



Circular 0084/2017

To: The Higher Education Authority for dissemination to all Institutes of Technology, Dublin Institute of Technology, 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 of the application of revised rates of salary with effect from 1 January 2018.
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.

Salary Increase with effect from 1 January 2018

3. Under the terms of the Public Service Stability Agreement 2018 – 2020, whole-time annual basic salaries are increased by 1% with effect from 1 January 2018.
4. Increased salary scales with effect from 1 January 2018 are attached at Appendix 2 of this Circular as follows:
 - Institutes of Technology and Dublin Institute of Technology = Page 6 - 36
 - Mary Immaculate College of Education = Page 37 - 44
 - National College of Art and Design = Page 45 - 50
 - St. Angela's College of Home Economics = Page 51 - 56
5. All salary scales and hourly rates payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 January 2018.

Restoration of FEMPI Act 2013 Pay Reductions for those earning between €65,000 and €110,000 per annum with effect from 1 January 2018

6. 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 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.

7. 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 between €65,000 and €110,000 will cease with effect from 1 January 2018.

Application of 1 January 2018 Salary Increase

Staff on salaries between €65,000 and €110,000:

8. For this category, the pay restoration and salary increase is applied in the following order, in accordance with the Public Service Pay and Pensions Act:
- (i) The second half of the restoration of the Haddington Road Agreement/ FEMPI Act 2013 reduction is applied first, **then**
 - (ii) Basic salary is increased by 1%.
9. This ensures that the 1% increase to basic salary is applied to the salary after full restoration of the HRA cut has occurred.

Staff on salaries in excess of €110,000:

10. In accordance with section 17 of the Public Service Pay and Pensions Act, 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 April 2017)
11. Accordingly, in calculating the increase for this category, the following steps are applied in the following order:
- (i) Establish the current salary (i.e. the salary effective from 1 April 2017);
 - (ii) Establish the value of 1% of the pre-HRA basic salary (i.e. the salary as it stood immediately prior to the HRA cut), then
 - (iii) Add this to the current salary

Worked Example - IOT President Level II:

STEP		AMOUNT
(i)	<i>Current Salary(i.e. the salary effective from 1 April 2017)</i>	<i>145,025</i>
(ii)	<i>Pre-HRA basic salary</i>	<i>151,800</i>
(iii)	<i>1% of pre-HRA basic salary</i>	<i>1,518</i>
(iv)	<i>Add this to the current salary at Step (i)</i>	<i>146,543</i>

Allowances

12. 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 January 2018. Fixed allowances are not affected.

Overtime

13. 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 with effect from 30 November 2015 - Recovery of Overpayments

14. 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 to this Circular.

Anomalies

15. 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

16. 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.
17. Any queries regarding anomalies identified or other matters in relation to this Circular should be forwarded by email to esr@education.gov.ie.
18. I would be grateful if you could bring this letter to the attention of the Institutes of Technology and the Dublin Institute of Technology in order to allow them the maximum time to prepare for these changes.

Philip Crosby
External Staff Relations
21 December 2017

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

IOT SALARY SCALES 1 JANUARY 2018

ATTENDANTS in IOTs outside the Dublin area Including Cork City (Post 1989)

(Where productivity measures under PCW have been agreed)

	01/01/2018	New entrants 1/1/18
Attendant		
On Recruitment	€ 575.03	€ 519.46
after 6 months	€ 578.17	€ 531.83
after 1½ years	€ 581.09	€ 575.03
after 2½ years	€ 582.76	€ 578.17
after 3½ years	€ 584.50	€ 581.09
after 4½ years	€ 586.14	€ 582.76
after 5½ years	€ 587.86	€ 584.50
after 6½ years	€ 589.58	€ 586.14
after 7½ years	€ 591.35	€ 587.86
after 8½ years	€ 593.19	€ 589.58
after 9½ years	€ 595.03	€ 591.35
after 10½ years	€ 596.89	€ 593.19
after 11½ years	€ 598.69	€ 595.03
		€ 596.89
		€ 598.69

ATTENDANTS IN IOTs outside the Dublin Area (inc Cork City Post 89)

-non members of Superannuation Scheme

(Where productivity measures under PCW have been agreed)

	01/01/2018	New entrants 1/1/18
Attendant		
On Recruitment	€ 574.51	€ 518.99
after 6 months	€ 577.67	€ 531.39
after 1½ years	€ 580.61	€ 574.51
after 2½ years	€ 582.26	€ 577.67
after 3½ years	€ 583.99	€ 580.61
after 4½ years	€ 585.69	€ 582.26
after 5½ years	€ 587.33	€ 583.99
after 6½ years	€ 589.12	€ 585.69
after 7½ years	€ 590.85	€ 587.33
after 8½ years	€ 592.68	€ 589.12

after 9½ years	€ 594.50	€ 590.85
after 10½ years	€ 596.40	€ 592.68
after 11½ years	€ 598.25	€ 594.50
		€ 596.40
		€ 598.25

CARETAKERS IN IOTs Outside the Dublin Area (Inc. Cork City Post 89)
(Where productivity measures under PCW have been agreed)

	01/01/2018	New entrants 1/1/18
Caretaker / Cleaning Supervisor		
On Recruitment	€ 590.03	€ 532.96
after 6 months	€ 593.17	€ 545.25
after 1½ years	€ 596.14	€ 590.03
after 2½ years	€ 597.76	€ 593.17
after 3½ years	€ 599.36	€ 596.14
after 4½ years	€ 601.07	€ 597.76
after 5½ years	€ 602.72	€ 599.36
after 6½ years	€ 604.52	€ 601.07
after 7½ years	€ 606.24	€ 602.72
after 8½ years	€ 608.02	€ 604.52
after 9½ years	€ 609.91	€ 606.24
after 10½ years	€ 611.80	€ 608.02
after 11½ years	€ 613.57	€ 609.91
		€ 611.80
		€ 613.57

CARETAKERS IN IOTs outside the Dublin Area (inc. Cork City post 89)
-non members of the Superannuation Scheme
(Where productivity measures under PCW have been agreed)

	01/01/2018	New entrants 1/1/18
Caretaker / Cleaning Supervisor		
On Recruitment	€ 589.49	€ 532.48
after 6 months	€ 592.65	€ 544.81
after 1½ years	€ 595.64	€ 589.49
after 2½ years	€ 597.25	€ 592.65
after 3½ years	€ 598.90	€ 595.64
after 4½ years	€ 600.56	€ 597.25
after 5½ years	€ 602.24	€ 598.90
after 6½ years	€ 604.00	€ 600.56

after 7½ years	€ 605.75	€ 602.24
after 8½ years	€ 607.53	€ 604.00
after 9½ years	€ 609.40	€ 605.75
after 10½ years	€ 611.28	€ 607.53
after 11½ years	€ 613.07	€ 609.40
		€ 611.28
		€ 613.07

