

An Roinn Tithíochta,
Pleanála agus Rialtais Áitiúil
Department of Housing,
Planning and Local Government



22 September 2020

Circular EL 02/2020: Application of 01 October 2020 pay adjustments.

Dear Chief Executive,

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)

1. Application

- 1.1. This circular applies to all local authority grades.
- 1.2. 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 local authority employees should be considered "covered" local authority employees 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 pay scales and to the nearest cent on weekly pay scales. 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 local authority employees who are “covered” local authority employees will be increased by 2% with effect from **1 October 2020**.
- 3.2. Revised pay scales are set out in the Appendix to this circular.

4. Pensions

- 4.1. Pension increases
Local authorities 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 S.1/2018 and S. 2/2020.
- 4.2. Additional Superannuation Contributions:

Covered local authority employees –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.

7. Queries

7.1

This circular will be available on the Department's website. Enquiries from individual officers in respect of this circular should be addressed in the first instance 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

7.2

This circular is also available at www.circulars.gov.ie.

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Mary Turner
Assistant Principal Officer
Local Government HR & State Governance

cc Personnel Officer

Appendix to Circular Letter EL 02/2020
Revised Local Authority Scales Operative from 1st October 2020

Director of Service/Executive Manager DCC

Point	01/10/2020
1	€95,765
2	€100,117
3	€104,471
4	€108,822
5	€113,176

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

Point	01/10/2020
1	€69,267
2	€69,886
3	€72,518
4	€75,151
5	€77,788
6	€80,396
7	€83,022
LS1 1	€86,000
LS1 2	€88,970

Grade 7 - Administrative Officer/ Senior Executive Librarian

Point	01/10/2020
1	€50,832
2	€52,075
3	€53,529
4	€54,984
5	€56,443
6	€57,743
7	€59,076
8	€60,368
9	€61,654
LSI 1	€63,863
LSI 2	€66,082

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

Point	01/10/2020
1	€48,540
2	€49,711
3	€51,124
4	€53,780
5	€55,365
LSI 1	€57,337
LSI 2	€59,320

Grade 5 - Staff Officer/Librarian/ Legal Assistant

Point	01/10/2020
1	€43,633
2	€45,020
3	€46,409
4	€47,798
5	€49,185
LSI 1	€50,794
LSI 2	€52,401

Grade 4 - Assistant Staff Officer/ Senior Library Assistant

Point	01/10/2020
1	€28,753
2	€30,718
3	€33,507
4	€35,339
5	€36,942
6	€38,491
7	€40,582
8	€42,096
9	€43,633
LSI 1	€45,046
LSI 2	€46,465

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

Point	01/10/2020
1	€24,602
2	€26,218
3	€26,618
4	€27,425
5	€28,694
6	€29,786
7	€30,968
8	€31,826
9	€32,799
10	€33,926
11	€34,726
12	€35,845
13	€36,969
14	€39,086
LSI 1	€40,589

*Hourly rate for a Branch Librarian is based on the Library Assistant salary scale. The rate below, effective from 01/10/2020, 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 01/10/2020
1	€12.74
2	€13.59
3	€13.79
4	€14.21
5	€14.81
6	€15.43
7	€16.04
8	€16.48
9	€16.99
10	€17.57
11	€17.98
12	€18.56
13	€19.15
14	€20.25
LSI	€21.02

County Engineer	
Point	01/10/2020
1	€82,970
2	€85,951
3	€88,926
4	€91,906
5	€94,884
LSI 1	€98,019
LSI 2	€101,149

Senior Engineer	
Point	01/10/2020
1	€77,522
2	€79,358
3	€81,188
4	€83,021
5	€84,853
6	€86,694
LSI 1	€89,460
LSI 2	€92,231

Senior Executive Engineer	
Point	01/10/2020
1	€66,992
2	€69,048
3	€70,030
4	€72,031
5	€74,039
6	€76,038
7	€78,054
LSI 1	€80,585
LSI 2	€83,110

Executive Engineer	
Point	01/10/2020
1	€50,534
2	€52,372
3	€54,210
4	€56,052
5	€57,894
6	€59,734
7	€61,576
8	€63,409
9	€65,258
10	€67,093
LSI 1	€69,209
LSI 2	€70,245

