



01 October 2021

Circular E.L. 03/2021 - Application of 1 October 2021 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 October 2021

Purpose This circular sets out pay increases due on 1 October 2021 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. It should be noted that grades receiving FEMPI restoration under Circular EL 01/2021 that received more than 1% will not benefit from further adjustment as of 1 October 2021.
- 1.3. The pay adjustments should be applied, as appropriate, from **1 October 2021**.

2. General

- 2.1. This circular sets out pay increases due on 1 October 2021 as provided for in “Building Momentum – A New Public Service Agreement 2021-2022”
- 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 pay scales and to the nearest cent on weekly pay scales. 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 2021.

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% or €500, whichever is greater, with effect from 1 October 2021 subject to para 3.2 below.
- 3.2. As per section 3.1.4 of the Agreement, where pay restoration applied to a salary on 1 July 2021 under Section 19 of the Public Service Pay Pensions Act 2017 (Circular EL 01/2021 refers), the salary will not also benefit from the general round increase of 1% on 1 October 2021. Where the amount of restoration on 1 July 2021 was less than the general round increase of 1%, the salary will be increased by the balance (up to a combined total of 1%) on 1 October 2021.
- 3.3. Revised payscales are set out in the Appendix to this circular.

4. Pensions

- 4.1. Instructions will issue separately on increasing pensions in payment as a result of the pay adjustments due on 1 July 2021 and 1 October 2021.
- 4.2. Additional Superannuation Contributions (ASC): The 2020 rates will continue to apply as there have been no changes to the thresholds for ASC.

Thresholds/Rates in 2021

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 2021 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 October 2021.

6. Premium Rates of Pay

- 6.1 Premium rates of pay payable in respect of or subsequent to 1 October 2021 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 October 2021.

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 October 2021.
- 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 October 2021.

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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Mary Turner
Assistant Principal Officer
Local Government HR

Director of Service/Executive Manager DCC

Point	01/10/2021
1	€96,723
2	€101,118
3	€105,516
4	€109,910
5	€114,308

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

Point	01/10/2021
1	€69,960
2	€70,585
3	€73,329
4	€76,092
5	€78,860
6	€81,596
7	€84,353
LSI 1	€87,480
LSI 2	€90,595

Grade 7 - Administrative Officer/ Senior Executive Librarian

Point	01/10/2021
1	€51,340
2	€52,596
3	€54,064
4	€55,534
5	€57,007
6	€58,320
7	€59,667
8	€60,972
9	€62,271
LSI 1	€64,502
LSI 2	€66,743

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

Point	01/10/2021
1	€49,040
2	€50,211
3	€51,635
4	€54,318
5	€55,919
LSI 1	€57,910
LSI 2	€59,913

Grade 5 - Staff Officer/Librarian/ Legal Assistant

Point	01/10/2021
1	€44,133
2	€45,520
3	€46,909
4	€48,298
5	€49,685
LSI 1	€51,302
LSI 2	€52,925

Grade 4 - Assistant Staff Officer/ Senior Library Assistant

Point	01/10/2021
1	€29,253
2	€31,218
3	€34,007
4	€35,839
5	€37,442
6	€38,991
7	€41,082
8	€42,596
9	€44,133
LSI 1	€45,546
LSI 2	€46,965

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

Point	01/10/2021
1	€25,102
2	€26,718
3	€27,118
4	€27,925
5	€28,104
6	€30,286
7	€31,468
8	€32,326
9	€33,259
10	€34,426
11	€35,226
12	€36,345
13	€37,469
14	€38,586
LSI 1	€41,089

*Hourly rate for a Branch Librarian is based on the Library Assistant salary scale. The rate below, effective from 01/10/2021, 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
1	€13.00
2	€13.85
3	€14.05
4	€14.47
5	€15.07
6	€15.69
7	€16.30
8	€16.74
9	€17.25
10	€17.83
11	€18.24
12	€18.82
13	€19.41
14	€20.51
LSI	€21.28

County Engineer	
Point	01/10/2021
1	€84,298
2	€87,427
3	€90,550
4	€93,677
5	€96,803
LSI 1	€100,092
LSI 2	€103,377

Senior Engineer	
Point	01/10/2021
1	€78,581
2	€80,508
3	€82,427
4	€84,352
5	€86,275
6	€88,206
LSI 1	€91,111
LSI 2	€94,019

