



## Circular Letter 0027/2017

**To: The Chief Executives of Education and Training Boards**

### **REVISION OF SALARIES IN RESPECT OF ALL STAFF OTHER THAN TEACHERS AND SNAs EMPLOYED BY ETBs WITH EFFECT FROM 1 APRIL 2017**

1. The Minister for Education and Skills wishes to inform management authorities of the application of revised rates of salary for all staff other than Teachers and SNAs employed by ETBs with effect from 1 April 2017.
2. The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2018 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Financial Emergency Measures in the Public Interest Act 2015.

#### **Salary Increases with effect from 1 April 2017**

3. Whole-time annual basic salaries up to €65,000 are increased by €1,000 with effect from 1 April 2017.

#### **Restoration of Haddington Road Agreement/ FEMPI Act 2013 Pay Reductions**

4. Where a public servant in receipt of annualised remuneration of €65,000 or over had their salary reduced under the terms of the Haddington Road Agreement/ FEMPI Act 2013, one half of the reduction will be restored to his/her salary with effect from 1 April 2017. The second half of the reduction will be restored on 1 January 2018. Specific directions in relation to the 1 January 2018 restoration will be issued by the Department closer to the time of its implementation.
5. Where a public servant in receipt of annualised remuneration of above €110,000 had their salary reduced under the terms of the Haddington Road Agreement/ FEMPI Act 2013, one third of the reduction will be restored to his/her salary with effect from 1 April 2017. The second third of the reduction will be restored on 1 April 2018 and the final third on 1 April 2019. Specific directions in relation to the 1 April 2018 and 1 April 2019 restorations will be issued by the Department closer to the time of their implementation.

### **Revised salary scales**

6. Revised salary scales (and hourly rates for Cleaners) which implement the increase and the restoration and take effect from 1 April 2017 are attached at the Appendix to this Circular.
7. All salary scales and hourly rates payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 April 2017.

### **Part-time / hourly paid staff**

8. The pay of part-time staff or hourly paid staff may be revised, in accordance with normal arrangements, by reference to the pay of whole-time staff to which they are related for pay purposes in accordance with this Circular.

### **Allowances**

9. Allowances which are calculated as a specific percentage or specified portion of basic pay should be recalculated by reference to the revised rates of pay with effect from 1 April 2017. Fixed allowances are not affected. 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.

### **Overtime**

10. Payment in respect of overtime for eligible grades rendered on or after 1 April 2017 should be calculated by reference to the revised rates of pay with effect from 1 April 2017.

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

11. Employers are reminded that the Ministers and Secretaries (Amendment) Act 2011 has been amended under the FEMPI Act 2015 to introduce enhanced controls in relation to terms and conditions of employment agreed between public servants and their public service body employers with effect from 30 November 2015. The relevant sections of the Act are included at Appendix 2.

### **Circulation and Queries**

12. Please ensure that copies of this Circular are provided to all members of the Board of Management/Education and Training Boards and its contents are brought to the attention of all affected staff in your employment including those on leave of absence.
13. This Circular can be accessed on the Department's website under [www.education.ie](http://www.education.ie)
14. Enquiries regarding this Circular should be e-mailed to [financialetb@education.gov.ie](mailto:financialetb@education.gov.ie)

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External Staff Relations

March 2017

## **Appendix 1**

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**1. Adult Education Guidance Counsellor / Co-Ordinator, Adult Literacy Organisers & Community Education Facilitators**

<b>Adult Education Guidance Counsellor / Co-Ordinator, Adult Literacy Organisers &amp; Community Education Facilitators</b>	01/04/2017	<b>New Entrants 1/4/17</b>
	€ 42,474	€ 38,327
	€ 43,898	€ 40,891
	€ 45,323	€ 42,474
	€ 46,748	€ 43,898
	€ 48,173	€ 45,323
	€ 49,600	€ 46,748
	€ 51,025	€ 48,173
	€ 52,450	€ 49,600
	€ 53,874	€ 51,025
	€ 55,299	€ 52,450
	€ 56,725	€ 53,874
	€ 58,354	€ 55,299
	€ 60,390	€ 56,725
		€ 58,354
		€ 60,390

	01/04/2017	<b>New Entrants 1/4/17</b>
NALA/WIT Certificate	€ 1,003	€ 1,003
NALA/WIT Diploma	€ 2,011	€ 2,011

**Adult Education Guidance Co-ordinator Allowances**

	01/04/2017	<b>New Entrants 1/4/17</b>
+1 information Officer or Counsellor	€ 3,335	€ 3,335
+2-3 staff	€ 4,298	€ 4,298
+4-5 staff	€ 5,684	€ 5,684
+6-7 staff	€ 7,120	€ 7,120

