



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



**22 December 2017**

**Application of 01 January 2018 pay adjustments in accordance with the Financial Emergency Measures in the Public Interest Act, 2015 and the Public Service Pay and Pensions Act 2017 and to set out the PRD arrangements for 2018.**

**To:** Chief Executives and HR Managers

**Circular Number:** Circular EL 10/2017

**Purpose:** To set out the adjustments to the pay of local authority staff on 01 January 2018 as provided for under the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015 and the Public Service Pay and Pensions Act 2017 and to set out the PRD arrangements for 2018.

**Relevant Legislation:** Financial Emergency Measures in the Public Interest Act 2009; Financial Emergency Measures in the Public Interest (No.2) Act 2009; Financial Emergency Measures in the Public Interest Act 2013; Financial Emergency Measures in the Public Interest Act 2015; Public Service Pay and Pensions Act 2017.

**Effective From:** 1 January 2018

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 Financial Emergency Measures in the Public Interest Act 2015 and the Public Service Pay and Pensions Act 2017 and to set out the PRD arrangements for 2018.

## **1. Application**

- 1.1. This Circular applies to all local authority staff.
  
- 1.2 The pay adjustments should be applied, as appropriate, from **1 January 2018**.

## **2. General**

- 2.1. This Circular sets out the pay restoration and pay increases due on 1 January 2018 as provided for in the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015 and the Public Service Pay and Pensions Act 2017 (“the Act”).
  
- 2.2. For the purpose of this Circular, all local authority staff should be considered “covered “public servants pursuant to section 3 of the Act.
  
- 2.3. This Circular also provides for the second half of pay restoration for certain public servants who were subject to pay adjustments under FEMPI 2013 / the Haddington Road Agreement (“the HRA reduction”).
  
- 2.4. This Circular also sets out arrangements in respect of the Pension-Related Deduction (PRD) for the year 2018.

- 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. Restoration of the HRA reduction**

- 3.1. In accordance with section 6C of the FEMPI (No. 2) Act 2009 (as inserted by section 3 of the FEMPI Act 2015), the following adjustments to annualised salaries will be applied with effect from **1 January 2018** for those whose annual remuneration is not less than €65,000 and not more than €110,000 **after** the HRA reduction:

- The second half of the amount of the reduction incurred under the FEMPI Act 2013/ the Haddington Road Agreement will be restored.

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

- 4.1. In accordance with section 7(1) of the Act, the annualised amount of the basic salary of local authority staff who are “covered” public servants will be increased by **1%** with effect from **1 January 2018**.
- 4.2. Revised pay scales for all general grades are set in the attached Appendix.

### **5. Interaction between restoration of the HRA reduction and pay increases under the PSSA**

- 5.1. Local authority staff who are due the second half of the restoration of the HRA reduction will have the 1% increase due on 1 January 2018 applied in accordance with section 17 of the Act.
- 5.2. Local authority staff who have not yet achieved full restoration of their HRA reduction will have the 1% increase due on 1 January 2018 calculated in accordance with section 18 of the Act. (A detailed guidance note will issue in respect of this.)

## 6. Further Pay Related Circulars

- 6.1. A further Circular will issue with regard to the pay adjustments due on **1 October 2018**.

## 7. Pension-Related Deduction

- 7.1. There is **no change** to the thresholds or rates of PRD for the year 2018.
- 7.2. The current PRD table is provided below:

<b>Amount of Remuneration</b>	<b>Rate of Deduction</b>
Up to €28,750	Exempt
€28,750 - €60,000	10%
Any amount over €60,000	10.5%

## 8. Possible Anomalies

- 8.1. The application of adjustments under paragraph 3.1 or 4.1 above may result in the basic salary of a public servant being higher than the basic salary applicable to a higher point on that public servant pay scale.
- 8.3. While no such anomaly arises in respect of the revised pay scales in appendices to this Circular, HR Managers should consult with this Department where any anomalies are identified.

