



Circular Letter 0008/2023

**To: The Managerial Authorities of Recognised Primary, Secondary,
Community, and Comprehensive Schools
and
The Chief Executives of Education and Training Boards**

**Revision of Salaries for Special Needs Assistants (SNAs) under
Building Momentum - A New Public Service Agreement 2021-2023
("The Agreement")**

Application of pay adjustments due on 1 March 2023

1. The Minister for Education wishes to inform managerial authorities and SNAs of revised rates of salary of certain staff as with effect from 1 March as provided for in "Building Momentum - A New Public Service Agreement 2021-2023" as reviewed.
2. This circular sets out the increases due from 1 March 2023 as an amendment to The Agreement.

Salary Increases to be implemented under Building Momentum

3. Following the review of Building Momentum, a 2% pay adjustment was agreed and will be implemented with effect from 1 March 2023.
4. In accordance with Section 3.1 of Building Momentum, whole-time annual basic scale salaries will be increased by 2% with effect from 1 March 2023.
5. The revised salary scales of affected staff are set out in Appendix 1.
6. Hourly casual rates for SNAs are attached at Appendix 2.
7. All salary scales and hourly casual rates payable to SNAs set out in previous Circulars are superseded by the terms of this Circular with effect from 1 March 2023.
8. Overpayments will be dealt with in accordance with the procedures set out in Circulars 0084/2015 or 0032/2016 for staff employed by ETBs.

Pensions in payment

9. The principle of pay parity in pension increases for pre-existing schemes has been agreed up to the end of 2023, in line with the amended agreement under Building Momentum. Increases should be passed on to pensions in line with that policy i.e. a 2% increase with effect from 1 March 2023.
10. For further guidance, or to determine if a historic increase is due to pensions in payment for pre-existing schemes, please refer to DPER Circulars 20/2017, 02/2018, 19/2019, 10/2021 and 19/2022. Queries with regard to the DPER circulars should be addressed to pensions@per.gov.ie.
11. Single Public Service Pension Scheme ('Single Scheme') pensions are updated in-line with the Consumer Price Index (CPI). 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.

Circulation and Queries

12. Please ensure that copies of this circular are provided to all members of the Board of Management/Education and Training Boards and its contents are brought to the attention of all SNAs in your employment including those on leave of absence.
13. This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>
14. Enquiries regarding this Circular should be e-mailed to: NTSPayroll@education.gov.ie

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20 February 2023

Appendix 1

Special Needs Assistants

Special Needs Assistant (Child Care)	Rates from 01/03/2023	New Entrants Rates from 01/03/2023
	€28,998	€26,882
	€29,848	€28,580
	€31,085	€28,998
	€32,327	€29,848
	€33,571	€31,085
	€34,472	€32,327
	€35,494	€33,571
	€36,678	€34,472
	€37,519	€35,494
	€38,694	€36,678
	€39,875	€37,519
	€42,100	€38,694
		€39,875
		€42,100
Long Service Increment*	€44,835	€44,835

* after 3 years satisfactory service at the maximum

Appendix 2

CASUAL SNA HOURLY PAY RATES

Status of Substitute SNA	Ongoing Rate from 01/03/2023	Statutory Annual Leave Rate from 01/03/2023
SNAs appointed on or before 31 December 2010	€15.99	€1.38
SNAs appointed on or after 1 January 2011	€14.81	€1.29

This is the value of Statutory Annual Leave accumulated per hour worked