

Reference No: E150/7/03; **Date:** 29/07/2004

29/07/2004 LP:- Revision of pay of General Operatives under the Parallel Benchmarking Agreement for State Industrial General Operatives and Section 19.18 of Sustaining Progress

Our ref: E150/7/03

July 2004

To: All Personnel Officers

Revision of pay of General Operatives under the Parallel Benchmarking Agreement for State Industrial General Operatives and Section 19.18 of Sustaining Progress

Application of increases under the second phase of Benchmarking and Section 19.18 of Sustaining Progress

1. I am directed by the Minister for Finance to refer to the terms of the Parallel Benchmarking Agreement for State Industrial General Operatives and to the terms of Sustaining Progress and the associated pay agreement. I am to convey the following instructions in respect of increases under the second phase of benchmarking and the 3% pay increase due under Section 19.18 of Sustaining Progress.
2. The payment of the second phase of the benchmarking increases and the 3% under Sustaining Progress are dependent on verification of cooperation with flexibility and ongoing change, satisfactory implementation of the agenda for modernisation, maintenance of stable industrial relations and absence of industrial action in respect of any matters covered by the Sustaining Progress agreement.
3. The Civil Service Performance Verification Group has considered progress achieved and has completed its verification process.

Groups Affected

4. (a) This minute applies to Industrial Employees who are linked for pay purposes to General Operative Grades covered by the terms of the Parallel Benchmarking agreement for State Industrial General Operatives.
- (b) This minute does **not** apply to State Industrial Craft Workers or to grades linked to pay purposes to State Industrial Craft Workers.

Revision of Pay

5. Subject to the provisions of this minute, sanction is conveyed for one half (50%) of the increase recommended in the Parallel Benchmarking Agreement for General Operatives and the 3% increase due under Section 19.18 of Sustaining Progress to be applied with effect from 1 January 2004 to the basic pay of the grades to which this minute applies, in accordance with the Sustaining Progress Agreement.

6. The increases due under paragraph 5 are to be added to basic pay as at 31 December 2003. the increase is being added to each point of incremental scales (and to off-scale points), rounding to the nearest euro on annual scales and to the nearest cent on weekly scales. Hourly rates should be rounded to the nearest €0.001.

Overtime

7. Payment in respect of overtime rendered on or subsequent to 1 January 2004 by members of the grades to which this minute applies should be calculated by reference to pay as increased with effect from 1 January 2004.

Allowances

8. Allowances fall to be adjusted in accordance with normal custom and practice. Separate instructions will issue from this Department in any situation where normal custom and practice dictates that allowances be increased on foot of the recommendations in the Parallel Benchmarking Agreement for State Industrial General Operatives.

Part-time staff

9. The pay of part-time staff may be revised, in accordance with the normal arrangements, by reference to the pay of wholtime staff to which they are related for pay purposes.

Superannuation

10. Pensions in course of payment on 1 January 2004 in respect of former Industrial workers who served in the grades to which this minute applies may be adjusted, as appropriate in the normal way, by reference to the revisions of basic pay on the basis set out in paragraph 5. 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 minute.

11. Employees in the grades to which this sanction applies who retired on or after 1 January 2004, may have their lump sums adjusted to take account of the pay rates applicable on that date by reference to paragraph 5 as appropriate. Deductions from lump sums in respect of non-periodic contributions under the Spouses and Children's schemes should also be adjusted in these cases.

Employees in the grades to which this sanction applies who retired on reaching the maximum retiring age during the period 1 October 2003 to 31 December 2003 (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 January 2004, 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 Schemes should also be adjusted in these cases.

General

12. Any queries regarding the revisions of lump sums, death gratuities and pensions should be addressed to Tony Smyth, Pensions Section (direct dial 6045405). Queries about any other provisions of this minute should be addressed to Garrett O Rorke (direct dial 6045411) or Tom Dowling (direct dial 6045469).

Electronic Copies of Circular

14. This circular is also available on the Department's web-site at <http://www.finance.gov.ie>.

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Tom Dowling

Personnel & Remuneration Division

**Application of increases under the second phase of Benchmarking and Section 19.18 of
Sustaining Progress, effective from 1 January 2004**

DUBLIN GENERAL OPERATIVES

Basic GO

€429.62
€438.82
€441.40
€442.80
€444.30
€445.72
€447.44
€448.70
€450.13
€451.75
€453.31
€454.93
€456.52

GO/Light Equipment Operator

€444.49
€447.19
€449.75
€451.18
€452.64
€454.09
€455.51
€457.00
€458.51
€460.10
€461.69
€463.29
€464.83

Driver/Plant Operator A

€458.85
€461.61
€464.22
€465.76
€467.20
€468.73
€470.21
€471.74
€473.26
€474.90
€476.52
€478.20
€479.83

Driver/Plant Operator B

€469.96
€472.76
€475.48
€477.03
€478.59
€480.11
€481.64
€483.23
€484.80
€486.46
€488.15
€489.82
€491.52

GO Chargehand

€460.73

GO Supervisor (Dúchas)

€496.62

€463.37
€465.91
€467.31
€468.81
€470.21
€471.65
€473.21
€474.65
€476.27
€477.82
€479.48
€481.00

€499.25
€501.79
€503.20
€504.70
€506.10
€507.53
€509.10
€510.53
€512.15
€513.70
€515.36
€516.89

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RURAL GENERAL OPERATIVES

Basic GO

€447.98
€450.54
€453.14
€454.54
€456.02
€457.47
€458.93
€460.41
€461.90
€463.49
€465.05
€466.68
€468.27

GO/Light Equipment Operator

€456.46
€459.17
€461.68
€463.11
€464.53
€466.02
€467.47
€468.97
€470.49
€472.02
€473.68
€475.22
€476.80

Driver/Plant Operator A

€471.19
€474.01
€476.57
€478.11
€479.55
€481.08
€482.59
€484.11
€485.63
€487.26
€488.90
€490.59
€492.18

Driver/Plant Operator B

€482.58
€484.77
€488.13
€489.67
€491.20
€492.71
€494.26
€495.87
€497.41
€499.13
€500.78
€502.46
€504.17

GO Chargehand

€473.13

GO Supervisor (Dúchas)

€509.01

€475.76
€478.29
€479.69
€481.20
€482.64
€484.06
€485.58
€487.02
€488.65
€490.21
€491.84
€493.37

€511.65
€514.18
€515.58
€517.09
€518.52
€519.95
€521.47
€522.91
€524.53
€526.10
€527.73
€529.26