



Circular Letter 0035/2024

To: The Chief Executives of Education and Training Boards

Revision of Salaries and Allowances of Certain Grades other than Teachers and SNAs employed by ETBs under The Public Service Agreement 2024 - 2026 effective from 01 January 2024

Application of pay adjustments due on 1 January 2024

1. The Minister for Education wishes to inform Managerial Authorities of revised rates of salary and allowances of certain staff as provided for in “Building Momentum - A New Public Service Agreement 2021-2024” as reviewed.
2. This circular sets out the increases due from 1 January 2024 as an amendment to The Agreement

Salary Increases to be implemented under Building Momentum

3. Following the review of Building Momentum, a 2.25% (or €1125 whichever is greater) pay adjustment was agreed and will be implemented with effect from 1 January 2024.
4. In accordance with Section 3.1 of Building Momentum, whole-time annual basic scale salaries will be increased by 2.25% (or €1125 whichever is greater) with effect from 1 January 2024.
5. The revised salary scales to affected staff are set out in the tables below.
6. All salary scales payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 January 2024.

Allowances

7. The Agreement also provides for increases in allowances in the nature of pay of 2.25% from 1 January 2024. Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with in effect from 1 January 2024.

Pensions increases

8. The principle of pay parity in pension increases for pre-existing public service schemes¹ has been agreed up to 30 June 2026 in line with the Public Service Agreement 2024-2026. Civil service pension increases should be passed on to pensions in line with that policy.
9. Single Public Service Pension Scheme ('Single Scheme') pensions are updated in line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore, Single Scheme pensions in payment in respect of former public servants who served in grades to which this circular applies will not be adjusted with reference to the revisions of basic pay set out in this Circular.

Pension revisions for pre-existing public service pension schemes

10. The pensions of those who are members of a pre-existing public service pension scheme (Non-Single Scheme) which are in payment from 1 January 2024 in respect of former Public Servants who served in grades to which this circular applies, will be adjusted as appropriate in the normal way, by reference to the revisions of basic pay set out in this Circular. Departments/Offices which, under delegated authority, grant pensions and lump sums may, subject to any necessary prior consultation with this Department, revise pension payments strictly in accordance with this circular.
11. The lump sums of the officers in the grades to which this Circular applies who retired on or after 1 January 2024 should also be revised by reference to the revisions of basic pay set out in this circular as appropriate. Deductions from lump sums in respect of non-periodic contributions (such as under Spouses and Children's Pension Schemes) should also be adjusted in these cases. The lump sum of officers in the grades to which this circular applies who retired before 1 January 2024 should not be adjusted.
12. Pensions for officers who retired after 1 January 2024 which were evaluated for the Pension Benefit Cap² under Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, will need to be re-evaluated in the context of the increases outlined in this circular.
13. Pensions for officers who are currently re-employed in the public service and whose pensions were evaluated for Pension Abatement³ under Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, will need to be re-evaluated in the context of the increases outlined in this circular. A pensioner, not previously subject to abatement, may now be subject to abatement as a result of the increases.

¹ Pre-existing Public Service Pension schemes, as defined in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

² Circular 13/2020 Guidance on the application of the Pensions Benefit Cap under section 52 (6) and (7) of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

³ Circular 24/2022 Guidance on the application of Abatement of Public Service Occupational Pensions.

Pension revisions for the Single Public Service Pension Scheme

14. For Single Scheme pensioners who were working as public servants (in grades to which this circular applies) on 1 January 2024 and subsequently retired in the period from 1 January 2024 until such date as this pay adjustment takes effect, their referable amounts accrued and contribution deductions owed will be re-calculated. Lump sum and pensions paid will then be adjusted, as appropriate.

This aforementioned calculation should also be undertaken by Relevant Authorities for the following classes:

- Cost-Neutral Early Retirement (CNER)
- Ill-Health Retirement (including Short Service Gratuity)
- Pension Adjustment Orders (PAOs)
- Death-in-Service (Spouse / Partner / Eligible Child)
- Death Gratuity
- Any other relevant cases

Final Retirement Benefit Statements and Leaver Statements for Single Scheme members in the grades to which this circular applies, who were working as public servants on the dates of the revision of basic pay and who subsequently retired or left their respective Relevant Authority may also have to be adjusted, as appropriate.

Please note that, as previously stated, the lump sum and pensions of officers in the grades to which this circular applies who retired before 1 January 2024 should not be adjusted.

Long Service Increments

15. Long service increments (LSIs) may be payable following a number of years of satisfactory service at the maximum point of certain scales. Where applicable, an LSI 1 may follow after three (3) years of satisfactory service and where this applies it is denoted with a single asterix * throughout the circular. In certain other scales an LSI 2 may apply following a further three (3) years of satisfactory service (i.e. 6 years in total) before moving from the first long service increment to the next long service increment. Where applicable these are denoted with a double asterix ** throughout the circular.

