



To: The Higher Education Authority for dissemination to the Technological Universities, 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

Circular 001/2022

Application of 1st February 2022 pay adjustments

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 staff with effect from 1 February 2022 in accordance with the Public Service Agreement “Building Momentum” - A New Public Service Agreement 2021-2022”.

1. Application

- 1.1. The pay adjustments should be applied, as appropriate, from **1 February 2022**.

2. General

- 2.1 This circular sets out pay increases due on 1 February 2022 as provided for under the Sectoral Bargaining provisions of “Building Momentum - A New Public Service Agreement 2021-2022” (‘the Agreement’) in relation to the public service grades listed in Appendix 1 .
- 2.2 “Building Momentum - A New Public Service Agreement 2021-2022” provides for the equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund or a general pay round increase on 1 February 2022.
- 2.3 This circular does not apply to those groups who are settling claims under section 2 of Building Momentum. These groups may include the Institutes of Technology Nurse and therefore the 1% pay increase under sectoral bargaining should not be applied to this grade at this time. Separate arrangements will apply in relation to these groups and further instructions will issue in due course. It is anticipated that any such separate arrangements will be made retrospective to 1 February 2022, unless there are exceptional circumstances in the settlement arrangements whereby retrospection would not be appropriate.
- 2.4 The adjustments should be rounded to the nearest euro on annual payscales and to the nearest cent on weekly payscales. Hourly rates should be rounded to the nearest €0.001. For the avoidance of doubt, Higher Education Institutions (HEIs) should be



clear that under Building Momentum the revised pay rates set out herein apply to all relevant staff in HEIs including hourly-paid staff.

- 2.5 This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2022.

3. “Building Momentum - A New Public Service Agreement 2021-2022”

- 3.1. In accordance with **section 3.1.3** of the Agreement, the annualised amount of the basic salary of public servants will be increased by 1% with effect from **1 February 2022**.

- 3.2 Revised salary scales with effect from 1 February 2022 are attached at Appendix 1 of this Circular as follows:

- Institutes of Technology and Technological University Dublin = Page 4-25
- Tipperary Rural and Business Development Institute = Page 25-27
- Hotel and Catering College, Killybegs = Page 28-28
- Mary Immaculate College = Page 29-33
- National College of Art and Design = Page 34-36
- St. Angela’s College of Home Economics = Page 37-38

The National University of Ireland and Royal Irish Academy are also advised that annual basic salaries are to be increased on the same basis.

4. Pensions

- 4.1. For guidance on increasing pensions in payment as a result of the pay adjustments due on 1st February 2022, please refer to Part 4 of DPER Circular 10/2021, ‘Instruction on the pension increase policy in the public service until end 2022’.
- 4.2. Additional Superannuation Contributions: The ASC rates for 2022 are unchanged. Below are the current rates of ASC.

Thresholds/Rates in 2022

Member of a standard accrual pension scheme	Member of a fast accrual pension scheme	Member of the Single Scheme
€0 - €34,500 @ 0%	€0 - €28,750 @ 0%	€0 - €34,500 @ 0%
>€34,500 - €60,000 @ 10%	>€28,750 - €60,000 @ 10%	>€34,500 - €60,000 @ 3.33%
>€60,000 @ 10.5%	>€60,000 @ 10.5%	>€60,000 @ 3.5%



5. Overtime

- 5.1 Payment in respect of overtime rendered on or subsequent to **1 February 2022** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 February 2022**.

6. Premium Rates of Pay

- 6.1 Premium rates of pay payable in respect of or subsequent to **1 February 2022** 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 **1 February 2022**.

7. Allowances

- 7.1 Allowances in the nature of pay for public servants to whom this circular applies will be increased by 1% from **1 February 2022**.
- 7.2 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 **1 February 2022**.
- 7.3 Children's allowances, both standard and ex-gratia, remain unchanged.

8. Queries

- 8.1 Any queries regarding anomalies identified or other enquiries in relation to this Circular should be forwarded by email to your **ESR_HEI@Dfheris.gov.ie**

Maev Nic Lochlainn
Principal Officer
External Staff Relations
2nd March 2022



APPENDIX 1

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

(Where productivity measures under PCW have been agreed)

Attendant		
	01/02/2022	New Entrants
On Recruitment	€621.51	€567.91
after 6 months	€624.85	€581.20
after 1½ years	€627.96	€621.50
after 2½ years	€629.74	€624.85
after 3½ years	€631.59	€627.96
after 4½ years	€633.33	€629.74
after 5½ years	€635.17	€631.58
after 6½ years	€636.99	€633.33
after 7½ years	€638.87	€635.17
after 8½ years	€640.83	€637.00
after 9½ years	€642.79	€638.88
after 10½ years	€642.79	€640.83
after 11½ years	€643.52	€642.78
		€642.78
		€643.52

ATTENDANTS IN IOTs outside the Dublin Area (including Cork City Post 1989)

Non-members of Superannuation Scheme

(Where productivity measures under PCW have been agreed)

Attendant		
	01/02/2022	New Entrants
On Recruitment	€620.96	€567.41
after 6 months	€624.32	€580.73
after 1½ years	€627.45	€620.96
after 2½ years	€629.20	€624.32
after 3½ years	€631.04	€627.45
after 4½ years	€632.86	€629.20
after 5½ years	€634.60	€631.04
after 6½ years	€636.50	€632.86
after 7½ years	€638.35	€634.59
after 8½ years	€640.29	€636.50
after 9½ years	€642.23	€638.35
after 10½ years	€644.25	€640.29
after 11½ years	€644.25	€642.23
		€644.25
		€644.25



CARETAKERS IN IOTs Outside the Dublin Area Including Cork City (Post 1989)
(Where productivity measures under PCW have been agreed)

