



**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**

**Circular 003/2021**

### **Application of 1 October 2021 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 October 2021.

#### **1. Application**

1.1. The pay adjustments should be applied, as appropriate, from **1 October 2021**.

#### **2. General**

2.1. This circular sets out pay increases due on 1 October 2021 as provided for in “Building Momentum – A New Public Service Agreement 2021-2022”

2.2. The circular also provides for 1% rise in the rate of allowances in the nature of pay.

2.3. 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.

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

3.1. In accordance with section 3 of the agreement, the annualised amount of the basic salary of public servants will be increased by 1% or €500 whichever is greater with effect from 1 October 2021 subject to para 3.2 below.

3.2. As per section 3.1.4 of the Agreement, where pay restoration applied to a salary on 1 July 2021 under Section 19 of the Public Service Pay Pensions Act 2017 (Circular 001/2021 refers), the salary will not also benefit from the general round increase of 1% on 1 October 2021. Where the amount of restoration on 1



July 2021 was less than the general round increase of 1%, the salary will be increased by the balance (up to a combined total of 1%) on 1 October 2021.

3.3. Revised salary scales with effect from 1 October 2021 are attached at Appendix 1 of this Circular as follows:

- Institutes of Technology and Technological University Dublin = Page 4 - 37
- Tipperary Rural and Business Development Institute = Page 38 - 42
- Hotel and Catering College, Killybegs = Page 43 - 45
- Mary Immaculate College = Page 45 - 54
- National College of Art and Design = Page 54 - 62
- St. Angela's College of Home Economics = Page 63 - 68

**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. Overtime**

4.1 Payment in respect of overtime rendered on or subsequent to 1 October 2021 by members of grades to which this Circular applies should be calculated by reference to the revised pay rates with effect from 1 October 2021.

#### **5. Premium Rates of Pay**

5.1 Premium rates of pay payable in respect of or subsequent to 1 October 2021 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 October 2021.

#### **6. Allowances**

6.1 Allowances in the nature of pay for public servants to whom this Circular applies may be increased by 1% from 1 October 2021.

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 1 October 2021.

#### **7. Circulation and queries**

7.1. 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.



7.2. This Circular can be accessed on the Department's website at:  
[www.gov.ie/dfheris](http://www.gov.ie/dfheris)

4.3. 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  
Industrial Relations Unit  
19<sup>th</sup> November 2021



## **APPENDIX 1**

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

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

	<b>01/10/2021</b>	<b>New Entrants 01/10/2021</b>
<b>Attendant</b>		
<b>On Recruitment</b>	€615.35	€562.29
<b>after 6 months</b>	€618.66	€575.45
<b>after 1½ years</b>	€621.74	€615.35
<b>after 2½ years</b>	€623.50	€618.66
<b>after 3½ years</b>	€625.33	€621.74
<b>after 4½ years</b>	€627.06	€623.50
<b>after 5½ years</b>	€628.88	€625.33
<b>after 6½ years</b>	€630.69	€627.06
<b>after 7½ years</b>	€632.55	€628.88
<b>after 8½ years</b>	€634.49	€630.69
<b>after 9½ years</b>	€636.42	€632.55
<b>after 10½ years</b>	€636.42	€634.49
<b>after 11½ years</b>	€637.15	€636.42
		€636.42
		€637.15



**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)**

	<b>01/10/2021</b>	<b>New Entrants 01/10/2021</b>
<b>Attendant</b>		
<b>On Recruitment</b>	€614.81	€561.79
<b>after 6 months</b>	€618.14	€574.98
<b>after 1½ years</b>	€621.24	€614.81
<b>after 2½ years</b>	€622.97	€618.14
<b>after 3½ years</b>	€624.79	€621.24
<b>after 4½ years</b>	€626.59	€622.97
<b>after 5½ years</b>	€628.31	€624.79
<b>after 6½ years</b>	€630.20	€626.59
<b>after 7½ years</b>	€632.03	€628.31
<b>after 8½ years</b>	€633.95	€630.20
<b>after 9½ years</b>	€635.87	€632.03
<b>after 10½ years</b>	€637.87	€633.95
<b>after 11½ years</b>	€637.87	€635.87
		€637.87
		€637.87



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

	<b>01/10/2021</b>	<b>New entrants 01/10/21</b>
<b>Caretaker / Cleaning Supervisor</b>		
<b>On Recruitment</b>	€631.15	€576.65
<b>after 6 months</b>	€634.46	€589.73
<b>after 1½ years</b>	€637.59	€631.15
<b>after 2½ years</b>	€637.59	€634.46
<b>after 3½ years</b>	€637.84	€637.59
<b>after 4½ years</b>	€639.63	€637.59
<b>after 5½ years</b>	€641.37	€637.84
<b>after 6½ years</b>	€643.25	€639.63
<b>after 7½ years</b>	€645.05	€641.37
<b>after 8½ years</b>	€646.93	€643.25
<b>after 9½ years</b>	€648.91	€645.05
<b>after 10½ years</b>	€650.89	€646.93
<b>after 11½ years</b>	€652.74	€648.91
		€650.89
		€652.74



**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>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Caretaker / Cleaning Supervisor</b>		
<b>On Recruitment</b>	€630.59	€576.14
<b>after 6 months</b>	€633.92	€589.26
<b>after 1½ years</b>	€637.07	€630.59
<b>after 2½ years</b>	€637.07	€633.92
<b>after 3½ years</b>	€637.37	€637.07
<b>after 4½ years</b>	€639.11	€637.07
<b>after 5½ years</b>	€640.86	€637.37
<b>after 6½ years</b>	€642.72	€639.11
<b>after 7½ years</b>	€644.55	€640.86
<b>after 8½ years</b>	€646.41	€642.72
<b>after 9½ years</b>	€648.37	€644.55
<b>after 10½ years</b>	€650.34	€646.41
<b>after 11½ years</b>	€652.22	€648.37
		€650.34
		€652.22

**CARETAKERS IN IOTs outside the Dublin area including Cork City (post 1989)  
(Where productivity measures under PCW have not been agreed)**

	<b>01/10/2021</b>
<b>Caretaker / Cleaning Supervisor</b>	
<b>On Recruitment</b>	€570.19
<b>after 6 months</b>	€573.74
<b>after 1½ years</b>	€577.00
<b>after 2½ years</b>	€578.80
<b>after 3½ years</b>	€580.59
<b>after 4½ years</b>	€582.52
<b>after 5½ years</b>	€584.32
<b>after 6½ years</b>	€586.23
<b>after 7½ years</b>	€588.15
<b>after 8½ years</b>	€590.16



<b>after 9½ years</b>	€592.20
<b>after 10½ years</b>	€594.33
<b>after 11½ years</b>	€596.19

**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>01/10/2021</b>
<b>Caretaker</b>	
<b>On Recruitment</b>	€570.19
<b>after 6 months</b>	€573.74
<b>after 1½ years</b>	€577.00
<b>after 2½ years</b>	€578.80
<b>after 3½ years</b>	€580.59
<b>after 4½ years</b>	€582.52
<b>after 5½ years</b>	€584.32
<b>after 6½ years</b>	€586.23
<b>after 7½ years</b>	€588.15
<b>after 8½ years</b>	€590.16
<b>after 9½ years</b>	€592.20
<b>after 10½ years</b>	€594.33
<b>after 11½ years</b>	€596.19