Circulation and Queries

16. Please ensure that copies of this Circular are provided to all members of the Board of Management/Education and Training Boards and its contents are brought to the attention of all affected staff in your employment including those on leave of absence.
17. This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>

18. Enquiries regarding this Circular should be e-mailed to financialetb@education.gov.ie

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11 April 2024

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

	Rate from 01/01/2024	New Entrants Rate from 01/01/2024
Adult Education Guidance Counsellor / Co-Ordinator, Adult Literacy Organisers & Community Education Facilitators ⁴	€50,632	€45,972
	€52,261	€48,852
	€53,927	€50,632
	€55,606	€52,261
	€57,294	€53,927
	€58,991	€55,606
	€60,686	€57,294
	€62,380	€58,991
	€64,075	€60,686
	€65,769	€62,380
	€67,466	€64,075
	€69,404	€65,769
	€71,826	€67,466
		€69,404
	€71,826	

	Rate from 01/01/2024
NALA/WIT Certificate ⁵	€ 1,186
NALA/WIT Diploma ⁶	€ 2,378

Adult Education Guidance Co-ordinator Allowances

Allowances⁷	Rate from 01/01/2024	New Entrants Rate from 01/01/2024
+1 information Officer or Counsellor	€3,943	€3,943
+2-3 staff	€5,082	€5,082
+4-5 staff	€6,721	€6,721
+6-7 staff	€8,420	€8,420

⁴ Payroll code: FE01 & FE01NE

⁵ Payroll code: 4030

⁶ Payroll code: 4031

⁷ Payroll code: 4028 & 4029

2. Adult Education Guidance Information Officers

	Rate from 01/01/2024	New Entrants Rate from 01/01/2024
Adult Education Guidance Information Officers ⁸	€36,354	€33,425
	€38,470	€35,510
	€40,412	€36,354
	€42,114	€38,470
	€43,757	€40,412
	€45,978	€42,114
	€47,583	€43,757
	€49,215	€45,978
	€50,713*	€47,583
	€52,251**	€49,215

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

⁸ Payroll code: FE02 & FE02NE

3. City of Dublin ETB, Buildings and Maintenance Section

	Rate from 01/01/2024
Buildings Officer ⁹	€75,256
	€77,566
	€78,669
	€80,996
	€83,336
	€85,674
	€88,022
	€90,977*
	€93,929**

	Rate from 01/01/2024
Buildings Supervisor ¹⁰	€54,545
	€55,848
	€57,433
	€60,413
	€62,195
	€64,409*
	€66,639**

	Rate from 01/01/2024	New Entrants Rate from 01/01/2024
Assistant Buildings Supervisor ¹¹	€ 49,215	€ 44,698
	€ 50,687	€ 47,348
	€ 52,188	€ 49,215
	€ 53,718	€ 50,687
	€ 55,265	€ 52,188
	€ 57,061*	€ 53,718
	€ 58,868**	€ 55,265
		€ 57,061*
		€ 58,868**

⁹ Payroll code: MA26

¹⁰ Payroll code: MA27

¹¹ Payroll code: MA28 & MA28NE

4. Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development; Assistant Principal Officers and Clerical & Administrative Grades in ETBs

	Rate from 01/01/2024
Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (OSD) ¹²	€80,362
	€ 84,601
	€ 88,821
	€ 93,058
	€ 97,288
	€ 101,509
	€ 106,446
	€ 111,381
	€ 116,320
	€ 121,254
€ 126,189	

	Rate from 01/01/2024
Assistant Principal Officer ¹³	€79,479
	€81,362
	€83,250
	€85,132
	€87,019
	€88,906
	€91,233
	€94,015*
	€96,801**

¹² Payroll code: DIR

¹³ Payroll code: APO

Clerical and Administrative Staff In ETBs

	Rate from 01/01/2024
Grade VII ¹⁴	€57,103
	€58,501
	€60,132
	€61,769
	€63,407
	€64,874
	€66,366
	€67,816
	€69,262
	€71,744*
	€74,236**

	Rate from 01/01/2024
Grade VI ¹⁵	€54,546
	€55,848
	€57,432
	€60,414
	€62,195
	€64,409*
	€66,639**

¹⁴ Payroll code: G7

¹⁵ Payroll code: G6

	Rate from 01/01/2024
Grade V ¹⁶	€49,215
	€50,687
	€52,188
	€53,719
	€55,265
	€57,061*
	€58,868**

	Rate from 01/01/2024
Grade IV ¹⁷	€36,354
	€38,470
	€40,412
	€42,114
	€43,757
	€45,978
	€47,583
	€49,215
	€50,713*
	€52,251**

¹⁶ Payroll code: G5

¹⁷ Payroll code: G4

	Rate from 01/01/2024	New Entrants Rate from 01/01/2024
Grade III ¹⁸	€31,158	€29,021
	€32,016	€30,736
	€33,266	€31,158
	€34,520	€32,016
	€35,777	€33,266
	€36,686	€34,520
	€37,719	€35,777
	€38,914	€36,686
	€39,764	€37,719
	€40,950	€38,914
	€42,144	€39,764
	€44,391	€40,950
	€44,391	€42,144
	€44,391	€44,391
		€44,391
		€44,391
	€45,986*	€45,986*

Telephonist Grade In CDET B	Rate from 01/01/2024	New Entrants Rate from 01/01/2024
Telephonist	€31,158	€29,021
	€32,016	€30,736
	€33,266	€31,158
	€34,520	€32,016
	€35,777	€33,266
	€36,686	€34,520
	€37,719	€35,777
	€38,914	€36,686
	€39,764	€37,719
	€40,474*	€38,914
		€39,764
		€40,474*

¹⁸ Payroll code: G3 & G3NE

5. City of Dublin Youth Services Board

	Rate from 01/01/2024
Director ¹⁹	€ 89,333
	€ 91,889
	€ 94,941
	€ 98,410*
	€ 101,878**

	Rate from 01/01/2024
Head of Operations (Asst. Director) ²⁰	€ 81,638
	€ 84,198
	€ 86,764
	€ 89,334
	€ 92,605*
	€ 95,875**

	Rate from 01/01/2024
Development Officer ²¹	€ 71,079
	€ 72,708
	€ 74,325
	€ 75,954
	€ 77,577
	€ 78,008
	€ 79,609
	€ 81,268
	€ 83,975*
	€ 86,685**

