



Circular Letter 0042/2019

To: The Higher Education Authority for dissemination to 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 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017

1. The Minister for Education and Skills wishes to inform employers of the application of salary increases with effect from 1 September 2019
2. 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.
3. With the advent of the Technological Universities Act 2017 and the creation of Technological University Dublin, references to DIT should be taken as references to relevant staff who were previously employed in DIT and are now employed in TU Dublin

Salary Restoration with effect from 1 September 2019

4. Under the terms of the Public Service Stability Agreement 2018 – 2020, whole-time annual basic scale salaries are increased by 1.75% with effect from 1 September 2019.
5. Increased pay scales with effect from 1 September 2019 are set out at Appendix 2 of this Circular as follows:
 - Institutes of Technology and former Dublin Institute of Technology = Page 5 - 36
 - Mary Immaculate College of Education = Page 36 - 43
 - National College of Art and Design = Page 44 - 50
 - St Angela's College of Education = Page 50 - 54

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

Allowances

6. 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 September 2019. Fixed allowances are not affected.

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

7. 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 1.

Anomalies

8. 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

9. 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.

Circulation and Queries

10. Any queries regarding anomalies identified or other matters in relation to this Circular should be forwarded by email to esr@education.gov.ie.
11. Please ensure that the content of this Circular is brought to the attention of all relevant staff in your employment including those on leave of absence.

Tara Carton
Principal Officer
External Staff Relations
02 August 2019

APPENDIX 1

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.”.

Appendix 2

ATTENDANTS IN IOTs OUTSIDE THE DUBLIN AREA INCLUDING CORK CITY (POST 1989)

(Where productivity measures under PCW have been agreed)

	1/9/2019	New Entrants 1/9/2019
Attendant		
On Recruitment	€ 590.94	€ 539.17
after 6 months	€ 594.17	€ 552.01
after 1½ years	€ 597.17	€ 590.94
after 2½ years	€ 598.89	€ 594.17
after 3½ years	€ 600.68	€ 597.17
after 4½ years	€ 602.36	€ 598.89
after 5½ years	€ 604.13	€ 600.68
after 6½ years	€ 605.90	€ 602.36
after 7½ years	€ 607.71	€ 604.13
after 8½ years	€ 609.60	€ 605.90
after 9½ years	€ 611.49	€ 607.71
after 10½ years	€ 613.41	€ 609.60
after 11½ years	€ 615.26	€ 611.49
		€ 613.41
		€ 615.26

ATTENDANTS 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)

	1/9/2019	New Entrants 1/9/2019
Attendant		
On Recruitment	€ 590.41	€ 538.69
after 6 months	€ 593.66	€ 551.55
after 1½ years	€ 596.68	€ 590.41
after 2½ years	€ 598.37	€ 593.66
after 3½ years	€ 600.15	€ 596.68
after 4½ years	€ 601.90	€ 598.37
after 5½ years	€ 603.58	€ 600.15
after 6½ years	€ 605.42	€ 601.90
after 7½ years	€ 607.21	€ 603.58
after 8½ years	€ 609.09	€ 605.42
after 9½ years	€ 610.95	€ 607.21
after 10½ years	€ 612.90	€ 609.09

after 11½ years	€ 614.80	€ 610.95
		€ 612.90
		€ 614.80

CARETAKERS IN IOTs OUTSIDE THE DUBLIN AREA INCLUDING CORK CITY (POST 1989)

(Where productivity measures under PCW have been agreed)

	1/9/2019	New Entrants 1/9/2019
Caretaker / Cleaning Supervisor		
On Recruitment	€ 606.36	€ 553.19
after 6 months	€ 609.58	€ 565.95
after 1½ years	€ 612.63	€ 606.36
after 2½ years	€ 614.31	€ 609.58
after 3½ years	€ 615.95	€ 612.63
after 4½ years	€ 617.70	€ 614.31
after 5½ years	€ 619.40	€ 615.95
after 6½ years	€ 621.25	€ 617.70
after 7½ years	€ 623.01	€ 619.40
after 8½ years	€ 624.85	€ 621.25
after 9½ years	€ 626.79	€ 623.01
after 10½ years	€ 628.73	€ 624.85
after 11½ years	€ 630.55	€ 626.79
		€ 628.73
		€ 630.55

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)**

	1/9/2019	New Entrants 1/9/2019
Caretaker / Cleaning Supervisor		
On Recruitment	€ 605.81	€ 552.68
after 6 months	€ 609.05	€ 565.49
after 1½ years	€ 612.13	€ 605.81
after 2½ years	€ 613.78	€ 609.05
after 3½ years	€ 615.48	€ 612.13
after 4½ years	€ 617.18	€ 613.78
after 5½ years	€ 618.90	€ 615.48
after 6½ years	€ 620.72	€ 617.18
after 7½ years	€ 622.52	€ 618.90
after 8½ years	€ 624.34	€ 620.72

after 9½ years	€ 626.26	€ 622.52
after 10½ years	€ 628.19	€ 624.34
after 11½ years	€ 630.04	€ 626.26
		€ 628.19
		€ 630.04

CARETAKERS IN IOTs OUTSIDE THE DUBLIN AREA INCLUDING CORK CITY (POST 1989)

(Where productivity measures under PCW have not been agreed)

	1/9/2019
Caretaker / Cleaning Supervisor	
On Recruitment	€ 546.89
after 6 months	€ 550.35
after 1½ years	€ 553.52
after 2½ years	€ 555.28
after 3½ years	€ 557.02
after 4½ years	€ 558.91
after 5½ years	€ 560.66
after 6½ years	€ 562.53
after 7½ years	€ 564.41
after 8½ years	€ 566.37
after 9½ years	€ 568.36
after 10½ years	€ 570.43
after 11½ years	€ 572.25

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)

	1/9/2019
Caretaker	
On Recruitment	€ 546.89
after 6 months	€ 550.35
after 1½ years	€ 553.52
after 2½ years	€ 555.28
after 3½ years	€ 557.02
after 4½ years	€ 558.91
after 5½ years	€ 560.66
after 6½ years	€ 562.53
after 7½ years	€ 564.41
after 8½ years	€ 566.37
after 9½ years	€ 568.36
after 10½ years	€ 570.43
after 11½ years	€ 572.25

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

	1/9/2019
Senior Caretaker	
On Recruitment	€ 671.27
after 6 months	€ 674.86
after 1½ years	€ 678.26
after 2½ years	€ 680.12
after 3½ years	€ 681.95
after 4½ years	€ 683.91
after 5½ years	€ 685.80
after 6½ years	€ 687.86
after 7½ years	€ 689.83
after 8½ years	€ 691.87
after 9½ years	€ 694.03
after 10½ years	€ 696.19
after 11½ years	€ 698.22

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

	1/9/2019
Caretaker / Cleaning Supervisor	
On Recruitment	€ 657.14
after 6 months	€ 659.36
after 1½ years	€ 661.58
after 2½ years	€ 663.81
after 3½ years	€ 666.03
after 4½ years	€ 668.24
after 5½ years	€ 670.47
after 6½ years	€ 672.69
after 7½ years	€ 674.90
after 8½ years	€ 677.13
after 9½ years	€ 679.35
after 10½ years	€ 681.58
after 11½ years	€ 683.80

