



Circular Letter 0041/2023

**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
Building Momentum - A New Public Service Agreement 2021-2023
("The Agreement")**

Application of pay adjustments due on 1 October 2023

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 "Building Momentum - A New Public Service Agreement 2021-2023" as reviewed.
2. This circular sets out the increases to pay due on 1 October 2023 as provided for under The Agreement.

Salary Increases to be implemented under Building Momentum

3. Following the review of Building Momentum, a 1.5% (or €750, whichever is greater) pay adjustment was agreed and will be implemented with effect from 1 October 2023.
4. In accordance with Section 3.1 of the Building Momentum Agreement, whole-time annual basic scale salaries will be increased by 1.5% (or €750, whichever is greater) with effect from 1 October 2023.
5. The revised pay scales due from 1 October 2023 for primary teachers are set out at Appendix 1 (a) and (b). The revised pay scales due from 1 October 2023 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 2023 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 All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 October 2023.

Allowances

8. The Agreement also provides for increases to allowances in the nature of pay of 1.5% from 1 October 2023. 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 2023.
9. 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 2023.
10. 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 2023.
11. Increases to Other Allowances are set out at Appendix 4 with effect from 1 October 2023.
12. 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.
13. Overpayments will be dealt with in accordance with the relevant Department Circulars.

Pensions in payment

14. The principle of pay parity in pension increases for pre-existing schemes has been agreed up to the end of 2023, in line with the amended agreement under Building Momentum. Increases should be passed on to pensions in line with that policy.
15. For further guidance, or to determine if a historic increase is due to pensions in payment for pre-existing schemes, please refer to Department of Public Expenditure NDP Delivery and Reform Circulars 20/2017, 02/2018, 19/2019, 10/2021, 19/2022 and 02/2023. Queries with regard to the Department of Public Expenditure NDP Delivery and Reform Circulars circulars should be addressed to pensions@per.gov.ie.
16. Single Public Service Pension Scheme ('Single Scheme') pensions are updated in-line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore, Single Scheme 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.

Circulation and Queries

17. 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.
18. This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>
19. Enquiries regarding this Circular should be e-mailed to:
 - Primary: primtch_payroll@education.gov.ie
 - Post-primary: ppppayroll@education.gov.ie
 - ETB Post-Primary Teachers: relevant HR Department

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18 September 2023

APPENDIX 1: INCREMENTAL SALARY SCALES FOR PRIMARY AND POST PRIMARY TEACHERS EFFECTIVE FROM 1 October 2023

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 2023¹.

Revised scale from 1 October 2023 for primary teachers who entered teaching before 1 January 2011	
	Effective from 01/10/2023
Point	€
1	€39,387
2	€40,230
3	€41,419
4	€42,612
5	€44,461
6	€45,659
7	€46,856
8	€49,871
9	€51,387
10	€53,224
11	€55,066
12	€56,932
13	€58,494
14	€60,563
15	€60,563
16	€60,563
17	€63,414
18	€63,414
19	€63,414
20	€63,414
21	€67,183
22	€67,183
23	€67,183
24	€67,183
25	€71,345

¹ 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 2023².

Revised scale from 1 October 2023 for primary teachers appointed on or after 1 January 2011	
	Effective from 01/10/2023
Point	€
1	€41,385
2	€43,006
3	€44,856
4	€45,701
5	€46,890
6	€48,326
7	€49,938
8	€51,575
9	€52,958
10	€55,453
11	€57,012
12	€58,875
13	€60,728
14	€62,599
15	€64,161
16	€66,227
17	€66,227
18	€66,227
19	€69,079
20	€69,079
21	€69,079
22	€69,079
23	€72,848
24	€72,848
25	€72,848
26	€72,848
27	€77,009

² 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 2023³.

Revised scale from 1 October 2023 for post-primary teachers who entered teaching before 1 January 2011	
	Effective from 01/10/2023
Point	€
1	€39,387
2	€40,230
3	€41,419
4	€42,612
5	€44,461
6	€45,659
7	€46,856
8	€49,871
9	€51,387
10	€53,224
11	€55,066
12	€56,932
13	€58,494
14	€60,563
15	€60,563
16	€60,563
17	€63,414
18	€63,414
19	€63,414
20	€63,414
21	€67,183
22	€67,183
23	€67,183
24	€67,183
25	€71,345

³ 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 2023⁴.

