



Circular 0059/2018

To: The Higher Education Authority for dissemination to all Institutes of Technology, Dublin Institute 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

Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017

1. The Minister for Education and Skills wishes to inform of the application of revised rates of salary with effect from 1 October 2018.
2. The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017.

Salary Increase with effect from 1 October 2018

3. Under the terms of the Public Service Stability Agreement 2018 – 2020, whole-time annual basic salaries are increased by 1% with effect from 1 October 2018.
4. Increased salary scales with effect from 1 October 2018 are attached at Appendix 2 of this Circular as follows:
 - Institutes of Technology and Dublin Institute of Technology = Page 6 - 35
 - Mary Immaculate = Page 36 - 42
 - National College of Art and Design = Page 43 - 48
 - St. Angela's College of Home Economics = Page 49 – 53

The National University of Ireland and Royal Irish Academy are also advised that annual basic salaries are to be increased on the same basis.

5. All salary scales and hourly rates payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 October 2018.

Application of 1 January 2018 Salary Increase

Salaries in excess of €110,000:

As full restoration of the HRA/FEMPI 2013 reduction will not occur until April 2019 for staff and salaries in excess of €110,000, and in accordance with section 17 of the Bill, the 1% increase to basic salary in this category is calculated by reference to the pre-HRA cut salary (i.e. generally the January 2010 salary) and not the actual salary paid (i.e. the salary effective 1st April 2018)

In calculating the increase for this category, the following steps should be applied:

1. Establish the current salary (i.e. the salary effective from 1st April 2018);
2. Establish the value of 1% of the pre-HRA basic salary (i.e. the salary as it stood immediately prior to the HRA cut)
3. Add this to the current salary

Allowances

6. Allowances which are calculated as a specific percentage or specified portion of basic pay will be recalculated by reference to the revised rates of pay with effect from 1 October 2018. Fixed allowances are not affected.

Overtime

7. Payment in respect of overtime for eligible grades rendered on or after 1 October 2018 should be calculated by reference to the revised rates of pay with effect from 1 October 2018.

Enhanced Controls in relation to Terms and Conditions of Employment with effect from 30 November 2015 - Recovery of Overpayments

8. Employers are reminded that the Ministers and Secretaries (Amendment) Act 2011 has been amended under the FEMPI Act 2015 to introduce enhanced controls in relation to terms and conditions of employment agreed between public servants and their public service body employers with effect from 30 November 2015. The relevant sections of the Act are included at Appendix 1 to this Circular.

Anomalies

9. Where the operation of the increases set out in this Circular results in the basic salary of a public servant being higher than the basic salary applicable to the next immediate point on the pay scale (or any higher point), this should be notified to the Department so that the anomaly can be addressed.

Off-Scale Salaries

10. The restoration of Haddington Road Agreement/ FEMPI Act 2013 pay reductions set out above should only be applied to staff on an off-scale salary where that salary was subject to the Haddington Road Agreement/ FEMPI Act 2013 pay reductions.
11. Any queries regarding anomalies identified or other matters in relation to this Circular should be forwarded by email to esr@education.gov.ie.
12. I would be grateful if you could bring this letter to the attention of the Institutes of Technology and the Dublin Institute of Technology in order to allow them the maximum time to prepare for these changes.

Tara Carton
Principal Officer
External Staff Relations
14th September 2018

APPENDIX 1

Section 12 of the Financial Emergency Measures in the Public Interest Act 2015 Amendment of Ministers and Secretaries (Amendment) Act 2011

The Ministers and Secretaries (Amendment) Act 2011 is amended by the insertion of the following section after section 16:

“Control of terms and conditions of public servants

16A. (1) Where—

- (a) the Minister has approved a term or condition as being a term or condition that shall apply for the time being in respect of the employment of a class or category of public servant (whether that approval takes the form of an approval as such, any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter), and
- (b) a contract of employment in respect of a public servant falling within that class or category is entered into that contains a term or condition that corresponds or is equivalent to the term or condition standing so approved but which is more favourable to the public servant than that term or condition,

the contract shall have effect as if the term or condition standing so approved (referred to in subsections (2) and (3) as the ‘approved term or condition’) were substituted for the first-mentioned term or condition in paragraph (b) (referred to in subsections (2) and (3) as the ‘unapproved term or condition’).

(2) Any amount paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(3) Where an amount is paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition then—

- (a) the public servant shall hold the overpayment in trust for the public service body, and
- (b) the public service body shall recover the amount of the overpayment from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(4) Where—

- (a) a contract of employment is entered into in respect of a public servant, and
- (b) the contract contains a term or condition in relation to remuneration that does not correspond or is not equivalent to any term or condition standing approved by the Minister in respect of the employment of a class or category of public servant into which the first-mentioned public servant falls (whether that approval

takes the form of an approval as such, any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter), the term or condition shall be void.

(5) Any amount paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(6) Where an amount is paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) then—

(a) the public servant shall hold the amount in trust for the public service body, and
(b) the public service body shall recover the amount from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(7) Subsections (3) and (6) shall not be taken as limiting the liability under statute of any person to account for such overpayment.

(8) Where an amount to which subsection (3) or (6) relates has not been recovered by the public service body concerned, the Minister may direct in writing that body to recover, by a specified date, the amount in accordance with subsection (3)(b) or (6)(b), as the case may be, and, where that body fails to so recover the amount, the Minister may deduct the amount from any grant or vote of, or other payment to, that body out of money provided directly or indirectly by the Oireachtas or from the Central Fund or the growing produce of that Fund.

(9) This section applies to a term or condition agreed after the commencement of section 12 of the Financial Emergency Measures in the Public Interest Act 2015.

(10) This section has effect notwithstanding—

(a) any other enactment,
(b) any pension scheme or arrangement,
(c) any other agreement or contractual arrangement, or
(d) any understanding, expectation, circular or instrument or other document.

(11) In this section—

“public servant” means a person who is employed by, or who holds any office or other position in, a public service body;

“remuneration” means emoluments to which Chapter 4 of Part 42 of the Taxes Consolidation Act 1997 applies or is applied.”.

APPENDIX 2

ATTENDANTS IN IOTs OUTSIDE THE DUBLIN AREA INCLUDING CORK CITY (POST 1989)

(Where productivity measures under PCW have been agreed)

	1/10/18	New Entrants 1/10/18
Attendant		
On Recruitment	€ 580.78	€ 524.65
after 6 months	€ 583.95	€ 537.15
after 1½ years	€ 586.90	€ 580.78
after 2½ years	€ 588.59	€ 583.95
after 3½ years	€ 590.35	€ 586.90
after 4½ years	€ 592.00	€ 588.59
after 5½ years	€ 593.74	€ 590.35
after 6½ years	€ 595.48	€ 592.00
after 7½ years	€ 597.26	€ 593.74
after 8½ years	€ 599.12	€ 595.48
after 9½ years	€ 600.98	€ 597.26
after 10½ years	€ 602.86	€ 599.12
after 11½ years	€ 604.68	€ 600.98
		€ 602.86
		€ 604.68

ATTENDANTS 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)

	1/10/18	New Entrants 1/10/18
Attendant		
On Recruitment	€ 580.26	€ 524.18
after 6 months	€ 583.45	€ 536.70
after 1½ years	€ 586.42	€ 580.26
after 2½ years	€ 588.08	€ 583.45
after 3½ years	€ 589.83	€ 586.42
after 4½ years	€ 591.55	€ 588.08
after 5½ years	€ 593.20	€ 589.83
after 6½ years	€ 595.01	€ 591.55
after 7½ years	€ 596.76	€ 593.20
after 8½ years	€ 598.61	€ 595.01
after 9½ years	€ 600.45	€ 596.76

after 10½ years	€ 602.36	€ 598.61
after 11½ years	€ 604.23	€ 600.45
		€ 602.36
		€ 604.23

