



Banc Ceannais na hÉireann  
Central Bank of Ireland

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Eurosystem

## **Staff Categories, Salary Scales & Salary Bands**

Central Bank remuneration policy is informed by general Public Sector pay policy. 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	April 2017	Jan 2018	Oct 2018	Jan 2019	Sept 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	35,872	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	Apr 2017	Jan 2018 (FEMPI Restoration)	Jan 2018 (FEMPI Restoration and PSPP 1% increase)	Oct 2018	Sept 2019	Oct 2020
1	50,355	50,355	50,859	51,367	52,266	53,311
2	52,971	52,971	53,501	54,036	54,981	56,081
3	55,582	55,582	56,138	56,699	57,691	58,845
4	58,199	58,199	58,781	59,369	60,408	61,616
5	60,817	60,817	61,425	62,039	63,125	64,388
6	63,427	63,427	64,061	64,702	65,834	67,151
7	65,979	66,957	67,627	68,303	69,498	70,888

Bank Professional 2							
Salary Scale Point	Apr 2017	Jan 2018 (FEMPI Restoration)	Jan 2018 (FEMPI Restoration and PSPP 1% increase)	Oct 2018	Sept 2019	Oct 2020	July 2021
1	69,909	71,885	72,604	73,330	74,613	76,105	76,947
2	73,728	75,812	76,570	77,336	78,689	80,263	81,311
3	77,485	79,676	80,473	81,277	82,700	84,354	85,604
4	81,211	83,553	84,389	85,232	86,724	88,458	89,912
5	87,336	89,933	90,832	91,741	93,346	95,213	97,001

Bank Professional 1							
Salary Scale Point	Apr 2017	Jan 2018 (FEMPI Restoration)	Jan 2018 (FEMPI Restoration and PSPP 1% increase)	Oct 2018	Sept 2019	Oct 2020	July 2021
1	80,043	82,336	83,159	83,991	85,461	87,170	88,560
2	85,204	87,712	88,589	89,475	91,041	92,862	94,533
3	89,471	92,157	93,079	94,009	95,655	97,568	99,472
4	93,746	96,610	97,576	98,552	100,277	102,282	104,419
5	100,830	103,989	105,029	106,079	107,936	110,094	112,618

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

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

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

Special Advisor							
Salary Scale Point	April 2017	Jan 2018	Apr 2018	Oct 2018	Apr 2019	Sep 2019	Oct 2020
1	151,702	153,291	156,891	158,481	162,081	164,918	168,216
2	154,382	155,999	159,685	161,302	164,988	167,875	171,232
3	157,047	158,693	162,463	164,109	167,880	170,818	174,234
4	159,709	161,383	165,239	166,913	170,768	173,757	177,232
5	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 1 July 2021.
- 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 30th June 2021 a total of 14 professional and administrative grade staff (less than 1% of the organisation) were paid above the maximum point of the salary scale for their role. Of these, 79% are at grades up to and including BP1 and the remaining 21% 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 Additional Superannuation Contribution (ASC). The ASC replaced the Pension Levy (PRD) in January 2019.
- Under the Public Service Stability Agreement 2018-2020 – the ASC is a permanent additional pension contribution effective 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%
- The final phase of FEMPI restoration with effect from 1 July 2021 for Public Servants earning under €150,000 has been restored at 1 July 2021.