



**Circular Letter 0070/2019**

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

**Re: Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017 - Application of revised rates of salary with effect from 1 January 2020**

1. The Minister for Education and Skills wishes to inform employers of the application of salary increases with effect from 1 January 2020.
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 Increases with effect from 1 January 2020.**

3. Under the terms of the Public Service Stability Agreement 2018 – 2020 annualised salaries **up to €32,000 to be increased by .5%** with effect from 1 January 2020.

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

4. 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.

**Part-time / hourly paid staff**

5. 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.



### **Circulation and Queries**

Any queries regarding anomalies identified or other matters in relation to this Circular should be forwarded by email to [esr@education.gov.ie](mailto:esr@education.gov.ie).

Tara Carton  
Principal Officer  
External Staff Relations  
2 December 2020



## 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, 4



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.”. 5



## Appendix 2

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

(Where productivity measures under PCW have been agreed)

	1/1/2020	New Entrants 1/1/2020
<b>Attendant</b>		
On Recruitment	€ 593.90	€ 541.87
after 6 months	€ 597.14	€ 554.77
after 1½ years	€ 600.16	€ 593.90
after 2½ years	€ 601.89	€ 597.14
after 3½ years	€ 603.68	€ 600.16
after 4½ years	€ 605.37	€ 601.89
after 5½ years	€ 607.15	€ 603.68
after 6½ years	€ 608.93	€ 605.37
after 7½ years	€ 610.75	€ 607.15
after 8½ years	€ 612.65	€ 608.93
after 9½ years	€ 614.55	€ 610.75
after 10½ years	€ 614.55	€ 612.65
after 11½ years	€ 615.26	€ 614.55
		€ 614.55
		€ 615.26

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

#### NON -MEMBERS OF THE SUPERANNUATION SCHEME

(Where productivity measures under PCW have been agreed)

	1/1/2020	New Entrants 1/1/2020
<b>Attendant</b>		
On Recruitment	€ 593.36	€ 541.38
after 6 months	€ 596.63	€ 554.31
after 1½ years	€ 599.66	€ 593.36
after 2½ years	€ 601.37	€ 596.63
after 3½ years	€ 603.15	€ 599.66
after 4½ years	€ 604.91	€ 601.37
after 5½ years	€ 606.60	€ 603.15
after 6½ years	€ 608.45	€ 604.91
after 7½ years	€ 610.24	€ 606.60
after 8½ years	€ 612.13	€ 608.45
after 9½ years	€ 614.01	€ 610.24



after 10½ years	€ 615.97	€ 612.13
after 11½ years	€ 615.97	€ 614.01
		€ 615.97
		€ 615.97

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

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

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Caretaker / Cleaning Supervisor</b>		
<b>On Recruitment</b>	€ 609.39	€ 555.95
after 6 months	€ 612.63	€ 568.78
after 1½ years	€ 615.70	€ 609.39
after 2½ years	€ 615.70	€ 612.63
after 3½ years	€ 615.95	€ 615.70
after 4½ years	€ 617.70	€ 615.70
after 5½ years	€ 619.40	€ 615.95
after 6½ years	€ 621.25	€ 617.70
after 7½ years	€ 623.01	€ 619.40
after 8½ years	€ 624.85	€ 621.25
after 9½ years	€ 626.79	€ 623.01
after 10½ years	€ 628.73	€ 624.85
after 11½ years	€ 630.55	€ 626.79
		€ 628.73
		€ 630.55

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

**NON -MEMBERS OF THE SUPERANNUATION SCHEME**

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

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Caretaker / Cleaning Supervisor</b>		
<b>On Recruitment</b>	€ 608.83	€ 555.45
after 6 months	€ 612.10	€ 568.31
after 1½ years	€ 615.19	€ 608.83
after 2½ years	€ 615.19	€ 612.10
after 3½ years	€ 615.48	€ 615.19
after 4½ years	€ 617.18	€ 615.19
after 5½ years	€ 618.90	€ 615.48
after 6½ years	€ 620.72	€ 617.18



after 7½ years	€ 622.52	€ 618.90
after 8½ years	€ 624.34	€ 620.72
after 9½ years	€ 626.26	€ 622.52
after 10½ years	€ 628.19	€ 624.34
after 11½ years	€ 630.04	€ 626.26
		€ 628.19
		€ 630.04