CARETAKERS IN IOTs OUTSIDE THE DUBLIN AREA INCLUDING CORK CITY (POST 1989)

(Where productivity measures under PCW have been agreed)

	1/10/18	New Entrants 1/10/18
Caretaker / Cleaning Supervisor		
On Recruitment	€ 595.93	€ 538.29
after 6 months	€ 599.10	€ 550.71
after 1½ years	€ 602.10	€ 595.93
after 2½ years	€ 603.74	€ 599.10
after 3½ years	€ 605.35	€ 602.10
after 4½ years	€ 607.08	€ 603.74
after 5½ years	€ 608.75	€ 605.35
after 6½ years	€ 610.56	€ 607.08
after 7½ years	€ 612.30	€ 608.75
after 8½ years	€ 614.10	€ 610.56
after 9½ years	€ 616.01	€ 612.30
after 10½ years	€ 617.92	€ 614.10
after 11½ years	€ 619.71	€ 616.01
		€ 617.92
		€ 619.71

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)

	1/10/18	New Entrants 1/10/18
Caretaker / Cleaning Supervisor		
On Recruitment		€ 537.80
after 6 months	€ 595.39	€ 550.26
after 1½ years	€ 598.58	€ 595.39
after 2½ years	€ 601.60	€ 598.58
after 3½ years	€ 603.22	€ 601.60
after 4½ years	€ 604.89	€ 603.22
after 5½ years	€ 606.57	€ 604.89
after 6½ years	€ 608.26	€ 606.57

after 7½ years	€ 610.04	€ 608.26
after 8½ years	€ 611.81	€ 610.04
after 9½ years	€ 613.60	€ 611.81
after 10½ years	€ 615.49	€ 613.60
after 11½ years	€ 617.39	€ 615.49
	€ 619.21	€ 617.39
		€ 619.21

CARETAKERS IN IOTs OUTSIDE THE DUBLIN AREA INCLUDING CORK CITY (POST 1989)

(Where productivity measures under PCW have not been agreed)

	1/10/18
Caretaker / Cleaning Supervisor	
On Recruitment	€ 532.16
after 6 months	€ 535.53
after 1½ years	€ 538.62
after 2½ years	€ 540.33
after 3½ years	€ 542.02
after 4½ years	€ 543.86
after 5½ years	€ 545.56
after 6½ years	€ 547.38
after 7½ years	€ 549.21
after 8½ years	€ 551.11
after 9½ years	€ 553.05
after 10½ years	€ 555.07
after 11½ years	€ 556.84

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)

	1/10/18
Caretaker	
On Recruitment	€ 532.16
after 6 months	€ 535.53
after 1½ years	€ 538.62
after 2½ years	€ 540.33
after 3½ years	€ 542.02
after 4½ years	€ 543.86
after 5½ years	€ 545.56
after 6½ years	€ 547.38
after 7½ years	€ 549.21
after 8½ years	€ 551.11
after 9½ years	€ 553.05

after 10½ years	€ 555.07
after 11½ years	€ 556.84

**REVISED SALARY PAYABLE TO SENIOR CARETAKER
CORK IOT**

	1/10/18
Senior Caretaker	
On Recruitment	€ 659.73
after 6 months	€ 663.25
after 1½ years	€ 666.59
after 2½ years	€ 668.42
after 3½ years	€ 670.22
after 4½ years	€ 672.15
after 5½ years	€ 674.00
after 6½ years	€ 676.03
after 7½ years	€ 677.96
after 8½ years	€ 679.97
after 9½ years	€ 682.09
after 10½ years	€ 684.21
after 11½ years	€ 686.21

**REVISED SALARY PAYABLE TO CLEANING SUPERVISOR
CORK IOT (PRE 1989)**

	1/10/18
Caretaker / Cleaning Supervisor	
On Recruitment	€ 645.84
after 6 months	€ 648.02
after 1½ years	€ 650.20
after 2½ years	€ 652.40
after 3½ years	€ 654.58
after 4½ years	€ 656.75
after 5½ years	€ 658.94
after 6½ years	€ 661.12
after 7½ years	€ 663.30
after 8½ years	€ 665.48
after 9½ years	€ 667.66
after 10½ years	€ 669.85
after 11½ years	€ 672.04

	1/10/18	New Entrants 1/10/18
Full time models employed in IOTs		
	€ 534.50	€ 489.88
	€ 540.35	€ 497.87

	€ 546.12	€ 534.50
		€ 540.35
		€ 546.12

**SALARY SCALES FOR ACADEMIC STAFF IN INSTITUTES OF TECHNOLOGY
EXISTING STRUCTURE**

	1/10/18
College Teacher	
	€38,781
	€40,454
	€42,134
	€43,804
	€45,499
	€47,171
	€48,844
	€50,527
	€52,667
	€54,385
	€56,106
	€58,359
	€60,613
	€62,386
	€66,360
	€67,160

	1/10/18
Lecturer Scale 1	
	€49,597
	€51,956
	€53,886
	€55,842
	€58,292
	€65,657
	€66,783
	€68,873
	€70,961
	€73,052
	€75,150

	1/10/18
Lecturer Scale 2	
	€55,705
	€58,270
	€67,213
	€69,487
	€71,765

	€74,053
	€76,352
	€78,635
	€80,916
	€83,210
	€85,496
	€87,826
	€90,155

NEW STRUCTURE

	1/10/18	New Entrants 1/10/18
Assistant Lecturer		
	€41,533	€37,482
	€43,170	€39,708
	€44,843	€41,533
	€46,165	€43,170
	€47,504	€44,843
	€48,840	€46,165
	€50,178	€47,504
	€51,502	€48,840
		€50,178
		€51,502

	1/10/18	New Entrants 1/10/18
Assistant Lecturer Part-time hourly rate		
	€ 65.93	€ 59.49

	1/10/18
Lecturer Grade	
	€55,705
	€58,270
	€67,213
	€69,487
	€71,765
	€74,053
	€76,352
	€78,635
	€80,916
	€83,210
	€85,496

	1/10/18
Senior Lecturer 1 (Teaching)	
	€75,494

	€77,977
	€80,451
	€82,941
	€85,417
	€87,892
	€90,379
	€92,851

	1/10/18
Senior Lecturer II	
	€77,943
	€80,315
	€82,680
	€85,051
	€87,424
	€89,790
	€92,157
	€94,529
	€96,893
	€99,480

	1/10/18
Senior Lecturer III	
	€83,662
	€86,509
	€89,357
	€92,206
	€95,053
	€97,900
	€100,962
	€103,833
	€106,876

SALARY SCALE FOR LECTURER REDEPLOYED TO D.L.I.A.D.T.