¹⁹ Payroll code: YS03

²⁰ Payroll code: YS04

²¹ Payroll code: YS05

	Rate from 01/01/2024
Liaison Officer ²²	€ 40,342
	€ 43,641
	€ 46,953
	€ 50,254
	€ 53,658
	€ 55,803
	€ 57,961
	€ 60,128
	€ 62,292
	€ 64,453
	€ 66,612
	€ 68,781
	€ 70,946
	€ 73,363*
€ 75,761**	

	Rate from 01/01/2024	New Entrants Rate from 01/01/2024
Youth Worker ²³	€ 39,588	€ 36,520
	€ 42,822	€ 38,944
	€ 46,061	€ 39,588
	€ 49,303	€ 42,822
	€ 52,592	€ 46,061
	€ 54,250	€ 49,303
		€ 52,592
		€ 54,250

	Rate from 01/01/2024
Senior Youth Worker ²⁴	€ 54,250
	€ 55,930
	€ 57,628
	€ 59,329
	€ 61,019

²² Payroll code: YS06

²³ Payroll code: YS07 & YS07NE

²⁴ Payroll code: YS08

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

	Rate from 01/01/2024
Category I ²⁵	€129,358
	€133,728
	€138,085
	€143,252
	€148,357
	€152,667
	€156,991

	Rate from 01/01/2024
Category II ²⁶	€123,239
	€127,401
	€131,538
	€136,474
	€141,334
	€145,413
	€149,489

²⁵ Payroll code: CEO1

²⁶ Payroll code: CEO2

	Rate from 01/01/2024
Category III ²⁷	€110,318
	€114,380
	€118,445
	€122,530
	€126,597
	€130,661
	€134,730
	€138,798

	Rate from 01/01/2024
Category IV ²⁸	€107,407
	€111,652
	€115,892
	€120,143
	€124,374
	€128,634
	€132,830

	Rate from 01/01/2024
Allowance in respect of duties as Secretary to the BOM of C&C schools	€ 4,212

Revised Salary For C.E.O. City Of Dublin ETB (Appendix II To Agreed Report 1/98) PPC (Personal Pension Contribution)

	Rate from 01/01/2024 Non-PPC	Rate from 01/01/2024 PPC
C.E.O. CDET ²⁹	€ 146,539	€ 154,253
	€ 153,200	€ 161,263
	€ 160,416	€ 168,859
	€ 167,632	€ 173,589

²⁷ Payroll code: CEO3

²⁸ Payroll code: CEO4

²⁹ Payroll code: CEO5 & CEO6

7. Adult Education Officers in ETBs

	Rate from 01/01/2024
³⁰ Adult Education Officer	€ 59,903
	€ 62,658
	€ 65,412
	€ 68,167
	€ 70,920
	€ 73,671
	€ 76,427
	€ 77,989
	€ 80,731
	€ 83,512
	€ 86,299
	€ 89,083
	€ 93,260

³⁰ Payroll code: FE03

8. Outdoor Education Centres

	Rate from 01/01/2024
Director ³¹	€ 70,414
	€ 72,163
	€ 73,918
	€ 75,580
	€ 77,261
	€ 77,728
	€ 79,576
	€ 82,223*
	€ 84,876**

	Rate from 01/01/2024	New Entrants Rate from 01/01/2024
Instructor ³²	€28,958	€29,282
	€33,155	€34,344
	€37,364	€37,364
	€41,238	€41,238
	€45,631	€45,631
	€50,035	€50,035
	€54,593	€54,593

³¹ Payroll code: FE06

³² Payroll code: FE07 & FE07NE

	Rate from 01/01/2024
Assistant Manager/Senior Instructor ³³	€36,271
	€39,461
	€43,464
	€47,488
	€51,536
	€55,764
	€60,077

Qualification Allowances³⁴	Rate from 01/01/2024
Level 3	€3,559
Level 2	€2,377
Level 1	€1,186

	Rate from 01/01/2024
Saturday Premium³⁵	€18.09

	Rate from 01/01/2024
Sleepover Allowance³⁶	€52.57

³³ Payroll code: FE08

³⁴ Payroll code: 4032

³⁵ Payroll code: 4033

³⁶ Payroll code: 4034

9. Former SOLAS employees who transferred to ETBs

	Rate from 01/01/2024
Grade 06D ³⁷	€77,528
	€80,381
	€83,277
	€86,182
	€89,082
	€90,753
	€93,681*
	€96,618**

	Rate from 01/01/2024	Rate from 01/01/2024
	Contributory	Non- Contributory
Grade 06X ³⁸	€77,462	€74,824
	€80,577	€77,795
Grade 06B (non-contributory) ³⁹	€83,890	€79,696
	€87,009	€82,660
	€90,102	€85,597
	€93,182	€88,523
	€94,989	€90,238
	€95,210	€90,450
	€98,283*	€93,368*
	€101,360**	€96,294**

³⁷ Payroll code: TC01

³⁸ Payroll code: TC02

³⁹ Payroll code: TC03

	Rate from 01/01/2024
Grade 07X ⁴⁰	Contributory
	€70,129
	€72,216
	€74,506
	€76,212
	€77,260
	€78,574
	€80,954
	€82,402
	€83,363
	€86,057*
	€88,748**

⁴⁰ Payroll code: TC04

	Rate from 01/01/2024	Rate from 01/01/2024
	Standard	Higher
Grade 08 (D,E,X) (Contributory) X Std ⁴¹ D/E Higher ⁴²	€44,260	€47,619
	€46,122	€49,068
	€47,619	€50,585
	€49,068	€52,059
	€50,585	€53,616
	€52,059	€55,171
	€53,616	€56,715
	€55,171	€58,318
	€56,715	€59,912
	€58,318	€61,506
	€59,912	€63,095
	€61,506	€64,656
	€63,095	€65,688
	€64,656	€68,041
	€65,688	€69,592
	€68,041*	€71,136
€70,395**	€72,686	