Caretaker / Cleaning Supervisor		
	01/02/22	New Entrants
On Recruitment	€637.46	€582.42
after 6 months	€640.80	€595.63
after 1½ years	€643.97	€637.46
after 2½ years	€643.97	€640.81
after 3½ years	€644.22	€643.97
after 4½ years	€646.03	€643.97
after 5½ years	€647.78	€644.22
after 6½ years	€649.68	€646.03
after 7½ years	€651.50	€647.79
after 8½ years	€653.40	€649.68
after 9½ years	€655.40	€651.50
after 10½ years	€657.40	€653.40
after 11½ years	€659.27	€655.40
		€657.40
		€659.27

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)

Caretaker / Cleaning Supervisor		
	01/02/2022	New entrants
On Recruitment	€636.90	€581.90
after 6 months	€640.26	€595.15
after 1½ years	€643.44	€636.90
after 2½ years	€643.44	€640.26
after 3½ years	€643.74	€643.44
after 4½ years	€645.50	€643.44
after 5½ years	€647.27	€643.74
after 6½ years	€649.14	€645.50
after 7½ years	€650.99	€647.27
after 8½ years	€652.88	€649.14
after 9½ years	€654.85	€650.99
after 10½ years	€656.84	€652.88
after 11½ years	€658.75	€654.85
		€656.84
		€658.75



CARETAKERS IN IOTs outside the Dublin area including Cork City (post 1989)

(Where productivity measures under PCW have not been agreed)

Caretaker / Cleaning Supervisor	
	01/02/2022
On Recruitment	€575.89
after 6 months	€579.48
after 1½ years	€582.77
after 2½ years	€584.59
after 3½ years	€586.40
after 4½ years	€588.35
after 5½ years	€590.16
after 6½ years	€592.09
after 7½ years	€594.03
after 8½ years	€596.06
after 9½ years	€598.12
after 10½ years	€600.27
after 11½ years	€602.15

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)

Caretaker	
	01/02/2022
On Recruitment	€575.89
after 6 months	€579.48
after 1½ years	€582.77
after 2½ years	€584.59
after 3½ years	€586.40
after 4½ years	€588.35
after 5½ years	€590.16
after 6½ years	€592.09
after 7½ years	€594.03
after 8½ years	€596.06
after 9½ years	€598.12
after 10½ years	€600.27
after 11½ years	€602.15



REVISED SALARY PAYABLE TO SENIOR CARETAKER

CORK IOT

Senior Caretaker	
	01/02/2022
On Recruitment	€701.22
after 6 months	€704.91
after 1½ years	€708.41
after 2½ years	€710.33
after 3½ years	€712.22
after 4½ years	€714.24
after 5½ years	€716.18
after 6½ years	€718.31
after 7½ years	€720.33
after 8½ years	€722.44
after 9½ years	€724.66
after 10½ years	€726.89
after 11½ years	€728.98

REVISED SALARY PAYABLE TO CLEANING SUPERVISOR

CORK IOT (PRE 1989)

Caretaker / Cleaning Supervisor	
	01/02/2022
On Recruitment	€686.66
after 6 months	€688.95
after 1½ years	€691.23
after 2½ years	€693.54
after 3½ years	€695.82
after 4½ years	€698.09
after 5½ years	€700.39
after 6½ years	€702.68
after 7½ years	€704.96
after 8½ years	€707.25
after 9½ years	€709.55
after 10½ years	€711.84
after 11½ years	€714.13

Full time models employed in IOTs	
01/02/2022	New entrants
€ 578.38	€ 530.91
€ 584.61	€ 539.41
€ 590.75	€ 578.38
	€ 584.61
	€ 590.75



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

Grade VII	
01/02/2022	
€ 51,854	
€ 53,121	
€ 54,603	
€ 56,089	
€ 57,578	
€ 58,908	
€ 60,263	
€ 61,581	
€ 62,892	
LSI 1	
€ 65,147	
LSI 2	
€ 67,411	

Grade VI	
01/02/2022	
€ 49,532	
€ 50,713	
€ 52,151	
€ 54,860	
€ 56,477	
LSI 1	
€ 58,489	
LSI 2	
€ 60,513	

Grade V	
01/02/2022	
€ 44,574	
€ 45,976	
€ 47,378	
€ 48,781	
€ 50,182	
LSI 1	
€ 51,815	
LSI 2	
€ 53,454	

Grade IV	
01/02/2022	
€ 32,333	
€ 34,347	
€ 36,197	
€ 37,817	
€ 39,380	
€ 41,493	
€ 43,021	
€ 44,574	
LSI 1	
€ 46,002	
LSI 2	
€ 47,436	

Grade III	
01/02/2022	New entrants
€ 27,387	€ 25,353
€ 28,204	€ 26,985
€ 29,394	€ 27,387
€ 30,588	€ 28,204
€ 31,784	€ 29,394
€ 32,650	€ 30,588
€ 33,632	€ 31,784
€ 34,771	€ 32,650
€ 35,578	€ 33,632
€ 36,708	€ 34,771
€ 37,843	€ 35,578
€ 39,983	€ 36,708
€ 39,983	€ 37,843
€ 39,983	€ 39,983
	€ 39,983
	€ 39,983
LSI	
€ 41,501	€ 41,501



Salary Scales for Senior Grades in IOTs and DIT

	01/02/2022
IOT President Level I* - Cork, Galway/Mayo and Waterford	€ 169,159
IOT President Level II* - Presidents of other IOTs	€ 163,943

FORMER DUBLIN INSTITUTE OF TECHNOLOGY

	01/02/2022
President*	€ 204,630
Directors*	€ 157,627

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

Registrar, Secretary/Financial Controller in Cork, Waterford, Galway/Mayo, Limerick Athlone, Sligo, Dundalk and Carlow Institutes of Technology
01/02/2022
€ 98,156
€ 101,601
€ 105,045
€ 108,492
€ 111,937
€ 115,380
€ 119,094
€ 122,565
€ 126,247