CARETAKERS IN IOTs outside the Dublin area (inc. Cork City post 89)
(Where productivity measures under PCW have not been agreed)

Caretaker / Cleaning Supervisor	01/01/2018	
On Recruitment	€ 526.89	
after 6 months	€ 530.22	
after 1½ years	€ 533.28	
after 2½ years	€ 534.98	
after 3½ years	€ 536.66	
after 4½ years	€ 538.48	
after 5½ years	€ 540.16	
after 6½ years	€ 541.96	
after 7½ years	€ 543.77	
after 8½ years	€ 545.66	
after 9½ years	€ 547.58	
after 10½ years	€ 549.58	
after 11½ years	€ 551.32	

CARETAKERS IN IOTs outside the Dublin area (inc. Cork City post 89)
-non members of the Superannuation Scheme
(Where productivity measures under PCW have not been agreed)

Caretaker	01/01/2018
On Recruitment	€ 526.89
after 6 months	€ 530.22
after 1½ years	€ 533.28
after 2½ years	€ 534.98
after 3½ years	€ 536.66
after 4½ years	€ 538.48
after 5½ years	€ 540.16
after 6½ years	€ 541.96
after 7½ years	€ 543.77
after 8½ years	€ 545.66
after 9½ years	€ 547.58
after 10½ years	€ 549.58

after 11½ years	€ 551.32
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**REVISED SALARY PAYABLE TO SENIOR CARETAKER
CORK IOT**

Senior Caretaker	01/01/2018
On Recruitment	€ 653.19
after 6 months	€ 656.68
after 1½ years	€ 659.99
after 2½ years	€ 661.80
after 3½ years	€ 663.59
after 4½ years	€ 665.49
after 5½ years	€ 667.33
after 6½ years	€ 669.34
after 7½ years	€ 671.25
after 8½ years	€ 673.24
after 9½ years	€ 675.34
after 10½ years	€ 677.44
after 11½ years	€ 679.42

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

	01/01/2018
Caretaker / Cleaning Supervisor	
On Recruitment	€ 639.44
after 6 months	€ 641.60
after 1½ years	€ 643.76
after 2½ years	€ 645.94
after 3½ years	€ 648.10
after 4½ years	€ 650.24
after 5½ years	€ 652.41
after 6½ years	€ 654.57
after 7½ years	€ 656.73
after 8½ years	€ 658.90
after 9½ years	€ 661.05
after 10½ years	€ 663.22
after 11½ years	€ 665.39

	01/01/2018	New entrants 1/1/18
Full Time Models employed in IOTS	€ 529.21	€ 485.03
	€ 535.00	€ 492.94
	€ 540.71	€ 529.21
		€ 535.00
		€ 540.71

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

	01/01/2018
College Teacher	€38,397
	€40,053
	€41,717
	€43,371
	€45,048
	€46,704
	€48,360
	€50,027
	€52,145
	€53,846
	€55,550
	€57,781
	€60,013
	€61,769
	€65,703
	€66,495

Lecturer Scale I	€49,106
	€51,442
	€53,352
	€55,289
	€57,715
	€65,007
	€66,121
	€68,191
	€70,259
	€72,329
	€74,406

Lecturer Scale II	€55,153
	€57,693
	€66,548
	€68,799
	€71,055
	€73,320
	€75,596
	€77,857
	€80,115
	€82,386
	€84,649
Long Service Increments LSI 1	€86,956
LSI 2	€89,263

NEW STRUCTURE

	01/01/2018	1/1/18 new entrants
Assistant Lecturer	€41,122	€37,111
	€42,743	€39,315
	€44,399	€41,122
	€45,708	€42,743
	€47,034	€44,399
	€48,357	€45,708
	€49,681	€47,034
	€50,992	€48,357
		€49,681
		€50,992

Assistant Lecturer	01/01/2018	1/1/18 new entrants
part-time hourly rate	€ 65.27	€ 58.91

	01/01/2018
Lecturer Grade	€55,153
	€57,693
	€66,548
	€68,799
	€71,055
	€73,320

	€75,596
	€77,857
	€80,115
	€82,386
	€84,649

Senior Lecturer I	€74,746
(Teaching)	€77,205
	€79,655
	€82,120
	€84,571
	€87,022
	€89,484
	€91,931

	01/01/2018	
Senior Lecturer II	€77,171	
	€79,519	
	€81,862	
	€84,209	
	€86,558	
	€88,901	
	€91,244	
	€93,593	
	€95,934	
	€98,495	

	01/01/2018	
Senior Lecturer III	€82,834	
	€85,652	
	€88,472	
	€91,293	
	€94,112	
	€96,931	
	€99,963	
	€102,805	
	€105,818	

Salary scale for lecturer redeployed to D.L.I.A.D.T.	01/01/2018
Lecturer	€51,670
	€60,849

	€64,105
	€66,346
	€69,525
	€72,707
	€75,878
	€79,050
	€82,217

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

	01/01/2018
Grade VII	€ 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	€ 46,308
	€ 47,423
	€ 48,771
	€ 51,304
	€ 52,817
1st Long Service Increment	€ 54,698
2nd Long Service Increment	€ 56,591

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

Grade IV	€ 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

	01/01/2018	New entrants 1/1/18
Grade III	€ 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 Scales for Senior Grades in IOTs and DIT

	1/1/18
IOT President Level I* - Cork, Galway/Mayo and Waterford	€ 151,132
IOT President Level II* - Presidents of other IOTs	€ 146,543

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

Dublin Institute of Technology

1/1/18

President*	€ 182,304	
Directors*	€ 140,961	

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

	1/1/18
Registrar, Secretary/Financial Controller	€ 90,865
in Cork, Waterford, Galway/Mayo, Limerick	€ 93,966
Athlone, Sligo and Dundalk	€ 97,066
Institutes of Technology	€ 100,168
	€ 103,269
	€ 106,367
	€ 109,710
	€ 112,833
	€ 116,147

Registrar, Secretary/Financial Controller	€ 87,651
in other Institutes of Technology	€ 90,642
	€ 93,625
	€ 96,615
	€ 99,606
	€ 102,597
	€ 105,811
	€ 108,820
	€ 112,014

