



Staff Categories, Salary Scales & Salary Bands

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
1	23,964	23,658	23,658	24,250	25,250
2	26,178	25,762	25,762	26,020	27,020
3	28,394	27,867	27,867	28,146	29,146
4	30,017	29,409	29,409	29,704	30,704
5	31,645	30,931	30,931	31,241	32,241
6	33,268	32,432	32,432	32,432	33,432
7	34,900	33,942	33,942	33,942	34,942
8	36,521	35,440	35,440	35,440	36,440
9	38,146	36,945	36,945	36,945	37,945
10	40,974	39,559	39,559	39,559	40,559

122 FTEs are on this salary scale.

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

288 FTEs are on this salary scale.

Bank Professional 3					
Salary Scale Point	2008	Jan 2010	July 2013	Jan 2017	Apr 2017
1	51,564	49,355	49,355	49,355	50,355
2	54,392	51,971	51,971	51,971	52,971
3	57,214	54,582	54,582	54,582	55,582
4	60,044	57,199	57,199	57,199	58,199
5	62,874	59,817	59,817	59,817	60,817
6	65,695	62,427	62,427	62,427	63,427
7	70,593	66,957	65,000	65,000	65,979

495 FTEs are on this salary scale

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

369 FTEs are on this salary scale.

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

62 FTEs are on this salary scale.

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

73 FTEs are on this salary scale.

Head of Division					
Salary Scale Point	2008	Jan 2010	July 2013	Jan 2017	Apr 2017
1	140,145	135,969	127,092	127,092	130,051
2	143,776	139,492	130,333	130,333	133,386
3	147,394	143,002	133,562	133,562	136,709
4	151,027	146,526	136,804	136,804	140,045
5	154,664	150,055	140,051	140,051	143,386

36 FTEs are on this salary scale.

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

12 FTEs are on this salary scale.

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		

167 FTEs are paid with reference to 65 Technical & General salary scales.

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

1 FTE on this salary

Salary Bands

Salary Ranges €	Number of Staff - FTE Basis	% of Staff
Below 25,000	19.3	1.2%
25,000 – 49,999	518	32.4%
50,000 – 74,999	588.3	36.8%
75,000 – 99,999	324.1	20.3%
100,000 – 124,999	95.2	6%
125,000 – 149,999	37	2.3%
Above 150,000	17	1.1%
Totals	1,598.9	100%

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 2016.
- 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.

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- At 31st December 2016 a total of 38 professional and administrative grade staff (less than 3% of the organisation) were paid above the maximum point of the salary scale for their role. Of these, 84% are at grades up to and including BP1 and the remaining 16% 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 2016, the salary of the Governor was €254,048 per annum. The salary of the Deputy Governor, Financial Regulation was €310,000. The salary of the Deputy Governor, Central Banking was €220,911.
- 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 Public Sector Related Deduction (PRD) also known as 'pension levy'. [Click here to view illustrative net pay 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.