



Circular Title: Application of 1 June 2026 pay adjustments

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation 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 22/2026

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

File Reference: E107/006/2015

Effective From: 1 June 2026

Mise le meas,

A handwritten signature in blue ink, which appears to read 'John Howlin', is placed above a horizontal line.

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 June 2026**.

2. General

- 2.1. This circular sets out pay increases due on **1 June 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 cent.
- 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 civil servants will be increased by 1% with effect from **1 June 2026**.
- 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 June 2026** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 June 2026**.

5. Premium Rates of Pay

- 5.1. Premium rates of pay payable in respect of or subsequent to **1 June 2026** 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 June 2026**.

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 June 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 June 2026**.
- 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, Infrastructure, Public Service Reform and Digitalisation. 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 (ASC): 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. 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 pre-existing 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 [Department of Public Expenditure, NDP Delivery and Reform: Letters to personnel from 2000 to present](#)



Appendix 1A

Revised pay scales with effect from 01 June 2026 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

€283,711

SECRETARY GENERAL LEVEL II - PPC

€267,024

SECRETARY GENERAL LEVEL III - PPC

€252,970

DEPUTY SECRETARY – PPC

€221,451

ASSISTANT SECRETARY - PPC

€171,517 €179,312 €187,760 €196,205

PRINCIPAL HIGHER SCALE - PPC

€116,397 €121,189 €126,005 €130,809 €134,906 €139,225¹ €143,541²

PRINCIPAL - PPC

€108,152 €112,741 €117,294 €121,883 €125,753 €129,768¹ €133,775²

ASSISTANT PRINCIPAL HIGHER - PPC

€91,229 €94,699 €98,178 €101,658 €105,132 €107,164 €110,611¹ €114,069²

ASSISTANT PRINCIPAL - PPC

€83,113 €86,173 €89,277 €92,390 €95,499 €97,292 €100,427¹ €103,576²

ADMINISTRATIVE OFFICER STANDARD SCALE - PPC

€41,176 €43,899 €44,678 €48,089 €52,470 €55,949 €59,567 €63,232 €66,895
€70,547 €73,077¹ €76,546²

ADMINISTRATIVE OFFICER HIGHER SCALE - PPC

€55,949 €59,567 €63,232 €66,895 €70,547 €73,077 €75,566 €79,037

HIGHER EXECUTIVE OFFICER STANDARD SCALE - PPC

€60,029 €61,785 €63,537 €65,286 €67,044 €68,792 €70,547 €73,077¹ €76,546²

HIGHER EXECUTIVE OFFICER HIGHER SCALE - PPC

€63,537 €65,286 €67,044 €68,792 €70,547 €73,077 €74,734 €76,397 €79,038

EXECUTIVE OFFICER STANDARD SCALE - PPC

€38,803 €40,764 €41,871 €44,030 €45,965 €47,838 €49,703 €51,534 €53,419
€55,296 €57,289 €58,624 €60,527¹ €63,227²

**EXECUTIVE OFFICER HIGHER SCALE - PPC**

€41,871	€44,030	€45,965	€47,838	€49,703	€51,534	€53,419	€55,296	€57,289
€58,624	€60,527	€61,954	€63,384	€65,628				

CLERICAL OFFICER - PPC

€611.75	€645.43	€654.01	€670.69	€695.32	€719.93	€744.51	€762.42	€782.74
€806.29	€822.89	€846.23	€869.42	€905.60	€934.03 ¹	€958.80 ²		

CLERICAL OFFICER HIGHER SCALE - PPC

€670.69	€695.32	€719.93	€744.51	€762.42	€782.74	€806.29	€822.89	€846.23
€869.42	€905.60	€934.03	€947.08	€976.63				

HEAD SERVICES OFFICER - PPC

€781.48	€799.97	€814.85	€836.49	€858.14	€879.81	€905.62 ¹	€947.91 ²	
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SERVICES OFFICER - PPC

€580.89	€609.76	€620.70	€643.68	€664.28	€676.59	€690.99	€708.29	€737.93
€752.58 ¹	€787.39 ²							