## 2. Adult Education Guidance Information Officers

Adult Education Guidance Information Officers		New Recruits
	1/4/17	1/4/17
	€29,617	€26,755
	€31,649	€28,584
	€33,379	€29,617
	€34,894	€31,649
	€36,355	€33,379
	€38,332	€34,894
	€39,761	€36,355
	€41,213	€38,332
		€39,761
		€41,213
LSI 1*	€42,548	
LSI 2*	€43,889	

*\*See paragraph 5, Circular 0015/2007: LSIs payable to serving staff on a personal basis.*

### 3. City of Dublin ETB, Buildings and Maintenance Section

Buildings Officer (link with Senior Executive Engineer LA)	1/4/17
	€ 63,275
	€ 65,218
	€65,572
	€66,519
	€68,009
	€69,848
	€71,697
	€74,021
	€76,344

Buildings Supervisor Grade VI (PCW implemented)	1/4/17
	€ 45,848
	€ 46,954
	€ 48,290
	€ 50,795
	€ 52,294
1st Long Service Increment	€ 54,157
2nd Long Service Increment	€ 56,031

Assistant Buildings Supervisor Grade V (PCW Implemented)		New Entrants
	1/4/17	1/4/17
	€ 41,213	€ 37,192
	€ 42,524	€ 39,552
	€ 43,836	€ 41,213
	€ 45,146	€ 42,524
	€ 46,458	€ 43,836
		€ 45,146
		€ 46,458
1st Long Service Increment	€ 47,977	€ 47,977
2nd Long Service Increment	€ 49,495	€ 49,495

**4. Salary scales for Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development; Assistant Principal Officers and Clerical & Administrative Grades in E.T.B.s**

<b>Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (formerly Education Officer &amp; Principal Officer Grades)</b>	01/04/2017
	€ 66,263
	€ 69,005
	€ 72,325
	€ 75,659
	€ 78,972
	€ 82,251
	€ 86,087
	€ 89,920
	€ 93,755
	€ 97,589
	€ 101,423

Assistant Principal Officer	1/4/17
	€65,906
	€66,668
	€67,941
	€69,422
	€70,907
	€72,392
	€74,223
LSI 1	€76,413
LSI 2	€78,595

**REVISED SALARY SCALES FOR CLERICAL AND ADMINISTRATIVE STAFF  
IN E.T.B.s**

Grade VII	1/4/17
	€ 48,013
	€ 49,187
	€ 50,559
	€ 51,935
	€ 53,313
	€ 54,545
	€ 55,800
	€ 57,020
	€ 58,234
1st Long Service Increment	€ 60,322
2nd Long Service Increment	€ 62,418

Grade VI	1/4/17
	€ 45,849
	€ 46,954
	€ 48,289
	€ 50,796
	€ 52,294
1st Long Service Increment	€ 54,157
2nd Long Service Increment	€ 56,031

Grade V	1/4/17
	€ 41,213
	€ 42,524
	€ 43,836
	€ 45,147
	€ 46,458
1st Long Service Increment	€ 47,977
2nd Long Service Increment	€ 49,495

Grade IV	1/4/17
	€ 29,617
	€ 31,649
	€ 33,379
	€ 34,894
	€ 36,355
	€ 38,332
	€ 39,761
	€ 41,213
1st Long Service Increment	€ 42,548
2nd Long Service Increment	€ 43,889

Grade III		1/4/17 new entrants
	1/4/17	
	€ 24,767	€ 22,893
	€ 25,520	€ 24,397
	€ 26,616	€ 24,767
	€ 27,716	€ 25,520
	€ 28,818	€ 26,616
	€ 29,912	€ 27,716



	€ 30,980	€ 28,818
	€ 32,045	€ 29,912
	€ 32,800	€ 30,980
	€ 33,857	€ 32,045
	€ 34,919	€ 32,800
	€ 36,919	€ 33,857
	€ 36,919	€ 34,919
	€ 36,919	€ 36,919
		€ 36,919
		€ 36,919
Long Service Increment	€ 38,339	€ 38,339

#### SALARY SCALE FOR TELEPHONIST GRADE IN CDET B

Telephonist	1/4/17	1/4/17 new entrants
	€ 24,767	€ 22,893
	€ 25,520	€ 24,397
	€ 26,616	€ 24,767
	€ 27,716	€ 25,520
	€ 28,818	€ 26,616
	€ 29,912	€ 27,716
	€ 30,980	€ 28,818
	€ 32,045	€ 29,912
	€ 32,800	€ 30,980
		€ 32,045
		€ 32,800
Long Service Increment	€ 33,433	€ 33,433

## 5. City of Dublin Youth Services Board

Director	1/4/17
	€ 72,728
	€ 74,739
	€ 77,139
1st L.S.Inc.(after 3 yrs on Max.)	€ 79,842
2nd L.S.Inc.(after 6 yrs on Max.)	€ 82,538

Head of Operations (Asst. Director)	1/4/17
	€ 66,779
	€ 68,687
	€ 70,706
	€ 72,728
1st L.S.Inc.(after 3 yrs on Max.)	€ 75,302
2nd L.S.Inc.(after 6 yrs on Max.)	€ 77,874

