An Roinn Caiteachais Phoiblí
Sheachadadh PFN agus Athchóirithe
Department of Public Expenditure
NDP Delivery and Reform

Circular Title: **Application of 1 January 2024 pay adjustments**

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure NDP Delivery 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 Agreement 2024-2026.

To:	HR Manager / Personnel Officer in each Department and Office
Circular Number:	Circular 04/2024
Purpose:	This circular sets out pay increases due on 1 January 2024 as provided for in the "Public Service Agreement 2024-2026"
File Reference:	E107/006/2015
Effective From:	1 January 2024

Mise le meas,

Barry O'Brien
Assistant Secretary
Public Service Resourcing Division

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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 Office Notice.

1.3. The pay adjustments should be applied, as appropriate, from **1 January 2024**.

2. General

2.1. This circular sets out pay increases due on **1 January 2024** as provided for under the "Public Service Agreement 2024-2026".

2.2. 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 €0.01.

2.3. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2024.

3. "Public Service Agreement 2024-2026"

3.1. In accordance with **Section 3.1** of the Agreement, the annualised amount of the basic salary of civil servants will be increased by 2.25% or €1,125, whichever is greater, with effect from **1 January 2024.**

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. Overtime

4.1. Payment in respect of overtime rendered on or subsequent to **1 January 2024** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 January 2024**.

5. Premium Rates of Pay

5.1. Premium rates of pay payable in respect of or subsequent to **1 January 2024** 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 January 2024**.

6. Allowances

6.1. Allowances in the nature of pay for civil servants to whom this circular applies will be increased by 2.25% from **1 January 2024**.

6.2. 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 January 2024**.

6.3. Children's allowances, both standard and ex-gratia, remain unchanged.

7. Pensions

Pension Increases

7.1. The principle of pay parity in pension increases for pre-existing public service schemes[1] has been agreed up to 30 June 2026 in line with the Public Service Agreement 2024-2026. Civil service pension increases should be passed on to pensions in line with that policy.

7.2. Single Public Service Pension Scheme ('Single Scheme') pensions are uprated in line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore, Single Scheme pensions in payment in respect of former public servants who served in grades to which this circular applies will not be adjusted with reference to the revisions of basic pay set out in Section 3.

Pension Contributions and ASC

7.3. Periodic contributions in respect of ASC, main scheme contributions, and spouses and children scheme contributions as appropriate shall be deducted from all arrears of pensionable remuneration payable under this circular.

7.4. Additional Superannuation Contributions: The ASC rates for 2024 are unchanged. Below are the current rates of ASC as provided for in Part 4 of the Public Service Pay and Pensions Act 2017.

Thresholds/Rates in 2024

Member of a standard accrual pension scheme	**Member of a fast accrual pension scheme**	**Member of the Single Scheme**
€0 - €34,500 @ 0%	€0 - €28,750 @ 0%	€0 - €34,500 @ 0%
>€34,500 - €60,000 @ 10%	>€28,750 - €60,000 @ 10%	>€34,500 - €60,000 @ 3.33%
>€60,000 @ 10.5%	>€60,000 @ 10.5%	>€60,000 @ 3.5%

Pension Revisions for pre-existing public service pension schemes

7.5. The pensions of those who are members of a pre-existing public service pension scheme (Non-Single Scheme) which are in payment from 1 January 2024 in respect of former Public Servants who served in grades to which this circular applies, will be adjusted as appropriate in the normal way, by reference to the revisions of basic pay set out in section 3 of this Circular. Departments/Offices which, under delegated authority, grant pensions and lump sums may, subject to any necessary prior consultation with this Department, revise pension payments strictly in accordance with this circular.

7.6. The lump sums of the officers in the grades to which this Circular applies who retired on or after 1 January 2024 should also be revised by reference to the revisions of basic pay set out in Section 3 as appropriate. Deductions from lump sums in respect of non-periodic contributions (such as under Spouses and Children's Pension Schemes) should also be adjusted in these cases. The lump sum of officers in the grades to which this circular applies who retired before 1 January 2024 should not be adjusted.

[1] Pre-existing Public Service Pension schemes, as defined in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

7.7. Pensions for officers who retired after 1 January 2024 which were evaluated for the Pension Benefit Cap[2] under Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, will need to be re-evaluated in the context of the increases outlined in this circular.