Head of Development in Cork, Waterford	€ 90,865
Galway/Mayo, Limerick, Athlone, Sligo	€ 93,966
and Dundalk Institutes of Technology	€ 97,066
	€ 100,168
	€ 103,269
	€ 106,367
	€ 109,710
	€ 112,833
	€ 116,147

Head of Development in other	€ 87,651
Institutes of Technology	€ 90,642
	€ 93,625
	€ 96,615
	€ 99,606
	€ 102,597
	€ 105,811
	€ 108,820
	€ 112,014

Revised salary scales for Management

Grades in Institutes of Technology (excluding DIT)

	1/1/18
Senior Management Grades	€ 71,139
(formerly A.P. related)	€ 73,546
	€ 75,952
	€ 78,363
	€ 80,774
	€ 83,180
	€ 85,774
	€ 88,200
	€ 90,773

Institutes of Technology	Rate 1/1/18	New Entrant 1/1/18
	Annual	Annual
Nurse	€52,656	€47,491
	€53,868	€50,209
	€55,043	€52,656
	€56,228	€53,868
	€57,560	€55,043
	€58,798	€56,228
		€57,560
		€58,798
	Rate 1/1/18	New Entrant 1/1/18
	Hourly	Hourly
	€25.87	€23.34
	€26.47	€24.67
	€27.05	€25.87
	€27.63	€26.47

	€28.28	€27.05
	€28.89	€27.63
		€28.28
		€28.89

	1/1/18
	€ 43,080
Maintenance Supervisor	€ 43,566
Cork Institute of Technology	€ 43,799
	€ 44,059
	€ 44,297
	€ 44,427
	€ 44,548
	€ 44,676
	€ 44,799
	€ 45,000
	€ 45,154
	€ 45,527

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

	1/1/18	New entrants 1/1/18
Craftsman		
On Recruitment	€657.50	€599.44
after 6 months	€662.39	€619.37
after 1½ years	€667.25	€657.50
after 2½ years	€672.14	€662.39
after 3½ years	€677.01	€667.25
after 4½ years	€681.89	€672.14
after 5½ years	€686.74	€677.01
after 6½ years	€691.63	€681.89
after 7½ years	€696.50	€686.74
after 8½ years		€691.63
after 9½ years		€696.50
after 10½ years		

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

	1/1/18	
Foreman Craftsman		

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 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)

	1/1/18	New entrants 1/1/18
Craftsman		
On Recruitment	€693.65	€626.22
after 6 months	€698.54	€646.00
after 1½ years	€703.43	€693.65
after 2½ years	€708.30	€698.54
after 3½ years	€713.17	€703.43
after 4½ years	€718.06	€708.30
after 5½ years	€722.95	€713.17
after 6½ years	€727.81	€718.06
after 7½ years	€732.70	€722.95
after 8½ years		€727.81
after 9½ years		€732.70
after 10½ years		

Assistant Foreman Craftsman in I.O.T.

	1/1/18	
Red circled specifically in relation to named members of staff in Sligo, Letterkenny and Cork		
On Recruitment	€776.15	
after 6 months	€784.83	
after 1½ years	€789.06	
after 2½ years	€793.69	
after 3½ years	€798.02	

after 4½ years	€800.36	
after 5½ years	€802.53	
after 6½ years	€804.81	
after 7½ years	€807.08	
after 8½ years	€810.63	
after 9½ years	€813.38	
after 10½ years	€820.04	

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

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

	1/1/18	New entrants 1/1/18
Higher Order Attendant	€ 493.99	€ 446.53
	€ 494.28	€ 470.59
	€ 503.84	€ 493.99
	€ 518.56	€ 494.29
	€ 536.86	€ 503.84
	€ 568.79	€ 518.56
	€ 596.28	€ 536.86
	€ 600.49	€ 568.79
	€ 602.24	€ 596.28
	€ 603.84	€ 600.48
	€ 605.46	€ 602.25
	€ 607.32	€ 603.84
	€ 609.07	€ 605.46
	€ 610.72	€ 607.32

	€ 612.50	€ 609.07
	€ 614.40	€ 610.72
	€ 616.83	€ 612.50
	€ 619.16	€ 614.40
	€ 621.56	€ 616.82
		€ 619.16
		€ 621.56

New Structure - Technicians in DIT and Institutes of Technology

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

	1/1/18	New entrants 1/1/18
Technician Grade		
	€ 32,535	€ 29,383
	€ 33,128	€ 31,062
	€ 34,061	€ 32,535
	€ 35,022	€ 33,128
	€ 36,011	€ 34,061
	€ 36,949	€ 35,022
	€ 39,174	€ 36,011
		€ 36,949
		€ 39,174
	€ 41,534	€ 41,534
Max	€ 43,250	€ 43,250

	1/1/18
Technical Officer	€ 34,690
Scale A	€ 35,671
	€ 36,598
	€ 38,797
	€ 41,178
	€ 42,883
	€ 44,661
	€ 46,403
	€ 48,155
	€ 50,367
	€ 52,128
	€ 54,034
	€ 55,941
	€ 57,799

LSI - payable after three years service on the maximum of the scale	€ 59,015	
Scale A applies to those who opted not to join 1977 Superannuation Scheme		
	1/1/18	
Technical Officer	€ 35,022	
Scale B	€ 36,011	
	€ 36,949	
	€ 39,174	
	€ 41,534	
	€ 43,250	
	€ 45,036	
	€ 46,807	
	€ 48,575	
	€ 50,805	
	€ 52,582	
	€ 54,509	
	€ 56,432	
	€ 58,313	
LSI - payable after three years service on the maximum of the scale	€ 59,538	
Scale B applies to those who have joined 1977 Superannuation Scheme		

	1/1/18	
Senior Technical Officer Grade		
Scale A	€ 54,034	
	€ 55,941	
	€ 57,799	
	€ 59,015	
	€ 60,159	
	€ 61,327	
	€ 62,518	
	€ 63,733	
	€ 64,972	
	1/1/18	
Senior Technical Officer Grade		
Scale B	€ 54,509	
	€ 56,432	
	€ 58,313	
	€ 59,538	
	€ 60,693	

	€ 61,872	
	€ 63,074	
	€ 64,301	
	€ 65,551	
Scale A applies to those who opted not to join 1977 Superannuation Scheme		
Scale B applies to those who have joined 1977 Superannuation Scheme		

New Structure - Technicians in DIT and Institutes of Technology

Scales incorporating 2½% increase for Technicians represented by UNITE with effect from 1/9/2012