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

**(Where productivity measures under PCW have not been agreed)**

	<b>1/1/2020</b>
<b>Caretaker / Cleaning Supervisor</b>	
On Recruitment	€ 549.62
after 6 months	€ 553.10
after 1½ years	€ 556.29
after 2½ years	€ 558.06
after 3½ years	€ 559.81
after 4½ years	€ 561.71
after 5½ years	€ 563.47
after 6½ years	€ 565.34
after 7½ years	€ 567.23
after 8½ years	€ 569.20
after 9½ years	€ 571.20
after 10½ years	€ 573.29
after 11½ years	€ 575.11

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

**NON -MEMBERS OF THE SUPERANNUATION SCHEME**

**(Where productivity measures under PCW have not been agreed)**

	<b>1/1/2020</b>
<b>Caretaker</b>	
On Recruitment	€ 549.62
after 6 months	€ 553.10
after 1½ years	€ 556.29
after 2½ years	€ 558.06
after 3½ years	€ 559.81
after 4½ years	€ 561.71
after 5½ years	€ 563.47
after 6½ years	€ 565.34
after 7½ years	€ 567.23





after 8½ years	€ 569.20
after 9½ years	€ 571.20
after 10½ years	€ 573.29
after 11½ years	€ 575.11

	1/1/2020	New Entrants 1/1/2020
<b>Full time models employed in IOTs</b>		
	€ 552.04	€ 505.96
	€ 558.08	€ 514.20
	€ 564.04	€ 552.04
		€ 558.08
		€ 564.04

	1/1/2020
<b>Grade IV</b>	
	€ 30,895
	€ 32,850
	€ 34,645
	€ 36,218
	€ 37,735
	€ 39,787
	€ 41,270
	€ 42,777
<b>1st Long Service Increment</b>	€ 44,163
<b>2nd Long Service Increment</b>	€ 45,555

	1/1/2020	New Entrants 1/1/2020
<b>Grade III</b>		
	€ 26,094	€ 24,119
	€ 26,887	€ 25,704
	€ 28,042	€ 26,094
	€ 29,201	€ 26,887
	€ 30,362	€ 28,042
	€ 31,202	€ 29,201
	€ 32,156	€ 30,362
	€ 33,261	€ 31,202
	€ 34,045	€ 32,156
	€ 35,142	€ 33,261
	€ 36,244	€ 34,045
	€ 38,321	€ 35,142



	€ 38,321	€ 36,244
	€ 38,321	€ 38,321
		€ 38,321
		€ 38,321
	€ 39,794	€ 39,794

#### DUBLIN INSTITUTE OF TECHNOLOGY

	1/1/2020	New Entrants 1/1/2020
<b>Higher Order Attendant</b>		
	€ 515.30	€ 465.80
	€ 515.61	€ 490.89
	€ 525.57	€ 515.30
	€ 540.94	€ 515.61
	€ 560.02	€ 525.58
	€ 593.33	€ 540.93
	€ 615.85	€ 560.01
	€ 617.10	€ 593.33
	€ 618.91	€ 615.86
	€ 620.55	€ 617.10
	€ 622.22	€ 618.91
	€ 624.13	€ 620.55
	€ 625.93	€ 622.22
	€ 627.62	€ 624.14
	€ 629.46	€ 625.92
	€ 631.41	€ 627.61
	€ 633.90	€ 629.45
	€ 636.30	€ 631.41
	€ 638.77	€ 633.90
		€ 636.29
		€ 638.76

#### NEW STRUCTURE - TECHNICIANS IN DIT AND INSTITUTES OF TECHNOLOGY

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

	1/1/2020	New Entrants 1/1/2020
<b>Technician Grade</b>		
	€ 33,436	€ 30,651
	€ 34,045	€ 32,081
	€ 35,003	€ 33,436



	€ 35,991	€ 34,045
	€ 37,007	€ 35,003
	€ 37,971	€ 35,991
	€ 40,258	€ 37,007
		€ 37,971
		€ 40,258
	€ 42,683	€ 42,683
<b>Max</b>	€ 44,447	€ 44,447

**NEW STRUCTURE - TECHNICIANS IN DIT AND INSTITUTES OF TECHNOLOGY**

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

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Technician Grade</b>		
	€ 33,917	€ 31,079
	€ 34,870	€ 32,693
	€ 35,853	€ 33,917
	€ 36,865	€ 34,870
	€ 37,906	€ 35,853
	€ 38,894	€ 36,865
	€ 41,239	€ 37,906
		€ 38,894
		€ 41,239
	€ 43,724	€ 43,724
<b>Max</b>	€ 45,532	€ 45,532

