



5 February 2026

Circular Title: EL 02 -2026 - Application of 1st February 2026 pay adjustments

A Dhuine Uasail,

I am directed by the Minister for Housing, Local Government and Heritage to convey the following instructions to local authorities with regard to the application of adjustments to local authority pay in accordance with the Public Service Agreement 2024-2026.

To: HR Managers in each local authority

Effective from: 1 February 2026

Purpose: This circular sets out pay increases due on 1st February 2026 as provided for in the “Public Service Agreement 2024-2026”

1. Application

- 1.1. This circular applies to all local authority grades, including Chief Executives, and the Director General of Limerick City and County Council.
- 1.2. The pay adjustments should be applied, as appropriate, from **1st February 2026**.

2. General

- 2.1. This circular sets out pay increases due on 1 February 2026 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 2026.

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 local authority grades will be increased by 1% or €500 with effect from **1 February 2026**.

4. Overtime

- 4.1. Payment in respect of overtime rendered on or subsequent to **1 February 2026** by grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 February 2026**.

5. Premium Rates of Pay

- 5.1. Premium rates of pay payable in respect of or subsequent to **1 February 2026** which are calculated as a specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from **1 February 2026**.

6. Allowances

- 6.1. Allowances in the nature of pay for local authority grades to whom this circular applies will be increased by 1% from **1 February 2026**.
- 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 February 2026**.

7. Pensions

- 7.1. The principle of pay parity in pension increases for pre-existing schemes has been agreed up to 30 June 2026, in line with the Public Service Agreement 2024-2026. Pension increases should be passed on to pensions in line with that policy.
- 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 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 2026 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 2026

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 Enquiries from individual officers in respect of this circular should be addressed in the first instance to the local HR Unit of their parent local authority.

8.2 This circular will be available on the Department's website at <https://www.gov.ie/en/department-of-housing-local-government-and-heritage/policies/local-government/#local-government-circulars>

Enquiries regarding the application of this circular from HR units should be emailed to:
localservices@housing.gov.ie

8.3 This circular should be read in conjunction with Appendix to EL 01 - 2026 - Application of 1st February 2026 pay adjustments - Local Government Sector Pay scales, and additional circular letters related to specific grades of employment in the sector, including in respect of the fire service.

Yours sincerely,



Fiona Quinn
Assistant Secretary

cc Personnel Officer

Appendix to EL 02 - 2026 - Application of 1st February 2026 pay adjustments

Local Government Sector Pay scales

Chief Executive (and Director General of Limerick City and County Council)

Dublin City

€238,971

Cork County, Fingal, South Dublin

€204,590

Cork City, Dun Laoghaire-Rathdown, Kildare, Meath, Director General of Limerick City and County Council

€193,476

Clare, Donegal, Galway, Kerry, Kilkenny, Louth, Mayo, Tipperary, Westmeath, Wexford, Wicklow, Waterford City & County.

€179,850

Carlow, Cavan, Laois, Leitrim, Longford, Monaghan, Offaly, Roscommon, Sligo and Galway City

€167,281

Dublin Assistant Chief Executive and of the office of Head of Human Resources in Dublin City Council and of the office of Head of Finance in Dublin City Council

€167,281

Director of Service / Executive Manager DCC

€114,190 - €119,379 - €124,569 - €129,757 - €134,950

Senior Executive Officer/County & City Librarian/Head of Information Systems/Financial Accountant/Management Accountant/Financial & Management Accountant

€81,777 - €82,506 - €85,715 - €88,944 - €92,179 - €95,379 - €98,600 - €102,252 (LSI1) - €108,074 (LSI2)

Grade 7 Administrative Officer/Senior Executive Librarian

€60,611 - €62,095 - €63,826 - €65,563 - €67,300 - €68,852 - €70,442 - €71,982 - €73,518 - €76,149 (LSI1) - €78,795 (LSI2)

Grade 6 Senior Staff Officer/ Executive Librarian/Senior Legal Assistant/ Clerk of Works/Building Inspector

€57,895 - €59,276 - €60,960 - €64,126 - €66,017 - €68,367 (LSI1) - €70,730 (LSI2)

Grade 5 Staff Officer/Librarian/Legal Assistant

€52,239 - €53,799 - €55,392 - €57,019 - €58,657 - €60,567 (LSI1) - €62,484 (LSI2)

Grade 4 Assistant Staff Officer/Senior Library Assistant

€36,113 - €38,240 - €41,259 - €43,241 - €44,975 - €46,653 - €48,917 - €50,557 - €52,239 - €53,829 (LSI1) - €55,460 (LSI2)

Grade 3 Clerical Officer/Library Assistant/Branch Librarian*

€31,619 - €33,368 - €33,802 - €34,674 - €35,952 - €37,231 - €38,510 - €39,439 - €40,492 - €41,711 - €42,578 - €43,789 - €45,006 - €47,297 - €48,924 (LSI1)

*Hourly rate for Branch Librarian is based on the Library Assistant Scale. The rate below, effective from 01/02/2026 is based on a 35 hour working week.

