

DPE071/12/13

30 January 2014

Circular 2/2014: Implementation of Clause 2.31 of the Haddington Road Agreement - revised pay scales and allowances for persons recruited to certain direct entry grades

Dear Secretary General

1. I am directed by the Minister for Public Expenditure and Reform to refer to Clause 2.31 of the Haddington Road Agreement (HRA) which addresses the remuneration of new entrant grades who entered the Public Service on or after 1 January 2011 and were subject to Circular 18/2010 dated 23 December 2010.

Revised Pay Rates under Clause 2.31 of the HRA

2. This Circular sets out (at Appendix 1) the revised pay rates to apply to civil service direct entry grades which were previously adjusted under Circular 18/2010 dated 23 December 2010. The revised pay rates will apply with effect from 1 November 2013.

2.1 A further notification will issue in respect of non-general civil service grades.

2.2 Circular 18/2010 dated 23 December 2010 is withdrawn.

Application to Civil Service

3. New entrants to civil service recruitment grades, who were subject to the 2011 reduced pay rates will be assimilated to the new/revised incremental payscale as and from 1 November 2013.

3.1 The revised incremental pay scale will apply to all civil servants including new recruits to the civil service. The new pay scale will not however vary or alter the pay rates of civil servants appointed on or before 31 December 2010 or persons appointed after this date who were not subject to the terms of Circular 18/2010.

Application to Public Service Bodies

4. Clause 2.31 of the HRA also applies, with effect from 1 November 2013, to recruitment grades in the public service which were subject to Circular 18/2010. Implementation in

respect of public service bodies is a matter for individual Departments. A guide setting out the methodology to be applied in determining the revised incremental pay scales is available at <http://www.per.gov.ie>. *It should be noted, that indent 7 of the Guide requires, in certain circumstances, the application of an additional incremental point e.g. Administrative Officer and Executive Officer grade.*

Allowances

5. Circular 18/20 dated 23 December 2010 also provided for a reduction of 10% in the fixed term allowances of persons recruited to certain direct entry NRP adjusted grades. **This reduction in allowances will cease as and from 1 November 2013.**

Overtime

6. With effect from 1 November 2013 overtime for those on salaries of up to €35,000 (inclusive of allowances in the nature of pay) will, *be paid as follows:*

6.1 *Grades on the first and second incremental point will be paid overtime at the first point of the appropriate merged scale*

6.2 *Grades on or above the third incremental point will be paid overtime at the third incremental point of the appropriate merged scale.*

This formula will not apply to any scale where this provision would result in overtime being paid at less than time at any point of the scale. Arrangements for those earning in excess of €35,000 (inclusive of allowances in the nature of pay) are as set out in clause 2.13 (b) of the Haddington Road Agreement.

State Industrial Grades

7. Pending the issue of separate instructions by this Department in respect of grades whose pay and conditions are appropriate for consideration by the Joint Industrial Council for State Industrial Employees, Departments/Offices should consult directly with this Department on the pay rates to apply to persons appointed to such categories of employment.

General

8. **Individual queries in relation to pay should be raised in the first place with an officer's Personnel Unit or where appropriate PeoplePoint.**

8.1 Any difficulties that may arise from the application of this circular should be raised, by e-mail in the first instance, with this Department (email address: payscales@per.gov.ie). Where this is not possible, telephone queries may be raised with this Department (Tel. (01) 6045796 or 6045409. Superannuation queries should be directed to Tel. (01) 6045405.

Copies of Circular

8. This Circular is available on the Department's web-site at <http://www.per.gov.ie>.

Yours sincerely

Oonagh Buckley
Assistant Secretary

APPENDIX 1 to Circular 2/2014

Pay scales are revised for established officers appointed on or after the 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits

ADMINISTRATIVE OFFICER STANDARD SCALE - PPC

€29,922 €32,575 €33,247 €36,194 €39,967 €42,838 €45,711 €48,593 €51,466
€54,329 €56,314¹ €58,294²

EXECUTIVE OFFICER STANDARD SCALE - PPC

€27,464 €29,418 €30,516 €32,687 €34,360 €35,977 €37,588 €39,166 €40,760
€42,311 €43,909 €44,967 €46,473¹ €47,975²

CLERICAL OFFICER - PPC

€21,345 €22,805 €23,177 €24,255 €25,339 €26,420 €27,502 €28,583
(€409.06) (€437.04) (€444.17) (€464.83) (€485.60) (€506.33) (€527.06) (€547.77)
€29,635 €30,688 €31,743 €32,795 €33,840 €35,471 €36,753¹ €37,341²
(€567.94) (€588.11) (€608.33) (€628.49) (€648.53) (€679.78) (€704.35) (€715.62)

SERVICE OFFICER - PPC

€383.46 €407.44 €416.49 €435.63 €452.71 €469.80 €481.96 €496.55 €521.52
€539.36¹ €559.23²

SERVICE ATTENDANT - PPC

€378.02 €394.29 €416.49 €423.54 €438.10 €455.18 €477.08 €494.13 €515.05
€532.14¹ €552.08²

CLEANER - PPC

€365.31 €390.57 €397.64 €414.15 €433.97 €446.24¹ €465.35²

1. After 3 years satisfactory service at the maximum

2. After 6 years satisfactory service at the maximum