



# **UNIVERSITY COLLEGE CORK**

## **SALARY SCALES**

**DATE EFFECTIVE:**

**01 February 2026**

**Department of People & Culture**  
(Revised February 2026)

# UNIVERSITY COLLEGE CORK

## ACADEMIC

Scale Title	Point			
	on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
		01-Mar-25	01-Aug-25	01-Feb-26
Professor Scale A		€	€	€
	1	135,726	137,083	138,454
	2	143,466	144,900	146,349
	3	151,205	152,717	154,244
	4	158,943	160,533	162,138
	5	166,683	168,349	170,033
	6	174,422	176,166	177,928

Scale Title	Point			
	on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
		01-Mar-25	01-Aug-25	01-Feb-26
Professor Scale B		€	€	€
	1	142,870	144,298	145,741
	2	151,016	152,526	154,051
	3	159,162	160,754	162,361
	4	167,309	168,982	170,672
	5	173,718	175,455	177,210
	6	180,620	182,426	184,250

# UNIVERSITY COLLEGE CORK

## ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale			
			PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
<b>Prof (Scale 2)</b>	<b>A</b>	1	114,687	115,834	116,992
		2	119,704	120,901	122,110
		3	124,714	125,961	127,220
		4	129,716	131,013	132,323
		5	131,398	132,712	134,039
		6	134,696	136,042	137,402
<b>Prof (Scale 2)</b>	<b>B</b>	1	120,723	121,930	123,150
		2	126,004	127,264	128,537
		3	131,279	132,592	133,918
		4	136,543	137,908	139,287
		5	138,317	139,700	141,097
		6	141,783	143,201	144,633

**UNIVERSITY COLLEGE CORK  
ACADEMIC PAY SCALES**

UCC Scale Title	Scale	Point  on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
<b>Senior Lecturer</b>	<b>A</b>	1	80,231	81,033	81,844
		2	83,620	84,456	85,300
		3	88,318	89,202	90,094
		4	93,044	93,974	94,914
		5	97,754	98,731	99,719
		6	102,448	103,473	104,507
		7	107,161	108,232	109,315
		8	111,829	112,948	114,077
<b>Senior Lecturer</b>	<b>B</b>	1	83,079	83,910	84,749
		2	88,019	88,899	89,788
		3	92,965	93,895	94,834
		4	97,939	98,919	99,908
		5	102,896	103,925	104,964
		6	107,845	108,923	110,012
		7	112,803	113,931	115,070
		8	117,715	118,893	120,082
<b>Lecturer A/B</b>	<b>A</b>	1	74,592	75,338	76,091
		2	79,576	80,372	81,176
		3	83,318	84,151	84,992
		4	88,353	89,237	90,129
		5	96,455	97,420	98,394
<b>Lecturer A/B</b>	<b>B</b>	1	78,401	79,185	79,976
		2	83,209	84,041	84,881
		3	87,704	88,581	89,467
		4	93,002	93,932	94,871

		5	101,534	102,549	103,575
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**UNIVERSITY COLLEGE CORK  
ACADEMIC PAY SCALES**

UCC Scale Title	Scale	Point  on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
			<b>Lecturer B/B</b>	<b>A</b>	1
		2	46,026	46,487	46,987
		3	48,372	48,856	49,356
		4	50,496	51,001	51,511
		5	52,782	53,310	53,843
		6	55,272	55,824	56,383
		7	57,300	57,873	58,452
		8	59,743	60,341	60,944
		9	62,315	62,938	63,568
		10	64,259	64,902	65,551
		11	66,255	66,918	67,587
		12	68,260	68,942	69,631
<b>Lecturer B/B</b>	<b>B</b>	1	41,685	42,102	42,602
		2	43,733	44,170	44,670
		3	45,697	46,154	46,654
		4	47,972	48,452	48,952
		5	50,577	51,083	51,594
		6	52,868	53,396	53,930
		7	55,360	55,914	56,473
		8	58,036	58,616	59,202
		9	60,188	60,790	61,398
		10	62,774	63,402	64,036
		11	65,473	66,128	66,789
		12	67,528	68,203	68,886
		13	69,628	70,324	71,027
		14	71,735	72,452	73,177

## Academic Consultants

Comprehends those covered by the Settlement Agreement only, see HSE scales

(<https://healthservice.hse.ie/staff/pay/pay-scales/>)

for the applicable scales for consultants not covered

Salary scales for serving Academic Consultants (1998 Contract) who have opted for the new Type A Contract AND are covered by the Settlement agreement

### Category I Consultants

	Type A	Type A	Type A
	01/03/2025	01/08/2025	01/02/2026
	€	€	€
Professor	341,384	344,798	348,246
Prof (Scale 2)	321,839	325,057	328,308
Lecturer	302,383	305,407	308,461
College Lecturer	297,166	300,138	303,139

### Category II Consultants

	Type A	Type A	Type A
	01/03/2025	01/08/2025	01/02/2026
	€	€	€
Professor UCC	341,384	344,798	348,246
Prof (Scale 2)	321,839	325,057	328,308
Lecturer UCC	302,383	305,407	308,461
College Lecturer UCC	297,166	300,138	303,139

Salary scales for serving Academic Consultants (1998 contract) who have opted for the new Type B Contract AND are covered by the Settlement Agreement

### Category I Consultants

	Type B	Type B	Type B
	01/03/2025	01/08/2025	01/02/2026
	€	€	€
Professor	329,811	333,109	336,440
Prof (Scale 2)	305,978	309,038	312,128
Lecturer	279,341	282,134	284,955
College Lecturer	272,656	275,383	278,137

### Category II Consultants

	Type B	Type B	Type B
	01/03/2025	01/08/2025	01/02/2026
	€	€	€
Professor UCC	329,811	333,109	336,440
Prof (Scale 2)	305,978	309,038	312,128
Lecturer UCC	279,341	282,134	284,955
College Lecturer UCC	272,656	275,383	278,137

Salary scales for serving Academic Consultants (1998 contract) who have opted for the new Type B\* Contract AND are covered by the Settlement Agreement

### Category II Consultants

	Type B*	Type B*	Type B*
	01/03/2025	01/08/2025	01/02/2026
	€	€	€
Professor UCC	295,093	298,044	301,024
Prof (Scale 2)	273,257	275,990	278,750
Lecturer UCC	251,421	253,935	256,474
College Lecturer UCC	245,577	248,033	250,513

## ACADEMIC CONSULTANTS - NEW ENTRANTS

Salary scales for New Entrant Academic Consultant on Type A Contract appointed from July 2008 to 30 September 2012 who have availed of the Settlement Agreement				
Scale Title	Point	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26 (1%)	PSA (2024-26) (Greater of 1% or €500)
	on	01/03/2025	01/08/2025	01/02/26
	Scale	€	€	€
Type A Professor	1	284,187	287,029	289,899
	2	299,559	302,555	305,581
	3	315,762	318,920	322,109
	4	324,303	327,546	330,821
	5	332,843	336,171	339,533
	6	341,384	344,798	348,246
Type A Associate Professor	1	266,595	269,261	271,954
	2	281,969	284,789	287,637
	3	296,217	299,179	302,171
	4	304,758	307,806	310,884
	5	313,298	316,431	319,595
	6	321,839	325,057	328,308
Type A Lecturer	1	249,086	251,577	254,093
	2	264,458	267,103	269,774
	3	276,761	279,529	282,324
	4	285,302	288,155	291,037
	5	293,842	296,780	299,748
	6	302,383	305,407	308,461
Type A College Lecturer	1	244,390	246,834	249,302
	2	259,762	262,360	264,984
	3	271,544	274,259	277,002
	4	280,086	282,887	285,716
	5	288,625	291,511	294,426
	6	297,166	300,138	303,139

