



Circular Title: EL 07 -2025 - Application of 1st August 2025 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 August 2025

Purpose: This circular sets out pay increases due on 1 August 2025 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 **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 local authority grades will be increased by 1% with effect from **1 August 2025**.

4. Overtime

- 4.1. Payment in respect of overtime rendered on or subsequent to **1 August 2025** by 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 a 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 local authority grades 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**.

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 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 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 06 - 2025 - Application of 1st August 2025 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 07 - 2025 - Application of 1st August 2025 pay adjustments

Local Government Sector Pay scales

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

Dublin City

€236,605.00

Cork County, Fingal, South Dublin

€202,564.00

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

€191,560.00

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

€178,069.00

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

€165,625.00

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

€165,625.00

Director of Service / Executive Manager DCC

€113,059 - €118,197 - €123,336 - €128,472 - €133,614

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

€80,967 - €81,689 - €84,866 - €88,063 - €91,266 - €94,435 - €97,624 - €101,240 (LSI1) - €107,004 (LSI2)

Grade 7 Administrative Officer/Senior Executive Librarian

€60,011 - €61,480 - €63,194 - €64,914 - €66,634 - €68,170 - €69,745 - €71,269 - €72,790 - €75,395 (LSI1) - €78,015 (LSI2)

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

€57,322 - €58,689 - €60,356 - €63,491 - €65,363 - €67,690 (LSI1) - €70,030 (LSI2)

Grade 5 Staff Officer/Librarian/Legal Assistant

€51,722 - €53,266 - €54,844 - €56,454 - €58,076 - €59,967 (LSI1) - €61,865 (LSI2)

Grade 4 Assistant Staff Officer/Senior Library Assistant

€35,613 - €37,740 - €40,759 - €42,741 - €44,475 - €46,153 - €48,417 - €50,056 - €51,722 - €53,296 (LSI1) - €54,911 (LSI2)

Grade 3 Clerical Officer/Library Assistant/Branch Librarian*

€31,119 - €32,868 - €33,302 - €34,174 - €35,452 - €36,731 - €38,010 - €38,939 - €39,992 - €41,211 - €42,078 - €43,289 - €44,506 - €46,797 - €48,424 (LSI1)

*Hourly rate for Branch Librarian is based on the Library Assistant Scale. The rate below, effective from 1/08/2025 is based on a 35 hour working week.

Branch Librarian Hourly Rate

€17.04 - €18.00 - €18.23 - €18.71 - €19.41 - €20.11 - €20.81 - €21.32 - €21.90 - €22.57 - €23.04 - €23.70 - €24.37 - €25.62 - €26.51 (LSI1)

County Engineer

€98,535 - €102,192 - €105,844 - €109,499 - €113,151 - €116,995 (LSI1) – €120,835 (LSI2)

Senior Engineer

€91,851 - €94,104 - €96,347 - €98,600 - €100,847 - €103,105 - €106,500 (LSI1) - €109,898 (LSI2)

Senior Executive Engineer

€79,090 - €81,515 - €82,676 - €85,117 - €87,578 - €90,033 - €92,505 - €95,611 (LSI1) - €98,708 (LSI2)

Executive Engineer

€59,658 - €61,829 - €64,000 - €66,175 - €68,349 - €70,521 - €72,696 - €74,857 - €77,043 - €79,209 - €81,706 (LSI1) - €82,929 (LSI2)

Assistant Engineer

€47,270 - €49,938 - €51,906 - €53,948 - €56,040 - €58,166 - €60,312 - €62,458 - €64,604 - €66,753 - €68,914 - €71,123 (LSI1) - €73,335 (LSI2)

Graduate Engineer

€39,346 - €42,184 - €46,244 - €49,947

Project Resident Engineer

€111,951

Senior Resident Engineer

€100,754

Resident Engineer

From: €75,844

To: €85,107

Assistant Resident Engineer

From: €54,507

To: €75,351

Graduate Resident Engineer

From: €42,430

To: €54,507

Site Technician Level 1

From: €61,427

To: €66,700

Site Technician Level 2

From: €52,381

To: €61,427

Chief Technician

€56,882 - €58,236 - €59,837 - €61,449 - €63,066 - €64,508 - €65,979 - €67,402 - €68,813 - €71,276 (LSI1) - €73,750 (LSI2)

Senior Executive Technician

€55,071 - €56,184 - €57,720 - €60,332 - €61,914 - €64,120 (LSI1) - €66,330 (LSI2)

Executive Technician

€51,921 - €53,144 - €54,412 - €55,704 - €57,015 - €58,317 - €60,219 (LSI1) - €62,119 (LSI2)

Technician Grade 1

€48,760 - €49,498 - €50,463 - €51,430 - €52,399 - €53,391 - €54,307 - €56,037 (LSI1) - €57,790 (LSI2)

Technician Grade 2

€34,716 - €36,348 - €37,949 - €38,817 - €39,823 - €40,994 - €41,786 - €42,955 - €44,101 - €45,274 - €46,437 - €47,539 - €48,760 - €50,199 (LSI1) - €51,626 (LSI2)

Senior Social Worker

€81,099 - €83,438 - €86,964 - €90,489 - €94,019 - €97,549

Social Worker

€42,709 - €45,678 - €46,827 - €48,998 - €51,252 - €53,560 - €55,923 - €58,389 - €60,831 - €62,712 - €64,595 - €65,845 (LSI1)