SERVICES ATTENDANT - PPC

€574.36	€593.92	€620.70	€629.15	€646.68	€667.28	€685.24	€705.43	€730.25
€750.57 ¹	€778.89 ²							

CLEANER - PPC

€559.05	€589.45	€597.99	€617.83	€641.73	€656.50 ¹	€681.21 ²		
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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 June 2026 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

€87,510 €90,260 €93,015 €95,761 €98,508 €101,776 €105,493¹ €109,216²

ENGINEER GRADE II & PROFESSIONAL ACCOUNTANT GRADE II - PPC

€76,202 €77,944 €79,680 €81,425 €83,165 €83,629 €85,344 €87,125
€90,024¹ €92,931²

ENGINEER GRADE III & PROFESSIONAL ACCOUNTANT GRADE III - PPC

€40,374 €42,921 €43,602 €47,001 €50,412 €53,886 €57,526 €59,823 €62,132
€64,461 €66,776 €69,097 €71,418 €73,732 €76,066 €78,644¹ €81,218²

STATE SOLICITOR & PROSECUTION SOLICITOR - PPC

€41,521 €44,270 €45,059 €48,503 €52,934 €56,481 €60,129 €63,840 €67,543
€71,226 €83,113 €86,174 €89,277 €92,390 €95,499 €97,292 €100,427¹ €103,576²

LAW CLERK - PPC

€666.16 €690.55 €726.92 €754.02 €786.31 €807.98 €822.66 €844.14
€865.60 €887.09 €908.66 €930.86¹ €953.00²

HIGHER LEGAL EXECUTIVE - PPC

€60,029 €61,785 €63,537 €65,286 €67,044 €68,792 €70,547 €73,077¹ €76,546²

LEGAL EXECUTIVE - PPC

€42,418 €44,660 €46,443 €48,157 €49,711 €51,102 €52,522 €53,975 €55,454 €56,920
€58,318¹ €60,146²

SENIOR ENGINEERING DRAUGHTSPERSON - PPC

€50,701 €51,583 €52,690 €53,840 €54,991 €56,177 €57,303 €59,145¹ €61,012²

ENGINEERING DRAUGHTSPERSON - PPC

€772.29 €792.83 €817.10 €833.79 €857.76 €881.77 €905.81 €928.86 €951.89
€974.90 €998.27 €1,028.41¹ €1,059.21²

CHIEF SUPERINTENDENT MAPPING - PPC

€62,690 €65,625 €68,560 €71,493 €74,427 €77,357 €80,290 €83,231 €84,517
€87,125 €90,024¹ €92,931²

SUPERINTENDENT MAPPING - PPC

€55,705 €57,598 €59,187 €60,770 €62,376 €63,990 €65,560 €67,563¹ €69,554²

EXAMINER IN CHARGE - PPC

€48,903 €49,847 €50,776 €51,734 €52,695 €53,684 €55,705 €57,352¹
€59,036²



EXAMINER OF MAPS - PPC

€853.16 €873.96 €893.98 €912.66 €932.81 €947.46 €975.37¹ €1,003.60²

MAPPING DRAUGHTSPERSON - PPC

€666.58 €674.54 €693.88 €713.27 €732.81 €752.31 €765.13 €780.57 €798.56
 €809.59 €827.39 €845.17 €863.07 €887.80¹ €912.60²

SENIOR ARCHITECT - PPC

€81,388 €84,285 €88,517 €92,756 €97,009 €101,776 €105,493¹ €109,217²

ARCHITECT - PPC

€45,294 €48,195 €49,637 €52,882 €56,262 €59,775 €62,127 €64,483 €66,848
 €69,198 €71,556 €73,917 €76,274 €78,637 €81,018 €83,617¹ €84,906²

ARCHITECTURAL ASSISTANT GRADE 2 - PPC

€713.02 €756.86 €772.29 €792.83 €817.10 €833.79 €857.76 €881.77 €903.72
 €927.80 €951.89 €974.90 €998.27 €1,028.41¹ €1,059.21²

