



**Circular Letter 0056/2018**

**To: The Chief Executives of Education and Training Boards**

**REVISION OF SALARIES IN RESPECT OF ALL STAFF OTHER THAN TEACHERS AND  
SNAs EMPLOYED BY ETBs WITH EFFECT FROM 1 OCTOBER 2018**

The Minister for Education and Skills wishes to inform management authorities of the application of revised rates of salary for all staff other than Teachers and SNAs employed by ETBs with effect from 1 October 2018.

The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017.

**Salary Increases with effect from 1 October 2018**

Under the terms of the *Public Service Stability Agreement 2018 – 2020*, whole-time annual basic salaries are increased by 1% with effect from 1 October 2018.

**Salaries in excess of €110,000**

As full restoration of the HRA/FEMPI 2013 reduction will not occur until April 2019 for staff and salaries in excess of €100,000, and in accordance with section 17 of the Bill, the 1% increase to basic salary in this category is calculated by reference to the pre-HRA cut salary (i.e. generally the January 2010 salary) and not the actual salary paid (i.e. the salary effective 1<sup>st</sup> April 2018)

In calculating the increase for this category, the following steps should be applied:

1. Establish the current salary (i.e. the salary effective from 1<sup>st</sup> April 2018);
2. Establish the value of 1% of the pre-HRA basic salary (i.e. the salary as it stood immediately prior to the HRA cut)
3. Add this to the current salary

## **Revised salary scales**

Revised salary scales (and hourly rates for Cleaners) which implement the increase and the restoration and take effect from 1 October 2018 are attached at the Appendix to this Circular.

All salary scales and hourly rates payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 October 2018.

## **Part-time / hourly paid staff**

The pay of part-time staff or hourly paid staff may be revised, in accordance with normal arrangements, by reference to the pay of whole-time staff to which they are related for pay purposes in accordance with this Circular.

## **Allowances**

Allowances which are calculated as a specific percentage or specified portion of basic pay should be recalculated by reference to the revised rates of pay with effect from 1 October 2018. Fixed allowances are not affected. 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.

## **Overtime**

Payment in respect of overtime for eligible grades rendered on or after 1 October 2018 should be calculated by reference to the revised rates of pay with effect from 1 October 2018.

## **Enhanced Controls in relation to Terms and Conditions of Employment Agreed with effect from 30 November 2015**

Employers are reminded that the Ministers and Secretaries (Amendment) Act 2011 has been amended under the FEMPI Act 2015 to introduce enhanced controls in relation to terms and conditions of employment agreed between public servants and their public service body employers with effect from 30 November 2015. The relevant sections of the Act are included at Appendix 2.

## **Circulation and Queries**

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.

This Circular can be accessed on the Department's website under [www.education.ie](http://www.education.ie)

Enquiries regarding this Circular should be e-mailed to [financialetb@education.gov.ie](mailto:financialetb@education.gov.ie)

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External Staff Relations

14 September 2018

## **Appendix 1**

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

Adult Education Guidance Counsellor / Co-Ordinator, Adult Literacy Organisers & Community Education Facilitators	01/10/2018	New Entrants 1/10/18
	€ 43,328	€ 39,097
	€ 44,780	€ 41,713
	€ 46,234	€ 43,328
	€ 47,688	€ 44,780
	€ 49,141	€ 46,234
	€ 50,597	€ 47,688
	€ 52,050	€ 49,141
	€ 53,504	€ 50,597
	€ 54,957	€ 52,050
	€ 56,411	€ 53,504
	€ 57,865	€ 54,957
	€ 59,527	€ 56,411
	€ 61,604	€ 57,865
		€ 59,527
		€ 61,604

	01/10/2018
NALA/WIT Certificate	€ 1,003
NALA/WIT Diploma	€ 2,011

**Adult Education Guidance Co-ordinator Allowances**

	01/10/2018	New Entrants 1/10/18
+1 information Officer or Counsellor	€ 3,335	€ 3,335
+2-3 staff	€ 4,298	€ 4,298
+4-5 staff	€ 5,684	€ 5,684
+6-7 staff	€ 7,120	€ 7,120

## 2. Adult Education Guidance Information Officers

Adult Education Guidance Information Officers		New Entrants
	1/10/18	1/10/18
	€30,212	€27,293
	€32,285	€29,159
	€34,049	€30,212
	€35,595	€32,285
	€37,086	€34,049
	€39,102	€35,595
	€40,560	€37,086
	€42,042	€39,102
		€40,560
		€42,042
LSI 1*	€43,403	
LSI 2*	€44,771	

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

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

Buildings Officer	1/10/18
	€ 64,547
	€ 66,529
	€ 67,474
	€ 69,406
	€ 71,338
	€ 73,267
	€ 75,206
1st Long Service Increment	€ 77,645
2nd Long Service Increment	€ 80,081

Buildings Supervisor	1/10/18
	€ 46,770
	€ 47,898
	€ 49,260
	€ 51,816
	€ 53,345
1st Long Service Increment	€ 55,245
2nd Long Service Increment	€ 57,157

