



**Circular Title:** Application of 1 January 2020 pay adjustments for civil servants earning up to and including €32,000.

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 Public Service Pay and Pensions Act 2017.

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

**Circular Number:** Circular 22 /2019

**Purpose:** This circular sets out the pay increases due on 1 January 2020 as provided for in the Public Service Pay and Pensions Act 2017 ('the Act')

**File Reference:** E107/006/2015

**Relevant Legislation:** Public Service Pay and Pensions Act 2017.

**Effective From:** 1 January 2020

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Colin Menton  
Assistant Secretary  
Public Service Pay and Pensions Division



## **1. Application**

1.1 This circular applies to all civil servants with an annualised salary of up to and including €32,000.

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 2020**.

## **2. General**

2.1 This circular sets out the pay increases due on 1 January 2020 as provided for in the Public Service Pay and Pensions Act 2017 ("the Act").

2.2 This circular applies to all civil servants with an annualised salary of up to and including €32,000 on the basis that at date of issue they are considered to be "covered" public servants pursuant to section 3 of the Act.

2.3 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.

2.4 This Circular also sets out arrangements in respect of Additional Superannuation Contribution (ASC) for the year 2020.

## **3. Public Service Stability Agreement (PSSA) 2018-2020 pay increase**

3.1 In accordance with section 10(1) of the Act, annualised salaries of up to and including €32,000 will be increased by **0.5%** with effect from **1 January 2020**.

3.2 Revised payscales 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.



#### 4. Additional Superannuation Contribution

4.1 Please note that the ASC Thresholds/Rates will change with effect from 1 January 2020.

The Thresholds/Rates of ASC for the year 2020 tables are provided below:  
Covered Public Servants –Thresholds/Rates in 2020

<b>Member of a standard accrual pension scheme:</b>	<b>Member of a fast accrual pension scheme:</b>	<b>Member of the Single Scheme:</b>
€0 - €34,500 @ 0%	€0 - €28,750 @ 0%	€0 - €34,500 @ 0%
>€34,500 – €60,000 @ 10%	>€28,750 – €60,000 @ 10%	>€34,500 – €60,000 @ 3.33%
>€60,000 @ 10.5%	>€60,000 @ 10.5%	>€60,000 @ 3.5%

#### 5. Overtime

5.1 Payment in respect of overtime rendered on or subsequent to 1 January 2020 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 January 2020.

#### 6. Premium Rates of Pay

6.1 Premium rates of pay payable in respect of or subsequent to 1 January 2020 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 2020.

#### 7. Allowances

7.1 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 2020.

7.2 Fixed allowances remain unchanged.

7.3 Children's allowances, both standard and ex-gratia, remain unchanged.



## **8. Queries**

8.1 Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (PeoplePoint) or, where applicable, with local HR Units.

8.2 Departments experiencing difficulties in the application of this circular should contact this Department via email at [payscales@per.gov.ie](mailto:payscales@per.gov.ie).

8.3 This circular is also available at [www.Gov.ie/circulars](http://www.Gov.ie/circulars)



## Appendix 1A

### Revised payscales with effect from 1 January 2020 for General Service grades.

#### ADMINISTRATIVE OFFICER

€31,024	€33,513	€33,857	€36,764	€40,484	€43,318
€46,150	€48,993	€51,825	€54,651	€56,602	€58,556

#### EXECUTIVE OFFICER

€28,851	€30,834	€31,621	€33,312	€34,957	€36,556
€38,143	€39,698	€41,270	€42,797	€44,371	€45,421
€46,902 <sup>1</sup>	€48,385 <sup>2</sup>				

#### EXECUTIVE OFFICER HIGHER SCALE

€31,621	€33,312	€34,957	€36,556	€38,143	€39,698
€41,270	€42,797	€44,371	€45,421	€46,902	€48,007
€49,111	€50,216				

