



**18 September 2018**

**Circular EL 04/2018: Application of 01 October 2018 pay adjustments in accordance with the Financial Emergency Measures in the Public Interest Act, 2015 and the Public Service Stability Agreement 2018-2020 (Lansdowne Road Agreement 2).**

Dear Chief Executive,

1. I am directed by the Minister for Housing, Planning, and Local Government to convey the following instructions to local authorities with regard to the application of adjustments to local authority pay in accordance with the Public Service Pay and Pensions Act (2017)

**Application**

2. This circular applies to local authority grades.

**General**

3. This circular sets out the revised pay rates applying to local authority employees from 01 October 2018.

3.1 This circular provides for an adjustment to pay rates for all local authority employees to include an additional payment effective from 01 October 2018 of 1% of annualised payment.

3.2 The pay adjustments should be applied, as appropriate, from 01 October 2018.

3.3 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 €0.01

4.3 Revised payscales are set out in the Appendix to this circular.

5.1 Where an anomaly in respect of the revised payscales is identified, local authorities should consult with Local Government Personnel in this Department.

### **Overtime**

6. Payment in respect of overtime rendered on or subsequent to 01 October 2018 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 01 October 2018.

### **Officers on Mark-Time**

7. For officers on mark-time, both notional and mark-time pay will be revised from 01 October 2018.

### **Premium Rates of Pay**

8. Premium rates of pay payable in respect of or subsequent to 01 October 2018 which are calculated as a specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 01 October 2018.

### **Allowances**

9. Allowances which are calculated as a specific percentage or specified proportion of basic pay should be calculated by reference to the revised rates of pay with effect from 01 October 2018.

9.1 Fixed allowances are unaffected by these measures.

### **Pension entitlement “Grace Period”**

10. Local authorities are reminded that for the purposes of calculating pension and lump sum awards at retirement, the pay reductions applied under FEMPI 2013/ Haddington Road Agreement are disregarded for persons who retire from the public service up to 1 April 2019. This “grace period” is provided for originally under section 9 of the Financial Emergency Measures in the Public Interest Act (FEMPI) 2013, and has been extended to 1 April 2019 by S.I. No. 547 of 2015 - Public Service Pension Rights (No. 2) Order 2015. 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 2013 salary adjustments applied to salaries of €65,000 and above. Public servants who retire during the grace period are also 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.

### **General**

11. This circular will be available on the Department’s website. Enquiries from individual officers in respect of this circular should be addressed to their local HR Unit of their parent local authority. Any enquiries regarding the application of this circular from HR units should be emailed to: [localservices@housing.gov.ie](mailto:localservices@housing.gov.ie)

Mise le meas,



Myriam Scanlon  
Assistant Principal Officer  
Local Government HR

**Appendix to Circular Letter EL 04/2018**  
**Revised Local Authority Scales Operative from 1st October 2018**

**Director of Service/Executive Manager DCC**

Point	01/10/2018
1	€92,272
2	€96,466
3	€100,661
4	€104,853
5	€109,049

**Senior Executive Officer / County & City Librarian / Head of Information Systems / Financial Accountant /  
Management Accountant / Financial & Management Accountant**

Point	01/10/2018
1	€66,741
2	€67,338
3	€69,873
4	€72,410
5	€74,951
6	€77,464
7	€79,994
LSI 1	€82,864
LSI 2	€85,725

### **Grade 7 - Administrative Officer/ Senior Executive Librarian**

Point	01/10/2018
1	€48,978
2	€50,176
3	€51,576
4	€52,979
5	€54,384
6	€55,637
7	€56,922
8	€58,166
9	€59,405
LSI 1	€61,534
LSI 2	€63,672

### **Grade 6 - Senior Staff Officer/ Executive Librarian/Senior Legal Assistant/ Clerk of Works/Building Inspector**

Point	01/10/2018
1	€46,770
2	€47,898
3	€49,260
4	€51,818
5	€53,345
LSI 1	€55,246
LSI 2	€57,157

### **Grade 5 - Staff Officer/Librarian/ Legal Assistant**

Point	01/10/2018
1	€42,041
2	€43,378
3	€44,716
4	€46,055
5	€47,392
LSI 1	€48,942
LSI 2	€50,490

**Grade 4 - Assistant Staff Officer/ Senior Library Assistant**

Point	01/10/2018
1	€27,294
2	€29,159
3	€32,285
4	€34,050
5	€35,595
6	€37,087
7	€39,102
8	€40,561
9	€42,041
LSI 1	€43,403
LSI 2	€44,771

**Grade 3 - Clerical Officer/ Library Assistant/Branch Librarian\***

Point	01/10/2018
1	€23,353
2	€24,887
3	€25,266
4	€26,033
5	€27,151
6	€28,274
7	€29,396
8	€30,513
9	€31,603
10	€32,689
11	€33,459
12	€34,538
13	€35,621
14	€37,661
LSI 1	€39,109

\*Hourly rate for a Branch Librarian is based on the Library Assistant salary scale. The rate below, effective from 01/10/2018, is based on a 37 hour working week. Local authorities should amend the hourly rate as appropriate to the authority's working week.