Assistant Buildings Supervisor		New Entrants
	1/10/18	1/10/18
	€ 42,042	€ 37,940
	€ 43,379	€ 40,347
	€ 44,717	€ 42,042
	€ 46,054	€ 43,379
	€ 47,392	€ 44,717
		€ 46,054
		€ 47,392
1st Long Service Increment	€ 48,941	€ 48,941
2nd Long Service Increment	€ 50,490	€ 50,490

**4. Salary scales for Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development; Assistant Principal Officers and Clerical & Administrative Grades in E.T.B.s**

<b>Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (OSD)</b>	01/10/2018
	€ 68,883
	€ 72,382
	€ 75,865
	€ 79,362
	€ 82,854
	€ 86,338
	€ 90,413
	€ 94,487
	€ 98,562
	€ 102,636
	€ 106,709

<b>Assistant Principal Officer</b>	01/10/2018
	€68,154
	€69,709
	€71,267
	€72,820
	€74,378
	€75,935
	€77,856
LSI 1	€80,153
LSI 2	€82,453

**REVISED SALARY SCALES FOR CLERICAL AND ADMINISTRATIVE STAFF IN ETBs**

<b>Grade VII</b>	1/10/18
	€48,978
	€50,175
	€51,575
	€52,979
	€54,385
	€55,642
	€56,921
	€58,166
	€59,405
1st Long Service Increment	€61,534
2nd Long Service Increment	€63,673

Grade VI	1/10/18
	€46,771
	€47,898
	€49,259
	€51,817
	€53,345
1st Long Service Increment	€55,245
2nd Long Service Increment	€57,157

Grade V	1/10/18
	€42,042
	€43,379
	€44,717
	€46,055
	€47,392
1st Long Service Increment	€48,941
2nd Long Service Increment	€50,490

Grade IV	1/10/18
	€30,212
	€32,285
	€34,049
	€35,595
	€37,086
	€39,102
	€40,560
	€42,042
1st Long Service Increment	€43,403
2nd Long Service Increment	€44,771



Grade III	1/10/18	1/10/18 new entrants
	€ 25,265	€ 23,353
	€ 26,033	€ 24,887
	€ 27,151	€ 25,265
	€ 28,273	€ 26,033
	€ 29,397	€ 27,151
	€ 30,513	€ 28,273
	€ 31,603	€ 29,397
	€ 32,689	€ 30,513
	€ 33,460	€ 31,603
	€ 34,537	€ 32,689
	€ 35,621	€ 33,460
	€ 37,662	€ 34,537
	€ 37,662	€ 35,621
	€ 37,662	€ 37,662
		€ 37,662
		€ 37,662
Long Service Increment	€ 39,110	€ 39,110

#### SALARY SCALE FOR TELEPHONIST GRADE IN CDETB

Telephonist	1/10/18	1/10/18 new entrants
	€ 25,265	€ 23,353
	€ 26,033	€ 24,887
	€ 27,151	€ 25,265
	€ 28,273	€ 26,033
	€ 29,397	€ 27,151
	€ 30,513	€ 28,273
	€ 31,603	€ 29,397
	€ 32,689	€ 30,513
	€ 33,460	€ 31,603
		€ 32,689
		€ 33,460
Long Service Increment	€ 34,105	€ 34,105

## 5. City of Dublin Youth Services Board

Director	1/10/18
	€ 76,287
	€ 78,397
	€ 80,915
1st L.S.Inc.(after 3 yrs on Max.)	€ 83,778
2nd L.S.Inc.(after 6 yrs on Max.)	€ 86,642

Head of Operations (Asst. Director)	1/10/18
	€ 69,935
	€ 72,049
	€ 74,167
	€ 76,287
1st L.S.Inc.(after 3 yrs on Max.)	€ 78,988
2nd L.S.Inc.(after 6 yrs on Max.)	€ 81,687

Development Officer	1/10/18
	€ 60,964
	€ 62,362
	€ 63,748
	€ 65,146
	€ 66,537
	€ 66,908
	€ 68,260
	€ 69,630
1st L.S.Inc.(after 3 yrs on Max.)	€ 71,865
2nd L.S.Inc.(after 6 yrs on Max.)	€ 74,102

Liaison Officer	1/10/18
	€ 33,985
	€ 36,980
	€ 39,988
	€ 42,986
	€ 46,002
	€ 47,858
	€ 49,713
	€ 51,572
	€ 53,427
	€ 55,281
	€ 57,133
	€ 58,994
	€ 60,850
1st L.S.Inc.(after 3 yrs on Max.)	€ 62,922
2nd L.S.Inc.(after 6 yrs on Max.)	€ 64,980

Youth Worker	1/10/18	New Entrants 1/10/18
	€ 33,299	€ 30,362
	€ 36,237	€ 32,715
	€ 39,177	€ 33,299
	€ 42,122	€ 36,237
	€ 45,069	€ 39,177
	€ 46,514	€ 42,122
		€ 45,069
		€ 46,514

