



Circular Letter 0076/2017

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

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

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

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

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

Annualised salaries to be increased by 1% with effect from 1 January 2018.

**Restoration of FEMPI Act 2013 Pay Reductions for those earning over €65,000 per annum with effect from 1 January 2018**

The Financial Emergency Measures in the Public Interest Act 2013 implemented pay reductions for public servants on annualised remuneration of €65,000 or greater. Where a public servant currently in receipt of annualised remuneration of between €65,000 and €110,000 had their salary reduced under the terms of the Haddington Road Agreement/FEMPI Act 2013, one half of the reduction was restored to his/her salary with effect from the 1 April 2017.

The second half of the reduction will be restored to salaries with effect from 1 January 2018. The effect of this is that the FEMPI Act 2013 reductions for public servants on annualised remuneration of €65,000 or greater will cease with effect from 1 January 2018.

**Application of January 2018 PSSA pay increase**

**Salaries between €65,000 and €110,000**

For this category, there are two parts of the pay increase:

1. Application of the second half of the restoration of the Haddington Road Agreement (HRA) cut: **then**
2. Increase of 1% of basic salary

These parts should occur in the specified order, in accordance with section 16 of the Public Service Pay and Pensions Bill 2017. This ensures that the 1% increase to basic salary is applied to the salary after full restoration of the HRA cut has occurred.

### **Salaries in excess of €110,000**

In accordance with section 17 of the Bill, the 1% increase to basic salary in this category is calculated by reference to the pre-HRA cut salary (i.e. generally the January 2010 salary) and not the actual salary paid (i.e. the salary effective 1<sup>st</sup> April 2017)

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

1. Establish the current salary (i.e. the salary effective from 1<sup>st</sup> April 2017);
2. Establish the value of 1% of the pre-HRA basic salary (i.e. the salary as it stood immediately prior to the HRA cut)
3. Add this to the current salary

### **Revised salary scales**

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

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

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

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

### **Allowances**

Allowances which are calculated as a specific percentage or specified portion of basic pay should be recalculated by reference to the revised rates of pay with effect from 1 January 2018. Fixed allowances are not affected. It should be noted that certain allowances for new beneficiaries were abolished with effect from 1 February 2012 and their appearance in the attached pay scales does not confer an entitlement to the allowance where the staff member was not already entitled to the allowance.

### **Overtime**

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

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

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

### **Circulation and Queries**

Please ensure that copies of this Circular are provided to all members of the Board of Management/Education and Training Boards and its contents are brought to the attention of all affected staff in your employment including those on leave of absence.

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

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

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ETB Financial/Administrative Personnel

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21 December 2017

## **Appendix 1**

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

	01/01/2018	New Entrants 1/1/18
		€ 42,899
	€ 44,337	€ 41,300
	€ 45,776	€ 42,899
	€ 47,216	€ 44,337
	€ 48,655	€ 45,776
	€ 50,096	€ 47,216
	€ 51,535	€ 48,655
	€ 52,975	€ 50,096
	€ 54,412	€ 51,535
	€ 55,852	€ 52,975
	€ 57,292	€ 54,412
	€ 58,938	€ 55,852
	€ 60,994	€ 57,292
		€ 58,938
		€ 60,994

	01/01/2018	New Entrants 1/1/18
NALA/WIT Certificate	€ 1,003	€ 1,003
NALA/WIT Diploma	€ 2,011	€ 2,011

**Adult Education Guidance Co-ordinator Allowances**

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

## 2. Adult Education Guidance Information Officers

Adult Education Guidance Information Officers		New Recruits
	1/1/18	1/1/18
	€29,913	€27,023
	€31,965	€28,870
	€33,712	€29,913
	€35,243	€31,965
	€36,719	€33,712
	€38,715	€35,243
	€40,159	€36,719
	€41,625	€38,715
		€40,159
		€41,625
LSI 1*	€42,974	
LSI 2*	€44,328	

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

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

Buildings Officer (link with Senior Executive Engineer LA)	1/1/18
	€ 63,908
	€ 65,870
	€ 66,806
	€ 68,718
	€ 70,632
	€ 72,542
	€ 74,461
	€ 76,876