	1/1/18	New entrants 1/1/18
Technician Grade		
	€ 33,003	€ 30,092
	€ 33,931	€ 31,813
	€ 34,887	€ 33,003
	€ 35,872	€ 33,931
	€ 36,886	€ 34,887
	€ 37,847	€ 35,872
	€ 40,128	€ 36,886
		€ 37,847
		€ 40,128
	€ 42,547	€ 42,547
Max	€ 44,306	€ 44,306

	1/1/18
Technical Officer	€ 35,532
Scale A	€ 36,538
	€ 37,488
	€ 39,742
	€ 42,182
	€ 43,930
	€ 45,752
	€ 47,538
	€ 49,334
	€ 51,601
	€ 53,406
	€ 55,360
	€ 57,314
	€ 59,219

LSI - payable after three years service on the maximum of the scale	€ 60,465
Scale A applies to those who opted not to join 1977 Superannuation Scheme	
	1/1/18
Technical Officer	€ 35,872
Scale B	€ 36,886
	€ 37,847
	€ 40,128
	€ 42,547
	€ 44,306
	€ 46,137
	€ 47,952
	€ 49,764
	€ 52,050
	€ 53,872
	€ 55,846
	€ 57,818
	€ 59,746
LSI - payable after three years service on the maximum of the scale	€ 61,001
Scale B applies to those who have joined 1977 Superannuation Scheme	

Senior Technical Officer Grade	1/1/18
Scale A	€ 55,360
	€ 57,314
	€ 59,219
	€ 60,465
	€ 61,638
	€ 62,835
	€ 64,056
	€ 65,302
	€ 66,571
	1/1/18
Senior Technical Officer Grade	
Scale B	€ 55,846
	€ 57,818
	€ 59,746
	€ 61,001
	€ 62,185
	€ 63,393

	€ 64,626
	€ 65,883
	€ 66,154
Scale A applies to those who opted not to join 1977 Superannuation Scheme	
Scale B applies to those who have joined 1977 Superannuation Scheme	

	1/1/18
Craft Assistant Waterford IOT	€ 41,433
Scale A	€ 42,549
	€ 43,734
	€ 46,528
	€ 48,323
	€ 50,305
	€ 52,338
LSI - payable after three years service on the maximum of the scale	€ 53,595
Scale A applies to those who opted not to join 1977 Superannuation Scheme	
Scale B	€ 41,792
	€ 42,914
	€ 44,104
	€ 46,931
	€ 48,749
	€ 50,745
	€ 52,797
LSI - payable after three years service on the maximum of the scale	€ 54,064
Scale B applies to those who have joined 1977 Superannuation Scheme	

	1/1/18
College Librarian	€ 71,139
	€ 73,546
	€ 75,952
	€ 78,363
	€ 80,774
	€ 83,180
	€ 85,774
	€ 88,200
	€ 90,773

	1/1/18
Careers Officer, Institutes of Technology	€ 48,357
	€ 49,682
	€ 50,993
	€ 52,321
	€ 53,645
	€ 54,971
	€ 56,297
	€ 57,622
	€ 58,946
	€ 60,273
	€ 61,599
	€ 62,924
	€ 63,734

Technical Assistants IOTs (formerly Higher Order Attendants)

	1/1/18
Technical Assistant I	€34,230
	€34,533
	€34,836
	€35,139
	€35,442

	1/1/18
Technical Assistant II	€36,011
	€36,949
	€39,174
	€40,184

Salary scales for Student Counsellors in Institutes of Technology

	1/1/18	New Entrants 1/1/18
Student Counsellor	€55,533	€50,080
	€57,896	€53,265
	€60,247	€55,533
	€62,579	€57,896
	€65,512	€60,247
	€68,892	€62,579
	€72,816	€65,512
	€76,793	€68,892

	€80,031	€72,816
		€76,793
		€80,031
Long Service Increment 1	€82,533	€82,533
Long Service Increment 2	€85,036	€85,036

Student Counsellor (Senior)	€79,127
in Dublin Institute of Technology	€80,945
	€82,782
	€84,607
	€86,422
	€87,116
Long Service Increment 1	€89,840
Long Service Increment 2	€92,565

COLLEGE OF CATERING, CATHAL BRUGHA STREET

Cafeteria Staff		
	1/1/18	
Housekeeper	€ 36,719	
Cafeteria Supervisor	€ 38,715	
	€ 40,159	
	€ 41,625	
1st long service increment	€ 42,974	
2nd Long Service Increment	€ 44,328	

		New entrants 1/1/18
Assistant Cafeteria Supervisor	1/1/18	
	€ 33,712	€ 30,737
	€ 35,243	€ 32,484
	€ 36,719	€ 33,712
	€ 38,715	€ 35,243
	€ 40,159	€ 36,719
		€ 38,715
		€ 40,159

		New entrants 1/1/18
	1/1/18	
Storekeeper	€ 36,719	€ 33,148
	€ 38,715	€ 35,594

	€ 40,159	€ 36,719
	€ 41,625	€ 38,715
	€ 42,974	€ 40,159
	€ 44,328	€ 41,625
		€ 42,974
		€ 44,328

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

	1/1/18	New entrants 1/1/18
GENERAL OPERATIVE	€ 557.85	€ 504.01
	€ 562.18	€ 516.95
	€ 563.95	€ 557.86
	€ 565.64	€ 562.18
	€ 567.36	€ 563.95
	€ 569.21	€ 565.64
	€ 571.02	€ 567.36
	€ 572.74	€ 569.21
	€ 574.56	€ 571.03
	€ 576.47	€ 572.74
	€ 578.89	€ 574.56
	€ 581.26	€ 576.46
	€ 583.65	€ 578.89
		€ 581.26
		€ 583.65

**DUBLIN ZONE GENERAL OPERATIVE PCW
AGREEMENT**

	1/1/18	New entrants 1/1/18
GENERAL	€ 558.37	€ 504.47
OPERATIVE	€ 562.70	€ 517.41
	€ 564.48	€ 558.37
	€ 566.23	€ 562.70
	€ 567.85	€ 564.48
	€ 569.74	€ 566.22
	€ 571.55	€ 567.85
	€ 573.22	€ 569.74
	€ 575.05	€ 571.55

	€ 576.92	€ 573.22
	€ 579.38	€ 575.05
	€ 581.75	€ 576.92
	€ 584.12	€ 579.37
		€ 581.75
		€ 584.12

DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL 1/1/18 New entrants 1/1/18

NIGHTWATCHMAN	€ 564.48	€ 509.97
(G.O. RELATED)	€ 566.18	€ 521.03
	€ 567.86	€ 564.48
	€ 569.75	€ 566.18
	€ 571.55	€ 567.85
	€ 573.22	€ 569.74
	€ 575.06	€ 571.56
	€ 576.93	€ 573.22
	€ 579.38	€ 575.05
	€ 581.75	€ 576.92
	€ 584.13	€ 579.38
	€ 586.52	€ 581.75
	€ 588.92	€ 584.12
		€ 586.52
		€ 588.92

DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL 1/1/18 New entrants 1/1/18

STOREMAN/STOREKEEPER	€ 577.60	€ 521.78
(G.O. RELATED)	€ 594.32	€ 552.62
	€ 606.64	€ 577.60
	€ 617.75	€ 594.32
	€ 622.71	€ 606.64
	€ 633.81	€ 617.75
	€ 644.78	€ 622.71
		€ 633.81
		€ 644.78

DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL	1/1/18	New entrants 1/1/18
COOKS	€ 542.39	€ 490.09
	€ 547.03	€ 508.97
	€ 551.71	€ 542.39
	€ 556.31	€ 547.03
	€ 561.06	€ 551.71
	€ 565.73	€ 556.31
	€ 570.40	€ 561.06
	€ 575.09	€ 565.73
	€ 579.72	€ 570.40
		€ 575.09
		€ 579.72

DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL	1/1/18	New entrants 1/1/18
TRUCK DRIVER	€ 546.33	€ 493.63
(G.O. RELATED)	€ 550.55	€ 506.56
	€ 552.45	€ 546.33
	€ 553.91	€ 550.55
	€ 555.65	€ 552.45
	€ 557.59	€ 553.91
	€ 559.37	€ 555.65
	€ 561.38	€ 557.59
	€ 563.00	€ 559.37
	€ 564.96	€ 561.38
	€ 567.33	€ 563.00
	€ 569.84	€ 564.96
	€ 572.28	€ 567.33
		€ 569.84
		€ 572.28

Laboratory Assistants DIT	01/01/2018	
Lab Assistant I	€34,230	
	€34,533	
	€34,836	
	€35,139	
	€35,442	

	01/01/2018
Lab Assistant II	€36,011
	€36,949
	€39,174
	€40,184

D.I.T. Library Staff	01/01/2018
Faculty Librarian	€55,153
	€57,693
	€66,548
	€68,799
	€71,055
	€73,320
	€75,597
	€77,857
	€80,115
	€82,385
	€84,650

Senior Librarian	€74,746
	€77,206
	€79,655
	€82,120
	€84,571
	€87,021
	€89,484
	€91,932

Revised salary scales for Officer grades in D.I.T.

1/1/18

Principal Officer	€ 82,547	
	€ 85,662	
	€ 88,776	
	€ 91,891	
	€ 95,007	
LSI 1	€ 97,910	
LSI 2	€ 100,917	

	1/1/18	
Assistant Principal Officer	€ 71,139	
	€ 73,546	
	€ 75,952	

	€ 78,363	
	€ 80,774	
	€ 83,180	
	€ 85,774	
	€ 88,200	
	€ 90,773	

Tipperary Rural and Business Development Institute

1/1/18

Chief Executive	€103,242
	€106,642
	€110,024
	€114,059
	€118,070
	€118,070
	€119,622

	1/1/18
Programme Manager	€81,252
	€83,143
	€85,034
	€86,922
	€88,814
	€90,703
	€92,591
	€94,689
	€96,787
	€99,099

	1/1/18 1%	New entrants 1/1/18
Programme Specialist	€55,229	€49,807
	€57,155	€53,272
	€59,079	€55,229
	€61,003	€57,155
	€62,931	€59,079
	€64,853	€61,003
	€65,766	€62,931
	€67,649	€64,853
	€69,526	€65,766
	€71,602	€67,649

	€73,684	€69,526
	€75,763	€71,602
	€78,053	€73,684
	€80,344	€75,763
	€82,630	€78,053
		€80,344
		€82,630

Gr IV Administration	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 Administration	1/1/18	New Entrants 1/1/18	
	€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	
		€35,268	
		€37,289	
Long Service Increment	€38,723	€38,723	

	1/1/18
Knowledge Resource Centre Manager	€71,139
Client Services Manager	€73,546
Finance Officer	€75,952
Computer Services Manager	€78,363
	€80,774
	€83,180
	€85,774
	€88,200
	€90,773

	1/1/18	New Entrants 1/1/18
Technician	€34,925	€31,838
	€35,912	€32,843
	€36,849	€34,925
	€39,066	€35,912
	€41,416	€36,849
	€43,129	€39,066
	€44,797	€41,416
	€46,343	€43,129
	€47,882	€44,797
	€49,609	€46,343
	€51,276	€47,882
	€52,982	€49,609
	€54,668	€51,276
	€56,413	€52,982
		€54,668
		€56,413
LSI Payable after 3 years on max of scale	€57,503	€57,503

	1/1/18	New Entrants 1/1/18
Caretaker		
On recruitment	€ 590.02	€ 532.96
after 6 months	€ 593.16	€ 545.25
after 1½ years	€ 596.13	€ 590.02

after 2½ years	€ 597.76	€ 593.16
after 3½ years	€ 599.35	€ 596.13
after 4½ years	€ 601.06	€ 597.76
after 5½ years	€ 602.72	€ 599.35
after 6½ years	€ 604.52	€ 601.06
after 7½ years	€ 606.23	€ 602.72
after 8½ years	€ 608.02	€ 604.52
after 9½ years	€ 609.91	€ 606.23
after 10½ years	€ 611.80	€ 608.02
after 11½ years	€ 613.56	€ 609.91
		€ 611.80
		€ 613.56

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

Project Accountant - Grade VII	€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

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

	1/1/18	New entrants 1/1/18
SUPERVISORS	€ 579.39	€ 523.38
After two years service on point 1		€ 579.39

	1/1/18	New entrants 1/4/17
Production Chef/Co-ordinator	€ 37,080	€ 33,142
	€ 38,704	€ 35,327
	€ 40,360	€ 36,713
	€ 41,671	€ 38,321
	€ 42,991	€ 39,961
	€ 44,317	€ 41,259
	€ 45,641	€ 42,566
	€ 46,956	€ 43,878
		€ 45,189
		€ 46,491

	1/1/18	New entrants 1/4/17
Technicians	€ 33,894	€30,595
Scale A	€ 35,174	€32,459
	€ 36,323	€33,558
	€ 37,444	€34,826
	€ 39,532	€35,963
	€ 40,973	€37,073
	€ 42,388	€39,140
	€ 43,841	€40,568
	€ 45,290	€41,968
	€ 46,924	€43,406
	€ 48,492	€44,841
	€ 50,106	€46,459
	€ 51,696	€48,012
	€ 53,336	€49,610
		€51,184
		€52,808
LSI - payable after three years service on the maximum of the scale	€ 54,370	€53,832
Scale A applies to those who opted not to join 1977 Superannuation Scheme		
	1/1/18	New entrants 1/1/18
Technicians	€34,218	€31,196
Scale B	€35,514	€33,099

