



**Circular 0066/2020**

**To: The Higher Education Authority for dissemination to all Institutes of Technological University Dublin, all Institutes of Technology, the National University of Ireland, the Royal Irish Academy, Mary Immaculate College of Education, the National College of Art and Design and St. Angela's College**

**Public Service Stability Agreement 2013 – 2020 and the Public Service Pay and Pensions Act 2017 – Application of revised rates of salary with effect from 1 October 2020**

1. The Minister for Education and Skills and the Minister for Further and Higher Education, Research, Innovation and Science wishes to inform of the application of revised rates of salary 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 Increase 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.
4. Increased salary scales with effect from 1 October 2020 are attached at Appendix 1 of this Circular as follows:
  - Institutes of Technology and Dublin Institute of Technology = Page 6 - 19
  - Mary Immaculate = Page 19 - 22
  - National College of Art and Design = Page 22 - 26
  - St. Angela's College of Home Economics = Page 26 – 29

**The National University of Ireland and Royal Irish Academy are also advised that annual basic salaries are to be increased on the same basis.**

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 All salary scales and hourly rates payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 October 2020.



### **Premium Rates of Pay and Allowances (including Fixed Allowance Restoration)**

6. Premium rates of pay payable in respect of or subsequent to 1 October 2020 which are calculated as specific percentage or specified proportion of basis salary should be calculated by reference to the revised rates of pay with effect from 1 October 2020.
7. Allowances which are calculated as a specific percentage or specified portion of basic pay will be recalculated 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 basic salary will be restored to their monetary value as of 31 December 2009.

Note that this measure relates 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 as 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 with effect from 30 November 2015 - Recovery of Overpayments**

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 to this Circular.

### **Anomalies**

10. Where the operation of the increases set out in this Circular results in the basic salary of a public servant being higher than the basic salary applicable to the next immediate point on the pay scale (or any higher point), this should be notified to the Department so that the anomaly can be addressed.

### **Off-Scale Salaries**

11. The restoration of Haddington Road Agreement/ FEMPI Act 2013 pay reductions set out above should only be applied to staff on an off-scale salary where that salary was subject to the Haddington Road Agreement/ FEMPI Act 2013 pay reductions.
12. Any queries regarding anomalies identified or other matters in relation to this Circular should be forwarded by email to [esr@education.gov.ie](mailto:esr@education.gov.ie).
13. I would be grateful if you could bring this letter to the attention of the Institutes of Technology and the Dublin Institute of Technology in order to allow them the maximum time to prepare for these changes.

Tara Carton  
Principal Officer  
External Staff Relations  
16 September 2020

## **APPENDIX 1**

### **ATTENDANTS IN IOTs OUTSIDE THE DUBLIN AREA INCLUDING CORK CITY (POST 1989)** (Where productivity measures under PCW have been agreed)

	<b>1/10/2020</b>	<b>New Entrants 1/10/2020</b>
<b>Attendant</b>		
<b>On Recruitment</b>	€ 605.77	€ 552.71
<b>after 6 months</b>	€ 609.08	€ 565.87
<b>after 1½ years</b>	€ 612.16	€ 605.77
<b>after 2½ years</b>	€ 613.92	€ 609.08
<b>after 3½ years</b>	€ 615.75	€ 612.16
<b>after 4½ years</b>	€ 617.48	€ 613.92
<b>after 5½ years</b>	€ 619.30	€ 615.75
<b>after 6½ years</b>	€ 621.11	€ 617.48
<b>after 7½ years</b>	€ 622.97	€ 619.30
<b>after 8½ years</b>	€ 624.91	€ 621.11
<b>after 9½ years</b>	€ 626.84	€ 622.97
<b>after 10½ years</b>	€ 626.84	€ 624.91
<b>after 11½ years</b>	€ 627.57	€ 626.84
		€ 626.84
		€ 627.57

**ATTENDANTS IN IOTs outside the Dublin Area (including  
Cork City Post 1989)**

**Non members of Superannuation Scheme**

**(Where productivity measures under PCW have been  
agreed)**

	<b>1/10/2020</b>	<b>New Entrants 1/10/2020</b>
<b>Attendant</b>		
<b>On Recruitment</b>	€ 605.23	€ 552.21
<b>after 6 months</b>	€ 608.56	€ 565.40
<b>after 1½ years</b>	€ 611.66	€ 605.23
<b>after 2½ years</b>	€ 613.39	€ 608.56
<b>after 3½ years</b>	€ 615.21	€ 611.66
<b>after 4½ years</b>	€ 617.01	€ 613.39
<b>after 5½ years</b>	€ 618.73	€ 615.21
<b>after 6½ years</b>	€ 620.62	€ 617.01
<b>after 7½ years</b>	€ 622.45	€ 618.73
<b>after 8½ years</b>	€ 624.37	€ 620.62
<b>after 9½ years</b>	€ 626.29	€ 622.45
<b>after 10½ years</b>	€ 628.29	€ 624.37
<b>after 11½ years</b>	€ 628.29	€ 626.29
		€ 628.29
		€ 628.29

**CARETAKERS IN IOTs Outside the Dublin Area Including Cork City (Post 1989)**  
**(Where productivity measures under PCW have been agreed)**

	<b>1/10/2020</b>	<b>New entrants 1/10/20</b>
<b>Caretaker / Cleaning Supervisor</b>		
<b>On Recruitment</b>	€621.57	€567.07
<b>after 6 months</b>	€624.88	€580.15
<b>after 1½ years</b>	€628.01	€621.57
<b>after 2½ years</b>	€628.01	€624.88
<b>after 3½ years</b>	€628.26	€628.01
<b>after 4½ years</b>	€630.05	€628.01
<b>after 5½ years</b>	€631.79	€628.26
<b>after 6½ years</b>	€633.67	€630.05
<b>after 7½ years</b>	€635.47	€631.79
<b>after 8½ years</b>	€637.35	€633.67
<b>after 9½ years</b>	€639.33	€635.47
<b>after 10½ years</b>	€641.31	€637.35
<b>after 11½ years</b>	€643.16	€639.33
		€641.31
		€643.16

**CARETAKERS IN IOTs outside the Dublin Area including Cork City (post 1989)**  
**Non - members of the Superannuation Scheme**  
**(Where productivity measures under PCW have been agreed)**

	<b>1/10/2020</b>	<b>New entrants 1/10/20</b>
<b>Caretaker / Cleaning Supervisor</b>		
On Recruitment	€ 621.01	€ 566.56
after 6 months	€ 624.34	€ 579.68
after 1½ years	€ 627.49	€ 621.01
after 2½ years	€ 627.49	€ 624.34
after 3½ years	€ 627.79	€ 627.49
after 4½ years	€ 629.52	€ 627.49
after 5½ years	€ 631.28	€ 627.79
after 6½ years	€ 633.13	€ 629.52
after 7½ years	€ 634.97	€ 631.28
after 8½ years	€ 636.83	€ 633.13
after 9½ years	€ 638.79	€ 634.97
after 10½ years	€ 640.76	€ 636.83
after 11½ years	€ 642.64	€ 638.79
		€ 640.76
		€ 642.64