Registrar, Secretary/Financial Controller in other Institutes of Technology
01/02/2022
€ 94,584
€ 97,907
€ 101,222
€ 104,544
€ 107,868
€ 111,191
€ 114,762
€ 118,105
€ 121,655



Head of Development in Cork, Waterford Galway/Mayo, Limerick, Athlone, Sligo and Dundalk Institutes of Technology
01/02/2022
€ 98,156
€ 101,601
€ 105,045
€ 108,492
€ 111,937
€ 115,380
€ 119,094
€ 122,565
€ 126,247

Head of Development in other Institutes of Technology
01/02/2022
€ 94,584
€ 97,907
€ 101,222
€ 104,544
€ 107,868
€ 111,191
€ 114,762
€ 118,105
€ 121,655

Revised salary scales for Management Grades in Institutes of Technology (Excluding former DIT)

Senior Management Grades (formerly A.P. related)
01/02/2022
€ 76,238
€ 78,912
€ 81,586
€ 84,264
€ 86,944
€ 89,616
€ 92,499
€ 95,195
€ 98,053



Maintenance Supervisor
Cork Institute of Technology
01/02/2022
€ 46,114
€ 46,629
€ 46,876
€ 47,151
€ 47,403
€ 47,541
€ 47,668
€ 47,804
€ 47,934
€ 48,147
€ 48,310
€ 48,705



CRAFTSMEN IN FORMER DIT/IOT

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

Craftsman	01/02/2022	New entrants
On Recruitment	€705.78	€644.31
after 6 months	€710.95	€665.41
after 1½ years	€716.11	€705.78
after 2½ years	€721.28	€710.95
after 3½ years	€726.43	€716.11
after 4½ years	€731.60	€721.28
after 5½ years	€736.74	€726.43
after 6½ years	€741.91	€731.60
after 7½ years	€747.07	€736.74
after 8½ years		€741.91
after 9½ years		€747.07
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

Foreman Craftsman	01/02/2022
On Recruitment	€837.79
after 6 months	€847.64
after 1½ years	€852.41
after 2½ years	€857.67
after 3½ years	€862.51
after 4½ years	€865.17
after 5½ years	€867.62
after 6½ years	€870.13
after 7½ years	€872.72
after 8½ years	€876.73
after 9½ years	€879.88
after 10½ years	€887.42



ASSISTANT FOREMAN CRAFTSMAN IN IOT

Assistant Foreman Craftsman in I.O.T- Red circled specifically in relation to named members of staff in Sligo, Letterkenny and Cork

Foreman Craftsman	01/02/2022
On Recruitment	€831.39
after 6 months	€840.58
after 1½ years	€845.06
after 2½ years	€849.97
after 3½ years	€854.55
after 4½ years	€857.02
after 5½ years	€859.33
after 6½ years	€861.74
after 7½ years	€864.14
after 8½ years	€867.90
after 9½ years	€870.81
after 10½ years	€877.86

CRAFTSMEN IN FORMER 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)

Craftsman	01/02/2022	New entrants 01/02/2022
On Recruitment	€744.05	€672.66
after 6 months	€749.23	€693.60
after 1½ years	€754.40	€744.05
after 2½ years	€759.56	€749.23
after 3½ years	€764.72	€754.40
after 4½ years	€769.89	€759.56
after 5½ years	€775.07	€764.72
after 6½ years	€780.22	€769.89
after 7½ years	€785.39	€775.07
after 8½ years		€780.22
after 9½ years		€785.39
after 10½ years		



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	01/02/2022
On Recruitment	€883.75
after 6 months	€893.60
after 1½ years	€898.32
after 2½ years	€903.60
after 3½ years	€908.48
after 4½ years	€911.09
after 5½ years	€913.52
after 6½ years	€916.10
after 7½ years	€918.59
after 8½ years	€922.65
after 9½ years	€925.85
after 10½ years	€933.40

Dublin Institute of Technology

HIGHER ORDER ATTENDANT (INSTITUTE OF TECHNOLOGY) SCALE

HIGHER ORDER ATTENDANT	
01/02/2022	New entrants
€ 540.54	€ 489.54
€ 540.86	€ 515.39
€ 551.12	€ 540.54
€ 566.95	€ 540.86
€ 586.60	€ 551.13
€ 620.92	€ 566.95
€ 644.12	€ 586.60
€ 645.42	€ 620.92
€ 647.28	€ 644.13
€ 648.97	€ 645.41
€ 650.69	€ 647.28
€ 652.66	€ 648.97
€ 654.51	€ 650.69
€ 656.25	€ 652.66
€ 658.14	€ 654.50
€ 660.15	€ 656.24
€ 662.72	€ 658.14
€ 665.19	€ 660.16
€ 667.73	€ 662.72
	€ 665.18
	€ 667.73



New Structure - Technicians in DIT and Institutes of Technology

Scales for Technicians represented by SIPTU who did not receive 2½% increase w.e.f.
01/09/08

Technician Grade	
01/02/2022	New entrants
€34,950	€32,081
€35,578	€33,555
€36,566	€34,950
€37,583	€35,578
€38,630	€36,566
€39,623	€37,583
€41,979	€38,630
	€39,623
	€41,979
€44,477	€44,477
Max	
€46,294	€46,294

Technical Officer Scale A
01/02/2022
€37,232
€38,271
€39,252
€41,580
€44,100
€45,906
€47,788
€49,633
€51,492
€53,858
€55,741
€57,779
€59,818
€61,805
LSI - payable after three years service on the maximum of the scale
€63,104
Scale A applies to those who opted not to join 1977 Superannuation Scheme

Technical Officer Scale B
01/02/2022
€37,583
€38,630
€39,623
€41,979
€44,477
€46,294
€48,185
€50,060
€51,941
€54,326
€56,226
€58,286
€60,343
€62,354
LSI - payable after three years service on the maximum of the scale
€63,664
Scale B applies to those who have joined 1977 Superannuation Scheme



