



Circular Letter 0007/2023

**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 March 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 March 2023 as provided for under The Agreement.

Salary Increases to be implemented under Building Momentum

3. Following the review of Building Momentum, a 2% pay adjustment was agreed and will be implemented with effect from 1 March 2023.
4. In accordance with Section 3.1 of the Building Momentum Agreement, whole-time annual basic scale salaries will be increased by 2% with effect from 1 March 2023
5. The revised pay scales due from 1 March 2023 for primary teachers are set out at Appendix 1 (a) and (b). The revised pay scales due from 1 March 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 March 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 All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 March 2023.

Allowances

8. The Agreement also provides for increases to allowances in the nature of pay of 2% from 1 March 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 March 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 March 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 March 2023.
11. Increases to Other Allowances are set out at Appendix 4 with effect from 1 March 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 i.e. a 2% increase with effect from 1 March 2023.
15. For further guidance, or to determine if a historic increase is due to pensions in payment for pre-existing schemes, please refer to DPER Circulars 20/2017, 02/2018, 19/2019, 10/2021 and 19/2022. Queries with regard to the DPER 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). 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.

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

Mark Bohan
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20 February 2023

APPENDIX 1: INCREMENTAL SALARY SCALES FOR PRIMARY AND POST PRIMARY TEACHERS EFFECTIVE FROM 1 MARCH 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 March 2023¹.

Revised scale from 1 March 2023 for primary teachers who entered teaching before 1 January 2011	
	Effective from 01/03/2023
Point	€
1	€38,637
2	€39,480
3	€40,669
4	€41,862
5	€43,711
6	€44,909
7	€46,106
8	€49,121
9	€50,628
10	€52,437
11	€54,252
12	€56,091
13	€57,630
14	€59,668
15	€59,668
16	€59,668
17	€62,477
18	€62,477
19	€62,477
20	€62,477
21	€66,190
22	€66,190
23	€66,190
24	€66,190
25	€70,291

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 March 2023².

Revised scale from 1 March 2023 for primary teachers appointed on or after 1 January 2011	
	Effective from 01/03/2023
Point	€
1	€40,635
2	€42,256
3	€44,106
4	€44,951
5	€46,140
6	€47,576
7	€49,188
8	€50,813
9	€52,175
10	€54,633
11	€56,169
12	€58,005
13	€59,831
14	€61,674
15	€63,213
16	€65,248
17	€65,248
18	€65,248
19	€68,058
20	€68,058
21	€68,058
22	€68,058
23	€71,771
24	€71,771
25	€71,771
26	€71,771
27	€75,871

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 March 2023³.

Revised scale from 1 March 2023 for post-primary teachers who entered teaching before 1 January 2011	
	Effective from 01/03/2023
Point	€
1	€38,637
2	€39,480
3	€40,669
4	€41,862
5	€43,711
6	€44,909
7	€46,106
8	€49,121
9	€50,628
10	€52,437
11	€54,252
12	€56,091
13	€57,630
14	€59,668
15	€59,668
16	€59,668
17	€62,477
18	€62,477
19	€62,477
20	€62,477
21	€66,190
22	€66,190
23	€66,190
24	€66,190
25	€70,291

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 March 2023⁴.

Revised scale from 1 March 2023 for post-primary teachers appointed on or after 1 January 2011	
	Effective from 01/03/2023
Point	€
1	€42,015
2	€43,635
3	€45,485
4	€46,330
5	€47,519
6	€48,955
7	€50,569
8	€52,201
9	€53,570
10	€56,028
11	€57,562
12	€59,399
13	€61,226
14	€63,067
15	€64,606
16	€66,643
17	€66,643
18	€66,643
19	€69,452
20	€69,452
21	€69,452
22	€69,452
23	€73,164
24	€73,164
25	€73,164
26	€73,164
27	€77,267

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 MARCH 2023**

(a) Qualification Allowances⁵ with effect from 1 March 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 01/03/2023
(a) Masters' Degree (1st or 2nd Hons)	€652
(b) Doctors Degree	€1,378