**Branch Librarian**

Point	Hourly Rate 01/10/2018
1	€12.10
2	€12.89
3	€13.09
4	€13.48
5	€14.06
6	€14.64
7	€15.23
8	€15.80
9	€16.37
10	€16.93
11	€17.33
12	€17.89
13	€18.45
14	€19.51
LSI	€20.26

**County Engineer**

Point	01/10/2018
1	€79,944
2	€82,817
3	€85,683
4	€88,554
5	€91,424
LSI 1	€94,444
LSI 2	€97,460

### Senior Engineer

Point	01/10/2018
1	€74,695
2	€76,464
3	€78,227
4	€79,993
5	€81,758
6	€83,532
LSI 1	€86,198
LSI 2	€88,868

### Senior Executive Engineer

Point	01/10/2018
1	€64,548
2	€66,530
3	€67,476
4	€69,404
5	€71,339
6	€73,265
7	€75,208
LSI 1	€77,646
LSI 2	€80,079

### Executive Engineer

Point	01/10/2018
1	€48,691
2	€50,462
3	€52,233
4	€54,008
5	€55,783
6	€57,556
7	€59,331
8	€61,097
9	€62,878



10	€64,646
LSI 1	€66,685
LSI 2	€67,684

#### **Assistant Engineer**

Point	01/10/2018
1	€38,081
2	€40,457
3	€42,200
4	€43,963
5	€45,712
6	€47,464
7	€49,224
8	€50,976
9	€52,726
10	€54,481
11	€56,244
LSI 1	€58,047
LSI 2	€59,852

#### **Graduate Engineer**

Point	01/10/2018
1	€30,874
2	€33,554
3	€37,169
4	€40,464

#### **Project Resident Engineer**

01/10/2018  
€90,481

#### **Senior Resident Engineer**

01/10/2018  
€81,686

**Resident Engineer**

	01/10/2018
From:	€61,900
To:	€69,397

**Assistant Resident Engineer**

	01/10/2018
From:	€44,435
To:	€61,498

**Graduate Resident Engineer**

	01/10/2018
From:	€33,773
To:	€44,435

**Site Technician Level 1**

	01/10/2018
From:	€50,134
To:	€54,436

**Site Technician Level 2**

	01/10/2018
From:	€42,613
To:	€50,134

### Chief Technician

Point	01/10/2018
1	€46,407
2	€47,522
3	€48,835
4	€50,150
5	€51,472
6	€52,649
7	€53,850
8	€55,010
9	€56,162
LSI 1	€58,172
LSI 2	€60,191

### Senior Executive Technician

Point	01/10/2018
1	€44,906
2	€45,831
3	€47,097
4	€49,240
5	€50,532
LSI 1	€52,330
LSI 2	€54,137

### Executive Technician

Point	01/10/2018
1	€42,214
2	€43,271
3	€44,355
4	€45,432
5	€46,515
6	€47,591
LSI 1	€49,148
LSI 2	€50,699

### Technician Grade I

Point	01/10/2018
1	€39,408
2	€40,065
3	€40,923
4	€41,785
5	€42,628
6	€43,485
7	€44,266
LSI 1	€45,709
LSI 2	€47,156

### Technician Grade II

Point	01/10/2018
1	€26,508
2	€27,939
3	€29,342
4	€30,405
5	€31,453
6	€32,495
7	€33,199
8	€34,241
9	€35,260
10	€36,305
11	€37,340
12	€38,320
13	€39,408
LSI 1	€40,689
LSI 2	€41,958

### Senior Social Worker

Point	01/10/2018
1	€66,190
2	€68,096
3	€70,976
4	€73,853
5	€76,733
6	€79,613

### Social Worker

Point	01/10/2018
1	€34,022
2	€36,664
3	€37,687
4	€39,621
5	€41,627
6	€43,630
7	€45,615
8	€47,646
9	€49,647
10	€51,182
11	€52,718
LSI 1	€53,738

### Professionally Qualified Housing Welfare Officer

Point	01/10/2018
1	€45,019
2	€47,171
3	€49,322
4	€51,479
5	€53,627
6	€55,776
7	€57,930
LSI 1	€59,054

## Housing Welfare Officer

Point	01/10/2018
1	€35,399
2	€37,988
3	€39,219
4	€41,108
5	€43,084
6	€45,042
7	€46,982
8	€48,940
9	€50,900
10	€52,362
11	€53,843
LSI 1	€54,882