Senior Youth Worker	1/10/18
	€ 46,514
	€ 47,970
	€ 49,427
	€ 50,887
	€ 52,336

## 6. Pay Scales for Chief Executive Officers of ETBs (CATEGORIES I TO IV)

Category I	1/10/18
	€109,325
	€112,932
	€116,528
	€118,378
	€122,572
	€126,114
	€129,668

Category II	1/10/18
	€104,275
	€107,710
	€111,124
	€115,199
	€119,252
	€120,154
	€123,503

Category III	1/10/18
	€93,609
	€96,962
	€100,317
	€103,689
	€107,046
	€110,401
	€113,759
	€117,117

Category IV	1/10/18
	€91,206
	€94,711
	€98,210
	€101,719
	€105,212
	€108,727
	€112,191

REVISED SALARY FOR C.E.O. City of Dublin E.T.B  
(APPENDIX II TO AGREED REPORT 1/98)

C.E.O. CDETБ	C.E.O. CDETБ 1/10/18 Non PPC	C.E.O. CDETБ 1/10/18 PPC
	€ 121,079	€ 127,417
	€ 126,456	€ 133,178
	€ 132,482	€ 139,419
	€ 138,411	€ 145,661

## 7. Salary Scale for Adult Education Officers in Education and Training Boards

### Adult Education Officer

Adult Education Officer	1/10/18
	€ 51,379
	€ 53,741
	€ 56,104
	€ 58,466
	€ 60,828
	€ 63,188
	€ 65,552
	€ 66,891
	€ 69,187
	€ 71,483
	€ 73,783
	€ 76,081
	€ 79,529

## 8. Outdoor Education Centres

Director	01/10/2018
	€ 60,394
	€ 61,894
	€ 63,398
	€ 64,824
	€ 66,265
	€ 66,667
	€ 68,234
LSI 1 - after 3 years on maximum	€ 70,419
LSI 2 - after 3 years on LSI 1	€ 72,609

Instructor	01/10/2018	New Entrants 1/10/18
	€23,297	€23,587
	€27,052	€28,115
	€31,125	€31,125
	€34,799	€34,799
	€38,787	€38,787
	€42,786	€42,786
	€46,811	€46,811

Assistant Manager/Senior Instructor	01/10/2018
	€29,840
	€33,186
	€36,821
	€40,473
	€44,141
	€47,824
	€51,528

<b>Qualification Allowances</b>	1/10/18
Level 3	€3,010
Level 2	€2,011
Level 1	€1,003

<b>Saturday Premium</b>	1/10/18
	€15.30

<b>Sleepover Allowance</b>	1/10/18
	€44.46

## 9. Scales for former SOLAS employees who transferred to ETBs

	01/10/2018
Grade 06D	€66,495
	€68,899
	€71,289
	€73,687
	€76,080
	€77,460
LSI 1	€79,876
LSI 2	€82,300

	01/10/2018	01/10/2018
	Contributory	Non Contributory
Grade 06X	€66,439	€64,176
Grade 06B (non-contributory)	€69,061	€66,725
	€71,796	€68,333
	€74,369	€70,779
	€76,922	€73,203
	€79,465	€75,619
	€80,956	€77,036
	€81,139	€77,209
LSI 1	€83,676	€79,620
LSI 2	€86,216	€82,033

	01/10/2018	01/10/2018
	Contributory	Non Contributory
Grade 07X	€60,149	€57,231
Grade 07B (non-contributory)	€61,940	€58,932
	€63,903	€60,797
	€65,368	€62,189
	€66,264	€63,039
	€67,394	€65,099
	€69,372	€67,029
	€70,566	€67,165
	€71,360	€67,920
LSI 1	€73,584	€70,032
LSI 2	€75,805	€72,142

	1/10/18	1/10/18
	Standard	Higher
Grade 08(D,E,X) (Contributory)	€37,542	€40,594
X Std	€39,233	€41,909
D/E Higher	€40,594	€43,287
	€41,909	€44,604



	€43,287	€45,966
	€44,604	€47,311
	€45,966	€48,644
	€47,311	€50,020
	€48,644	€51,387
	€50,020	€52,753
	€51,387	€54,116
	€52,753	€55,456
	€54,116	€56,340
	€55,456	€58,358
	€56,340	€59,690
		€61,013
		€62,341
LSI 1	€58,358	
LSI 2	€60,377	

	1/10/18	1/10/18
	Standard	Higher
Grade 08(B,C) (non-contributory)	€35,753	€38,655
B- Standard	€37,360	€39,902
C-Higher	€38,655	€41,212
	€39,902	€42,463
	€41,212	€43,757
	€42,463	€45,035
	€43,757	€46,301
	€45,035	€47,608
	€46,301	€48,907
	€47,608	€50,204
	€48,907	€51,500
	€50,204	€52,772
	€51,500	€53,612
	€52,772	€55,529
	€53,612	€56,795
		€58,053
		€59,313
LSI 1	€55,529	
LSI 2	€57,447	

