
	€95,365	€96,318
	€98,496	€99,481
	€101,628	€102,644
	€104,752	€105,799
	€108,121	€109,202
	€111,272	€112,385
	€114,613	€115,759
Careers Officer, Institutes of Technology	€60,441	€61,045
	€62,098	€62,719
	€63,736	€64,373
	€65,395	€66,049
	€67,050	€67,720
	€68,708	€69,395
	€70,365	€71,069
	€72,021	€72,741
	€73,677	€74,413
	€75,335	€76,088
	€76,992	€77,762
	€78,649	€79,435
	€79,661	€80,458

MARY IMMACULATE COLLEGE OF EDUCATION	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
MIC President	€183,462	€185,296
Registrar and Bursar	€120,491	€121,696
	€124,420	€125,664
	€128,312	€129,596
	€132,201	€133,523
	€136,101	€137,462
	€139,993	€141,393
	€143,883	€145,322
Head of Education Department	€114,452	€115,597
	€118,185	€119,367
	€121,882	€123,101
	€125,570	€126,826
	€129,279	€130,572
	€132,975	€134,304
	€136,670	€138,036
Senior Lecturer 9	€86,532	€87,397
	€89,966	€90,866
	€93,410	€94,344
	€96,865	€97,834
	€100,285	€101,288
	€103,739	€104,776
	€107,181	€108,253
	€110,624	€111,730
	€114,060	€115,201
Librarian	€86,532	€87,397
	€89,966	€90,866
	€93,410	€94,344
	€96,865	€97,834
	€100,285	€101,288
	€103,739	€104,776
	€107,181	€108,253

MARY IMMACULATE COLLEGE OF EDUCATION	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Lecturer	€64,581	€65,227
	€76,055	€76,816
	€80,125	€80,926
	€82,925	€83,754
	€87,017	€87,887
	€91,154	€92,065
	€95,270	€96,223
	€99,386	€100,380
	€103,501	€104,536
Assistant Lecturer	€59,931	€60,530
	€63,764	€64,402
	€67,704	€68,381
	€74,230	€74,972
	€82,703	€83,530
	€86,382	€87,246
	€90,095	€90,996
	€93,827	€94,765
	€97,532	€98,508
Assistant Lecturer (New Entrant)	€54,161	€54,703
	€57,534	€58,110
	€59,931	€60,530
	€63,763	€64,401
	€67,704	€68,381
	€74,230	€74,972
	€82,703	€83,530
	€86,287	€87,150
	€89,860	€90,758
	€93,451	€94,386
	€97,018	€97,988

MARY IMMACULATE COLLEGE OF EDUCATION	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Assistant Librarian	€57,206	€57,778
	€59,459	€60,053
	€61,753	€62,370
	€64,024	€64,664
	€66,418	€67,082
	€68,711	€69,398
Assistant Librarian (New Entrant)	€51,835	€52,353
	€54,745	€55,292
	€57,206	€57,778
	€59,459	€60,053
	€61,753	€62,370
	€64,024	€64,664
	€66,418	€67,082
	€68,711	€69,398

MARY IMMACULATE COLLEGE OF EDUCATION	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Library Assistant	€33,799	€34,137
	€34,675	€35,022
	€35,950	€36,310
	€37,231	€37,603
	€38,511	€38,896
	€39,439	€39,833
	€40,492	€40,897
	€41,713	€42,130
	€42,577	€43,002
	€43,789	€44,227
	€45,006	€45,456
	€47,297	€47,770
LSI	€48,925	€49,414
Library Assistant (New Entrant)	€31,619	€31,935
	€33,368	€33,702
	€33,799	€34,137
	€34,675	€35,022
	€35,950	€36,310
	€37,231	€37,603
	€38,511	€38,896
	€39,439	€39,833
	€40,492	€40,897
	€41,713	€42,130
	€42,577	€43,002
	€43,789	€44,227
	€45,006	€45,456
	€47,297	€47,770
LSI	€48,925	€49,414

MARY IMMACULATE COLLEGE OF EDUCATION	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Senior Library Assistant	€39,100	€39,491
	€41,260	€41,673
	€43,240	€43,673
	€44,978	€45,427
	€46,652	€47,119
	€48,917	€49,406
	€50,556	€51,061
	€52,234	€52,756
1st LSI	€53,829	€54,367
2nd LSI	€55,460	€56,015
Senior Technical Officer	€59,306	€59,899
	€61,797	€62,415
	€64,430	€65,074
	€67,142	€67,813
	€69,946	€70,645
LSI	€71,403	€72,117

MARY IMMACULATE COLLEGE OF EDUCATION	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
General Operatives & Cleaner Grades		
On Recruitment	€748.32	€755.80
After 0.5 Years	€748.32	€755.80
After 1.5 Years	€748.78	€756.27
After 2.5 Years	€750.67	€758.17
After 3.5 Years	€752.73	€760.26
After 4.5 Years	€754.58	€762.13
After 5.5 Years	€756.45	€764.01
After 6.5 Years	€758.38	€765.97
After 7.5 Years	€760.36	€767.97
After 8.5 Years	€762.44	€770.07
After 9.5 Years	€764.46	€772.10
After 10.5 Years	€766.59	€774.25
After 11.5 Years	€768.62	€776.31
General Operatives & Cleaner Grades		
(New Entrant)		
On Recruitment	€685.28	€692.13
After 0.5 Years	€699.46	€706.45
After 1.5 Years	€748.32	€755.80
After 2.5 Years	€748.32	€755.80
After 3.5 Years	€748.78	€756.27
After 4.5 Years	€750.67	€758.17
After 5.5 Years	€752.73	€760.26
After 6.5 Years	€754.58	€762.13
After 7.5 Years	€756.45	€764.01
After 8.5 Years	€758.38	€765.97
After 9.5 Years	€760.36	€767.97
After 10.5 Years	€762.44	€770.07
After 11.5 Years	€764.46	€772.10
	€766.59	€774.25
	€768.62	€776.31

