



An Roinn Airgeadais
Department of Finance

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Title : Revision of pay of Civil Servants - Application of the first phase of the benchmarking increase
Subject : Pay

Content:

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1 May 2003

Circular 12/2003 : Revision of pay of Civil Servants
Application of the first phase of the benchmarking increase

A Dhuine Uasail

1. I am directed by the Minister for Finance to refer to General Council Report number 1424 concerning the application to civil servants of the terms of Sustaining Progress and the associated pay agreement. I am to convey the following instructions to Departments in respect of the first phase of the increases arising from the report of the Public Service Benchmarking Body and the consequential adjustment of pay rates applicable with effect from 1 October 2002.
2. The adjustment to the terms of the PPF provided that one-quarter of the increases recommended by the Public Service Benchmarking Body would be paid with effect from 1 December 2001.
3. The Public Service Benchmarking Body recommended varying increases for the civil service grades whose pay and conditions it examined. The application of these increases to linked grades within the civil service has already been agreed between this Department and the Public Services Committee of the Irish Congress of Trade Unions.

Classes Affected

4. (a) Subject to the provisions of sub-paragraph (b) following, 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;

To: all Departments, Offices, etc.

(ii) classes whose pay and conditions are appropriate for consideration by the Joint Industrial Council for State industrial employees;

(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

5. Subject to the provisions of this circular one quarter of the increase recommended by the Public Service Benchmarking Body is being applied with effect from 1 December 2001 to the basic pay of the grades to which this circular applies in accordance with the agreement on the adjustment to the terms of the PPF.

6. The increase due under paragraph 5 is being added to basic pay as at 30 November 2001. 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.

7. Subject to the provisions of this circular the basic pay rates resulting from the application of the increase of 4% due under the PPF with effect from 1 October 2002 are being adjusted to take account of the increase provided for in paragraph 5.

8. The adjustment due under paragraph 7 is being added to basic pay as at 30 September 2002 as revised in accordance with paragraph 6. 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.

Revised Rates

9. The revised rates, effective from 1 December 2001, 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 1A and 1B to this circular.

10. The revised rates, effective from 1 October 2002, 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 3A and 3B to this circular.

Established Officers appointed on or after 6 April 1995

11. 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 December 2001, for certain grades in this category are set out in Appendix 2 to this circular. The revised rates effective from 1 October 2002, for certain grades in this category are set out in Appendix 4 to this circular. Rates for other grades may be obtained from this Department following the procedure outlined in paragraph 20.

Dual Employment

12. 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

13. Payment in respect of overtime rendered on or subsequent to 1 December 2001 by members of grades to which this circular applies should be calculated by reference to pay as increased with effect from 1 December 2001. Payment in respect of overtime rendered on or subsequent to 1 October 2002 by members of grades to which this circular applies should be calculated by reference to pay as increased with effect from 1 October 2002.

Officers on off-scale points

14. Such officers in grades which received a variable rate of increase at different points will benefit from a rate of increase which retains their position relative to the incremental points immediately below and above their off-scale point. The on-scale date for such officers should be unchanged. Officers in grades which received the same increase on all points will benefit from that rate of increase.

Officers on Mark-Time

15. For officers on mark-time, notional pay may be increased in accordance with paragraph 14 in respect of the 1 December increase. Mark time pay should not be increased on foot of the 1 December increase. Both notional and mark time pay may be increased by 4% with effect from 1 October 2002.

Allowances

16. The report of the Public Service Benchmarking Body stated that 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 of the Public Service Benchmarking Body.

17. Children's allowances, both standard and ex-gratia, should not be increased.

Pensions

18. Pensions in course of payment on 30 November 2001 and 30 September 2002 (revised, as appropriate, by reference to this Department's minutes of 7 November 1997 and 3 August 2000 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 paragraph 5 and 7. 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.

19. The lump sums of officers in the grades to which this circular applies who retired on or after 1 December 2001 should also be revised by reference to the revisions of basic pay set out in paragraph 5 and 7 as appropriate. 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. The lump sums of officers in the grades to which this circular applies who retired before 1 December 2001 should not be adjusted.

General

20. Individual queries in relation to pay should be raised as heretofore with the officer's Personnel Unit. Any difficulties that may arise from the application of this circular should be raised, by e-mail in the first instance, with this Department (E-mail address: Payscales@finance.gov.ie). Where this is not possible, telephone queries may be raised with this Department (Tel. 6045404, 6045412 or 6045413). Superannuation queries should be directed to John A O'Connell (Tel. 604 5489).

