

Reference No: ; Date: 06/08/2004

06/08/2004 LP:- Revision of pay of Industrial Workers linked to grades covered by the Report of the Public Service Benchmarking Body (Application of increases under Section 19.18 of Sustaining Progress)

Our ref: E150/7/03

6 August 2004

To: All Personnel Officers

**Revision of pay of Industrial Workers linked to grades covered by the Report of the
Public Service Benchmarking Body**

Application of increases under Section 19.18 of Sustaining Progress

1. I am directed by the Minister for Finance to refer to the terms of Sustaining Progress and the associated pay agreement. I am to convey the following instructions under Section 19.18 of Sustaining Progress.
2. The payment of the 2% increase is dependent on verification and 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 grades covered by the terms of the Report of the Public Service Benchmarking Body.
- (b) This minute does **not** apply to Industrial Craftspersons or to Industrial General Operatives, nor does it apply to grades linked for pay purposes to Industrial Craftspersons or Industrial General Operatives.

Revision of pay

5. Subject to the provisions of this minute an increase of 2% under Section 19.18 of Sustaining Progress is being applied with effect from 1 July 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 being added to basic pay as at 30 June 2004. 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 of overtime rendered on or subsequent to 1 July 2004 by members of grades to which this minute applies should be calculated by reference to pay as increased with effect from 1 July 2004.

Allowances

8. Allowances in the nature of pay for civil servants to whom this minute applies may be increased by 2%.

9. “Personal to holder” allowances sanctioned for certain industrial stores staff in the Dublin area should **not** be increased.

Part-time staff

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

Superannuation

11. Pensions in course of payment on 1 July 2004 in respect of former Industrial workers who served in the grades to which this minute applies will 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.

12. Employees in the grades to which this minute applies who retired on reaching the maximum retiring age limit during the period from 1 April 2004 to 30 June 2004 (both dates inclusive), but who could otherwise have been retained under this Department’s Circular Letter 13/75 up to and including 1 July 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 Pension 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).

Tom Dowling

Personnel & Remuneration Division

Application of 2% increase under Section 19.18 of Sustaining Progress

1 July 2004

Storekeeper Clerk Grade 1

402.51
410.71
423.03
435.34
447.66
459.93
472.27
484.58
496.89
509.19
521.52
533.94

553.64 (LSI 1)
562.66 (LSI 2)

1 July 2004

Storekeeper Clerk Grade 2

347.67
354.79
367.83
380.86
393.92
406.96
420.03
433.04
446.13
459.18
472.22
485.43

503.32 (LSI 1)
511.51 (LSI 2)

1 July 2004

Storekeeper Clerk in Charge

432.17
445.09
458.04
470.94
483.84
496.79
509.67
522.60
535.50
548.44
561.40

582.08 (LSI 1)
591.55 (LSI 2)

1 July 2004

Stores/Office Supervisor

453.68
468.25
482.79
497.35
511.96
526.49
541.06
555.65
570.17
585.05
599.32

621.49 (LSI 1)
631.55 (LSI 2)