7.8. Pensions for officers who are currently re-employed in the public service and whose pensions were evaluated for Pension Abatement[3] under Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, will need to be re-evaluated in the context of the increases outlined in this circular. A pensioner, not previously subject to abatement, may now be subject to abatement as a result of the increases.

Pension Revisions for the Single Public Service Pension Scheme

7.9. For Single Scheme pensioners who were working as public servants (in grades to which this circular applies) on 1 January 2024 and subsequently retired in the period from 1 January 2024 until such date as this pay adjustment takes effect, their referable amounts accrued and contribution deductions owed will be re-calculated. Lump sum and pensions paid will then be adjusted, as appropriate.

This aforementioned calculation should also be undertaken by Relevant Authorities for the following classes:

- Cost-Neutral Early Retirement (CNER)
- Ill-Health Retirement (including Short Service Gratuity)
- Pension Adjustment Orders (PAOs)
- Death-in-Service (Spouse / Partner / Eligible Child)
- Death Gratuity
- Any other relevant cases

Final Retirement Benefit Statements and Leaver Statements for Single Scheme members in the grades to which this circular applies, who were working as public servants on the dates of the revision of basic pay and who subsequently retired or left their respective Relevant Authority may also have to be adjusted, as appropriate.

Please note that, as previously stated, the lump sum and pensions of officers in the grades to which this circular applies who retired before 1 January 2024 should not be adjusted

8. Queries

8.1. Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (NSSO) or, where applicable, with local Human Resource Units.

8.2. Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department by contacting:
For general queries support@Paytravelovertime.cloud.gov.ie
For public service pension queries pensions@per.gov.ie
For Single Pension Scheme queries singleschemequeries@per.gov.ie

8.3. This circular is also available at https://www.gov.ie/en/circulars/

[2] Circular 13/2020 Guidance on the application of the Pensions Benefit Cap under section 52 (6) and (7) of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.
[3] Circular 24/2022 Guidance on the application of Abatement of Public Service Occupational Pensions.

Appendix 1A

Revised pay scales with effect from 01 January 2024 for Civil Servants appointed on or after 6th April 1995 who are 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 LEVEL I (PPC)
€264,649

SECRETARY GENERAL LEVEL II (PPC)
€249,081

SECRETARY GENERAL LEVEL III (PPC)
€235,973

DEPUTY SECRETARY (PPC)
€206,572

ASSISTANT SECRETARY (PPC)
€159,993 €167,264 €175,145 €183,022

PRINCIPAL HIGHER SCALE (PPC)
€108,576 €113,047 €117,539 €122,021 €125,843 €129,870[1] €133,897[2]

PRINCIPAL (PPC)
€100,885 €105,166 €109,414 €113,693 €117,303 €121,048[1] €124,787[2]

ASSISTANT PRINCIPAL HIGHER (PPC)
€85,100 €88,337 €91,582 €94,826 €98,068 €99,963 €103,179[1] €106,405[2]

ASSISTANT PRINCIPAL (PPC)
€77,528 €80,383 €83,278 €86,182 €89,082 €90,754 €93,680[1] €96,617[2]

ADMINISTRATIVE OFFICER (PPC)
€37,989 €40,633 €41,389 €44,700 €48,938 €52,190 €55,564 €58,983 €62,401 €65,806 €68,167[1] €70,522[2]

ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)
€52,190 €55,564 €58,983 €62,401 €65,806 €68,167 €70,489 €72,816

HIGHER EXECUTIVE OFFICER (PPC)
€55,996 €57,633 €59,267 €60,900 €62,539 €64,170 €65,806 €68,167[1] €70,522[2]

HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)
€59,267 €60,900 €62,539 €64,170 €65,806 €68,167 €69,713 €71,263 €72,816

EXECUTIVE OFFICER (PPC)
€35,687 €37,589 €38,663 €40,759 €42,638 €44,455 €46,266 €48,039 €49,830 €51,581 €53,440 €54,685 €56,461[1] €58,251[2]

EXECUTIVE OFFICER HIGHER SCALE (PPC)
€38,663 €40,759 €42,638 €44,455 €46,266 €48,039 €49,830 €51,581 €53,440 €54,685 €56,461 €57,792 €59,126 €60,462