## ACADEMIC CONSULTANTS - NEW ENTRANTS

Salary scales for New Entrant Academic Consultant on Type A Contract appointed from 1 October 2012*				
Scale Title	Point	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
	on	01/03/2025	01/08/2025	01/02/26
	Scale	€	€	€
<b>Type A Professor</b>	1	241,814	244,232	246,674
	2	255,907	258,466	261,051
	3	268,515	271,200	273,912
	4	273,063	275,794	278,552
	5	273,063	275,794	278,552
	6	273,063	275,794	278,552
<b>Type A Associate Professor</b>	1	217,429	219,603	221,799
	2	238,349	240,732	243,139
	3	250,354	252,858	255,387
	4	264,313	266,956	269,626
	5	273,063	275,794	278,552
	6	273,063	275,794	278,552
<b>Type A Senior Lecturer</b>	1	201,345	203,358	205,392
	2	213,467	215,602	217,758
	3	232,313	234,636	236,982
	4	245,486	247,941	250,420
	5	254,137	256,678	259,245
	6	267,503	270,178	272,880

\*serving Consultants moving from permanent posts are allowed retain their existing salary scales

**ACADEMIC CONSULTANTS - NEW ENTRANTS**

**Salary scales for New Entrant Academic Consultant on Type B Contract appointed from July 2008 to 30 September 2012**

Scale Title	Point on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26 (1%))	PSA (2024-26) (Greater of 1% or €500)
		01/03/2025	01/08/2025	01/02/26
		€	€	€
<b>Type B Professor</b>	1	276,678	279,445	282,239
	2	290,112	293,013	295,943
	3	307,419	310,493	313,598
	4	314,883	318,032	321,212
	5	322,348	325,571	328,827
	6	329,811	333,109	336,440
<b>Type B Associate Professor</b>	1	255,225	257,777	260,355
	2	268,662	271,349	274,062
	3	283,584	286,420	289,284
	4	291,049	293,959	296,899
	5	298,512	301,497	304,512
	6	305,978	309,038	312,128
<b>Type B Lecturer</b>	1	231,252	233,565	235,901
	2	244,688	247,135	249,606
	3	256,949	259,518	262,113
	4	264,414	267,058	269,729
	5	271,877	274,596	277,342
	6	279,341	282,134	284,955
<b>Type B College Lecturer</b>	1	225,236	227,488	229,763
	2	238,673	241,060	243,471
	3	250,262	252,765	255,293
	4	257,727	260,304	262,907
	5	265,191	267,843	270,521
	6	272,656	275,383	278,137

**ACADEMIC CONSULTANTS - NEW ENTRANTS**

Consultant on Type B Contract appointed from 1 October 2012*				
Scale Title	Point on Scale	PSA (2024-26) (Greater of 2% or €1000) 01/03/2025 €	PSA (2024-26) (1%) 01/08/2025 €	PSA (2024-26) (Greater of 1% or €500) 01/02/26 €
<b>Type B Professor</b>	1	228,165	230,447	232,751
	2	238,368	240,752	243,160
	3	248,859	251,348	253,861
	4	259,555	262,151	264,773
	5	270,615	273,321	276,054
	6	273,063	275,794	278,552
<b>Type B Associate Professor</b>	1	202,774	204,802	206,850
	2	212,100	214,221	216,363
	3	229,428	231,722	234,039
	4	239,458	241,853	244,272
	5	249,683	252,180	254,702
	6	259,909	262,508	265,133
<b>Type B Senior Lecturer</b>	1	179,279	181,072	182,883
	2	191,827	193,745	195,682
	3	200,742	202,749	204,776
	4	209,837	211,935	214,054
	5	218,721	220,908	223,117
	6	235,635	237,991	240,371

\*serving Consultants moving from permanent posts are allowed retain their existing salary scales

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**ACADEMIC CONSULTANTS - NEW ENTRANTS**

<b>Salary scales for New Entrant Academic Consultant on Type C Contract appointed</b>				
<b>Scale Title</b>	<b>Point on Scale</b>	<b>PSA (2024-26) (Greater of 2% or €1000) 01/03/2025 €</b>	<b>PSA (2024-26) (1%) 01/08/2025 €</b>	<b>PSA (2024-26) (Greater of 1% or €500) 01/02/26 €</b>
<b>Type C Professor</b>	1	228,560	230,846	233,154
	2	242,827	245,255	247,708
	3	253,955	256,495	259,060
	4	261,881	264,500	267,145
	5	269,808	272,506	275,231
	6	277,736	280,513	283,318
<b>Type C Associate Professor</b>	1	208,802	210,890	212,999
	2	223,070	225,301	227,554
	3	232,003	234,323	236,666
	4	239,931	242,330	244,753
	5	247,857	250,336	252,839
	6	255,784	258,342	260,925
<b>Type C Lecturer</b>	1	186,734	188,601	190,487
	2	201,001	203,011	205,041
	3	207,480	209,555	211,651
	4	215,407	217,561	219,737
	5	223,334	225,567	227,823
	6	231,262	233,675	235,911
<b>Type C College Lecturer</b>	1	181,182	182,994	184,824
	2	195,449	197,403	199,377
	3	201,311	203,324	205,357
	4	209,239	211,331	213,444
	5	217,165	219,337	221,530
	6	225,093	227,344	229,617

**ACADEMIC CONSULTANTS - NEW ENTRANTS**

Salary scales for New Entrant Academic Consultant on Type C Contract appointed				
Scale Title	Point	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
	on	01/03/2025	01/08/2025	01/02/26
	Scale	€	€	€
<b>Type C Professor</b>	1	182,092	183,913	185,752
	2	193,207	195,139	197,090
	3	201,407	203,421	205,455
	4	211,504	213,619	215,755
	5	219,354	221,548	223,763
	6	237,030	239,400	241,794
<b>Type C Associate Professor</b>	1	169,563	171,259	172,972
	2	176,321	178,084	179,865
	3	180,991	182,801	184,629
	4	194,409	196,353	198,317
	5	201,639	203,655	205,692
	6	210,476	212,581	214,707
<b>Type C Senior Lecturer</b>	1	157,671	159,248	160,840
	2	164,276	165,919	167,578
	3	171,735	173,452	175,187
	4	176,976	178,746	180,533
	5	183,496	185,331	187,184
	6	195,677	197,634	199,610

\*serving Consultants moving from permanent posts are allowed retain their existing salary scales

## UNIVERSITY COLLEGE CORK

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### Medical Clinical Allowance

