

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



21 August 2019

Circular EL 05/2019: Application of 01 September 2019 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 September 2019.

2. General

- 2.1. This circular sets out the pay restoration and pay increases due on 1 September 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 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 2019.

2.4. 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 8 (4) of the Act, the annualised amount of the basic salary of local authority employees who are “covered” local authority employees will be increased by **1.75%** with effect from **1 September 2019**.

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

4. Additional Superannuation Contribution (ASC)

4.1 The Rates/Thresholds of ASC for the year 2019 are provided below:

Covered local authority employees – Rates/Thresholds in 2019

Standard Accrual Group	Fast Accrual Group	Single Scheme Group
First €32,000 @ 0 %	First €28,750 @ 0 %	First €32,000 @ 0 %
Next €28,000 @ 10%	Next €31,250 @ 10%	Next €28,000@ 6.66%
Balance @ 10.5%	Balance @ 10.5%	Balance @ 7%

5. Overtime

5.1

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

6. Premium Rates of Pay

6.1

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

7. Allowances

7.1

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 September 2019.

7.2

Fixed allowances remain unchanged.

8. Pension Entitlement Grace Period

- 8.1. The "grace period" provided for under section 9 of the FEMPI Act 2013 ceased to apply after 1 April 2019.
- 8.2. Local authority employees who retired during this grace period benefitted by having their pensions and retirement lump sums calculated by reference to salary rates which discounted the impact of the FEMPI Act 2013 salary adjustments applying to salaries in excess of €65,000.
- 8.3. However, the application of pay increases under the Public Service Pay and Pensions Act 2017 since 2018 means that after 1 April 2019, the salary used to calculate pension and lump sum entitlements is higher than the salary used during the "grace period".
- 8.4. HR Units are reminded that, in accordance with the FEMPI Act 2013, pensions awarded in respect of persons retiring after 1 April 2019 are not subject to the Public Service Pension Reduction (PSPR).

9. Queries

9.1. 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

9.2. 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 05/2019
Revised Local Authority Scales Operative from 1st September 2019**

Director of Service/Executive Manager DCC

Point	01/09/2019
1	€93,887
2	€98,154
3	€102,423
4	€106,688
5	€110,957

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

Point	01/09/2019
1	€67,909
2	€68,516
3	€71,096
4	€73,677
5	€76,263
6	€78,820
7	€81,394
LSI 1	€84,314
LSI 2	€87,225

Grade 7 - Administrative Officer/ Senior Executive Librarian

Point	01/09/2019
1	€49,835
2	€51,054
3	€52,479
4	€53,906
5	€55,336
6	€56,611
7	€57,918
8	€59,184
9	€60,445
LSI 1	€62,611
LSI 2	€64,786

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

Point	01/09/2019
1	€47,588
2	€48,736
3	€50,122
4	€52,725
5	€54,279
LSI 1	€56,213
LSI 2	€58,157

Grade 5 - Staff Officer/Librarian/ Legal Assistant

Point	01/09/2019
1	€42,777
2	€44,137
3	€45,499
4	€46,861
5	€48,221
LSI 1	€49,798
LSI 2	€51,374

Grade 4 - Assistant Staff Officer/ Senior Library Assistant

Point	01/09/2019
1	€28,049
2	€29,966
3	€32,850
4	€34,646
5	€36,218
6	€37,736
7	€39,786
8	€41,271
9	€42,777
LSI 1	€44,163
LSI 2	€45,554

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

Point	01/09/2019
1	€24,000
2	€25,576
3	€25,966
4	€26,753
5	€27,903
6	€29,057
7	€30,210
8	€31,047
9	€32,156
10	€33,261
11	€34,045
12	€35,142
13	€36,244
14	€38,320
LSI 1	€39,793

***Hourly rate for a Branch Librarian is based on the Library Assistant salary scale. The rate below, effective from 01/09/2019, 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 01/09/2019
1	€12.43
2	€13.25
3	€13.45
4	€13.86
5	€14.45
6	€15.05
7	€15.65
8	€16.08
9	€16.66
10	€17.23
11	€17.63
12	€18.20
13	€18.77
14	€19.85
LSI	€20.61

