



UNIVERSITY COLLEGE CORK

SALARY SCALES

DATE EFFECTIVE:

01 January 2026

Department of People & Culture
(Revised January 2026)

UNIVERSITY COLLEGE CORK

ACADEMIC

Scale Title	Point on Scale			
		PSA (2024-26) Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		01-Oct-24	01-Mar-25	01-Aug-25
Professor Scale A		€	€	€
	1	133,065	135,726	137,083
	2	140,653	143,466	144,900
	3	148,240	151,205	152,717
	4	155,827	158,943	160,533
	5	163,414	166,683	168,349
	6	171,002	174,422	176,166

Scale Title	Point on Scale			
		PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		01-Oct-24	01-Mar-25	01-Aug-25
Professor Scale B		€	€	€
	1	140,068	142,870	144,298
	2	148,054	151,016	152,526
	3	156,041	159,162	160,754
	4	164,028	167,309	168,982
	5	170,312	173,718	175,455
	6	177,078	180,620	182,426

UNIVERSITY COLLEGE CORK

ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale			
			PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Prof (Scale 2)	A	1	112,438	114,687	115,834
		2	117,357	119,704	120,901
		3	122,268	124,714	125,961
		4	127,172	129,716	131,013
		5	128,822	131,398	132,712
		6	132,054	134,696	136,042
Prof (Scale 2)	B	1	118,356	120,723	121,930
		2	123,533	126,004	127,264
		3	128,705	131,279	132,592
		4	133,865	136,543	137,908
		5	135,605	138,317	139,700
		6	139,003	141,783	143,201

UNIVERSITY COLLEGE CORK

ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale	PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Senior Lecturer	A	1	78,658	80,231	81,033
		2	81,980	83,620	84,456
		3	86,587	88,318	89,202
		4	91,219	93,044	93,974
		5	95,837	97,754	98,731
		6	100,439	102,448	103,473
		7	105,059	107,161	108,232
		8	109,637	111,829	112,948
Senior Lecturer	B	1	81,450	83,079	83,910
		2	86,293	88,019	88,899
		3	91,142	92,965	93,895
		4	96,019	97,939	98,919
		5	100,878	102,896	103,925
		6	105,730	107,845	108,923
		7	110,591	112,803	113,931
		8	115,407	117,715	118,893
Lecturer A/B	A	1	73,130	74,592	75,338
		2	78,016	79,576	80,372
		3	81,684	83,318	84,151
		4	86,621	88,353	89,237
		5	94,564	96,455	97,420
Lecturer A/B	B	1	76,863	78,401	79,185
		2	81,577	83,209	84,041
		3	85,984	87,704	88,581
		4	91,178	93,002	93,932
		5	99,543	101,534	102,549

UNIVERSITY COLLEGE CORK

ACADEMIC PAY SCALES

UCC Scale Title	Scale	Point on Scale	PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Lecturer B/B	A	1	42,732	43,732	44,169
		2	45,026	46,026	46,487
		3	47,372	48,372	48,856
		4	49,496	50,496	51,001
		5	51,747	52,782	53,310
		6	54,188	55,272	55,824
		7	56,177	57,300	57,873
		8	58,572	59,743	60,341
		9	61,093	62,315	62,938
		10	62,999	64,259	64,902
		11	64,956	66,255	66,918
		12	66,921	68,260	68,942
Lecturer B/B	B	1	40,685	41,685	42,102
		2	42,733	43,733	44,170
		3	44,697	45,697	46,154
		4	46,972	47,972	48,452
		5	49,577	50,577	51,083
		6	51,831	52,868	53,396
		7	54,275	55,360	55,914
		8	56,898	58,036	58,616
		9	59,008	60,188	60,790
		10	61,543	62,774	63,402
		11	64,190	65,473	66,128
		12	66,204	67,528	68,203
		13	68,262	69,628	70,324
		14	70,328	71,735	72,452

Academic Consultants

Comprehends those covered by the Settlement Agreement only, see HSE scales
(<https://www.hse.ie/eng/staff/benefitservices/pay/>)
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
	01/10/2024	01/03/2025	01/08/2025
	€	€	€
Professor	334,690	341,384	344,798
Prof (Scale 2)	315,528	321,839	325,057
Lecturer	296,454	302,383	305,407
College Lecturer	291,339	297,166	300,138

Category II

Consultants

	Type A	Type A	Type A
	01/10/2024	01/03/2025	01/08/2025
	€	€	€
Professor UCC	334,690	341,384	344,798
Prof (Scale 2)	315,528	321,839	325,057
Lecturer UCC	296,454	302,383	305,407
College Lecturer UCC	291,339	297,166	300,138

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
	01/10/2024	01/03/2025	01/08/2025
	€	€	€
Professor	323,344	329,811	333,109
Prof (Scale 2)	299,978	305,978	309,038
Lecturer	273,864	279,341	282,134
College Lecturer	267,310	272,656	275,383

Category II

Consultants

	Type B	Type B	Type B
	01/10/2024	01/03/2025	01/08/2025
	€	€	€
Professor UCC	323,344	329,811	333,109
Prof (Scale 2)	299,978	305,978	309,038
Lecturer UCC	273,864	279,341	282,134
College Lecturer UCC	267,310	272,656	275,383

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*
	01/10/2024	01/03/2025	01/08/2025
	€	€	€
Professor UCC	289,307	295,093	298,044
Prof (Scale 2)	267,899	273,257	275,990
Lecturer UCC	246,491	251,421	253,935
College Lecturer UCC	240,762	245,577	248,033