Development Officer	1/4/17
	€ 59,763
	€ 61,133
	€ 62,492
	€ 63,862
	€ 65,226
	€ 65,295
	€ 65,958
	€ 66,629
1st L.S.Inc.(after 3 yrs on Max.)	€ 68,512
2nd L.S.Inc.(after 6 yrs on Max.)	€ 70,645

Liaison Officer	1/4/17
	€ 33,315
	€ 36,252
	€ 39,200
	€ 42,139
	€ 45,096
	€ 46,915
	€ 48,733
	€ 50,556
	€ 52,375
	€ 54,192
	€ 56,008
	€ 57,831
	€ 59,651
1st L.S.Inc.(after 3 yrs on Max.)	€ 61,682
2nd L.S.Inc.(after 6 yrs on Max.)	€ 63,700

Youth Worker	1/4/17	New Entrants 1/4/17
	€ 32,643	€ 29,764
	€ 35,523	€ 32,070
	€ 38,405	€ 32,643
	€ 41,292	€ 35,523
	€ 44,181	€ 38,405
	€ 45,598	€ 41,292
		€ 44,181
		€ 45,598

Senior Youth Worker	1/4/17
	€ 45,598
	€ 47,025
	€ 48,453
	€ 49,884
	€ 51,305

## 6. Pay Scales for Chief Executive Officers of ETBs (CATEGORIES I TO IV)

Category I	1/4/17
	€103,884
	€107,278
	€110,663
	€113,503
	€117,500
	€120,875
	€124,262

Category II	1/4/17
	€99,131
	€102,364
	€105,578
	€109,411
	€113,226
	€115,196
	€118,387

Category III	1/4/17
	€89,094
	€92,249
	€95,406
	€98,580
	€101,740
	€104,897
	€108,057
	€111,216

Category IV	1/4/17
	€86,832
	€90,131
	€93,424
	€96,726
	€100,013
	€103,322
	€106,581

REVISED SALARY FOR C.E.O. City of Dublin E.T.B  
(APPENDIX II TO AGREED REPORT 1/98)

C.E.O. CDETБ	C.E.O. CDETБ 1/4/17 Non PPC	C.E.O. CDETБ 1/4/17 PPC
	€116,077	€122,117
	€121,201	€127,606
	€126,944	€133,554
	€132,593	€139,502

## 7. Salary Scale for Adult Education Officers in Education and Training Boards

### Adult Education Officer

Adult Education Officer	01/04/17
	€ 50,366
	€ 52,682
	€ 54,999
	€ 57,314
	€ 59,629
	€ 61,943
	€ 64,261
	€ 65,286
	€ 66,412
	€ 68,148
	€ 70,340
	€ 72,531
	€ 75,818

## 8. Outdoor Education Centres

Director	01/04/2017
	€59,204
	€60,674
	€62,149
	€63,547
	€64,959
	€65,177
	€65,945
LSI 1 - after 3 years on maximum	€67,133
LSI 2 - after 3 years on LSI 1	€69,221

Instructor	1/4/17	New Entrants 1/4/17
	€22,838	€23,122
	€26,519	€27,561
	€30,512	€30,512
	€34,113	€34,113
	€38,023	€38,023
	€41,943	€41,943
	€45,888	€45,888

Assistant Manager/Senior Instructor	1/4/17
	€29,252
	€32,532
	€36,095
	€39,676
	€43,271
	€46,882
	€50,512

<b>Qualification Allowances</b>	1/4/17
Level 3	€3,010
Level 2	€2,011
Level 1	€1,003

<b>Saturday Premium</b>	1/4/17
	€15.30

<b>Sleepover Allowance</b>	1/4/17
	€44.46



## 9. Scales for former SOLAS employees who transferred to ETBs

	1/4/17	1/4/17
	Contributory	Non Contributory
Grade 06X	€65,065	€62,911
Grade 06B (non-contributory)	€66,350	€65,410
	€68,446	€65,994
	€70,899	€67,476
	€73,333	€69,788
	€75,757	€72,091
	€77,179	€73,442
	€77,353	€73,607
LSI 1	€79,746	€75,905
LSI 2	€82,137	€78,201

	1/4/17	1/4/17
	Contributory	Non Contributory
Grade 07X	€58,964	€56,103
Grade 07B (non-contributory)	€60,720	€57,771
	€62,644	€59,599
	€64,080	€60,964
	€64,958	€61,797
	€65,533	€63,816
	€66,503	€65,708
	€67,274	€65,708
	€68,031	€65,791
LSI 1	€70,151	€66,826
LSI 2	€72,268	€68,776

	1/4/17	1/4/17
	Standard	Higher
Grade 08(D,E,X) (Contributory)	€36,802	€39,794
X Std	€38,460	€41,083
D/E Higher	€39,794	€42,434
	€41,083	€43,725
	€42,434	€45,060
	€43,725	€46,379
	€45,060	€47,686
	€46,379	€49,034
	€47,686	€50,374
	€49,034	€51,714
	€50,374	€53,050
	€51,714	€54,363
	€53,050	€55,230