MARY IMMACULATE COLLEGE OF EDUCATION	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Buildings Maintenance Manager	€60,611	€61,217
	€62,093	€62,713
	€63,824	€64,463
	€65,562	€66,218
	€67,302	€67,975
	€68,851	€69,540
	€70,440	€71,145
	€71,981	€72,701
	€73,515	€74,250
LSI 1	€76,150	€76,911
LSI 2	€78,795	€79,583
Buildings Maintenance Manager	€54,751	€55,298
(New Entrant)	€57,591	€58,167
	€60,611	€61,217
	€62,093	€62,713
	€63,824	€64,463
	€65,562	€66,218
	€67,302	€67,975
	€68,851	€69,540
	€70,440	€71,145
	€71,981	€72,701
	€73,515	€74,250
LSI 1	€76,150	€76,911
LSI 2	€78,795	€79,583

MARY IMMACULATE COLLEGE OF EDUCATION	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Analyst Programmer 1	€48,144	€48,625
	€49,584	€50,080
	€51,058	€51,568
	€52,552	€53,077
	€54,080	€54,621
	€55,643	€56,200
	€58,279	€58,862
	€60,519	€61,124
Analyst Programmer 1 (New Entrant)	€43,943	€44,382
	€46,561	€47,027
	€48,144	€48,625
	€49,584	€50,080
	€51,058	€51,568
	€52,552	€53,077
	€54,080	€54,621
	€55,643	€56,200
	€58,279	€58,862
	€60,519	€61,124
Analyst Programmer 2	€55,847	€56,405
	€57,527	€58,103
	€59,208	€59,800
	€60,871	€61,479
	€62,552	€63,177
	€64,216	€64,859
	€66,983	€67,652
	€69,509	€70,204
	€72,103	€72,824
Analyst Programmer 3	€66,251	€66,913
	€78,026	€78,806
	€82,208	€83,031
	€85,102	€85,953
	€89,344	€90,237
	€93,585	€94,520
	€97,812	€98,790
	€102,037	€103,058
	€106,264	€107,327

MARY IMMACULATE COLLEGE OF EDUCATION	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Chief Technical Officer	€ 89,114	€ 90,005
	€ 92,240	€ 93,162
	€ 95,365	€ 96,318
	€ 98,496	€ 99,481
	€ 101,628	€ 102,644
	€ 104,752	€ 105,799
	€ 108,121	€ 109,202
	€ 111,272	€ 112,385
	€ 114,613	€ 115,759
Assistant Principal Officer	€82,289	€83,112
	€85,318	€86,171
	€88,391	€89,275
	€91,475	€92,390
	€94,553	€95,498
	€96,327	€97,290
LSI	€99,434	€100,429
LSI	€102,551	€103,577
Senior Executive Officer in the President's Office	€60,611	€61,217
	€62,093	€62,713
	€63,824	€64,463
	€65,562	€66,218
	€67,302	€67,975
	€68,857	€69,546
	€70,440	€71,145
	€71,981	€72,701
	€73,515	€74,250
LSI 1	€76,150	€76,911
LSI 2	€78,795	€79,583
Tradesperson		
On recruitment	€882.71	€891.54
after 0.5 years	€888.22	€897.10
after 1.5 years	€893.75	€902.69
after 2.5 years	€899.30	€908.29
after 3.5 years	€904.82	€913.86
after 4.5 years	€910.36	€919.46
after 5.5 years	€915.90	€925.06
after 6.5 years	€921.43	€930.65
after 7.5 years	€926.96	€936.23

MARY IMMACULATE COLLEGE OF EDUCATION Grossed Up Grades		01/02/2026	01/06/2026
Percentage Increase	1%	1%	
Minimum Annual Increase	€500		
Executive Officer	€37,878	€38,257	
	€39,903	€40,302	
	€41,767	€42,185	
	€43,583	€44,019	
	€45,344	€45,798	
	€47,099	€47,570	
	€48,817	€49,305	
	€50,553	€51,058	
	€52,264	€52,786	
	€54,071	€54,612	
	€55,299	€55,852	
Long Service Increment - after 3 yrs on max			
Personal Points	€57,066	€57,636	
Serving staff on max for less than 6 years (1)	€57,066	€57,636	
Serving staff on max for 6 years or more (2)	€58,852	€59,440	
Executive Officer	€39,203	€39,595	
(Grossed Up Scale)	€41,455	€41,870	
	€43,594	€44,030	
	€45,511	€45,966	
	€47,364	€47,838	
	€49,211	€49,703	
	€51,024	€51,534	
	€52,889	€53,418	
	€54,749	€55,297	
	€56,721	€57,288	
	€58,044	€58,625	
Long Service Increment - after 3 yrs on max			
Personal Points	€59,930	€60,529	
Serving staff on max for less than 6 years (1)	€59,930	€60,529	
Serving staff on max for 6 years or more (2)	€61,826	€62,444	

