



Banc Ceannais na hÉireann
Central Bank of Ireland

Eurosystem

Staff Categories, Salary Scales & Salary Bands

Central Bank remuneration policy is informed by general Public Sector pay policy and the Bank is subject to the provisions of the Financial Emergency Measures in the Public Interest (FEMPI) 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 | Apr 2017 | Jan 2018 | Oct 2018 | Jan 2019 | Sep 2019 | Jan 2020 | Oct 2020 |
| 1 | 25,250 | 25,503 | 25,758 | 26,015 | 26,470 | 26,603 | 27,135 |
| 2 | 27,020 | 27,290 | 27,563 | 27,839 | 28,236 | 28,468 | 29,037 |
| 3 | 29,146 | 29,437 | 29,732 | 30,029 | 30,555 | 30,707 | 31,322 |
| 4 | 30,704 | 31,011 | 31,321 | 31,321 | 31,869 | 32,029 | 32,669 |
| 5 | 32,241 | 32,563 | 32,889 | 32,889 | 33,465 | 33,465 | 34,134 |
| 6 | 33,432 | 33,766 | 34,104 | 34,104 | 34,701 | 34,701 | 35,395 |
| 7 | 34,942 | 35,291 | 35,644 | 35,644 | 36,268 | 36,268 | 36,993 |
| 8 | 36,440 | 36,804 | 37,172 | 37,172 | 37,823 | 37,823 | 38,579 |
| 9 | 37,945 | 38,324 | 38,708 | 38,708 | 39,385 | 39,385 | 40,173 |
| 10 | 40,559 | 40,965 | 41,374 | 41,374 | 42,098 | 42,098 | 42,940 |

Bank Executive

| Salary Scale Point | Apr 2017 | Jan 2018 | Oct 2018 | Jan 2019 | Sept 2019 | Jan 2020 | Oct 2020 |
|--------------------|----------|----------|----------|----------|-----------|----------|----------|
| 1 | 29,316 | 29,609 | 29,905 | 30,204 | 30,733 | 30,887 | 31,504 |
| 2 | 31,411 | 31,725 | 32,042 | 32,042 | 32,603 | 32,603 | 33,255 |
| 3 | 33,142 | 33,473 | 33,808 | 33,808 | 34,400 | 34,400 | 35,088 |
| 4 | 35,165 | 35,517 | 34,872 | 35,872 | 36,500 | 36,500 | 37,230 |
| 5 | 37,190 | 37,562 | 37,938 | 37,938 | 38,601 | 38,601 | 39,373 |
| 6 | 39,217 | 39,609 | 40,005 | 40,005 | 40,705 | 40,705 | 41,519 |
| 7 | 41,244 | 41,656 | 42,073 | 42,073 | 42,809 | 42,809 | 43,665 |
| 8 | 43,273 | 43,706 | 44,143 | 44,143 | 44,915 | 44,915 | 45,814 |
| 9 | 45,294 | 45,747 | 46,204 | 46,204 | 47,013 | 47,013 | 47,953 |
| 10 | 47,326 | 47,799 | 48,277 | 48,277 | 49,122 | 49,122 | 50,105 |
| 11 | 49,352 | 49,846 | 50,344 | 50,344 | 51,225 | 51,225 | 52,249 |
| 12 | 51,378 | 51,892 | 52,411 | 52,411 | 53,328 | 53,328 | 54,394 |
| 13 | 54,936 | 55,485 | 56,040 | 56,040 | 57,021 | 57,021 | 58,161 |

Bank Professional 3

| Salary Scale Point | Jan 2017 | Apr 2017 | Jan 2018 | Oct 2018 | Sep 2019 | Oct 2020 |
|--------------------|----------|----------|----------|----------|----------|----------|
| 1 | 49,355 | 50,355 | 50,859 | 51,367 | 52,266 | 53,311 |
| 2 | 51,971 | 52,971 | 53,501 | 54,036 | 54,981 | 56,081 |
| 3 | 54,582 | 55,582 | 56,138 | 56,699 | 57,691 | 58,845 |
| 4 | 57,199 | 58,199 | 58,781 | 59,369 | 60,408 | 61,616 |
| 5 | 59,817 | 60,817 | 61,425 | 62,039 | 63,125 | 64,388 |
| 6 | 62,427 | 63,427 | 64,061 | 64,702 | 65,834 | 67,151 |
| 7 | 65,000 | 65,979 | 67,627 | 68,303 | 69,498 | 70,888 |

Bank Professional 2

| Salary Scale Point | Jan 2017 | Apr 2017 | Jan 2018 | Oct 2018 | Sept 2019 | Oct 2020 |
|--------------------|----------|----------|----------|----------|-----------|----------|
| 1 | 67,932 | 69,909 | 72,604 | 73,330 | 74,613 | 76,105 |
| 2 | 71,643 | 73,728 | 76,570 | 77,336 | 78,689 | 80,263 |
| 3 | 75,294 | 77,485 | 80,473 | 81,277 | 82,700 | 84,354 |
| 4 | 78,869 | 81,211 | 84,389 | 85,232 | 86,724 | 88,458 |
| 5 | 84,739 | 87,336 | 90,832 | 91,741 | 93,346 | 95,213 |

