

Circular Title: **Application of 1 October 2018 pay adjustments under the Public Service Pay and Pensions Act 2017.**

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 16/2018**

Purpose: To set out the adjustments to the pay of civil servants on 1 October 2018 as provided for in the Public Service Pay and Pensions Act 2017.

File Reference: E107/006/2015

Relevant Legislation: Financial Emergency Measures in the Public Interest Act 2009;
Financial Emergency Measures in the Public Interest (No. 2) Act 2009;
Financial Emergency Measures in the Public Interest Act 2013;
Financial Emergency Measures in the Public Interest Act 2015;
Public Service Pay and Pensions Act 2017.

Effective From: 1 October 2018

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 October 2018**.

2. General

- 2.1. This circular sets out the pay restoration and pay increases due on 1 October 2018 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 Pension-Related Deduction (PRD) for the year 2018.
- 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 7(1) of the Act, the annualised amount of the basic salary of civil servants who are “covered” public servants will be increased by **1%** with effect from **1 October 2018**.
- 3.2. Civil servants who have not yet achieved full restoration of the pay adjustment under the FEMPI Act 2013 (“the HRA reduction”) will have the 1% increase due on 1 October 2018 calculated in accordance with section 18 of the Act. (Part I, paragraph 12 of this Department’s guidance note dated 21 December 2017 refers).
- 3.3. 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. Pension-Related Deduction

- 4.1. There is **no change** to the thresholds or rates of PRD for the year 2018.
- 4.2. The current PRD table is provided below:

Amount of Remuneration	Rate of Deduction
Up to €28,750	Exempt
€28,750 - €60,000	10%
Any amount over €60,000	10.5%

5. Possible Anomalies

- 5.1. For a very small number of grades, the application of previous pay adjustments in January and April 2018 may have resulted in increment “leapfrogging” being applied in order to avoid anomalies arising (Part II of this Department’s guidance note dated 21 December 2017 refers). Where Departments identify such anomalies and where this “leapfrogging” continues to be necessary, it should continue to be applied.
- 5.2. While no such anomaly arises in respect of the revised pay scales in appendices to this circular, Departments should consult with this Department where such anomalies are identified.

6. Overtime

- 6.1. Payment in respect of overtime rendered on or subsequent to 1 October 2018 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 October 2018.

7. Officers on Mark-Time

- 7.1. For officers on mark-time, both notional and mark-time pay will be revised with effect from 1 October 2018.

8. Premium Rates of Pay

- 8.1. Premium rates of pay payable in respect of or subsequent to 1 October 2018 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 October 2018.

9. Allowances

- 9.1. 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 October 2018.
- 9.2. Fixed allowances remain unchanged.
- 9.3. Children’s allowances, both standard and ex-gratia, remain unchanged.

10. Pension Entitlement “Grace Period”

- 10.1. Departments are reminded that for the purposes of calculating pension and lump sum awards at retirement, the pay reductions applied under the FEMPI Act 2013 are disregarded for persons who retire from the public service up to 1 April 2019.
- 10.2. This “grace period” is provided for originally under section 9 of the FEMPI Act 2013, and has been extended to 1 April 2019 by S.I. No. 547 of 2015.
- 10.3. With the application of paragraph 3.1 above complete as of 1 October 2018, this “grace period” protection in respect of the FEMPI 2013 pay reductions will only continue to apply in respect of public servants with post-HRA remuneration in excess of €110,000, who will not have achieved full restoration of the FEMPI Act 2013 salary adjustment until 1 April 2019.
- 10.4. Public servants who retire during the grace period may benefit by having their pensions and retirement lump sums calculated by reference to salary rates which discount the impact of the FEMPI Act 2013 salary adjustments applying to salaries in excess of €65,000.
- 10.5. It should also be noted that public servants who retire during the grace period are entitled to have any impact on pay arising from the FEMPI 2013 suspension of the operation of a pay scale i.e. increment freeze or delay, discounted in the calculation of their pension and lump sum awards.