**CARETAKERS IN IOTs outside the Dublin area including Cork City (post 1989)**  
**(Where productivity measures under PCW have not been agreed)**

	<b>01/10/2020</b>
<b>Caretaker / Cleaning Supervisor</b>	
On Recruitment	€ 560.61
after 6 months	€ 564.16
after 1½ years	€ 567.42
after 2½ years	€ 569.22
after 3½ years	€ 571.01
after 4½ years	€ 572.94
after 5½ years	€ 574.74
after 6½ years	€ 576.65
after 7½ years	€ 578.57
after 8½ years	€ 580.58
after 9½ years	€ 582.62
after 10½ years	€ 584.75
after 11½ years	€ 586.61



**CARETAKERS IN IOTs outside the Dublin area including Cork City (post 1989)**  
**Non members of the Superannuation Scheme**  
**(Where productivity measures under PCW have not been agreed)**

	<b>01/10/2020</b>
<b>Caretaker</b>	
<b>On Recruitment</b>	€ 560.61
<b>after 6 months</b>	€ 564.16
<b>after 1½ years</b>	€ 567.42
<b>after 2½ years</b>	€ 569.22
<b>after 3½ years</b>	€ 571.01
<b>after 4½ years</b>	€ 572.94
<b>after 5½ years</b>	€ 574.74
<b>after 6½ years</b>	€ 576.65
<b>after 7½ years</b>	€ 578.57
<b>after 8½ years</b>	€ 580.58
<b>after 9½ years</b>	€ 582.62
<b>after 10½ years</b>	€ 584.75
<b>after 11½ years</b>	€ 586.61

**REVISED SALARY PAYABLE TO SENIOR CARETAKER**  
**CORK IOT**

	<b>1/10/2020</b>
<b>Senior Caretaker</b>	
<b>On Recruitment</b>	€ 684.70
<b>after 6 months</b>	€ 688.35
<b>after 1½ years</b>	€ 691.82
<b>after 2½ years</b>	€ 693.72
<b>after 3½ years</b>	€ 695.59
<b>after 4½ years</b>	€ 697.59
<b>after 5½ years</b>	€ 699.51
<b>after 6½ years</b>	€ 701.62
<b>after 7½ years</b>	€ 703.62
<b>after 8½ years</b>	€ 705.71
<b>after 9½ years</b>	€ 707.91
<b>after 10½ years</b>	€ 710.11
<b>after 11½ years</b>	€ 712.18



**REVISED SALARY PAYABLE TO CLEANING SUPERVISOR  
CORK IOT (PRE 1989)**

	<b>1/10/2020</b>
<b>Caretaker / Cleaning Supervisor</b>	
<b>On Recruitment</b>	€ 670.28
<b>after 6 months</b>	€ 672.55
<b>after 1½ years</b>	€ 674.81
<b>after 2½ years</b>	€ 677.09
<b>after 3½ years</b>	€ 679.35
<b>after 4½ years</b>	€ 681.60
<b>after 5½ years</b>	€ 683.88
<b>after 6½ years</b>	€ 686.14
<b>after 7½ years</b>	€ 688.40
<b>after 8½ years</b>	€ 690.67
<b>after 9½ years</b>	€ 692.94
<b>after 10½ years</b>	€ 695.21
<b>after 11½ years</b>	€ 697.48

	<b>1/10/2020</b>	<b>New entrants 1/10/20</b>
<b>Full time models employed in IOTs</b>		
	€ 563.08	€ 516.08
	€ 569.24	€ 524.49
	€ 575.32	€ 563.08
		€ 569.24
		€ 575.32

## Salary Scales for Academic Staff in Institutes of Technology Existing Structure

	1/10/2020
<b>College Teacher</b>	
	€40,248
	€41,985
	€43,729
	€45,462
	€47,221
	€48,956
	€50,693
	€52,440
	€54,660
	€56,443
	€58,230
	€60,568
	€62,908
	€64,748
	€68,872
	€69,702

	1/10/2020
<b>Lecturer Scale I</b>	
	€51,474
	€53,923
	€55,925
	€57,955
	€60,499
	€68,142
	€69,310
	€71,480
	€73,647
	€75,817
	€77,994

	1/10/2020
<b>Lecturer Scale II</b>	
	€57,813
	€60,475
	€69,757
	€72,117
	€74,481
	€76,856
	€79,242
	€81,612
	€83,979
	€86,359
	€88,732
<b>Long Service Increments LSI I</b>	€91,150
<b>LSI 2</b>	€93,568

	1/10/2020	1/10/2020 New Entrants
<b>Assistant Lecturer</b>		
	€43,105	€38,900
	€44,804	€41,211
	€46,541	€43,105
	€47,913	€44,804
	€49,302	€46,541
	€50,689	€47,913
	€52,078	€49,302
	€53,451	€50,689
		€52,078
		€53,451

	1/10/2020	1/10/2020 New Entrants
<b>Assistant Lecturer part-time hourly rate</b>		
	€68.42	€61.75

	1/10/2020
<b>Lecturer Grade</b>	
	€57,813
	€60,475
	€69,757
	€72,117
	€74,481
	€76,856
	€79,242
	€81,612
	€83,979
	€86,359
	€88,732

	1/10/2020
<b>Senior Lecturer I (Teaching)</b>	
	€78,351
	€80,929
	€83,496
	€86,081
	€88,650
	€91,219
	€93,800
	€96,365

	1/10/2020
<b>Senior Lecturer II</b>	
	€80,893
	€83,354
	€85,810
	€88,270
	€90,733
	€93,189
	€95,645
	€98,106
	€100,561
	€103,245

	1/10/2020
<b>Senior Lecturer III</b>	
	€86,829
	€89,783
	€92,739
	€95,696
	€98,651
	€101,606
	€104,784
	€107,763
	€110,921

**Salary scale for lecturer redeployed to D.L.I.A.D.T.**

	1/10/2020
<b>Lecturer</b>	
	€54,162
	€63,784
	€67,197
	€69,546
	€72,878
	€76,213
	€79,538
	€82,862
	€86,182

**SALARY SCALES FOR CLERICAL AND ADMINISTRATIVE STAFF  
INSTITUTES OF TECHNOLOGY**

	1/10/20
<b>Grade VII</b>	
	€50,832
	€52,075
	€53,527
	€54,984
	€56,443
	€57,748
	€59,076
	€60,367
	€61,653
<b>1st Long Service Increment</b>	€63,863

<b>2nd Long Service Increment</b>	€66,083
	1/10/20
<b>Grade VI</b>	
	€48,541
	€49,711
	€51,124
	€53,779
	€55,364
<b>1st Long Service Increment</b>	€57,336
<b>2nd Long Service Increment</b>	€59,320

