

**Reference No:** ;     **Date:** 01/08/2003

**01/08/2003 LP:- Sanction for removal of former age points**

1 August 2003

Payscale points which were formerly related to age

Dear Personnel Officer

In my letter of 3 September 2002 concerning Circular 31/2002, I pointed out that reference to age points on paycales should be removed since section 34(6) of the Employment Equality Act, 1998, required that age-related remuneration be eliminated by 18 October 2002.

The removal of age-related remuneration last year did not entail any reduction in the length of salary scales i.e. the length of scales remained the same and only the reference to age was removed. I indicated in the letter of 3 September 2002 that civil service unions had sought discussions on this issue and that further instructions would issue following these discussions.

The issue of paycales which formerly contained age-related points was raised by the civil service unions at the talks on the negotiation of Sustaining Progress and discussions were held subsequently. Agreement has now been reached on the approach set out in the following paragraphs

Executive Officer

(a) The existing minimum point of the Executive Officer scale (the previous age-related-point for age under 22) will be eliminated with effect from 18 October, 2002. Accordingly, the minimum of the (PPC) scale for Executive Officer scale will, taking account of the terms of Circular 12/2003, be €24,224 with effect from 18 October, 2002 and in the case of staff on a "contract year", the minimum pay will be €23,011 from that date;

(b) Staff serving in the Executive Officer grade on the existing minimum point should be assimilated to the new minimum point with effect from 18 October, 2002 (or the date of appointment if later than 18 October, 2002);

(c) Such staff should proceed along the incremental scale by annual increments thereafter on the basis that the incremental date will become 18 October (or the date of appointment if later than 18 October, 2002);

(d) Serving staff in the Executive Officer grade on points above the existing minimum will not be affected by this change;

Services Officer

(e) The existing two initial points on the pay scale of the Grade of Services Officer (the previous age-points for the ages under 19 and 19) will be eliminated with effect from 18 October, 2002. Accordingly, the minimum of the scale for the grade will, taking account of the terms of Circular 12/2003, be €314.75.p.w. with effect from 18 October, 2002 - the minimum of the PPC scale, which applies to established officers making an employee contribution in respect of personal superannuation benefits, will be €330.37 from that date;

(f) Staff serving in the Services Officer grade on the existing two initial points should be assimilated to the new minimum point with effect from 18 October, 2002 (or the date of appointment if later than 18 October, 2002);

(g) Such staff will proceed along the incremental scale by annual increments thereafter on the basis that the incremental date will become 18 October (or the date of appointment if later than 18 October, 2002);

(h) Serving staff in the Services Officer grade on points above the existing two initial points will not be affected by this change;

#### Services Attendant

(i) The existing two initial points on the pay scale of the Grade of Services Attendant (the previous age-points for the ages under 19 and 19) will be eliminated with effect from 18 October, 2002. Accordingly, the minimum of the scale for the grade will, taking account of the terms of Circular 12/2003, be €314.75 p.w. with effect from 18 October, 2002 - the minimum of the PPC scale, which applies to established officers making an employee contribution in respect of personal superannuation benefits, will be €330.37 from that date;

(j) Staff serving in the Services Attendant grade on the existing two initial points should be assimilated to the new minimum point with effect from 18 October, 2002 (or the date of appointment if later than 18 October, 2002);

(k) Such staff will proceed along the incremental scale by annual increments thereafter on the basis that the incremental date will become 18 October (or the date of appointment if later than 18 October, 2002);

(l) Serving staff in the Services Attendant grade on points above the existing two initial points will not be affected by this change.

Please arrange to implement the foregoing provisions.

Scales for civil service grades, other than those mentioned above, which had age-related pay points immediately before 18 October 2002 will be reviewed and we will write separately to the relevant Departments/Offices about these.

Yours sincerely

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Brendan Duffy  
Principal  
Personnel and Remuneration Division