	€36,674	€34,218
	€37,804	€35,514
	€39,874	€36,674
	€41,325	€37,804
	€42,744	€39,874
	€44,220	€41,325
	€45,687	€42,744
	€47,326	€44,220
	€48,917	€45,687
	€50,544	€47,326
	€52,146	€48,917
	€53,812	€50,544
		€52,146
		€53,812
LSI - payable after three years service on the maximum of the scale	€54,848	€54,848

**MARY IMMACULATE COLLEGE OF
EDUCATION**

Salary Scales

1/1/18

President	€140,364	
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Registrar and Bursar	€ 95,298
	€ 98,324
	€101,321
	€104,315
	€107,317
	€110,314
	€113,309

	1/1/18
Head of Education	€ 90,649
Department	€ 93,523
	€ 96,369
	€ 99,209
	€102,065
	€104,910
	€107,755

Senior Lecturer 9	€ 69,151
	€ 71,795
	€ 74,447
	€ 77,108
	€ 79,741
	€ 82,400
	€ 85,050
	€ 87,701
	€ 90,347

Librarian	€ 69,151
	€ 71,795
	€ 74,447
	€ 77,108
	€ 79,741
	€ 82,400
	€ 85,050

Lecturer	€ 51,670
	€ 60,849
	€ 64,105
	€ 66,346
	€ 69,525
	€ 72,710
	€ 75,879
	€ 79,048
	€ 82,217

	1/1/18	New Entrants 1/1/18
Assistant Lecturer	€ 47,948	€ 43,255
	€ 51,016	€ 46,015
	€ 54,168	€ 46,939
	€ 59,389	€ 51,015
	€ 66,169	€ 54,168
	€ 69,036	€ 59,389
	€ 71,894	€ 66,169
	€ 74,768	€ 69,036
	€ 77,621	€ 71,894
		€ 74,768
		€ 77,621

	1/1/18	New entrants 1/1/18
Assistant Librarian	€ 45,749	€ 41,275
	€ 47,570	€ 43,741
	€ 49,407	€ 45,749
	€ 51,224	€ 47,570
	€ 53,139	€ 49,407
	€ 54,973	€ 51,224
		€ 53,139
		€ 54,973

	1/1/18	New entrants 1/1/18
Library Assistant	€ 25,015	€ 23,122
	€ 25,775	€ 24,641
	€ 26,882	€ 25,015
	€ 27,994	€ 25,775

	€ 29,106	€ 26,882
	€ 30,211	€ 27,994
	€ 31,290	€ 29,106
	€ 32,366	€ 30,211
	€ 33,127	€ 31,290
	€ 34,195	€ 32,366
	€ 35,268	€ 33,127
	€ 37,288	€ 34,195
		€ 35,268
		€ 37,288
L.S.I.	€ 38,723	€ 38,723

	1/1/18
Senior Library Assistant	€ 29,913
	€ 31,968
	€ 33,712
	€ 35,244
	€ 36,719
	€ 38,715
	€ 40,160
	€ 41,620
1st LSI	€ 42,974
2nd LSI	€ 44,328

	1/1/18	1/1/18 grossed up scale	New entrants 1/1/18
Executive Officer			
	€ 28,557	€ 30,004	€ 25,801
	€ 30,618	€ 32,139	€ 27,657
	€ 32,414	€ 34,024	€ 28,557
	€ 34,014	€ 35,713	€ 30,618
	€ 35,567	€ 37,347	€ 32,414
	€ 37,113	€ 38,974	€ 34,014
	€ 38,627	€ 40,568	€ 35,567
	€ 40,157	€ 42,178	€ 37,113
	€ 41,645	€ 43,744	€ 38,627
	€ 43,178	€ 45,358	€ 40,157

	€ 44,196	€ 46,427	€ 41,645
			€ 43,178
			€ 44,196
Long Service Increment - after 3 yrs on max			
Personal Points	€ 45,636	€ 47,947	€ 45,636
Serving staff on max for less than 6 years (1)	€ 45,636	€ 47,947	€ 45,636
Serving staff on max for 6 years or more (2)	€ 47,080	€ 49,465	€ 47,080
(1)- paragraphs 15&16 of circular refer (2)- paragraphs 17-19 of circular refer			

	1/1/18	1/1/18 grossed up scale	
Higher Executive Officer	€ 45,263	€ 47,552	
	€ 46,583	€ 48,942	
	€ 47,901	€ 50,330	
	€ 49,220	€ 51,716	
	€ 50,539	€ 53,106	
	€ 51,859	€ 54,495	
	€ 53,178	€ 55,882	
Long Service Increment - after 3 yrs on max			
Personal Points	€ 55,080	€ 57,887	
Serving staff on max for less than 6 years (1)	€ 55,080	€ 57,887	
Serving staff on max for 6 years or more (2)	€ 56,979	€ 59,887	
(1)- paragraphs 15&16 of circular refer (2)- paragraphs 17-19 of circular refer			
	1/1/18		
Staff Officer	€ 34,411		
	€ 35,836		
	€ 37,119		
	€ 38,273		
	€ 39,434		
	€ 40,601		
	€ 41,773		

	€ 42,898	
LSI 1	€ 43,966	
LSI2	€ 45,355	

	1/1/18	New entrants 1/1/18	1/1/18 grossed up scale	New entrants 1/1/18 Grossed up scale
Clerical Officer				
	€456.17	€421.64	€ 479.16	€442.81
	€476.52	€449.15	€ 493.52	€471.78
	€489.91	€456.17	€ 514.70	€479.16
	€510.03	€476.52	€ 535.86	€493.52
	€530.13	€489.91	€ 557.00	€514.70
	€550.27	€510.03	€ 578.12	€535.86
	€570.32	€530.13	€ 598.71	€557.00
	€590.01	€550.27	€ 619.28	€578.12
	€609.62	€570.32	€ 633.75	€598.71
	€623.12	€590.01	€ 654.13	€619.28
	€642.36	€609.62	€ 674.37	€633.75
	€672.30	€623.12	€ 705.93	€654.13
		€642.36		€674.37
		€672.30		€705.93
L.S.I. 1	€695.91	€695.91	€ 730.74	€730.74
L.S.I. 2	€706.75	€706.74	€ 742.13	€742.13
	1/1/18			
Senior Technical Officer	€ 47,447			
	€ 49,442			
	€ 51,549			
	€ 53,718			
	€ 55,961			
LSI	€ 57,127			