MARY IMMACULATE COLLEGE OF EDUCATION Grossed Up Grades		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Executive Officer (New Entrant)	€34,705	€35,052	
	€36,842	€37,210	
	€37,878	€38,257	
	€39,903	€40,302	
	€41,767	€42,185	
	€43,583	€44,019	
	€45,344	€45,798	
	€47,099	€47,570	
	€48,817	€49,305	
	€50,553	€51,058	
	€52,264	€52,786	
	€54,071	€54,612	
	€55,299	€55,852	
Long Service Increment - after 3 yrs on max			
Personal Points	€57,066	€57,636	
Serving staff on max for less than 6 years (1)	€57,066	€57,636	
Serving staff on max for 6 years or more (2)	€58,852	€59,440	
Executive Officer (New Entrant - Grossed Up)	€36,207	€36,569	
	€38,419	€38,803	
	€39,203	€39,595	
	€41,455	€41,870	
	€43,594	€44,030	
	€45,511	€45,966	
	€47,364	€47,838	
	€49,211	€49,703	
	€51,024	€51,534	
	€52,889	€53,418	
	€54,749	€55,297	
	€56,721	€57,288	
	€58,044	€58,625	
Long Service Increment - after 3 yrs on max			
Personal Points	€59,930	€60,529	
Serving staff on max for less than 6 years (1)	€59,930	€60,529	
Serving staff on max for 6 years or more (2)	€61,826	€62,444	

MARY IMMACULATE COLLEGE OF EDUCATION Grossed Up Grades		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Higher Executive Officer	€56,605	€57,171	
	€58,237	€58,819	
	€59,871	€60,469	
	€61,520	€62,135	
	€63,168	€63,800	
	€64,819	€65,467	
	€66,467	€67,131	
Long Service Increment - after 3 yrs on max			
Personal Points	€68,843	€69,532	
Serving staff on max for less than 6 years (1)	€68,843	€69,532	
Serving staff on max for 6 years or more (2)	€71,217	€71,929	
Higher Executive Officer (Grossed Up)	€59,437	€60,032	
	€61,173	€61,785	
	€62,907	€63,536	
	€64,640	€65,287	
	€66,377	€67,041	
	€68,112	€68,793	
	€69,847	€70,545	
Long Service Increment - after 3 yrs on max			
Personal Points	€72,353	€73,077	
Serving staff on max for less than 6 years (1)	€72,353	€73,077	
Serving staff on max for 6 years or more (2)	€74,852	€75,601	

MARY IMMACULATE COLLEGE OF EDUCATION Grossed Up Grades		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Staff Officer		€44,034	€44,474
		€45,650	€46,106
		€47,106	€47,577
		€48,415	€48,899
		€49,732	€50,229
		€51,062	€51,573
		€52,413	€52,937
		€53,740	€54,277
LSI 1		€55,017	€55,567
LSI 2		€56,718	€57,285
Staff Officer (Grossed Up)		€44,034	€44,474
		€45,650	€46,106
		€47,106	€47,577
		€48,415	€48,899
		€49,732	€50,229
		€51,062	€51,573
		€52,413	€52,937
		€53,740	€54,277
LSI 1		€55,017	€55,567
LSI 2		€56,718	€57,285

MARY IMMACULATE COLLEGE OF EDUCATION Grossed Up Grades		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Clerical Officer		€620.98	€627.19
		€644.43	€650.87
		€659.85	€666.45
		€683.01	€689.84
		€706.17	€713.23
		€729.36	€736.66
		€745.95	€753.41
		€768.41	€776.09
		€787.31	€795.18
		€802.62	€810.65
		€824.45	€832.69
		€858.42	€867.01
L.S.I. 1		€885.21	€894.07
L.S.I. 2		€897.51	€906.48
Clerical Officer (Grossed Up)		€647.47	€653.94
		€664.00	€670.64
		€688.39	€695.28
		€712.76	€719.89
		€737.13	€744.50
		€754.86	€762.40
		€774.92	€782.67
		€798.27	€806.25
		€814.69	€822.84
		€837.80	€846.18
		€860.78	€869.39
		€896.59	€905.56
L.S.I. 1		€924.73	€933.98
L.S.I. 2		€937.66	€947.03

MARY IMMACULATE COLLEGE OF EDUCATION Grossed Up Grades		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Clerical Officer (New Entrant)		€581.22	€587.03
		€612.89	€619.02
		€620.98	€627.19
		€644.43	€650.87
		€659.85	€666.45
		€683.01	€689.84
		€706.17	€713.23
		€729.36	€736.66
		€745.95	€753.41
		€768.41	€776.09
		€787.31	€795.18
		€802.62	€810.65
		€824.45	€832.69
		€858.42	€867.01
L.S.I. 1		€885.21	€894.07
L.S.I. 2		€897.51	€906.48
Clerical Officer (New Entrant - Grossed Up)		€605.61	€611.67
		€638.97	€645.36
		€647.47	€653.94
		€664.00	€670.64
		€688.39	€695.28
		€712.76	€719.89
		€737.13	€744.50
		€754.86	€762.40
		€774.92	€782.67
		€798.27	€806.25
		€814.69	€822.84
		€837.80	€846.18
		€860.78	€869.39
		€896.59	€905.56
L.S.I. 1		€924.73	€933.98
L.S.I. 2		€937.66	€947.03