**REVISED SALARY PAYABLE TO SENIOR CARETAKER  
CORK IOT**

	<b>01/10/2021</b>
<b>Senior Caretaker</b>	
<b>On Recruitment</b>	€694.28
<b>after 6 months</b>	€697.93
<b>after 1½ years</b>	€701.40
<b>after 2½ years</b>	€703.30
<b>after 3½ years</b>	€705.17
<b>after 4½ years</b>	€707.17
<b>after 5½ years</b>	€709.09
<b>after 6½ years</b>	€711.20
<b>after 7½ years</b>	€713.20





<b>after 8½ years</b>	€715.29
<b>after 9½ years</b>	€717.49
<b>after 10½ years</b>	€719.69
<b>after 11½ years</b>	€721.76

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

	<b>01/10/2021</b>
<b>Caretaker / Cleaning Supervisor</b>	
<b>On Recruitment</b>	€679.86
<b>after 6 months</b>	€682.13
<b>after 1½ years</b>	€684.39
<b>after 2½ years</b>	€686.67
<b>after 3½ years</b>	€688.93
<b>after 4½ years</b>	€691.18
<b>after 5½ years</b>	€693.46
<b>after 6½ years</b>	€695.72
<b>after 7½ years</b>	€697.98
<b>after 8½ years</b>	€700.25
<b>after 9½ years</b>	€702.52
<b>after 10½ years</b>	€704.79
<b>after 11½ years</b>	€707.06

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Full time models employed in IOTs</b>		
	€ 572.66	€ 525.66
	€ 578.82	€ 534.07
	€ 584.90	€ 572.66
		€ 578.82
		€ 584.90



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

	01/10/2021
<b>College Teacher</b>	
	€40,748
	€42,485
	€44,229
	€45,962
	€47,721
	€49,456
	€51,200
	€52,964
	€55,207
	€57,008
	€58,812
	€61,174
	€63,537
	€65,395
	€69,560
	€70,399

	01/10/2021
<b>Lecturer Scale I</b>	
	€51,989
	€54,462
	€56,484
	€58,535
	€61,104
	€68,823
	€70,003
	€72,240
	€74,514
	€76,792
	€79,077



	01/10/2021
<b>Lecturer Scale II</b>	
	€58,391
	€61,080
	€70,455
	€72,909
	€75,390
	€77,882
	€80,387
	€82,873
	€85,358
	€87,855
	€90,346
<b>LSI 1</b>	€92,750
<b>LSI 2</b>	€95,154

	01/10/2021	New Entrants 01/10/2021
<b>Assistant Lecturer</b>		
	€43,605	€39,400
	€45,304	€41,711
	€47,041	€43,605
	€48,413	€45,304
	€49,802	€47,041
	€51,196	€48,413
	€52,598	€49,802
	€53,986	€51,196
		€52,598
		€53,986

	01/10/2021	New Entrants 01/10/2021
<b>Assistant Lecturer part-time hourly rate</b>		
	€69.21	€62.54



	<b>01/10/2021</b>
<b>Lecturer Grade</b>	
	€58,391
	€61,080
	€70,455
	€72,909
	€75,390
	€77,882
	€80,387
	€82,873
	€85,358
	€87,855
	€90,346

	<b>01/10/2021</b>
<b>Senior Lecturer I (Teaching)</b>	
	€79,451
	€82,157
	€84,851
	€87,563
	€90,260
	€92,955
	€95,664
	€98,357

	<b>01/10/2021</b>
<b>Senior Lecturer II</b>	
	€82,119
	€84,702
	€87,279
	€89,861
	€92,445
	€95,023
	€97,601
	€100,184
	€102,760
	€105,578



	<b>01/10/2021</b>
<b>Senior Lecturer III</b>	
	€88,349
	€91,449
	€94,551
	€97,654
	€100,756
	€103,857
	€107,192
	€110,319
	€113,633

**Salary scale for lecturer redeployed to D.L.I.A.D.T.**

	<b>01/10/2021</b>
<b>Lecturer</b>	
	€54,704
	€64,422
	€67,869
	€70,241
	€73,708
	€77,208
	€80,697
	€84,185
	€87,670

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

	<b>01/10/2021</b>
<b>Grade VII</b>	
	€ 51,340
	€ 52,595
	€ 54,062
	€ 55,534
	€ 57,008
	€ 58,325
	€ 59,666



	€ 60,971
	€ 62,270
<b>LSI 1</b>	€ 64,502
<b>LSI 2</b>	€ 66,743
	<b>01/10/2021</b>
<b>Grade VI</b>	
	€ 49,041
	€ 50,211
	€ 51,635
	€ 54,316
	€ 55,918
<b>LSI 1</b>	€ 57,910
<b>LSI 2</b>	€ 59,914

	<b>01/10/2021</b>
<b>Grade V</b>	
	€ 44,133
	€ 45,521
	€ 46,909
	€ 48,298
	€ 49,686
<b>LSI 1</b>	€51,302
<b>LSI 2</b>	€52,925

	<b>01/10/2021</b>
<b>Grade IV</b>	
	€ 32,013
	€ 34,007
	€ 35,838
	€ 37,442
	€ 38,990
	€ 41,082
	€ 42,595
	€ 44,133



LSI 1	€ 45,546
LSI 2	€ 46,966

	01/10/2021	New entrants 01/10/2021
<b>Grade III</b>		
	€ 27,116	€ 25,102
	€ 27,925	€ 26,718
	€ 29,103	€ 27,116
	€ 30,285	€ 27,925
	€ 31,469	€ 29,103
	€ 32,326	€ 30,285
	€ 33,299	€ 31,469
	€ 34,426	€ 32,326
	€ 35,226	€ 33,299
	€ 36,345	€ 34,426
	€ 37,469	€ 35,226
	€ 39,587	€ 36,345
	€ 39,587	€ 37,469
	€ 39,587	€ 39,587
		€ 39,587
		€ 39,587
LSI	€ 41,090	€ 41,090

### Salary Scales for Senior Grades in IOTs and DIT

	01/10/2021
<b>IOT President Level I* - Cork, Galway/Mayo and Waterford</b>	€ 167,484
<b>IOT President Level II* - Presidents of other IOTs</b>	€ 162,319

### FORMER DUBLIN INSTITUTE OF TECHNOLOGY



	<b>01/10/2021</b>
<b>President*</b>	€ 202,604
<b>Directors*</b>	€ 156,067

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

	<b>01/10/2021</b>
<b>Registrar, Secretary/Financial Controller in Cork, Waterford, Galway/Mayo, Limerick Athlone, Sligo, Dundalk and Carlow Institutes of Technology</b>	
	€ 97,184
	€ 100,595
	€ 104,005
	€ 107,418
	€ 110,829
	€ 114,238
	€ 117,915
	€ 121,351
	€ 124,997

	<b>01/10/2021</b>
<b>Registrar, Secretary/Financial Controller in other Institutes of Technology</b>	
	€ 93,648
	€ 96,938
	€ 100,220
	€ 103,509
	€ 106,800
	€ 110,090
	€ 113,626
	€ 116,936
	€ 120,450





	01/10/2021
<b>Head of Development in Cork, Waterford Galway/Mayo, Limerick, Athlone, Sligo and Dundalk Institutes of Technology</b>	
	€ 97,184
	€ 100,595
	€ 104,005
	€ 107,418
	€ 110,829
	€ 114,238
	€ 117,915
	€ 121,351
	€ 124,997