Assistant Engineer	
Point	01/10/2020
1	€39,522
2	€41,988
3	€43,798
4	€45,627
5	€47,442
6	€49,261
7	€51,087
8	€52,905
9	€54,722
10	€56,543
11	€58,373
LSI 1	€60,244
LSI 2	€62,117

Graduate Engineer	
Point	01/10/2020
1	€32,202
2	€34,824
3	€38,575
4	€41,995

Project Resident Engineer	
01/10/2020	€93,905

Senior Resident Engineer	
01/10/2020	€84,778

Resident Engineer	
From:	01/10/2020
To:	€64,743
	€72,023

Assistant Resident Engineer	
From:	01/10/2020
To:	€46,117
	€63,825

Graduate Resident Engineer	
From:	01/10/2020
To:	€35,051
	€46,117

Site Technician Level 1	
Point	01/10/2020
From:	€52,051
To:	€56,497

Site Technician Level 2	
Point	01/10/2020
From:	€44,226
To:	€52,031

Chief Technician	
Point	01/10/2020
1	€48,163
2	€49,321
3	€50,684
4	€52,049
5	€53,420
6	€54,641
7	€55,888
8	€57,092
9	€58,288
LSI 1	€60,374
LSI 2	€62,469

Senior Executive Technician	
Point	01/10/2020
1	€46,606
2	€47,566
3	€48,879
4	€51,104
5	€52,444
LSI 1	€54,311
LSI 2	€56,186

Executive Technician	
Point	01/10/2020
1	€43,812
2	€44,909
3	€46,034
4	€47,152
5	€48,276
6	€49,392
LSI 1	€51,008
LSI 2	€52,618

Technician Grade I	
Point	01/10/2020
1	€40,900
2	€41,581
3	€42,472
4	€43,366
5	€44,241
6	€45,111
7	€45,942
LSI 1	€47,439
LSI 2	€48,941

Technician Grade II	
Point	01/10/2020
1	€27,926
2	€29,433
3	€30,911
4	€31,714
5	€32,643
6	€33,725
7	€34,456
8	€35,537
9	€36,995
10	€37,679
11	€38,753
12	€39,771
13	€40,900
LSI 1	€42,229
LSI 2	€43,546

Senior Social Worker

Point	01/10/2020
1	€68,695
2	€70,674
3	€73,662
4	€76,648
5	€79,638
6	€82,626

Point	01/10/2020
1	€35,309
2	€36,952
3	€39,114
4	€41,120
5	€43,202
6	€45,282
7	€47,341
8	€49,450
9	€51,528
10	€53,120
11	€54,714
LSI 1	€55,772

Professionally Qualified Housing Welfare Officer		Housing Welfare Officer	
Point	01/10/2020	Point	01/10/2020
1	€46,723	1	€36,738
2	€48,956	2	€39,426
3	€51,189	3	€40,703
4	€53,428	4	€42,664
5	€55,656	5	€44,715
6	€57,887	6	€46,747
7	€60,123	7	€48,760
LSI 1	€61,289	8	€50,792
		9	€52,827
		10	€54,344
		11	€55,881
		LSI 1	€56,959

OUTDOOR

Craftworkers/ Craftworkers' Mates/Supervisory Craftworkers

	Craftworker	Craftworker's Mate	Chargehand	Assistant Foreman	Foreman (Craft)
	01/10/2020	01/10/2020	01/10/2020	01/10/2020	01/10/2020
Point 1	€656.39	€544.94	€779.04	€813.62	€865.47
after 0.5 years	€677.16	€563.09	€787.75	€822.69	€875.20
after 1.5 years	€727.07	€603.21	€791.94	€827.14	€879.89
after 2.5 years	€732.23	€603.97	€796.58	€831.97	€885.07
after 3.5 years	€737.32	€607.23	€800.96	€836.54	€889.99
after 4.5 years	€742.45	€610.75	€803.26	€838.97	€892.51
after 5.5 years	€747.58	€614.04	€805.42	€841.27	€894.95
after 6.5 years	€752.70	€615.79	€807.70	€843.61	€897.48
after 7.5 years	€757.83	€617.43	€809.98	€845.99	€900.03
after 8.5 years	€762.95	€619.14	€813.54	€849.74	€904.01
after 9.5 years	€768.05	€620.85	€816.31	€852.62	€907.11
after 10.5 years		€623.54	€823.00	€859.62	€914.56
after 11.5 years		€625.66			
after 12.5 years		€627.54			