	1/10/20
<b>Grade V</b>	
	€ 43,633
	€ 45,021
	€ 46,409
	€ 47,798
	€ 49,186
<b>1st Long Service Increment</b>	€ 50,794
<b>2nd Long Service Increment</b>	€ 52,401

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



	1/10/2020	New entrants 1/10/20
<b>Grade III</b>		
	€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 Scales for Senior Grades in IOTs and DIT

	1/10/2020
<b>IOT President Level I* - Cork, Galway/Mayo and Waterford</b>	€ 165,826
<b>IOT President Level II* - Presidents of other IOTs</b>	€ 160,712

## FORMER DUBLIN INSTITUTE OF TECHNOLOGY

	1/10/2020
<b>President*</b>	€200,598
<b>Directors*</b>	€154,521

\* Includes addition of 1/19th to allow for superannuation contribution

	1/10/2020
<b>Registrar, Secretary/Financial Controller in Cork, Waterford, Galway/Mayo, Limerick Athlone, Sligo, Dundalk and Carlow Institutes of Technology</b>	
	€95,248
	€98,498
	€101,747
	€104,999
	€108,249
	€111,497
	€115,001
	€118,275
	€121,749

	1/10/2020
<b>Registrar, Secretary/Financial Controller in other Institutes of Technology</b>	
	€91,878
	€95,013
	€98,140
	€101,274
	€104,410
	€107,545
	€110,914
	€114,068
	€117,416

	1/10/2020
<b>Head of Development in Cork, Waterford Galway/Mayo, Limerick, Athlone, Sligo and Dundalk Institutes of Technology</b>	
	€95,248
	€98,498
	€101,747
	€104,999
	€108,249
	€111,497
	€115,001
	€118,275

	€121,749
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	1/10/2020
<b>Head of Development in other Institutes of Technology</b>	
	€ 91,878
	€ 95,013
	€ 98,140
	€ 101,274
	€ 104,410
	€ 107,545
	€ 110,914
	€ 114,068
	€ 117,416

**Revised salary scales for Management Grades in Institutes of Technology (Excluding former DIT)**

	1/10/20
<b>Senior Management Grades (formerly A.P. related)</b>	
	€74,570
	€77,093
	€79,615
	€82,142
	€84,670
	€87,191
	€89,911
	€92,454
	€95,150

	Rate 1/10/20	Hourly Rate 1/10/20	New Entrant 1/10/20	New Entrant Hourly Rate 1/10/20
<b>Institutes of Technology Nurse</b>				
	€55,195	27.12 €	€49,781	24.46 €
	€56,466	27.75 €	€52,630	25.86 €
	€57,698	28.35 €	€55,195	27.12 €
	€58,940	28.96 €	€56,466	27.75 €
	€60,336	29.65 €	€57,698	28.35 €
	€61,634	30.29 €	€58,940	28.96 €

			€60,336	29.65 €
			€61,634	30.29 €

	1/10/2020
<b>Maintenance Supervisor Cork Institute of Technology</b>	
	€45,158
	€45,667
	€45,912
	€46,184
	€46,434
	€46,570
	€46,696
	€46,830
	€46,960
	€47,170
	€47,332
	€47,723

#### CRAFTSMEN IN FORMER DIT/IOT

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

	1/10/20	New entrants 1/10/20
-		
Craftsman		
On Recruitment	689.21 €	€628.34
after 6 months	694.33 €	€649.24
after 1½ years	699.43 €	€689.21
after 2½ years	704.56 €	€694.33
after 3½ years	709.66 €	€699.43
after 4½ years	714.78 €	€704.56
after 5½ years	719.86 €	€709.66
after 6½ years	724.98 €	€714.78
after 7½ years	730.10 €	€719.86
after 8½ years		€724.98
after 9½ years		€730.10
after 10½ years		

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

	1/10/2020
Foreman Craftsman	
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 FORMER DIT / IOTs -- Where agreement was reached on productivity re £18.87 per week Craftsman Analogue award under Clause 2(iii) of PCW (effective 1/7/97)

	1/10/2020	New entrants 1/10/20
Craftsman		
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
after 10½ years		

**ASSISTANT FOREMAN CRAFTSMAN IN IOT**

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

	01/10/2020
<b>Foreman Craftsman</b>	
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

**Dublin Institute of Technology****HIGHER ORDER ATTENDANT (INSTITUTE OF TECHNOLOGY) SCALE**

	1/10/20	New entrants 1/10/20
<b>HIGHER ORDER ATTENDANT</b>	€ 525.61	€ 475.11
	€ 525.92	€ 500.71
	€ 536.09	€ 525.61
	€ 551.75	€ 525.92
	€ 571.22	€ 536.09
	€ 605.20	€ 551.75
	€ 628.17	€ 571.21
	€ 629.45	€ 605.19
	€ 631.29	€ 628.18
	€ 632.96	€ 629.44
	€ 634.67	€ 631.29
	€ 636.61	€ 632.96
	€ 638.44	€ 634.66
	€ 640.17	€ 636.62
	€ 642.04	€ 638.44
	€ 644.03	€ 640.16
	€ 646.58	€ 642.04
	€ 649.02	€ 644.04
	€ 651.54	€ 646.58
		€ 649.01

		€ 651.54
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### New Structure - Technicians in DIT and Institutes of Technology

Scales for Technicians represented by SIPTU who did not receive 2½% increase w.e.f. 1/9/08

	1/10/20	New entrants 1/10/20
<b>Technician Grade</b>		
	€ 34,104	€ 31,264
	€ 34,726	€ 32,722
	€ 35,703	€ 34,104
	€ 36,711	€ 34,726
	€ 37,747	€ 35,703
	€ 38,731	€ 36,711
	€ 41,063	€ 37,747
		€ 38,731
		€ 41,063
	€ 43,537	€ 43,537
Max	€ 45,336	€ 45,336

	1/10/20
<b>Technical Officer Scale A</b>	€ 36,364
	€ 37,392
	€ 38,363
	€ 40,669
	€ 43,164
	€ 44,951
	€ 46,815
	€ 48,641
	€ 50,477
	€ 52,796
	€ 54,642
	€ 56,640
	€ 58,639
	€ 60,587
LSI - payable after three years service on the maximum of the scale	€ 61,861
<b>Scale A applies to those who opted not to join 1977 Superannuation Scheme</b>	

	01/10/2020
<b>Technical Officer Scale B</b>	
	€ 36,711
	€ 37,747
	€ 38,731
	€ 41,063
	€ 43,537
	€ 45,336
	€ 47,208
	€ 49,064
	€ 50,918
	€ 53,256
	€ 55,118
	€ 57,138
	€ 59,154
	€ 61,125
LSI - payable after three years service on the maximum of the scale	€ 62,409
<b>Scale B applies to those who have joined 1977 Superannuation Scheme</b>	