Buildings Supervisor Grade VI (PCW implemented)	1/1/18
	€ 46,307
	€ 47,423
	€ 48,772
	€ 51,303
	€ 52,817
1st Long Service Increment	€ 54,698
2nd Long Service Increment	€ 56,591

Assistant Buildings Supervisor Grade V (PCW Implemented)		New Entrants
	1/1/18	1/1/18
	€ 41,625	€ 37,564
	€ 42,949	€ 39,947
	€ 44,274	€ 41,625
	€ 45,598	€ 42,949
	€ 46,923	€ 44,274
		€ 45,598
	€ 46,923	
1st Long Service Increment	€ 48,457	€ 48,457
2nd Long Service Increment	€ 49,990	€ 49,990

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

<b>Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (formerly Education Officer &amp; Principal Officer Grades)</b>	01/01/2018
	€ 68,201
	€ 71,665
	€ 75,114
	€ 78,576
	€ 82,033
	€ 85,483
	€ 89,518
	€ 93,551
	€ 97,586
	€ 101,620
	€ 105,653

Assistant Principal Officer	01/01/2018
	€67,479
	€69,018
	€70,561
	€72,099
	€73,642
	€75,183
	€77,085
LSI 1	€79,359
LSI 2	€81,636

**REVISED SALARY SCALES FOR CLERICAL AND ADMINISTRATIVE STAFF  
IN E.T.B.s**

Grade VII	1/1/18
	€ 48,493
	€ 49,679
	€ 51,064
	€ 52,454
	€ 53,846
	€ 55,091
	€ 56,358
	€ 57,590
	€ 58,817
1st Long Service Increment	€ 60,925
2nd Long Service Increment	€ 63,042



Grade VI	1/1/18
	€ 46,308
	€ 47,423
	€ 48,771
	€ 51,304
	€ 52,817
1st Long Service Increment	€ 54,698
2nd Long Service Increment	€ 56,591

Grade V	1/1/18
	€ 41,625
	€ 42,949
	€ 44,274
	€ 45,599
€ 46,923	
1st Long Service Increment	€ 48,457
2nd Long Service Increment	€ 49,990

Grade IV	1/1/18
	€ 29,913
	€ 31,965
	€ 33,712
	€ 35,243
	€ 36,719
	€ 38,715
	€ 40,159
	€ 41,625
1st Long Service Increment	€ 42,974
2nd Long Service Increment	€ 44,328

Grade III	1/1/18	1/1/18 new entrants
	€ 25,015	€ 23,122
	€ 25,775	€ 24,641
	€ 26,882	€ 25,015
	€ 27,993	€ 25,775
	€ 29,106	€ 26,882
	€ 30,211	€ 27,993

	€ 31,290	€ 29,106
	€ 32,365	€ 30,211
	€ 33,128	€ 31,290
	€ 34,195	€ 32,365
	€ 35,268	€ 33,128
	€ 37,289	€ 34,195
	€ 37,289	€ 35,268
	€ 37,289	€ 37,289
		€ 37,289
		€ 37,289
Long Service Increment	€ 38,723	€ 38,723

#### SALARY SCALE FOR TELEPHONIST GRADE IN CDET B

Telephonist	1/1/18	1/1/18 new entrants
	€ 25,015	€ 23,122
	€ 25,775	€ 24,641
	€ 26,882	€ 25,015
	€ 27,993	€ 25,775
	€ 29,106	€ 26,882
	€ 30,211	€ 27,993
	€ 31,290	€ 29,106
	€ 32,365	€ 30,211
	€ 33,128	€ 31,290
		€ 32,365
		€ 33,128
Long Service Increment	€ 33,767	€ 33,767

## 5. City of Dublin Youth Services Board

Director	1/1/18
	€ 75,532
	€ 77,621
	€ 80,113
1st L.S.Inc.(after 3 yrs on Max.)	€ 82,949
2nd L.S.Inc.(after 6 yrs on Max.)	€ 85,785

Head of Operations (Asst. Director)	1/1/18
	€ 69,243
	€ 71,335
	€ 73,433
	€ 75,532
1st L.S.Inc.(after 3 yrs on Max.)	€ 78,205
2nd L.S.Inc.(after 6 yrs on Max.)	€ 80,878