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 (1%))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26 (1%))
	on	01/10/24	01/03/2025	01/08/2025
	Scale	€	€	
Type A Professor	1	278,615	284,187	287,029
	2	293,685	299,559	302,555
	3	309,571	315,762	318,920
	4	317,944	324,303	327,546
	5	326,317	332,843	336,171
	6	334,690	341,384	344,798
Type A Associate Professor	1	261,368	266,595	269,261
	2	276,440	281,969	284,789
	3	290,409	296,217	299,179
	4	298,782	304,758	307,806
	5	307,155	313,298	316,431
	6	315,528	321,839	325,057
Type A Lecturer	1	244,202	249,086	251,577
	2	259,273	264,458	267,103
	3	271,334	276,761	279,529
	4	279,708	285,302	288,155
	5	288,080	293,842	296,780
	6	296,454	302,383	305,407
Type A College Lecturer	1	239,598	244,390	246,834
	2	254,669	259,762	262,360
	3	266,220	271,544	274,259
	4	274,594	280,086	282,887
	5	282,966	288,625	291,511
	6	291,339	297,166	300,138

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 (1%))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26 (1%))
	on	01/10/24	01/03/2025	01/08/2025
	Scale	€	€	
Type A Professor	1	237,073	241,814	244,232
	2	250,889	255,907	258,466
	3	263,250	268,515	271,200
	4	267,709	273,063	275,794
	5	267,709	273,063	275,794
	6	267,709	273,063	275,794
Type A Associate Professor	1	213,166	217,429	219,603
	2	233,675	238,349	240,732
	3	245,445	250,354	252,858
	4	259,130	264,313	266,956
	5	267,709	273,063	275,794
	6	267,709	273,063	275,794
Type A Senior Lecturer	1	197,397	201,345	203,358
	2	209,281	213,467	215,602
	3	227,758	232,313	234,636
	4	240,673	245,486	247,941
	5	249,154	254,137	256,678
	6	262,258	267,503	270,178
*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	PSA (2024-26 (1%))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26 (1%))
		on	01/10/24	01/03/2025	01/08/2025
		Scale	€	€	
Type B Professor		1	271,253	276,678	279,445
		2	284,424	290,112	293,013
		3	301,391	307,419	310,493
		4	308,709	314,883	318,032
		5	316,027	322,348	325,571
		6	323,344	329,811	333,109
Type B Associate Professor		1	250,221	255,225	257,777
		2	263,394	268,662	271,349
		3	278,024	283,584	286,420
		4	285,342	291,049	293,959
		5	292,659	298,512	301,497
		6	299,978	305,978	309,038
Type B Lecturer		1	226,718	231,252	233,565
		2	239,890	244,688	247,135
		3	251,911	256,949	259,518
		4	259,229	264,414	267,058
		5	266,546	271,877	274,596
		6	273,864	279,341	282,134
Type B College Lecturer		1	220,820	225,236	227,488
		2	233,993	238,673	241,060
		3	245,355	250,262	252,765
		4	252,674	257,727	260,304
		5	259,991	265,191	267,843
		6	267,310	272,656	275,383

ACADEMIC CONSULTANTS - NEW ENTRANTS				
Consultant on Type B Contract appointed from 1 October 2012*				
Scale Title	Point	PSA (2024-26 (1%))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26 (1%))
	on	01/10/24	01/03/2025	01/08/2025
	Scale	€	€	
Type B Professor	1	223,691	228,165	230,447
	2	233,694	238,368	240,752
	3	243,979	248,859	251,348
	4	254,466	259,555	262,151
	5	265,309	270,615	273,321
	6	267,709	273,063	275,794
Type B Associate Professor	1	198,798	202,774	204,802
	2	207,941	212,100	214,221
	3	224,929	229,428	231,722
	4	234,763	239,458	241,853
	5	244,787	249,683	252,180
	6	254,813	259,909	262,508
Type B Senior Lecturer	1	175,764	179,279	181,072
	2	188,066	191,827	193,745
	3	196,806	200,742	202,749
	4	205,723	209,837	211,935
	5	214,432	218,721	220,908
	6	231,015	235,635	237,991
*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 C Contract appointed				
Scale Title	Point	PSA (2024-26 (1%))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26 (1%))
	on	01/10/24	01/03/2025	01/08/2025
	Scale	€	€	
Type C Professor	1	224,078	228,560	230,846
	2	238,066	242,827	245,255
	3	248,975	253,955	256,495
	4	256,746	261,881	264,500
	5	264,518	269,808	272,506
	6	272,290	277,736	280,513
Type C Associate Professor	1	204,708	208,802	210,890
	2	218,696	223,070	225,301
	3	227,454	232,003	234,323
	4	235,226	239,931	242,330
	5	242,997	247,857	250,336
	6	250,769	255,784	258,342
Type C Lecturer	1	183,073	186,734	188,601
	2	197,060	201,001	203,011
	3	203,412	207,480	209,555
	4	211,183	215,407	217,561
	5	218,955	223,334	225,567
	6	226,727	231,262	233,675
Type C College Lecturer	1	177,629	181,182	182,994
	2	191,617	195,449	197,403
	3	197,364	201,311	203,324
	4	205,136	209,239	211,331
	5	212,907	217,165	219,337
	6	220,679	225,093	227,344

ACADEMIC CONSULTANTS - NEW ENTRANTS

Salary scales for New Entrant Academic Consultant on Type C Contract appointed				
Scale Title	Point	PSA (2024-26 (1%))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26 (1%))
	on	01/10/24	01/03/2025	01/08/2025
	Scale	€	€	
Type C Professor	1	178,522	182,092	183,913
	2	189,419	193,207	195,139
	3	197,458	201,407	203,421
	4	207,357	211,504	213,619
	5	215,053	219,354	221,548
	6	232,382	237,030	239,400
Type C Associate Professor	1	166,238	169,563	171,259
	2	172,864	176,321	178,084
	3	177,442	180,991	182,801
	4	190,597	194,409	196,353
	5	197,685	201,639	203,655
	6	206,349	210,476	212,581
Type C Senior Lecturer	1	154,579	157,671	159,248
	2	161,055	164,276	165,919
	3	168,368	171,735	173,452
	4	173,506	176,976	178,746
	5	179,898	183,496	185,331
	6	191,840	195,677	197,634
*serving Consultants moving from permanent posts are allowed retain their existing salary scales				