	01/10/2021
<b>Head of Development in other Institutes of Technology</b>	
	€ 93,648
	€ 96,938
	€ 100,220
	€ 103,509
	€ 106,800
	€ 110,090
	€ 113,626
	€ 116,936
	€ 120,450

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

	01/10/2021
<b>Senior Management Grades (formerly A.P. related)</b>	
	€ 75,483
	€ 78,131
	€ 80,778
	€ 83,430
	€ 86,083
	€ 88,729



	€ 91,583
	€ 94,252
	€ 97,082

	Rate 01/10/2021	Hourly Rate 01/10/2021	New Entrant 01/10/2021	New Entrant Hourly Rate 01/10/2021
<b>Institutes of Technology Nurse</b>				
	€55,747	€27.39	€50,281	€24.71
	€57,031	€28.02	€53,156	€26.12
	€58,275	€28.64	€55,747	€27.39
	€59,529	€29.25	€57,031	€28.02
	€60,940	€29.95	€58,275	€28.64
	€62,250	€30.59	€59,529	€29.25
			€60,940	€29.65
			€62,250	€30.29

	01/10/2021
<b>Maintenance Supervisor Cork Institute of Technology</b>	
	€ 45,658
	€ 46,167
	€ 46,412
	€ 46,684
	€ 46,934
	€ 47,070
	€ 47,196
	€ 47,330
	€ 47,460
	€ 47,670
	€ 47,832
	€ 48,223



**CRAFTSMEN IN FORMER DIT/IOT**

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

	01/10/2021	New entrants 01/10/2021
<b>Craftsman</b>		
<b>On Recruitment</b>	€698.79	€637.93
<b>after 6 months</b>	€703.91	€658.83
<b>after 1½ years</b>	€709.02	€698.79
<b>after 2½ years</b>	€714.14	€703.91
<b>after 3½ years</b>	€719.24	€709.02
<b>after 4½ years</b>	€724.36	€714.14
<b>after 5½ years</b>	€729.44	€719.24
<b>after 6½ years</b>	€734.57	€724.36
<b>after 7½ years</b>	€739.68	€729.44
<b>after 8½ years</b>		€734.57
<b>after 9½ years</b>		€739.68
<b>after 10½ years</b>		

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

	01/10/2021
<b>Foreman Craftsman</b>	
<b>On Recruitment</b>	€829.50
<b>after 6 months</b>	€839.24
<b>after 1½ years</b>	€843.97
<b>after 2½ years</b>	€849.17
<b>after 3½ years</b>	€853.97
<b>after 4½ years</b>	€856.61
<b>after 5½ years</b>	€859.03
<b>after 6½ years</b>	€861.51
<b>after 7½ years</b>	€864.08
<b>after 8½ years</b>	€868.05
<b>after 9½ years</b>	€871.17
<b>after 10½ years</b>	€878.63

**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**

	<b>01/10/2021</b>
<b>Foreman Craftsman</b>	
<b>On Recruitment</b>	€823.16
<b>after 6 months</b>	€832.26
<b>after 1½ years</b>	€836.70
<b>after 2½ years</b>	€841.55
<b>after 3½ years</b>	€846.09
<b>after 4½ years</b>	€848.54
<b>after 5½ years</b>	€850.82
<b>after 6½ years</b>	€853.21
<b>after 7½ years</b>	€855.59
<b>after 8½ years</b>	€859.31
<b>after 9½ years</b>	€862.19
<b>after 10½ years</b>	€869.17

**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)**

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Craftsman</b>		
<b>On Recruitment</b>	€736.68	€666.00
<b>after 6 months</b>	€741.81	€686.73
<b>after 1½ years</b>	€746.93	€736.68
<b>after 2½ years</b>	€752.04	€741.81
<b>after 3½ years</b>	€757.15	€746.93
<b>after 4½ years</b>	€762.27	€752.04
<b>after 5½ years</b>	€767.40	€757.15
<b>after 6½ years</b>	€772.49	€762.27
<b>after 7½ years</b>	€777.61	€767.40
<b>after 8½ years</b>		€772.49
<b>after 9½ years</b>		€777.61
<b>after 10½ years</b>		



**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**

	01/10/2021
<b>Foreman Craftsman</b>	
<b>On Recruitment</b>	€875.00
<b>after 6 months</b>	€884.75
<b>after 1½ years</b>	€889.42
<b>after 2½ years</b>	€894.65
<b>after 3½ years</b>	€899.49
<b>after 4½ years</b>	€902.07
<b>after 5½ years</b>	€904.47
<b>after 6½ years</b>	€907.03
<b>after 7½ years</b>	€909.50
<b>after 8½ years</b>	€913.51
<b>after 9½ years</b>	€916.69
<b>after 10½ years</b>	€924.16

**Dublin Institute of Technology  
HIGHER ORDER ATTENDANT (INSTITUTE OF TECHNOLOGY) SCALE**

	01/10/2021	New entrants 01/10/2021
<b>HIGHER ORDER ATTENDANT</b>	€ 535.19	€ 484.69
	€ 535.50	€ 510.29
	€ 545.67	€ 535.19
	€ 561.33	€ 535.50
	€ 580.80	€ 545.67
	€ 614.78	€ 561.33
	€ 637.75	€ 580.79
	€ 639.03	€ 614.77
	€ 640.87	€ 637.76
	€ 642.54	€ 639.02
	€ 644.25	€ 640.87
	€ 646.19	€ 642.54
	€ 648.02	€ 644.24
	€ 649.75	€ 646.20
	€ 651.62	€ 648.02



	€ 653.61	€ 649.74
	€ 656.16	€ 651.62
	€ 658.60	€ 653.62
	€ 661.12	€ 656.16
		€ 658.59
		€ 661.12

### **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

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Technician Grade</b>		
	€34,604	€ 31,764
	€35,226	€ 33,222
	€36,203	€ 34,604
	€37,211	€ 35,226
	€38,247	€ 36,203
	€39,231	€ 37,211
	€41,563	€ 38,247
		€ 39,231
		€ 41,563
	€44,037	€ 44,037
<b>Max</b>	€45,836	€ 45,836

	<b>01/10/2021</b>
<b>Technical Officer Scale A</b>	€36,864
	€37,892
	€38,863
	€41,169
	€43,664
	€45,451
	€47,315
	€49,141
	€ 50,982
	€ 53,324
	€ 55,189



	€ 57,207
	€ 59,225
	€ 61,193
SI - payable after three years service on the maximum of the scale	€ 62,479
<b>Scale A applies to those who opted not to join 1977 Superannuation Scheme</b>	

	01/10/2021
<b>Technical Officer Scale B</b>	
	€ 37,211
	€ 38,247
	€ 39,231
	€ 41,563
	€ 44,037
	€ 45,836
	€ 47,708
	€ 49,564
	€ 51,427
	€ 53,788
	€ 55,669
	€ 57,709
	€ 59,746
	€ 61,737
SI - payable after three years service on the maximum of the scale	€ 63,033
<b>Scale B applies to those who have joined 1977 Superannuation Scheme</b>	

	01/10/2021
--	------------



<b>Senior Technical Officer Grade</b>	
Scale A	€ 57,207
	€ 59,225
	€ 61,193
	€ 62,479
	€ 63,691
	€ 64,927
	€ 66,189
	€ 67,475
	€ 68,787

	<b>01/10/2021</b>
<b>Senior Technical Officer Grade</b>	
Scale B	€ 57,709
	€ 59,746
	€ 61,737
	€ 63,033
	€ 64,256
	€ 65,504
	€ 66,777
	€ 68,076
	€ 69,399





