



Circular Letter 0017/2025

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 1 March 2025

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 1 March 2025 as an amendment to the Agreement.

Salary Increases to be implemented under the Public Service Agreement

3. Under Public Service Agreement 2024-2026, a 2% (or €1,000 whichever is greater) pay adjustment was agreed and will be implemented with effect from 1 March 2025.
4. In accordance with Section 3.1 of the Public Service Agreement 2024-2026, whole-time annual basic scale salaries will be increased by 2% (or €1,000 whichever is greater) with effect from 1 March 2025.
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 All salary scales payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 March 2025.

Allowances

7. The Agreement also provides for an increase in allowances in the nature of pay of 2% from 1 March 2025. 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 1 March 2025.

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 1 March 2025 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 1 March 2025 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 1 March 2025 should not be adjusted.
12. Pensions for officers who retired after 1 March 2025 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.
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

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.

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

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 1 March 2025 and subsequently retired in the period from 1 March 2025 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 1 March 2025 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 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 February 2025

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

	Rate from 01/03/2025	New Entrants Rate from 01/03/2025
Adult Education Guidance Counsellor / Co-Ordinator, Adult Literacy Organisers & Community Education Facilitators ⁵	€ 52,683	€ 47,932
	€ 54,377	€ 50,841
	€ 56,111	€ 52,683
	€ 57,858	€ 54,377
	€ 59,615	€ 56,111
	€ 61,380	€ 57,858
	€ 63,144	€ 59,615
	€ 64,907	€ 61,380
	€ 66,670	€ 63,144
	€ 68,433	€ 64,907
	€ 70,199	€ 66,670
	€ 72,215	€ 68,433
	€ 74,735	€ 70,199
		€ 72,215
		€ 74,735

	Rate from 01/03/2025
NALA/WIT Certificate ⁶	€ 1,234
NALA/WIT Diploma ⁷	€ 2,474

Adult Education Guidance Co-ordinator Allowances

Allowances⁸	Rate from 01/03/2025	New Entrants Rate from 01/03/2025
+1 information Officer or Counsellor	€ 4,103	€ 4,103
+2-3 staff	€ 5,288	€ 5,288
+4-5 staff	€ 6,993	€ 6,993
+6-7 staff	€ 8,761	€ 8,761

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 01/03/2025	New Entrants Rate from 01/03/2025
Adult Education Guidance Information Officers ⁹	€38,217	€35,259
	€40,355	€37,365
	€42,316	€38,217
	€44,035	€40,355
	€45,695	€42,316
	€47,938	€44,035
	€49,559	€45,695
	€51,211	€47,938
	€52,767*	€49,559
	€54,367**	€51,211

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 01/03/2025
Buildings Officer ¹⁰	€78,304
	€80,707
	€81,855
	€84,277
	€86,711
	€89,144
	€91,587
	€94,662
	€97,733

	Rate from 01/03/2025
Buildings Supervisor ¹¹	€56,754
	€58,110
	€59,759
	€62,860
	€64,715
	€67,018
	€69,338

	Rate from 01/03/2025	New Entrants Rate from 01/03/2025
Assistant Buildings Supervisor ¹²	€ 51,211	€ 46,645
	€ 52,740	€ 49,322
	€ 54,302	€ 51,211
	€ 55,894	€ 52,740
	€ 57,503	€ 54,302
	€ 59,372*	€ 55,894
	€ 61,252**	€ 57,503
		€ 59,372*
		€ 61,252**

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 01/03/2025
Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (OSD) ¹³	€ 83,617
	€ 88,027
	€ 92,418
	€ 96,827
	€ 101,229
	€ 105,620
	€ 110,758
	€ 115,892
	€ 121,031
	€ 126,165
	€ 131,301

	Rate from 01/03/2025
Assistant Principal Officer ¹⁴	€82,698
	€84,658
	€86,622
	€88,580
	€90,544
	€92,507
	€94,928
	€97,822*
	€100,721**

¹³ Payroll code: DIR

¹⁴ Payroll code: APO

Clerical and Administrative Staff In ETBs

	Rate from 01/03/2025
Grade VII ¹⁵	€59,416
	€60,871
	€62,567
	€64,270
	€65,975
	€67,502
	€69,054
	€70,563
	€72,067
	€74,649*
	€77,242**

	Rate from 01/03/2025
Grade VI ¹⁶	€56,755
	€58,110
	€59,758
	€62,861
	€64,715
	€67,018*
	€69,338**

¹⁵ Payroll code: G7

¹⁶ Payroll code: G6

	Rate from 01/03/2025
Grade V ¹⁷	€51,211
	€52,740
	€54,302
	€55,895
	€57,503
	€59,372*
	€61,252**

	Rate from 01/03/2025
Grade IV ¹⁸	€38,217
	€40,355
	€42,316
	€44,035
	€45,695
	€47,938
	€49,559
	€51,211
	€52,767*
	€54,367**

