



Circular Letter 0056/2021

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

**Building Momentum - A New Public Service Agreement 2021-2022
Revision of Teacher Salaries with effect from 1 October 2021**

1. The Minister for Education wishes to inform Managerial Authorities and Teachers of revised rates of salary and allowances for Teachers with effect from 1 October 2021.
2. The revised salary rates have been introduced as a result of the Building Momentum - A New Public Service Agreement 2021-2022.

Salary Increases with effect from 1 October 2021

3. Under the terms of Section 3 of the Building Momentum - A New Public Service Agreement 2021-2022, whole-time annual basic scale salaries will be increased by 1% or €500 whichever is greater with effect from 1 October 2021.
4. Increased pay scales with effect from 1 October 2021 are set out at Appendix 1 (a) and (b) Increased casual daily/hourly part-time rates with effect from 1 October 2021 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 All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 October 2021.

Allowances

6. This circular also provides for 1% rise in the rate of allowances in the nature of pay. 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 2021.
7. 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 2021.
8. Qualification allowances for teachers who entered teaching prior to 1 January 2011 are set out at Appendix 1 (d) with effect from 1 October 2021.

9. 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.
10. Overpayments will be dealt with in accordance with the relevant Department Circulars.

Circulation and Queries

11. 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.
12. This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>
13. Enquiries regarding this Circular should be e-mailed to:
 - Primary: primtch_payroll@education.gov.ie
 - Post-primary: pppayroll@education.gov.ie
 - ETB Post-Primary Teachers: relevant HR Department

Mark Bohan
External Staff Relations
30 September 2021

Sinéad Keenaghan
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APPENDIX 1

(a) Revised incremental salary scale for teachers who entered teaching before 1 January 2011, to apply with effect from 1 October 2021. Qualification allowances continue to be paid to this cohort of teachers as appropriate.

Revised scale from 1 October 2021 for teachers who entered teaching before 1 January 2011	
Point	€
1	€36,290
2	€37,093
3	€38,225
4	€39,360
5	€41,120
6	€42,261
7	€43,400
8	€46,270
9	€47,704
10	€49,417
11	€51,127
12	€52,861
13	€54,312
14	€56,232
15	€56,232
16	€56,232
17	€58,880
18	€58,880
19	€58,880
20	€58,880
21	€62,379
22	€62,379
23	€62,379
24	€62,379
25	€66,244

(b) Revised incremental salary scale for teachers who entered teaching on or after 1 January 2011, to apply with effect from 1 October 2021.

Revised scale from 1 October 2021 for those appointed on or after 1 January 2011	
Point	€
1	€38,192
2	€39,735
3	€41,496
4	€42,300
5	€43,432
6	€44,799
7	€46,334
8	€47,880
9	€49,171
10	€51,487
11	€52,934
12	€54,664
13	€56,386
14	€58,121
15	€59,571
16	€61,491
17	€61,491
18	€61,491
19	€64,139
20	€64,139
21	€64,139
22	€64,139
23	€67,638
24	€67,638
25	€67,638
26	€67,638
27	€71,503

Note: 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.

(c) Qualification Allowances with effect from 1 October 2021 for teachers who entered teaching between 1 January 2011 and 31 January 2012

ACADEMIC QUALIFICATIONS	Rate from 1 October 2021 for 1 January 2011 – 31 January 2012 Entrants Only
(a) (i) H. Dip. in Ed. (Pass)	€628
(ii) Higher Froebel Cert.	€628
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,314
(ii) Ard Teastas Gaeilge	€1,314
(c) Masters' Degree (1st or 2nd Hons)	€614
(d) Doctors Degree	€1,299

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)	€628
(ii) Higher Froebel Cert.	€628
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,314
(ii) Ard Teastas Gaeilge	€1,314
(c) Primary Degree (Pass)	€1,958
(d) Masters Degree by thesis or exam (Pass)	€5,229
(e) Primary Degree (1st or 2nd Hons)	€5,229
(f) Masters Degree (1st or 2nd Hons)	€5,843
(g) Doctors Degree	€6,528

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

(e) **PRIMARY:** Revised daily/hourly rates with effect from 1 October 2021 for part-time and substitute primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 1/10/21	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/10/21
Daily casual qualified	€197.64	€24.43
Daily unqualified	€135.89	€16.80
Hourly qualified	€39.53	€4.89
Hourly unqualified on Payroll	€31.76	€3.93
Hourly unqualified Substitute	€27.18	€3.36

(f) **PRIMARY:** Revised daily/hourly rates with effect from 1 October 2021 for part-time and substitute primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 1/10/21	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/10/21
Daily casual qualified	€176.04	€21.76
Daily unqualified	€135.89	€16.80
Hourly qualified	€35.21	€4.35
Hourly unqualified on Payroll	€31.76	€3.93
Hourly unqualified Substitute	€27.18	€3.36

(g) **PRIMARY:** Unqualified Annual Rate revised rate with effect from 1 October 2021 for primary teachers.