	1/10/18
Lecturer	
	€52,187
	€61,458
	€64,746
	€67,009
	€70,221
	€73,434
	€76,637
	€79,840
	€83,039

**SALARY SCALES FOR CLERICAL AND ADMINISTRATIVE STAFF
INSTITUTES OF TECHNOLOGY**

	1/10/18
Grade VII	
	€ 48,978
	€ 50,175
	€ 51,575
	€ 52,979
	€ 54,385
	€ 55,642
	€ 56,921
	€ 58,166
	€ 59,405
1st Long Service Increment	€ 61,534
2nd Long Service Increment	€ 63,673

	1/10/18
Grade VI	
	€ 46,771
	€ 47,898
	€ 49,259
	€ 51,817
	€ 53,345
1st Long Service Increment	€ 55,245
2nd Long Service Increment	€ 57,157

	1/10/18
Grade V	
	€ 42,042
	€ 43,379
	€ 44,717
	€ 46,055
	€ 47,392
1st Long Service Increment	€ 48,941
2nd Long Service Increment	€ 50,490

	1/10/18
Grade IV	
	€ 30,212
	€ 32,285
	€ 34,049
	€ 35,595
	€ 37,086
	€ 39,102
	€ 40,560
	€ 42,042

1st Long Service Increment	€ 43,403
2nd Long Service Increment	€ 44,771

	1/10/18	New Entrants 1/10/18
Grade III		
	€ 25,265	€ 23,353
	€ 26,033	€ 24,887
	€ 27,151	€ 25,265
	€ 28,273	€ 26,033
	€ 29,397	€ 27,151
	€ 30,513	€ 28,273
	€ 31,603	€ 29,397
	€ 32,689	€ 30,513
	€ 33,460	€ 31,603
	€ 34,537	€ 32,689
	€ 35,621	€ 33,460
	€ 37,662	€ 34,537
	€ 37,662	€ 35,621
	€ 37,662	€ 37,662
		€ 37,662
		€ 37,662
	€ 39,110	€ 39,110

SALARY SCALES FOR SENIOR GRADES IN IOTs AND DIT

	1/10/18
IOT President Level I* - Cork, Galway/Mayo and Waterford	
	€ 156,246
IOT President Level II* - Presidents of other IOTs	
	€ 151,464

***Includes addition of 1/19th to allow for superannuation contribution**

DUBLIN INSTITUTE OF TECHNOLOGY

	1/10/18
President*	
	€ 188,750
Directors*	
	€ 145,661

*** Includes addition of 1/19th to allow for superannuation contribution**

	1/10/18
Registrar, Secretary/Financial Controller in Cork, Waterford, Galway/Mayo, Limerick Athlone, Sligo, Dundalk and Carlow Institutes of Technology	

	€ 91,774
	€ 94,906
	€ 98,036
	€ 101,170
	€ 104,301
	€ 107,431
	€ 110,807
	€ 113,961
	€ 117,309

	1/10/18
Registrar, Secretary/Financial Controller in other Institutes of Technology	
	€ 88,528
	€ 91,548
	€ 94,561
	€ 97,581
	€ 100,602
	€ 103,623
	€ 106,869
	€ 109,908
	€ 113,134

	1/10/18
Head of Development in Cork, Waterford Galway/Mayo, Limerick, Athlone, Sligo and Dundalk Institutes of Technology	
	€ 91,774
	€ 94,906
	€ 98,036
	€ 101,170
	€ 104,301
	€ 107,431
	€ 110,807
	€ 113,961
	€ 117,309

	1/10/18
Head of Development in other Institutes of Technology	
	€ 88,528
	€ 91,548
	€ 94,561
	€ 97,581
	€ 100,602

	€ 103,623
	€ 106,869
	€ 109,908
	€ 113,134

REVISED SALARY SCALES FOR MANAGEMENT GRADES IN INSTITUTES OF TECHNOLOGY (EXCLUDING DIT)

	1/10/18
Senior Management Grades (formerly A.P. related)	
	€ 71,850
	€ 74,282
	€ 76,712
	€ 79,146
	€ 81,582
	€ 84,011
	€ 86,632
	€ 89,082
	€ 91,680

	1/10/18	New Entrants 1/10/18	1/10/18	New Entrants 1/10/18
Institutes of Technology Nurse				
	Annual	Annual	Hourly	Hourly
	€53,182	€47,966	€26.13	€23.57
	€54,407	€50,711	€26.74	€24.92
	€55,594	€53,182	€27.32	€26.13
	€56,790	€54,407	€27.91	€26.74
	€58,136	€55,594	€28.57	€27.32
	€59,386	€56,790	€29.18	€27.91
		€58,136		€28.57
		€59,386		€29.18

	1/10/18
Maintenance Supervisor Cork Institute of Technology	
	€ 43,511
	€ 44,002
	€ 44,237
	€ 44,500
	€ 44,740
	€ 44,871
	€ 44,993

	€ 45,122
	€ 45,247
	€ 45,450
	€ 45,606
	€ 45,982

CRAFTSMEN IN DIT/IOT

(Where agreement was reached on productivity re special £6.81 Craftsmen Analogue Award under PCW)

	1/10/18	New Entrants 1/10/18
Craftsman		
On Recruitment	€664.07	€605.43
after 6 months	€669.01	€625.57
after 1½ years	€673.93	€664.07
after 2½ years	€678.86	€669.01
after 3½ years	€683.78	€673.93
after 4½ years	€688.71	€678.86
after 5½ years	€693.61	€683.78
after 6½ years	€698.54	€688.71
after 7½ years	€703.47	€693.61
after 8½ years		€698.54
after 9½ years		€703.47
after 10½ years		

FOREMAN CRAFTSMAN IN DIT/IOT

(Where agreement was reached on productivity re special £6.81 (£8.17 Foreman) Craftsmen Analogue award under PCW)

	1/10/18
Foreman Craftsman	
On Recruitment	€790.02
after 6 months	€799.40
after 1½ years	€803.96
after 2½ years	€808.97
after 3½ years	€813.60
after 4½ years	€816.13
after 5½ years	€818.46
after 6½ years	€820.86
after 7½ years	€823.33
after 8½ years	€827.16
after 9½ years	€830.17
after 10½ years	€837.36

CRAFTSMEN IN 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))

	1/10/18	New Entrants 1/10/18
Craftsman		
On Recruitment	€700.58	€632.48
after 6 months	€705.53	€652.46
after 1½ years	€710.46	€700.58
after 2½ years	€715.39	€705.53
after 3½ years	€720.30	€710.46
after 4½ years	€725.24	€715.39
after 5½ years	€730.18	€720.30
after 6½ years	€735.09	€725.24
after 7½ years	€740.02	€730.18
after 8½ years		€735.09
after 9½ years		€740.02
after 10½ years		

ASSISTANT FOREMAN CRAFTSMAN IN IOT

	1/10/18
Red circled specifically in relation to named members of staff in Sligo, Letterkenny and Cork	
On Recruitment	€783.91
after 6 months	€792.68
after 1½ years	€796.95
after 2½ years	€801.63
after 3½ years	€806.00
after 4½ years	€808.36
after 5½ years	€810.56
after 6½ years	€812.86
after 7½ years	€815.15
after 8½ years	€818.74
after 9½ years	€821.51
after 10½ years	€828.24

FOREMAN CRAFTSMEN IN DIT/IOTs

(Where agreement was reached on productivity on special £18.87 (£22.64 - Foreman)Craftsman's Analogue award under the PCW)

	1/10/18
Foreman Craftsman	
On Recruitment	€833.85
after 6 months	€843.25
after 1½ years	€847.75
after 2½ years	€852.79

after 3½ years	€857.45
after 4½ years	€859.95
after 5½ years	€862.26
after 6½ years	€864.72
after 7½ years	€867.10
after 8½ years	€870.97
after 9½ years	€874.02
after 10½ years	€881.22

	1/10/18	New Entrants 1/10/18
Higher Order Attendant		
	€ 498.93	€ 451.00
	€ 499.23	€ 475.30
	€ 508.88	€ 498.93
	€ 523.75	€ 499.23
	€ 542.22	€ 508.88
	€ 574.48	€ 523.75
	€ 602.25	€ 542.22
	€ 606.49	€ 574.48
	€ 608.27	€ 602.25
	€ 609.88	€ 606.49
	€ 611.52	€ 608.27
	€ 613.40	€ 609.88
	€ 615.16	€ 611.52
	€ 616.82	€ 613.40
	€ 618.63	€ 615.16
	€ 620.55	€ 616.82
	€ 623.00	€ 618.63
	€ 625.35	€ 620.55
	€ 627.78	€ 623.00
		€ 625.35
		€ 627.78

