



Circular Letter 0050/2025

**To: The Managerial Authorities of Recognised Primary
and
the Chief Executives of Education and Training Boards**

Revision of Salaries for Primary Teachers under the Public Service Agreement 2024-2026

Application of pay adjustments with effect from 1 August 2025

Introduction

1. The Minister for Education and Youth wishes to inform managerial authorities and primary teachers of revised rates of salary and allowances for primary teachers as provided for in “Public Service Agreement 2024-2026”.
2. This circular sets out the increases to pay due on 1 August 2025 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% pay adjustment was agreed and will be implemented with effect from 1 August 2025.
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% with effect from 1 August 2025.
5. The revised pay scales due from 1 August 2025 for primary teachers are set out at Appendix 1 (a) and (b).
6. The revisions to casual daily/hourly part-time rates due on 1 August 2025 are set out at Appendix 3.
7. All salary scales and daily/hourly casual and non-casual rates payable to primary teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 August 2025.
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 August 2025. 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 August 2025.

10. The revisions to Qualification Allowances for primary teachers who entered teaching between 1 January 2011 and 31 January 2012 are set out in Appendix 2 (a) with effect from 1 August 2025.
11. The revisions to Qualification allowances for primary teachers who entered teaching prior to 1 January 2011 are set out at Appendix 2 (b) with effect from 1 August 2025.
12. Increases to Other Allowances are set out at Appendix 4 with effect from 1 August 2025.
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. Guidance on the methodology for calculating these pension increases is appended to 24 September 2024's letter to HR Managers / Pension Administrators².
15. 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, Infrastructure, Public Service Reform and Digitalisation. 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 August 2025 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.

² Application of 'Pay Parity' as Pension Increase Policy, in line with the Public Service Agreement 2024-2026"; available at <https://www.gov.ie/en/circulars/>

17. The lump sums of the officers in the grades to which this Circular applies who retired on or after 1 August 2025 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 August 2025 should not be adjusted.
18. Pensions for officers who retired after 1 August 2025 which were evaluated for the Pension Benefit Cap³ 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 Abatement⁴ 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 August 2025 and subsequently retired in the period from 1 August 2025 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 August 2025 should not be adjusted.

³ 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.

⁴ 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 primary 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: <https://cs.education.gov.ie/>

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22 July 2025

APPENDIX 1: INCREMENTAL SALARY SCALES FOR PRIMARY TEACHERS EFFECTIVE FROM 1 AUGUST 2025

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 August 2025⁵.

Revised scale from 1 August 2025 for primary teachers who entered teaching before 1 January 2011	
	Effective from 01/08/2025
Point	€
1	€ 42,841
2	€ 43,702
3	€ 44,914
4	€ 46,131
5	€ 48,017
6	€ 49,240
7	€ 50,461
8	€ 53,592
9	€ 55,217
10	€57,191
11	€ 59,172
12	€ 61,177
13	€62,854
14	€ 65,078
15	€ 65,078
16	€ 65,078
17	€ 68,142
18	€ 68,142
19	€ 68,142
20	€ 68,142
21	€72,193
22	€72,193
23	€72,193
24	€72,193
25	€ 76,664

⁵ 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 August 2025⁶.

Revised scale from 1 August 2025 for primary teachers appointed on or after 1 January 2011	
	Effective from 01/08/2025
Point	€
1	€ 44,879
2	€ 46,533
3	€ 48,420
4*	€ 49,282
5	€ 50,495
6	€ 51,970
7	€ 53,663
8*	€ 55,420
9	€ 56,907
10	€ 59,587
11	€ 61,263
12*	€ 63,265
13	€ 65,255
14	€ 67,266
15	€ 68,944
16	€ 71,165
17	€ 71,165
18	€ 71,165
19	€ 74,229
20	€ 74,229
21	€ 74,229
22	€ 74,229
23	€ 78,280
24	€ 78,280
25	€ 78,280
26	€ 78,280
27	€ 82,749

* Incremental Skips apply at these points in accordance with [Circular 0037/2021](#)

⁶ 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. Please refer to [Circular 0008/2013](#) Budget 2012 – Public Service-Wide Review of Allowances and Premium Payments.