Branch Librarian Hourly Rate

€17.31 - €18.27 - €18.51 - €18.99 - €19.69 - €20.39 - €21.09 - €21.60 - €22.17 - €22.84 - €23.31 - €23.98 - €24.64 - €25.90 - €26.79

County Engineer

€99,520 - €103,214 - €106,902 - €110,594 - €114,283 - €118,165 (LSI1) - €122,043 (LSI2)

Senior Engineer

€92,770 - €95,045 - €97,310 - €99,586 - €101,855 - €104,136 - €107,565 (LSI1) - €110,997 (LSI2)

Senior Executive Engineer

€79,881 - €82,330 - €83,503 - €85,968 - €88,454 - €90,933 - €93,430 - €96,567 (LSI1) - €99,695 (LSI2)

Executive Engineer

€60,255 - €62,447 - €64,640 - €66,837 - €69,032 - €71,226 - €73,423 - €75,606 - €77,813 - €80,001 - €82,523 (LSI1) - €83,758 (LSI2)

Assistant Engineer

€47,770 - €50,438 - €52,425 - €54,487 - €56,600 - €58,748 - €60,915 - €63,083 - €65,250 - €67,421 - €69,603 - €71,834 (LSI1) - €74,068 (LSI2)

Graduate Engineer

€39,846 - €42,684 - €46,744 - €50,447

Project Resident Engineer

€113,071

Senior Resident Engineer

€101,762

Resident Engineer

From: €76,602

To: €85,958

Assistant Resident Engineer

From: €55,052

To: €76,105

Graduate Resident Engineer

From: €42,930

To: €55,052

Site Technician Level 1

From: €62,041

To: €67,367

Site Technician Level 2

From: €52,905

To: €62,041

Chief Technician

€57,451 - €58,818 - €60,435 - €62,063 - €63,697 - €65,153 - €66,639 - €68,076 - €69,501 - €71,989 (LSI) - €74,488 (LSI2)

Senior Executive Technician

€55,622 - €56,746 - €58,297 - €60,935 - €62,533 - €64,761 (LSI1) - €66,993 (LSI2)

Executive Technician

€52,440 - €53,675 - €54,956 - €56,261 - €57,585 - €58,900 - €60,821 (LSI1) - €62,740 (LSI2)

Technician Grade 1

€49,260 - €49,998 - €50,968 - €51,944 - €52,923 - €53,925 - €54,850 - €56,597 (LSI1) - €58,368 (LSI2)

Technician Grade 2

€35,216 - €36,848 - €38,449 - €39,317 - €40,323 - €41,494 - €42,286 - €43,455 - €44,601 - €45,774 - €46,937 - €48,039 - €49,260 - €50,701 (LSI1) - €52,142 (LSI2)

Senior Social Worker

€81,910 - €84,272 - €87,834 - €91,394 - €94,959 - €98,524

Social Worker

€43,209 - €46,178 - €47,327 - €49,498 - €51,765 - €54,096 - €56,482 - €58,973 - €61,439 - €63,339 - €65,241 - €66,503 (LSI1)

Professionally Qualified Housing Welfare Officer

€55,761 - €58,387 - €61,036 - €63,707 - €66,364 - €69,025 - €71,689 - €73,081 (LSI1)

Housing Welfare Officer

€44,755 - €47,666 - €49,047 - €51,178 - €53,457 - €55,789 - €58,156 - €60,565 - €62,990 - €64,798 - €66,631 - €67,916 (LSI1)

Craftworker (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€806.10 - €828.58 - €882.60 - €888.20 - €893.69 - €899.26 - €904.80 - €910.35 - €915.89 - €921.45 - €926.96

Craftworker's Mate (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€685.46 - €705.11 - €748.54 - €749.36 - €752.89 - €756.70 - €760.26 - €762.14 - €763.93 - €765.78 - €767.63 - €770.53 - €772.84 - €774.87

Chargehand (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€938.87 - €948.28 - €952.83 - €957.84 - €962.60 - €965.07 - €967.41 - €969.90 - €972.39 - €976.29 - €979.32 - €986.63

Assistant Foreman (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€976.37 - €986.30 - €991.16 - €996.45 - €1,001.54 - €1,004.23 - €1,006.80 - €1,009.43 - €1,012.11 - €1,016.34 - €1,019.57 - €1,027.47

