



Circular Title: Application of 1 September 2019 pay adjustments

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure and Reform to convey the following instructions to Departments / Offices with regard to the application of adjustments to civil service pay in accordance with the Public Service Pay and Pensions Act 2017.

To: HR Manager / Personnel Officer in each Department and Office

Circular Number: Circular 17/2019

Purpose: To set out the adjustments to the pay of civil servants on 1 September 2019 as provided for under the Public Service Pay and Pensions Act 2017.

File Reference: E107/006/2015

Relevant Legislation: Public Service Pay and Pensions Act 2017.

Effective From: 1 September 2019

Mise le meas,



Colin Menton
Assistant Secretary
Public Service Pay and Pensions Division

1. Application

- 1.1. This circular applies to all civil service grades.
- 1.2. Grades whose pay and conditions are appropriate to the Joint Industrial Council for State Industrial employees will be the subject of a separate circular.
- 1.3. The pay adjustments should be applied, as appropriate, from **1 September 2019**.

2. General

- 2.1. This circular sets out the pay restoration and pay increases due on 1 September 2019 as provided for in the Public Service Pay and Pensions Act 2017 (“the Act”).
- 2.2. For the purpose of this circular, all civil servants should be considered “covered” public servants pursuant to section 3 of the Act.
- 2.3. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2019.
- 2.4. The adjustments should be rounded to the nearest euro on annual payscales and to the nearest cent on weekly payscales. Hourly rates should be rounded to the nearest €0.001.

3. Public Service Stability Agreement (PSSA) 2018-2020 pay increase

- 3.1. In accordance with section 8 (4) of the Act, the annualised amount of the basic salary of civil servants who are “covered” public servants will be increased by **1.75%** with effect from **1 September 2019**.
- 3.2. Revised payscales for members of general service grades and certain grades common to two or more Departments to which this circular applies, are set out in the Appendices to this circular.

4. Additional Superannuation Contribution (ASC)

- 4.1 The Rates/Thresholds of ASC for the year 2019 are provided below:

Covered Public Servants – Rates/Thresholds in 2019

Standard Accrual Group	Fast Accrual Group	Single Scheme Group
First €32,000 @ 0 %	First €28,750 @ 0 %	First €32,000 @ 0 %
Next €28,000 @ 10%	Next €31,250 @ 10%	Next €28,000@ 6.66%
Balance @ 10.5%	Balance @ 10.5%	Balance @ 7%

5. Overtime

- 5.1. Payment in respect of overtime rendered on or subsequent to 1 September 2019 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 September 2019.

6. Premium Rates of Pay

- 6.1. Premium rates of pay payable in respect of or subsequent to 1 September 2019 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 September 2019.

7. Allowances

- 7.1. Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 September 2019.
- 7.2. Fixed allowances remain unchanged.
- 7.3. Children's allowances, both standard and ex-gratia, remain unchanged.

8. Pension Entitlement Grace Period

- 8.1. The "grace period" provided for under section 9 of the FEMPI Act 2013 ceased to apply after 1 April 2019.
- 8.2. Public servants who retired during this grace period benefitted by having their pensions and retirement lump sums calculated by reference to salary rates which discounted the impact of the FEMPI Act 2013 salary adjustments applying to salaries in excess of €65,000.
- 8.3. However, the application of pay increases under the Public Service Pay and Pensions Act 2017 since 2018, means that after 1 April 2019, the salary used to calculate pension and lump sum entitlements is higher than the salary used during the "grace period".
- 8.4. Departments / Offices are reminded that, in accordance with the FEMPI Act 2013, pensions awarded in respect of persons retiring after 1 April 2019 are not subject to the Public Service Pension Reduction (PSPR).

9. Queries

- 9.1. Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (PeoplePoint) or, where applicable, with local HR Units.
- 9.2. Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department via email to payscales@per.gov.ie.
- 9.3. This circular is also available at www.circulars.gov.ie.

Revised payscales with effect from 1 September 2019 for General Service grades.

