	Salary	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	Total increase	Total increase
	(after PSA 2024-26)	2.00%	1.00%	1.00%	1.50%	1.00%	1.00%	1.00%	1.25%		
	Minimum increase	or €1,200		or €600	or €900		or €600		or €750		
	1st June 2026	1st September 2026	1st April 2027	1st August 2027	1st November 2027	1st March 2028	1st June 2028	1st October 2028	2nd March 2029	€ by March 2029	% by March 2029
AP - PRE 95											
1	€80,282	€81,888	€82,707	€83,534	€84,787	€85,635	€86,491	€87,356	€88,448	€8,166	10.17%
2	€83,204	€84,869	€85,717	€86,574	€87,873	€88,752	€89,639	€90,536	€91,667	€8,463	10.17%
3	€84,816	€86,512	€87,377	€88,251	€89,575	€90,470	€91,375	€92,289	€93,443	€8,627	10.17%
4	€87,770	€89,525	€90,421	€91,325	€92,695	€93,622	€94,558	€95,503	€96,697	€8,927	10.17%
5	€90,725	€92,540	€93,465	€94,400	€95,816	€96,774	€97,742	€98,719	€99,953	€9,228	10.17%
6	€92,433	€94,282	€95,224	€96,177	€97,619	€98,595	€99,581	€100,577	€101,834	€9,402	10.17%
LSI 1	€95,408	€97,316	€98,289	€99,272	€100,761	€101,769	€102,786	€103,814	€105,112	€9,704	10.17%
LSI 2	€98,395	€100,363	€101,366	€102,380	€103,916	€104,955	€106,004	€107,065	€108,403	€10,008	10.17%
AP (H) - PRE 95											
1	€86,663	€88,396	€89,280	€90,173	€91,525	€92,441	€93,365	€94,299	€95,477	€8,815	10.17%
2	€89,962	€91,761	€92,679	€93,606	€95,010	€95,960	€96,920	€97,889	€99,112	€9,150	10.17%
3	€93,276	€95,141	€96,093	€97,054	€98,510	€99,495	€100,490	€101,494	€102,763	€9,487	10.17%
4	€96,571	€98,502	€99,487	€100,482	€101,989	€103,009	€104,039	€105,080	€106,393	€9,822	10.17%
5	€99,875	€101,872	€102,891	€103,920	€105,479	€106,533	€107,599	€108,675	€110,033	€10,158	10.17%
6	€101,800	€103,836	€104,874	€105,923	€107,511	€108,587	€109,672	€110,769	€112,154	€10,354	10.17%
LSI 1	€105,090	€107,192	€108,264	€109,347	€110,987	€112,097	€113,218	€114,350	€115,779	€10,689	10.17%
LSI 2	€108,369	€110,536	€111,642	€112,758	€114,449	€115,594	€116,750	€117,917	€119,391	€11,022	10.17%
PO - PRE 95											
1	€102,746	€104,800	€105,848	€106,907	€108,511	€109,596	€110,692	€111,798	€113,196	€10,450	10.17%
2	€107,098	€109,240	€110,333	€111,436	€113,108	€114,239	€115,381	€116,535	€117,992	€10,893	10.17%
3	€111,426	€113,654	€114,791	€115,939	€117,678	€118,855	€120,043	€121,244	€122,759	€11,333	10.17%
4	€115,791	€118,107	€119,288	€120,481	€122,288	€123,511	€124,746	€125,993	€127,568	€11,777	10.17%
5	€119,466	€121,856	€123,074	€124,305	€126,169	€127,431	€128,705	€129,992	€131,617	€12,151	10.17%
LSI 1	€123,281	€125,746	€127,004	€128,274	€130,198	€131,500	€132,815	€134,143	€135,820	€12,539	10.17%
LSI 2	€127,087	€129,628	€130,925	€132,234	€134,217	€135,560	€136,915	€138,284	€140,013	€12,926	10.17%
PO (H) - PRE 95											
1	€110,571	€112,782	€113,910	€115,049	€116,775	€117,943	€119,122	€120,313	€121,817	€11,246	10.17%
2	€115,131	€117,434	€118,608	€119,794	€121,591	€122,807	€124,035	€125,275	€126,841	€11,710	10.17%
3	€119,706	€122,100	€123,321	€124,555	€126,423	€127,687	€128,964	€130,254	€131,882	€12,176	10.17%
4	€124,266	€126,752	€128,019	€129,299	€131,239	€132,551	€133,877	€135,215	€136,906	€12,639	10.17%
5	€128,164	€130,727	€132,035	€133,355	€135,355	€136,709	€138,076	€139,457	€141,200	€13,036	10.17%
LSI 1	€132,268	€134,914	€136,263	€137,625	€139,690	€141,087	€142,497	€143,922	€145,721	€13,453	10.17%