Development Officer	1/1/18
	€ 60,361
	€ 61,744
	€ 63,117
	€ 64,501
	€ 65,879
	€ 66,246
	€ 67,585
	€ 68,940
	1st L.S.Inc.(after 3 yrs on Max.)
2nd L.S.Inc.(after 6 yrs on Max.)	€ 73,369

Liaison Officer	1/1/18
	€ 33,648
	€ 36,614
	€ 39,592
	€ 42,561
	€ 45,546
	€ 47,384
	€ 49,221
	€ 51,061
	€ 52,899
	€ 54,734
	€ 56,568
	€ 58,410
	€ 60,248
1st L.S.Inc.(after 3 yrs on Max.)	€ 62,299
2nd L.S.Inc.(after 6 yrs on Max.)	€ 64,337

Youth Worker	1/1/18	New Entrants 1/1/18
	€ 32,970	€ 30,062
	€ 35,878	€ 32,391
	€ 38,789	€ 32,970
	€ 41,705	€ 35,878
	€ 44,622	€ 38,789
	€ 46,054	€ 41,705
		€ 44,622
		€ 46,054

Senior Youth Worker	1/1/18
	€ 46,054
	€ 47,495
	€ 48,938
	€ 50,383
	€ 51,818

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

Category I	1/1/18
	€108,243
	€111,814
	€115,375
	€115,375
	€118,727
	€122,138
	€125,561

Category II	1/1/18
	€103,242
	€106,644
	€110,024
	€114,058
	€118,072
	€118,072
	€119,623

Category III	1/1/18
	€92,682
	€96,002
	€99,324
	€102,662
	€105,986
	€109,308
	€112,633
	€115,957

Category IV	1/1/18
	€90,303
	€93,773
	€97,237
	€100,712
	€104,170
	€107,651
	€111,081

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

C.E.O. CDET B	C.E.O. CDET B 1/1/18 Non PPC	C.E.O. CDET B 1/1/18 PPC
	€117,289	€123,393
	€122,467	€128,940
	€128,271	€134,951
	€133,980	€140,961

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

### Adult Education Officer

Adult Education Officer	1/1/18
	€ 50,870
	€ 53,209
	€ 55,549
	€ 57,887
	€ 60,225
	€ 62,562
	€ 64,903
	€ 66,229
	€ 68,502
	€ 70,775
	€ 73,052
	€ 75,328
€ 78,742	

## 8. Outdoor Education Centres

Director	01/01/2018
	€ 59,796
	€ 61,281
	€ 62,770
	€ 64,182
	€ 65,609
	€ 66,007
	€ 67,558
LSI 1 - after 3 years on maximum	€ 69,721
LSI 2 - after 3 years on LSI 1	€ 71,890

Instructor	01/01/2018	New Entrants 1/1/18
	€23,066	€23,353
	€26,784	€27,837
	€30,817	€30,817
	€34,454	€34,454
	€38,403	€38,403
	€42,363	€42,363
	€46,347	€46,347

Assistant Manager/Senior Instructor	01/01/2018
	€29,545
	€32,857
	€36,456
	€40,073
	€43,704
	€47,350
	€51,017

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

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



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

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

	01/01/2018	01/01/2018
	Contributory	Non Contributory
Grade 06X	€65,781	€63,540
Grade 06B (non-contributory)	€68,377	€66,064
	€71,085	€67,657
	€73,633	€70,078
	€76,160	€72,479
	€78,678	€74,870
	€80,155	€76,273
	€80,335	€76,445
LSI 1	€82,847	€78,832
LSI 2	€85,362	€81,221

	01/01/2018	01/01/2018
	Contributory	Non Contributory
Grade 07X	€59,554	€56,664
Grade 07B (non-contributory)	€61,327	€58,349
	€63,270	€60,195
	€64,721	€61,574
	€65,608	€62,415
	€66,727	€64,454
	€68,685	€66,365
	€69,868	€66,500
	€70,654	€67,248
LSI 1	€72,855	€69,339
LSI 2	€75,054	€71,428