	1/10/18
	Higher
Grade 08H	€48,379
	€49,709
	€51,041
	€52,379
	€53,711
	€55,628
	€56,887
	€58,153
	€59,422

	01/10/2018
	Higher
Grade 08K	€50,834
	€52,233
	€53,638
	€55,039
	€56,441
	€58,466
	€59,792
	€61,122
	€62,455

	1/10/18	1/10/18
	Standard	Higher
Grade 09( X &D) (Contributory)	€33,081	€36,457
X – Standard	€35,065	€38,014
D- Higher	€36,457	€39,327
	€38,014	€40,635
	€39,327	€41,969
	€40,635	€43,247
	€41,969	€44,499
	€43,247	€45,778
	€44,499	€47,046
	€45,778	€48,277
	€47,046	€49,512
	€48,277	€50,685
	€49,512	€51,575
	€50,685	€53,349
	€51,575	€54,585
		€55,818
		€57,052
LSI 1	€53,349	

LSI 2	€55,124	
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	1/10/18
	Standard
Grade 09B Standard (non-contributory)	€31,821
	€33,400
	€34,724
	€36,203
	€37,450
	€38,692
	€39,960
	€41,174
	€42,364
	€43,579
	€44,783
	€45,952
	€47,125
	€48,241
	€49,085
LSI 1	€50,771
LSI 2	€52,458

	1/10/18	1/10/18
	Standard	Higher
Grade 10 (X&E) (Contributory)	€28,855	€32,633
X-Std	€31,195	€34,120
E-Higher	€32,633	€35,367
	€34,120	€36,665
	€35,367	€37,971
	€36,665	€39,183
	€37,971	€40,353
	€39,183	€41,536
	€40,353	€42,706
	€41,536	€43,800
	€42,706	€44,907
	€43,800	€45,914
	€44,907	€46,810
	€45,914	€48,342
	€46,810	€49,479
		€50,621
		€51,764
LSI 1	€48,342	
LSI 2	€49,873	

	1/10/18	1/10/18
	Standard	Higher
Grade 10 (D&F) (non-contributory)	€27,463	€31,091
D – Standard	€29,706	€32,819
F – Higher	€31,091	€33,688
	€32,819	€34,921
	€33,688	€36,163
	€34,921	€37,312
	€36,163	€38,425
	€37,312	€39,549
	€38,425	€40,661
	€39,549	€41,700
	€40,661	€42,750
	€41,700	€43,708
	€42,750	€44,559
	€43,708	€46,014
	€44,559	€47,095
		€48,179
		€49,265
LSI 1	€46,014	
LSI 2	€47,468	

	1/10/18
Grade 10B	€26,071
New Entrant	€28,177
	€28,855
	€31,195
	€32,633
	€34,120
	€35,367
	€36,665
	€37,971
	€39,183
	€40,353
	€41,536
	€42,706
	€43,800
	€44,907
	€45,914
	€46,810
LSI 1	€48,342
LSI 2	€49,873

	1/10/18	1/10/18
	Standard	Higher
Grade 11 (G&H) (Contributory)	€25,254	€26,011
G-Std	€26,011	€27,126
H- Higher	€27,126	€28,240
	€28,240	€29,355
	€29,355	€30,469
	€30,469	€31,553
	€31,553	€32,638
	€32,638	€33,401
	€33,401	€34,474
	€34,474	€35,540
	€35,540	€37,204
	€37,204	€38,512
		€39,112
		€39,922
LSI 1	€38,512	
LSI 2	€39,112	

	1/10/18	1/10/18
	Standard	Higher
Grade 11 (A&J) (Contributory)	€29,731	€30,918
A Std	€30,918	€32,118
J Higher	€32,118	€32,999
	€32,999	€34,142
	€34,142	€35,266
	€35,266	€36,394
	€36,394	€37,516
	€37,516	€38,601
	€38,601	€39,690
	€39,690	€40,729
	€40,729	€42,008
	€42,008	€43,427
		€44,867
		€45,843
LSI 1	€43,427	
LSI 2	€44,493	

	1/10/18
Grade 11K Higher (non-contributory)	€25,113
	€25,821
	€26,881
	€27,940
	€28,999

	€30,057
	€31,098
	€32,585
	€32,839
	€33,845
	€35,433
	€36,677
	€37,249
	€38,016

	1/10/18
Grade 11N	€30,209
	€32,286
	€34,049
	€35,592
	€37,085
	€39,099
	€40,563
	€42,037
LSI 1	€43,402
LSI 2	€44,773

	01/10/2018
	Higher
Grade 11L	€481.27
	€494.83
	€515.15
	€535.45
	€555.74
	€576.02
	€595.96
	€615.67
	€629.34
	€648.79
	€679.05
	€702.88
	€713.85
	€728.55

