



**Circular Letter 0045/2024**

**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 due on 1 June 2024**

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 June 2024 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% 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 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 All salary scales payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 June 2024.

**Allowances**

7. The Agreement also provides for increases in 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.

## **Pensions increases**

8. The principle of pay parity in pension increases for pre-existing public service schemes<sup>1</sup> 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.
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 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.
11. 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.
12. Pensions for officers who retired after 1 June 2024 which were evaluated for the Pension Benefit Cap<sup>2</sup> 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 Abatement<sup>3</sup> 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.

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

<sup>2</sup> 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.

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

## **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 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.

## **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](mailto:financialetb@education.gov.ie)

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24 May 2024

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

	<b>Rate from 01/06/2024</b>	<b>New Entrants Rate from 01/06/2024</b>
Adult Education Guidance Counsellor / Co-Ordinator, Adult Literacy Organisers & Community Education Facilitators <sup>4</sup>	€51,138	€46,432
	€52,783	€49,341
	€54,466	€51,138
	€56,162	€52,783
	€57,867	€54,466
	€59,581	€56,162
	€61,293	€57,867
	€63,004	€59,581
	€64,715	€61,293
	€66,426	€63,004
	€68,141	€64,715
	€70,098	€66,426
	€72,544	€68,141
		€70,098
	€72,544	

	<b>Rate from 01/06/2024</b>
NALA/WIT Certificate <sup>5</sup>	€1,198
NALA/WIT Diploma <sup>6</sup>	€2,402

**Adult Education Guidance Co-ordinator Allowances**

<b>Allowances<sup>7</sup></b>	<b>Rate from 01/06/2024</b>	<b>New Entrants Rate from 01/06/2024</b>
+1 information Officer or Counsellor	€3,983	€3,983
+2-3 staff	€5,133	€5,133
+4-5 staff	€6,788	€6,788
+6-7 staff	€8,504	€8,504

<sup>4</sup> Payroll code: FE01 & FE01NE

<sup>5</sup> Payroll code: 4030

<sup>6</sup> Payroll code: 4031

<sup>7</sup> Payroll code: 4028 & 4029

## 2. Adult Education Guidance Information Officers

	<b>Rate from 01/06/2024</b>	<b>New Entrants Rate from 01/06/2024</b>
Adult Education Guidance Information Officers <sup>8</sup>	€36,717	€33,759
	€38,855	€35,865
	€40,816	€36,717
	€42,535	€38,855
	€44,195	€40,816
	€46,438	€42,535
	€48,059	€44,195
	€49,707	€46,438
	€51,220*	€48,059
	€52,773**	€49,707

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

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<sup>8</sup> Payroll code: FE02 & FE02NE

### 3. City of Dublin ETB, Buildings and Maintenance Section

	<b>Rate from 01/06/2024</b>
Buildings Officer <sup>9</sup>	€76,009
	€78,341
	€79,455
	€81,806
	€84,169
	€86,530
	€88,902
	€91,887
	€94,868

	<b>Rate from 01/06/2024</b>
Buildings Supervisor <sup>10</sup>	€55,090
	€56,406
	€58,007
	€61,017
	€62,817
	€65,053
	€67,305

	<b>Rate from 01/06/2024</b>	<b>New Entrants Rate from 01/06/2024</b>
Assistant Buildings Supervisor <sup>11</sup>	€49,707	€45,145
	€51,194	€47,822
	€52,710	€49,707
	€54,255	€51,194
	€55,817	€52,710
	€57,632*	€54,255
	€59,456**	€55,817
		€57,632*
		€59,456**

<sup>9</sup> Payroll code: MA26

<sup>10</sup> Payroll code: MA27

<sup>11</sup> 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**

	<b>Rate from 01/06/2024</b>
Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (OSD) <sup>12</sup>	€81,166
	€85,447
	€89,709
	€93,988
	€98,261
	€102,524
	€107,511
	€112,495
	€117,483
	€122,466
	€127,451

	<b>Rate from 01/06/2024</b>
Assistant Principal Officer <sup>13</sup>	€80,274
	€82,176
	€84,082
	€85,983
	€87,890
	€89,795
	€92,145
	€94,955*
€97,769**	

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<sup>12</sup> Payroll code: DIR

<sup>13</sup> Payroll code: APO

## Clerical and Administrative Staff In ETBs

	<b>Rate from 01/06/2024</b>
Grade VII <sup>14</sup>	€57,674
	€59,086
	€60,733
	€62,386
	€64,041
	€65,523
	€67,030
	€68,494
	€69,954
	€72,461*
	€74,978**

	<b>Rate from 01/06/2024</b>
Grade VI <sup>15</sup>	€55,091
	€56,406
	€58,006
	€61,019
	€62,817
	€65,053*
	€67,305**

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<sup>14</sup> Payroll code: G7

<sup>15</sup> Payroll code: G6

	<b>Rate from 01/06/2024</b>
Grade V <sup>16</sup>	€49,707
	€51,194
	€52,710
	€54,256
	€55,817
	€57,632*
	€59,456**

	<b>Rate from 01/06/2024</b>
Grade IV <sup>17</sup>	€36,717
	€38,855
	€40,816
	€42,535
	€44,195
	€46,438
	€48,059
	€49,707
	€51,220*
	€52,773**

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<sup>16</sup> Payroll code: G5

