



Circular Title: Application of 1 August 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 16/2025

Purpose: This circular sets out pay increases due on 1 August 2025 as provided for in the "Public Service Agreement 2024-2026"

File Reference: E107/006/2015

Effective From: 1 August 2025

Mise le meas,

A handwritten signature in blue ink, appearing to read 'John Howlin', is placed above the printed name and title.

John Howlin
Assistant Secretary
Public Service Resourcing Division



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 August 2025**.

2. General

- 2.1. This circular sets out pay increases due on **1 August 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 1% with effect from **1 August 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 August 2025** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 August 2025**.

5. Premium Rates of Pay

- 5.1. Premium rates of pay payable in respect of or subsequent to **1 August 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 August 2025**.

6. Allowances

- 6.1. Allowances in the nature of pay for civil servants to whom this circular applies will be increased by 1% from **1 August 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 August 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 schemes¹ 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 Administrators².
- 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@Paytravelvertime.cloud.gov.ie
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/>

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/>



Appendix 1A

Revised pay scales with effect from 01 August 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

€278,121

SECRETARY GENERAL LEVEL II - PPC

€261,762

SECRETARY GENERAL LEVEL III - PPC

€247,985

DEPUTY SECRETARY – PPC

€217,087

ASSISTANT SECRETARY - PPC

€168,138 €175,779 €184,060 €192,339

PRINCIPAL HIGHER SCALE - PPC

€114,104 €118,801 €123,522 €128,232 €132,248 €136,482¹ €140,713²

PRINCIPAL - PPC

€106,021 €110,520 €114,983 €119,481 €123,275 €127,211¹ €131,139²

ASSISTANT PRINCIPAL HIGHER - PPC

€89,432 €92,833 €96,244 €99,654 €103,060 €105,052 €108,432¹ €111,822²

ASSISTANT PRINCIPAL - PPC

€81,475 €84,475 €87,518 €90,569 €93,617 €95,375 €98,449¹ €101,535²

ADMINISTRATIVE OFFICER STANDARD SCALE - PPC

€40,268 €42,964 €43,736 €47,113 €51,436 €54,847 €58,393 €61,986 €65,577
€69,157 €71,637¹ €74,112²

ADMINISTRATIVE OFFICER HIGHER SCALE - PPC

€54,847 €58,393 €61,986 €65,577 €69,157 €71,637 €74,077 €76,523

HIGHER EXECUTIVE OFFICER STANDARD SCALE - PPC

€58,847 €60,567 €62,285 €64,000 €65,723 €67,437 €69,157 €71,637¹ €74,112²

HIGHER EXECUTIVE OFFICER HIGHER SCALE - PPC

€62,285 €64,000 €65,723 €67,437 €69,157 €71,637 €73,261 €74,892 €76,523

EXECUTIVE OFFICER STANDARD SCALE - PPC

€37,919 €39,860 €40,956 €43,094 €45,010 €46,864 €48,711 €50,519 €52,366 €54,207
€56,160 €57,469 €59,335¹ €61,216²

**EXECUTIVE OFFICER HIGHER SCALE - PPC**

€40,956 €43,094 €45,010 €46,864 €48,711 €50,519 €52,366 €54,207 €56,160
€57,469 €59,335 €60,734 €62,135 €63,541

CLERICAL OFFICER - PPC

€596.11 €629.46 €637.94 €654.47 €678.87 €703.22 €727.55 €745.29 €765.40
€788.74 €805.15 €828.27 €851.22 €887.05 €915.19¹ €928.12²

CLERICAL OFFICER HIGHER SCALE - PPC

€654.47 €678.87 €703.22 €727.55 €745.29 €765.40 €788.74 €805.15 €828.27
€851.22 €887.05 €915.19 €928.12 €945.56

HEAD SERVICES OFFICER - PPC

€764.16 €782.47 €797.20 €818.63 €840.06 €861.52 €887.07¹ €915.21²

SERVICES OFFICER - PPC

€565.57 €594.13 €604.96 €627.74 €648.12 €660.32 €674.56 €691.71 €721.05
€735.55¹ €758.62²