	1/10/20
<b>Senior Technical Officer Grade</b>	
Scale A	€56,640
	€58,639
	€60,587
	€61,861
	€63,060
	€64,285
	€65,533
	€66,807
	€68,106



	1/10/2020
<b>Senior Technical Officer Grade</b>	
Scale B	€57,138
	€59,154
	€61,125
	€62,409
	€63,620
	€64,856
	€66,116
	€67,402
	€68,712

**NEW STRUCTURE - TECHNICIANS IN FORMER DIT AND INSTITUTES OF TECHNOLOGY**  
**(Scales incorporating 2½% increase for Technicians represented by UNITE with effect from 1/9/2012)**

**NEW STRUCTURE - TECHNICIANS IN DIT AND INSTITUTES OF TECHNOLOGY**  
**(Scales incorporating 2½% increase for Technicians represented by UNITE with effect from 1/9/2012)**

	1/10/20	New entrants 1/10/20
<b>Technician Grade</b>		
	€ 34,595	€ 31,701
	€ 35,568	€ 33,347
	€ 36,570	€ 34,595
	€ 37,603	€ 35,568
	€ 38,665	€ 36,570
	€ 39,672	€ 37,603
	€ 42,063	€ 38,665
		€ 39,672
		€ 42,063
	€ 44,599	€ 44,599
Max	€ 46,443	€ 46,443

	<b>1/10/2020</b>
<b>Technical Officer Scale A</b>	
	€ 37,246
	€ 38,300
	€ 39,296
	€ 41,659
	€ 44,216
	€ 46,048
	€ 47,959
	€ 49,831
	€ 51,713
	€ 54,090
	€ 55,982
	€ 58,030
	€ 60,078
	€ 62,075
LSI - payable after three years service on the maximum of the scale	€ 63,381
<b>Scale A applies to those who opted not to join 1977 Superannuation Scheme</b>	

	<b>1/10/2020</b>
<b>Technical Officer Scale B</b>	
	€37,603
	€38,665
	€39,672
	€42,063
	€44,599
	€46,443
	€48,362
	€50,264
	€52,164
	€54,561
	€56,470
	€58,540
	€60,606
	€62,627
LSI - payable after three years service on the maximum of the scale	€63,943

Scale B applies to those who have joined 1977  
Superannuation Scheme

	1/10/20
<b>Senior Technical Officer Grade Scale A</b>	
	€58,030
	€60,078
	€62,075
	€63,381
	€64,610
	€65,865
	€67,145
	€68,451
	€69,782

	1/10/2020
<b>Senior Technical Officer Grade Scale B</b>	
	€58,540
	€60,606
	€62,627
	€63,943
	€65,184
	€66,450
	€67,742
	€69,060
	€69,345

#### **CRAFT ASSISTANT WATERFORD IOT**

	1/10/2020
<b>Craft Assistant Waterford IOT</b>	
Scale A	€43,431
	€44,601
	€45,843
	€48,772
	€50,654
	€52,731
	€54,862
LSI - payable after three years service on the maximum of the scale	€56,180
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/10/2020
<b>Craft Assistant Waterford IOT</b>	
Scale B	€43,807
	€44,983
	€46,231
	€49,194
	€51,100
	€53,192
	€55,343
LSI - payable after three years service on the maximum of the scale	€56,671
Scale B applies to those who have joined 1977 Superannuation Scheme	

	1/10/2020
<b>College Librarian</b>	
	€ 74,570
	€ 77,093
	€ 79,615
	€ 82,142
	€ 84,670
	€ 87,191
	€ 89,911
	€ 92,454
	€ 95,150

	1/10/2020
<b>Careers Officer, Institutes of Technology</b>	
	€50,689
	€52,078
	€53,452
	€54,844
	€56,232
	€57,622
	€59,012
	€60,401
	€61,789
	€63,180
	€64,570

	€65,959
	€66,808

**Technical Assistants IOTs (formerly Higher Order Attendants)**

	1/10/2020
<b>Technical Assistant I</b>	
	€35,881
	€36,198
	€36,516
	€36,834
	€37,151

	1/10/2020
<b>Technical Assistant II</b>	
	€37,747
	€38,731
	€41,063
	€42,122

	1/10/2020	New Entrants 1/10/20
<b>Student Counsellor</b>		
	€58,211	€52,496
	€60,689	€55,834
	€63,152	€58,211
	€65,597	€60,689
	€68,672	€63,152
	€72,215	€65,597
	€76,328	€68,672
	€80,497	€72,215
	€83,891	€76,328
		€80,497
		€83,891
Long Service Increment 1	€86,514	€86,514
Long Service Increment 2	€89,137	€89,137

	1/10/2020
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<b>Student Counsellor (Senior) in Dublin Institute of Technology</b>	
	€82,944
	€84,849
	€86,775
	€88,687
	€90,590
	€91,317
Long Service Increment 1	€94,173
Long Service Increment 2	€97,029

**COLLEGE OF CATERING, CATHAL BRUGH STREET**  
**Cafeteria Staff**

	1/10/20
<b>House Keeper Cafeteria Supervisor</b>	
	€ 38,490
	€ 40,582
	€ 42,095
	€ 43,633
LSI 1	€ 45,046
LSI 2	€ 46,466

	1/10/20	New entrants 1/10/20
<b>Assistant Cafeteria Supervisor</b>		
	€35,338	€32,219
	€36,942	€34,050
	€38,490	€35,338
	€40,582	€36,942
	€42,095	€38,490
		€40,582
		€42,095

	1/10/20	New entrants 1/10/20
<b>Storekeeper</b>		
	€38,490	€34,747
	€40,582	€37,311
	€42,095	€38,489
	€43,633	€40,582
	€45,046	€42,095
	€46,466	€43,633
		€45,046
		€46,466

## INSTITUTES OF TECHNOLOGY & DIT

### DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT

#### Non members of contributory pension scheme

General Operative inclusive of analogue Award

to: DIT/DLIADT/IT Tallaght/IT Blanchardstown

	1/10/20	New entrants 1/10/20
<b>GENERAL OPERATIVE</b>		
	€ 593.56	€ 536.27
	€ 598.16	€ 550.04
	€ 600.05	€ 593.55
	€ 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
		€ 612.34
		€ 614.86



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

General Operative inclusive of analogue Award

to: DIT/DLIADT/IT Tallaght/IT Blanchardstown

	<b>1/10/20</b>	<b>New entrants 1/10/20</b>
<b>GENERAL OPERATIVE</b>		
	€ 594.11	€ 536.76
	€ 598.72	€ 550.52
	€ 600.61	€ 594.10
	€ 602.47	€ 598.72
	€ 604.20	€ 600.61
	€ 604.20	€ 602.47
	€ 604.20	€ 604.19
	€ 604.20	€ 604.19
	€ 605.80	€ 604.19
	€ 607.77	€ 604.19
	€ 610.36	€ 605.80
	€ 612.86	€ 607.77
	€ 615.36	€ 610.35
		€ 612.86
		€ 615.35