Senior Technical Officer Grade Scale A
01/02/2022
€57,779
€59,818
€61,805
€63,104
€64,328
€65,577
€66,850
€68,150
€69,475

Senior Technical Officer Grade Scale B
01/02/2022
€58,286
€60,343
€62,354
€63,664
€64,898
€66,159
€67,445
€68,756
€70,093



NEW STRUCTURE - TECHNICIANS IN DIT AND INSTITUTES OF TECHNOLOGY

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

Technician Grade	
01/02/2022	New entrants
€ 35,446	€ 32,523
€ 36,429	€ 34,186
€ 37,440	€ 35,446
€ 38,484	€ 36,429
€ 39,556	€ 37,440
€ 40,574	€ 38,484
€ 42,989	€ 39,556
	€ 40,574
	€ 42,989
€ 45,550	€ 45,550
Max	
€ 47,412	€ 47,412

Senior Technical Officer Grade Scale A
01/02/2022
€ 59,196
€ 61,286
€ 63,323
€ 64,655
€ 65,909
€ 67,189
€ 68,495
€ 69,827
€ 71,185

Senior Technical Officer Grade Scale B
01/02/2022
€ 59,716
€ 61,825
€ 63,886
€ 65,228
€ 66,494
€ 67,786
€ 69,104
€ 70,448
€ 70,738



Technical Officer Scale A
01/02/2022
€ 38,124
€ 39,188
€ 40,194
€ 42,580
€ 45,164
€ 47,014
€ 48,943
€ 50,834
€ 52,752
€ 55,177
€ 57,107
€ 59,196
€ 61,286
€ 63,323
LSI - payable after three years service on the maximum of the scale
€ 64,655
Scale A applies to those who opted not to join 1977 Superannuation Scheme

Technical Officer Scale B
01/02/2022
€ 38,484
€ 39,556
€ 40,574
€ 42,989
€ 45,550
€ 47,412
€ 49,351
€ 51,275
€ 53,213
€ 55,657
€ 57,605
€ 59,716
€ 61,825
€ 63,886
LSI - payable after three years service on the maximum of the scale
€ 65,228
Scale A applies to those who opted not to join 1977 Superannuation Scheme



CRAFT ASSISTANT WATERFORD IOT

Craft Assistant Waterford IOT Scale A
01/02/2022
€ 44,371
€ 45,552
€ 46,807
€ 49,765
€ 51,672
€ 53,791
€ 55,964
LSI - payable after three years service on the maximum of the scale
€ 57,309
Scale A applies to those who opted not to join 1977 Superannuation Scheme

Craft Assistant Waterford IOT Scale B
01/02/2022
€ 44,750
€ 45,938
€ 47,198
€ 50,191
€ 52,127
€ 54,261
€ 56,456
LSI - payable after three years service on the maximum of the scale
€ 57,811
Scale B applies to those who have joined 1977 Superannuation Scheme

College Librarian
01/02/2022
€76,238
€78,912
€81,586
€84,264
€86,944
€89,616
€92,499
€95,195
€98,053

Careers Officer, Institutes of Technology
01/02/2022
€51,708
€53,125
€54,527
€55,946
€57,362
€58,781
€60,198
€61,615
€63,031
€64,450
€65,867
€67,285
€68,151



Technical Assistants IOTs (formerly Higher Order Attendants)

Technical Assistant I
01/02/2022
€36,745
€37,065
€37,386
€37,707
€38,028

Technical Assistant II
01/02/2022
€38,630
€39,623
€41,979
€43,048



COLLEGE OF CATERING, CATHAL BRUGHA STREET

Cafeteria Staff

House Keeper Cafeteria Supervisor
01/02/2022
€39,380
€41,493
€43,021
€44,574
LSI 1
€46,001
LSI 2
€47,436

Assistant Cafeteria Supervisor	
01/02/2022	New entrants
€36,197	€33,209
€37,817	€34,896
€39,380	€36,196
€41,493	€37,817
€43,021	€39,380
	€41,493
	€43,021

Storekeeper	
01/02/2022	New entrants
€39,380	€35,599
€41,493	€38,189
€43,021	€39,379
€44,574	€41,493
€46,002	€43,021
€47,436	€44,574
	€46,002
	€47,436



INSTITUTES OF TECHNOLOGY & DIT

DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT

Non-members of contributory pension scheme

General Operative inclusive of
analogue Award

to: DIT/ DLIADT/IT Tallaght/IT
Blanchardstown

GENERAL OPERATIVE	
01/02/2022	New entrants 01/02/2022
€ 609.17	€ 551.31
€ 613.82	€ 565.22
€ 615.73	€ 609.16
€ 617.54	€ 613.82
€ 619.38	€ 615.73
€ 621.37	€ 617.54
€ 621.37	€ 619.38
€ 621.37	€ 621.37
€ 621.37	€ 621.37
€ 623.04	€ 621.37
€ 625.62	€ 621.37
€ 628.13	€ 623.04
€ 630.69	€ 625.62
	€ 628.14
	€ 630.69

DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT

Members of contributory pension scheme

General Operative inclusive of
analogue Award

to: DIT/ DLIADT/IT Tallaght/IT
Blanchardstown

GENERAL OPERATIVE	
01/02/2022	New entrants 01/02/2022
€ 609.72	€ 551.80
€ 614.38	€ 565.71
€ 616.29	€ 609.72
€ 618.17	€ 614.38
€ 619.92	€ 616.29
€ 619.92	€ 618.17
€ 619.92	€ 619.92
€ 619.92	€ 619.92
€ 621.53	€ 619.92
€ 623.52	€ 619.92
€ 626.13	€ 621.53
€ 628.66	€ 623.52
€ 631.19	€ 626.13
	€ 628.66
	€ 631.19