<sup>17</sup> Payroll code: G4

	<b>Rate from 01/06/2024</b>	<b>New Entrants Rate from 01/06/2024</b>
Grade III <sup>18</sup>	€31,469	€29,311
	€32,336	€31,043
	€33,599	€31,469
	€34,866	€32,336
	€36,135	€33,599
	€37,053	€34,866
	€38,096	€36,135
	€39,303	€37,053
	€40,161	€38,096
	€41,360	€39,303
	€42,566	€40,161
	€44,835	€41,360
	€44,835	€42,566
	€44,835	€44,835
	€46,446*	€44,835
	€44,835	
	€46,446*	

<b>Telephonist Grade In CDET B</b>	<b>Rate from 01/06/2024</b>	<b>New Entrants Rate from 01/06/2024</b>
Telephonist	€31,469	€29,311
	€32,336	€31,043
	€33,599	€31,469
	€34,866	€32,336
	€36,135	€33,599
	€37,053	€34,866
	€38,096	€36,135
	€39,303	€37,053
	€40,161	€38,096
	€40,879*	€39,303
		€40,161
		€40,879*

<sup>18</sup> Payroll code: G3 & G3NE

## 5. City of Dublin Youth Services Board

	<b>Rate from 01/06/2024</b>
Director <sup>19</sup>	€90,226
	€92,807
	€95,890
	€99,394*
	€102,897**

	<b>Rate from 01/06/2024</b>
Head of Operations (Asst. Director) <sup>20</sup>	€82,454
	€85,040
	€87,632
	€90,227
	€93,531*
	€96,834**

	<b>Rate from 01/06/2024</b>
Development Officer <sup>21</sup>	€71,790
	€73,435
	€75,068
	€76,714
	€78,353
	€78,788
	€80,405
	€82,081
	€84,815*
	€87,552**

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<sup>19</sup> Payroll code: YS03

<sup>20</sup> Payroll code: YS04

<sup>21</sup> Payroll code: YS05

	<b>Rate from 01/06/2024</b>
Liaison Officer <sup>22</sup>	€40,745
	€44,077
	€47,422
	€50,757
	€54,195
	€56,361
	€58,540
	€60,730
	€62,915
	€65,097
	€67,279
	€69,469
	€71,655
	€74,096*
	€76,519**

	<b>Rate from 01/06/2024</b>	<b>New Entrants Rate from 01/06/2024</b>
Youth Worker <sup>23</sup>	€39,984	€36,885
	€43,250	€39,333
	€46,522	€39,984
	€49,796	€43,250
	€53,118	€46,522
	€54,792	€49,796
		€53,118
		€54,792

	<b>Rate from 01/06/2024</b>
Senior Youth Worker <sup>24</sup>	€54,792
	€56,490
	€58,204
	€59,922
	€61,630

<sup>22</sup> Payroll code: YS06

<sup>23</sup> Payroll code: YS07 & YS07NE

<sup>24</sup> Payroll code: YS08

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

	<b>Rate from 01/06/2024</b>
Category I <sup>25</sup>	€130,651
	€135,065
	€139,466
	€144,685
	€149,840
	€154,193
	€158,561

	<b>Rate from 01/06/2024</b>
Category II <sup>26</sup>	€124,472
	€128,675
	€132,853
	€137,839
	€142,747
	€146,868
	€150,984

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<sup>25</sup> Payroll code: CEO1

<sup>26</sup> Payroll code: CEO2

	<b>Rate from 01/06/2024</b>
Category III <sup>27</sup>	€111,421
	€115,524
	€119,630
	€123,755
	€127,863
	€131,968
	€136,077
	€140,186

	<b>Rate from 01/06/2024</b>
Category IV <sup>28</sup>	€108,481
	€112,768
	€117,051
	€121,344
	€125,618
	€129,920
	€134,159

	<b>Rate from 01/06/2024</b>
Allowance in respect of duties as Secretary to the BOM of C&C schools	€4,254

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

	<b>Rate from 01/06/2024 Non-PPC</b>	<b>Rate from 01/06/2024 PPC</b>
C.E.O. CDET <sup>29</sup>	€148,005	€155,795
	€154,732	€162,876
	€162,021	€170,548
	€169,309	€175,325

<sup>27</sup> Payroll code: CEO3

<sup>28</sup> Payroll code: CEO4

<sup>29</sup> Payroll code: CEO5 & CEO6



## 7. Adult Education Officers in ETBs

	<b>Rate from 01/06/2024</b>
Adult Education Officer <sup>30</sup>	€60,502
	€63,284
	€66,066
	€68,849
	€71,629
	€74,408
	€77,191
	€78,769
	€81,538
	€84,348
	€87,162
	€89,973
	€94,193

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<sup>30</sup> Payroll code: FE03

## 8. Outdoor Education Centres

	<b>Rate from 01/06/2024</b>
Director <sup>31</sup>	€71,118
	€72,884
	€74,657
	€76,336
	€78,033
	€78,505
	€80,372
	€83,046
	€85,725

	<b>Rate from 01/06/2024</b>	<b>New Entrants Rate from 01/06/2024</b>
Instructor <sup>32</sup>	€29,248	€29,575
	€33,487	€34,687
	€37,738	€37,738
	€41,651	€41,651
	€46,087	€46,087
	€50,535	€50,535
	€55,139	€55,139

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<sup>31</sup> Payroll code: FE06

