

GARDAÍ WHO JOINED AFTER OCTOBER 2013

Garda Trainees will receive an allowance of €184 per week for the 32 weeks leading to attestation. Garda Trainees attest after 32 weeks and move onto the first point of the Garda incremental pay scale of €32,100. The incremental scale rises to €55,013 per annum after 19 years (Point 20). Members of the service will also qualify for boot allowance of €2.93 per week and uniform allowance of €4.39 per week. Other allowances may also be payable, including for unsocial hours, as may overtime.

***Agreement by Government to address pay equality for new entrants pay includes:**

The discounting of one increment (point 4) on the scale, meaning that newer entrants will progress up the scale quicker thus reduces the scale from 20 to 19 points.

DPER have clarified that those members who will have already reached point 4 or higher of the salary scale will benefit from an additional increment on their next increment due date post 1 March 2019. For example if a member reaches point 4 in February 2019 then they will advance to point 6, rather than point 5 in February 2020.

This is a significant achievement as the Government had previously confirmed that the talks could not give rise to public expenditure during the current term of the Public Service Stability Agreement, which runs until 2020.

GARDAÍ WHO JOINED AFTER OCTOBER 2013 PAY SCALE

Year	pt	01/10/21 1% or 500 whichever is greater Building Momentum	01/02/22 1% Building Momentum	01/10/22 1% or 500 whichever is greater Building Momentum
On Attestation	1	32,100	32,421	32,921
Year 1	2	33,724	34,061	34,561
Year 2	3	36,751	37,119	37,619
Year 3	4*	38,389	38,773	39,273
Year 4	5	40,796	41,204	41,704
Year 5	6	44,431	44,875	45,375
Year 6	7	46,835	47,303	47,803
Year 7	8	49,008	49,498	49,998
Year 8	9	51,105	51,616	52,132
Year 9	10	51,105	51,616	52,132
Year 10	11	51,105	51,616	52,132
Year 11	12	51,105	51,616	52,132
Year 12	13	51,105	51,616	52,132
Year 13	14	52,943	53,473	54,007
Year 14	15	52,943	53,473	54,007
Year 15	16	52,943	53,473	54,007
Year 16	17	52,943	53,473	54,007
Year 17	18	52,943	53,473	54,007
Year 18	19	52,943	53,473	54,007
Year 19	20	55,013	55,563	56,118

ALLOWANCES IN THE NATURE OF PAY, 1 OCT 2013 GARDAÍ WHO JOINED AFTER OCTOBER 2013

Allowance	1st October 2021
Air Support Unit	5,090.15 p.a.
Collators	26.27 p.w.
Detective Overtime	
c) Where it is between 5 & 8 hours	233.43 p.q.
d) If the average overtime exceeds 8 hrs	408.25 p.q.
Dog Handlers	55.79 p.w.
Employee Assistance Officer	7,871.74 p.a.
Instructors	8,143.28 p.a.
Interpol	2,907.79 p.a.
Immigration Officers	26.27p.w.
Ministerial Pool – 40% of basic pay (Pt 8)	20,442.00 p.a.
PSV Inspectors	5,085.35 p.a.
Scenes of Crime Examiner	3,076.46 p.a.
Substitution	38.38 p.m.
Technical Bureau	2,914.96 p.a.
d) On appointment	4,277.45 p.a.
e) After 3 years	5,440.37 p.a.
f) After 5 years	
Water Unit	5,090.15 p.a.

NON-PAY ALLOWANCES APPLICABLE: GARDAÍ WHO JOINED AFTER OCTOBER 2013

*(Allowances increased each year in line with increases in Consumer Price Index for year ended mid-November).

Allowance	1st October 2013
Boot	€2.93 p.w.
Community Relations Crime Prevention	€30.90 p.w.
Detective	€30.90 p.w.
Juvenile Liaison Officer	€30.90 p.w.
Plain clothes	€12.21 p.w.
Uniform Maintenance	€4.39 p.w.

