An Roinn Caiteachais Phoiblí
Sheachadadh PFN agus Athchóirithe
Department of Public Expenditure
NDP Delivery and Reform

Circular Title: **Application of 1 March 2025 pay adjustments**

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure NDP Delivery and Reform to convey the following instructions to Departments / Offices with regard to the application of adjustments to civil service pay in accordance with the Public Service Agreement 2024-2026.

To:	HR Manager / Personnel Officer in each Department and Office
Circular Number:	Circular 06/2025
Purpose:	This circular sets out pay increases due on 1 March 2025 as provided for in the "Public Service Agreement 2024-2026"
File Reference:	E107/006/2015
Effective From:	1 March 2025

Mise le meas,

Colin Menton
Deputy Secretary
Public Service Resourcing Division

Tithe an Rialtais, Sráid Mhuirfean Uacht, Baile Átha Cliath 2, D02 R583
Government Buildings, Upper Merrion Street, Dublin 2, D02 R583
T +353 1 676 7571
www.per.gov.ie

1. Application

1.1. This circular applies to all civil service grades.

1.2. Grades whose pay and conditions are appropriate to the Joint Industrial Council for State Industrial employees will be the subject of a separate Office Notice.

1.3. The pay adjustments should be applied, as appropriate, from **1 March 2025**.

2. General

2.1. This circular sets out pay increases due on **1 March 2025** as provided for under the Public Service Agreement 2024-2026.

2.2. The adjustments should be rounded to the nearest euro on annual payscales and to the nearest cent on weekly payscales. Hourly rates should be rounded to the nearest €0.01.

2.3. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2025.

3. "Public Service Agreement 2024-2026"

3.1. In accordance with **Section 3.1** of the Agreement, the annualised amount of the basic salary of civil servants will be increased by 2% or €1,000, whichever is greater, with effect from **1 March 2025.**

3.2. Revised payscales for members of general service grades and certain grades common to two or more Departments to which this circular applies are set out in the Appendices to this circular.

4. Overtime

4.1. Payment in respect of overtime rendered on or subsequent to **1 March 2025** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 March 2025**.

5. Premium Rates of Pay

5.1. Premium rates of pay payable in respect of or subsequent to **1 March 2025** which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from **1 March 2025**.

6. Allowances

6.1. Allowances in the nature of pay for civil servants to whom this circular applies will be increased by 2% from **1 March 2025**.

6.2. 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 effect from **1 March 2025**.

6.3. Children's allowances, both standard and ex-gratia, remain unchanged.

7. Pensions

7.1. The principle of pay parity in pension increases for pre-existing public service schemes[1] has been agreed up to 30 June 2026 in line with the Public Service Agreement 2024-2026. Civil service pension 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[2].

7.2. Single Public Service Pension Scheme ('Single Scheme') pensions are uprated in line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore, Single Scheme 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.

7.3. Additional Superannuation Contributions: The ASC rates for 2025 are unchanged. Below are the current rates of ASC as provided for in Part 4 of the Public Service Pay and Pensions Act 2017.

Thresholds/Rates in 2025

Member of a standard accrual pension scheme	**Member of a fast accrual pension scheme**	**Member of the Single Scheme**
€0 - €34,500 @ 0%	€0 - €28,750 @ 0%	€0 - €34,500 @ 0%
>€34,500 - €60,000 @ 10%	>€28,750 - €60,000 @ 10%	>€34,500 - €60,000 @ 3.33%
>€60,000 @ 10.5%	>€60,000 @ 10.5%	>€60,000 @ 3.5%

8. Queries

8.1. Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (NSSO) or, where applicable, with local Human Resource Units.

8.2. Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department by contacting:
For general queries support@Paytravelovertime.cloud.gov.ie

[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/

For public service pension queries pensions@per.gov.ie
For Single Pension Scheme queries singleschemequeries@per.gov.ie

8.3. This circular is also available at https://www.gov.ie/en/circulars/

Appendix 1A

Revised pay scales with effect from 01 March 2025 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for General Service Grades.