	1/1/18	1/1/18
	Standard	Higher
Grade 08(D,E,X) (Contributory)	€37,170	€40,192
X Std	€38,845	€41,494
D/E Higher	€40,192	€42,858
	€41,494	€44,162
	€42,858	€45,511
	€44,162	€46,843
	€45,511	€48,163
	€46,843	€49,524
	€48,163	€50,878
	€49,524	€52,231
	€50,878	€53,581
	€52,231	€54,907
	€53,581	€55,782

	€54,907	€57,780
	€55,782	€59,099
		€60,409
		€61,724
LSI 1	€57,780	
LSI 2	€59,779	

	1/1/18	1/1/18
	Standard	Higher
Grade 08(B,C) (non-contributory)	€35,399	€38,272
B- Standard	€36,990	€39,507
C-Higher	€38,272	€40,804
	€39,507	€42,042
	€40,804	€43,324
	€42,042	€44,589
	€43,324	€45,843
	€44,589	€47,137
	€45,843	€48,422
	€47,137	€49,707
	€48,422	€50,990
	€49,707	€52,249
	€50,990	€53,082
	€52,249	€54,979
	€53,082	€56,233
		€57,478
		€58,725
LSI 1	€54,979	
LSI 2	€56,878	

	1/1/18	1/1/18
	Standard	Higher
Grade 09( X &D) (Contributory)	€32,753	€36,096
X – Standard	€34,718	€37,638
D- Higher	€36,096	€38,938
	€37,638	€40,232
	€38,938	€41,553
	€40,232	€42,819
	€41,553	€44,058
	€42,819	€45,325
	€44,058	€46,580
	€45,325	€47,799
	€46,580	€49,021
	€47,799	€50,183
	€49,021	€51,065
	€50,183	€52,821

	€51,065	€54,044
		€55,265
		€56,487
LSI 1	€52,821	
LSI 2	€54,578	

	1/1/18
	Standard
Grade 09B Standard (non-contributory)	€31,506
	€33,069
	€34,380
	€35,845
	€37,079
	€38,309
	€39,565
	€40,767
	€41,944
	€43,147
	€44,340
	€45,497
	€46,658
	€47,763
	€48,599
LSI 1	€50,269
LSI 2	€51,938

	1/1/18	1/1/18
	Standard	Higher
Grade 10 (X&E) (Contributory)	€28,569	€32,310
X-Std	€30,886	€33,782
E-Higher	€32,310	€35,017
	€33,782	€36,302
	€35,017	€37,595
	€36,302	€38,795
	€37,595	€39,954
	€38,795	€41,125
	€39,954	€42,284
	€41,125	€43,366
	€42,284	€44,462
	€43,366	€45,459
	€44,462	€46,347
	€45,459	€47,863
	€46,347	€48,989
		€50,120
		€51,251

LSI 1	€47,863	
LSI 2	€49,379	

	1/1/18	1/1/18
	Standard	Higher
Grade 10 (D&F) (non-contributory)	€27,191	€30,783
D – Standard	€29,412	€32,494
F – Higher	€30,783	€33,354
	€32,494	€34,575
	€33,354	€35,805
	€34,575	€36,943
	€35,805	€38,045
	€36,943	€39,158
	€38,045	€40,259
	€39,158	€41,287
	€40,259	€42,327
	€41,287	€43,275
	€42,327	€44,118
	€43,275	€45,558
	€44,118	€46,629
		€47,702
		€48,777
	€45,558	
	€46,998	

	1/1/18
Grade 10B	€25,813
New Entrant	€27,898
	€28,569
	€30,886
	€32,310
	€33,782
	€35,017
	€36,302
	€37,595
	€38,795
	€39,954
	€41,125
	€42,284
	€43,366
	€44,462
	€45,459
	€46,347
LSI 1	€47,863
LSI 2	€49,379

	1/1/18	1/1/18
	Standard	Higher
Grade 11 (G&H) (Contributory)	€25,004	€25,753
G-Std	€25,753	€26,858
H- Higher	€26,858	€27,961
	€27,961	€29,065
	€29,065	€30,168
	€30,168	€31,240
	€31,240	€32,315
	€32,315	€33,070
	€33,070	€34,133
	€34,133	€35,188
	€35,188	€36,836
	€36,836	€38,131
		€38,724
		€39,526
LSI 1	€38,131	
LSI 2	€38,724	

