

**Reference No:** E107/7/00; **Date:** 03/09/2002

**03/09/2002 LP:- Re: Circular 31/2002**

To: All Departments/Offices

Dear Personnel Officer

I am directed by the Minister for Finance to enclose an advance copy of Circular 31/2002. This circular conveys sanction for the payment with effect from 1 October 2002 of revised scales of pay to general service grades and grades common to two or more Departments.

Revised scales with effect from 1 October 2002 for certain 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 are set out in Appendix 2 to the circular. Any other scales you require for officers appointed on or after 6 April 1995 will be supplied to you on request.

You will note that the circular does not show scale points related to age since section 34(6) of the Employment Equality Act, 1998, requires that age-related remuneration be eliminated by 18 October of this year.

It has been decided that reference to age points on existing payscales should be removed with effect from 1 October 2002. However, the removal of age-related remuneration will not entail any reduction in the length of salary scales i.e. the length of scales will remain the same and only the reference to age will be removed. Accordingly, scale points which were previously related to age will now become a part of the normal incremental scale. Some civil service unions have sought discussions on this issue and its implications. Further instructions will issue following these discussions. However, I would ask you to ensure that Departmental payscales are adjusted to omit references to age with effect from 1 October 2002.

The increase in allowances in the nature of pay sanctioned in Paragraph 12 of the circular should also be applied to Delegates' and Chairpersons' allowances.

Revised scales for the non-industrial civil service grades in your Department, other than those shown in the circular, effective from 1 October 2001 are being issued separately by e-mail and in computer printouts. When these scales are received this Department should be contacted immediately at 6045404 if it is considered that any amendments are required.

The revised pay scales should be implemented as early as possible on foot of the advance copy of the circular and the scales to be issued by e-mail/computer printouts. It is not necessary to wait for the circular to be issued by the Government Supplies Agency. Please make the necessary arrangements for payment in conjunction with the Accountant/Finance Officer in your Department/Office.

Yours sincerely

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Brendan Duffy  
Principal  
Personnel & Remuneration Division