SENIOR LABORATORY ANALYST - PPC

€62,272 €65,085 €67,576 €70,127 €72,752 €75,340 €77,998 €80,629 €83,279

LABORATORY ANALYST - PPC

€42,098 €43,638 €46,086 €47,246 €48,352 €50,964 €52,669 €54,435 €56,282
 €58,161 €60,053 €61,977 €63,917 €65,881 €67,782 €69,098¹

NIGHTWATCHMAN - PPC

€580.51 €607.94 €621.48 €642.12 €662.27 €674.07 €691.88 €711.31¹ €744.45²

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 June 2026 for Civil Servants appointed before 6th April 1995 in General Service grades.

SECRETARY GENERAL LEVEL I

€269,525

SECRETARY GENERAL LEVEL II

€253,672

SECRETARY GENERAL LEVEL III

€240,321

DEPUTY SECRETARY

€210,377

ASSISTANT SECRETARY

€162,944 €170,349 €178,373 €186,397

PRINCIPAL HIGHER

€110,571 €115,131 €119,706 €124,266 €128,164 €132,269¹ €136,369²

PRINCIPAL

€102,744 €107,097 €111,425 €115,791 €119,467 €123,282¹ €127,086²

ASSISTANT PRINCIPAL HIGHER

€86,662 €89,963 €93,276 €96,571 €99,875 €101,800 €105,089¹ €108,368²

ASSISTANT PRINCIPAL

€80,282 €83,205 €84,815 €87,770 €90,725 €92,432 €95,408¹ €98,396²

ADMINISTRATIVE OFFICER STANDARD SCALE

€39,634 €42,411 €42,793 €46,035 €50,184 €53,387 €56,735 €60,183 €63,661
€67,134 €69,528¹ €72,829²

ADMINISTRATIVE OFFICER HIGHER SCALE

€53,387 €56,735 €60,183 €63,661 €67,134 €69,528 €71,901 €75,200

HIGHER EXECUTIVE OFFICER STANDARD SCALE

€57,173 €58,823 €60,471 €62,131 €63,794 €65,470 €67,134 €69,528¹ €72,829²

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€60,471 €62,131 €63,794 €65,470 €67,134 €69,528 €71,102 €72,686 €75,200

EXECUTIVE OFFICER STANDARD SCALE

€37,211 €39,424 €40,299 €42,187 €44,022 €45,804 €47,573 €49,307 €51,062
€52,786 €54,607 €55,852 €57,640¹ €60,188²

**EXECUTIVE OFFICER HIGHER SCALE**

€40,299	€42,187	€44,022	€45,804	€47,573	€49,307	€51,062	€52,786	€54,607
€55,852	€57,640	€58,986	€60,326	€62,454				

CLERICAL OFFICER

€587.05	€619.09	€627.21	€650.90	€666.51	€689.89	€713.27	€736.65	€753.44
€776.14	€795.18	€810.67	€832.71	€867.10	€894.09 ¹	€917.79 ²		

CLERICAL OFFICER HIGHER SCALE

€650.90	€666.51	€689.89	€713.27	€736.65	€753.44	€776.14	€795.18	€810.67
€832.71	€867.10	€894.09	€906.58	€934.64				

HEAD SERVICES OFFICER

€755.35	€770.08	€787.43	€808.29	€822.00	€842.57	€867.10 ¹	€907.37 ²	
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SERVICES OFFICER

€569.63	€585.21	€599.28	€618.00	€637.05	€656.54	€670.46	€678.85	€707.13
€727.04 ¹	€761.02 ²							

SERVICES ATTENDANT

€569.63	€570.46	€599.28	€607.20	€620.66	€639.88	€664.92	€676.08	€699.69
€719.02 ¹	€752.66 ²							

CLEANER

€540.31	€566.42	€577.64	€596.60	€616.12	€629.63 ¹	€661.07 ²		
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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 June 2026 for Civil Servants appointed before 6th April 1995 for certain grades common to two or more Departments.