UNIVERSITY COLLEGE CORK

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

UNIVERSITY COLLEGE CORK			
<u>Administrative</u>			
(Scale A)			
Scale Title			
	PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
Senior Admin II	133,065	135,726	137,083
	140,653	143,466	144,900
	148,240	151,205	152,717
	155,827	158,943	160,533
	163,414	166,683	168,349
	171,002	174,422	176,166
(Scale B)			
Scale Title			
	PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
Senior Admin II	140,125	142,928	144,357
	148,054	151,016	152,526
	156,041	159,162	160,754
	164,028	167,309	168,982
	172,015	175,455	177,210
	177,078	180,620	182,426

UNIVERSITY COLLEGE CORK ADMINISTRATIVE					
UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Senior Admin IIA	A	1	118,377	120,744	121,952
		2	123,549	126,020	127,280
		3	128,721	131,295	132,608
		4	133,882	136,560	137,926
		5	139,027	141,807	143,225
Senior Admin IIA	B	1	124,604	127,097	128,368
		2	130,051	132,652	133,978
		3	135,500	138,210	139,592
		4	140,928	143,747	145,184
		5	146,339	149,266	150,759
Senior Admin III	A	1	83,912	85,591	86,446
		2	88,902	90,680	91,587
		3	93,902	95,780	96,737
		4	98,927	100,905	101,914
		5	103,935	106,014	107,074
		6	108,923	111,101	112,212
		7	113,933	116,212	117,374
		8	118,898	121,276	122,489
Senior Admin III	B	1	88,329	90,096	90,997
		2	93,580	95,452	96,407
		3	98,843	100,820	101,828
		4	104,129	106,212	107,274
		5	109,402	111,590	112,706
		6	114,662	116,955	118,125
		7	119,932	122,331	123,554
		8	125,154	127,657	128,933
Senior Admin IV	A	1	90,882	92,700	93,627
		2	95,475	97,385	98,359
		3	100,083	102,085	103,105
		4	104,670	106,764	107,831
		5	109,247	111,432	112,547
Senior Admin IV	B	1	95,664	97,577	98,553
		2	100,506	102,516	103,541
		3	105,351	107,458	108,533
		4	110,183	112,387	113,511
		5	114,996	117,296	118,469

UNIVERSITY COLLEGE CORK					
ADMINISTRATIVE					
UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Admin I	A	1	79,128	80,711	81,518
(Grade 7)		2	83,213	84,878	85,726
		3	88,585	90,356	91,260
		4	93,933	95,812	96,770
		5	102,551	104,602	105,648
Admin I	B	1	81,947	83,586	84,422
(Grade 7)		2	87,590	89,341	90,235
		3	93,247	95,112	96,063
		4	98,881	100,859	101,868
		5	107,950	110,109	111,211
Admin II	A	1	66,542	67,873	68,551
(Grade 6A)		2	68,557	69,929	70,628
		3	71,911	73,349	74,083
		4	75,273	76,779	77,546
		5	78,629	80,201	81,003
		6	81,555	83,186	84,018
		7	84,156	85,839	86,698
Admin II	B	1	69,932	71,331	72,044
(Grade 6A)		2	72,052	73,493	74,228
		3	75,581	77,092	77,863
		4	79,121	80,704	81,511
		5	81,423	83,051	83,882
		6	84,995	86,695	87,562
		7	88,584	90,355	91,259
Admin III	A	1	55,693	56,807	57,375
(Grade 6)		2	58,085	59,246	59,839
		3	60,607	61,820	62,438
		4	62,516	63,767	64,404
		5	64,480	65,770	66,428
		6	66,456	67,785	68,462
Admin III	B	1	58,493	59,663	60,260
(Grade 6)		2	61,031	62,251	62,874
		3	63,678	64,951	65,601
		4	65,696	67,010	67,680
		5	67,765	69,120	69,812
		6	69,837	71,234	71,946

UNIVERSITY COLLEGE CORK					
ADMINISTRATIVE					
UCC Scale Title	Scale	Point	PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Admin V	A	1	47,584	48,584	49,070
(Grade 5)		2	49,329	50,329	50,833
		3	51,124	52,147	52,668
		4	52,463	53,513	54,048
		5	53,853	54,931	55,480
		6	55,276	56,381	56,945
		7	56,680	57,814	58,392
		8	58,137	59,300	59,893
Admin V	B	1	49,799	50,799	51,307
(Grade 5)		2	51,651	52,684	53,211
		3	53,591	54,662	55,209
		4	55,054	56,156	56,717
		5	56,538	57,669	58,245
		6	58,050	59,211	59,803
		7	59,542	60,733	61,341
		8	61,081	62,303	62,926
Senior Executive Assistant/ Executive Officer	A	1	37,272	38,272	38,655
		2	38,195	39,195	39,587
		3	39,271	40,271	40,674
		4	40,168	41,168	41,580
		5	41,689	42,689	43,116
		6	42,668	43,668	44,105
		7	43,918	44,918	45,367
		8	45,167	46,167	46,629
		9	47,350	48,350	48,834
		10	48,602	49,602	50,098
		11	49,855	50,855	51,364
		12	51,039	52,060	52,581
Senior Executive Assistant/ Executive Officer	B	1	38,432	39,432	39,827
		2	39,736	40,736	41,144
		3	40,692	41,692	42,109
		4	41,996	42,996	43,426
		5	43,596	44,596	45,042
		6	44,632	45,632	46,088
		7	45,943	46,943	47,412
		8	47,258	48,258	48,740
		9	49,554	50,554	51,060
		10	50,878	51,896	52,415
		11	52,213	53,257	53,790

		12	53,500	54,570	55,116
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**UNIVERSITY COLLEGE CORK
ADMINISTRATIVE**

