



An Roinn Airgeadais
Department of Finance

E107/5/97

24 March 2000

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Circular 14/2000 : Revision of pay of Civil Servants

Clause 3 of the Annex to the Agreement on Pay and Conditions of Employment
which forms part of Partnership 2000 for Inclusion, Employment and
Competitiveness

A Dhuine Uasail

I am directed by the Minister for Finance to convey the following instructions to Departments in relation to the application to the civil service of a pay increase with effect from 1 April 2000 under the Partnership 2000 Pay Agreement.

Classes Affected

2. (a) Subject to the provisions of sub-paragraph (b) following, this circular applies to all civil service grades.
- (b) This circular does not apply to:-
 - (i) employees whose pay is related directly to that of workers outside the civil service;
 - (ii) classes whose pay and conditions are appropriate for consideration by the Joint Industrial Council for State industrial employees;

To: all Departments, Offices, etc.

- (iii) persons paid on a fee, contract or piece-work basis or employed casually or on infrequent or nominal duties, e.g. caretakers;
- (iv) staff employed by the Department of Foreign Affairs in offices outside the State whose pay is fixed by reference to local conditions.

Revision of Pay

3. Subject to the provisions of this circular, the following inclusive increase may be granted with effect from 1 April 2000 to the grades to which this circular applies:-

1% of basic pay subject to the following minimum increases:-

- (i) Wholetime officers: £1.60 a week (£83 a year)
- (ii) Part-time officers:
Officers not on hourly rates: £0.80 a week (£42 a year)
Officers on hourly rates: £0.04 an hour.

The increase will be added to basic pay as at 31 March 2000. The increase will be added to each point of incremental scales (and to off-scale points), rounding to the nearest £1 on annual scales and to the nearest £0.01 on weekly scales. Hourly rates should be rounded to the nearest £0.001.

Revised Rates

4. The revised rates, effective from 1 April 2000, for members of general service grades and of certain grades common to two or more Departments, to which this circular applies, are set out in Appendices 1A, 1B and 2 to this circular.

Established Officers appointed on or after 6 April 1995

5. As indicated in Circular 6/95, revised salary scales have been introduced for established officers appointed on or after 6 April 1995 covered by Class A social insurance and making an employee contribution in respect of personal superannuation benefits. The revised rates, effective from 1 April 2000, for certain grades in this category are set out in Appendix 2 to this circular.

Dual Employment

6. In the case of officers employed in more than one capacity each employment may be treated separately for the purposes of calculating revised remuneration in accordance with this circular.

Overtime

7. Payment in respect of overtime rendered on or subsequent to 1 April 2000 by members of grades to which this circular applies should be calculated by reference to pay as increased with effect from 1 April 2000.

Officers on Mark-Time

8. For officers on mark-time both notional pay and mark-time pay should be revised.

Allowances

9. Allowances in the nature of pay payable to members of grades to which this circular applies may be increased by 1% with effect from 1 April 2000.

10. Allowances on an annual basis should be rounded up or down to the nearest £1; allowances on a weekly basis should be rounded up or down to the nearest £0.01.

11. Children's allowances, both standard and ex-gratia, which are payable to the members of the grades to which this circular applies, should be increased to £80 with effect from 1 April 2000.

Pensions

12. Pensions in course of payment on 31 March 2000 (revised, as appropriate, by reference to this Department's minute of 7 November 1997 to Personnel Officers) in respect of former civil servants who served in the grades to which this circular applies, will be adjusted, as appropriate in the normal way, by reference to the revision of basic pay on the basis set out in paragraph 3. 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.

13. Officers in the grades to which this circular applies who retire on reaching the maximum retiring age limit during the period from 1 January 2000 to 31 March 2000 (both dates inclusive), but who could otherwise have been retained under the terms of this Department's Circular Letter 13/75 up to and including 1 April 2000, and who are alive on that date, may have their lump sums adjusted to take account of the pay rates applicable on that date. Deductions from lump sums in respect of non periodic contributions under the Spouses and Children's Pension Schemes should also be adjusted in these cases.

General

14. Any difficulties which may arise from the application of this circular should be raised, by telephone in the first instance, with this Department (Tel. 6045412 or 6045413).

Copies of Circular

15. Additional copies of this circular may be obtained, on requisition, from the Government Supplies Agency, 4/5 Harcourt Road, Dublin 2.