NEW STRUCTURE - TECHNICIANS IN DIT AND INSTITUTES OF TECHNOLOGY

(Scales for Technicians represented by SIPTU who did not receive 2½% increase w.e.f. 1/9/08)

	1/1/18	New Entrants 1/10/18
Technician Grade		
	€ 32,860	€ 29,677
	€ 33,460	€ 31,372
	€ 34,401	€ 32,860

	€ 35,372	€ 33,460
	€ 36,371	€ 34,401
	€ 37,318	€ 35,372
	€ 39,566	€ 36,371
		€ 37,318
		€ 39,566
	€ 41,949	€ 41,949
Max	€ 43,683	€ 43,683

	1/10/18
Technical Officer Scale A	
	€ 35,037
	€ 36,028
	€ 36,964
	€ 39,185
	€ 41,590
	€ 43,312
	€ 45,107
	€ 46,867
	€ 48,636
	€ 50,871
	€ 52,650
	€ 54,574
	€ 56,500
	€ 58,377
LSI - payable after three years service on the maximum of the scale	€ 59,605
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/10/18
Technical Officer Scale b	
	€ 35,372
	€ 36,371
	€ 37,318
	€ 39,566
	€ 41,949
	€ 43,683
	€ 45,487
	€ 47,275
	€ 49,061
	€ 51,313
	€ 53,108
	€ 55,054
	€ 56,997
	€ 58,896

LSI - payable after three years service on the maximum of the scale	€ 60,133
Scale B applies to those who joined 1977 Superannuation Scheme	

	1/10/18
Senior Technical Officer Grade Scale A	
	€ 54,574
	€ 56,500
	€ 58,377
	€ 59,605
	€ 60,761
	€ 61,940
	€ 63,143
	€ 64,371
	€ 65,622
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/10/18
Senior Technical Officer Grade Scale B	
	€ 55,054
	€ 56,997
	€ 58,896
	€ 60,133
	€ 61,299
	€ 62,490
	€ 63,705
	€ 64,944
	€ 66,206
Scale B applies to those who have joined 1977 Superannuation Scheme	

NEW STRUCTURE - TECHNICIANS IN DIT AND INSTITUTES OF TECHNOLOGY

(Scales incorporating 2½% increase for Technicians represented by UNITE with effect from 1/9/2012)

	1/10/18	New Entrants 1/10/18
Technician Grade		
	€ 33,333	€ 30,393
	€ 34,271	€ 32,131
	€ 35,236	€ 33,333
	€ 36,231	€ 34,271
	€ 37,254	€ 35,236
	€ 38,225	€ 36,231
	€ 40,529	€ 37,254
		€ 38,225

		€ 40,529
	€ 42,972	€ 42,972
Max	€ 44,749	€ 44,749

	1/10/18
Technical Officer Scale A	
	€ 35,888
	€ 36,903
	€ 37,863
	€ 40,140
	€ 42,604
	€ 44,369
	€ 46,210
	€ 48,013
	€ 49,827
	€ 52,117
	€ 53,940
	€ 55,913
	€ 57,887
	€ 59,811
LSI - payable after three years service on the maximum of the scale	€ 61,069
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/10/18
Technical Officer Scale B	
	€ 36,231
	€ 37,254
	€ 38,225
	€ 40,529
	€ 42,972
	€ 44,749
	€ 46,598
	€ 48,431
	€ 50,262
	€ 52,571
	€ 54,410
	€ 56,405
	€ 58,396
	€ 60,343
LSI - payable after three years service on the maximum of the scale	€ 61,611
Scale B applies to those who have joined 1977 Superannuation Scheme	

	1/10/18
Senior Technical Officer Grade Scale A	
	€ 55,913
	€ 57,887
	€ 59,811
	€ 61,069
	€ 62,254
	€ 63,463
	€ 64,696
	€ 65,955
	€ 67,237
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/10/18
Senior Technical Officer Grade Scale B	
	€ 56,405
	€ 58,396
	€ 60,343
	€ 61,611
	€ 62,806
	€ 64,027
	€ 65,272
	€ 66,542
	€ 66,816
Scale B applies to those who have joined 1977 Superannuation Scheme	

CRAFT ASSISTANT WATERFORD IOT

	1/10/18
Scale A	
	€ 41,847
	€ 42,975
	€ 44,171
	€ 46,994
	€ 48,806
	€ 50,808
	€ 52,861
LSI - payable after three years service on the maximum of the scale	€ 54,131
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/10/18
Scale B	
	€ 42,210
	€ 43,343
	€ 44,545
	€ 47,400

	€ 49,237
	€ 51,252
	€ 53,325
LSI - payable after three years service on the maximum of the scale	€ 54,605
Scale B applies to those who have joined 1977 Superannuation Scheme	

	1/10/18
College Librarian	
	€ 71,850
	€ 74,282
	€ 76,712
	€ 79,146
	€ 81,582
	€ 84,011
	€ 86,632
	€ 89,082
	€ 91,680

	1/10/18
Careers Officer, Institutes of Technology	
	€ 48,840
	€ 50,179
	€ 51,503
	€ 52,844
	€ 54,181
	€ 55,521
	€ 56,860
	€ 58,198
	€ 59,536
	€ 60,876
	€ 62,215
	€ 63,554
	€ 64,372

TECHNICAL ASSISTANTS IOTS (FORMERLY HIGHER ORDER ATTENDANTS)

	1/10/18
Technical Assistant I	
	€34,572
	€34,878
	€35,184
	€35,490
	€35,796

	1/10/18
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Technical Assistant II	
	€36,371
	€37,318
	€39,566
	€40,586

SALARY SCALES FOR STUDENT COUNSELLORS IN INSTITUTES OF TECHNOLOGY

	1/10/18	New Entrants 1/10/18
Student Counsellor		
	€56,088	€50,581
	€58,475	€53,798
	€60,849	€56,088
	€63,205	€58,475
	€66,167	€60,849
	€69,581	€63,205
	€73,544	€66,167
	€77,561	€69,581
	€80,831	€73,544
		€77,561
		€80,831
Long Service Increment 1	€83,359	€83,359
Long Service Increment 2	€85,886	€85,886

	2018
Student Counsellor (Senior) in Dublin Institute of Technology	
	€79,919
	€81,755
	€83,610
	€85,453
	€87,286
	€87,987
Long Service Increment 1	€90,738
Long Service Increment 2	€93,491

COLLEGE OF CATERING, CATHAL BRUGHA STREET Cafeteria Staff

	1/10/18
Housekeeper Cafeteria Supervisor	
	€ 37,086
	€ 39,102
	€ 40,560
	€ 42,042
Long Service Increment 1	€ 43,403

Long Service Increment 2	€ 44,771
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	1/10/18	New Entrants 1/10/18
Assistant Cafeteria Supervisor		
	€ 34,049	€ 31,044
	€ 35,595	€ 32,808
	€ 37,086	€ 34,049
	€ 39,102	€ 35,595
	€ 40,560	€ 37,086
		€ 39,102
		€ 40,560

	1/10/18	New Entrants 1/10/18
Storekeeper		
	€ 37,086	€ 33,480
	€ 39,102	€ 35,950
	€ 40,560	€ 37,086
	€ 42,042	€ 39,102
	€ 43,403	€ 40,560
	€ 44,771	€ 42,042
		€ 43,403
		€ 44,771

