



Circular Letter 0043/2024

**To: The Managerial Authorities of Recognised Primary, Secondary,
Community and Comprehensive Schools
and
the Chief Executives of Education and Training Boards**

**Revision of Teacher Salaries under the
Public Service Agreement 2024-2026**

Application of pay adjustments due on 1 June 2024

Introduction

1. The Minister for Education wishes to inform managerial authorities and teachers of revised rates of salary and allowances for teachers as provided for in “Public Service Agreement 2024-2026”.
2. This circular sets out the increases to pay due on 1 June 2024 as provided for under the Agreement.

Salary Increases to be implemented under Public Service Agreement 2024-2026

3. Under Public Service Agreement 2024-2026, a 1% pay adjustment was agreed and will be implemented with effect from 1 June 2024.
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% with effect from 1 June 2024.
5. The revised pay scales due from 1 June 2024 for primary teachers are set out at Appendix 1 (a) and (b). The revised pay scales due from 1 June 2024 for post-primary teachers are set out at Appendix 1 (c) and (d).
6. The revisions to casual daily/hourly part-time rates due on 1 June 2024 are set out at Appendix 3.
7. All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 June 2024.
8. Overpayments will be dealt with in accordance with the relevant Department Circulars.

Allowances

9. The Agreement also provides for increases to allowances in the nature of pay of 1% from 1 June 2024. 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 June 2024.
10. The revisions to Qualification Allowances for teachers who entered teaching between 1 January 2011 and 31 January 2012 are set out in Appendix 2 (a) with effect from 1 June 2024.
11. The revisions to Qualification allowances for teachers who entered teaching prior to 1 January 2011 are set out at Appendix 2 (b) with effect from 1 June 2024.
12. Increases to Other Allowances are set out at Appendix 4 with effect from 1 June 2024.
13. It should be noted that certain allowances for new beneficiaries were abolished with effect from 1 February 2012 and their appearance in the attached pay scales does not confer an entitlement to the allowance where the staff member was not already entitled to the allowance. Please read in association with [Circular 0008/2013 Public Service-Wide Review of Allowances and Premium Payments](#) on current allowance entitlements.

Pensions increases

14. The principle of pay parity in pension increases for pre-existing schemes¹ has been agreed up to the 30 June 2026, in line with the Public Service Agreement 2024-2026. Increases should be passed on to pensions in line with that policy.
15. Single Public Service Pension Scheme ('Single Scheme') pensions are uprated in-line with the Consumer Price Index (CPI). Therefore 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 Section 3.

Pension revisions for pre-existing public service pension schemes

16. The pensions of those who are members of a pre-existing public service pension scheme (Non-Single Scheme) which are in payment from 1 June 2024 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.

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

17. The lump sums of the officers in the grades to which this Circular applies who retired on or after 1 June 2024 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 June 2024 should not be adjusted.
18. Pensions for officers who retired after 1 June 2024 which were evaluated for the Pension Benefit Cap² 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.
19. Pensions for officers who are currently re-employed in the public service and whose pensions were evaluated for Pension Abatement³ 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

20. For Single Scheme pensioners who were working as public servants (in grades to which this circular applies) on 1 June 2024 and subsequently retired in the period from 1 June 2024 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 June 2024 should not be adjusted.

² 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.

³ Circular 24/2022 Guidance on the application of Abatement of Public Service Occupational Pensions.

Circulation and Queries

21. Please ensure that copies of this Circular are provided to all members of the Board of Management/Education and Training Board and its contents are brought to the attention of all teachers in your employment including those on leave of absence.
22. This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>
23. Enquiries regarding this Circular should be e-mailed to ESR@education.gov.ie
24. Individual payroll queries should be forwarded as follows:
 - Primary & Post Primary Teachers:
<https://dessurveys.education.gov.ie/surveys/payroll-query-form>
 - ETB Post-Primary Teachers: relevant HR Department

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APPENDIX 1: INCREMENTAL SALARY SCALES FOR PRIMARY AND POST PRIMARY TEACHERS EFFECTIVE FROM 1 JUNE 2024

1. Primary Teachers Salary Scales

(a) Revised incremental salary scale for Primary teachers who entered teaching before 1 January 2011, to apply with effect from 1 June 2024⁴.

Revised scale from 1 June 2024 for primary teachers who entered teaching before 1 January 2011	
	Effective from 01/06/2024
Point	€
1	€40,917
2	€41,769
3	€42,969
4	€44,174
5	€46,042
6	€47,252
7	€48,461
8	€51,506
9	€53,068
10	€54,966
11	€56,868
12	€58,795
13	€60,408
14	€62,545
15	€62,545
16	€62,545
17	€65,489
18	€65,489
19	€65,489
20	€65,489
21	€69,382
22	€69,382
23	€69,382
24	€69,382
25	€73,680

⁴ Qualification allowances continue to be paid to this cohort of teachers as appropriate.

