



Circular Letter 0007/2026

To: The Chief Executives of Education and Training Boards

Revision of Salaries and Allowances of Certain Grades other than Teachers and SNAs employed by ETBs under The Public Service Agreement 2024 - 2026

Application of pay adjustments with effect from 01 February 2026

Introduction

1. The Minister for Education wishes to inform Managerial Authorities of revised rates of salary and allowances of certain staff as provided for in the Public Service Agreement 2024-2026.
2. This circular sets out the increases due from 01 February 2026 as an amendment to the Agreement.

Salary Increases to be implemented under the Public Service Agreement

3. Under Public Service Agreement 2024-2026, a 1% (or €500 whichever is greater) pay adjustment was agreed and will be implemented with effect from 01 February 2026.
4. In accordance with Section 3.1 of the Public Service Agreement 2024-2026, whole-time annual basic scale salaries will be increased by 1% (or €500 whichever is greater) with effect from 01 February 2026.
5. The revised salary scales to affected staff are set out in the tables below.
6. All salary scales payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 01 February 2026.

Allowances

7. The Agreement also provides for an increase in allowances in the nature of pay of 1% from 001 February 2026. Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with in effect from 01 February 2026.

Pension increases

8. The principle of pay parity in pension increases for pre-existing public service schemes¹ has been agreed up to 30 June 2026 in line with the Public Service Agreement 2024-2026. Civil service pension increases should be passed on to pensions in line with that policy. Guidance on the methodology for calculating these pension increases is appended to 24 September 2024's letter to HR Managers / Pension Administrators.²
9. Single Public Service Pension Scheme ('Single Scheme') pensions are updated in line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore, Single Scheme pensions in payment in respect of former public servants who served in grades to which this circular applies will not be adjusted with reference to the revisions of basic pay set out in this Circular.

Pension revisions for pre-existing public service pension schemes

10. The pensions of those who are members of a pre-existing public service pension scheme (Non-Single Scheme) which are in payment from 01 February 2026 in respect of former Public Servants who served in grades to which this circular applies, will be adjusted as appropriate in the normal way, by reference to the revisions of basic pay set out in this Circular. Departments/Offices which, under delegated authority, grant pensions and lump sums may, subject to any necessary prior consultation with this Department, revise pension payments strictly in accordance with this circular.
11. The lump sums of the officers in the grades to which this Circular applies who retired on or after 01 February 2026 should also be revised by reference to the revisions of basic pay set out in this circular as appropriate. Deductions from lump sums in respect of non-periodic contributions (such as under Spouses and Children's Pension Schemes) should also be adjusted in these cases. The lump sum of officers in the grades to which this circular applies who retired before 001 February 2026 should not be adjusted.
12. Pensions for officers who retired after 01 February 2026 which were evaluated for the Pension Benefit Cap³ under Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, will need to be re-evaluated in the context of the increases outlined in this circular.

¹ Pre-existing Public Service Pension schemes, as defined in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

² Application of 'Pay Parity' as Pension Increase Policy, in line with the Public Service Agreement 2024-2026"; available at <https://www.gov.ie/en/circulars/>

³ Circular 13/2020 Guidance on the application of the Pensions Benefit Cap under section 52 (6) and (7) of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

13. Pensions for officers who are currently re-employed in the public service and whose pensions were evaluated for Pension Abatement⁴ under Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, will need to be re-evaluated in the context of the increases outlined in this circular. A pensioner, not previously subject to abatement, may now be subject to abatement as a result of the increases.

Pension revisions for the Single Public Service Pension Scheme

14. For Single Scheme pensioners who were working as public servants (in grades to which this circular applies) on 01 February 2026 and subsequently retired in the period from 01 February 2026 until such date as this pay adjustment takes effect, their referable amounts accrued, and contribution deductions owed will be re-calculated. Lump sum and pensions paid will then be adjusted, as appropriate.

This aforementioned calculation should also be undertaken by Relevant Authorities for the following classes:

- Cost-Neutral Early Retirement (CNER)
- Ill-Health Retirement (including Short Service Gratuity)
- Pension Adjustment Orders (PAOs)
- Death-in-Service (Spouse / Partner / Eligible Child)
- Death Gratuity
- Any other relevant cases

Final Retirement Benefit Statements and Leaver Statements for Single Scheme members in the grades to which this circular applies, who were working as public servants on the dates of the revision of basic pay and who subsequently retired or left their respective Relevant Authority may also have to be adjusted, as appropriate.

Please note that, as previously stated, the lump sum and pensions of officers in the grades to which this circular applies who retired before 01 February 2026 should not be adjusted.

Long Service Increments

15. Long service increments (LSIs) may be payable following a number of years of satisfactory service at the maximum point of certain scales. Where applicable, an LSI 1 may follow after three (3) years of satisfactory service and where this applies it is denoted with a single asterisk * throughout the circular. In certain other scales an LSI 2 may apply following a further three (3) years of satisfactory service (i.e., 6 years in total) before moving from the first long service increment

⁴ Circular 24/2022 Guidance on the application of Abatement of Public Service Occupational Pensions.

to the next long service increment. Where applicable these are denoted with a double asterisk ** throughout the circular.

