



Circular Title: **Application of 1 October 2020 pay adjustments**

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 12/2020

Purpose: This circular sets out pay increases due on 1 October 2020 as provided for in the Public Service Pay and Pensions Act 2017 ('the Act') and provides for restoration of fixed allowances.

File Reference: E107/006/2015

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

Effective From: 1 October 2020

Mise le meas,

Colin Menton
Assistant Secretary
Public Service Pay and Pensions Division

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 October 2020**.

2. General

- 2.1. This circular sets out the pay restoration and pay increases due on 1 October 2020 as provided for in 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 sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2020.
- 2.4. The circular also provides for restoration of fixed allowances.
- 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. Public Service Stability Agreement (PSSA) 2018-2020 pay increase

- 3.1. In accordance with section 10 (2) of the Act, the annualised amount of the basic salary of civil servants who are “covered” public servants will be increased by **2%** with effect from **1 October 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. Pensions

- 4.1. Pension increases
Departments / Offices are reminded that instructions on increasing pensions in payment on foot of the award of salary increases agreed under the PSSA are set out in Circulars 02/2018 and 19/2019.
- 4.2. Additional Superannuation Contributions:

Covered Public Servants –Thresholds/Rates in 2020

Member of a standard accrual pension scheme:	Member of a fast accrual pension scheme:	Member of the Single Scheme:
€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 October 2020 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 October 2020.

6. Premium Rates of Pay and Allowances (including Fixed Allowance Restoration)

- 6.1 Premium rates of pay payable in respect of or subsequent to 1 October 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 October 2020.
- 6.2 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 October 2020.

On 1 October 2020:

Fixed allowances which are not calculated as a specific percentage or specified proportion of basic salary will be restored to their monetary value as of 31 December 2009.

Note that this measure relates solely to fixed allowances which were in payment on 1 January 2010 **and** which were cut by either 5% or 8% under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 **and** which continue to be paid as fixed allowances separate to basic pay.

Any new allowances introduced after 1 January 2010 will not be increased under this circular.

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

7. Queries

- 7.1 Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (NSSO) or, where applicable, with local HR Units.
- 7.2 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.
- 7.3 This circular is also available at www.gov.ie

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

SECRETARY GENERAL I

€211,742

SECRETARY GENERAL II

€201,155

SECRETARY GENERAL III

€190,568

DEPUTY SECRETARY

€174,688

ASSISTANT SECRETARY

€135,299 €141,449 €148,111 €154,775

PRINCIPAL HIGHER€91,003 €94,648 €98,306 €101,949 €105,062 €108,343¹ €111,619²**PRINCIPAL**€84,752 €88,230 €91,689 €95,176 €98,113 €101,161¹ €104,202²**ASSISTANT PRINCIPAL HIGHER**€71,900 €74,537 €77,182 €79,816 €82,457 €83,994 €86,625¹ €89,245²**ASSISTANT PRINCIPAL**€66,663 €69,089 €70,424 €72,783 €75,145 €76,511 €78,889¹ €81,275²**ADMINISTRATIVE OFFICER**€31,644 €34,183 €34,533 €37,499 €41,294 €44,184 €47,074 €49,974
€52,860 €55,745 €57,733¹ €59,727²**ADMINISTRATIVE OFFICER HIGHER SCALE**

€44,184 €47,074 €49,974 €52,860 €55,745 €57,733 €59,704 €61,671

HIGHER EXECUTIVE OFFICER€47,447 €48,833 €50,211 €51,591 €52,972 €54,362 €55,745 €57,733¹ €59,727²**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€50,211 €51,591 €52,972 €54,362 €55,745 €57,733 €59,041 €60,354 €61,671

EXECUTIVE OFFICER

€29,428 €31,451 €32,253 €33,978 €35,656 €37,287 €38,906 €40,492 €42,095
 €43,653 €45,258 €46,329 €47,840¹ €49,353²

EXECUTIVE OFFICER HIGHER SCALE

€32,253 €33,978 €35,656 €37,287 €38,906 €40,492 €42,095 €43,653 €45,258
 €46,329 €47,840 €48,967 €50,093 €51,220