¹⁷ Payroll code: G5

¹⁸ Payroll code: G4

	Rate from 01/03/2025	New Entrants Rate from 01/03/2025
Grade III ¹⁹	€32,969	€30,811
	€33,836	€32,543
	€35,099	€32,969
	€36,366	€33,836
	€37,635	€35,099
	€38,553	€36,366
	€39,596	€37,635
	€40,803	€38,553
	€41,661	€39,596
	€42,860	€40,803
	€44,067	€41,661
	€46,335	€42,860
	€46,335	€44,067
	€46,335	€46,335
	€47,946*	€46,335
		€46,335
		€47,946*

Telephonist Grade In CDET B	Rate from 01/03/2025	New Entrants Rate from 01/03/2025
Telephonist ²⁰	€32,969	€30,811
	€33,836	€32,543
	€35,099	€32,969
	€36,366	€33,836
	€37,635	€35,099
	€38,553	€36,366
	€39,596	€37,635
	€40,803	€38,553
	€41,661	€39,596
	€42,379*	€40,803
		€41,661
		€42,379*

¹⁹ Payroll code: G3 & G3NE

²⁰ Payroll code: TG & TGNE

5. City of Dublin Youth Services Board

	Rate from 01/03/2025
Director ²¹	€ 92,951
	€ 95,610
	€ 98,786
	€ 102,396*
	€ 106,004**

	Rate from 01/03/2025
Head of Operations (Asst. Director) ²²	€ 84,945
	€ 87,608
	€ 90,278
	€ 92,952
	€ 96,356*
	€ 99,758**

	Rate from 01/03/2025
Development Officer ²³	€ 73,958
	€ 75,653
	€ 77,335
	€ 79,031
	€ 80,719
	€ 81,168
	€ 82,833
	€ 84,560
	€ 87,376*
	€ 90,196**

²¹ Payroll code: YS03

²² Payroll code: YS04

²³ Payroll code: YS05

	Rate from 01/03/2025
Liaison Officer ²⁴	€ 42,245
	€ 45,577
	€ 48,922
	€ 52,289
	€ 55,831
	€ 58,063
	€ 60,308
	€ 62,564
	€ 64,815
	€ 67,063
	€ 69,310
	€ 71,567
	€ 73,819
	€ 76,334*
	€ 78,829**

	Rate from 01/03/2025	New Entrants Rate from 01/03/2025
Youth Worker ²⁵	€ 41,484	€ 38,385
	€ 44,750	€ 40,833
	€ 48,022	€ 41,484
	€ 51,302	€ 44,750
	€ 54,722	€ 48,022
	€ 56,447	€ 51,302
		€ 54,722
		€ 56,447

	Rate from 01/03/2025
Senior Youth Worker ²⁶	€ 56,447
	€ 58,196
	€ 59,962
	€ 61,731
	€ 63,491

²⁴ Payroll code: YS06

²⁵ Payroll code: YS07 & YS07NE

²⁶ Payroll code: YS08

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

	Rate from 01/03/2025
Category I ²⁷	€134,597
	€139,144
	€143,677
	€149,054
	€154,365
	€158,850
	€163,350

	Rate from 01/03/2025
Category II ²⁸	€128,231
	€132,561
	€136,865
	€142,002
	€147,058
	€151,303
	€155,543

²⁷ Payroll code: CEO1

²⁸ Payroll code: CEO2

	Rate from 01/03/2025
Category III ²⁹	€114,786
	€119,013
	€123,243
	€127,492
	€131,725
	€135,954
	€140,187
	€144,419

	Rate from 01/03/2025
Category IV ³⁰	€111,757
	€116,174
	€120,586
	€125,009
	€129,411
	€133,844
	€138,210

	Rate from 01/03/2025
Allowance in respect of duties as Secretary to the BOM of C&C schools	€4,382

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

	Rate from 01/03/2025 non-PPC	Rate from 01/03/2025 PPC
C.E.O. CDET ³¹	€ 152,475	€ 160,500
	€ 159,405	€ 167,795
	€ 166,914	€ 175,698
	€ 174,422	€ 180,620

²⁹ Payroll code: CEO3

³⁰ Payroll code: CEO4

³¹ Payroll code: CEO5 & CEO6

7. Adult Education Officers in ETBs

	Rate from 01/03/2025
Adult Education Officer ³²	€ 62,329
	€ 65,195
	€ 68,062
	€ 70,928
	€ 73,792
	€ 76,655
	€ 79,522
	€ 81,148
	€ 84,000
	€ 86,895
	€ 89,794
	€ 92,691
	€ 97,038

³² Payroll code: FE03

8. Outdoor Education Centres

	Rate from 01/03/2025
Director ³³	€ 73,266
	€ 75,086
	€ 76,912
	€ 78,642
	€ 80,390
	€ 80,876
	€ 82,799
	€ 85,554
	€ 88,314

	Rate from 01/03/2025	New Entrants Rate from 01/03/2025
Instructor ³⁴	€30,748	€31,075
	€34,987	€36,187
	€39,238	€39,238
	€43,151	€43,151
	€47,587	€47,587
	€52,061	€52,061
	€56,804	€56,804

³³ Payroll code: FE06

³⁴ Payroll code: FE07 & FE07NE

	Rate from 01/03/2025
Assistant Manager/Senior Instructor ³⁵	€38,134
	€41,356
	€45,399
	€49,463
	€53,623
	€58,022
	€62,510