	1/10/18
Grade 13X (Contributory)	€26,931
(General Assistant)	€27,715
	€29,058
LSI 1	€30,016
LSI 2	€31,086

	1/10/18
Career Grade staff (Contributory)	€39,183
	€40,353
	€41,536
	€42,706
	€43,800
	€44,907
	€45,914
	€46,810
	€48,277
	€49,512
	€50,685
	€51,575
	€52,753
	€54,116
	€55,456
	€56,340
	€58,358
LSI 1	€60,377
LSI 2	€62,341

	1/10/18
Career Grade staff (Non-contributory)	€37,312
	€38,425
	€39,549
	€40,661
	€41,700
	€42,750
	€43,708
	€44,559
	€45,952
	€47,125
	€48,241
	€49,085
	€50,204
	€51,500
	€52,772
	€53,612
	€55,529
LSI 1	€57,447
LSI 2	€59,313

## 10. Craftsmen

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

Craftsman	1/10/18
On Recruitment	€ 664.07
after 6 months	€ 669.01
after 1½ years	€ 673.93
after 2½ years	€ 678.86
after 3½ years	€ 683.78
after 4½ years	€ 688.71
after 5½ years	€ 693.61
after 6½ years	€ 698.54
after 7½ years	€ 703.47

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

Foreman Craftsman	1/10/18
On Recruitment	€ 790.02
after 6 months	€ 799.40
after 1½ years	€ 803.96
after 2½ years	€ 808.97
after 3½ years	€ 813.60
after 4½ years	€ 816.13
after 5½ years	€ 818.46
after 6½ years	€ 820.86
after 7½ years	€ 823.33
after 8½ years	€ 827.16
after 9½ years	€ 830.17
after 10½ years	€ 837.36



**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	1/10/18	New Entrants 1/10/18
On Recruitment	€ 700.58	€ 632.48
after 6 months	€ 705.53	€ 652.45
after 1½ years	€ 710.46	€ 700.58
after 2½ years	€ 715.39	€ 705.53
after 3½ years	€ 720.30	€ 710.46
after 4½ years	€ 725.24	€ 715.39
after 5½ years	€ 730.18	€ 720.30
after 6½ years	€ 735.09	€ 725.24
after 7½ years	€ 740.02	€ 730.18
after 8½ years		€ 735.09
after 9½ years		€ 740.02

**FOREMAN CRAFTSMEN IN CDETb -- Where agreement was reached on productivity on special £18.87 (£22.64 - Foreman)Craftsman's Analogue award under PCW**

Foreman Craftsman	1/10/18
On Recruitment	€ 833.85
after 6 months	€ 843.25
after 1½ years	€ 847.75
after 2½ years	€ 852.79
after 3½ years	€ 857.45
after 4½ years	€ 859.95
after 5½ years	€ 862.26
after 6½ years	€ 864.72
after 7½ years	€ 867.10
after 8½ years	€ 870.97
after 9½ years	€ 874.02
after 10½ years	€ 881.22

## 11. GO / Caretaker Grades

### PAY OF CARETAKERS IN ETBs

#### OUTSIDE THE DUBLIN AREA (INCLUDING CORK CITY POST 1989)

Caretaker	1/10/18	New Entrants 1/10/18
On Recruitment	€ 595.93	€538.30
after 6 months	€ 599.09	€550.71
after 1½ years	€ 602.10	€595.93
after 2½ years	€ 603.74	€599.09
after 3½ years	€ 605.36	€602.10
after 4½ years	€ 607.07	€603.74
after 5½ years	€ 608.75	€605.36
after 6½ years	€ 610.57	€607.07
after 7½ years	€ 612.29	€608.75
after 8½ years	€ 614.11	€610.57
after 9½ years	€ 616.02	€612.29
after 10½ years	€ 617.94	€614.11
after 11½ years	€ 619.70	€616.02
after 12½ years		€617.94
after 13½ years		€619.70

### PAY OF ATTENDANTS IN ETBs

#### OUTSIDE THE DUBLIN AREA

	1/10/18	New Entrants 1/10/18
Attendant		
On Recruitment	€ 580.77	€ 524.65
after 6 months	€ 583.95	€ 537.14
after 1½ years	€ 586.89	€ 580.77
after 2½ years	€ 588.60	€ 583.95
after 3½ years	€ 590.34	€ 586.89
after 4½ years	€ 591.99	€ 588.60
after 5½ years	€ 593.74	€ 590.34
after 6½ years	€ 595.47	€ 591.99
after 7½ years	€ 597.29	€ 593.74
after 8½ years	€ 599.11	€ 595.47
after 9½ years	€ 600.98	€ 597.29
after 10½ years	€ 602.87	€ 599.11
after 11½ years	€ 604.67	€ 600.98
after 12½ years		€ 602.87
after 13½ years		€ 604.67

<b>ETB</b>	<b>1/10/18</b>	<b>New Entrants 1/10/18</b>
<b>CLEANER P/T Rate</b>	<b>€ 14.89</b>	<b>€ 13.45</b>