**INSTITUTES OF TECHNOLOGY & DIT
DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT**

	1/10/18	New Entrants 1/10/18
General Operative		
	€ 563.43	€ 509.05
	€ 567.80	€ 522.12
	€ 569.59	€ 563.43
	€ 571.30	€ 567.80
	€ 573.03	€ 569.59
	€ 574.90	€ 571.30
	€ 576.73	€ 573.03
	€ 578.47	€ 574.90
	€ 580.30	€ 576.73
	€ 582.23	€ 578.47
	€ 584.68	€ 580.30
	€ 587.07	€ 582.23
	€ 589.49	€ 584.68
		€ 587.07
		€ 589.49

DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT

	1/10/18	New Entrants 1/10/18
General Operative		
	€ 563.95	€ 509.52
	€ 568.33	€ 522.58
	€ 570.12	€ 563.95
	€ 571.89	€ 568.33
	€ 573.53	€ 570.12
	€ 575.44	€ 571.89
	€ 577.26	€ 573.53
	€ 578.95	€ 575.44
	€ 580.80	€ 577.26
	€ 582.69	€ 578.95
	€ 585.17	€ 580.80
	€ 587.57	€ 582.69
	€ 589.96	€ 585.17
		€ 587.57
		€ 589.96

DUBLIN INTITUTE OF TECHNOLOGY PERSONNEL

	1/10/18	New Entrants 1/10/18
Nightwatchman (G.O. Related)		
	€ 570.13	€ 515.07
	€ 571.84	€ 526.24
	€ 573.54	€ 570.13
	€ 575.44	€ 571.84
	€ 577.27	€ 573.54
	€ 578.95	€ 575.44
	€ 580.81	€ 577.27
	€ 582.70	€ 578.97
	€ 585.17	€ 580.81
	€ 587.57	€ 582.70
	€ 589.97	€ 585.17
	€ 592.39	€ 587.57
	€ 594.80	€ 589.97
		€ 592.39
		€ 594.80

	1/10/18	New Entrants 1/10/18
Storeman/Storekeeper (G.O. Related)		
	€ 583.38	€ 527.00
	€ 600.26	€ 558.14

	€ 612.71	€ 583.38
	€ 623.93	€ 600.26
	€ 628.94	€ 612.71
	€ 640.15	€ 623.94
	€ 651.23	€ 628.94
		€ 640.15
		€ 651.23

	1/10/18	New Entrants 1/10/18
Cooks		
	€ 547.82	€ 494.99
	€ 552.50	€ 514.06
	€ 557.22	€ 547.82
	€ 561.88	€ 552.50
	€ 566.67	€ 557.22
	€ 571.38	€ 561.88
	€ 576.11	€ 566.67
	€ 580.84	€ 571.38
	€ 585.52	€ 576.11
		€ 580.84
		€ 585.52

	1/10/18	New Entrants 1/10/18
Truck Driver (G.O. Related)		
	€ 551.80	€ 498.57
	€ 556.05	€ 511.63
	€ 557.98	€ 551.80
	€ 559.45	€ 556.05
	€ 561.20	€ 557.98
	€ 563.16	€ 559.45
	€ 564.97	€ 561.20
	€ 567.00	€ 563.16
	€ 568.63	€ 564.97
	€ 570.61	€ 567.00
	€ 573.00	€ 568.63
	€ 575.53	€ 570.61
	€ 578.00	€ 573.00
		€ 575.53
		€ 578.00

	1/10/18
Laboratory Assistants DIT	
Lab Assistant I	€34,572

	€34,878
	€35,184
	€35,490
	€35,796
Lab Assistant II	
	€36,371
	€37,318
	€39,566
	€40,586

	1/10/18
DIT Library Staff	
Faculty Librarian	
	€55,705
	€58,270
	€67,213
	€69,487
	€71,765
	€74,053
	€76,353
	€78,635
	€80,917
	€83,209
	€85,496
Senior Librarian	
	€75,493
	€77,978
	€80,451
	€82,941
	€85,417
	€87,891
	€90,378
	€92,851

REVISED SALARY SCALES FOR OFFICER GRADES IN D.I.T.

	1/10/18
Principal Officer	
	€ 83,372
	€ 86,519
	€ 89,664
	€ 92,810
	€ 95,957
LSI 1	€ 98,889
LSI 2	€ 101,926
	1/10/18

Assistant Principal Officer	
	€ 71,850
	€ 74,282
	€ 76,712
	€ 79,146
	€ 81,582
	€ 84,011
	€ 86,632
	€ 89,082
	€ 91,680

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE

	1/10/18
Chief Executive	
	€104,275
	€107,708
	€111,124
	€115,200
	€119,250
	€120,140
	€123,489

	1/10/18
Programme Manager	
	€82,064
	€83,975
	€85,884
	€87,791
	€89,702
	€91,610
	€93,516
	€95,635
	€97,755
	€100,090

	1/10/18	New Entrants 1/10/18
Programme Specialist		
	€55,781	€50,305
	€57,726	€53,805
	€59,670	€55,781
	€61,613	€57,726
	€63,560	€59,670
	€65,501	€61,613
	€66,424	€63,560

	€68,326	€65,501
	€70,221	€66,424
	€72,318	€68,326
	€74,421	€70,221
	€76,521	€72,318
	€78,833	€74,421
	€81,147	€76,521
	€83,456	€78,833
		€81,147
		€83,456

	1/10/18
Gr IV Administration	
	€30,212
	€32,285
	€34,049
	€35,595
	€37,086
	€39,102
	€40,560
	€42,042
1st Long Service Increment	€43,403
2nd Long Service Increment	€44,771

	1/10/18	New Entrants 1/10/18
Grade III Administration		
	€25,265	€23,353
	€26,033	€24,887
	€27,151	€25,265
	€28,273	€26,033
	€29,397	€27,151
	€30,513	€28,273
	€31,603	€29,397
	€32,689	€30,513
	€33,460	€31,603
	€34,537	€32,689
	€35,621	€33,460
	€37,662	€34,537
		€35,621
		€37,662
Long Service Increment	€39,110	€39,110

	1/10/18
Knowledge Resource Centre Manager	
Client Services Manager	

Finance Officer Computer Services Manager	
	€71,850
	€74,282
	€76,712
	€79,146
	€81,582
	€84,011
	€86,632
	€89,082
	€91,680

	1/10/18	New Entrants 1/10/18
Technician		
	€35,274	€32,157
	€36,271	€33,171
	€37,217	€35,274
	€39,456	€36,271
	€41,830	€37,217
	€43,560	€39,456
	€45,245	€41,830
	€46,807	€43,560
	€48,361	€45,245
	€50,105	€46,807
	€51,789	€48,361
	€53,512	€50,105
	€55,214	€51,789
	€56,977	€53,512
		€55,214
		€56,977
LSI Payable after 3 years on max of scale	€58,078	€58,078

	1/10/18	New Entrants 1/10/18
Caretaker		
On recruitment	€ 595.92	€ 538.29
after 6 months	€ 599.09	€ 550.70
after 1½ years	€ 602.09	€ 595.92
after 2½ years	€ 603.74	€ 599.09
after 3½ years	€ 605.35	€ 602.09
after 4½ years	€ 607.07	€ 603.74
after 5½ years	€ 608.74	€ 605.35
after 6½ years	€ 610.56	€ 607.07
after 7½ years	€ 612.29	€ 608.74

after 8½ years	€ 614.10	€ 610.56
after 9½ years	€ 616.01	€ 612.29
after 10½ years	€ 617.92	€ 614.10
after 11½ years	€ 619.70	€ 616.01
		€ 617.92
		€ 619.70

	1/10/18
Placement Administrator	
	€42,042
	€43,379
	€44,717
	€46,055
	€47,392
1st Long Service Increment	€48,941
2nd Long Service Increment	€50,490

	1/10/18
Project Accountant – Grade VII	
	€48,978
	€50,175
	€51,575
	€52,979
	€54,385
	€55,642
	€56,921
	€58,166
	€59,405
1st Long Service Increment	€61,534
2nd Long Service Increment	€63,673

HOTEL & CATERING COLLEGE, KILLYBEGS, CO.DONEGAL.

