

Circular Title: Application of 1 January 2018 pay adjustments and related measures

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure and Reform to convey the following instructions to Departments / Offices with regard to the application of adjustments to civil service pay in accordance with the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015 and the Public Service Pay and Pensions Act 2017.

To: HR Manager / Personnel Officer in each Department and Office

Circular Number: Circular 22/2017

Purpose: To set out the adjustments to the pay of civil servants on 1 January 2018 as provided for under the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015 and the Public Service Pay and Pensions Act 2017 and to set out the PRD arrangements for 2018.

File Reference: E107/006/2015

Relevant Legislation: Financial Emergency Measures in the Public Interest Act 2009;
Financial Emergency Measures in the Public Interest (No. 2) Act 2009;
Financial Emergency Measures in the Public Interest Act 2013;
Financial Emergency Measures in the Public Interest Act 2015;
Public Service Pay and Pensions Act 2017.

Effective From: 1 January 2018

Mise le meas,



Colin Menton

Assistant Secretary

Remuneration, Industrial Relations and Pensions

1. Application

- 1.1. This circular applies to all civil service grades.
- 1.2. Grades whose pay and conditions are appropriate to the Joint Industrial Council for State Industrial employees will be the subject of a separate circular.
- 1.3. The pay adjustments should be applied, as appropriate, from **1 January 2018**.

2. General

- 2.1. This circular sets out the pay restoration and pay increases due on 1 January 2018 as provided for in the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015 and the Public Service Pay and Pensions Act 2017 (“the Act”).
- 2.2. For the purpose of this circular, all civil servants should be considered “covered” public servants pursuant to section 3 of the Act.
- 2.3. This circular also provides for the second half of pay restoration for certain public servants who were subject to pay adjustment under FEMPI 2013 / the Haddington Road Agreement (“the HRA reduction”).
- 2.4. This circular also sets out arrangements in respect of the Pension-Related Deduction (PRD) for the year 2018.
- 2.5. The adjustments should be rounded to the nearest euro on annual payscales and to the nearest cent on weekly payscales. Hourly rates should be rounded to the nearest €0.001.

3. Restoration of the HRA reduction

- 3.1. In accordance with section 6C of the FEMPI (No. 2) Act 2009 (as inserted by section 3 of the FEMPI Act 2015), the following adjustments to annualised salaries will be applied with effect from **1 January 2018** for those whose annual remuneration is not less than €65,000 and not more than €110,000 **after** the HRA reduction:
 - The second half of the amount of the reduction incurred under the FEMPI Act 2013 / the Haddington Road Agreement will be restored.

4. Public Service Stability Agreement (PSSA) 2018-2020 pay increase

- 4.1. In accordance with section 7(1) of the Act, the annualised amount of the basic salary of civil servants who are “covered” public servants will be increased by **1%** with effect from **1 January 2018**.

- 4.2. Revised paycales for members of general service grades and certain grades common to two or more Departments to which this circular applies, are set out in the Appendices to this circular.

5. Interaction between restoration of the HRA reduction and pay increases under the PSSA

- 5.1. Civil servants who are due the second half of the restoration of the HRA reduction will have the 1% increase due on 1 January 2018 applied in accordance with section 17 of the Act.
- 5.2. Civil servants who have not yet achieved full restoration of their HRA reduction will have the 1% increase due on 1 January 2018 calculated in accordance with section 18 of the Act. (A detailed guidance note will issue in respect of this.)

6. Further Pay Related Circulars

- 6.1. A further circular will issue with regard to the pay adjustments due on **1 April 2018** for those entitled to the second third of the restoration of their HRA reduction.
- 6.2. A further circular will issue with regard to the pay adjustments due on **1 October 2018**.

7. Pension-Related Deduction

- 7.1. There is **no change** to the thresholds or rates of PRD for the year 2018.
- 7.2. The current PRD table is provided below:

Amount of Remuneration	Rate of Deduction
Up to €28,750	Exempt
€28,750 - €60,000	10%
Any amount over €60,000	10.5%

8. Possible Anomalies

- 8.1. The application of adjustments under paragraph 3.1 or 4.1 above may result in the basic salary of a public servant being higher than the basic salary applicable to a higher point on that public servant's pay scale.
- 8.2. To address this anomaly, the Minister for Public Expenditure and Reform has made a Direction under section 16 of the Act to **temporarily** amend any incremental scale of

a public servant in such a manner as the Minister thinks fit to avoid a substantial inequity arising. (A detailed guidance note will issue in respect of this.)