Cathal Brugha Street	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
House Keeper Cafeteria Supervisor	€46,652	€47,119
	€48,917	€49,406
	€50,555	€51,060
	€52,240	€52,763
	€53,829	€54,367
	€55,460	€56,015
Assistant Cafeteria Supervisor	€43,240	€43,673
	€44,977	€45,427
	€46,652	€47,118
	€48,917	€49,406
	€50,555	€51,061
Assistant Cafeteria Supervisor (New Entrant)	€40,039	€40,439
	€41,846	€42,265
	€43,240	€43,672
	€44,977	€45,427
	€46,652	€47,118
	€48,917	€49,406
	€50,555	€51,061
Storekeeper	€46,652	€47,118
	€48,917	€49,406
	€50,555	€51,061
	€52,240	€52,763
	€53,829	€54,367
	€55,460	€56,015
Storekeeper (New Entrant)	€42,600	€43,026
	€45,376	€45,829
	€46,651	€47,118
	€48,917	€49,406
	€50,555	€51,061
	€52,240	€52,763
	€53,829	€54,367
	€55,460	€56,015

HOTEL & CATERING COLLEGE, KILLYBEGS, CO.DONEGAL. 01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Supervisors	€756.30	€763.86
After two years service on point 1		
Supervisors (New Entrants)	€698.40	€705.38
After two years service on point 1	€756.30	€763.86
Production Chef/Co-ordinator	€47,062	€47,533
	€48,905	€49,394
	€50,787	€51,294
	€52,294	€52,817
	€53,850	€54,389
	€55,446	€56,000
	€57,072	€57,642
	€58,700	€59,287
Production Chef/Co-ordinator (New Entrant)	€42,970	€43,399
	€45,473	€45,928
	€47,062	€47,533
	€48,905	€49,394
	€50,787	€51,294
	€52,294	€52,817
	€53,850	€54,389
	€55,446	€56,000
	€57,072	€57,642
	€58,700	€59,287

HOTEL & CATERING COLLEGE, KILLYBEGS, CO.DONEGAL. 01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Technicians Scale A	€43,446	€43,880
	€44,900	€45,349
	€46,202	€46,664
	€47,475	€47,949
	€49,843	€50,341
	€51,488	€52,003
	€53,137	€53,669
	€54,866	€55,414
	€56,638	€57,205
	€58,659	€59,246
	€60,610	€61,216
	€62,626	€63,252
	€64,614	€65,260
	€66,665	€67,332
LSI - payable after three years service on the maximum of the scale	€67,958	€68,637
Scale A applies to those who opted not to join 1977 Superannuation Scheme		
Technicians Scale A	€40,226	€40,628
(New Entrant)	€42,186	€42,608
	€43,446	€43,880
	€44,900	€45,349
	€46,202	€46,664
	€47,475	€47,949
	€49,843	€50,341
	€51,488	€52,003
	€53,137	€53,669
	€54,866	€55,414
	€56,638	€57,205
	€58,659	€59,246
	€60,610	€61,216
	€62,626	€63,252
	€64,614	€65,260
	€66,665	€67,332
LSI - payable after three years service on the maximum of the scale	€67,958	€68,637
Scale A applies to those who opted not to join 1977 Superannuation Scheme		

HOTEL & CATERING COLLEGE, KILLYBEGS, CO.DONEGAL. 01/02/2026 01/06/2026		
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Technicians Scale B	€43,814	€44,252
	€45,284	€45,737
	€46,601	€47,067
	€47,884	€48,363
	€50,232	€50,734
	€51,892	€52,411
	€53,557	€54,093
	€55,327	€55,880
	€57,128	€57,700
	€59,158	€59,749
	€61,141	€61,752
	€63,174	€63,806
	€65,177	€65,829
	€67,259	€67,931
LSI - payable after three years' service on the maximum of the scale	€68,554	€69,239
Technicians Scale B (New Entrant)	€40,385	€40,789
	€42,544	€42,970
	€43,814	€44,252
	€45,284	€45,737
	€46,601	€47,067
	€47,884	€48,363
	€50,232	€50,734
	€51,892	€52,411
	€53,557	€54,093
	€55,327	€55,880
	€57,128	€57,700
	€59,158	€59,749
	€61,141	€61,752
	€63,174	€63,806
	€65,177	€65,829
	€67,259	€67,931
LSI - payable after three years' service on the maximum of the scale	€68,554	€69,239

NATIONAL COLLEGE OF ART AND DESIGN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
NCAD Director	€184,251	€186,093
Head of Faculty	€114,455	€115,599
	€118,185	€119,367
	€121,882	€123,101
	€125,570	€126,826
	€129,279	€130,572
	€132,975	€134,304
	€136,670	€138,036
Head of Department	€86,533	€87,398
	€89,966	€90,866
	€93,411	€94,345
	€96,865	€97,834
	€100,285	€101,288
	€103,739	€104,776
	€107,182	€108,254
	€110,624	€111,730
	€114,060	€115,201
Finance Officer	€72,439	€73,164
	€75,774	€76,532
	€87,497	€88,372
	€90,578	€91,483
	€93,667	€94,604
	€96,766	€97,734
	€99,869	€100,867
	€102,961	€103,990
	€106,044	€107,105
	€109,143	€110,235
	€112,245	€113,367

NATIONAL COLLEGE OF ART AND DESIGN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Lecturer	€64,581	€65,227
	€76,055	€76,816
	€80,125	€80,926
	€82,925	€83,754
	€87,017	€87,887
	€91,154	€92,065
	€95,270	€96,223
	€99,386	€100,380
	€103,501	€104,536
Assistant Lecturer	€53,770	€54,308
	€55,814	€56,372
	€57,944	€58,523
	€59,645	€60,242
	€61,383	€61,997
	€63,106	€63,737
	€64,842	€65,491
	€66,558	€67,223
Assistant Lecturer (New Entrant)	€48,937	€49,426
	€51,558	€52,074
	€53,770	€54,308
	€55,814	€56,372
	€57,944	€58,523
	€59,645	€60,242
	€61,383	€61,997
	€63,106	€63,737
	€64,842	€65,491
	€66,558	€67,223