CLERICAL OFFICER

€25,324 €26,456 €27,201 €28,318 €29,434 €30,550 €31,351
 (€485.35) (€507.03) (€521.30) (€542.70) (€564.09) (€585.47) (€600.82)
 €32,436 €33,342 €34,082 €35,135 €36,774 €38,065¹ €38,659²
 (€621.60) (€639.00) (€653.16) (€673.34) (€704.77) (€729.49) (€740.88)

CLERICAL OFFICER HIGHER SCALE

€26,456 €27,201 €28,318 €29,434 €30,550 €31,351 €32,436 €33,342
 (€507.03) (€521.30) (€542.70) (€564.09) (€585.47) (€600.82) (€621.60) (€639.00)
 €34,082 €35,135 €36,774 €38,065 €38,659 €39,455
 (€653.16) (€673.34) (€704.77) (€729.49) (€740.88) (€756.13)

HEAD SERVICES OFFICER

€602.60 €616.03 €631.91 €650.97 €663.53 €682.34 €704.77¹ €729.49^{2S}

SERVICES OFFICER

€432.68 €446.97 €459.81 €476.94 €494.34 €512.17 €524.91 €532.61
 €558.48 €576.68¹ €597.61²

SERVICES ATTENDANT

€432.68 €433.45 €459.81 €467.04 €479.35 €496.92 €519.85 €530.07
 €551.66 €569.34¹ €590.05²

CLEANER

€405.87 €429.76 €440.02 €457.36 €475.23 €487.58¹ €507.54²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

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

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€69,077 €71,165 €73,257 €75,348 €77,429 €79,907 €82,733¹ €85,559²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€60,201 €61,579 €62,947 €64,325 €65,698 €67,071 €68,439 €69,828
€70,988¹ €73,190²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€33,926 €36,553 €39,518 €42,477 €45,447 €47,281 €49,111 €50,942
€52,766 €54,599 €56,427 €58,257 €60,089 €62,132¹ €64,162²

STATE SOLICITOR AND PROSECUTION SOLICITOR

€31,943 €34,181 €34,862 €37,861 €41,688 €44,613 €47,523 €50,455
€53,376 €56,281 €66,663 €69,089 €70,424 €72,783 €75,145 €76,511
€78,889¹ €81,275²

LAW CLERK

€502.96 €524.48 €548.74 €572.30 €604.04 €623.07 €638.80 €651.33
€670.04 €688.73 €707.46 €726.73¹ €745.97²

HIGHER LEGAL EXECUTIVE

€47,447 €48,833 €50,211 €51,591 €52,972 €54,362 €55,745 €57,733¹
€59,727²

LEGAL EXECUTIVE

€36,070 €37,564 €38,909 €40,119 €41,334 €42,560 €43,788 €44,967
€46,086¹ €47,543²

SENIOR ENGINEERING DRAUGHTSPERSON

€39,770 €40,529 €41,479 €42,453 €43,403 €44,367 €45,271 €46,743¹
€48,221²

ENGINEERING DRAUGHTSPERSON

€594.25 €609.81 €627.69 €648.64 €663.17 €684.03 €704.97 €725.00
€745.02 €765.04 €785.11 €810.59¹ €836.12²

CHIEF SUPERINTENDENT MAPPING

€49,548 €51,859 €54,176 €56,490 €58,801 €61,110 €63,432 €65,750
€67,789 €69,828 €70,988¹ €73,190²

SUPERINTENDENT MAPPING

€43,991 €45,506 €46,778 €48,029 €49,299 €50,568 €51,813 €53,387¹
€54,960²

EXAMINER IN CHARGE

€38,204 €39,027 €39,840 €40,663 €41,490 €42,318 €43,991 €45,317¹
€46,648²

EXAMINER OF MAPS

€659,17 €677.27 €694.65 €710.94 €728.40 €741.12 €765.44¹ €789.79²

MAPPING DRAUGHTSPERSON

€496.33 €510.32 €520.05 €536.90 €553.83 €570.89 €587.84 €604.85
€614.88 €633.63 €643.00 €652.31 €667.79 €689.33¹ €710.83²

SENIOR ARCHITECT

€64,283 €67,606 €69,842 €73,067 €76,291 €79,907 €82,733¹ €85,559²

ARCHITECT

€38,853 €41,647 €44,440 €47,238 €49,100 €50,957 €52,816 €54,678
€56,540 €58,400 €60,265 €62,121 €64,004 €66,048¹ €68,105²