	1/10/18	New Entrants 1/10/18
Supervisors		
	€ 585.18	€ 528.62
After two years service on point 1		€ 585.18

	1/10/18	New Entrants 1/10/18
Production Chef/Co-ordinator		
	€ 37,451	€ 33,808
	€ 39,091	€ 36,037
	€ 40,764	€ 37,451
	€ 42,088	€ 39,091
	€ 43,421	€ 40,764
	€ 44,760	€ 42,088
	€ 46,097	€ 43,421
	€ 47,426	€ 44,760
		€ 46,097
		€ 47,426

	1/10/18	New Entrants 1/10/18
Technicians Scale A		
	€ 34,232	€ 31,210
	€ 35,526	€ 33,111
	€ 36,686	€ 34,232
	€ 37,818	€ 35,526
	€ 39,927	€ 36,686
	€ 41,383	€ 37,818
	€ 42,812	€ 39,927
	€ 44,279	€ 41,383
	€ 45,742	€ 42,812
	€ 47,393	€ 44,279
	€ 48,977	€ 45,742
	€ 50,607	€ 47,393
	€ 52,213	€ 48,977
	€ 53,870	€ 50,607
		€ 52,213
		€ 53,870
LSI - payable after three years service on the maximum of the scale	€ 54,914	€ 54,914
Scale A applies to those who opted not to join 1977 Superannuation Scheme		

	1/10/18	New Entrants 1/10/18
Technicians Scale B		
	€34,560	€31,508
	€35,869	€33,430
	€37,041	€34,560
	€38,182	€35,869
	€40,272	€37,041

	€41,738	€38,182
	€43,171	€40,272
	€44,662	€41,738
	€46,143	€43,171
	€47,799	€44,662
	€49,406	€46,143
	€51,049	€47,799
	€52,667	€49,406
	€54,350	€51,049
		€52,667
		€54,350
LSI - payable after three years service on the maximum of the scale	€55,396	€55,396
Scale B applies to those who opted to join 1977 Superannuation Scheme		

MARY IMMACULATE COLLEGE OF EDUCATION

	1/10/18
President	
	€ 145,008

	1/10/18
Registrar and Bursar	
	€ 96,251
	€ 99,307
	€ 102,334
	€ 105,358
	€ 108,390
	€ 111,417
	€ 114,442

	1/10/18
Head of Education Department	
	€ 91,555
	€ 94,458
	€ 97,333
	€ 100,201
	€ 103,086
	€ 105,959
	€ 108,833

	1/10/18
Senior Lecturer 9	
	€ 69,843
	€ 72,513
	€ 75,191
	€ 77,879
	€ 80,538
	€ 83,224
	€ 85,901
	€ 88,578
	€ 91,251

	1/10/18
Librarian	
	€ 69,843
	€ 72,513
	€ 75,191
	€ 77,879
	€ 80,538
	€ 83,224

	€ 85,901
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	1/10/18
Lecturer	
	€ 52,186
	€ 61,458
	€ 64,746
	€ 67,009
	€ 70,220
	€ 73,437
	€ 76,638
	€ 79,839
	€ 83,039

	1/10/18	New Entrants 1/10/18
Assistant Lecturer		
	€ 48,428	€ 43,687
	€ 51,526	€ 46,475
	€ 54,709	€ 48,428
	€ 59,983	€ 51,525
	€ 66,830	€ 54,709
	€ 69,726	€ 59,983
	€ 72,613	€ 66,830
	€ 75,515	€ 69,726
	€ 78,397	€ 72,613
		€ 75,515
		€ 78,397

	1/10/18	New Entrants 1/10/18
Assistant Librarian		
	€ 46,207	€ 41,688
	€ 48,046	€ 44,178
	€ 49,901	€ 46,207
	€ 51,736	€ 48,046
	€ 53,670	€ 49,901
	€ 55,523	€ 51,736
		€ 53,670
		€ 55,523

	1/10/18	New Entrants 1/10/18
Library Assistant		
	€ 25,265	€ 23,353
	€ 26,033	€ 24,887

	€ 27,151	€ 25,265
	€ 28,274	€ 26,033
	€ 29,397	€ 27,151
	€ 30,513	€ 28,274
	€ 31,603	€ 29,397
	€ 32,690	€ 30,513
	€ 33,459	€ 31,603
	€ 34,537	€ 32,690
	€ 35,621	€ 33,459
	€ 37,661	€ 34,537
		€ 35,621
		€ 37,661
L.S.I.	€ 39,110	€ 39,110

	1/10/18
Senior Library Assistant	
	€ 30,212
	€ 32,287
	€ 34,049
	€ 35,596
	€ 37,086
	€ 39,102
	€ 40,561
	€ 42,036
1st LSI	€ 43,403
2nd LSI	€ 44,771

	1/10/18	1/10/18 Grossed up scale	New Entrants 1/10/18	New Entrants Grossed up scale 1/10/18
Executive Officer				
	€ 28,842	€ 30,304	€ 26,059	€ 27,376
	€ 30,924	€ 32,461	€ 27,933	€ 29,317
	€ 32,738	€ 34,365	€ 28,842	€ 30,304
	€ 34,354	€ 36,071	€ 30,924	€ 32,461
	€ 35,922	€ 37,720	€ 32,738	€ 34,365
	€ 37,484	€ 39,364	€ 34,354	€ 36,071
	€ 39,014	€ 40,974	€ 35,922	€ 37,720
	€ 40,558	€ 42,599	€ 37,484	€ 39,364
	€ 42,061	€ 44,182	€ 39,014	€ 40,974
	€ 43,610	€ 45,811	€ 40,558	€ 42,599
	€ 44,638	€ 46,891	€ 42,061	€ 44,182
			€ 43,610	€ 45,811
			€ 44,638	€ 46,891
Long Service Increment - after 3 yrs on max				

Personal Points	€ 46,093	€ 48,427	€ 46,093	€ 48,427
Serving staff on max for less than 6 years (1)	€ 46,093	€ 48,427	€ 46,093	€ 48,427
Serving staff on max for 6 years or more (2)	€ 47,550	€ 49,959	€ 47,550	€ 49,959
(1)- paragraphs 15&16 of circular refer (2)- paragraphs 17-19 of circular refer				

	1/10/2018	1/10/2018 Grossed up scale
Higher Executive Officer		
	€ 45,716	€ 48,028
	€ 47,048	€ 49,432
	€ 48,380	€ 50,833
	€ 49,712	€ 52,233
	€ 51,044	€ 53,637
	€ 52,378	€ 55,040
	€ 53,710	€ 56,441
Long Service Increment - after 3 yrs on max		
Personal Points	€ 55,630	€ 58,466
Serving staff on max for less than 6 years (1)	€ 55,630	€ 58,466
Serving staff on max for 6 years or more (2)	€ 57,549	€ 60,486
1)- paragraphs 15&16 of circular refer (2)- paragraphs 17-19 of circular refer		

	1/10/18
Staff Officer	
	€ 34,755
	€ 36,194
	€ 37,490
	€ 38,656
	€ 39,828
	€ 41,007
	€ 42,191
	€ 43,327
LSI 1	€ 44,405
LSI2	€ 45,808

	1/10/18	1/10/18 Grossed up scale	New Entrants 1/10/18	New Entrants Grossed up scale 1/10/18
Clerical Officer				
	€ 460.73	€ 483.96	€ 425.86	€ 447.24
	€ 481.28	€ 498.45	€ 453.64	€ 476.50