11. Queries

- 11.1. 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.
- 11.2. Departments experiencing difficulties in the application of this circular should contact this Department via email at payscales@per.gov.ie.
- 11.3. This circular is also available at www.circulars.gov.ie.

Revised payscales with effect from 1 October 2018 for General Service grades.

SECRETARY GENERAL I

€199,136

SECRETARY GENERAL II

€189,269

SECRETARY GENERAL III

€179,384

DEPUTY SECRETARY

€164,533

ASSISTANT SECRETARY

€127,623 €133,394 €139,646 €145,899

PRINCIPAL HIGHER€87,685 €91,196 €94,720 €98,231 €101,230 €104,392¹ €107,548²**PRINCIPAL**€81,661 €85,012 €88,345 €91,705 €94,535 €97,471¹ €100,402²**ASSISTANT PRINCIPAL HIGHER**€69,278 €71,818 €74,368 €76,905 €79,450 €80,931 €83,465¹ €85,990²**ASSISTANT PRINCIPAL**€64,232 €66,569 €67,856 €70,129 €72,405 €73,721 €76,012¹ €78,311²**ADMINISTRATIVE OFFICER**€30,339 €32,937 €33,274 €36,132 €39,788 €42,573 €45,357 €48,151
€50,933 €53,712 €55,628¹ €57,549²**ADMINISTRATIVE OFFICER HIGHER SCALE**

€42,573 €45,357 €48,151 €50,933 €53,712 €55,628 €57,526 €59,422

HIGHER EXECUTIVE OFFICER€45,717 €47,052 €48,379 €49,709 €51,040 €52,379 €53,712 €55,628¹
€57,549²

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€48,379	€49,709	€51,040	€52,379	€53,712	€55,628	€56,887	€58,153	€59,422
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EXECUTIVE OFFICER

€27,934	€29,854	€30,923	€32,739	€34,356	€35,927	€37,487	€39,015	€40,560
€42,061	€43,608	€44,640	€46,095 ¹	€47,553 ²				

EXECUTIVE OFFICER HIGHER SCALE

€30,923	€32,739	€34,356	€35,927	€37,487	€39,015	€40,560	€42,061	€43,608
€44,640	€46,095	€47,181	€48,266	€49,352				

CLERICAL OFFICER

€24,039	€25,113	€25,820	€26,881	€27,940	€28,999	€30,057	€31,098
(€460.71)	(€481.29)	(€494.83)	(€515.16)	(€535.45)	(€555.75)	(€576.03)	(€595.96)
€32,126	€32,839	€33,854	€35,433	€36,677 ¹	€37,249 ²		
(€615.70)	(€629.34)	(€648.79)	(€679.07)	(€702.89)	(€713.86)		

CLERICAL OFFICER HIGHER SCALE

€25,113	€25,820	€26,881	€27,940	€28,999	€30,057	€31,098	€32,126
(€481.29)	(€494.83)	(€515.16)	(€535.45)	(€555.75)	(€576.03)	(€595.96)	(€615.70)
€32,839	€33,854	€35,433	€36,677	€37,249	€38,016		
(€629.34)	(€648.79)	(€679.07)	(€702.89)	(€713.86)	(€728.55)		

HEAD SERVICES OFFICER

€572.02	€590.59	€608.86	€627.23	€639.33	€657.45	€679.07 ¹	€702.89 ²
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SERVICES OFFICER

€410.73	€424.28	€436.48	€452.74	€469.25	€486.18	€498.27	€505.57
€530.13	€547.40 ¹	€567.28 ²					

SERVICES ATTENDANT

€410.73	€411.46	€436.48	€443.33	€455.02	€471.70	€493.47	€503.17
€523.65	€540.45 ¹	€560.11 ²					