Qualification Allowances³⁶	Rate from 01/03/2025
Level 3	€3,703
Level 2	€2,473
Level 1	€1,234

	Rate from 01/03/2025
Saturday Premium³⁷	€18.82

	Rate from 01/03/2025
Sleepover Allowance³⁸	€54.70

³⁵ Payroll code: FE08

³⁶ Payroll code: 4032

³⁷ Payroll code: 4033

³⁸ Payroll code: 4034

9. Former SOLAS employees who transferred to ETBs

	Rate from 01/03/2025
Grade 06D ³⁹	€80,668
	€83,637
	€86,649
	€89,672
	€92,690
	€94,429
	€97,475*
	€100,531**

	Rate from 01/03/2025	Rate from 01/03/2025
	Contributory	Non- Contributory
Grade 06X ⁴⁰	€80,599	€77,855
	€83,841	€80,946
	€87,287	€82,924
	€90,533	€86,008
Grade 06B (non-contributory) ⁴¹	€93,751	€89,064
	€96,957	€92,109
	€98,836	€93,893
	€99,066	€94,113
	€102,264*	€97,150*
	€105,465**	€100,194**

³⁹ Payroll code: TC01

⁴⁰ Payroll code: TC02

⁴¹ Payroll code: TC03

	Rate from 01/03/2025
Grade 07X ⁴²	Contributory
	€72,969
	€75,141
	€77,524
	€79,299
	€80,389
	€81,757
	€84,233
	€85,740
	€86,740
	€89,543*
	€92,342**

⁴² Payroll code: TC04

	Rate from 01/03/2025	Rate from 01/03/2025
	Standard	Higher
Grade 08 (D,E,X) (Contributory) X Std ⁴³ D/E Higher ⁴⁴	€46,203	€49,595
	€48,083	€51,060
	€49,595	€52,634
	€51,060	€54,168
	€52,634	€55,788
	€54,168	€57,405
	€55,788	€59,012
	€57,405	€60,680
	€59,012	€62,339
	€60,680	€63,997
	€62,339	€65,650
	€63,997	€67,275
	€65,650	€68,348
	€67,275	€70,797
	€68,348	€72,411
	€70,797*	€74,017
	€73,246**	€75,629

⁴³ Payroll code: TC06

⁴⁴ Payroll code: TC07

	Rate from 01/03/2025
Grade 08 C-Higher ⁴⁵ (non-contributory)	Higher
	€47,440
	€48,827
	€50,284
	€51,690
	€53,173
	€54,681
	€56,193
	€57,761
	€59,330
	€60,902
	€62,476
	€64,018
	€65,040
	€67,364
	€68,898
	€70,427
	€71,955

	Rate from 01/03/2025
Grade 08K ⁴⁶	€61,669
	€63,367
	€65,070
	€66,770
	€68,472
	€70,927
	€72,536
	€74,150
	€75,766

⁴⁵ Payroll code: TC09

⁴⁶ Payroll code: TC11

	Rate from 01/03/2025	Rate from 01/03/2025
	Standard	Higher
Grade 10 (X & E) (Contributory) X-Std ⁴⁷ E-Higher ⁴⁸	€37,022	€40,742
	€39,315	€42,396
	€40,742	€43,783
	€42,396	€45,227
	€43,783	€46,679
	€45,227	€48,027
	€46,679	€49,329
	€48,027	€50,645
	€49,329	€51,970
	€50,645	€53,225
	€51,970	€54,528
	€53,225	€55,728
	€54,528	€56,804
	€55,728	€58,645
	€56,804	€60,026
	€58,645*	€61,411
	€60,502**	€62,795

⁴⁷ Payroll code: TC15

⁴⁸ Payroll code: TC16

	Rate from 01/03/2025
Grade 10B ⁴⁹ New Entrant	€33,880
	€36,257
	€37,022
	€39,314
	€40,742
	€42,396
	€43,783
	€45,227
	€46,679
	€48,027
	€49,329
	€50,645
	€51,970
	€53,225
	€54,528
	€55,728
	€56,804
	€58,645*
	€60,502**

⁴⁹ Payroll code: TC19

	Rate from 01/03/2025	Rate from 01/03/2025
	Standard	Higher
Grade 11 (G&H) (Contributory) G-Std ⁵⁰ H- Higher ⁵¹	€32,957	€33,811
	€33,811	€35,071
	€35,071	€36,329
	€36,329	€37,588
	€37,588	€38,505
	€38,505	€39,540
	€39,540	€40,747
	€40,747	€41,596
	€41,596	€42,790
	€42,790	€43,976
	€43,976	€45,826
	€45,826	€47,282
	€47,282*	€47,948
	€47,948**	€48,849

⁵⁰ Payroll code: TC20

⁵¹ Payroll code: TC21

	Rate from 01/03/2025
Grade 11 J Higher ⁵²	Higher
	€39,006
	€40,169
	€41,148
	€42,420
	€43,670
	€44,926
	€46,172
	€47,380
	€48,591
	€49,746
	€51,173
	€52,795
	€54,481
	€55,642