	1/1/18	New entrants 1/1/18
General Operatives & Cleaner Grades		
On Recruitment	€566.73	€511.99
After 0.5 Years	€569.81	€524.30
After 1.5 Years	€572.80	€566.72
After 2.5 Years	€574.45	€569.81
After 3.5 Years	€576.26	€572.80
After 4.5 Years	€577.89	€574.45
After 5.5 Years	€579.51	€576.27
After 6.5 Years	€581.22	€577.89
After 7.5 Years	€582.96	€579.52
After 8.5 Years	€584.78	€581.22
After 9.5 Years	€586.54	€582.96
After 10.5 Years	€588.41	€584.78
After 11.5 Years	€590.20	€586.55
		€588.42
		€590.19

	1/1/18	New entrants 1/1/18
Buildings Maintenance Manager	€48,493	€43,745
	€49,679	€46,060
	€51,064	€48,493
	€52,454	€49,679
	€53,846	€51,064
	€55,086	€52,454
	€56,358	€53,846
	€57,590	€55,086
	€58,817	€56,358
		€57,590
		€58,817
LSI 1	€60,925	€60,925
LSI 2	€63,042	€63,042

	1/1/18	New entrants 1/1/18
Analyst Programmer 1	€ 38,033	€ 34,331
	€ 39,304	€ 36,639
	€ 40,597	€ 38,033

	€ 41,892	€ 39,304
	€ 43,187	€ 40,597
	€ 44,478	€ 41,892
	€ 46,617	€ 43,187
	€ 48,419	€ 44,478
		€ 46,617
		€ 48,419

	1/1/18
Analyst Programmer 2	€ 44,644
	€ 46,009
	€ 47,367
	€ 48,700
	€ 50,046
	€ 51,378
	€ 53,590
	€ 55,612
	€ 57,687

	1/1/18
Analyst Programmer 3	€ 53,005
	€ 62,426
	€ 65,772
	€ 68,050
	€ 71,316
	€ 74,581
	€ 77,837
	€ 81,090
	€ 84,344

	1/1/18
Assistant Principal Officer	€ 65,836
	€ 68,217
	€ 70,583
	€ 72,957
	€ 75,327
	€ 76,693
LSI	€ 79,086
LSI	€ 81,485

	1/1/18
Senior Executive Officer in the President's Office	€ 48,493
	€ 49,679
	€ 51,064
	€ 52,454
	€ 53,846
	€ 55,091
	€ 56,358
	€ 57,590
	€ 58,817
Long Service Increment	
Long Service Increment	€ 60,925
	€ 63,042

Tradesperson	1/1/18
On recruitment	€693.70
after 0.5 years	€698.56
after 1.5 years	€703.44
after 2.5 years	€708.31
after 3.5 years	€713.18
after 4.5 years	€718.07
after 5.5 years	€722.95
after 6.5 years	€727.83
after 7.5 years	€732.70

NATIONAL COLLEGE OF ART AND DESIGN

	1/1/18
Director	€ 140,961

	1/1/18
Head of	€ 90,651
Faculty	€ 93,523
	€ 96,369
	€ 99,209
	€ 102,065
	€ 104,910
	€ 107,755

	1/1/18
Head of	€ 69,152
Department	€ 71,795
	€ 74,448
	€ 77,108
	€ 79,741
	€ 82,400
	€ 85,051
	€ 87,701
	€ 90,347

Finance Officer	€ 57,956	
	€ 60,624	
	€ 69,895	
	€ 72,266	
	€ 74,645	
	€ 77,031	
	€ 79,420	
	€ 81,801	
	€ 84,175	
	€ 86,561	
	€ 88,949	

Lecturer	€ 51,670
	€ 60,849
	€ 64,105
	€ 66,346

	€ 69,525
	€ 72,710
	€ 75,879
	€ 79,048
	€ 82,217

	1/1/18	New entrants 1/1/18
Assistant Lecturer	€ 42,924	€ 38,733
	€ 44,617	€ 41,034
	€ 46,346	€ 42,924
	€ 47,720	€ 44,617
	€ 49,111	€ 46,346
	€ 50,489	€ 47,720
	€ 51,878	€ 49,111
	€ 53,250	€ 50,489
		€ 51,878
		€ 53,250

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

Grade VI	€ 46,308
	€ 47,423
	€ 48,771
	€ 51,304
	€ 52,817
LSI 1	€ 54,698
LSI 2	€ 56,591

Grade V	€ 41,625
(Senior Clerk)	€ 42,949

	€ 44,274
	€ 45,599
	€ 46,923
LSI 1	€ 48,457
LSI 2	€ 49,990

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

		New entrants 1/1/18
Grade III	1/1/18	
(Clerical Officer)	€ 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
LSI	€ 38,723	€ 38,723

		New entrants 1/1/18
Grade II	€ 25,015	€ 23,122
(Clerk Typist)	€ 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
		€ 35,268
		€ 37,288

	1/1/18
Senior Library	€ 29,913
Assistant	€ 31,965
	€ 33,712
	€ 35,243
	€ 36,719
	€ 38,715
	€ 40,159
	€ 41,625

	1/1/18	New entrants 1/1/18
Building Officer	€ 46,308	€ 41,778
	€ 47,423	€ 44,351
	€ 48,771	€ 46,308
	€ 51,304	€ 47,423
	€ 52,817	€ 48,771
		€ 51,304
		€ 52,817
LSI 1	€ 54,698	€ 54,698
LSI 2	€ 56,591	€ 56,591

	1/1/18	New entrants 1/1/18
General Operative	€ 559.30	€505.30
	€ 563.61	€518.22
	€ 565.38	€559.30
	€ 567.07	€563.61
	€ 568.77	€565.38
	€ 570.67	€567.07
	€ 572.42	€568.77
	€ 574.12	€570.67
	€ 575.97	€572.42
	€ 577.81	€574.12
	€ 580.23	€575.97
	€ 582.69	€577.81
	€ 585.02	€580.23
		€582.69
		€585.02

	1/1/18	
Head Attendant	€ 29,539	
	€ 30,015	
Grossing up to be applied	€ 30,503	
in College to take account	€ 31,314	
of pension contributions	€ 31,693	
	€ 32,124	
	€ 32,355	
	€ 32,675	
LSI 1	€ 33,640	
LSI 2	€ 34,870	