	1/9/2019	New Entrants 1/9/2019
Full time models employed in IOTs		
	€ 549.29	€ 503.44
	€ 555.31	€ 511.64
	€ 561.23	€ 549.29
		€ 555.31
		€ 561.23

**SALARY SCALES FOR ACADEMIC STAFF IN INSTITUTES OF TECHNOLOGY
EXISTING STRUCTURE**

	1/9/2019
College Teacher	
	€39,459
	€41,162
	€42,871
	€44,571
	€46,295
	€47,997
	€49,699
	€51,412
	€53,588
	€55,337
	€57,088
	€59,380
	€61,674
	€63,478
	€67,521
	€68,336

	1/9/2019
Lecturer Scale 1	
	€50,465
	€52,865
	€54,829
	€56,819
	€59,312
	€66,806
	€67,951
	€70,078
	€72,203
	€74,331
	€76,465

	1/9/2019
Lecturer Scale 2	
	€56,680

	€59,289
	€68,390
	€70,703
	€73,021
	€75,349
	€77,689
	€80,012
	€82,332
	€84,666
	€86,992
	€89,362
	€91,733

	1/9/2019	New Entrants 1/9/2019
Assistant Lecturer		
	€42,260	€38,138
	€43,926	€40,403
	€45,628	€42,260
	€46,973	€43,926
	€48,335	€45,628
	€49,695	€46,973
	€51,056	€48,335
	€52,403	€49,695
		€51,056
		€52,403

	1/9/2019	New Entrants 1/9/2019
Assistant Lecturer Part-time hourly rate		
	€ 67.08	€ 60.54

	1/9/2019
Lecturer Grade	
	€56,680
	€59,289
	€68,390
	€70,703
	€73,021
	€75,349
	€77,689
	€80,012
	€82,332
	€84,666
	€86,992

	1/9/2019
Senior Lecturer 1 (Teaching)	
	€76,815
	€79,342
	€81,859
	€84,393
	€86,912
	€89,430
	€91,960
	€94,475

	1/9/2019
Senior Lecturer II	
	€79,307
	€81,720
	€84,127
	€86,539
	€88,954
	€91,362
	€93,770
	€96,183
	€98,589
	€101,221

	1/9/2019
Senior Lecturer III	
	€85,127
	€88,022
	€90,920
	€93,819
	€96,716
	€99,613
	€102,729
	€105,650
	€108,746

SALARY SCALE FOR LECTURER REDEPLOYED TO D.L.I.A.D.T.

	1/9/2019
Lecturer	
	€53,100
	€62,533
	€65,879
	€68,182
	€71,449
	€74,719
	€77,978

	€81,237
	€84,492

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

	1/9/2019
Grade VII	
	€ 49,835
	€ 51,053
	€ 52,477
	€ 53,906
	€ 55,337
	€ 56,615
	€ 57,917
	€ 59,184
	€ 60,444
1st Long Service Increment	€ 62,611
2nd Long Service Increment	€ 64,787

	1/9/2019
Grade VI	
	€ 47,589
	€ 48,736
	€ 50,121
	€ 52,724
	€ 54,278
1st Long Service Increment	€ 56,212
2nd Long Service Increment	€ 58,157

	1/9/2019
Grade V	
	€ 42,777
	€ 44,138
	€ 45,499
	€ 46,861
	€ 48,221
1st Long Service Increment	€ 49,798
2nd Long Service Increment	€ 51,373

	1/9/2019
Grade IV	
	€ 30,741
	€ 32,850
	€ 34,645
	€ 36,218
	€ 37,735
	€ 39,787

	€ 41,270
	€ 42,777
1st Long Service Increment	€ 44,163
2nd Long Service Increment	€ 45,555

	1/9/2019	New Entrants 1/9/2019
Grade III		
	€ 25,964	€ 23,999
	€ 26,753	€ 25,576
	€ 27,902	€ 25,964
	€ 29,056	€ 26,753
	€ 30,211	€ 27,902
	€ 31,047	€ 29,056
	€ 32,156	€ 30,211
	€ 33,261	€ 31,047
	€ 34,045	€ 32,156
	€ 35,142	€ 33,261
	€ 36,244	€ 34,045
	€ 38,321	€ 35,142
	€ 38,321	€ 36,244
	€ 38,321	€ 38,321
		€ 38,321
		€ 38,321
	€ 39,794	€ 39,794

SALARY SCALES FOR SENIOR GRADES IN IOTs AND FORMER DIT

	1/9/2019
IOT President Level I* - Cork, Galway/Mayo and Waterford	
	€ 162,575
IOT President Level II* - Presidents of other IOTs	
	€ 157,561

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

FORMER DUBLIN INSTITUTE OF TECHNOLOGY

	1/9/2019
President*	
	€ 196,665
Directors*	
	€ 151,492

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

	1/9/2019
Registrar, Secretary/Financial Controller in Cork, Waterford, Galway/Mayo, Limerick Athlone, Sligo, Dundalk and Carlow Institutes of Technology	
	€ 93,380
	€ 96,566
	€ 99,752
	€ 102,940
	€ 106,127
	€ 109,311
	€ 112,746
	€ 115,956
	€ 119,362

	1/9/2019
Registrar, Secretary/Financial Controller in other Institutes of Technology	
	€ 90,077
	€ 93,150
	€ 96,216
	€ 99,288
	€ 102,363
	€ 105,436
	€ 108,739
	€ 111,831
	€ 115,114

	1/9/2019
Head of Development in Cork, Waterford Galway/Mayo, Limerick, Athlone, Sligo and Dundalk Institutes of Technology	
	€ 93,380
	€ 96,566
	€ 99,752
	€ 102,940
	€ 106,127
	€ 109,311
	€ 112,746
	€ 115,956
	€ 119,362

	1/9/2019
Head of Development in other Institutes of Technology	
	€ 90,077
	€ 93,150
	€ 96,216
	€ 99,288
	€ 102,363
	€ 105,436
	€ 108,739
	€ 111,831
	€ 115,114

REVISED SALARY SCALES FOR MANAGEMENT GRADES IN INSTITUTES OF TECHNOLOGY (EXCLUDING FORMER DIT)

	1/9/2019
Senior Management Grades (formerly A.P. related)	
	€ 73,108
	€ 75,581
	€ 78,054
	€ 80,532
	€ 83,010
	€ 85,482
	€ 88,148
	€ 90,641
	€ 93,285

	1/9/2019	New Entrants 1/9/2019	1/9/2019	New Entrants 1/9/2019
Institutes of Technology				
Nurse				
	Annual	Annual	Hourly	Hourly
	€54,113	€48,805	€26.59	€23.98
	€55,359	€51,598	€27.20	€25.36
	€56,567	€54,113	€27.80	€26.59
	€57,784	€55,359	€28.39	€27.20
	€59,153	€56,567	€29.07	€27.80
	€60,425	€57,784	€29.69	€28.39
		€59,153		€29.07
		€60,425		€29.69