	1/1/18	1/1/18
	Standard	Higher
Grade 11 (A&J) (Contributory)	€29,436	€30,612
A Std	€30,612	€31,800
J Higher	€31,800	€32,672
	€32,672	€33,804
	€33,804	€34,917
	€34,917	€36,034
	€36,034	€37,145
	€37,145	€38,218
	€38,218	€39,297
	€39,297	€40,325
	€40,325	€41,592
	€41,592	€42,997
		€44,423
		€45,389
LSI 1	€42,997	
LSI 2	€44,052	

	1/1/18
Grade 13X (Contributory)	€26,664
(General Assistant)	€27,441
	€28,770
LSI 1	€29,719
LSI 2	€30,778

	1/1/18
	Higher
Grade 11K Higher (non-contributory)	€24,864
	€25,565
	€26,615
	€27,663
	€28,712
	€29,760
	€30,790
	€32,262
	€32,514
	€33,510
	€35,082
	€36,314
	€36,880
	€37,640

	01/01/2018
Grade 06D	€65,837
	€68,216
	€70,583
	€72,957
	€75,327
	€76,693
LSI 1	€79,085
LSI 2	€81,485

	01/04/2017
	Higher
Grade 08K	€50,330
	€51,716
	€53,107
	€54,495
	€55,882
	€57,887
	€59,200
	€60,517
	€61,836

	1/1/18
Grade 11N	€29,910
	€31,967
	€33,712
	€35,240

	€36,718
	€38,712
	€40,162
	€41,621
LSI 1	€42,972
LSI 2	€44,330

	01/01/2018
	Higher
Grade 08H	€47,900
	€49,217
	€50,535
	€51,860
	€53,180
	€55,077
	€56,324
	€57,577
	€58,834

	01/01/2018
	Higher
Grade 11L	€476.51
	€489.93
	€510.05
	€530.15
	€550.24
	€570.32
	€590.06
	€609.58
	€623.11
	€642.37
	€672.33
	€695.92
	€706.78
	€721.33



	1/1/18
Career Grade staff (Contributory)	€38,795
	€39,954
	€41,125
	€42,284
	€43,366
	€44,462
	€45,459
	€46,347
	€47,799
	€49,021
	€50,183
	€51,065
	€52,231
	€53,581
	€54,907
	€55,782
	€57,780
LSI 1	€59,779
LSI 2	€61,724

	1/1/18
Career Grade staff (Non-contributory)	€36,943
	€38,045
	€39,158
	€40,259
	€41,287
	€42,327
	€43,275
	€44,118
	€45,497
	€46,658
	€47,763
	€48,599
	€49,707
	€50,990
	€52,249
	€53,082
	€54,979
LSI 1	€56,878
LSI 2	€58,725

## 10. Craftsmen

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

Craftsman	1/1/18
On Recruitment	€ 657.50
after 6 months	€ 662.39
after 1½ years	€ 667.25
after 2½ years	€ 672.14
after 3½ years	€ 677.01
after 4½ years	€ 681.89
after 5½ years	€ 686.74
after 6½ years	€ 691.63
after 7½ years	€ 696.50

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

Foreman Craftsman	1/1/18
On Recruitment	€ 782.19
after 6 months	€ 791.49
after 1½ years	€ 796.00
after 2½ years	€ 800.96
after 3½ years	€ 805.54
after 4½ years	€ 808.05
after 5½ years	€ 810.36
after 6½ years	€ 812.73
after 7½ years	€ 815.18
after 8½ years	€ 818.97
after 9½ years	€ 821.95
after 10½ years	€ 829.06

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

Craftsman	1/1/18
On Recruitment	€ 693.65
after 6 months	€ 698.54
after 1½ years	€ 703.43
after 2½ years	€ 708.30
after 3½ years	€ 713.17

after 4½ years	€ 718.06
after 5½ years	€ 722.95
after 6½ years	€ 727.81
after 7½ years	€ 732.70

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

Foreman Craftsman	1/1/18
On Recruitment	€ 825.60
after 6 months	€ 834.90
after 1½ years	€ 839.36
after 2½ years	€ 844.35
after 3½ years	€ 848.96
after 4½ years	€ 851.43
after 5½ years	€ 853.72
after 6½ years	€ 856.16
after 7½ years	€ 858.51
after 8½ years	€ 862.34
after 9½ years	€ 865.37
after 10½ years	€ 872.50

