



An Roinn Airgeadais
Department of Finance

73-79,
Sráid an Mhóta Íocht.,
Baile Átha Cliath 2,
Éire.

73-79,
Lower Mount Street,
Dublin 2,
Ireland.

Telephone: 353-1 676 7571
Facsimile: 353-1 604 5499
LoCall: 1890 66 10 10
VPN: 8109
<http://www.irlgov.ie/finance>

E107/7/00

18 September 2000

Circular 26/2000 : Revision of pay of Civil Servants

Clause 4, Annex II to Framework I of the Programme for Prosperity and Fairness

A Dhuine Uasail

1. 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 pay increases with effect from 1 October 2000 under (i) an agreement with the Public Services Committee of the Irish Congress of Trade Unions on pay for certain groups of public service employees (commonly referred to as "Early Settlers") and (ii) the Programme for Prosperity and Fairness.

Classes Affected

2. (a) Subject to the provisions of sub-paragraph (b) following, and of paragraph 3, 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. An increase of 3% is being applied to the basic pay of the groups listed in Appendix I with effect from 1 October 2000 in accordance with the *Agreement on Pay for Certain Groups of Public Service Employees* reached with the Public Services Committee of ICTU. The increase is not being applied in the case of a small number of grades within these groups which have yet to conclude settlements under the PCW.

4. (a) Subject to the provisions of this circular, an increase of 5.5% of basic pay is being applied with effect from 1 October 2000 to the basic pay of grades to which this circular applies in accordance with the Programme for Prosperity and Fairness.

(b) The increase of 5.5% of basic pay is subject to the following minimum increases:-

- (i) Wholetime officers: £12 a week (£626 a year)
- (ii) Part-time officers:
 - Officers not on hourly rates: £6.00 a week (£313 a year)
 - Officers on hourly rates: £0.30 an hour.

5. The increase due under paragraph 3 (where applicable) is being added to basic pay as at 30 September 2000 and the increase due under paragraph 4 is being added to basic pay thus increased. The increases are being 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

6. The revised rates, effective from 1 October 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 2A, 2B and 3 to this circular.

Established Officers appointed on or after 6 April 1995

7. 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 October 2000, for certain grades in this category are set out in Appendix 3 to this circular. Rates for other grades may be obtained from this Department.

Dual Employment

8. 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

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

Officers on Mark-Time

10. For officers on mark-time, notional pay may be increased by both 3% (if applicable) and by 5.5%. Mark-time pay should be revised by 5.5% only.

Allowances

11. Allowances in the nature of pay for members of groups listed in Appendix I (with exclusions as indicated) may be increased by 3%, and by a further 5.5%, cumulatively, with effect from 1 October 2000, except where PCW settlements for individual grades have yet to be concluded in which case the 5.5% increase only

should be applied. For members of other grades i.e. those grades to which the 3% increase does not apply, allowances in the nature of pay should only be increased by 5.5% effective from 1 October 2000. In case of any doubt this Department should be consulted (Tel. 6045452).

12. 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.

13. 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 £81 with effect from 1 October 2000.

Pensions

14. Pensions in course of payment on 30 September 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 revisions of basic pay on the basis set out in paragraphs 3 and 4. 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.

15. Officers in the grades to which this circular applies who retire on reaching the maximum retiring age limit during the period from 1 July 2000 to 30 September 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 October 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

16. 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

17. 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

APPENDIX I

Agreement on Pay for Certain Groups of Public Service Employees

The Agreement covers all grades represented by the

Federated Union of Government Employees

Civil and Public Service Union

Public Service Executive Union

Association of Higher Civil and Public Servants (**excluding Prison
Governor Grades 1, 2 and 3**)

Veterinary Officers Association

IMPACT (**excluding Laboratory Technician and related grades**)

Revised pay with effect from 1 October 2000 for General Service Grades.**SECRETARY GENERAL**