	1/9/2019
Maintenance Supervisor Cork Institute of Technology	
	€ 44,272
	€ 44,772
	€ 45,012
	€ 45,278
	€ 45,523
	€ 45,657
	€ 45,781
	€ 45,912
	€ 46,039
	€ 46,245
	€ 46,404
	€ 46,787

CRAFTSMEN IN FORMER DIT/IOT

(Where agreement was reached on productivity re special £6.81 Craftsmen Analogue Award under PCW)

	1/9/2019	New Entrants 1/9/2019
Craftsman		
On Recruitment	€675.70	€616.02
after 6 months	€680.72	€636.51
after 1½ years	€685.72	€675.70
after 2½ years	€690.74	€680.72
after 3½ years	€695.74	€685.72
after 4½ years	€700.76	€690.74
after 5½ years	€705.75	€695.74
after 6½ years	€710.77	€700.76
after 7½ years	€715.78	€705.75
after 8½ years		€710.77
after 9½ years		€715.78
after 10½ years		

FOREMAN CRAFTSMAN IN FORMER DIT/IOT

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

	1/9/2019
Foreman Craftsman	
On Recruitment	€803.84
after 6 months	€813.39
after 1½ years	€818.03
after 2½ years	€823.13
after 3½ years	€827.83

after 4½ years	€830.42
after 5½ years	€832.79
after 6½ years	€835.23
after 7½ years	€837.74
after 8½ years	€841.63
after 9½ years	€844.69
after 10½ years	€852.01

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))

	1/9/2019	New Entrants 1/9/2019
Craftsman		
On Recruitment	€712.84	€643.55
after 6 months	€717.87	€663.88
after 1½ years	€722.89	€712.84
after 2½ years	€727.91	€717.87
after 3½ years	€732.91	€722.89
after 4½ years	€737.93	€727.91
after 5½ years	€742.96	€732.91
after 6½ years	€747.95	€737.93
after 7½ years	€752.97	€742.96
after 8½ years		€747.95
after 9½ years		€752.97
after 10½ years		

ASSISTANT FOREMAN CRAFTSMAN IN IOT

	1/9/2019
Red circled specifically in relation to named members of staff in Sligo, Letterkenny and Cork	
On Recruitment	€797.63
after 6 months	€806.55
after 1½ years	€810.90
after 2½ years	€815.66
after 3½ years	€820.10
after 4½ years	€822.51
after 5½ years	€824.74
after 6½ years	€827.08
after 7½ years	€829.42
after 8½ years	€833.07
after 9½ years	€835.89
after 10½ years	€842.73

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

	1/9/2019
Foreman Craftsman	
On Recruitment	€848.45
after 6 months	€858.01
after 1½ years	€862.59
after 2½ years	€867.72
after 3½ years	€872.46
after 4½ years	€874.99
after 5½ years	€877.35
after 6½ years	€879.85
after 7½ years	€882.27
after 8½ years	€886.21
after 9½ years	€889.32
after 10½ years	€896.64

	1/9/2019	New Entrants 1/9/2019
Higher Order Attendant		
	€ 512.74	€ 463.48
	€ 513.04	€ 488.45
	€ 522.96	€ 512.74
	€ 538.24	€ 513.04
	€ 557.23	€ 522.96
	€ 590.38	€ 538.24
	€ 612.79	€ 557.22
	€ 617.10	€ 590.38
	€ 618.91	€ 612.79
	€ 620.55	€ 617.10
	€ 622.22	€ 618.91
	€ 624.13	€ 620.55
	€ 625.93	€ 622.22
	€ 627.62	€ 624.14
	€ 629.46	€ 625.92
	€ 631.41	€ 627.61
	€ 633.90	€ 629.45
	€ 636.30	€ 631.41
	€ 638.77	€ 633.90
		€ 636.29
		€ 638.76

NEW STRUCTURE - TECHNICIANS IN FORMER DIT AND INSTITUTES OF TECHNOLOGY
(Scales for Technicians represented by SIPTU who did not receive 2½% increase w.e.f. 1/9/08)

	1/9/2019	New Entrants 1/9/2019
Technician Grade		
	€ 33,436	€ 30,498
	€ 34,045	€ 31,921
	€ 35,003	€ 33,436
	€ 35,991	€ 34,045
	€ 37,007	€ 35,003
	€ 37,971	€ 35,991
	€ 40,258	€ 37,007
		€ 37,971
		€ 40,258
	€ 42,683	€ 42,683
Max	€ 44,447	€ 44,447

	1/9/2019
Technical Officer Scale A	
	€ 35,651
	€ 36,659
	€ 37,611
	€ 39,871
	€ 42,318
	€ 44,070
	€ 45,897
	€ 47,687
	€ 49,488
	€ 51,761
	€ 53,571
	€ 55,530
	€ 57,489
	€ 59,399
LSI - payable after three years service on the maximum of the scale	€ 60,648
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/9/2019
Technical Officer Scale b	
	€ 35,991
	€ 37,007
	€ 37,971
	€ 40,258
	€ 42,683
	€ 44,447
	€ 46,283
	€ 48,102
	€ 49,920
	€ 52,211
	€ 54,038
	€ 56,017
	€ 57,994
	€ 59,927
LSI - payable after three years service on the maximum of the scale	€ 61,185
Scale B applies to those who joined 1977 Superannuation Scheme	

	1/9/2019
Senior Technical Officer Grade Scale A	
	€ 55,530
	€ 57,489
	€ 59,399
	€ 60,648
	€ 61,824
	€ 63,024
	€ 64,248
	€ 65,497
	€ 66,770
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/9/2019
Senior Technical Officer Grade Scale B	
	€ 56,017
	€ 57,994
	€ 59,927
	€ 61,185
	€ 62,372
	€ 63,584
	€ 64,819
	€ 66,080
	€ 67,365
Scale B applies to those who have joined 1977 Superannuation Scheme	

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)

	1/9/2019	New Entrants 1/9/2019
Technician Grade		
	€ 33,917	€ 30,925
	€ 34,870	€ 32,693
	€ 35,853	€ 33,917
	€ 36,865	€ 34,870
	€ 37,906	€ 35,853
	€ 38,894	€ 36,865
	€ 41,239	€ 37,906
		€ 38,894
		€ 41,239
	€ 43,724	€ 43,724
Max	€ 45,532	€ 45,532

	1/9/2019
Technical Officer Scale A	
	€ 36,516
	€ 37,549
	€ 38,525
	€ 40,842
	€ 43,349
	€ 45,145
	€ 47,018
	€ 48,854
	€ 50,699
	€ 53,029
	€ 54,884
	€ 56,892
	€ 58,900
	€ 60,858
LSI - payable after three years service on the maximum of the scale	€ 62,138
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/9/2019
Technical Officer Scale B	
	€ 36,865
	€ 37,906
	€ 38,894
	€ 41,239
	€ 43,724

	€ 45,532
	€ 47,414
	€ 49,279
	€ 51,142
	€ 53,491
	€ 55,362
	€ 57,392
	€ 59,418
	€ 61,399
LSI - payable after three years service on the maximum of the scale	€ 62,689
Scale B applies to those who have joined 1977 Superannuation Scheme	