NATIONAL COLLEGE OF ART AND DESIGN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Grade VII	€60,611	€61,217
	€62,093	€62,713
	€63,824	€64,463
	€65,562	€66,218
	€67,302	€67,975
	€68,857	€69,546
	€70,440	€71,145
	€71,981	€72,701
	€73,515	€74,250
	€76,150	€76,911
	€78,795	€79,583
Grade VI	€57,897	€58,476
	€59,278	€59,871
	€60,959	€61,569
	€64,124	€64,766
	€66,016	€66,676
LSI 1	€68,367	€69,051
LSI 2	€70,733	€71,441
Grade V (Senior Clerk)	€52,240	€52,763
	€53,801	€54,339
	€55,393	€55,947
	€57,020	€57,590
	€58,658	€59,245
LSI 1	€60,566	€61,172
LSI 2	€62,482	€63,107
Grade IV	€39,100	€39,491
	€41,258	€41,671
	€43,240	€43,673
	€44,976	€45,426
	€46,652	€47,119
	€48,917	€49,406
	€50,555	€51,060
	€52,240	€52,763
LSI 1	€53,829	€54,367
LSI 2	€55,460	€56,015

NATIONAL COLLEGE OF ART AND DESIGN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Grade III (Clerical Officer)	€33,799	€34,137
	€34,675	€35,022
	€35,950	€36,310
	€37,229	€37,602
	€38,511	€38,896
	€39,439	€39,833
	€40,492	€40,897
	€41,712	€42,129
	€42,578	€43,004
	€43,789	€44,227
	€45,006	€45,456
	€47,298	€47,771
	€47,298	€47,771
LSI	€48,925	€49,414
Grade III (Clerical Officer)	€31,619	€31,935
(New Entrant)	€33,368	€33,702
	€33,799	€34,137
	€34,675	€35,022
	€35,950	€36,310
	€37,229	€37,602
	€38,511	€38,896
	€39,439	€39,833
	€40,492	€40,897
	€41,712	€42,129
	€42,578	€43,004
	€43,789	€44,227
	€45,006	€45,456
	€47,298	€47,771
	€47,298	€47,771
LSI	€48,925	€49,414

NATIONAL COLLEGE OF ART AND DESIGN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Grade II (Clerk Typist)	€33,799	€34,137
	€34,675	€35,022
	€35,950	€36,310
	€37,229	€37,602
	€38,511	€38,896
	€39,439	€39,833
	€40,492	€40,897
	€41,712	€42,129
	€42,578	€43,004
	€43,789	€44,227
	€45,006	€45,456
	€47,298	€47,771
Grade II (Clerk Typist)	€31,619	€31,935
(New Entrant)	€33,368	€33,702
	€33,799	€34,137
	€34,675	€35,022
	€35,950	€36,310
	€37,229	€37,602
	€38,511	€38,896
	€39,439	€39,833
	€40,492	€40,897
	€41,712	€42,129
	€42,578	€43,004
	€43,789	€44,227
	€45,006	€45,456
	€47,298	€47,771
Senior Library Assistant	€39,100	€39,491
	€41,258	€41,671
	€43,240	€43,673
	€44,976	€45,426
	€46,652	€47,119
	€48,917	€49,406
	€50,555	€51,060
	€52,240	€52,763

NATIONAL COLLEGE OF ART AND DESIGN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Building Officer	€57,897	€58,476
	€59,278	€59,871
	€60,959	€61,569
	€64,124	€64,766
	€66,016	€66,676
LSI 1	€68,367	€69,051
LSI 2	€70,733	€71,441
Building Officer	€52,419	€52,943
(New Entrant)	€55,488	€56,043
	€57,897	€58,476
	€59,278	€59,871
	€60,959	€61,569
	€64,124	€64,766
	€66,016	€66,676
LSI 1	€68,367	€69,051
LSI 2	€70,733	€71,441

NATIONAL COLLEGE OF ART AND DESIGN		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
General Operative		€739.77	€747.16
		€744.73	€752.18
		€746.77	€754.24
		€748.72	€756.21
		€750.68	€758.18
		€750.68	€758.18
		€750.68	€758.18
		€750.68	€758.18
		€752.40	€759.92
		€754.50	€762.04
		€757.26	€764.83
		€760.06	€767.66
		€762.72	€770.35
General Operative		€677.58	€684.36
(New Entrant)		€692.45	€699.38
		€739.77	€747.16
		€744.73	€752.18
		€746.77	€754.24
		€748.72	€756.21
		€750.68	€758.18
		€750.68	€758.18
		€750.68	€758.18
		€750.68	€758.18
		€752.40	€759.92
		€754.50	€762.04
		€757.26	€764.83
		€760.06	€767.66
		€762.72	€770.35
Head Attendant			
(Grossing up to be applied in College		€39,010	€39,400
to take account of pension contributions)		€39,216	€39,608
		€39,772	€40,170
		€40,519	€40,924
		€40,949	€41,358
		€41,438	€41,852
		€41,700	€42,117
		€42,064	€42,484
LSI 1		€43,159	€43,591
LSI 2		€44,554	€45,000