General Operatives and Related Grades (outside the Dublin area)

	Foreman	Driver Plant Operator A	Light Equipment Operator	Refuse Collector	Ganger
	01/10/2020	01/10/2020	01/10/2020	01/10/2020	01/10/2020
Point 1	€645.26	€632.26	€616.61	€621.53	€626.65
after 0.5 years	€648.86	€635.81	€619.92	€624.81	€627.00
after 1.5 years	€652.15	€638.87	€623.08	€628.00	€630.12
after 2.5 years	€654.02	€640.71	€624.81	€628.00	€632.08
after 3.5 years	€654.02	€642.54	€626.59	€628.28	€633.82
after 4.5 years	€654.02	€644.41	€628.37	€630.04	€635.62
after 5.5 years	€654.02	€646.09	€628.37	€631.81	€637.54
after 6.5 years	€655.25	€648.05	€628.78	€633.96	€639.33
after 7.5 years	€657.12	€649.90	€630.63	€635.48	€641.26
after 8.5 years	€659.12	€651.84	€632.50	€637.33	€643.37
after 9.5 years	€661.26	€653.83	€634.53	€639.33	€645.19
after 10.5 years	€663.20	€653.83	€636.47	€641.27	€647.25
after 11.5 years	€665.18	€653.83	€638.31	€643.12	€649.19

Driver Plant Operator B		Mobile Library Driver/Assistant		Water & Sewerage Caretaker Grade 3		General Operative/Labourer	
	01/10/2020		01/10/2020		01/10/2020		01/10/2020
Point 1	€646.62		€653.60		€645.26		€552.68
after 0.5 years	€650.02		€656.92		€648.86		€565.85
after 1.5 years	€653.44		€660.27		€652.15		€605.74
after 2.5 years	€655.31		€662.13		€654.02		€609.00
after 3.5 years	€655.31		€663.97		€654.02		€612.13
after 4.5 years	€655.31		€665.82		€654.02		€613.91
after 5.5 years	€655.31		€667.65		€654.02		€615.71
after 6.5 years	€656.43		€669.59		€655.25		€617.48
after 7.5 years	€658.39		€671.51		€657.12		€619.24
after 8.5 years	€660.42		€673.46		€659.12		€621.10
after 9.5 years	€662.45		€675.44		€661.26		€622.94
after 10.5 years	€664.47		€677.55		€663.20		€624.90
after 11.5 years	€666.52		€679.47		€665.18		€626.82
after 12.5 years							€628.62
after 13.5 years							€627.54

Water & Sewerage Caretaker Grade 5		General Services Supervisor	
	01/10/2020		01/10/2020
Point 1	€591.85		€756.84
after 1 year	€598.82		€772.81
after 2 years	€705.62		€788.76
after 3 years	€713.01		€805.19
after 4 years	€720.40		€821.52
after 5 years	€727.91		€837.83
after 6 years	€735.26		€854.21
after 7 years	€742.17		€870.45
after 8 years	€749.06		€886.72
after 9 years	€753.66		€902.91

Part - Time Fire Service Personnel		Station Officer		Sub Officer / Driver Mechanic	
	01/10/2020		01/10/2020		01/10/2020
Part - Time Firefighter		0-5 Years	€15,731	0-5 Years	€12,665
0-2 Years	€8,194	5-10 Years	€18,764	5-10 Years	€14,206
2-5 Years	€9,106	10+	€20,620	10+	€15,609
5-10 Years	€10,210				
10+	€11,221				

Attendance	Drill Rate	Day		Night/Weekend	
		1st Hour	Subsequent hours	1st Hour	Subsequent hours
Rates	€21.61	€43.23	€21.61	€86.46	€43.23