- 8.3. While no such anomaly arises in respect of the revised pay scales in appendices to this circular, Departments should consult with this Department where such anomalies are identified.

9. Overtime

- 9.1. Payment in respect of overtime rendered on or subsequent to 1 January 2018 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 January 2018.

10. Officers on Mark-Time

- 10.1. For officers on mark-time, both notional and mark-time pay will be revised with effect from 1 January 2018.

11. Premium Rates of Pay

- 11.1. Premium rates of pay payable in respect of or subsequent to 1 January 2018 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 January 2018.

12. Allowances

- 12.1. Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 January 2018.
- 12.2. Fixed allowances are unaffected by these measures.
- 12.3. Children's allowances, both standard and ex-gratia, remain unchanged.

13. Pension Entitlement "Grace Period"

- 13.1. Departments are reminded that for the purposes of calculating pension and lump sum awards at retirement, the pay reductions applied under the FEMPI Act 2013 are disregarded for persons who retire from the public service up to 1 April 2019.
- 13.2. This "grace period" is provided for originally under section 9 of the FEMPI Act 2013, and has been extended to 1 April 2019 by S.I. No. 547 of 2015.

- 13.3. With the application of paragraph 3.1 above complete as of 1 January 2018, this “grace period” protection in respect of the FEMPI 2013 pay reductions will only continue to apply in respect of public servants with post-HRA remuneration in excess of €110,000, who will not have achieved full restoration of the FEMPI Act 2013 salary adjustment until 1 April 2019.
- 13.4. Public servants who retire during the grace period may benefit by having their pensions and retirement lump sums calculated by reference to salary rates which discount the impact of the FEMPI Act 2013 salary adjustments applying to salaries in excess of €65,000.
- 13.5. It should also be noted that public servants who retire during the grace period are entitled to have any impact on pay arising from the FEMPI 2013 suspension of the operation of a pay scale i.e. increment freeze or delay, discounted in the calculation of their pension and lump sum awards.

14. Queries

- 14.1. Individual queries in relation to this circular should be raised in the first instance with PeoplePoint or, where applicable, with local HR Units.
- 14.2. Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department via email to payscales@per.gov.ie.
- 14.3. A detailed guidance note will issue separately in respect of the application of sections 5 and 8 of this circular.
- 14.4. This circular is also available at www.circulars.gov.ie.

Revised payscales with effect from 1 January 2018 for General Service grades.

SECRETARY GENERAL I

€192,233

SECRETARY GENERAL II

€182,800

SECRETARY GENERAL III

€173,333

DEPUTY SECRETARY

€159,083

ASSISTANT SECRETARY

€123,591 €129,149 €135,169 €141,190

PRINCIPAL HIGHER€86,817 €90,293 €93,782 €97,258 €100,228 €103,358¹ €106,483²**PRINCIPAL**€80,852 €84,170 €87,470 €90,797 €93,599 €96,506¹ €99,408²**ASSISTANT PRINCIPAL HIGHER**€68,592 €71,107 €73,632 €76,144 €78,663 €80,130 €82,639¹ €85,139²**ASSISTANT PRINCIPAL**€63,596 €65,910 €67,184 €69,435 €71,688 €72,991 €75,259¹ €77,536²**ADMINISTRATIVE OFFICER**€30,039 €32,611 €32,945 €35,774 €39,394 €42,151 €44,908 €47,674
€50,429 €53,180 €55,077¹ €56,979²**ADMINISTRATIVE OFFICER HIGHER SCALE**

€42,151 €44,908 €47,674 €50,429 €53,180 €55,077 €56,956 €58,834

HIGHER EXECUTIVE OFFICER€45,264 €46,586 €47,900 €49,217 €50,535 €51,860 €53,180 €55,077¹
€56,979²

HIGHER EXECUTIVE OFFICER HIGHER SCALE

€47,900	€49,217	€50,535	€51,860	€53,180	€55,077	€56,324	€57,577	€58,834
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EXECUTIVE OFFICER

€27,657	€29,558	€30,617	€32,415	€34,016	€35,571	€37,116	€38,629	€40,158
€41,645	€43,176	€44,198	€45,639 ¹	€47,082 ²				

EXECUTIVE OFFICER HIGHER SCALE

€30,617	€32,415	€34,016	€35,571	€37,116	€38,629	€40,158	€41,645	€43,176
€44,198	€45,639	€46,714	€47,788	€48,863				