Former Dublin Institute of Technology Personnel

NIGHTWATCHMAN (G.O. RELATED)	
01/02/2022	New entrants 01/02/2022
€ 616.29	€ 557.72
€ 618.12	€ 569.60
€ 619.92	€ 616.29
€ 619.92	€ 618.12
€ 619.92	€ 619.93
€ 619.92	€ 619.93
€ 621.54	€ 619.93
€ 623.53	€ 619.93
€ 626.14	€ 621.54
€ 628.66	€ 623.54
€ 631.19	€ 626.14
€ 633.74	€ 628.67
€ 636.28	€ 631.20
	€ 633.74
	€ 636.28

STOREMAN/STOREKEEPER (G.O. RELATED)	
01/02/2022	New entrants 01/02/2022
€ 624.25	€ 570.41
€ 642.04	€ 603.54
€ 651.94	€ 624.25
€ 663.70	€ 642.04
€ 668.95	€ 651.94
€ 680.70	€ 663.71
€ 692.31	€ 668.95
	€ 680.70
	€ 692.31



DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL

COOKS	
01/02/2022	New entrants
€ 592.56	€ 536.34
€ 597.54	€ 556.64
€ 602.56	€ 592.56
€ 607.51	€ 597.54
€ 612.62	€ 602.56
€ 617.63	€ 607.51
€ 617.63	€ 612.62
€ 621.57	€ 617.63
€ 626.50	€ 617.63
	€ 621.57
	€ 626.50

TRUCK DRIVER (G.O. RELATED)	
01/02/2022	New entrants 01/02/2022
€ 596.79	€ 540.15
€ 601.32	€ 554.05
€ 603.37	€ 596.79
€ 604.93	€ 601.32
€ 606.80	€ 603.37
€ 608.88	€ 604.93
€ 610.80	€ 606.80
€ 612.96	€ 608.88
€ 614.70	€ 610.80
€ 616.80	€ 612.96
€ 619.36	€ 614.70
€ 619.36	€ 616.80
€ 619.36	€ 619.36
	€ 619.36
	€ 619.36

Laboratory Assistants Former DIT	
Lab Assistant 1	Lab Assistant 2
01/02/2022	01/02/2022
€36,745	€38,630
€37,065	€39,623
€37,386	€41,979
€37,707	€43,048
€38,028	

FORMER DIT Library Staff
Faculty Librarian
01/02/2022
€58,975
€61,691
€71,159
€73,638
€76,144
€78,661
€81,191
€83,702
€86,212
€88,734
€91,249

Senior Librarian
01/02/2022
€80,246
€82,979
€85,700
€88,439
€91,163
€93,885
€96,621
€99,341



REVISED SALARY SCALES FOR OFFICER GRADES IN D.I.T.

Principal Officer
01/02/2022
€ 88,913
€ 92,375
€ 95,835
€ 99,295
€ 102,757
LSI 1
€ 105,983
LSI 2
€ 109,324

Assistant Principal Officer
01/02/2022
€ 76,238
€ 78,912
€ 81,586
€ 84,264
€ 86,944
€ 89,616
€ 92,499
€ 95,195
€ 98,053

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE

Chief Executive
01/02/2022
€111,908
€115,685
€119,444
€123,927
€128,337
€132,041
€135,743



Grade IV Administration
01/02/2022
€32,333
€34,347
€36,196
€37,816
€39,380
€41,493
€43,021
€44,574
1st Long Service Increment
€46,001
2nd Long Service Increment
€47,436

Grade III Administration	
01/02/2022	New Entrants
€27,387	€25,353
€28,204	€26,985
€29,394	€27,387
€30,588	€28,204
€31,784	€29,394
€32,649	€30,588
€33,632	€31,784
€34,770	€32,649
€35,578	€33,632
€36,708	€34,770
€37,844	€35,578
€39,983	€36,708
	€37,844
	€39,983
Long Service Increment	
€41,501	€41,501

Knowledge Resource Centre Manager Client Services Manager Finance Officer Computer Services Manager
01/02/2022
€76,238
€78,912
€81,586
€84,264
€86,944
€89,616
€92,499
€95,195
€98,053

Technician	
01/02/2022	New Entrants
€37,480	€34,213
€38,524	€35,276
€39,517	€37,480
€41,865	€38,524
€44,353	€39,517
€46,166	€41,865
€47,933	€44,353
€49,569	€46,166
€51,200	€47,933
€53,046	€49,569
€54,830	€51,200
€56,654	€53,046
€58,456	€54,830
€60,322	€56,654
	€58,456
	€60,322
LSI Payable after 3 years on max of scale	
€61,488	€61,488



Caretaker	01/02/2022	New Entrants 01/02/2022
On recruitment	€637.46	€582.42
after 6 months	€640.80	€595.63
after 1½ years	€643.97	€637.46
after 2½ years	€643.97	€640.80
after 3½ years	€644.22	€643.97
after 4½ years	€646.03	€643.97
after 5½ years	€647.78	€644.22
after 6½ years	€649.68	€646.03
after 7½ years	€651.50	€647.78
after 8½ years	€653.39	€649.68
after 9½ years	€655.39	€651.50
after 10½ years	€657.39	€653.39
after 11½ years	€659.27	€655.39
		€657.39
		€659.27

Placement Administrator
01/02/2022
€44,574
€45,976
€47,378
€48,781
€50,183
1st Long Service Increment
€51,815
2nd Long Service Increment
€53,454

Project Accountant - Grade VII
01/02/2022
€51,853
€53,121
€54,603
€56,089
€57,578
€58,908
€60,263
€61,581
€62,893
1st Long Service Increment
€65,147
2nd Long Service Increment
€67,410



HOTEL & CATERING COLLEGE, KILLYBEGS, CO.DONEGAL.