ARCHITECTURAL ASSISTANT GRADE II

€594.25 €609.81 €627.69 €648.64 €663.17 €684.03 €703.12 €724.07
€745.02 €765.04 €785.11 €810.59¹ €836.12²

SENIOR LABORATORY ANALYST

€49,219 €51,436 €53,397 €55,412 €57,483 €59,519 €61,619 €63,697, €65,784

LABORATORY ANALYST

€32,769 €33,957 €35,763 €36,770 €37,728 €39,998 €41,466 €42,944
€44,452 €45,954 €47,460 €48,981 €50,510 €52,061 €53,562 €54,599¹

NIGHTWATCHMAN

€461.13 €475.60 €492.57 €510.06 €525.68 €535.19¹ €554.56²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised paycales with effect from 1 October 2020 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)

€211,742

SECRETARY GENERAL II (PPC)

€211,742

SECRETARY GENERAL III (PPC)

€200,598

DEPUTY SECRETARY (PPC)

€183,882

ASSISTANT SECRETARY (PPC)

€142,421 €148,892 €155,908 €162,920

PRINCIPAL HIGHER (PPC)€95,661 €99,490 €103,337 €107,177 €110,452 €113,901¹ €117,352²**PRINCIPAL (PPC)**€89,072 €92,738 €96,377 €100,044 €103,136 €106,343¹ €109,547²**ASSISTANT PRINCIPAL HIGHER (PPC)**€75,549 €78,323 €81,102 €83,879 €86,658 €88,281 €91,036¹ €93,800²**ASSISTANT PRINCIPAL (PPC)**€69,012 €71,506 €73,988 €76,477 €78,959 €80,392 €82,899¹ €85,415²**ADMINISTRATIVE OFFICER (PPC)**€33,053 €35,546 €36,257 €39,378 €43,372 €46,412 €49,454 €52,505
€55,547 €58,578 €60,679¹ €62,776²**ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)**

€46,412 €49,454 €52,505 €55,547 €58,578 €60,679 €62,747 €64,818

HIGHER EXECUTIVE OFFICER (PPC)€49,845 €51,303 €52,756 €54,210 €55,669 €57,123 €58,578 €60,679¹
€62,776**HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€52,756 €54,210 €55,669 €57,123 €58,578 €60,679 €62,055 €63,436 €64,818

EXECUTIVE OFFICER (PPC)

€30,884	€32,677	€33,689	€35,664	€37,436	€39,148	€40,854	€42,525
€44,213	€45,853	€47,546	€48,666	€50,259 ¹	€51,851 ²		

EXECUTIVE OFFICER HIGHER SCALE (PPC)

€33,689	€35,664	€37,436	€39,148	€40,854	€42,525	€44,213	€45,853
€47,546	€48,666	€50,259	€51,444	€52,631	€53,821		

CLERICAL OFFICER (PPC)

€24,586	€26,195	€26,604	€27,401	€28,577	€29,751	€30,925	€31,781
(€471.20)	(€502.02)	(€509.85)	(€525.13)	(€547.67)	(€570.17)	(€592.67)	(€609.05)
€32,747	€33,873	€34,665	€35,779	€36,885	€38,612	€39,970 ¹	€40,592 ²
(€627.60)	(€649.16)	(€664.35)	(€685.68)	(€706.90)	(€739.99)	(€766.01)	(€777.93)

CLERICAL OFFICER HIGHER SCALE (PPC)

€27,401	€28,577	€29,751	€30,925	€31,781	€32,747	€33,873	€34,665
(€525.13)	(€547.67)	(€570.17)	(€592.67)	(€609.05)	(€627.60)	(€649.16)	(€664.35)
€35,779	€36,885	€38,612	€39,970	€40,592	€41,433		
(€685.68)	(€706.90)	(€739.99)	(€766.01)	(€777.93)	(€794.05)		

HEAD SERVICES OFFICER (PPC)

€626.46	€643.37	€656.98	€676.79	€696.59	€716.40	€740.01 ¹	€766.02 ²
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SERVICES OFFICER (PPC)

€442.99	€469.40	€479.37	€500.44	€519.26	€530.52	€543.70	€559.55
€586.64	€600.04 ¹	€621.36 ²					

SERVICES ATTENDANT (PPC)

€436.99	€454.91	€479.37	€487.13	€503.18	€522.01	€538.43	€556.91
€579.63	€598.18 ¹	€613.70 ²					