## **9. Overtime**

- 9.1. Payment in respect of overtime rendered on or subsequent to 1 January 2018 by members of grades to which this Circular applies should be calculated by reference to the revised pay rates with effect from 1 January 2018.

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

- 10.1. For officers on mark-time, both notional and mark-time pay will be revised with effect from 1 January 2018.

## **11. Premium Rates of Pay**

- 11.1. Premium rates of pay payable in respect of or subsequent to 1 January 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 1 January 2018.

## **12. Allowances**

- 12.1. 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 2018.
- 12.2. Fixed allowances are unaffected by these measures.

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

- 13.1. Local Authorities are reminded that for the purposes of calculating pension and lump sum awards at retirement, the pay reductions applied under the FEMPI Act 2013 are disregarded for persons who retire from the public service up to 1 April 2019.
- 13.2. This “grace period” is 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.

- 13.3. With the application of paragraph 3.1 above complete as of 1 January 2018, this “grace period” protection in respect of the FEMPI 2013 pay reductions will only continue to apply in respect of public servants with post-HRA remuneration in excess of €110,000, who will not have achieved full restoration of the FEMPI Act 2013 salary adjustment until 1 April 2019.
- 13.4. 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 Act 2013 salary adjustments applying to salaries in excess of €65,000.
- 13.5. It should also be noted that public servants 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.

#### 14. Queries

- 14.1. Individual queries in relation to this circular should be raised in the first instance with PeoplePoint or, where applicable, with local HR Units.
- 14.2. Local authorities who experience difficulties that arise in the application of this Circular should raise the matter with this Department via email to [localservices@housing.gov.ie](mailto:localservices@housing.gov.ie)
- 14.4. This Circular will be made available the Department’s Website: [www.housing.gov.ie](http://www.housing.gov.ie)

Mise le meas,



---

Conor McCabe  
Assistant Principal Officer  
Local Government HR

**Appendix to Circular Letter EL 10/2017**

**Revised Local Authority Scales Operative from 1st January 2018**

**Director of Service/Executive Manager DCC**

Point	01/01/2018
1	€91,358
2	€95,511
3	€99,664
4	€103,815
5	€107,969

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

Point	01/01/2018
1	€66,080
2	€66,671
3	€69,181
4	€71,693
5	€74,209
6	€76,697
7	€79,202
LSI 1	€82,044
LSI 2	€84,876

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

Point	01/01/2018
1	€48,493
2	€49,679
3	€51,065
4	€52,454
5	€53,846
6	€55,086
7	€56,358
8	€57,590
9	€58,817
LSI 1	€60,925
LSI 2	€63,042

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

Point	01/01/2018
1	€46,307
2	€47,424
3	€48,772
4	€51,305
5	€52,817
LSI 1	€54,699

LSI 2	€56,591
-------	---------

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

Point	01/01/2018
1	€41,625
2	€42,949
3	€44,273
4	€45,599
5	€46,923
LSI 1	€48,457
LSI 2	€49,990

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

Point	01/01/2018
1	€27,024
2	€28,870
3	€31,965
4	€33,713
5	€35,243
6	€36,720
7	€38,715
8	€40,159
9	€41,625
LSI 1	€42,973
LSI 2	€44,328

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

Point	01/01/2018
1	€23,122
2	€24,641
3	€25,016
4	€25,775
5	€26,882
6	€27,994
7	€29,105
8	€30,211
9	€31,290
10	€32,365
11	€33,128
12	€34,196
13	€35,268
14	€37,288
LSI 1	€38,722



### **County Engineer**

Point	01/01/2018
1	€79,152
2	€81,997
3	€84,835
4	€87,677
5	€90,519
LSI 1	€93,509
LSI 2	€96,495

### **Senior Engineer**

Point	01/01/2018
1	€73,955
2	€75,707
3	€77,452
4	€79,201
5	€80,949
6	€82,705
LSI 1	€85,345
LSI 2	€87,988