SECRETARY GENERAL LEVEL I - PPC
€275,367.00

SECRETARY GENERAL LEVEL II - PPC
€259,170.00

SECRETARY GENERAL LEVEL III - PPC
€245,530.00

DEPUTY SECRETARY - PPC
€214,938.00

ASSISTANT SECRETARY - PPC
€166,473.00 €174,039.00 €182,238.00 €190,435.00

PRINCIPAL HIGHER SCALE - PPC
€112,974.00 €117,625.00 €122,299.00 €126,962.00 €130,939.00 €135,131.00[1] €139,320.00[2]

PRINCIPAL - PPC
€104,971.00 €109,426.00 €113,845.00 €118,298.00 €122,054.00 €125,951.00[1] €129,841.00[2]

ASSISTANT PRINCIPAL HIGHER - PPC
€88,547.00 €91,914.00 €95,291.00 €98,667.00 €102,040.00 €104,012.00 €107,358.00[1] €110,715.00[2]

ASSISTANT PRINCIPAL - PPC
€80,668.00 €83,639.00 €86,651.00 €89,672.00 €92,690.00 €94,431.00 €97,474.00[1] €100,530.00[2]

ADMINISTRATIVE OFFICER - PPC
€39,869.00 €42,539.00 €43,303.00 €46,647.00 €50,927.00 €54,304.00 €57,815.00 €61,372.00 €64,928.00 €68,472.00 €70,928.00[1] €73,378.00[2]

ADMINISTRATIVE OFFICER HIGHER SCALE - PPC
€54,304.00 €57,815.00 €61,372.00 €64,928.00 €68,472.00 €70,928.00 €73,344.00 €75,765.00

HIGHER EXECUTIVE OFFICER - PPC
€58,264.00 €59,967.00 €61,668.00 €63,366.00 €65,072.00 €66,769.00 €68,472.00 €70,928.00[1] €73,378.00[2]

HIGHER EXECUTIVE OFFICER HIGHER SCALE - PPC
€61,668.00 €63,366.00 €65,072.00 €66,769.00 €68,472.00 €70,928.00 €72,536.00 €74,150.00 €75,765.00

EXECUTIVE OFFICER - PPC

€37,544.00 €39,465.00 €40,550.00 €42,667.00 €44,564.00 €46,400.00 €48,229.00 €50,019.00 €51,848.00 €53,670.00 €55,604.00 €56,900.00 €58,748.00[1] €60,610.00[2]

EXECUTIVE OFFICER HIGHER SCALE - PPC

€40,550.00 €42,667.00 €44,564.00 €46,400.00 €48,229.00 €50,019.00 €51,848.00 €53,670.00 €55,604.00 €56,900.00 €58,748.00 €60,133.00 €61,520.00 €62,912.00

CLERICAL OFFICER - PPC

€590.21 €623.23 €631.62 €647.99 €672.15 €696.26 €720.35 €737.91 €757.82 €780.93 €797.18 €820.07 €842.79 €878.27 €906.13[1] €918.93[2]

CLERICAL OFFICER HIGHER SCALE - PPC

€647.99 €672.15 €696.26 €720.35 €737.91 €757.82 €780.93 €797.18 €820.07 €842.79 €878.27 €906.13 €918.93 €936.20

HEAD SERVICES OFFICER - PPC

€756.59 €774.72 €789.31 €810.52 €831.74 €852.99 €878.29[1] €906.15[2]

SERVICES OFFICER - PPC

€559.97 €588.25 €598.97 €621.52 €641.70 €653.78 €667.88 €684.86 €713.91 €728.27[1] €751.11[2]

SERVICES ATTENDANT - PPC

€553.55 €572.73 €598.97 €607.26 €624.47 €644.65 €662.25 €682.04 €706.38 €726.29[1] €742.91[2]

CLEANER - PPC

€538.54 €568.36 €576.72 €596.17 €619.59 €634.07[1] €648.58[2]

[1] After 3 years satisfactory service at the maximum.

[2] After 6 years satisfactory service at the maximum.

Appendix 1B

Revised pay scales with effect from 01 March 2025 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.

ENGINEER GRADE I & PROFESSIONAL ACCOUNTANT GRADE I - PPC
€84,937.00 €87,605.00 €90,279.00 €92,945.00 €95,611.00 €98,782.00 €102,391.00[1] €106,004.00[2]

ENGINEER GRADE II & PROFESSIONAL ACCOUNTANT GRADE II - PPC
€73,961.00 €75,651.00 €77,337.00 €79,031.00 €80,720.00 €81,169.00 €82,834.00 €84,562.00 €87,376.00[1] €90,198.00[2]

ENGINEER GRADE III & PROFESSIONAL ACCOUNTANT GRADE III - PPC
€39,083.00 €41,580.00 €42,248.00 €45,580.00 €48,924.00 €52,301.00 €55,834.00 €58,064.00 €60,305.00 €62,565.00 €64,812.00 €67,065.00 €69,318.00 €71,563.00 €73,829.00 €76,331.00[1] €78,830.00[2]