⁴¹ Payroll code: TC06

⁴² Payroll code: TC07

	Rate from 01/01/2024
Grade 08 C-Higher ⁴³ (non-contributory)	Higher
	€45,485
	€46,859
	€48,301
	€49,678
	€51,103
	€52,553
	€54,006
	€55,512
	€57,021
	€58,532
	€60,044
	€61,526
	€62,508
	€64,742
	€66,216
€67,686	
€69,154	

	Rate from 01/01/2024
Grade 08K ⁴⁴	Higher
	€59,269
	€60,900
	€62,537
	€64,171
	€65,806
	€68,166
	€69,712
	€71,263
	€72,817

⁴³ Payroll code: TC09

⁴⁴ Payroll code: TC11

	Rate from 01/01/2024	Rate from 01/01/2024
	Standard	Higher
	€35,171	€38,853
	€37,441	€40,491
Grade 10 (X & E) (Contributory)	€38,853	€41,864
X-Std ⁴⁵	€40,491	€43,294
E-Higher ⁴⁶	€41,864	€44,732
	€43,294	€46,067
	€44,732	€47,355
	€46,067	€48,658
	€47,355	€49,947
	€48,658	€51,153
	€49,947	€52,406
	€51,153	€53,558
	€52,406	€54,592
	€53,558	€56,362
	€54,592	€57,689
	€56,362*	€59,020
	€58,147**	€60,351

⁴⁵ Payroll code: TC15

⁴⁶ Payroll code: TC16

	Rate from 01/01/2024
Grade 10B ⁴⁷ New Entrant	€32,060
	€34,413
	€35,170
	€37,440
	€38,853
	€40,491
	€41,864
	€43,294
	€44,732
	€46,067
	€47,355
	€48,658
	€49,947
	€51,153
	€52,406
	€53,558
	€54,592
€56,362*	
€58,147**	

⁴⁷ Payroll code: TC19

	Rate from 01/01/2024	Rate from 01/01/2024
	Standard	Higher
	€31,145	€31,991
Grade 11 (G&H) (Contributory)	€31,991	€33,239
G-Std ⁴⁸	€33,239	€34,484
	€34,484	€35,730
H- Higher ⁴⁹	€35,730	€36,638
	€36,638	€37,664
	€37,664	€38,859
	€38,859	€39,699
	€39,699	€40,881
	€40,881	€42,055
	€42,055	€43,887
	€43,887	€45,328
	€45,328*	€45,988
	€45,988**	€46,880

⁴⁸ Payroll code: TC20

⁴⁹ Payroll code: TC21

	Rate from 01/01/2024
Grade 11 J Higher ⁵⁰	Higher
	€37,135
	€38,286
	€39,256
	€40,515
	€41,753
	€42,996
	€44,230
	€45,426
	€46,625
	€47,769
	€49,177
	€50,740
	€52,360
€53,476	

⁵⁰ Payroll code: TC23

	Rate from 01/01/2024	Rate from 01/01/2024
Grade 11L ⁵¹	Annualised Salary Higher	Weekly Salary Higher
	€30,988	€593.86
	€31,779	€609.02
	€32,964	€631.73
	€34,148	€654.42
	€35,331	€677.11
	€36,514	€699.77
	€37,333	€715.47
	€38,295	€733.89
	€39,080	€748.95
	€40,197	€770.35
	€41,937	€803.69
	€43,306	€829.93
	€43,936	€842.01
€44,781	€858.20	

⁵¹ Payroll code: TC26

	Rate from 01/01/2024
Grade 11D ⁵²	€29,001
	€30,711
	€31,145
	€31,991
	€33,239
	€34,484
	€35,731
	€36,639
	€37,664
	€38,859
	€39,700
	€40,881
	€42,055
	€43,887
€45,328*	
€45,988**	

	Rate from 01/01/2024
Grade 13X (Contributory) ⁵³	€33,021
General Assistant	€33,897
	€35,397
	€36,137*
	€37,319**

⁵² Payroll code: TC20NE, TC29

⁵³ Payroll code: TC27

	Rate from 01/01/2024	Rate from 01/01/2024
	Contributory	Non- Contributory
Career Grade staff (Contributory & Non- Contributory) ⁵⁴	€46,067	€44,006
	€47,355	€45,232
	€48,658	€46,470
	€49,947	€47,694
	€51,152	€48,838
	€52,406	€49,995
	€53,557	€51,050
	€54,592	€52,008
	€56,287	€53,602
	€57,727	€54,955
	€59,094	€56,244
	€60,130	€57,230
	€61,506	€58,533
	€63,096	€60,043
	€64,658	€61,526
	€65,688	€62,508
	€68,040	€64,742
	€70,394*	€66,976*
€72,686**	€69,154**	

⁵⁴ Payroll code: TC28 & TC28NC

10. Craftsmen

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

Craftsman⁵⁵	Rate from 01/01/2024	Weekly Rate 01/01/2024
On Recruitment	€ 41,076	€ 787.20
after 6 months	€ 41,359	€ 792.61
after 1½ years	€ 41,642	€ 798.05
after 2½ years	€ 41,927	€ 803.50
after 3½ years	€ 42,208	€ 808.90
after 4½ years	€ 42,492	€ 814.33
after 5½ years	€ 42,773	€ 819.72
after 6½ years	€ 43,057	€ 825.16
after 7½ years	€ 43,340	€ 830.58

