



Circular Letter 0036/2021

To: The Chief Executives of Education and Training Boards

Application of 1st July 2021 FEMPI Pay Restoration of certain grades other than Teachers and SNAs employed by ETBs with salaries of between €70,000 and €150,000.

1. The Minister for Education wishes to inform management authorities with regard to the application of adjustments to the salaries of certain staff in accordance with the Public Service Pay and Pensions Act 2017.
2. This circular sets out the pay restoration due on 1st July 2021 as provided for in section 19 of the Public Service Pay and Pensions Act 2017. Where section 19 applies, it relates to staff with basic salary of not more than €150,000.

Salary Increases with effect from 1 July 2021

3. Under the terms of the Public Service Pay and Pension Act 2017 a restoration is due for those on salaries of between €70,000 and €150,000. In line with section 19(3) of the 2017 Act, no further restoration is due where the basic salary is equal to or exceeds the amount at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.
4. The majority of staff with pay rates below these grades have already received pay restoration due under the act.
5. The completion of outstanding pay restoration for grades with basic salary of more than €150,000 is due by 01 July 2022 under section 20 of the Act, and will be subject to a further circular at that time.

Revised salary scales

6. Revised salary scales to affected staff are superseded by the terms of this Circular with effect from 1 July 2021.
7. For completeness, all salary scales for all grades other than Teachers and SNAs employed by ETBs are included in this circular whether affected or not by the increase due on 1 July 2021. Those points on scale where the restoration is due are clearly marked.

Circulation and Queries

8. 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.
9. This Circular can be accessed on the Department's website under www.education.ie
10. Enquiries regarding this Circular should be e-mailed to financialetb@education.gov.ie

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30 June 2021

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

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Adult Education Guidance Counsellor / Co-Ordinator, Adult Literacy Organisers & Community Education Facilitators	€ 44,968	€ 40,577
	€ 46,475	€ 43,291
	€ 47,984	€ 44,968
	€ 49,493	€ 46,475
	€ 51,001	€ 47,984
	€ 52,512	€ 49,493
	€ 54,020	€ 51,001
	€ 55,530	€ 52,512
	€ 57,037	€ 54,020
	€ 58,546	€ 55,530
	€ 60,055	€ 57,037
	€ 61,780	€ 58,546
	€ 63,936	€ 60,055
		€ 61,780
	€ 63,936	

	Rate from 01/10/2020
NALA/WIT Certificate	€ 1,056
NALA/WIT Diploma	€ 2,117

Adult Education Guidance Co-ordinator Allowances

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
+1 information Officer or Counsellor	€ 3,511	€ 3,511
+2-3 staff	€ 4,524	€ 4,524
+4-5 staff	€ 5,983	€ 5,983
+6-7 staff	€ 7,495	€ 7,495

2. Adult Education Guidance Information Officers

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Adult Education Guidance Information Officers	€ 31,513	€ 28,752
	€ 33,507	€ 30,718
	€ 35,338	€ 31,513
	€ 36,942	€ 33,507
	€ 38,490	€ 35,338
	€ 40,582	€ 36,942
	€ 42,095	€ 38,490
	€ 43,633	€ 40,582
		€ 42,095
		€ 43,633
1 st Long Service Increment*	€ 45,046	
2 nd Long Service Increment*	€ 46,466	

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

3. City of Dublin ETB, Buildings and Maintenance Section

	Rate from 01/10/2020	Rate from 01/07/2021
Buildings Officer	€ 66,990	€ 66,990
	€ 69,047	€ 69,047
	€ 70,028	€ 70,716*
	€ 72,033	€ 72,820*
	€ 74,038	€ 74,925*
	€ 76,040	€ 77,026*
	€ 78,053	€ 79,138*
1 st Long Service Increment	€ 80,583	€ 81,794*
2 nd Long Service Increment	€ 83,112	€ 84,448*

	Rate from 01/10/2020
Buildings Supervisor	€ 48,540
	€ 49,711
	€ 51,125
	€ 53,778
	€ 55,364
1 st Long Service Increment	€ 57,336
2 nd Long Service Increment	€ 59,320

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Assistant Buildings Supervisor	€ 43,633	€ 39,376
	€ 45,021	€ 41,874
	€ 46,409	€ 43,633
	€ 47,797	€ 45,021
	€ 49,186	€ 46,409
		€ 47,797
	€ 49,186	
1 st Long Service Increment	€ 50,794	€ 50,794
2 nd Long Service Increment	€ 52,401	€ 52,401

* Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

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 01/10/2020	Rate from 01/07/2021
Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (OSD)	€ 71,490	€ 72,251[‡]
	€ 75,122	€ 76,062[‡]
	€ 78,737	€ 79,856[‡]
	€ 82,366	€ 83,665[‡]
	€ 85,990	€ 87,468[‡]
	€ 89,606	€ 91,263[‡]
	€ 93,835	€ 95,702[‡]
	€ 98,063	€ 100,139[‡]
	€ 102,293	€ 104,578[‡]
	€ 106,521	€ 109,015[‡]
€ 110,748	€ 113,452[‡]	

	Rate from 01/10/2020	Rate from 01/07/2021
Assistant Principal Officer	€70,734	€ 71,457[‡]
	€72,347	€ 73,150[‡]
	€73,964	€ 74,847[‡]
	€75,576	€ 76,539[‡]
	€77,193	€ 78,236[‡]
	€78,809	€ 79,932[‡]
	€80,803	€ 82,024[‡]
1 st Long Service Increment	€83,187	€ 84,526[‡]
2 nd Long Service Increment	€85,573	€ 87,031[‡]