	<b>1/10/20</b>	<b>New entrants 1/10/20</b>
<b>NIGHTWATCHMAN</b>		
<b>(G.O. RELATED)</b>	€ 600.61	€ 542.61
	€ 602.42	€ 554.38
	€ 604.20	€ 600.61
	€ 604.20	€ 602.42
	€ 604.20	€ 604.21
	€ 604.20	€ 604.21
	€ 605.81	€ 604.21
	€ 607.77	€ 604.21
	€ 610.36	€ 605.80
	€ 612.86	€ 607.78
	€ 615.36	€ 610.36
	€ 617.88	€ 612.86
	€ 620.40	€ 615.37
		€ 617.88

		€ 620.40
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	1/10/20	New entrants 1/10/20
<b>STOREMAN/STOREKEEPER (G.O. RELATED)</b>		
	€608.49	€555.18
	€626.10	€587.99
	€635.90	€608.49
	€647.54	€626.10
	€652.74	€635.90
	€664.38	€647.55
	€675.88	€652.74
		€664.38
		€675.88

#### DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL

	1/10/20	New entrants 1/10/20
<b>COOKS</b>		
	€ 577.11	€ 521.45
	€ 582.04	€ 541.55
	€ 587.02	€ 577.11
	€ 591.92	€ 582.04
	€ 596.97	€ 587.02
	€ 601.93	€ 591.92
	€ 601.93	€ 596.97
	€ 605.84	€ 601.93
	€ 610.72	€ 601.93
		€ 605.84
		€ 610.72

	1/10/20	New entrants 1/10/20
<b>TRUCK DRIVER (G.O. RELATED)</b>		
	€581.30	€525.23
	€585.78	€538.98
	€587.81	€581.30
	€589.36	€585.78
	€591.21	€587.81
	€593.27	€589.36
	€595.18	€591.21
	€597.31	€593.27
	€599.03	€595.18
	€601.12	€597.31
	€603.64	€599.03
	€603.64	€601.12
	€603.64	€603.64
		€603.64
		€603.64

	1/10/2020
<b>Laboratory Assistants Former DIT</b>	
<b>Lab Assistant 1</b>	
	€35,881
	€36,198
	€36,516
	€36,834
	€37,151
<b>Lab Assistant 2</b>	1/10/2020
	€37,747
	€38,731
	€41,063
	€42,122

<b>FORMER DIT Library Staff</b>	1/10/20
<b>Faculty Librarian</b>	
	€57,813
	€60,475
	€69,757
	€72,117
	€74,481
	€76,856
	€79,243
	€81,611
	€83,979
	€86,359
	€88,732

	1/10/20
<b>Senior Librarian</b>	
	€78,351
	€80,929
	€83,496
	€86,080
	€88,650
	€91,218
	€93,799
	€96,365

#### REVISED SALARY SCALES FOR OFFICER GRADES IN D.I.T.

	1/10/2020
<b>Principal Officer</b>	
	€86,528
	€89,793
	€93,058
	€96,322
	€99,589
<b>LSI 1</b>	€102,632
<b>LSI 2</b>	€105,784

	1/10/20
<b>Assistant Principal Officer</b>	
	€74,570
	€77,093
	€79,615
	€82,142
	€84,670
	€87,191
	€89,911
	€92,454
	€95,150

#### TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE

	1/10/2020
<b>Chief Executive</b>	
	€108,221
	€111,785
	€115,331
	€119,560
	€123,764
	€127,325
	€130,894

<b>Programme Manager</b>	1/10/2020
	€85,170
	€87,153
	€89,135
	€91,114
	€93,097
	€95,077
	€97,056
	€99,255
	€101,455
	€103,878

	1/10/2020	New entrants 1/10/20
<b>Programme Specialist</b>		
	€57,893	€52,209
	€59,911	€55,841
	€61,928	€57,893
	€63,945	€59,911
	€65,966	€61,928
	€67,980	€63,945
	€68,938	€65,966
	€70,912	€67,980
	€72,879	€68,938
	€75,055	€70,912
	€77,238	€72,879
	€79,417	€75,055
	€81,817	€77,238
	€84,218	€79,417
	€86,615	€81,817
		€84,218
		€86,615

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

	1/10/2020	New Entrants 1/10/20
<b>Grade III Administration</b>		
	€26,483	€24,602
	€27,288	€26,218
	€28,460	€26,616
	€29,637	€27,425
	€30,815	€28,603
	€31,668	€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
		€36,969
		€39,087
<b>Long Service Increment</b>	€40,590	€40,590

	1/10/20
<b>Knowledge Resource Centre Manager Client Services Manager Finance Officer Computer Services Manager</b>	
	€ 74,570
	€ 77,093
	€ 79,615
	€ 82,142
	€ 84,670
	€ 87,191
	€ 89,911
	€ 92,454
	€ 95,150

	1/10/2020	New Entrants 1/10/20
<b>Technician</b>		
	€36,609	€37,342
	€37,643	€38,396
	€38,626	€39,398
	€40,950	€41,769
	€43,414	€44,282
	€45,209	€46,113
	€46,958	€47,897
	€48,578	€49,550
	€50,191	€51,195
	€52,001	€53,041
	€53,749	€54,824
	€55,537	€56,648
	€57,304	€58,450
	€59,133	€60,316
<b>LSI Payable after 3 years on max of scale</b>	€60,276	€61,482

	1/10/2020	New Entrants 1/10/20
<b>Caretaker</b>		
On recruitment	€621.57	€567.07
after 6 months	€624.88	€580.15
after 1½ years	€628.01	€621.57
after 2½ years	€628.01	€624.88
after 3½ years	€628.26	€628.01
after 4½ years	€630.05	€628.01
after 5½ years	€631.79	€628.26
after 6½ years	€633.67	€630.05
after 7½ years	€635.47	€631.79
after 8½ years	€637.34	€633.67
after 9½ years	€639.32	€635.47
after 10½ years	€641.30	€637.34
after 11½ years	€643.16	€639.32
		€641.30
		€643.16



	01/10/2020
<b>Placement Administrator</b>	
	€43,633
	€45,021
	€46,409
	€47,798
	€49,186
1st Long Service Increment	€50,794
2nd Long Service Increment	€52,401

	01/10/2020
<b>Project Accountant - Grade VII</b>	
	€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

**HOTEL & CATERING COLLEGE, KILLYBEGS, CO.DONEGAL.**

	1/10/20	New entrants 1/10/20
<b>SUPERVISORS</b>		
	€ 607.33	€ 554.11
After two years service on point 1		€ 607.33