Electronic Copies of Circular

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

Mise le meas

Ciarán Connolly
Assistant Secretary

Circular 12/2003 - Appendix 1A

Revised pay with effect from 1 December 2001 for General Service Grades.

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PRINCIPAL (HIGHER)

€65,778 € 68,491 € 71,212 € 73,925 € 76,243 € 78,6861 € 81,1262

PRINCIPAL

€ 61,121 € 63,713 € 66,287 € 68,883 € 71,071 € 73,3381 € 75,6032

ASSISTANT PRINCIPAL (HIGHER)

€ 50,863 € 52,799 € 54,742 € 56,677 € 58,616 € 59,745 € 61,6761
€ 63,6002

ASSISTANT PRINCIPAL

€ 46,313 € 48,046 € 49,778 € 51,512 € 53,246 € 54,248 € 55,9951
€ 57,7472

ADMINISTRATIVE OFFICER STANDARD SCALE

€ 23,939 € 26,108 € 28,879 € 30,989 € 33,097 € 35,213 € 37,319
€ 39,422 € 40,877 1 € 42,3362

ADMINISTRATIVE OFFICER HIGHER SCALE

€ 30,989 € 33,097 € 35,213 € 37,319 € 39,422 € 40,877 € 42,317
€ 43,758

HIGHER EXECUTIVE OFFICER STANDARD SCALE

€ 33,397 € 34,390 € 35,384 € 36,396 € 37,400 € 38,408 € 39,422
€ 40,8771 € 42,3362

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€ 35,384 € 36,396 € 37,400 € 38,408 € 39,422 € 40,877 € 41,833
€ 42,794 € 43,758

EXECUTIVE OFFICER STANDARD SCALE

€ 20,593 € 22,126 € 23,721 € 24,936 € 26,110 € 27,279 € 28,417
€ 29,565 € 30,679 € 31,825 € 32,577 € 33,6861 € 34,7942

EXECUTIVE OFFICER HIGHER SCALE

€ 22,126 € 23,721 € 24,936 € 26,110 € 27,279 € 28,417 € 29,565
€ 30,679 € 31,825 € 32,577 € 33,686 € 34,510 € 35,337 € 36,160

STAFF OFFICER

€25,318 €26,423 €27,418 €28,266 €29,116 €29,966 €30,821

€31,631 €32,3991 €33,4682

- 1 After 3 years satisfactory service at the maximum.**
- 2 After 6 years satisfactory service at the maximum.**

Circular 12/2003 - Appendix 1A

CLERICAL OFFICER STANDARD SCALE

€16,792 (€321.80) €17,575 (€336.82) €18,360 (€351.85)
€19,145 (€366.90) €19,928 (€381.90) €20,712 (€396.93)
€21,495 (€411.94) €22,280 (€426.98) €23,063 (€441.98)
€23,846 (€456.99) €24,625 (€471.92) €25,840 (€495.20)
€26,793 (€513.48)¹ €27,232 (€521.88)²

CLERICAL OFFICER HIGHER SCALE

€17,575 (€336.82) €18,360 (€351.85) €19,145 (€366.90)
€19,928 (€381.90) €20,712 (€396.93) €21,495 (€411.94)
€22,280 (€426.98) €23,063 (€441.98) €23,846 (€456.99)
€24,625 (€471.92) €25,840 (€495.20) €26,793 (€513.48)
€27,232 (€521.88) €27,822 (€533.19)

HEAD SERVICES OFFICER

€ 408.99 € 422.89 € 436.80 € 450.74 € 464.66 € 478.59 € 495.20¹
€ 513.48²

SERVICES OFFICER

€ 270.99 € 282.54 € 302.64 € 315.98 € 328.04 € 340.37 € 349.21
€ 359.78 € 377.96 € 390.77¹ € 405.47²

SERVICES ATTENDANT

€ 270.99 € 282.54 € 302.64 € 307.62 € 317.65 € 329.81 € 345.69
€ 358.02 € 373.19 € 385.62¹ € 400.16²

CLEANER

€ 270.99 € 279.22 € 287.58 € 300.94 € 314.79 € 323.35¹ € 337.19²

- 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.

Circular 12/2003 - Appendix 1B

Revised pay with effect from 1 December 2001 for certain grades common to two or more Departments.

**ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT
GRADE I**

€50,764 €52,355 €53,952 €55,547 €57,139 €59,033 €61,1921
€63,3502

**ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT
GRADE II**

€ 44,167 € 45,209 € 46,244 € 47,286 € 48,326 € 49,366 € 50,403
€ 51,452 € 53,1661 € 54,8812

**ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT
GRADE III**

€24,067 €26,305 €28,552 €30,794 €33,045 €34,435 €35,821
€37,209 €38,593 €39,981 €41,368 €42,756 €44,145 €45,6921
€47,2322

STATE SOLICITOR AND PROSECUTION SOLICITOR

€ 24,178 € 26,371 € 29,168 € 31,302 € 33,427 € 35,564 € 37,694
€ 39,814 € 46,313 € 48,046 € 49,778 € 51,512 € 53,246 € 54,248
€ 55,9951 € 57,7472

HIGHER LEGAL EXECUTIVE

€30,038 €30,794 €31,546 €32,291 €33,412 €34,399 €35,388
€36,401 €37,402 €38,407 €39,422 €40,8771 €42,3362

LEGAL EXECUTIVE

€25,318 €26,423 €27,418 €28,249 €29,080 €29,911 €30,745
€31,535 €32,281 €33,345

LAW CLERK

€371.11 €387.68 €414.23 €428.03 €441.84 €455.65 €469.48
€483.32 €497.16 €511.44 €525.67

SENIOR ENGINEERING DRAUGHTSPERSON

€ 28,055 € 28,569 € 29,220 € 29,887 € 30,536 € 31,193 € 31,803
€ 32,881 € 33,963

ENGINEERING DRAUGHTSPERSON

€345.83 €358.90 €372.06 €386.70 €401.49 €416.28 €431.08
€445.88 €460.69 €475.51 €490.36 €505.04 €519.71 €534.36
€549.08 €567.75 €586.43

CHIEF SUPERINTENDENT MAPPING

€ 36,102 € 37,853 € 39,605 € 41,355 € 43,107 € 44,855 € 46,612
€ 48,367 € 49,911 € 51,452 € 53,166 € 54,882

SUPERINTENDENT MAPPING

€ 30,865 € 31,954 € 32,871 € 33,788 € 34,711 € 35,633 € 36,548
€ 37,699 € 38,849

EXAMINER IN CHARGE

€ 26,897 € 27,458 € 28,011 € 28,569 € 29,131 € 29,690 € 30,865
€ 31,837 € 32,812

1 After 3 years satisfactory service at the maximum.

2 After 6 years satisfactory service at the maximum.

Circular 12/2003 - Appendix 1B

EXAMINER OF MAPS

€461.44 €473.88 €485.73 €496.71 €508.55 €516.86 €534.66
€552.50

MAPPING DRAUGHTSPERSON

€288.31 €300.13 €311.97 €328.41 €337.74 €349.20 €360.62
€372.07 €383.58 €395.00 €406.45 €417.83 €429.12 €440.46
€451.78 €463.14 €478.91 €494.67

SENIOR ARCHITECT

€46,413 €48,882 €51,342 €53,807 €56,269 €59,033 €61,192
€63,350

ARCHITECT

€ 28,046 € 30,162 € 32,274 € 34,390 € 35,796 € 37,200 € 38,604
€ 40,008 € 41,415 € 42,819 € 44,225 € 45,625 € 47,044 € 48,5921
€ 50,1482

ARCHITECTURAL ASSISTANT GRADE II

€345.83 €358.90 €372.06 €386.70 €401.49 €416.28 €431.08
€445.88 €460.69 €475.51 €490.00 €504.85 €519.71 €534.36
€549.08 €567.751 €586.432

SENIOR LABORATORY TECHNICIAN CLASS 1

€ 36,418 € 38,123 € 39,635 € 41,182 € 42,775

LABORATORY TECHNICIAN

€ 26,130 € 26,907 € 27,645 € 29,393 € 30,525 € 31,665 € 32,826
€ 33,984 € 35,145 € 36,315 € 37,495 € 38,689 € 39,846 € 40,6441

**CLERICAL OFFICER DATA ENTRY AND VISUALLY IMPAIRED
TELEPHONIST**

€16,792 (€321.80) €17,575 (€336.82) €18,360 (€351.85) *
€19,145 (€366.90) €19,928 (€381.90) €20,712 (€396.93)
€21,495 (€411.94) €22,280 (€426.98) €23,063 (€441.98)
€23,846 (€456.99) €24,625 (€471.92) €25,840 (€495.20)
€26,793 (€513.48)1 €27,232 (€521.88)2

NIGHTWATCHMAN

€ 303.55 € 315.06 € 326.81 € 338.91 € 349.73 € 361.621 € 375.252

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 dependent 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 December 2001 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.