**PAY OF CARETAKERS IN ETBs  
OUTSIDE THE DUBLIN AREA (INCLUDING CORK CITY POST 1989)  
(Non-members of Pension Scheme)**

	<b>1/10/18</b>	<b>New Entrants 1/10/18</b>
Caretaker		
On Recruitment	€ 595.38	€ 537.80
after 6 months	€ 598.57	€ 550.26
after 1½ years	€ 601.60	€ 595.38
after 2½ years	€ 603.23	€ 598.58
after 3½ years	€ 604.89	€ 601.61
after 4½ years	€ 606.57	€ 603.23
after 5½ years	€ 608.27	€ 604.88
after 6½ years	€ 610.04	€ 606.57
after 7½ years	€ 611.82	€ 608.26
after 8½ years	€ 613.60	€ 610.04
after 9½ years	€ 615.49	€ 611.81
after 10½ years	€ 617.40	€ 613.60
after 11½ years	€ 619.21	€ 615.48
after 12½ years		€ 617.40
after 13½ years		€ 619.21

**PAY OF ATTENDANTS IN ETBs  
OUTSIDE THE DUBLIN AREA  
(Non members of Pension Scheme)**

	<b>1/10/18</b>	<b>New Entrants 1/10/18</b>
Attendant		
On Recruitment	€ 580.25	€ 524.18
after 6 months	€ 583.45	€ 536.70
after 1½ years	€ 586.41	€ 580.25
after 2½ years	€ 588.08	€ 583.45
after 3½ years	€ 589.82	€ 586.41
after 4½ years	€ 591.55	€ 588.08
after 5½ years	€ 593.20	€ 589.82

after 6½ years	€ 595.00	€ 591.55
after 7½ years	€ 596.76	€ 593.20
after 8½ years	€ 598.60	€ 595.00
after 9½ years	€ 600.44	€ 596.76
after 10½ years	€ 602.36	€ 598.60
after 11½ years	€ 604.23	€ 600.44
after 12½ years		€ 602.36
after 13½ years		€ 604.23

**DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT -  
Members of contributory pension scheme**

CARETAKERS / GENERAL OPERATIVE	1/10/18	New Entrants 1/10/18
	€ 563.95	€ 509.52
	€ 568.33	€ 522.58
	€ 570.12	€ 563.95
	€ 571.89	€ 568.33
	€ 573.52	€ 570.12
	€ 575.44	€ 571.89
	€ 577.25	€ 573.52
	€ 578.94	€ 575.44
	€ 580.80	€ 577.25
	€ 582.69	€ 578.94
	€ 585.17	€ 580.80
	€ 587.57	€ 582.69
	€ 589.96	€ 585.17
		€ 587.57
		€ 589.96

<b>Senior Caretaker Allowance</b>	€ 72.38
<b>Junior Caretaker Allowance</b>	€ 28.22

**DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT****Non-members of contributory pension scheme**

GENERAL OPERATIVE	1/10/18	New Entrants 1/10/18
	€ 563.43	€ 509.05
	€ 567.80	€ 522.13
	€ 569.59	€ 563.43
	€ 571.30	€ 567.80
	€ 573.03	€ 569.59
	€ 574.90	€ 571.30
	€ 576.73	€ 573.03
	€ 578.47	€ 574.90
	€ 580.30	€ 576.73
	€ 582.23	€ 578.47
	€ 584.68	€ 580.30
	€ 587.07	€ 582.23
	€ 589.49	€ 584.68
		€ 587.07
		€ 589.49

**REVISED SALARIES PAYABLE TO CARETAKERS/CLEANING  
SUPERVISOR IN CITY OF CORK ETB (PRE 1989)**

	1/10/18
Senior Caretaker	
On Recruitment	€ 634.36
after 6 months	€ 637.65
after 1½ years	€ 640.97
after 2½ years	€ 642.80
after 3½ years	€ 644.70
after 4½ years	€ 646.53
after 5½ years	€ 648.45
after 6½ years	€ 650.47
after 7½ years	€ 652.46
after 8½ years	€ 654.61
after 9½ years	€ 656.65
after 10½ years	€ 658.73
after 11½ years	€ 660.89

**REVISED SALARIES PAYABLE TO CARETAKERS/CLEANING  
SUPERVISOR IN THE CITY OF CORK ETB (PRE 1989)**

Caretaker/Cleaning Supervisor	1/10/18
On Recruitment	€ 627.70
after 6 months	€ 631.11
after 1½ years	€ 634.34
after 2½ years	€ 636.03
after 3½ years	€ 638.01
after 4½ years	€ 639.82
after 5½ years	€ 641.55
after 6½ years	€ 643.65
after 7½ years	€ 645.57
after 8½ years	€ 647.57
after 9½ years	€ 649.63
after 10½ years	€ 651.72
after 11½ years	€ 653.83

