



Circular Letter 0015/2025

**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 the Public Service Agreement 2024-2026

Application of pay adjustments with effect from 1 March 2025

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 “Public Service Agreement 2024-2026”.
2. This circular sets out the increases to pay due on 1 March 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 2% (or €1000 whichever is greater) pay adjustment was agreed and will be implemented with effect from 1 March 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 2% (or €1,000 whichever is greater) with effect from 1 March 2025.
5. The revised pay scales due from 1 March 2025 for primary teachers are set out at Appendix 1 (a) and (b). The revised pay scales due from 1 March 2025 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 2025 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 All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 March 2025.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 2% from 1 March 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 March 2025.
10. 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 2025.
11. 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 2025.
12. Increases to Other Allowances are set out at Appendix 4 with effect from 1 March 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). 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 March 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

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/>

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.

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

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.

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 March 2025 should not be adjusted.

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 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:
 - Primary & Post Primary Teachers:
<https://dessurveys.education.gov.ie/surveys/payroll-query-form>
 - ETB Post-Primary Teachers: relevant HR Department

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27 February 2025

APPENDIX 1: INCREMENTAL SALARY SCALES FOR PRIMARY AND POST PRIMARY TEACHERS EFFECTIVE FROM 1 March 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 March 2025⁵.

Revised scale from 1 March 2025 for primary teachers who entered teaching before 1 January 2011	
	Effective from 01/03/2025
Point	€
1	€42,417
2	€43,269
3	€44,469
4	€45,674
5	€47,542
6	€48,752
7	€49,961
8	€53,061
9	€54,670
10	€56,625
11	€58,586
12	€60,571
13	€62,232
14	€64,434
15	€64,434
16	€64,434
17	€67,467
18	€67,467
19	€67,467
20	€67,467
21	€71,478
22	€71,478
23	€71,478
24	€71,478
25	€75,905

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 March 2025⁶.

Revised scale from 1 March 2025 for primary teachers appointed on or after 1 June 2011	
	Effective from 01/03/2025
Point	€
1	€44,435
2	€46,072
3	€47,941
4*	€48,794
5	€49,995
6	€51,455
7	€53,132
8*	€54,871
9	€56,344
10	€58,997
11	€60,656
12*	€62,639
13	€64,609
14	€66,600
15	€68,261
16	€70,460
17	€70,460
18	€70,460
19	€73,494
20	€73,494
21	€73,494
22	€73,494
23	€77,505
24	€77,505
25	€77,505
26	€77,505
27	€81,930

* This scale should be read in conjunction with [Circular 0037/2021](#) - Revision of 2011 Entrant Teacher Salaries with effect from 1 March 2021 – Application of Additional Increments

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.

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 2025⁷.

Revised scale from 1 March 2025 for post-primary teachers who entered teaching before 1 January 2011	
	Effective from 01/03/2025
Point	€
1	€42,417
2	€43,269
3	€44,469
4	€45,674
5	€47,542
6	€48,752
7	€49,961
8	€53,061
9	€54,670
10	€56,625
11	€58,586
12	€60,571
13	€62,232
14	€64,434
15	€64,434
16	€64,434
17	€67,467
18	€67,467
19	€67,467
20	€67,467
21	€71,478
22	€71,478
23	€71,478
24	€71,478
25	€75,905

⁷ 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 2025⁸.

Revised scale from 1 March 2025 for post-primary teachers appointed on or after 1 January 2011	
	Effective from 01/03/2025
Point	€
1	€45,829
2	€47,465
3	€49,334
4*	€50,187
5	€51,396
6	€52,888
7	€54,609
8*	€56,370
9	€57,849
10	€60,502
11	€62,159
12*	€64,144
13	€66,116
14	€68,104
15	€69,766
16	€71,967
17	€71,967
18	€71,967
19	€75,000
20	€75,000
21	€75,000
22	€75,000
23	€79,007
24	€79,007
25	€79,007
26	€79,007
27	€83,439

* This scale should be read in conjunction with [Circular 0037/2021](#) - Revision of 2011 Entrant Teacher Salaries with effect from 1 March 2021 – Application of Additional Increments

⁸ 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 2025**

(a) Qualification Allowances⁹ with effect from 1 March 2025 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 01/03/2025
(a) Masters Degree (1st or 2nd Hons)	€705
(b) Doctor's Degree	€1,487

(b) Qualification Allowances for teachers who entered teaching prior 1 January 2011¹⁰

ACADEMIC QUALIFICATIONS	Rate for pre-2011 Entrants only
	Effective from 01/03/2025
(a) (i) H. Dip. in Ed. (Pass)	€719
(ii) Higher Froebel Cert.	€719
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,505
(ii) Ard Teastas Gaeilge	€1,505
(c) Primary Degree (Pass)	€2,244
(d) Masters Degree by thesis or exam (Pass)	€5,993
(e) Primary Degree (1st or 2nd Hons)	€5,993
(f) Masters Degree (1st or 2nd Hons)	€6,695
(g) Doctors Degree	€7,480

⁹ Qualification allowances are not payable to all new beneficiaries from 1 February 2012.