STATE SOLICITOR & PROSECUTION SOLICITOR - PPC
€40,208.00 €42,903.00 €43,676.00 €47,052.00 €51,377.00 €54,820.00 €58,361.00 €61,962.00 €65,556.00 €69,132.00 €80,668.00 €83,640.00 €86,651.00 €89,672.00 €92,690.00 €94,431.00 €97,474.00[1] €100,530.00[2]

LAW CLERK - PPC
€643.54 €667.46 €703.10 €729.67 €761.33 €782.56 €796.95 €818.01 €839.06 €860.12 €881.26 €903.03[1] €924.72[2]

HIGHER LEGAL EXECUTIVE - PPC
€58,264.00 €59,967.00 €61,668.00 €63,366.00 €65,072.00 €66,769.00 €68,472.00 €70,928.00[1] €73,378.00[2]

LEGAL EXECUTIVE - PPC
€41,087.00 €43,285.00 €45,033.00 €46,713.00 €48,237.00 €49,599.00 €50,977.00 €52,388.00 €53,823.00 €55,246.00 €56,603.00[1] €58,376.00[2]

SENIOR ENGINEERING DRAUGHTSPERSON - PPC
€49,207.00 €50,065.00 €51,140.00 €52,256.00 €53,374.00 €54,525.00 €55,618.00 €57,405.00[1] €59,218.00[2]

ENGINEERING DRAUGHTSPERSON - PPC
€747.57 €767.71 €791.51 €807.86 €831.37 €854.91 €878.48 €901.07 €923.65 €946.22 €968.90 €998.16[1] €1,028.04[2]

CHIEF SUPERINTENDENT MAPPING - PPC
€60,846.00 €63,695.00 €66,544.00 €69,390.00 €72,238.00 €75,082.00 €77,929.00 €80,783.00 €82,031.00 €84,562.00 €87,376.00[1] €90,198.00[2]

SUPERINTENDENT MAPPING - PPC
€54,066.00 €55,904.00 €57,447.00 €58,982.00 €60,542.00 €62,108.00 €63,632.00 €65,576.00[1] €67,508.00[2]

EXAMINER IN CHARGE - PPC
€47,445.00 €48,369.00 €49,280.00 €50,213.00 €51,145.00 €52,105.00 €54,066.00 €55,665.00[1] €57,299.00[2]

EXAMINER OF MAPS - PPC
€826.85 €847.26 €866.88 €885.19 €904.94 €919.30 €946.67[1] €974.09[2]

MAPPING DRAUGHTSPERSON - PPC
€643.96 €651.76 €670.72 €689.73 €708.87 €728.00 €740.55 €755.71 €773.34 €784.15 €801.61 €819.03 €836.58 €860.83[1] €885.13[2]

SENIOR ARCHITECT - PPC
€78,994.00 €81,806.00 €85,914.00 €90,029.00 €94,156.00 €98,782.00 €102,391.00[1] €106,005.00[2]

ARCHITECT - PPC
€43,907.00 €46,750.00 €48,164.00 €51,327.00 €54,607.00 €58,017.00 €60,300.00 €62,587.00 €64,882.00 €67,163.00 €69,452.00 €71,743.00 €74,031.00 €76,324.00 €78,636.00 €81,157.00[1] €82,409.00[2]

ARCHITECTURAL ASSISTANT GRADE 2 - PPC
€689.48 €732.46 €747.57 €767.71 €791.51 €807.86 €831.37 €854.91 €876.43 €900.02 €923.65 €946.22 €968.90 €998.16[1] €1,028.04[2]

SENIOR LABORATORY ANALYST - PPC
€60,441.00 €63,171.00 €65,589.00 €68,065.00 €70,613.00 €73,124.00 €75,704.00 €78,258.00 €80,830.00

LABORATORY ANALYST - PPC
€40,773.00 €42,283.00 €44,683.00 €45,820.00 €46,904.00 €49,464.00 €51,121.00 €52,834.00 €54,627.00 €56,450.00 €58,286.00 €60,153.00 €62,037.00 €63,944.00 €65,789.00 €67,066.00[1]

NIGHTWATCHMAN - PPC
€559.58 €586.47 €599.75 €619.97 €639.73 €651.30 €668.76 €687.81[1] €709.66[2]

[1] After 3 years satisfactory service at the maximum.
[2] After 6 years satisfactory service at the maximum.

