



Circular Letter 0063/2020

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 2020**

1. 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 2020.
2. The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2020 and the Public Service Pay and Pensions Act 2017.

Salary Increases with effect from 1 October 2020

3. Under the terms of the *Public Service Stability Agreement 2018 – 2020*, whole-time annual basic salaries are **increased by 2%** with effect from 1 October 2020.

Revised salary scales

4. Revised salary scales (and hourly rates for Cleaners) which implement the increase and the restoration and take effect from 1 October 2020 are attached at the Appendix to this Circular.
5. All salary scales and hourly rates payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 October 2020.

Part-time / hourly paid staff

6. 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

7. 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 effect from 1 October 2020.

On 1 October 2020:

Fixed allowances which are not calculated as a specific percentage or specified proportion of basis salary will be restored to the monetary value as of 31 December 2009.

Note that this measure related solely to fixed allowances which were in payment on 1 January 2010 **and** which were cut by either 5% or 8% under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 **and** which continue to be paid the fixed allowances separate to basic pay.

Any new allowances introduced after 1 January 2010 will not be increased under this circular.

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

8. Payment in respect of overtime for eligible grades rendered on or after 1 October 2020 should be calculated by reference to the revised rates of pay with effect from 1 October 2020.

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

9. 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. Overpayments will be dealt with in accordance with the procedures set out in Circular 0032/2016.

Circulation and Queries

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

Martina Mannion
Principal Officer
ETB Financial/Administrative Personnel
16 September 2020

Tara Carton
Principal Officer
External Staff Relations

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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	01/10/2020	New Entrants 01/10/2020
	€ 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

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

Adult Education Guidance Co-ordinator Allowances

	01/10/2020	New Entrants 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

Adult Education Guidance Information Officers	01/10/2020	New Entrants 01/10/2020
	€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

Buildings Officer	01/10/2020
	€ 66,990
	€ 69,047
	€ 70,028
	€ 72,033
	€ 74,038
	€ 76,040
	€ 78,053
1st Long Service Increment	€ 80,583
2nd Long Service Increment	€ 83,112

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

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

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

Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (OSD)	01/10/2020
	€ 71,490
	€ 75,122
	€ 78,737
	€ 82,366
	€ 85,990
	€ 89,606
	€ 93,835
	€ 98,063
	€ 102,293
	€ 106,521
	€ 110,748

Assistant Principal Officer	01/10/2020
	€70,734
	€72,347
	€73,964
	€75,576
	€77,193
	€78,809
	€80,803
1 st Long Service Increment	€83,187
2 nd Long Service Increment	€85,573

REVISED SALARY SCALES FOR CLERICAL AND ADMINISTRATIVE STAFF IN ETBs

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

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

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

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

Grade III		New entrants
	01/10/2020	01/10/2020
	€ 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

SALARY SCALE FOR TELEPHONIST GRADE IN CDET B

Telephonist	01/10/2020	New Entrants 01/10/2020
	€ 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

Director	01/10/2020
	€ 79,175
	€ 81,364
	€ 83,977
1st Long Service Increment (after 3 yrs on Max.)	€ 86,949
2nd Long Service Increment (after 6 yrs on Max.)	€ 89,922

Head of Operations (Asst. Director)	01/10/2020
	€ 72,582
	€ 74,776
	€ 76,974
	€ 79,175
1st Long Service Increment (after 3 yrs on Max.)	€ 81,977
2nd Long Service Increment after 6 yrs on Max.)	€ 84,779

Development Officer	01/10/2020
	€ 63,272
	€ 64,722
	€ 66,161
	€ 67,612
	€ 69,056
	€ 69,441
	€ 70,844
	€ 72,265
1st Long Service Increment (after 3 yrs on Max.)	€ 74,585
2nd Long Service Increment (after 6 yrs on Max.)	€ 76,907

Liaison Officer	01/10/2020
	€ 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

Youth Worker	01/10/2020	New Entrants 01/10/2020
	€ 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

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

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

Category I	01/10/2020
	€113,463
	€117,207
	€120,939
	€125,446
	€129,916
	€133,690
	€137,478

Category II	01/10/2020
	€108,221
	€111,787
	€115,331
	€119,559
	€123,766
	€127,338
	€130,907