PSSA	01-Sep-19		7,927
PSSA (Restoration)	01-Oct-20		9,365
New PSA	01-Oct-21		9,459
New PSA (1%)	01-Feb-22		9,553
BM PSA (3%)	02-Feb-22		9,840
BM PSA (1%)	01-Oct-22		9,938
BM PSA (2%)	01-Mar-23		10,137
BM PSA (1.5%)	01-Oct-23		10,289
PSA (2024-26) (2.25%)	01-Jan-24		10,521
PSA (2024-26) (1%)	01-Jun-24		10,626
PSA (2024-26) (1%)	01-Oct-24		10,732
PSA (2024-26) (2%)	01-Mar-25		10,947
PSA (2024-26) (1%)	01-Aug-25		11,056
PSA (2024-2026) (1%)	01-Feb-26		11,167

<b>UNIVERSITY COLLEGE CORK</b>			
<b><u>Administrative</u></b>			
<b>(Scale A)</b>			
<b>Scale Title</b>			
	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
	<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
	<b>€</b>	<b>€</b>	<b>€</b>
<b>Senior Admin II</b>	135,726	137,083	138,454
	143,466	144,900	146,349
	151,205	152,717	154,244
	158,943	160,533	162,138
	166,683	168,349	170,033
	174,422	176,166	177,928
<b>(Scale B)</b>			
<b>Scale Title</b>			
	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
	<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
	<b>€</b>	<b>€</b>	<b>€</b>
<b>Senior Admin II</b>	142,928	144,357	145,800
	151,016	152,526	154,051
	159,162	160,754	162,361
	167,309	168,982	170,672
	175,455	177,210	178,982
	180,620	182,426	184,250

<b>UNIVERSITY COLLEGE CORK ADMINISTRATIVE</b>					
<b>UCC Scale Title</b>	<b>Scale</b>	<b>Point</b>			
		<b>on Scale</b>	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
			<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
			<b>€</b>	<b>€</b>	<b>€</b>
<b>Senior Admin IIA</b>	<b>A</b>	1	120,744	121,952	123,171
		2	126,020	127,280	128,553
		3	131,295	132,608	133,934
		4	136,560	137,926	139,305
		5	141,807	143,225	144,657
<b>Senior Admin IIA</b>	<b>B</b>	1	127,097	128,368	129,651
		2	132,652	133,978	135,318
		3	138,210	139,592	140,988
		4	143,747	145,184	146,636
		5	149,266	150,759	152,267
<b>Senior Admin III</b>	<b>A</b>	1	85,591	86,446	87,311
		2	90,680	91,587	92,503
		3	95,780	96,737	97,705
		4	100,905	101,914	102,933
		5	106,014	107,074	108,145
		6	111,101	112,212	113,334
		7	116,212	117,374	118,548
		8	121,276	122,489	123,714
<b>Senior Admin III</b>	<b>B</b>	1	90,096	90,997	91,907
		2	95,452	96,407	97,371
		3	100,820	101,828	102,846
		4	106,212	107,274	108,346
		5	111,590	112,706	113,833
		6	116,955	118,125	119,306
		7	122,331	123,554	124,790
		8	127,657	128,933	130,222
<b>Senior Admin IV</b>	<b>A</b>	1	92,700	93,627	94,563
		2	97,385	98,359	99,342
		3	102,085	103,105	104,137
		4	106,764	107,831	108,910
		5	111,432	112,547	113,672
<b>Senior Admin IV</b>	<b>B</b>	1	97,577	98,553	99,538
		2	102,516	103,541	104,577
		3	107,458	108,533	109,618
		4	112,387	113,511	114,646
		5	117,296	118,469	119,654



UNIVERSITY COLLEGE CORK					
ADMINISTRATIVE					
UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
<b>Admin I</b>	<b>A</b>	1	80,711	81,518	82,333
(Grade 7)		2	84,878	85,726	86,583
		3	90,356	91,260	92,173
		4	95,812	96,770	97,738
		5	104,602	105,648	106,704
<b>Admin I</b>	<b>B</b>	1	83,586	84,422	85,266
(Grade 7)		2	89,341	90,235	91,137
		3	95,112	96,063	97,024
		4	100,859	101,868	102,886
		5	110,109	111,211	112,323
<b>Admin II</b>	<b>A</b>	1	67,873	68,551	69,237
(Grade 6A)		2	69,929	70,628	71,334
		3	73,349	74,083	74,823
		4	76,779	77,546	78,322
		5	80,201	81,003	81,813
		6	83,186	84,018	84,858
		7	85,839	86,698	87,565
<b>Admin II</b>	<b>B</b>	1	71,331	72,044	72,765
(Grade 6A)		2	73,493	74,228	74,970
		3	77,092	77,863	78,642
		4	80,704	81,511	82,326
		5	83,051	83,882	84,721
		6	86,695	87,562	88,437
		7	90,355	91,259	92,172
<b>Admin III</b>	<b>A</b>	1	56,807	57,375	57,949
(Grade 6)		2	59,246	59,839	60,437
		3	61,820	62,438	63,062
		4	63,767	64,404	65,048
		5	65,770	66,428	67,092
		6	67,785	68,462	69,147
<b>Admin III</b>	<b>B</b>	1	59,663	60,260	60,862
(Grade 6)		2	62,251	62,874	63,502
		3	64,951	65,601	66,257
		4	67,010	67,680	68,357
		5	69,120	69,812	70,510
		6	71,234	71,946	72,665

<b>UNIVERSITY COLLEGE CORK</b>					
<b>ADMINISTRATIVE</b>					
<b>UCC Scale Title</b>	<b>Scale</b>	<b>Point</b>	<b>PSA (2024-26)</b> <b>(Greater of 2% or</b> <b>€1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26)</b> <b>(Greater of 1% or</b> <b>€500)</b>
			<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
			<b>€</b>	<b>€</b>	<b>€</b>
<b>Admin V</b>	<b>A</b>	1	48,584	49,070	49,570
(Grade 5)		2	50,329	50,833	51,341
		3	52,147	52,668	53,195
		4	53,513	54,048	54,588
		5	54,931	55,480	56,035
		6	56,381	56,945	57,514
		7	57,814	58,392	58,976
		8	59,300	59,893	60,492
<b>Admin V</b>	<b>B</b>	1	50,799	51,307	51,820
(Grade 5)		2	52,684	53,211	53,743
		3	54,662	55,209	55,761
		4	56,156	56,717	57,284
		5	57,669	58,245	58,828
		6	59,211	59,803	60,401
		7	60,733	61,341	61,954
		8	62,303	62,926	63,555
<b>Senior Executive Assistant/ Executive Officer</b>	<b>A</b>	1	38,272	38,655	39,155
		2	39,195	39,587	40,087
		3	40,271	40,674	41,174
		4	41,168	41,580	42,080
		5	42,689	43,116	43,616
		6	43,668	44,105	44,605
		7	44,918	45,367	45,867
		8	46,167	46,629	47,129
		9	48,350	48,834	49,334
		10	49,602	50,098	50,599
		11	50,855	51,364	51,877
		12	52,060	52,581	53,107
<b>Senior Executive Assistant/ Executive Officer</b>	<b>B</b>	1	39,432	39,827	40,327
		2	40,736	41,144	41,644
		3	41,692	42,109	42,609
		4	42,996	43,426	43,926
		5	44,596	45,042	45,542
		6	45,632	46,088	46,588
		7	46,943	47,412	47,912
		8	48,258	48,740	49,240
		9	50,554	51,060	51,570
		10	51,896	52,415	52,939
		11	53,257	53,790	54,328