(b) Revised incremental salary scale for Primary teachers who entered teaching on or after 1 January 2011, to apply with effect from 1 June 2024⁵.

Revised scale from 1 June 2024 for primary teachers appointed on or after 1 June 2011	
	Effective from 01/06/2024
Point	€
1	€42,935
2	€44,572
3	€46,441
4	€47,294
5	€48,495
6	€49,946
7	€51,574
8	€53,263
9	€54,692
10	€57,268
11	€58,878
12	€60,802
13	€62,715
14	€64,647
15	€66,261
16	€68,394
17	€68,394
18	€68,394
19	€71,340
20	€71,340
21	€71,340
22	€71,340
23	€75,232
24	€75,232
25	€75,232
26	€75,232
27	€79,529

⁵ Additional qualification allowances may be payable to those who entered teaching between 1 January 2011 and 31 January 2012 as set out in paragraphs 8-9 and Appendix 1 (c) of this Circular. As heretofore, qualification allowances are not payable to all new beneficiaries from 1 February 2012.

2. Post-Primary Teachers Salary Scales

(c) Revised incremental salary scale for Post-Primary teachers who entered teaching before 1 January 2011, to apply with effect from 1 June 2024⁶.

Revised scale from 1 June 2024 for post-primary teachers who entered teaching before 1 January 2011	
	Effective from 01/06/2024
Point	€
1	€40,917
2	€41,769
3	€42,969
4	€44,174
5	€46,042
6	€47,252
7	€48,461
8	€51,506
9	€53,068
10	€54,966
11	€56,868
12	€58,795
13	€60,408
14	€62,545
15	€62,545
16	€62,545
17	€65,489
18	€65,489
19	€65,489
20	€65,489
21	€69,382
22	€69,382
23	€69,382
24	€69,382
25	€73,680

⁶ Qualification allowances continue to be paid to this cohort of teachers as appropriate.

(d) Revised incremental salary scale for Post-Primary teachers who entered teaching on or after 1 January 2011, to apply with effect from 1 June 2024⁷.

Revised scale from 1 June 2024 for post-primary teachers appointed on or after 1 January 2011	
	Effective from 01/06/2024
Point	€
1	€44,329
2	€45,965
3	€47,834
4	€48,687
5	€49,888
6	€51,338
7	€53,008
8	€54,718
9	€56,153
10	€58,729
11	€60,337
12	€62,263
13	€64,178
14	€66,108
15	€67,721
16	€69,857
17	€69,857
18	€69,857
19	€72,801
20	€72,801
21	€72,801
22	€72,801
23	€76,691
24	€76,691
25	€76,691
26	€76,691
27	€80,993

⁷ Note: This pay scale has been adjusted to incorporate the equivalent of the value of the Professional Master of Education (PME)/H.Dip Allowance into each point on the scale as provided for in [Circular 0059/2022](#). As heretofore, no further qualification allowances are payable to all new beneficiaries from 1 February 2012

**APPENDIX 2: QUALIFICATION ALLOWANCE RATES EFFECTIVE FROM
1 June 2024**

(a) Qualification Allowances⁸ with effect from 1 June 2024 for teachers who entered teaching between 1 January 2011 and 31 January 2012

ACADEMIC QUALIFICATIONS	Rate for 1 January 2011 – 31 January 2012 Entrants Only
	Effective from 01/06/2024
(a) Masters' Degree (1st or 2nd Hons)	€684
(b) Doctors Degree	€1,444

(b) Qualification Allowances for teachers who entered teaching prior 1 January 2011⁹

ACADEMIC QUALIFICATIONS	Rate for pre-2011 Entrants only
	Effective from 01/06/2024
(a) (i) H. Dip. in Ed. (Pass)	€698
(ii) Higher Froebel Cert.	€698
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,461
(ii) Ard Teastas Gaeilge	€1,461
(c) Primary Degree (Pass)	€2,178
(d) Masters Degree by thesis or exam (Pass)	€5,817
(e) Primary Degree (1st or 2nd Hons)	€5,817
(f) Masters Degree (1st or 2nd Hons)	€6,499
(g) Doctors Degree	€7,261

⁸ Qualification allowances are not payable to all new beneficiaries from 1 February 2012.

⁹ Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) to (g). Qualification allowances are not payable to all new beneficiaries from 1 February 2012.