<sup>32</sup> Payroll code: FE07 & FE07NE

	<b>Rate from 01/06/2024</b>
Assistant Manager/Senior Instructor <sup>33</sup>	€36,634
	€39,856
	€43,899
	€47,963
	€52,051
	€56,321
	€60,677

<b>Qualification Allowances<sup>34</sup></b>	<b>Rate from 01/06/2024</b>
Level 3	€3,594
Level 2	€2,401
Level 1	€1,198

	<b>Rate from 01/06/2024</b>
<b>Saturday Premium<sup>35</sup></b>	€18.27

	<b>Rate from 01/06/2024</b>
<b>Sleepover Allowance<sup>36</sup></b>	€53.10

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<sup>33</sup> Payroll code: FE08

<sup>34</sup> Payroll code: 4032

<sup>35</sup> Payroll code: 4033

<sup>36</sup> Payroll code: 4034

## 9. Former SOLAS employees who transferred to ETBs

	<b>Rate from 01/06/2024</b>
Grade 06D <sup>37</sup>	€78,303
	€81,185
	€84,109
	€87,044
	€89,972
	€91,661
	€94,618*
	€97,584**

	<b>Rate from 01/06/2024</b>	<b>Rate from 01/06/2024</b>
	<b>Contributory</b>	<b>Non- Contributory</b>
Grade 06X <sup>38</sup>	€78,237	€75,572
	€81,383	€78,573
	€84,728	€80,493
	€87,879	€83,487
Grade 06B (non-contributory) <sup>39</sup>	€91,003	€86,453
	€94,114	€89,408
	€95,939	€91,141
	€96,162	€91,354
	€99,266*	€94,302*
	€102,374**	€97,256**

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<sup>37</sup> Payroll code: TC01

<sup>38</sup> Payroll code: TC02

<sup>39</sup> Payroll code: TC03

	<b>Rate from 01/06/2024</b>
Grade 07X <sup>40</sup>	<b>Contributory</b>
	€70,830
	€72,938
	€75,252
	€76,974
	€78,032
	€79,360
	€81,764
	€83,226
	€84,197
	€86,918*
€89,635**	

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<sup>40</sup> Payroll code: TC04

	<b>Rate from 01/06/2024</b>	<b>Rate from 01/06/2024</b>
	<b>Standard</b>	<b>Higher</b>
Grade 08 (D,E,X) (Contributory) X Std <sup>41</sup> D/E Higher <sup>42</sup>	€44,703	€48,095
	€46,583	€49,559
	€48,095	€51,091
	€49,559	€52,580
	€51,091	€54,153
	€52,580	€55,722
	€54,153	€57,282
	€55,722	€58,902
	€57,282	€60,511
	€58,902	€62,121
	€60,511	€63,726
	€62,121	€65,303
	€63,726	€66,345
	€65,303	€68,722
	€66,345	€70,288
	€68,722*	€71,847
€71,099**	€73,412	

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<sup>41</sup> Payroll code: TC06

<sup>42</sup> Payroll code: TC07

	<b>Rate from 01/06/2024</b>
Grade 08 C-Higher <sup>43</sup> (non-contributory)	<b>Higher</b>
	€45,940
	€47,327
	€48,784
	€50,175
	€51,614
	€53,078
	€54,546
	€56,067
	€57,591
	€59,117
	€60,645
	€62,141
	€63,133
	€65,389
€66,878	
€68,362	
€69,846	

	<b>Rate from 01/06/2024</b>
Grade 08K <sup>44</sup>	€59,861
	€61,509
	€63,162
	€64,813
	€66,465
	€68,848
	€70,409
	€71,976
	€73,545

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<sup>43</sup> Payroll code: TC09

<sup>44</sup> Payroll code: TC11

	<b>Rate from 01/06/2024</b>	<b>Rate from 01/06/2024</b>
	<b>Standard</b>	<b>Higher</b>
	€35,522	€39,242
	€37,815	€40,896
Grade 10 (X & E) (Contributory)	€39,242	€42,283
X-Std <sup>45</sup>	€40,896	€43,727
E-Higher <sup>46</sup>	€42,283	€45,179
	€43,727	€46,527
	€45,179	€47,829
	€46,527	€49,145
	€47,829	€50,446
	€49,145	€51,664
	€50,446	€52,930
	€51,664	€54,094
	€52,930	€55,138
	€54,094	€56,926
	€55,138	€58,266
	€56,926*	€59,610
	€58,729**	€60,955

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<sup>45</sup> Payroll code: TC15

<sup>46</sup> Payroll code: TC16



	<b>Rate from 01/06/2024</b>
Grade 10B <sup>47</sup> New Entrant	€32,380
	€34,757
	€35,522
	€37,814
	€39,242
	€40,896
	€42,283
	€43,727
	€45,179
	€46,527
	€47,829
	€49,145
	€50,446
	€51,664
	€52,930
	€54,094
	€55,138
	€56,926*
	€58,729**

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<sup>47</sup> Payroll code: TC19

	<b>Rate from 01/06/2024</b>	<b>Rate from 01/06/2024</b>
	<b>Standard</b>	<b>Higher</b>
	€31,457	€32,311
Grade 11 (G&H) (Contributory)	€32,311	€33,571
G-Std <sup>48</sup>	€33,571	€34,829
	€34,829	€36,088
H- Higher <sup>49</sup>	€36,088	€37,005
	€37,005	€38,040
	€38,040	€39,247
	€39,247	€40,096
	€40,096	€41,290
	€41,290	€42,476
	€42,476	€44,326
	€44,326	€45,782
	€45,782*	€46,448
	€46,448**	€47,349