PRINCIPAL (HIGHER)

€ 69,244 € 72,095 € 74,960 € 77,818 € 80,255 € 82,8231 € 85,3932

PRINCIPAL

€ 64,339 € 67,068 € 69,777 € 72,507 € 74,810 € 77,1961 € 79,5822

ASSISTANT PRINCIPAL (HIGHER)

€ 53,541 € 55,579 € 57,620 € 59,660 € 61,701 € 62,891 € 64,9171
€ 66,9472

ASSISTANT PRINCIPAL

€ 48,748 € 50,573 € 52,395 € 54,223 € 56,046 € 57,097 € 58,9411
€ 60,7882

ADMINISTRATIVE OFFICER STANDARD SCALE

€ 25,201 € 27,480 € 30,401 € 32,621 € 34,838 € 37,063 € 39,283
€ 41,496 € 43,0311 € 44,5652

ADMINISTRATIVE OFFICER HIGHER SCALE

€ 32,621 € 34,838 € 37,063 € 39,283 € 41,496 € 43,031 € 44,545
€ 46,060

HIGHER EXECUTIVE OFFICER STANDARD SCALE

€ 35,154 € 36,198 € 37,247 € 38,314 € 39,371 € 40,429 € 41,496
€ 43,0311 € 44,5652

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€ 37,247 € 38,314 € 39,371 € 40,429 € 41,496 € 43,031 € 44,040
€ 45,049 € 46,060

EXECUTIVE OFFICER STANDARD SCALE

€ 21,680 € 23,292 € 24,969 € 26,246 € 27,483 € 28,711 € 29,911
€ 31,120 € 32,295 € 33,502 € 34,292 € 35,4581 € 36,6222

EXECUTIVE OFFICER HIGHER SCALE

€ 23,292 € 24,969 € 26,246 € 27,483 € 28,711 € 29,911 € 31,120
€ 32,295 € 33,502 € 34,292 € 35,458 € 36,326 € 37,195 € 38,067

STAFF OFFICER

€26,650 €27,812 €28,861 €29,753 €30,652 €31,543 €32,439

€33,298 €34,1011 €35,2252

- 1 After 3 years satisfactory service at the maximum.
- 2 After 6 years satisfactory service at the maximum.

Circular 12/2003 - Appendix 2

**ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT
GRADE III**

€25,332 €27,690 €30,054 €32,420 €34,786 €36,245 €37,703
€39,166 €40,626 €42,084 €43,547 €45,004 €46,470 €48,0951
€49,7152

STATE SOLICITOR AND PROSECUTION SOLICITOR

€ 25,457 € 27,757 € 30,703 € 32,949 € 35,185 € 37,434 € 39,676
€ 41,910 € 48,748 € 50,573 € 52,395 € 54,223 € 56,046 € 57,097
€ 58,9411 € 60,7882

LAW CLERK

€390.68 €408.08 €436.03 €450.54 €465.10 €479.63 €494.19
€508.73 €523.31 €538.341 €553.322

LABORATORY TECHNICIAN

€ 27,505 € 28,324 € 29,100 € 30,941 € 32,131 € 33,332 € 34,553
€ 35,772 € 36,994 € 38,227 € 39,469 € 40,725 € 41,944 € 42,7831

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

€17,676 (€338.76) €18,500 (€354.55) €19,326 (€370.37) *
€20,151 (€386.19) €20,977 (€402.01) €21,803 (€417.84)
€22,626 (€433.62) €23,451 (€449.42) €24,278 (€465.27)
€25,102 (€481.07) €25,921 (€496.76) €27,198 (€521.23)
€28,203 (€540.49)1 €28,664 (€549.32)2

SERVICES OFFICER

€ 284.23 € 296.53 € 317.66 € 332.28 € 345.31 € 358.33 € 367.60
€ 378.73 € 397.78 € 411.371 € 426.802

CLEANER

€ 284.23 € 293.04 € 301.81 € 315.90 € 331.00 € 340.351 € 354.932

- 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 dependent 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 brackets

Circular 12/2003 - Appendix 3A

Revised pay with effect from 1 October 2002 for General Service Grades.