Bank Professional 1

| Salary Scale Point | Jan 2017 | Apr 2017 | Jan 2018 | Oct 2018 | Sept 2019 | Oct 2020 |
|--------------------|----------|----------|----------|----------|-----------|----------|
| 1 | 77,750 | 80,043 | 83,159 | 83,991 | 85,461 | 87,170 |
| 2 | 82,696 | 85,204 | 88,589 | 89,475 | 91,041 | 92,862 |
| 3 | 86,785 | 89,471 | 93,079 | 94,009 | 95,655 | 97,568 |
| 4 | 90,882 | 93,746 | 97,576 | 98,552 | 100,277 | 102,282 |
| 5 | 97,670 | 100,830 | 105,029 | 106,079 | 107,936 | 110,094 |

Head of Function

| Salary Scale Point | Jan 2017 | Apr 2017 | Jan 2018 | Apr 2018 | Oct 2018 | Apr 2019 | Sept 2019 | Oct 2020 |
|--------------------|----------|----------|----------|----------|----------|----------|-----------|----------|
| 1 | 108,622 | 112,258 | 117,052 | 117,052 | 118,222 | 118,222 | 120,291 | 122,697 |
| 2 | 111,536 | 114,044 | 117,084 | 117,743 | 118,933 | 121,441 | 123,566 | 126,038 |
| 3 | 114,451 | 117,044 | 118,266 | 120,859 | 122,081 | 124,674 | 126,855 | 129,392 |
| 4 | 117,370 | 120,048 | 121,302 | 123,979 | 125,233 | 127,911 | 130,149 | 132,752 |
| 5 | 120,342 | 123,106 | 124,392 | 127,156 | 128,442 | 131,205 | 133,501 | 136,171 |

Head of Division

| Salary Scale Point | Jan 2017 | Apr 2017 | Jan 2018 | Apr 2018 | Oct 2018 | Apr 2019 | Sept 2019 | Oct 2020 |
|--------------------|----------|----------|----------|----------|----------|----------|-----------|----------|
| 1 | 127,092 | 130,051 | 131,411 | 134,370 | 135,729 | 138,688 | 141,115 | 143,938 |
| 2 | 130,333 | 133,386 | 134,781 | 137,834 | 139,229 | 142,282 | 144,772 | 147,667 |
| 3 | 133,562 | 136,709 | 138,139 | 141,285 | 142,715 | 145,862 | 148,415 | 151,383 |
| 4 | 136,804 | 140,045 | 141,510 | 144,751 | 146,216 | 149,457 | 152,072 | 155,113 |
| 5 | 140,051 | 143,386 | 144,886 | 148,221 | 149,721 | 153,056 | 155,735 | 158,849 |

Director

| Salary Scale Point | Jan 2017 | Apr 2017 | Jan 2018 | Apr 2018 | Oct 2018 | Apr 2019 | Sept 2019 | Oct 2020 |
|--------------------|----------|----------|----------|----------|----------|----------|-----------|----------|
| 1 | 159,826 | 163,813 | 165,531 | 169,517 | 171,235 | 175,222 | 178,288 | 181,854 |
| 2 | 162,629 | 166,709 | 168,458 | 172,537 | 174,285 | 178,365 | 181,486 | 185,116 |
| 3 | 165,420 | 169,591 | 171,370 | 175,541 | 177,321 | 181,491 | 184,668 | 188,361 |
| 4 | 168,206 | 172,469 | 174,279 | 178,542 | 180,352 | 184,615 | 187,845 | 191,602 |
| 5 | 170,983 | 175,338 | 177,178 | 181,533 | 183,373 | 187,728 | 191,013 | 194,833 |

Special Advisor

| Salary Scale Point | Jan 2017 | April 2017 | Jan 2018 | Apr 2018 | Oct 2018 | Apr 2019 | Sep 2019 | Oct 2020 |
|--------------------|----------|------------|----------|----------|----------|----------|----------|----------|
| 1 | 148,101 | 151,702 | 153,291 | 156,891 | 158,481 | 162,081 | 164,918 | 168,216 |
| 2 | 150,696 | 154,382 | 155,999 | 159,685 | 161,302 | 164,988 | 167,875 | 171,232 |
| 3 | 153,276 | 157,047 | 158,693 | 162,463 | 164,109 | 167,880 | 170,818 | 174,234 |
| 4 | 155,853 | 159,709 | 161,383 | 165,239 | 166,913 | 170,768 | 173,757 | 177,232 |
| 5 | 158,422 | 162,363 | 164,065 | 168,005 | 169,708 | 173,648 | 176,687 | 180,220 |

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.
- 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 Stability Agreement 2018-2020 – the Pension Related Deduction (PRD) will be converted to a new permanent additional pension contribution from January 2019. This new pension contribution will be set a lower rate (reduction of approx 3.5% for new recruits) than the PRD and will 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%