	€54,363	€57,208
	€55,230	€58,514
		€59,811
		€61,113
LSI 1	€57,208	
LSI 2	€59,187	

	1/4/17	1/4/17
	Standard	Higher
Grade 08(B,C) (non-contributory)	€35,049	€37,893
B- Standard	€36,624	€39,116
C-Higher	€37,893	€40,400
	€39,116	€41,626
	€40,400	€42,895
	€41,626	€44,148
	€42,895	€45,389
	€44,148	€46,670
	€45,389	€47,943
	€46,670	€49,215
	€47,943	€50,485
	€49,215	€51,732
	€50,485	€52,556
	€51,732	€54,435
	€52,556	€55,676
		€56,909
		€58,144
LSI 1	€54,435	
LSI 2	€56,315	

	1/4/17	1/4/17
	Standard	Standard
Grade 09( X &D) (Contributory)	€32,429	€35,739
X - Standard	€34,374	€37,265
D- Higher	€35,739	€38,552
	€37,265	€39,834
	€38,552	€41,142
	€39,834	€42,395
	€41,142	€43,622
	€42,395	€44,876
	€43,622	€46,119
	€44,876	€47,326
	€46,119	€48,536
	€47,326	€49,686
	€48,536	€50,559
	€49,686	€52,298

	€50,559	€53,509
		€54,718
		€55,928
LSI 1	€52,298	
LSI 2	€54,038	

	1/4/17
	Standard
Grade 09B Standard (non-contributory)	€31,194
	€32,742
	€34,040
	€35,490
	€36,712
	€37,930
	€39,173
	€40,363
	€41,529
	€42,720
	€43,901
	€45,047
	€46,196
	€47,290
	€48,118
LSI 1	€49,771
LSI 2	€51,424

	1/4/17	1/4/17
	Standard	Higher
Grade 10 (X&E) (Contributory)	€28,286	€31,990
X-Std	€30,580	€33,448
E-Higher	€31,990	€34,670
	€33,448	€35,943
	€34,670	€37,223
	€35,943	€38,411
	€37,223	€39,558
	€38,411	€40,718
	€39,558	€41,865
	€40,718	€42,937
	€41,865	€44,022
	€42,937	€45,009
	€44,022	€45,888
	€45,009	€47,389
	€45,888	€48,504
		€49,624
		€50,744

LSI 1	€47,389	
LSI 2	€48,890	

	1/4/17	1/4/17
	Standard	Higher
Grade 10 (D&F) (non-contributory)	€26,922	€30,478
D - Standard	€29,121	€32,172
F - Higher	€30,478	€33,024
	€32,172	€34,233
	€33,024	€35,450
	€34,233	€36,577
	€35,450	€37,668
	€36,577	€38,770
	€37,668	€39,860
	€38,770	€40,878
	€39,860	€41,908
	€40,878	€42,847
	€41,908	€43,681
	€42,847	€45,107
	€43,681	€46,167
		€47,230
		€48,294
	€45,107	
	€46,533	

	1/4/17
Grade 10B	€25,557
New Entrant	€27,622
	€28,286
	€30,580
	€31,990
	€33,448
	€34,670
	€35,943
	€37,223
	€38,411
	€39,558
	€40,718
	€41,865
	€42,937
	€44,022
	€45,009
	€45,888
LSI 1	€47,389
LSI 2	€48,890

	1/4/17	1/4/17
	Standard	Higher
Grade 11 (G&H) (Contributory)	€24,756	€25,498
G-Std	€25,498	€26,592
H- Higher	€26,592	€27,684
	€27,684	€28,777
	€28,777	€29,869
	€29,869	€30,931
	€30,931	€31,995
	€31,995	€32,743
	€32,743	€33,795
	€33,795	€34,840
	€34,840	€36,471
	€36,471	€37,753
		€38,341
		€39,135
LSI 1	€37,753	
LSI 2	€38,341	

	01/04/2017	1/4/17
	Standard	Higher
Grade 11 (A&J) (Contributory)	€29,145	€30,309
A Std	€30,309	€31,485
J Higher	€31,485	€32,349
	€32,349	€33,469
	€33,469	€34,571
	€34,571	€35,677
	€35,677	€36,777
	€36,777	€37,840
	€37,840	€38,908
	€38,908	€39,926
	€39,926	€41,180
	€41,180	€42,571
		€43,983
		€44,940
LSI 1	€42,571	
LSI 2	€43,616	

	1/4/17
Grade 13X (Contributory)	€26,400
(General Assistant)	€27,169
	€28,485
LSI 1	€29,425
LSI 2	€30,473