### **Senior Executive Engineer**

Point	01/01/2018
1	€63,909
2	€65,871
3	€66,808
4	€68,717
5	€70,633
6	€72,540
7	€74,463
LSI 1	€76,877
LSI 2	€79,286

### **Executive Engineer**

Point	01/01/2018
1	€48,209
2	€49,962
3	€51,716
4	€53,473
5	€55,231
6	€56,986
7	€58,744
8	€60,492
9	€62,255
10	€64,006

LSI 1	€66,025
LSI 2	€67,014

### **Assistant Engineer**

Point	01/01/2018
1	€37,704
2	€40,056
3	€41,782
4	€43,528
5	€45,259
6	€46,994
7	€48,737
8	€50,471
9	€52,204
10	€53,942
11	€55,687
LSI 1	€57,472
LSI 2	€59,259

### **Graduate Engineer**

Point	01/01/2018
1	€30,568
2	€33,222
3	€36,801
4	€40,063

### **Project Resident Engineer**

01/01/2018
€89,585

### **Senior Resident Engineer**

01/01/2018
€80,877

### **Resident Engineer**

	01/01/2018
From:	€61,287
To:	€68,710

### **Assistant Resident Engineer**

	01/01/2018
From:	€43,995
To:	€60,889

**Graduate Resident Engineer**

	01/01/2018
From:	€33,439
To:	€43,995

**Site Technician Level 1**

	01/01/2018
From:	€49,638
To:	€53,897

**Site Technician Level 2**

	01/01/2018
From:	€42,191
To:	€49,638

**Chief Technician**

Point	01/01/2018
1	€45,948
2	€47,051
3	€48,351
4	€49,653
5	€50,962
6	€52,128
7	€53,317
8	€54,465
9	€55,606
LSI 1	€57,596
LSI 2	€59,595

**Senior Executive Technician**

Point	01/01/2018
1	€44,461
2	€45,377
3	€46,631
4	€48,752
5	€50,032
LSI 1	€51,812
LSI 2	€53,601

**Executive Technician**

Point	01/01/2018
1	€41,796
2	€42,843
3	€43,916
4	€44,982

5	€46,054
6	€47,120
LSI 1	€48,661
LSI 2	€50,197

### Technician Grade I

Point	01/01/2018
1	€39,018
2	€39,668
3	€40,518
4	€41,371
5	€42,206
6	€43,054
7	€43,828
LSI 1	€45,256
LSI 2	€46,689

### Technician Grade II

Point	01/01/2018
1	€26,246
2	€27,662
3	€29,051
4	€30,104
5	€31,142
6	€32,173
7	€32,870
8	€33,902
9	€34,911
10	€35,946
11	€36,970
12	€37,941
13	€39,018
LSI 1	€40,286
LSI 2	€41,543

### Senior Social Worker

Point	01/01/2018
1	€65,535
2	€67,422
3	€70,273
4	€73,122
5	€75,973
6	€78,825

### Social Worker

Point	01/01/2018
-------	------------

1	€33,685
2	€36,301
3	€37,314
4	€39,229
5	€41,215
6	€43,198
7	€45,163
8	€47,174
9	€49,155
10	€50,675
11	€52,196
LSI 1	€53,206

**Professionally Qualified Housing Welfare Officer**

Point	01/01/2018
1	€44,573
2	€46,704
3	€48,834
4	€50,969
5	€53,096
6	€55,224
7	€57,356
LSI 1	€58,469

**Housing Welfare Officer**

Point	01/01/2018
1	€35,049
2	€37,612
3	€38,831
4	€40,701
5	€42,657
6	€44,596
7	€46,517
8	€48,455
9	€50,396
10	€51,844
11	€53,310
LSI 1	€54,339