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

Foreman Craftsman⁵⁶	Rate from 01/01/2024	Weekly Rate 01/01/2024
On Recruitment	€ 48,313	€ 925.89
after 6 months	€ 48,853	€ 936.23
after 1½ years	€ 49,115	€ 941.25
after 2½ years	€ 49,403	€ 946.77
after 3½ years	€ 49,668	€ 951.86
after 4½ years	€ 49,814	€ 954.66
after 5½ years	€ 49,948	€ 957.22
after 6½ years	€ 50,087	€ 959.88
after 7½ years	€ 50,228	€ 962.59
after 8½ years	€ 50,447	€ 966.80
after 9½ years	€ 50,621	€ 970.13
after 10½ years	€ 51,034	€ 978.03

⁵⁵ Payroll code: MA29

⁵⁶ Payroll code: MA31

**Craftsmen in ETBs - Where agreement was reached on productivity re
 £18.87 per week Craftsman Analogue award under Clause 2(iii) of PCW
 (effective 1/7/97)**

Craftsman⁵⁷	Rate from 01/01/2024	Wekkly Rate from 01/01/2024	New Entrant Rate 01/01/2024	Weekly New Entrant Rate 01/01/2024
On Recruitment	€ 43,174	€827.40	€ 39,261	€ 752.42
after 6 months	€ 43,458	€832.85	€ 40,408	€ 774.40
after 1½ years	€ 43,742	€838.28	€ 43,174	€ 827.40
after 2½ years	€ 44,025	€843.71	€ 43,458	€ 832.85
after 3½ years	€ 44,307	€849.12	€ 43,742	€ 838.28
after 4½ years	€ 44,591	€854.56	€ 44,025	€ 843.71
after 5½ years	€ 44,875	€860.00	€ 44,307	€ 849.12
after 6½ years	€ 45,157	€865.41	€ 44,591	€ 854.56
after 7½ years	€ 45,440	€870.84	€ 44,875	€ 860.00
after 8½ years			€ 45,157	€ 865.41
after 9½ years			€ 45,440	€ 870.84

⁵⁷ Payroll code: MA30

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

Foreman Craftsman⁵⁸	Rate from 01/01/2024	Weekly Rate 01/01/2024
On Recruitment	€ 50,832	€ 974.17
after 6 months	€ 51,378	€ 984.63
after 1½ years	€ 51,642	€ 989.70
after 2½ years	€ 51,939	€ 995.39
after 3½ years	€ 52,216	€ 1,000.69
after 4½ years	€ 52,366	€ 1,003.56
after 5½ years	€ 52,505	€ 1,006.22
after 6½ years	€ 52,651	€ 1,009.02
after 7½ years	€ 52,793	€ 1,011.76
after 8½ years	€ 53,023	€ 1,016.16
after 9½ years	€ 53,205	€ 1,019.65
after 10½ years	€ 53,637	€ 1,027.91

⁵⁸ Payroll code: MA32

11. General Operative (GO) / Caretaker Grades

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

Caretaker ⁵⁹	Rate from 01/01/2024	Weekly Rate from 01/01/2024	New Entrant 01/01/2024	Weekly Rate New Entrant 01/01/2024
On Recruitment	€ 37,332	€715.44	€ 34,314	€657.61
after 6 months	€ 37,514	€718.94	€ 35,039	€671.50
after 1½ years	€ 37,688	€722.27	€ 37,332	€715.44
after 2½ years	€ 37,688	€722.27	€ 37,514	€718.94
after 3½ years	€ 37,702	€722.54	€ 37,688	€722.27
after 4½ years	€ 37,800	€724.42	€ 37,688	€722.27
after 5½ years	€ 37,897	€726.28	€ 37,702	€722.54
after 6½ years	€ 38,002	€728.28	€ 37,800	€724.42
after 7½ years	€ 38,102	€730.20	€ 37,897	€726.28
after 8½ years	€ 38,205	€732.18	€ 38,002	€728.28
after 9½ years	€ 38,315	€734.28	€ 38,102	€730.20
after 10½ years	€ 38,425	€736.39	€ 38,205	€732.18
after 11½ years	€ 38,527	€738.35	€ 38,315	€734.28
after 12½ years			€ 38,425	€736.39
after 13½ years			€ 38,527	€738.35

⁵⁹ Payroll code: MA01 & MA01NE

Pay of Attendants in ETBs outside the Dublin Area

Attendant ⁶⁰	Rate from 01/01/2024	Weekly Rate from 01/01/2024	New Entrant Rate 01/01/2024	Weekly New Entrant Rate 01/01/2024
On Recruitment	€36,456	€698.66	€33,518	€642.35
after 6 months	€36,639	€702.17	€34,247	€656.32
after 1½ years	€36,809	€705.41	€36,456	€698.66
after 2½ years	€36,908	€707.32	€36,639	€702.17
after 3½ years	€37,009	€709.25	€36,809	€705.41
after 4½ years	€37,104	€711.08	€36,908	€707.32
after 5½ years	€37,205	€713.01	€37,009	€709.25
after 6½ years	€37,305	€714.93	€37,104	€711.08
after 7½ years	€37,410	€716.94	€37,205	€713.01
after 8½ years	€37,515	€718.96	€37,305	€714.93
after 9½ years	€37,623	€721.03	€37,410	€716.94
after 10½ years	€37,623	€721.03	€37,515	€718.96
after 11½ years	€37,662	€721.76	€37,623	€721.03
after 12½ years			€37,623	€721.03
after 13½ years			€37,662	€721.76

ETB ⁶¹	Rate from 01/01/2024	New Entrants Rate from 01/01/2024
CLEANER P/T Rate	€ 17.91	€ 16.47