NATIONAL COLLEGE OF ART AND DESIGN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Senior Attendant	€692.98	€699.91
(Grossing up to be applied in College	€704.04	€711.08
to take account of pension contributions)	€719.44	€726.63
	€732.21	€739.53
	€745.06	€752.51
	€751.26	€758.77
	€763.71	€771.35
LSI 1	€780.62	€788.42
LSI 2	€798.94	€806.93
Attendant	€604.79	€610.83
(Grossing up to be applied in College	€604.79	€610.83
to take account of pension contributions)	€604.79	€610.83
	€627.03	€633.30
	€645.24	€651.69
	€663.41	€670.05
	€670.77	€677.48
	€688.70	€695.58
	€716.88	€724.05
	€724.57	€731.81
LSI 1	€743.71	€751.14
LSI 2	€761.19	€768.80
Attendant (New Entrant)	€604.79	€610.83
(Grossing up to be applied in College	€604.79	€610.83
to take account of pension contributions)	€604.79	€610.83
	€604.79	€610.83
	€604.79	€610.83
	€627.03	€633.30
	€645.24	€651.69
	€663.41	€670.05
	€670.77	€677.48
	€688.70	€695.58
	€716.88	€724.05
	€724.57	€731.81
LSI 1	€743.71	€751.14
LSI 2	€761.19	€768.80

NATIONAL COLLEGE OF ART AND DESIGN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Technical Officer	€51,339	€51,852
	€53,310	€53,843
	€55,397	€55,951
	€57,609	€58,185
	€59,813	€60,411
Technical Officer (New Entrant)	€46,811	€47,279
	€49,428	€49,923
	€51,339	€51,852
	€53,310	€53,843
	€55,397	€55,951
	€57,609	€58,185
	€59,813	€60,411
Senior Technical Officer	€63,107	€63,738
	€65,378	€66,032
	€67,755	€68,432
	€70,182	€70,884
	€72,660	€73,387
LSI	€74,177	€74,919
Assistant Librarian (scale on a personal to holder basis)	€72,442	€73,166

NATIONAL COLLEGE OF ART AND DESIGN	01/02/2026	01/06/2026
Percentage Increase	1%	1%
Minimum Annual Increase	€500	
Head of HR - PPC	€106,207	€107,269
	€110,580	€111,686
	€114,919	€116,068
	€119,254	€120,446
	€122,979	€124,208
LSI 1	€126,802	€128,071
LSI 2	€130,623	€131,929
Head of HR - PPC (Higher)	€114,064	€115,205
	€118,629	€119,816
	€123,218	€124,450
	€127,795	€129,073
	€131,702	€133,019
LSI 1	€135,814	€137,172
LSI 2	€139,928	€141,327
Head of HR - Non PPC	€101,056	€102,067
	€105,204	€106,256
	€109,329	€110,422
	€113,487	€114,622
	€116,988	€118,158
LSI 1	€120,622	€121,828
LSI 2	€124,249	€125,491
Head of HR - Non PPC (Higher)	€108,512	€109,597
	€112,856	€113,985
	€117,217	€118,390
	€121,563	€122,779
	€125,274	€126,526
LSI 1	€129,187	€130,479
LSI 2	€133,093	€134,424

St. Angela's College		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Principal		€102,089	€103,110
TUI		€105,466	€106,521
		€108,819	€109,907
		€112,189	€113,311
		€115,537	€116,693
		€118,908	€120,097
		€122,267	€123,489
		€125,638	€126,895
		€128,996	€130,286
		€132,355	€133,678
		€135,715	€137,072
Senior Lecturer		€86,536	€87,402
TUI		€89,966	€90,866
		€93,415	€94,349
		€96,864	€97,833
		€100,287	€101,290
		€103,736	€104,774
		€107,181	€108,253
		€110,624	€111,730
		€114,060	€115,201

St. Angela's College		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Lecturer		€64,582	€65,228
TUI		€76,055	€76,816
		€80,125	€80,926
		€82,925	€83,754
		€87,018	€87,888
		€91,150	€92,062
		€95,269	€96,222
		€99,387	€100,381
		€103,501	€104,536
Lecturer (New Entrant)		€58,264	€58,847
TUI		€68,576	€69,262
		€76,055	€76,816
		€80,125	€80,926
		€82,925	€83,754
		€86,899	€87,768
		€90,876	€91,785
		€94,839	€95,788
		€98,803	€99,791
		€102,762	€103,790
Librarian		€54,838	€55,387
		€56,981	€57,550
		€59,146	€59,737
		€61,323	€61,936
		€63,608	€64,245
		€65,796	€66,454

St. Angela's College		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Library Assistant		€31,647	€31,964
		€32,911	€33,240
		€34,176	€34,518
		€35,013	€35,363
		€36,259	€36,621
		€37,497	€37,872
		€38,744	€39,131
		€39,630	€40,027
		€40,660	€41,066
		€41,853	€42,271
		€42,681	€43,107
		€43,862	€44,300
		€45,044	€45,494
		€46,224	€46,687
Library Assistant (New Entrant)		€30,435	€30,739
		€31,373	€31,687
		€31,647	€31,964
		€32,911	€33,240
		€34,176	€34,518
		€35,013	€35,363
		€36,259	€36,621
		€37,497	€37,872
		€38,744	€39,131
		€39,630	€40,027
		€40,660	€41,066
		€41,853	€42,271
		€42,681	€43,107
		€43,862	€44,300
		€45,044	€45,494
		€46,224	€46,687

