



To: Technological Universities, 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

Circular 001/2025

Circular Title: Revision of Pay for the Higher Education Sector with effect from 1st March 2025

The Minister for Further and Higher Education, Research, Innovation and Science wishes to inform Higher Education Institutions of revised rates of salary and allowances for specific staff with effect from **1st March 2025** in accordance with the “Public Service Agreement 2024-2026”.

1. Application

- 1.1. The pay adjustments should be applied, as appropriate, from **1st March 2025**.
- 1.2. Revised salary scales with effect from **1st March 2025** are set out in the attached Appendix 1.

2. General

- 2.1. This circular sets out pay increases due on **1st March 2025** as provided for under “Public Service Agreement 2024-2026”. (These rates are set out in the attached Appendices)
- 2.2. The adjustments should be rounded to the nearest euro on annual pay scales and to the nearest cent on weekly pay scales. Hourly rates should be rounded to the nearest €0.01.
- 2.3. For the avoidance of doubt, Higher Education Institutions (HEIs) should be clear that under “Public Service Agreement 2024-2026” the revised pay rates set out herein apply to all relevant staff in HEIs including hourly-paid staff

3. “Public Service Agreement 2024-2026”

- 3.1. In accordance with **section 3.1** of the reviewed Agreement, the annualised amount of the basic salary will be increased by **2% or €1,000**, whichever is greater, with effect from **1st March 2025**.

4. Overtime

- 4.1. Payment in respect of overtime rendered on or subsequent to **1st March 2025** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1st March 2025**.



5. Premium Rates of Pay

- 5.1. Premium rates of pay payable in respect of or subsequent to **1st March 2025** which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from **1st March 2025**.

6. Allowances

- 6.1. Allowances in the nature of pay to whom this circular applies will be increased by **2%** from **1st March 2025**.
- 6.2. Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with effect from **1st March 2025**.

7. Pensions

- 7.1. The principle of pay parity in pension increases for pre-existing schemes has been agreed up to the end of 30 June 2026, in line with the Public Service Agreement 2024-2026. Increases should be passed on to pensions in line with that policy.
- 7.2. Single Public Service Pension Scheme ('Single Scheme') pensions are uprated in line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore, Single Scheme pensions in payment in respect of former public servants who served in grades to which this circular applies will not be adjusted with reference to the revisions of basic pay set out in Section 3.
- 7.3. Further information required by pension authorities can be found in section 7 of the Department of Public Expenditure NDP Delivery and Reform Circular 04/2024 and any queries arising should be made directly to pensions@per.gov.ie

8. Queries

- 8.1. Please ensure that the content of this Circular is brought to the attention of all relevant staff in your employment including those on leave of absence.
- 8.2. Any queries or enquiries in relation to this Circular should be forwarded by email to **ESR_HEI@Dfheris.gov.ie** or, where applicable, raised with local Human Resource Units.
- 8.3. This circular is also available at <https://www.gov.ie/en/circulars/>


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