	1/9/2019
Senior Technical Officer Grade Scale A	
	€ 56,892
	€ 58,900
	€ 60,858
	€ 62,138
	€ 63,344
	€ 64,574
	€ 65,828
	€ 67,109
	€ 68,414
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/9/2019
Senior Technical Officer Grade Scale B	
	€ 57,392
	€ 59,418
	€ 61,399
	€ 62,689
	€ 63,906
	€ 65,147
	€ 66,414
	€ 67,706
	€ 67,985
Scale B applies to those who have joined 1977 Superannuation Scheme	

CRAFT ASSISTANT WATERFORD IOT

	1/9/2019
Scale A	
	€ 42,580
	€ 43,727
	€ 44,944
	€ 47,816
	€ 49,660
	€ 51,697
	€ 53,786
LSI - payable after three years service on the maximum of the scale	€ 55,078
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	1/9/2019
Scale B	
	€ 42,948
	€ 44,101
	€ 45,325
	€ 48,230
	€ 50,098
	€ 52,149
	€ 54,258
LSI - payable after three years service on the maximum of the scale	€ 55,560
Scale B applies to those who have joined 1977 Superannuation Scheme	

	1/9/2019
College Librarian	
	€ 73,108
	€ 75,581
	€ 78,054
	€ 80,532
	€ 83,010
	€ 85,482
	€ 88,148
	€ 90,641
	€ 93,285

	1/9/2019
Careers Officer, Institutes of Technology	
	€ 49,695
	€ 51,057
	€ 52,404
	€ 53,769
	€ 55,129

	€ 56,492
	€ 57,855
	€ 59,216
	€ 60,578
	€ 61,941
	€ 63,303
	€ 64,666
	€ 65,498

TECHNICAL ASSISTANTS IOTS (FORMERLY HIGHER ORDER ATTENDANTS)

	1/9/2019
Technical Assistant I	
	€35,177
	€35,489
	€35,800
	€36,111
	€36,423

	1/9/2019
Technical Assistant II	
	€37,007
	€37,971
	€40,258
	€41,296

SALARY SCALES FOR STUDENT COUNSELLORS IN INSTITUTES OF TECHNOLOGY

	1/9/2019	New Entrants 1/9/2019
Student Counsellor		
	€57,070	€51,466
	€59,499	€54,740
	€61,914	€57,070
	€64,311	€59,499
	€67,325	€61,914
	€70,799	€64,311
	€74,831	€67,325
	€78,918	€70,799
	€82,246	€74,831
		€78,918
		€82,246
Long Service Increment 1	€84,817	€84,817
Long Service Increment 2	€87,389	€87,389

	1/9/2019
Student Counsellor (Senior) in Dublin Institute of Technology	
	€81,317
	€83,186
	€85,073
	€86,948
	€88,814
	€89,527
Long Service Increment 1	€92,326
Long Service Increment 2	€95,127

COLLEGE OF CATERING, CATHAL BRUGHA STREET
Cafeteria Staff

	1/9/2019
Housekeeper Cafeteria Supervisor	
	€ 37,735
	€ 39,787
	€ 41,270
	€ 42,777
Long Service Increment 1	€ 44,163
Long Service Increment 2	€ 45,555

	1/9/2019	New Entrants 1/9/2019
Assistant Cafeteria Supervisor		
	€ 34,645	€ 31,587
	€ 36,218	€ 33,383
	€ 37,735	€ 34,645
	€ 39,787	€ 36,218
	€ 41,270	€ 37,735
		€ 39,787
		€ 41,270

	1/9/2019	New Entrants 1/9/2019
Storekeeper		
	€ 37,735	€ 34,066
	€ 39,787	€ 36,579
	€ 41,270	€ 37,735
	€ 42,777	€ 39,787
	€ 44,163	€ 41,270
	€ 45,555	€ 42,777
		€ 44,163
		€ 45,555

**INSTITUTES OF TECHNOLOGY & FORMER DIT
DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT**

	1/9/2019	New Entrants 1/9/2019
General Operative		
	€ 579.02	€ 523.14
	€ 583.51	€ 536.57
	€ 585.36	€ 579.02
	€ 587.11	€ 583.52
	€ 588.89	€ 585.36
	€ 590.81	€ 587.11
	€ 590.81	€ 588.89
	€ 590.81	€ 590.81
	€ 590.81	€ 590.81
	€ 592.42	€ 590.81
	€ 594.91	€ 590.81
	€ 597.34	€ 592.42
	€ 599.80	€ 594.91
		€ 597.35
		€ 599.81

DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT

	1/9/2019	New Entrants 1/9/2019
General Operative		
	€ 579.56	€ 523.62
	€ 584.06	€ 537.04
	€ 585.90	€ 579.55
	€ 587.72	€ 584.06
	€ 589.40	€ 585.90
	€ 589.40	€ 587.72
	€ 589.40	€ 589.40
	€ 589.40	€ 589.40
	€ 590.97	€ 589.40
	€ 592.89	€ 589.40
	€ 595.41	€ 590.96
	€ 597.85	€ 592.89
	€ 600.29	€ 595.41
		€ 597.85
		€ 600.28

DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL

	1/9/2019	New Entrants 1/9/2019
Nightwatchman (G.O. Related)		
	€ 585.91	€ 529.33
	€ 587.67	€ 540.80
	€ 589.41	€ 585.90
	€ 589.41	€ 587.67
	€ 589.41	€ 589.42
	€ 589.41	€ 589.42
	€ 590.97	€ 589.42
	€ 592.89	€ 589.42
	€ 595.42	€ 590.97
	€ 597.85	€ 592.90
	€ 600.29	€ 595.41
	€ 602.75	€ 597.85
	€ 605.21	€ 600.30
		€ 602.75
		€ 605.20

	1/9/2019	New Entrants 1/9/2019
Storeman/Storekeeper (G.O. Related)		
	€ 593.59	€ 541.58
	€ 610.77	€ 573.59
	€ 623.43	€ 593.59
	€ 634.85	€ 610.77
	€ 639.95	€ 623.43
	€ 651.35	€ 634.86
	€ 662.62	€ 639.95
		€ 651.35
		€ 662.62

	1/9/2019	New Entrants 1/9/2019
Cooks		
	€ 562.98	€ 508.69
	€ 567.79	€ 528.29
	€ 572.65	€ 562.98
	€ 577.43	€ 567.79
	€ 582.35	€ 572.65
	€ 587.20	€ 577.43
	€ 587.20	€ 582.35
	€ 591.00	€ 587.20
	€ 595.77	€ 587.20
		€ 591.00
		€ 595.77

	1/9/2019	New Entrants 1/9/2019
Truck Driver (G.O. Related)		
	€ 567.07	€ 512.37
	€ 571.44	€ 525.78
	€ 573.42	€ 567.07
	€ 574.93	€ 571.44
	€ 576.73	€ 573.42
	€ 578.75	€ 574.93
	€ 580.60	€ 576.73
	€ 582.69	€ 578.75
	€ 584.37	€ 580.60
	€ 586.40	€ 582.69
	€ 588.86	€ 584.37
	€ 588.86	€ 586.40
	€ 588.86	€ 588.86
		€ 588.86
		€ 588.86