**NEW STRUCTURE - TECHNICIANS IN FORMER DIT AND INSTITUTES OF TECHNOLOGY**  
(Scales incorporating 2½% increase for Technicians represented by UNITE with effect from 1/9/2012)

**NEW STRUCTURE - TECHNICIANS IN DIT AND INSTITUTES OF TECHNOLOGY**  
(Scales incorporating 2½% increase for Technicians represented by UNITE with effect from 1/9/2012)

	01/10/2021	New entrants 01/10/2021
<b>Technician Grade</b>		
	€ 35,095	€32,201
	€ 36,068	€33,847
	€ 37,070	€35,095
	€ 38,103	€36,068
	€ 39,165	€37,070
	€ 40,172	€38,103
	€ 42,563	€39,165
		€40,172
		€42,563
	€ 45,099	€45,099
Max	€ 46,943	€46,943

	01/10/2021
<b>Technical Officer Scale A</b>	
	€ 37,746
	€ 38,800
	€ 39,796
	€ 42,159
	€ 44,716
	€ 46,548
	€ 48,459
	€ 50,331
	€ 52,230
	€ 54,631
	€ 56,542
	€ 58,610
	€ 60,679



	€ 62,696
LSI - payable after three years service on the maximum of the scale	€ 64,015
<b>Scale A applies to those who opted not to join 1977 Superannuation Scheme</b>	

	<b>01/10/2021</b>
<b>Technical Officer Scale B</b>	
	€ 38,103
	€ 39,165
	€ 40,172
	€ 42,563
	€ 45,099
	€ 46,943
	€ 48,862
	€ 50,767
	€ 52,686
	€ 55,106
	€ 57,034
	€ 59,125
	€ 61,212
	€ 63,253
LSI - payable after three years service on the maximum of the scale	€ 64,582
<b>Scale B applies to those who have joined 1977 Superannuation Scheme</b>	



	<b>01/10/2021</b>
<b>Senior Technical Officer Grade Scale A</b>	
	€ 58,610
	€ 60,679
	€ 62,696
	€ 64,015
	€ 65,257
	€ 66,524
	€ 67,817
	€ 69,135
	€ 70,480

	<b>01/10/2021</b>
<b>Senior Technical Officer Grade Scale B</b>	
	€ 59,125
	€ 61,212
	€ 63,253
	€ 64,582
	€ 65,835
	€ 67,115
	€ 68,420
	€ 69,751
	€ 70,038

#### **CRAFT ASSISTANT WATERFORD IOT**

	<b>01/10/2021</b>
<b>Craft Assistant Waterford IOT</b>	
Scale A	€ 43,931
	€ 45,101
	€ 46,343
	€ 49,272
	€ 51,160
	€ 53,258
	€ 55,410



LSI - payable after three years service on the maximum of the scale	€ 56,742
Scale A applies to those who opted not to join 1977 Superannuation Scheme	

	01/10/2021
<b>Craft Assistant Waterford IOT</b>	
Scale B	€ 44,307
	€ 45,483
	€ 46,731
	€ 49,694
	€ 51,611
	€ 53,724
	€ 55,897
LSI - payable after three years service on the maximum of the scale	€ 57,238
Scale B applies to those who have joined 1977 Superannuation Scheme	

	01/10/2021
<b>College Librarian</b>	
	€75,483
	€78,131
	€80,778
	€83,430
	€86,083
	€88,729
	€91,583
	€94,252
	€97,082

	01/10/2021
<b>Careers Officer, Institutes of Technology</b>	
	€ 51,196
	€ 52,599



	€ 53,987
	€ 55,392
	€ 56,794
	€ 58,199
	€ 59,602
	€ 61,005
	€ 62,407
	€ 63,812
	€ 65,215
	€ 66,619
	€ 67,476

**Technical Assistants IOTs (formerly Higher Order Attendants)**

	<b>01/10/2021</b>
<b>Technical Assistant I</b>	
	€36,381
	€36,698
	€37,016
	€37,334
	€37,651

	<b>01/10/2021</b>
<b>Technical Assistant II</b>	
	€38,247
	€39,231
	€41,563
	€42,622



### Salary scales for Student Counsellors in IOTs

	01/10/2021	New Entrants 01/10/2021
<b>Student Counsellor</b>		
	€58,793	€53,021
	€61,295	€56,393
	€63,784	€58,793
	€66,253	€61,295
	€69,359	€63,784
	€73,011	€66,253
	€77,328	€69,359
	€81,703	€72,937
	€85,265	€77,091
		€81,302
		€84,730
Long Service Increment 1	€88,018	€87,379
Long Service Increment 2	€90,771	€90,028

	01/10/2021
<b>Student Counsellor (Senior) in Dublin Institute of Technology</b>	
	€84,271
	€86,271
	€88,292
	€90,299
	€92,296
	€93,059
Long Service Increment 1	€96,056
Long Service Increment 2	€99,054



**COLLEGE OF CATERING, CATHAL BRUGHA STREET**  
**Cafeteria Staff**

	<b>01/10/2021</b>
<b>House Keeper Cafeteria Supervisor</b>	
	€38,990
	€41,082
	€42,595
	€44,133
LSI 1	€45,546
LSI 2	€46,966

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Assistant Cafeteria Supervisor</b>		
	€35,838	€ 32,880
	€37,442	€ 34,550
	€38,990	€ 35,838
	€41,082	€ 37,442
	€42,595	€ 38,990
		€ 41,082
		€ 42,595



	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Storekeeper</b>		
	€38,990	€35,247
	€41,082	€37,811
	€42,595	€38,989
	€44,133	€41,082
	€45,546	€42,595
	€46,966	€44,133
		€45,546
		€46,966

## **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**

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>GENERAL OPERATIVE</b>		
	€ 603.14	€ 545.85
	€ 607.74	€ 559.62
	€ 609.63	€ 603.13
	€ 611.42	€ 607.74
	€ 613.25	€ 609.63
	€ 615.22	€ 611.42
	€ 615.22	€ 613.25
	€ 615.22	€ 615.22
	€ 615.22	€ 615.22
	€ 616.87	€ 615.22





	€ 619.42	€ 615.22
	€ 621.91	€ 616.87
	€ 624.44	€ 619.42
		€ 621.92
		€ 624.44

## **DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT**

### **Members of contributory pension scheme**

General Operative inclusive of analogue Award  
to: DIT/ DLIADT/IT Tallaght/IT Blanchardstown

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>GENERAL OPERATIVE</b>		
	€ 603.69	€ 546.34
	€ 608.30	€ 560.10
	€ 610.19	€ 603.69
	€ 612.05	€ 608.30
	€ 613.78	€ 610.19
	€ 613.78	€ 612.05
	€ 613.78	€ 613.78
	€ 613.78	€ 613.78
	€ 615.38	€ 613.78
	€ 617.35	€ 613.78
	€ 619.94	€ 615.38
	€ 622.44	€ 617.35
	€ 624.94	€ 619.94
		€ 622.44
		€ 624.94



Former Dublin Institute of Technology Personnel

	01/10/2021	New entrants 01/10/2021
<b>NIGHTWATCHMAN</b>		
<b>(G.O. RELATED)</b>	€ 610.19	€ 552.19
	€ 612.00	€ 563.96
	€ 613.78	€ 610.19
	€ 613.78	€ 612.00
	€ 613.78	€ 613.79
	€ 613.78	€ 613.79
	€ 615.39	€ 613.79
	€ 617.35	€ 613.79
	€ 619.94	€ 615.38
	€ 622.44	€ 617.36
	€ 624.94	€ 619.94
	€ 627.46	€ 622.44
	€ 629.98	€ 624.95
		€ 627.46
		€ 629.98