St. Angela's College		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Bursar		€56,605	€57,171
		€58,237	€58,819
		€59,871	€60,469
		€61,520	€62,135
		€63,168	€63,800
		€64,819	€65,467
		€66,467	€67,131
after 3 years satisfactory service at the maximum		€68,843	€69,532
after 6 years satisfactory service at the maximum		€71,217	€71,929
Secretary to President		€41,455	€41,870
		€43,594	€44,030
		€45,511	€45,966
		€47,364	€47,838
		€49,211	€49,703
		€51,024	€51,534
		€52,889	€53,418
		€54,749	€55,297
		€56,721	€57,288
		€58,044	€58,625
LSI (After 3 years on maximum)		€59,930	€60,529
LSI (After 6 years on maximum)		€61,826	€62,444
Secretary to President (New Entrant)		€38,419	€38,803
		€40,362	€40,766
		€41,455	€41,870
		€43,594	€44,030
		€45,511	€45,966
		€47,364	€47,838
		€49,211	€49,703
		€51,024	€51,534
		€52,889	€53,418
		€54,749	€55,297
		€56,721	€57,288
		€58,044	€58,625
LSI (After 3 years on maximum)		€59,930	€60,529
LSI (After 6 years on maximum)		€61,826	€62,444

St. Angela's College		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Technical Officer		€48,493	€48,978
		€51,626	€52,142
		€53,890	€54,429
		€56,223	€56,785
		€58,814	€59,402
		€60,217	€60,819
Technical Officer (New Entrant)		€44,257	€44,699
		€47,067	€47,537
		€48,493	€48,978
		€51,626	€52,142
		€53,890	€54,429
		€56,223	€56,785
		€58,814	€59,402
		€60,217	€60,819
Catering Supervisor		€42,578	€43,004
		€43,789	€44,227
		€45,006	€45,456
Maximum		€47,298	€47,771
LSI after 3 years satisfactory service at max.		€48,925	€49,414
Cooks		€711.28	€718.39
Cooks (New Entrant)		€659.86	€666.46
		€711.28	€718.39
Home Economics Assistant		€751.32	€758.83
		€754.90	€762.45
		€758.23	€765.81
		€760.14	€767.74
		€762.12	€769.74
		€763.99	€771.63
		€765.96	€773.62
		€767.91	€775.59
		€769.93	€777.63
		€772.02	€779.74
		€774.12	€781.86
		€774.12	€781.86
		€774.90	€782.65

St. Angela's College		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Home Economics Assistant (New Entrant)	€693.87	€700.81	
	€708.13	€715.21	
	€751.32	€758.83	
	€754.90	€762.45	
	€758.23	€765.81	
	€760.14	€767.74	
	€762.12	€769.74	
	€763.99	€771.63	
	€765.96	€773.62	
	€767.91	€775.59	
	€769.93	€777.63	
	€772.02	€779.74	
	€774.12	€781.86	
	€774.12	€781.86	
	€774.90	€782.65	
Permanent Whole-time Secretary	€33,799	€34,137	
	€34,675	€35,022	
	€35,950	€36,310	
	€37,229	€37,602	
	€38,511	€38,896	
	€39,439	€39,833	
	€40,492	€40,897	
	€41,712	€42,129	
	€42,578	€43,004	
	€43,789	€44,227	
	€45,006	€45,456	
	€47,298	€47,771	
	€47,298	€47,771	
	€47,298	€47,771	
	€48,925	€49,414	
Domestics	€622.71	€628.94	
Domestics (New Entrant)	€604.78	€610.82	
	€622.71	€628.94	

St. Angela's College		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Maintenance Post			
On recruitment	€737.24	€744.62	
after 6 months	€741.00	€748.41	
after 1½ years	€744.55	€752.00	
after 2½ years	€746.52	€753.99	
after 3½ years	€748.54	€756.03	
after 4½ years	€750.60	€758.11	
after 5½ years	€750.60	€758.11	
after 6½ years	€750.60	€758.11	
after 7½ years	€750.60	€758.11	
after 8½ years	€752.40	€759.92	
after 9½ years	€754.57	€762.12	
after 10½ years	€756.79	€764.36	
after 11½ years	€758.78	€766.37	
Maintenance Post (New Entrant)	€675.30	€682.05	
On recruitment	€690.10	€697.01	
after 6 months	€737.24	€744.62	
after 1½ years	€741.00	€748.41	
after 2½ years	€744.55	€752.00	
after 3½ years	€746.52	€753.99	
after 4½ years	€748.54	€756.03	
after 5½ years	€750.60	€758.11	
after 6½ years	€750.60	€758.11	
after 7½ years	€750.60	€758.11	
after 8½ years	€750.60	€758.11	
after 9½ years	€752.40	€759.92	
after 10½ years	€754.57	€762.12	
after 11½ years	€756.79	€764.36	
	€758.78	€766.37	

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE		01/02/2026	01/06/2026
Percentage Increase	1%	1%	
Minimum Annual Increase	€500		
Chief Executive	€130,808	€132,116	
	€135,224	€136,576	
	€139,616	€141,013	
	€144,857	€146,306	
	€150,011	€151,512	
	€154,342	€155,885	
	€158,669	€160,255	
Programme Manager	€102,248	€103,270	
	€104,704	€105,751	
	€107,160	€108,232	
	€109,612	€110,708	
	€112,069	€113,190	
	€114,522	€115,667	
	€116,974	€118,144	
	€119,699	€120,896	
	€122,425	€123,649	
	€125,427	€126,681	

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE		01/02/2026	01/06/2026
Percentage Increase	1%	1%	
Minimum Annual Increase	€500		
Programme Specialist	€69,031	€69,721	
	€71,437	€72,151	
	€73,843	€74,581	
	€76,247	€77,009	
	€78,657	€79,444	
	€81,059	€81,869	
	€82,201	€83,023	
	€84,581	€85,427	
	€87,018	€87,888	
	€89,715	€90,612	
	€92,419	€93,343	
	€95,119	€96,070	
	€98,093	€99,074	
	€101,068	€102,079	
	€104,037	€105,078	
Programme Specialist (New Entrant)	€62,253	€62,876	
	€66,585	€67,251	
	€69,031	€69,721	
	€71,437	€72,151	
	€73,843	€74,581	
	€76,247	€77,009	
	€78,657	€79,444	
	€81,059	€81,869	
	€82,201	€83,023	
	€84,554	€85,400	
	€86,899	€87,768	
	€89,495	€90,390	
	€92,097	€93,018	
	€94,695	€95,642	
	€97,557	€98,533	
	€100,421	€101,425	
	€103,278	€104,311	