	1/9/2019
Laboratory Assistants FORMER DIT	
Lab Assistant I	€35,177
	€35,489
	€35,800
	€36,111
	€36,423
Lab Assistant II	
	€37,007
	€37,971
	€40,258
	€41,296

	1/9/2019
FORMER DIT Library Staff	
Faculty Librarian	
	€56,680
	€59,289
	€68,389
	€70,703
	€73,021
	€75,349
	€77,689
	€80,011
	€82,333
	€84,665

	€86,992
Senior Librarian	
	€76,815
	€79,342
	€81,859
	€84,392
	€86,912
	€89,429
	€91,960
	€94,476

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

	1/9/2019
Principal Officer	
	€ 84,831
	€ 88,033
	€ 91,233
	€ 94,434
	€ 97,636
LSI 1	€ 100,620
LSI 2	€ 103,710

	1/9/2019
Assistant Principal Officer	
	€ 73,108
	€ 75,581
	€ 78,054
	€ 80,532
	€ 83,010
	€ 85,482
	€ 88,148
	€ 90,641
	€ 93,285

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE

	1/9/2019
Chief Executive	
	€106,099
	€109,593
	€113,069
	€117,216
	€121,337
	€124,828
	€128,327

	1/9/2019
Programme Manager	
	€83,500
	€85,444
	€87,387
	€89,328
	€91,272
	€93,213
	€95,153
	€97,309
	€99,466
	€101,842

	1/9/2019	New Entrants 1/9/2019
Programme Specialist		
	€56,757	€51,186
	€58,736	€54,746
	€60,714	€56,757
	€62,691	€58,736
	€64,673	€60,714
	€66,648	€62,691
	€67,586	€64,673
	€69,522	€66,648
	€71,450	€67,586
	€73,583	€69,522
	€75,723	€71,450
	€77,860	€73,583
	€80,213	€75,723
	€82,567	€77,860
	€84,916	€80,213
		€82,567
		€84,916

	1/9/2019
Gr IV Administration	
	€30,741
	€32,850
	€34,645
	€36,218
	€37,735
	€39,787
	€41,270
	€42,777
1st Long Service Increment	€44,163
2nd Long Service Increment	€45,555

	1/9/2019	New Entrants 1/9/2019
Grade III Administration		
	€25,964	€23,999
	€26,753	€25,576
	€27,902	€25,964
	€29,056	€26,753
	€30,211	€27,902
	€31,047	€29,056
	€32,156	€30,211
	€33,261	€31,047
	€34,045	€32,156
	€35,142	€33,261
	€36,244	€34,045
	€38,321	€35,142
		€36,244
		€38,321
Long Service Increment	€39,794	€39,794

	1/9/2019
Knowledge Resource Centre Manager	
Client Services Manager	
Finance Officer	
Computer Services Manager	
	€73,108
	€75,581
	€78,054
	€80,532
	€83,010
	€85,482
	€88,148
	€90,641
	€93,285

	1/9/2019	New Entrants 1/9/2019
Technician		
		€32,719
		€33,752
		€35,892
		€36,905
		€37,868
		€40,147
		€42,562
		€44,322
		€46,037
		€47,626
		€49,207
		€50,981
		€52,695
		€54,448
		€56,180
		€57,974
LSI Payable after 3 years on max of scale		€59,094

	1/9/2019	New Entrants 1/9/2019
Caretaker		
On recruitment	€ 606.35	€ 553.18
after 6 months	€ 609.58	€ 565.94
after 1½ years	€ 612.63	€ 606.35
after 2½ years	€ 614.30	€ 609.58
after 3½ years	€ 615.94	€ 612.63
after 4½ years	€ 617.70	€ 614.30
after 5½ years	€ 619.40	€ 615.94
after 6½ years	€ 621.25	€ 617.70
after 7½ years	€ 623.01	€ 619.40
after 8½ years	€ 624.85	€ 621.25
after 9½ years	€ 626.79	€ 623.01
after 10½ years	€ 628.73	€ 624.85
after 11½ years	€ 630.55	€ 626.79
		€ 628.73
		€ 630.55

	1/9/2019
Placement Administrator	
	€42,777
	€44,138
	€45,499
	€46,861
	€48,221
1st Long Service Increment	€49,798
2nd Long Service Increment	€51,373

	1/9/2019
Project Accountant – Grade VII	
	€49,835
	€51,053
	€52,477
	€53,906
	€55,337
	€56,615
	€57,917
	€59,184
	€60,444
1st Long Service Increment	€62,611
2nd Long Service Increment	€64,787

HOTEL & CATERING COLLEGE, KILLYBEGS, CO.DONEGAL.

	1/9/2019	New Entrants 1/9/2019
Supervisors		
	€ 595.42	€ 543.25
After two years service on point 1		€ 595.42

	1/9/2019	New Entrants 1/9/2019
Production Chef/Co-ordinator		
	€ 38,106	€ 34,400
	€ 39,775	€ 36,667
	€ 41,477	€ 38,106
	€ 42,824	€ 39,775
	€ 44,181	€ 41,477
	€ 45,543	€ 42,824

	€ 46,904	€ 44,181
	€ 48,256	€ 45,543
		€ 46,904
		€ 48,256

	1/9/2019	New Entrants 1/9/2019
Technicians Scale A		
	€ 34,832	€ 31,756
	€ 36,148	€ 33,690
	€ 37,328	€ 34,832
	€ 38,480	€ 36,148
	€ 40,626	€ 37,328
	€ 42,107	€ 38,480
	€ 43,561	€ 40,626
	€ 45,054	€ 42,107
	€ 46,543	€ 43,561
	€ 48,222	€ 45,054
	€ 49,834	€ 46,543
	€ 51,492	€ 48,222
	€ 53,126	€ 49,834
	€ 54,812	€ 51,492
		€ 53,126
		€ 54,812
LSI - payable after three years service on the maximum of the scale	€ 55,875	€ 55,875
Scale A applies to those who opted not to join 1977 Superannuation Scheme		

	1/9/2019	New Entrants 1/9/2019
Technicians Scale B		
	€35,165	€32,059
	€36,496	€34,015
	€37,689	€35,165
	€38,851	€36,496
	€40,977	€37,689
	€42,468	€38,851
	€43,927	€40,977
	€45,444	€42,468
	€46,951	€43,927
	€48,636	€45,444
	€50,271	€46,951
	€51,943	€48,636
	€53,589	€50,271
	€55,301	€51,943

		€53,589
		€55,301
LSI - payable after three years service on the maximum of the scale	€56,366	€56,366
Scale B applies to those who opted to join 1977 Superannuation Scheme		

MARY IMMACULATE COLLEGE OF EDUCATION

	1/9/2019
President	
	€ 150,843

	1/9/2019
Registrar and Bursar	
	€ 97,936
	€ 101,045
	€ 104,125
	€ 107,202
	€ 110,287
	€ 113,367
	€ 116,445