CLERICAL OFFICER

€23,801	€24,864	€25,565	€26,615	€27,663	€28,712	€29,759	€30,790
(€456.15)	(€476.52)	(€489.93)	(€510.06)	(€530.15)	(€550.25)	(€570.33)	(€590.06)
€31,808	€32,514	€33,519	€35,082	€36,314 ¹	€36,880 ²		
(€609.60)	(€623.11)	(€642.37)	(€672.35)	(€695.93)	(€706.79)		

CLERICAL OFFICER HIGHER SCALE

€24,864	€25,565	€26,615	€27,663	€28,712	€29,759	€30,790	€31,808
(€476.52)	(€489.93)	(€510.06)	(€530.15)	(€550.25)	(€570.33)	(€590.06)	(€609.60)
€32,514	€33,519	€35,082	€36,314	€36,880	€37,639		
(€623.11)	(€642.37)	(€672.35)	(€695.93)	(€706.79)	(€721.34)		

HEAD SERVICES OFFICER

€566.36	€584.74	€602.83	€621.02	€633.00	€650.94	€672.35 ¹	€695.93 ²
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SERVICES OFFICER

€406.66	€420.08	€432.16	€448.26	€464.60	€481.37	€493.34	€500.56
€524.88	€541.98 ¹	€561.66 ²					

SERVICES ATTENDANT

€406.66	€407.39	€432.16	€438.94	€450.51	€467.03	€488.58	€498.19
€518.47	€535.10 ¹	€554.56 ²					

CLEANER

€381.47	€403.92	€413.54	€429.86	€446.64	€458.25 ¹	€477.01 ²
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¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised payscales with effect from 1 January 2018 for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€65,899 €67,891 €69,887 €71,881 €73,866 €76,231 €78,927¹ €81,622²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€57,432 €58,747 €60,051 €61,365 €62,675 €63,985 €65,290 €66,616
€67,722¹ €69,823²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€32,365 €34,871 €37,700 €40,523 €43,356 €45,106 €46,851 €48,598
€50,338 €52,086 €53,832 €55,577 €57,325 €59,273¹ €61,210²

STATE SOLICITOR AND PROSECUTION SOLICITOR

€30,322 €32,609 €33,257 €36,120 €39,770 €42,560 €45,337 €48,134
€50,920 €53,691 €63,596 €65,910 €67,184 €69,435 €71,688 €72,991
€75,259¹ €77,536²

LAW CLERK

€472.71 €492.94 €515.72 €537.86 €573.38 €591.44 €609.41 €621.37
€639.21 €657.05 €674.91 €693.30¹ €711.64²

HIGHER LEGAL EXECUTIVE

€45,264 €46,586 €47,900 €49,217 €50,535 €51,860 €53,180 €55,077¹
€56,979²

LEGAL EXECUTIVE

€34,411 €35,836 €37,119 €38,273 €39,433 €40,601 €41,773 €42,898
€43,965¹ €45,355²

SENIOR ENGINEERING DRAUGHTSPERSON

€37,940 €38,664 €39,571 €40,500 €41,406 €42,326 €43,188 €44,592¹
€46,002²

ENGINEERING DRAUGHTSPERSON

€558.51 €578.86 €598.81 €618.79 €632.66 €652.56 €672.53 €691.64
€710.74 €729.84 €748.99 €773.30¹ €797.65²

CHIEF SUPERINTENDENT MAPPING

€47,268 €49,473 €51,683 €53,890 €56,096 €58,299 €60,513 €62,725
€64,670 €66,616 €67,722¹ €69,823²

SUPERINTENDENT MAPPING

€41,966 €43,413 €44,626 €45,819 €47,031 €48,241 €49,429 €50,931¹
€52,431²

EXAMINER IN CHARGE

€36,447 €37,232 €38,007 €38,792 €39,580 €40,370 €41,966 €43,232¹
€44,501²

EXAMINER OF MAPS

€628.85 €646.11 €662.69 €678.23 €694.89 €707.02 €730.22¹ €753.45²

MAPPING DRAUGHTSPERSON

€466.49 €479.62 €488.76 €504.59 €520.51 €536.54 €552.47 €568.46
€583.66 €604.49 €613.42 €622.30 €637.07 €657.61¹ €678.12²

SENIOR ARCHITECT

€61,326 €64,495 €66,629 €69,705 €72,781 €76,231 €78,927¹ €81,622²

ARCHITECT

€37,065 €39,731 €42,396 €45,064 €46,841 €48,613 €50,385 €52,162
€53,939 €55,713 €57,492 €59,263 €61,059 €63,009¹ €64,972²