	1/1/18	
Senior Attendant	€ 518.68	
	€ 528.28	
Grossing up to be applied	€ 541.65	
in College to take account	€ 552.74	
of pension contributions	€ 563.89	
	€ 574.97	
	€ 585.89	
LSI 1	€ 603.72	
LSI 2	€ 619.87	

	1/1/18	New Entrants 1/1/18
Attendant	€ 442.10	€442.10
	€ 442.10	€442.10
	€ 442.10	€442.10
	€ 461.42	€442.10
	€ 477.23	€442.10
	€ 493.00	€461.42
	€ 499.39	€477.23
Grossing up to be applied	€ 514.96	€493.00
in College to take account	€ 539.43	€499.39
of pension contributions	€ 546.11	€514.96
		€539.43
		€546.11
LSI 1	€ 562.72	€562.72
LSI 2	€ 583.68	€583.68

	1/1/18	New entrants 1/1/18
Technical Officer		
	€ 40,843	€ 36,859
	€ 42,533	€ 39,166
	€ 44,277	€ 40,843
	€ 46,075	€ 42,533
	€ 47,854	€ 44,277
		€ 46,075
		€ 47,854

Senior Technical Officer	1/1/18	
	€ 50,490	
	€ 52,307	
	€ 54,209	
	€ 56,150	
	€ 58,133	
LSI	€ 59,346	

Assistant Librarian	1/1/18	
(scale on a personal to holder basis)	€ 57,953	

ST. ANGELA'S COLLEGE OF EDUCATION FOR HOME ECONOMICS

	1/1/18
Principal	€81,130
	€83,730
	€86,311
	€88,906
	€91,484
	€94,079
	€96,666
	€99,262
	€101,847
	€104,433
	€107,020

Senior Lecturer	€69,155
	€71,795
	€74,451
	€77,107
	€79,742
	€82,398
	€85,050
	€87,701
	€90,347

	1/1/18	New Entrants 1/1/18
Lecturer	€ 51,670	€46,604
	€ 60,849	€54,866
	€ 64,105	€60,849
	€ 66,346	€64,105
	€ 69,526	€66,346
	€ 72,707	€69,526
	€ 75,879	€72,707
	€ 79,049	€75,879
	€ 82,217	€79,049
		€82,217

	1/1/18
Librarian	€ 43,818
	€ 45,567
	€ 47,317
	€ 49,062
	€ 50,891
	€ 52,641

	1/1/18	New entrants 1/1/18
Library Assistant	€23,146	€22,094
	€24,243	€22,909
	€25,342	€23,146
	€26,068	€24,243
	€27,150	€25,342
	€28,225	€26,068
	€29,308	€27,150
	€30,379	€28,225
	€31,438	€29,308
	€32,489	€30,379
	€33,219	€31,438
	€34,260	€32,489
	€35,301	€33,219
	€36,342	€34,260
		€35,301
		€36,342

1/1/18

Bursar	€ 45,263
	€ 46,583
	€ 47,901
	€ 49,220
	€ 50,539
	€ 51,859
	€ 53,178
after 3 years satisfactory service at the maximum	€ 55,080
after 6 years satisfactory service at the maximum	€ 56,979

	1/1/18	New Entrants 1/1/18
Secretary to President		
	€32,139	€29,026
	€34,024	€31,020
	€35,713	€32,139
	€37,347	€34,024
	€38,974	€35,713
	€40,568	€37,347
	€42,178	€38,974
	€43,744	€40,568
	€45,358	€42,178
	€46,427	€43,744
		€45,358
		€46,427
LSI (After 3 years on maximum)	€47,947	€47,947
LSI (After 6 years on maximum)	€49,465	€49,465

	1/1/18	New Entrants 1/1/18
Technical Officer		
	€38,342	€34,608
	€41,093	€37,085
	€43,025	€38,342
	€44,951	€41,093
	€47,049	€43,025
	€48,177	€44,951
		€47,049
		€48,177

Catering Supervisor	€ 33,128
	€ 34,195
	€ 35,268
maximum	€ 37,289
Long Service Increment	€ 38,723
after 3 years satisfactory service at max.	

	1/1/18	New entrants 1/1/18
Cooks	€ 534.56	€ 489.92
		€ 534.56

	1/1/18	New entrants 1/1/18
Gardener	€ 535.45	€ 490.74
	€ 538.85	€ 496.84
	€ 541.96	€ 535.45
	€ 543.68	€ 538.85
	€ 545.43	€ 541.96
	€ 547.13	€ 543.68
	€ 548.95	€ 545.43
	€ 550.70	€ 547.13
	€ 552.53	€ 548.95
	€ 554.43	€ 550.70
	€ 556.42	€ 552.53
	€ 558.40	€ 554.43
	€ 560.22	€ 556.42
		€ 558.40
		€ 560.22

	1/1/18	New entrants 1/1/18
Home Economics Assistant	€ 575.02	€ 519.45
	€ 578.16	€ 531.83
	€ 581.08	€ 575.02
	€ 582.76	€ 578.16
	€ 584.50	€ 581.08
	€ 586.13	€ 582.76
	€ 587.86	€ 584.50
	€ 589.58	€ 586.13
	€ 591.34	€ 587.86
	€ 593.18	€ 589.58
	€ 595.02	€ 591.34
	€ 596.89	€ 593.18

	€ 598.69	€ 595.02
		€ 596.89
		€ 598.69

	1/1/18
Permanent Wholetime Secretary	€ 25,015
	€ 25,775
	€ 26,882
	€ 27,993
	€ 29,106
	€ 30,211
	€ 31,290
	€ 32,365
	€ 33,128
	€ 34,195
	€ 35,268
	€ 37,289
	€ 37,289
	€ 37,289
Long Service Increment	€ 38,723

	1/1/18	New entrants 1/1/18
Maintenance Post		
On recruitment	€ 557.11	€ 503.32
after 6 months	€ 560.37	€ 516.18
after 1½years	€ 563.46	€ 557.11
after 2½years	€ 565.17	€ 560.37
after 3½years	€ 566.92	€ 563.46
after 4½years	€ 568.71	€ 565.17
after 5½years	€ 570.43	€ 566.92
after 6½years	€ 572.24	€ 568.71
after 7½years	€ 574.06	€ 570.43
after 8½years	€ 575.97	€ 572.24
after 9½years	€ 577.88	€ 574.06
after 10½years	€ 579.82	€ 575.97
after 11½years	€ 581.57	€ 577.88
		€ 579.82
		€ 581.57

Pay rates for certain Catering & Household Staff

	1/1/18	New entrants 1/1/18
Domestics	€ 457.67	€ 442.10
		€ 457.68