PRINCIPAL (HIGHER)

€ 68,409 € 71,231 € 74,060 € 76,882 € 79,293 € 81,8331 € 84,3712

PRINCIPAL

€ 63,566 € 66,262 € 68,938 € 71,638 € 73,914 € 76,2721 € 78,6272

ASSISTANT PRINCIPAL (HIGHER)

€ 52,898 € 54,911 € 56,932 € 58,944 € 60,961 € 62,135 € 64,1431
€ 66,1442

ASSISTANT PRINCIPAL

€ 48,166 € 49,968 € 51,769 € 53,572 € 55,376 € 56,418 € 58,2351
€ 60,0572

ADMINISTRATIVE OFFICER STANDARD SCALE

€ 24,897 € 27,152 € 30,034 € 32,229 € 34,421 € 36,622 € 38,812
€ 40,999 € 42,5121 € 44,0292

ADMINISTRATIVE OFFICER HIGHER SCALE

€ 32,229 € 34,421 € 36,622 € 38,812 € 40,999 € 42,512 € 44,010
€ 45,508

HIGHER EXECUTIVE OFFICER STANDARD SCALE

€ 34,733 € 35,766 € 36,799 € 37,852 € 38,896 € 39,944 € 40,999
€ 42,512 € 44,029

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€ 36,799 € 37,852 € 38,896 € 39,944 € 40,999 € 42,512 € 43,506
€ 44,506 € 45,508

EXECUTIVE OFFICER STANDARD SCALE

€ 21,417 € 23,011 € 24,670 € 25,933 € 27,154 € 28,370 € 29,554
€ 30,748 € 31,906 € 33,098 € 33,880 € 35,033 € 36,186

EXECUTIVE OFFICER HIGHER SCALE

€ 23,011 € 24,670 € 25,933 € 27,154 € 28,370 € 29,554 € 30,748
€ 31,906 € 33,098 € 33,880 € 35,033 € 35,890 € 36,750 € 37,606

STAFF OFFICER

€26,331 €27,480 €28,515 €29,397 €30,281 €31,165
€32,054 €32,896 €33,695 €34,807

1 After 3 years satisfactory service at the maximum.

2 After 6 years satisfactory service at the maximum.

Circular 12/2003 - Appendix 3A

CLERICAL OFFICER STANDARD SCALE

€17,463 (€334.67) €18,278 (€350.29) €19,094 (€365.92)
€19,911 (€381.58) €20,725 (€397.18) €21,540 (€412.81)
€22,355 (€428.42) €23,171 (€444.06) €23,985 (€459.66)
€24,800 (€475.27) €25,610 (€490.80) €26,873 (€515.01)
€27,865 (€534.02)¹ €28,321 (€542.76)²

CLERICAL OFFICER HIGHER SCALE

€18,278 (€350.29) €19,094 (€365.92) €19,911 (€381.58)
€20,725 (€397.18) €21,540 (€412.81) €22,355 (€428.42)
€23,171 (€444.06) €23,985 (€459.66) €24,800 (€475.27)
€25,610 (€490.80) €26,873 (€515.01) €27,865 (€534.02)
€28,321 (€542.76) €28,935 (€554.52)

HEAD SERVICES OFFICER

€ 425.35 € 439.81 € 454.27 € 468.77 € 483.25 € 497.73 € 515.011
€ 534.022

SERVICES OFFICER

€ 282.42 € 293.97 € 314.75 € 328.62 € 341.16 € 353.98 € 363.18
€ 374.17 € 393.08 € 406.401 € 421.692

SERVICES ATTENDANT

€ 282.42 € 293.97 € 314.75 € 319.92 € 330.36 € 343.00 € 359.52
€ 372.34 € 388.12 € 401.041 € 416.172

CLEANER

€ 282.42 € 290.65 € 299.08 € 312.98 € 327.38 € 336.281 € 350.682

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.

Circular 12/2003 - Appendix 3B

Revised pay with effect from 1 October 2002 for certain grades common to two or more Departments.

**ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT
GRADE I**

€52,795 €54,449 €56,110 €57,769 €59,425 €61,394 €63,6401
€65,8842

**ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT
GRADE II**

€ 45,934 € 47,017 € 48,094 € 49,177 € 50,259 € 51,341 € 52,419
€ 53,510 € 55,2931 € 57,0762

**ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT
GRADE III**

€25,030 €27,357 €29,694 €32,026 €34,367 €35,812 €37,254
€38,697 €40,137 €41,580 €43,023 €44,466 €45,911 €47,5201

€49,1212

STATE SOLICITOR AND PROSECUTION SOLICITOR

€ 25,145 € 27,426 € 30,335 € 32,554 € 34,764 € 36,987 € 39,202
€ 41,407 € 48,166 € 49,968 € 51,769 € 53,572 € 55,376 € 56,418
€ 58,2351 € 60,0572

HIGHER LEGAL EXECUTIVE

€31,240 €32,026 €32,808 €33,583 €34,748 €35,775 €36,804
€37,857 €38,898 €39,943 €40,999 €42,5121 €44,0292

LEGAL EXECUTIVE

€26,331 €27,480 €28,515 €29,379 €30,243 €31,107 €31,975
€32,796 €33,5721 €34,6792

LAW CLERK

€385.95 €403.19 €430.80 €445.15 €459.51 €473.88 €488.26
€502.65 €517.05 €531.901 €546.702

SENIOR ENGINEERING DRAUGHTSPERSON

€ 29,177 € 29,712 € 30,389 € 31,082 € 31,757 € 32,441 € 33,075
€ 34,1961 € 35,3222

ENGINEERING DRAUGHTSPERSON

€359.66 €373.26 €386.94 €402.17 €417.55 €432.93 €448.32
€463.72 €479.12 €494.53 €509.97 €525.24 €540.50 €555.73
€571.04 €590.461 €609.892

1 After 3 years satisfactory service at the maximum.

2 After 6 years satisfactory service at the maximum.

Circular 12/2003 - Appendix 3B

CHIEF SUPERINTENDENT MAPPING

€ 37,546 € 39,367 € 41,189 € 43,009 € 44,831 € 46,649 € 48,476
€ 50,302 € 51,907 € 53,510 € 55,2931 € 57,0762

SUPERINTENDENT MAPPING

€ 32,100 € 33,232 € 34,186 € 35,140 € 36,099 € 37,058 € 38,010
€ 39,2071 € 40,4032

EXAMINER IN CHARGE

€ 27,973 € 28,556 € 29,131 € 29,712 € 30,296 € 30,878 € 32,100
€ 33,1101 € 34,1242

EXAMINER OF MAPS

€479.90 €492.84 €505.16 €516.58 €528.89 €537.53 €556.051
€574.602

MAPPING DRAUGHTSPERSON

€299.84 €312.14 €324.45 €341.55 €351.25 €363.17 €375.04
€386.95 €398.92 €410.80 €422.71 €434.54 €446.28 €458.08
€469.85 €481.67 €498.071 €514.462

SENIOR ARCHITECT

€48,270 €50,837 €53,396 €55,959 €58,520 €61,394
€63,6401 €65,8842

ARCHITECT

€ 29,168 € 31,368 € 33,565 € 35,766 € 37,228 € 38,688
€ 40,148 € 41,608 € 43,072 € 44,532 € 45,994 € 47,450
€ 48,926 € 50,5361 € 52,1542

ARCHITECTURAL ASSISTANT GRADE II

€359.66 €373.26 €386.94 €402.17 €417.55 €432.93
€448.32 €463.72 €479.12 €494.53 €509.60 €525.04
€540.50 €555.73 €571.04 €590.461 €609.892

SENIOR LABORATORY TECHNICIAN CLASS 1

€ 37,875 € 39,648 € 41,220 € 42,829 € 44,486

LABORATORY TECHNICIAN

€ 27,175 € 27,983 € 28,751 € 30,569 € 31,746
€ 32,932 € 34,139 € 35,343 € 36,551 € 37,768
€ 38,995 € 40,237 € 41,440 € 42,2701

- 1 After 3 years satisfactory service at the maximum.
- 2 After 6 years satisfactory service at the maximum.

Circular 12/2003 - Appendix 3B

CLERICAL OFFICER DATA ENTRY AND VISUALLY IMPAIRED TELEPHONIST

€17,463 (€334.67) €18,278 (€350.29) €19,094 (€365.92)
€19,911 (€381.58) €20,725 (€397.18) €21,540 (€412.81)
€22,355 (€428.42) €23,171 (€444.06) €23,985 (€459.66)
€24,800 (€475.27) €25,610 (€490.80) €26,873 (€515.01)
€27,865 (€534.02) 1 €28,321 (€542.76) 2

NIGHTWATCHMAN

€ 315.69 € 327.66 € 339.88 € 352.47 € 363.72
€ 376.081 € 390.262

- 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 dependent 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.