CLERICAL OFFICER (PPC)
€555.90 €588.60 €596.90 €613.11 €637.03 €660.90 €684.76 €702.15 €721.85 €744.73 €760.83 €783.48 €805.98 €841.11 €868.70[1] €881.37[2]

CLERICAL OFFICER HIGHER SCALE (PPC)
€613.11 €637.03 €660.90 €684.76 €702.15 €721.85 €744.73 €760.83 €783.48 €805.98 €841.11 €868.70 €881.37 €898.47

HEAD SERVICES OFFICER (PPC)
€720.64 €738.58 €753.03 €774.03 €795.04 €816.08 €841.13[1] €868.72[2]

SERVICES OFFICER (PPC)
€525.95 €553.97 €564.56 €586.91 €606.88 €618.84 €632.81 €649.62 €678.38 €692.60[1] €715.22[2]

SERVICES ATTENDANT (PPC)
€519.59 €538.60 €564.56 €572.79 €589.82 €609.81 €627.23 €646.82 €670.93 €690.63[1] €707.09[2]

CLEANER (PPC)
€504.75 €534.27 €542.53 €561.81 €584.99 €599.33[1] €613.70[2]

[1] After 3 years satisfactory service at the maximum.
[2] After 6 years satisfactory service at the maximum.

Appendix 1B

Revised pay scales with effect from 01 January 2024 for Civil Servants appointed on or after 6th April 1995 who are 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)
€81,632 €84,195 €86,765 €89,328 €91,889 €94,937 €98,405[1] €101,877[2]

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)
€71,082 €72,707 €74,327 €75,954 €77,577 €78,009 €79,610 €81,270 €83,975[1] €86,686[2]

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)
€37,211 €39,683 €40,345 €43,644 €46,954 €50,264 €53,660 €55,803 €57,958 €60,130 €62,289 €64,454 €66,620 €68,777 €70,954 €73,359[1] €75,761[2]

STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)
€38,325 €40,993 €41,758 €45,101 €49,376 €52,686 €56,089 €59,550 €63,005 €66,441 €77,528 €80,384 €83,278 €86,182 €89,082 €90,754 €93,680[1] €96,617[2]

LAW CLERK (PPC)
€608.70 €632.39 €667.67 €693.98 €725.32 €746.36 €760.60 €781.45 €802.30 €823.15 €844.08 €865.62[1] €887.10[2]

HIGHER LEGAL EXECUTIVE (PPC)
€55,996 €57,633 €59,267 €60,900 €62,539 €64,170 €65,806 €68,167[1] €70,522[2]

LEGAL EXECUTIVE (PPC)
€39,195 €41,371 €43,102 €44,765 €46,274 €47,623 €48,987 €50,349 €51,729 €53,096 €54,400[1] €56,103[2]

SENIOR ENGINEERING DRAUGHTSPERSON (PPC)
€47,235 €48,084 €49,146 €50,222 €51,296 €52,403 €53,452 €55,170[1] €56,913[2]

ENGINEERING DRAUGHTSPERSON (PPC)
€711.69 €731.64 €755.21 €771.41 €794.67 €817.98 €841.32 €863.68 €886.05 €908.39 €930.84 €959.31[1] €988.02[2]

CHIEF SUPERINTENDENT MAPPING (PPC)
€58,477 €61,216 €63,953 €66,688 €69,427 €72,159 €74,896 €77,639 €78,839 €81,270 €83,975[1] €86,686[2]

SUPERINTENDENT MAPPING (PPC)
€51,961 €53,728 €55,211 €56,685 €58,185 €59,690 €61,154 €63,023[1] €64,880[2]

EXAMINER IN CHARGE (PPC)
€45,490 €46,405 €47,307 €48,231 €49,150 €50,076 €51,961 €53,499[1] €55,068[2]

EXAMINER OF MAPS (PPC)
€790.21 €810.41 €829.84 €847.95 €867.52 €881.74 €908.83[1] €935.99[2]

MAPPING DRAUGHTSPERSON (PPC)

€609.12 €616.85 €635.61 €654.45 €673.40 €692.33 €704.75 €719.76 €737.22 €747.93 €765.22 €782.46 €799.83 €823.84[1] €847.91[2]

SENIOR ARCHITECT (PPC)

€75,919 €78,622 €82,569 €86,525 €90,491 €94,937 €98,405[1] €101,878[2]