	01/10/2021	New entrants 01/10/2021
<b>STOREMAN/STOREKEEPER (G.O. RELATED)</b>		
	€ 618.07	€ 564.76
	€ 635.68	€ 597.57
	€ 645.48	€ 618.07
	€ 657.13	€ 635.68
	€ 662.33	€ 645.48
	€ 673.96	€ 657.14
	€ 685.46	€ 662.33
		€ 673.96
		€ 685.46



## DUBLIN INSTITUTE OF TECHNOLOGY PERSONNEL

	01/10/2021	New entrants 01/10/2021
<b>COOKS</b>		
	€ 586.69	€ 531.03
	€ 591.62	€ 551.13
	€ 596.60	€ 586.69
	€ 601.50	€ 591.62
	€ 606.55	€ 596.60
	€ 611.51	€ 601.50
	€ 611.51	€ 606.55
	€ 615.42	€ 611.51
	€ 620.30	€ 611.51
		€ 615.42
		€ 620.30

	01/10/2021	New entrants 01/10/2021
<b>TRUCK DRIVER (G.O. RELATED)</b>		
	€ 590.88	€ 534.81
	€ 595.36	€ 548.56
	€ 597.39	€ 590.88
	€ 598.94	€ 595.36
	€ 600.79	€ 597.39
	€ 602.85	€ 598.94
	€ 604.76	€ 600.79
	€ 606.89	€ 602.85
	€ 608.61	€ 604.76
	€ 610.70	€ 606.89
	€ 613.22	€ 608.61
	€ 613.22	€ 610.70
	€ 613.22	€ 613.22
		€ 613.22
		€ 613.22



	<b>01/10/2021</b>
<b>Laboratory Assistants Former DIT</b>	
<b>Lab Assistant 1</b>	
	€36,381
	€36,698
	€37,016
	€37,334
	€37,651
<b>Lab Assistant 2</b>	<b>01/10/2021</b>
	€38,247
	€39,231
	€41,563
	€42,622

<b>FORMER DIT Library Staff</b>	<b>01/10/21</b>
<b>Faculty Librarian</b>	
	€58,391
	€61,080
	€70,455
	€72,909
	€75,390
	€77,882
	€80,387
	€82,873
	€85,358
	€87,855
	€90,346

	<b>01/10/21</b>
<b>Senior Librarian</b>	
	€79,451
	€82,157
	€84,851



	€87,563
	€90,260
	€92,955
	€95,664
	€98,357

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

	01/10/2021
<b>Principal Officer</b>	
	€ 88,033
	€ 91,460
	€ 94,886
	€ 98,312
	€ 101,740
<b>LSI 1</b>	€ 104,934
<b>LSI 2</b>	€ 108,242

	01/10/21
<b>Assistant Principal Officer</b>	
	€ 75,483
	€ 78,131
	€ 80,778
	€ 83,430
	€ 86,083
	€ 88,729
	€ 91,583
	€ 94,252
	€ 97,082



## TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE

	<b>01/10/2021</b>
<b>Chief Executive</b>	
	€110,800
	€114,540
	€118,261
	€122,700
	€127,066
	€130,734
	€134,399

<b>Programme Manager</b>	<b>01/10/2021</b>
	€86,608
	€88,689
	€90,769
	€92,846
	€94,927
	€97,005
	€99,082
	€101,390
	€103,699
	€106,242

	<b>01/10/2021</b>	<b>New entrants 1/10/2021</b>
<b>Programme Specialist</b>		
	€58,472	€52,731
	€60,510	€56,400
	€62,548	€58,472
	€64,584	€60,510
	€66,626	€62,548



	€68,660	€64,584
	€69,628	€66,626
	€71,644	€68,660
	€73,708	€69,628
	€75,992	€71,621
	€78,283	€73,607
	€80,570	€75,806
	€83,089	€78,010
	€85,609	€80,211
	€88,124	€82,635
		€85,061
		€87,481

	<b>01/10/2021</b>
<b>Gr IV Administration</b>	
	€32,013
	€34,007
	€35,838
	€37,442
	€38,990
	€41,082
	€42,595
	€44,133
<b>1st Long Service Increment</b>	€45,546
<b>2nd Long Service Increment</b>	€46,966



	01/10/2021	New Entrants 01/10/2021
<b>Grade III Administration</b>		
	€27,116	€25,102
	€27,925	€26,718
	€29,103	€27,116
	€30,285	€27,925
	€31,469	€29,103
	€32,326	€30,285
	€33,299	€31,469
	€34,426	€32,326
	€35,226	€33,299
	€36,345	€34,426
	€37,469	€35,226
	€39,587	€36,345
		€37,469
		€39,587
<b>Long Service Increment</b>	€41,090	€41,090

	01/10/2021
<b>Knowledge Resource Centre Manager Client Services Manager Finance Officer Computer Services Manager</b>	
	€75,483
	€78,131
	€80,778
	€83,430
	€86,083
	€88,729
	€91,583
	€94,252
	€97,082





	01/10/2021	New Entrants 01/10/2021
<b>Technician</b>		
	€37,109	€33,874
	€38,143	€34,927
	€39,126	€37,109
	€41,450	€38,143
	€43,914	€39,126
	€45,709	€41,450
	€47,458	€43,914
	€49,078	€45,709
	€50,693	€47,458
	€52,521	€49,078
	€54,287	€50,693
	€56,093	€52,521
	€57,877	€54,287
	€59,725	€56,093
		€57,877
		€59,725
<b>LSI Payable after 3 years on max of scale</b>	€60,879	€60,879

	01/10/2021	New Entrants 01/10/2021
<b>Caretaker</b>		
On recruitment	€ 631.15	€ 576.65
after 6 months	€ 634.46	€ 589.73
after 1½ years	€ 637.59	€ 631.15
after 2½ years	€ 637.59	€ 634.46
after 3½ years	€ 637.84	€ 637.59
after 4½ years	€ 639.63	€ 637.59
after 5½ years	€ 641.37	€ 637.84
after 6½ years	€ 643.25	€ 639.63
after 7½ years	€ 645.05	€ 641.37
after 8½ years	€ 646.92	€ 643.25
after 9½ years	€ 648.90	€ 645.05



after 10½ years	€ 650.88	€ 646.92
after 11½ years	€ 652.74	€ 648.90
		€ 650.88
		€ 652.74

	<b>01/10/2021</b>
<b>Placement Administrator</b>	
	€44,133
	€45,521
	€46,909
	€48,298
	€49,686
1st Long Service Increment	€51,302
2nd Long Service Increment	€52,925

	<b>01/10/2021</b>
<b>Project Accountant - Grade VII</b>	
	€51,340
	€52,595
	€54,062
	€55,534
	€57,008
	€58,325
	€59,666
	€60,971
	€62,270
<b>1st Long Service Increment</b>	€64,502
<b>2nd Long Service Increment</b>	€66,743



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

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>SUPERVISORS</b>		
	€619.95	€566.46
After two years service on point 1		€619.95

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Production Chef/Co-ordinator</b>		
	€39,369	€35,588
	€41,071	€37,901
	€42,807	€39,369
	€44,181	€41,071
	€45,565	€42,807
	€46,954	€44,181
	€48,342	€45,565
	€49,721	€46,954
		€48,342
		€49,721

