



Circular Letter 0060/2020

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

**Public Service Stability Agreement 2013 – 2020 and the
Public Service Pay and Pensions Act 2017**

REVISION OF TEACHER SALARIES WITH EFFECT FROM 1 October 2020

1. The Minister for Education and Skills wishes to inform Managerial Authorities and Teachers of revised rates of salary for Teachers with effect from 1 October 2020.
2. The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2020 and the Public Service Pay and Pensions Act 2017.

Salary restoration with effect from 1 October 2020

3. Under the terms of the Public Service Stability Agreement 2013 – 2020, whole-time annual basic scale salaries are increased by 2% with effect from 1 October 2020.
4. Increased pay scales with effect from 1 October 2020 are set out at Appendix 1 (a) and (b). Increased casual daily/hourly part-time rates with effect from 1 October 2020 are set out at Appendix 2.
5. All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 October 2020.

Allowances

6. Allowances which are calculated as a specific percentage or specified portion of basic pay will be calculated by reference to the revised rates of pay with effect from 1 October 2020.
7. Fixed allowances which are not calculated as a specific percentage or specified proportion of basic salary will be restored to their monetary value as of 31 December 2009.

Note that this measure relates solely to fixed allowances which were in payment on 1 January 2010 and which were cut by either 5% or 8% under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 and which continued to be paid as fixed allowances separate to basic pay. Any new allowances introduced after 1 January 2010 will not be increased under this circular.

8. Qualification allowances for teachers who entered teaching between 1 January 2011 and 31 January 2012 are set out in Appendix 1 (c) with effect from 1 October 2020.
9. Qualification allowances for teachers who entered teaching prior to 1 January 2011 are set out at Appendix 1 (d) with effect from 1 October 2020.
10. This circular also provides for the restoration of fixed allowances which are set out at Appendix 3 with effect from 1 October 2020. Please read in association with Circular 0008/2013 Public Service-Wide Review of Allowances and Premium Payments on current allowance entitlements.

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.

Enhanced Controls in relation to Terms and Conditions of Employment with effect from 30 November 2015 - Recovery of Overpayments

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 4. Overpayments will be dealt with in accordance with the relevant Department Circulars.

Circulation and Queries

12. 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.
13. This Circular can be accessed on the Department's website under www.education.ie
14. Enquiries regarding this Circular should be e-mailed to:
 - Primary: prmtch_payroll@education.gov.ie
 - Post-primary: pppayroll@education.gov.ie
 - ETB Post-Primary Teachers: relevant HR Department

Tara Carton
External Staff Relations
16 September 2020

Padraig Maloney
Payroll Division

APPENDIX 1

- (a) Revised incremental salary scale for teachers who **entered teaching before 1 January 2011**, to apply with effect from 1 October 2020. Qualification allowances continue to be paid to this cohort of teachers as appropriate.

Revised scale from 1 October 2020 for teachers who entered teaching before 1 January 2011	
Point	€
1	€35,790
2	€36,593
3	€37,725
4	€38,860
5	€40,620
6	€41,761
7	€42,900
8	€45,770
9	€47,204
10	€48,917
11	€50,621
12	€52,338
13	€53,774
14	€55,675
15	€55,675
16	€55,675
17	€58,297
18	€58,297
19	€58,297
20	€58,297
21	€61,761
22	€61,761
23	€61,761
24	€61,761
25	€65,588

- (b) Revised incremental salary scale for teachers **who entered teaching on or after 1 January 2011**, to apply with effect from 1 October 2020.

Revised scale from 1 October 2020 for those appointed on or after 1 January 2011	
Point	€
1	€37,692
2	€39,235
3	€40,996
4*	€41,800
5	€42,932
6	€44,299
7	€45,834
8*	€47,380
9	€48,671
10	€50,977
11	€52,410
12	€54,123
13	€55,828
14	€57,546
15	€58,981
16	€60,882
17	€60,882
18	€60,882
19	€63,504
20	€63,504
21	€63,504
22	€63,504
23	€66,968
24	€66,968
25	€66,968
26	€66,968
27	€70,795

* This scale should be read in conjunction with Circular 0033/2020 - Revision of 2011 Entrant Teacher Salaries with effect from 1 March 2020 – Application of Additional Increments

Notes:

1. 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. An unqualified individual employed in a teaching post at post-primary level on an annual contract receives the first point of the scale
3. The value of an honours degree allowance is incorporated into each point of this scale.