Revised scale from 1 October 2023 for post-primary teachers appointed on or after 1 January 2011	
	Effective from 01/10/2023
Point	€
1	€42,765
2	€44,385
3	€46,235
4	€47,080
5	€48,269
6	€49,705
7	€51,328
8	€52,984
9	€54,374
10	€56,868
11	€58,425
12	€60,290
13	€62,144
14	€64,013
15	€65,575
16	€67,643
17	€67,643
18	€67,643
19	€70,494
20	€70,494
21	€70,494
22	€70,494
23	€74,261
24	€74,261
25	€74,261
26	€74,261
27	€78,426

⁴ 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 2023**

(a) Qualification Allowances⁵ with effect from 1 October 2023 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 01/10/2023
(a) Masters' Degree (1st or 2nd Hons)	€662
(b) Doctors Degree	€1,399

(b) Qualification Allowances for teachers who entered teaching prior 1 January 2011⁶

ACADEMIC QUALIFICATIONS	Rate for pre-2011 Entrants only
	Effective from 01/10/2023
(a) (i) H. Dip. in Ed. (Pass)	€676
(ii) Higher Froebel Cert.	€676
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,415
(ii) Ard Teastas Gaeilge	€1,415
(c) Primary Degree (Pass)	€2,109
(d) Masters Degree by thesis or exam (Pass)	€5,632
(e) Primary Degree (1st or 2nd Hons)	€5,632
(f) Masters Degree (1st or 2nd Hons)	€6,293
(g) Doctors Degree	€7,031

⁵ Qualification allowances are not payable to all new beneficiaries from 1 February 2012.

⁶ 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 2023**

(a) PRIMARY: Revised daily/hourly rates with effect from 1 October 2023 for part-time and substitute primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 01/10/2023	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/10/2023
Daily casual qualified	€213.46	€26.38
Daily unqualified	€148.02	€18.29
Hourly qualified	€42.69	€5.28
Hourly unqualified on Payroll	€34.78	€4.30
Hourly unqualified Substitute	€29.60	€3.66

(b) PRIMARY: Revised daily/hourly rates with effect from 1 October 2023 for part-time and substitute primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 01/10/2023	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/10/2023
Daily casual qualified	€207.83	€25.69
Daily unqualified	€148.02	€18.29
Hourly qualified	€41.56	€5.14
Hourly unqualified on Payroll	€34.78	€4.30
Hourly unqualified Substitute	€29.60	€3.66

(c) PRIMARY: Unqualified Annual Rate revised rate with effect from 1 October 2023 for primary teachers.

Category	Pre-2011 Entrant Effective Rate from 01/10/2023	2011 Entrant Effective Rate from 01/10/2023
Primary Unqualified Annual Rate	€35,565	€35,565

(d) POST-PRIMARY: Revised casual hourly part-time rates with effect from 1 October 2023 for post-primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 01/10/2023	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/10/2023
Hourly casual qualified	€50.42	€6.87
Hourly unqualified	€44.38	€6.05

(e) POST-PRIMARY: Revised casual hourly part-time rates from 1 October 2023 for post-primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 01/10/2023	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/10/2023
Hourly casual qualified	€45.14	€6.16
Hourly unqualified	€39.93	€5.45

APPENDIX 4: OTHER TEACHING ALLOWANCES EFFECTIVE FROM 1 OCTOBER 2023

(i) Other Allowances

	Effective Rate From 01/10/2023
1. Teaching through Irish	€1,812
2. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,507
3. Island Allowance	€2,109
4. Diploma for Special Education	€2,790
5. Special allowance payable to teachers in Comprehensive Schools (Appointed before 01/01/1987)	€2,830
6. Children's Allowances	€113
7. Allowance for Teachers with 35 years' service	€2,660
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)	€3,207
9. Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06) School Enrolment:	
<101	€600
101-300	€900
301-500	€1,201
501-700	€1,502
700+	€1,801
10. Rule 87 (Higher Froebel Cert.)	€1,642

(ii) Secondment Allowances

	Effective Rate From 01/10/2023
Category 1 - Directors of Education Centres	€31,141
Category 2	€19,266
Category 3	€15,053
Category 4	€11,599

(iii) Posts of Responsibility

(a) Principal Teacher Allowance (Post Primary)

Category	Effective Rate From 01/10/2023
I	€10,661
II	€11,946
III	€14,013
IV	€16,443
V	€19,128
VI	€21,852
VII	€24,488
VIII	€27,154
IX	€29,115
X	€31,141
XI	€34,095
XII	€36,092
XIII	€39,953
XIV	€41,256
XV	€44,747
XVI	€46,690
XVII	€48,629

(b) Deputy Principal Teacher Allowance (Post Primary)

Category	Effective Rate From 01/10/2023
I	€4,316
II	€5,647
III	€7,466
IV	€9,358
V	€11,190
VI	€13,104
VII	€14,944
VIII	€16,752
IX	€18,177
X	€19,566
XI	€21,717
XII	€23,049
XIII	€25,930
XIV	€26,494
XV	€28,946
XVI	€30,061
XVII	€31,165