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Technicians</b>		
<b>Scale A</b>		
	€36,028	€33,053
	€37,371	€34,864
	€38,574	€36,028
	€39,750	€37,371
	€41,938	€38,574
	€43,449	€39,750
	€44,932	€41,938



	€46,455	€43,449
	€47,974	€44,932
	€49,687	€46,455
	€51,339	€47,974
	€53,047	€49,687
	€54,731	€51,339
	€56,468	€53,047
		€54,731
		€56,468
<b>LSI - payable after three years service on the maximum of the scale</b>	€57,563	€57,563
Scale A applies to those who opted not to join 1977 Superannuation Scheme		

	01/10/2021	New entrants 01/10/2021
<b>Technicians</b>		
<b>Scale B</b>	€36,368	€33,200
	€37,726	€35,195
	€38,943	€36,368
	€40,128	€37,726
	€42,297	€38,943
	€43,818	€40,128
	€45,305	€42,297
	€46,852	€43,818
	€48,390	€45,305
	€50,109	€46,852
	€51,789	€48,390
	€53,511	€50,109
	€55,208	€51,789
	€56,971	€53,511
		€55,208
		€56,971



<b>LSI - payable after three years' service on the maximum of the scale</b>	€58,068	€58,068

### MARY IMMACULATE COLLEGE OF EDUCATION

	<b>01/10/2021</b>
<b>President</b>	
	€155,399

	<b>01/10/2021</b>
<b>Registrar and Bursar</b>	
	€102,061
	€105,389
	€108,686
	€111,980
	€115,283
	€118,580
	€121,875

	<b>01/10/2021</b>
<b>Head of Education Department</b>	
	€96,946
	€100,108
	€103,239
	€106,363
	€109,505
	€112,635
	€115,765

	<b>01/10/2021</b>
--	-------------------



<b>Senior Lecturer 9</b>	
	€73,296
	€76,205
	€79,122
	€82,049
	€84,946
	€87,871
	€90,787
	€93,703
	€96,614

	<b>01/10/2021</b>
<b>Librarian</b>	
	€73,296
	€76,205
	€79,122
	€82,049
	€84,946
	€87,871
	€90,787

	<b>01/10/2021</b>
<b>Lecturer</b>	
	€54,703
	€64,422
	€67,869
	€70,241
	€73,707
	€77,211
	€80,698
	€84,184
	€87,670

	<b>01/10/2021</b>	<b>New Entrants 01/10/2021</b>
--	-------------------	------------------------------------



<b>Assistant Lecturer</b>		
	€50,764	€45,841
	€54,011	€48,734
	€57,348	€50,764
	€62,876	€54,010
	€70,053	€57,348
	€73,169	€62,876
	€76,314	€70,053
	€79,475	€73,089
	€82,614	€76,115
		€79,157
		€82,178

	<b>01/10/2021</b>	<b>New Entrants 01/10/2021</b>
<b>Assistant Librarian</b>		
	€48,456	€43,766
	€50,364	€46,350
	€52,307	€48,456
	€54,231	€50,364
	€56,259	€52,307
	€58,201	€54,231
		€56,259
		€58,201

	<b>01/10/2021</b>	<b>New Entrants 01/10/2021</b>
<b>Library Assistant</b>		
	€27,116	€25,102
	€27,925	€26,718
	€29,103	€27,116
	€30,286	€27,925
	€31,469	€29,103



	€32,326	€30,286
	€33,299	€31,469
	€34,427	€32,326
	€35,225	€33,299
	€36,345	€34,427
	€37,469	€35,225
	€39,586	€36,345
		€37,469
		€39,586
LSI	€41,090	€41,090

	01/10/2021
<b>Senior Library Assistant</b>	
	€32,013
	€34,009
	€35,838
	€37,443
	€38,990
	€41,082
	€42,596
	€44,127
1st LSI	€45,546
2nd LSI	€46,966

	01/10/2021	01/10/2021 grossed up scale	New entrants 0 1/10/2021	New entrants 01/10/2021 Grossed up scale
<b>Executive Officer</b>				
	€30,884	€32,108	€27,953	€29,340
	€32,755	€34,189	€29,927	€31,384
	€34,477	€36,165	€30,884	€32,108
	€36,155	€37,936	€32,755	€34,189
	€37,782	€39,648	€34,477	€36,165





	€39,403	€41,354	€36,155	€37,936
	€40,990	€43,024	€37,782	€39,648
	€42,593	€44,712	€39,403	€41,354
	€44,154	€46,354	€40,990	€43,024
	€45,761	€48,045	€42,593	€44,712
	€46,828	€49,166	€44,154	€46,354
			€45,761	€48,045
			€46,828	€49,166
<b>Long Service Increment - after 3 yrs on max</b>				
Personal Points	€48,337	€50,763	€48,337	€50,763
Serving staff on max for less than 6 years (1)	€48,337	€50,763	€48,337	€50,763
Serving staff on max for 6 years or more (2)	€49,850	€52,369	€49,850	€52,369

	<b>01/10/2021</b>	<b>01/10/2021 grossed up scale</b>
<b>Higher Executive Officer</b>		
	€47,946	€50,346
	€49,329	€51,816
	€50,713	€53,285
	€52,110	€54,753
	€53,506	€56,224
	€54,904	€57,694
	€56,300	€59,163
<b>Long Service Increment - after 3 yrs on max</b>		
Personal Points	€58,313	€61,286
Serving staff on max for less than 6 years (1)	€58,313	€61,286
Serving staff on max for 6 years or more (2)	€60,324	€63,403

	<b>01/10/2021</b>
<b>Staff Officer</b>	



	€36,571
	€38,064
	€39,409
	€40,619
	€41,835
	€43,059
	€44,288
	€45,467
LSI 1	€46,586
LSI2	€48,042

	01/10/2021	01/10/2021 grossed up scale	New entrants 01/10/2021	New entrants 01/10/2021 Grossed up scale
<b>Clerical Officer</b>				
	€ 494.94	€ 519.41	€ 458.21	€ 480.74
	€ 516.60	€ 534.68	€ 487.47	€ 511.56
	€ 530.85	€ 557.22	€ 494.94	€ 519.41
	€ 552.25	€ 579.73	€ 516.60	€ 534.68
	€ 573.64	€ 602.24	€ 530.85	€ 557.22
	€ 595.07	€ 618.62	€ 552.25	€ 579.73
	€ 610.39	€ 637.16	€ 573.64	€ 602.24
	€ 631.14	€ 658.73	€ 595.07	€ 618.62
	€ 648.60	€ 673.90	€ 610.39	€ 637.16
	€ 662.75	€ 695.25	€ 631.14	€ 658.73
	€ 682.91	€ 716.48	€ 648.60	€ 673.90
	€ 714.30	€ 749.56	€ 662.75	€ 695.25
			€ 682.91	€ 716.48
			€ 714.30	€ 749.56
<b>L.S.I. 1</b>	€ 739.05	€ 775.56	€ 739.05	€ 775.56
<b>L.S.I. 2</b>	€ 750.41	€ 787.50	€ 750.41	€ 787.50