Foreman (Craft) (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€1,034.06 - €1,045.15 - €1,050.53 - €1,056.52 - €1,062.23 - €1,065.20 - €1,068.05 - €1,071.00 - €1,074.00 - €1,078.64 - €1,082.29 - €1,091.02

General Operatives and Related Grades (outside the Dublin area)

Foreman (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€794.06 - €797.94 - €801.51 - €803.54 - €803.54 - €803.54 - €803.54 - €804.85 - €806.88 - €809.05 - €811.38 - €813.48 - €815.62

Driver Plant Operator A (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€779.99 - €783.83 - €787.13 - €789.12 - €791.11 - €793.14 - €794.95 - €797.08 - €799.06 - €801.17 - €803.32 - €803.32 - €803.32

Light Equipment Operator (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€763.03 - €766.63 - €770.04 - €771.91 - €773.85 - €775.77 - €775.77 - €776.20 - €778.21 - €780.24 - €782.43 - €784.53 - €786.52

Refuse Collector (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€768.35 - €771.91 - €775.37 - €775.37 - €775.68 - €777.57 - €779.48 - €781.48 - €783.46 - €785.46 - €787.62 - €789.72 - €791.73

Ganger (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc)

Weekly Pay Scales

€773.91 - €774.29 - €777.65 - €779.79 - €781.65 - €783.61 - €785.69 - €787.62 - €789.71 - €792.01 - €793.97 -
€796.21 - €798.31

Driver Plant Operator B (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€795.51 - €799.22 - €802.90 - €804.93 - €804.93 - €804.93 - €804.93 - €806.14 - €808.26 - €810.46 - €812.65 -
€814.84 - €817.06

Mobile Library Driver/Assistant (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€803.07 - €806.68 - €810.30 - €812.31 - €814.31 - €816.29 - €818.28 - €820.38 - €822.46 - €824.57 - €826.72 -
€829.00 - €831.08

Water & Sewerage Caretaker Grade 3 (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€794.06 - €797.94 - €801.51 - €803.54 - €803.54 - €803.54 - €803.54 - €804.85 - €806.88 - €809.05 - €811.38 -
€813.48 - €815.62

General Operative/Labourer (First increment after 0.5 years, additional increments at 12 month intervals eg Point 3 after 1.5 years etc) Weekly Pay Scales

€693.83 - €708.09 - €751.26 - €754.80 - €758.19 - €760.10 - €762.06 - €763.98 - €765.88 - €767.90 - €769.90 -
€772.00 - €774.08 - €774.08 - €774.87

Water & Sewerage Caretaker Grade 5 (First increment after 1 year, additional increments at 12 month intervals) - Weekly Pay Scales

€844.48 - €852.00 - €859.38 - €867.38 - €875.38 - €883.51 - €891.47 - €898.95 - €906.42 - €911.39

General Services Supervisor (First increment after 1 year, additional increments at 12 month intervals) - Weekly Pay Scales

€914.82 - €932.11 - €949.37 - €967.16 - €985.01 - €1,002.96 - €1,021.36 - €1,039.65 - €1,058.43 - €1,077.37

Retained Fire Service Personnel				
With effect from 1st February 2026				
Retainer 01/09/2025				
Retained Fire Fighter				
Scale Point	From	Months of Service	Duration on Point	Amount
1	Year 1	0-12 Months	1 Year	€16,852
2	Years 2-5	12-48 Months	3 Years	€17,864
3	Years 5-7	48-84 Months	3 Years	€19,112
4	Years 8 +	84+ Months	Employment	€20,251
Retained Sub Officer/ Driver Mechanic				
Scale Point	From	Months of Service	Duration on Point	Amount
1	Years 0-3	On Appointment - 36	3 Years	€21,821
2	Years 4-7	36 - 84 Months	4 Years	€23,558
3	Years 8+	84+ Months	Employment	€25,139
Retained Station Officer				
Scale Point	From	Months of Service	Duration on Point	Amount
1	Years 0-3	On Appointment - 36	3 Years	€26,338
2	Years 4-7	36 - 84 Months	4 Years	€28,635
3	Years 8+	84+ Months	Employment	€30,721
Activity Rates	01/09/2025			
for Activity (Drill Rate)	Standard Attendance Rates		Premium Attendance Rates	
	1st Hour	Subsequent Hours	1st Hour	Subsequent Hours
€26.04	€52.08	€26.04	€104.16	€52.08
at Drills (Double Drill Rate)	€52.08			
Community Fire Safety Annual Payment (40 Hours at Basic Rate Annually)	€40.06			
Safety Payment - Hourly	€26.04			