CLEANER (PPC)

€423.01	€450.83	€458.61	€476.79	€498.63	€512.13 ¹	€525.68 ²	
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¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 1 October 2020 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)

€72,578 €74,772 €76,974 €79,171 €81,365 €83,976 €86,947¹ €89,921²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)

€63,275 €64,720 €66,163 €67,612 €69,056 €69,441 €70,845 €72,268
€74,584¹ €76,907²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)

€32,321 €34,650 €35,274 €38,383 €41,502 €44,622 €47,743 €49,670
€51,592 €53,526 €55,447 €57,374 €59,302 €61,224 €63,159 €65,302¹
€67,440²

STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)

€33,370 €35,885 €36,606 €39,755 €43,785 €46,862 €49,927 €53,010
€56,086 €59,145 €69,012 €71,507 €73,988 €76,477 €78,959 €80,392
€82,899¹ €85,415²

LAW CLERK (PPC)

€520.97 €543.29 €576.54 €601.35 €630.87 €650.70 €664.12 €683.77
€703.43 €723.07 €742.79 €763.09¹ €783.34²

HIGHER LEGAL EXECUTIVE (PPC)

€49,845 €51,303 €52,756 €54,210 €55,669 €57,123 €58,578 €60,679¹
€62,776²

LEGAL EXECUTIVE (PPC)

€34,190 €36,242 €37,872 €39,440 €40,861 €42,133 €43,418 €44,702
€45,990 €47,235 €48,409¹ €49,940²

SENIOR ENGINEERING DRAUGHTSPERSON (PPC)

€41,767 €42,567 €43,568 €44,582 €45,590 €46,605 €47,556 €49,102¹
€50,662²

ENGINEERING DRAUGHTSPERSON (PPC)

€618.02 €636.84 €659.05 €674.32 €696.22 €718.20 €740.20 €761.27
€782.34 €803.41 €824.56 €851.40¹ €878.29²

CHIEF SUPERINTENDENT MAPPING (PPC)

€52,053	€54,491	€56,930	€59,362	€61,802	€64,233	€66,670	€69,112
€70,179	€72,268	€74,584 ¹	€76,907 ²				

SUPERINTENDENT MAPPING (PPC)

€46,203	€47,804	€49,139	€50,459	€51,795	€53,134	€54,437	€56,100 ¹
€57,753 ²							

EXAMINER IN CHARGE (PPC)

€40,123	€40,985	€41,835	€42,706	€43,572	€44,445	€46,203	€47,600 ¹
€49,010 ²							

EXAMINER OF MAPS (PPC)

€692.03	€711.05	€729.37	€746.44	€764.88	€778.29	€803.83 ¹	€829.42 ²
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MAPPING DRAUGHTSPERSON (PPC)

€521.37	€528.65	€546.34	€564.09	€581.95	€599.80	€611.49	€625.64
€642.08	€652.18	€668.47	€684.73	€701.09	€723.72 ¹	€746.41 ²	

SENIOR ARCHITECT (PPC)

€67,580	€69,987	€73,381	€76,768	€80,167	€83,976	€86,947 ¹	€89,921 ²
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ARCHITECT (PPC)

€36,821	€39,474	€40,794	€43,741	€46,674	€49,630	€51,587	€53,543
€55,507	€57,459	€59,418	€61,376	€63,335	€65,296	€67,274	€69,431 ¹
€70,495 ²							

ARCHITECTURAL ASSISTANT GRADE II (PPC)

€563.86	€603.94	€618.02	€636.84	€659.05	€674.32	€696.22	€718.20
€738.29	€760.29	€782.34	€803.41	€824.56	€851.40 ¹	€878.29 ²	

SENIOR LABORATORY ANALYST (PPC)

€51,709	€54,044	€56,112	€58,231	€60,410	€62,558	€64,765	€66,951
€69,150							

LABORATORY ANALYST (PPC)

€33,897	€35,306	€37,545	€38,606	€39,617	€42,007	€43,550	€45,105
€46,693	€48,276	€49,862	€51,461	€53,074	€54,704	€56,284	€57,375 ¹

NIGHTWATCHMAN (PPC)

€442.66	€467.74	€480.11	€498.99	€517.41	€528.22	€544.51	€562.27 ¹
€582.67 ²							

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.