Circulation and Queries

16. Please ensure that copies of this Circular are provided to all members of the Board of Management/Education and Training Boards and its contents are brought to the attention of all affected staff in your employment including those on leave of absence.
17. This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>
18. Enquiries regarding this Circular should be e-mailed to financialetb@education.gov.ie

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27 January 2026

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1. Adult Education Guidance Counsellor / Co-Ordinator, Adult Literacy Organisers & Community Education Facilitators

	Rate from 01/02/2026	New Entrants Rate from 01/02/2026
Adult Education Guidance Counsellor / Co-Ordinator, Adult Literacy Organisers & Community Education Facilitators ⁵	€ 53,742	€ 48,911
	€ 55,470	€ 51,862
	€ 57,239	€ 53,742
	€ 59,021	€ 55,470
	€ 60,813	€ 57,239
	€ 62,614	€ 59,021
	€ 64,413	€ 60,813
	€ 66,212	€ 62,614
	€ 68,010	€ 64,413
	€ 69,808	€ 66,212
	€ 71,610	€ 68,010
	€ 73,666	€ 69,808
	€ 76,237	€ 71,610
		€ 73,666
	€ 76,237	

	Rate from 01/02/2026
NALA/WIT Certificate ⁶	€1,258
NALA/WIT Diploma ⁷	€2,524

Adult Education Guidance Co-ordinator Allowances

Allowances⁸	Rate from 01/02/2026	New Entrants Rate from 01/02/2026
+1 information Officer or Counsellor	€ 4,185	€ 4,185
+2-3 staff	€ 5,394	€ 5,394
+4-5 staff	€ 7,134	€ 7,134
+6-7 staff	€ 8,937	€ 8,937

⁵ Payroll code: FE01 & FE01NE

⁶ Payroll code: 4030

⁷ Payroll code: 4031

⁸ Payroll code: 4028 & 4029

2. Adult Education Guidance Information Officers

	Rate from 01/02/2026	New Entrants Rate from 01/02/2026
Adult Education Guidance Information Officers ⁹	€39,099	€36,112
	€41,259	€38,239
	€43,239	€39,099
	€44,975	€41,259
	€46,652	€43,239
	€48,917	€44,975
	€50,556	€46,652
	€52,240	€48,917
	€53,828*	€50,556*
	€55,460**	€52,240**

Note: for LSIs payable to serving staff on a personal basis See paragraph 5, Circular 0015/2007

⁹ Payroll code: FE02 & FE02NE

3. City of Dublin ETB, Buildings and Maintenance Section

	Rate from 01/02/2026
Buildings Officer ¹⁰	€79,878
	€82,329
	€83,501
	€85,971
	€88,454
	€90,935
	€93,428
	€96,565
	€99,697

	Rate from 01/02/2026
Buildings Supervisor ¹¹	€57,895
	€59,278
	€60,961
	€64,124
	€66,016
	€68,365
	€70,731

	Rate from 01/02/2026	New Entrants Rate from 01/02/2026
Assistant Buildings Supervisor ¹²	€ 52,240	€ 47,611
	€ 53,800	€ 50,315
	€ 55,393	€ 52,240
	€ 57,018	€ 53,800
	€ 58,659	€ 55,393
	€ 60,566*	€ 57,018
	€ 62,484**	€ 58,659
		€ 60,566*
		€ 62,484**

¹⁰ Payroll code: MA26

¹¹ Payroll code: MA27

¹² Payroll code: MA28 & MA28NE

4. Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development; Assistant Principal Officers and Clerical & Administrative Grades in ETBs

	Rate from 01/02/2026
Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (OSD) ¹³	€85,298
	€89,796
	€94,275
	€98,773
	€103,263
	€107,743
	€112,985
	€118,222
	€123,463
	€128,701
	€133,940

	Rate from 01/02/2026
Assistant Principal Officer ¹⁴	€84,360
	€86,360
	€88,363
	€90,361
	€92,363
	€94,366
	€96,836
	€99,788*
	€102,745**

¹³ Payroll code: DIR

¹⁴ Payroll code: APO

Clerical and Administrative Staff In ETBs

	Rate from 01/02/2026
Grade VII ¹⁵	€60,610
	€62,095
	€63,825
	€65,562
	€67,301
	€68,859
	€70,442
	€71,982
	€73,516
	€76,149*
	€78,794**

	Rate from 01/02/2026
Grade VI ¹⁶	€57,896
	€59,278
	€60,960
	€64,125
	€66,016
	€68,365*
	€70,731**

¹⁵ Payroll code: G7

¹⁶ Payroll code: G6

	Rate from 01/02/2026
Grade V ¹⁷	€52,240
	€53,800
	€55,393
	€57,019
	€58,659
	€60,566*
	€62,484**

	Rate from 01/02/2026
Grade IV ¹⁸	€39,099
	€41,259
	€43,239
	€44,975
	€46,652
	€48,917
	€50,556
	€52,240
	€53,828*
	€55,460**

¹⁷ Payroll code: G5

¹⁸ Payroll code: G4

	Rate from 01/02/2026	New Entrants Rate from 01/02/2026
Grade III ¹⁹	€33,799	€31,619
	€34,674	€33,368
	€35,950	€33,799
	€37,230	€34,674
	€38,511	€35,950
	€39,439	€37,230
	€40,492	€38,511
	€41,711	€39,439
	€42,578	€40,492
	€43,789	€41,711
	€45,008	€42,578
	€47,298	€43,789
	€47,298	€45,008
	€47,298	€47,298
	€48,925*	€47,298
	€47,298	
	€48,925*	

Telephonist Grade In CDET B	Rate from 01/02/2026	New Entrants Rate from 01/02/2026
Telephonist	€33,799	€31,619
	€34,674	€33,368
	€35,950	€33,799
	€37,230	€34,674
	€38,511	€35,950
	€39,439	€37,230
	€40,492	€38,511
	€41,711	€39,439
	€42,578	€40,492
	€43,303*	€41,711
		€42,578
	€43,303*	

¹⁹ Payroll code: G3 & G3NE

5. City of Dublin Youth Services Board

	Rate from 01/02/2026
Director ²⁰	€ 94,820
	€ 97,532
	€ 100,772
	€ 104,454*
	€ 108,135**

	Rate from 01/02/2026
Head of Operations (Asst. Director) ²¹	€ 86,652
	€ 89,369
	€ 92,093
	€ 94,821
	€ 98,293*
	€ 101,764**

	Rate from 01/02/2026
Development Officer ²²	€ 75,445
	€ 77,174
	€ 78,889
	€ 80,619
	€ 82,341
	€ 82,800
	€ 84,498
	€ 86,260
	€ 89,133*
	€ 92,009**