**COLLEGE OF CATERING, CATHAL BRUGHA STREET**

**Cafeteria Staff**

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Assistant Cafeteria Supervisor</b>		
	€ 34,645	€ 31,745
	€ 36,218	€ 33,383
	€ 37,735	€ 34,645
	€ 39,787	€ 36,218
	€ 41,270	€ 37,735
		€ 39,787
		€ 41,270

**INSTITUTES OF TECHNOLOGY & DIT**

**DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT**



	1/1/2020	New Entrants 1/1/2020
<b>General Operative</b>		
	€ 581.92	€ 525.76
	€ 586.43	€ 539.26
	€ 588.28	€ 581.91
	€ 590.04	€ 586.43
	€ 591.83	€ 588.28
	€ 593.76	€ 590.04
	€ 593.76	€ 591.83
	€ 593.76	€ 593.76
	€ 593.76	€ 593.76
	€ 595.38	€ 593.76
	€ 597.89	€ 593.76
	€ 600.33	€ 595.38
	€ 602.80	€ 597.89
		€ 600.33
		€ 602.81

**DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT**

	1/1/2020	New Entrants 1/1/2020
<b>General Operative</b>		
	€ 582.46	€ 526.23
	€ 586.98	€ 539.73
	€ 588.83	€ 582.45
	€ 590.65	€ 586.98
	€ 592.35	€ 588.83
	€ 592.35	€ 590.66
	€ 592.35	€ 592.35
	€ 592.35	€ 592.35
	€ 593.92	€ 592.35
	€ 595.85	€ 592.35
	€ 598.39	€ 593.92
	€ 600.84	€ 595.85
	€ 603.29	€ 598.38
		€ 600.84
		€ 603.29

**DUBLIN INTITUTE OF TECHNOLOGY PERSONNEL**

	1/1/2020	New Entrants
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		1/1/2020
<b>Nightwatchman (G.O. Related)</b>		
	€ 588.84	€ 531.97
	€ 590.61	€ 543.51
	€ 592.35	€ 588.83
	€ 592.35	€ 590.60
	€ 592.35	€ 592.36
	€ 592.35	€ 592.36
	€ 593.93	€ 592.36
	€ 595.86	€ 592.36
	€ 598.39	€ 593.92
	€ 600.84	€ 595.86
	€ 603.30	€ 598.39
	€ 605.77	€ 600.84
	€ 608.24	€ 603.30
		€ 605.77
		€ 608.23

	1/1/2020	New Entrants 1/1/2020
<b>Storeman/Storekeeper (G.O. Related)</b>		
	€ 596.56	€ 544.29
	€ 613.82	€ 576.46
	€ 623.43	€ 596.56
	€ 634.85	€ 613.82
	€ 639.95	€ 623.43
	€ 651.35	€ 634.86
	€ 662.62	€ 639.95
		€ 651.35
		€ 662.62

	1/1/2020	New Entrants 1/1/2020
<b>Cooks</b>		
	€ 565.79	€ 511.23
	€ 570.63	€ 530.93
	€ 575.51	€ 565.79
	€ 580.31	€ 570.63
	€ 585.26	€ 575.51
	€ 590.13	€ 580.31
	€ 590.13	€ 585.26
	€ 593.96	€ 590.13
	€ 598.75	€ 590.13



		€ 593.96
		€ 598.75

	1/1/2020	New Entrants 1/1/2020
<b>Truck Driver (G.O. Related)</b>		
	€ 569.90	€ 514.93
	€ 574.30	€ 528.41
	€ 576.29	€ 569.90
	€ 577.81	€ 574.30
	€ 579.62	€ 576.29
	€ 581.64	€ 577.81
	€ 583.50	€ 579.62
	€ 585.60	€ 581.64
	€ 587.29	€ 583.50
	€ 589.33	€ 585.60
	€ 591.81	€ 587.29
	€ 591.81	€ 589.33
	€ 591.81	€ 591.81
		€ 591.81
		€ 591.81

**TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE**

	1/1/2020
<b>Gr IV Administration</b>	
	€30,895
	€32,850
	€34,645
	€36,218
	€37,735
	€39,787
	€41,270
	€42,777
<b>1st Long Service Increment</b>	€44,163
<b>2nd Long Service Increment</b>	€45,555

	1/1/2020	New Entrants 1/1/2020
<b>Grade III Administration</b>		
	€26,094	€24,119
	€26,887	€25,704
	€28,042	€26,094