¹⁰ 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 2025**

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

Category	Ongoing Rate From 01/03/2025	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/03/2025
Daily casual qualified	€227.83	€28.16
Daily unqualified	€160.47	€19.83
Hourly qualified	€45.57	€5.63
Hourly unqualified on Payroll	€37.71	€4.66
Hourly unqualified Substitute	€32.08	€3.97

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

Category	Ongoing Rate From 01/03/2025	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/03/2025
Daily casual qualified	€221.12	€27.33
Daily unqualified	€160.47	€19.83
Hourly qualified	€44.22	€5.47
Hourly unqualified on Payroll	€37.71	€4.66
Hourly unqualified Substitute	€32.09	€3.97

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

Category	Pre-2011 Entrant Effective Rate from 01/03/2025	2011 Entrant Effective Rate from 01/03/2025
Primary Unqualified Annual Rate	€38,557	€38,557

(d) POST-PRIMARY: Revised casual hourly part-time rates with effect from 1 March 2025 for post-primary teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 01/03/2025	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/03/2025
Hourly casual qualified	€53.73	€7.33
Hourly unqualified	€47.21	€6.44

(e) POST-PRIMARY: Revised casual hourly part-time rates from 1 March 2025 for post-primary teachers who entered teaching on or after 1 January 2011

Category	Ongoing Rate From 01/03/2025	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 01/03/2025
Hourly casual qualified	€48.07	€6.55
Hourly unqualified	€42.49	€5.79

APPENDIX 4: OTHER TEACHING ALLOWANCES EFFECTIVE FROM 1 March 2025

(i) Other Allowances

	Effective Rate From 01/03/2025
1. Teaching through Irish	€1,928
2. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,731
3. Island Allowance	€2,244
4. Diploma for Special Education	€2,969
5. Special allowance payable to teachers in Comprehensive Schools (Appointed before 1.1.1987)	€3,011
6. Children's Allowances	€113
7. Allowance for Teachers with 35 years' service	€2,829
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)	€3,412
9. Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06) School Enrolment:	
<101	€639
101-300	€957
301-500	€1,278
501-700	€1,598
700+	€1,917
10. Rule 87 (Higher Froebel Cert.)	€1,746

(ii) Secondment Allowances¹¹

	Effective Rate From 01/03/2025
Directors of Education Centres	€33,132
Category 2	€20,497
Category 3	€16,015
Category 4	€12,341

¹¹ Category 2: Coordinators of National Syllabi and Course Support Services. Regional and Deputy Directors of Major National Programmes, ICT Advisors / Category 3: Assistant National Coordinators of National Syllabi / Category 4: Curriculum Trainers/Tutors

(iii) Posts of Responsibility

(a) Principal Teacher Allowance (Post Primary)

Category	Effective Rate From 01/03/2025
I*	€11,342
II	€12,709
III	€14,908
IV	€17,494
V	€20,350
VI	€23,248
VII	€26,053
VIII	€28,890
IX	€30,975
X	€33,132
XI	€36,274
XII	€38,399
XIII	€42,506
XIV	€43,894
XV	€47,609
XVI	€49,674
XVII	€51,736

* 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 01/03/2025
I	€4,591
II	€6,008
III	€7,942
IV	€9,956
V	€11,905
VI	€13,942
VII	€15,899
VIII	€17,822
IX	€19,339
X	€20,816
XI	€23,106
XII	€24,523
XIII	€27,587
XIV	€28,187
XV	€30,796
XVI	€31,981
XVII	€33,157

(c) Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/03/2025
I*	€14,908
II	€14,908
III	€17,494
IV	€20,350
V	€23,248
VI	€26,053
VII	€28,890
VIII	€30,975
IX	€33,132
X	€36,274
XI	€38,399
XII	€42,506
XIII	€43,894
XIV	€47,609

* 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

(d) Deputy Principal Teacher Allowance (Primary)