**APPENDIX 3: DAILY/HOURLY CASUAL SUBSTITUTION RATES EFFECTIVE
FROM 1 June 2024**

(a) PRIMARY: Revised daily/hourly rates with effect from 1 June 2024 for part-time and substitute primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 01/06/2024	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/06/2024
Daily casual qualified	€220.86	€27.30
Daily unqualified	€154.22	€19.06
Hourly qualified	€44.17	€5.46
Hourly unqualified on Payroll	€36.24	€4.48
Hourly unqualified Substitute	€30.85	€3.81

(b) PRIMARY: Revised daily/hourly rates with effect from 1 June 2024 for part-time and substitute primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 01/06/2024	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/06/2024
Daily casual qualified	€214.64	€26.53
Daily unqualified	€154.22	€19.06
Hourly qualified	€42.92	€5.31
Hourly unqualified on Payroll	€36.24	€4.48
Hourly unqualified Substitute	€30.85	€3.81

(c) PRIMARY: Unqualified Annual Rate revised rate with effect from 1 June 2024 for primary teachers.

Category	Pre-2011 Entrant Effective Rate from 01/06/2024	2011 Entrant Effective Rate from 01/06/2024
Primary Unqualified Annual Rate	€37,057	€37,057

(d) POST-PRIMARY: Revised casual hourly part-time rates with effect from 1 June 2024 for post-primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 01/06/2024	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/06/2024
Hourly casual qualified	€52.13	€7.11
Hourly unqualified	€45.83	€6.25

(e) POST-PRIMARY: Revised casual hourly part-time rates from 1 June 2024 for post-primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 01/06/2024	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/06/2024
Hourly casual qualified	€46.66	€6.36
Hourly unqualified	€41.24	€5.62

APPENDIX 4: OTHER TEACHING ALLOWANCES EFFECTIVE FROM 1 JUNE 2024

(i) Other Allowances

	Effective Rate From 01/06/2024
1. Teaching through Irish	€1,872
2. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,622
3. Island Allowance	€2,178
4. Diploma for Special Education	€2,882
5. Special allowance payable to teachers in Comprehensive Schools (Appointed before 1.1.1987)	€2,923
6. Children's Allowances	€113
7. Allowance for Teachers with 35 years' service	€2,747
8. Secretary Board of Management Allowance (payable on a personal basis to Principals of Comprehensive schools who held the allowance prior to the implementation of Agreed Report 3/06)	€3,312
9. Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06) School Enrolment:	
<101	€620
101-300	€929
301-500	€1,240
501-700	€1,551
700+	€1,860
10. Rule 87 (Higher Froebel Cert.)	€1,695

(ii) Secondment Allowances

	Effective Rate From 01/06/2024
Category 1 – Director of Major National Programmes / Directors of Education Centres	€32,160
Category 2 – Coordinators of National Syllabi and Course Support Services. Regional and Deputy Directors of Major National Programmes, ICT Advisors	€19,896
Category 3 – Assistant National Coordinators of National Syllabi	€15,545
Category 4 – Curriculum Trainers/Tutors	€11,979

(iii) Posts of Responsibility

(a) Principal Teacher Allowance (Post Primary)

Category	Effective Rate From 01/06/2024
I*	€11,010
II	€12,337
III	€14,472
IV	€16,981
V	€19,754
VI	€22,567
VII	€25,289
VIII	€28,043
IX	€30,068
X	€32,160
XI	€35,210
XII	€37,273
XIII	€41,261
XIV	€42,606
XV	€46,212
XVI	€48,218
XVII	€50,220

* Points one and two may be broken down further depending on the number of allocated posts in the school however the rate remains the same

(b) Deputy Principal Teacher Allowance (Post Primary)

Category	Effective Rate From 01/06/2024
I	€4,457
II	€5,832
III	€7,709
IV	€9,665
V	€11,556
VI	€13,533
VII	€15,433
VIII	€17,300
IX	€18,772
X	€20,206
XI	€22,428
XII	€23,804
XIII	€26,778
XIV	€27,361
XV	€29,893
XVI	€31,044
XVII	€32,185

(c) Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/06/2024
I*	€14,472
II	€14,472
III	€16,981
IV	€19,754
V	€22,567
VI	€25,289
VII	€28,043
VIII	€30,068
IX	€32,160
X	€35,210
XI	€37,273
XII	€41,261
XIII	€42,606
XIV	€46,212

* Points one and two may be broken down further depending on the number of allocated posts in the school however the rate remains the same

(d) Deputy Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/06/2024
I	€7,709
II	€7,709
III	€9,665
IV	€11,556
V	€13,533
VI	€15,433
VII	€17,300
VIII	€18,772
IX	€20,206
X	€22,428
XI	€23,804
XII	€26,778
XIII	€27,361
XIV	€29,893