ARCHITECT (PPC)

€41,987 €44,802 €46,202 €49,328 €52,481 €55,758 €57,953 €60,150 €62,356 €64,549 €66,749 €68,950 €71,149 €73,352 €75,575 €77,998[1] €79,201[2]

ARCHITECTURAL ASSISTANT GRADE II (PPC)

€654.20 €696.74 €711.69 €731.64 €755.21 €771.41 €794.67 €817.98 €839.29 €862.65 €886.05 €908.39 €930.84 €959.31[1] €988.02[2]

SENIOR LABORATORY ANALYST (PPC)

€58,088 €60,712 €63,036 €65,415 €67,864 €70,277 €72,757 €75,212 €77,683

LABORATORY ANALYST (PPC)

€38,884 €40,379 €42,755 €43,881 €44,954 €47,489 €49,128 €50,777 €52,501 €54,252 €56,017 €57,812 €59,623 €61,454 €63,228 €64,455[1]

NIGHTWATCHMAN (PPC)

€525.58 €552.20 €565.35 €585.38 €604.93 €616.39 €633.67 €652.53[1] €674.17[2]

[1] After 3 years satisfactory service at the maximum.

[2] After 6 years satisfactory service at the maximum.

Appendix 2A

Revised pay scales with effect from 01 January 2024 for Civil Servants appointed before 6th April 1995 in General Service grades.

SECRETARY GENERAL I
€251,416

SECRETARY GENERAL II
€236,627

SECRETARY GENERAL III
€224,173

DEPUTY SECRETARY
€196,242

ASSISTANT SECRETARY
€151,996 €158,903 €166,387 €173,873

PRINCIPAL HIGHER
€103,142 €107,395 €111,663 €115,917 €119,553 €123,381[1] €127,206[2]

PRINCIPAL
€95,842 €99,902 €103,939 €108,011 €111,439 €114,998[1] €118,548[2]

ASSISTANT PRINCIPAL HIGHER
€80,840 €83,918 €87,009 €90,082 €93,164 €94,960 €98,029[1] €101,087[2]

ASSISTANT PRINCIPAL
€74,888 €77,614 €79,117 €81,873 €84,629 €86,222 €88,997[1] €91,784[2]

ADMINISTRATIVE OFFICER
€36,493 €39,188 €39,558 €42,706 €46,733 €49,800 €52,922 €56,140
€59,383 €62,623 €64,856[1] €67,097[2]

ADMINISTRATIVE OFFICER HIGHER SCALE
€49,800 €52,922 €56,140 €59,383 €62,623 €64,856 €67,070 €69,281

HIGHER EXECUTIVE OFFICER
€53,332 €54,871 €56,407 €57,957 €59,508 €61,071 €62,623 €64,856[1] €67,097[2]

HIGHER EXECUTIVE OFFICER HIGHER SCALE
€56,407 €57,957 €59,508 €61,071 €62,623 €64,856 €66,325 €67,802 €69,281

EXECUTIVE OFFICER
€34,142 €36,289 €37,139 €38,970 €40,751 €42,481 €44,199 €45,882 €47,583
€49,237 €50,939 €52,099 €53,767[1] €55,451[2]

EXECUTIVE OFFICER HIGHER SCALE
€37,139 €38,970 €40,751 €42,481 €44,199 €45,882 €47,583 €49,237 €50,939
€52,099 €53,767 €55,022 €56,273 €57,539

CLERICAL OFFICER

€531.93 €563.03 €570.91 €593.91 €609.05 €631.74 €654.45 €677.14 €693.43 €715.47 €733.94 €748.97 €770.37 €803.72 €829.95[1] €842.05[2]

CLERICAL OFFICER HIGHER SCALE

€593.91 €609.05 €631.74 €654.45 €677.14 €693.43 €715.47 €733.94 €748.97 €770.37 €803.72 €829.95 €842.05 €858.22

HEAD SERVICES OFFICER

€695.30 €709.58 €726.41 €746.65 €759.97 €779.93 €803.72[1] €829.95[2]

SERVICES OFFICER

€515.01 €530.16 €543.79 €561.98 €580.45 €599.37 €612.88 €621.04 €648.49 €667.80[1] €690.02[2]

SERVICES ATTENDANT

€515.01 €515.83 €543.79 €551.48 €564.53 €583.19 €607.51 €618.36 €641.26 €660.02[1] €682.00[2]

CLEANER

€486.57 €511.90 €522.81 €541.20 €560.16 €573.27[1] €594.44[2]

[1] After 3 years satisfactory service at the maximum.
[2] After 6 years satisfactory service at the maximum.

