



Banc Ceannais na hÉireann
Central Bank of Ireland

Eurosystem

Staff Categories and Salary Scales

Central Bank remuneration policy is informed by the general Public Sector pay policy and terms and conditions of employment are covered by the FEMPI (Financial Emergency Measures in the Public Interest) legislation. The Central Bank Commission is responsible for setting the terms and conditions of employment for employees of the Central Bank.

The Central Bank offers good base pay plus a comprehensive range of benefits. Further details are set out in our [Careers Page](#).

Salaries in the Bank are attached to salary scales. Approximately 90% of staff are paid with reference to the Professional and Administrative salary scales which are set out below. The remaining staff are paid by reference to other technical salary scales. These include staff from the Engineering, Catering, Cleaning, Print and Mint teams.

The Bank Officer and Bank Executive salary scales reflect our entry level positions, including our graduate salary level. The Bank Professional 3/2/1 salary scales represent professional, supervisory and middle management levels and finally the Head of Function, Head of Division and Director salary scales represent the senior management levels.

Professional and Administrative Salary Scales

Bank Officer						
Salary Scale Point	2008	Jan 2010	July 2013	Jan 2016	Apr 2017	Jan 2018
1	23,964	23,658	23,658	24,250	25,250	25,503
2	26,178	25,762	25,762	26,020	27,020	27,290
3	28,394	27,867	27,867	28,146	29,146	29,437
4	30,017	29,409	29,409	29,704	30,704	31,011
5	31,645	30,931	30,931	31,241	32,241	32,563
6	33,268	32,432	32,432	32,432	33,432	33,766
7	34,900	33,942	33,942	33,942	34,942	35,291
8	36,521	35,440	35,440	35,440	36,440	36,804
9	38,146	36,945	36,945	36,945	37,945	38,324
10	40,974	39,559	39,559	39,559	40,559	40,965

Bank Executive

Salary Scale Point	2008	Jan 2010	July 2013	Jan 2016	Apr 2017	Jan 2018
1	28,571	28,035	28,035	28,316	29,316	29,609
2	30,757	30,109	30,109	30,411	31,411	31,725
3	32,954	32,142	32,142	32,142	33,142	33,473
4	35,142	34,165	34,165	34,165	35,165	35,517
5	37,331	36,190	36,190	36,190	37,190	37,562
6	39,523	38,217	38,217	38,217	39,217	39,609
7	41,713	40,244	40,244	40,244	41,244	41,656
8	43,908	42,273	42,273	42,273	43,273	43,706
9	46,093	44,294	44,294	44,294	45,294	45,747
10	48,289	46,326	46,326	46,326	47,326	47,799
11	50,479	48,352	48,352	48,352	49,352	49,846
12	52,670	50,378	50,378	50,378	51,378	51,892
13	56,516	53,936	53,936	53,936	54,936	55,485

Bank Professional 3

Salary Scale Point	2008	Jan 2010	July 2013	Jan 2017	Apr 2017	Jan 2018
1	51,564	49,355	49,355	49,355	50,355	50,859
2	54,392	51,971	51,971	51,971	52,971	53,501
3	57,214	54,582	54,582	54,582	55,582	56,138
4	60,044	57,199	57,199	57,199	58,199	58,781
5	62,874	59,817	59,817	59,817	60,817	61,425
6	65,695	62,427	62,427	62,427	63,427	64,061
7	70,593	66,957	65,000	65,000	65,979	67,627

Bank Professional 2

Salary Scale Point	2008	Jan 2010	July 2013	Jan 2017	Apr 2017	Jan 2018
1	76,009	71,885	67,932	67,932	69,909	72,604
2	80,372	75,812	71,643	71,643	73,728	76,570
3	84,666	79,676	75,294	75,294	77,485	80,473
4	88,973	83,553	78,869	78,869	81,211	84,389
5	96,063	89,933	84,739	84,739	87,336	90,832

Bank Professional 1

Salary Scale Point	2008	Jan 2010	July 2013	Jan 2017	Apr 2017	Jan 2018
1	87,622	82,336	77,750	77,750	80,043	83,159
2	93,594	87,712	82,696	82,696	85,204	88,589
3	98,533	92,157	86,785	86,785	89,471	93,079
4	103,480	96,610	90,882	90,882	93,746	97,576
5	111,679	103,989	97,670	97,670	100,830	105,029

Head of Function

Salary Scale Point	2008	Jan 2010	July 2013	Jan 2017	Apr 2017	Jan 2018
1	119,453	115,893	108,622	108,622	112,258	117,052
2	122,717	119,060	111,536	111,536	114,044	117,084
3	125,984	122,229	114,451	114,451	117,044	118,266
4	129,253	125,402	117,370	117,370	120,048	121,302
5	132,583	128,632	120,342	120,342	123,106	124,392