²⁰ Payroll code: YS03

²¹ Payroll code: YS04

²² Payroll code: YS05

	Rate from 01/02/2026
Liaison Officer ²³	€ 43,167
	€ 46,533
	€ 49,911
	€ 53,340
	€ 56,953
	€ 59,230
	€ 61,520
	€ 63,822
	€ 66,118
	€ 68,411
	€ 70,703
	€ 73,006
	€ 75,303
	€ 77,868*
	€ 80,413**

	Rate from 01/02/2026	New Entrants Rate from 01/02/2026
Youth Worker ²⁴	€ 42,399	€ 39,269
	€ 45,698	€ 41,741
	€ 49,002	€ 42,399
	€ 52,333	€ 45,698
	€ 55,822	€ 49,002
	€ 57,581	€ 52,333
		€ 55,822
		€ 57,581

	Rate from 01/02/2026
Senior Youth Worker ²⁵	€ 57,581
	€ 59,366
	€ 61,168
	€ 62,971
	€ 64,767

²³ Payroll code: YS06

²⁴ Payroll code: YS07 & YS07NE

²⁵ Payroll code: YS08

6. Chief Executive Officers of ETBs (Categories I to IV)

	Rate from 01/02/2026
Category I ²⁶	€137,302
	€141,940
	€146,565
	€152,050
	€157,468
	€162,043
	€166,634

	Rate from 01/02/2026
Category II ²⁷	€130,808
	€135,226
	€139,616
	€144,856
	€150,014
	€154,344
	€158,669

²⁶ Payroll code: CEO1

²⁷ Payroll code: CEO2

	Rate from 01/02/2026
Category III ²⁸	€117,093
	€121,405
	€125,720
	€130,055
	€134,372
	€138,687
	€143,005
	€147,322

	Rate from 01/02/2026
Category IV ²⁹	€114,004
	€118,509
	€123,010
	€127,522
	€132,012
	€136,534
	€140,988

	Rate from 01/02/2026
Allowance in respect of duties as Secretary to the BOM of C&C schools	€4,470

Revised Salary For C.E.O. City Of Dublin ETB (Appendix II To Agreed Report 1/98) PPC (Personal Pension Contribution)

	Rate from 01/02/2026 non-PPC	Rate from 01/02/2026 PPC
C.E.O. CDET ³⁰	€ 155,540	€ 163,726
	€ 162,609	€ 171,168
	€ 170,269	€ 179,230
	€ 177,928	€ 184,250

²⁸ Payroll code: CEO3

²⁹ Payroll code: CEO4

³⁰ Payroll code: CEO5 & CEO6

7. Adult Education Officers in ETBs

	Rate from 01/02/2026
Adult Education Officer ³¹	€ 63,582
	€ 66,505
	€ 69,430
	€ 72,353
	€ 75,275
	€ 78,196
	€ 81,120
	€ 82,779
	€ 85,688
	€ 88,642
	€ 91,599
	€ 94,554
	€ 98,988

³¹ Payroll code: FE03

8. Outdoor Education Centres

	Rate from 01/02/2026
Director ³²	€ 74,739
	€ 76,595
	€ 78,458
	€ 80,222
	€ 82,006
	€ 82,502
	€ 84,463
	€ 87,274*
	€ 90,089**

	Rate from 01/02/2026	New Entrants Rate from 01/02/2026
Instructor ³³	€31,555	€31,886
	€35,837	€37,049
	€40,130	€40,130
	€44,083	€44,083
	€48,563	€48,563
	€53,108	€53,108
	€57,946	€57,946

³² Payroll code: FE06

³³ Payroll code: FE07 & FE07NE

	Rate from 01/02/2026
Assistant Manager/Senior Instructor ³⁴	€39,015
	€42,270
	€46,353
	€50,458
	€54,701
	€59,188
	€63,766

Qualification Allowances³⁵	Rate from 01/02/2026
Level 3	€3,777
Level 2	€2,523
Level 1	€1,258

	Rate from 01/02/2026
Saturday Premium³⁶	€19.20

	Rate from 01/02/2026
Sleepover Allowance³⁷	€55.80

³⁴ Payroll code: FE08

³⁵ Payroll code: 4032

³⁶ Payroll code: 4033

³⁷ Payroll code: 4034

9. Former SOLAS employees who transferred to ETBs

	Rate from 01/02/2026
Grade 06D ³⁸	€82,290
	€85,318
	€88,390
	€91,475
	€94,553
	€96,327
	€99,435*
	€102,551**

	Rate from 01/02/2026	Rate from 01/02/2026	
	Contributory	Non- Contributory	
Grade 06X ³⁹	€82,219	€79,420	
	€85,526	€82,573	
	€89,042	€84,591	
	€92,352	€87,737	
	Grade 06B (non-contributory) ⁴⁰	€95,636	€90,855
		€98,906	€93,960
		€100,822	€95,780
		€101,058	€96,005
	€104,320*	€99,103*	
	€107,585**	€102,208**	

³⁸ Payroll code: TC01

³⁹ Payroll code: TC02

⁴⁰ Payroll code: TC03

	Rate from 01/02/2026
Grade 07X ⁴¹	Contributory
	€74,436
	€76,651
	€79,082
	€80,893
	€82,005
	€83,401
	€85,926
	€87,463
	€88,483
	€91,342*
	€94,198**

⁴¹ Payroll code: TC04

	Rate from 01/02/2026	Rate from 01/02/2026
	Standard	Higher
Grade 08 (D,E,X) (Contributory) X Std ⁴² D/E Higher ⁴³	€47,165	€50,592
	€49,064	€52,087
	€50,592	€53,692
	€52,087	€55,257
	€53,692	€56,909
	€55,257	€58,559
	€56,909	€60,198
	€58,559	€61,900
	€60,198	€63,592
	€61,900	€65,283
	€63,592	€66,970
	€65,283	€68,627
	€66,970	€69,721
	€68,627	€72,220
	€69,721	€73,866
	€72,220*	€75,505
	€74,718**	€77,149