Mise le meas

Ciaran Connolly
Assistant Secretary

Revised pay with effect from 1 April 2000 for General Service grades**SECRETARY GENERAL**

£90,649

DEPUTY SECRETARY

£72,588

ASSISTANT SECRETARY

£53,772 £56,460 £59,148 £61,836

PRINCIPAL (HIGHER)£43,044 £44,818 £46,598 £48,375 £49,892 £51,489¹ £53,086²**PRINCIPAL**£39,996 £41,691 £43,377 £45,075 £46,506 £47,989¹ £49,472²**ASSISTANT PRINCIPAL (HIGHER)**£33,114 £34,375 £35,639 £36,900 £38,162 £38,897 £40,153¹
£41,407²**ASSISTANT PRINCIPAL**£30,152 £31,280 £32,408 £33,537 £34,666 £35,317 £36,456¹
£37,596²**ADMINISTRATIVE OFFICER STANDARD SCALE**£15,730 £17,153 £18,973 £20,358 £21,741 £23,129 £24,511
£25,890 £26,847¹ £27,805^{2*}**ADMINISTRATIVE OFFICER HIGHER SCALE**£20,358 £21,741 £23,129 £24,511 £25,890 £26,847 £27,793
£28,738**1 After 3 years satisfactory service at the maximum.****2 After 6 years satisfactory service at the maximum.***** Payable to certain serving staff on a personal basis.**

HIGHER EXECUTIVE OFFICER STANDARD SCALE

£21,945	£22,591	£23,241	£23,907	£24,564	£25,224	£25,890
£26,847 ¹	£27,805 ^{2*}					

HIGHER EXECUTIVE OFFICER HIGHER SCALE

£23,241	£23,907	£24,564	£25,224	£25,890	£26,847	£27,475
£28,106	£28,738					

EXECUTIVE OFFICER STANDARD SCALE

£10,584 (under 19)	£11,515 (at 19)	£12,446 (at 20)	£13,582 (at 21)	£14,587 (at 22)	£15,632 (at 23 or over)	
£16,427	£17,194	£17,957	£18,700	£19,447	£20,174	£20,919
£21,406	£22,135 ¹	£22,862 ^{2*}				

EXECUTIVE OFFICER HIGHER SCALE

£14,587	£15,632	£16,427	£17,194	£17,957	£18,700	£19,447
£20,174	£20,919	£21,406	£22,135	£22,676	£23,219	£23,761

STAFF OFFICER

£16,697	£17,426	£18,083	£18,630	£19,179	£19,726	£20,276
£20,797	£21,288 ¹	£21,990 ^{2*}				

CLERICAL OFFICER STANDARD SCALE

£182.51 (under 19)	£192.43 (at 19)	£202.38 (at 20 or over)	£212.23	£222.14	£232.04	
£241.96	£251.86	£261.77	£271.68	£281.59	£291.49	£301.39
£311.23	£326.57	£338.64 ^{1*}	£344.17 ²	(payable only to serving Clerical Officers as defined in paragraph 27 of Circular 33/97)		

CLERICAL OFFICER HIGHER SCALE

£222.14	£232.04	£241.96	£251.86	£261.77	£271.68	£281.59
£291.49	£301.39	£311.23	£326.57	£338.64	£344.17	£351.63

HEAD SERVICES OFFICER

£269.73	£278.89	£288.07	£297.26	£306.44	£315.63	£326.57 ^{1*}
£338.64 ^{2*}						

1 After 3 years satisfactory service at the maximum.

2 After 6 years satisfactory service at the maximum.

***** Payable to certain serving staff on a personal basis.

Payable to serving staff on a personal basis and to those entering the grade up to 30 June, 2001.

SERVICES OFFICER

£176.80 (under 19)	£184.93 (at 19)	£198.91 (at 20 or over)	£208.20	£216.34	£224.48
£230.29	£237.27	£249.26	£257.71 ¹	£267.41 ²	

SERVICES ATTENDANT

£176.80 (under 19)	£184.93 (at 19)	£198.91 (at 20 or over)	£202.38	£209.36	£217.50
£227.98	£236.12	£246.12	£254.31 ¹	£263.89 ²	

CLEANER

£176.80 (under 19)	£182.62 (at 19)	£188.44 (at 20 or over)	£197.74	£207.37	£213.25 ¹
£222.37 ²					

- 1 After 3 years satisfactory service at the maximum.**
- 2 After 6 years satisfactory service at the maximum.**