**OUTDOOR**

**Craftworkers/ Craftworkers' Mates/Supervisory Craftworkers**

**Craftworker**

	01/01/2018
Point 1	€626.19

after 0.5 years	€646.00
after 1.5 years	€693.61
after 2.5 years	€698.53
after 3.5 years	€703.40
after 4.5 years	€708.29
after 5.5 years	€713.18
after 6.5 years	€718.07
after 7.5 years	€722.96
after 8.5 years	€727.85
after 9.5 years	€732.71

### **Craftworker's Mate**

	01/01/2018
Point 1	€512.16
after 0.5 years	€529.21
after 1.5 years	€566.92
after 2.5 years	€573.32
after 3.5 years	€576.41
after 4.5 years	€579.74
after 5.5 years	€582.87
after 6.5 years	€584.54
after 7.5 years	€586.09
after 8.5 years	€587.71
after 9.5 years	€589.34
after 10.5 years	€591.89
after 11.5 years	€593.90
after 12.5 years	€598.67

### **Chargehand**

	01/01/2018
Point 1	€743.19
after 0.5 years	€751.50
after 1.5 years	€755.50
after 2.5 years	€759.93
after 3.5 years	€764.10
after 4.5 years	€766.31
after 5.5 years	€768.37
after 6.5 years	€770.53
after 7.5 years	€772.71
after 8.5 years	€776.11
after 9.5 years	€778.75
after 10.5 years	€785.13

### **Assistant Foreman**

	01/01/2018
Point 1	€776.19
after 0.5 years	€784.84

after 1.5 years	€789.08
after 2.5 years	€793.69
after 3.5 years	€798.05
after 4.5 years	€800.37
after 5.5 years	€802.55
after 6.5 years	€804.80
after 7.5 years	€807.07
after 8.5 years	€810.64
after 9.5 years	€813.39
after 10.5 years	€820.07

### **Foreman (Craft)**

	01/01/2018
Point 1	€825.65
after 0.5 years	€834.93
after 1.5 years	€839.41
after 2.5 years	€844.36
after 3.5 years	€849.00
after 4.5 years	€851.45
after 5.5 years	€853.77
after 6.5 years	€856.19
after 7.5 years	€858.61
after 8.5 years	€862.42
after 9.5 years	€865.37
after 10.5 years	€872.49

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

#### **Foreman**

	01/01/2018
Point 1	€615.57
after 0.5 years	€619.01
after 1.5 years	€622.14
after 2.5 years	€623.93
after 3.5 years	€623.93
after 4.5 years	€623.93
after 5.5 years	€623.93
after 6.5 years	€625.10
after 7.5 years	€626.89
after 8.5 years	€628.80
after 9.5 years	€630.83
after 10.5 years	€632.69
after 11.5 years	€634.57

#### **Driver Plant Operator A**

	01/01/2018
Point 1	€603.17

after 0.5 years	€606.55
after 1.5 years	€609.48
after 2.5 years	€611.24
after 3.5 years	€612.98
after 4.5 years	€614.75
after 5.5 years	€616.37
after 6.5 years	€618.23
after 7.5 years	€620.00
after 8.5 years	€621.85
after 9.5 years	€623.75
after 10.5 years	€623.75
after 11.5 years	€623.75

### **Light Equipment Operator**

	01/01/2018
Point 1	€585.31
after 0.5 years	€588.46
after 1.5 years	€591.46
after 2.5 years	€593.10
after 3.5 years	€594.78
after 4.5 years	€596.49
after 5.5 years	€598.14
after 6.5 years	€599.85
after 7.5 years	€601.61
after 8.5 years	€603.40
after 9.5 years	€605.34
after 10.5 years	€607.19
after 11.5 years	€608.94

### **Refuse Collector**

	01/01/2018
Point 1	€589.98
after 0.5 years	€593.10
after 1.5 years	€596.13
after 2.5 years	€597.78
after 3.5 years	€599.38
after 4.5 years	€601.06
after 5.5 years	€602.74
after 6.5 years	€604.51
after 7.5 years	€606.24
after 8.5 years	€608.00
after 9.5 years	€609.91
after 10.5 years	€611.77
after 11.5 years	€613.53