£95,635

DEPUTY SECRETARY

£76,580

ASSISTANT SECRETARY

£56,729 £59,565 £62,401 £65,237

PRINCIPAL (HIGHER)£46,773 £48,702 £50,636 £52,566 £54,215 £55,951 ¹ £57,686 ²**PRINCIPAL**£43,462 £45,304 £47,135 £48,980 £50,536 £52,148 ¹ £53,759 ²**ASSISTANT PRINCIPAL (HIGHER)**£35,983 £37,353 £38,727 £40,097 £41,469 £42,268 £43,633 ¹
£44,995 ²**ASSISTANT PRINCIPAL**£32,765 £33,990 £35,216 £36,443 £37,670 £38,378 £39,615 ¹
£40,854 ²**ADMINISTRATIVE OFFICER STANDARD SCALE**£17,093 £18,640 £20,617 £22,122 £23,625 £25,133 £26,635
£28,134 £29,173 ¹ £30,214 ²**ADMINISTRATIVE OFFICER HIGHER SCALE**£22,122 £23,625 £25,133 £26,635 £28,134 £29,173 £30,201
£31,228¹ After 3 years satisfactory service at the maximum.² After 6 years satisfactory service at the maximum.

HIGHER EXECUTIVE OFFICER STANDARD SCALE

£23,846	£24,549	£25,255	£25,978	£26,693	£27,410	£28,134
£29,173 ¹	£30,214 ²					

HIGHER EXECUTIVE OFFICER HIGHER SCALE

£25,255	£25,978	£26,693	£27,410	£28,134	£29,173	£29,855
£30,541	£31,228					

EXECUTIVE OFFICER STANDARD SCALE

£14,758 (entry under age 22)	£15,851 (entry at age 22)	£16,987 (entry at age 23 or over)	£17,851			
£18,684	£19,513	£20,320	£21,132	£21,922	£22,732	£23,261
£24,053 ¹	£24,843 ²					

EXECUTIVE OFFICER HIGHER SCALE

£15,851	£16,987	£17,851	£18,684	£19,513	£20,320	£21,132
£21,922	£22,732	£23,261	£24,053	£24,641	£25,231	£25,820

STAFF OFFICER

£18,144	£18,936	£19,649	£20,244	£20,840	£21,435	£22,033
£22,599	£23,133 ¹	£23,896 ²				

CLERICAL OFFICER STANDARD SCALE

£12,034 (£230.62)	£12,595 (£241.38)	£13,157 (£252.15)	£13,720 (£262.93)	£14,281
(£273.69)	£14,843 (£284.45)	£15,405 (£295.22)	£15,967 (£305.99)	£16,527
(£316.74)	£17,089 (£327.50)	£17,647 (£338.20)	£18,517 (£354.87)	£19,201
(£367.98) ¹	£19,515 (£374.00) ²			

CLERICAL OFFICER HIGHER SCALE

£12,595 (£241.38)	£13,157 (£252.15)	£13,720 (£262.93)	£14,281 (£273.69)	£14,843
(£284.45)	£15,405 (£295.22)	£15,967 (£305.99)	£16,527 (£316.74)	£17,089
(£327.50)	£17,647 (£338.20)	£18,517 (£354.87)	£19,201 (£367.98)	£19,515
(£374.00)	£19,938 (£382.10)			

HEAD SERVICES OFFICER

£293.10	£303.06	£313.03	£323.02	£332.99	£342.98	£354.87 ¹
£367.98 ²						

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Note: While the scales for CO, Standard and Higher, are shown in annual terms, officers in these grades will continue to be paid on a weekly basis at the amounts shown in brackets.