(c) Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/10/2023
I	€14,013
II	€14,013
III	€16,443
IV	€19,128
V	€21,852
VI	€24,488
VII	€27,154
VIII	€29,115
IX	€31,141
X	€34,095
XI	€36,092
XII	€39,953
XIII	€41,256
XIV	€44,747

(d) Deputy Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/10/2023
I	€7,466
II	€7,466
III	€9,358
IV	€11,190
V	€13,104
VI	€14,944
VII	€16,752
VIII	€18,177
IX	€19,566
X	€21,717
XI	€23,049
XII	€25,930
XIII	€26,494
XIV	€28,946

(e) Principal Teacher Points Rating

	Effective Rate From 01/10/2023
Under 150	€7,627
150 - 299	€7,708
300 - 449	€9,333
450 - 599	€10,951
600 - 749	€12,845
750 - 899	€14,944
900 - 1099	€17,075
1100 - 1299	€19,130
1300 - 1499	€21,211
1500 - 1699	€22,747
1700 - 1949	€24,328
1950 - 2199	€25,918
2200 - 2449	€27,466
2450 and over	€28,973

(f) Deputy Principal Teacher Points Rating

	Effective Rate From 01/10/2023
Under 150	€0
150 - 299	€3,371
300 - 449	€4,407
450 - 599	€5,833
600 - 749	€7,307
750 - 899	€8,735
900 - 1099	€10,239
1100 - 1299	€11,678
1300 - 1499	€13,088
1500 - 1699	€14,201
1700 - 1949	€15,287
1950 - 2199	€16,332
2200 - 2449	€17,363
2450 and over	€18,301

(iv) Other Posts of Responsibility

	Effective Rate From 01/10/2023
1. Assistant Principal I (AP I) ⁷	€9,755
2. Assistant Principal II (AP II) ⁸	€4,316
3. Graded Post 'A'	€7,627
4. Graded Post 'B'	€3,371
5. (a) Special Functions Allowances	
1	€2,894
2	€4,407
3	€5,833
4	€7,307
5	€7,627
5. (b) Upgraded Special Functions Allowances	
1	€3,699
2	€5,647
3	€7,466
4	€9,358
5	€9,755
6. Director of Adult Education - Self-Financing Part-Time Adult Education Posts of Responsibility CL 46/00 (Appendix 1)	
Category A	€4,316
Category B	€5,647
Category C	€7,466
Category D	€9,358
Category E	€11,190
Category F	€13,104
Category G	€14,944
Category H	€16,752
Category I	€18,177
Category J	€19,566
Category K	€21,717
Category L	€23,049
Category M	€25,930
7. Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€1,860
8. Allowance payable to Principals of 5 Community Schools for management role in sports complexes (AR2/01)	€5,520

⁷ Formerly referred to as Assistant Principal

⁸ 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 01/10/2023
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€2,109
2. Mobile Domestic Science Teachers ⁹	€2,109
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	€358
2	€717
3	€1,076
No. of Years Reckonable Service – College Teacher Scale	
1	€446
2	€899
3	€1,346
No. of Years Reckonable Service - Lecturer I Scale	
1	€631
2	€1,257
3	€1,883
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	€717
2	€1,434
3	€2,154
4	€2,870
5	€3,586
No. of Years Reckonable Service – College Teacher Scale	
1	€899
2	€1,793
3	€2,690
4	€3,586
5	€4,485
No. of Years Reckonable Service - Lecturer I Scale	
1	€1,257
2	€2,512
3	€3,770
4	€5,025
5	€6,278
5. Allowance payable to teachers of apprentices in DDLETB and CETB, formerly Dun Laoghaire and Co. Cork VECs	€11,153

⁹ Formerly referred to as Itinerant Domestic Science Teachers

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

	Effective Rate From 01/10/2023
1. Long Service Increment	€1,692
2. Special differential allowance paid to Ex-Preparatory College Professors	€3,275
3. Personal Rates of Principals' Allowance	€7,627 €7,627 €7,627 €7,627 €7,952 €8,103 €9,568 €9,722 €10,384 €10,486 €11,252 €12,782
4. Personal Allowances referred to in Paragraph 2 of CL 50/70	€2,937 €5,761 €6,701 €7,488 €8,476 €9,722 €10,955 €12,663 €13,585 €14,942

(vii) Allowances payable to teachers in the Prison Service

	Effective Rate From 01/10/2023
Honorarium	€5,465
Supervising Teacher – Size of Unit Whole Time Equivalent Teachers	
1-6	€9,755
7-9	€14,944
10-12	€18,177
13-16	€23,049
16+	€26,493
Deputy Supervising Teacher	€9,755
Assistant Supervising Teacher	€4,316
Secure Unit Allowance	€2,514