Appendix 2A

Revised pay scales with effect from 01 March 2025 for Civil Servants appointed before 6th April 1995 in General Service grades.

SECRETARY GENERAL LEVEL I
€261,598.00

SECRETARY GENERAL LEVEL II
€246,211.00

SECRETARY GENERAL LEVEL III
€233,253.00

DEPUTY SECRETARY
€204,190.00

ASSISTANT SECRETARY
€158,152.00 €165,339.00 €173,127.00 €180,915.00

PRINCIPAL HIGHER
€107,319.00 €111,745.00 €116,186.00 €120,612.00 €124,395.00 €128,378.00[1] €132,358.00[2]

PRINCIPAL
€99,723.00 €103,948.00 €108,149.00 €112,386.00 €115,953.00 €119,655.00[1] €123,349.00[2]

ASSISTANT PRINCIPAL HIGHER
€84,113.00 €87,317.00 €90,533.00 €93,731.00 €96,938.00 €98,806.00 €101,999.00[1] €105,181.00[2]

ASSISTANT PRINCIPAL
€77,921.00 €80,757.00 €82,321.00 €85,189.00 €88,057.00 €89,714.00 €92,602.00[1] €95,502.00[2]

ADMINISTRATIVE OFFICER
€38,358.00 €41,080.00 €41,454.00 €44,633.00 €48,700.00 €51,817.00 €55,066.00 €58,413.00 €61,789.00 €65,159.00 €67,483.00[1] €69,815.00[2]

ADMINISTRATIVE OFFICER HIGHER SCALE
€51,817.00 €55,066.00 €58,413.00 €61,789.00 €65,159.00 €67,483.00 €69,786.00 €72,087.00

HIGHER EXECUTIVE OFFICER
€55,492.00 €57,093.00 €58,692.00 €60,304.00 €61,918.00 €63,545.00 €65,159.00 €67,483.00[1] €69,815.00[2]

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€58,692.00 €60,304.00 €61,918.00 €63,545.00 €65,159.00 €67,483.00 €69,011.00 €70,548.00 €72,087.00

EXECUTIVE OFFICER

€35,983.00 €38,152.00 €39,010.00 €40,860.00 €42,659.00 €44,406.00 €46,141.00 €47,841.00 €49,559.00 €51,234.00 €53,001.00 €54,209.00 €55,945.00[1] €57,697.00[2]

EXECUTIVE OFFICER HIGHER SCALE

€39,010.00 €40,860.00 €42,659.00 €44,406.00 €46,141.00 €47,841.00 €49,559.00 €51,234.00 €53,001.00 €54,209.00 €55,945.00 €57,251.00 €58,552.00 €59,869.00

CLERICAL OFFICER

€566.00 €597.41 €605.37 €628.59 €643.89 €666.81 €689.73 €712.65 €729.11 €751.36 €770.03 €785.21 €806.82 €840.51 €867.00[1] €879.23[2]

CLERICAL OFFICER HIGHER SCALE

€628.59 €643.89 €666.81 €689.73 €712.65 €729.11 €751.36 €770.03 €785.21 €806.82 €840.51 €867.00 €879.23 €895.55

HEAD SERVICES OFFICER

€730.99 €745.42 €762.42 €782.87 €796.32 €816.48 €840.51[1] €867.00[2]

SERVICES OFFICER

€548.91 €564.20 €577.98 €596.34 €615.01 €634.11 €647.76 €656.00 €683.71 €703.22[1] €725.66[2]

SERVICES ATTENDANT

€548.91 €549.73 €577.98 €585.74 €598.93 €617.77 €642.33 €653.28 €676.41 €695.36[1] €717.57[2]

CLEANER

€520.18 €545.76 €556.78 €575.35 €594.50 €607.74[1] €629.13[2]

[1] After 3 years satisfactory service at the maximum.

[2] After 6 years satisfactory service at the maximum.

Appendix 2B

Revised pay scales with effect from 01 March 2025 for Civil Servants appointed before 6th April 1995 for certain grades common to two or more Departments.