	€29,201	€26,887
	€30,362	€28,042
	€31,202	€29,201
	€32,156	€30,362
	€33,261	€31,202
	€34,045	€32,156
	€35,142	€33,261
	€36,244	€34,045
	€38,321	€35,142
		€36,244
		€38,321
<b>Long Service Increment</b>	<b>€39,794</b>	<b>€39,794</b>

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Caretaker</b>		
<b>On recruitment</b>	€ 609.38	€ 555.95
<b>after 6 months</b>	€ 612.63	€ 568.77
<b>after 1½ years</b>	€ 615.69	€ 609.38
<b>after 2½ years</b>	€ 615.69	€ 612.63
<b>after 3½ years</b>	€ 615.94	€ 615.69
<b>after 4½ years</b>	€ 617.70	€ 615.69
<b>after 5½ years</b>	€ 619.40	€ 615.94
<b>after 6½ years</b>	€ 621.25	€ 617.70
<b>after 7½ years</b>	€ 623.01	€ 619.40
<b>after 8½ years</b>	€ 624.85	€ 621.25
<b>after 9½ years</b>	€ 626.79	€ 623.01
<b>after 10½ years</b>		
	€ 628.73	€ 624.85
<b>after 11½ years</b>	€ 630.55	€ 626.79
		€ 628.73
		€ 630.55

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

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>



<b>Supervisors</b>		
	€ 598.40	€ 545.96
After two years service on point 1		€ 598.40

	<b>1/1/2020</b>	<b>New Entrants 1//2020</b>
<b>Technicians Scale A</b>		
	€ 34,832	€ 31,915
	€ 36,148	€ 33,690
	€ 37,328	€ 34,832
	€ 38,480	€ 36,148
	€ 40,626	€ 37,328
	€ 42,107	€ 38,480
	€ 43,561	€ 40,626
	€ 45,054	€ 42,107
	€ 46,543	€ 43,561
	€ 48,222	€ 45,054
	€ 49,834	€ 46,543
	€ 51,492	€ 48,222
	€ 53,126	€ 49,834
	€ 54,812	€ 51,492
		€ 53,126
		€ 54,812
<b>LSI - payable after three years service on the maximum of the scale</b>	€ 55,875	€ 55,875
<b>Scale A applies to those who opted not to join 1977 Superannuation Scheme</b>		

## MARY IMMACULATE COLLEGE OF EDUCATION

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Library Assistant</b>		
	€ 26,094	€ 24,119
	€ 26,887	€ 25,704
	€ 28,042	€ 26,094
	€ 29,202	€ 26,887
	€ 30,362	€ 28,042
	€ 31,202	€ 29,202
	€ 32,156	€ 30,362





	€ 33,262	€ 31,202
	€ 34,044	€ 32,156
	€ 35,142	€ 33,262
	€ 36,244	€ 34,044
	€ 38,320	€ 35,142
		€ 36,244
		€ 38,320
<b>L.S.I.</b>	€ 39,794	€ 39,794

	<b>1/1/2020</b>
<b>Senior Library Assistant</b>	
	€ 30,895
	€ 32,852
	€ 34,645
	€ 36,219
	€ 37,735
	€ 39,787
	€ 41,271
	€ 42,772
<b>1st LSI</b>	€ 44,163
<b>2nd LSI</b>	€ 45,555

	<b>1/1/2020</b>	<b>1/1/2020 Grossed up scale</b>	<b>New Entrants 1/1/2020</b>	<b>New Entrants Grossed up scale 1/1/2020</b>
<b>Executive Officer</b>				
	€ 29,789	€ 30,989	€ 26,915	€ 28,275
	€ 31,623	€ 33,029	€ 28,850	€ 30,279
	€ 33,311	€ 34,966	€ 29,789	€ 30,989
	€ 34,955	€ 36,702	€ 31,623	€ 33,029
	€ 36,551	€ 38,380	€ 33,311	€ 34,966
	€ 38,140	€ 40,053	€ 34,955	€ 36,702
	€ 39,696	€ 41,691	€ 36,551	€ 38,380
	€ 41,268	€ 43,345	€ 38,140	€ 40,053
	€ 42,798	€ 44,955	€ 39,696	€ 41,691
	€ 44,373	€ 46,613	€ 41,268	€ 43,345
	€ 45,420	€ 47,711	€ 42,798	€ 44,955
			€ 44,373	€ 46,613
			€ 45,420	€ 47,711
<b>Long Service Increment - after 3 yrs on max</b>				