	€ 494.81	€ 519.84	€ 460.73	€ 483.96
	€ 515.13	€ 541.21	€ 481.28	€ 498.45
	€ 535.43	€ 562.57	€ 494.81	€ 519.84
	€ 555.77	€ 583.91	€ 515.13	€ 541.21
	€ 576.02	€ 604.69	€ 535.43	€ 562.57
	€ 595.91	€ 625.47	€ 555.77	€ 583.91
	€ 615.71	€ 640.09	€ 576.02	€ 604.69
	€ 629.35	€ 660.67	€ 595.91	€ 625.47
	€ 648.78	€ 681.12	€ 615.71	€ 640.09
	€ 679.02	€ 712.99	€ 629.35	€ 660.67
			€ 648.78	€ 681.12
			€ 679.02	€ 712.99
L.S.I. 1	€ 702.87	€ 738.04	€ 702.87	€ 738.04
L.S.I. 2	€ 713.82	€ 749.55	€ 713.81	€ 749.55

	1/10/18
Senior Technical Officer	
	€ 47,921
	€ 49,937
	€ 52,065
	€ 54,256
	€ 56,521
LSI	€ 57,699

	1/10/18	New Entrants 1/10/18
General Operatives & Cleaner Grades		
On recruitment	€ 572.39	€ 517.11
after 6 months	€ 575.51	€ 529.54
after 1½ years	€ 578.53	€ 572.39
after 2½ years	€ 580.19	€ 575.51
after 3½ years	€ 582.02	€ 578.53
after 4½ years	€ 583.67	€ 580.19
after 5½ years	€ 585.31	€ 582.03
after 6½ years	€ 587.03	€ 583.67
after 7½ years	€ 588.79	€ 585.31
after 8½ years	€ 590.63	€ 587.04
after 9½ years	€ 592.41	€ 588.79
after 10½ years	€ 594.30	€ 590.63
after 11½ years	€ 596.10	€ 592.41
		€ 594.30
		€ 596.10

	1/10/18	New Entrants 1/10/18
Building Maintenance Manager		

	€ 48,978	€ 44,182
	€ 50,175	€ 46,521
	€ 51,575	€ 48,978
	€ 52,979	€ 50,175
	€ 54,385	€ 51,575
	€ 55,637	€ 52,979
	€ 56,921	€ 54,385
	€ 58,166	€ 55,637
	€ 59,405	€ 56,921
		€ 58,166
		€ 59,405
LSI 1	€ 61,534	€ 61,534
LSI 2	€ 63,673	€ 63,673

	1/10/18	New Entrants 1/10/18
Analyst Programmer 1		
	€ 38,414	€ 34,674
	€ 39,697	€ 37,005
	€ 41,003	€ 38,414
	€ 42,311	€ 39,697
	€ 43,618	€ 41,003
	€ 44,922	€ 42,311
	€ 47,083	€ 43,618
	€ 48,903	€ 44,922
		€ 47,083
		€ 48,903

	1/10/18
Analyst Programmer 2	
	€ 45,090
	€ 46,469
	€ 47,841
	€ 49,187
	€ 50,546
	€ 51,892
	€ 54,126
	€ 56,168
	€ 58,264

	1/10/18
Analyst Programmer 3	
	€ 53,535
	€ 63,050
	€ 66,430
	€ 68,731

	€ 72,029
	€ 75,327
	€ 78,615
	€ 81,901
	€ 85,188

	1/10/18
Assistant Principal Officer	
	€ 66,495
	€ 68,899
	€ 71,289
	€ 73,687
	€ 76,080
	€ 77,460
LSI 1	€ 79,876
LSI 2	€ 82,300

	1/10/18
Senior Executive Officer in the President's Office	
	€ 48,978
	€ 50,175
	€ 51,575
	€ 52,979
	€ 54,385
	€ 55,642
	€ 56,921
	€ 58,166
	€ 59,405
LSI	€ 61,534
LSI	€ 63,673

	1/10/18
Tradesperson	
On recruitment	€ 700.64
after 6 months	€ 705.55
after 1½ years	€ 710.47
after 2½ years	€ 715.40
after 3½ years	€ 720.31
after 4½ years	€ 725.25
after 5½ years	€ 730.18
after 6½ years	€ 735.11
after 7½ years	€ 740.02

NATIONAL COLLEGE OF ART AND DESIGN

	1/10/18
Director	
	€ 145,628

	1/10/18
Head of Faculty	
	€ 91,557
	€ 94,458
	€ 97,333
	€ 100,201
	€ 103,086
	€ 105,959
	€ 108,833

	1/10/18
Head of Department	
	€69,843
	€72,513
	€75,192
	€77,879
	€80,538
	€83,224
	€85,902
	€88,578
	€91,251

	1/10/18
Finance Officer	
	€ 58,536
	€ 61,231
	€ 70,594
	€ 72,989
	€ 75,392
	€ 77,801
	€ 80,214
	€ 82,619
	€ 85,017
	€ 87,427
	€ 89,839

	1/10/18
Lecturer	
	€ 52,186
	€ 61,458

	€ 64,746
	€ 67,009
	€ 70,220
	€ 73,437
	€ 76,638
	€ 79,839
	€ 83,039

	1/10/18	New Entrants 1/10/18
Assistant Lecturer		
	€ 43,353	€ 39,120
	€ 45,063	€ 41,445
	€ 46,810	€ 43,353
	€ 48,198	€ 45,063
	€ 49,602	€ 46,810
	€ 50,994	€ 48,198
	€ 52,397	€ 49,602
	€ 53,783	€ 50,994
		€ 52,397
		€ 53,783

	1/10/18
Grade VII	
	€ 48,978
	€ 50,175
	€ 51,575
	€ 52,979
	€ 54,385
	€ 55,642
	€ 56,921
	€ 58,166
	€ 59,405
LSI 1	€ 61,534
LSI 2	€ 63,673

	1/10/18
Grade VI	
	€ 46,771
	€ 47,898
	€ 49,259
	€ 51,817
	€ 53,345
LSI 1	€ 55,245
LSI 2	€ 57,157

	1/10/18
Grade V (Senior Clerk)	
	€ 42,042
	€ 43,379
	€ 44,717
	€ 46,055
	€ 47,392
LSI 1	€ 48,941
LSI 2	€ 50,490

	1/10/18
Grade IV	
	€ 30,212
	€ 32,285
	€ 34,049
	€ 35,595
	€ 37,086
	€ 39,102
	€ 40,560
	€ 42,042
LSI 1	€ 43,403
LSI 2	€ 44,771

	1/10/18	New Entrant 1/10/18
Grade III (Clerical Officer)		
	€ 25,265	€ 23,353
	€ 26,033	€ 24,887
	€ 27,151	€ 25,265
	€ 28,273	€ 26,033
	€ 29,397	€ 27,151
	€ 30,513	€ 28,273
	€ 31,603	€ 29,397
	€ 32,689	€ 30,513
	€ 33,460	€ 31,603
	€ 34,537	€ 32,689
	€ 35,621	€ 33,460
	€ 37,662	€ 34,537
	€ 37,662	€ 35,621
		€ 37,662
		€ 37,662
LSI	€ 39,110	€ 39,110

	1/10/18	New Entrant
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		1/10/18
Grade II (Clerk Typist)		
	€ 25,265	€ 23,353
	€ 26,033	€ 24,887
	€ 27,151	€ 25,265
	€ 28,273	€ 26,033
	€ 29,397	€ 27,151
	€ 30,513	€ 28,273
	€ 31,603	€ 29,397
	€ 32,689	€ 30,513
	€ 33,460	€ 31,603
	€ 34,537	€ 32,689
	€ 35,621	€ 33,460
	€ 37,662	€ 34,537
		€ 35,621
		€ 37,662