	1/4/17
	Higher
Grade 11K Higher (non-contributory)	€24,618
	€25,312
	€26,351
	€27,389
	€28,428
	€29,465
	€30,485
	€31,943
	€32,192
	€33,178
	€34,735
	€35,954
	€36,515
	€37,267

	01/04/2017
Grade 06D	€65,093
	€66,271
	€67,962
	€70,249
	€72,530
	€73,846
LSI 1	€76,150
LSI 2	€78,452

	01/04/2017
	Higher
Grade 08K	€49,832
	€51,204
	€52,581
	€53,955
	€55,329
	€57,314
	€58,614
	€59,918
	€61,224

	01/04/2017
Grade 11N	€29,614
	€31,650
	€33,378
	€34,891

	€36,354
	€38,329
	€39,764
	€41,209
LSI 1	€42,547
LSI 2	€43,891

	01/04/2017
	Higher
Grade 08H	€47,426
	€48,730
	€50,035
	€51,347
	€52,653
	€54,532
	€55,766
	€57,007
	€58,251

	01/04/2017
	Higher
Grade 11L	€471.79
	€485.08
	€505.00
	€524.90
	€544.79
	€564.67
	€584.22
	€603.54
	€616.94
	€636.01
	€665.67
	€689.03
	€699.78
	€714.19

## 10. Craftsmen

**CRAFTSMEN IN ETBs -- Where agreement was reached on productivity re special £6.81 Craftsmen Analogue award under PCW**

Craftsman	1/4/17
On Recruitment	€ 650.99
after 6 months	€ 655.83
after 1½ years	€ 660.65
after 2½ years	€ 665.48
after 3½ years	€ 670.30
after 4½ years	€ 675.14
after 5½ years	€ 679.94
after 6½ years	€ 684.78
after 7½ years	€ 689.61

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

Foreman Craftsman	1/4/17
On Recruitment	€ 774.45
after 6 months	€ 783.65
after 1½ years	€ 788.12
after 2½ years	€ 793.03
after 3½ years	€ 797.56
after 4½ years	€ 800.05
after 5½ years	€ 802.34
after 6½ years	€ 804.69
after 7½ years	€ 807.11
after 8½ years	€ 810.86
after 9½ years	€ 813.81
after 10½ years	€ 820.86

**CRAFTSMEN IN ETBs -- 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	1/4/17
On Recruitment	€ 686.78
after 6 months	€ 691.62
after 1½ years	€ 696.46
after 2½ years	€ 701.29
after 3½ years	€ 706.11



after 4½ years	€ 710.95
after 5½ years	€ 715.79
after 6½ years	€ 720.60
after 7½ years	€ 725.44

**FOREMAN CRAFTSMEN IN CDET B -- Where agreement was reached on productivity on special £18.87 (£22.64 - Foreman) Craftsman's Analogue award under PCW**

Foreman Craftsman	1/4/17
On Recruitment	€ 817.42
after 6 months	€ 826.64
after 1½ years	€ 831.05
after 2½ years	€ 835.99
after 3½ years	€ 840.56
after 4½ years	€ 843.00
after 5½ years	€ 845.27
after 6½ years	€ 847.68
after 7½ years	€ 850.01
after 8½ years	€ 853.80
after 9½ years	€ 856.80
after 10½ years	€ 863.86

## 11. GO / Caretaker Grades

### PAY OF CARETAKERS IN ETBs

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

	1/4/17	New Recruits 1/4/2017
Caretaker		
On Recruitment	€ 584.19	€ 527.69
after 6 months	€ 587.29	€ 539.86
after 1½ years	€ 590.24	€ 584.19
after 2½ years	€ 591.84	€ 587.29
after 3½ years	€ 593.43	€ 590.24
after 4½ years	€ 595.11	€ 591.84
after 5½ years	€ 596.76	€ 593.43
after 6½ years	€ 598.54	€ 595.11
after 7½ years	€ 600.23	€ 596.76
after 8½ years	€ 602.01	€ 598.54
after 9½ years	€ 603.88	€ 600.23
after 10½ years	€ 605.76	€ 602.01
after 11½ years	€ 607.49	€ 603.88
		€ 605.76
		€ 607.49

### PAY OF ATTENDANTS IN ETBs

#### OUTSIDE THE DUBLIN AREA

	1/4/17	New Recruits 1/4/2017
Attendant		
On Recruitment	€ 569.33	€ 514.31
after 6 months	€ 572.44	€ 526.56
after 1½ years	€ 575.33	€ 569.33
after 2½ years	€ 577.00	€ 572.44
after 3½ years	€ 578.71	€ 575.33
after 4½ years	€ 580.33	€ 577.00
after 5½ years	€ 582.04	€ 578.71
after 6½ years	€ 583.74	€ 580.33
after 7½ years	€ 585.52	€ 582.04
after 8½ years	€ 587.31	€ 583.74
after 9½ years	€ 589.14	€ 585.52
after 10½ years	€ 590.99	€ 587.31
after 11½ years	€ 592.76	€ 589.14
		€ 590.99