SECRETARY GENERAL I

€207,590

SECRETARY GENERAL II

€197,211

SECRETARY GENERAL III

€186,831

DEPUTY SECRETARY

€171,263

ASSISTANT SECRETARY

€132,646 €138,675 €145,207 €151,740

PRINCIPAL HIGHER

€89,219 €92,792 €96,378 €99,950 €103,002 €106,219¹ €109,430²

PRINCIPAL

€83,090 €86,500 €89,891 €93,310 €96,189 €99,177¹ €102,159²

ASSISTANT PRINCIPAL HIGHER

€70,490 €73,075 €75,669 €78,251 €80,840 €82,347 €84,926¹ €87,495²

ASSISTANT PRINCIPAL

€65,356 €67,734 €69,043 €71,356 €73,672 €75,011 €77,342¹ €79,681²

ADMINISTRATIVE OFFICER

€30,870 €33,513 €33,856 €36,764 €40,484 €43,318 €46,151 €48,994
 €51,824 €54,652 €56,601¹ €58,556²

ADMINISTRATIVE OFFICER HIGHER SCALE

€43,318 €46,151 €48,994 €51,824 €54,652 €56,601 €58,533 €60,462

HIGHER EXECUTIVE OFFICER

€46,517	€47,875	€49,226	€50,579	€51,933	€53,296	€54,652	€56,601 ¹	€58,556 ²
---------	---------	---------	---------	---------	---------	---------	----------------------	----------------------

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€49,226	€50,579	€51,933	€53,296	€54,652	€56,601	€57,883	€59,171	€60,462
---------	---------	---------	---------	---------	---------	---------	---------	---------

EXECUTIVE OFFICER

€28,707	€30,681	€31,464	€33,312	€34,957	€36,556	€38,143	€39,698	€41,270
€42,797	€44,371	€45,421	€46,902 ¹	€48,385 ²				

EXECUTIVE OFFICER HIGHER SCALE

€31,464	€33,312	€34,957	€36,556	€38,143	€39,698	€41,270	€42,797	€44,371
€45,421	€46,902	€48,007	€49,111	€50,216				

CLERICAL OFFICER

€24,704	€25,808	€26,535	€27,625	€28,713	€29,802	€30,583		
(€473.46)	(€494.61)	(€508.53)	(€529.42)	(€550.26)	(€571.13)	(€586.11)		
€31,642	€32,688	€33,414	€34,447	€36,053	€37,319 ¹	€37,901 ²		
(€606.39)	(€626.47)	(€640.35)	(€660.14)	(€690.95)	(€715.19)	(€726.35)		

CLERICAL OFFICER HIGHER SCALE

€25,808	€26,535	€27,625	€28,713	€29,802	€30,583	€31,642	€32,688
(€494.61)	(€508.53)	(€529.42)	(€550.26)	(€571.13)	(€586.11)	(€606.39)	(€626.47)
€33,414	€34,447	€36,053	€37,319	€37,901	€38,681		
(€640.35)	(€660.14)	(€690.95)	(€715.19)	(€726.35)	(€741.30)		

HEAD SERVICES OFFICER

€587.85	€600.93	€619.52	€638.21	€650.52	€668.96	€690.95 ¹	€715.19 ²
---------	---------	---------	---------	---------	---------	----------------------	----------------------

SERVICES OFFICER

€422.10	€436.02	€448.55	€465.27	€482.23	€499.63	€512.06	€519.57
€544.80	€562.55 ¹	€582.98 ²					

SERVICES ATTENDANT

€422.10	€422.84	€448.55	€455.60	€467.61	€484.76	€507.12	€517.09
€538.15	€555.40 ¹	€575.61 ²					

CLEANER

€395.94	€419.25	€429.24	€446.17	€463.59	€475.64 ¹	€495.12 ²
---------	---------	---------	---------	---------	----------------------	----------------------