## 11. GO / Caretaker Grades

### PAY OF CARETAKERS IN ETBs

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

	1/1/18	New Entrants 1/1/18
Caretaker		
On Recruitment	€ 590.03	€ 532.97
after 6 months	€ 593.16	€ 545.26
after 1½ years	€ 596.14	€ 590.03
after 2½ years	€ 597.76	€ 593.16
after 3½ years	€ 599.36	€ 596.14
after 4½ years	€ 601.06	€ 597.76
after 5½ years	€ 602.73	€ 599.36
after 6½ years	€ 604.53	€ 601.06
after 7½ years	€ 606.23	€ 602.73
after 8½ years	€ 608.03	€ 604.53
after 9½ years	€ 609.92	€ 606.23
after 10½ years	€ 611.82	€ 608.03
after 11½ years	€ 613.56	€ 609.92
		€ 611.82
		€ 613.56

### PAY OF ATTENDANTS IN ETBs

#### OUTSIDE THE DUBLIN AREA

	1/1/18	New Entrants 1/1/18
Attendant		
On Recruitment	€ 575.02	€ 519.45
after 6 months	€ 578.16	€ 531.83
after 1½ years	€ 581.08	€ 575.02
after 2½ years	€ 582.77	€ 578.16
after 3½ years	€ 584.50	€ 581.08
after 4½ years	€ 586.13	€ 582.77
after 5½ years	€ 587.86	€ 584.50
after 6½ years	€ 589.58	€ 586.13
after 7½ years	€ 591.38	€ 587.86
after 8½ years	€ 593.18	€ 589.58
after 9½ years	€ 595.03	€ 591.38
after 10½ years	€ 596.90	€ 593.18
after 11½ years	€ 598.69	€ 595.03
		€ 596.90

		€ 598.69
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		New Entrants
<b>ETB</b>	1/1/18	1/1/18
<b>CLEANER P/T Rate</b>	€ 14.74	€ 13.32

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

	1/1/18	New Entrants 1/1/18
Caretaker		
On Recruitment	€ 589.49	€ 532.47
after 6 months	€ 592.65	€ 544.81
after 1½ years	€ 595.65	€ 589.49
after 2½ years	€ 597.25	€ 592.65
after 3½ years	€ 598.90	€ 595.65
after 4½ years	€ 600.57	€ 597.25
after 5½ years	€ 602.24	€ 598.90
after 6½ years	€ 604.00	€ 600.57
after 7½ years	€ 605.76	€ 602.24
after 8½ years	€ 607.53	€ 604.00
after 9½ years	€ 609.39	€ 605.76
after 10½ years	€ 611.28	€ 607.53
after 11½ years	€ 613.08	€ 609.39
		€ 611.28
		€ 613.08

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

	1/1/18	New Entrants 1/1/18
Attendant		
On Recruitment	€ 574.51	€ 518.99
after 6 months	€ 577.67	€ 531.38
after 1½ years	€ 580.61	€ 574.51
after 2½ years	€ 582.25	€ 577.67
after 3½ years	€ 583.98	€ 580.61

after 4½ years	€ 585.69	€ 582.25
after 5½ years	€ 587.33	€ 583.98
after 6½ years	€ 589.11	€ 585.69
after 7½ years	€ 590.85	€ 587.33
after 8½ years	€ 592.68	€ 589.11
after 9½ years	€ 594.50	€ 590.85
after 10½ years	€ 596.39	€ 592.68
after 11½ years	€ 598.24	€ 594.50
		€ 596.39
		€ 598.24

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

CARETAKERS / GENERAL OPERATIVE	1/1/18	New Entrants 1/1/18
	€ 558.37	€ 504.47
	€ 562.70	€ 517.40
	€ 564.48	€ 558.37
	€ 566.23	€ 562.70
	€ 567.84	€ 564.48
	€ 569.74	€ 566.23
	€ 571.54	€ 567.84
	€ 573.21	€ 569.74
	€ 575.05	€ 571.54
	€ 576.92	€ 573.21
	€ 579.38	€ 575.05
	€ 581.75	€ 576.92
	€ 584.12	€ 579.38
		€ 581.75
		€ 584.12

