



**Circular Letter 0051/2025**

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

**Revision of Salaries for Post-Primary Teacher 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 post-primary teachers of revised rates of salary and allowances for post-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 post-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scales and daily/hourly casual and non-casual rates payable to post-primary teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 August 2025.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.

## Post Primary Teachers Sectoral Bargaining Fund

9. Agreement has been reached in relation to the application of the remaining balance of the Sectoral Bargaining Fund, effective from 1 February 2022, as provided for in the Building Momentum Pay Agreement 2020-2024 for the post-primary sector. The post-primary unions have opted to use the outstanding balance as a pay increase of 0.35%, effective from 1 August 2025.
10. This adjustment will be included in the revised pay scales and allowances for post-primary teachers which will be effective from 1 August 2025. The overall increases for the post primary sector will therefore be 1.35%.
11. This adjustment is included in the revised pay scales and allowances for post-primary teachers in the appendices below.

## Allowances

12. 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.
13. Allowances for post-primary teachers will also reflect the increase due under the Sectoral Bargaining Fund as set out above. Therefore, overall increases to allowances for the post primary sector will be 1.35%.
14. The revisions to Qualification Allowances for post-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.
15. The revisions to Qualification allowances for post-primary teachers who entered teaching prior to 1 January 2011 are set out at Appendix 2 (b) with effect from 1 August 2025.
16. Increases to Other Allowances are set out at Appendix 4 with effect from 1 August 2025.
17. 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

18. The principle of pay parity in pension increases for pre-existing schemes<sup>1</sup> 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 Administrators<sup>2</sup>.
19. 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

20. 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.
21. 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.
22. Pensions for officers who retired after 1 August 2025 which were evaluated for the Pension Benefit Cap<sup>3</sup> 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.
23. Pensions for officers who are currently re-employed in the public service and whose pensions were evaluated for Pension Abatement<sup>4</sup> 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

---

<sup>1</sup> Pre-existing Public Service Pension schemes, as defined in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

<sup>2</sup> 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/>

<sup>3</sup> 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.

<sup>4</sup> Circular 24/2022 Guidance on the application of Abatement of Public Service Occupational Pensions.

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**

24. 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.

### **Circulation and Queries**

25. 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 post-primary teachers in your employment including those on leave of absence.
26. This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>
27. Enquiries regarding this Circular should be e-mailed to [ESR@education.gov.ie](mailto:ESR@education.gov.ie)
28. Individual payroll queries should be forwarded as follows:
- Post Primary Teachers: <https://cs.education.gov.ie/>
  - ETB Post-Primary Teachers: relevant HR Department

Mairead Daly  
Principal Officer  
External Staff Relations

Sinéad Keenaghan  
Principal Officer  
Department of Education  
and Youth Payroll Division

Micheál Lenihan  
Principal Officer  
ESBS – ETB Payroll  
Shared Services

22 July 2025

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

### 1. Post-Primary Teachers Salary Scales

(a) Revised incremental salary scale for post-primary teachers who entered teaching before 1 January 2011, to apply with effect from 1 August 2025<sup>5</sup>.

Revised scale from 1 August 2025 for post-primary teachers who entered teaching before 1 January 2011	
	<b>Effective from 01/08/2025</b>
<b>Point</b>	<b>€</b>
1	€42,990
2	€43,853
3	€45,069
4	€46,291
5	€48,184
6	€49,410
7	€50,635
8	€53,777
9	€55,408
10	€57,389
11	€59,377
12	€61,389
13	€63,072
14	€65,304
15	€65,304
16	€65,304
17	€68,378
18	€68,378
19	€68,378
20	€68,378
21	€72,443
22	€72,443
23	€72,443
24	€72,443
25	€76,930

<sup>5</sup> Qualification allowances continue to be paid to this cohort of teachers as appropriate.