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

ACADEMIC QUALIFICATIONS	Rate for pre-2011 Entrants only
	Effective from 01/03/2023
(a) (i) H. Dip. in Ed. (Pass)	€666
(ii) Higher Froebel Cert.	€666
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,394
(ii) Ard Teastas Gaeilge	€1,394
(c) Primary Degree (Pass)	€2,078
(d) Masters Degree by thesis or exam (Pass)	€5,549
(e) Primary Degree (1st or 2nd Hons)	€5,549
(f) Masters Degree (1st or 2nd Hons)	€6,200
(g) Doctors Degree	€6,927

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 March 2023**

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

Category	Ongoing Rate From 01/03/2023	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/03/2023
Daily casual qualified	€210.00	€25.95
Daily unqualified	€144.89	€17.91
Hourly qualified	€42.00	€5.19
Hourly unqualified on Payroll	€33.86	€4.19
Hourly unqualified Substitute	€28.98	€3.58

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

Category	Ongoing Rate From 01/03/2023	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/03/2023
Daily casual qualified	€204.71	€25.30
Daily unqualified	€144.89	€17.91
Hourly qualified	€40.94	€5.06
Hourly unqualified on Payroll	€33.86	€4.19
Hourly unqualified Substitute	€28.98	€3.58

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

Category	Pre-2011 Entrant Effective Rate from 01/03/2023	2011 Entrant Effective Rate from 01/03/2023
Primary Unqualified Annual Rate	€34,815	€34,815

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

Category	Ongoing Rate From 01/03/2023	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/03/2023
Hourly casual qualified	€49.61	€6.77
Hourly unqualified	€43.73	€5.96

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

Category	Ongoing Rate From 01/03/2023	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/03/2023
Hourly casual qualified	€44.44	€6.06
Hourly unqualified	€39.34	€5.37

APPENDIX 4: OTHER TEACHING ALLOWANCES EFFECTIVE FROM 1 MARCH 2023

(i) Other Allowances

	Effective Rate From 01/03/2023
1. Teaching through Irish	€1,785
2. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,455
3. Island Allowance	€2,078
4. Diploma for Special Education	€2,749
5. Special allowance payable to teachers in Comprehensive Schools (Appointed before 1.1.1987)	€2,788
6. Children's Allowances	€113
7. Allowance for Teachers with 35 years' service	€2,621
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)	€3,160
9. Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06) School Enrolment:	
<101	€591
101-300	€887
301-500	€1,183
501-700	€1,480
700+	€1,774
10. Rule 87 (Higher Froebel Cert.)	€1,618

(ii) Secondment Allowances

	Effective Rate From 01/03/2023
Directors of Education Centres	€30,682
Category 2	€18,981
Category 3	€14,830
Category 4	€11,428

(iii) Posts of Responsibility

(a) Principal Teacher Allowance (Post Primary)

Category	Effective Rate From 01/03/2023
I	€10,503
II	€11,769
III	€13,806
IV	€16,200
V	€18,845
VI	€21,529
VII	€24,126
VIII	€26,753
IX	€28,685
X	€30,681
XI	€33,591
XII	€35,559
XIII	€39,363
XIV	€40,646
XV	€44,086
XVI	€46,000
XVII	€47,910

(b) Deputy Principal Teacher Allowance (Post Primary)

Category	Effective Rate From 01/03/2023
I	€4,252
II	€5,564
III	€7,355
IV	€9,220
V	€11,025
VI	€12,910
VII	€14,723
VIII	€16,504
IX	€17,908
X	€19,277
XI	€21,396
XII	€22,708
XIII	€25,547
XIV	€26,102
XV	€28,518
XVI	€29,617
XVII	€30,704

(c) Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/03/2023
I	€13,806
II	€13,806
III	€16,200
IV	€18,845
V	€21,529
VI	€24,126
VII	€26,753
VIII	€28,685
IX	€30,681
X	€33,591
XI	€35,559
XII	€39,363
XIII	€40,646
XIV	€44,086

(d) Deputy Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/03/2023
I	€7,356
II	€7,356
III	€9,220
IV	€11,025
V	€12,910
VI	€14,723
VII	€16,504
VIII	€17,908
IX	€19,277
X	€21,396
XI	€22,708
XII	€25,546
XIII	€26,102
XIV	€28,518