## OUTDOOR

### Craftworkers/ Craftworkers' Mates/Supervisory Craftworkers

	Craftworker	Craftworker's Mate	Chargehand	Assistant Foreman	Foreman (Craft)
	01/10/2018	01/10/2018	01/10/2018	01/10/2018	01/10/2018
Point 1	€632.45	€517.28	€750.62	€783.95	€833.91
after 0.5 years	€652.46	€534.50	€759.02	€792.69	€843.28
after 1.5 years	€700.55	€572.59	€763.06	€796.97	€847.80
after 2.5 years	€705.52	€579.05	€767.53	€801.63	€852.80
after 3.5 years	€710.43	€582.17	€771.74	€806.03	€857.49
after 4.5 years	€715.37	€585.54	€773.97	€808.37	€859.96
after 5.5 years	€720.31	€588.70	€776.05	€810.58	€862.31
after 6.5 years	€725.25	€590.39	€778.24	€812.85	€864.75
after 7.5 years	€730.19	€591.95	€780.44	€815.14	€867.20
after 8.5 years	€735.13	€593.59	€783.87	€818.75	€871.04
after 9.5 years	€740.04	€595.23	€786.54	€821.52	€874.02
after 10.5 years		€597.81	€792.98	€828.27	€881.21
after 11.5 years		€599.84			
after 12.5 years		€604.66			

**General Operatives and Related Grades (outside the Dublin area)**

	<b>Foreman</b>	<b>Driver Plant Operator A</b>	<b>Light Equipment Operator</b>	<b>Refuse Collector</b>	<b>Ganger</b>
	01/10/2018	01/10/2018	01/10/2018	01/10/2018	01/10/2018
Point 1	€621.73	€609.20	€591.16	€595.88	€600.79
after 0.5 years	€625.20	€612.62	€594.34	€599.03	€604.14
after 1.5 years	€628.36	€615.57	€597.37	€602.09	€607.14
after 2.5 years	€630.17	€617.35	€599.03	€603.76	€609.03
after 3.5 years	€630.17	€619.11	€600.73	€605.37	€610.70
after 4.5 years	€630.17	€620.90	€602.45	€607.07	€612.44
after 5.5 years	€630.17	€622.53	€604.12	€608.77	€614.29
after 6.5 years	€631.35	€624.41	€605.85	€610.56	€616.01
after 7.5 years	€633.16	€626.20	€607.63	€612.30	€617.88
after 8.5 years	€635.09	€628.07	€609.43	€614.08	€619.90
after 9.5 years	€637.14	€629.99	€611.39	€616.01	€621.66
after 10.5 years	€639.02	€629.99	€613.26	€617.89	€623.65
after 11.5 years	€640.92	€629.99	€615.03	€619.67	€625.51



	<b>Driver Plant Operator B</b>	<b>Mobile Library Driver/Assistant</b>	<b>Water &amp; Sewerage Caretaker Grade 3</b>	<b>General Operative/Labourer</b>
	01/10/2018	01/10/2018	01/10/2018	01/10/2018
Point 1	€623.04	€629.76	€621.73	€524.62
after 0.5 years	€626.31	€632.96	€625.20	€537.13
after 1.5 years	€629.61	€636.19	€628.36	€580.75
after 2.5 years	€631.41	€637.99	€630.17	€583.87
after 3.5 years	€631.41	€639.75	€630.17	€586.87
after 4.5 years	€631.41	€641.53	€630.17	€588.58
after 5.5 years	€631.41	€643.30	€630.17	€590.31
after 6.5 years	€632.49	€645.17	€631.35	€592.00
after 7.5 years	€634.38	€647.02	€633.16	€593.69
after 8.5 years	€636.33	€648.89	€635.09	€595.47
after 9.5 years	€638.29	€650.81	€637.14	€597.24
after 10.5 years	€640.24	€652.84	€639.02	€599.12
after 11.5 years	€642.21	€654.69	€640.92	€600.95
after 12.5 years				€602.85
after 13.5 years				€604.66

	<b>Water &amp; Sewerage Caretaker Grade 5</b>	<b>General Services Supervisor</b>
	01/10/2018	01/10/2018
Point 1	€666.61	€729.24
after 1 year	€673.33	€744.63
after 2 years	€679.88	€759.99
after 3 years	€687.01	€775.82
after 4 years	€694.12	€791.56
after 5 years	€701.37	€807.27
after 6 years	€708.44	€823.06
after 7 years	€715.11	€838.70
after 8 years	€721.74	€854.38
after 9 years	€726.17	€869.99

**Part - Time Fire Service Personnel**

**Part - Time Firefighter**

	01/10/2018
0-2 Years	€7,895
2-5 Years	€8,773
5-10 Years	€9,838
10+	€10,812

**Station Officer**

	01/10/2018
0-5 Years	€16,121
5-10 Years	€18,080
10+	€19,868

**Sub Officer/Driver Mechanic**

	01/10/2018
0-5 Years	€12,203
5-10 Years	€13,687
10+	€15,040

Hourly Rate of attendance	Drill	Fire			
		Day		Night/Weekend	
		1st Hour	Subsequent hours	1st hour	Subsequent hours
<b>Rate per Hour</b>	€20.83	€41.66	€20.83	€83.32	€41.66