Category III	01/10/2020
	€97,152
	€100,632
	€104,114
	€107,614
	€111,098
	€114,580
	€118,065
	€121,550

Category IV	01/10/2020
	€94,658
	€98,296
	€101,927
	€105,569
	€109,194
	€112,843
	€116,438

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 01/10/2020 Non PPC	C.E.O. CDETБ 01/10/2020 PPC
	€ 128,324	€ 135,079
	€ 134,055	€ 141,218
	€ 140,477	€ 147,870
	€ 146,796	€ 154,521

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

Adult Education Officer

Adult Education Officer	01/10/2020
	€ 53,323
	€ 55,775
	€ 58,228
	€ 60,679
	€ 63,130
	€ 65,579
	€ 68,033
	€ 69,423
	€ 71,806
	€ 74,189
	€ 76,576
	€ 78,961
	€ 82,540

8. Outdoor Education Centres

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

Instructor		New Entrants
	01/10/2020	01/10/2020
	€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

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

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

Saturday Premium	01/10/2020
	€16.10

Sleepover Allowance	01/10/2020
	€46.80

9. Scales for former SOLAS employees who transferred to ETBs

	01/10/2020
Grade 06D	€69,012
	€71,506
	€73,987
	€76,476
	€78,960
	€80,392
1 st Long Service Increment	€82,899
2 nd Long Service Increment	€85,415

	01/10/2020	01/10/2020
	Contributory	Non Contributory
Grade 06X	€68,954	€66,605
Grade 06B (non-contributory)	€71,675	€69,250
	€74,513	€70,920
	€77,184	€73,458
	€79,833	€75,974
	€82,473	€78,481
	€84,020	€79,952
	€84,210	€80,132
1 st Long Service Increment	€86,843	€82,633
2 nd Long Service Increment	€89,479	€85,138

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

	01/10/2020	01/10/2020
	Standard	Higher
Grade 08(D,E,X) (Contributory)	€38,963	€42,130
X Std	€40,718	€43,495
D/E Higher	€42,130	€44,925
	€43,495	€46,292
	€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	

	01/10/2020	01/10/2020
	Standard	Higher
Grade 08(B,C) (non-contributory)	€37,107	€40,118
B- Standard	€38,774	€41,413
C-Higher	€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	

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

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

	01/10/2020	01/10/2020
	Standard	Higher
Grade 09 (X &D) (Contributory)	€34,333	€37,837
X – Standard	€36,392	€39,453
D- Higher	€37,837	€40,815
	€39,453	€42,173
	€40,815	€43,557
	€42,173	€44,884
	€43,557	€46,183
	€44,884	€47,511
	€46,183	€48,827
	€47,511	€50,105
	€48,827	€51,386
	€50,105	€52,603
	€51,386	€53,527
	€52,603	€55,368
	€53,527	€56,651
		€57,931

		€59,212
1 st Long Service Increment	€55,368	
2 nd Long Service Increment	€57,211	

	01/10/2020
	Standard
Grade 09B Standard (non-contributory)	€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

	01/10/2020	01/10/2020
	Standard	Higher
Grade 10 (X&E) (Contributory)	€30,398	€33,868
X-Std	€32,537	€35,412
E-Higher	€33,868	€36,706
	€35,412	€38,053
	€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	

	01/10/2020	01/10/2020
	Standard	Higher
Grade 10 (D&F) (non-contributory)	€28,932	€32,429
D – Standard	€31,295	€34,061
F – Higher	€32,429	€34,963
	€34,061	€36,243
	€34,963	€37,531
	€36,243	€38,724
	€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	

	01/10/2020
Grade 10B	€27,465
New Entrant	€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

	01/10/2020	01/10/2020
	Standard	Higher
Grade 11 (G&H) (Contributory)	€26,604	€27,401
G-Std	€27,401	€28,577
H- Higher	€28,577	€29,750
	€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	

	01/10/2020	01/10/2020
	Standard	Higher
Grade 11 (A&J) (Contributory)	€31,321	€32,249
A Std	€32,249	€33,334
J Higher	€33,334	€34,248
	€34,248	€35,434
	€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	

	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

	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

	01/10/2020
	Higher
Grade 11L	€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