UCC Scale Title	Scale	Point	PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Executive Assistant/ Clerical Officer	A	1	27,679	28,679	28,966
		2	29,544	30,544	30,849
		3	30,638	31,638	31,955
		4	31,824	32,824	33,152
		5	32,624	33,624	33,961
		6	33,859	34,859	35,207
		7	35,104	36,104	36,465
		8	36,241	37,241	37,614
		9	37,027	38,027	38,407
		10	38,138	39,138	39,529
		11	39,135	40,135	40,537
		12	39,920	40,920	41,330
		13	41,014	42,014	42,434
UCC Scale Title	Scale	Point	PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Secretarial Assistant	B	1	27,642	28,642	28,929
		2	29,268	30,268	30,571
Executive Assistant	B	1	30,730	31,730	32,048
		2	32,009	33,009	33,339
		3	32,841	33,841	34,179
		4	34,100	35,100	35,451
		5	35,401	36,401	36,765
		6	36,712	37,712	38,089
		7	37,561	38,561	38,947
		8	38,526	39,526	39,921
		9	39,679	40,679	41,086
		10	40,550	41,550	41,966
		11	41,737	42,737	43,164
		12	42,886	43,886	44,325

UNIVERSITY COLLEGE CORK					
NURSE PAY SCALES					
UCC Scale Title	Scale	Point			
			PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Student Health Nurse Scale /	A	1	65,329	66,635	67,302
Clinical Nurse Manager III		2	66,618	67,950	68,629
		3	69,881	71,279	71,992
		4	71,163	72,586	73,312
		5	72,454	73,903	74,642
		6	73,761	75,237	75,989
Student Health Nurse Scale /	B	1	68,652	70,025	70,725
Clinical Nurse Manager III		2	70,010	71,410	72,124
		3	73,444	74,913	75,662
		4	74,795	76,291	77,054
		5	76,154	77,677	78,454
		6	77,530	79,081	79,872
Student Health Nurse /	A	1	56,678	57,811	58,389
Clinical Nurse Manager II		2	57,618	58,770	59,358
		3	58,410	59,578	60,174
		4	59,707	60,901	61,510
		5	61,139	62,362	62,986
		6	62,545	63,796	64,434
		7	63,952	65,231	65,883
		8	65,535	66,846	67,514
		9	67,006	68,346	69,030
		10	69,535	70,925	71,634
		LSI (PT 11)	71,620	73,052	73,783
Student Health Nurse /	B	1	59,661	60,854	61,463
Clinical Nurse Manager II		2	60,649	61,862	62,481
		3	61,485	62,715	63,342
		4	62,849	64,106	64,747
		5	64,357	65,644	66,300
		6	65,837	67,154	67,826
		7	67,318	68,664	69,351
		8	68,984	70,364	71,068
		9	70,532	71,943	72,662
		10	73,194	74,658	75,405
		LSI (PT 11)	75,389	76,897	77,666
Nurse Scale /	A	1	52,383	53,431	53,965
Clinical Nurse Manager I		2	53,316	54,382	54,926
		3	54,651	55,744	56,301
		4	56,010	57,130	57,701
		5	57,346	58,493	59,078
		6	58,695	59,869	60,467
		7	60,214	61,418	62,032
		8	61,623	62,856	63,484
Nurse Scale /	B	1	54,981	56,081	56,642
Clinical Nurse Manager I		2	55,978	57,098	57,669
		3	57,385	58,533	59,118
		4	58,816	59,992	60,592
		5	60,238	61,443	62,057
		6	61,670	62,903	63,532
		7	63,264	64,529	65,174
		8	64,750	66,045	66,705

UNIVERSITY COLLEGE CORK					
SENIOR ARCHAEOLOGIST PAY SCALE					
UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Senior Archaeologist (Engineer Grade 2)	A	1	68,990	70,369	71,073
		2	70,570	71,981	72,701
		3	72,135	73,578	74,314
		4	73,713	75,187	75,939
		5	75,287	76,792	77,560
		6	76,862	78,399	79,183
		7	78,429	79,997	80,797
		8	80,021	81,622	82,438
		LSI1	81,379	83,006	83,836
		LSI2	83,910	85,588	86,444
Senior Archaeologist (Engineer Grade 2)	B	1	72,510	73,960	74,700
		2	74,168	75,651	76,408
		3	75,821	77,337	78,111
		4	77,481	79,030	79,820
		5	79,138	80,721	81,528
		6	79,576	81,168	81,979
		7	81,207	82,832	83,660
		8	82,902	84,561	85,406
		LSI1	85,663	87,376	88,250
		LSI2	88,425	90,193	91,095

UNIVERSITY COLLEGE CORK

DUTY OFFICERS

UCC Scale Title	Scale	Point	PSA (2024-26 (Greater of 1% or €500)	Salary	PSA (2024-26) (Greater of 2% or €1000)	Salary	PSA (2024-26) (1%)	Salary
		on Scale	01-Oct-24	incl. 20% premium	01-Mar-25	incl. 20% premium	01-Aug-25	incl. 20% premium
			€	€	€	€	€	€
DUTY OFFICERS	A	1	46,124	55,349				
	B	1	48,303	57,964				

DUTY OFFICERS
(Admin III salary scale)

A

1
2
3
4
5
6

56,807	68,168	57,375	68,850
59,246	71,095	59,839	71,807
61,820	74,184	62,438	74,926
63,767	76,520	64,404	77,285
65,770	78,924	66,428	79,714
67,785	81,342	68,462	82,154
59,663	71,596	60,260	72,312
62,251	74,701	62,874	75,449
64,951	77,941	65,601	78,721
67,010	80,412	67,680	81,216
69,120	82,944	69,812	83,774
71,234	85,481	71,946	86,335

DUTY OFFICERS
(Admin III salary scale)

