



Circular Letter 0073/2024

**To: The Managerial Authorities of Recognised Primary, Secondary,
Community and Comprehensive Schools
and
the Chief Executives of Education and Training Boards**

Revision of Teacher Salaries under the Public Service Agreement 2024-2026

Application of pay adjustments with effect from 1 October 2024

Introduction

1. The Minister for Education wishes to inform managerial authorities and teachers of revised rates of salary and allowances for teachers as provided for in “Public Service Agreement 2024-2026”.
2. This circular sets out the increases to pay due on 1 October 2024 as provided for under the Agreement.

Salary Increases to be implemented under Public Service Agreement 2024-2026

3. Under Public Service Agreement 2024-2026, a 1% (or €500 whichever is greater) pay adjustment was agreed and will be implemented with effect from 1 October 2024.
4. In accordance with Section 3.1 of the Public Service Agreement 2024-2026, whole-time annual basic scale salaries will be increased by 1% (or €500 whichever is greater) with effect from 1 October 2024.
5. The revised pay scales due from 1 October 2024 for primary teachers are set out at Appendix 1 (a) and (b). The revised pay scales due from 1 October 2024 for post-primary teachers are set out at Appendix 1 (c) and (d).
6. The revisions to casual daily/hourly part-time rates due on 1 October 2024 are set out at Appendix 3.
7. All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 October 2024.
8. Overpayments will be dealt with in accordance with the relevant Department Circulars.

Allowances

9. The Agreement also provides for increases to allowances in the nature of pay of 1% from 1 October 2024. 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 in effect from 1 October 2024.
10. The revisions to Qualification Allowances for teachers who entered teaching between 1 January 2011 and 31 January 2012 are set out in Appendix 2 (a) with effect from 1 October 2024.
11. The revisions to Qualification allowances for teachers who entered teaching prior to 1 January 2011 are set out at Appendix 2 (b) with effect from 1 October 2024.
12. Increases to Other Allowances are set out at Appendix 4 with effect from 1 October 2024.
13. It should be noted that certain allowances for new beneficiaries were abolished with effect from 1 February 2012 and their appearance in the attached pay scales does not confer an entitlement to the allowance where the staff member was not already entitled to the allowance. Please read in association with [Circular 0008/2013 Public Service-Wide Review of Allowances and Premium Payments](#) on current allowance entitlements.

Pension increases

14. The principle of pay parity in pension increases for pre-existing schemes¹ has been agreed up to the 30 June 2026, in line with the Public Service Agreement 2024-2026. Increases should be passed on to pensions in line with that policy.
15. Single Public Service Pension Scheme ('Single Scheme') pensions are updated in-line with the Consumer Price Index (CPI). Therefore, 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.

Pension revisions for pre-existing public service pension schemes

16. The pensions of those who are members of a pre-existing public service pension scheme (Non-Single Scheme) which are in payment from 1 October 2024 in respect of former Public Servants who served in grades to which this circular applies, will be adjusted as appropriate in the normal way, by reference to the revisions of basic pay set out in this Circular. Departments/Offices which, under delegated authority, grant pensions and lump sums may, subject to any necessary prior consultation with this Department, revise pension payments strictly in accordance with this circular.

¹ Pre-existing Public Service Pension schemes, as defined in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

17. The lump sums of the officers in the grades to which this Circular applies who retired on or after 1 October 2024 should also be revised by reference to the revisions of basic pay set out in this circular as appropriate. Deductions from lump sums in respect of non-periodic contributions (such as under Spouses and Children's Pension Schemes) should also be adjusted in these cases. The lump sum of officers in the grades to which this circular applies who retired before 1 October 2024 should not be adjusted.
18. Pensions for officers who retired after 1 October 2024 which were evaluated for the Pension Benefit Cap² under Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, will need to be re-evaluated in the context of the increases outlined in this circular.
19. Pensions for officers who are currently re-employed in the public service and whose pensions were evaluated for Pension Abatement³ under Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, will need to be re-evaluated in the context of the increases outlined in this circular. A pensioner, not previously subject to abatement, may now be subject to abatement as a result of the increases.