[‡] Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

Clerical and Administrative Staff In ETBs

	Rate from 01/10/2020
Grade VII	€ 50,832
	€ 52,075
	€ 53,527
	€ 54,984
	€ 56,443
	€ 57,748
	€ 59,076
	€ 60,367
	€ 61,653
1 st Long Service Increment	€ 63,863
2 nd Long Service Increment	€ 66,083

	Rate from 01/10/2020
Grade VI	€ 48,541
	€ 49,711
	€ 51,124
	€ 53,779
	€ 55,364
1 st Long Service Increment	€ 57,336
2 nd Long Service Increment	€ 59,320

	Rate from 01/10/2020
Grade V	€ 43,633
	€ 45,021
	€ 46,409
	€ 47,798
	€ 49,186
1 st Long Service Increment	€ 50,794
2 nd Long Service Increment	€ 52,401

	Rate from 01/10/2020
Grade IV	€ 31,513
	€ 33,507
	€ 35,338
	€ 36,942
	€ 38,490
	€ 40,582
	€ 42,095
	€ 43,633
1 st Long Service Increment	€ 45,046
2 nd Long Service Increment	€ 46,466

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Grade III	€ 26,616	€ 24,602
	€ 27,425	€ 26,218
	€ 28,603	€ 26,616
	€ 29,785	€ 27,425
	€ 30,969	€ 28,603
	€ 31,826	€ 29,785
	€ 32,799	€ 30,969
	€ 33,926	€ 31,826
	€ 34,726	€ 32,799
	€ 35,845	€ 33,926
	€ 36,969	€ 34,726
	€ 39,087	€ 35,845
	€ 39,087	€ 36,969
	€ 39,087	€ 39,087
	€ 39,087	
	€ 39,087	
Long Service Increment	€ 40,590	€ 40,590

Telephonist Grade In CDET B

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Telephonist	€ 26,616	€ 24,602
	€ 27,425	€ 26,218
	€ 28,603	€ 26,616
	€ 29,785	€ 27,425
	€ 30,969	€ 28,603
	€ 31,826	€ 29,785
	€ 32,799	€ 30,969
	€ 33,926	€ 31,826
	€ 34,726	€ 32,799
		€ 33,926
		€ 34,726
Long Service Increment	€ 35,396	€ 35,396

5. City of Dublin Youth Services Board

	Rate from 01/10/2020	Rate from 01/07/2021
Director	€ 79,175	€ 80,316*
	€ 81,364	€ 82,614*
	€ 83,977	€ 85,356*
1st Long Service Increment (after 3 yrs on Max.)	€ 86,949	€ 88,475*
2nd Long Service Increment (after 6 yrs on Max.)	€ 89,922	€ 91,595*

	Rate from 01/10/2020	Rate from 01/07/2021
Head of Operations (Asst. Director)	€ 72,582	€ 73,397*
	€ 74,776	€ 75,699*
	€ 76,974	€ 78,006*
	€ 79,175	€ 80,316*
1st Long Service Increment (after 3 yrs on Max.)	€ 81,977	€ 83,257*
2nd Long Service Increment (after 6 yrs on Max.)	€ 84,779	€ 86,197*

	Rate from 01/10/2020	Rate from 01/07/2021
Development Officer	€ 63,272	€ 63,272
	€ 64,722	€ 64,722
	€ 66,161	€ 66,161
	€ 67,612	€ 67,612
	€ 69,056	€ 69,056
	€ 69,441	€ 70,100*
	€ 70,844	€ 71,573*
	€ 72,265	€ 73,064*
1st Long Service Increment (after 3 yrs on Max.)	€ 74,585	€ 75,499*
2nd Long Service Increment (after 6 yrs on Max.)	€ 76,907	€ 77,936*

* Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

	Rate from 01/10/2020
Liaison Officer	€ 35,271
	€ 38,380
	€ 41,501
	€ 44,613
	€ 47,743
	€ 49,670
	€ 51,594
	€ 53,524
	€ 55,450
	€ 57,373
	€ 59,296
	€ 61,227
	€ 63,153
1st Long Service Increment (after 3 yrs on Max.)	€ 65,304
2nd Long Service Increment (after 6 yrs on Max.)	€ 67,440

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Youth Worker	€ 34,560	€ 31,511
	€ 37,608	€ 33,953
	€ 40,660	€ 34,560
	€ 43,716	€ 37,608
	€ 46,775	€ 40,660
	€ 48,275	€ 43,716
		€ 46,775
		€ 48,275

	Rate from 01/10/2020
Senior Youth Worker	€ 48,275
	€ 49,786
	€ 51,298
	€ 52,813
	€ 54,317

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

	Rate from 01/10/2020	Rate from 01/07/2021
Category I	€113,463	€ 116,301*
	€117,207	€ 120,230*
	€120,939	€ 124,147*
	€125,446	€ 128,793*
	€129,916	€ 133,382*
	€133,690	€ 137,257*
	€137,478	€ 141,146*