SERVICES ATTENDANT - PPC

€559.09 €578.46 €604.96 €613.33 €630.71 €651.10 €668.87 €688.86 €713.44
€733.55¹ €750.34²

CLEANER - PPC

€543.93 €574.04 €582.49 €602.13 €625.79 €640.41¹ €655.07²

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 August 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

€85,786 €88,481 €91,182 €93,874 €96,567 €99,770 €103,415¹ €107,064²

ENGINEER GRADE II & PROFESSIONAL ACCOUNTANT GRADE II - PPC

€74,701 €76,408 €78,110 €79,821 €81,527 €81,981 €83,662 €85,408 €88,250¹
€91,100²

ENGINEER GRADE III & PROFESSIONAL ACCOUNTANT GRADE III - PPC

€39,474 €41,996 €42,670 €46,036 €49,413 €52,824 €56,392 €58,645 €60,908
€63,191 €65,460 €67,736 €70,011 €72,279 €74,567 €77,094¹ €79,618²

STATE SOLICITOR & PROSECUTION SOLICITOR - PPC

€40,610 €43,332 €44,113 €47,523 €51,891 €55,368 €58,945 €62,582 €66,212
€69,823 €81,475 €84,476 €87,518 €90,569 €93,617 €95,375 €98,449¹ €101,535²

LAW CLERK - PPC

€649.98 €674.13 €710.13 €736.97 €768.94 €790.39 €804.92 €826.19 €847.45
€868.72 €890.07 €912.06¹ €933.97²

HIGHER LEGAL EXECUTIVE - PPC

€58,847 €60,567 €62,285 €64,000 €65,723 €67,437 €69,157 €71,637¹ €74,112²

LEGAL EXECUTIVE - PPC

€41,498 €43,718 €45,483 €47,180 €48,719 €50,095 €51,487 €52,912 €54,361
€55,798 €57,169¹ €58,960²

SENIOR ENGINEERING DRAUGHTSPERSON - PPC

€49,699 €50,566 €51,651 €52,779 €53,908 €55,070 €56,174 €57,979¹ €59,810²

ENGINEERING DRAUGHTSPERSON - PPC

€755.05 €775.39 €799.43 €815.94 €839.68 €863.46 €887.26 €910.08 €932.89
€955.68 €978.59 €1,008.14¹ €1,038.32²

CHIEF SUPERINTENDENT MAPPING - PPC

€61,454 €64,332 €67,209 €70,084 €72,960 €75,833 €78,708 €81,591 €82,851
€85,408 €88,250¹ €91,100²