<b>Personal Points</b>	€ 46,899	€ 49,274	€ 46,899	€ 49,274
Serving staff on max for less than 6 years (1)	€ 46,899	€ 49,274	€ 46,899	€ 49,274
Serving staff on max for 6 years or more (2)	€ 48,382	€ 50,834	€ 48,382	€ 50,834
<b>(1)- paragraphs 15&amp;16 of circular refer (2)- paragraphs 17-19 of circular refer</b>				

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

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>General Operatives &amp; Cleaner Grades</b>		
<b>On recruitment</b>	€ 591.17	€ 534.08
<b>after 6 months</b>	€ 591.17	€ 546.92
<b>after 1½ years</b>	€ 591.60	€ 591.17
<b>after 2½ years</b>	€ 593.30	€ 591.17
<b>after 3½ years</b>	€ 595.17	€ 591.60
<b>after 4½ years</b>	€ 596.85	€ 593.30
<b>after 5½ years</b>	€ 598.53	€ 595.17



after 6½ years	€ 600.29	€ 596.85
after 7½ years	€ 602.09	€ 598.53
after 8½ years	€ 603.97	€ 600.30
after 9½ years	€ 605.79	€ 602.09
after 10½ years	€ 607.72	€ 603.97
after 11½ years	€ 609.56	€ 605.79
		€ 607.72
		€ 609.56

### NATIONAL COLLEGE OF ART AND DESIGN

	1/1/2020
<b>Grade IV</b>	
	€ 30,895
	€ 32,850
	€ 34,645
	€ 36,218
	€ 37,735
	€ 39,787
	€ 41,270
	€ 42,777
<b>LSI 1</b>	€ 44,163
<b>LSI 2</b>	€ 45,555

	1/1/2020	New Entrant 1/1/2020
<b>Grade III (Clerical Officer)</b>		
	€ 26,094	€ 24,119
	€ 26,887	€ 25,704
	€ 28,042	€ 26,094
	€ 29,201	€ 26,887
	€ 30,362	€ 28,042
	€ 31,202	€ 29,201
	€ 32,156	€ 30,362
	€ 33,261	€ 31,202
	€ 34,045	€ 32,156
	€ 35,142	€ 33,261
	€ 36,244	€ 34,045
	€ 38,321	€ 35,142
	€ 38,321	€ 36,244
		€ 38,321
		€ 38,321
<b>LSI</b>	€ 39,794	€ 39,794



	1/1/2020	New Entrant 1/1/2020
<b>Grade II (Clerk Typist)</b>		
	€ 26,094	€ 24,119
	€ 26,887	€ 25,704
	€ 28,042	€ 26,094
	€ 29,201	€ 26,887
	€ 30,362	€ 28,042
	€ 31,202	€ 29,201
	€ 32,156	€ 30,362
	€ 33,261	€ 31,202
	€ 34,045	€ 32,156
	€ 35,142	€ 33,261
	€ 36,244	€ 34,045
	€ 38,321	€ 35,142
		€ 36,244
		€ 38,321

	1/1/2020
<b>Senior Library Assistant</b>	
	€ 30,895
	€ 32,850
	€ 34,645
	€ 36,218
	€ 37,735
	€ 39,787
	€ 41,270
	€ 42,777

	1/1/2020	New Entrants 1/1/2020
<b>General Operative</b>		
	€ 583.43	€ 527.10
	€ 587.93	€ 540.58
	€ 589.77	€ 583.43
	€ 591.54	€ 587.93
	€ 593.31	€ 589.77
	€ 593.31	€ 591.54
	€ 593.31	€ 593.31
	€ 593.31	€ 593.31
	€ 594.87	€ 593.31



	€ 596.77	€ 593.31
	€ 599.27	€ 594.87
	€ 601.81	€ 596.77
	€ 604.22	€ 599.27
		€ 601.81
		€ 604.22

	1/1/2020
<b>Head Attendant</b>	
<b>(Grossing up to be applied in College to take account of pension contributions)</b>	
	€ 30,814
	€ 31,000
	€ 31,504
	€ 32,181
	€ 32,570
	€ 33,013
	€ 33,250
	€ 33,580
<b>LSI 1</b>	€ 34,571
<b>LSI 2</b>	€ 35,835

	1/1/2020
<b>Senior Attendant</b>	
<b>(Grossing up to be applied in College to take account of pension contributions)</b>	
	€ 541.05
	€ 551.07
	€ 565.02
	€ 576.59
	€ 588.22
	€ 593.84
	€ 605.12
<b>LSI 1</b>	€ 620.43
<b>LSI 2</b>	€ 637.02