Head of Division

Salary Scale Point	2008	Jan 2010	July 2013	Jan 2017	Apr 2017	Jan 2018
1	140,145	135,969	127,092	127,092	130,051	131,411
2	143,776	139,492	130,333	130,333	133,386	134,781
3	147,394	143,002	133,562	133,562	136,709	138,139
4	151,027	146,526	136,804	136,804	140,045	141,510
5	154,664	150,055	140,051	140,051	143,386	144,886

Special Advisor

Salary Scale Point	2008	Jan 2010	Jul 2013	Jan 2017	April 2017	Jan 2018
1	163,875	158,903	148,101	148,101	151,702	153,291
2	166,815	161,753	150,696	150,696	154,382	155,999
3	169,739	164,587	153,276	153,276	157,047	158,693
4	172,660	167,420	155,853	155,853	159,709	161,383
5	175,571	170,242	158,422	158,422	162,363	164,065

Director

Salary Scale Point	2008	Jan 2010	July 2013	Jan 2017	Apr 2017	Jan 2018
1	181,592	171,786	159,826	159,826	163,813	165,531
2	184,849	174,867	162,629	162,629	166,709	168,458
3	188,090	177,933	165,420	165,420	169,591	171,370
4	191,327	180,995	168,206	168,206	172,469	174,279
5	194,552	184,047	170,983	170,983	175,338	177,178

Representative Technical & General Staff Salary Scales

Salary Scale Points	Illustrative Scale 1	Illustrative Scale 2	Illustrative Scale 3
1	30,758.34	30,578.19	29,371.81
2	31,187.95	30,578.19	31,061.90
3	31,283.20	30,578.19	34,244.08
4	31,701.80	31,110.22	
5	32,156.28	31,110.22	
6	32,600.36	31,110.22	
7	33,048.08	31,929.56	
8	33,499.96		
9	33,952.88		
10	34,399.56		
11	35,031.36		
12	35,575.28		

Notes

- FTE (Full Time Equivalent) basis is all active staff and reflects the proportionate full time working hours of staff who are on atypical working arrangements.
- All figures are as at 31 December 2017.
- Salary on appointment is linked to knowledge, skills and experience relevant to the role. It may, on occasion, be higher than the first point on the salary scale or in very limited circumstances be above the maximum point of the scale.
- At 31st December 2017 a total of 39 professional and administrative grade staff (less than 2% of the organisation) were paid above the maximum point of the salary scale for their role. Of these, 82% are at grades up to and including BP1 and the remaining 18% are at grades from Head of Function level and above.
- Unite Trade Union is the recognised union for employees on salary scales Bank Officer to Bank Professional 1.
- SIPTU, Unite and the TEEU are the recognised unions for employees on the Technical and General salary scales.
- At 31st December 2017, the salary of the Governor was €261,476 per annum. The salary of the Deputy Governor, Central Banking was €227,370. The salary of the Deputy Governor, Prudential Regulation was €227,370.
- Separate salary scales operate for those employed before 1995 to reflect modified PRSI and pension arrangements in line with the Civil Service Superannuation Scheme that applies to these employees.
- All salary scales are subject to the Pension Related Deduction (PRD) also known as 'pension levy'. [Click here to view illustrative net pay details](#)
- Under the Public Service Pay and Pension Act the Pension Related Deduction (PRD) will be converted to a new permanent additional pension contribution from January 2019 and will also be further reduced in January 2020. [Click here for further details.](#)
- The FEMPI legislation introduced the following changes:
 - FEMPI (No.1) Act came into force in February 2009 and made provision for a 'pension levy' i.e. the compulsory payment of a pension contribution by persons employed in the public service;
 - The FEMPI (No.2) Act came into operation in December 2009 and provided for public sector pay cuts from 1 January 2010;
 - The FEMPI Act 2010 provided for a reduction in the levels of public service pensions;
 - The FEMPI Act 2013 provided for further public sector pay cuts for staff earning €65,000 and above and increment/pay freezes for staff depending on their level of salary;
 - The FEMPI Act 2015 provides for some restoration of public sector pay cuts.
- The Public Service Pay and Pensions Act (PSPP) was passed by the Oireachtas in December 2017 and was signed into law by the President. This allows for the application of four pay increases as follows:
 - 1 Jan 2018 – 1%
 - 1 Oct 2018 – 1%
 - 1 Sep 2019 – 1.75%
 - 1 Oct 2020 - 2%