⁴² Payroll code: TC06

⁴³ Payroll code: TC07

	Rate from 01/02/2026
Grade 08 C-Higher ⁴⁴ (non-contributory)	Higher
	€48,414
	€49,815
	€51,295
	€52,729
	€54,242
	€55,780
	€57,323
	€58,922
	€60,522
	€62,126
	€63,732
	€65,305
	€66,347
	€68,718
€70,283	
€71,842	
€73,402	

	Rate from 01/02/2026
Grade 08K ⁴⁵	€62,909
	€64,641
	€66,378
	€68,112
	€69,849
	€72,352
	€73,994
	€75,641
	€77,289

⁴⁴ Payroll code: TC09

⁴⁵ Payroll code: TC11

	Rate from 01/02/2026	Rate from 01/02/2026
	Standard	Higher
Grade 10 (X & E) (Contributory) X-Std ⁴⁶ E-Higher ⁴⁷	€37,892	€41,649
	€40,208	€43,320
	€41,649	€44,721
	€43,320	€46,179
	€44,721	€47,646
	€46,179	€49,007
	€47,646	€50,322
	€49,007	€51,663
	€50,322	€53,015
	€51,663	€54,295
	€53,015	€55,624
	€54,295	€56,848
	€55,624	€57,946
	€56,848	€59,823
	€57,946	€61,232
	€59,823*	€62,645
	€61,718**	€64,057

⁴⁶ Payroll code: TC15

⁴⁷ Payroll code: TC16

	Rate from 01/02/2026
Grade 10B ⁴⁸ New Entrant	€34,719
	€37,120
	€37,892
	€40,207
	€41,649
	€43,320
	€44,721
	€46,179
	€47,646
	€49,007
	€50,322
	€51,663
	€53,015
	€54,295
	€55,624
	€56,848
	€57,946
	€59,823*
	€61,718**

⁴⁸ Payroll code: TC19

	Rate from 01/02/2026	Rate from 01/02/2026
	Standard	Higher
Grade 11 (G&H) (Contributory) G-Std ⁴⁹ H- Higher ⁵⁰	€33,787	€34,649
	€34,649	€35,922
	€35,922	€37,192
	€37,192	€38,464
	€38,464	€39,390
	€39,390	€40,435
	€40,435	€41,654
	€41,654	€42,512
	€42,512	€43,718
	€43,718	€44,916
	€44,916	€46,784
	€46,784	€48,255
	€48,255*	€48,927
	€48,927**	€49,837

⁴⁹ Payroll code: TC20

⁵⁰ Payroll code: TC21

	Rate from 01/02/2026
Grade 11 J Higher ⁵¹	Higher
	€39,896
	€41,071
	€42,059
	€43,344
	€44,607
	€45,875
	€47,134
	€48,354
	€49,577
	€50,745
	€52,202
	€53,856
	€55,576
€56,760	

⁵¹ Payroll code: TC23

	Rate from 01/02/2026	Rate from 01/02/2026
Grade 11L ⁵²	Annualised Salary Higher	Weekly Salary Higher
	€33,626	€644.42
	€34,432	€659.87
	€35,641	€683.04
	€36,849	€706.19
	€38,057	€729.34
	€39,263	€752.45
	€40,099	€768.47
	€41,080	€787.27
	€41,881	€802.63
	€43,020	€824.45
	€44,795	€858.47
	€46,191	€885.22
	€46,834	€897.55
	€47,696	€914.07

⁵² Payroll code: TC26

	Rate from 01/02/2026
Grade 11D ⁵³	€31,600
	€33,343
	€33,786
	€34,649
	€35,923
	€37,192
	€38,464
	€39,390
	€40,435
	€41,654
	€42,513
	€43,718
	€44,915
	€46,784
	€48,254*
€48,927**	

	Rate from 01/02/2026
Grade 13X (Contributory) ⁵⁴	€35,700
General Assistant	€36,593
	€38,124
	€38,878*
	€40,084**

⁵³ Payroll code: TC20NE, TC29

⁵⁴ Payroll code: TC27

	Rate from 01/02/2026	Rate from 01/02/2026
	Contributory	Non- Contributory
Career Grade staff (Contributory & Non- Contributory) ⁵⁵	€49,007	€46,905
	€50,322	€48,156
	€51,663	€49,419
	€53,015	€50,670
	€54,294	€51,847
	€55,624	€53,065
	€56,847	€54,185
	€57,946	€55,203
	€59,745	€56,894
	€61,273	€58,331
	€62,723	€59,698
	€63,823	€60,744
	€65,283	€62,127
	€66,971	€63,731
	€68,628	€65,305
	€69,721	€66,347
	€72,219	€68,718
	€74,717*	€71,090*
	€77,149**	€73,402**

⁵⁵ Payroll code: TC28 & TC28NC

10. Craftsmen

Craftsmen in ETBs - Where agreement was reached on productivity re special £6.81 Craftsmen Analogue award under PCW

Craftsman⁵⁶	Rate from 01/02/2026	Weekly Rate 01/02/2026
On Recruitment	€ 43,917	€ 841.64
after 6 months	€ 44,205	€ 847.16
after 1½ years	€ 44,495	€ 852.72
after 2½ years	€ 44,784	€ 858.26
after 3½ years	€ 45,071	€ 863.76
after 4½ years	€ 45,361	€ 869.32
after 5½ years	€ 45,648	€ 874.82
after 6½ years	€ 45,937	€ 880.36
after 7½ years	€ 46,226	€ 885.89