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised payscales with effect from 1 September 2019 for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€67,723 €69,770 €71,821 €73,871 €75,911 €78,340 €81,111¹ €83,881²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€59,021 €60,372 €61,713 €63,064 €64,410 €65,756 €67,097 €68,459
€69,596¹ €71,755²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€33,261 €35,836 €38,743 €41,644 €44,556 €46,354 €48,148 €49,943
€51,731 €53,528 €55,321 €57,115 €58,911 €60,914¹ €62,904²

STATE SOLICITOR AND PROSECUTION SOLICITOR

€31,161 €33,511 €34,178 €37,119 €40,871 €43,738 €46,591 €49,466
€52,329 €55,177 €65,356 €67,734 €69,043 €71,356 €73,672 €75,011
€77,342¹ €79,681²

LAW CLERK

€490.65 €511.65 €535.30 €558.27 €589.24 €607.80 €626.27 €638.56
€656.90 €675.23 €693.59 €712.48¹ €731.34²

HIGHER LEGAL EXECUTIVE

€46,517 €47,875 €49,226 €50,579 €51,933 €53,296 €54,652 €56,601¹
€58,556²

LEGAL EXECUTIVE

€35,363 €36,827 €38,146 €39,332 €40,524 €41,725 €42,929 €44,085
€45,182¹ €46,611²

SENIOR ENGINEERING DRAUGHTSPERSON

€38,990 €39,734 €40,666 €41,621 €42,552 €43,497 €44,383 €45,826¹
€47,275²

ENGINEERING DRAUGHTSPERSON

€579.71 €594.88 €615.38 €635.92 €650.17 €670.62 €691.15 €710.78
€730.41 €750.04 €769.72 €794.70¹ €819.73²

CHIEF SUPERINTENDENT MAPPING

€48,576 €50,842 €53,114 €55,382 €57,648 €59,912 €62,188 €64,461
€66,460 €68,459 €69,596¹ €71,755²

SUPERINTENDENT MAPPING

€43,128 €44,614 €45,861 €47,087 €48,332 €49,576 €50,797 €52,340 ¹
 €53,882 ²

EXAMINER IN CHARGE

€37,455 €38,262 €39,059 €39,866 €40,676 €41,488 €43,128 €44,428¹
 €45,733²

EXAMINER OF MAPS

€646.25 €663.99 €681.03 €697.00 €714.12 €726.59 €750.43¹ €774.30²

MAPPING DRAUGHTSPERSON

€484.19 €497.82 €507.32 €523.75 €540.27 €556.91 €573.43 €590.03
 €599.82 €621.21 €630.39 €639.52 €654.70 €675.81¹ €696.89²

SENIOR ARCHITECT

€63,023 €66,280 €68,473 €71,634 €74,795 €78,340 €81,111 ¹ €83,881 ²

ARCHITECT

€38,091 €40,830 €43,569 €46,312 €48,137 €49,958 €51,780 €53,606
 €55,431 €57,255 €59,083 €60,903 €62,749 €64,753 ¹ €66,770 ²

ARCHITECTURAL ASSISTANT GRADE II

€579.71 €594.88 €615.38 €635.92 €650.17 €670.62 €689.33 €709.87
 €730.41 €750.04 €769.72 €794.70 ¹ €819.73 ²

SENIOR LABORATORY ANALYST

€48,254 €50,427 €52,350 €54,325 €56,356 €58,352 €60,411 €62,448, €64,494

LABORATORY ANALYST

€31,966 €33,291 €35,062 €36,049 €36,988 €39,214 €40,653 €42,102
 €43,580 €45,053 €46,529 €48,021 €49,520 €51,040 €52,512 €53,528¹

NIGHTWATCHMAN

€449.84 €463.96 €480.51 €497.56 €512.80 €522.10¹ €541.00²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised payscales with effect from 1 September 2019 for established employees appointed on or after 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for General Service grades.