Supervisors	
01/02/2022	New entrants
€626.15	€572.12
After two years service on point 1	
	€626.15

Production Chef/Co-ordinator	
01/02/2022	New entrants 01/02/2022
€39,763	€35,944
€41,482	€38,280
€43,235	€39,763
€44,623	€41,482
€46,021	€43,235
€47,424	€44,623
€48,825	€46,021
€50,218	€47,424
	€48,825
	€50,218

Technicians	
01/02/2022	New entrants
€36,388	€33,384
€37,745	€35,213
€38,960	€36,388
€40,148	€37,745
€42,357	€38,960
€43,883	€40,148
€45,381	€42,357
€46,920	€43,883
€48,454	€45,381
€50,184	€46,920
€51,852	€48,454
€53,577	€50,184
€55,278	€51,852
€57,033	€53,577
	€55,278
	€57,033
LSI - payable after three years service on the maximum of the scale	
€58,139	€58,139
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

Technicians Scale B	
01/02/2022	New entrants
€36,732	€33,532
€38,103	€35,547
€39,332	€36,732
€40,529	€38,103
€42,720	€39,332
€44,256	€40,529
€45,758	€42,720
€47,321	€44,256
€48,874	€45,758
€50,610	€47,321
€52,307	€48,874
€54,046	€50,610
€55,760	€52,307
€57,541	€54,046
	€55,760
	€57,541
LSI - payable after three years' service on the maximum of the scale	
€58,649	€58,649



MARY IMMACULATE COLLEGE OF EDUCATION

President
01/02/2022
€156,953

Registrar and Bursar
01/02/2022
€103,082
€106,443
€109,773
€113,100
€116,436
€119,766
€123,094

Head of Education Department
01/02/2022
€97,915
€101,109
€104,271
€107,427
€110,600
€113,761
€116,923

Senior Lecturer 9
01/02/2022
€74,029
€76,967
€79,913
€82,869
€85,795
€88,750
€91,695
€94,640
€97,580

Librarian
01/02/2022
€74,029
€76,967
€79,913
€82,869
€85,795
€88,750
€91,695

Lecturer
01/02/2022
€55,250
€65,066
€68,548
€70,943
€74,444
€77,983
€81,505
€85,026
€88,547

Assistant Lecturer	
01/02/2022	New Entrants
€51,272	€46,299
€54,551	€49,221
€57,921	€51,272
€63,505	€54,550
€70,754	€57,921
€73,901	€63,505
€77,077	€70,754
€80,270	€73,820
€83,440	€76,876
	€79,949
	€83,000



Assistant Librarian	
01/02/2022	New Entrants
€48,941	€44,204
€50,868	€46,814
€52,830	€48,941
€54,773	€50,868
€56,822	€52,830
€58,783	€54,773
	€56,822
	€58,783

Library Assistant	
01/02/2022	New Entrants
€27,387	€25,353
€28,204	€26,985
€29,394	€27,387
€30,589	€28,204
€31,784	€29,394
€32,649	€30,589
€33,632	€31,784
€34,771	€32,649
€35,577	€33,632
€36,708	€34,771
€37,844	€35,577
€39,982	€36,708
	€37,844
	€39,982
LSI	
€41,501	€41,501

Senior Library Assistant
01/02/2022
€32,333
€34,349
€36,196
€37,817
€39,380
€41,493
€43,022
€44,568
1st LSI
€46,001
2nd LSI
€47,436

Executive Officer			
01/02/2022	01/02/2022 Grossed up scale	New entrants 01/02/2022	New entrants 01/02/2022 Grossed up scale
€31,193	€32,429	€28,233	€29,633
€33,083	€34,531	€30,226	€31,698
€34,822	€36,527	€31,193	€32,429
€36,517	€38,315	€33,083	€34,531
€38,160	€40,044	€34,822	€36,527
€39,797	€41,768	€36,517	€38,315
€41,400	€43,454	€38,160	€40,044
€43,019	€45,159	€39,797	€41,768
€44,596	€46,818	€41,400	€43,454
€46,219	€48,525	€43,019	€45,159
€47,296	€49,658	€44,596	€46,818
		€46,219	€48,525
		€47,296	€49,658
Long Service Increment - after 3 yrs on max			
Personal Points			
€48,820	€51,271	€48,820	€51,271
Serving staff on max for less than 6 years (1)			
€48,820	€51,271	€48,820	€51,271
Serving staff on max for 6 years or more (2)			
€50,349	€52,893	€50,349	€52,893



Higher Executive Officer	
01/02/2022	Grossed up scale
€48,425	€50,849
€49,822	€52,334
€51,220	€53,818
€52,631	€55,301
€54,041	€56,786
€55,453	€58,271
€56,863	€59,755
Long Service Increment - after 3 yrs on max	
Personal Points	
€58,896	€61,899
Serving staff on max for less than 6 years (1)	
€58,896	€61,899
Serving staff on max for 6 years or more (2)	
€60,927	€64,037

Staff Officer
01/02/2022
€36,937
€38,445
€39,803
€41,025
€42,253
€43,490
€44,731
€45,922
LSI 1
€47,052
LSI 2
€48,522

Clerical Officer			
01/02/2022	01/02/2022 Grossed up scale	New entrants 01/02/2022	New entrants 01/02/2022 Grossed up scale
€499.89	€524.60	€462.79	€485.55
€521.77	€540.03	€492.34	€516.68
€536.16	€562.79	€499.89	€524.60
€557.77	€585.53	€521.77	€540.03
€579.38	€608.26	€536.16	€562.79
€601.02	€624.81	€557.77	€585.53
€616.49	€643.53	€579.38	€608.26
€637.45	€665.32	€601.02	€624.81
€655.09	€680.64	€616.49	€643.53
€669.38	€702.20	€637.45	€665.32
€689.74	€723.64	€655.09	€680.64
€721.44	€757.06	€669.38	€702.20
		€689.74	€723.64
		€721.44	€757.06
L.S.I. 1			
€746.44	€783.32	€746.44	€783.32
L.S.I. 2			
€757.91	€795.38	€757.91	€795.38