	<b>01/10/2021</b>
<b>Senior Technical Officer</b>	



	€ 50,235
	€ 52,345
	€ 54,575
	€ 56,872
	€ 59,247
LSI	€ 60,481

	01/10/2021	New entrants 01/10/2021
<b>General Operatives &amp; Cleaner Grades</b>		
On Recruitment	€612.58	€554.34
After 0.5 Years	€612.58	€567.44
After 1.5 Years	€613.01	€612.58
After 2.5 Years	€614.75	€612.58
After 3.5 Years	€616.66	€613.01
After 4.5 Years	€618.37	€614.75
After 5.5 Years	€620.09	€616.66
After 6.5 Years	€621.88	€618.37
After 7.5 Years	€623.71	€620.09
After 8.5 Years	€625.63	€621.88
After 9.5 Years	€627.49	€623.71
After 10.5 Years	€629.46	€625.63
After 11.5 Years	€631.34	€627.49
		€629.46
		€631.34

	01/10/2021	New entrants 01/10/2021
<b>Buildings Maintenance Manager</b>		
	€51,340	€46,355
	€52,595	€48,782
	€54,062	€51,340
	€55,534	€52,595
	€57,008	€54,062



	€58,320	€55,534
	€59,666	€57,008
	€60,971	€58,320
	€62,270	€59,666
		€60,971
		€62,270
LSI 1	€64,502	€64,502
LSI 2	€66,743	€66,743

	01/10/2021	New entrants 01/10/2021
<b>Analyst Programmer 1</b>		
	€40,368	€36,487
	€41,699	€38,906
	€43,055	€40,368
	€44,412	€41,699
	€45,769	€43,055
	€47,123	€44,412
	€49,365	€45,769
	€51,262	€47,123
		€49,365
		€51,262

	01/10/2021
<b>Analyst Programmer 2</b>	
	€47,297
	€48,728
	€50,152
	€51,560
	€52,984
	€54,394
	€56,737
	€58,877
	€61,074
	<b>01/10/2021</b>



<b>Analyst Programmer 3</b>	
	€56,117
	€66,091
	€69,634
	€72,085
	€75,678
	€79,270
	€82,851
	€86,430
	€90,010

	<b>01/10/2021</b>
<b>Assistant Principal Officer</b>	
	€69,702
	€72,268
	€74,871
	€77,483
	€80,090
	€81,593
LSI	€84,225
LSI	€86,865

	<b>01/10/2021</b>
<b>Senior Executive Officer in the President's Office</b>	
	€51,340
	€52,595
	€54,062
	€55,534
	€57,008
	€58,325
	€59,666
	€60,971
	€62,270
Long Service Increment	€64,502



Long Service Increment	€66,743
------------------------	---------

	01/10/2021
<b>Tradesperson</b>	
On recruitment	€736.74
after 0.5 years	€741.83
after 1.5 years	€746.94
after 2.5 years	€752.06
after 3.5 years	€757.16
after 4.5 years	€762.28
after 5.5 years	€767.40
after 6.5 years	€772.51
after 7.5 years	€777.62

#### NATIONAL COLLEGE OF ART AND DESIGN

	01/10/2021
<b>Director</b>	
	€ 156,033

	01/10/2021
<b>Head of Faculty</b>	
	€96,948
	€100,108
	€103,239
	€106,363
	€109,505
	€112,635
	€115,765

	01/10/2021
<b>Head of Department</b>	
	€73,297
	€76,205
	€79,123
	€82,049
	€84,946
	€87,871
	€90,788



	€93,703
	€96,614

	01/10/2021
<b>Finance Officer</b>	
	€ 61,359
	€ 64,184
	€ 74,114
	€ 76,723
	€ 79,340
	€ 81,965
	€ 84,593
	€ 87,212
	€ 89,824
	€ 92,449
	€ 95,076

	01/10/2021
<b>Lecturer</b>	
	€54,703
	€64,422
	€67,869
	€70,241
	€73,707
	€77,211
	€80,698
	€84,184
	€87,670

	01/10/2021	New entrants 01/10/2021
<b>Assistant Lecturer</b>		
	€ 45,494	€ 41,101
	€ 47,269	€ 43,513
	€ 49,081	€ 45,494
	€ 50,522	€ 47,269



	€ 51,994	€ 49,081
	€ 53,453	€ 50,522
	€ 54,924	€ 51,994
	€ 56,377	€ 53,453
		€ 54,924
		€ 56,377

	01/10/2021
<b>Grade VII</b>	
	€ 51,340
	€ 52,595
	€ 54,062
	€ 55,534
	€ 57,008
	€ 58,325
	€ 59,666
	€ 60,971
	€ 62,270
LSI 1	€ 64,502
LSI 2	€ 66,743

	01/10/2021
<b>Grade VI</b>	
	€ 49,041
	€ 50,211
	€ 51,635
	€ 54,316
	€ 55,918
LSI 1	€ 57,910
LSI 2	€ 59,914

	01/10/2021
--	------------





<b>Grade V (Senior Clerk)</b>	
	€ 44,133
	€ 45,521
	€ 46,909
	€ 48,298
	€ 49,686
LSI 1	€ 51,302
LSI 2	€ 52,925

	<b>01/10/2021</b>
<b>Grade IV</b>	
	€ 32,013
	€ 34,007
	€ 35,838
	€ 37,442
	€ 38,990
	€ 41,082
	€ 42,595
	€ 44,133
<b>LSI 1</b>	€ 45,546
<b>LSI 2</b>	€ 46,966



	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Grade III (Clerical Officer)</b>		
	€27,116	€25,102
	€27,925	€26,718
	€29,103	€27,116
	€30,285	€27,925
	€31,469	€29,103
	€32,326	€30,285
	€33,299	€31,469
	€34,426	€32,326
	€35,226	€33,299
	€36,345	€34,426
	€37,469	€35,226
	€39,587	€36,345
	€39,587	€37,469
		€39,587
		€39,587
<b>LSI</b>	€41,090	€41,090

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Grade II (Clerk Typist)</b>		
	€ 27,116	€ 25,102
	€ 27,925	€ 26,718
	€ 29,103	€ 27,116
	€ 30,285	€ 27,925
	€ 31,469	€ 29,103
	€ 32,326	€ 30,285
	€ 33,299	€ 31,469
	€ 34,426	€ 32,326
	€ 35,226	€ 33,299
	€ 36,345	€ 34,426
	€ 37,469	€ 35,226
		€ 36,345
		€ 37,469
	€ 39,587	€ 39,587



	<b>01/10/2021</b>
<b>Senior Library Assistant</b>	
	€ 32,013
	€ 34,007
	€ 35,838
	€ 37,442
	€ 38,990
	€ 41,082
	€ 42,595
	€ 44,133

	<b>01/10/2021</b>	<b>New entrants 01/10/2021</b>
<b>Building Officer</b>		
	€ 49,041	€ 44,293
	€ 50,211	€ 46,990
	€ 51,635	€ 49,041
	€ 54,316	€ 50,211
	€ 55,918	€ 51,635
		€ 54,316
		€ 55,918
LSI 1	€ 57,910	€ 57,910
LSI 2	€ 59,914	€ 59,914



	01/10/2021	New entrants 01/10/2021
<b>General Operative</b>		
	€ 604.68	€ 547.23
	€ 609.27	€ 560.97
	€ 611.15	€ 604.68
	€ 612.95	€ 609.27
	€ 614.76	€ 611.15
	€ 614.76	€ 612.95
	€ 614.76	€ 614.76
	€ 614.76	€ 614.76
	€ 616.35	€ 614.76
	€ 618.29	€ 614.76
	€ 620.84	€ 616.35
	€ 623.43	€ 618.29
	€ 625.89	€ 620.84
		€ 623.43
		€ 625.89