APPENDIX 2: QUALIFICATION ALLOWANCE RATES EFFECTIVE FROM 1 AUGUST 2025

(a) Qualification Allowances⁷ with effect from 1 August 2025 for primary 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 01/08/2025
(a) Masters' Degree (1st or 2nd Hons)	€712
(b) Doctors Degree	€1,502

(b) Qualification Allowances for primary teachers who entered teaching prior 1 January 2011⁸

ACADEMIC QUALIFICATIONS	Rate for pre-2011 Entrants only
	Effective from 01/08/2025
(a) (i) H. Dip. in Ed. (Pass)	€726
(ii) Higher Froebel Cert.	€726
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,520
(ii) Ard Teastas Gaeilge	€1,520
(c) Primary Degree (Pass)	€2,266
(d) Masters Degree by thesis or exam (Pass)	€6,053
(e) Primary Degree (1st or 2nd Hons)	€6,053
(f) Masters Degree (1st or 2nd Hons)	€6,762
(g) Doctors Degree	€7,555

⁷ Qualification allowances are not payable to all new beneficiaries from 1 February 2012.

⁸ 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. Please refer to [Circular 0008/2013](#) Budget 2012 – Public Service-Wide Review of Allowances and Premium Payments.

APPENDIX 3: DAILY/HOURLY CASUAL SUBSTITUTION RATES EFFECTIVE FROM 1 AUGUST 2025

(a) PRIMARY: Revised daily/hourly rates with effect from 1 August 2025 for part-time and substitute primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate from 01/08/2025	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/08/2025
Daily casual qualified	€230.12	€28.44
Daily unqualified	€162.07	€20.03
Hourly qualified	€46.02	€5.69
Hourly unqualified on Payroll	€38.08	€4.71
Hourly unqualified Substitute	€32.41	€4.01

(b) PRIMARY: Revised daily/hourly rates with effect from 1 August 2025 for part-time and substitute primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate from 01/08/2025	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/08/2025
Daily casual qualified	€223.34	€27.60
Daily unqualified	€162.07	€20.03
Hourly qualified	€44.67	€5.52
Hourly unqualified on Payroll	€38.08	€4.71
Hourly unqualified Substitute	€32.42	€4.01

(c) PRIMARY: Unqualified Annual Rate revised rate with effect from 1 August 2025 for primary teachers.

Category	Pre-2011 Entrant Effective Rate from 01/08/2025	2011 Entrant Effective Rate from 01/08/2025
Primary Unqualified Annual Rate	€38,943	€38,943

APPENDIX 4: OTHER TEACHING ALLOWANCES EFFECTIVE FROM 1 AUGUST 2025

(i) Other Allowances

	Effective Rate From 01/08/2025
1. Teaching through Irish	€1,947
2. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,768
3. Island Allowance	€2,266
4. Diploma for Special Education	€2,999
5. Special allowance payable to teachers in Comprehensive Schools (Appointed before 1.1.1987)	€3,041
6. Children's Allowances	€113
7. Allowance for Teachers with 35 years' service	€2,857
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)	€3,446
9. Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06) School Enrolment:	
<101	€645
101-300	€967
301-500	€1,291
501-700	€1,614
700+	€1,936
10. Rule 87 (Higher Froebel Cert.)	€1,763

(ii) Secondment Allowances

	Effective Rate from 01/08/2025
Category 1 – Director of Major National Programmes / Directors of Education Centres	€33,463
Category 2 – Coordinators of National Syllabi and Course Support Services. Regional and Deputy Directors of Major National Programmes, ICT Advisors	€20,702
Category 3 – Assistant National Coordinators of National Syllabi	€16,175
Category 4 – Curriculum Trainers/Tutors	€12,464
Part-time Education Centre Directors	€6,490

(iii) Posts of Responsibility

(a) Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/08/2025
I*	€15,057
II	€15,057
III	€17,669
IV	€20,554
V	€23,480
VI	€26,314
VII	€29,179
VIII	€31,285
IX	€33,463
X	€36,637
XI	€38,783
XII	€42,931
XIII	€44,333
XIV	€48,085