ENGINEER GRADE I & PROFESSIONAL ACCOUNTANT GRADE I

€83,192 €85,745 €88,362 €90,978 €93,582 €96,685 €100,220¹ €103,758²

ENGINEER GRADE II & PROFESSIONAL ACCOUNTANT GRADE II

€72,501 €74,161 €75,807 €77,467 €79,121 €80,775 €82,422 €84,093 €85,521¹
€88,278²

ENGINEER GRADE III & PROFESSIONAL ACCOUNTANT GRADE III

€42,128 €45,002 €48,243 €51,483 €54,822 €56,977 €59,156 €61,348 €63,547
€65,755 €67,956 €70,159 €72,364 €74,827¹ €77,273²

STATE SOLICITOR & PROSECUTION SOLICITOR

€39,961 €42,409 €43,152 €46,431 €50,615 €53,875 €57,261 €60,764 €64,281
€67,779 €80,282 €83,205 €84,815 €87,770 €90,725 €92,432 €95,408¹ €98,396²

LAW CLERK

€646.45 €669.97 €696.49 €722.27 €756.95 €777.77 €794.97 €808.68 €829.10
€849.54 €870.03 €891.07¹ €912.13²

HIGHER LEGAL EXECUTIVE

€57,173 €58,823 €60,471 €62,131 €63,794 €65,470 €67,134 €69,528¹ €72,829²

LEGAL EXECUTIVE

€44,473 €46,107 €47,576 €48,899 €50,227 €51,576 €52,937 €54,277 €55,568¹
€57,286²

SENIOR ENGINEERING DRAUGHTSPERSON

€48,518 €49,348 €50,386 €51,455 €52,505 €53,595 €54,624 €56,341¹ €58,093²

ENGINEERING DRAUGHTSPERSON

€746.27 €763.29 €782.82 €805.70 €821.58 €844.41 €867.33 €889.19 €911.09
€932.98 €954.93 €982.84¹ €1,011.10²

CHIEF SUPERINTENDENT MAPPING

€59,677 €62,455 €65,246 €68,033 €70,815 €73,595 €76,391 €79,185 €81,640
€84,093 €85,521¹ €88,278²

SUPERINTENDENT MAPPING

€53,167 €54,892 €56,383 €57,865 €59,379 €60,900 €62,400 €64,296¹ €66,188²

EXAMINER IN CHARGE

€46,806 €47,705 €48,593 €49,494 €50,398 €51,306 €53,167 €54,675¹ €56,230²



EXAMINER OF MAPS

€817.23 €837.02 €856.03 €873.83 €892.91 €906.81 €933.43¹ €960.00²

MAPPING DRAUGHTSPERSON

€639.22 €654.49 €665.16 €683.54 €702.06 €720.73 €739.25 €757.83 €768.80
 €789.30 €799.55 €809.73 €826.65 €850.22¹ €873.71²

SENIOR ARCHITECT

€77,414 €81,417 €84,110 €88,124 €92,157 €96,685 €100,220¹ €103,758²

ARCHITECT

€47,515 €50,570 €53,678 €56,923 €59,143 €61,369 €63,607 €65,850 €68,092
 €70,333 €72,577 €74,813 €77,079 €79,542¹ €82,020²

ARCHITECTURAL ASSISTANT GRADE 2

€746.27 €763.29 €782.82 €805.70 €821.58 €844.41 €865.28 €888.17 €911.09
 €932.98 €954.93 €982.84¹ €1,011.10²

SENIOR LABORATORY ANALYST

€59,283 €61,944 €64,306 €66,735 €69,227 €71,678 €74,206 €76,712 €79,223

LABORATORY ANALYST

€40,865 €42,162 €44,139 €45,238 €46,284 €48,768 €50,373 €51,998 €53,692
 €55,415 €57,188 €59,000 €60,829 €62,699 €64,507 €65,755¹

NIGHTWATCHMAN

€600.72 €616.54 €635.09 €654.24 €671.31 €681.70¹ €713.25²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.