LSI 2	€136,369	€139,096	€140,487	€141,892	€144,020	€145,461	€146,915	€148,384	€150,239	€13,870	10.17%
** Starting salaries (column B) are the 1st June 2026 figures from the previous tab, carried over by formula.*											
** Where an increase has a cash minimum, the greater of the % or the € amount applies. At AP and PO salary levels the % is always greater.*											
** Excludes the Local Bargaining payment of up to 1% of basic pay costs due on 1st March 2029.*											
** Based on the draft Public Service Agreement 2026-2029 (WRC, 11th November 2026), subject to ratification.*											

	Salary	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	Total increase	Total increase
	(after PSA 2024-26)	2.00%	1.00%	1.00%	1.50%	1.00%	1.00%	1.00%	1.25%		
	Minimum increase	or €1,200		or €600	or €900		or €600		or €750		
	1st June 2026	1st September 2026	1st April 2027	1st August 2027	1st November 2027	1st March 2028	1st June 2028	1st October 2028	2nd March 2029	€ by March 2029	% by March 2029
AP - Post 95											
1	€83,112	€84,775	€85,622	€86,479	€87,776	€88,654	€89,540	€90,435	€91,566	€8,454	10.17%
2	€86,173	€87,896	€88,775	€89,663	€91,008	€91,918	€92,837	€93,766	€94,938	€8,765	10.17%
3	€89,276	€91,062	€91,972	€92,892	€94,285	€95,228	€96,180	€97,142	€98,356	€9,080	10.17%
4	€92,390	€94,238	€95,180	€96,132	€97,574	€98,550	€99,535	€100,531	€101,787	€9,397	10.17%
5	€95,499	€97,409	€98,383	€99,367	€100,857	€101,866	€102,884	€103,913	€105,212	€9,713	10.17%
6	€97,291	€99,237	€100,229	€101,232	€102,750	€103,778	€104,815	€105,863	€107,187	€9,896	10.17%
LSI 1	€100,428	€102,437	€103,461	€104,496	€106,063	€107,124	€108,195	€109,277	€110,643	€10,215	10.17%
LSI 2	€103,576	€105,648	€106,704	€107,771	€109,388	€110,482	€111,587	€112,703	€114,111	€10,535	10.17%
AP (H) - Post 95											
1	€91,229	€93,054	€93,984	€94,924	€96,348	€97,312	€98,285	€99,268	€100,508	€9,279	10.17%
2	€94,700	€96,594	€97,560	€98,535	€100,013	€101,013	€102,024	€103,044	€104,332	€9,632	10.17%
3	€98,179	€100,143	€101,144	€102,155	€103,688	€104,725	€105,772	€106,830	€108,165	€9,986	10.17%
4	€101,656	€103,689	€104,726	€105,773	€107,360	€108,433	€109,518	€110,613	€111,996	€10,340	10.17%
5	€105,132	€107,234	€108,307	€109,390	€111,031	€112,141	€113,262	€114,395	€115,825	€10,693	10.17%
6	€107,163	€109,306	€110,399	€111,503	€113,176	€114,308	€115,451	€116,605	€118,063	€10,900	10.17%
LSI 1	€110,611	€112,824	€113,952	€115,091	€116,818	€117,986	€119,166	€120,358	€121,862	€11,251	10.17%
LSI 2	€114,070	€116,351	€117,515	€118,690	€120,470	€121,675	€122,892	€124,121	€125,672	€11,602	10.17%
PO - Post 95											
1	€108,152	€110,315	€111,418	€112,532	€114,220	€115,362	€116,516	€117,681	€119,152	€11,000	10.17%
2	€112,741	€114,996	€116,146	€117,308	€119,067	€120,258	€121,460	€122,675	€124,208	€11,467	10.17%
3	€117,295	€119,641	€120,837	€122,045	€123,876	€125,115	€126,366	€127,630	€129,225	€11,930	10.17%
4	€121,882	€124,320	€125,563	€126,819	€128,721	€130,008	€131,308	€132,621	€134,279	€12,397	10.17%
5	€125,753	€128,268	€129,550	€130,846	€132,809	€134,137	€135,478	€136,833	€138,543	€12,791	10.17%
LSI 1	€129,767	€132,362	€133,686	€135,023	€137,048	€138,418	€139,803	€141,201	€142,966	€13,199	10.17%