Senior Executive Engineer	
Point	01/10/2021
1	€67,662
2	€69,738
3	€70,730
4	€72,819
5	€74,926
6	€77,025
7	€79,140
LSI 1	€81,796
LSI 2	€84,446

Executive Engineer	
Point	01/10/2021
1	€51,039
2	€52,896
3	€54,752
4	€56,613
5	€58,473
6	€60,331
7	€62,192
8	€64,043
9	€65,911
10	€67,764
LSI 1	€69,901
LSI 2	€70,947

Assistant Engineer	
Point	01/10/2021
1	€40,022
2	€42,488
3	€44,258
4	€46,127
5	€47,942
6	€49,761
7	€51,598
8	€53,434
9	€55,269
10	€57,108
11	€58,957
LSI 1	€60,846
LSI 2	€62,738

Graduate Engineer	
Point	01/10/2021
1	€32,702
2	€35,324
3	€39,075
4	€42,495

Project Resident Engineer	
01/10/2021	
	€95,776

Senior Resident Engineer	
01/10/2021	
	€86,195

Resident Engineer	
01/10/2021	
From:	€64,885
To:	€72,811

Assistant Resident Engineer	
01/10/2021	
From:	€46,617
To:	€64,463

Graduate Resident Engineer	
01/10/2021	
From:	€35,551
To:	€46,617

Site Technician Level 1	
From:	01/10/2021 €52,551
To:	€57,062

Site Technician Level 2	
From:	01/10/2021 €44,726
To:	€52,551

Chief Technician	
Point	01/10/2021
1	€48,663
2	€49,821
3	€51,191
4	€52,669
5	€53,954
6	€55,187
7	€56,447
8	€57,663
9	€58,871
LSI 1	€60,978
LSI 2	€63,094

Senior Executive Technician	
Point	01/10/2021
1	€47,106
2	€48,066
3	€49,379
4	€51,615
5	€52,968
LSI 1	€54,854
LSI 2	€56,748

Executive Technician	
Point	01/10/2021
1	€44,312
2	€45,409
3	€46,534
4	€47,652
5	€48,776
6	€49,892
LSI 1	€51,518
LSI 2	€53,144

Technician Grade I	
Point	01/10/2021
1	€41,400
2	€42,081
3	€42,972
4	€43,866
5	€44,741
6	€45,631
7	€46,442
LSI 1	€47,939
LSI 2	€49,441

Technician Grade II	
Point	01/10/2021
1	€28,426
2	€29,933
3	€31,411
4	€32,214
5	€33,143
6	€34,225
7	€34,956
8	€36,037
9	€37,095
10	€38,179
11	€39,253
12	€40,271
13	€41,400
LSI 1	€42,729
LSI 2	€44,046

Senior Social Worker	
Point	01/10/2021
1	€69,382
2	€71,381
3	€74,399
4	€77,414
5	€80,434
6	€83,452

Social Worker		Professionally Qualified Housing Welfare Officer	
Point	01/10/2021	Point	01/10/2021
1	€35,809	1	€47,223
2	€36,552	2	€49,456
3	€39,614	3	€51,701
4	€41,620	4	€53,962
5	€43,702	5	€56,213
6	€45,782	6	€58,466
7	€47,841	7	€60,724
8	€49,950	LSI 1	€61,902
9	€52,041		
10	€53,651		
11	€55,261		
LSI 1	€56,330		

Housing Welfare Officer	
Point	01/10/2021
1	€37,238
2	€39,295
3	€41,203
4	€43,164
5	€45,215
6	€47,247
7	€49,260
8	€51,300
9	€53,355
10	€54,887
11	€56,440
LSI 1	€57,529