⁵² Payroll code: TC23

	Rate from 01/03/2025	Rate from 01/03/2025
Grade 11L ⁵³	Annualised Salary Higher	Weekly Salary Higher
	€32,798	€628.55
	€33,596	€643.85
	€34,793	€666.80
	€35,989	€689.72
	€37,185	€712.62
	€38,379	€735.52
	€39,207	€751.37
	€40,178	€769.98
	€40,971	€785.18
	€42,099	€806.80
	€43,856	€840.48
	€45,239	€866.98
	€45,875	€879.18
	€46,729	€895.53

⁵³ Payroll code: TC26

	Rate from 01/03/2025
Grade 11D ⁵⁴	€30,792
	€32,518
	€32,956
	€33,811
	€35,072
	€36,329
	€37,588
	€38,505
	€39,540
	€40,747
	€41,597
	€42,790
	€43,975
	€45,826
	€47,281*
	€47,948**

	Rate from 01/03/2025
Grade 13X (Contributory) ⁵⁵	€34,851
General Assistant	€35,736
	€37,251
	€37,998*
	€39,192**

⁵⁴ Payroll code: TC20NE, TC29

⁵⁵ Payroll code: TC27

	Rate from 01/03/2025	Rate from 01/03/2025
	Contributory	Non- Contributory
Career Grade staff (Contributory & Non- Contributory) ⁵⁶	€48,027	€45,946
	€49,329	€47,184
	€50,645	€48,435
	€51,970	€49,671
	€53,224	€50,826
	€54,528	€52,020
	€55,727	€53,118
	€56,804	€54,115
	€58,567	€55,773
	€60,065	€57,181
	€61,487	€58,522
	€62,565	€59,548
	€63,997	€60,903
	€65,651	€62,475
	€67,276	€64,018
	€68,348	€65,040
	€70,796	€67,364
	€73,245*	€69,689
	€75,629**	€71,955

⁵⁶ Payroll code: TC28 & TC28NC

10. Craftsmen

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

Craftsman⁵⁷	Rate from 01/03/2025	Weekly Rate 01/03/2025
On Recruitment	€ 42,987	€ 823.82
after 6 months	€ 43,272	€ 829.29
after 1½ years	€ 43,559	€ 834.78
after 2½ years	€ 43,846	€ 840.28
after 3½ years	€ 44,130	€ 845.73
after 4½ years	€ 44,417	€ 851.22
after 5½ years	€ 44,701	€ 856.67
after 6½ years	€ 44,987	€ 862.16
after 7½ years	€ 45,273	€ 867.64

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

Foreman Craftsman⁵⁸	Rate from 01/03/2025	Weekly Rate 01/03/2025
On Recruitment	€ 50,296	€ 963.90
after 6 months	€ 50,841	€ 974.34
after 1½ years	€ 51,108	€ 979.45
after 2½ years	€ 51,404	€ 985.14
after 3½ years	€ 51,680	€ 990.42
after 4½ years	€ 51,832	€ 993.32
after 5½ years	€ 51,971	€ 995.99
after 6½ years	€ 52,115	€ 998.76
after 7½ years	€ 52,262	€ 1,001.57
after 8½ years	€ 52,491	€ 1,005.95
after 9½ years	€ 52,672	€ 1,009.42
after 10½ years	€ 53,100	€ 1,017.64

⁵⁷ Payroll code: MA29

⁵⁸ 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)**

Craftsman⁵⁹	Rate from 01/03/2025	Weekly Rate from 01/03/2025	New Entrant Rate 01/03/2025	Weekly New Entrant Rate 01/03/2025
On Recruitment	€ 45,106	€ 864.42	€ 41,154	€ 788.69
after 6 months	€ 45,393	€ 869.92	€ 42,312	€ 810.89
after 1½ years	€ 45,679	€ 875.41	€ 45,106	€ 864.42
after 2½ years	€ 45,965	€ 880.89	€ 45,393	€ 869.92
after 3½ years	€ 46,250	€ 886.36	€ 45,679	€ 875.41
after 4½ years	€ 46,537	€ 891.85	€ 45,965	€ 880.89
after 5½ years	€ 46,824	€ 897.35	€ 46,250	€ 886.36
after 6½ years	€ 47,108	€ 902.81	€ 46,537	€ 891.85
after 7½ years	€ 47,395	€ 908.30	€ 46,824	€ 897.35
after 8½ years			€ 47,108	€ 902.81
after 9½ years			€ 47,395	€ 908.30

⁵⁹ Payroll code: MA30

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

Foreman Craftsman⁶⁰	Rate from 01/03/2025	Weekly Rate 01/03/2025
On Recruitment	€ 52,891	€ 1,013.63
after 6 months	€ 53,459	€ 1,024.51
after 1½ years	€ 53,734	€ 1,029.78
after 2½ years	€ 54,043	€ 1,035.70
after 3½ years	€ 54,331	€ 1,041.22
after 4½ years	€ 54,487	€ 1,044.21
after 5½ years	€ 54,631	€ 1,046.98
after 6½ years	€ 54,783	€ 1,049.88
after 7½ years	€ 54,932	€ 1,052.73
after 8½ years	€ 55,171	€ 1,057.31
after 9½ years	€ 55,360	€ 1,060.95
after 10½ years	€ 55,809	€ 1,069.55