		12	54,570	55,116	55,667
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**UNIVERSITY COLLEGE CORK  
ADMINISTRATIVE**

UCC Scale Title	Scale	Point	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
<b>Executive Assistant/ Clerical Officer</b>	<b>A</b>	1	28,679	28,966	29,466
		2	30,544	30,849	31,349
		3	31,638	31,955	32,455
		4	32,824	33,152	33,652
		5	33,624	33,961	34,461
		6	34,859	35,207	35,707
		7	36,104	36,465	36,965
		8	37,241	37,614	38,114
		9	38,027	38,407	38,907
		10	39,138	39,529	40,029
		11	40,135	40,537	41,037
		12	40,920	41,330	41,830
		13	42,014	42,434	42,934
UCC Scale Title	Scale	Point	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
<b>Secretarial Assistant</b>	<b>B</b>	1	28,642	28,929	29,429
		2	30,268	30,571	31,071
<b>Executive Assistant</b>	<b>B</b>	1	31,730	32,048	32,548
		2	33,009	33,339	33,839
		3	33,841	34,179	34,679
		4	35,100	35,451	35,951
		5	36,401	36,765	37,265
		6	37,712	38,089	38,589
		7	38,561	38,947	39,447
		8	39,526	39,921	40,421
		9	40,679	41,086	41,586
		10	41,550	41,966	42,466
		11	42,737	43,164	43,664
		12	43,886	44,325	44,825

UNIVERSITY COLLEGE CORK					
NURSE PAY SCALES					
UCC Scale Title	Scale	Point	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
<b>Student Health Nurse Scale / Clinical Nurse Manager III</b>	<b>A</b>	<b>1</b>	66,635	67,302	67,975
		<b>2</b>	67,950	68,629	69,316
		<b>3</b>	71,279	71,992	72,712
		<b>4</b>	72,586	73,312	74,045
		<b>5</b>	73,903	74,642	75,389
		<b>6</b>	75,237	75,989	76,749
<b>Student Health Nurse Scale / Clinical Nurse Manager III</b>	<b>B</b>	<b>1</b>	70,025	70,725	71,432
		<b>2</b>	71,410	72,124	72,845
		<b>3</b>	74,913	75,662	76,419
		<b>4</b>	76,291	77,054	77,825
		<b>5</b>	77,677	78,454	79,239
		<b>6</b>	79,081	79,872	80,671
<b>Student Health Nurse / Clinical Nurse Manager II</b>	<b>A</b>	<b>1</b>	57,811	58,389	58,973
		<b>2</b>	58,770	59,358	59,951
		<b>3</b>	59,578	60,174	60,776
		<b>4</b>	60,901	61,510	62,125
		<b>5</b>	62,362	62,986	63,615
		<b>6</b>	63,796	64,434	65,079
		<b>7</b>	65,231	65,883	66,542
		<b>8</b>	66,846	67,514	68,189
		<b>9</b>	68,346	69,030	69,720
		<b>10</b>	70,925	71,634	72,351
		<b>LSI (PT 11)</b>	73,052	73,783	74,521
<b>Student Health Nurse / Clinical Nurse Manager II</b>	<b>B</b>	<b>1</b>	60,854	61,463	62,078
		<b>2</b>	61,862	62,481	63,106
		<b>3</b>	62,715	63,342	63,975
		<b>4</b>	64,106	64,747	65,394
		<b>5</b>	65,644	66,300	66,963
		<b>6</b>	67,154	67,826	68,504
		<b>7</b>	68,664	69,351	70,045
		<b>8</b>	70,364	71,068	71,779
		<b>9</b>	71,943	72,662	73,389
		<b>10</b>	74,658	75,405	76,159
		<b>LSI (PT 11)</b>	76,897	77,666	78,443
<b>Nurse Scale / Clinical Nurse Manager I</b>	<b>A</b>	<b>1</b>	53,431	53,965	54,505
		<b>2</b>	54,382	54,926	55,475
		<b>3</b>	55,744	56,301	56,864
		<b>4</b>	57,130	57,701	58,278
		<b>5</b>	58,493	59,078	59,669
		<b>6</b>	59,869	60,467	61,072
		<b>7</b>	61,418	62,032	62,653
		<b>8</b>	62,856	63,484	64,119
<b>Nurse Scale / Clinical Nurse Manager I</b>	<b>B</b>	<b>1</b>	56,081	56,642	57,208
		<b>2</b>	57,098	57,669	58,246
		<b>3</b>	58,533	59,118	59,709
		<b>4</b>	59,992	60,592	61,198
		<b>5</b>	61,443	62,057	62,678
		<b>6</b>	62,903	63,532	64,167
		<b>7</b>	64,529	65,174	65,826
		<b>8</b>	66,045	66,705	67,372

UNIVERSITY COLLEGE CORK							
SENIOR ARCHAEOLOGIST PAY SCALE							
UCC Scale Title	Scale	Point	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)		
		on Scale	01-Mar-25	01-Aug-25	01-Feb-26		
			€	€	€		
<b>Senior Archaeologist</b> (Engineer Grade 2)	<b>A</b>	1	70,369	71,073	71,784		
		2	71,981	72,701	73,428		
		3	73,578	74,314	75,057		
		4	75,187	75,939	76,699		
		5	76,792	77,560	78,336		
		6	78,399	79,183	79,975		
		7	79,997	80,797	81,605		
		8	81,622	82,438	83,262		
		LSI1	83,006	83,836	84,675		
		LSI2	85,588	86,444	87,308		
		<b>Senior Archaeologist</b> (Engineer Grade 2)	<b>B</b>	1	73,960	74,700	75,447
				2	75,651	76,408	77,172
3	77,337			78,111	78,892		
4	79,030			79,820	80,619		
5	80,721			81,528	82,343		
6	81,168			81,979	82,799		
7	82,832			83,660	84,496		
8	84,561			85,406	86,260		
LSI1	87,376			88,250	89,133		
LSI2	90,193			91,095	92,006		

# UNIVERSITY COLLEGE CORK

## DUTY OFFICERS

UCC Scale Title	Scale	Point	PSA (2024-26) (Greater of 2% or €1000)	Salary	PSA (2024-26) (1%)	Salary	PSA (2024-26) (Greater of 1% or €500)	Salary
		on Scale	01-Mar-25	incl. 20% premium	01-Aug-25	incl. 20% premium	01-Feb-26	incl. 20% premium
			€	€	€	€	€	€
<b>DUTY OFFICERS</b>	<b>A</b>	1						
	<b>B</b>	1						

<b>DUTY OFFICERS</b>	<b>A</b>	1	56,807	68,168	57,375	68,850	57,949	69,539
(Admin III salary scale)		2	59,246	71,095	59,839	71,807	60,437	72,524
		3	61,820	74,184	62,438	74,926	63,062	75,674
		4	63,767	76,520	64,404	77,285	65,048	78,058
		5	65,770	78,924	66,428	79,714	67,092	80,510
		6	67,785	81,342	68,462	82,154	69,147	82,976
<b>DUTY OFFICERS</b>	<b>B</b>	1	59,663	71,596	60,260	72,312	60,862	73,034
(Admin III salary scale)		2	62,251	74,701	62,874	75,449	63,502	76,202
		3	64,951	77,941	65,601	78,721	66,257	79,508
		4	67,010	80,412	67,680	81,216	68,357	82,028
		5	69,120	82,944	69,812	83,774	70,510	84,612
		6	71,234	85,481	71,946	86,335	72,665	87,198