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

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

GENERAL OPERATIVE	1/1/18	New Entrants 1/1/18
	€ 557.85	€ 504.01

	€ 562.18	€ 516.96
	€ 563.95	€ 557.85
	€ 565.64	€ 562.18
	€ 567.36	€ 563.95
	€ 569.21	€ 565.64
	€ 571.02	€ 567.36
	€ 572.74	€ 569.21
	€ 574.56	€ 571.02
	€ 576.47	€ 572.74
	€ 578.89	€ 574.56
	€ 581.26	€ 576.47
	€ 583.65	€ 578.89
		€ 581.26
		€ 583.65

	<b>1/1/18</b>
<b>Senior Caretaker allowance for C&amp;C caretakers in Dublin area where shift working arrangements have been approved</b>	<b>€ 70.13</b>
<b>Junior Caretaker allowance for C&amp;C caretakers in Dublin area where shift working arrangements have been approved</b>	<b>€ 25.97</b>

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

	1/1/18
Senior Caretaker	
On Recruitment	€ 628.08
after 6 months	€ 631.34
after 1½ years	€ 634.62
after 2½ years	€ 636.43
after 3½ years	€ 638.32
after 4½ years	€ 640.13
after 5½ years	€ 642.03
after 6½ years	€ 644.03
after 7½ years	€ 646.00
after 8½ years	€ 648.13
after 9½ years	€ 650.15
after 10½ years	€ 652.21

after 11½ years	€ 654.35
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**REVISED SALARIES PAYABLE TO CARETAKERS/CLEANING SUPERVISOR IN THE CITY OF CORK ETB (PRE 1989)**

Caretaker/Cleaning Supervisor	1/1/18
On Recruitment	€ 621.48
after 6 months	€ 624.86
after 1½ years	€ 628.06
after 2½ years	€ 629.73
after 3½ years	€ 631.70
after 4½ years	€ 633.49
after 5½ years	€ 635.20
after 6½ years	€ 637.27
after 7½ years	€ 639.18
after 8½ years	€ 641.16
after 9½ years	€ 643.20
after 10½ years	€ 645.27
after 11½ years	€ 647.35

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

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

**CDET B TRUCK DRIVER - inclusive of GO Analogue Award**

	1/1/18	New Entrants 1/1/18
TRUCK DRIVER	€ 586.52	€ 529.80
(G.O. RELATED)	€ 590.61	€ 542.31
	€ 592.48	€ 586.52
	€ 593.85	€ 590.61
	€ 595.55	€ 592.48
	€ 597.36	€ 593.85
	€ 599.16	€ 595.55
	€ 601.07	€ 597.36
	€ 602.68	€ 599.16
	€ 604.56	€ 601.07
	€ 606.84	€ 602.68



	€ 609.27	€ 604.56
	€ 611.60	€ 606.84
		€ 609.27
		€ 611.60

#### **CDETБ STOREMAN / STOREKEEPER**

	1/1/18	New Entrants 1/1/18
STOREMAN/STOREKEEPER	€ 616.77	€ 557.03
(G.O. RELATED)	€ 627.23	€ 592.57
	€ 639.30	€ 616.77
	€ 650.20	€ 627.23
	€ 661.01	€ 639.30
	€ 671.99	€ 650.20
	€ 682.86	€ 661.01
		€ 671.99
		€ 682.86

#### **CDETБ PERSONNEL MAINTENANCE DIFFERENTIALS**

	1/1/18
<b>1. ASSISTANT PORTER</b>	<b>€ 27.65</b>
<b>2. PORTER</b>	<b>€ 51.78</b>
<b>3. SENIOR PORTER</b>	<b>€ 70.91</b>
<b>4. HEAD PORTER</b>	<b>€ 90.11</b>
<b>5. CARETAKER</b>	<b>€ 40.77</b>
<b>6. BOILERMAN</b>	<b>€ 27.65</b>
<b>7. TRACTOR DRIVER</b>	<b>€ 38.88</b>
<b>8. CHARGEHAND CLEANER</b>	<b>€ 18.34</b>
<b>9. FOREMAN CLEANER</b>	<b>€ 36.96</b>
<b>10. NIGHT ALLOWANCE</b>	<b>€ 15.24</b>
<b>11. SEMI-SKILLED ALLOWANCE</b>	<b>€ 15.24</b>
<b>12. GROUP 4 ALLOWANCE</b>	<b>€ 11.90</b>
<b>13. GROUP 3 ALLOWANCE</b>	<b>€ 9.01</b>
<b>14. CLASS AIDE</b>	<b>€ 23.81</b>