CLEANER

€385.28	€407.96	€417.68	€434.16	€451.11	€462.83 ¹	€481.78 ²
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¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised payscales with effect from 1 October 2018 for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€66,558 €68,570 €70,586 €72,600 €74,605 €76,993 €79,716¹ €82,438²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€58,006 €59,334 €60,652 €61,979 €63,302 €64,625 €65,943 €67,282
€68,399¹ €70,521²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€32,689 €35,220 €38,077 €40,928 €43,790 €45,557 €47,320 €49,084
€50,841 €52,607 €54,370 €56,133 €57,898 €59,866¹ €61,822²

STATE SOLICITOR AND PROSECUTION SOLICITOR

€30,625 €32,935 €33,590 €36,481 €40,168 €42,986 €45,790 €48,615
€51,429 €54,228 €64,232 €66,569 €67,856 €70,129 €72,405 €73,721
€76,012¹ €78,311²

LAW CLERK

€477.44 €497.87 €520.88 €543.24 €579.11 €597.35 €615.50 €627.58
€645.60 €663.62 €681.66 €700.23¹ €718.76²

HIGHER LEGAL EXECUTIVE

€45,717 €47,052 €48,379 €49,709 €51,040 €52,379 €53,712 €55,628¹
€57,549²

LEGAL EXECUTIVE

€34,755 €36,194 €37,490 €38,656 €39,827 €41,007 €42,191 €43,327
€44,405¹ €45,809²

SENIOR ENGINEERING DRAUGHTSPERSON

€38,319 €39,051 €39,967 €40,905 €41,820 €42,749 €43,620 €45,038¹
€46,462²

ENGINEERING DRAUGHTSPERSON

€564.10 €584.65 €604.80 €624.98 €638.99 €659.09 €679.26 €698.56
€717.85 €737.14 €756.48 €781.03¹ €805.63²

CHIEF SUPERINTENDENT MAPPING

€47,741 €49,968 €52,200 €54,429 €56,657 €58,882 €61,118 €63,352
€65,317 €67,282 €68,399¹ €70,521²

SUPERINTENDENT MAPPING

€42,386 €43,847 €45,072 €46,277 €47,501 €48,723 €49,923 €51,440¹
€52,955²

EXAMINER IN CHARGE

€36,811 €37,604 €38,387 €39,180 €39,976 €40,774 €42,386 €43,664¹
€44,946²

EXAMINER OF MAPS

€635.14 €652.57 €669.32 €685.01 €701.84 €714.09 €737.52¹ €760.98²

MAPPING DRAUGHTSPERSON

€471.15 €484.42 €493.65 €509.64 €525.72 €541.91 €557.99 €574.14
€589.50 €610.53 €619.55 €628.52 €643.44 €664.19¹ €684.90²

SENIOR ARCHITECT

€61,939 €65,140 €67,295 €70,402 €73,509 €76,993 €79,716¹ €82,438²

ARCHITECT

€37,436 €40,128 €42,820 €45,515 €47,309 €49,099 €50,889 €52,684
€54,478 €56,270 €58,067 €59,856 €61,670 €63,639¹ €65,622²

ARCHITECTURAL ASSISTANT GRADE II

€564.10 €584.65 €604.80 €624.98 €638.99 €659.09 €677.47 €697.66
€717.85 €737.14 €756.48 €781.03¹ €805.63²

SENIOR LABORATORY ANALYST

€47,424 €49,560 €51,450 €53,391 €55,387 €57,348 €59,372 €61,374, €63,385

LABORATORY ANALYST

€31,416 €32,718 €34,459 €35,429 €36,352 €38,540 €39,954 €41,378
€42,830 €44,278 €45,729 €47,195 €48,668 €50,162 €51,609 €52,607¹

NIGHTWATCHMAN

€437.72 €451.47 €467.57 €484.16 €498.99 €508.04¹ €526.44²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised paycales with effect from 1 October 2018 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)

€199,136

SECRETARY GENERAL II (PPC)