### **Ganger**



01/01/2018

Point 1	€594.84
after 0.5 years	€598.16
after 1.5 years	€601.13
after 2.5 years	€603.00
after 3.5 years	€604.65
after 4.5 years	€606.38
after 5.5 years	€608.21
after 6.5 years	€609.91
after 7.5 years	€611.76
after 8.5 years	€613.76
after 9.5 years	€615.50
after 10.5 years	€617.48
after 11.5 years	€619.32

### **Driver Plant Operator B**

01/01/2018

Point 1	€616.87
after 0.5 years	€620.11
after 1.5 years	€623.38
after 2.5 years	€625.16
after 3.5 years	€625.16
after 4.5 years	€625.16
after 5.5 years	€625.16
after 6.5 years	€626.23
after 7.5 years	€628.10
after 8.5 years	€630.03
after 9.5 years	€631.97
after 10.5 years	€633.90
after 11.5 years	€635.85

### **Mobile Library Driver/Assistant**

01/01/2018

Point 1	€623.52
after 0.5 years	€626.69
after 1.5 years	€629.89
after 2.5 years	€631.67
after 3.5 years	€633.42
after 4.5 years	€635.18
after 5.5 years	€636.93
after 6.5 years	€638.78
after 7.5 years	€640.61
after 8.5 years	€642.47
after 9.5 years	€644.37
after 10.5 years	€646.38
after 11.5 years	€648.21

### **Water & Sewerage Caretaker Grade 3**

	01/01/2018
Point 1	€615.57
after 0.5 years	€619.01
after 1.5 years	€622.14
after 2.5 years	€623.93
after 3.5 years	€623.93
after 4.5 years	€623.93
after 5.5 years	€623.93
after 6.5 years	€625.10
after 7.5 years	€626.89
after 8.5 years	€628.80
after 9.5 years	€630.83
after 10.5 years	€632.69
after 11.5 years	€634.57

#### **Water & Sewerage Caretaker Grade 5**

	01/01/2018
Point 1	€660.01
after 1 year	€666.66
after 2 years	€673.15
after 3 years	€680.21
after 4 years	€687.25
after 5 years	€694.43
after 6 years	€701.43
after 7 years	€708.03
after 8 years	€714.59
after 9 years	€718.98

#### **General Services Supervisor**

	01/01/2018
Point 1	€722.02
after 1 year	€737.26
after 2 years	€752.47
after 3 years	€768.14
after 4 years	€783.72
after 5 years	€799.28
after 6 years	€814.91
after 7 years	€830.40
after 8 years	€845.92
after 9 years	€861.38

#### **General Operative/Labourer**

	01/01/2018
Point 1	€519.43
after 0.5 years	€531.81
after 1.5 years	€575.00

after 2.5 years	€578.09
after 3.5 years	€581.06
after 4.5 years	€582.75
after 5.5 years	€584.47
after 6.5 years	€586.14
after 7.5 years	€587.81
after 8.5 years	€589.57
after 9.5 years	€591.33
after 10.5 years	€593.19
after 11.5 years	€595.00
after 12.5 years	€596.88
after 13.5 years	€598.67

**Part - Time Fire Service Personnel**

**Part - Time Firefighter**

	01/04/2018
0-2 Years	€7,817
2-5 Years	€8,686
5-10 Years	€9,741
10+	€10,705

**Station Officer**

	01/01/2018
0-5 Years	€15,961
5-10 Years	€17,901
10+	€19,671

**Sub Officer/Driver Mechanic**

	01/01/2018
0-5 Years	€12,082
5-10 Years	€13,551
10+	€14,891

Attendance Rates	Drill Rate	1st Hour	Day Rate		Night/Weekend	
			Subsequent hours	1st Hour	Subsequent hours	
	€20.62	€41.24	€20.62	€82.48	€40.84	