Senior Technical Officer
01/02/2022
€50,737
€52,868
€55,121
€57,441
€59,839
LSI
€61,086

General Operatives & Cleaner Grades	01/02/2022	New entrants 01/02/2022
On Recruitment	€618.71	€559.88
After 0.5 Years	€618.71	€573.11
After 1.5 Years	€619.14	€618.71
After 2.5 Years	€620.90	€618.71
After 3.5 Years	€622.83	€619.14
After 4.5 Years	€624.55	€620.90
After 5.5 Years	€626.29	€622.83
After 6.5 Years	€628.10	€624.55
After 7.5 Years	€629.95	€626.29
After 8.5 Years	€631.89	€628.10
After 9.5 Years	€633.76	€629.95
After 10.5 Years	€635.75	€631.89
After 11.5 Years	€637.65	€633.76
		€635.75
		€637.65

Buildings Maintenance Manager	
01/02/2022	New entrants 01/02/2022
€51,853	€46,819
€53,121	€49,270
€54,603	€51,853
€56,089	€53,121
€57,578	€54,603
€58,903	€56,089
€60,263	€57,578
€61,581	€58,903
€62,893	€60,263
	€61,581
	€62,893
LSI 1	
€65,147	€65,147
LSI 2	
€67,410	€67,410

Analyst Programmer 1	
01/02/2022	New entrants 01/02/2022
€40,772	€36,852
€42,116	€39,295
€43,486	€40,772
€44,856	€42,116
€46,227	€43,486
€47,594	€44,856
€49,859	€46,227
€51,775	€47,594
	€49,859
	€51,775



Analyst Programmer 2
01/02/2022
€47,770
€49,215
€50,654
€52,076
€53,514
€54,938
€57,304
€59,466
€61,685

Analyst Programmer 3
01/02/2022
€56,678
€66,752
€70,330
€72,806
€76,435
€80,063
€83,680
€87,294
€90,910

Assistant Principal Officer
01/02/2022
€70,399
€72,991
€75,620
€78,258
€80,891
€82,409
LSI 1
€85,067
LSI 2
€87,734

Chief Technical Officer
01/02/2022
€ 76,238
€ 78,912
€ 81,586
€ 84,264
€ 86,944
€ 89,616
€ 92,499
€ 95,195
€ 98,053

Senior Executive Officer in the President's Office
01/02/2022
€51,853
€53,121
€54,603
€56,089
€57,578
€58,908
€60,263
€61,581
€62,893
LSI 1
€65,147
LSI 2
€67,410

Tradesperson	01/02/2022
On recruitment	€744.11
after 0.5 years	€749.25
after 1.5 years	€754.41
after 2.5 years	€759.58
after 3.5 years	€764.73
after 4.5 years	€769.90
after 5.5 years	€775.07
after 6.5 years	€780.24
after 7.5 years	€785.40



NATIONAL COLLEGE OF ART AND DESIGN

Director
01/02/2022
€157,593

Head of Faculty
01/02/2022
€97,917
€101,109
€104,271
€107,427
€110,600
€113,761
€116,923

Lecturer
01/02/2022
€55,250
€65,066
€68,548
€70,943
€74,444
€77,983
€81,505
€85,026
€88,547

Grade VI
01/02/2022
€49,531
€50,713
€52,151
€54,859
€56,477
LSI 1
€58,489
LSI 2
€60,513

Head of Department
01/02/2022
€74,030
€76,967
€79,914
€82,869
€85,795
€88,750
€91,696
€94,640
€97,580

Assistant Lecturer	
01/02/2022	New entrants
€45,949	€41,512
€47,742	€43,948
€49,572	€45,949
€51,027	€47,742
€52,514	€49,572
€53,988	€51,027
€55,473	€52,514
€56,941	€53,988
	€55,473
	€56,941

Grade V (Senior Clerk)
01/02/2022
€44,574
€45,976
€47,378
€48,781
€50,183
LSI 1
€51,815
LSI 2
€53,454

Finance Officer
01/02/2022
€61,973
€64,826
€74,855
€77,490
€80,133
€82,785
€85,439
€88,084
€90,722
€93,373
€96,027

Grade VII
01/02/2022
€51,853
€53,121
€54,603
€56,089
€57,578
€58,908
€60,263
€61,581
€62,893
€65,147
€67,410

Grade IV
01/02/2022
€32,333
€34,347
€36,196
€37,816
€39,380
€41,493
€43,021
€44,574
LSI 1
€46,001
LSI 2
€47,436



Grade III (Clerical Officer)	
01/02/2022	New entrants
€27,387	€25,353
€28,204	€26,985
€29,394	€27,387
€30,588	€28,204
€31,784	€29,394
€32,649	€30,588
€33,632	€31,784
€34,770	€32,649
€35,578	€33,632
€36,708	€34,770
€37,844	€35,578
€39,983	€36,708
€39,983	€37,844
	€39,983
	€39,983
LSI	
€41,501	€41,501

Senior Library Assistant	
01/02/2022	
€32,333	
€34,347	
€36,196	
€37,816	
€39,380	
€41,493	
€43,021	
€44,574	

Building Officer	
01/02/2022	New entrants
€49,531	€44,736
€50,713	€47,460
€52,151	€49,531
€54,859	€50,713
€56,477	€52,151
	€54,859
	€56,477
LSI 1	
€58,489	€58,489
LSI 2	
€60,513	€60,513

Head Attendant (Grossing up to be applied in College to take account of pension contributions)	
01/02/2022	
€32,249	
€32,441	
€32,960	
€33,657	
€34,058	
€34,515	
€34,759	
€35,099	
LSI 1	
€36,121	
LSI 2	
€37,423	