SUPERINTENDENT MAPPING - PPC

€54,607 €56,463 €58,021 €59,572 €61,147 €62,729 €64,268 €66,232¹ €68,183²

EXAMINER IN CHARGE - PPC

€47,919 €48,853 €49,773 €50,715 €51,656 €52,626 €54,607 €56,222¹ €57,872²

**EXAMINER OF MAPS - PPC**

€835.12 €855.73 €875.55 €894.04 €913.99 €928.49 €956.14¹ €983.83²

MAPPING DRAUGHTSPERSON - PPC

€650.40 €658.28 €677.43 €696.63 €715.96 €735.28 €747.96 €763.27 €781.07

€791.99 €809.63 €827.22 €844.95 €869.44¹ €893.98²

SENIOR ARCHITECT - PPC

€79,784 €82,624 €86,773 €90,929 €95,098 €99,770 €103,415¹ €107,065²

ARCHITECT - PPC

€44,346 €47,218 €48,646 €51,840 €55,153 €58,597 €60,903 €63,213 €65,531

€67,835 €70,147 €72,460 €74,771 €77,087 €79,422 €81,969¹ €83,233²

ARCHITECTURAL ASSISTANT GRADE 2 - PPC

€696.37 €739.78 €755.05 €775.39 €799.43 €815.94 €839.68 €863.46 €885.19

€909.02 €932.89 €955.68 €978.59 €1,008.14¹ €1,038.32²

SENIOR LABORATORY ANALYST - PPC

€61,045 €63,803 €66,245 €68,746 €71,319 €73,855 €76,461 €79,041 €81,638

LABORATORY ANALYST - PPC

€41,181 €42,706 €45,130 €46,278 €47,373 €49,959 €51,632 €53,362 €55,173

€57,015 €58,869 €60,755 €62,657 €64,583 €66,447 €67,737¹

NIGHTWATCHMAN - PPC

€565.18 €592.33 €605.75 €626.17 €646.13 €657.81 €675.45 €694.69¹ €716.76²

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 August 2025 for Civil Servants appointed before 6th April 1995 in General Service grades.

SECRETARY GENERAL LEVEL I

€264,214

SECRETARY GENERAL LEVEL II

€248,673

SECRETARY GENERAL LEVEL III

€235,586

DEPUTY SECRETARY

€206,232

ASSISTANT SECRETARY

€159,734 €166,992 €174,858 €182,724

PRINCIPAL HIGHER

€108,392 €112,862 €117,348 €121,818 €125,639 €129,662¹ €133,682²

PRINCIPAL

€100,720 €104,987 €109,230 €113,510 €117,113 €120,852¹ €124,582²

ASSISTANT PRINCIPAL HIGHER

€84,954 €88,190 €91,438 €94,668 €97,907 €99,794 €103,019¹ €106,233²

ASSISTANT PRINCIPAL

€78,700 €81,565 €83,144 €86,041 €88,938 €90,611 €93,528¹ €96,457²

ADMINISTRATIVE OFFICER STANDARD SCALE

€38,742 €41,491 €41,869 €45,079 €49,187 €52,335 €55,617 €58,997 €62,407
€65,811 €68,158¹ €70,513²

ADMINISTRATIVE OFFICER HIGHER SCALE

€52,335 €55,617 €58,997 €62,407 €65,811 €68,158 €70,484 €72,808

HIGHER EXECUTIVE OFFICER STANDARD SCALE

€56,047 €57,664 €59,279 €60,907 €62,537 €64,180 €65,811 €68,158¹ €70,513²

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€59,279 €60,907 €62,537 €64,180 €65,811 €68,158 €69,701 €71,253 €72,808

EXECUTIVE OFFICER STANDARD SCALE

€36,343 €38,534 €39,400 €41,269 €43,086 €44,850 €46,602 €48,319 €50,055
€51,746 €53,531 €54,751 €56,504¹ €58,274²

**EXECUTIVE OFFICER HIGHER SCALE**

€39,400 €41,269 €43,086 €44,850 €46,602 €48,319 €50,055 €51,746 €53,531
€54,751 €56,504 €57,824 €59,138 €60,468

CLERICAL OFFICER

€571.66 €603.38 €611.42 €634.88 €650.33 €673.48 €696.63 €719.78 €736.40 €758.87
€777.73 €793.06 €814.89 €848.92 €875.67¹ €888.02²

CLERICAL OFFICER HIGHER SCALE

€634.88 €650.33 €673.48 €696.63 €719.78 €736.40 €758.87 €777.73 €793.06 €814.89
€848.92 €875.67 €888.02 €904.51

HEAD SERVICES OFFICER

€738.30 €752.87 €770.04 €790.70 €804.28 €824.64 €848.92¹ €875.67²

SERVICES OFFICER

€554.40 €569.84 €583.76 €602.30 €621.16 €640.45 €654.24 €662.56 €690.55
€710.25¹ €732.92²

SERVICES ATTENDANT

€554.40 €555.23 €583.76 €591.60 €604.92 €623.95 €648.75 €659.81 €683.17
€702.31¹ €724.75²

CLEANER

€525.38 €551.22 €562.35 €581.10 €600.45 €613.82¹ €635.42²

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 August 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