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

Foreman Craftsman⁵⁷	Rate from 01/02/2026	Weekly Rate 01/02/2026
On Recruitment	€51,307	€983.27
after 6 months	€51,862	€993.91
after 1½ years	€52,135	€999.14
after 2½ years	€52,437	€1,004.93
after 3½ years	€52,719	€1,010.33
after 4½ years	€52,874	€1,013.30
after 5½ years	€53,016	€1,016.02
after 6½ years	€53,162	€1,018.82
after 7½ years	€53,313	€1,021.71
after 8½ years	€53,546	€1,026.18
after 9½ years	€53,731	€1,029.72
after 10½ years	€54,167	€1,038.08

⁵⁶ Payroll code: MA29

⁵⁷ Payroll code: MA31

**Craftsmen in ETBs - Where agreement was reached on productivity re
 £18.87 per week Craftsman Analogue award under Clause 2(iii) of PCW
 (effective 1/7/97)**

Craftsman⁵⁸	Rate from 01/02/2026	Weekly Rate from 01/02/2026	New Entrant Rate 01/02/2026	Weekly New Entrant Rate 01/02/2026
On Recruitment	€ 46,057	€ 882.66	€ 42,066	€ 806.17
after 6 months	€ 46,347	€ 888.21	€ 43,235	€ 828.57
after 1½ years	€ 46,636	€ 893.75	€ 46,057	€ 882.66
after 2½ years	€ 46,925	€ 899.29	€ 46,347	€ 888.21
after 3½ years	€ 47,213	€ 904.81	€ 46,636	€ 893.75
after 4½ years	€ 47,502	€ 910.35	€ 46,925	€ 899.29
after 5½ years	€ 47,792	€ 915.91	€ 47,213	€ 904.81
after 6½ years	€ 48,079	€ 921.41	€ 47,502	€ 910.35
after 7½ years	€ 48,369	€ 926.96	€ 47,792	€ 915.91
after 8½ years			€ 48,079	€ 921.41
after 9½ years			€ 48,369	€ 926.96

⁵⁸ Payroll code: MA30

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

Foreman Craftsman⁵⁹	Rate from 01/02/2026	Weekly Rate 01/02/2026
On Recruitment	€ 53,954	€ 1,034.00
after 1½ years	€ 54,534	€ 1,045.11
after 2½ years	€ 54,814	€ 1,050.47
after 3½ years	€ 55,129	€ 1,056.51
after 4½ years	€ 55,423	€ 1,062.15
after 5½ years	€ 55,582	€ 1,065.20
after 6½ years	€ 55,729	€ 1,068.01
after 7½ years	€ 55,884	€ 1,070.99
after 8½ years	€ 56,036	€ 1,073.90
after 9½ years	€ 56,280	€ 1,078.57
after 1½ years	€ 56,473	€ 1,082.27
after 10½ years	€ 56,931	€ 1,091.05

⁵⁹ Payroll code: MA32

11. General Operative (GO) / Caretaker Grades

Pay of Caretakers in ETBs outside the Dublin Area (including Cork City Post 1989)

Caretaker ⁶⁰	Rate from 01/02/2026	Weekly Rate from 01/02/2026	New Entrant 01/02/2026	Weekly Rate New Entrant 01/02/2026
On Recruitment	€40,097	€768.44	€37,019	€709.45
after 6 months	€40,283	€772.00	€37,758	€723.61
after 1½ years	€40,461	€775.41	€40,097	€768.44
after 2½ years	€40,461	€775.41	€40,283	€772.00
after 3½ years	€40,475	€775.68	€40,461	€775.41
after 4½ years	€40,575	€777.60	€40,461	€775.41
after 5½ years	€40,674	€779.49	€40,475	€775.68
after 6½ years	€40,781	€781.54	€40,575	€777.60
after 7½ years	€40,883	€783.50	€40,674	€779.49
after 8½ years	€40,988	€785.51	€40,781	€781.54
after 9½ years	€41,100	€787.66	€40,883	€783.50
after 10½ years	€41,212	€789.80	€40,988	€785.51
after 11½ years	€41,316	€791.80	€41,100	€787.66
after 12½ years			€41,212	€789.80
after 13½ years			€41,316	€791.80

⁶⁰ Payroll code: MA01 & MA01NE

Pay of Attendants in ETBs outside the Dublin Area

Attendant ⁶¹	Rate from 01/02/2026	Weekly Rate from 01/02/2026	New Entrant Rate 01/02/2026	Weekly New Entrant Rate 01/02/2026
On Recruitment	€39,204	€751.32	€36,207	€693.89
after 6 months	€39,391	€754.91	€36,950	€708.13
after 1½ years	€39,564	€758.22	€39,204	€751.32
after 2½ years	€39,665	€760.16	€39,391	€754.91
after 3½ years	€39,768	€762.13	€39,564	€758.22
after 4½ years	€39,865	€763.99	€39,665	€760.16
after 5½ years	€39,968	€765.96	€39,768	€762.13
after 6½ years	€40,070	€767.92	€39,865	€763.99
after 7½ years	€40,177	€769.97	€39,968	€765.96
after 8½ years	€40,285	€772.04	€40,070	€767.92
after 9½ years	€40,394	€774.13	€40,177	€769.97
after 10½ years	€40,394	€774.13	€40,285	€772.04
after 11½ years	€40,433	€774.88	€40,394	€774.13
after 12½ years			€40,394	€774.13
after 13½ years			€40,433	€774.88

ETB ⁶²	Rate from 01/02/2026	New Entrants Rate from 01/02/2026
CLEANER P/T Rate	€19.26	€17.79

⁶¹ Payroll code: MA07 & MA07NE

⁶² Payroll code: MA09 & MA09NE, 4742, 4743

	Rate from 01/02/2026
Chef (Formerly Cook Grade 1) ⁶³	€ 36,073
	€ 37,058
	€ 38,114
	€ 39,095
	€ 39,798
	€ 40,570
	€ 41,599
	€ 42,188
	€ 43,216
	€ 44,158
	€ 45,099
	€ 46,133
	€ 47,423