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE		01/02/2026	01/06/2026
Percentage Increase	1%	1%	
Minimum Annual Increase	€500		
Gr IV Administration	€39,100	€39,491	
	€41,258	€41,671	
	€43,240	€43,673	
	€44,976	€45,426	
	€46,652	€47,119	
	€48,917	€49,406	
	€50,555	€51,060	
	€52,240	€52,763	
1st Long Service Increment	€53,829	€54,367	
2nd Long Service Increment	€55,460	€56,015	
Grade III Administration	€33,799	€34,137	
	€34,675	€35,022	
	€35,950	€36,310	
	€37,229	€37,602	
	€38,511	€38,896	
	€39,439	€39,833	
	€40,492	€40,897	
	€41,712	€42,129	
	€42,578	€43,004	
	€43,789	€44,227	
	€45,006	€45,456	
	€47,298	€47,771	
Long Service Increment	€48,925	€49,414	
Grade III Administration (New Entrant)	€31,619	€31,935	
	€33,368	€33,702	
	€33,799	€34,137	
	€34,675	€35,022	
	€35,950	€36,310	
	€37,229	€37,602	
	€38,511	€38,896	
	€39,439	€39,833	
	€40,492	€40,897	
	€41,712	€42,129	
	€42,578	€43,004	
	€43,789	€44,227	
	€45,006	€45,456	
	€47,298	€47,771	
Long Service Increment	€48,925	€49,414	

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Knowledge Resource Centre Manager			
Client Services Manager Finance Officer	€89,114		€90,005
Computer Services Manager			
	€92,240		€93,162
	€95,365		€96,318
	€98,496		€99,481
	€101,628		€102,644
	€104,752		€105,799
	€108,121		€109,202
	€111,272		€112,385
	€114,613		€115,759

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE		01/02/2026	01/06/2026
Percentage Increase	1%	1%	
Minimum Annual Increase	€500		
Technician	€44,616	€45,062	
	€45,735	€46,193	
	€46,799	€47,267	
	€49,315	€49,808	
	€51,997	€52,517	
	€54,012	€54,553	
	€56,035	€56,595	
	€57,940	€58,520	
	€59,847	€60,446	
	€62,005	€62,625	
	€64,090	€64,731	
	€66,222	€66,884	
	€68,328	€69,012	
	€70,510	€71,215	
LSI Payable after 3 years on max of scale	€71,872	€72,591	
Technician (New Entrant)	€41,114	€41,525	
	€42,254	€42,677	
	€44,616	€45,062	
	€45,735	€46,193	
	€46,799	€47,267	
	€49,315	€49,808	
	€51,997	€52,517	
	€54,012	€54,553	
	€56,035	€56,595	
	€57,940	€58,520	
	€59,847	€60,446	
	€62,005	€62,625	
	€64,090	€64,731	
	€66,222	€66,884	
	€68,328	€69,012	
	€70,510	€71,215	
LSI Payable after 3 years on max of scale	€71,872	€72,591	

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Caretaker			
On recruitment	€768.42	€776.10	
after 6 months	€772.00	€779.72	
after 1½ years	€775.39	€783.14	
after 2½ years	€775.39	€783.14	
after 3½ years	€775.66	€783.42	
after 4½ years	€777.60	€785.37	
after 5½ years	€779.48	€787.28	
after 6½ years	€781.52	€789.33	
after 7½ years	€783.46	€791.30	
after 8½ years	€785.49	€793.34	
after 9½ years	€787.63	€795.51	
after 10½ years	€789.77	€797.67	
after 11½ years	€791.79	€799.71	
Caretaker (New Entrant)	€709.43	€716.52	
On recruitment	€723.58	€730.82	
after 6 months	€768.42	€776.10	
after 1½ years	€772.00	€779.72	
after 2½ years	€775.39	€783.14	
after 3½ years	€775.39	€783.14	
after 4½ years	€775.66	€783.42	
after 5½ years	€777.60	€785.37	
after 6½ years	€779.48	€787.28	
after 7½ years	€781.52	€789.33	
after 8½ years	€783.46	€791.30	
after 9½ years	€785.49	€793.34	
after 10½ years	€787.63	€795.51	
after 11½ years	€789.77	€797.67	
	€791.79	€799.71	

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE		01/02/2026	01/06/2026
Percentage Increase		1%	1%
Minimum Annual Increase		€500	
Placement Administrator	€52,240	€52,763	
	€53,801	€54,339	
	€55,393	€55,947	
	€57,020	€57,590	
	€58,658	€59,245	
1st Long Service Increment	€60,566	€61,172	
2nd Long Service Increment	€62,482	€63,107	
Project Accountant - Grade VII	€60,611	€61,217	
	€62,093	€62,713	
	€63,824	€64,463	
	€65,562	€66,218	
	€67,302	€67,975	
	€68,857	€69,546	
	€70,440	€71,145	
	€71,981	€72,701	
	€73,515	€74,250	
1st Long Service Increment	€76,150	€76,911	
2nd Long Service Increment	€78,795	€79,583	