	1/1/2020	New Entrant 1/1/2020
<b>Attendant</b>		
<b>(Grossing up to be applied in College to take account of pension contributions)</b>		
	€ 461.17	€ 461.17



	€ 461.17	€ 461.17
	€ 461.17	€ 461.17
	€ 481.32	€ 461.17
	€ 497.81	€ 461.17
	€ 514.27	€ 481.32
	€ 520.94	€ 497.81
	€ 537.17	€ 514.27
	€ 562.70	€ 520.94
	€ 569.67	€ 537.17
		€ 562.70
		€ 569.67
<b>LSI 1</b>	€ 587.00	€ 587.00
<b>LSI 2</b>	€ 602.83	€ 602.83

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

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Library Assistant</b>		
	€24,145	€23,047
	€25,289	€23,897
	€26,435	€24,145
	€27,193	€25,289
	€28,321	€26,435
	€29,443	€27,193
	€30,573	€28,321
	€31,376	€29,443
	€32,308	€30,573
	€33,388	€31,376
	€34,138	€32,308
	€35,208	€33,388
	€36,278	€34,138
	€37,348	€35,208
		€36,278
		€37,348

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Secretary to President</b>		
	€33,029	€30,279



	€34,966	€32,038
	€36,702	€33,029
	€38,380	€34,966
	€40,053	€36,702
	€41,691	€38,380
	€43,345	€40,053
	€44,955	€41,691
	€46,613	€43,345
	€47,711	€44,955
		€46,613
		€47,711
<b>LSI after 3 years on maximum</b>	€49,274	€49,274
<b>LSI after 6 years on maximum</b>	€50,834	€50,834

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Cooks</b>		
	€ 557.62	€ 511.06
		€ 557.62

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Home Economics Assistant</b>		
	€ 593.89	€ 541.86
	€ 597.14	€ 554.77
	€ 600.15	€ 593.89
	€ 601.88	€ 597.14
	€ 603.68	€ 600.15
	€ 605.37	€ 601.88
	€ 607.15	€ 603.68
	€ 608.92	€ 605.37
	€ 610.75	€ 607.15
	€ 612.65	€ 608.92
	€ 614.55	€ 610.75
	€ 614.55	€ 612.65
	€ 615.26	€ 614.55
		€ 614.55
		€ 615.26

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Gardener</b>		



	€ 558.55	€ 511.91
	€ 562.09	€ 518.27
	€ 565.34	€ 558.55
	€ 567.14	€ 562.09
	€ 568.96	€ 565.34
	€ 570.73	€ 567.14
	€ 572.63	€ 568.96
	€ 574.46	€ 570.73
	€ 576.37	€ 572.63
	€ 578.35	€ 574.46
	€ 580.42	€ 576.37
	€ 582.49	€ 578.35
	€ 584.39	€ 580.42
		€ 582.49
		€ 584.39

	1/1/2020
<b>Permanent Wholetime Secretary</b>	
	€ 26,094
	€ 26,887
	€ 28,042
	€ 29,201
	€ 30,362
	€ 31,202
	€ 32,156
	€ 33,261
	€ 34,045
	€ 35,142
	€ 36,244
	€ 38,321
	€ 38,321
	€ 38,321
<b>LSI</b>	€ 39,794

	1/1/2020	New Entrants 1/1/2020
<b>Maintenance Post</b>		
<b>On recruitment</b>	€ 581.14	€ 525.04
<b>after 6 months</b>	€ 584.54	€ 538.45
<b>after 1½ years</b>	€ 587.77	€ 581.14
<b>after 2½ years</b>	€ 589.55	€ 584.54
<b>after 3½ years</b>	€ 591.38	€ 587.77





after 4½ years	€ 593.25	€ 589.55
after 5½ years	€ 593.25	€ 591.38
after 6½ years	€ 593.25	€ 593.25
after 7½ years	€ 593.25	€ 593.25
after 8½ years	€ 594.87	€ 593.25
after 9½ years	€ 596.84	€ 593.25
after 10½ years	€ 598.85	€ 594.87
after 11½ years	€ 600.65	€ 596.84
		€ 598.85
		€ 600.65

#### **PAY RATES FOR CERTAIN CATERING & HOUSEHOLD STAFF**

	<b>1/1/2020</b>	<b>New Entrants 1/1/2020</b>
<b>Domestics</b>		
	€ 477.42	€ 461.17
		€ 477.43