⁶³ Payroll code: cook

Pay of Caretakers in ETBs outside the Dublin Area (including Cork City Post 1989)

(Non-Members of Pension Scheme)⁶⁴	Rate from 01/02/2026	Weekly Rate from 01/02/2026	New Entrant Rate from 01/02/2026	Weekly New Entrant Rate 01/02/2026
On Recruitment	€40,065	€767.82	€36,990	€708.89
after 6 months	€40,253	€771.43	€37,731	€723.09
after 1½ years	€40,431	€774.84	€40,065	€767.82
after 2½ years	€40,431	€774.84	€40,253	€771.43
after 3½ years	€40,449	€775.18	€40,431	€774.84
after 4½ years	€40,545	€777.02	€40,431	€774.84
after 5½ years	€40,645	€778.94	€40,449	€775.18
after 6½ years	€40,750	€780.95	€40,545	€777.02
after 7½ years	€40,854	€782.94	€40,645	€778.94
after 8½ years	€40,959	€784.96	€40,750	€780.95
after 9½ years	€41,069	€787.06	€40,854	€782.94
after 10½ years	€41,181	€789.21	€40,959	€784.96
after 11½ years	€41,286	€791.22	€41,069	€787.06
after 12½ years			€41,181	€789.21
after 13½ years			€41,286	€791.22

⁶⁴ Payroll code: MA02 & MA02NE

Pay of Attendants in ETBs outside the Dublin Area (including Cork City Post 1989)

(Non-Members of Pension Scheme)⁶⁵	Rate from 01/02/2026	Weekly Rate from 01/02/2026	New Entrant Rate 01/02/2026	New Entrant Weekly Rate 01/02/2026
On Recruitment	€39,173	€750.73	€36,178	€693.33
after 6 months	€39,363	€754.37	€36,924	€707.63
after 1½ years	€39,537	€757.70	€39,173	€750.73
after 2½ years	€39,634	€759.56	€39,363	€754.37
after 3½ years	€39,736	€761.52	€39,537	€757.70
after 4½ years	€39,838	€763.47	€39,634	€759.56
after 5½ years	€39,935	€765.33	€39,736	€761.52
after 6½ years	€40,044	€767.42	€39,838	€763.47
after 7½ years	€40,146	€769.38	€39,935	€765.33
after 8½ years	€40,256	€771.48	€40,044	€767.42
after 9½ years	€40,363	€773.53	€40,146	€769.38
after 10½ years	€40,476	€775.70	€40,256	€771.48
after 11½ years	€40,476	€775.70	€40,363	€773.53
after 12½ years			€40,476	€775.70
after 13½ years			€40,476	€775.70

⁶⁵ Payroll code: MA08 & MA08NE

Dublin Zone General Operative PCW Agreement

(Members of Contributory Pension Scheme)

	Rate from 01/02/2026	Rate from 01/02/2026	New Entrant Rate from 01/02/2026	Weekly Rate New Entrant 01/02/2026
CARETAKERS / GENERAL OPERATIVE ⁶⁶	€38,545	€738.69	€35,307	€676.64
	€38,805	€743.68	€36,083	€691.51
	€38,912	€745.73	€38,545	€738.69
	€39,017	€747.74	€38,805	€743.68
	€39,113	€749.58	€38,912	€745.73
	€39,113	€749.58	€39,017	€747.74
	€39,113	€749.58	€39,113	€749.58
	€39,113	€749.58	€39,113	€749.58
	€39,205	€751.34	€39,113	€749.58
	€39,315	€753.45	€39,113	€749.58
	€39,462	€756.27	€39,205	€751.34
	€39,604	€758.99	€39,315	€753.45
	€39,746	€761.71	€39,462	€756.27
			€39,604	€758.99
			€39,746	€761.71

Caretaker Allowance ⁶⁷	Rate from 01/02/2026
Senior Caretaker Allowance	€ 90.85
Junior Caretaker Allowance	€ 35.42

⁶⁶ Payroll code: MA03 & MA03NE

⁶⁷ Payroll code: 4063/4098

Dublin Zone General Operative PCW Agreement

(Non-Members of Contributory Pension Scheme)

	Rate from 01/02/2026	Weekly Rate from 01/02/2026	New Entrant 01/02/2026	Weekly Rate New Entrant 01/02/2026
GENERAL OPERATIVE ⁶⁸	€38,514	€738.10	€35,278	€676.08
	€38,774	€743.08	€36,056	€690.99
	€38,881	€745.13	€38,514	€738.10
	€38,982	€747.07	€38,774	€743.08
	€39,085	€749.04	€38,881	€745.13
	€39,196	€751.17	€38,982	€747.07
	€39,196	€751.17	€39,085	€749.04
	€39,196	€751.17	€39,196	€751.17
	€39,196	€751.17	€39,196	€751.17
	€39,291	€752.99	€39,196	€751.17
	€39,434	€755.73	€39,196	€751.17
	€39,575	€758.43	€39,291	€752.99
	€39,717	€761.15	€39,434	€755.73
			€39,575	€758.43
			€39,717	€761.15

⁶⁸ Payroll code: MA04 & MA04NE

Caretakers/Cleaning Supervisor in City of Cork ETB (Pre 1989)

Senior Caretaker⁶⁹	Rate from 01/02/2026	Weekly Rate 01/02/2026
On Recruitment	€42,175	€808.26
after 6 months	€42,368	€811.96
after 1½ years	€42,562	€815.68
after 2½ years	€42,670	€817.75
after 3½ years	€42,781	€819.87
after 4½ years	€42,889	€821.94
after 5½ years	€43,001	€824.09
after 6½ years	€43,119	€826.35
after 7½ years	€43,236	€828.59
after 8½ years	€43,362	€831.01
after 9½ years	€43,482	€833.31
after 10½ years	€43,604	€835.65
after 11½ years	€43,730	€838.06