⁶⁰ Payroll code: MA32

11. General Operative (GO) / Caretaker Grades

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

Caretaker ⁶¹	Rate from 01/03/2025	Weekly Rate from 01/03/2025	New Entrant 01/03/2025	Weekly Rate New Entrant 01/03/2025
On Recruitment	€39,205	€751.34	€36,157	€692.93
after 6 months	€39,389	€754.87	€36,889	€706.97
after 1½ years	€39,565	€758.24	€39,205	€751.34
after 2½ years	€39,565	€758.24	€39,389	€754.87
after 3½ years	€39,579	€758.51	€39,565	€758.24
after 4½ years	€39,678	€760.41	€39,565	€758.24
after 5½ years	€39,776	€762.29	€39,579	€758.51
after 6½ years	€39,882	€764.31	€39,678	€760.41
after 7½ years	€39,983	€766.24	€39,776	€762.29
after 8½ years	€40,087	€768.24	€39,882	€764.31
after 9½ years	€40,198	€770.37	€39,983	€766.24
after 10½ years	€40,309	€772.50	€40,087	€768.24
after 11½ years	€40,412	€774.48	€40,198	€770.37
after 12½ years			€40,309	€772.50
after 13½ years			€40,412	€774.48

⁶¹ Payroll code: MA01 & MA01NE

Pay of Attendants in ETBs outside the Dublin Area

Attendant ⁶²	Rate from 01/03/2025	Weekly Rate from 01/03/2025	New Entrant Rate 01/03/2025	Weekly New Entrant Rate 01/03/2025
On Recruitment	€38,321	€734.39	€35,353	€677.52
after 6 months	€38,506	€737.94	€36,089	€691.63
after 1½ years	€38,677	€741.22	€38,321	€734.39
after 2½ years	€38,777	€743.14	€38,506	€737.94
after 3½ years	€38,879	€745.09	€38,677	€741.22
after 4½ years	€38,975	€746.94	€38,777	€743.14
after 5½ years	€39,077	€748.89	€38,879	€745.09
after 6½ years	€39,178	€750.83	€38,975	€746.94
after 7½ years	€39,284	€752.86	€39,077	€748.89
after 8½ years	€39,391	€754.90	€39,178	€750.83
after 9½ years	€39,499	€756.98	€39,284	€752.86
after 10½ years	€39,499	€756.98	€39,391	€754.90
after 11½ years	€39,538	€757.73	€39,499	€756.98
after 12½ years			€39,499	€756.98
after 13½ years			€39,538	€757.73

ETB ⁶³	Rate from 01/03/2025	New Entrants Rate from 01/03/2025
CLEANER P/T Rate	€18.83	€17.37

⁶² Payroll code: MA07 & MA07NE

⁶³ Payroll code: MA09 & MA09NE, 4742, 4743

	Rate from 01/03/2025
Chef (Formerly Cook Grade 1) ⁶⁴	€ 35,221
	€ 36,196
	€ 37,242
	€ 38,213
	€ 38,909
	€ 39,673
	€ 40,692
	€ 41,275
	€ 42,293
	€ 43,226
	€ 44,157
	€ 45,181
	€ 46,458

⁶⁴ Payroll code: cook

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

(Non-Members of Pension Scheme)⁶⁵	Rate from 01/03/2025	Weekly Rate from 01/03/2025	New Entrant Rate from 01/03/2025	Weekly New Entrant Rate 01/03/2025
On Recruitment	€39,173	€750.72	€36,129	€692.39
after 6 months	€39,359	€754.29	€36,862	€706.43
after 1½ years	€39,536	€757.68	€39,173	€750.72
after 2½ years	€39,536	€757.68	€39,359	€754.29
after 3½ years	€39,553	€758.01	€39,536	€757.68
after 4½ years	€39,649	€759.86	€39,536	€757.68
after 5½ years	€39,748	€761.74	€39,553	€758.01
after 6½ years	€39,851	€763.72	€39,649	€759.86
after 7½ years	€39,954	€765.69	€39,748	€761.74
after 8½ years	€40,058	€767.69	€39,851	€763.72
after 9½ years	€40,167	€769.78	€39,954	€765.69
after 10½ years	€40,278	€771.90	€40,058	€767.69
after 11½ years	€40,382	€773.90	€40,167	€769.78
after 12½ years			€40,278	€771.90
after 13½ years			€40,382	€773.90