**(b) Revised incremental salary scale for post-primary teachers who entered teaching on or after 1 January 2011, to apply with effect from 1 August 2025<sup>6</sup>.**

Revised scale from 1 August 2025 for post-primary teachers appointed on or after 1 January 2011	
	<b>Effective from 01/08/2025</b>
<b>Point</b>	<b>€</b>
<b>1</b>	€46,448
<b>2</b>	€48,106
<b>3</b>	€50,000
<b>4*</b>	€50,865
<b>5</b>	€52,090
<b>6</b>	€53,602
<b>7</b>	€55,346
<b>8*</b>	€57,131
<b>9</b>	€58,630
<b>10</b>	€61,319
<b>11</b>	€62,998
<b>12*</b>	€65,010
<b>13</b>	€67,009
<b>14</b>	€69,023
<b>15</b>	€70,708
<b>16</b>	€72,939
<b>17</b>	€72,939
<b>18</b>	€72,939
<b>19</b>	€76,013
<b>20</b>	€76,013
<b>21</b>	€76,013
<b>22</b>	€76,013
<b>23</b>	€80,074
<b>24</b>	€80,074
<b>25</b>	€80,074
<b>26</b>	€80,074
<b>27</b>	€84,565

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

<sup>6</sup> 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 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 Allowances<sup>7</sup> with effect from 1 August 2025 for post-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
	<b>Effective from 01/08/2025</b>
(a) Masters' Degree (1st or 2nd Hons)	€715
(b) Doctors Degree	€1,507

(b) Qualification Allowances for post-primary teachers who entered teaching prior 1 January 2011<sup>8</sup>

ACADEMIC QUALIFICATIONS	Rate for pre-2011 Entrants only
	<b>Effective from 01/08/2025</b>
(a) (i) H. Dip. in Ed. (Pass)	€729
(ii) Higher Froebel Cert.	€729
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,525
(ii) Ard Teastas Gaeilge	€1,525
(c) Primary Degree (Pass)	€2,274
(d) Masters Degree by thesis or exam (Pass)	€6,074
(e) Primary Degree (1st or 2nd Hons)	€6,074
(f) Masters Degree (1st or 2nd Hons)	€6,785
(g) Doctors Degree	€7,581

<sup>7</sup> Qualification allowances are not payable to all new beneficiaries from 1 February 2012.

<sup>8</sup> 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) POST-PRIMARY:** Revised casual hourly part-time rates with effect from 1 August 2025 for post-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
Hourly casual qualified	€54.46	€7.43
Hourly unqualified	€47.69	€6.50

**(b) POST-PRIMARY:** Revised casual hourly part-time rates from 1 August 2025 for post-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
Hourly casual qualified	€48.72	€6.64
Hourly unqualified	€42.92	€5.85

## APPENDIX 4: OTHER TEACHING ALLOWANCES EFFECTIVE FROM 1 AUGUST 2025

**(i) Other Allowances**

	Effective Rate From 01/08/2025
1. Teaching through Irish	€1,954
2. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,781
3. Island Allowance	€2,274
4. Diploma for Special Education	€3,009
5. Special allowance payable to teachers in Comprehensive Schools (Appointed before 1.1.1987)	€3,052
6. Children's Allowances	€113
7. Allowance for Teachers with 35 years' service	€2,867
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)	€3,458
9. Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06) School Enrolment:	
<101	€648
101-300	€970
301-500	€1,295
501-700	€1,620
700+	€1,943
10. Rule 87 (Higher Froebel Cert.)	€1,770

### (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 (Post Primary)

Category	Effective Rate From 01/08/2025
I*	€11,495
II	€12,881
III	€15,109
IV	€17,730
V	€20,625
VI	€23,562
VII	€26,405
VIII	€29,280
IX	€31,393
X	€33,579
XI	€36,764
XII	€38,917
XIII	€43,080
XIV	€44,487
XV	€48,252
XVI	€50,345
XVII	€52,434

\* 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 (Post Primary)

Category	Effective Rate From 01/08/2025
I	€4,653
II	€6,089
III	€8,049
IV	€10,090
V	€12,066
VI	€14,130
VII	€16,114
VIII	€18,063
IX	€19,600
X	€21,097
XI	€23,418
XII	€24,854
XIII	€27,959
XIV	€28,568
XV	€31,212
XVI	€32,413
XVII	€33,605

**(c) Principal Teacher Points Rating**

	<b>Effective Rate From 01/08/2025</b>
<b>Under 150</b>	€8,224
<b>150 - 299</b>	€8,312
<b>300 - 449</b>	€10,064
<b>450 - 599</b>	€11,807
<b>600 - 749</b>	€13,850
<b>750 - 899</b>	€16,114
<b>900 - 1099</b>	€18,411
<b>1100 - 1299</b>	€20,628
<b>1300 - 1499</b>	€22,871
<b>1500 - 1699</b>	€24,528
<b>1700 - 1949</b>	€26,233
<b>1950 - 2199</b>	€27,947
<b>2200 - 2449</b>	€29,615
<b>2450 and over</b>	€31,241