#### CLERICAL OFFICER

€24,828	€25,937	€26,668	€27,763	€28,857	
(€475.83)	(€497.09)	(€511.08)	(€532.06)	(€553.03)	
€29,951	€30,736	€31,800	€32,688	€33,414	
(€573.99)	(€589.04)	(€609.41)	(€626.47)	(€640.35)	
€34,447	€36,053	€37,319 <sup>1</sup>	€37,901 <sup>2</sup>		
(€660.14)	(€690.95)	(€715.19)	(€726.35)		

#### CLERICAL OFFICER HIGHER SCALE

€25,937	€26,668	€27,763	€28,857	€29,951	€30,736
(€497.09)	(€511.08)	(€532.06)	(€553.03)	(€573.99)	(€589.04)
€31,800	€32,688	€33,414	€34,447	€36,053	€37,319
(€609.41)	(€626.47)	(€640.35)	(€660.14)	(€690.95)	(€715.19)
€37,901	€38,681				
(€726.35)	(€741.30)				



**HEAD SERVICES OFFICER**

€590.78 €603.95 €619.52 €638.21 €650.52 €668.96 €690.95<sup>1</sup>  
€715.19<sup>2</sup>

**SERVICES OFFICER**

€424.20 €438.21 €450.79 €467.59 €484.65 €502.13  
€514.62 €522.17  
€547.53 €565.37<sup>1</sup> €585.89<sup>2</sup>

**SERVICES ATTENDANT**

€424.20 €424.95 €450.79 €457.88 €469.95 €487.18  
€509.66 €519.68  
€540.84 €558.18<sup>1</sup> €578.48<sup>2</sup>

**CLEANER**

€397.91 €421.33 €431.39 €448.39 €465.91 €478.02<sup>1</sup>  
€497.59<sup>2</sup>

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.



## Appendix 1B

Revised payscales with effect from 1 January 2020 for certain grades common to two or more Departments.

### STATE SOLICITOR AND PROSECUTION SOLICITOR

€31,317	€33,511	€34,178	€37,119	€40,871	€43,738
€46,591	€49,466	€52,329	€55,177	€65,356	€67,734
€69,043	€71,356	€73,672	€75,011	€77,342 <sup>1</sup>	€79,681 <sup>2</sup>

### LAW CLERK

€493.10	€514.20	€537.98	€561.08	€592.20	€610.85
€626.27	€638.56	€656.90	€675.23	€693.59	€712.48 <sup>1</sup>
€731.34 <sup>2</sup>					

### ENGINEERING DRAUGHTSPERSON

€582.60	€597.85	€615.38	€635.92	€650.17	€670.62
€691.15	€710.78	€730.41	€750.04	€769.72	€794.70 <sup>1</sup>
€819.73 <sup>2</sup>					

### MAPPING DRAUGHTSPERSON

€486.60	€500.31	€509.85	€526.37	€542.97	€559.70
€576.31	€592.99	€602.82	€621.21	€630.39	€639.52
€654.70	€675.81 <sup>1</sup>	€696.89 <sup>2</sup>			

### ARCHITECTURAL ASSISTANT GRADE II

€582.60	€597.85	€615.38	€635.92	€650.17	€670.62
€689.33	€709.87	€730.41	€750.04	€769.72	€794.70 <sup>1</sup>
€819.73 <sup>2</sup>					

### LABORATORY ANALYST

€32,126	€33,291	€35,062	€36,049	€36,988	€39,214
€40,653	€42,102	€43,580	€45,053	€46,529	€48,021
€49,520	€51,040	€52,512	€53,528 <sup>1</sup>		

### NIGHTWATCHMAN

€452.09	€466.27	€482.91	€500.06	€515.37	€524.70 <sup>1</sup>
€543.69 <sup>2</sup>					

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.



## Appendix 2A

Revised paycales with effect from 1 January 2020 for established employees appointed on or after 6<sup>th</sup> 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.