B

1
2
3
4
5
6

SUPERVISOR OF BUILDINGS/ENGINEERING SERVICES					
			Weekly	Weekly	Weekly
UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Supervisor Of:	A	1	969.89	989.29	999.18
Buildings/Eng. Services/Grounds		2	998.08	1018.05	1,028.23
		3	1027.03	1047.57	1,058.05
		4	1055.99	1077.11	1,087.88
		5	1085.30	1107.01	1,118.08
		6	1116.31	1138.64	1,150.02
		7	1146.70	1169.63	1,181.33
		8	1177.73	1201.29	1,213.30
Supervisor Of:	B	1	1016.43	1036.76	1,047.13
Buildings/Eng. Services/Grounds		2	1047.05	1067.99	1,078.67
		3	1078.21	1099.78	1,110.78
		4	1109.08	1131.26	1,142.57
		5	1140.16	1162.96	1,174.59
		6	1172.90	1196.35	1,208.32
		7	1204.89	1228.99	1,241.28
		8	1237.55	1262.31	1,274.93
Attendance Allowances			PSA (2024-26) (1%)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Saturday:					
First 4 hrs			83.37	85.04	85.89
Subsequent 4 hrs			122.07	124.51	125.76
Sunday:					
Full day (8 hrs)			284.30	289.99	292.89
Half Day (4 hrs)			142.91	145.77	147.23
Weekday Evenings:					
First 4 hours			83.37	85.04	85.89

UNIVERSITY COLLEGE CORK

UNIVERSITY LANGUAGE TEACHER PAY SCALE

UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
University Language Teacher	A	1	56,178	57,301	57,874
		2	58,572	59,743	60,341
		3	61,093	62,315	62,938
		4	62,999	64,259	64,902
		5	64,956	66,255	66,918
(previously College Language Teacher)		6	66,921	68,260	68,942
University Language Teacher	B	1	54,275	55,360	55,914
		2	56,898	58,036	58,617
		3	59,008	60,188	60,790
		4	61,543	62,774	63,402
		5	64,190	65,473	66,128
		6	66,204	67,528	68,203
(previously College Language Teacher)		7	68,262	69,628	70,324
		8	70,328	71,735	72,452

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

UCC Scale Title	Scale	Point	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		on Scale	01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Senior University Language Teacher	A	1	66,542	67,873	68,551
		2	68,557	69,929	70,628
		3	71,911	73,349	74,083
		4	75,273	76,779	77,546
		5	78,629	80,201	81,003
		6	81,555	83,186	84,018
Senior University Language Teacher	B	7	84,156	85,839	86,698
		1	69,932	71,331	72,044
		2	72,052	73,493	74,228
		3	75,581	77,092	77,863
		4	79,121	80,704	81,511
		5	81,423	83,051	83,882
		6	84,995	86,695	87,562
		7	88,584	90,355	91,259

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

UNIVERSITY COLLEGE CORK				
TECHNICIANS				
(Scale A)				
POSITION TITLE	Scale	PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	Pt.	01-Oct-24	01-Mar-25	01-Aug-25
		€	€	€
Chief Technical Officer	1	71,530	72,961	73,691
(Previously Senior Technician)	2	74,677	76,171	76,932
	3	77,753	79,308	80,101
Senior Technical Officer	1	61,465	62,694	63,321
(Previously Technician - Class I)	2	64,742	66,037	66,697
	3	68,041	69,402	70,096
	4	70,784	72,200	72,922
*Payable after 3 yrs. on max. pt.	*LSI	72,268	73,713	74,450
Technical Officer	1	49,861	50,861	51,369
(Previously Technician Class II)	2	53,000	54,060	54,600
	3	55,677	56,790	57,358
	4	58,381	59,548	60,144
	5	61,846	63,083	63,714
Trainee Technician	1	33,154	34,154	34,495
	2	35,242	36,242	36,605
	3	37,280	38,280	38,663
	4	41,591	42,591	43,017
UNIVERSITY COLLEGE CORK				
TECHNICIANS				
(Scale B)				
POSITION TITLE	Scale	PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	Pt.	01-Oct-24	01-Mar-25	01-Aug-25
		€	€	€
Chief Technical Officer	1	75,182	76,686	77,453
(Previously Senior Technician)	2	78,494	80,064	80,864
	3	80,490	82,100	82,921
Senior Technical Officer	1	64,587	65,879	66,537
(Previously Technician - Class I)	2	68,038	69,399	70,093
	3	71,508	72,938	73,667
	4	74,398	75,886	76,645
*Payable after 3 yrs. on max. pt.	*LSI	75,961	77,480	78,255
Technical Officer	1	47,438	48,438	48,922
(Previously Technician Class II)	2	50,367	51,374	51,888
	3	52,218	53,263	53,795
	4	55,630	56,743	57,310
	5	58,477	59,647	60,243
	6	61,338	62,565	63,190
	7	64,986	66,286	66,949
Trainee Technician	1	32,050	33,050	33,381
	2	34,579	35,579	35,935
	3	34,654	35,654	36,011
	4	36,856	37,856	38,234
	5	38,439	39,439	39,833
	6	43,496	44,496	44,941

UNIVERSITY COLLEGE CORK

TECHNICAL ASSISTANT

Scale A		PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		01-Oct-24	01-Mar-25	01-Aug-25
		€	€	€
	1	31,965	32,965	33,295
	2	33,067	34,067	34,408
	3	34,573	35,573	35,928
	4	36,079	37,079	37,450
	5	37,240	38,240	38,623
	6	38,518	39,518	39,914
	7	39,958	40,958	41,367
	8	41,034	42,034	42,454

Scale B		PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		01-Oct-24	01-Mar-25	01-Aug-25
		€	€	€
	1	30,288	31,288	31,601
	2	31,732	32,732	33,059
	3	32,725	33,725	34,062
	4	34,305	35,305	35,658
	5	35,892	36,892	37,261
	6	37,139	38,139	38,520
	7	38,492	39,492	39,887
	8	40,009	41,009	41,419
	9	41,159	42,159	42,580
	10	42,659	43,659	44,095