	Rate from 01/10/2020	Rate from 01/07/2021
Category II	€108,221	€ 110,800*
	€111,787	€ 114,542*
	€115,331	€ 118,261*
	€119,559	€ 122,699*
	€123,766	€ 127,068*
	€127,338	€ 130,736*
	€130,907	€ 134,400*

	Rate from 01/10/2020	Rate from 01/07/2021
Category III	€97,152	€ 99,183*
	€100,632	€ 102,835*
	€104,114	€ 106,489*
	€107,614	€ 110,162*
	€111,098	€ 113,819*
	€114,580	€ 117,473*
	€118,065	€ 121,131*
	€121,550	€ 124,788*

* Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

	Rate from 01/10/2020	Rate from 01/07/2021
Category IV	€94,658	€ 96,565[‡]
	€98,296	€ 100,383[‡]
	€101,927	€ 104,194[‡]
	€105,569	€ 108,016[‡]
	€109,194	€ 111,821[‡]
	€112,843	€ 115,650[‡]
	€116,438	€ 119,423[‡]

Revised Salary For C.E.O. City Of Dublin ETB

(Appendix II To Agreed Report 1/98)

	Rate from 01/10/2020 Non-PPC	Rate from 01/10/2020 PPC*	Rate from 01/07/2021 Non-PPC	Rate from 01/07/2021 PPC*
C.E.O. CDET B	€ 128,324	€ 135,079	€ 131,748[‡]	€ 138,683[‡]
	€ 134,055	€ 141,218	€ 137,737[‡]	€ 144,986[‡]
	€ 140,477	€ 147,870	€ 144,225[‡]	€ 151,815[‡]
	€ 146,796	€ 154,521	€ 150,712[‡]	€ 154,521

* PPC (Personal Pension Contribution)

[‡] Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

7. Adult Education Officers in ETBs

	Rate from 01/10/2020	Rate from 01/07/2021
Adult Education Officer	€ 53,323	€ 53,323
	€ 55,775	€ 55,775
	€ 58,228	€ 58,228
	€ 60,679	€ 60,679
	€ 63,130	€ 63,130
	€ 65,579	€ 65,579
	€ 68,033	€ 68,033
	€ 69,423	€ 70,081*
	€ 71,806	€ 72,582*
	€ 74,189	€ 75,083*
	€ 76,576	€ 77,588*
	€ 78,961	€ 80,091*
	€ 82,540	€ 83,847*

* Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

8. Outdoor Education Centres

	Rate from 01/10/2020	Rate from 01/07/2021
Director	€ 62,680	€ 62,680
	€ 64,237	€ 64,237
	€ 65,798	€ 65,798
	€ 67,278	€ 67,278
	€ 68,773	€ 68,773
	€ 69,190	€ 69,190
	€ 70,817	€ 71,544*
1st Long Service Increment (after 3 years on maximum)	€ 73,084	€ 73,924*
2nd Long Service Increment (after 3 years on LSI 1)	€ 75,357	€ 76,309*

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Instructor	€ 24,543	€ 24,848
	€ 28,498	€ 29,618
	€ 32,465	€ 32,465
	€ 36,116	€ 36,116
	€ 40,255	€ 40,255
	€ 44,406	€ 44,406
	€ 48,582	€ 48,582

* Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

	Rate from 01/10/2020
Assistant Manager/Senior Instructor	€ 31,435
	€ 34,442
	€ 38,214
	€ 42,005
	€ 45,812
	€ 49,634
	€ 53,478

Qualification Allowances	Rate from 01/10/2020
Level 3	€ 3,168
Level 2	€ 2,117
Level 1	€ 1,056

	Rate from 01/10/2020
Saturday Premium	€ 16.10

	Rate from 01/10/2020
Sleepover Allowance	€ 46.80

9. Former SOLAS employees who transferred to ETBs

	Rate from 01/10/2020	Rate from 01/07/2021
Grade 06D	€69,012	€ 69,012
	€71,506	€ 72,268*
	€73,987	€ 74,871*
	€76,476	€ 77,483*
	€78,960	€ 80,090*
	€80,392	€ 81,593*
1 st Long Service Increment	€82,899	€ 84,225*
2 nd Long Service Increment	€85,415	€ 86,865*

	Rate from 01/10/2020	Rate from 01/10/2020	Rate from 01/07/2021	Rate from 01/07/2021
	Contributory	Non-Contributory	Contributory	Non-Contributory
Grade 06X	€68,954	€66,605	€ 68,954	€ 66,605
	€71,675	€69,250	€ 72,444*	€ 69,250
	€74,513	€70,920	€ 75,423*	€ 71,652*
Grade 06B (non-contributory)	€77,184	€73,458	€ 78,227*	€ 74,316*
	€79,833	€75,974	€ 81,007*	€ 76,957*
	€82,473	€78,481	€ 83,777*	€ 79,588*
	€84,020	€79,952	€ 85,401*	€ 81,131*
	€84,210	€80,132	€ 85,600*	€ 81,320*
1 st Long Service Increment	€86,843	€82,633	€ 88,363*	€ 83,945*
2 nd Long Service Increment	€89,479	€85,138	€ 91,130*	€ 86,574*

* Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

	Rate from 01/10/2020	Rate from 01/10/2020	Rate from 01/07/2021	Rate from 01/07/2021
	Contributory	Non- Contributory	Contributory	Non- Contributory
Grade 07X	€62,426	€59,397	€ 62,426	€ 59,397
	€64,285	€61,163	€ 64,285	€ 61,163
	€66,322	€63,098	€ 66,322	€ 63,098
Grade 07B (non- contributory)	€67,842	€64,543	€ 67,842	€ 64,543
	€68,772	€65,425	€ 68,772	€ 65,425
	€69,945	€67,563	€ 69,945	€ 67,563
	€71,998	€69,566	€ 72,783*	€ 69,566
	€73,237	€69,708	€ 74,084*	€ 70,300*
	€74,061	€70,491	€ 74,949*	€ 71,202*
	1 st Long Service Increment	€76,369	€72,683	€ 77,371*
2 nd Long Service Increment	€78,674	€74,873	€ 79,790*	€ 75,801*

** Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.*

	Rate from 01/10/2020	Rate from 01/10/2020
	Standard	Higher
	€ 38,963	€ 42,130
	€ 40,718	€ 43,495
Grade 08 (D,E,X) (Contributory)	€ 42,130	€ 44,925
X Std	€ 43,495	€ 46,292
D/E Higher	€ 44,925	€ 47,706
	€ 46,292	€ 49,102
	€ 47,706	€ 50,486
	€ 49,102	€ 51,913
	€ 50,486	€ 53,331
	€ 51,913	€ 54,750
	€ 53,331	€ 56,165
	€ 54,750	€ 57,555
	€ 56,165	€ 58,473
	€ 57,555	€ 60,567
	€ 58,473	€ 61,949
		€ 63,323
		€ 64,701
1 st Long Service Increment	€ 60,567	
2 nd Long Service Increment	€ 62,662	

	Rate from 01/10/2020	Rate from 01/10/2020
	Standard	Higher
Grade 08 (B,C) (non-contributory)	€ 37,107	€ 40,118
	€ 38,774	€ 41,413
	€ 40,118	€ 42,772
	€ 41,413	€ 44,070
	€ 42,772	€ 45,413
	€ 44,070	€ 46,740
	€ 45,413	€ 48,054
	€ 46,740	€ 49,410
	€ 48,054	€ 50,758
	€ 49,410	€ 52,104
	€ 50,758	€ 53,449
	€ 52,104	€ 54,769
	€ 53,449	€ 55,642
	€ 54,769	€ 57,631
	€ 55,642	€ 58,945
	€ 60,250	
	€ 61,558	
1 st Long Service Increment	€ 57,631	
2 nd Long Service Increment	€ 59,621	

	Rate from 01/10/2020
Grade 08H	Higher
	€ 50,210
	€ 51,591
	€ 52,973
	€ 54,362
	€ 55,744
	€ 57,734
	€ 59,040
	€ 60,354
€ 61,671	

	Rate from 01/10/2020
Grade 08K	Higher
	€ 52,758
	€ 54,210
	€ 55,668
	€ 57,123
	€ 58,577
	€ 60,679
	€ 62,055
	€ 63,436
	€ 64,819

	Rate from 01/10/2020
Grade 09 (X & D) (Contributory) X – Standard D- Higher	Standard
	€ 34,333
	€ 36,392
	€ 37,837
	€ 39,453
	€ 40,815
	€ 42,173
	€ 43,557
	€ 44,884
	€ 46,183
	€ 47,511
	€ 48,827
	€ 50,105
	€ 51,386
	€ 52,603
€ 53,527	

1 st Long Service Increment	€55,368
2 nd Long Service Increment	€57,211
	Rate from 01/10/2020
Grade 09B (non-contributory)	Standard
	€ 33,025
	€ 34,664
	€ 36,039
	€ 37,574
	€ 38,867
	€ 40,157
	€ 41,473
	€ 42,733
	€ 43,967
	€ 45,228
	€ 46,478
	€ 47,692
	€ 48,908
€ 50,066	
€ 50,943	
1 st Long Service Increment	€ 52,693
2 nd Long Service Increment	€ 54,443

	Rate from 01/10/2020	Rate from 01/10/2020
	Standard	Higher
	€30,398	€ 33,868
	€ 32,537	€ 35,412
Grade 10 (X & E) (Contributory)	€ 33,868	€ 36,706
X-Std	€ 35,412	€ 38,053
E-Higher	€ 36,706	€ 39,408
	€ 38,053	€ 40,666
	€ 39,408	€ 41,880
	€ 40,666	€ 43,109
	€ 41,880	€ 44,323
	€ 43,109	€ 45,458
	€ 44,323	€ 46,607
	€ 45,458	€ 47,652
	€ 46,607	€ 48,582
	€ 47,652	€ 50,171
	€ 48,582	€ 51,352
		€ 52,537
		€ 53,723
1 st Long Service Increment	€ 50,171	
2 nd Long Service Increment	€ 51,760	

	Rate from 01/10/2020	Rate from 01/10/2020
	Standard	Higher
	€ 28,932	€ 32,429
	€ 31,295	€ 34,061
Grade 10 (D & F) (non-contributory)	€ 32,429	€ 34,963
	€ 34,061	€ 36,243
D – Standard	€ 34,963	€ 37,531
	€ 36,243	€ 38,724
F – Higher	€ 37,531	€ 39,880
	€ 38,724	€ 41,046
	€ 39,880	€ 42,200
	€ 41,046	€ 43,278
	€ 42,200	€ 44,368
	€ 43,278	€ 45,363
	€ 44,368	€ 46,246
	€ 45,363	€ 47,755
	€ 46,246	€ 48,878
		€ 50,003
		€ 51,129
1 st Long Service Increment	€ 47,755	
2 nd Long Service Increment	€ 49,265	