	01/10/2020
Grade 13X (Contributory)	€28,371
(General Assistant)	€29,197
	€30,611
LSI 1	€31,308
2 nd Long Service Increment	€32,423
	01/10/2020
Career Grade staff (Contributory)	€40,666
	€41,880
	€43,109
	€44,323
	€45,458
	€46,607
	€47,652
	€48,582
	€50,105
	€51,386
	€52,603
	€53,527
	€54,750
	€56,165
	€57,555
	€58,473
	€60,567
1 st Long Service Increment	€62,662
2 nd Long Service Increment	€64,701

	01/10/2020
Career Grade staff (Non-contributory)	€38,724
	€39,880
	€41,046
	€42,200
	€43,278
	€44,368
	€45,363
	€46,246
	€47,692
	€48,908
	€50,066
	€50,943
	€52,104
	€53,449
	€54,769

	€55,642
	€57,631
1 st Long Service Increment	€59,621
2 nd Long Service Increment	€61,558

10. Craftsmen

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

Craftsman	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	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	01/10/2020	New Entrants 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 CDETB -- Where agreement was reached on productivity on special £18.87 (£22.64 - Foreman)Craftsman's Analogue award under PCW

Foreman Craftsman	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. GO / Caretaker Grades

PAY OF CARETAKERS IN ETBs

OUTSIDE THE DUBLIN AREA (INCLUDING CORK CITY POST 1989)

Caretaker	01/10/2020	New Entrants 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

	01/10/2020	New Entrants 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	01/10/2020	New Entrants 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)**

	01/10/2020	New Entrants 01/10/2020
Caretaker		
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
(Non members of Pension Scheme)**

	01/10/2020	New Entrants 01/10/2020
Attendant		
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

CARETAKERS / GENERAL OPERATIVE	01/10/2020	New Entrants 01/10/2020
	€ 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

Senior Caretaker Allowance	€ 76.19
Junior Caretaker Allowance	€ 29.70

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

GENERAL OPERATIVE	01/10/2020	New Entrants 01/10/2020
	€ 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

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

	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

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

Caretaker/Cleaning Supervisor	01/10/2020
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)**

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

CDET B TRUCK DRIVER - inclusive of GO Analogue Award

	01/10/2020	New Entrants 01/10/2020
TRUCK DRIVER	€ 617.88	€ 563.70
(G.O. RELATED)	€ 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

	01/10/2020	New Entrants 01/10/2020
STOREMAN/STOREKEEPER	€ 646.51	€ 592.68
(G.O. RELATED)	€ 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

01/09/2019

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

12. Psychologists Co. Dublin and City of Dublin ETBs

	01/10/2020	New entrants 01/10/2020
Psychologist	€ 61,178	€ 55,166
	€ 63,788	€ 58,681
	€ 66,378	€ 61,178
	€ 68,954	€ 63,788
	€ 71,084	€ 66,378
	€ 75,876	€ 68,954
	€ 80,208	€ 71,084
	€ 84,598	€ 75,876
	€ 88,166	€ 80,208
		€ 84,598
		€ 88,165
1 st Long Service Increment	€ 90,928	€ 90,928
2 nd Long Service Increment	€ 93,692	€ 93,692

	01/10/2020
Senior Psychologist	€ 85,605
	€ 87,579
	€ 89,570
	€ 91,544
	€ 93,510
	€ 94,260
1 st Long Service Increment	€ 97,209
2 nd Long Service Increment	€ 100,158

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

Technicians	01/10/2020	New Entrants 01/10/2020
Scale A	€37,226	€33,935
This scale applies to those who opted not to join 1977 Superannuation Scheme	€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	01/10/2020	New Entrants 01/10/2020
Scale B	€37,583	€33,930
This scale applies to those who have joined 1977 Superannuation Scheme	€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)

Youth Officer ETBs	01/10/2020	New Entrants 01/10/2020
	€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 Pay Scales

Co-ordinator	01/10/2020
	€ 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

Resource Person	01/10/2020	New Entrants 01/10/2020
	€ 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	01/10/2020
Degree /tch.recognition	€ 3,168
Diploma	€ 2,117
Certificate	€ 1,056

16. BTEI Adult Educator Pay Scale

BTEI Adult Educator	01/10/2020	New Entrants 01/10/2020
	€ 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
	2 nd Long Service Increment	€ 57,157

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

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.”.