€199,136

SECRETARY GENERAL III (PPC)

€188,750

DEPUTY SECRETARY (PPC)

€173,131

ASSISTANT SECRETARY (PPC)

€134,307 €140,379 €146,961 €153,528

PRINCIPAL HIGHER (PPC)€92,172 €95,861 €99,569 €103,268 €106,424 €109,747¹ €113,072²**PRINCIPAL (PPC)**€85,823 €89,356 €92,862 €96,395 €99,375 €102,465¹ €105,552²**ASSISTANT PRINCIPAL HIGHER (PPC)**€72,794 €75,466 €78,144 €80,820 €83,498 €85,061 €87,716¹ €90,379²**ASSISTANT PRINCIPAL (PPC)**€66,495 €68,898 €71,289 €73,687 €76,080 €77,460 €79,876¹ €82,300²**ADMINISTRATIVE OFFICER (PPC)**

€31,848 €34,250 €34,935 €37,942 €41,791 €44,719 €47,650 €50,590
 €53,521 €56,441 €58,466¹ €60,486²

ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)

€44,719 €47,650 €50,590 €53,521 €56,441 €58,466 €60,459 €62,454

HIGHER EXECUTIVE OFFICER (PPC)

€48,028 €49,432 €50,832 €52,233 €53,638 €55,040 €56,441 €58,466¹
 €60,486²

HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)

€50,832	€52,233	€53,638	€55,040	€56,441	€58,466	€59,792	€61,122
€62,454							

EXECUTIVE OFFICER (PPC)

€29,316	€31,329	€32,460	€34,364	€36,071	€37,720	€39,364	€40,974
€42,600	€44,181	€45,812	€46,891	€48,427 ¹	€49,960 ²		

EXECUTIVE OFFICER HIGHER SCALE (PPC)

€32,460	€34,364	€36,071	€37,720	€39,364	€40,974	€42,600	€44,181
€45,812	€46,891	€48,427	€49,568	€50,712	€51,858		

CLERICAL OFFICER (PPC)

€23,338	€24,865	€25,254	€26,010	€27,127	€28,241	€29,355	€30,469
(€447.27)	(€476.53)	(€483.97)	(€498.48)	(€519.88)	(€541.23)	(€562.59)	(€583.92)
€31,553	€32,638	€33,401	€34,474	€35,540	€37,204	€38,512 ¹	€39,112 ²
(€604.71)	(€625.48)	(€640.12)	(€660.68)	(€681.12)	(€713.00)	(€738.07)	(€749.56)

CLERICAL OFFICER HIGHER SCALE (PPC)

€26,010	€27,127	€28,241	€29,355	€30,469	€31,553	€32,638	€33,401
(€498.48)	(€519.88)	(€541.23)	(€562.59)	(€583.92)	(€604.71)	(€625.48)	(€640.12)
€34,474	€35,540	€37,204	€38,512	€39,112	€39,922		
(€660.68)	(€681.12)	(€713.00)	(€738.07)	(€749.56)	(€765.09)		

HEAD SERVICES OFFICER (PPC)

€600.62	€619.90	€633.02	€652.11	€671.18	€690.27	€713.02 ¹	€738.08 ²
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SERVICES OFFICER (PPC)

€420.50	€445.58	€455.04	€475.05	€492.91	€503.60	€516.12	€531.16
€556.88	€575.26 ¹	€595.73 ²					

SERVICES ATTENDANT (PPC)

€414.82	€431.83	€455.04	€462.41	€477.63	€495.50	€511.09	€528.65
€550.21	€567.82 ¹	€588.37 ²					

CLEANER (PPC)

€401.53	€427.94	€435.33	€452.59	€473.32	€486.15 ¹	€499.00 ²	
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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 October 2018 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)

€69,931 €72,045 €74,167 €76,284 €78,398 €80,913 €83,776¹ €86,642²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)