Professionally Qualified Housing Welfare Officer

€55,209 - €57,809 - €60,432 - €63,076 - €65,707 - €68,342 - €70,979 - €72,357 (LSI1)

Housing Welfare Officer

€44,255 - €47,166 - €48,547 - €50,671 - €52,928 - €55,237 - €57,580 - €59,965 - €62,366 - €64,156 - €65,971 - €67,244 (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

€796.52 - €819.00 - €873.02 - €878.62 - €884.11 - €889.68 - €895.22 - €900.77 - €906.31 - €911.87 - €917.38

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

€675.88 - €695.53 - €738.96 - €739.78 - €743.31 - €747.12 - €750.68 - €752.56 - €754.35 - €756.20 - €758.05 -
€760.95 - €763.26 - €765.29

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

€929.29 - €938.70 - €943.25 - €948.26 - €953.02 - €955.49 - €957.83 - €960.30 - €962.76 - €966.62 - €969.62 -
€976.86

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

€966.70 - €976.53 - €981.35 - €986.58 - €991.62 - €994.29 - €996.83 - €999.44 - €1,002.09 - €1,006.28 - €1,009.48 -
€1,017.30

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

€1,023.82 - €1,034.80 - €1,040.13 - €1,046.06 - €1,051.71 - €1,054.65 - €1,057.48 - €1,060.40 - €1,063.37 - €1,067.96
- €1,071.57 - €1,080.22

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

€784.48 - €788.36 - €791.93 - €793.96 - €793.96 - €793.96 - €793.96 - €795.27 - €797.30 - €799.47 - €801.80 -
€803.90 - €806.04

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

€770.41 - €774.25 - €777.55 - €779.54 - €781.53 - €783.56 - €785.37 - €787.50 - €789.48 - €791.59 - €793.74 -
€793.74 - €793.74

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

€753.45 - €757.05 - €760.46 - €762.33 - €764.27 - €766.19 - €766.19 - €766.62 - €768.63 - €770.66 - €772.85 -
€774.95 - €776.94

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

€758.77 - €762.33 - €765.79 - €765.79 - €766.10 - €767.99 - €769.90 - €771.90 - €773.88 - €775.88 - €778.04 -
€780.14 - €782.15

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

€764.33 - €764.71 - €768.07 - €770.21 - €772.07 - €774.03 - €776.11 - €778.04 - €780.13 - €782.43 - €784.39 - €786.63 - €788.73

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

€785.93 - €789.64 - €793.32 - €795.35 - €795.35 - €795.35 - €795.35 - €796.56 - €798.68 - €800.88 - €803.07 - €805.26 - €807.48

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

€793.49 - €797.10 - €800.72 - €802.73 - €804.73 - €806.71 - €808.70 - €810.80 - €812.88 - €814.99 - €817.14 - €819.42 - €821.50

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

€784.48 - €788.36 - €791.93 - €793.96 - €793.96 - €793.96 - €793.96 - €795.27 - €797.30 - €799.47 - €801.80 - €803.90 - €806.04

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

€684.25 - €698.51 - €741.68 - €745.22 - €748.61 - €750.52 - €752.48 - €754.40 - €756.30 - €758.32 - €760.32 - €762.42 - €764.50 - €764.50 - €765.29

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

€834.90 - €842.42 - €849.80 - €857.80 - €865.80 - €873.93 - €881.89 - €889.37 - €896.84 - €901.81

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

€905.24 - €922.53 - €939.79 - €957.58 - €975.26 - €993.03 - €1,011.25 - €1,029.36 - €1,047.95 - €1,066.70

Retained Fire Service Personnel				
With effect from the 1st August 2025				
Retainer (Annual Amounts)	01/08/2025			
			Retained Fire Fighter	
Scale Point	From	Months of service	Duration on Point	
1	Year 1	On appointment-12 months	1 year	€16,190
2	Years 2–4	12–48 months	3 years	€17,192
3	Years 5–7	48–84 months	3 years	€18,428
4	Year 8+	84+ months	Until cessation	€19,555
			Retained Sub Officer / Driver Mechanic	
Scale Point	From	Months of service	Duration on Point	
1	Years 0–3	On appointment–36 months	3 years	€21,110
2	Years 4–7	36–84 months	4 years	€22,830
3	Year 8+	84+ months	Until cessation	€24,395
			Retained Station Officer	
Scale Point	From	Months of service	Duration on Point	
1	Years 0–3	On appointment–36 months	3 years	€25,582
2	Years 4–7	36–84 months	4 years	€27,856
3	Year 8+	84+ months	Until cessation	€29,922
Activity Rates	01/08/2025			
Basic Hourly Rate for Activity (Drill Rate)	Standard Attendance Rates		Premium Attendance Rates	
	1st Hour	Subsequent Hours	1st Hour	Subsequent Hours
€25.52	€51.04	€25.52	€102.08	€51.04
Hourly Attendance at Drills (Double Drill Rate)	€51.04			
Community Fire Safety Annual Payment (40 hours at Basic Rate Annually)	€39.26			
Community Fire Safety Payment - Hourly	€25.52			