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<sup>48</sup> Payroll code: TC20

<sup>49</sup> Payroll code: TC21

	<b>Rate from 01/06/2024</b>
Grade 11 J Higher <sup>50</sup>	<b>Higher</b>
	€37,506
	€38,669
	€39,648
	€40,920
	€42,170
	€43,426
	€44,672
	€45,880
	€47,091
	€48,246
	€49,669
	€51,247
	€52,884
€54,011	

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<sup>50</sup> Payroll code: TC23

	<b>Rate from 01/06/2024</b>	<b>Rate from 01/06/2024</b>
Grade 11L <sup>51</sup>	<b>Annualised Salary Higher</b>	<b>Weekly Salary Higher</b>
	€31,298	€599.80
	€32,096	€615.11
	€33,293	€638.05
	€34,489	€660.97
	€35,685	€683.88
	€36,879	€706.77
	€37,707	€722.63
	€38,678	€741.23
	€39,471	€756.44
	€40,599	€778.05
	€42,356	€811.73
	€43,739	€838.23
	€44,375	€850.43
€45,229	€866.78	

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<sup>51</sup> Payroll code: TC26

	<b>Rate from 01/06/2024</b>
Grade 11D <sup>52</sup>	€29,292
	€31,018
	€31,456
	€32,311
	€33,572
	€34,829
	€36,088
	€37,005
	€38,040
	€39,247
	€40,097
	€41,290
	€42,475
	€44,326
	€45,781*
€46,448**	

	<b>Rate from 01/06/2024</b>
Grade 13X (Contributory) <sup>53</sup>	€33,351
General Assistant	€34,236
	€35,751
	€36,498*
	€37,692**

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<sup>52</sup> Payroll code: TC20NE, TC29

<sup>53</sup> Payroll code: TC27

	<b>Rate from 01/06/2024</b>	<b>Rate from 01/06/2024</b>
	<b>Contributory</b>	<b>Non- Contributory</b>
Career Grade staff (Contributory & Non- Contributory) <sup>54</sup>	€46,527	€44,446
	€47,829	€45,684
	€49,145	€46,935
	€50,446	€48,171
	€51,663	€49,326
	€52,930	€50,495
	€54,093	€51,561
	€55,138	€52,528
	€56,850	€54,138
	€58,304	€55,505
	€59,685	€56,807
	€60,731	€57,802
	€62,121	€59,118
	€63,727	€60,643
	€65,304	€62,141
	€66,345	€63,133
	€68,721	€65,389
	€71,098*	€67,646*
	€73,412**	€69,846**

<sup>54</sup> Payroll code: TC28 & TC28NC

## 10. Craftsmen

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

<b>Craftsman<sup>55</sup></b>	<b>Rate from 01/06/2024</b>	<b>Weekly Rate 01/06/2024</b>
On Recruitment	€41,487	€795.07
after 6 months	€41,772	€800.54
after 1½ years	€42,059	€806.03
after 2½ years	€42,346	€811.54
after 3½ years	€42,630	€816.99
after 4½ years	€42,917	€822.47
after 5½ years	€43,201	€827.92
after 6½ years	€43,487	€833.41
after 7½ years	€43,773	€838.89

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

<b>Foreman Craftsman<sup>56</sup></b>	<b>Rate from 01/06/2024</b>	<b>Weekly Rate 01/06/2024</b>
On Recruitment	€48,796	€935.15
after 6 months	€49,341	€945.60
after 1½ years	€49,606	€950.67
after 2½ years	€49,897	€956.24
after 3½ years	€50,165	€961.38
after 4½ years	€50,312	€964.20
after 5½ years	€50,447	€966.80
after 6½ years	€50,588	€969.48
after 7½ years	€50,730	€972.21
after 8½ years	€50,952	€976.46
after 9½ years	€51,128	€979.83
after 10½ years	€51,544	€987.81

<sup>55</sup> Payroll code: MA29

<sup>56</sup> 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)**

<b>Craftsman<sup>57</sup></b>	<b>Rate from 01/06/2024</b>	<b>Wekkly Rate from 01/06/2024</b>	<b>New Entrant Rate 01/06/2024</b>	<b>Weekly New Entrant Rate 01/06/2024</b>
On Recruitment	€43,606	€835.68	€39,654	€759.95
after 6 months	€43,893	€841.18	€40,812	€782.15
after 1½ years	€44,179	€846.67	€43,606	€835.68
after 2½ years	€44,465	€852.15	€43,893	€841.18
after 3½ years	€44,750	€857.61	€44,179	€846.67
after 4½ years	€45,037	€863.10	€44,465	€852.15
after 5½ years	€45,324	€868.60	€44,750	€857.61
after 6½ years	€45,608	€874.06	€45,037	€863.10
after 7½ years	€45,895	€879.55	€45,324	€868.60
after 8½ years			€45,608	€874.06
after 9½ years			€45,895	€879.55

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<sup>57</sup> 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**