Category	Pre-2011 Entrant	2011 Entrant
Primary Unqualified Annual Rate	€32,653	€32,653

(h) **POST-PRIMARY:** Revised casual hourly part-time rates with effect from 1 October 2021 for post-primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 1/10/21	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/10/21
Hourly casual qualified	€46.71	€6.37
Hourly unqualified	€41.21	€5.62

(i) **POST-PRIMARY:** Revised casual hourly part-time rates from 1 October 2021 for post-primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 1/10/21	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/10/21
Hourly casual qualified	€41.85	€5.71
Hourly unqualified	€37.08	€5.06

APPENDIX 3: Allowance Restoration

(i) Other Allowances

	From 1/10/20	From 1/10/21
1. Teaching through Irish	€1,666	€1,683
2. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,224	€3,256
3. Island Allowance	€1,939	€1,958
4. Diploma for Special Education	€2,565	€2,591
5. Special allowance payable to teachers in Comprehensive Schools (Appointed before 1.1.1987)	€2,601	€2,627
6. Children's Allowances	€113	€113
7. Allowance for Teachers with 35 years' service	€2,446	€2,470
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)	€2,949	€2,978
9. Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06) School Enrolment:		
<101	€551	€557
101-300	€828	€836
301-500	€1,104	€1,115
501-700	€1,381	€1,395
700+	€1,655	€1,672
10. Rule 87 (Higher Froebel Cert.)	€1,510	€1,525

(ii) Secondment Allowances

	From 1/10/20	From 1/10/21
Directors of Education Centres	€28,628	€28,914
Category 2	€17,711	€17,888
Category 3	€13,838	€13,976
Category 4	€10,663	€10,770

(iii) Posts of Responsibility

(a) Principal Teacher Allowance (2nd Level)

Category	From 1/10/20	From 1/10/21
I	€9,800	€9,898
II	€10,981	€11,091
III	€12,882	€13,011
IV	€15,116	€15,267
V	€17,584	€17,760
VI	€20,088	€20,289
VII	€22,512	€22,737
VIII	€24,962	€25,212
IX	€26,765	€27,033
X	€28,628	€28,914
XI	€31,343	€31,656
XII	€33,179	€33,511
XIII	€36,729	€37,096
XIV	€37,926	€38,305
XV	€41,136	€41,547
XVI	€42,922	€43,351
XVII	€44,704	€45,151

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

Category	From 1/10/20	From 1/10/21
I	€3,967	€4,007
II	€5,192	€5,244
III	€6,863	€6,932
IV	€8,603	€8,689
V	€10,287	€10,390
VI	€12,046	€12,166
VII	€13,738	€13,875
VIII	€15,400	€15,554
IX	€16,710	€16,877
X	€17,987	€18,167
XI	€19,964	€20,164
XII	€21,188	€21,400
XIII	€23,837	€24,075
XIV	€24,355	€24,599
XV	€26,610	€26,876
XVI	€27,635	€27,911
XVII	€28,649	€28,935

(c) Principal Teacher Allowance (1st Level)

Category	From 1/10/20	From 1/10/21
I	€9,800	€9,898
II	€10,981	€11,091
III	€12,882	€13,011
IV	€15,116	€15,267
V	€17,584	€17,760
VI	€20,088	€20,289
VII	€22,512	€22,737
VIII	€24,962	€25,212
IX	€26,765	€27,033
X	€28,628	€28,914
XI	€31,343	€31,656

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

	From 1/10/20	From 1/10/21
I	€3,967	€4,007
II	€5,192	€5,244
III	€6,863	€6,932
IV	€8,603	€8,689
V	€10,287	€10,390
VI	€12,046	€12,166
VII	€13,738	€13,875
VIII	€15,400	€15,554
IX	€16,710	€16,877
X	€17,987	€18,167
XI	€ 19,964	€20,164

(e) Principal Teacher Points Rating

	From 1/10/20	From 1/10/21
Under 150	€7,011	€7,081
150 - 299	€7,086	€7,157
300 - 449	€8,580	€8,666
450 - 599	€10,067	€10,168
600 - 749	€11,808	€11,926
750 - 899	€13,738	€13,875
900 - 1099	€15,697	€15,854
1100 - 1299	€17,586	€17,762
1300 - 1499	€19,500	€19,695
1500 - 1699	€20,911	€21,120
1700 - 1949	€22,364	€22,588
1950 - 2199	€23,826	€24,064
2200 - 2449	€25,249	€25,501
2450 and over	€26,635	€26,901

