



03 February 2022

Circular EL 01/2022 - Application of 1st February 2022 pay adjustments

A Dhuine Uasail,

I am directed by the Minister for Housing, Local Government and Heritage 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 Agreement “Building Momentum – A New Public Service Agreement 2021-2022”.

To: HR Managers in each local authority

Effective From: 1 February 2022

Purpose This circular sets out pay increases due on 1 February 2022 as provided for in “Building Momentum - A New Public Service Agreement 2021-2022”

1. Application

- 1.1. This circular applies to all local authority grades.
- 1.2. The pay adjustments should be applied, as appropriate, from **1 February 2022**.

2. General

- 2.1. This circular sets out pay increases due on 1 February 2022 as provided for in “Building Momentum – A New Public Service Agreement 2021-2022”. The agreed outcome across the local authorities in relation to the Sectoral Bargaining Fund is to apply a 1% increase to all grades, with the exception of the Senior Executive Officer grade as set out at 3.2 below.
- 2.2. The circular also provides for 1% rise in the rate of allowances in the nature of pay.
- 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 the Additional Superannuation Contribution (ASC) for the year 2022.

3. “Building Momentum - A New Public Service Agreement 2021-2022”

- 3.1. In accordance with section 3 of the agreement, the annualised amount of the basic salary of local authority staff will be increased by 1% with effect from 1 February 2022, except as provided in 3.2 below

- 3.2. The Senior Executive Officer grade sectoral bargaining unit has opted to use the fund to provide for a particular arrangement in line with Section 2 of Building Momentum. This arrangement is reflected in the payscale for that grade.
- 3.3. All revised payscales are set out in the Appendix to this circular.

4. Pensions

- 4.1. For guidance on increasing pensions in payment as a result of the pay adjustments due on 1st February 2022, please refer to Part 4 of DPER Circular 10/2021, 'Instruction on the pension increase policy in the public service until end 2022'.
- 4.2. Additional Superannuation Contributions: The ASC rates for 2022 are unchanged. Below are the current rates of ASC.

Thresholds/Rates in 2022

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 February 2022 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 February 2022.

6. Premium Rates of Pay

- 6.1 Premium rates of pay payable in respect of or subsequent to 1 February 2022 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 1 February 2022.

7. Allowances

- 7.1 Allowances in the nature of pay for local authority staff to whom this circular applies may be increased by 1% from 1 February 2022.
- 7.2 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 February 2022.

8. Queries

- 8.1 Enquiries from individual officers in respect of this circular should be addressed in the first instance to the local HR Unit of their parent local authority.
- 8.2 This circular will be available on the Department's website. Enquiries regarding the application of this circular from HR units should be emailed to: localservices@housing.gov.ie

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Joan Murphy
Assistant Principal Officer
Local Government HR

Appendix to Circular Letter EL 01/2022
Revised Local Authority Scales Operative from 1st February 2022

Director of Service/Executive Manager DCC

Point	01/02/2022
1	€97,690
2	€102,129
3	€106,571
4	€111,009
5	€115,451

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

Point	01/02/2022
1	€69,960
2	€70,585
3	€73,329
4	€76,092
5	€78,860
6	€81,598
7	€84,353
LSI 1	€87,480
LSI 2	€92,459*

* Application of the Sectoral Bargaining Fund for Bargaining Units not online for a 1% general round increase

Grade 7 - Administrative Officer/ Senior Executive Librarian

Point	01/02/2022
1	€51,853
2	€53,122
3	€54,605
4	€56,089
5	€57,577
6	€58,903
7	€60,264
8	€61,582
9	€62,894
LSI 1	€65,147
LSI 2	€67,410

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

Point	01/02/2022
1	€49,530
2	€50,713
3	€52,151
4	€54,861
5	€56,478
LSI 1	€58,489
LSI 2	€60,512

Grade 5 - Staff Officer/Librarian/ Legal Assistant

Point	01/02/2022
1	€44,574
2	€45,975
3	€47,378
4	€48,781
5	€50,182
LSI 1	€51,815
LSI 2	€53,454

Grade 4 - Assistant Staff Officer/ Senior Library Assistant

Point	01/02/2022
1	€29,546
2	€31,530
3	€34,347
4	€36,197
5	€37,816
6	€39,381
7	€41,493
8	€43,022
9	€44,574
LSI 1	€46,001
LSI 2	€47,435

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

Point	01/02/2022
1	€25,353
2	€26,985
3	€27,389
4	€28,204
5	€29,395
6	€30,589
7	€31,783
8	€32,649
9	€33,632
10	€34,770
11	€35,578
12	€36,708
13	€37,844
14	€39,982
LSI 1	€41,500