⁶⁰ Payroll code: MA07 & MA07NE

⁶¹ Payroll code: MA09 & MA09NE, 4742, 4743

	Rate from 01/01/2024
Chef (Formerly Cook Grade 1) ⁶²	€33,387
	€34,353
	€35,389
	€36,350
	€37,039
	€37,795
	€38,804
	€39,382
	€40,390
	€41,313
	€42,235
	€43,248
	€44,513

⁶² Payroll code: cook

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

(Non-Members of Pension Scheme)⁶³	Rate from 01/01/2024	Weekly Rate from 01/01/2024	New Entrant Rate from 01/01/2024	Weekly New Entrant Rate 01/01/2024
On Recruitment	€37,300	€714.83	€34,286	€657.07
after 6 months	€37,484	€718.36	€35,011	€670.97
after 1½ years	€37,659	€721.72	€37,300	€714.83
after 2½ years	€37,659	€721.72	€37,484	€718.36
after 3½ years	€37,676	€722.04	€37,659	€721.72
after 4½ years	€37,772	€723.87	€37,659	€721.72
after 5½ years	€37,869	€725.74	€37,676	€722.04
after 6½ years	€37,971	€727.69	€37,772	€723.87
after 7½ years	€38,073	€729.65	€37,869	€725.74
after 8½ years	€38,176	€731.61	€37,971	€727.69
after 9½ years	€38,284	€733.69	€38,073	€729.65
after 10½ years	€38,394	€735.79	€38,176	€731.62
after 11½ years	€38,497	€737.77	€38,284	€733.69
after 12½ years			€38,394	€735.79
after 13½ years			€38,497	€737.77

⁶³ Payroll code: MA02 & MA02NE

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

(Non-Members of Pension Scheme)⁶⁴	Rate from 01/01/2024	Weekly Rate from 01/01/2024	New Entrant Rate 01/01/2024	New Entrant Weekly Rate 01/01/2024
On Recruitment	€36,426	€698.08	€33,490	€641.82
after 6 months	€36,612	€701.64	€34,220	€655.82
after 1½ years	€36,782	€704.90	€36,426	€698.08
after 2½ years	€36,878	€706.74	€36,612	€701.64
after 3½ years	€36,979	€708.68	€36,782	€704.90
after 4½ years	€37,078	€710.58	€36,878	€706.74
after 5½ years	€37,174	€712.41	€36,979	€708.68
after 6½ years	€37,279	€714.43	€37,078	€710.58
after 7½ years	€37,379	€716.35	€37,174	€712.41
after 8½ years	€37,487	€718.42	€37,279	€714.43
after 9½ years	€37,592	€720.43	€37,379	€716.35
after 10½ years	€37,703	€722.55	€37,487	€718.42
after 11½ years	€37,703	€722.55	€37,592	€720.43
after 12½ years			€37,703	€722.55
after 13½ years			€37,703	€722.55

⁶⁴ Payroll code: MA08 & MA08NE

Dublin Zone General Operative PCW Agreement

(Members of Contributory Pension Scheme)

	Rate from 01/01/2024	Rate from 01/01/2024	New Entrant Rate from 01/01/2024	Weekly Rate New Entrant 01/01/2024
CARETAKERS / GENERAL OPERATIVE ⁶⁵	€35,810	686.28	€32,635	625.44
	€36,066	691.18	€33,397	640.03
	€36,170	693.18	€35,810	686.28
	€36,273	695.16	€36,066	691.18
	€36,367	696.96	€36,170	693.18
	€36,367	696.96	€36,273	695.16
	€36,367	696.96	€36,367	696.96
	€36,367	696.96	€36,367	696.96
	€36,458	698.69	€36,367	696.96
	€36,566	700.76	€36,367	696.96
	€36,709	703.51	€36,458	698.69
	€36,848	706.18	€36,566	700.76
	€36,987	708.83	€36,709	703.51
			€36,848	706.18
		€36,987	708.83	

Caretaker Allowance ⁶⁶	Rate from 01/01/2024
Senior Caretaker Allowance	€85.59
Junior Caretaker Allowance	€33.36

⁶⁵ Payroll code: MA03 & MA03NE

⁶⁶ Payroll code: 4063/4098

Dublin Zone General Operative PCW Agreement

(Non-Members of Contributory Pension Scheme)

	Rate from 01/01/2024	Weekly Rate from 01/01/2024	New Entrant 01/01/2024	Weekly Rate New Entrant 01/01/2024
GENERAL OPERATIVE ⁶⁷	€35,780	€685.70	€32,608	€624.91
	€36,035	€690.58	€33,371	€639.53
	€36,139	€692.59	€35,780	€685.70
	€36,239	€694.50	€36,035	€690.58
	€36,340	€696.43	€36,139	€692.59
	€36,449	€698.52	€36,239	€694.50
	€36,449	€698.52	€36,340	€696.43
	€36,449	€698.52	€36,449	€698.52
	€36,449	€698.52	€36,449	€698.52
	€36,541	€700.30	€36,449	€698.52
	€36,682	€702.98	€36,449	€698.52
	€36,820	€705.63	€36,541	€700.30
	€36,959	€708.30	€36,682	€702.98
			€36,820	€705.63
			€36,959	€708.30

⁶⁷ Payroll code: MA04 & MA04NE

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

Senior Caretaker⁶⁸	Rate from 01/01/2024	Weekly Rate 01/01/2024
On Recruitment	€39,369	€754.48
after 6 months	€39,558	€758.10
after 1½ years	€39,748	€761.75
after 2½ years	€39,853	€763.77
after 3½ years	€39,963	€765.87
after 4½ years	€40,068	€767.88
after 5½ years	€40,178	€769.99
after 6½ years	€40,294	€772.21
after 7½ years	€40,409	€774.41
after 8½ years	€40,532	€776.78
after 9½ years	€40,649	€779.02
after 10½ years	€40,769	€781.32
after 11½ years	€40,893	€783.70