	Rate from 01/10/2020
Grade 10B New Entrant	€ 27,465
	€ 29,684
	€ 30,397
	€ 32,537
	€ 33,868
	€ 35,412
	€ 36,706
	€ 38,053
	€ 39,408
	€ 40,666
	€ 41,880
	€ 43,109
	€ 44,323
	€ 45,458
	€ 46,607
€ 47,652	
€ 48,582	
1 st Long Service Increment	€ 50,171
2 nd Long Service Increment	€ 51,760

	Rate from 01/10/2020	Rate from 01/10/2020
	Standard	Higher
	€ 26,604	€ 27,401
Grade 11 (G&H) (Contributory)	€ 27,401	€ 28,577
G-Std	€ 28,577	€ 29,750
H- Higher	€ 29,750	€ 30,925
	€ 30,925	€ 31,781
	€ 31,781	€ 32,747
	€ 32,747	€ 33,873
	€ 33,873	€ 34,665
	€ 34,665	€ 35,779
	€ 35,779	€ 36,885
	€ 36,885	€ 38,612
	€ 38,612	€ 39,970
		€ 40,592
		€ 41,433
1 st Long Service Increment	€ 39,970	
2 nd Long Service Increment	€ 40,592	

	Rate from 01/10/2020	Rate from 01/10/2020
	Standard	Higher
	€ 31,321	€ 32,249
Grade 11 (A&J) (Contributory)	€ 32,249	€ 33,334
A Std	€ 33,334	€ 34,248
	€ 34,248	€ 35,434
J Higher	€ 35,434	€ 36,601
	€ 36,601	€ 37,772
	€ 37,772	€ 38,936
	€ 38,936	€ 40,062
	€ 40,062	€ 41,192
	€ 41,192	€ 42,270
	€ 42,270	€ 43,598
	€ 43,598	€ 45,070
		€ 46,565
		€ 47,578
1 st Long Service Increment	€ 45,070	
2 nd Long Service Increment	€ 46,177	

	Rate from 01/10/2020
Grade 11K Higher (non-contributory)	€ 26,456
	€ 27,201
	€ 28,318
	€ 29,433
	€ 30,550
	€ 31,351
	€ 32,436
	€ 33,818
	€ 34,082
	€ 35,126
	€ 36,774
	€ 38,065
	€ 38,659
€ 39,455	

	Rate from 01/10/2020
Grade 11N	€ 31,509
	€ 33,508
	€ 35,338
	€ 36,939
	€ 38,488
	€ 40,579
	€ 42,099
	€ 43,628
1 st Long Service Increment	€ 45,045
2 nd Long Service Increment	€ 46,468

	Rate from 01/10/2020
Grade 11L	Higher
	€ 507.01
	€ 521.29
	€ 542.70
	€ 564.08
	€ 585.46
	€ 606.82
	€ 621.61
	€ 638.97
	€ 653.16
	€ 673.35
	€ 704.75
	€ 729.48
	€ 740.86
€ 756.12	

	Rate from 01/10/2020
Grade 13X (Contributory)	€ 28,371
General Assistant	€ 29,197
	€ 30,611
1 st Long Service Increment	€ 31,308
2 nd Long Service Increment	€ 32,423

	Rate from 01/10/2020	Rate from 01/10/2020
	Contributory	Non- Contributory
Career Grade staff (Contributory & Non- Contributory)	€ 40,666	€ 38,724
	€ 41,880	€ 39,880
	€ 43,109	€ 41,046
	€ 44,323	€ 42,200
	€ 45,458	€ 43,278
	€ 46,607	€ 44,368
	€ 47,652	€ 45,363
	€ 48,582	€ 46,246
	€ 50,105	€ 47,692
	€ 51,386	€ 48,908
	€ 52,603	€ 50,066
	€ 53,527	€ 50,943
	€ 54,750	€ 52,104
	€ 56,165	€ 53,449
	€ 57,555	€ 54,769
	€ 58,473	€ 55,642
€ 60,567	€ 57,631	
1 st Long Service Increment	€ 62,662	€ 59,621
2 nd Long Service Increment	€ 64,701	€ 61,558

10. Craftsmen

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

Craftsman	Rate from 01/10/2020
On Recruitment	€ 689.21
after 6 months	€ 694.33
after 1½ years	€ 699.43
after 2½ years	€ 704.56
after 3½ years	€ 709.66
after 4½ years	€ 714.78
after 5½ years	€ 719.86
after 6½ years	€ 724.98
after 7½ years	€ 730.10

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

Foreman Craftsman	Rate from 01/10/2020
On Recruitment	€ 819.92
after 6 months	€ 829.66
after 1½ years	€ 834.39
after 2½ years	€ 839.59
after 3½ years	€ 844.39
after 4½ years	€ 847.02
after 5½ years	€ 849.44
after 6½ years	€ 851.93
after 7½ years	€ 854.50
after 8½ years	€ 858.46
after 9½ years	€ 861.59
after 10½ years	€ 869.05

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)