	1/9/2019
Head of Education Department	
	€ 93,158
	€ 96,111
	€ 99,036
	€ 101,955
	€ 104,890
	€ 107,814
	€ 110,738

	1/9/2019
Senior Lecturer 9	
	€ 71,065
	€ 73,782
	€ 76,507
	€ 79,241
	€ 81,948
	€ 84,680
	€ 87,404
	€ 90,128
	€ 92,847

	1/9/2019
Librarian	
	€ 77,351
	€ 80,308
	€ 83,274
	€ 86,251
	€ 89,196
	€ 92,170
	€ 95,135

	1/9/2019
Lecturer	
	€ 53,099
	€ 62,533
	€ 65,879
	€ 68,182
	€ 71,449
	€ 74,722
	€ 77,979
	€ 81,236
	€ 84,492

	1/9/2019	New Entrants 1/9/2019
Assistant Lecturer		
	€ 49,275	€ 44,452
	€ 52,427	€ 47,288
	€ 55,667	€ 49,276
	€ 61,033	€ 52,427
	€ 68,000	€ 55,667
	€ 70,946	€ 61,033
	€ 73,884	€ 68,000
	€ 76,837	€ 70,946
	€ 79,769	€ 73,884
		€ 76,837
		€ 79,769

	1/9/2019	New Entrants 1/9/2019
Assistant Librarian		
	€ 47,015	€ 42,418
	€ 48,887	€ 44,951
	€ 50,774	€ 47,015
	€ 52,642	€ 48,887
	€ 54,610	€ 50,774
	€ 56,494	€ 52,642
		€ 54,610
		€ 56,494

	1/9/2019	New Entrants 1/9/2019
Library Assistant		
	€ 25,964	€ 23,999
	€ 26,753	€ 25,576
	€ 27,902	€ 25,964
	€ 29,057	€ 26,753
	€ 30,211	€ 27,902
	€ 31,047	€ 29,057
	€ 32,156	€ 30,211
	€ 33,262	€ 31,047
	€ 34,044	€ 32,156
	€ 35,142	€ 33,262
	€ 36,244	€ 34,044
	€ 38,320	€ 35,142
		€ 36,244
		€ 38,320
L.S.I.	€ 39,794	€ 39,794

	1/9/2019
Senior Library Assistant	
	€ 30,741
	€ 32,852
	€ 34,645
	€ 36,219
	€ 37,735
	€ 39,787
	€ 41,271
	€ 42,772
1st LSI	€ 44,163
2nd LSI	€ 45,555

	1/9/2019	1/9/2019 Grossed up scale	New Entrants 1/9/2019	New Entrants Grossed up scale 1/9/2019
Executive Officer				
	€ 29,641	€ 30,834	€ 26,781	€ 28,134
	€ 31,466	€ 33,029	€ 28,706	€ 30,128
	€ 33,311	€ 34,966	€ 29,641	€ 30,834
	€ 34,955	€ 36,702	€ 31,466	€ 33,029
	€ 36,551	€ 38,380	€ 33,311	€ 34,966
	€ 38,140	€ 40,053	€ 34,955	€ 36,702
	€ 39,696	€ 41,691	€ 36,551	€ 38,380
	€ 41,268	€ 43,345	€ 38,140	€ 40,053

	€ 42,798	€ 44,955	€ 39,696	€ 41,691
	€ 44,373	€ 46,613	€ 41,268	€ 43,345
	€ 45,420	€ 47,711	€ 42,798	€ 44,955
			€ 44,373	€ 46,613
			€ 45,420	€ 47,711
Long Service Increment - after 3 yrs on max				
Personal Points	€ 46,899	€ 49,274	€ 46,899	€ 49,274
Serving staff on max for less than 6 years (1)	€ 46,899	€ 49,274	€ 46,899	€ 49,274
Serving staff on max for 6 years or more (2)	€ 48,382	€ 50,834	€ 48,382	€ 50,834
(1)- paragraphs 15&16 of circular refer (2)- paragraphs 17-19 of circular refer				

	1/9/2019	1/9/2019 Grossed up scale
Higher Executive Officer		
	€ 46,516	€ 48,868
	€ 47,872	€ 50,297
	€ 49,226	€ 51,723
	€ 50,582	€ 53,147
	€ 51,938	€ 54,576
	€ 53,294	€ 56,003
	€ 54,650	€ 57,429
Long Service Increment - after 3 yrs on max		
Personal Points	€ 56,604	€ 59,489
Serving staff on max for less than 6 years (1)	€ 56,604	€ 59,489
Serving staff on max for 6 years or more (2)	€ 58,556	€ 61,545
1)- paragraphs 15&16 of circular refer (2)- paragraphs 17-19 of circular refer		

	1/9/2019
Staff Officer	
	€ 35,363
	€ 36,828
	€ 38,146
	€ 39,333
	€ 40,525
	€ 41,724
	€ 42,929
	€ 44,085
LSI 1	€ 45,182
LSI2	€ 46,610

	1/9/2019	1/9/2019 Grossed up scale	New Entrants 1/9/2019	New Entrants Grossed up scale 1/9/2019
Clerical Officer				
	€ 473.48	€ 497.35	€ 437.65	€ 459.62
	€ 494.60	€ 512.25	€ 466.19	€ 489.69
	€ 508.50	€ 534.23	€ 473.48	€ 497.35
	€ 529.39	€ 556.19	€ 494.60	€ 512.25
	€ 550.25	€ 578.14	€ 508.50	€ 534.23
	€ 571.15	€ 594.12	€ 529.39	€ 556.19
	€ 586.10	€ 615.28	€ 550.25	€ 578.14
	€ 606.34	€ 636.42	€ 571.15	€ 636.42
	€ 626.49	€ 651.29	€ 586.10	€ 651.29
	€ 640.36	€ 672.23	€ 606.34	€ 672.23
	€ 660.13	€ 693.04	€ 626.49	€ 693.04
	€ 690.90	€ 725.47	€ 640.36	€ 725.47
			€ 660.13	
			€ 690.90	
L.S.I. 1	€ 715.17	€ 750.96	€ 715.17	€ 750.96
L.S.I. 2	€ 726.31	€ 762.67	€ 726.30	€ 762.67

	1/9/2019
Senior Technical Officer	
	€ 48,760
	€ 50,811
	€ 52,976
	€ 55,205
	€ 57,510
LSI	€ 58,708

	1/9/2019	New Entrants 1/9/2019
General Operatives & Cleaner Grades		
On recruitment	€ 588.23	€ 531.42
after 6 months	€ 588.23	€ 544.20
after 1½ years	€ 588.65	€ 588.23
after 2½ years	€ 590.35	€ 588.23
after 3½ years	€ 592.21	€ 588.65
after 4½ years	€ 593.88	€ 590.35
after 5½ years	€ 595.55	€ 592.21
after 6½ years	€ 597.31	€ 593.88
after 7½ years	€ 599.09	€ 595.56
after 8½ years	€ 600.96	€ 597.31
after 9½ years	€ 602.78	€ 599.10
after 10½ years	€ 604.70	€ 600.96
after 11½ years	€ 606.53	€ 602.78