OUTDOOR

Craftworkers/ Craftworkers' Mates/Supervisory Craftworkers

	Craftworker	Craftworker's Mate	Chargehand	Assistant Foreman	Foreman (Craft)
Point 1	01/10/2021 €665.97	01/10/2021 €554.52	01/10/2021 €788.62	01/10/2021 €823.20	01/10/2021 €875.05
after 0.5 years	€686.74	€572.67	€797.33	€832.27	€884.78
after 1.5 years	€736.65	€612.79	€801.52	€836.72	€889.47
after 2.5 years	€741.81	€613.55	€806.16	€841.55	€894.65
after 3.5 years	€746.90	€616.81	€810.54	€846.12	€899.53
after 4.5 years	€752.03	€620.33	€812.84	€848.55	€902.09
after 5.5 years	€757.16	€623.62	€815.00	€850.85	€904.53
after 6.5 years	€762.28	€625.37	€817.28	€853.19	€907.06
after 7.5 years	€767.41	€627.01	€819.56	€855.57	€909.61
after 8.5 years	€772.53	€628.72	€823.12	€859.32	€913.59
after 9.5 years	€777.63	€630.43	€825.89	€862.20	€916.69
after 10.5 years		€633.12	€832.58	€866.20	€924.14
after 11.5 years		€635.24			
after 12.5 years		€637.32			

General Operatives and Related Grades (outside the Dublin area)

	Foreman	Driver Plant Operator A	Light Equipment Operator	Refuse Collector	Ganger
Point 1	01/10/2021 €654.84	01/10/2021 €641.84	01/10/2021 €626.19	01/10/2021 €631.11	01/10/2021 €636.23
after 0.5 years	€658.44	€645.39	€629.50	€634.39	€636.58
after 1.5 years	€661.73	€648.45	€632.66	€637.58	€639.70
after 2.5 years	€663.60	€650.29	€634.39	€637.58	€641.66
after 3.5 years	€665.00	€652.12	€636.17	€637.96	€643.40
after 4.5 years	€665.60	€653.99	€637.95	€639.62	€645.20
after 5.5 years	€663.60	€655.67	€637.95	€641.39	€647.12
after 6.5 years	€664.83	€657.63	€638.36	€643.24	€648.91
after 7.5 years	€666.70	€659.48	€640.21	€645.06	€650.84
after 8.5 years	€668.70	€661.42	€642.08	€646.91	€652.95
after 9.5 years	€670.84	€663.41	€644.11	€648.91	€654.77
after 10.5 years	€672.78	€663.41	€646.05	€650.85	€656.83
after 11.5 years	€674.76	€663.41	€647.89	€652.70	€658.77

	Driver Plant Operator B	Mobile Library Driver/Assistant	Water & Sewerage Caretaker Grade 3	General Operative/Labourer
Point 1	01/10/2021 €656.20	01/10/2021 €663.18	01/10/2021 €654.84	01/10/2021 €562.26
after 0.5 years	€659.60	€666.50	€658.44	€575.43
after 1.5 years	€663.02	€669.85	€661.73	€615.32
after 2.5 years	€664.89	€671.71	€663.60	€618.58
after 3.5 years	€664.89	€673.55	€663.60	€621.71
after 4.5 years	€664.89	€675.40	€663.60	€623.49
after 5.5 years	€664.89	€677.23	€663.60	€625.29
after 6.5 years	€666.01	€679.17	€664.83	€627.06
after 7.5 years	€667.97	€681.09	€666.70	€628.82
after 8.5 years	€670.00	€683.04	€668.70	€630.68
after 9.5 years	€672.03	€685.02	€670.84	€632.52
after 10.5 years	€674.05	€687.13	€672.78	€634.48
after 11.5 years	€676.10	€689.05	€674.76	€636.40
after 12.5 years				€636.40
after 13.5 years				€637.12

	Water & Sewerage Caretaker Grade 5	General Services Supervisor
Point 1	01/10/2021 €701.43	01/10/2021 €766.42
after 1 year	€708.39	€782.39
after 2 years	€715.20	€798.34
after 3 years	€722.59	€814.77
after 4 years	€729.98	€831.10
after 5 years	€737.49	€847.41
after 6 years	€744.84	€863.79
after 7 years	€751.75	€880.03
after 8 years	€758.64	€896.30
after 9 years	€763.24	€912.49

Part - Time Fire Service Personnel		Station Officer	Sub Officer / Driver Mechanic
Part - Time Firefighter	01/10/2021	01/10/2021	01/10/2021
0-2 Years	€8,276	0-5 Years #REF!	0-5 Years €12,792
2-5 Years	€9,197	5-10 Years €18,952	5-10 Years €14,348
5-10 Years	€10,312	10+ €20,826	10+ €15,765
10+	€11,333		
Attendance	Drill Rate	Day	Night/Weekend
		1st Hour	Subsequent hours
Rates	€21.83	€43.66	€21.83
			1st Hour
			Subsequent hours
			€87.32
			€43.66