Craftsman	Rate from 01/10/2020	New Entrants rate from 01/10/2020
On Recruitment	€ 727.10	€ 656.42
after 6 months	€ 732.23	€ 677.15
after 1½ years	€ 737.35	€ 727.10
after 2½ years	€ 742.46	€ 732.23
after 3½ years	€ 747.57	€ 737.35
after 4½ years	€ 752.69	€ 742.46
after 5½ years	€ 757.82	€ 747.57
after 6½ years	€ 762.91	€ 752.69
after 7½ years	€ 768.03	€ 757.82
after 8½ years		€ 762.91
after 9½ years		€ 768.03

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

Foreman Craftsman	Rate from 01/10/2020
On Recruitment	€ 865.42
after 6 months	€ 875.17
after 1½ years	€ 879.84
after 2½ years	€ 885.07
after 3½ years	€ 889.91
after 4½ years	€ 892.49
after 5½ years	€ 894.89
after 6½ years	€ 897.45
after 7½ years	€ 899.92
after 8½ years	€ 903.93
after 9½ years	€ 907.11
after 10½ years	€ 914.58

11. General Operative (GO) / Caretaker Grades

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

Caretaker	Rate from 01/10/2020	New Entrants rate from 01/10/2020
On Recruitment	€ 621.58	€ 567.08
after 6 months	€ 624.88	€ 580.16
after 1½ years	€ 628.02	€ 621.58
after 2½ years	€ 628.02	€ 624.88
after 3½ years	€ 628.27	€ 628.02
after 4½ years	€ 630.05	€ 628.02
after 5½ years	€ 631.80	€ 628.27
after 6½ years	€ 633.68	€ 630.05
after 7½ years	€ 635.47	€ 631.80
after 8½ years	€ 637.35	€ 633.68
after 9½ years	€ 639.33	€ 635.47
after 10½ years	€ 641.32	€ 637.35
after 11½ years	€ 643.16	€ 639.33
after 12½ years		€ 641.32
after 13½ years		€ 643.16

Pay of Attendants in ETBs outside the Dublin Area

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Attendant		
On Recruitment	€ 605.77	€ 552.70
after 6 months	€ 609.08	€ 565.86
after 1½ years	€ 612.15	€ 605.77
after 2½ years	€ 613.93	€ 609.08
after 3½ years	€ 615.75	€ 612.15
after 4½ years	€ 617.47	€ 613.93
after 5½ years	€ 619.29	€ 615.75
after 6½ years	€ 621.10	€ 617.47
after 7½ years	€ 623.00	€ 619.29
after 8½ years	€ 624.90	€ 621.10
after 9½ years	€ 626.85	€ 623.00
after 10½ years	€ 626.85	€ 624.90
after 11½ years	€ 627.56	€ 626.85
after 12½ years		€ 626.85
after 13½ years		€ 627.56

ETB	Rate from 01/10/2020	New Entrants rate from 01/10/2020
CLEANER P/T Rate	€ 15.53	€ 14.17

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

(Non-Members of Pension Scheme)

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
On Recruitment	€ 621.01	€ 566.55
after 6 months	€ 624.34	€ 579.68
after 1½ years	€ 627.50	€ 621.01
after 2½ years	€ 627.50	€ 624.34
after 3½ years	€ 627.78	€ 627.50
after 4½ years	€ 629.53	€ 627.50
after 5½ years	€ 631.29	€ 627.78
after 6½ years	€ 633.13	€ 629.53
after 7½ years	€ 634.97	€ 631.29
after 8½ years	€ 636.83	€ 633.13
after 9½ years	€ 638.78	€ 634.97
after 10½ years	€ 640.76	€ 636.83
after 11½ years	€ 642.65	€ 638.78
after 12½ years		€ 640.77
after 13½ years		€ 642.65

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

(Non-Members of Pension Scheme)

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
On Recruitment	€ 605.23	€ 552.21
after 6 months	€ 608.56	€ 565.39
after 1½ years	€ 611.65	€ 605.23
after 2½ years	€ 613.39	€ 608.56
after 3½ years	€ 615.21	€ 611.65
after 4½ years	€ 617.01	€ 613.39
after 5½ years	€ 618.73	€ 615.21
after 6½ years	€ 620.61	€ 617.01
after 7½ years	€ 622.44	€ 618.73
after 8½ years	€ 624.37	€ 620.61
after 9½ years	€ 626.28	€ 622.44
after 10½ years	€ 628.28	€ 624.37
after 11½ years	€ 628.28	€ 626.28
after 12½ years		€ 628.28
after 13½ years		€ 628.28

Dublin Zone General Operative PCW Agreement

(Members of Contributory Pension Scheme)

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
CARETAKERS / GENERAL OPERATIVE	€ 594.11	€ 536.76
	€ 598.72	€ 550.52
	€ 600.61	€ 594.11
	€ 602.47	€ 598.72
	€ 604.19	€ 600.61
	€ 604.19	€ 602.47
	€ 604.19	€ 604.19
	€ 604.19	€ 604.19
	€ 605.80	€ 604.19
	€ 607.77	€ 604.19
	€ 610.36	€ 605.80
	€ 612.86	€ 607.77
	€ 615.36	€ 610.36
		€ 612.86
	€ 615.36	

	Rate from 01/10/2020
Senior Caretaker Allowance	€ 76.19
Junior Caretaker Allowance	€ 29.70

Dublin Zone General Operative PCW Agreement

(Non-Members of Contributory Pension Scheme)