⁶⁸ Payroll code: MA05

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

Caretaker/Cleaning Supervisor ⁶⁹	Rate from 01/01/2024	Weekly Rate 01/01/2024
On Recruitment	€38,986	€747.14
after 6 months	€39,183	€750.91
after 1½ years	€39,369	€754.48
after 2½ years	€39,464	€756.30
after 3½ years	€39,579	€758.52
after 4½ years	€39,683	€760.49
after 5½ years	€39,781	€762.37
after 6½ years	€39,903	€764.72
after 7½ years	€40,014	€766.84
after 8½ years	€40,128	€769.02
after 9½ years	€40,247	€771.31
after 10½ years	€40,366	€773.60
after 11½ years	€40,487	€775.91

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

Caretaker Allowance ⁷⁰	Rate from 01/01/2024
Senior Caretaker Allowance	€85.59
Junior Caretaker Allowance	€33.36

⁶⁹ Payroll code: MA06

⁷⁰ Payroll code: 4063 & 4098

CDETB Truck Driver - inclusive of General Operative Analogue Award

Truck Driver ⁷¹	Rate from 01/01/2024	Weekly rate from 01/01/2024	New Entrant from 01/01/2024	New Entrant Weekly Rate from 01/01/2024
(General Operative Related)	€37,127	€711.51	€34,127	€654.03
	€37,366	€716.10	€34,864	€668.15
	€37,474	€718.17	€37,127	€711.51
	€37,554	€719.71	€37,366	€716.10
	€37,652	€721.58	€37,474	€718.17
	€37,652	€721.58	€37,554	€719.71
	€37,690	€722.31	€37,652	€721.58
	€37,802	€724.46	€37,652	€721.58
	€37,894	€726.22	€37,690	€722.31
	€38,003	€728.31	€37,802	€724.46
	€38,136	€730.85	€37,894	€726.22
	€38,277	€733.56	€38,003	€728.31
	€38,412	€736.14	€38,136	€730.85
			€38,277	€733.56
			€38,412	€736.14

⁷¹ Payroll code: MA11 & MA11NE

CDETB Storeman / Storekeeper

Storeman / Storekeeper ⁷²	Rate from 01/01/2024	Weekly rate from 01/01/2024	New Entrant Rate from 01/01/2024	New Entrant Weekly Rate from 01/01/2024
(General Operative Related)	€38,712	€741.89	€35,731	€684.77
	€39,319	€753.53	€37,479	€718.27
	€40,021	€766.98	€38,712	€741.89
	€40,654	€779.10	€39,319	€753.53
	€41,280	€791.11	€40,021	€766.98
	€41,918	€803.34	€40,654	€779.10
	€42,548	€815.41	€41,280	€791.11
			€41,918	€803.34
			€42,548	€815.41

CDETB Personnel Maintenance Differentials⁷³

	Rate from 01/01/2024
1. Assistant Porter	€32.69
2. Porter	€61.22
3. Senior Porter	€83.85
4. Head Porter	€106.55
5. Caretaker	€48.22
6. Boilerman	€32.69
7. Tractor Driver	€45.98
8. Chargehand Cleaner	€21.68
9. Foreman Cleaner	€43.71
10. Night Allowance	€18.02
11. Semi-Skilled Allowance	€18.02
12. Group 4 Allowance	€14.09
13. Group 3 Allowance	€10.65
14. Class Aide	€28.15
15. Goods Inwards Officer	€36.27

⁷² Payroll code: MA12 & MA12NE

⁷³ Payroll code: 4207

12. Psychologists Co. Dublin and City of Dublin ETBs

	Rate from 01/01/2024	New Entrant Rate from 01/01/2024
Psychologist ⁷⁴	€68,727	€61,973
	€71,659	€65,922
	€74,568	€68,727
	€77,462	€71,659
	€79,888	€74,568
	€85,483	€77,462
	€90,539	€79,855
	€95,663	€85,238
	€99,829	€90,105
	€103,053*	€95,036
	€106,280**	€99,044
		€102,146*
		€105,252**

	Rate from 01/01/2024
Senior Psychologist ⁷⁵	€96,839
	€99,143
	€101,467
	€103,771
	€106,066
	€106,942
	€110,385*
	€113,827**

⁷⁴ Payroll code: FE04 & FE04NE

⁷⁵ Payroll code: FE05

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

Technicians ⁷⁶	Rate from 01/01/2024	New Entrant Rate from 01/01/2024
	€42,416	€38,924
	€43,535	€40,061
	€44,592	€42,416
	€47,099	€43,535
	€49,813	€44,592
	€51,770	€47,099
Scale A	€53,877	€49,813
This scale applies to those who opted not to join 1977 Superannuation Scheme	€55,958	€51,770
	€58,071	€53,877
	€60,742	€55,958
	€62,868	€58,071
	€65,168	€60,742
	€67,471	€62,868
	€69,713	€65,168
	€71,180*	€67,471
		€69,713
		€71,180*

⁷⁶ Payroll code: MA24 & MA24NE

Technicians⁷⁷	Rate from 01/01/2024	New Entrant Rate from 01/01/2024
<p>Scale B</p> <p>This scale applies to those who have joined 1977 Superannuation Scheme</p>	€42,795	€38,918
	€43,920	€40,413
	€44,991	€42,795
	€47,528	€43,920
	€50,219	€44,991
	€52,203	€47,528
	€54,325	€50,219
	€56,443	€52,203
	€58,579	€54,325
	€61,269	€56,443
	€63,416	€58,579
	€65,741	€61,269
	€68,064	€63,416
	€70,332	€65,742
	€71,811*	€68,064
		€70,332
		€71,811*