SUPERVISOR OF BUILDINGS/ENGINEERING SERVICES					
			Weekly	Weekly	Weekly
UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
<b>Supervisor Of:</b>	<b>A</b>	1	989.29	999.18	1,009.17
<b>Buildings/Eng. Services/Grounds</b>		2	1018.05	1,028.23	1,038.51
		3	1047.57	1,058.05	1,068.63
		4	1077.11	1,087.88	1,098.76
		5	1107.01	1,118.08	1,129.26
		6	1138.64	1,150.02	1,161.52
		7	1169.63	1,181.33	1,193.14
		8	1201.29	1,213.30	1,225.43
<b>Supervisor Of:</b>	<b>B</b>	1	1036.76	1,047.13	1,057.60
<b>Buildings/Eng. Services/Grounds</b>		2	1067.99	1,078.67	1,089.45
		3	1099.78	1,110.78	1,121.88
		4	1131.26	1,142.57	1,153.99
		5	1162.96	1,174.59	1,186.34
		6	1196.35	1,208.32	1,220.40
		7	1228.99	1,241.28	1,253.69
		8	1262.31	1,274.93	1,287.68
			PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
<b>Attendance Allowances</b>			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
<b>Saturday:</b>					
First 4 hrs			85.04	85.89	86.75
Subsequent 4 hrs			124.51	125.76	127.01
<b>Sunday:</b>					
Full day (8 hrs)			289.99	292.89	295.82
Half Day (4 hrs)			145.77	147.23	148.70
<b>Weekday Evenings:</b>					
First 4 hours			85.04	85.89	86.75

UNIVERSITY COLLEGE CORK				
<u>TECHNICIANS</u>				
(Scale A)				
POSITION TITLE	Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
		Pt.	01-Mar-25	01-Aug-25
		€	€	€
<b>Chief Technical Officer</b>	1	72,961	73,691	74,428
<i>(Previously Senior Technician)</i>	2	76,171	76,932	77,701
	3	79,308	80,101	80,902
<b>Senior Technical Officer</b>	1	62,694	63,321	63,954
<i>(Previously Technician - Class I)</i>	2	66,037	66,697	67,364
	3	69,402	70,096	70,797
	4	72,200	72,922	73,651
<b>*Payable after 3 yrs. on max. pt.</b>	<b>*LSI</b>	73,713	74,450	75,195
<b>Technical Officer</b>	1	50,861	51,369	51,883
<i>(Previously Technician Class II)</i>	2	54,060	54,600	55,146
	3	56,790	57,358	57,932
	4	59,548	60,144	60,745
	5	63,083	63,714	64,351
<b>Trainee Technician</b>	1	34,154	34,495	34,995
	2	36,242	36,605	37,105
	3	38,280	38,663	39,163
	4	42,591	43,017	43,517
UNIVERSITY COLLEGE CORK				
<u>TECHNICIANS</u>				
(Scale B)				
POSITION TITLE	Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
		Pt.	01-Mar-25	01-Aug-25
		€	€	€
<b>Chief Technical Officer</b>	1	76,686	77,453	78,227
<i>(Previously Senior Technician)</i>	2	80,064	80,864	81,673
	3	82,100	82,921	83,750
<b>Senior Technical Officer</b>	1	65,879	66,537	67,203
<i>(Previously Technician - Class I)</i>	2	69,399	70,093	70,794
	3	72,938	73,667	74,404
	4	75,886	76,645	77,411
<b>*Payable after 3 yrs. on max. pt.</b>	<b>*LSI</b>	77,480	78,255	79,038
<b>Technical Officer</b>	1	48,438	48,922	49,422
<i>(Previously Technician Class II)</i>	2	51,374	51,888	52,406
	3	53,263	53,795	54,333
	4	56,743	57,310	57,883
	5	59,647	60,243	60,845
	6	62,565	63,190	63,822
	7	66,286	66,949	67,619
<b>Trainee Technician</b>	1	33,050	33,381	33,881
	2	35,579	35,935	36,435
	3	35,654	36,011	36,511
	4	37,856	38,234	38,734
	5	39,439	39,833	40,333
	6	44,496	44,941	45,441

**UNIVERSITY COLLEGE CORK**

**TECHNICAL ASSISTANT**

<b>Scale A</b>		<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
		<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
		<b>€</b>	<b>€</b>	<b>€</b>
	1	32,965	33,295	33,795
2	34,067	34,408	34,908	
3	35,573	35,928	36,428	
4	37,079	37,450	37,950	
5	38,240	38,623	39,123	
6	39,518	39,914	40,414	
7	40,958	41,367	41,867	
8	42,034	42,454	42,954	

<b>Scale B</b>		<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
		<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
		<b>€</b>	<b>€</b>	<b>€</b>
	1	31,288	31,601	32,101
2	32,732	33,059	33,559	
3	33,725	34,062	34,562	
4	35,305	35,658	36,158	
5	36,892	37,261	37,761	
6	38,139	38,520	39,020	
7	39,492	39,887	40,387	
8	41,009	41,419	41,919	
9	42,159	42,580	43,080	
10	43,659	44,095	44,595	

UNIVERSITY COLLEGE CORK					
LIBRARY					
UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
			€	€	€
<b>Senior Library Assistant</b>	<b>A</b>	1	38,272	38,655	39,155
		2	39,195	39,587	40,087
		3	40,271	40,674	41,174
		4	41,168	41,580	42,080
		5	42,689	43,116	43,616
		6	43,668	44,105	44,605
		7	44,918	45,367	45,867
		8	46,167	46,629	47,129
		9	48,350	48,834	49,334
		10	49,602	50,098	50,599
		11	50,855	51,364	51,877
		12	52,060	52,581	53,107
<b>Senior Library Assistant</b>	<b>B</b>	1	39,432	39,827	40,327
		2	40,736	41,144	41,644
		3	41,692	42,109	42,609
		4	42,996	43,426	43,926
		5	44,596	45,042	45,542
		6	45,632	46,088	46,588
		7	46,943	47,412	47,912
		8	48,258	48,740	49,240
		9	50,554	51,060	51,570
		10	51,896	52,415	52,939
		11	53,257	53,790	54,328
		12	54,570	55,116	55,667

<b>UNIVERSITY COLLEGE CORK</b>					
<b>LIBRARY ASSISTANT</b>					
<b>UCC Scale Title</b>	<b>Scale</b>	<b>Point</b>			
		<b>on Scale</b>	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
			<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
			<b>€</b>	<b>€</b>	<b>€</b>
<b>Library Assistant</b>	<b>A</b>	1	28,679	28,966	29,466
		2	30,544	30,849	31,349
		3	31,638	31,955	32,455
		4	32,824	33,152	33,652
		5	33,624	33,961	34,461
		6	34,859	35,207	35,707
		7	36,104	36,465	36,965
		8	37,241	37,614	38,114
		9	38,027	38,407	38,907
		10	39,138	39,529	40,029
		11	40,135	40,537	41,037
		12	40,920	41,330	41,830
		13	42,014	42,434	42,934
<b>Library Assistant</b>	<b>B</b>	1	31,730	32,048	32,548
		2	33,009	33,339	33,839
		3	33,841	34,179	34,679
		4	35,100	35,451	35,951
		5	36,401	36,765	37,265
		6	37,712	38,089	38,589
		7	38,561	38,947	39,447
		8	39,526	39,921	40,421
		9	40,679	41,086	41,586
		10	41,550	41,966	42,466
		11	42,737	43,164	43,664
		12	43,886	44,325	44,825