		€ 592.76
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ETB	1/4/17	New Recruits 1/4/2017
CLEANER P/T Rate	€ 14.60	€ 13.19

**PAY OF CARETAKERS IN ETBs  
OUTSIDE THE DUBLIN AREA (INCLUDING CORK CITY POST 1989)  
(Non-members of Pension Scheme)**

	1/4/17	New Recruits 1/4/2017
Caretaker		
On Recruitment	€ 583.65	€ 527.20
after 6 months	€ 586.78	€ 539.41
after 1½ years	€ 589.75	€ 583.65
after 2½ years	€ 591.34	€ 586.78
after 3½ years	€ 592.97	€ 589.75
after 4½ years	€ 594.62	€ 591.34
after 5½ years	€ 596.28	€ 592.97
after 6½ years	€ 598.02	€ 594.62
after 7½ years	€ 599.76	€ 596.28
after 8½ years	€ 601.51	€ 598.02
after 9½ years	€ 603.36	€ 599.76
after 10½ years	€ 605.23	€ 601.51
after 11½ years	€ 607.01	€ 603.36
		€ 605.23
		€ 607.01

**PAY OF ATTENDANTS IN ETBs  
OUTSIDE THE DUBLIN AREA  
(Non members of Pension Scheme)**

	1/4/17	New Recruits 1/4/2017
Attendant		
On Recruitment	€ 568.82	€ 513.85
after 6 months	€ 571.95	€ 526.12
after 1½ years	€ 574.86	€ 568.82
after 2½ years	€ 576.49	€ 571.95
after 3½ years	€ 578.20	€ 574.86

after 4½ years	€ 579.89	€ 576.49
after 5½ years	€ 581.51	€ 578.20
after 6½ years	€ 583.28	€ 579.89
after 7½ years	€ 585.00	€ 581.51
after 8½ years	€ 586.81	€ 583.28
after 9½ years	€ 588.61	€ 585.00
after 10½ years	€ 590.49	€ 586.81
after 11½ years	€ 592.32	€ 588.61
		€ 590.49
		€ 592.32

**DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT -  
Members of contributory pension scheme**

CARETAKERS / GENERAL OPERATIVE	1/4/17	New Recruits 1/4/2017
	€ 552.84	€ 499.48
	€ 557.13	€ 512.28
	€ 558.89	€ 552.84
	€ 560.62	€ 557.13
	€ 562.22	€ 558.89
	€ 564.10	€ 560.62
	€ 565.88	€ 562.22
	€ 567.53	€ 564.10
	€ 569.36	€ 565.88
	€ 571.21	€ 567.53
	€ 573.64	€ 569.36
	€ 575.99	€ 571.21
	€ 578.34	€ 573.64
		€ 575.99
		€ 578.34

<b>Senior Caretaker Allowance</b>	<b>€ 72.38</b>
<b>Junior Caretaker Allowance</b>	<b>€ 28.22</b>

**DUBLIN ZONE GENERAL OPERATIVE PCW AGREEMENT  
Non-members of contributory pension scheme**

GENERAL OPERATIVE	1/4/17	New Recruits 1/4/2017
	€ 552.33	€ 499.02

	€ 556.61	€ 511.84
	€ 558.37	€ 552.33
	€ 560.04	€ 556.61
	€ 561.74	€ 558.37
	€ 563.57	€ 560.04
	€ 565.37	€ 561.74
	€ 567.07	€ 563.57
	€ 568.87	€ 565.37
	€ 570.76	€ 567.07
	€ 573.16	€ 568.87
	€ 575.50	€ 570.76
	€ 577.87	€ 573.16
		€ 575.50
		€ 577.87

	<b>1/4/17</b>
<b>Senior Caretaker allowance for C&amp;C caretakers in Dublin area where shift working arrangements have been approved</b>	<b>€ 70.13</b>
<b>Junior Caretaker allowance for C&amp;C caretakers in Dublin area where shift working arrangements have been approved</b>	<b>€ 25.97</b>

**REVISED SALARIES PAYABLE TO CARETAKERS/CLEANING SUPERVISOR IN CITY OF CORK ETB (PRE 1989)**

	<b>1/4/17</b>
Senior Caretaker	
On Recruitment	€ 621.86
after 6 months	€ 625.09
after 1½ years	€ 628.34
after 2½ years	€ 630.13
after 3½ years	€ 632.00
after 4½ years	€ 633.79
after 5½ years	€ 635.67
after 6½ years	€ 637.65
after 7½ years	€ 639.60
after 8½ years	€ 641.71
after 9½ years	€ 643.71
after 10½ years	€ 645.75

after 11½ years	€ 647.87
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**REVISED SALARIES PAYABLE TO CARETAKERS/CLEANING SUPERVISOR IN THE CITY OF CORK ETB (PRE 1989)**