€81,552 €84,055 €86,621 €89,185 €91,738 €94,780 €98,246¹ €101,714²

ENGINEER GRADE II & PROFESSIONAL ACCOUNTANT GRADE II

€71,072 €72,700 €74,313 €75,941 €77,562 €79,183 €80,798 €82,436 €83,836¹
€86,539²

ENGINEER GRADE III & PROFESSIONAL ACCOUNTANT GRADE III

€41,211 €44,056 €47,265 €50,468 €53,742 €55,854 €57,990 €60,140 €62,295
€64,459 €66,617 €68,776 €70,939 €73,352¹ €75,750²

STATE SOLICITOR & PROSECUTION SOLICITOR

€39,065 €41,489 €42,225 €45,471 €49,614 €52,814 €56,133 €59,566 €63,015
€66,444 €78,700 €81,565 €83,144 €86,041 €88,938 €90,611 €93,528¹ €96,457²

LAW CLERK

€630.48 €653.75 €680.01 €705.53 €739.89 €760.48 €777.52 €791.08 €811.31
€831.55 €851.84 €872.67¹ €893.52²

HIGHER LEGAL EXECUTIVE

€56,047 €57,664 €59,279 €60,907 €62,537 €64,180 €65,811 €68,158¹ €70,513²

LEGAL EXECUTIVE

€43,533 €45,150 €46,605 €47,915 €49,230 €50,559 €51,894 €53,208 €54,473¹
€56,157²

SENIOR ENGINEERING DRAUGHTSPERSON

€47,538 €48,359 €49,387 €50,442 €51,470 €52,539 €53,548 €55,231¹ €56,949²

ENGINEERING DRAUGHTSPERSON

€729.30 €746.14 €765.48 €788.14 €803.88 €826.46 €849.15 €870.81 €892.49
€914.17 €935.89 €963.47¹ €991.18²

CHIEF SUPERINTENDENT MAPPING

€58,501 €61,225 €63,960 €66,692 €69,420 €72,145 €74,886 €77,625 €80,032
€82,436 €83,836¹ €86,539²

SUPERINTENDENT MAPPING

€52,120 €53,811 €55,272 €56,725 €58,209 €59,700 €61,170 €63,029¹ €64,884²

EXAMINER IN CHARGE

€45,843 €46,733 €47,612 €48,504 €49,399 €50,295 €52,120 €53,598¹ €55,122²

EXAMINER OF MAPS

€799.56 €819.15 €837.97 €855.60 €874.49 €888.26 €914.60¹ €940.92²



MAPPING DRAUGHTSPERSON

€623.30	€638.42	€648.98	€667.19	€685.54	€704.00	€722.35	€740.75	€751.61
€771.90	€782.04	€792.13	€808.89	€832.21 ¹	€855.48 ²			

SENIOR ARCHITECT

€75,889	€79,813	€82,452	€86,387	€90,342	€94,780	€98,246 ¹	€101,714 ²	
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ARCHITECT

€46,545	€49,569	€52,621	€55,801	€57,977	€60,159	€62,353	€64,552	€66,750
€68,948	€71,147	€73,339	€75,560	€77,974 ¹	€80,404 ²			

ARCHITECTURAL ASSISTANT GRADE 2

€729.30	€746.14	€765.48	€788.14	€803.88	€826.46	€847.12	€869.80	€892.49
€914.17	€935.89	€963.47 ¹	€991.18 ²					

SENIOR LABORATORY ANALYST

€58,115	€60,724	€63,039	€65,420	€67,863	€70,265	€72,744	€75,200	€77,662
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LABORATORY ANALYST

€39,960	€41,245	€43,202	€44,290	€45,326	€47,785	€49,374	€50,973	€52,634
€54,323	€56,061	€57,838	€59,631	€61,463	€63,236	€64,459 ¹		

NIGHTWATCHMAN

€585.19	€600.87	€619.22	€638.17	€655.07	€665.37 ¹	€686.31 ²		
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¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.