LSI 2	€133,775	€136,451	€137,815	€139,194	€141,281	€142,694	€144,121	€145,562	€147,382	€13,607	10.17%
PO (H) - Post 95											
1	€116,397	€118,725	€119,912	€121,111	€122,928	€124,157	€125,399	€126,653	€128,236	€11,839	10.17%
2	€121,189	€123,613	€124,849	€126,098	€127,989	€129,269	€130,562	€131,867	€133,516	€12,326	10.17%
3	€126,006	€128,526	€129,811	€131,109	€133,076	€134,407	€135,751	€137,108	€138,822	€12,816	10.17%
4	€130,810	€133,426	€134,761	€136,108	€138,150	€139,531	€140,927	€142,336	€144,115	€13,305	10.17%
5	€134,908	€137,606	€138,982	€140,372	€142,477	€143,902	€145,341	€146,794	€148,629	€13,722	10.17%
LSI 1	€139,224	€142,009	€143,429	€144,863	€147,036	€148,506	€149,992	€151,491	€153,385	€14,161	10.17%
LSI 2	€143,542	€146,413	€147,877	€149,356	€151,596	€153,112	€154,643	€156,190	€158,142	€14,600	10.17%
** Starting salaries (column B) are the 1st June 2026 figures from the previous tab, carried over by formula.*											
** Excludes the Local Bargaining payment of up to 1% of basic pay costs due on 1st March 2029.*											
** Based on the draft Public Service Agreement 2026-2029 (WRC, 11th November 2026), subject to ratification.*											
											E&OE

	Salary	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed
		2.25%	1%	1%	2%	1%	1%	1%
	1st October 2023	1st January 2024	1st June 2024	1st October 2024	1st March 2025	1st August 2025	1st February 2026	1st June 2026
AP - PRE 95								
1	€73,240	€74,888	€75,637	€76,393	€77,921	€78,700	€79,487	€80,282
2	€75,906	€77,614	€78,390	€79,174	€80,757	€81,565	€82,381	€83,204
3	€77,376	€79,117	€79,908	€80,707	€82,321	€83,145	€83,976	€84,816
4	€80,071	€81,873	€82,691	€83,518	€85,189	€86,040	€86,901	€87,770
5	€82,767	€84,629	€85,476	€86,330	€88,057	€88,937	€89,827	€90,725
6	€84,325	€86,222	€87,085	€87,955	€89,714	€90,612	€91,518	€92,433
LSI 1	€87,039	€88,997	€89,887	€90,786	€92,602	€93,528	€94,463	€95,408
LSI 2	€89,764	€91,784	€92,702	€93,629	€95,501	€96,456	€97,421	€98,395
AP (H) - PRE 95								
1	€79,061	€80,840	€81,648	€82,465	€84,114	€84,955	€85,805	€86,663
2	€82,071	€83,918	€84,757	€85,604	€87,316	€88,190	€89,071	€89,962
3	€85,094	€87,009	€87,879	€88,757	€90,533	€91,438	€92,352	€93,276
4	€88,100	€90,082	€90,983	€91,893	€93,731	€94,668	€95,615	€96,571
5	€91,114	€93,164	€94,096	€95,037	€96,937	€97,907	€98,886	€99,875
6	€92,870	€94,960	€95,909	€96,868	€98,806	€99,794	€100,792	€101,800
LSI 1	€95,872	€98,029	€99,009	€100,000	€101,999	€103,019	€104,050	€105,090
LSI 2	€98,863	€101,087	€102,098	€103,119	€105,182	€106,233	€107,296	€108,369
PO - PRE 95								
1	€93,733	€95,842	€96,800	€97,768	€99,724	€100,721	€101,728	€102,746
2	€97,704	€99,902	€100,901	€101,910	€103,949	€104,988	€106,038	€107,098
3	€101,652	€103,939	€104,979	€106,028	€108,149	€109,230	€110,323	€111,426
4	€105,634	€108,011	€109,091	€110,182	€112,385	€113,509	€114,644	€115,791
5	€108,987	€111,439	€112,554	€113,679	€115,953	€117,112	€118,283	€119,466
LSI 1	€112,467	€114,998	€116,147	€117,309	€119,655	€120,852	€122,060	€123,281
LSI 2	€115,939	€118,548	€119,733	€120,930	€123,349	€124,583	€125,828	€127,087
PO (H) - PRE 95								
1	€100,872	€103,142	€104,173	€105,215	€107,319	€108,392	€109,476	€110,571
2	€105,032	€107,395	€108,469	€109,554	€111,745	€112,862	€113,991	€115,131