SECRETARY GENERAL I (PPC)

€207,590

SECRETARY GENERAL II (PPC)

€207,590

SECRETARY GENERAL III (PPC)

€196,665

DEPUTY SECRETARY (PPC)

€180,276

ASSISTANT SECRETARY (PPC)

€139,628 €145,973 €152,851 €159,725

PRINCIPAL HIGHER (PPC)€93,785 €97,539 €101,311 €105,075 €108,286 €111,668¹ €115,051²**PRINCIPAL (PPC)**€87,325 €90,920 €94,487 €98,082 €101,114 €104,258¹ €107,399²**ASSISTANT PRINCIPAL HIGHER (PPC)**€74,068 €76,787 €79,512 €82,234 €84,959 €86,550 €89,251¹ €91,961²**ASSISTANT PRINCIPAL (PPC)**€67,659 €70,104 €72,537 €74,977 €77,411 €78,816 €81,274¹ €83,740²**ADMINISTRATIVE OFFICER (PPC)**

€32,405 €34,849 €35,546 €38,606 €42,522 €45,502 €48,484 €51,475

€54,458 €57,429 €59,489¹ €61,545²**ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)**

€45,502 €48,484 €51,475 €54,458 €57,429 €59,489 €61,517 €63,547

HIGHER EXECUTIVE OFFICER (PPC)€48,868 €50,297 €51,722 €53,147 €54,577 €56,003 €57,429 €59,489¹€61,545²

HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)

€51,722 €53,147 €54,577 €56,003 €57,429 €59,489 €60,838 €62,192
 €63,547

EXECUTIVE OFFICER (PPC)

€30,127 €31,877 €33,028 €34,965 €36,702 €38,380 €40,053 €41,691
 €43,346 €44,954 €46,614 €47,712 €49,274¹ €50,834²

EXECUTIVE OFFICER HIGHER SCALE (PPC)

€33,028 €34,965 €36,702 €38,380 €40,053 €41,691 €43,346 €44,954
 €46,614 €47,712 €49,274 €50,435 €51,599 €52,766

CLERICAL OFFICER (PPC)

€23,984 €25,553 €25,953 €26,730 €27,878 €29,022 €30,168 €31,002
 (€459.65) (€489.72) (€497.36) (€512.27) (€534.27) (€556.21) (€578.16) (€594.14)
 €32,105 €33,209 €33,986 €35,078 €36,162 €37,855 €39,186¹ €39,796²
 (€615.29) (€636.43) (€651.32) (€672.24) (€693.04) (€725.48) (€750.99) (€762.68)

CLERICAL OFFICER HIGHER SCALE (PPC)

€26,730 €27,878 €29,022 €30,168 €31,002 €32,105 €33,209 €33,986
 (€512.27) (€534.27) (€556.21) (€578.16) (€594.14) (€615.29) (€636.43) (€651.32)
 €35,078 €36,162 €37,855 €39,186 €39,796 €40,620
 (€672.24) (€693.04) (€725.48) (€750.99) (€762.68) (€778.48)

HEAD SERVICES OFFICER (PPC)

€611.13 €630.75 €644.10 €663.52 €682.93 €702.35 €725.50¹ €751.00²

SERVICES OFFICER (PPC)

€432.14 €457.92 €467.63 €488.20 €506.55 €517.54 €530.40 €545.86
 €572.29 €585.33¹ €606.16²

SERVICES ATTENDANT (PPC)

€426.30 €443.78 €467.63 €475.20 €490.85 €509.22 €525.23 €543.28
 €565.43 €583.54¹ €598.67²

CLEANER (PPC)

€412.65 €439.78 €447.37 €465.12 €486.42 €499.60¹ €512.81²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 1 September 2019 for established employees appointed on or after 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I (PPC)

€71,155 €73,306 €75,465 €77,619 €79,770 €82,329 €85,242 ¹ €88,158²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)

€62,034 €63,451 €64,866 €66,286 €67,702 €68,079 €69,456 €70,851
€73,122 ¹ €75,399 ²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)