(f) Vice Principal Teacher Points Rating

	From 1/10/20	From 1/10/21
Under 150	€0	€0
150 - 299	€3,099	€3,130
300 - 449	€4,051	€4,092
450 - 599	€5,362	€5,416
600 - 749	€6,717	€6,784
750 - 899	€8,030	€8,110
900 - 1099	€9,413	€9,507
1100 - 1299	€10,735	€10,842
1300 - 1499	€12,032	€12,152
1500 - 1699	€13,055	€13,186
1700 - 1949	€14,053	€14,194
1950 - 2199	€15,014	€15,164
2200 - 2449	€15,961	€16,121
2450 and over	€16,824	€16,992

(iv) Other Posts of Responsibility

	From 1/10/20	From 1/10/21
1. Assistant Principal	€8,968	€9,058
2. Special Duties Teacher	€3,967	€4,007
3. Graded Post 'A'	€7,011	€7,081
4. Graded Post 'B'	€3,099	€3,130
5. Special Functions Allowances		
1	€2,660	€2,687
2	€4,051	€4,092
3	€5,362	€5,416
4	€6,717	€6,784
5	€7,011	€7,081
5. Upgraded Special Functions Allowances		
1	€3,400	€3,434
2	€5,192	€5,244
3	€6,863	€6,932
4	€8,603	€8,689
5	€8,968	€9,058
6. Director of Adult Education - Self-Financing Part-Time Adult Education Posts of Responsibility CL 46/00 (Appendix 1)		
Category A	€3,967	€4,007
Category B	€5,192	€5,244
Category C	€6,863	€6,932
Category D	€8,603	€8,689
Category E	€10,287	€10,390
Category F	€12,046	€12,166
Category G	€13,738	€13,875
Category H	€15,400	€15,554
Category I	€16,710	€16,877
Category J	€17,987	€18,167
Category K	€19,964	€20,164
Category L	€21,188	€21,400
Category M	€23,837	€24,075
7. Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€1,710	€1,727
8. Allowance payable to Principals of 5 Community Schools for management role in sports complexes (AR2/01)	€5,074	€5,125

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

	From 1/10/20	From 1/10/21
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€1,939	€1,958
2. Itinerant Domestic Science Teachers	€1,939	€1,958
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	€329	€332
2	€659	€666
3	€989	€999
No. of Years Reckonable Service – College Teacher Scale		
1	€410	€414
2	€826	€834
3	€1,237	€1,249
No. of Years Reckonable Service - Lecturer I Scale		
1	€580	€586
2	€1,156	€1,168
3	€1,731	€1,748
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	€659	€666
2	€1,318	€1,331
3	€1,980	€2,000
4	€2,638	€2,664
5	€3,297	€3,330
No. of Years Reckonable Service – College Teacher Scale		
1	€826	€834
2	€1,648	€1,664
3	€2,473	€2,498
4	€3,297	€3,330
5	€4,123	€4,164
No. of Years Reckonable Service - Lecturer I Scale		
1	€1,156	€1,168
2	€2,309	€2,332
3	€3,466	€3,501
4	€4,619	€4,665
5	€5,771	€5,829
5. Allowance payable to teachers of apprentices in DDLETB and CETB, formerly Dun Laoghaire and Co. Cork VECs	€10,253	€10,356

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

	From 1/10/20	From 1/10/21
1. Long Service Increment	€1,555	€1,571
2. Special differential allowance paid to Ex-Preparatory College Professors	€3,011	€3,041
3. Personal Rates of Principals' Allowance	€7,011 €7,011 €7,011 €7,011 €7,310 €7,449 €8,796 €8,937 €9,546 €9,640 €10,344 €11,750	€7,081 €7,081 €7,081 €7,081 €7,383 €7,523 €8,884 €9,026 €9,641 €9,736 €10,447 €11,868
4. Personal Allowances referred to in Paragraph 2 of CL 50/70	€2,700 €5,296 €6,160 €6,884 €7,792 €8,937 €10,071 €11,641 €12,489 €13,736	€2,727 €5,349 €6,222 €6,953 €7,870 €9,026 €10,172 €11,757 €12,614 €13,873

(vii) Allowances payable to teachers in the Prison Service

	From 1/10/20	From 1/10/21
Honorarium	€5,024	€5,074
Supervising Teacher – Size of Unit Whole Time Equivalent Teachers		
1-6	€8,968	€9,058
7-9	€13,738	€13,875
10-12	€16,710	€16,877
13-16	€21,188	€21,400
16+	€24,355	€24,599
Deputy Supervising Teacher	€8,968	€9,058
Assistant Supervising Teacher	€3,967	€4,007