**CARETAKERS - SENIOR AND JUNIOR ALLOWANCES  
(CO DUBLIN AND BOROUGH OF DUN LAOGHAIRE ETB)**

	1/10/18
<b>Senior Caretaker Allowance</b>	€ 72.38
<b>Junior Caretaker Allowance</b>	€ 28.22

**CDETb TRUCK DRIVER - inclusive of GO Analogue Award**

	1/10/18	New Entrants 1/10/18
TRUCK DRIVER	€ 592.38	€ 535.09
(G.O. RELATED)	€ 596.51	€ 547.73
	€ 598.40	€ 592.38
	€ 599.79	€ 596.51
	€ 601.50	€ 598.40
	€ 603.34	€ 599.79
	€ 605.15	€ 601.50
	€ 607.08	€ 603.34
	€ 608.70	€ 605.15
	€ 610.60	€ 607.08
	€ 612.91	€ 608.70
	€ 615.37	€ 610.60

	€ 617.71	€ 612.91
		€ 615.37
		€ 617.71

#### **CDETB STOREMAN / STOREKEEPER**

	1/10/18	New Entrants 1/10/18
STOREMAN/STOREKEEPER	€ 622.93	€ 562.60
(G.O. RELATED)	€ 633.50	€ 598.49
	€ 645.69	€ 622.93
	€ 656.70	€ 633.50
	€ 667.62	€ 645.69
	€ 678.71	€ 656.70
	€ 689.69	€ 667.62
		€ 678.71
		€ 689.69

#### **CDETB PERSONNEL MAINTENANCE DIFFERENTIALS**

**1/10/18**

<b>1. ASSISTANT PORTER</b>	€ 27.65
<b>2. PORTER</b>	€ 51.78
<b>3. SENIOR PORTER</b>	€ 70.91
<b>4. HEAD PORTER</b>	€ 90.11
<b>5. CARETAKER</b>	€ 40.77
<b>6. BOILERMAN</b>	€ 27.65
<b>7. TRACTOR DRIVER</b>	€ 38.88
<b>8. CHARGEHAND CLEANER</b>	€ 18.34
<b>9. FOREMAN CLEANER</b>	€ 36.96
<b>10. NIGHT ALLOWANCE</b>	€ 15.24
<b>11. SEMI-SKILLED ALLOWANCE</b>	€ 15.24
<b>12. GROUP 4 ALLOWANCE</b>	€ 11.90
<b>13. GROUP 3 ALLOWANCE</b>	€ 9.01
<b>14. CLASS AIDE</b>	€ 23.81
<b>15. GOODS INWARDS OFFICER</b>	€ 30.68

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

	1/10/18	New entrants 1/10/18
Psychologist	€ 58,947	€ 53,154
	€ 61,462	€ 56,541
	€ 63,957	€ 58,947
	€ 66,439	€ 61,462
	€ 68,491	€ 63,957
	€ 73,109	€ 66,439
	€ 77,283	€ 68,491
	€ 81,513	€ 73,109
	€ 84,950	€ 77,283
		€ 81,513
		€ 84,950
LSI 1	€ 87,612	€ 87,612
LSI 2	€ 90,275	€ 90,275

	1/10/18
Senior Psychologist	€ 82,483
	€ 84,385
	€ 86,303
	€ 88,205
	€ 90,099
	€ 90,823
LSI 1	€ 93,664
LSI 2	€ 96,506



**13. Technicians in Dun Laoghaire ETB, Kilkenny ETB and Co. Cork ETB (Davis College)**

Technicians	1/10/18	New Entrants 1/10/18
Scale A	€35,869	€32,697
This scale applies to those who opted not to join 1977 Superannuation Scheme	€36,884	€33,729
	€37,844	€35,869
	€40,121	€36,884
	€42,585	€37,844
	€44,350	€40,121
	€46,191	€42,585
	€47,994	€44,350
	€49,807	€46,191
	€52,098	€47,994
	€53,921	€49,807
	€55,895	€52,098
	€57,869	€53,921
	€59,792	€55,895
		€57,869
		€59,792
LSI - payable after three years' service on the maximum of the scale	€61,050	€61,050

Technicians	1/10/18	New Entrants 1/10/18
Scale B	€36,212	€32,693
This scale applies to those who have joined 1977 Superannuation Scheme	€37,235	€34,050
	€38,206	€36,212
	€40,510	€37,235
	€42,953	€38,206
	€44,730	€40,510
	€46,579	€42,953
	€48,412	€44,730
	€50,243	€46,579
	€52,551	€48,412
	€54,391	€50,243
	€56,385	€52,551
	€58,377	€54,391
	€60,324	€56,385
		€58,377
		€60,324
LSI - payable after three years' service on the maximum of the scale	€61,592	€61,592

#### 14. Youth Officers (ETBs)

Youth Officer ETBs	1/10/18	New Entrants 1/10/2018
	€46,771	€42,196
	€47,898	€44,288
	€48,978	€46,771
	€50,412	€47,898
	€52,076	€48,978
	€53,783	€50,412
	€55,597	€52,076
	€57,466	€53,783
	€59,405	€55,597
	€61,534	€57,466
	€63,673	€59,405
		€61,534
		€63,673