⁶⁹ Payroll code: MA05

Caretakers/Cleaning Supervisor in City of Cork ETB (Pre 1989)

Caretaker/Cleaning Supervisor ⁷⁰	Rate from 01/02/2026	Weekly Rate 01/02/2026
On Recruitment	€41,785	€800.79
after 6 months	€41,985	€804.62
after 1½ years	€42,175	€808.26
after 2½ years	€42,272	€810.12
after 3½ years	€42,390	€812.38
after 4½ years	€42,495	€814.39
after 5½ years	€42,596	€816.33
after 6½ years	€42,720	€818.70
after 7½ years	€42,833	€820.87
after 8½ years	€42,949	€823.09
after 9½ years	€43,070	€825.41
after 10½ years	€43,193	€827.77
after 11½ years	€43,316	€830.13

Caretakers - Senior and Junior Allowances (Co Dublin and Borough of Dun Laoghaire ETB)

Caretaker Allowance ⁷¹	Rate from 01/02/2026
Senior Caretaker Allowance	€90.85
Junior Caretaker Allowance	€35.42

⁷⁰ Payroll code: MA06

⁷¹ Payroll code: 4063 & 4098

CDETБ Truck Driver - inclusive of General Operative Analogue Award

Truck Driver ⁷²	Rate from 01/02/2026	Weekly rate from 01/02/2026	New Entrant from 01/02/2026	New Entrant Weekly Rate from 01/02/2026
(General Operative Related)	€39,888	€764.43	€36,828	€705.79
	€40,132	€769.11	€37,580	€720.20
	€40,242	€771.22	€39,888	€764.43
	€40,324	€772.79	€40,132	€769.11
	€40,424	€774.70	€40,242	€771.22
	€40,424	€774.70	€40,324	€772.79
	€40,463	€775.45	€40,424	€774.70
	€40,577	€777.64	€40,424	€774.70
	€40,671	€779.44	€40,463	€775.45
	€40,782	€781.56	€40,577	€777.64
	€40,917	€784.15	€40,671	€779.44
	€41,062	€786.93	€40,782	€781.56
	€41,199	€789.56	€40,917	€784.15
			€41,062	€786.93
			€41,199	€789.56

⁷² Payroll code: MA11 & MA11NE

CDETB Storeman / Storekeeper

Storeman / Storekeeper ⁷³	Rate from 01/02/2026	Weekly rate from 01/02/2026	New Entrant Rate from 01/02/2026	New Entrant Weekly Rate from 01/02/2026
(General Operative Related)	€41,505	€795.42	€38,465	€737.16
	€42,124	€807.28	€40,248	€771.33
	€42,840	€821.00	€41,505	€795.42
	€43,486	€833.38	€42,124	€807.28
	€44,125	€845.63	€42,840	€821.00
	€44,775	€858.09	€43,486	€833.38
	€45,419	€870.43	€44,125	€845.63
			€44,775	€858.09
			€45,419	€870.43

CDETB Personnel Maintenance Differentials⁷⁴

	Rate from 01/02/2026
1. Assistant Porter	€34.69
2. Porter	€64.98
3. Senior Porter	€89.00
4. Head Porter	€113.10
5. Caretaker	€51.18
6. Boilerman	€34.69
7. Tractor Driver	€48.80
8. Chargehand Cleaner	€23.02
9. Foreman Cleaner	€46.39
10. Night Allowance	€19.13
11. Semi-Skilled Allowance	€19.13
12. Group 4 Allowance	€14.96
13. Group 3 Allowance	€11.30
14. Class Aide	€29.88
15. Goods Inwards Officer	€38.50

⁷³ Payroll code: MA12 & MA12NE

⁷⁴ Payroll code: 4207

12. Psychologists Co. Dublin and City of Dublin ETBs

	Rate from 01/02/2026	New Entrant Rate from 01/02/2026
Psychologist ⁷⁵	€72,948	€65,779
	€76,060	€69,971
	€79,148	€72,948
	€82,220	€76,060
	€84,794	€79,148
	€90,732	€82,220
	€96,099	€84,759
	€101,538	€90,473
	€105,960	€95,639
	€109,382*	€100,873
	€112,808**	€105,127
		€108,420*
		€111,716**

	Rate from 01/02/2026
Senior Psychologist ⁷⁶	€102,787
	€105,233
	€107,698
	€110,145
	€112,581
	€113,511
	€117,165*
	€120,818**

⁷⁵ Payroll code: FE04 & FE04NE

⁷⁶ Payroll code: FE05

13. Technicians in Kilkenny and Co. Cork ETBs (Davis College)

Technicians ⁷⁷	Rate from 01/02/2026	New Entrant Rate from 01/02/2026
Scale A This scale applies to those who opted not to join 1977 Superannuation Scheme	€45,283	€41,721
	€46,425	€42,881
	€47,502	€45,283
	€50,061	€46,425
	€52,872	€47,502
	€54,949	€50,061
	€57,186	€52,872
	€59,394	€54,949
	€61,637	€57,186
	€64,472	€59,394
	€66,729	€61,637
	€69,171	€64,472
	€71,614	€66,729
	€73,994	€69,171
	€75,552*	€71,614
		€73,994
	€75,552**	

⁷⁷ Payroll code: MA24 & MA24NE

Technicians⁷⁸	Rate from 01/02/2026	New Entrant Rate from 01/02/2026
<p>Scale B</p> <p>This scale applies to those who have joined 1977 Superannuation Scheme</p>	€45,670	€41,715
	€46,818	€43,240
	€47,909	€45,670
	€50,498	€46,818
	€53,303	€47,909
	€55,410	€50,498
	€57,661	€53,303
	€59,909	€55,410
	€62,178	€57,661
	€65,033	€59,909
	€67,310	€62,178
	€69,780	€65,033
	€72,243	€67,310
	€74,652	€69,780
	€76,221*	€72,243
		€74,652
		€76,221*