* 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 (Primary)

Category	Effective Rate From 01/08/2025
I	€8,021
II	€8,021
III	€10,056
IV	€12,024
V	€14,081
VI	€16,058
VII	€18,000
VIII	€19,532
IX	€21,024
X	€23,337
XI	€24,768
XII	€27,863
XIII	€28,469
XIV	€31,104

(c) Principal Teacher Points Rating

	Effective Rate From 01/08/2025
Under 150	€8,195
150 - 299	€8,283
300 - 449	€10,029
450 - 599	€11,767
600 - 749	€13,803
750 - 899	€16,058
900 - 1099	€18,348
1100 - 1299	€20,557
1300 - 1499	€22,792
1500 - 1699	€24,443
1700 - 1949	€26,143
1950 - 2199	€27,851
2200 - 2449	€29,513
2450 and over	€31,133

(d) Deputy Principal Teacher Points Rating

	Effective Rate From 01/08/2025
Under 150	€0
150 - 299	€3,622
300 - 449	€4,735
450 - 599	€6,268
600 - 749	€7,851
750 - 899	€9,386
900 - 1099	€11,003
1100 - 1299	€12,549
1300 - 1499	€14,063
1500 - 1699	€15,260
1700 - 1949	€16,427
1950 - 2199	€17,549
2200 - 2449	€18,658
2450 and over	€19,666

(iv) Other Posts of Responsibility

	Effective Rate From 01/08/2025
1. Assistant Principal I (AP I) ⁹	€10,481
2. Assistant Principal II (AP II) ¹⁰	€4,637
3. Graded Post 'A'	€8,196
4. Graded Post 'B'	€3,622
5. Special Functions Allowances	€3,110
1	€4,735
2	€6,268
3	€7,851
4	€8,196
5	€8,196
5. Upgraded Special Functions Allowances	€3,974
1	€6,068
2	€8,021
3	€10,056
4	€10,481
5	€10,481
6. Director of Adult Education - Self-Financing Part-Time Adult Education Posts of Responsibility CL 46/00 (Appendix 1)	
Category A	€4,637
Category B	€6,068
Category C	€8,021
Category D	€10,056
Category E	€12,024
Category F	€14,081
Category G	€16,058
Category H	€18,000
Category I	€19,532
Category J	€21,024
Category K	€23,337
Category L	€24,768
Category M	€27,863
7. Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€1,999
8. Allowance payable to Principals of 5 Community Schools for management role in sports complexes (AR2/01)	€5,931
Honorarium	€5,872
Secure Unit Allowance	€2,702

⁹ Formerly referred to as Assistant Principal

¹⁰ 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 01/08/2025
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€2,266
2. Mobile Domestic Science Teachers ¹¹	€2,266
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	€384
2	€771
3	€1,155
No. of Years Reckonable Service – College Teacher Scale	
1	€479
2	€966
3	€1,446
No. of Years Reckonable Service - Lecturer I Scale	
1	€678
2	€1,351
3	€2,023
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	€771
2	€1,540
3	€2,315
4	€3,084
5	€3,854
No. of Years Reckonable Service – College Teacher Scale	
1	€966
2	€1,926
3	€2,891
4	€3,854
5	€4,820
No. of Years Reckonable Service - Lecturer I Scale	
1	€1,351
2	€2,699
3	€4,052
4	€5,399
5	€6,746
5. Allowance payable to teachers of apprentices in DDLETB and CETB, formerly Dun Laoghaire and Co. Cork VECs	€11,985

¹¹ Formerly referred to as Itinerant Domestic Science Teachers

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

	Effective Rate From 01/08/2025
1. Long Service Increment	€1,817
2. Special differential allowance paid to Ex-Preparatory College Professors	€3,519
3. Personal Rates of Principals' Allowance	€8,195 €8,195 €8,195 €8,195 €8,545 €8,707 €10,282 €10,446 €11,158 €11,269 €12,092 €13,735
4. Personal Allowances referred to in Paragraph 2 of CL 50/70	€3,155 €6,190 €7,200 €8,047 €9,108 €10,446 €11,773 €13,607 €14,598 €16,058