UNIVERSITY COLLEGE CORK					
LIBRARY					
UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Senior Library Assistant	A	1	37,272	38,272	38,655
		2	38,195	39,195	39,587
		3	39,271	40,271	40,674
		4	40,168	41,168	41,580
		5	41,689	42,689	43,116
		6	42,668	43,668	44,105
		7	43,918	44,918	45,367
		8	45,167	46,167	46,629
		9	47,350	48,350	48,834
		10	48,602	49,602	50,098
		11	49,855	50,855	51,364
		12	51,039	52,060	52,581
Senior Library Assistant	B	1	38,432	39,432	39,827
		2	39,736	40,736	41,144
		3	40,692	41,692	42,109
		4	41,996	42,996	43,426
		5	43,596	44,596	45,042
		6	44,632	45,632	46,088
		7	45,943	46,943	47,412
		8	47,258	48,258	48,740
		9	49,554	50,554	51,060
		10	50,878	51,896	52,415
		11	52,213	53,257	53,790
		12	53,500	54,570	55,116

UNIVERSITY COLLEGE CORK					
LIBRARY ASSISTANT					
UCC Scale Title	Scale	Point			
		on Scale	PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Library Assistant	A	1	27,679	28,679	28,966
		2	29,544	30,544	30,849
		3	30,638	31,638	31,955
		4	31,824	32,824	33,152
		5	32,624	33,624	33,961
		6	33,859	34,859	35,207
		7	35,104	36,104	36,465
		8	36,241	37,241	37,614
		9	37,027	38,027	38,407
		10	38,138	39,138	39,529
		11	39,135	40,135	40,537
		12	39,920	40,920	41,330
		13	41,014	42,014	42,434
Library Assistant	B	1	30,730	31,730	32,048
(12 point scale effective September 2019)					
		2	32,009	33,009	33,339
		3	32,841	33,841	34,179
		4	34,100	35,100	35,451
		5	35,401	36,401	36,765
		6	36,712	37,712	38,089
		7	37,561	38,561	38,947
		8	38,526	39,526	39,921
		9	39,679	40,679	41,086
		10	40,550	41,550	41,966
		11	41,737	42,737	43,164
		12	42,886	43,886	44,325

UNIVERSITY COLLEGE CORK					
LIBRARY SHELVING ASSISTANT					
Fulltime rates to be used on CoreHR					
			100%	100%	100%
			PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
UCC Scale	Scale	Point	01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Library	A	1	31,461	32,461	32,785
Shelving		2	31,776	32,776	33,103
Assistant		3	32,146	33,146	33,477
		4	32,464	33,464	33,799
		5	32,783	33,783	34,120
		6	32,782	33,782	34,120
		7	33,068	34,068	34,409
Library	B	1	29,847	30,847	31,156
Shelving		2	30,952	31,952	32,272
Assistant		3	32,653	33,653	33,989
		4	32,652	33,652	33,989
		5	32,953	33,953	34,293
		6	33,277	34,277	34,620
		7	33,608	34,608	34,954
		8	33,962	34,962	35,311
		9	34,348	35,348	35,701

UNIVERSITY COLLEGE CORK				
HOUSE ATTENDANTS				
(Scale A)				
	Point	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		01-Oct-24	01-Mar-25	01-Aug-25
		€	€	€
House Attendant	1	715.18	734.34	741.68
	2	728.26	747.42	754.89
(Scale B)				
		PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		01-Oct-24	01-Mar-25	01-Aug-25
		€	€	€
House Attendant	1	679.32	698.48	705.46
	2	691.85	711.01	718.12
	3	736.26	755.42	762.97
	4	749.98	769.13	776.83
The following rates apply to Scales A & B				
Service Pay:				
		PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		01-Oct-24	01-Mar-25	01-Aug-25
		€	€	€
5 Years		3.46	3.53	3.57
10 Years		6.90	7.04	7.11
15 Years		10.31	10.52	10.63
20 Years		13.79	14.06	14.20

UNIVERSITY COLLEGE CORK			
Departmental Operative - Library			
(Scale A)			
POSITION TITLE	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
Departmental Operative-Standard	841.81	860.97	869.58
Library Variable			
Hours Premium:			
1 July - 30 Sept 12.5%	105.23	107.62	108.70
1 Oct - 30 June 16.666%	140.30	143.49	144.92
(Scale B)			
POSITION TITLE	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
Departmental Operative-Standard	863.28	882.44	891.26
Library Variable			
Hours Premium:			
1 July - 30 Sept 12.5%	107.91	110.30	111.41
1 Oct - 30 June 16.666%	143.87	147.07	148.54

UNIVERSITY COLLEGE CORK			
<u>Departmental Operative</u>			
(Scale A)			
POSITION TITLE	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
Departmental Operative-			
Standard	841.81	860.97	869.58
Technical Operative	909.72	928.88	938.17
Sports Premia - 20%			
Maltings	168.36	172.19	173.92
Saturday Allowance	34.75	35.44	35.80
Sunday Allowance	57.42	58.57	59.16
Reception Centre- 16.666%			
Mon-Fri	140.30	143.49	144.92
(Scale B)			
POSITION TITLE	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
Departmental Operative -			
Standard	863.28	882.44	891.26
Technical Operative	942.93	962.09	971.71
Sports Premia -			
Standard - 20%	172.66	176.49	178.25
Saturday Allowance	36.58	37.31	37.68
Sunday Allowance	60.45	61.66	62.28
Reception Centre - 16.666%			
Mon-Fri	143.87	147.07	148.54

<u>UNIVERSITY COLLEGE CORK</u>					
<u>LABORATORY AIDES</u>					
		Point	PSA (2024-26 (Greater of 1% or €500)	PSA (2024- 26) (Greater of 2% or €1000)	PSA (2024- 26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
	Scale A	1	829.01	848.17	856.65
	Scale B	1	780.90	800.06	808.06
	LSI* after 2 years	2	857.92	877.08	885.85