€60,967 €62,360 €63,750 €65,146 €66,538 €66,908 €68,261 €69,632
€71,864¹ €74,102²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)

€30,987 €33,387 €33,987 €36,983 €39,988 €42,995 €46,002 €47,858
€49,710 €51,573 €53,425 €55,282 €57,139 €58,992 €60,856 €62,921¹
€64,981²

STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)

€32,153 €34,576 €35,271 €38,305 €42,188 €45,153 €48,106 €51,077
€54,040 €56,988 €66,495 €68,899 €71,289 €73,687 €76,080 €77,460
€79,876¹ €82,300²

LAW CLERK (PPC)

€494.51 €515.71 €547.27 €570.82 €607.86 €626.97 €639.90 €658.83
€677.78 €696.70 €715.71 €735.26¹ €754.77²

HIGHER LEGAL EXECUTIVE (PPC)

€48,028 €49,432 €50,832 €52,233 €53,638 €55,040 €56,441 €58,466¹
€60,486²

LEGAL EXECUTIVE (PPC)

€32,943 €34,920 €36,490 €38,002 €39,371 €40,597 €41,835 €43,071
€44,313 €45,513 €46,644¹ €48,119²

SENIOR ENGINEERING DRAUGHTSPERSON (PPC)

€40,244 €41,014 €41,979 €42,956 €43,927 €44,905 €45,822 €47,311¹
€48,815²

ENGINEERING DRAUGHTSPERSON (PPC)

€592.52 €613.61 €635.02 €649.73 €670.83 €692.01 €713.21 €733.50
€753.81 €774.11 €794.49 €820.35¹ €846.26²

CHIEF SUPERINTENDENT MAPPING (PPC)

€50,154 €52,504 €54,854 €57,197 €59,548 €61,891 €64,239 €66,592
 €67,620 €69,632 €71,864¹ €74,102²

SUPERINTENDENT MAPPING (PPC)

€44,518 €46,061 €47,346 €48,619 €49,906 €51,196 €52,452 €54,054¹
 €55,647²

EXAMINER IN CHARGE (PPC)

€38,659 €39,490 €40,310 €41,149 €41,983 €42,825 €44,518 €45,864¹
 €47,223²

EXAMINER OF MAPS (PPC)

€666.79 €685.12 €702.77 €719.21 €736.98 €749.91 €774.52¹ €799.17²

MAPPING DRAUGHTSPERSON (PPC)

€494.90 €501.81 €518.61 €535.46 €552.42 €569.35 €586.25 €602.82
 €618.66 €628.39 €644.09 €659.75 €675.52 €697.33¹ €719.18²

SENIOR ARCHITECT (PPC)

€65,115 €67,435 €70,705 €73,969 €77,243 €80,913 €83,776¹ €86,642²

ARCHITECT (PPC)

€35,478 €38,034 €39,306 €42,145 €44,972 €47,820 €49,705 €51,590
 €53,483 €55,363 €57,251 €59,138 €61,025 €62,915 €64,821 €66,899¹
 €67,924²

ARCHITECTURAL ASSISTANT GRADE II (PPC)

€535.23 €573.29 €592.52 €613.61 €635.02 €649.73 €670.83 €692.01
 €711.36 €732.56 €753.81 €774.11 €794.49 €820.35¹ €846.26²

SENIOR LABORATORY ANALYST (PPC)

€49,823 €52,073 €54,066 €56,107 €58,206 €60,276 €62,403 €64,509
 €66,628

LABORATORY ANALYST (PPC)

€32,660 €34,019 €36,176 €37,198 €38,172 €40,475 €41,962 €43,460
 €44,990 €46,515 €48,043 €49,584 €51,138 €52,709 €54,231 €55, 283¹

NIGHTWATCHMAN (PPC)

€420.19 €443.99 €455.74 €473.67 €491.14 €501.42 €516.85 €533.74¹
 €553.11²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.