€31,529 €33,971 €34,582 €37,630 €40,688 €43,747 €46,807 €48,696
€50,580 €52,476 €54,360 €56,249 €58,139 €60,024 €61,921 €64,022¹
€66,118 ²

STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)

€32,716 €35,181 €35,888 €38,975 €42,926 €45,943 €48,948 €51,971
€54,986 €57,985 €67,659 €70,105 €72,537 €74,977 €77,411 €78,816
€81,274 ¹ €83,740 ²

LAW CLERK (PPC)

€508.20 €529.99 €562.41 €586.62 €618.50 €637.94 €651.10 €670.36
€689.64 €708.89 €728.23 €748.13¹ €767.98²

HIGHER LEGAL EXECUTIVE (PPC)

€48,868 €50,297 €51,722 €53,147 €54,577 €56,003 €57,429 €59,489 ¹
€61,545 ²

LEGAL EXECUTIVE (PPC)

€33,520 €35,531 €37,129 €38,667 €40,060 €41,307 €42,567 €43,825
€45,088 €46,309 €47,460 ¹ €48,961²

SENIOR ENGINEERING DRAUGHTSPERSON (PPC)

€40,948 €41,732 €42,714 €43,708 €44,696 €45,691 €46,624 €48,139 ¹
€49,669 ²

ENGINEERING DRAUGHTSPERSON (PPC)

€602.89 €624.35 €646.13 €661.10 €682.57 €704.12 €725.69 €746.34
€767.00 €787.66 €808.39 €834.71¹ €861.07²

CHIEF SUPERINTENDENT MAPPING (PPC)

€51,032	€53,423	€55,814	€58,198	€60,590	€62,974	€65,363	€67,757
€68,803	€70,851	€73,122 ¹	€75,399 ²				

SUPERINTENDENT MAPPING (PPC)

€45,297	€46,867	€48,175	€49,470	€50,779	€52,092	€53,370	€55,000 ¹
€56,621 ²							

EXAMINER IN CHARGE (PPC)

€39,336	€40,181	€41,015	€41,869	€42,718	€43,574	€45,297	€46,667 ¹
€48,049 ²							

EXAMINER OF MAPS (PPC)

€678.46	€697.11	€715.07	€731.80	€749.88	€763.03	€788.07 ¹	€813.16 ²
---------	---------	---------	---------	---------	---------	----------------------	----------------------

MAPPING DRAUGHTSPERSON (PPC)

€508.60	€515.70	€532.97	€550.27	€567.70	€585.10	€596.51	€613.37
€629.49	€639.39	€655.36	€671.30	€687.34	€709.53 ¹	€731.77 ²	

SENIOR ARCHITECT (PPC)

€66,255	€68,615	€71,942	€75,263	€78,595	€82,329	€85,242 ¹	€88,158 ²
---------	---------	---------	---------	---------	---------	----------------------	----------------------

ARCHITECT (PPC)

€36,099	€38,700	€39,994	€42,883	€45,759	€48,657	€50,575	€52,493
€54,419	€56,332	€58,253	€60,173	€62,093	€64,016	€65,955	€68,070 ¹
€69,113 ²							

ARCHITECTURAL ASSISTANT GRADE II (PPC)

€550.04	€589.15	€602.89	€624.35	€646.13	€661.10	€682.57	€704.12
€723.81	€745.38	€767.00	€787.66	€808.39	€834.71 ¹	€861.07 ²	

SENIOR LABORATORY ANALYST (PPC)

€50,695	€52,984	€55,012	€57,089	€59,225	€61,331	€63,495	€65,638
€67,794							

LABORATORY ANALYST (PPC)

€33,232	€34,614	€36,809	€37,849	€38,840	€41,183	€42,696	€44,221
€45,777	€47,329	€48,884	€50,452	€52,033	€53,631	€55,180	€56,250 ¹

NIGHTWATCHMAN (PPC)

€431.82	€456.28	€468.36	€486.78	€504.73	€515.29	€531.16	€548.51 ¹
€568.42 ²							

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.