(c) Qualification Allowances with effect from 1 October 2020 for teachers who entered teaching between 1 January 2011 and 31 January 2012

ACADEMIC QUALIFICATIONS	Rate from 1 October 2020 for 1 January 2011 – 31 January 2012 Entrants Only
(a) (i) H. Dip. in Ed. (Pass)	€622
(ii) Higher Froebel Cert.	€622
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,301
(ii) Ard Teastas Gaeilge	€1,301
(c) Masters' Degree (1st or 2nd Hons)	€608
(d) Doctors Degree	€1,286

Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) or (d). As heretofore, qualification allowances are not payable to all new beneficiaries from 1 February 2012

(d) Qualification Allowances for teachers who entered teaching prior 1 January 2011

ACADEMIC QUALIFICATIONS	Rate for pre-2011 Entrants only
(a) (i) H. Dip. in Ed. (Pass)	€622
(ii) Higher Froebel Cert.	€622
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,301
(ii) Ard Teastas Gaeilge	€1,301
(c) Primary Degree (Pass)	€1,939
(d) Masters Degree by thesis or exam (Pass)	€5,177
(e) Primary Degree (1st or 2nd Hons)	€5,177
(f) Masters Degree (1st or 2nd Hons)	€5,785
(g) Doctors Degree	€6,463

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 2

(a) PRIMARY: Revised daily/hourly rates with effect from 1 October 2020 for part-time and substitute primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 1/10/20	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/10/20
Daily casual qualified	€195.35	€24.14
Daily unqualified	€133.81	€16.54
Hourly qualified	€39.07	€4.83
Hourly unqualified on Payroll	€31.27	€3.87
Hourly unqualified Substitute	€26.76	€3.31

(b) PRIMARY: Revised daily/hourly rates with effect from 1 October 2020 for part-time and substitute primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 1/10/20	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/10/20
Daily casual qualified	€173.96	€21.50
Daily unqualified	€133.81	€16.54
Hourly qualified	€34.79	€4.30
Hourly unqualified on Payroll	€31.27	€3.87
Hourly unqualified Substitute	€26.76	€3.31

(c) **PRIMARY: Unqualified Annual Rate revised rate** with effect from 1 October 2020 for primary teachers.

Category	Pre-2011 Entrant	2011 Entrant
Primary Unqualified Annual Rate	€32,153	€32,153

(d) **POST-PRIMARY: Revised casual hourly part-time rates** with effect from 1 October 2020 for post-primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 1/10/20	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/10/20
Hourly casual qualified	€46.18	€6.30
Hourly unqualified	€40.79	€5.56

(e) **POST-PRIMARY: Revised casual hourly part-time rates** from 1 October 2020 for post-primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 1/10/20	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/10/20
Hourly casual qualified	€41.37	€5.64
Hourly unqualified	€36.71	€5.01

APPENDIX 3: Allowance Restoration

Note: Please read in association with Circular 0008/2013 Public Service-Wide Review of Allowances and Premium Payments on current allowance entitlements.