	1/10/2020	New entrants 1/10/20
<b>Production Chef/Co-ordinator</b>		
	€38,869	€35,088
	€40,571	€37,401
	€42,307	€38,869
	€43,681	€40,571
	€45,065	€42,307
	€46,454	€43,681
	€47,842	€45,065
	€49,221	€46,454
		€47,842
		€49,221

	1/10/20	New entrants 1/10/20
<b>Technicians</b>		
<b>Scale A</b>		
	€ 35,528	€ 32,391
	€ 36,871	€ 34,364
	€ 38,074	€ 35,528
	€ 39,250	€ 36,871
	€ 41,438	€ 38,074
	€ 42,949	€ 39,250
	€ 44,432	€ 41,438
	€ 45,955	€ 42,949
	€ 47,474	€ 44,432
	€ 49,187	€ 45,955
	€ 50,831	€ 47,474
	€ 52,522	€ 49,187
	€ 54,189	€ 50,831
	€ 55,909	€ 52,522
		€ 54,189
		€ 55,909
<b>LSI - payable after three years service on the maximum of the scale</b>	€ 56,993	€ 56,993
Scale A applies to those who opted not to join 1977 Superannuation Scheme		

	1/10/20	New entrants 1/10/20
<b>Technicians</b>		
<b>Scale B</b>	€35,868	€32,700
	€37,226	€34,695
	€38,443	€35,868
	€39,628	€37,226
	€41,797	€38,443
	€43,318	€39,628
	€44,805	€41,797
	€46,352	€43,318
	€47,890	€44,805
	€49,609	€46,352
	€51,276	€47,890
	€52,981	€49,609
	€54,661	€51,276
	€56,407	€52,981
		€54,661
		€56,407
<b>LSI - payable after three years' service on the maximum of the scale</b>	€57,493	€57,493

## MARY IMMACULATE COLLEGE OF EDUCATION

	1/10/2020
<b>President</b>	
	€153,860

	1/10/2020
<b>Registrar and Bursar</b>	
	€99,895
	€103,066
	€106,207
	€109,346
	€112,493
	€115,635
	€118,774

	1/10/2020
<b>Head of Education Department</b>	
	€ 95,021
	€ 98,034
	€ 101,017
	€ 103,994
	€ 106,987
	€ 109,970
	€ 112,952

	1/10/2020
<b>Senior Lecturer 9</b>	
	€72,486
	€75,258
	€78,037
	€80,826
	€83,587
	€86,374
	€89,152
	€91,931
	€94,704

	1/10/2020
<b>Librarian</b>	
	€72,486
	€75,258
	€78,037
	€80,826
	€83,587
	€86,374
	€89,152

	1/10/2020
<b>Lecturer</b>	
	€54,161
	€63,784
	€67,197
	€69,546
	€72,878
	€76,216
	€79,539
	€82,861
	€86,182

	1/10/2020	New Entrants 1/10/20
<b>Assistant Lecturer</b>		
	€50,261	€45,341
	€53,476	€48,234
	€56,780	€50,261
	€62,253	€53,475
	€69,360	€56,780
	€72,365	€62,253
	€75,362	€69,360
	€78,374	€72,365
	€81,365	€75,362
		€78,374
		€81,365

	1/10/2020	New Entrants 1/10/20
<b>Assistant Librarian</b>		
	€ 47,956	€ 43,266
	€ 49,864	€ 45,850
	€ 51,790	€ 47,956
	€ 53,694	€ 49,864
	€ 55,702	€ 51,790
	€ 57,624	€ 53,694
		€ 55,702
		€ 57,624

	1/10/2020	New Entrants 1/1/20
<b>Library Assistant</b>		
	€26,483	€24,119
	€27,288	€25,704
	€28,460	€26,094
	€29,638	€26,887
	€30,815	€28,042
	€31,668	€29,202
	€32,799	€30,362
	€33,927	€31,202
	€34,725	€32,156
	€35,845	€33,262
	€36,969	€34,044
	€39,086	€35,142
		€36,244
		€38,320
LSI	€40,590	€39,794

	1/10/2020
<b>Senior Library Assistant</b>	
	€31,513
	€33,509
	€35,338
	€36,943
	€38,490
	€40,582
	€42,096
	€43,627
1st LSI	€45,046
2nd LSI	€46,466

	1/10/2020	1/10/20 grossed up scale	New entrants 1/10/20	New entrants 1/10/20 Grossed up scale
<b>Executive Officer</b>				
	€30,384	€31,608	€27,453	€28,840
	€32,255	€33,689	€29,427	€30,884
	€33,977	€35,665	€30,384	€31,608
	€35,655	€37,436	€32,255	€33,689
	€37,282	€39,148	€33,977	€35,665
	€38,903	€40,854	€35,655	€37,436
	€40,490	€42,524	€37,282	€39,148
	€42,093	€44,212	€38,903	€40,854
	€43,654	€45,854	€40,490	€42,524
	€45,261	€47,545	€42,093	€44,212
	€46,328	€48,666	€43,654	€45,854
			€45,261	€47,545
			€46,328	€48,666
Long Service Increment - after 3 yrs on max				
Personal Points	€47,837	€50,260	€47,837	€50,260
Serving staff on max for less than 6 years (1)	€47,837	€50,260	€47,837	€50,260
Serving staff on max for 6 years or more (2)	€49,350	€51,850	€49,350	€51,850

	1/10/20	1/10/20 grossed up scale
<b>Higher Executive Officer</b>		
	€47,446	€49,846
	€48,829	€51,303
	€50,211	€52,757
	€51,594	€54,210
	€52,977	€55,668
	€54,360	€57,123
	€55,743	€58,577
Long Service Increment - after 3 yrs on max		
Personal Points	€57,736	€60,679
Serving staff on max for less than 6 years (1)	€57,736	€60,679
Serving staff on max for 6 years or more (2)	€59,727	€62,775

	1/10/2020
<b>Staff Officer</b>	
	€36,071
	€37,564
	€38,909
	€40,119
	€41,335
	€42,559
	€43,788
	€44,967
LSI 1	€46,086
LSI2	€47,542



	1/01/2020	1/1/20 grossed up scale	New entrants 1/1/20	New entrants 1/1/20 Grossed up scale
<b>Clerical Officer</b>				
	€475.85	€499.84	€439.84	€461.92
	€497.08	€514.81	€468.52	€492.13
	€511.05	€536.90	€475.85	€499.84
	€532.03	€558.97	€497.08	€514.81
	€553.00	€581.03	€511.05	€536.90
	€574.01	€597.09	€532.03	€558.97
	€589.03	€615.28	€553.00	€581.03
	€609.37	€636.42	€571.15	€639.60
	€626.49	€651.29	€586.10	€654.55
	€640.36	€672.23	€606.34	€675.59
	€660.13	€693.04	€626.49	€696.50
	€690.90	€725.47	€640.36	€729.09
			€660.13	
			€690.90	
<b>L.S.I. 1</b>	€715.17	€750.96	€715.17	€754.71
<b>L.S.I. 2</b>	€726.31	€762.67	€726.30	€766.48