UNIVERSITY COLLEGE CORK				
SERVICES & SECURITY OPERATIVE				
(Scale A)				
	Point	PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		01-Oct-24	01-Mar-25	01-Aug-25
Scale A (Basic)		€	€	€
First Year	1	736.49	755.65	763.20
Merit Grade	2	746.53	765.69	773.35
Scale A (Shift Premium)				
Shift Premium (20%)	1	147.30	151.13	152.64
	2	149.31	153.14	154.67
Scale A (Allowances)				
Saturday Allowance	1	34.75	35.44	35.80
	2	34.75	35.44	35.80
Sunday Allowance	1	57.42	58.57	59.16
	2	57.42	58.57	59.16
Scale A (Service Pay)				
5 years		3.46	3.53	3.57
10 years		6.90	7.04	7.11
15 years		10.31	10.52	10.63
20 years		13.79	14.06	14.20

<u>SERVICES & SECURITY OPERATIVE</u>				
	Point	PSA (2024-26 (Greater of 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
		01-Oct-24	01-Mar-25	01-Aug-25
Scale B (Basic)		€	€	€
	1	700.47	719.63	726.83
	2	713.30	732.46	739.79
	3	758.10	777.26	785.03
	4	765.37	784.52	792.37
Scale B (Shift Premium)				
Shift Premium (20%)	1	140.09	143.93	145.37
	2	142.66	146.49	147.96
	3	151.62	155.45	157.01
	4	153.07	156.90	158.47
Scale B (Allowances)				
Saturday Allowance	1	36.57	37.31	37.68
	2	36.57	37.31	37.68
	3	36.57	37.31	37.68
	4	36.57	37.31	37.68
Sunday Allowance	1	60.45	61.66	62.27
	2	60.45	61.66	62.27
	3	60.45	61.66	62.27
	4	60.45	61.66	62.27
Scale B (Service Pay)				
5 years		3.46	3.53	3.57
10 years		6.90	7.04	7.11
15 years		10.31	10.52	10.63
20 years		13.79	14.06	14.20

UNIVERSITY COLLEGE CORK

General Operative - (Personal)

(Scale A)

	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
Rate	810.60	829.76	838.06
Foreman(Personal) -15%	121.59	124.46	125.71

GENERAL OPERATIVE STANDARD

(Scale A)

	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
On Recruitment	756.06	775.22	782.97
After ½ year	758.99	778.15	785.93
After 1½ years	760.44	779.60	787.39
After 2½ years	761.86	781.02	788.83
After 3½ years	763.36	782.51	790.34
After 4½ years	766.24	785.40	793.25
After 5½ years	767.70	786.86	794.73
After 6½ years	767.71	786.86	794.73
After 7½ years	767.71	786.86	794.73
After 8½ years	769.60	788.75	796.64
After 9½ years	771.02	790.18	798.08

GENERAL OPERATIVE STANDARD

(Scale B)

	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
On Recruitment	717.31	736.46	743.83
After ½ year	727.52	746.68	754.15
After 1½ years	776.76	795.92	803.88
After 2½ years	779.11	798.26	806.25
After 3½ years	779.65	798.81	806.80
After 4½ years	781.10	800.26	808.26
After 5½ years	783.99	803.14	811.17
After 6½ years	786.86	806.02	814.08
After 7½ years	788.30	807.46	815.53
After 8½ years	791.18	810.33	818.44
After 9½ years	792.59	811.75	819.87
After 10½ years	796.93	816.08	824.24
After 11½ years	799.82	818.98	827.17

CRAFTPERSONS

(Scale A)

	PSA (2024-26 (1%))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
On Recruitment	845.29	864.45	873.09
After ½ year	853.96	873.12	881.85
After 1½ years	858.18	877.34	886.11
After 2½ years	862.80	881.95	890.77
After 3½ years	867.13	886.29	895.15
After 4½ years	869.46	888.62	897.50
After 5½ years	871.61	890.77	899.68
After 6½ years	873.89	893.05	901.98
After 7½ years	876.17	895.32	904.28
After 8½ years	879.70	898.86	907.85
After 9½ years	882.45	901.61	910.63
After 10½ years	889.11	908.27	917.35

	PSA (2024-26 (1%))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
Foreman Crafts (15%)	133.37	136.24	137.60
Standby Allowance	45.59	46.50	46.96

CRAFTPERSONS

(Scale B)

	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
On Recruitment	797.12	816.27	824.44
After ½ year	821.81	840.96	849.37
After 1½ years	875.94	895.09	904.04
After 2½ years	885.10	904.26	913.30
After 3½ years	889.53	908.69	917.77
After 4½ years	894.41	913.57	922.70
After 5½ years	898.97	918.13	927.31
After 6½ years	901.41	920.57	929.77
After 7½ years	903.72	922.87	932.10
After 8½ years	906.08	925.24	934.49
After 9½ years	908.45	927.61	936.88
After 10½ years	912.21	931.37	940.68
After 11½ years	915.09	934.25	943.59
After 12½ years	922.10	941.25	950.66

	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
	01-Oct-24	01-Mar-25	01-Aug-25
	€	€	€
Foreman Crafts (15%)	138.31	141.19	142.60
Standby Allowance	47.98	48.94	49.43

