



Circular Letter 0020/2025

To: The Managerial Authorities in recognised Primary and Post Primary schools in the Free Education Scheme, other than Community National Schools and ETB Post Primary Schools

Revision of Salaries for School Secretaries Previously Funded Under Ancillary Grant Funding

Application of pay adjustments with effect from 1 March 2025

Introduction

1. The Minister for Education wishes to inform managerial authorities and School Secretaries of revised rates of salary of school secretaries previously funded under ancillary grant funding.
2. This circular sets out the new scale following agreed alignment with national pay increases. The increases only directly apply to secretaries who have moved to the new terms and conditions offered under the agreement of February 2022.
3. The increases will be applied and paid through the Department payroll system and schools do not need to take an action.
4. Pay and other conditions of secretaries who have not moved to the new terms and conditions remain a matter for the school, as employer.

Increases in Salaries

5. Whole-time annual basic scale salaries will be increased by 2% (or €1000 whichever is greater) with effect from 1 March 2025.
6. Revised salary scales to affected staff are superseded by the terms of this Circular with effect from 1 March 2025 are set out in Appendix 1. The corresponding hourly rates for School Secretaries are included so as to provide further clarity for secretaries.
7. Hourly casual rates for School Secretaries are attached at Appendix 2.
8. All salary scales and hourly casual rates payable to School Secretaries set out in previous Circulars are superseded by the terms of this Circular with effect from 1 March 2025.

9. Overpayments will be dealt with in accordance with the procedures set out in Circulars 0084/2015.

Circulation and Queries

10. Please ensure that copies of this circular are provided to all members of the Board of Management and its contents are brought to the attention of all Secretaries in your employment including those on leave of absence.
11. This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>
12. Individual payroll queries should be forwarded as follows: <https://dessurveys.education.gov.ie/surveys/payroll-query-form>

Mark Bohan
Principal Officer
External Staff Relations

Michael Donoghue
Principal Officer

Payroll

27 February 2025

Appendix 1

School Secretaries

School Secretary	Rates from 01/03/2025	Hourly Rates from 01/03/2025
	€30,811	€15.96
	€32,543	€16.86
	€32,969	€17.08
	€33,836	€17.53
	€35,099	€18.18
	€36,366	€18.84
	€37,635	€19.49
	€38,553	€19.97
	€39,596	€20.51
	€40,803	€21.13
	€41,661	€21.58
	€42,860	€22.20
	€44,067	€22.82
	€46,335	€24.00
	€46,335	€24.00
	€46,335	€24.00
Long Service Increment*	€47,946	€24.83

* after 3 years satisfactory service at the maximum

Appendix 2

	Ongoing Rate from 01/03/2025	Statutory Annual Leave Rate from 01/03/2025
Substitute School Secretary	€14.68	€1.28

Appendix 3

	Ongoing Rate from 01/03/2025
Bus Escort	€15.50