⁷⁷ Payroll code: MA25 & MA25NE

14. Youth Officers (ETBs)

	Rate from 01/01/2024	New Entrant Rate from 01/01/2024
Youth Officer ETBs ⁷⁸	€54,546	€49,384
	€55,848	€51,703
	€57,104	€54,546
	€58,775	€55,848
	€60,715	€57,104
	€62,705	€58,775
	€64,823	€60,715
	€67,002	€62,705
	€69,261	€64,823
	€71,743	€67,001
	€74,237	€69,261
		€71,743
		€74,237

⁷⁸ Payroll code: YS01 & YS01NE

15. Youthreach

	Rate from 01/01/2024
Co-ordinator ⁷⁹	€ 44,717
	€ 48,481
	€ 52,268
	€ 57,078
	€ 60,128
	€ 64,095
	€ 68,042
	€ 71,087*
	€ 73,321**

	Rate from 01/01/2024	New Entrant Rate from 01/01/2024
Resource Person ⁸⁰	€ 38,110	€ 35,182
	€ 39,920	€ 36,822
	€ 42,075	€ 38,110
	€ 44,233	€ 39,920
	€ 46,401	€ 42,075
	€ 48,569	€ 44,233
	€ 50,746	€ 46,401
	€ 52,986	€ 48,569
	€ 55,274	€ 50,746
	€ 57,591	€ 52,986
	€ 60,077	€ 55,274
	€ 62,142*	€ 57,591
	€ 64,210**	€ 60,077
		€ 62,142*
	€ 64,210**	

Qualification Allowances	Rate from 01/01/2024
Degree / tch.recognition ⁸¹	€ 3,559
Diploma ⁸²	€ 2,377
Certificate ⁸³	€ 1,186

⁷⁹ Payroll code: YR01

⁸⁰ Payroll code: YR02 & YR02NE

⁸¹ Payroll code: 4043/4077

⁸² Payroll code: 4044

⁸³ Payroll code: 4045

16. BTEI Adult Educator

	Rate from 01/01/2024	New Entrant Rate from 01/01/2024
BTEI Adult Educator ⁸⁴	€ 38,110	€ 35,182
	€ 39,920	€ 36,822
	€ 42,075	€ 38,110
	€ 44,233	€ 39,920
	€ 46,401	€ 42,075
	€ 48,569	€ 44,233
	€ 50,746	€ 46,401
	€ 52,986	€ 48,569
	€ 55,274	€ 50,746
	€ 57,591	€ 52,986
	€ 60,077	€ 55,274
	€ 62,142*	€ 57,591
	€ 64,210**	€ 60,077
		€ 62,142*
	€ 64,210**	

Qualification Allowances	Rate from 01/01/2024
Degree / tch.recognition ⁸⁵	€ 3,559
Diploma ⁸⁶	€ 2,377
Certificate ⁸⁷	€ 1,186

⁸⁴ Payroll code: AE01 & AE02NE

⁸⁵ Payroll code: 4077

⁸⁶ Payroll code: 4044

⁸⁷ Payroll code: 4045

17. Internal Audit Unit ETB - VSSU Director, Auditor and Deputy Director

	Rate from 01/01/2024
VSSU Director ⁸⁸ PPC	€81,632
	€84,194
	€86,766
	€89,328
	€91,889
	€94,937
	€98,405*
	€101,877**

	Rate from 01/01/2024
VSSU Auditor ⁸⁹ PPC	€59,267
	€60,900
	€62,538
	€64,170
	€65,806
	€68,167
	€69,713
	€71,263
€72,815	

	Rate from 01/01/2024
VSSU Deputy Director ⁹⁰ PPC	€71,083
	€72,705
	€74,327
	€75,954
	€77,577
	€78,009
	€79,608
	€81,270
	€83,974*
	€86,686**

⁸⁸ Payroll code: IAU01

⁸⁹ Payroll code: IAU02

⁹⁰ Payroll code: IAU03

18.V.T.O.S Centres

Director ⁹¹	Rate from 01/01/2024
No. of students in attendance	
<40 students	€8,319
40 - 79 students	€10,880
80 - 119 students	€13,473
>120 students	€16,078

Assistant Director ⁹²	Rate from 01/01/2024
No. of students in attendance	
80 - 119 students	€5,630
120 - 159 students	€8,322
>160	€10,880

⁹¹ Payroll code: 4037

⁹² Payroll code: 4038

19. Traveller Education Centres

Director ⁹³	Rate from 01/01/2024
No. of students in attendance	
0 – 23	€ 5,833
24 – 29	€ 7,710
30 - 36	€ 9,665
> 37	€ 11,058

Assistant Director ⁹⁴	Rate from 01/01/2024
No. of students in attendance	
> 37	€ 4,456

⁹³ Payroll code: 4053

⁹⁴ Payroll code: 4759

20. Tutors in Adult Education

	Full Rate	Ongoing Rate from 01/01/2024	Value of Statutory Annual Leave Accumulated per Hour Worked from 01/01/2024
Tutors in Adult Education			
FE014 - 1 ⁹⁵	€46.02	€42.61	€3.41
FE014 - 2 ⁹⁶	€52.66	€48.76	€3.90
FE014 - 3 ⁹⁷	€59.77	€55.34	€4.43

⁹⁵ Payroll codes: 4222, 4737

⁹⁶ Payroll codes: 4244, 4738

⁹⁷ Payroll code: 4245, 4739