Caretaker/Cleaning Supervisor	1/4/17
On Recruitment	€ 615.33
after 6 months	€ 618.67
after 1½ years	€ 621.84
after 2½ years	€ 623.50
after 3½ years	€ 625.44
after 4½ years	€ 627.22
after 5½ years	€ 628.91
after 6½ years	€ 630.96
after 7½ years	€ 632.85
after 8½ years	€ 634.81
after 9½ years	€ 636.83
after 10½ years	€ 638.88
after 11½ years	€ 640.94

**CARETAKERS - SENIOR AND JUNIOR ALLOWANCES  
(CO DUBLIN AND BOROUGH OF DUN LAOGHAIRE ETB)**

	<b>1/4/17</b>
<b>Senior Caretaker Allowance</b>	<b>€ 72.38</b>
<b>Junior Caretaker Allowance</b>	<b>€ 28.22</b>

**CDETb TRUCK DRIVER - inclusive of GO Analogue Award**

	1/4/17	New Recruits 1/4/2017
TRUCK DRIVER	€ 580.71	€ 524.55
(G.O. RELATED)	€ 584.76	€ 536.94
	€ 586.61	€ 580.71
	€ 587.97	€ 584.76
	€ 589.65	€ 586.61
	€ 591.45	€ 587.97
	€ 593.23	€ 589.65
	€ 595.12	€ 591.45
	€ 596.71	€ 593.23
	€ 598.57	€ 595.12
	€ 600.83	€ 596.71

	€ 603.24	€ 598.57
	€ 605.54	€ 600.83
		€ 603.24
		€ 605.54

#### **CDETb STOREMAN / STOREKEEPER**

	1/4/17	New Recruits 1/4/2017
STOREMAN/STOREKEEPER	€ 610.66	€ 551.51
(G.O. RELATED)	€ 621.02	€ 586.70
	€ 632.97	€ 610.66
	€ 643.77	€ 621.02
	€ 654.47	€ 632.97
	€ 665.34	€ 643.77
	€ 676.10	€ 654.47
		€ 665.34
		€ 676.10

#### **CDETb PERSONNEL MAINTENANCE DIFFERENTIALS**

**1/4/17**

<b>1. ASSISTANT PORTER</b>	<b>€ 27.65</b>
<b>2. PORTER</b>	<b>€ 51.78</b>
<b>3. SENIOR PORTER</b>	<b>€ 70.91</b>
<b>4. HEAD PORTER</b>	<b>€ 90.11</b>
<b>5. CARETAKER</b>	<b>€ 40.77</b>
<b>6. BOILERMAN</b>	<b>€ 27.65</b>
<b>7. TRACTOR DRIVER</b>	<b>€ 38.88</b>
<b>8. CHARGEHAND CLEANER</b>	<b>€ 18.34</b>
<b>9. FOREMAN CLEANER</b>	<b>€ 36.96</b>
<b>10. NIGHT ALLOWANCE</b>	<b>€ 15.24</b>
<b>11. SEMI-SKILLED ALLOWANCE</b>	<b>€ 15.24</b>
<b>12. GROUP 4 ALLOWANCE</b>	<b>€ 11.90</b>
<b>13. GROUP 3 ALLOWANCE</b>	<b>€ 9.01</b>
<b>14. CLASS AIDE</b>	<b>€ 23.81</b>

## 12. Psychologists Co. Dublin and City of Dublin ETBs

	1/4/17	New Recruits 1/4/17
Psychologist	€ 57,786	€ 52,107
	€ 60,251	€ 55,426
	€ 62,697	€ 57,786
	€ 65,130	€ 60,251
	€ 66,071	€ 62,697
	€ 69,697	€ 65,130
	€ 73,677	€ 66,071
	€ 77,709	€ 69,697
	€ 80,945	€ 73,677
		€ 77,709
		€ 80,945
<b>LSI 1</b>	€ 83,450	€ 83,450
<b>LSI 2</b>	€ 85,957	€ 85,957

	1/4/17
Senior Psychologist	€ 78,623
	€ 80,414
	€ 82,218
	€ 84,009
	€ 85,791
	€ 86,472
LSI 1	€ 89,146
LSI 2	€ 91,820



**13. Technicians in Dun Laoghaire ETB, Kilkenny ETB and Co. Cork ETB (Davis College)**

	1/4/17	New Recruits 1/4/17
Technicians		
Scale A	€35,162	€32,053
This scale applies to those who opted not to join 1977 Superannuation Scheme	€36,157	€33,065
	€37,098	€35,162
	€39,330	€36,157
	€41,746	€37,098
	€43,476	€39,330
	€45,281	€41,746
	€47,048	€43,476
	€48,826	€45,281
	€51,072	€47,048
	€52,859	€48,826
	€54,793	€51,072
	€56,728	€52,859
	€58,613	€54,793
		€56,728
		€58,613
LSI - payable after three years' service on the maximum of the scale	€59,847	€59,847