PAY SCALE (ALL RANKS) CLASS B PRSI - MEMBERS WHO JOINED BEFORE 6 APRIL 1995

Year	pt	01/10/21 1% Building Momentum	01/02/22 1% Building Momentum	01/10/22 1% Building Momentum
Garda				
After 12 yrs	14	51,269	51,781	52,299
After 13 yrs	15	51,269	51,781	52,299
After 14 yrs	16	51,269	51,781	52,299
After 15 yrs	17	51,269	51,781	52,299
After 16 yrs	18	51,269	51,781	52,299
After 17 yrs	19	53,271	53,804	54,342
Sergeant				
Appointment	1	53,724	54,261	54,804
After 1 year	2	54,868	55,417	55,971
After 2 yrs	3	56,071	56,632	57,198
After 3/5 yrs	4/6	57,367	57,941	58,520
After 6/11 yrs	7/12	58,689	59,276	59,869
After 12 yrs	13	60,845	61,454	62,068
Inspector				
Appointment	1	61,140	61,752	62,369
After 1 year	2	62,072	62,692	63,319
After 2 yrs	3	63,614	64,250	64,892
After 3/5 yrs	4/6	65,359	66,013	66,673
After 6/11 yrs	7/12	67,109	67,781	68,458
Superintendent				
Appointment	1	80,231	81,034	81,844
After 1 year	2	82,850	83,679	84,516
After 2 yrs	3	85,110	85,961	86,820
After 3/5 yrs	4	87,367	88,241	89,123
After 6/11 yrs	5/7	89,627	90,524	91,429
LSI (after 3yrs on max)	8	92,709	93,636	94,572
Chief Superintendent				
Appointment	1	95,128	96,079	97,040
After 1 year	2	99,155	100,146	101,148
After 2 yrs	3	103,791	104,829	105,877
After 3/5 yrs	4/6	110,167	111,268	112,381
LSI (after 3yrs on max)	7	112,920	114,049	115,190

PAY SCALE CLASS A PRSI - MEMBERS WHO JOINED AFTER 6 APRIL 1995

Year	pt	01/10/21 1% Building Momentum	01/02/22 1% Building Momentum	01/10/22 1% Building Momentum
Garda				
On Attestation	1	34,016	34,356	34,856
After 22 Weeks	2	36,751	37,119	37,619
After 1 year	3	38,389	38,773	39,273
After 2 years*	4	40,796	41,204	41,704
After 3 yrs	5	44,431	44,875	45,375
After 4 yrs	6	46,835	47,303	47,803
After 5 yrs	7	49,008	49,498	49,998
After 6 yrs	8	51,105	51,616	52,132
After 7 yrs	9	51,105	51,616	52,132
After 8 yrs	10	51,105	51,616	52,132
After 9 yrs	11	51,105	51,616	52,132
After 10 yrs	12	51,105	51,616	52,132
After 11 yrs	13	52,943	53,473	54,007
After 12 yrs	14	52,943	53,473	54,007
After 13 yrs	15	52,943	53,473	54,007
After 14 yrs	16	52,943	53,473	54,007
After 15 yrs	17	52,943	53,473	54,007
After 16 yrs	18	52,943	53,473	54,007
After 17 yrs	19	55,013	55,563	56,118
Sergeant				
Appointment	1	55,479	56,034	56,594
After 1 year	2	56,664	57,231	57,803
After 2 yrs	3	57,901	58,480	59,065
After 3/5 yrs	4/6	59,250	59,842	60,441
After 6/11 yrs	7/12	60,618	61,224	61,837
After 12 yrs	13	62,847	63,476	64,110
Inspector				
Appointment	1	63,151	63,783	64,421
After 1 year	2	64,116	64,757	65,405
After 2 yrs	3	65,708	66,365	67,028
After 3/5 yrs	4/6	67,513	68,189	68,870
After 6/11 yrs	7/12	69,325	70,019	70,719
Superintendent				
Appointment	1	82,866	83,695	84,532
After 1 year	2	85,575	86,431	87,295
After 2 yrs	3	87,910	88,790	89,677
After 3/5 yrs	4	90,245	91,147	92,058
After 6/11 yrs	5/7	92,587	93,513	94,448
LSI (after 3yrs on max)	8	95,771	96,729	97,696
Chief Superintendent				
Appointment	1	98,284	99,267	100,260
After 1 year	2	102,439	103,464	104,498
After 2 yrs	3	107,231	108,303	109,386
After 3/5 yrs	4/6	113,829	114,967	116,117
After 6/11 yrs	7	116,673	117,840	119,018

