



**03 December 2018**

**Circular EL 07/2018: Application of 1 January 2019 pay adjustments for local authority employees earning up to and including €30,000 in accordance with the Public Service Pay and Pensions Act (2017) .**

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 employees with an annualised salary of up to and including €30,000.
- 1.2. The pay adjustments should be applied, as appropriate, from **1 January 2019**.

**2. General**

- 2.1. This circular sets out the pay increases due on 1 January 2019 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 to whom it applies should be considered “covered” 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 €0.01.

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

- 3.1. In accordance with section 8(1) of the Act, annualised salaries of up to and including €30,000 will be increased by **1%** with effect from **1 January 2019**.

3.2. Revised pay scales to which this circular applies, are set out in the Appendix to this circular.

#### **4. Pension-Related Deduction**

4.1 The Pension Related Deduction will be replaced by the Additional Superannuation Contribution (ASC) from 1 January 2019. A separate circular will issue explaining this contribution.

#### **5. Overtime**

5.1. Payment in respect of overtime rendered on or subsequent to 1 January 2019 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 January 2019.

#### **6. Officers on Mark-Time**

6.1. For officers on mark-time, both notional and mark-time pay will be revised with effect from 1 January 2019.

#### **7. Premium Rates of Pay**

7.1. Premium rates of pay payable in respect of or subsequent to 1 January 2019 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 2019.

#### **8. Allowances**

8.1. 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 2019.

8.2. Fixed allowances remain unchanged.

#### **9. Pension Entitlement “Grace Period”**

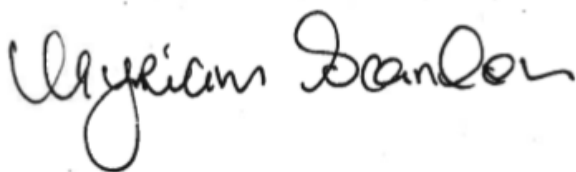
9.1. Local authorities are reminded that employees who retire during the grace period are entitled to have any impact on pay arising from the FEMPI 2013 suspension of the operation of a pay scale i.e. increment freeze or delay, discounted in the calculation of their pension and lump sum awards.

9.2. This “grace period” was provided for originally under section 9 of the FEMPI Act 2013, and has been extended to 1 April 2019 by S.I. No. 547 of 2015.

## 10. Queries

10.1 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)

Yours sincerely

A handwritten signature in black ink that reads "Myriam Scanlon". The signature is written in a cursive style with a large, looped initial 'M'.

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Myriam Scanlon  
Assistant Principal  
Local Government HR & State Governance

## Appendix to Circular Letter EL 07/2018

### Revised Local Authority Scales Operative from 1st January 2019

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

Point	01/10/2018	01/01/2019
1	€27,294	<b>€27,567</b>
2	€29,159	<b>€29,451</b>
3	€32,285	€32,285
4	€34,050	€34,050
5	€35,595	€35,595
6	€37,087	€37,087
7	€39,102	€39,102
8	€40,561	€40,561
9	€42,041	€42,041
LSI 1	€43,403	€43,403
LSI 2	€44,771	€44,771

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

Point	01/10/2018	01/01/2019
1	€23,353	<b>€23,587</b>
2	€24,887	<b>€25,136</b>
3	€25,266	<b>€25,519</b>
4	€26,033	<b>€26,293</b>
5	€27,151	<b>€27,423</b>
6	€28,274	<b>€28,557</b>
7	€29,396	<b>€29,690</b>
8	€30,513	€30,513
9	€31,603	€31,603
10	€32,689	€32,689
11	€33,459	€33,459
12	€34,538	€34,538
13	€35,621	€35,621
14	€37,661	€37,661
LSI 1	€39,109	€39,109

\*Hourly rate for a Branch Librarian is based on the Library Assistant salary scale. The rate below, effective from 01/01/2019, 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	Hourly Rate 01/01/2019
1	€12.10	<b>€12.22</b>
2	€12.89	<b>€13.02</b>
3	€13.09	<b>€13.22</b>
4	€13.48	<b>€13.62</b>
5	€14.06	<b>€14.20</b>

6	€14.64	<b>€14.79</b>
7	€15.23	<b>€15.38</b>
8	€15.80	€15.80
9	€16.37	€16.37
10	€16.93	€16.93
11	€17.33	€17.33
12	€17.89	€17.89
13	€18.45	€18.45
14	€19.51	€19.51
LSI	€20.26	€20.26

### Technician Grade II

Point	01/10/2018	01/01/2019
1	€26,508	<b>€26,773</b>
2	€27,939	<b>€28,218</b>
3	€29,342	<b>€29,635</b>
4	€30,405	€30,405
5	€31,453	€31,453
6	€32,495	€32,495
7	€33,199	€33,199
8	€34,241	€34,241
9	€35,260	€35,260
10	€36,305	€36,305
11	€37,340	€37,340
12	€38,320	€38,320
13	€39,408	€39,408
LSI 1	€40,689	€40,689
LSI 2	€41,958	€41,958

### Outdoor

#### Craftworker's Mate

	01/10/2018	01/01/2019
Point 1	€517.28	<b>€522.45</b>
after 0.5 years	€534.50	<b>€539.85</b>
after 1.5 years	€572.59	<b>€578.32</b>
after 2.5 years	€579.05	€579.05
after 3.5 years	€582.17	€582.17
after 4.5 years	€585.54	€585.54
after 5.5 years	€588.70	€588.70
after 6.5 years	€590.39	€590.39
after 7.5 years	€591.95	€591.95
after 8.5 years	€593.59	€593.59
after 9.5 years	€595.23	€595.23
after 10.5 years	€597.81	€597.81
after 11.5 years	€599.84	€599.84
after 12.5 years	€604.66	€604.66

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

### General Operative/Labourer

	01/10/2018	01/01/2019
Point 1	€524.62	<b>€529.87</b>
after 0.5 years	€537.13	<b>€542.50</b>
after 1.5 years	€580.75	€580.75
after 2.5 years	€583.87	€583.87
after 3.5 years	€586.87	€586.87
after 4.5 years	€588.58	€588.58
after 5.5 years	€590.31	€590.31
after 6.5 years	€592.00	€592.00
after 7.5 years	€593.69	€593.69
after 8.5 years	€595.47	€595.47
after 9.5 years	€597.24	€597.24
after 10.5 years	€599.12	€599.12
after 11.5 years	€600.95	€600.95
after 12.5 years	€602.85	€602.85
after 13.5 years	€604.66	€604.66