Pension revisions for the Single Public Service Pension Scheme

20. For Single Scheme pensioners who were working as public servants (in grades to which this circular applies) on 1 October 2024 and subsequently retired in the period from 1 October 2024 until such date as this pay adjustment takes effect, their referable amounts accrued, and contribution deductions owed will be re-calculated. Lump sum and pensions paid will then be adjusted, as appropriate.

This aforementioned calculation should also be undertaken by Relevant Authorities for the following classes:

- Cost-Neutral Early Retirement (CNER)
- Ill-Health Retirement (including Short Service Gratuity)
- Pension Adjustment Orders (PAOs)
- Death-in-Service (Spouse / Partner / Eligible Child)
- Death Gratuity
- Any other relevant cases

Final Retirement Benefit Statements and Leaver Statements for Single Scheme members in the grades to which this circular applies, who were working as public servants on the dates of the revision of basic pay and who subsequently retired or left their respective Relevant Authority may also have to be adjusted, as appropriate.

Please note that, as previously stated, the lump sum and pensions of officers in the grades to which this circular applies who retired before 1 October 2024 should not be adjusted.

² Circular 13/2020 Guidance on the application of the Pensions Benefit Cap under section 52 (6) and (7) of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

³ Circular 24/2022 Guidance on the application of Abatement of Public Service Occupational Pensions.

Circulation and Queries

21. Please ensure that copies of this Circular are provided to all members of the Board of Management/Education and Training Board and its contents are brought to the attention of all teachers in your employment including those on leave of absence.
22. This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>
23. Enquiries regarding this Circular should be e-mailed to ESR@education.gov.ie
24. Individual payroll queries should be forwarded as follows:
 - Primary & Post Primary Teachers:
<https://dessurveys.education.gov.ie/surveys/payroll-query-form>
 - ETB Post-Primary Teachers: relevant HR Department

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30 September 2024

APPENDIX 1: INCREMENTAL SALARY SCALES FOR PRIMARY AND POST PRIMARY TEACHERS EFFECTIVE FROM 1 OCTOBER 2024

1. Primary Teachers Salary Scales

(a) Revised incremental salary scale for Primary teachers who entered teaching before 1 January 2011, to apply with effect from 1 October 2024⁴.

Revised scale from 1 October 2024 for primary teachers who entered teaching before 1 January 2011	
	Effective from 01/10/2024
Point	€
1	€ 41,417
2	€ 42,269
3	€ 43,469
4	€ 44,674
5	€ 46,542
6	€ 47,752
7	€ 48,961
8	€ 52,021
9	€ 53,598
10	€ 55,515
11	€ 57,437
12	€ 59,383
13	€ 61,012
14	€ 63,171
15	€ 63,171
16	€ 63,171
17	€ 66,144
18	€ 66,144
19	€ 66,144
20	€ 66,144
21	€ 70,076
22	€ 70,076
23	€ 70,076
24	€ 70,076
25	€ 74,417

⁴ Qualification allowances continue to be paid to this cohort of teachers as appropriate.

(b) Revised incremental salary scale for Primary teachers who entered teaching on or after 1 January 2011, to apply with effect from 1 October 2024⁵.

Revised scale from 1 October 2024 for primary teachers appointed on or after 1 June 2011	
	Effective from 01/10/2024
Point	€
1	€ 43,435
2	€ 45,072
3	€ 46,941
4	€ 47,794
5	€ 48,995
6	€ 50,446
7	€ 52,090
8	€ 53,795
9	€ 55,239
10	€ 57,840
11	€ 59,467
12	€ 61,411
13	€ 63,342
14	€ 65,294
15	€ 66,923
16	€ 69,078
17	€ 69,078
18	€ 69,078
19	€ 72,053
20	€ 72,053
21	€ 72,053
22	€ 72,053
23	€ 75,985
24	€ 75,985
25	€ 75,985
26	€ 75,985
27	€ 80,324

⁵ Additional qualification allowances may be payable to those who entered teaching between 1 January 2011 and 31 January 2012 as set out in paragraphs 8-9 and Appendix 1 (c) of this Circular. As heretofore, qualification allowances are not payable to all new beneficiaries from 1 February 2012.

2. Post-Primary Teachers Salary Scales

(c) Revised incremental salary scale for post-primary teachers who entered teaching before 1 January 2011, to apply with effect from 1 October 2024⁶.