B PRSI RATES		A PRSI RATES	
Commissioner Ranks	1st October 2020	Commissioner Ranks	1st October 2020
Assistant Commissioner	147,630	Assistant Commissioner	152,680
Deputy Commissioner	167,235	Deputy Commissioner Commissioner	172,955 269,068

INCREMENTS – EARNINGS BETWEEN €35,000 AND €65,000

Members on salaries between €35,000 and €65,000 (inclusive of allowances in the nature of pay), there will be two 3 month increment freezes. This will take effect after the next increment is paid. For two consecutive years there would be a 15 month period between increment dates. If the increment interval is longer than 12 months (incremental interval of 2 or 3 years), the freeze will be for a single six month period as per Haddington Road Agreement. Once these liabilities are discharged, no further delays arise for any of the categories.

CLASS “A” PRSI PAY SCALE

Class A PRSI Pay Scale applies to members of the Force who began training on or after 6 April 1995 and who are attested thereafter.

The ordinary pay scale is converted into the Class A PRSI pay scale by subtracting 1.75% from the ordinary pay scale and adding 1/19th of the resulting sum. (The base Class A PRSI pay scale is that which would have applied on 6 April 1995 i.e. the start-up date for scheme). The same conversion method applies to Saturday allowance from which periodic superannuation contributions are deducted.

Periodic contributions are also deducted from Sunday, night duty and Public Holiday allowances but these are directly linked with pay rates and so automatically take into account the “grossed up” Class A PRSI pay rates. In respect of other pensionable allowances, superannuation contributions are paid upon retirement.

ALLOWANCES IN THE NATURE OF PAY, 1 OCT 2021

Members who joined before 6 Apr '95 – “B” PRSI

Allowance	1st October 2021
Air Support Unit	4,922.24 p.a.
Analysts	7,872.70 p.a.
Change Management	6,302.00 p.a.
Collators	25.43 p.w.
Designated Post	4,829.16 p.a.
Detective Overtime (F)10.6	
a) Where it is between 5 & 8 hours	225.72 p.q.
b) If the average overtime exceeds 8 hrs	394.73 p.q.
Dog Handlers (Agreed Report 641)	53.93 p.w.
Employee Assistance Officer	7,477.38 p.a.
Gaeltacht 7.5% basic pay (Pt 19)	3,811.57 p.a.
Instructors	7,872.70 p.a.
Immigration Officers	25.43 p.w.
Interpol	2,812.85 p.a.
Island	1,477.63 p.a.
Ministerial Pool –40% of basic pay (Pt 19)	21,308.00 p.a.
Motor Technicians	4,934.71 p.a.
PSV Inspectors	4,918.40 p.a.
Radio Section	5,120.70 p.a.
Safety Advisor	7,477.03 p.a.
Scenes of Crime Examiner	2,976.37 p.a.
Substitution	36.98 p.m.
Technical Bureau	
a) On appointment	2,819.01 p.a.
b) After 3 years	4,135.45 p.a.
c) After 5 years	5,259.98 p.a.
Transport (HQ 124/07 refers)	
(i) full time	512.37 p.a.
(ii) part time – to a maximum of 160 hours	0.21 p.h.
Water Unit	4,922.24 p.a.

ALLOWANCES IN THE NATURE OF PAY, 1 OCT 2021

Members who joined after 6 Apr '95 – “A” PRSI

Allowance	1st October 2021
Air Support Unit	5,090.15 p.a.
Analysts	8,143.28 p.a.
Change Management	6,517.88 p.a.
Collators	26.27 p.w.
Designated Post	4,992.28 p.a.
Detective Overtime (F)10.6)	
a) Where it is between 5 & 8 hours	233.43 p.q.
b) If the average overtime exceeds 8 hrs	408.25 p.q.
Dog Handlers (Agreed Report 641)	55.79 p.w.
Employee Assistance Officer	7,871.74 p.a.
Gaeltacht 7.5% basic pay (Pt 19)	3,505.45 p.a.
Instructors	8,143.28 p.a.
Interpol	2,907.79 p.a.
Immigration Officers	26.27p.w.
Island	1,511.45 p.a.
Ministerial Pool –40% of basic pay (Pt 19)	20,442.00 p.a.
Motor Technicians	5,103.58 p.a.
PSV Inspectors	5,085.35 p.a.
Radio Section	5,294.52 p.a.
Safety Advisor	7,734.58 p.a.
Scenes of Crime Examiner	3,076.46 p.a.
Substitution	38.38 p.m.
Technical Bureau	
a) On appointment	2,914.96 p.a.
b) After 3 years	4,277.45 p.a.
c) After 5 years	5,440.37 p.a.
Transport (HQ 124/07 refers)	
(i) full time	529.64 p.a.
(ii) part time – to a maximum of 160 hours	0.22 p.h.
Water Unit	5,090.15 p.a.