(i) Other Allowances

	From 1/1/10	From 1/10/20
1. Teaching through Irish	€1,583	€1,666
2. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,063	€3,224
3. Island Allowance	€1,842	€1,939
4. Diploma for Special Education	€2,437	€2,565
5. Special allowance payable to teachers in Comprehensive Schools (Appointed before 1.1.1987)	€2,471	€2,601
6. Children's Allowances	€113	€113
7. Allowance for Teachers with 35 years' service	€2,324	€2,446
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)	€2,802	€2,949
9. Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06) School Enrolment:		
<101	€523	€551
101-300	€787	€828
301-500	€1,049	€1,104
501-700	€1,312	€1,381
700+	€1,572	€1,655
10. Rule 87 (Higher Froebel Cert.)	€1,435	€1,510

(ii). Secondment Allowances

	From 1/1/10	From 1/10/20
Directors of Education Centres	€27,197	€28,628
Category 2	€16,825	€17,711
Category 3	€13,146	€13,838
Category 4	€10,130	€10,663

(iii). Posts of Responsibility

(a). Principal Teacher Allowance (2nd Level)

Category	From 1/1/10	From 1/10/20
I	€9,310	€9,800
II	€10,432	€10,981
III	€12,238	€12,882
IV	€14,360	€15,116
V	€16,705	€17,584
VI	€19,084	€20,088
VII	€21,386	€22,512
VIII	€23,714	€24,962
IX	€25,427	€26,765
X	€27,197	€28,628
XI	€29,776	€31,343
XII	€31,520	€33,179
XIII	€34,893	€36,729
XIV	€36,030	€37,926
XV	€39,079	€41,136
XVI	€40,776	€42,922
XVII	€42,469	€44,704

(b). Deputy Principal Teacher Allowance (2nd Level)

Category	From 1/1/10	From 1/10/20
I	€3,769	€3,967
II	€4,932	€5,192
III	€6,520	€6,863
IV	€8,173	€8,603
V	€9,773	€10,287
VI	€11,444	€12,046
VII	€13,051	€13,738
VIII	€14,630	€15,400
IX	€15,875	€16,710
X	€17,088	€17,987
XI	€18,966	€19,964
XII	€20,129	€21,188
XIII	€22,645	€23,837
XIV	€23,137	€24,355
XV	€25,280	€26,610
XVI	€26,253	€27,635
XVII	€27,217	€28,649

(c). Principal Teacher Allowance (1st Level)

Category	From 1/1/10	From 1/10/20
I	€9,310	€9,800
II	€10,432	€10,981
III	€12,238	€12,882
IV	€14,360	€15,116
V	€16,705	€17,584
VI	€19,084	€20,088
VII	€21,386	€22,512
VIII	€23,714	€24,962
IX	€25,427	€26,765
X	€27,197	€28,628
XI	€29,776	€31,343

(d). Deputy Principal Teacher Allowance (1st Level)

	From 1/1/10	From 1/10/20
I	€3,769	€3,967
II	€4,932	€5,192
III	€6,520	€6,863
IV	€8,173	€8,603
V	€9,773	€10,287
VI	€11,444	€12,046
VII	€13,051	€13,738
VIII	€14,630	€15,400
IX	€15,875	€16,710
X	€17,088	€17,987
XI	€ 18,966	€19,964

(e). Principal Teacher Points Rating

	From 1/1/10	From 1/10/20
Under 150	€6,660	€7,011
150 - 299	€6,732	€7,086
300 - 449	€8,151	€8,580
450 - 599	€9,564	€10,067
600 - 749	€11,218	€11,808
750 - 899	€13,051	€13,738
900 - 1099	€14,912	€15,697
1100 - 1299	€16,707	€17,586
1300 - 1499	€18,525	€19,500
1500 - 1699	€19,865	€20,911
1700 - 1949	€21,246	€22,364
1950 - 2199	€22,635	€23,826
2200 - 2449	€23,987	€25,249
2450 and over	€25,303	€26,635

(f). Vice Principal Teacher Points Rating

	From 1/1/10	From 1/10/20
Under 150	€0	€0
150 - 299	€2,944	€3,099
300 - 449	€3,848	€4,051
450 - 599	€5,094	€5,362
600 - 749	€6,381	€6,717
750 - 899	€7,629	€8,030
900 - 1099	€8,942	€9,413
1100 - 1299	€10,198	€10,735
1300 - 1499	€11,430	€12,032
1500 - 1699	€12,402	€13,055
1700 - 1949	€13,350	€14,053
1950 - 2199	€14,263	€15,014
2200 - 2449	€15,163	€15,961
2450 and over	€15,983	€16,824