3	€109,206	€111,663	€112,780	€113,908	€116,186	€117,348	€118,521	€119,706
4	€113,366	€115,917	€117,076	€118,247	€120,612	€121,818	€123,036	€124,266
5	€116,922	€119,553	€120,748	€121,956	€124,395	€125,639	€126,895	€128,164
LSI 1	€120,666	€123,381	€124,615	€125,861	€128,378	€129,662	€130,959	€132,268
LSI 2	€124,407	€127,206	€128,478	€129,763	€132,358	€133,682	€135,019	€136,369

dition, the Agreement provides for a 1% local bargaining clause payable on 1/9/25 - this is likely to be the subject of a consultative process encompassing

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	Salary	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed
		2.25%	1%	1%	2%	1%	1%	1%
	1st October 2023	1st January 2024	1st June 2024	1st October 2024	1st March 2025	1st August 2025	1st February 2026	1st June 2026
AP - Post 95								
1	€75,822	€77,528	€78,303	€79,086	€80,668	€81,475	€82,289	€83,112
2	€78,614	€80,383	€81,187	€81,999	€83,638	€84,475	€85,320	€86,173
3	€81,445	€83,278	€84,110	€84,951	€86,650	€87,517	€88,392	€89,276
4	€84,286	€86,182	€87,044	€87,915	€89,673	€90,570	€91,475	€92,390
5	€87,122	€89,082	€89,973	€90,873	€92,690	€93,617	€94,553	€95,499
6	€88,757	€90,754	€91,662	€92,578	€94,430	€95,374	€96,328	€97,291
LSI 1	€91,619	€93,680	€94,617	€95,563	€97,475	€98,449	€99,434	€100,428
LSI 2	€94,491	€96,617	€97,583	€98,559	€100,530	€101,536	€102,551	€103,576
AP (H) - Post 95								
1	€83,227	€85,100	€85,951	€86,810	€88,546	€89,432	€90,326	€91,229
2	€86,393	€88,337	€89,220	€90,112	€91,915	€92,834	€93,762	€94,700
3	€89,567	€91,582	€92,498	€93,423	€95,292	€96,244	€97,207	€98,179
4	€92,739	€94,826	€95,774	€96,732	€98,666	€99,653	€100,649	€101,656
5	€95,910	€98,068	€99,049	€100,039	€102,040	€103,060	€104,091	€105,132
6	€97,763	€99,963	€100,962	€101,972	€104,011	€105,051	€106,102	€107,163
LSI 1	€100,909	€103,179	€104,211	€105,253	€107,358	€108,432	€109,516	€110,611
LSI 2	€104,064	€106,405	€107,469	€108,544	€110,715	€111,822	€112,940	€114,070
PO - Post 95								
1	€98,665	€100,885	€101,894	€102,913	€104,971	€106,021	€107,081	€108,152
2	€102,852	€105,166	€106,218	€107,280	€109,426	€110,520	€111,625	€112,741
3	€107,006	€109,414	€110,508	€111,613	€113,845	€114,984	€116,133	€117,295
4	€111,191	€113,693	€114,830	€115,978	€118,298	€119,481	€120,675	€121,882
5	€114,722	€117,303	€118,476	€119,661	€122,054	€123,275	€124,508	€125,753
LSI 1	€118,384	€121,048	€122,258	€123,481	€125,950	€127,210	€128,482	€129,767
LSI 2	€122,041	€124,787	€126,035	€127,295	€129,841	€131,139	€132,451	€133,775
PO (H) - Post 95								
1	€106,187	€108,576	€109,662	€110,759	€112,974	€114,103	€115,245	€116,397
2	€110,559	€113,047	€114,177	€115,319	€117,625	€118,801	€119,989	€121,189
3	€114,953	€117,539	€118,715	€119,902	€122,300	€123,523	€124,758	€126,006
4	€119,336	€122,021	€123,241	€124,474	€126,963	€128,233	€129,515	€130,810
5	€123,074	€125,843	€127,102	€128,373	€130,940	€132,249	€133,572	€134,908
LSI 1	€127,012	€129,870	€131,168	€132,480	€135,130	€136,481	€137,846	€139,224
LSI 2	€130,951	€133,897	€135,236	€136,589	€139,321	€140,714	€142,121	€143,542
* In addition, the Agreement provides for a 1% local bargaining clause payable on 1/9/25 - this is likely to be the subject of a consultative process encompassing a Consultative Council.								
								E&OE