Circular 12/2003 - Appendix 4

Revised pay with effect from 1 October 2002 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.

PRINCIPAL (HIGHER)

€ 72,014 € 74,979 € 77,958 € 80,931 € 83,465 € 86,1361 € 88,8092

PRINCIPAL

€ 66,913 € 69,751 € 72,568 € 75,407 € 77,802 € 80,2841 € 82,7652

ASSISTANT PRINCIPAL (HIGHER)

€ 55,683 € 57,802 € 59,925 € 62,046 € 64,169 € 65,407 € 67,5141
€ 69,6252

ASSISTANT PRINCIPAL

€ 50,698 € 52,596 € 54,491 € 56,392 € 58,288 € 59,381 € 61,2991
€ 63,2202

ADMINISTRATIVE OFFICER STANDARD SCALE

€ 26,209 € 28,579 € 31,617 € 33,926 € 36,232 € 38,546 € 40,854
€ 43,156 € 44,7521 € 46,3482

ADMINISTRATIVE OFFICER HIGHER SCALE

€ 33,926 € 36,232 € 38,546 € 40,854 € 43,156 € 44,752 € 46,327
€ 47,902

HIGHER EXECUTIVE OFFICER STANDARD SCALE

€ 36,560 € 37,646 € 38,737 € 39,847 € 40,946 € 42,046 € 43,156
€ 44,7521 € 46,3482

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€ 38,737 € 39,847 € 40,946 € 42,046 € 43,156 € 44,752 € 45,802
€ 46,851 € 47,902

EXECUTIVE OFFICER STANDARD SCALE

€ 22,547 € 24,224 € 25,968 € 27,296 € 28,582 € 29,859 € 31,107
€ 32,365 € 33,587 € 34,842 € 35,664 € 36,8761 € 38,0872

EXECUTIVE OFFICER HIGHER SCALE

€ 24,224 € 25,968 € 27,296 € 28,582 € 29,859 € 31,107 € 32,365
€ 33,587 € 34,842 € 35,664 € 36,876 € 37,779 € 38,683 € 39,590

STAFF OFFICER

€27,716 €28,924 €30,015 €30,943 €31,878 €32,805 €33,737
€34,630 €35,4651 €36,6342

- 1 After 3 years satisfactory service at the maximum.
- 2 After 6 years satisfactory service at the maximum.

Circular 12/2003 - Appendix 4

**ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT
GRADE III**

€26,345 €28,798 €31,256 €33,717 €36,177 €37,695 €39,211
 €40,733 €42,251 €43,767 €45,289 €46,804 €48,329 €50,0191
 €51,7042

STATE SOLICITOR AND PROSECUTION SOLICITOR

€ 26,475 € 28,867 € 31,931 € 34,267 € 36,592 € 38,931 € 41,263
 € 43,586 € 50,698 € 52,596 € 54,491 € 56,392 € 58,288 € 59,381
 € 61,2991 € 63,2202

LAW CLERK

€406.31 €424.40 €453.47 €468.56 €483.70 €498.82 €513.96
 €529.08 €544.24 €559.871 €575.452

LABORATORY TECHNICIAN

€ 28,605 € 29,457 € 30,264 € 32,179 € 33,416 € 34,665 € 35,935
 € 37,203 € 38,474 € 39,756 € 41,048 € 42,354 € 43,622 € 44,4941

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

€18,384 (€352.31) €19,240 (€368.73) €20,099 (€385.18)*
 €20,958 (€401.64) €21,816 (€418.09) €22,675 (€434.55)
 €23,531 (€450.96) €24,389 (€467.40) €25,249 (€483.88)
 €26,106 (€500.31) €26,958 (€516.63) €28,286 (€542.08)
 €29,331 (€562.11)1 €29,810 (€571.29)2

SERVICES OFFICER

€ 295.66 € 308.39 € 330.37 € 345.57 € 359.12 € 372.66 € 382.30
 € 393.88 € 413.69 € 427.821 € 443.872

CLEANER

€ 295.66 € 304.76 € 313.88 € 328.54 € 344.24 € 353.961 € 369.132

- 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 dependent 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 brackets