UNIVERSITY COLLEGE CORK Student Counsellor					
			PSA (2024-26 (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)
			01-Oct-24	01-Mar-25	01-Aug-25
			€	€	€
Scale					
Student Counsellor	A	1	63,478	64,748	65,395
		2	66,176	67,500	68,175
		3	68,859	70,236	70,938
		4	71,518	72,948	73,678
		5	74,867	76,364	77,128
		6	79,963	81,562	82,378
		7	83,351	85,018	85,869
		8	88,067	89,828	90,727
		9	91,906	93,744	94,682
		10	94,874	96,772	97,739
		11	97,841	99,798	100,796
Student Counsellor	B	1	60,159	61,362	61,976
		2	63,984	65,264	65,917
		3	66,708	68,042	68,723
		4	69,547	70,938	71,648
		5	72,371	73,819	74,557
		6	75,172	76,676	77,442
		7	78,696	80,270	81,072
		8	82,840	84,497	85,342
		9	87,738	89,493	90,388
		10	92,702	94,556	95,502
		11	96,743	98,678	99,665
		12	99,868	101,865	102,884
		13	102,991	105,051	106,101
		LSI 1 prior to creation of merged scale			
LSI 2 prior to creation of merged scale					
Long Service Increment 1 (Pay after 3 years on Point 12)					
Long Service Increment 2 (Pay after 3 years on Long Service Increment 1)					

SESSIONAL RATES						
Post	PSA (2024-26) (Greater of 1% or €500)	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)			
	01-Oct-24	01-Mar-25	01-Aug-25			
Student Health Doctor	225.35	229.86	232.16	per 3 hr session		
Student Health Nurse	113.15	115.41	116.56	per 3 hr session		
Physiotherapist	109.53	111.72	112.84	per 3 hr session		
Consultant Psychiatrist	358.98	366.16	369.82	per 3 hr session		
Student Counsellor	57.03	58.17	58.75	per hour		
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 Point 2 for further information.						
Notes:						
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 1% or €500))	PSA (2024-26) (Greater of 2% or €1000)	PSA (2024-26) (1%)	
		01-Oct-24	01-Mar-25	01-Aug-25	
<u>Invigilation</u>		€	€	€	
General	1	13.96	14.24	14.39	
LSI after two years on point 1	2	15.52	15.83	15.99	
Senior Invigilator		23.27	23.74	23.97	
Senior Invigilator 2		19.39	19.77	19.97	
<u>Marking of Scripts</u>					
Scripts (Per 3 Hour Exam Script)		7.83	7.99	8.07	
Essays up to 1000		1.88	1.92	1.94	
Essays 1000+ -2500		2.59	2.65	2.67	
Essays- 2500+ - 3,000		3.91	3.99	4.03	
Essays - 3,000+ - 6,000		7.83	7.99	8.07	
Essays(6,000+ - 9,000		11.77	12.01	12.13	
Essays(9000+)		15.91	16.22	16.39	
Thesis(Minor)		19.57	19.96	20.16	
<u>Orals</u>		25.12	25.62	25.88	
Medical Orals/Clinics per day Cork		141.48	144.31	145.76	
Medical Orals Clinics Outside Cork		187.56	191.31	193.22	
Supervising		11.64	11.87	11.99	
Major Postgraduate Thesis (not examined by Assistant Examiner)					
Architecture					
Studio Work - Folios		19.57	19.96	20.16	
Studio Work - Town Planning		19.57	19.96	20.16	
Clinical Placements each:Higher Diploma in Midwifery		21.20	21.63	21.85	
<i>*PSA 2013 rate is applicable to the marking of exams which take place on/after 23 September 2013</i>					

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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) (Greater of 2% or €1000)	PSA (2024-26) (1%)	Increase to Minimum Wage	
		01-Mar-25	01-Aug-25	01-Jan-26	
		€	€	€	
A	Tutor/Demonstrator:				
	Undergraduate Tutor and/or Demonstrator	14.48	14.62		per hour
	<i>LSI after two years on point 1</i>	16.01	16.17		per hour
	Postgraduate Tutor and/or Demonstrator		0.00		
	Demonstrating	20.83	21.04		per demonstrating hour
	<i>LSI after two years on point 1</i>	23.07	23.30		per demonstrating hour
	Tutorial Work	27.83	28.11		per tutorial hour
	<i>LSI after two years on point 1</i>	30.85	31.16		per tutorial hour
	Senior Demonstrator	20209.14	20411.23		per annum
	<i>LSI after two years on point 1</i>	21995.05	22215.00		per annum
	Senior Medical Demonstrator (Registered Students only)	32382.27	32706.10		per annum
	<i>LSI after two years on point 1</i>	35520.75	35875.96		per annum
	Non-Registered Tutor and/or Demonstrator	26.85	27.12		per practical hour
	<i>LSI after two years on point 1</i>	29.77	30.07		per practical hour
		44.18	44.62		per tutorial hour
	<i>LSI after two years on point 1</i>	49.02	49.51		per tutorial hour
	Foreign Language Demonstrator	1885.20	1904.05		per month (for 8 months)
	<i>LSI after two years on point 1</i>	2083.21	2104.04		per month (for 8 months)
B	Hourly Occasional Assistant Lecturer	51.32	51.83		per lecture hour
	<i>LSI after two years on point 1</i>	56.95	57.52		per lecture hour
		44.18	44.62		per tutorial hour
	<i>LSI after two years on point 1</i>	49.02	49.51		per tutorial hour
		26.85	27.12		per practical hour
	<i>LSI after two years on point 1</i>	29.77	30.07		per practical hour
C	Hourly Occasional Evening Lecturer* (See Note 3 below)	70.02	70.72		per lecture hour
	<i>LSI after two years on point 1</i>	77.73	78.51		per lecture hour
D	Visiting/Guest Lecturer	89.67	90.57		per lecture hour
	<i>LSI after two years on point 1</i>	99.56	100.55		per lecture hour
		44.18	44.62		per tutorial hour
	<i>LSI after two years on point 1</i>	49.02	49.51		per tutorial hour
E	Hourly Occasional Supervisors (Education Dept.)	64.93	65.58		per supervision
	<i>LSI after two years on point 1</i>	72.07	72.79		per supervision
F	Student Help:	13.77	13.91	14.15	per hour
	<i>LSI after two years on point 1</i>	13.77	13.91	14.15	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.