ARCHITECTURAL ASSISTANT GRADE II

€558.51 €578.86 €598.81 €618.79 €632.66 €652.56 €670.76 €690.75
€710.74 €729.84 €748.99 €773.30¹ €797.65²

SENIOR LABORATORY ANALYST

€46,954 €49,069 €50,941 €52,862 €54,839 €56,780 €58,784 €60,766
€62,757

LABORATORY ANALYST

€31,105 €32,394 €34,118 €35,078 €35,992 €38,158 €39,558 €40,968
€42,406 €43,840 €45,276 €46,728 €48,186 €49,665 €51,098 €52,086¹

NIGHTWATCHMAN

€433.39 €447.00 €462.94 €479.37 €494.05 €503.01¹ €521.23²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised paycales with effect from 1 January 2018 for established employees appointed on or after 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for General Service grades.

SECRETARY GENERAL I (PPC)

€192,233

SECRETARY GENERAL II (PPC)

€192,233

SECRETARY GENERAL III (PPC)

€182,304

DEPUTY SECRETARY (PPC)

€167,333

ASSISTANT SECRETARY (PPC)

€130,027 €135,875 €142,214 €148,524

PRINCIPAL HIGHER (PPC)€91,259 €94,912 €98,583 €102,246 €105,370 €108,660¹ €111,952²**PRINCIPAL (PPC)**€84,973 €88,471 €91,943 €95,441 €98,391 €101,450¹ €104,507²**ASSISTANT PRINCIPAL HIGHER (PPC)**€72,073 €74,719 €77,370 €80,020 €82,671 €84,219 €86,848¹ €89,484²**ASSISTANT PRINCIPAL (PPC)**€65,837 €68,216 €70,583 €72,957 €75,327 €76,693 €79,085¹ €81,485²**ADMINISTRATIVE OFFICER (PPC)**

€31,533 €33,911 €34,589 €37,566 €41,377 €44,276 €47,178 €50,089
 €52,991 €55,882 €57,887¹ €59,887²

ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)

€44,276 €47,178 €50,089 €52,991 €55,882 €57,887 €59,860 €61,836

HIGHER EXECUTIVE OFFICER (PPC)

€47,552 €48,943 €50,329 €51,716 €53,107 €54,495 €55,882 €57,887¹
 €59,887²

HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)

€50,329 €51,716 €53,107 €54,495 €55,882 €57,887 €59,200 €60,517
 €61,836

EXECUTIVE OFFICER (PPC)

€29,026 €31,019 €32,139 €34,024 €35,714 €37,347 €38,974 €40,568
 €42,178 €43,744 €45,358 €46,427 €47,948¹ €49,465²

EXECUTIVE OFFICER HIGHER SCALE (PPC)

€32,139 €34,024 €35,714 €37,347 €38,974 €40,568 €42,178 €43,744
 €45,358 €46,427 €47,948 €49,077 €50,210 €51,345

CLERICAL OFFICER (PPC)

€23,107 €24,619 €25,004 €25,753 €26,858 €27,961 €29,065 €30,168
 (€442.84) (€471.81) (€479.18) (€493.54) (€514.73) (€535.87) (€557.02) (€578.14)
 €31,241 €32,315 €33,070 €34,133 €35,188 €36,836 €38,131¹ €38,724²
 (€598.72) (€619.29) (€633.78) (€654.14) (€674.38) (€705.94) (€730.76) (€742.14)

CLERICAL OFFICER HIGHER SCALE (PPC)

€25,753 €26,858 €27,961 €29,065 €30,168 €31,241 €32,315 €33,070
 (€493.54) (€514.73) (€535.87) (€557.02) (€578.14) (€598.72) (€619.29) (€633.78)
 €34,133 €35,188 €36,836 €38,131 €38,724 €39,527
 (€654.14) (€674.38) (€705.94) (€730.76) (€742.14) (€757.51)

HEAD SERVICES OFFICER (PPC)

€594.67 €613.76 €626.75 €645.65 €664.53 €683.44 €705.96¹ €730.77²

SERVICES OFFICER (PPC)

€416.34 €441.17 €450.53 €470.35 €488.03 €498.61 €511.01 €525.90
 €551.37 €569.56¹ €589.83²

SERVICES ATTENDANT (PPC)