*Hourly rate for a Branch Librarian is based on the Library Assistant salary scale. The rate below, effective from 01/02/2022, 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 01/02/2022
1	€13.13
2	€13.98
3	€14.19
4	€14.61
5	€15.23
6	€15.84
7	€16.46
8	€16.91
9	€17.42
10	€18.01
11	€18.43
12	€19.01
13	€19.60
14	€20.71
LSI	€21.50

County Engineer	
Point	01/02/2022
1	€85,141
2	€88,301
3	€91,456
4	€94,614
5	€97,771
LSI 1	€101,093
LSI 2	€104,411

Senior Engineer	
Point	01/02/2022
1	€79,367
2	€81,313
3	€83,251
4	€85,196
5	€87,138
6	€89,088
LSI 1	€92,022
LSI 2	€94,959

Senior Executive Engineer	
Point	01/02/2022
1	€68,339
2	€70,435
3	€71,437
4	€73,547
5	€75,675
6	€77,795
7	€79,931
LSI 1	€82,614
LSI 2	€85,290

Executive Engineer	
Point	01/02/2022
1	€51,549
2	€53,425
3	€55,300
4	€57,179
5	€59,058
6	€60,934
7	€62,814
8	€64,683
9	€66,570
10	€68,442
LSI 1	€70,600
LSI 2	€71,656

Assistant Engineer	
Point	01/02/2022
1	€40,422
2	€42,913
3	€44,741
4	€46,588
5	€48,421
6	€50,259
7	€52,114
8	€53,968
9	€55,822
10	€57,679
11	€59,547
LSI 1	€61,454
LSI 2	€63,365

Graduate Engineer	
Point	01/02/2022
1	€33,029
2	€35,677
3	€39,466
4	€42,920

Project Resident Engineer	
	01/02/2022
	€96,734

Senior Resident Engineer	
	01/02/2022
	€87,057

Resident Engineer	
	01/02/2022
From:	€65,534
To:	€73,539

Assistant Resident Engineer	
	01/02/2022
From:	€47,083
To:	€65,108

Graduate Resident Engineer	
	01/02/2022
From:	€35,907
To:	€47,083

Site Technician Level 1	
	01/02/2022
From:	€53,077
To:	€57,633

Site Technician Level 2	
	01/02/2022
From:	€45,173
To:	€53,077

Chief Technician	
Point	01/02/2022
1	€49,150
2	€50,319
3	€51,703
4	€53,095
5	€54,494
6	€55,739
7	€57,011
8	€58,240
9	€59,460
LSI 1	€61,588
LSI 2	€63,725

Senior Executive Technician	
Point	01/02/2022
1	€47,577
2	€48,547
3	€49,873
4	€52,131
5	€53,498
LSI 1	€55,403
LSI 2	€57,315

Executive Technician	
Point	01/02/2022
1	€44,755
2	€45,863
3	€46,999
4	€48,129
5	€49,264
6	€50,391
LSI 1	€52,033
LSI 2	€53,675

Technician Grade I	
Point	01/02/2022
1	€41,814
2	€42,502
3	€43,402
4	€44,305
5	€45,188
6	€46,087
7	€46,906
LSI 1	€48,418
LSI 2	€49,935

Technician Grade II	
Point	01/02/2022
1	€28,710
2	€30,232
3	€31,725
4	€32,536
5	€33,474
6	€34,567
7	€35,306
8	€36,397
9	€37,466
10	€38,561
11	€39,646
12	€40,674
13	€41,814
LSI 1	€43,156
LSI 2	€44,486

Senior Social Worker		Social Worker		Professionally Qualified Housing Welfare Officer		Housing Welfare Officer	
Point	01/02/2022	Point	01/02/2022	Point	01/02/2022	Point	01/02/2022
1	€70,076	1	€36,167	1	€47,695	1	€37,610
2	€72,095	2	€38,938	2	€49,951	2	€40,325
3	€75,143	3	€40,010	3	€52,218	3	€41,615
4	€78,188	4	€42,036	4	€54,502	4	€43,596
5	€81,238	5	€44,139	5	€56,775	5	€45,667
6	€84,287	6	€46,240	6	€59,051	6	€47,719
		7	€48,319	7	€61,331	7	€49,753
		8	€50,450	LSI 1	€62,521	8	€51,813
		9	€52,561			9	€53,889
		10	€54,188			10	€55,436
		11	€55,814			11	€57,004
		LSI 1	€56,893			LSI 1	€58,104