### EXECUTIVE OFFICER (PPC)

€30,278	€32,036	€33,028	€34,965	€36,702	€38,380
€40,053	€41,691				
€43,346	€44,954	€46,614	€47,712	€49,274 <sup>1</sup>	€50,834 <sup>2</sup>

### CLERICAL OFFICER (PPC)

€24,104	€25,681	€26,083	€26,864	€28,017	€29,167
(€461.96)	(€492.18)	(€499.85)	(€514.83)	(€536.93)	(€558.99)
€30,319	€31,157	€32,105	€33,209	€33,986	€35,078
(€581.05)	(€597.11)	(€615.29)	(€636.43)	(€651.32)	(€672.24)
€36,162	€37,855	€39,186 <sup>1</sup>	€39,796 <sup>2</sup>		
(€693.04)	(€725.48)	(€750.99)	(€762.68)		

### CLERICAL OFFICER HIGHER SCALE (PPC)

€26,864	€28,017	€29,167	€30,319	€31,157	€32,105
(€514.83)	(€536.93)	(€558.99)	(€581.05)	(€597.11)	(€615.29)
€33,209	€33,986	€35,078	€36,162	€37,855	€39,186
(€636.43)	(€651.32)	(€672.24)	(€693.04)	(€725.48)	(€750.99)
€39,796	€40,620				
(€762.68)	(€778.48)				

### HEAD SERVICES OFFICER (PPC)

€614.18	€630.75	€644.10	€663.52	€682.93	€702.35
€725.50 <sup>1</sup>	€751.00 <sup>2</sup>				

### SERVICES OFFICER (PPC)

€434.30	€460.20	€469.97	€490.63	€509.08	€520.12
€533.04	€548.58	€575.14	€588.27 <sup>1</sup>	€609.18 <sup>2</sup>	





**SERVICES ATTENDANT (PPC)**

€428.42	€445.99	€469.97	€477.58	€493.31	€511.77
€527.87	€545.99				
€568.26	€586.45 <sup>1</sup>	€601.67 <sup>2</sup>			

**CLEANER (PPC)**

€414.72	€441.99	€449.62	€467.44	€488.85	€502.09 <sup>1</sup>
€515.37 <sup>2</sup>					

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.



## Appendix 2B

Revised pay scales with effect from 1 January 2020 for established employees appointed on or after 6<sup>th</sup> 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 III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)

€31,687	€33,971	€34,582	€37,630	€40,688	€43,747
€46,807	€48,696	€50,580	€52,476	€54,360	€56,249
€58,139	€60,024	€61,921	€64,022 <sup>1</sup>	€66,118 <sup>2</sup>	

### LAW CLERK (PPC)

€510.75	€532.64	€565.24	€589.56	€618.50	€637.94
€651.10	€670.36				
€689.64	€708.89	€728.23	€748.13 <sup>1</sup>	€767.98 <sup>2</sup>	

### ENGINEERING DRAUGHTSPERSON (PPC)

€605.90	€624.35	€646.13	€661.10	€682.57	€704.12
€725.69	€746.34				
€767.00	€787.66	€808.39	€834.71 <sup>1</sup>	€861.07 <sup>2</sup>	

### MAPPING DRAUGHTSPERSON (PPC)

€511.15	€518.28	€535.63	€553.03	€570.54	€588.04
€599.50	€613.37				
€629.49	€639.39	€655.36	€671.30	€687.34	€709.53 <sup>1</sup>
€731.77 <sup>2</sup>					

### ARCHITECTURAL ASSISTANT GRADE II (PPC)

€552.80	€592.10	€605.90	€624.35	€646.13	€661.10
€682.57	€704.12				
€723.81	€745.38	€767.00	€787.66	€808.39	€834.71 <sup>1</sup>
€861.07 <sup>2</sup>					

### NIGHTWATCHMAN (PPC)

€433.98	€458.57	€470.70	€489.21	€507.26	€517.86
€533.83	€551.25 <sup>1</sup>	€571.25 <sup>2</sup>			

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.