⁷⁸ Payroll code: MA25 & MA25NE

14. Youth Officers (ETBs)

	Rate from 01/02/2026	New Entrant Rate from 01/02/2026
Youth Officer ETBs ⁷⁹	€57,896	€52,418
	€59,278	€54,878
	€60,611	€57,896
	€62,386	€59,278
	€64,444	€60,611
	€66,556	€62,386
	€68,803	€64,444
	€71,116	€66,556
	€73,515	€68,803
	€76,148	€71,116
	€78,795	€73,515
		€76,148
		€78,795

⁷⁹ Payroll code: YS01 & YS01NE

15. Youthreach

	Rate from 01/02/2026
Co-ordinator ⁸⁰	€ 47,631
	€ 51,481
	€ 55,478
	€ 60,583
	€ 63,822
	€ 68,032
	€ 72,220
	€ 75,453*
	€ 77,825**

	Rate from 01/02/2026	New Entrant Rate from 01/02/2026
Resource Person ⁸¹	€ 40,891	€ 37,904
	€ 42,737	€ 39,578
	€ 44,935	€ 40,891
	€ 47,137	€ 42,737
	€ 49,349	€ 44,935
	€ 51,572	€ 47,137
	€ 53,863	€ 49,349
	€ 56,241	€ 51,572
	€ 58,668	€ 53,863
	€ 61,128	€ 56,241
	€ 63,766	€ 58,668
	€ 65,958*	€ 61,128
	€ 68,153**	€ 63,766
		€ 65,958*
	€ 68,153**	
Qualification Allowances	Rate from 01/02/2026	
Degree / tch.recognition ⁸²	€3,777	
Diploma ⁸³	€2,523	
Certificate ⁸⁴	€1,258	

⁸⁰ Payroll code: YR01

⁸¹ Payroll code: YR02 & YR02NE

⁸² Payroll code: 4043/4077

⁸³ Payroll code: 4044

⁸⁴ Payroll code: 4045

16. BTEI Adult Educator

	Rate from 01/02/2026	New Entrant Rate from 01/02/2026
BTEI Adult Educator ⁸⁵	€ 40,891	€ 37,904
	€ 42,737	€ 39,578
	€ 44,935	€ 40,891
	€ 47,137	€ 42,737
	€ 49,349	€ 44,935
	€ 51,572	€ 47,137
	€ 53,863	€ 49,349
	€ 56,241	€ 51,572
	€ 58,668	€ 53,863
	€ 61,128	€ 56,241
	€ 63,766	€ 58,668
	€ 65,958*	€ 61,128
	€ 68,153**	€ 63,766
		€ 65,958*
		€ 68,153**

Qualification Allowances	Rate from 01/02/2026
Degree / tch.recognition ⁸⁶	€3,777
Diploma ⁸⁷	€2,523
Certificate ⁸⁸	€1,258

⁸⁵ Payroll code: AE01 & AE02NE

⁸⁶ Payroll code: 4077

⁸⁷ Payroll code: 4044

⁸⁸ Payroll code: 4045

17. Internal Audit Unit ETB - VSSU Director, Auditor and Deputy Director

	Rate from 01/02/2026
VSSU Director ⁸⁹ PPC	€86,645
	€89,365
	€92,095
	€94,814
	€97,533
	€100,768
	€104,448*
	€108,134**

	Rate from 01/02/2026
VSSU Auditor ⁹⁰ PPC	€62,907
	€64,641
	€66,379
	€68,111
	€69,848
	€72,353
	€73,995
	€75,641
	€77,287

	Rate from 01/02/2026
VSSU Deputy Director ⁹¹ PPC	€75,449
	€77,169
	€78,891
	€80,618
	€82,341
	€82,801
	€84,498
	€86,262
	€89,131*
	€92,010**

⁸⁹ Payroll code: IAU01

⁹⁰ Payroll code: IAU02

⁹¹ Payroll code: IAU03

18.V.T.O.S Centres

Director ⁹²	Rate from 01/02/2026
No. of students in attendance	
<40 students	€8,830
40 - 79 students	€11,548
80 - 119 students	€14,301
>120 students	€17,065

Assistant Director ⁹³	Rate from 01/02/2026
No. of students in attendance	
80 - 119 students	€5,976
120 - 159 students	€8,833
>160	€11,548

⁹² Payroll code: 4037

⁹³ Payroll code: 4038

19. Traveller Education Centres

Director ⁹⁴	Rate from 01/02/2026
No. of students in attendance	
0 – 23	€ 6,191
24 – 29	€ 8,183
30 - 36	€ 10,259
> 37	€ 11,736

Assistant Director ⁹⁵	Rate from 01/02/2026
No. of students in attendance	
> 37	€4,730

⁹⁴ Payroll code: 4053

⁹⁵ Payroll code: 4759

20. Tutors in Adult Education

	Ongoing Rate from 01/02/2026	Value of Statutory Annual Leave Accumulated per Hour Worked from 01/02/2026	Full Rate
Tutors in Adult Education			
FE014 - 1 ⁹⁶	€45.22	€3.62	€48.84
FE014 - 2 ⁹⁷	€51.76	€4.14	€55.90
FE014 - 3 ⁹⁸	€58.74	€4.71	€63.45

⁹⁶ Payroll codes: 4222, 4737

⁹⁷ Payroll codes: 4244, 4738

⁹⁸ Payroll code: 4245, 4739

21. Adult Educator

	Rate from 01/02/2026
Adult Educator ⁹⁹	€ 37,904
	€ 39,578
	€ 40,891
	€ 42,737
	€ 44,935
	€ 47,137
	€ 49,349
	€ 51,572
	€ 53,863
	€ 56,241
	€ 58,668
	€ 61,128
	€ 63,766
	€ 68,153**

⁹⁹ Payroll Code: ADED