		€ 604.70
		€ 606.53

	1/9/2019	New Entrants 1/9/2019
Building Maintenance Manager		
	€ 49,835	€ 44,955
	€ 51,053	€ 47,335
	€ 52,477	€ 49,835
	€ 53,906	€ 51,053
	€ 55,337	€ 52,477
	€ 56,611	€ 53,906
	€ 57,917	€ 55,337
	€ 59,184	€ 56,611
	€ 60,444	€ 57,917
		€ 59,184
		€ 60,444
LSI 1	€ 62,611	€ 62,611
LSI 2	€ 64,787	€ 64,787

	1/9/2019	New Entrants 1/9/2019
Analyst Programmer 1		
	€ 39,086	€ 35,281
	€ 40,392	€ 37,653
	€ 41,720	€ 39,086
	€ 43,051	€ 40,392
	€ 44,382	€ 41,720
	€ 45,709	€ 43,051
	€ 47,907	€ 44,382
	€ 49,759	€ 45,709
		€ 47,907
		€ 49,759

	1/9/2019
Analyst Programmer 2	
	€ 45,879
	€ 47,282
	€ 48,678
	€ 50,048
	€ 51,431
	€ 52,800
	€ 55,073
	€ 57,151
	€ 59,284

	1/9/2019
Analyst Programmer 3	
	€ 54,471
	€ 64,153
	€ 67,592
	€ 69,934
	€ 73,290
	€ 76,645
	€ 79,991
	€ 83,334
	€ 86,678

	1/9/2019
Assistant Principal Officer	
	€ 67,658
	€ 70,105
	€ 72,536
	€ 74,976
	€ 77,411
	€ 78,816
LSI 1	€ 81,274
LSI 2	€ 83,740

	1/9/2019
Senior Executive Officer in the President's Office	
	€ 49,835
	€ 51,053
	€ 52,477
	€ 53,906
	€ 55,337
	€ 56,615
	€ 57,917
	€ 59,184
	€ 60,444
LSI	€ 62,611
LSI	€ 64,787

	1/9/2019
Tradesperson	
On recruitment	€ 712.90
after 6 months	€ 717.89
after 1½ years	€ 722.90
after 2½ years	€ 727.92
after 3½ years	€ 732.92

after 4½ years	€ 737.94
after 5½ years	€ 742.96
after 6½ years	€ 747.97
after 7½ years	€ 752.97

NATIONAL COLLEGE OF ART AND DESIGN

	1/9/2019
Director	
	€ 151,459

	1/9/2019
Head of Faculty	
	€ 93,159
	€ 96,111
	€ 99,036
	€ 101,955
	€ 104,890
	€ 107,814
	€ 110,738

	1/9/2019
Head of Department	
	€71,066
	€73,782
	€76,508
	€79,241
	€81,948
	€84,680
	€87,405
	€90,128
	€92,847

	1/9/2019
Finance Officer	
	€ 59,560
	€ 62,302
	€ 71,829
	€ 74,266
	€ 76,711
	€ 79,163
	€ 81,618
	€ 84,065
	€ 86,505
	€ 88,957
	€ 91,411

	1/9/2019
Lecturer	
	€ 53,099
	€ 62,533
	€ 65,879
	€ 68,182
	€ 71,449
	€ 74,722
	€ 77,979
	€ 81,236
	€ 84,492

	1/9/2019	New Entrants 1/9/2019
Assistant Lecturer		
	€ 44,112	€ 39,805
	€ 45,852	€ 42,170
	€ 47,629	€ 44,112
	€ 49,041	€ 45,852
	€ 50,470	€ 47,629
	€ 51,886	€ 49,041
	€ 53,314	€ 50,470
	€ 54,724	€ 51,886
		€ 53,314
		€ 54,724

	1/9/2019
Grade VII	
	€ 49,835
	€ 51,053
	€ 52,477
	€ 53,906
	€ 55,337
	€ 56,615
	€ 57,917
	€ 59,184
	€ 60,444
LSI 1	€ 62,611
LSI 2	€ 64,787

	1/9/2019
Grade VI	
	€ 47,589
	€ 48,736
	€ 50,121
	€ 52,724
	€ 54,278
LSI 1	€ 56,212
LSI 2	€ 58,157

	1/9/2019
Grade V (Senior Clerk)	
	€ 42,777
	€ 44,138
	€ 45,499
	€ 46,861
	€ 48,221
LSI 1	€ 49,798
LSI 2	€ 51,373

	1/9/2019
Grade IV	
	€ 30,741
	€ 32,850
	€ 34,645
	€ 36,218
	€ 37,735
	€ 39,787
	€ 41,270
	€ 42,777
LSI 1	€ 44,163
LSI 2	€ 45,555

	1/9/2019	New Entrant 1/9/2019
Grade III (Clerical Officer)		
	€ 25,964	€ 23,999
	€ 26,753	€ 25,576
	€ 27,902	€ 25,964
	€ 29,056	€ 26,753
	€ 30,211	€ 27,902
	€ 31,047	€ 29,056
	€ 32,156	€ 30,211
	€ 33,261	€ 31,047
	€ 34,045	€ 32,156
	€ 35,142	€ 33,261

	€ 36,244	€ 34,045
	€ 38,321	€ 35,142
	€ 38,321	€ 36,244
		€ 38,321
		€ 38,321
LSI	€ 39,794	€ 39,794

	1/9/2019	New Entrant 1/9/2019
Grade II (Clerk Typist)		
	€ 25,964	€ 23,999
	€ 26,753	€ 25,576
	€ 27,902	€ 25,964
	€ 29,056	€ 26,753
	€ 30,211	€ 27,902
	€ 31,047	€ 29,056
	€ 32,156	€ 30,211
	€ 33,261	€ 31,047
	€ 34,045	€ 32,156
	€ 35,142	€ 33,261
	€ 36,244	€ 34,045
	€ 38,321	€ 35,142
		€ 36,244
		€ 38,321

	1/9/2019
Senior Library Assistant	
	€ 30,741
	€ 32,850
	€ 34,645
	€ 36,218
	€ 37,735
	€ 39,787
	€ 41,270
	€ 42,777

	1/9/2019	New Entrants 1/9/2019
Building Officer		
	€ 47,589	€ 42,934
	€ 48,736	€ 45,578
	€ 50,121	€ 47,589
	€ 52,724	€ 48,736
	€ 54,278	€ 50,121
		€ 52,724
		€ 54,278
LSI 1	€ 56,212	€ 56,212
LSI 2	€ 58,157	€ 58,157

	1/9/2019	New Entrants 1/9/2019
General Operative		
	€ 580.52	€ 524.48
	€ 585.00	€ 537.89
	€ 586.83	€ 580.52
	€ 588.60	€ 585.00
	€ 590.36	€ 586.83
	€ 590.36	€ 588.60
	€ 590.36	€ 590.36
	€ 590.36	€ 590.36
	€ 591.91	€ 590.36
	€ 593.80	€ 590.36
	€ 596.29	€ 591.91
	€ 598.82	€ 593.80
	€ 601.21	€ 596.29
		€ 598.82
		€ 601.21