⁶⁵ Payroll code: MA02 & MA02NE

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

(Non-Members of Pension Scheme)⁶⁶	Rate from 01/03/2025	Weekly Rate from 01/03/2025	New Entrant Rate 01/03/2025	New Entrant Weekly Rate 01/03/2025
On Recruitment	€38,290	€733.81	€35,325	676.99
after 6 months	€38,478	€737.40	€36,063	691.12
after 1½ years	€38,650	€740.70	€38,290	733.81
after 2½ years	€38,747	€742.56	€38,478	737.40
after 3½ years	€38,848	€744.51	€38,650	740.70
after 4½ years	€38,949	€746.44	€38,747	742.56
after 5½ years	€39,045	€748.28	€38,848	744.51
after 6½ years	€39,152	€750.32	€38,949	746.44
after 7½ years	€39,253	€752.26	€39,045	748.28
after 8½ years	€39,362	€754.35	€39,152	750.32
after 9½ years	€39,468	€756.38	€39,253	752.26
after 10½ years	€39,580	€758.52	€39,362	754.35
after 11½ years	€39,580	€758.52	€39,468	756.38
after 12½ years			€39,580	758.52
after 13½ years			€39,580	758.52

⁶⁶ Payroll code: MA08 & MA08NE

Dublin Zone General Operative PCW Agreement

(Members of Contributory Pension Scheme)

	Rate from 01/03/2025	Rate from 01/03/2025	New Entrant Rate from 01/03/2025	Weekly Rate New Entrant 01/03/2025
CARETAKERS / GENERAL OPERATIVE ⁶⁷	€37,668	€721.89	€34,462	€660.44
	€37,926	€726.84	€35,231	€675.18
	€38,032	€728.86	€37,668	€721.89
	€38,136	€730.85	€37,926	€726.84
	€38,231	€732.68	€38,032	€728.86
	€38,231	€732.68	€38,136	€730.85
	€38,231	€732.68	€38,231	€732.68
	€38,231	€732.68	€38,231	€732.68
	€38,322	€734.43	€38,231	€732.68
	€38,431	€736.52	€38,231	€732.68
	€38,576	€739.29	€38,322	€734.43
	€38,717	€741.99	€38,431	€736.52
	€38,857	€744.67	€38,576	€739.29
			€38,717	€741.99
			€38,857	€744.67

Caretaker Allowance ⁶⁸	Rate from 01/03/2025
Senior Caretaker Allowance	€89.06
Junior Caretaker Allowance	€34.72

⁶⁷ Payroll code: MA03 & MA03NE

⁶⁸ Payroll code: 4063/4098

Dublin Zone General Operative PCW Agreement

(Non-Members of Contributory Pension Scheme)

	Rate from 01/03/2025	Weekly Rate from 01/03/2025	New Entrant 01/03/2025	Weekly Rate New Entrant 01/03/2025
GENERAL OPERATIVE ⁶⁹	€37,638	721.31	€34,434	€659.91
	€37,895	726.24	€35,204	€674.67
	€38,001	728.26	€37,638	€721.31
	€38,101	730.19	€37,895	€726.24
	€38,203	732.14	€38,001	€728.26
	€38,313	734.25	€38,101	€730.19
	€38,313	734.25	€38,203	€732.14
	€38,313	734.25	€38,313	€734.25
	€38,313	734.25	€38,313	€734.25
	€38,407	736.04	€38,313	€734.25
	€38,549	738.76	€38,313	€734.25
	€38,688	741.43	€38,407	€736.04
	€38,829	744.13	€38,549	€738.76
			€38,688	€741.43
			€38,829	€744.13

⁶⁹ Payroll code: MA04 & MA04NE

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

Senior Caretaker⁷⁰	Rate from 01/03/2025	Weekly Rate 01/03/2025
On Recruitment	€41,262	€790.77
after 6 months	€41,453	€794.43
after 1½ years	€41,646	€798.11
after 2½ years	€41,752	€800.15
after 3½ years	€41,862	€802.27
after 4½ years	€41,969	€804.31
after 5½ years	€42,080	€806.44
after 6½ years	€42,197	€808.68
after 7½ years	€42,313	€810.90
after 8½ years	€42,438	€813.29
after 9½ years	€42,556	€815.56
after 10½ years	€42,677	€817.88
after 11½ years	€42,802	€820.28

⁷⁰ Payroll code: MA05

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

Caretaker/Cleaning Supervisor ⁷¹	Rate from 01/03/2025	Weekly Rate 01/03/2025
On Recruitment	€40,876	€783.36
after 6 months	€41,074	€787.17
after 1½ years	€41,262	€790.77
after 2½ years	€41,358	€792.61
after 3½ years	€41,475	€794.85
after 4½ years	€41,579	€796.84
after 5½ years	€41,679	€798.74
after 6½ years	€41,802	€801.12
after 7½ years	€41,914	€803.26
after 8½ years	€42,029	€805.46
after 9½ years	€42,149	€807.77
after 10½ years	€42,270	€810.08
after 11½ years	€42,392	€812.42

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

Caretaker Allowance ⁷²	Rate from 01/03/2025
Senior Caretaker Allowance	€89.06
Junior Caretaker Allowance	€34.72