	1/10/2020
<b>Senior Technical Officer</b>	
	€ 49,735
	€ 51,827
	€ 54,035
	€ 56,309
	€ 58,660
LSI	€ 59,883

	1/10/2020	New entrants 1/10/20
<b>General Operatives &amp; Cleaner Grades</b>		
On Recruitment	€603.00	€544.76
After 0.5 Years	€603.00	€557.86
After 1.5 Years	€603.43	€602.99
After 2.5 Years	€605.16	€602.99
After 3.5 Years	€607.07	€603.43
After 4.5 Years	€608.79	€605.16
After 5.5 Years	€610.50	€607.08
After 6.5 Years	€612.30	€608.79
After 7.5 Years	€614.13	€610.50
After 8.5 Years	€616.05	€612.30
After 9.5 Years	€617.91	€614.13
After 10.5 Years	€619.87	€616.05
After 11.5 Years	€621.75	€617.91
		€619.88
		€621.75

	1/10/2020	New entrants 1/10/20
<b>Buildings Maintenance Manager</b>		
	€50,832	€45,855
	€52,075	€48,282
	€53,527	€50,832
	€54,984	€52,075
	€56,443	€53,527
	€57,743	€54,984
	€59,076	€56,443
	€60,367	€57,743
	€61,653	€59,076
		€60,367
		€61,653
LSI 1	€63,863	€63,863
LSI 2	€66,083	€66,083

	1/10/2020	New entrants 1/10/20
<b>Analyst Programmer 1</b>		
	€39,868	€35,987
	€41,199	€38,406
	€42,555	€39,868
	€43,912	€41,199
	€45,269	€42,555
	€46,623	€43,912
	€48,865	€45,269
	€50,754	€46,623
		€48,865
		€50,754

	1/10/2020
<b>Analyst Programmer 2</b>	
	€46,797
	€48,228
	€49,652
	€51,049
	€52,459
	€53,856
	€56,175
	€58,294
	€60,469

	1/10/20
<b>Analyst Programmer 3</b>	
	€55,561
	€65,436
	€68,944
	€71,332
	€74,756
	€78,178
	€81,590
	€85,001
	€88,412



	1/10/2020
<b>Assistant Principal Officer</b>	
	€ 69,012
	€ 71,507
	€ 73,987
	€ 76,476
	€ 78,960
	€ 80,392
LSI	€ 82,900
LSI	€ 85,415

	1/10/2020
<b>Senior Executive Officer in the President's Office</b>	
	€50,832
	€52,075
	€53,527
	€54,984
	€56,443
	€57,748
	€59,076
	€60,367
	€61,653
Long Service Increment	€63,863
Long Service Increment	€66,083

	1/10/2020
<b>Tradesperson</b>	
On recruitment	€727.16
after 0.5 years	€732.25
after 1.5 years	€737.36
after 2.5 years	€742.47
after 3.5 years	€747.58
after 4.5 years	€752.70
after 5.5 years	€757.82
after 6.5 years	€762.93
after 7.5 years	€768.03

**NATIONAL COLLEGE OF ART AND DESIGN**

	1/10/2020
<b>Director</b>	
	€ 154,488

	1/10/20
<b>Head of Faculty</b>	
	€95,023
	€98,034
	€101,017
	€103,994
	€106,987
	€109,970
	€112,952

	1/10/20
<b>Head of Department</b>	
	€72,487
	€75,258
	€78,038
	€80,826
	€83,587
	€86,374
	€89,153
	€91,931
	€94,704

	1/10/20
<b>Finance Officer</b>	
	€ 60,751
	€ 63,548
	€ 73,266
	€ 75,751
	€ 78,245
	€ 80,746
	€ 83,250
	€ 85,746
	€ 88,235
	€ 90,736
	€ 93,239

	1/10/2020
<b>Lecturer</b>	
	€54,161
	€63,784
	€67,197
	€69,546
	€72,878
	€76,216
	€79,539
	€82,861
	€86,182

	1/10/20	New entrants 1/10/20
<b>Assistant Lecturer</b>		
	€44,994	€40,601
	€46,769	€43,013
	€48,581	€44,994
	€50,022	€46,769
	€51,479	€48,581
	€52,924	€50,022
	€54,380	€51,479
	€55,818	€52,924
		€54,380
		€55,818

	1/10/2020
<b>Grade VII</b>	
	€50,832
	€52,075
	€53,527
	€54,984
	€56,443
	€57,748
	€59,076
	€60,367
	€61,653
LSI 1	€63,863
LSI 2	€66,083





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

	01/10/2020
Grade V (Senior Clerk)	
	€43,633
	€45,021
	€46,409
	€47,798
	€49,186
LSI 1	€50,794
LSI 2	€52,401

	1/10/20
Grade IV	
	€ 31,513
	€ 33,507
	€ 35,338
	€ 36,942
	€ 38,490
	€ 40,582
	€ 42,095
	€ 43,633
LSI 1	€ 45,046
LSI 2	€ 46,466

	<b>1/10/20</b>	<b>New entrants 1/10/20</b>
<b>Grade III (Clerical Officer)</b>		
	€ 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
<b>LSI</b>	€ 40,590	€ 40,590

	<b>1/10/20</b>	<b>New entrants 1/10/20</b>
<b>Grade II (Clerk Typist)</b>		
	€ 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
		€ 36,969
		€ 39,088

	<b>1/10/20</b>
<b>Senior Library Assistant</b>	
	<b>€ 31,513</b>
	<b>€ 33,507</b>
	<b>€ 35,338</b>
	<b>€ 36,942</b>
	<b>€ 38,490</b>
	<b>€ 40,582</b>
	<b>€ 42,095</b>
	<b>€ 43,633</b>

	<b>1/10/2020</b>	<b>New entrants 1/10/20</b>
<b>Building Officer</b>		
	€48,541	€43,793
	€49,711	€46,490
	€51,124	€48,541
	€53,779	€49,711
	€55,364	€51,124
		€53,779
		€55,364
LSI 1	€57,336	€57,336
LSI 2	€59,320	€59,320

	1/10/20	New entrants 1/10/20
<b>General Operative</b>		
	€ 595.10	€ 537.64
	€ 599.68	€ 551.39
	€ 601.56	€ 595.10
	€ 603.37	€ 599.68
	€ 605.18	€ 601.56
	€ 605.18	€ 603.37
	€ 605.18	€ 605.18
	€ 605.18	€ 605.18
	€ 606.77	€ 605.18
	€ 608.71	€ 605.18
	€ 611.26	€ 606.77
	€ 613.85	€ 608.71
	€ 616.30	€ 611.26
		€ 613.85
		€ 616.30