## 15. Youthreach Pay Scales

<b>Co-ordinator</b>	1/10/18
	€ 37,957
	€ 41,375
	€ 44,787
	€ 48,956
	€ 51,572
	€ 54,975
	€ 58,359
LSI1	€ 60,971
LSI2	€ 62,888

<b>Resource Person</b>	1/10/18	New Entrants 1/10/18
	€ 31,958	€ 28,865
	€ 33,601	€ 30,636
	€ 35,558	€ 31,958
	€ 37,519	€ 33,601
	€ 39,486	€ 35,558
	€ 41,456	€ 37,519
	€ 43,433	€ 39,486
	€ 45,415	€ 41,456
	€ 47,400	€ 43,433
	€ 49,395	€ 45,415
	€ 51,528	€ 47,400
		€ 49,395
		€ 51,528
LSI1	€ 53,299	€ 53,299
LSI2	€ 55,073	€ 55,073

<b>Qualification Allowances</b>	1/10/18
Degree /tch.recognition	€ 3,010
Diploma	€ 2,011
Certificate	€ 1,003

## 16. BTEI Adult Educator Pay Scale

BTEI Adult Educator	1/10/18	New Entrants 1/10/18
	€ 31,958	€ 28,865
	€ 33,601	€ 30,636
	€ 35,558	€ 31,958
	€ 37,519	€ 33,601
	€ 39,486	€ 35,558
	€ 41,456	€ 37,519
	€ 43,433	€ 39,486
	€ 45,415	€ 41,456
	€ 47,400	€ 43,433
	€ 49,395	€ 45,415
	€ 51,528	€ 47,400
		€ 49,395
		€ 51,528
LSI1	€ 53,299	€ 53,299
LSI2	€ 55,073	€ 55,073

Qualification Allowances	1/10/18
Degree /tch.recognition	€ 3,010
Diploma	€ 2,011
Certificate	€ 1,003

## **Appendix 2**

### **Section 12 of the Financial Emergency Measures in the Public Interest Act 2015**

#### **Amendment of Ministers and Secretaries (Amendment) Act 2011**

The Ministers and Secretaries (Amendment) Act 2011 is amended by the insertion of the following section after section 16:

#### **“Control of terms and conditions of public servants**

##### **16A. (1) Where—**

(a) the Minister has approved a term or condition as being a term or condition that shall apply for the time being in respect of the employment of a class or category of public servant (whether that approval takes the form of an approval as such, any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter), and

(b) a contract of employment in respect of a public servant falling within that class or category is entered into that contains a term or condition that corresponds or is equivalent to the term or condition standing so approved but which is more favourable to the public servant than that term or condition,

the contract shall have effect as if the term or condition standing so approved (referred to in subsections (2) and (3) as the ‘approved term or condition’) were substituted for the first-mentioned term or condition in paragraph (b) (referred to in subsections (2) and (3) as the ‘unapproved term or condition’).

(2) Any amount paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(3) Where an amount is paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition then—

(a) the public servant shall hold the overpayment in trust for the public service body, and

(b) the public service body shall recover the amount of the overpayment from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

##### **(4) Where—**

(a) a contract of employment is entered into in respect of a public servant, and

(b) the contract contains a term or condition in relation to remuneration that does not correspond or is not equivalent to any term or condition standing approved by the Minister in respect of the employment of a class or category of public servant into which the first-mentioned public servant falls (whether that approval takes the form of an approval as such,

any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter),

the term or condition shall be void.

(5) Any amount paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(6) Where an amount is paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) then—

(a) the public servant shall hold the amount in trust for the public service body, and

(b) the public service body shall recover the amount from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(7) Subsections (3) and (6) shall not be taken as limiting the liability under statute of any person to account for such overpayment.

(8) Where an amount to which subsection (3) or (6) relates has not been recovered by the public service body concerned, the Minister may direct in writing that body to recover, by a specified date, the amount in accordance with subsection (3)(b) or (6)(b), as the case may be, and, where that body fails to so recover the amount, the Minister may deduct the amount from any grant or vote of, or other payment to, that body out of money provided directly or indirectly by the Oireachtas or from the Central Fund or the growing produce of that Fund.

(9) This section applies to a term or condition agreed after the commencement of *section 12* of the *Financial Emergency Measures in the Public Interest Act 2015*.

(10) This section has effect notwithstanding—

(a) any other enactment,

(b) any pension scheme or arrangement,

(c) any other agreement or contractual arrangement, or

(d) any understanding, expectation, circular or instrument or other document.

(11) In this section—

“public servant” means a person who is employed by, or who holds any office or other position in, a public service body;

“remuneration” means emoluments to which Chapter 4 of Part 42 of the Taxes Consolidation Act 1997 applies or is applied.”.