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
GENERAL OPERATIVE	€ 593.56	€ 536.27
	€ 598.16	€ 550.05
	€ 600.05	€ 593.56
	€ 601.84	€ 598.16
	€ 603.67	€ 600.05
	€ 605.64	€ 601.84
	€ 605.64	€ 603.67
	€ 605.64	€ 605.64
	€ 605.64	€ 605.64
	€ 607.29	€ 605.64
	€ 609.84	€ 605.64
	€ 612.33	€ 607.29
	€ 614.86	€ 609.84
		€ 612.33
		€ 614.86

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

	Rate from 01/10/2020
Senior Caretaker	
On Recruitment	€ 658.37
after 6 months	€ 661.79
after 1½ years	€ 665.23
after 2½ years	€ 667.13
after 3½ years	€ 669.10
after 4½ years	€ 671.00
after 5½ years	€ 672.99
after 6½ years	€ 675.09
after 7½ years	€ 677.15
after 8½ years	€ 679.39
after 9½ years	€ 681.50
after 10½ years	€ 683.67
after 11½ years	€ 685.91

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

	Rate from 01/10/2020
Caretaker/Cleaning Supervisor	
On Recruitment	€ 651.46
after 6 months	€ 654.99
after 1½ years	€ 658.35
after 2½ years	€ 660.10
after 3½ years	€ 662.16
after 4½ years	€ 664.04
after 5½ years	€ 665.83
after 6½ years	€ 668.01
after 7½ years	€ 670.01
after 8½ years	€ 672.08
after 9½ years	€ 674.22
after 10½ years	€ 676.39
after 11½ years	€ 678.57

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

	Rate from 01/10/2020
Senior Caretaker Allowance	€ 76.19
Junior Caretaker Allowance	€ 29.70

CDETB Truck Driver - inclusive of General Operative Analogue Award

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Truck Driver (General Operative Related)	€ 617.88	€ 563.70
	€ 622.19	€ 577.02
	€ 624.16	€ 617.88
	€ 625.60	€ 622.19
	€ 627.39	€ 624.16
	€ 627.39	€ 625.60
	€ 628.06	€ 627.39
	€ 630.06	€ 627.39
	€ 631.74	€ 628.06
	€ 633.71	€ 630.06
	€ 636.11	€ 631.74
	€ 638.66	€ 633.71
	€ 641.09	€ 636.11
		€ 638.66
	€ 641.09	

CDETB Storeman / Storekeeper

	Rate from 01/10/2020	New Entrants rate from 01/10/2020
Storeman/Storekeeper (General Operative Related)	€ 646.51	€ 592.68
	€ 657.48	€ 624.25
	€ 670.13	€ 646.51
	€ 681.56	€ 657.48
	€ 692.89	€ 670.13
	€ 704.40	€ 681.56
	€ 715.80	€ 692.89
		€ 704.40
		€ 715.80

CDETB Personnel Maintenance Differentials

	Rate from 01/10/2020
1. Assistant Porter	€ 29.10
2. Porter	€ 54.50
3. Senior Porter	€ 74.64
4. Head Porter	€ 94.85
5. Caretaker	€ 42.92
6. Boilerman	€ 29.10
7. Tractor Driver	€ 40.93
8. Chargehand Cleaner	€ 19.30
9. Foreman Cleaner	€ 38.91
10. Night Allowance	€ 16.04
11. Semi-Skilled Allowance	€ 16.04
12. Group 4 Allowance	€ 12.53
13. Group 3 Allowance	€ 9.48
14. Class Aide	€ 25.06
15. Goods Inwards Officer	€ 32.29

12. Psychologists Co. Dublin and City of Dublin ETBs

	Rate from 01/10/2020	New Entrant Rate from 01/10/2020	Rate from 01/07/2021	New Entrant Rate from 01/07/2021
Psychologist	€ 61,178	€ 55,166	€ 61,178	€ 55,166
	€ 63,788	€ 58,681	€ 63,788	€ 58,681
	€ 66,378	€ 61,178	€ 66,378	€ 61,178
	€ 68,954	€ 63,788	€ 68,954	€ 63,788
	€ 71,084	€ 66,378	€ 71,824*	€ 66,378
	€ 75,876	€ 68,954	€ 76,854*	€ 68,954
	€ 80,208	€ 71,084	€ 81,400*	€ 71,084
	€ 84,598	€ 75,876	€ 86,007*	€ 75,876
	€ 88,166	€ 80,208	€ 89,752*	€ 80,208
		€ 84,598		€ 84,598
	€ 88,165		€ 88,165	
1 st Long Service Increment	€ 90,928	€ 90,928	€ 92,651*	€ 90,928
2 nd Long Service Increment	€ 93,692	€ 93,692	€ 95,552*	€ 93,692

	Rate from 01/10/2020	Rate from 01/07/2021
Senior Psychologist	€ 85,605	€ 87,064*
	€ 87,579	€ 89,136*
	€ 89,570	€ 91,225*
	€ 91,544	€ 93,297*
	€ 93,510	€ 95,360*
	€ 94,260	€ 96,148*
1 st Long Service Increment	€ 97,209	€ 99,243*
2 nd Long Service Increment	€ 100,158	€ 102,338*

* Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

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

Technicians	Rate from 01/10/2020	New Entrant rate from 01/10/2020
Scale A This scale applies to those who opted not to join 1977 Superannuation Scheme	€37,226	€33,935
	€38,280	€35,006
	€39,276	€37,226
	€41,639	€38,280
	€44,197	€39,276
	€46,028	€41,639
	€47,939	€44,197
	€49,810	€46,028
	€51,693	€47,939
	€54,070	€49,810
	€55,962	€51,693
	€58,010	€54,070
	€60,059	€55,962
	€62,055	€58,010
		€60,059
	€62,055	
Long Service Increment - payable after three years' service on the maximum of the scale	€63,361	€63,361

Technicians	Rate from 01/10/2020	New Entrant rate from 01/10/2020
Scale B This scale applies to those who have joined 1977 Superannuation Scheme	€ 37,583	€ 33,930
	€ 38,644	€ 35,339
	€ 39,652	€ 37,583
	€ 42,044	€ 38,644
	€ 44,579	€ 39,652
	€ 46,423	€ 42,044
	€ 48,342	€ 44,579
	€ 50,244	€ 46,423
	€ 52,145	€ 48,342
	€ 54,540	€ 50,244
	€ 56,450	€ 52,145
	€ 58,519	€ 54,540
	€ 60,587	€ 56,450
	€ 62,607	€ 58,519
		€ 60,587
	€ 62,607	
Long Service Increment - payable after three years' service on the maximum of the scale	€ 63,923	€ 63,923

14. Youth Officers (ETBs)

	Rate from 01/10/2020	New Entrant rate from 01/10/2020
Youth Officer ETBs	€ 48,541	€ 43,793
	€ 49,711	€ 45,965
	€ 50,832	€ 48,541
	€ 52,320	€ 49,711
	€ 54,047	€ 50,832
	€ 55,818	€ 52,320
	€ 57,702	€ 54,047
	€ 59,641	€ 55,818
	€ 61,653	€ 57,702
	€ 63,863	€ 59,641
	€ 66,083	€ 61,653
		€ 63,863
		€ 66,083

15. Youthreach

	Rate from 01/10/2020
Co-ordinator	€ 39,394
	€ 42,942
	€ 46,482
	€ 50,809
	€ 53,524
	€ 57,056
	€ 60,568
1 st Long Service Increment	€ 63,279
2 nd Long Service Increment	€ 65,268

	Rate from 01/10/2020	New Entrant rate from 01/10/2020
Resource Person	€ 33,167	€ 30,408
	€ 34,873	€ 31,954
	€ 36,904	€ 33,167
	€ 38,939	€ 34,873
	€ 40,981	€ 36,904
	€ 43,025	€ 38,939
	€ 45,076	€ 40,981
	€ 47,134	€ 43,025
	€ 49,194	€ 45,076
	€ 51,265	€ 47,134
	€ 53,478	€ 49,194
		€ 51,265
	€ 53,478	
1 st Long Service Increment	€ 55,316	€ 55,316
2 nd Long Service Increment	€ 57,157	€ 57,157

Qualification Allowances	Rate from 01/10/2020
Degree / tch.recognition	€ 3,168
Diploma	€ 2,117
Certificate	€ 1,056

16. BTEI Adult Educator

	Rate from 01/10/2020	New Entrant rate from 01/10/2020
BTEI Adult Educator	€ 33,167	€ 30,408
	€ 34,873	€ 31,954
	€ 36,904	€ 33,167
	€ 38,939	€ 34,873
	€ 40,981	€ 36,904
	€ 43,025	€ 38,939
	€ 45,076	€ 40,981
	€ 47,134	€ 43,025
	€ 49,194	€ 45,076
	€ 51,265	€ 47,134
	€ 53,478	€ 49,194
		€ 51,265
	€ 53,478	
1st Long Service Increment	€ 55,316	€ 55,316
2nd Long Service Increment	€ 57,157	€ 57,157

Qualification Allowances	Rate from 01/10/2020
Degree / tch.recognition	€ 3,168
Diploma	€ 2,117
Certificate	€ 1,056

17. Internal Audit Unit ETB - VSSU Director (IAU01), Auditor (IAU03) and Deputy Director (IAU03)

	Rate from 01/10/2020	Rate from 01/07/2021
VSSU Director (IAU01)	€ 72,578	€ 73,392*
PPC	€ 74,772	€ 75,696*
	€ 76,974	€ 78,007*
	€ 79,171	€ 80,312*
	€ 81,365	€ 82,615*
	€ 83,976	€ 85,354*
1st Long Service Increment	€ 86,947	€ 88,473*
2nd Long Service Increment	€ 89, 921	€ 91,594*

	Rate from 01/10/2020
VSSU Auditor (IAU02)	€ 52,756
PPC	€ 54,210
	€ 55,669
	€ 57,123
	€ 58,578
	€ 60,679
	€ 62,055
	€ 63,436
	€ 64,818

** Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.*

	Rate from 01/10/2020	Rate from 01/07/2021
VSSU Deputy Director (IAU03) PPC	€63,275	€63,275
	€64,720	€64,720
	€66,163	€66,163
	€67,612	€67,612
	€69,056	€69,056
	€69,441	€ 70,100*
	€70,845	€71,573 *
	€72,268	€73,067 *
1st Long Service Increment	€74,584	€75,498 *
2nd Long Service Increment	€76,907	€77,936 *

** Indicates a salary scale or point on scale that will be restored to at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.*