<b>Foreman Craftsman<sup>58</sup></b>	<b>Rate from 01/06/2024</b>	<b>Weekly Rate 01/06/2024</b>
On Recruitment	€51,341	€983.91
after 6 months	€51,892	€994.48
after 1½ years	€52,159	€999.60
after 2½ years	€52,459	€1,005.34
after 3½ years	€52,738	€1,010.70
after 4½ years	€52,889	€1,013.60
after 5½ years	€53,030	€1,016.29
after 6½ years	€53,177	€1,019.11
after 7½ years	€53,321	€1,021.87
after 8½ years	€53,553	€1,026.32
after 9½ years	€53,737	€1,029.85
after 10½ years	€54,173	€1,038.19

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<sup>58</sup> Payroll code: MA32

## 11. General Operative (GO) / Caretaker Grades

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

Caretaker <sup>59</sup>	Rate from 01/06/2024	Weekly Rate from 01/06/2024	New Entrant 01/06/2024	Weekly Rate New Entrant 01/06/2024
On Recruitment	€37,705	€722.59	€34,657	€664.18
after 6 months	€37,889	€726.13	€35,389	€678.22
after 1½ years	€38,065	€729.49	€37,705	€722.59
after 2½ years	€38,065	€729.49	€37,889	€726.13
after 3½ years	€38,079	€729.76	€38,065	€729.49
after 4½ years	€38,178	€731.67	€38,065	€729.49
after 5½ years	€38,276	€733.54	€38,079	€729.76
after 6½ years	€38,382	€735.56	€38,178	€731.67
after 7½ years	€38,483	€737.50	€38,276	€733.54
after 8½ years	€38,587	€739.50	€38,382	€735.56
after 9½ years	€38,698	€741.62	€38,483	€737.50
after 10½ years	€38,809	€743.75	€38,587	€739.50
after 11½ years	€38,912	€745.74	€38,698	€741.62
after 12½ years			€38,809	€743.75
after 13½ years			€38,912	€745.74

<sup>59</sup> Payroll code: MA01 & MA01NE

## Pay of Attendants in ETBs outside the Dublin Area

<b>Attendant</b> <sup>60</sup>	<b>Rate from 01/06/2024</b>	<b>Weekly Rate from 01/06/2024</b>	<b>New Entrant Rate 01/06/2024</b>	<b>Weekly New Entrant Rate 01/06/2024</b>
On Recruitment	€36,821	€705.65	€33,853	€648.77
after 6 months	€37,006	€709.19	€34,589	€662.88
after 1½ years	€37,177	€712.47	€36,821	€705.65
after 2½ years	€37,277	€714.39	€37,006	€709.19
after 3½ years	€37,379	€716.34	€37,177	€712.47
after 4½ years	€37,475	€718.19	€37,277	€714.39
after 5½ years	€37,577	€720.14	€37,379	€716.34
after 6½ years	€37,678	€722.08	€37,475	€718.19
after 7½ years	€37,784	€724.11	€37,577	€720.14
after 8½ years	€37,891	€726.15	€37,678	€722.08
after 9½ years	€37,999	€728.24	€37,784	€724.11
after 10½ years	€37,999	€728.24	€37,891	€726.15
after 11½ years	€38,038	€728.98	€37,999	€728.24
after 12½ years			€37,999	€728.24
after 13½ years			€38,038	€728.98

<b>ETB</b> <sup>61</sup>	<b>Rate from 01/06/2024</b>	<b>New Entrants Rate from 01/06/2024</b>
CLEANER P/T Rate	€18.09	€16.64

<sup>60</sup> Payroll code: MA07 & MA07NE

<sup>61</sup> Payroll code: MA09 & MA09NE, 4742, 4743

	<b>Rate from 01/06/2024</b>
Chef (Formerly Cook Grade 1) <sup>62</sup>	€33,721
	€34,696
	€35,742
	€36,713
	€37,409
	€38,173
	€39,192
	€39,775
	€40,793
	€41,726
	€42,657
	€43,681
	€44,958

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<sup>62</sup> Payroll code: cook

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

<b>(Non-Members of Pension Scheme)<sup>63</sup></b>	<b>Rate from 01/06/2024</b>	<b>Weekly Rate from 01/06/2024</b>	<b>New Entrant Rate from 01/06/2024</b>	<b>Weekly New Entrant Rate 01/06/2024</b>
On Recruitment	€37,673	€721.98	€34,629	€663.64
after 6 months	€37,859	€725.55	€35,362	€677.68
after 1½ years	€38,036	€728.93	€37,673	€721.98
after 2½ years	€38,036	€728.93	€37,859	€725.55
after 3½ years	€38,053	€729.26	€38,036	€728.93
after 4½ years	€38,149	€731.11	€38,036	€728.93
after 5½ years	€38,248	€733.00	€38,053	€729.26
after 6½ years	€38,351	€734.97	€38,149	€731.11
after 7½ years	€38,454	€736.94	€38,248	€732.99
after 8½ years	€38,558	€738.93	€38,351	€734.97
after 9½ years	€38,667	€741.03	€38,454	€736.94
after 10½ years	€38,778	€743.15	€38,558	€738.93
after 11½ years	€38,882	€745.15	€38,667	€741.03
after 12½ years			€38,778	€743.15
after 13½ years			€38,882	€745.15