(iv) Other Posts of Responsibility

	From 1/1/10	From 1/10/20
1. AP1	€8,520	€8,968
2. AP2	€3,769	€3,967
3. Graded Post 'A'	€6,660	€7,011
4. Graded Post 'B'	€2,944	€3,099
5. Special Functions Allowances		
1	€2,527	€2,660
2	€3,848	€4,051
3	€5,094	€5,362
4	€6,381	€6,717
5	€6,660	€7,011
5. Upgraded Special Functions Allowances		
1	€3,230	€3,400
2	€4,932	€5,192
3	€6,520	€6,863
4	€8,173	€8,603
5	€8,520	€8,968
6. Director of Adult Education - Self-Financing Part-Time Adult Education Posts of Responsibility CL 46/00 (Appendix 1)		
Category A	€3,769	€3,967
Category B	€4,932	€5,192
Category C	€6,520	€6,863
Category D	€8,173	€8,603
Category E	€9,773	€10,287
Category F	€11,444	€12,046
Category G	€13,051	€13,738
Category H	€14,630	€15,400
Category I	€15,875	€16,710
Category J	€17,088	€17,987
Category K	€18,966	€19,964
Category L	€20,129	€21,188
Category M	€22,645	€23,837
7. Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€1,625	€1,710
8. Allowance payable to Principals of 5 Community Schools for management role in sports complexes (AR2/01)	€4,820	€5,074

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

	From 1/1/10	From 1/10/20
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€1,842	€1,939
2. Itinerant Domestic Science Teachers	€1,842	€1,939
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	€313	€329
2	€626	€659
3	€940	€989
No. of Years Reckonable Service – College Teacher Scale		
1	€390	€410
2	€785	€826
3	€1,175	€1,237
No. of Years Reckonable Service - Lecturer I Scale		
1	€551	€580
2	€1,098	€1,156
3	€1,644	€1,731
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	€626	€659
2	€1,252	€1,318
3	€1,881	€1,980
4	€2,506	€2,638
5	€3,132	€3,297
No. of Years Reckonable Service – College Teacher Scale		
1	€785	€826
2	€1,566	€1,648
3	€2,349	€2,473
4	€3,132	€3,297
5	€3,917	€4,123
No. of Years Reckonable Service - Lecturer I Scale		
1	€1,098	€1,156
2	€2,194	€2,309
3	€3,293	€3,466
4	€4,388	€4,619
5	€5,482	€5,771
5. Allowance payable to teachers of apprentices in DDLETB and CETB, formerly Dun Laoghaire and Co. Cork VECs	€9,740	€10,253

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

	From 1/1/10	From 1/10/20
1. Long Service Increment	€1,477	€1,555
2. Special differential allowance paid to Ex-Preparatory College Professors	€2,860	€3,011
3. Personal Rates of Principals' Allowance	€6,660 €6,660 €6,660 €6,660 €6,945 €7,077 €8,356 €8,490 €9,069 €9,158 €9,827 €11,163	€7,011 €7,011 €7,011 €7,011 €7,310 €7,449 €8,796 €8,937 €9,546 €9,640 €10,344 €11,750
4. Personal Allowances referred to in Paragraph 2 of CL 50/70	€2,565 €5,031 €5,852 €6,540 €7,402 €8,490 €9,567 €11,059 €11,865 €13,049	€2,700 €5,296 €6,160 €6,884 €7,792 €8,937 €10,071 €11,641 €12,489 €13,736

(vii) Allowances payable to teachers in the Prison Service

	From 1/1/10	From 1/10/20
Honorarium	€4,773	€5,024
Supervising Teacher – Size of Unit Whole Time Equivalent Teachers		
1-6	€8,520	€8,968
7-9	€13,051	€13,738
10-12	€15,875	€16,710
13-16	€20,129	€21,188
16+	€23,137	€24,355
Deputy Supervising Teacher	€8,520	€8,968
Assistant Supervising Teacher	€3,769	€3,967

APPENDIX 4

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.”.