COMPATIBILITY OF ALLOWANCES IN THE NATURE OF PAY WITH ROSTERED UNSOCIAL HOURS ALLOWANCES

It was agreed at Conciliation that Collators allowance would be paid simultaneously with rostered unsocial hours' allowances. HQ Directive 150/06 of 16 October 2006 refers. Please note that the following specialists' allowances in the nature of pay are also compatible with rostered unsocial hours, Air Support, Expert, PSV, Radio and Water Unit. HQ Dir 80/06 of 26 May 2006 refers.

SUBSTITUTION/PART-TIME TRANSPORT ALLOWANCE

On 2 June 2004 agreement was reached at the Conciliation Council for the payment of both substitution and part-time transport allowances simultaneously for members who meet the normal eligibility criteria.

OVERSEAS ALLOWANCE

An overseas allowance of €57.44 per day is payable to members of Garda rank on missions abroad effective from 1 September 2008. HQ Directive 13/2018 of 13 March 2018 refers.

NON-PAY ALLOWANCES FROM 1 JANUARY 2008

(Allowances increased each year in line with increases in Consumer Price Index for year ended mid-November).

Allowance	1st January 2008
Boot	€2.93 p.w.
Community Relations Crime Prevention	€30.90 p.w.
Cycle	€2.77 p.w.
Detective	€30.90 p.w.
Juvenile Liaison Officer	€30.90 p.w.
Plain clothes	€12.21 p.w.
Uniform Maintenance	€4.39 p.w.

SUBSISTENCE

Rates of subsistence allowance payable to members with effect from 5 March 2009. HQ Dir 33/09 of 6 March 2009 refers.

Day Rates	
5 to 8 Hours	€12.48
8 to 12 Hours	€21.86
12 Hours or more	€31.99

Night Rates - Absence on duty other than temporary transfer	
5 to 8 Hours	€107.69
8 to 12 Hours	€92.27
12 Hours or more	€53.96

Night Rates - Temporary transfer	
First 14 nights if longer absence is not foreseen at the outset	€107.69
First 14 nights if stay of more than 14 nights is foreseen at outset	€92.27
After 14 and up to 30 nights	€53.96
After 30 nights	€30.44

Sleeping accommodation without messing facilities	
First 14 nights in any one place	€49.38
From 15th to 30th night	€29.50
After 30 nights	€19.04

Where members are absent on duty from their permanent stations and both sleeping and messing facilities are available	
First 30 nights	€15.82
After 30 nights	€12.02

After 56 nights absence on duty other than temporary transfer, no allowance is payable except that –

- i. members' obliged to maintain two establishments may be paid vouched extra expenses necessarily incurred within a limit of two night's subsistence a week at the appropriate rate.
- ii. members who, although not obliged to maintain two establishments, are under additional expenses due to retention of rooms at their normal headquarters, may be paid vouched extra expenses calculated by reference to cost of lodging at temporary station plus cost of retention of rooms at normal headquarters less cost of lodgings at normal headquarters, within a limit of one night's subsistence a week at the appropriate rate.

MILEAGE RATES PER KM FROM 5 MARCH 2009

Revised rates of mileage are effective from 5 March 2009. HQ Dir 34/09 of 6 March 2009 refers. In accordance with the Council's recommendations all members have a common mileage year from 1 January to 31 December. HQ Dir 126/08 of 31 July 2008 refers.

The following are the rates per kilometre

Official Mileage in a calendar year	Under 1,200cc	1,201cc to 1,500cc	1,501cc & over
Up to 6,437 km	39.12c	46.25c	59.07c
6,438 km & over	21.22c	23.62c	28.46c

Reduced rate of locomotion allowance

Class of Car	Rate per km
Under 1,200cc	14.64 cent
1,201cc to 1,500cc	16.64 cent
1,501cc and over	19.49 cent