<sup>63</sup> Payroll code: MA02 & MA02NE

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

<b>(Non-Members of Pension Scheme)<sup>64</sup></b>	<b>Rate from 01/06/2024</b>	<b>Weekly Rate from 01/06/2024</b>	<b>New Entrant Rate 01/06/2024</b>	<b>New Entrant Weekly Rate 01/06/2024</b>
On Recruitment	€36,790	€705.07	€33,825	€648.24
after 6 months	€36,978	€708.66	€34,563	€662.37
after 1½ years	€37,150	€711.95	€36,790	€705.07
after 2½ years	€37,247	€713.81	€36,978	€708.66
after 3½ years	€37,348	€715.76	€37,150	€711.95
after 4½ years	€37,449	€717.69	€37,247	€713.81
after 5½ years	€37,545	€719.54	€37,348	€715.76
after 6½ years	€37,652	€721.57	€37,449	€717.69
after 7½ years	€37,753	€723.52	€37,545	€719.54
after 8½ years	€37,862	€725.60	€37,652	€721.57
after 9½ years	€37,968	€727.63	€37,753	€723.52
after 10½ years	€38,080	€729.78	€37,862	€725.60
after 11½ years	€38,080	€729.78	€37,968	€727.63
after 12½ years			€38,080	€729.78
after 13½ years			€38,080	€729.78

<sup>64</sup> Payroll code: MA08 & MA08NE

## Dublin Zone General Operative PCW Agreement

(Members of Contributory Pension Scheme)

	Rate from 01/06/2024	Rate from 01/06/2024	New Entrant Rate from 01/06/2024	Weekly Rate New Entrant 01/06/2024
CARETAKERS / GENERAL OPERATIVE <sup>65</sup>	€36,168	€693.15	€32,962	€631.69
	€36,426	€698.09	€33,731	€646.43
	€36,532	€700.12	€36,168	€693.15
	€36,636	€702.11	€36,426	€698.09
	€36,731	€703.93	€36,532	€700.12
	€36,731	€703.93	€36,636	€702.11
	€36,731	€703.93	€36,731	€703.93
	€36,731	€703.93	€36,731	€703.93
	€36,822	€705.68	€36,731	€703.93
	€36,931	€707.77	€36,731	€703.93
	€37,076	€710.54	€36,822	€705.68
	€37,217	€713.24	€36,931	€707.77
	€37,357	€715.92	€37,076	€710.54
			€37,217	€713.24
			€37,357	€715.92

Caretaker Allowance <sup>66</sup>	Rate from 01/06/2024
Senior Caretaker Allowance	€86.45
Junior Caretaker Allowance	€33.70

<sup>65</sup> Payroll code: MA03 & MA03NE

<sup>66</sup> Payroll code: 4063/4098

## Dublin Zone General Operative PCW Agreement

(Non-Members of Contributory Pension Scheme)

	<b>Rate from 01/06/2024</b>	<b>Weekly Rate from 01/06/2024</b>	<b>New Entrant 01/06/2024</b>	<b>Weekly Rate New Entrant 01/06/2024</b>
GENERAL OPERATIVE <sup>67</sup>	€36,138	€692.56	€32,934	€631.16
	€36,395	€697.49	€33,704	€645.93
	€36,501	€699.52	€36,138	€692.56
	€36,601	€701.44	€36,395	€697.49
	€36,703	€703.40	€36,501	€699.52
	€36,813	€705.51	€36,601	€701.44
	€36,813	€705.51	€36,703	€703.40
	€36,813	€705.51	€36,813	€705.51
	€36,813	€705.51	€36,813	€705.51
	€36,907	€707.30	€36,813	€705.51
	€37,049	€710.01	€36,813	€705.51
	€37,188	€712.68	€36,907	€707.30
	€37,329	€715.39	€37,049	€710.01
			€37,188	€712.68
			€37,329	€715.39

<sup>67</sup> Payroll code: MA04 & MA04NE



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

<b>Senior Caretaker<sup>68</sup></b>	<b>Rate from 01/06/2024</b>	<b>Weekly Rate 01/06/2024</b>
On Recruitment	€39,762	€762.02
after 6 months	€39,953	€765.68
after 1½ years	€40,146	€769.37
after 2½ years	€40,252	€771.40
after 3½ years	€40,362	€773.52
after 4½ years	€40,469	€775.56
after 5½ years	€40,580	€777.69
after 6½ years	€40,697	€779.94
after 7½ years	€40,813	€782.15
after 8½ years	€40,938	€784.54
after 9½ years	€41,056	€786.81
after 10½ years	€41,177	€789.13
after 11½ years	€41,302	€791.53

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<sup>68</sup> Payroll code: MA05

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

Caretaker/Cleaning Supervisor <sup>69</sup>	Rate from 01/06/2024	Weekly Rate 01/06/2024
On Recruitment	€39,376	€754.61
after 6 months	€39,574	€758.42
after 1½ years	€39,762	€762.02
after 2½ years	€39,858	€763.86
after 3½ years	€39,975	€766.10
after 4½ years	€40,079	€768.10
after 5½ years	€40,179	€770.00
after 6½ years	€40,302	€772.37
after 7½ years	€40,414	€774.51
after 8½ years	€40,529	€776.71
after 9½ years	€40,649	€779.02
after 10½ years	€40,770	€781.33
after 11½ years	€40,892	€783.67

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

Caretaker Allowance <sup>70</sup>	Rate from 01/06/2024
Senior Caretaker Allowance	€86.45
Junior Caretaker Allowance	€33.70