<b>UNIVERSITY COLLEGE CORK</b>					
<b>LIBRARY SHELVING ASSISTANT</b>					
Fulltime rates to be used on CoreHR					
			100%	100%	100%
			<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
<b>UCC Scale</b>	<b>Scale</b>	<b>Point</b>	<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
			€	€	€
<b>Library</b>	<b>A</b>	1	32,461	32,785	33,285
<b>Shelving</b>		2	32,776	33,103	33,603
<b>Assistant</b>		3	33,146	33,477	33,977
		4	33,464	33,799	34,299
		5	33,783	34,120	34,620
		6	33,782	34,120	34,620
		7	34,068	34,409	34,909
<b>Library</b>	<b>B</b>	1	30,847	31,156	31,656
<b>Shelving</b>		2	31,952	32,272	32,772
<b>Assistant</b>		3	33,653	33,989	34,489
		4	33,652	33,989	34,489
		5	33,953	34,293	34,793
		6	34,277	34,620	35,120
		7	34,608	34,954	35,454
		8	34,962	35,311	35,811
		9	35,348	35,701	36,201

<b>UNIVERSITY COLLEGE CORK</b>				
<b>HOUSE ATTENDANTS</b>				
<b>(Scale A)</b>				
	<b>Point</b>	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
		<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
		<b>€</b>	<b>€</b>	<b>€</b>
House Attendant	1	734.34	741.68	751.26
	2	747.42	754.89	764.47
<b>(Scale B)</b>				
		<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
		<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
		<b>€</b>	<b>€</b>	<b>€</b>
House Attendant	1	698.48	705.46	715.04
	2	711.01	718.12	727.70
	3	755.42	762.97	772.55
	4	769.13	776.83	786.40
<b>The following rates apply to Scales A &amp; B</b>				
		<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
		<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
		<b>€</b>	<b>€</b>	<b>€</b>
<b>Service Pay:</b>				
5 Years		3.53	3.57	3.60
10 Years		7.04	7.11	7.18
15 Years		10.52	10.63	10.73
20 Years		14.06	14.20	14.34

<b>UNIVERSITY COLLEGE CORK</b>			
<b>Departmental Operative - Library</b>			
<b>(Scale A)</b>			
<b>POSITION TITLE</b>	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
	<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
	€	€	€
<b>Departmental Operative- Standard</b>	860.97	869.58	879.15
<b>Library Variable</b>			
<b>Hours Premium:</b>			
<b>1 July - 30 Sept 12.5%</b>	107.62	108.70	109.89
<b>1 Oct - 30 June 16.666%</b>	143.49	144.92	146.52
<b>(Scale B)</b>			
<b>POSITION TITLE</b>	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
	<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
	€	€	€
<b>Departmental Operative- Standard</b>	882.44	891.26	900.84
<b>Library Variable</b>			
<b>Hours Premium:</b>			
<b>1 July - 30 Sept 12.5%</b>	110.30	111.41	112.60
<b>1 Oct - 30 June 16.666%</b>	147.07	148.54	150.13

<b>UNIVERSITY COLLEGE CORK</b>			
<b>Departmental Operative</b>			
<b>(Scale A)</b>			
<b>POSITION TITLE</b>	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
	<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
	<b>€</b>	<b>€</b>	<b>€</b>
<b>Departmental Operative-</b>			
<b>Standard</b>	860.97	869.58	879.15
<b>Technical Operative</b>	928.88	938.17	947.75
<b>Sports Premia - 20%</b>			
<b>Maltings</b>	172.19	173.92	175.83
<b>Saturday Allowance</b>	35.44	35.80	36.15
<b>Sunday Allowance</b>	58.57	59.16	59.75
<b>Reception Centre- 16.666%</b>			
<b>Mon-Fri</b>	143.49	144.92	146.52
<b>(Scale B)</b>			
<b>POSITION TITLE</b>	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
	<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
	<b>€</b>	<b>€</b>	<b>€</b>
<b>Departmental Operative -</b>			
<b>Standard</b>	882.44	891.26	900.84
<b>Technical Operative</b>	962.09	971.71	981.42
<b>Sports Premia -</b>			
<b>Standard - 20%</b>	176.49	178.25	180.17
<b>Saturday Allowance</b>	37.31	37.68	38.06
<b>Sunday Allowance</b>	61.66	62.28	62.90
<b>Reception Centre - 16.666%</b>			
<b>Mon-Fri</b>	147.07	148.54	150.13

<b>UNIVERSITY COLLEGE CORK</b>				
<b>LABORATORY AIDES</b>				
			PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		Point	01-Mar-25	01-Aug-25
			€	€
	<b>Scale A</b>	1	848.17	856.65
	<b>Scale B</b>	1	800.06	808.06
	<i>LSI* after 2 years</i>	2	877.08	885.85

<b>UNIVERSITY COLLEGE CORK</b>				
<b>SERVICES &amp; SECURITY OPERATIVE</b>				
<b>(Scale A)</b>				
	<b>Point</b>	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
		<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
<b>Scale A (Basic)</b>				
		<b>€</b>	<b>€</b>	<b>€</b>
First Year	1	755.65	763.20	772.78
Merit Grade	2	765.69	773.35	782.93
<b>Scale A (Shift Premium)</b>				
Shift Premium (20%)	1	151.13	152.64	154.56
	2	153.14	154.67	156.59
<b>Scale A (Allowances)</b>				
Saturday Allowance	1	35.44	35.80	36.15
	2	35.44	35.80	36.15
Sunday Allowance	1	58.57	59.16	59.75
	2	58.57	59.16	59.75
<b>Scale A (Service Pay)</b>				
5 years		3.53	3.57	3.60
10 years		7.04	7.11	7.18
15 years		10.52	10.63	10.73
20 years		14.06	14.20	14.34

<b>SERVICES &amp; SECURITY OPERATIVE</b>				
		PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
	<b>Point</b>	<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
<b>Scale B (Basic)</b>		€	€	€
	1	719.63	726.83	736.41
	2	732.46	739.79	749.36
	3	777.26	785.03	794.61
	4	784.52	792.37	801.95
<b>Scale B (Shift Premium)</b>				
Shift Premium (20%)	1	143.93	145.37	147.28
	2	146.49	147.96	149.87
	3	155.45	157.01	158.92
	4	156.90	158.47	160.39
<b>Scale B (Allowances)</b>				
Saturday Allowance	1	37.31	37.68	38.06
	2	37.31	37.68	38.06
	3	37.31	37.68	38.06
	4	37.31	37.68	38.06
Sunday Allowance	1	61.66	62.27	62.90
	2	61.66	62.27	62.90
	3	61.66	62.27	62.90
	4	61.66	62.27	62.90
<b>Scale B (Service Pay)</b>				
5 years		3.53	3.57	3.60
10 years		7.04	7.11	7.18
15 years		10.52	10.63	10.73
20 years		14.06	14.20	14.34