	1/10/2020
<b>Head Attendant</b> (Grossing up to be applied in College to take account of pension contributions)	
	€31,430
	€31,620
	€32,134
	€32,824
	€33,221
	€33,673
	€33,915
	€34,251
<b>LSI 1</b>	€35,263
<b>LSI 2</b>	€36,552

	1/10/20
<b>Senior Attendant</b> (Grossing up to be applied in College to take account of pension contributions)	
	€551.87
	€562.09
	€576.32
	€588.12
	€599.98
	€605.72
	€617.22
LSI 1	€632.83
LSI 2	€649.76

	1/10/20
<b>Head Attendant</b>	
	€ 31,430
	€ 31,620
	€ 32,134
	€ 32,824
	€ 33,221
	€ 33,673
	€ 33,915
	€ 34,251
LSI 1	€ 35,263
LSI 2	€ 36,552

	1/10/20	New Entrants 1/10/20
<b>Attendant</b> (Grossing up to be applied in College to take account of pension contributions)		
	€470.40	€470.40
	€470.40	€470.40
	€470.40	€470.40
	€490.95	€470.40
	€507.77	€470.40
	€524.56	€490.95
	€531.36	€507.77
	€547.92	€524.56
	€573.96	€531.36
	€581.06	€547.92
		€573.96
		€581.06
LSI 1	€598.74	€598.74
LSI 2	€614.89	€614.89

	1/10/20	New Entrants 1/10/20
<b>Technical Officer</b>		
	€42,812	€38,637
	€44,585	€41,055
	€46,412	€42,812
	€48,297	€44,585
	€50,162	€46,412
		€48,297
		€50,162

	1/10/2020
<b>Senior Technical Officer</b>	
	€52,924.6
	€54,829.4
	€56,823.2
	€58,858.2
	€60,936.3
LSI	€62,208.4

	1/10/2020
<b>Assistant Librarian</b> (scale on a personal to holder basis)	

	€60,753
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	1/10/2020	1/10/20 Higher	1/10/20 PPC	1/10/20 PPC Higher
<b>Head of HR</b>				
	€84,752	€91,004	€89,071	€95,661
	€88,230	€94,648	€92,738	€99,489
	€91,689	€98,305	€96,377	€103,338
	€95,176	€101,949	€100,012	€107,177
	€98,113	€105,062	€103,136	€110,452
LSI 1	€101,160	€108,343	€106,343	€113,901
LSI 2	€104,202	€111,619	€109,547	€117,352

#### ST. ANGELA'S COLLEGE OF EDUCATION FOR HOME ECONOMICS

	1/10/2020
<b>Principal</b>	
	€85,043
	€87,768
	€90,474
	€93,194
	€95,896
	€98,617
	€101,328
	€104,049
	€106,759
	€109,470
	€112,181

	1/10/2020
<b>Senior Lecturer</b>	
	€72,490
	€75,258
	€78,041
	€80,825
	€83,588
	€86,372
	€89,152
	€91,931
	€94,704

	1/10/2020	New Entrants 1/10/20
<b>Lecturer</b>		
	€54,162	€48,852
	€63,784	€57,512
	€67,197	€63,784
	€69,546	€67,197
	€72,879	€69,546
	€76,214	€72,879
	€79,538	€76,214
	€82,862	€79,538
	€86,182	€82,862
		€86,182

	1/10/20
<b>Librarian</b>	
	€45,931
	€47,765
	€49,599
	€51,428
	€53,346
	€55,180

	1/10/20	New Entrants 1/10/20
<b>Library Assistant</b>		
	€24,628	€23,508
	€25,795	€24,375
	€26,964	€24,628
	€27,737	€25,795
	€28,888	€26,964
	€30,032	€27,737
	€31,184	€28,888
	€32,003	€30,032
	€32,954	€31,184
	€34,056	€32,003
	€34,821	€32,954
	€35,912	€34,056
	€37,004	€34,821
	€38,095	€35,912
		€37,004
		€38,095



	01/10/2020
<b>Bursar</b>	
	€47,684
	€49,073
	€50,462
	€51,852
	€53,241
	€54,632
	€56,022
after 3 years satisfactory service at the maximum	€58,025
after 6 years satisfactory service at the maximum	€60,026

	1/10/20	New Entrants 1/10/20
<b>Secretary to President</b>		
	€33,689	€30,884
	€35,665	€32,679
	€37,436	€33,689
	€39,148	€35,665
	€40,854	€37,436
	€42,524	€39,148
	€44,212	€40,854
	€45,854	€42,524
	€47,545	€44,212
	€48,666	€45,854
		€47,545
		€48,666
LSI (After 3 years on maximum)	€50,260	€50,260
LSI (After 6 years on maximum)	€51,850	€51,850

	1/10/20	New Entrants 1/10/20
<b>Technical Officer</b>		
	€40,191	€36,277
	€43,075	€38,873
	€45,100	€40,191
	€47,119	€43,075
	€49,318	€45,100
	€50,501	€47,119
		€49,318
		€50,501

	1/10/20
<b>Catering Supervisor</b>	
	€34,726
	€35,845
	€36,969
maximum	€39,087
LSI after 3 years satisfactory service at max.	€40,590

	1/10/20	New Entrants 1/10/20
<b>Cooks</b>		
	€ 568.78	€521.28
		€568.78

	01/10/2020	New Entrants 01/10/20
<b>Home Economics Assistant</b>		
	€605.77	€552.70
	€609.08	€565.86
	€612.15	€605.77
	€613.92	€609.08
	€615.75	€612.15
	€617.47	€613.92
	€619.29	€615.75
	€621.10	€617.47
	€622.96	€619.29
	€624.90	€621.10
	€626.84	€622.96
	€626.84	€624.90
	€627.56	€626.84
		€626.84
		€627.56

	1/10/20
<b>Permanent Wholetime Secretary</b>	
	€26,616
	€27,425
	€28,603
	€29,785
	€30,969
	€31,826
	€32,799
	€33,926
	€34,726
	€35,845
	€36,969
	€39,087
	€39,087
	€39,087
Long Service Increment	€40,590

	1/10/20	New Entrants 1/10/20
<b>Maintenance Post</b>		
On recruitment	€592.76	€535.54
after 6 months	€596.23	€549.22
after 1½years	€599.52	€592.76
after 2½years	€601.34	€596.23
after 3½years	€603.21	€599.52
after 4½years	€605.11	€601.34
after 5½years	€605.11	€603.21
after 6½years	€605.11	€605.11
after 7½years	€605.11	€605.11
after 8½years	€606.77	€605.11
after 9½years	€608.78	€605.11
after 10½years	€610.82	€606.77
after 11½years	€612.66	€608.78
		€610.82
		€612.66

	1/10/2020	New Entrants 1/10/20
<b>Domestics</b>		
	€486.96	€470.39
		€486.98

## **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.”.