SERVICES OFFICER

£192.12 (under 19)	£200.96 (at 19)	£216.15 (at 20 or over)	£226.24	£235.09	£243.93
£250.25	£257.83	£270.86	£280.04 ¹	£290.58 ²	

SERVICES ATTENDANT

£192.12 (under 19)	£200.96 (at 19)	£216.15 (at 20 or over)	£219.91	£227.50	£236.35
£247.74	£256.58	£267.44	£276.35 ¹	£286.76 ²	

CLEANER

£192.12 (under 19)	£198.45 (at 19)	£204.76 (at 20 or over)	£214.87	£225.34	£231.73 ¹
£241.64 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 October 2000 for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

£36,442	£37,584	£38,730	£39,875	£41,019	£42,378	£43,928 ¹
£45,477 ²						

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

£31,910	£32,663	£33,411	£34,163	£34,914	£35,666	£36,415
£37,174	£38,411 ¹	£39,651 ²				

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

£17,396	£19,014	£20,638	£22,259	£23,886	£24,891	£25,892
£26,896	£27,896	£28,900	£29,902	£30,905	£31,910	£33,027 ¹
£34,141 ²						

ASSISTANT SOLICITOR STANDARD SCALE

£17,093	£18,936	£21,070	£23,232	£25,274	£27,254	£28,134
£29,173 ¹	£30,214 ²					

ASSISTANT SOLICITOR HIGHER SCALE

£23,232	£25,274	£27,254	£28,134	£29,173	£30,201	£31,228
---------	---------	---------	---------	---------	---------	---------

LEGAL STAFF OFFICER

£24,473	£25,239	£26,003	£26,766	£27,529	£28,402 ¹	£29,274 ²
---------	---------	---------	---------	---------	----------------------	----------------------

SENIOR LEGAL CLERK

£20,916	£21,448	£21,982	£22,516	£23,048	£23,580	£24,116
£24,807 ¹	£25,500 ²					

LEGAL CLERK

£18,836	£19,579	£20,039	£20,495	£20,953	£21,413	£21,872
£22,307	£22,949 ¹	£23,589 ²				

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

LAW CLERK

£265.95	£277.82	£296.85	£306.74	£316.65	£326.54	£336.45
£346.36	£356.28	£366.52 ¹	£376.72 ²			

SENIOR ENGINEERING DRAUGHTSPERSON

£20,105	£20,461	£20,915	£21,379	£21,829	£22,286	£22,708
£23,477 ¹	£24,251 ²					

ENGINEERING DRAUGHTSPERSON

£247.83 (under 19)	£257.11 (at 19)	£266.43 (at 20)	£276.82 (at 21)	£287.30 (at 22)	£297.77 (at 23 or over)	
£308.25	£318.72	£329.18	£339.65	£350.13	£360.61	
£371.08	£381.55	£392.06	£405.38 ¹	£418.73 ²		

CHIEF SUPERINTENDENT MAPPING

£26,083	£27,348	£28,614	£29,878	£31,144	£32,407	£33,676
£34,944	£36,060	£37,174	£38,411 ¹	£39,651 ²		

SUPERINTENDENT MAPPING

£22,038	£22,810	£23,462	£24,117	£24,774	£25,429	£26,083
£26,905 ¹	£27,725 ²					

EXAMINER IN CHARGE

£19,275	£19,666	£20,049	£20,436	£20,825	£21,212	£22,038
£22,732 ¹	£23,428 ²					

EXAMINER OF MAPS

£330.69	£339.35	£347.59	£355.18	£363.37	£369.05	£381.75 ¹
£394.49 ²						

MAPPING DRAUGHTSPERSON

£205.32 (under 19)	£214.18 (at 19)	£223.03 (at 20)	£235.09 (at 21)	£241.69 (at 22)	£249.79	
£257.86	£265.95	£274.08	£282.14	£290.22	£298.33	£306.39
£314.50	£322.58	£330.69	£341.95 ¹	£353.21 ²		

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

SENIOR ARCHITECT

£33,319	£35,090	£36,857	£38,626	£40,394	£42,378	£43,928 ¹
£45,477 ²						

ARCHITECT

£20,273	£21,801	£23,326	£24,856	£25,871	£26,884	£27,897
£28,911	£29,926	£30,939	£31,954	£32,965	£33,988	£35,107 ¹
£36,230 ²						