# UNIVERSITY COLLEGE CORK

## UNIVERSITY LANGUAGE TEACHER PAY SCALE

UCC Scale Title	Scale	Point on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25 €	01-Aug-25 €	01-Feb-26 €
University Language Teacher	A	1	57,301	57,874	58,453
		2	59,743	60,341	60,944
		3	62,315	62,938	63,567
		4	64,259	64,902	65,551
		5	66,255	66,918	67,587
		6	68,260	68,942	69,632
<i>(previously College Language Teacher)</i>					
University Language Teacher	B	1	55,360	55,914	56,473
		2	58,036	58,617	59,203
		3	60,188	60,790	61,398
		4	62,774	63,402	64,036
		5	65,473	66,128	66,789
		6	67,528	68,203	68,886
		7	69,628	70,324	71,027
		8	71,735	72,452	73,177

Per agreement, the CLT Scale starts at the 7th point of the Lecturer (Merged) Scale

UCC Scale Title	Scale	Point on Scale	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25 €	01-Aug-25 €	01-Feb-26 €
Senior University Language Teacher	A	1	67,873	68,551	69,237
		2	69,929	70,628	71,334
		3	73,349	74,083	74,824
		4	76,779	77,546	78,322
		5	80,201	81,003	81,813
		6	83,186	84,018	84,858
		7	85,839	86,698	87,565
Senior University Language Teacher	B	1	71,331	72,044	72,765
		2	73,493	74,228	74,970
		3	77,092	77,863	78,642
		4	80,704	81,511	82,326
		5	83,051	83,882	84,721
		6	86,695	87,562	88,437
		7	90,355	91,259	92,171

Per agreement, the SULT scale is aligned with the Admin II Salary Scale

**UNIVERSITY COLLEGE CORK**

**General Operative - (Personal)**

<b>(Scale A)</b>	<b>PSA (2024-26) (Greater of 2% or €1000)</b>	<b>PSA (2024-26) (1%)</b>	<b>PSA (2024-26) (Greater of 1% or €500)</b>
	<b>01-Mar-25</b>	<b>01-Aug-25</b>	<b>01-Feb-26</b>
	€	€	€
Rate	829.76	838.06	847.64
Foreman(Personal) -15%	124.46	125.71	127.15

**GENERAL OPERATIVE STANDARD**

**(Scale A)**

	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
	01-Mar-25	01-Aug-25	01-Feb-26
	€	€	€
On Recruitment	775.22	782.97	792.55
After ½ year	778.15	785.93	795.51
After 1½ years	779.60	787.39	796.97
After 2½ years	781.02	788.83	798.41
After 3½ years	782.51	790.34	799.92
After 4½ years	785.40	793.25	802.83
After 5½ years	786.86	794.73	804.31
After 6½ years	786.86	794.73	804.31
After 7½ years	786.86	794.73	804.31
After 8½ years	788.75	796.64	806.22
After 9½ years	790.18	798.08	807.66

**GENERAL OPERATIVE STANDARD**

**(Scale B)**

	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
	01-Mar-25	01-Aug-25	01-Feb-26
	€	€	€
On Recruitment	736.46	743.83	753.41
After ½ year	746.68	754.15	763.73
After 1½ years	795.92	803.88	813.46
After 2½ years	798.26	806.25	815.82
After 3½ years	798.81	806.80	816.38
After 4½ years	800.26	808.26	817.84
After 5½ years	803.14	811.17	820.75
After 6½ years	806.02	814.08	823.66
After 7½ years	807.46	815.53	825.11
After 8½ years	810.33	818.44	828.01
After 9½ years	811.75	819.87	829.45
After 10½ years	816.08	824.24	833.82
After 11½ years	818.98	827.17	836.75

## CRAFTPERSONS

(Scale A)

	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
	01-Mar-25	01-Aug-25	01-Feb-26
	€	€	€
On Recruitment	864.45	873.09	882.67
After ½ year	873.12	881.85	891.43
After 1½ years	877.34	886.11	895.69
After 2½ years	881.95	890.77	900.35
After 3½ years	886.29	895.15	904.73
After 4½ years	888.62	897.50	907.08
After 5½ years	890.77	899.68	909.26
After 6½ years	893.05	901.98	911.56
After 7½ years	895.32	904.28	913.86
After 8½ years	898.86	907.85	917.43
After 9½ years	901.61	910.63	920.21
After 10½ years	908.27	917.35	926.93

	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
	01-Mar-25	01-Aug-25	01-Feb-26
	€	€	€
Foreman Crafts (15%)	136.24	137.60	139.04
Standby Allowance	46.50	46.96	47.43

## CRAFTPERSONS

(Scale B)

	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
	01-Mar-25	01-Aug-25	01-Feb-26
	€	€	€
On Recruitment	816.27	824.44	834.01
After ½ year	840.96	849.37	858.95
After 1½ years	895.09	904.04	913.62
After 2½ years	904.26	913.30	922.88
After 3½ years	908.69	917.77	927.35
After 4½ years	913.57	922.70	932.28
After 5½ years	918.13	927.31	936.89
After 6½ years	920.57	929.77	939.35
After 7½ years	922.87	932.10	941.68
After 8½ years	925.24	934.49	944.07
After 9½ years	927.61	936.88	946.46
After 10½ years	931.37	940.68	950.26
After 11½ years	934.25	943.59	953.17
After 12½ years	941.25	950.66	960.24
	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
	01-Mar-25	01-Aug-25	01-Feb-26
	€	€	€
Foreman Crafts (15%)	141.19	142.60	144.04
Standby Allowance	48.94	49.43	49.93

UNIVERSITY COLLEGE CORK Student Counsellor					
			PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)
			01-Mar-25	01-Aug-25	01-Feb-26
	Scale		€	€	€
<b>Student Counsellor</b>	<b>A</b>	1	64,748	65,395	66,049
		2	67,500	68,175	68,856
		3	70,236	70,938	71,648
		4	72,948	73,678	74,415
		5	76,364	77,128	77,899
		6	81,562	82,378	83,202
		7	85,018	85,869	86,727
		8	89,828	90,727	91,634
		9	93,744	94,682	95,628
<b>Long Service Increment 1</b> <i>(Pay after 3 years on Point 9)</i>		10	96,772	97,739	98,716
<b>Long Service Increment 2</b> <i>(Pay after 3 years on Long Service Increment 1)</i>		11	99,798	100,796	101,804
<b>Student Counsellor</b>	<b>B</b>	1	61,362	61,976	62,596
		2	65,264	65,917	66,576
		3	68,042	68,723	69,410
		4	70,938	71,648	72,364
		5	73,819	74,557	75,302
		6	76,676	77,442	78,216
		7	80,270	81,072	81,883
		8	84,497	85,342	86,195
		9	89,493	90,388	91,292
<i>LSI 1 prior to creation of merged scale</i>		10	94,556	95,502	96,457
<i>LSI 2 prior to creation of merged scale</i>		11	98,678	99,665	100,662
<b>Long Service Increment 1</b> <i>(Pay after 3 years on Point 12)</i>		12	101,865	102,884	103,913
<b>Long Service Increment 2</b> <i>(Pay after 3 years on Long Service Increment 1)</i>		13	105,051	106,101	107,162