⁷¹ Payroll code: MA06

⁷² Payroll code: 4063 & 4098

CDETB Truck Driver - inclusive of General Operative Analogue Award

Truck Driver⁷³	Rate from 01/03/2025	Weekly rate from 01/03/2025	New Entrant from 01/03/2025	New Entrant Weekly Rate from 01/03/2025
(General Operative Related)	€38,998	€747.37	€35,968	€689.31
	€39,240	€752.01	€36,713	€703.58
	€39,349	€754.10	€38,998	€747.37
	€39,430	€755.65	€39,240	€752.01
	€39,529	€757.54	€39,349	€754.10
	€39,529	€757.54	€39,430	€755.65
	€39,567	€758.28	€39,529	€757.54
	€39,680	€760.45	€39,529	€757.54
	€39,773	€762.23	€39,567	€758.28
	€39,883	€764.34	€39,680	€760.45
	€40,017	€766.91	€39,773	€762.23
	€40,160	€769.64	€39,883	€764.34
	€40,296	€772.25	€40,017	€766.91
			€40,160	€769.64
			€40,296	€772.25

⁷³ Payroll code: MA11 & MA11NE

CDETB Storeman / Storekeeper

Storeman / Storekeeper ⁷⁴	Rate from 01/03/2025	Weekly rate from 01/03/2025	New Entrant Rate from 01/03/2025	New Entrant Weekly Rate from 01/03/2025
(General Operative Related)	€40,599	€778.06	€37,589	€720.36
	€41,212	€789.81	€39,354	€754.20
	€41,921	€803.39	€40,599	€778.06
	€42,560	€815.64	€41,212	€789.81
	€43,193	€827.76	€41,921	€803.39
	€43,837	€840.12	€42,560	€815.64
	€44,474	€852.31	€43,193	€827.76
			€43,837	€840.12
			€44,474	€852.31

CDETB Personnel Maintenance Differentials⁷⁵

	Rate from 01/03/2025
1. Assistant Porter	€34.01
2. Porter	€63.70
3. Senior Porter	€87.25
4. Head Porter	€110.87
5. Caretaker	€50.17
6. Boilerman	€34.01
7. Tractor Driver	€47.84
8. Chargehand Cleaner	€22.56
9. Foreman Cleaner	€45.48
10. Night Allowance	€18.75
11. Semi-Skilled Allowance	€18.75
12. Group 4 Allowance	€14.66
13. Group 3 Allowance	€11.08
14. Class Aide	€29.29
15. Goods Inwards Officer	€37.74

⁷⁴ Payroll code: MA12 & MA12NE

⁷⁵ Payroll code: 4207

12. Psychologists Co. Dublin and City of Dublin ETBs

	Rate from 01/03/2025	New Entrant Rate from 01/03/2025
Psychologist ⁷⁶	€71,511	€64,483
	€74,561	€68,592
	€77,588	€71,511
	€80,600	€74,561
	€83,123	€77,588
	€88,945	€80,600
	€94,206	€83,089
	€99,538	€88,690
	€103,872	€93,754
	€107,227*	€98,885
	€110,585**	€103,055
		€106,284*
		€109,515**

	Rate from 01/03/2025
Senior Psychologist ⁷⁷	€100,761
	€103,159
	€105,576
	€107,974
	€110,362
	€111,274
	€114,856*
	€118,438**

⁷⁶ Payroll code: FE04 & FE04NE

⁷⁷ Payroll code: FE05

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

Technicians ⁷⁸	Rate from 01/03/2025	New Entrant Rate from 01/03/2025
<p>Scale A</p> <p>This scale applies to those who opted not to join 1977 Superannuation Scheme</p>	€44,340	€40,813
	€45,470	€41,961
	€46,537	€44,340
	€49,070	€45,470
	€51,831	€46,537
	€53,866	€49,070
	€56,059	€51,831
	€58,224	€53,866
	€60,423	€56,059
	€63,202	€58,224
	€65,414	€60,423
	€67,808	€63,202
	€70,203	€65,414
	€72,536	€67,808
	€74,063*	€70,203
		€72,536
		€74,063*

⁷⁸ Payroll code: MA24 & MA24NE

Technicians⁷⁹	Rate from 01/03/2025	New Entrant Rate from 01/03/2025
<p>Scale B</p> <p>This scale applies to those who have joined 1977 Superannuation Scheme</p>	€44,723	€40,807
	€45,859	€42,317
	€46,940	€44,723
	€49,503	€45,859
	€52,252	€46,940
	€54,318	€49,503
	€56,525	€52,252
	€58,729	€54,318
	€60,952	€56,525
	€63,751	€58,729
	€65,984	€60,952
	€68,405	€63,751
	€70,820	€65,984
	€73,181	€68,405
	€74,719*	€70,820
		€73,181
		€74,719*

⁷⁹ Payroll code: MA25 & MA25NE

14. Youth Officers (ETBs)

	Rate from 01/03/2025	New Entrant Rate from 01/03/2025
Youth Officer ETBs ⁸⁰	€56,755	€51,385
	€58,110	€53,797
	€59,417	€56,755
	€61,156	€58,110
	€63,174	€59,417
	€65,245	€61,156
	€67,448	€63,174
	€69,715	€65,245
	€72,066	€67,448
	€74,648	€69,715
	€77,243	€72,066
		€74,648
		€77,243