Revised scale from 1 October 2024 for post-primary teachers who entered teaching before 1 January 2011	
	Effective from 01/10/2024
Point	€
1	€ 41,417
2	€ 42,269
3	€ 43,469
4	€ 44,674
5	€ 46,542
6	€ 47,752
7	€ 48,961
8	€ 52,021
9	€ 53,598
10	€ 55,515
11	€ 57,437
12	€ 59,383
13	€ 61,012
14	€ 63,171
15	€ 63,171
16	€ 63,171
17	€ 66,144
18	€ 66,144
19	€ 66,144
20	€ 66,144
21	€ 70,076
22	€ 70,076
23	€ 70,076
24	€ 70,076
25	€ 74,417

⁶ Qualification allowances continue to be paid to this cohort of teachers as appropriate.

(d) Revised incremental salary scale for post-primary teachers who entered teaching on or after 1 January 2011, to apply with effect from 1 October 2024⁷.

Revised scale from 1 October 2024 for post-primary teachers appointed on or after 1 January 2011	
	Effective from 01/10/2024
Point	€
1	€ 44,829
2	€ 46,465
3	€ 48,334
4	€ 49,187
5	€ 50,388
6	€ 51,851
7	€ 53,538
8	€ 55,265
9	€ 56,715
10	€ 59,316
11	€ 60,940
12	€ 62,886
13	€ 64,820
14	€ 66,769
15	€ 68,398
16	€ 70,556
17	€ 70,556
18	€ 70,556
19	€ 73,529
20	€ 73,529
21	€ 73,529
22	€ 73,529
23	€ 77,458
24	€ 77,458
25	€ 77,458
26	€ 77,458
27	€ 81,803

⁷ Note: This pay scale has been adjusted to incorporate the equivalent of the value of the Professional Master of Education (PME)/H.Dip Allowance into each point on the scale as provided for in [Circular 0059/2022](#). As heretofore, no further qualification allowances are payable to all new beneficiaries from 1 February 2012

**APPENDIX 2: QUALIFICATION ALLOWANCE RATES EFFECTIVE FROM
1 October 2024**

(a) Qualification Allowances⁸ with effect from 1 October 2024 for teachers who entered teaching between 1 January 2011 and 31 January 2012

ACADEMIC QUALIFICATIONS	Rate for 1 January 2011 – 31 January 2012 Entrants Only
	Effective from 01/10/2024
(a) Masters Degree (1st or 2nd Hons)	€691
(b) Doctor's Degree	€1,458

(b) Qualification Allowances for teachers who entered teaching prior 1 January 2011⁹

ACADEMIC QUALIFICATIONS	Rate for pre-2011 Entrants only
	Effective from 01/10/2024
(a) (i) H. Dip. in Ed. (Pass)	€705
(ii) Higher Froebel Cert.	€705
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,475
(ii) Ard Teastas Gaeilge	€1,475
(c) Primary Degree (Pass)	€2,200
(d) Masters Degree by thesis or exam (Pass)	€5,875
(e) Primary Degree (1st or 2nd Hons)	€5,875
(f) Masters Degree (1st or 2nd Hons)	€6,564
(g) Doctors Degree	€7,333

⁸ Qualification allowances are not payable to all new beneficiaries from 1 February 2012.

⁹ Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) to (g). Qualification allowances are not payable to all new beneficiaries from 1 February 2012.

**APPENDIX 3: DAILY/HOURLY CASUAL SUBSTITUTION RATES EFFECTIVE
FROM 1 OCTOBER 2024**

(a) PRIMARY: Revised daily/hourly rates with effect from 1 October 2024 for part-time and substitute primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 01/10/2024	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/10/2024
Daily casual qualified	€223.18	€27.58
Daily unqualified	€156.30	€19.32
Hourly qualified	€44.64	€5.52
Hourly unqualified on Payroll	€36.73	€4.54
Hourly unqualified Substitute	€31.26	€3.86

(b) PRIMARY: Revised daily/hourly rates with effect from 1 October 2024 for part-time and substitute primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 01/10/2024	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/10/2024
Daily casual qualified	€216.79	€26.79
Daily unqualified	€156.30	€19.32
Hourly qualified	€43.36	€5.36
Hourly unqualified on Payroll	€36.73	€4.54
Hourly unqualified Substitute	€31.26	€3.86

(c) PRIMARY: Unqualified Annual Rate revised rate with effect from 1 October 2024 for primary teachers.