SESSIONAL RATES							
Post	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)				
	01-Mar-25	01-Aug-25	01-Feb-26				
Student Health Doctor	229.86	232.16	234.48	per 3 hr session			
Student Health Nurse	115.41	116.56	117.73	per 3 hr session			
Physiotherapist	111.72	112.84	113.96	per 3 hr session			
Consultant Psychiatrist	366.16	369.82	373.52	per 3 hr session			
Student Counsellor	58.17	58.75	59.34	per hour			
<b>ANNUAL LEAVE:</b> Please Note effective the start of the Academic Year (24th Sept '07) hourly rates are now exclusive of 8% annual leave entitlement. Please review <a href="#">Point 2</a> for further information.							
<b>Notes:</b>							
1. All the above rates are subject to increases under national wage agreements.							
2. Payment of hourly occasional part-time staff will be based on the basic rate of pay only, exclusive of 8% annual leave entitlement. Unused annual leave entitlement should be paid on termination of the contract and should be calculated on 8% of total earnings with a department. Earning figures are displayed on monthly Pay Reports issued by the Finance Department. In the month of payment of annual leave, please return 8% of total earnings on the monthly Timesheet, highlighting this as an <i>Annual Leave Payment</i> .							

UNIVERSITY COLLEGE CORK					
EXAM PAYMENT RATES					
Payment to Assistant Examiners					
	Point	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	PSA (2024-26) (Greater of 1% or €500)	
		01-Mar-25	01-Aug-25	01-Feb-26	
<b>Invigilation</b>					
		€	€	€	
General	1	14.24	14.39	14.53	
<i>LSI after two years on point 1</i>	2	15.83	15.99	16.15	
Senior Invigilator		23.74	23.97	24.21	
Senior Invigilator 2		19.77	19.97	20.17	
<b>Marking of Scripts</b>					
Scripts (Per 3 Hour Exam Script)		7.99	8.07	8.15	
Essays up to 1000		1.92	1.94	1.96	
Essays 1000+ -2500		2.65	2.67	2.70	
Essays- 2500+ - 3,000		3.99	4.03	4.07	
Essays - 3,000+- 6,000		7.99	8.07	8.15	
Essays( 6,000+ - 9,000		12.01	12.13	12.25	
Essays( 9000+)		16.22	16.39	16.55	
Thesis(Minor)		19.96	20.16	20.36	
<b>Orals</b>					
Medical Orals/Clinics per day Cork		144.31	145.76	147.21	
Medical Orals Clinics Outside Cork		191.31	193.22	195.15	
Supervising		11.87	11.99	12.11	
<b>Major Postgraduate Thesis (not examined by Assistant Examiner)</b>					
Architecture					
Studio Work - Folios		19.96	20.16	20.36	
Studio Work - Town Planning		19.96	20.16	20.36	
Clinical Placements each:Higher Diploma in Midwifery		21.63	21.85	22.06	
<i>*PSA 2013 rate is applicable to the marking of exams which take place on/after 23 September 2013</i>					

## UNIVERSITY COLLEGE CORK

### HOURLY OCCASIONAL RATES OF PAY

The Policy for Recruitment of Hourly Occasional Staff is detailed in Appendix I.

Categories of Hourly Occasional Staff		PSA (2024-26)	Increase to	PSA (2024-26)	
		(1%)	Minimum Wage	(Greater of 1% or €500)	
		01-Aug-25	01-Jan-26	01-Feb-26	
		€	€	€	
<b>A</b>	<b>Tutor/Demonstrator:</b>				
	Undergraduate Tutor and/or Demonstrator	14.62		14.77	per hour
	<i>LSI after two years on point 1</i>	16.17		16.34	per hour
	Postgraduate Tutor and/or Demonstrator	0.00			
	Demonstrating	21.04		21.25	per demonstrating hour
	<i>LSI after two years on point 1</i>	23.30		23.53	per demonstrating hour
	Tutorial Work	28.11		28.39	per tutorial hour
	<i>LSI after two years on point 1</i>	31.16		31.47	per tutorial hour
	Senior Demonstrator	20411.23		20615.34	<b>per annum</b>
	<i>LSI after two years on point 1</i>	22215.00		22437.15	<b>per annum</b>
	Senior Medical Demonstrator (Registered Students only)	32706.10		33033.16	<b>per annum</b>
	<i>LSI after two years on point 1</i>	35875.96		36234.72	<b>per annum</b>
	Non-Registered Tutor and/or Demonstrator	27.12		27.39	per practical hour
	<i>LSI after two years on point 1</i>	30.07		30.37	per practical hour
		44.62		45.07	per tutorial hour
	<i>LSI after two years on point 1</i>	49.51		50.00	per tutorial hour
	Foreign Language Demonstrator	1904.05		1923.09	<b>per month (for 8 months)</b>
	<i>LSI after two years on point 1</i>	2104.04		2125.08	<b>per month (for 8 months)</b>
<b>B</b>	<b>Hourly Occasional Assistant Lecturer</b>	51.83		52.35	per lecture hour
	<i>LSI after two years on point 1</i>	57.52		58.10	per lecture hour
		44.62		45.07	per tutorial hour
	<i>LSI after two years on point 1</i>	49.51		50.00	per tutorial hour
		27.12		27.39	per practical hour
	<i>LSI after two years on point 1</i>	30.07		30.37	per practical hour
<b>C</b>	<b>Hourly Occasional Evening Lecturer* (See Note 3 below)</b>	70.72		71.43	per lecture hour
	<i>LSI after two years on point 1</i>	78.51		79.29	per lecture hour
<b>D</b>	<b>Visiting/Guest Lecturer</b>	90.57		91.47	per lecture hour
	<i>LSI after two years on point 1</i>	100.55		101.56	per lecture hour
		44.62		45.07	per tutorial hour
	<i>LSI after two years on point 1</i>	49.51		50.00	per tutorial hour
<b>E</b>	<b>Hourly Occasional Supervisors (Education Dept.)</b>	65.58		66.24	per supervision
	<i>LSI after two years on point 1</i>	72.79		73.52	per supervision
<b>F</b>	<b>Student Help:</b>	13.91	14.15	14.29	per hour
	<i>LSI after two years on point 1</i>	13.91	14.15	14.29	per hour

All Rates: Progression to point 2 on the scale will be after two years service on the first point

**ANNUAL LEAVE:** Please Note effective the start of the Academic Year (24th Sept '07) hourly rates are now exclusive of 8% annual leave entitlement. Please review [Note 1](#) for further information.

#### Note 1

Payment of hourly occasional staff will be based on the basic rate of pay only, exclusive of 8% annual leave entitlement. Unused annual leave entitlement should be paid on termination of the contract and should be calculated on 8% of total earnings with a department. Earning figures are displayed on monthly Pay Reports issued by the Finance Department. In the month of payment of annual leave, please return 8% of total earnings on the monthly Timesheet, highlighting this as an Annual Leave Payment.

#### Note 2

For payments processed as monthly salaries, the annual leave entitlement is calculated as per [Note 1](#) for hourly paid staff. For positions of Senior Demonstrator, Senior Medical Demonstrator, and Foreign Language Demonstrator, where annual salaries are pre-determined, annual leave entitlement must be taken within the term of the contract as paid time off.

#### Note 3

This rate is applicable to specific evening programmes delivered at evenings/weekends. Application determined at Departmental/Discipline level.