Grade II (Clerk Typist)	
01/02/2022	New entrants
€27,387	€25,353
€28,204	€26,985
€29,394	€27,387
€30,588	€28,204
€31,784	€29,394
€32,649	€30,588
€33,632	€31,784
€34,770	€32,649
€35,578	€33,632
€36,708	€34,770
€37,844	€35,578
	€36,708
	€37,844
€39,983	€39,983

General Operative	
01/02/2022	New entrants
€610.73	€552.70
€615.36	€566.58
€617.26	€610.73
€619.08	€615.36
€620.91	€617.26
€620.91	€619.08
€620.91	€620.91
€620.91	€620.91
€622.51	€620.91
€624.47	€620.91
€627.05	€622.51
€629.66	€624.47
€632.15	€627.05
	€629.66
	€632.15

Senior Attendant (Grossing up to be applied in College to take account of pension contributions)	
01/02/2022	
€567.07	
€577.39	
€591.76	
€603.68	
€615.67	
€621.45	
€633.07	
LSI 1	
€648.84	
LSI 2	
€665.94	



Attendant (Grossing up to be applied in College to take account of pension contributions)	
01/02/2022	New Entrants 01/02/2022
€484.78	€484.78
€484.78	€484.78
€484.78	€484.78
€484.78	€484.78
€505.54	€484.78
€522.52	€484.78
€539.48	€505.54
€546.35	€522.52
€563.08	€539.48
€589.38	€546.35
€596.55	€563.08
	€589.38
	€596.55
LSI 1	
€614.40	€614.40
LSI 2	
€630.71	€630.71

Technical Officer	
01/10/201	New Entrants 01/02/2022
€43,745	€39,528
€45,536	€41,971
€47,381	€43,745
€49,285	€45,536
€51,171	€47,381
	€49,285
	€51,171

Senior Technical Officer
01/02/2022
€53,989
€55,932
€57,965
€60,041
€62,161
LSI
€63,459

Assistant Librarian
01/02/2022
(scale on a personal to holder basis)
€61,975

Head of HR			
01/02/2022	01/02/2022 Higher	01/02/2022 PPC	01/02/2022 PPC Higher
€86,455	€92,833	€90,862	€97,583
€90,003	€96,550	€94,603	€101,489
€93,532	€100,281	€98,314	€105,415
€97,089	€103,999	€102,023	€109,330
€100,085	€107,173	€105,210	€112,673
LSI 1			
€103,194	€110,521	€108,481	€116,190
LSI 2			
€106,296	€113,862	€111,749	€119,710



ST. ANGELA'S COLLEGE OF EDUCATION FOR HOME ECONOMICS

Librarian
01/02/2022
€46,895
€48,748
€50,600
€52,462
€54,418
€56,289

Library Assistant	
01/02/2022	New Entrants
€25,379	€24,248
€26,558	€25,124
€27,739	€25,379
€28,519	€26,558
€29,682	€27,739
€30,837	€28,519
€32,001	€29,682
€32,828	€30,837
€33,789	€32,001
€34,902	€32,828
€35,674	€33,789
€36,776	€34,902
€37,879	€35,674
€38,981	€36,776
	€37,879
	€38,981

Bursar
01/02/2022
€48,425
€49,822
€51,220
€52,631
€54,041
€55,453
€56,863
after 3 years satisfactory service at the maximum
€58,896
after 6 years satisfactory service at the maximum
€60,927

Catering Supervisor
01/02/2022
€35,578
€36,708
€37,844
Maximum
€39,983
LSI after 3 years satisfactory service at max.
€41,501

Secretary to President	
01/02/2022	New Entrants
€34,531	€31,698
€36,527	€33,511
€38,315	€34,531
€40,044	€36,527
€41,768	€38,315
€43,454	€40,044
€45,159	€41,768
€46,818	€43,454
€48,525	€45,159
€49,658	€46,818
	€48,525
	€49,658
LSI (After 3 years on maximum)	
€51,271	€51,271
LSI (After 6 years on maximum)	
€52,893	€52,893

Technical Officer	
01/02/2022	New Entrants
€41,098	€37,145
€44,011	€39,767
€46,056	€41,098
€48,095	€44,011
€50,316	€46,056
€51,516	€48,095
	€50,516



Cooks	
01/02/2022	New Entrants
€584.14	€536.17
	€584.14

Home Economics Assistant	
01/02/2022	New Entrants
€621.50	€567.90
€624.85	€581.20
€627.96	€621.50
€629.74	€624.85
€631.58	€627.96
€633.33	€629.74
€635.17	€631.58
€636.99	€633.33
€638.88	€635.17
€640.82	€636.99
€642.78	€638.88
€642.78	€640.82
€643.51	€642.78
	€642.78
	€643.51

Permanent Whole-time Secretary
01/02/2022
€27,387
€28,204
€29,394
€30,588
€31,784
€32,649
€33,632
€34,770
€35,578
€36,708
€37,844
€39,983
€39,983
€39,983
€41,501

Domestics	
01/02/2022	New Entrants
€501.51	€484.77
	€501.51

Maintenance Post	01/02/2022	New Entrants 01/02/2022
On recruitment	€608.37	€550.57
after 6 months	€611.88	€564.39
after 1½ years	€615.19	€608.37
after 2½ years	€617.03	€611.88
after 3½ years	€618.92	€615.19
after 4½ years	€620.84	€617.03
after 5½ years	€620.84	€618.92
after 6½ years	€620.84	€620.84
after 7½ years	€620.84	€620.84
after 8½ years	€622.51	€620.84
after 9½ years	€624.54	€620.84
after 10½ years	€626.61	€622.51
after 11½ years	€628.47	€624.54
		€626.61
		€628.47