Category	Pre-2011 Entrant Effective Rate from 01/10/2024	2011 Entrant Effective Rate from 01/10/2024
Primary Unqualified Annual Rate	€37,557	€37,557

(d) POST-PRIMARY: Revised casual hourly part-time rates with effect from 1 October 2024 for post-primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 01/10/2024	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/10/2024
Hourly casual qualified	€52.66	€7.18
Hourly unqualified	€46.29	€6.31

(e) POST-PRIMARY: Revised casual hourly part-time rates from 1 October 2024 for post-primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 01/10/2024	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/10/2024
Hourly casual qualified	€47.12	€6.43
Hourly unqualified	€41.66	€5.68

APPENDIX 4: OTHER TEACHING ALLOWANCES EFFECTIVE FROM 1 OCTOBER 2024

(i) Other Allowances

	Effective Rate From 01/10/2024
1. Teaching through Irish	€1,890
2. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,658
3. Island Allowance	€2,200
4. Diploma for Special Education	€2,911
5. Special allowance payable to teachers in Comprehensive Schools (Appointed before 1.1.1987)	€2,952
6. Children's Allowances	€113
7. Allowance for Teachers with 35 years' service	€2,774
8. Secretary Board of Management Allowance (payable on a personal basis to Principals of Comprehensive schools who held the allowance prior to the implementation of Agreed Report 3/06)	€3,345
9. Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06) School Enrolment:	
<101	€626
101-300	€938
301-500	€1,253
501-700	€1,567
700+	€1,879
10. Rule 87 (Higher Froebel Cert.)	€1,712

(ii) Secondment Allowances¹⁰

	Effective Rate From 01/10/2024
Directors of Education Centres	€32,482
Category 2	€20,095
Category 3	€15,701
Category 4	€12,099

¹⁰ Category 2: Coordinators of National Syllabi and Course Support Services. Regional and Deputy Directors of Major National Programmes, ICT Advisors / Category 3: Assistant National Coordinators of National Syllabi / Category 4: Curriculum Trainers/Tutors

(iii) Posts of Responsibility

(a) Principal Teacher Allowance (Post Primary)

Category	Effective Rate From 01/10/2024
I*	€11,120
II	€12,460
III	€14,616
IV	€17,151
V	€19,951
VI	€22,792
VII	€25,542
VIII	€28,324
IX	€30,368
X	€32,482
XI	€35,563
XII	€37,646
XIII	€41,673
XIV	€43,033
XV	€46,675
XVI	€48,700
XVII	€50,722

* Points one and two may be broken down further depending on the number of allocated posts in the school however the rate remains the same

(b) Deputy Principal Teacher Allowance (Post Primary)

Category	Effective Rate From 01/10/2024
I	€4,501
II	€5,890
III	€7,786
IV	€9,761
V	€11,672
VI	€13,669
VII	€15,587
VIII	€17,473
IX	€18,960
X	€20,408
XI	€22,653
XII	€24,042
XIII	€27,046
XIV	€27,634
XV	€30,192
XVI	€31,354
XVII	€32,507

(c) Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/10/2024
I*	€14,616
II	€14,616
III	€17,151
IV	€19,951
V	€22,792
VI	€25,542
VII	€28,324
VIII	€30,368
IX	€32,482
X	€35,563
XI	€37,646
XII	€41,673
XIII	€43,033
XIV	€46,675

* Points one and two may be broken down further depending on the number of allocated posts in the school however the rate remains the same

(d) Deputy Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/10/2024
I	€7,786
II	€7,786
III	€9,761
IV	€11,672
V	€13,669
VI	€15,587
VII	€17,473
VIII	€18,960
IX	€20,408
X	€22,653
XI	€24,042
XII	€27,046
XIII	€27,634
XIV	€30,192

(e) Principal Teacher Points Rating

	Effective Rate From 01/10/2024
Under 150	€7,955
150 - 299	€8,040
300 - 449	€9,735
450 - 599	€11,422
600 - 749	€13,398
750 - 899	€15,587
900 - 1099	€17,810
1100 - 1299	€19,954
1300 - 1499	€22,124
1500 - 1699	€23,726
1700 - 1949	€25,376
1950 - 2199	€27,034
2200 - 2449	€28,648
2450 and over	€30,221