	1/9/2019
Head Attendant (Grossing up to be applied in College to take account of pension contributions)	
	€ 30,661
	€ 30,846
	€ 31,347
	€ 32,181
	€ 32,570
	€ 33,013
	€ 33,250
	€ 33,580
LSI 1	€ 34,571
LSI 2	€ 35,835

	1/9/2019
Senior Attendant (Grossing up to be applied in College to take account of pension contributions)	
	€ 538.36
	€ 548.33
	€ 562.21
	€ 573.72
	€ 585.29
	€ 590.89
	€ 602.11
LSI 1	€ 620.43
LSI 2	€ 637.02

	1/9/2019	New Entrant 1/9/2019
Attendant (Grossing up to be applied in College to take account of pension contributions)		
	€ 458.88	€ 458.88
	€ 458.88	€ 458.88
	€ 458.88	€ 458.88
	€ 478.93	€ 458.88
	€ 495.34	€ 458.88
	€ 511.71	€ 478.93
	€ 518.35	€ 495.34
	€ 534.50	€ 511.71
	€ 559.90	€ 518.35
	€ 566.83	€ 534.50
		€ 559.90
		€ 566.83
LSI 1	€ 584.08	€ 584.08
LSI 2	€ 599.83	€ 599.83

	1/9/2019	New Entrant 1/9/2019
Technical Officer		
	€ 41,973	€ 37,879
	€ 43,711	€ 40,250
	€ 45,502	€ 41,973
	€ 47,350	€ 43,711
	€ 49,178	€ 45,502
		€ 47,350
		€ 49,178

	1/9/2019
Senior Technical Officer	
	€ 51,887
	€ 53,754
	€ 55,709
	€ 57,704
	€ 59,741
LSI	€ 60,989

	1/9/2019
Assistant Librarian (Scale on a personal to holder basis)	
	€ 59,562

	1/9/19	1/9/19 Higher	1/9/19 PPC	1/9/19 PPC Higher
Head of HR				
	€ 83,090	€ 89,219	€ 87,325	€ 93,785
	€ 86,500	€ 92,792	€ 90,920	€ 97,539
	€ 89,891	€ 96,378	€ 94,487	€ 101,311
	€ 93,310	€ 99,950	€ 98,051	€ 105,075
	€ 96,189	€ 103,002	€ 101,114	€ 108,286
	€ 99,177	€ 106,219	€ 104,258	€ 111,668
	€ 102,159	€ 109,430	€ 107,399	€ 115,051

ST. ANGELA'S COLLEGE OF EDUCATION FOR HOME ECONOMICS

	1/9/2019
Principal	
	€83,375
	€86,047
	€88,700
	€91,367
	€94,016
	€96,683
	€99,341
	€102,009
	€104,665
	€107,323
	€109,982

	1/9/2019
Senior Lecturer	
	€71,069
	€73,782
	€76,511
	€79,241
	€81,949
	€84,678
	€87,404
	€90,128
	€92,847

	1/9/2019	New Entrants 1/9/2019
Lecturer		
	€53,100	€47,894
	€62,533	€56,384
	€65,879	€62,533
	€68,182	€65,879
	€71,450	€68,182
	€74,719	€71,450
	€77,979	€74,719
	€81,237	€77,979
	€84,492	€81,237
		€84,492

	1/9/2019
Librarian	
	€45,031
	€46,828
	€48,626
	€50,420
	€52,300
	€54,098

	1/9/2019	New Entrants 1/9/2019
Library Assistant		
	€23,611	€22,538
	€24,730	€23,369
	€25,851	€23,611
	€26,592	€24,730
	€27,696	€25,851
	€28,793	€26,592
	€29,897	€27,696
	€30,683	€28,793

	€31,753	€29,897
	€32,814	€30,683
	€33,551	€31,753
	€34,602	€32,814
	€35,654	€33,551
	€36,706	€34,602
		€35,654
		€36,706

	1/9/2019
Bursar	
	€46,516
	€47,872
	€49,226
	€50,582
	€51,938
	€53,294
	€54,650
after 3 years satisfactory service at the maximum	€56,604
after 6 years satisfactory service at the maximum	€58,556

	1/9/2019	New Entrants 1/9/2019
Secretary to President		
	€33,029	€30,128
	€34,966	€31,879
	€36,702	€33,029
	€38,380	€34,966
	€40,053	€36,702
	€41,691	€38,380
	€43,345	€40,053
	€44,955	€41,691
	€46,613	€43,345
	€47,711	€44,955
		€46,613
		€47,711
LSI after 3 years on maximum	€49,274	€49,274
LSI after 6 years on maximum	€50,834	€50,834

	1/9/2019	New Entrants 1/9/2019
Technical Officer		
	€39,403	€35,566
	€42,230	€38,111
	€44,216	€39,403
	€46,195	€42,230
	€48,351	€44,216
	€49,511	€46,195
		€48,351
		€49,511

	1/9/2019
Catering Supervisor	
	€ 34,045
	€ 35,142
	€ 36,244
Maximum	€ 38,321
LSI after 3 years satisfactory service at max.	€ 39,794

	1/9/2019	New Entrants 1/9/2019
Cooks		
	€ 554.85	€ 508.51
		€ 554.85

	1/9/2019	New Entrants 1/9/2019
Home Economics Assistant		
	€ 590.94	€ 539.17
	€ 594.17	€ 552.01
	€ 597.16	€ 590.94
	€ 598.89	€ 594.17
	€ 600.67	€ 597.16
	€ 602.35	€ 598.89
	€ 604.13	€ 600.67
	€ 605.89	€ 602.35
	€ 607.71	€ 604.13
	€ 609.60	€ 605.89
	€ 611.49	€ 607.71
	€ 613.41	€ 609.60
	€ 615.26	€ 611.49
		€ 613.41
		€ 615.26

	1/9/2019
Permanent Wholetime Secretary	
	€ 25,964
	€ 26,753
	€ 27,902
	€ 29,056
	€ 30,211
	€ 31,047
	€ 32,156
	€ 33,261
	€ 34,045
	€ 35,142
	€ 36,244
	€ 38,321
	€ 38,321
	€ 38,321
LSI	€ 39,794

	1/9/2019	New Entrants 1/9/2019
Maintenance Post		
On recruitment	€ 578.25	€ 522.43
after 6 months	€ 581.64	€ 535.77
after 1½ years	€ 584.84	€ 578.25
after 2½ years	€ 586.61	€ 581.64
after 3½ years	€ 588.44	€ 584.84
after 4½ years	€ 590.29	€ 586.61
after 5½ years	€ 590.29	€ 588.44
after 6½ years	€ 590.29	€ 590.29
after 7½ years	€ 590.29	€ 590.29
after 8½ years	€ 591.91	€ 590.29
after 9½ years	€ 593.87	€ 590.29
after 10½ years	€ 595.87	€ 591.91
after 11½ years	€ 597.66	€ 593.87
		€ 595.87
		€ 597.66

PAY RATES FOR CERTAIN CATERING & HOUSEHOLD STAFF

	1/9/2019	New Entrants 1/9/2019
Domestics		
	€ 475.04	€ 458.88
		€ 475.05