<sup>69</sup> Payroll code: MA06

<sup>70</sup> Payroll code: 4063 & 4098

### CDET B Truck Driver - inclusive of General Operative Analogue Award

Truck Driver <sup>71</sup>	Rate from 01/06/2024	Weekly rate from 01/06/2024	New Entrant from 01/06/2024	New Entrant Weekly Rate from 01/06/2024
(General Operative Related)	€37,498	€718.62	€34,468	€660.57
	€37,740	€723.26	€35,213	€674.84
	€37,849	€725.35	€37,498	€718.62
	€37,930	€726.90	€37,740	€723.26
	€38,029	€728.80	€37,849	€725.35
	€38,029	€728.80	€37,930	€726.90
	€38,067	€729.54	€38,029	€728.80
	€38,180	€731.70	€38,029	€728.80
	€38,273	€733.48	€38,067	€729.54
	€38,383	€735.59	€38,180	€731.70
	€38,517	€738.16	€38,273	€733.48
	€38,660	€740.89	€38,383	€735.59
	€38,796	€743.50	€38,517	€738.16
			€38,660	€740.89
			€38,796	€743.50

<sup>71</sup> Payroll code: MA11 & MA11NE

### CDETB Storeman / Storekeeper

Storeman / Storekeeper <sup>72</sup>	Rate from 01/06/2024	Weekly rate from 01/06/2024	New Entrant Rate from 01/06/2024	New Entrant Weekly Rate from 01/06/2024
(General Operative Related)	€39,099	€749.31	€36,089	€691.62
	€39,712	€761.07	€37,854	€725.45
	€40,421	€774.65	€39,099	€749.31
	€41,060	€786.89	€39,712	€761.07
	€41,693	€799.02	€40,421	€774.65
	€42,337	€811.37	€41,060	€786.89
	€42,974	€823.57	€41,693	€799.02
			€42,337	€811.37
			€42,974	€823.57

### CDETB Personnel Maintenance Differentials<sup>73</sup>

	Rate from 01/06/2024
1. Assistant Porter	€33.02
2. Porter	€61.84
3. Senior Porter	€84.69
4. Head Porter	€107.62
5. Caretaker	€48.70
6. Boilerman	€33.02
7. Tractor Driver	€46.44
8. Chargehand Cleaner	€21.90
9. Foreman Cleaner	€44.15
10. Night Allowance	€18.20
11. Semi-Skilled Allowance	€18.20
12. Group 4 Allowance	€14.23
13. Group 3 Allowance	€10.76
14. Class Aide	€28.43
15. Goods Inwards Officer	€36.64

<sup>72</sup> Payroll code: MA12 & MA12NE

<sup>73</sup> Payroll code: 4207

## 12. Psychologists Co. Dublin and City of Dublin ETBs

	<b>Rate from 01/06/2024</b>	<b>New Entrant Rate from 01/06/2024</b>
Psychologist <sup>74</sup>	€69,414	€62,593
	€72,376	€66,582
	€75,314	€69,414
	€78,237	€72,376
	€80,687	€75,314
	€86,338	€78,237
	€91,444	€80,653
	€96,620	€86,090
	€100,827	€91,006
	€104,084*	€95,986
	€107,343**	€100,034
		€103,168*
		€106,305**

	<b>Rate from 01/06/2024</b>
Senior Psychologist <sup>75</sup>	€97,807
	€100,135
	€102,481
	€104,809
	€107,127
	€108,012
	€111,489*
	€114,966**

<sup>74</sup> Payroll code: FE04 & FE04NE

<sup>75</sup> Payroll code: FE05

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

Technicians <sup>76</sup>	Rate from 01/06/2024	New Entrant Rate from 01/06/2024
Scale A  This scale applies to those who opted not to join 1977 Superannuation Scheme	€42,840	€39,313
	€43,970	€40,461
	€45,037	€42,840
	€47,570	€43,970
	€50,311	€45,037
	€52,287	€47,570
	€54,416	€50,311
	€56,517	€52,287
	€58,652	€54,416
	€61,350	€56,517
	€63,496	€58,652
	€65,820	€61,350
	€68,145	€63,496
	€70,410	€65,820
	€71,892*	€68,145
	€70,410	
	€71,892*	

<sup>76</sup> Payroll code: MA24 & MA24NE

Technicians <sup>77</sup>	Rate from 01/06/2024	New Entrant Rate from 01/06/2024
Scale B  This scale applies to those who have joined 1977 Superannuation Scheme	€43,223	€39,307
	€44,359	€40,817
	€45,440	€43,223
	€48,003	€44,359
	€50,721	€45,440
	€52,726	€48,003
	€54,868	€50,721
	€57,007	€52,726
	€59,165	€54,868
	€61,882	€57,007
	€64,050	€59,165
	€66,400	€61,882
	€68,744	€64,050
	€71,035	€66,400
	€72,529*	€68,744
		€71,035
		€72,529*

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<sup>77</sup> Payroll code: MA25 & MA25NE

## 14. Youth Officers (ETBs)

	<b>Rate from 01/06/2024</b>	<b>New Entrant Rate from 01/06/2024</b>
Youth Officer ETBs <sup>78</sup>	€55,091	€49,877
	€56,406	€52,220
	€57,675	€55,091
	€59,363	€56,406
	€61,322	€57,675
	€63,332	€59,363
	€65,471	€61,322
	€67,671	€63,332
	€69,953	€65,471
	€72,460	€67,671
	€74,979	€69,953
		€72,460
		€74,979