Appendix 2B

Revised pay scales with effect from 01 January 2024 for Civil Servants appointed before 6th April 1995 for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€77,602 €79,983 €82,425 €84,865 €87,294 €90,189 €93,487[1] €96,786[2]

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€67,629 €69,178 €70,713 €72,262 €73,805 €75,348 €76,883 €78,444 €79,774[1] €82,347[2]

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€38,914 €41,703 €44,849 €47,988 €51,139 €53,149 €55,181 €57,227 €59,277 €61,337 €63,390 €65,445 €67,503 €69,799[1] €72,080[2]

STATE SOLICITOR AND PROSECUTION SOLICITOR

€36,810 €39,186 €39,908 €43,090 €47,151 €50,255 €53,414 €56,681 €59,962 €63,225 €74,888 €77,614 €79,117 €81,873 €84,629 €86,222 €88,997[1] €91,784[2]

LAW CLERK

€589.59 €612.42 €638.16 €663.17 €696.84 €717.04 €733.73 €747.03 €766.86 €786.70 €806.59 €827.02[1] €847.45[2]

HIGHER LEGAL EXECUTIVE

€53,332 €54,871 €56,407 €57,957 €59,508 €61,071 €62,623 €64,856[1] €67,097[2]

LEGAL EXECUTIVE

€41,190 €42,775 €44,202 €45,486 €46,775 €48,077 €49,379 €50,631 €51,834[1] €53,437[2]

SENIOR ENGINEERING DRAUGHTSPERSON

€45,116 €45,921 €46,929 €47,963 €48,970 €49,994 €50,953 €52,555[1] €54,190[2]

ENGINEERING DRAUGHTSPERSON

€686.47 €702.97 €721.92 €744.15 €759.58 €781.72 €803.95 €825.20 €846.44 €867.69 €888.98 €916.02[1] €943.12[2]

CHIEF SUPERINTENDENT MAPPING

€55,667 €58,259 €60,861 €63,461 €66,057 €68,650 €71,258 €73,864 €76,155 €78,444 €79,774[1] €82,347[2]

SUPERINTENDENT MAPPING

€49,595 €51,204 €52,595 €53,977 €55,390 €56,808 €58,206 €59,975[1] €61,741[2]

EXAMINER IN CHARGE

€43,454 €44,327 €45,189 €46,063 €46,941 €47,819 €49,595 €51,001[1] €52,451[2]

EXAMINER OF MAPS

€755.35 €774.55 €792.99 €810.27 €828.80 €842.30 €868.11[1] €893.92[2]

MAPPING DRAUGHTSPERSON

€582.56 €597.39 €607.72 €625.58 €643.56 €661.67 €679.65 €697.70
€708.34 €728.23 €738.18 €748.06 €764.49 €787.35[1] €810.16[2]

SENIOR ARCHITECT

€72,214 €75,948 €78,458 €82,203 €85,966 €90,189 €93,487[1] €96,786[2]

ARCHITECT

€44,143 €47,107 €50,071 €53,099 €55,168 €57,245 €59,333 €61,426 €63,516
€65,607 €67,701 €69,786 €71,900 €74,197[1] €76,509[2]

ARCHITECTURAL ASSISTANT GRADE II

€686.47 €702.97 €721.92 €744.15 €759.58 €781.72 €801.97 €824.20 €846.44
€867.69 €888.98 €916.02[1] €943.12[2]

SENIOR LABORATORY ANALYST

€55,300 €57,782 €59,985 €62,250 €64,576 €66,861 €69,221 €71,556 €73,900

LABORATORY ANALYST

€37,687 €38,948 €40,865 €41,932 €42,948 €45,358 €46,916 €48,483 €50,084
€51,691 €53,346 €55,036 €56,743 €58,485 €60,172 €61,337[1]

NIGHTWATCHMAN

€545.21 €560.56 €578.56 €597.13 €613.70 €623.80[1] €644.33[2]

[1] After 3 years satisfactory service at the maximum.
[2] After 6 years satisfactory service at the maximum.