

Reference No: E109/43/92; **Date:** 10/06/97

Circular 26/1997:- Agreement in relation to the grades of Assistant Principal (Standard and Higher) and Principal (Standard and Higher) and related grades represented by the AHCS

A Dhuine Uasail

I am directed by the Minister for Finance to convey the following instructions to Departments arising out of his acceptance of General Council Report No. 1314 regarding an agreement under Clause 2 (iii) of Annex 1 to the PCW Pay Agreement in relation to the grades of Assistant Principal (Standard and Higher) and Principal (Standard and Higher), and related grades represented by the AHCS. The General Council Report is being issued to Departments separately.

Flexibility of Working

2 The revised salary scales and other provisions sanctioned in this circular have been agreed on the basis of acceptance by the AHCS of measures in relation to flexibility of working and change provided for in the agreement reached with the AHCS, which accompanies General Council Report No. 1314.

Grades Affected

3 The provisions of this circular apply to the grades of Assistant Principal (Standard and Higher) and Principal (Standard and Higher), and related grades represented by the AHCS which have the same pay scales as those grades. The grades concerned are listed in Appendix 1. Separate instructions will be issued in relation to grades, represented by the AHCS, whose pay has in the past been revised by reference to the above mentioned grades.

To all Departments etc.

Revised Pay Scales

4 New scales, including two long service increments payable subject to three and six years' satisfactory service respectively on the maxima of scales, are being introduced for the grades covered by this circular. The scales, including long service increments, will be implemented in phases. In the first phase 60% of any increase involved (arising from a scale adjustment or the application of one or two long service increments, as appropriate) will be payable with effect from 1 December 1995. In the second phase the balance of any increase will be payable with effect from 1 June 1997.

Assimilation to the revised scales

5 Officers serving in the relevant grades on 1 December 1995 should be assimilated to the revised scales effective from that date on the basis of corresponding points. Serving officers who entered the relevant grades after 1 December 1995 should have their pay recalculated with effect from the date of entry by reference to the revised scales.

6 Except where the second long service increment is payable on the basis described in paragraph 7, a serving member of any of the grades concerned who was on the maximum of the scale on 1 December 1995 or who reaches the maximum of the scale before 1 June 1997 will, subject to satisfactory service, be eligible for the first long service increment without the requirement that three years be served on the maximum. In such cases the first long service increment will be payable, subject to the phasing arrangements set out in paragraph 4, with effect from 1 December 1995 in the case of a person who was on the maximum of the scale at that date or with effect from the date the maximum was reached in the case of a person who reaches the maximum of the scale after 1 December 1995 and before 1 June 1997.

7 Subject to the phasing arrangements set out in paragraph 4, officers with six year's satisfactory service on the maximum of the relevant scale on 1 December 1995, or who subsequently attain such service, will be eligible for the second long service increment with effect from that date or such subsequent date on which six year's satisfactory service on the relevant maximum has been completed.

8 The revised scales, including long service increments,

covering the period from 1 December 1995 to 1 June 1997, which include the general round increases sanctioned in Circulars 12/96 and 18/96, are set out in Appendices 2, 3, 4 and 5 to this circular. These scales take account of the phasing arrangements referred to in paragraph 4.

9 Attention is drawn to the Note of Understanding in relation to starting pay on promotion which accompanies the Annex to General Council Report No. 1314.

Superannuation

10 Officers assimilated to the new scales, including the two long-service increments, and who retire while on those scales, will be pensionable on the basis of those scales.

11 Officers who retire after 1 December 1995 but before 1 June 1997 will have their pensions revised, in the normal way, by reference to the rates of pay applicable to serving staff on 1 June 1997.

12 The lump sum of an officer who retires between 1 December 1995 and 31 May 1997 (both dates inclusive) will be calculated by reference to the first phase (i.e. 60% of the increase involved) of the appropriate revised scale, as shown in the appendices, applicable at the date of retirement. The lump sums of officers who retire on and after 1 June 1997 will be calculated by reference to the fully revised scales. (Death gratuities and marriage gratuities will be treated similarly).

13 Any questions of doubt or difficulty which may arise from the application of this circular should be raised, orally in the first instance, with this Department (extension 5452).

Copies of Circular

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

Mise le meas

J Fitzgerald
Assistant Secretary

Note: The Appendices to this Circular are not available electronically. Copies are available from your Personnel Section or General Conditions Section at the Department of Finance.
Telephone: (01) 6318282 or (01) 6045439