**(d) Deputy Principal Teacher Points Rating**

	<b>Effective Rate From 01/08/2025</b>
<b>Under 150</b>	€0
<b>150 - 299</b>	€3,634
<b>300 - 449</b>	€4,751
<b>450 - 599</b>	€6,290
<b>600 - 749</b>	€7,878
<b>750 - 899</b>	€9,418
<b>900 - 1099</b>	€11,041
<b>1100 - 1299</b>	€12,593
<b>1300 - 1499</b>	€14,112
<b>1500 - 1699</b>	€15,313
<b>1700 - 1949</b>	€16,484
<b>1950 - 2199</b>	€17,610
<b>2200 - 2449</b>	€18,722
<b>2450 and over</b>	€19,734

**(iv) Other Posts of Responsibility**

	<b>Effective Rate From 01/08/2025</b>
1. Assistant Principal I (AP I) <sup>9</sup>	€10,517
2. Assistant Principal II (AP II) <sup>10</sup>	€4,653
3. Graded Post 'A'	€8,225
4. Graded Post 'B'	€3,634
5. Special Functions Allowances	€3,121
1	€4,751
2	€6,290
3	€7,878
4	€8,225
5	
5. Upgraded Special Functions Allowances	€3,988
1	€6,089
2	€8,049
3	€10,090
4	€10,517
5	
6. Director of Adult Education - Self-Financing Part-Time Adult Education Posts of Responsibility CL 46/00 (Appendix 1)	
Category A	€4,653
Category B	€6,089
Category C	€8,049
Category D	€10,090
Category E	€12,066
Category F	€14,130
Category G	€16,114
Category H	€18,063
Category I	€19,600
Category J	€21,097
Category K	€23,418
Category L	€24,854
Category M	€27,959
7. Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€2,006
8. Allowance payable to Principals of 5 Community Schools for management role in sports complexes (AR2/01)	€5,951
Honorarium	€5,892
Secure Unit Allowance	€2,711

<sup>9</sup> Formerly referred to as Assistant Principal

<sup>10</sup> Formerly referred to as Special Duties Teacher

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

	<b>Effective Rate From 01/08/2025</b>
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€2,274
2. Mobile Domestic Science Teachers <sup>11</sup>	€2,274
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	€385
2	€773
3	€1,159
No. of Years Reckonable Service – College Teacher Scale	
1	€480
2	€969
3	€1,451
No. of Years Reckonable Service - Lecturer I Scale	
1	€680
2	€1,356
3	€2,030
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	€773
2	€1,546
3	€2,323
4	€3,094
5	€3,868
No. of Years Reckonable Service – College Teacher Scale	
1	€969
2	€1,933
3	€2,901
4	€3,868
5	€4,836
No. of Years Reckonable Service - Lecturer I Scale	
1	€1,356
2	€2,708
3	€4,066
4	€5,418
5	€6,769
5. Allowance payable to teachers of apprentices in DDLETB and CETB, formerly Dun Laoghaire and Co. Cork VECs	€12,026

<sup>11</sup> Formerly referred to as Itinerant Domestic Science Teachers

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

	<b>Effective Rate From 01/08/2025</b>
1. Long Service Increment	€1,823
2. Special differential allowance paid to Ex-Preparatory College Professors	€3,531
3. Personal Rates of Principals' Allowance	€8,224 €8,224 €8,224 €8,224 €8,574 €8,737 €10,317 €10,483 €11,197 €11,308 €12,134 €13,783
4. Personal Allowances referred to in Paragraph 2 of CL 50/70	€3,166 €6,212 €7,225 €8,075 €9,140 €10,483 €11,813 €13,654 €14,648 €16,114

**(vii) Allowances payable to teachers in the Prison Service**

	<b>Effective Rate From 01/08/2025</b>
Supervising Teacher – Size of Unit Whole Time Equivalent Teachers:	
1-6	€10,517
7-9	€16,114
10-12	€19,600
13-16	€24,854
16+	€28,568
Deputy Supervising Teacher	€10,517
Assistant Supervising Teacher	€4,653
Environment Allowance (Portlaoise Prison Only)	€1,727