ENGINEER GRADE I & PROFESSIONAL ACCOUNTANT GRADE I

€80,745.00 €83,223.00 €85,763.00 €88,302.00 €90,830.00 €93,842.00 €97,273.00[1] €100,707.00[2]

ENGINEER GRADE II & PROFESSIONAL ACCOUNTANT GRADE II

€70,368.00 €71,980.00 €73,577.00 €75,189.00 €76,794.00 €78,399.00 €79,998.00 €81,620.00 €83,006.00[1] €85,682.00[2]

ENGINEER GRADE III & PROFESSIONAL ACCOUNTANT GRADE III

€40,803.00 €43,620.00 €46,797.00 €49,968.00 €53,210.00 €55,301.00 €57,416.00 €59,545.00 €61,678.00 €63,821.00 €65,957.00 €68,095.00 €70,237.00 €72,626.00[1] €75,000.00[2]

STATE SOLICITOR & PROSECUTION SOLICITOR

€38,678.00 €41,078.00 €41,807.00 €45,021.00 €49,123.00 €52,291.00 €55,577.00 €58,976.00 €62,391.00 €65,786.00 €77,921.00 €80,757.00 €82,321.00 €85,189.00 €88,057.00 €89,714.00 €92,602.00[1] €95,502.00[2]

LAW CLERK

€624.24 €647.28 €673.28 €698.54 €732.56 €752.95 €769.82 €783.25 €803.28 €823.32 €843.41 €864.03[1] €884.67[2]

HIGHER LEGAL EXECUTIVE

€55,492.00 €57,093.00 €58,692.00 €60,304.00 €61,918.00 €63,545.00 €65,159.00 €67,483.00[1] €69,815.00[2]

LEGAL EXECUTIVE

€43,102.00 €44,703.00 €46,144.00 €47,441.00 €48,743.00 €50,058.00 €51,380.00 €52,681.00 €53,934.00[1] €55,601.00[2]

SENIOR ENGINEERING DRAUGHTSPERSON

€47,067.00 €47,880.00 €48,898.00 €49,943.00 €50,960.00 €52,019.00 €53,018.00 €54,684.00[1] €56,385.00[2]

ENGINEERING DRAUGHTSPERSON

€722.08 €738.75 €757.90 €780.34 €795.92 €818.28 €840.74 €862.19 €883.65 €905.12 €926.62 €953.93[1] €981.37[2]

CHIEF SUPERINTENDENT MAPPING

€57,922.00 €60,619.00 €63,327.00 €66,032.00 €68,733.00 €71,431.00 €74,145.00 €76,856.00 €79,240.00 €81,620.00 €83,006.00[1] €85,682.00[2]

SUPERINTENDENT MAPPING

€51,604.00 €53,278.00 €54,725.00 €56,163.00 €57,633.00 €59,109.00 €60,564.00 €62,405.00[1] €64,242.00[2]

EXAMINER IN CHARGE

€45,389.00 €46,270.00 €47,141.00 €48,024.00 €48,910.00 €49,797.00 €51,604.00 €53,067.00[1] €54,576.00[2]

EXAMINER OF MAPS

€791.64 €811.04 €829.67 €847.13 €865.83 €879.47 €905.54[1] €931.60[2]

MAPPING DRAUGHTSPERSON

€617.13 €632.10 €642.55 €660.58 €678.75 €697.03 €715.20 €733.42 €744.17 €764.26 €774.30 €784.29 €800.88 €823.97[1] €847.01[2]

SENIOR ARCHITECT

€75,138.00 €79,023.00 €81,636.00 €85,532.00 €89,448.00 €93,842.00 €97,273.00[1] €100,707.00[2]

ARCHITECT

€46,084.00 €49,078.00 €52,100.00 €55,249.00 €57,403.00 €59,563.00 €61,736.00 €63,913.00 €66,089.00 €68,265.00 €70,443.00 €72,613.00 €74,812.00 €77,202.00[1] €79,608.00[2]

ARCHITECTURAL ASSISTANT GRADE 2

€722.08 €738.75 €757.90 €780.34 €795.92 €818.28 €838.73 €861.19 €883.65 €905.12 €926.62 €953.93[1] €981.37[2]

SENIOR LABORATORY ANALYST

€57,540.00 €60,123.00 €62,415.00 €64,772.00 €67,191.00 €69,569.00 €72,024.00 €74,455.00 €76,893.00

LABORATORY ANALYST

€39,564.00 €40,837.00 €42,774.00 €43,851.00 €44,877.00 €47,312.00 €48,885.00 €50,468.00 €52,113.00 €53,785.00 €55,506.00 €57,265.00 €59,041.00 €60,854.00 €62,610.00 €63,821.00[1]

NIGHTWATCHMAN

€579.40 €594.92 €613.09 €631.85 €648.58 €658.78[1] €679.51[2]

[1] After 3 years satisfactory service at the maximum.

[2] After 6 years satisfactory service at the maximum.