(f) Deputy Principal Teacher Points Rating

	Effective Rate From 01/10/2024
Under 150	€0
150 - 299	€3,516
300 - 449	€4,596
450 - 599	€6,084
600 - 749	€7,621
750 - 899	€9,111
900 - 1099	€10,680
1100 - 1299	€12,181
1300 - 1499	€13,651
1500 - 1699	€14,813
1700 - 1949	€15,945
1950 - 2199	€17,034
2200 - 2449	€18,111
2450 and over	€19,089

(iv) Other Posts of Responsibility

	Effective Rate From 01/10/2024
1. Assistant Principal I (AP I) ¹¹	€10,174
2. Assistant Principal II (AP II) ¹²	€4,501
3. Graded Post 'A'	€7,956
4. Graded Post 'B'	€3,516
5. Special Functions Allowances	
1	€3,019
2	€4,596
3	€6,084
4	€7,621
5	€7,956
5. Upgraded Special Functions Allowances	
1	€3,858
2	€5,890
3	€7,786
4	€9,761
5	€10,174
6. Director of Adult Education - Self-Financing Part-Time Adult Education Posts of Responsibility CL 46/00 (Appendix 1)	
Category A	€4,501
Category B	€5,890
Category C	€7,786
Category D	€9,761
Category E	€11,672
Category F	€13,669
Category G	€15,587
Category H	€17,473
Category I	€18,960
Category J	€20,408
Category K	€22,653
Category L	€24,042
Category M	€27,046
7. Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€1,940
8. Allowance payable to Principals of 5 Community Schools for management role in sports complexes (AR2/01)	€5,757

¹¹ Formerly referred to as Assistant Principal

¹² Formerly referred to as Special Duties Teacher

(v) Other Allowances Applicable to Education and Training Boards, formerly applicable to Vocational Educational Committees.

	Effective Rate From 01/10/2024
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€2,200
2. Mobile Domestic Science Teachers ¹³	€2,200
3. Special payments to EPTs under Clause 7.1 of Circular Letters 38/89 & 39/89 (AR 2/98)	
No. of Years Reckonable Service – Common Basic Scale	
1	€373
2	€748
3	€1,122
No. of Years Reckonable Service – College Teacher Scale	
1	€465
2	€937
3	€1,404
No. of Years Reckonable Service - Lecturer I Scale	
1	€658
2	€1,312
3	€1,964
4. Special payments to TWTs under Clause 3 of Circular Letter No. 34/89 (AR 2/98)	
No. of Years Reckonable Service – Common Basic Scale	
1	€748
2	€1,495
3	€2,247
4	€2,993
5	€3,741
No. of Years Reckonable Service – College Teacher Scale	
1	€937
2	€1,870
3	€2,806
4	€3,741
5	€4,678
No. of Years Reckonable Service - Lecturer I Scale	
1	€1,312
2	€2,620
3	€3,933
4	€5,241
5	€6,548
5. Allowance payable to teachers of apprentices in DDLETB and CETB, formerly Dun Laoghaire and Co. Cork VECs	€11,633

¹³ Formerly referred to as Itinerant Domestic Science Teachers

(vi) Allowances (Ref. General 3/80)

	Effective Rate From 01/10/2024
1. Long Service Increment	€1,764
2. Special differential allowance paid to Ex-Preparatory College Professors	€3,416
3. Personal Rates of Principals' Allowance	€7,955 €7,955 €7,955 €7,955 €8,294 €8,452 €9,980 €10,140 €10,831 €10,938 €11,737 €13,332
4. Personal Allowances referred to in Paragraph 2 of CL 50/70	€3,063 €6,009 €6,989 €7,811 €8,841 €10,140 €11,427 €13,208 €14,170 €15,587

(vii) Allowances payable to teachers in the Prison Service

	Effective Rate From 01/10/2024
Honorarium	€5,700
Supervising Teacher – Size of Unit Whole Time Equivalent Teachers	
1-6	€10,174
7-9	€15,587
10-12	€18,960
13-16	€24,042
16+	€27,634
Deputy Supervising Teacher	€10,174
Assistant Supervising Teacher	€4,501
Secure Unit Allowance	€2,623
Environment Allowance (Portlaoise Prison Only)	€1,671