(e) Principal Teacher Points Rating

	Effective Rate From 01/06/2024
Under 150	€7,876
150 - 299	€7,960
300 - 449	€9,639
450 - 599	€11,309
600 - 749	€13,265
750 - 899	€15,433
900 - 1099	€17,634
1100 - 1299	€19,756
1300 - 1499	€21,905
1500 - 1699	€23,491
1700 - 1949	€25,125
1950 - 2199	€26,766
2200 - 2449	€28,364
2450 and over	€29,922

(f) Deputy Principal Teacher Points Rating

	Effective Rate From 01/06/2024
Under 150	€0
150 - 299	€3,481
300 - 449	€4,551
450 - 599	€6,024
600 - 749	€7,546
750 - 899	€9,021
900 - 1099	€10,574
1100 - 1299	€12,061
1300 - 1499	€13,516
1500 - 1699	€14,666
1700 - 1949	€15,787
1950 - 2199	€16,866
2200 - 2449	€17,931
2450 and over	€18,900

(iv) Other Posts of Responsibility

	Effective Rate From 01/06/2024
1. Assistant Principal I (AP I) ¹⁰	€10,074
2. Assistant Principal II (AP II) ¹¹	€4,457
3. Graded Post 'A'	€7,877
4. Graded Post 'B'	€3,481
5. Special Functions Allowances	
1	€2,989
2	€4,551
3	€6,024
4	€7,546
5	€7,877
5. Upgraded Special Functions Allowances	
1	€3,820
2	€5,832
3	€7,709
4	€9,665
5	€10,074
6. Director of Adult Education - Self-Financing Part-Time Adult Education Posts of Responsibility CL 46/00 (Appendix 1)	
Category A	€4,457
Category B	€5,832
Category C	€7,709
Category D	€9,665
Category E	€11,556
Category F	€13,532
Category G	€15,433
Category H	€17,300
Category I	€18,772
Category J	€20,206
Category K	€22,428
Category L	€23,803
Category M	€26,778
7. Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€1,921
8. Allowance payable to Principals of 5 Community Schools for management role in sports complexes (AR2/01)	€5,700

¹⁰ Formerly referred to as Assistant Principal

¹¹ Formerly referred to as Special Duties Teacher

(v) Other Allowances Applicable to Education and Training Boards, formerly applicable to Vocational Educational Committees.

	Effective Rate From 01/06/2024
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€2,178
2. Mobile Domestic Science Teachers ¹²	€2,178
3. Special payments to EPTs under Clause 7.1 of Circular Letters 38/89 & 39/89 (AR 2/98)	
No. of Years Reckonable Service – Common Basic Scale	
1	€370
2	€740
3	€1,111
No. of Years Reckonable Service – College Teacher Scale	
1	€461
2	€928
3	€1,390
No. of Years Reckonable Service - Lecturer I Scale	
1	€652
2	€1,299
3	€1,945
4. Special payments to TWTs under Clause 3 of Circular Letter No. 34/89 (AR 2/98)	
No. of Years Reckonable Service – Common Basic Scale	
1	€740
2	€1,481
3	€2,224
4	€2,964
5	€3,704
No. of Years Reckonable Service – College Teacher Scale	
1	€928
2	€1,851
3	€2,778
4	€3,704
5	€4,632
No. of Years Reckonable Service - Lecturer I Scale	
1	€1,299
2	€2,594
3	€3,894
4	€5,189
5	€6,483
5. Allowance payable to teachers of apprentices in DDLETB and CETB, formerly Dun Laoghaire and Co. Cork VECs	€11,518

¹² Formerly referred to as Itinerant Domestic Science Teachers

(vi) Allowances (Ref. General 3/80)

	Effective Rate From 01/06/2024
1. Long Service Increment	€1,747
2. Special differential allowance paid to Ex-Preparatory College Professors	€3,383
3. Personal Rates of Principals' Allowance	€7,876 €7,876 €7,876 €7,876 €8,212 €8,368 €9,881 €10,040 €10,724 €10,829 €11,620 €13,200
4. Personal Allowances referred to in Paragraph 2 of CL 50/70	€3,033 €5,949 €6,920 €7,733 €8,753 €10,040 €11,314 €13,077 €14,030 €15,433

(vii) Allowances payable to teachers in the Prison Service

	Effective Rate From 01/06/2024
Honarium	€5,644
Supervising Teacher – Size of Unit Whole Time Equivalent Teachers	
1-6	€10,074
7-9	€15,433
10-12	€18,772
13-16	€23,803
16+	€27,360
Deputy Supervising Teacher	€10,074
Assistant Supervising Teacher	€4,457
Secure Unit Allowance	€2,597