ARCHITECTURAL ASSISTANT GRADE II

£247.83 (under 19)	£257.11 (at 19)	£266.43 (at 20)	£276.82 (at 21)	£287.30 (at 22)	£297.77 (at 23 or over)	
£308.25	£318.72	£329.18	£339.65	£350.13	£360.61	
£371.08	£381.55	£392.06	£405.38 ¹	£418.73 ²		

SENIOR LABORATORY TECHNICIAN CLASS I

£24,650	£25,768	£26,704	£27,652	£28,601	£29,600
---------	---------	---------	---------	---------	---------

LABORATORY TECHNICIAN

£18,591	£19,332	£19,998	£20,646	£21,324	£22,014	£22,667
£23,356	£24,042	£24,730	£25,419	£26,129	£26,840	£27,562
£28,113 ¹						

CLERICAL OFFICER DATA ENTRY AND VISUALLY IMPAIRED TELEPHONIST

£12,034 (£230.62)	£12,595 (£241.38)	£13,157 (£252.15)*	£13,720 (£262.93)	£14,281	
(£273.69)	£14,843 (£284.45)	£15,405 (£295.22)	£15,967 (£305.99)	£16,527	
(£316.74)	£17,089 (£327.50)	£17,647 (£338.20)	£18,517 (£354.87)	£19,201	
(£367.98) ¹	£19,515 (£374.00) ²				

NIGHTWATCHMAN

£216.84	£225.53	£234.21	£242.87	£250.63	£259.15 ¹	£268.91 ²
---------	---------	---------	---------	---------	----------------------	----------------------

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

* Progress beyond this point for CO Data Entry is dependant on the achievement of proficiency.

Note: While the scales for CO Data Entry and Visually Impaired Telephonist are shown in annual terms, officers in these grades will continue to be paid on a weekly basis at the amounts shown in brackets.

Revised pay with effect from 1 October 2000 for established officers 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

£17,994	£19,620	£21,703	£23,287	£24,868	£26,454	£28,036
£29,615	£30,710 ¹	£31,805 ²				

EXECUTIVE OFFICER STANDARD SCALE

£15,536 (entry under age 22)	£16,686 (entry at age 22)	£17,880 (entry at age 23 or over)	£18,788			
£19,667	£20,538	£21,388	£22,244	£23,075	£23,930	£24,484
£25,318 ¹	£26,149 ²					

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

£18,311	£20,015	£21,724	£23,434	£25,144	£26,199	£27,253
£28,311	£29,367	£30,420	£31,477	£32,530	£33,590	£34,765 ¹
£35,935 ²						

ASSISTANT SOLICITOR STANDARD SCALE

£17,992	£19,931	£22,180	£24,455	£26,601	£28,690	£29,613
£30,710 ¹	£31,805 ²					

LAW CLERK

£279.97	£292.44	£312.48	£322.88	£333.30	£343.73	£354.16
£364.58	£375.02	£385.80 ¹	£396.53 ²			

LABORATORY TECHNICIAN

£19,569	£20,349	£21,049	£21,734	£22,447	£23,171	£23,860
£24,584	£25,307	£26,032	£26,756	£27,505	£28,254	£29,011
£29,593 ¹						

CLERICAL OFFICER STANDARD SCALE, CLERICAL OFFICER DATA ENTRY AND VISUALLY IMPAIRED TELEPHONIST

£12,667 (£242.76)	£13,258 (£254.09)	£13,850 (£265.42)*	£14,441 (£276.75)	£15,033
(£288.10)	£15,624 (£299.43)	£16,215 (£310.75)	£16,806 (£322.07)	£17,398
(£333.43)	£17,989 (£344.75)	£18,576 (£356.00)	£19,491 (£373.53)	£20,211
(£387.33) ¹	£20,542 (£393.67) ²			

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

* Progress beyond this point for CO Data Entry is dependant on the achievement of proficiency.

Note: While the scales for CO Standard, CO Data Entry and Visually Impaired Telephonist are shown in annual terms, officers in these grades will continue to be paid on a weekly basis at the amounts shown in bracket