⁸⁰ Payroll code: YS01 & YS01NE

15. Youthreach

	Rate from 01/03/2025
Co-ordinator ⁸¹	€ 46,664
	€ 50,466
	€ 54,385
	€ 59,389
	€ 62,564
	€ 66,691
	€ 70,797
	€ 73,966*
	€ 76,291**

	Rate from 01/03/2025	New Entrant Rate from 01/03/2025
Resource Person ⁸²	€ 39,991	€ 37,034
	€ 41,819	€ 38,691
	€ 43,995	€ 39,991
	€ 46,175	€ 41,819
	€ 48,365	€ 43,995
	€ 50,555	€ 46,175
	€ 52,802	€ 48,365
	€ 55,133	€ 50,555
	€ 57,512	€ 52,802
	€ 59,924	€ 55,133
	€ 62,510	€ 57,512
	€ 64,658*	€ 59,924
	€ 66,810**	€ 62,510
		€ 64,658*
		€ 66,810**
Qualification Allowances	Rate from 01/03/2025	
Degree / tch.recognition ⁸³	€3,703	
Diploma ⁸⁴	€2,473	
Certificate ⁸⁵	€1,234	

⁸¹ Payroll code: YR01

⁸² Payroll code: YR02 & YR02NE

⁸³ Payroll code: 4043/4077

⁸⁴ Payroll code: 4044

⁸⁵ Payroll code: 4045

16. BTEI Adult Educator

	Rate from 01/03/2025	New Entrant Rate from 01/03/2025
BTEI Adult Educator ⁸⁶	€ 39,991	€ 37,034
	€ 41,819	€ 38,691
	€ 43,995	€ 39,991
	€ 46,175	€ 41,819
	€ 48,365	€ 43,995
	€ 50,555	€ 46,175
	€ 52,802	€ 48,365
	€ 55,133	€ 50,555
	€ 57,512	€ 52,802
	€ 59,924	€ 55,133
	€ 62,510	€ 57,512
	€ 64,658*	€ 59,924
	€ 66,810**	€ 62,510
		€ 64,658*
		€ 66,810**

Qualification Allowances	Rate from 01/03/2025
Degree / tch.recognition ⁸⁷	€3,703
Diploma ⁸⁸	€2,473
Certificate ⁸⁹	€1,234

⁸⁶ Payroll code: AE01 & AE02NE

⁸⁷ Payroll code: 4077

⁸⁸ Payroll code: 4044

⁸⁹ Payroll code: 4045

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

	Rate from 01/03/2025
VSSU Director ⁹⁰ PPC	€84,938
	€87,604
	€90,280
	€92,946
	€95,611
	€98,782
	€102,390*
	€106,003**

	Rate from 01/03/2025
VSSU Auditor ⁹¹ PPC	€61,667
	€63,367
	€65,071
	€66,769
	€68,471
	€70,928
	€72,537
	€74,150*
	€75,764**

	Rate from 01/03/2025
VSSU Deputy Director ⁹² PPC	€73,962
	€75,649
	€77,337
	€79,030
	€80,719
	€81,169
	€82,833
	€84,562
	€87,375*
	€90,197**

⁹⁰ Payroll code: IAU01

⁹¹ Payroll code: IAU02

⁹² Payroll code: IAU03

18.V.T.O.S Centres

Director ⁹³	Rate from 01/03/2025
No. of students in attendance	
<40 students	€8,656
40 - 79 students	€11,321
80 - 119 students	€14,019
>120 students	€16,729

Assistant Director ⁹⁴	Rate from 01/03/2025
No. of students in attendance	
80 - 119 students	€5,858
120 - 159 students	€8,659
>160	€11,321

⁹³ Payroll code: 4037

⁹⁴ Payroll code: 4038

19. Traveller Education Centres

Director ⁹⁵	Rate from 01/03/2025
No. of students in attendance	
0 – 23	€ 6,069
24 – 29	€ 8,022
30 - 36	€ 10,056
> 37	€ 11,505

Assistant Director ⁹⁶	Rate from 01/03/2025
No. of students in attendance	
> 37	€4,637

⁹⁵ Payroll code: 4053

⁹⁶ Payroll code: 4759

20. Tutors in Adult Education

	Ongoing Rate from 01/03/2025	Value of Statutory Annual Leave Accumulated per Hour Worked from 01/03/2025	Full Rate
Tutors in Adult Education			
FE014 - 1 ⁹⁷	€44.33	€3.54	€47.87
FE014 - 2 ⁹⁸	€50.74	€4.06	€54.80
FE014 - 3 ⁹⁹	€57.58	€4.61	€62.19

⁹⁷ Payroll codes: 4222, 4737

⁹⁸ Payroll codes: 4244, 4738

⁹⁹ Payroll code: 4245, 4739

21. Adult Educator

	Rate from 01/03/2025
Adult Educator ¹⁰⁰	€ 37,034
	€ 38,691
	€ 39,991
	€ 41,819
	€ 43,995
	€ 46,175
	€ 48,365
	€ 50,555
	€ 52,802
	€ 55,133
	€ 57,512
	€ 59,924
	€ 62,510
	€ 64,658*
	€ 66,810**

¹⁰⁰ Payroll Code: ADED