	1/10/18
Senior Library Assistant	
	€ 30,212
	€ 32,285
	€ 34,049
	€ 35,595
	€ 37,086
	€ 39,102
	€ 40,560
	€ 42,042

	1/10/18	New Entrants 1/10/18
Building Officer		
	€ 46,771	€ 42,196
	€ 47,898	€ 44,794
	€ 49,259	€ 46,771
	€ 51,817	€ 47,898
	€ 53,345	€ 49,259
		€ 51,817
		€ 53,345
LSI 1	€ 55,245	€ 55,245
LSI 2	€ 57,157	€ 57,157

	1/10/18	New Entrants 1/10/18
General Operative		
	€ 564.89	€ 510.36
	€ 569.25	€ 523.40

	€ 571.03	€ 564.89
	€ 572.75	€ 569.25
	€ 574.46	€ 571.03
	€ 576.38	€ 572.75
	€ 578.14	€ 574.46
	€ 579.87	€ 576.38
	€ 581.73	€ 578.14
	€ 583.59	€ 579.87
	€ 586.04	€ 581.73
	€ 588.52	€ 583.59
	€ 590.87	€ 586.04
		€ 588.52
		€ 590.87

	1/10/18
Head Attendant (Grossing up to be applied in College to take account of pension contributions)	
	€ 29,835
	€ 30,315
	€ 30,808
	€ 31,627
	€ 32,010
	€ 32,445
	€ 32,678
	€ 33,002
LSI 1	€ 33,977
LSI 2	€ 35,219

	1/10/18
Senior Attendant (Grossing up to be applied in College to take account of pension contributions)	
	€ 523.86
	€ 533.56
	€ 547.07
	€ 558.27
	€ 569.53
	€ 580.72
	€ 591.75
LSI 1	€ 609.75
LSI 2	€ 626.07

	1/10/18	New Entrant 1/10/18
Attendant (Grossing up to be applied in College to take account of pension contributions)		
	€ 446.52	€ 446.52

	€ 446.52	€ 446.52
	€ 446.52	€ 446.52
	€ 466.03	€ 446.52
	€ 482.00	€ 446.52
	€ 497.93	€ 466.03
	€ 504.39	€ 482.00
	€ 520.11	€ 497.93
	€ 544.83	€ 504.39
	€ 551.57	€ 520.11
		€ 544.83
		€ 551.57
LSI 1	€ 568.35	€ 568.35
LSI 2	€ 589.52	€ 589.52

	1/10/18	New Entrant 1/10/18
Technical Officer		
	€ 41,251	€ 37,228
	€ 42,959	€ 39,557
	€ 44,720	€ 41,251
	€ 46,536	€ 42,959
	€ 48,333	€ 44,720
		€ 46,536
		€ 48,333

	1/10/18
Senior Technical Officer	
	€ 50,994
	€ 52,830
	€ 54,751
	€ 56,712
	€ 58,714
LSI	€ 59,940

	1/10/18
Assistant Librarian (Scale on a personal to holder basis)	
	€ 58,533

ST. ANGELA'S COLLEGE OF EDUCATION FOR HOME ECONOMICS

	1/10/18
Principal	
	€81,941
	€84,567
	€87,174
	€89,795
	€92,399
	€95,020
	€97,632
	€100,254
	€102,865
	€105,477
	€108,090

	1/10/18
Senior Lecturer	
	€69,846
	€72,513
	€75,195
	€77,878
	€80,539
	€83,222
	€85,901
	€88,578
	€91,251

	1/10/18	New Entrants 1/10/18
Lecturer		
	€52,187	€47,070
	€61,458	€55,414
	€64,746	€61,458
	€67,009	€64,746
	€70,221	€67,009
	€73,434	€70,221
	€76,637	€73,434
	€79,840	€76,637
	€83,039	€79,840
		€83,039

	1/10/18
Librarian	
	€ 44,256
	€ 46,023

	€ 47,790
	€ 49,553
	€ 51,400
	€ 53,168

	1/10/18	New Entrants 1/10/18
Library Assistant		
	€23,378	€22,315
	€24,485	€23,138
	€25,595	€23,378
	€26,329	€24,485
	€27,421	€25,595
	€28,508	€26,329
	€29,601	€27,421
	€30,683	€28,508
	€31,753	€29,601
	€32,814	€30,683
	€33,551	€31,753
	€34,602	€32,814
	€35,654	€33,551
	€36,706	€34,602
		€35,654
		€36,706

	1/10/18
Bursar	
	€45,716
	€47,048
	€48,380
	€49,712
	€51,044
	€52,378
	€53,710
after 3 years satisfactory service at the maximum	€55,630
after 6 years satisfactory service at the maximum	€57,549

	1/10/18	New Entrants 1/10/18
Secretary to President		
	€32,461	€29,317
	€34,365	€31,330
	€36,071	€32,461
	€37,720	€34,365

	€39,364	€36,071
	€40,974	€37,720
	€42,599	€39,364
	€44,182	€40,974
	€45,811	€42,599
	€46,891	€44,182
		€45,811
		€46,891
LSI after 3 years on maximum	€48,427	€48,427
LSI after 6 years on maximum	€49,959	€49,959

	1/10/18	New Entrants 1/10/18
Technical Officer		
	€38,725	€34,954
	€41,504	€37,455
	€43,455	€38,725
	€45,401	€41,504
	€47,519	€43,455
	€48,659	€45,401
		€47,519
		€48,659

	1/10/18
Catering Supervisor	
	€ 33,460
	€ 34,537
	€ 35,621
Maximum	€ 37,662
LSI after 3 years satisfactory service at max.	€ 39,110

	1/10/18	New Entrants 1/10/18
Cooks		
	€ 539.91	€ 494.82
		€ 539.91

	1/10/18	New Entrants 1/10/18
Home Economics Assistant		
	€ 580.77	€ 524.65
	€ 583.95	€ 537.14
	€ 586.89	€ 580.77

	€ 588.59	€ 583.95
	€ 590.34	€ 586.89
	€ 591.99	€ 588.59
	€ 593.74	€ 590.34
	€ 595.47	€ 591.99
	€ 597.26	€ 593.74
	€ 599.11	€ 595.47
	€ 600.97	€ 597.26
	€ 602.86	€ 599.11
	€ 604.67	€ 600.97
		€ 602.86
		€ 604.67

	1/10/18
Permanent Wholetime Secretary	
	€ 25,265
	€ 26,033
	€ 27,151
	€ 28,273
	€ 29,397
	€ 30,513
	€ 31,603
	€ 32,689
	€ 33,460
	€ 34,537
	€ 35,621
	€ 37,662
	€ 37,662
	€ 37,662
LSI	€ 39,110

	1/10/18	New Entrants 1/10/18
Maintenance Post		
On recruitment	€ 562.68	€ 508.36
after 6 months	€ 565.97	€ 521.34
after 1½ years	€ 569.09	€ 562.68
after 2½ years	€ 570.82	€ 565.97
after 3½ years	€ 572.59	€ 569.09
after 4½ years	€ 574.40	€ 570.82
after 5½ years	€ 576.13	€ 572.59
after 6½ years	€ 577.96	€ 574.40
after 7½ years	€ 579.80	€ 576.13
after 8½ years	€ 581.73	€ 577.96
after 9½ years	€ 583.66	€ 579.80
after 10½ years	€ 585.62	€ 581.73

after 11½ years	€ 587.38	€ 583.66
		€ 585.62
		€ 587.38

PAY RATES FOR CERTAIN CATERING & HOUSEHOLD STAFF

	1/10/18	New Entrants 1/10/18
Domestics		
	€ 462.25	€ 446.52
		€ 462.26