Category	Effective Rate From 01/03/2025
I	€7,942
II	€7,942
III	€9,956
IV	€11,905
V	€13,942
VI	€15,899
VII	€17,822
VIII	€19,339
IX	€20,816
X	€23,106
XI	€24,523
XII	€27,587
XIII	€28,187
XIV	€30,796

(e) Principal Teacher Points Rating

	Effective Rate From 01/03/2025
Under 150	€8,114
150 - 299	€8,201
300 - 449	€9,930
450 - 599	€11,650
600 - 749	€13,666
750 - 899	€15,899
900 - 1099	€18,166
1100 - 1299	€20,353
1300 - 1499	€22,566
1500 - 1699	€24,201
1700 - 1949	€25,884
1950 - 2199	€27,575
2200 - 2449	€29,221
2450 and over	€30,825

(f) Deputy Principal Teacher Points Rating

	Effective Rate From 01/03/2025
Under 150	€0
150 - 299	€3,586
300 - 449	€4,688
450 - 599	€6,206
600 - 749	€7,773
750 - 899	€9,293
900 - 1099	€10,894
1100 - 1299	€12,425
1300 - 1499	€13,924
1500 - 1699	€15,109
1700 - 1949	€16,264
1950 - 2199	€17,375
2200 - 2449	€18,473
2450 and over	€19,471

(iv) Other Posts of Responsibility

	Effective Rate From 01/03/2025
1. Assistant Principal I (AP I) ¹²	€10,377
2. Assistant Principal II (AP II) ¹³	€4,591
3. Graded Post 'A'	€8,115
4. Graded Post 'B'	€3,586
5. Special Functions Allowances	
1	€3,079
2	€4,688
3	€6,206
4	€7,773
5	€8,115
5. Upgraded Special Functions Allowances	
1	€3,935
2	€6,008
3	€7,942
4	€9,956
5	€10,377
6. Director of Adult Education - Self-Financing Part-Time Adult Education Posts of Responsibility CL 46/00 (Appendix 1)	
Category A	€4,591
Category B	€6,008
Category C	€7,942
Category D	€9,956
Category E	€11,905
Category F	€13,942
Category G	€15,899
Category H	€17,822
Category I	€19,339
Category J	€20,816
Category K	€23,106
Category L	€24,523
Category M	€27,587
7. Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€1,979
8. Allowance payable to Principals of 5 Community Schools for management role in sports complexes (AR2/01)	€5,872

¹² Formerly referred to as Assistant Principal

¹³ 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 01/03/2025
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€2,244
2. Mobile Domestic Science Teachers ¹⁴	€2,244
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	€380
2	€763
3	€1,144
No. of Years Reckonable Service – College Teacher Scale	
1	€474
2	€956
3	€1,432
No. of Years Reckonable Service - Lecturer I Scale	
1	€671
2	€1,338
3	€2,003
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	€763
2	€1,525
3	€2,292
4	€3,053
5	€3,816
No. of Years Reckonable Service – College Teacher Scale	
1	€956
2	€1,907
3	€2,862
4	€3,816
5	€4,772
No. of Years Reckonable Service - Lecturer I Scale	
1	€1,338
2	€2,672
3	€4,012
4	€5,346
5	€6,679
5. Allowance payable to teachers of apprentices in DDLETB and CETB, formerly Dun Laoghaire and Co. Cork VECs	€11,866

¹⁴ Formerly referred to as Itinerant Domestic Science Teachers

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

	Effective Rate From 01/03/2025
1. Long Service Increment	€1,799
2. Special differential allowance paid to Ex-Preparatory College Professors	€3,484
3. Personal Rates of Principals' Allowance	€8,114 €8,114 €8,114 €8,114 €8,460 €8,621 €10,180 €10,343 €11,048 €11,157 €11,972 €13,599
4. Personal Allowances referred to in Paragraph 2 of CL 50/70	€3,124 €6,129 €7,129 €7,967 €9,018 €10,343 €11,656 €13,472 €14,453 €15,899

(vii) Allowances payable to teachers in the Prison Service

	Effective Rate From 01/03/2025
Honarium	€5,814
Supervising Teacher – Size of Unit Whole Time Equivalent Teachers	
1-6	€10,377
7-9	€15,899
10-12	€19,339
13-16	€24,523
16+	€28,187
Deputy Supervising Teacher	€10,377
Assistant Supervising Teacher	€4,591
Secure Unit Allowance	€2,675
Environment Allowance (Portlaoise Prison Only)	€1,704