€410.71 €427.55 €450.53 €457.83 €472.90 €490.59 €506.03 €523.42
 €544.76 €562.20¹ €582.54²

CLEANER (PPC)

€397.55 €423.70 €431.02 €448.11 €468.63 €481.34¹ €494.06²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised paycales with effect from 1 January 2018 for established employees appointed on or after 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I (PPC)

€69,239 €71,332 €73,433 €75,529 €77,622 €80,112 €82,947¹ €85,784²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)

€60,363 €61,743 €63,119 €64,501 €65,879 €66,246 €67,585 €68,943
€71,152¹ €73,368²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)

€30,680 €33,056 €33,650 €36,617 €39,592 €42,569 €45,547 €47,384
€49,218 €51,062 €52,896 €54,735 €56,573 €58,408 €60,253 €62,298¹
€64,338²

STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)

€31,835 €34,234 €34,922 €37,926 €41,770 €44,706 €47,630 €50,571
€53,505 €56,424 €65,837 €68,217 €70,583 €72,957 €75,327 €76,693
€79,085¹ €81,485²

LAW CLERK (PPC)

€489.61 €510.60 €541.85 €565.17 €601.84 €620.76 €633.56 €652.31
€671.07 €689.80 €708.62 €727.98¹ €747.30²

HIGHER LEGAL EXECUTIVE (PPC)

€47,552 €48,943 €50,329 €51,716 €53,107 €54,495 €55,882 €57,887¹
€59,887²

LEGAL EXECUTIVE (PPC)

€32,617 €34,574 €36,129 €37,626 €38,981 €40,195 €41,421 €42,645
€43,874 €45,062 €46,182¹ €47,643²

SENIOR ENGINEERING DRAUGHTSPERSON (PPC)

€39,846 €40,608 €41,563 €42,531 €43,492 €44,460 €45,368 €46,843¹
€48,332²

ENGINEERING DRAUGHTSPERSON (PPC)

€586.65 €607.53 €628.73 €643.30 €664.19 €685.16 €706.15 €726.24
€746.35 €766.45 €786.62 €812.23¹ €837.88²

CHIEF SUPERINTENDENT MAPPING (PPC)

€49,657	€51,984	€54,311	€56,631	€58,958	€61,278	€63,603	€65,933
€66,950	€68,943	€71,152 ¹	€73,368 ²				

SUPERINTENDENT MAPPING (PPC)

€44,077	€45,605	€46,877	€48,138	€49,412	€50,689	€51,933	€53,519 ¹
€55,096 ²							

EXAMINER IN CHARGE (PPC)

€38,276	€39,099	€39,911	€40,742	€41,567	€42,401	€44,077	€45,410 ¹
€46,755							

EXAMINER OF MAPS (PPC)

€660.19	€678.34	€695.81	€712.09	€729.68	€742.49	€766.85 ¹	€791.26 ²
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MAPPING DRAUGHTSPERSON (PPC)

€490.00	€496.84	€513.48	€530.16	€546.95	€563.71	€580.45	€596.85
€612.53	€622.17	€637.71	€653.22	€668.83	€690.43 ¹	€712.06 ²	

SENIOR ARCHITECT (PPC)

€64,470	€66,767	€70,005	€73,237	€76,478	€80,112	€82,947 ¹	€85,784 ²
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ARCHITECT (PPC)

€35,127	€37,657	€38,917	€41,728	€44,527	€47,347	€49,213	€51,079
€52,953	€54,815	€56,684	€58,552	€60,421	€62,292	€64,179	€66,237 ¹
€67,251 ²							

ARCHITECTURAL ASSISTANT GRADE II (PPC)

€529.93	€567.61	€586.65	€607.53	€628.73	€643.30	€664.19	€685.16
€704.32	€725.31	€746.35	€766.45	€786.62	€812.23 ¹	€837.88 ²	

SENIOR LABORATORY ANALYST (PPC)

€49,330	€51,557	€53,531	€55,551	€57,630	€59,679	€61,785	€63,870
€65,968							

LABORATORY ANALYST (PPC)

€32,337	€33,682	€35,818	€36,830	€37,794	€40,074	€41,547	€43,030
€44,545	€46,054	€47,567	€49,093	€50,632	€52,187	€53,694	€54,736 ¹

NIGHTWATCHMAN (PPC)

€416.03	€439.59	€451.23	€468.98	€486.28	€496.46	€511.73	€528.46 ¹
€547.63 ²							

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.