	01/10/2021
<b>Head Attendant</b> (Grossing up to be applied in College to take account of pension contributions)	
	€ 31,930
	€ 32,120
	€ 32,634
	€ 33,324
	€ 33,721
	€ 34,173
	€ 34,415
	€ 34,751
<b>LSI 1</b>	€ 35,763
<b>LSI 2</b>	€ 37,052



	01/10/2021
<b>Senior Attendant</b> (Grossing up to be applied in College to take account of pension contributions)	
	€ 561.46
	€ 571.67
	€ 585.90
	€ 597.70
	€ 609.57
	€ 615.30
	€ 626.80
LSI 1	€ 642.42
LSI 2	€ 659.35

	01/10/2021	New Entrants 01/10/2021
<b>Attendant</b> (Grossing up to be applied in College to take account of pension contributions)		
	€ 479.98	€ 479.98
	€ 479.98	€ 479.98
	€ 479.98	€ 479.98
	€ 500.53	€ 479.98
	€ 517.35	€ 479.98
	€ 534.14	€ 500.53
	€ 540.94	€ 517.35
	€ 557.50	€ 534.14
	€ 583.54	€ 540.94
	€ 590.64	€ 557.50
		€ 583.54
		€ 590.64
LSI 1	€ 608.32	€ 608.32
LSI 2	€ 624.47	€ 624.47



	01/10/201	New Entrants 01/10/2021
<b>Technical Officer</b>		
	€ 43,312	€ 39,137
	€ 45,085	€ 41,555
	€ 46,912	€ 43,312
	€ 48,797	€ 45,085
	€ 50,664	€ 46,912
		€ 48,797
		€ 50,664

	01/10/2021
<b>Senior Technical Officer</b>	
	€ 53,454
	€ 55,378
	€ 57,391
	€ 59,447
	€ 61,546
LSI	€ 62,831

	1/10/2021
<b>Assistant Librarian</b>	
(scale on a personal to holder basis)	
	€ 61,361

	01/10/2021	01/10/2021 Higher	01/10/2021 PPC	01/10/2021 PPC Higher
<b>Head of HR</b>				
	€ 85,599	€ 91,914	€ 89,962	€ 96,617
	€ 89,112	€ 95,594	€ 93,666	€ 100,484
	€ 92,606	€ 99,288	€ 97,341	€ 104,371
	€ 96,128	€ 102,969	€ 101,013	€ 108,248
	€ 99,094	€ 106,112	€ 104,168	€ 111,557
LSI 1	€ 102,172	€ 109,427	€ 107,407	€ 115,040
LSI 2	€105,244	€ 112,735	€110,643	€ 118,525



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

	01/10/2021
<b>Principal</b>	
	€86,474
	€89,334
	€92,174
	€95,029
	€97,865
	€100,720
	€103,565
	€106,421
	€109,265
	€112,110
	€114,956

	01/10/2021
<b>Senior Lecturer</b>	
	€73,300
	€76,205
	€79,126
	€82,048
	€84,947
	€87,869
	€90,787
	€93,703
	€96,614

	01/10/2021	New Entrants 01/10/2021
<b>Lecturer</b>		
	€54,704	€49,352
	€64,422	€58,087
	€67,869	€64,422
	€70,241	€67,869
	€ 73,708	€70,241
	€ 77,208	€73,607
	€ 80,697	€76,976



	€ 84,185	€80,333
	€ 87,670	€83,690
		€87,044

	<b>01/10/2021</b>
<b>Librarian</b>	
	€46,431
	€48,265
	€50,099
	€51,943
	€53,879
	€55,732

<b>Library Assistant</b>	<b>01/10/2021</b>	<b>New Entrants 01/10/2021</b>
	€25,128	€24,008
	€26,295	€24,875
	€27,464	€25,128
	€28,237	€26,295
	€29,388	€27,464
	€30,532	€28,237
	€31,684	€29,388
	€32,503	€30,532
	€33,454	€31,684
	€34,556	€32,503
	€35,321	€33,454
	€36,412	€34,556
	€37,504	€35,321
	€38,595	€36,412
		€37,504
		€38,595

	<b>01/10/2021</b>
<b>Bursar</b>	
	€47,946
	€49,329
	€50,713





	€52,110
	€53,506
	€54,904
	€56,300
after 3 years satisfactory service at the maximum	€58,313
after 6 years satisfactory service at the maximum	€60,324

	01/10/2021	New Entrants 01/10/2021
<b>Secretary to President</b>		
	€34,189	€31,384
	€36,165	€33,179
	€37,936	€34,189
	€39,648	€36,165
	€41,354	€37,936
	€43,024	€39,648
	€44,712	€41,354
	€46,354	€43,024
	€48,045	€44,712
	€49,166	€46,354
		€48,045
		€49,166
LSI (After 3 years on maximum)	€50,763	€50,763
LSI (After 6 years on maximum)	€52,369	€52,369



	01/10/2021	New Entrants 01/10/2021
<b>Technical Officer</b>		
	€40,691	€36,777
	€43,575	€39,373
	€45,600	€40,691
	€47,619	€43,575
	€49,818	€45,600
	€51,006	€47,619
		€49,818
		€51,006

	01/10/2021
<b>Catering Supervisor</b>	
	€35,226
	€36,345
	€37,469
maximum	€39,587
LSI after 3 years satisfactory service at max.	€41,090

	01/10/2021	New Entrants 01/10/2021
<b>Cooks</b>		
	€ 578.36	€ 530.86
		€ 578.36



	<b>01/10/2021</b>	<b>New Entrants 01/10/2021</b>
<b>Home Economics Assistant</b>		
	€ 615.35	€ 562.28
	€ 618.66	€ 575.45
	€ 621.74	€ 615.35
	€ 623.50	€ 618.66
	€ 625.33	€ 621.74
	€ 627.06	€ 623.50
	€ 628.88	€ 625.33
	€ 630.68	€ 627.06
	€ 632.55	€ 628.88
	€ 634.48	€ 630.68
	€ 636.42	€ 632.55
	€ 636.42	€ 634.48
	€ 637.14	€ 636.42
		€ 636.42
		€ 637.14

	<b>01/10/2021</b>
<b>Permanent Wholetime Secretary</b>	
	€ 27,116
	€ 27,925
	€ 29,103
	€ 30,285
	€ 31,469
	€ 32,326
	€ 33,299
	€ 34,426
	€ 35,226
	€ 36,345
	€ 37,469
	€ 39,587
	€ 39,587
	€ 39,587
Long Service Increment	€ 41,090



	<b>01/10/2021</b>	<b>New Entrants 01/10/2021</b>
<b>Maintenance Post</b>		
On recruitment	€ 602.35	€ 545.12
after 6 months	€ 605.82	€ 558.80
after 1½years	€ 609.10	€ 602.35
after 2½years	€ 610.92	€ 605.82
after 3½years	€ 612.79	€ 609.10
after 4½years	€ 614.69	€ 610.92
after 5½years	€ 614.69	€ 612.79
after 6½years	€ 614.69	€ 614.69
after 7½years	€ 614.69	€ 614.69
after 8½years	€ 616.35	€ 614.69
after 9½years	€ 618.36	€ 614.69
after 10½years	€ 620.41	€ 616.35
after 11½years	€ 622.25	€ 618.36
		€ 620.41
		€ 622.25

	<b>01/10/2021</b>	<b>New Entrants 01/10/2021</b>
<b>Domestics</b>		
	€ 496.54	€ 479.97
		€ 496.54