	1/4/17	New Recruits 1/4/17
Technicians		
Scale B	€35,499	€32,049
This scale applies to those who have joined 1977 Superannuation Scheme	€36,501	€33,380
	€37,453	€35,499
	€39,712	€36,501
	€42,107	€37,453
	€43,849	€39,712
	€45,662	€42,107
	€47,458	€43,849
	€49,253	€45,662
	€51,516	€47,458
	€53,320	€49,253
	€55,274	€51,516

	€57,227	€53,320
	€59,135	€55,274
		€57,227
		€59,135
LSI - payable after three years' service on the maximum of the scale	€60,378	€60,378

#### 14. Youth Officers (ETBs)

Youth Officer ETBs	1/4/17	New Recruits 1/4/2017
	€45,849	€41,364
	€46,954	€43,416
	€48,013	€45,849
	€49,419	€46,954
	€51,050	€48,013
	€52,723	€49,419
	€54,502	€51,050
	€56,333	€52,723
	€58,234	€54,502
	€60,322	€56,333
	€62,418	€58,234
		€60,322
		€62,418

## 15. Youthreach Pay Scales

Resource Person	1/4/17	New Entrants 1/4/17
	€ 31,328	€ 28,296
	€ 32,939	€ 30,032
	€ 34,858	€ 31,328
	€ 36,780	€ 32,939
	€ 38,708	€ 34,858
	€ 40,639	€ 36,780
	€ 42,577	€ 38,708
	€ 44,520	€ 40,639
	€ 46,466	€ 42,577
	€ 48,422	€ 44,520
	€ 50,512	€ 46,466
		€ 48,422
		€ 50,512
<b>LSI</b>	€ 52,249	€ 52,249
<b>LSI</b>	€ 53,988	€ 53,988

Co-ordinator	1/4/17
	€ 37,209
	€ 40,560
	€ 43,904
	€ 47,992
	€ 50,556
	€ 53,892
	€ 57,209
<b>LSI</b>	€ 59,770
<b>LSI</b>	€ 61,648

Qualification Allowances	1/4/17
Degree /tch.recognition	€ 3,010
Diploma	€ 2,011
Certificate	€ 1,003

## **Appendix 2**

### **Section 12 of the Financial Emergency Measures in the Public Interest Act 2015**

#### **Amendment of Ministers and Secretaries (Amendment) Act 2011**

The Ministers and Secretaries (Amendment) Act 2011 is amended by the insertion of the following section after section 16:

#### **“Control of terms and conditions of public servants**

##### **16A. (1) Where—**

(a) the Minister has approved a term or condition as being a term or condition that shall apply for the time being in respect of the employment of a class or category of public servant (whether that approval takes the form of an approval as such, any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter), and

(b) a contract of employment in respect of a public servant falling within that class or category is entered into that contains a term or condition that corresponds or is equivalent to the term or condition standing so approved but which is more favourable to the public servant than that term or condition,

the contract shall have effect as if the term or condition standing so approved (referred to in subsections (2) and (3) as the ‘approved term or condition’) were substituted for the first-mentioned term or condition in paragraph (b) (referred to in subsections (2) and (3) as the ‘unapproved term or condition’).

(2) Any amount paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(3) Where an amount is paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition then—

(a) the public servant shall hold the overpayment in trust for the public service body, and

(b) the public service body shall recover the amount of the overpayment from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

##### **(4) Where—**

(a) a contract of employment is entered into in respect of a public servant, and

(b) the contract contains a term or condition in relation to remuneration that does not correspond or is not equivalent to any term or condition standing approved by the Minister in respect of the employment of a class or category of public servant into which the first-mentioned public servant falls (whether that approval takes the form of an approval as such,

any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter),

the term or condition shall be void.

(5) Any amount paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(6) Where an amount is paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) then—

(a) the public servant shall hold the amount in trust for the public service body, and

(b) the public service body shall recover the amount from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(7) Subsections (3) and (6) shall not be taken as limiting the liability under statute of any person to account for such overpayment.

(8) Where an amount to which subsection (3) or (6) relates has not been recovered by the public service body concerned, the Minister may direct in writing that body to recover, by a specified date, the amount in accordance with subsection (3)(b) or (6)(b), as the case may be, and, where that body fails to so recover the amount, the Minister may deduct the amount from any grant or vote of, or other payment to, that body out of money provided directly or indirectly by the Oireachtas or from the Central Fund or the growing produce of that Fund.

(9) This section applies to a term or condition agreed after the commencement of *section 12* of the *Financial Emergency Measures in the Public Interest Act 2015*.

(10) This section has effect notwithstanding—

(a) any other enactment,

(b) any pension scheme or arrangement,

(c) any other agreement or contractual arrangement, or

(d) any understanding, expectation, circular or instrument or other document.

(11) In this section—

“public servant” means a person who is employed by, or who holds any office or other position in, a public service body;

“remuneration” means emoluments to which Chapter 4 of Part 42 of the Taxes Consolidation Act 1997 applies or is applied.”.