Revised pay with effect from 1 April 2000 for certain grades common to two or more Departments

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

£33,536	£34,587	£35,642	£36,695	£37,749	£38,999	£40,425 ¹
£41,850 ²						

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

£29,365	£30,058	£30,747	£31,439	£32,130	£32,822	£33,512
£34,210	£35,349 ¹	£36,489 ²				

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

£16,009	£17,498	£18,992	£20,484	£21,982	£22,906	£23,827
£24,751	£25,672	£26,595	£27,517	£28,441	£29,365	£30,393 ¹
£31,418 ²						

ASSISTANT SOLICITOR STANDARD SCALE

£15,730	£17,426	£19,390	£21,380	£23,258	£25,081	£25,890
£26,847 ¹	£27,805 ^{2*}					

ASSISTANT SOLICITOR HIGHER SCALE

£21,380	£23,258	£25,081	£25,890	£26,847	£27,793	£28,738
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LEGAL STAFF OFFICER

£22,521	£23,226	£23,929	£24,632	£25,334	£26,137 ¹	£26,940 ²
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SENIOR LEGAL CLERK

£19,249	£19,738	£20,229	£20,720	£21,210	£21,700	£22,193
£22,829 ¹	£23,467 ²					

LEGAL CLERK

£17,334	£18,017	£18,441	£18,861	£19,283	£19,706	£20,128
£20,528	£21,119 ¹	£21,708 ²				

1 After 3 years satisfactory service at the maximum.

2 After 6 years satisfactory service at the maximum.

* Payable to certain serving staff on a personal basis.

LAW CLERK

£244.75	£255.67	£273.17	£282.28	£291.40	£300.50	£309.62
£318.74	£327.87	£337.29 ¹	£346.68 ²			

SENIOR ENGINEERING DRAUGHTSPERSON

£18,502	£18,829	£19,248	£19,674	£20,088	£20,509	£20,897
£21,605 ¹	£22,317 ²					

ENGINEERING DRAUGHTSPERSON

£228.07 (under 19)	£236.61 (at 19)	£245.18 (at 20)	£254.75 (at 21)	£264.39 (at 22)	£274.03 (at 23 or over)	
£283.67	£293.30	£302.93	£312.56	£322.21	£331.85	£341.49
£351.13	£360.80	£373.06 ¹	£385.34 ²			

CHIEF SUPERINTENDENT (MAPPING)

£24,003	£25,167	£26,332	£27,495	£28,660	£29,823	£30,990
£32,157	£33,184	£34,210	£35,349 ¹	£36,489 ²		

SUPERINTENDENT (MAPPING)

£20,281	£20,991	£21,591	£22,194	£22,798	£23,401	£24,003
£24,759 ¹	£25,515 ²					

EXAMINER IN CHARGE

£17,738	£18,098	£18,450	£18,807	£19,164	£19,520	£20,281
£20,919 ¹	£21,560 ²					

EXAMINER OF MAPS

£304.32	£312.29	£319.87	£326.85	£334.40	£339.62	£351.31 ¹
£363.03 ²						

MAPPING DRAUGHTSPERSON

£188.95 (under 19)	£197.10 (at 19)	£205.24 (at 20)	£216.34 (at 21)	£222.42 (at 22)	£229.87	
£237.30	£244.75	£252.22	£259.64	£267.08	£274.54	£281.96
£289.42	£296.85	£304.32	£314.68 ¹	£325.05 ²		

1 After 3 years satisfactory service at the maximum.

2 After 6 years satisfactory service at the maximum.

SENIOR ARCHITECT

£30,662	£32,292	£33,918	£35,546	£37,173	£38,999	£40,425 ¹
£41,850 ²						

ARCHITECT

£18,656	£20,062	£21,466	£22,874	£23,808	£24,740	£25,673
£26,606	£27,540	£28,472	£29,406	£30,336	£31,278	£32,308 ¹
£33,341 ²						

ARCHITECTURAL ASSISTANT GRADE II

£228.07 (under 19)	£236.61 (at 19)	£245.18 (at 20)	£254.75 (at 21)	£264.39 (at 22)	£274.03 (at 23 or over)	
£283.67	£293.30	£302.93	£312.56	£322.21	£331.85	£341.49
£351.13	£360.80	£373.06 ¹	£385.34 ²			

SENIOR LABORATORY TECHNICIAN CLASS I

£23,365	£24,425	£25,312	£26,210	£27,110	£28,057
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LABORATORY TECHNICIAN