(e) Principal Teacher Points Rating

	Effective Rate From 01/03/2023
Under 150	€7,514
150 - 299	€7,594
300 - 449	€9,195
450 - 599	€10,789
600 - 749	€12,655
750 - 899	€14,723
900 - 1099	€16,823
1100 - 1299	€18,847
1300 - 1499	€20,898
1500 - 1699	€22,411
1700 - 1949	€23,968
1950 - 2199	€25,535
2200 - 2449	€27,060
2450 and over	€28,545

(f) Deputy Principal Teacher Points Rating

	Effective Rate From 01/03/2023
Under 150	€0
150 - 299	€3,321
300 - 449	€4,342
450 - 599	€5,747
600 - 749	€7,199
750 - 899	€8,606
900 - 1099	€10,088
1100 - 1299	€11,505
1300 - 1499	€12,895
1500 - 1699	€13,991
1700 - 1949	€15,061
1950 - 2199	€16,091
2200 - 2449	€17,106
2450 and over	€18,031

(iv) Other Posts of Responsibility

	Effective Rate From 01/03/2023
1. Assistant Principal I (AP I) ⁷	€9,611
2. Assistant Principal II (AP II) ⁸	€4,252
3. Graded Post 'A'	€7,514
4. Graded Post 'B'	€3,321
5. Special Functions Allowances	
1	€2,851
2	€4,342
3	€5,747
4	€7,199
5	€7,514
5. Upgraded Special Functions Allowances	
1	€3,644
2	€5,564
3	€7,355
4	€9,220
5	€9,611
6. Director of Adult Education - Self-Financing Part-Time Adult Education Posts of Responsibility CL 46/00 (Appendix 1)	
Category A	€4,252
Category B	€5,564
Category C	€7,355
Category D	€9,220
Category E	€11,025
Category F	€12,910
Category G	€14,723
Category H	€16,504
Category I	€17,908
Category J	€19,277
Category K	€21,396
Category L	€22,708
Category M	€25,547
7. Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€1,833
8. Allowance payable to Principals of 5 Community Schools for management role in sports complexes (AR2/01)	€5,438

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 01/03/2023
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€2,078
2. Mobile Domestic Science Teachers ⁹	€2,078
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	€353
2	€706
3	€1,060
No. of Years Reckonable Service – College Teacher Scale	
1	€439
2	€885
3	€1,326
No. of Years Reckonable Service - Lecturer I Scale	
1	€622
2	€1,239
3	€1,855
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	€706
2	€1,413
3	€2,122
4	€2,827
5	€3,533
No. of Years Reckonable Service – College Teacher Scale	
1	€885
2	€1,766
3	€2,650
4	€3,533
5	€4,419
No. of Years Reckonable Service - Lecturer I Scale	
1	€1,239
2	€2,475
3	€3,715
4	€4,950
5	€6,185
5. Allowance payable to teachers of apprentices in DDLETB and CETB, formerly Dun Laoghaire and Co. Cork VECs	€10,988

⁹ Formerly referred to as Itinerant Domestic Science Teachers

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

	Effective Rate From 01/03/2023
1. Long Service Increment	€1,667
2. Special differential allowance paid to Ex-Preparatory College Professors	€3,227
3. Personal Rates of Principals' Allowance	€7,514 €7,514 €7,514 €7,514 €7,834 €7,983 €9,427 €9,578 €10,231 €10,331 €11,086 €12,593
4. Personal Allowances referred to in Paragraph 2 of CL 50/70	€2,894 €5,676 €6,602 €7,378 €8,351 €9,578 €10,793 €12,476 €13,385 €14,721

(vii) Allowances payable to teachers in the Prison Service

	Effective Rate From 01/03/2023
Honarium	€5,384
Supervising Teacher – Size of Unit Whole Time Equivalent Teachers	
1-6	€9,611
7-9	€14,723
10-12	€17,908
13-16	€22,708
16+	€26,102
Deputy Supervising Teacher	€9,611
Assistant Supervising Teacher	€4,252

	Effective Rate From 01/02/2022	Effective Rate From 02/02/2022	Effective Rate From 01/10/2022	Effective Rate From 01/03/2023
Secure Unit Allowance	€2,334	€2,404	€2,428	€2,477