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<sup>78</sup> Payroll code: YS01 & YS01NE



## 15. Youthreach

	<b>Rate from 01/06/2024</b>
Co-ordinator <sup>79</sup>	€45,164
	€48,966
	€52,791
	€57,648
	€60,730
	€64,736
	€68,722
	€71,798*
	€74,054**

	<b>Rate from 01/06/2024</b>	<b>New Entrant Rate from 01/06/2024</b>
Resource Person <sup>80</sup>	€38,491	€35,534
	€40,319	€37,191
	€42,495	€38,491
	€44,675	€40,319
	€46,865	€42,495
	€49,055	€44,675
	€51,254	€46,865
	€53,516	€49,055
	€55,826	€51,254
	€58,167	€53,516
	€60,677	€55,826
	€62,763*	€58,167
	€64,852**	€60,677
		€62,763*
	€64,852**	
<b>Qualification Allowances</b>	<b>Rate from 01/06/2024</b>	
Degree / tch.recognition <sup>81</sup>	€3,594	
Diploma <sup>82</sup>	€2,401	
Certificate <sup>83</sup>	€1,198	

<sup>79</sup> Payroll code: YR01

<sup>80</sup> Payroll code: YR02 & YR02NE

<sup>81</sup> Payroll code: 4043/4077

<sup>82</sup> Payroll code: 4044

<sup>83</sup> Payroll code: 4045

## 16. BTEI Adult Educator

	<b>Rate from 01/06/2024</b>	<b>New Entrant Rate from 01/06/2024</b>
BTEI Adult Educator <sup>84</sup>	€38,491	€35,534
	€40,319	€37,191
	€42,495	€38,491
	€44,675	€40,319
	€46,865	€42,495
	€49,055	€44,675
	€51,254	€46,865
	€53,516	€49,055
	€55,826	€51,254
	€58,167	€53,516
	€60,677	€55,826
	€62,763*	€58,167
	€64,852**	€60,677
		€62,763*
		€64,852**

<b>Qualification Allowances</b>	<b>Rate from 01/06/2024</b>
Degree / tch.recognition <sup>85</sup>	€3,594
Diploma <sup>86</sup>	€2,401
Certificate <sup>87</sup>	€1,198

<sup>84</sup> Payroll code: AE01 & AE02NE

<sup>85</sup> Payroll code: 4077

<sup>86</sup> Payroll code: 4044

<sup>87</sup> Payroll code: 4045

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

	<b>Rate from 01/06/2024</b>
VSSU Director <sup>88</sup> PPC	€82,448
	€85,036
	€87,633
	€90,222
	€92,808
	€95,886
	€99,389*
	€102,896**

	<b>Rate from 01/06/2024</b>
VSSU Auditor <sup>89</sup> PPC	€59,859
	€61,509
	€63,163
	€64,812
	€66,464
	€68,849
	€70,410
	€71,976
	€73,543

	<b>Rate from 01/06/2024</b>
VSSU Deputy Director <sup>90</sup> PPC	€71,793
	€73,432
	€75,070
	€76,713
	€78,353
	€78,789
	€80,404
	€82,083
	€84,814*
	€87,553**

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<sup>88</sup> Payroll code: IAU01

<sup>89</sup> Payroll code: IAU02

<sup>90</sup> Payroll code: IAU03

## 18.V.T.O.S Centres

Director <sup>91</sup>	Rate from 01/06/2024
No. of students in attendance	
<40 students	€8,402
40 - 79 students	€10,989
80 - 119 students	€13,608
>120 students	€16,239

Assistant Director <sup>92</sup>	Rate from 01/06/2024
No. of students in attendance	
80 - 119 students	€5,687
120 - 159 students	€8,405
>160	€10,989

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<sup>91</sup> Payroll code: 4037

<sup>92</sup> Payroll code: 4038

## 19. Traveller Education Centres

Director <sup>93</sup>	Rate from 01/06/2024
No. of students in attendance	
0 – 23	€5,891
24 – 29	€7,787
30 - 36	€9,761
> 37	€11,168

Assistant Director <sup>94</sup>	Rate from 01/06/2024
No. of students in attendance	
> 37	€4,501

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<sup>93</sup> Payroll code: 4053

<sup>94</sup> Payroll code: 4759

## 20. Tutors in Adult Education

	<b>Ongoing Rate from 01/06/2024</b>	<b>Value of Statutory Annual Leave Accumulated per Hour Worked from 01/06/2024</b>	<b>Full Rate</b>
Tutors in Adult Education			
FE014 - 1 <sup>95</sup>	€43.03	€3.44	€46.48
FE014 - 2 <sup>96</sup>	€49.25	€3.95	€53.19
FE014 - 3 <sup>97</sup>	€55.89	€4.47	€60.36

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<sup>95</sup> Payroll codes: 4222, 4737

<sup>96</sup> Payroll codes: 4244, 4738

<sup>97</sup> Payroll code: 4245, 4739

## 21. Adult Educator

	<b>Rate from 01/06/2024</b>
Adult Educator <sup>98</sup>	€35,534
	€37,191
	€38,491
	€40,319
	€42,495
	€44,675
	€46,865
	€49,055
	€51,254
	€53,516
	€55,826
	€58,167
	€60,677
	€62,763*
	€64,852**

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<sup>98</sup> Payroll Code: ADED