£17,622	£18,324	£18,955	£19,570	£20,212	£20,866	£21,485
£22,138	£22,789	£23,441	£24,094	£24,767	£25,441	£26,125
£26,647 ¹						

CLERICAL OFFICER DATA ENTRY

£182.51 (under 19)	£192.43 (at 19)	£202.38 (at 20 or over progress beyond this point is dependant on the achievement of proficiency)	£212.23	£222.14	£232.04	£241.96	£251.86	£261.77
£271.68	£281.59	£291.49	£301.39	£311.23	£326.57	£338.64 ^{1*}		

VISUALLY IMPAIRED TELEPHONIST

£182.51 (under 19)	£192.43 (at 19)	£202.38 (at 20 or over)	£212.23	£222.14	£232.04
£241.96	£251.86	£261.77	£271.68	£281.59	£291.49
£311.23	£326.57	£338.64 ^{1*}			

NIGHTWATCHMAN

£199.55	£207.54	£215.53	£223.50	£230.64	£238.49 ¹	£247.47 ²
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1 After 3 years satisfactory service at the maximum.

2 After 6 years satisfactory service at the maximum.

***** Payable to certain serving staff on a personal basis.

Revised pay with effect from 1 April 2000 for established officers in certain grades appointed on or after 6 April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits.

ADMINISTRATIVE OFFICER STANDARD SCALE

£16,559	£18,055	£19,973	£21,430	£22,885	£24,345	£25,800
£27,253	£28,261 ¹	£29,269 ^{2*}				

EXECUTIVE OFFICER STANDARD SCALE

£11,142 (under 19)	£12,121 (at 19)	£13,100 (at 20)	£14,297 (at 21)	£15,355 (at 22)	£16,454 (at 23 or over)
£17,290	£18,099	£18,900	£19,683	£20,470	£21,235
£22,532	£23,299 ¹	£24,064 ^{2*}			£22,021

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

£16,850	£18,419	£19,991	£21,565	£23,139	£24,110	£25,080
£26,053	£27,025	£27,994	£28,967	£29,936	£30,912	£31,993 ¹
£33,070 ²						

ASSISTANT SOLICITOR STANDARD SCALE

£16,557	£18,342	£20,412	£22,505	£24,480	£26,402	£27,251
£28,261 ¹	£29,269 ^{2*}					

LAW CLERK

£257.64	£269.12	£287.56	£297.14	£306.72	£316.32	£325.92
£335.50	£345.12	£355.04 ¹	£364.91 ²			

LABORATORY TECHNICIAN

£18,549	£19,288	£19,952	£20,601	£21,277	£21,963	£22,616
£23,302	£23,988	£24,675	£25,361	£26,071	£26,781	£27,499
£28,050 ¹						

1 After 3 years satisfactory service at the maximum.

2 After 6 years satisfactory service at the maximum.

↑ Payable only to persons who qualify for the personal scale points referred to in paragraph 12 of Circular 24/95.

*** Payable to certain staff on a personal basis.**

Revised pay with effect from 1 April 2000 for established Clerical Officers appointed on or after 6 April 1995 from a competition advertised prior to the date of Circular 33/97 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits.

CLERICAL OFFICER STANDARD SCALE

£192.12 (under 19)	£202.55 (at 19)	£213.04 (at 20 or over)	£223.40	£233.83	£244.25
£254.68	£265.13	£275.55	£285.97	£296.39	£306.84
£327.61	£343.75	£356.45 ^{1*}			

Revised pay with effect from 1 April 2000 for established Clerical Officers appointed from a competition advertised after the date of Circular 33/97 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits.

CLERICAL OFFICER STANDARD SCALE

£179.03 (under 19)	£189.55 (at 19)	£200.05 (at 20 or over)	£210.59	£221.09	£244.25
£254.68	£265.13	£275.55	£285.97	£296.39	£306.84
£327.61	£343.75				

CLERICAL OFFICER (DATA ENTRY) STANDARD SCALE

£179.03 (under 19)	£189.55 (at 19)	£200.05 (at 20 or over progress beyond this point is dependant on the achievement of proficiency)				
	£210.59	£221.09	£244.25	£254.68	£265.13	£275.55
£285.97	£296.39	£306.84	£317.26	£327.61	£343.75	

1 After 3 years satisfactory service at the maximum.

*** Payable to certain staff on a personal basis.**