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

	1/1/18	New entrants 1/1/18
Psychologist	€ 58,363	€ 52,628
	€ 60,853	€ 55,981
	€ 63,324	€ 58,363
	€ 65,781	€ 60,853
	€ 67,813	€ 63,324
	€ 72,385	€ 65,781
	€ 76,518	€ 67,813
	€ 80,706	€ 72,385
	€ 84,109	€ 76,518
		€ 80,706
		€ 84,109
<b>LSI 1</b>	€ 86,744	€ 86,744
<b>LSI 2</b>	€ 89,381	€ 89,381

	1/1/18
Senior Psychologist	€ 81,666
	€ 83,550
	€ 85,449
	€ 87,332
	€ 89,207
	€ 89,924
LSI 1	€ 92,737
LSI 2	€ 95,550

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

	1/1/18	New Recruits 1/1/18
Technicians		
Scale A	€35,514	€32,374
This scale applies to those who opted not to join 1977 Superannuation Scheme	€36,519	€33,395
	€37,469	€35,514
	€39,723	€36,519
	€42,164	€37,469
	€43,911	€39,723
	€45,733	€42,164
	€47,519	€43,911
	€49,314	€45,733
	€51,583	€47,519
	€53,388	€49,314
	€55,341	€51,583
	€57,296	€53,388
	€59,200	€55,341
		€57,296
	€59,200	
LSI - payable after three years' service on the maximum of the scale	€60,446	€60,446

	1/1/18	New Recruits 1/1/18
Technicians		
Scale B	€35,854	€32,369
This scale applies to those who have joined 1977 Superannuation Scheme	€36,866	€33,713
	€37,828	€35,854
	€40,109	€36,866
	€42,528	€37,828
	€44,287	€40,109
	€46,118	€42,528
	€47,933	€44,287
	€49,746	€46,118
	€52,031	€47,933
	€53,853	€49,746
	€55,827	€52,031

	€57,799	€53,853
	€59,727	€55,827
		€57,799
		€59,727
LSI - payable after three years' service on the maximum of the scale	€60,982	€60,982

#### 14. Youth Officers (ETBs)

Youth Officer ETBs	1/1/18	New Entrants 1/1/2018
		€46,308
	€47,423	€43,850
	€48,493	€46,308
	€49,913	€47,423
	€51,560	€48,493
	€53,250	€49,913
	€55,047	€51,560
	€56,897	€53,250
	€58,817	€55,047
	€60,925	€56,897
	€63,042	€58,817
		€60,925
		€63,042

## 15. Youthreach Pay Scales

Resource Person	1/1/18	New Entrants 1/1/18
		€ 31,641
	€ 33,269	€ 30,332
	€ 35,206	€ 31,641
	€ 37,148	€ 33,269
	€ 39,095	€ 35,206
	€ 41,045	€ 37,148
	€ 43,002	€ 39,095
	€ 44,965	€ 41,045
	€ 46,931	€ 43,002
	€ 48,906	€ 44,965
	€ 51,017	€ 46,931
		€ 48,906
		€ 51,017
<b>LSI</b>	€ 52,771	€ 52,771
<b>LSI</b>	€ 54,527	€ 54,527

Co-ordinator	1/1/18
	€ 37,581
	€ 40,966
	€ 44,343
	€ 48,472
	€ 51,061
	€ 54,431
	€ 57,781
<b>LSI</b>	€ 60,367
<b>LSI</b>	€ 62,265

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

## **Appendix 2**

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

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

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

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

**16A.** (1) Where—

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

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

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

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

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

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

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

(4) Where—

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

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

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

the term or condition shall be void.

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

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

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

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

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

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

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

(10) This section has effect notwithstanding—

(a) any other enactment,

(b) any pension scheme or arrangement,

(c) any other agreement or contractual arrangement, or

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

(11) In this section—

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

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