OUTDOOR

Craftworkers/ Craftworkers' Mates/Supervisory Craftworkers

	Craftworker	Craftworker's Mate	Chargehand	Assistant Foreman	Foreman (Craft)
	01/02/2022	01/02/2022	01/02/2022	01/02/2022	01/02/2022
Point 1	€672.63	€560.07	€796.51	€831.43	€883.80
after 0.5 years	€693.61	€578.40	€805.30	€840.59	€893.63
after 1.5 years	€744.02	€618.92	€809.54	€845.09	€898.36
after 2.5 years	€749.23	€619.69	€814.22	€849.97	€903.60
after 3.5 years	€754.37	€622.98	€818.65	€854.58	€908.53
after 4.5 years	€759.55	€626.53	€820.97	€857.04	€911.11
after 5.5 years	€764.73	€629.86	€823.15	€859.36	€913.58
after 6.5 years	€769.90	€631.62	€825.45	€861.72	€916.13
after 7.5 years	€775.08	€633.28	€827.76	€864.13	€918.71
after 8.5 years	€780.26	€635.01	€831.35	€867.91	€922.73
after 9.5 years	€785.41	€636.73	€834.15	€870.82	€925.86
after 10.5 years		€639.45	€840.91	€877.89	€933.38
after 11.5 years		€641.59			
after 12.5 years		€643.49			

General Operatives and Related Grades (outside the Dublin area)

	Foreman	Driver Plant Operator A	Light Equipment Operator	Refuse Collector	Ganger
	01/02/2022	01/02/2022	01/02/2022	01/02/2022	01/02/2022
Point 1	€661.39	€648.26	€632.45	€637.42	€642.59
after 0.5 years	€665.02	€651.84	€635.80	€640.73	€642.95
after 1.5 years	€668.35	€654.93	€638.99	€643.96	€646.10
after 2.5 years	€670.24	€656.79	€640.73	€643.96	€648.08
after 3.5 years	€670.24	€658.64	€642.53	€644.24	€649.83
after 4.5 years	€670.24	€660.53	€644.33	€646.02	€651.65
after 5.5 years	€670.24	€662.23	€644.33	€647.80	€653.59
after 6.5 years	€671.48	€664.21	€644.74	€649.67	€655.40
after 7.5 years	€673.37	€666.07	€646.61	€651.51	€657.35
after 8.5 years	€675.39	€668.03	€648.50	€653.38	€659.48
after 9.5 years	€677.55	€670.04	€650.55	€655.40	€661.32
after 10.5 years	€679.51	€670.04	€652.51	€657.36	€663.40
after 11.5 years	€681.51	€670.04	€654.37	€659.23	€665.36

	Driver Plant Operator B	Mobile Library Driver/Assistant	Water & Sewerage Caretaker Grade 3	General Operative/Labourer
	01/02/2022	01/02/2022	01/02/2022	01/02/2022
Point 1	€662.76	€669.81	€661.39	€567.88
after 0.5 years	€666.20	€673.17	€665.02	€581.18
after 1.5 years	€669.65	€676.55	€668.35	€621.47
after 2.5 years	€671.54	€678.43	€670.24	€624.77
after 3.5 years	€671.54	€680.29	€670.24	€627.93
after 4.5 years	€671.54	€682.15	€670.24	€629.72
after 5.5 years	€671.54	€684.00	€670.24	€631.54
after 6.5 years	€672.67	€685.96	€671.48	€633.33
after 7.5 years	€674.65	€687.90	€673.37	€635.11
after 8.5 years	€676.70	€689.87	€675.39	€636.99
after 9.5 years	€678.75	€691.87	€677.55	€638.85
after 10.5 years	€680.79	€694.00	€679.51	€640.82
after 11.5 years	€682.86	€695.94	€681.51	€642.76
				€642.76
				€643.49

	Water & Sewerage Caretaker Grade 5	General Services Supervisor
	01/02/2022	01/02/2022
Point 1	€708.44	€774.08
after 1 year	€715.47	€790.21
after 2 years	€722.35	€806.32
after 3 years	€729.82	€822.92
after 4 years	€737.28	€839.41
after 5 years	€744.86	€855.88
after 6 years	€752.29	€872.43
after 7 years	€759.27	€888.83
after 8 years	€766.23	€905.26
after 9 years	€770.87	€921.61

Part - Time Fire Service Personnel		Station Officer		Sub Officer / Driver Mechanic	
Part - Time Firefighter		01/02/2022		01/02/2022	
0-2 Years	€8,359	0-5 Years	€17,067	0-5 Years	€12,920
2-5 Years	€9,289	5-10 Years	€19,142	5-10 Years	€14,491
5-10 Years	€10,415	10+	€21,034	10+	€15,923
10+	€11,446				
Attendance	Drill Rate	Day		Night/Weekend	
		1st Hour	Subsequent hours	1st Hour	Subsequent hours
Rates	€22.05	€44.10	€22.05	€88.20	€44.10