County Engineer

Point	01/09/2019
1	€81,343
2	€84,266
3	€87,182
4	€90,104
5	€93,024
LSI 1	€96,097
LSI 2	€99,166

Senior Engineer

Point	01/09/2019
1	€76,002
2	€77,802
3	€79,596
4	€81,393
5	€83,189
6	€84,994
LSI 1	€87,706
LSI 2	€90,423

Senior Executive Engineer

Point	01/09/2019
1	€65,678
2	€67,694
3	€68,657
4	€70,619
5	€72,587
6	€74,547
7	€76,524
LSI 1	€79,005
LSI 2	€81,480

Executive Engineer

Point	01/09/2019
1	€49,543
2	€51,345
3	€53,147
4	€54,953
5	€56,759
6	€58,563
7	€60,369
8	€62,166
9	€63,978
10	€65,777
LSI 1	€67,852
LSI 2	€68,868

Assistant Engineer

Point	01/09/2019
1	€38,747
2	€41,165
3	€42,939
4	€44,732
5	€46,512
6	€48,295
7	€50,085
8	€51,868
9	€53,649
10	€55,434
11	€57,228
LSI 1	€59,063
LSI 2	€60,899

Graduate Engineer

Point	01/09/2019
1	€31,414
2	€34,141
3	€37,819
4	€41,172

Project Resident Engineer

01/09/2019
€92,064

Senior Resident Engineer

01/09/2019
€83,116

Resident Engineer

From: 01/09/2019 €62,983
To: €70,611

Assistant Resident Engineer

From: 01/09/2019 €45,213
To: €62,574

Graduate Resident Engineer

From: 01/09/2019 €34,364
To: €45,213

Site Technician Level 1

From: 01/09/2019 €51,011
To: €55,389

Site Technician Level 2

	01/09/2019
From:	€43,359
To:	€51,011

Chief Technician

Point	01/09/2019
1	€47,219
2	€48,354
3	€49,690
4	€51,028
5	€52,373
6	€53,570
7	€54,792
8	€55,973
9	€57,145
LSI 1	€59,190
LSI 2	€61,244

Senior Executive Technician

Point	01/09/2019
1	€45,692
2	€46,633
3	€47,921
4	€50,102

Circular EL 05/2019 – Application of September 2019 pay adjustments

5	€51,416
LSI 1	€53,246
LSI 2	€55,084

Executive Technician

Point	01/09/2019
1	€42,953
2	€44,028
3	€45,131
4	€46,227
5	€47,329
6	€48,424
LSI 1	€50,008
LSI 2	€51,586

Technician Grade I

Point	01/09/2019
1	€40,098
2	€40,766
3	€41,639
4	€42,516
5	€43,374
6	€44,246
7	€45,041
LSI 1	€46,509
LSI 2	€47,981

Technician Grade II

Point	01/09/2019
1	€27,242
2	€28,712
3	€30,154
4	€30,937
5	€32,003
6	€33,064
7	€33,780
8	€34,840
9	€35,877
10	€36,940
11	€37,993
12	€38,991
13	€40,098
LSI 1	€41,401
LSI 2	€42,692

Senior Social Worker

Point	01/09/2019
1	€67,348
2	€69,288
3	€72,218
4	€75,145
5	€78,076

Circular EL 05/2019 – Application of September 2019 pay adjustments

6 €81,006

Social Worker

Point	01/09/2019
1	€34,617
2	€37,306
3	€38,347
4	€40,314
5	€42,355
6	€44,394
7	€46,413
8	€48,480
9	€50,516
10	€52,078
11	€53,641
LSI 1	€54,678

Professionally Qualified Housing Welfare Officer

Point	01/09/2019
1	€45,807
2	€47,996
3	€50,185
4	€52,380
5	€54,565
6	€56,752
7	€58,944
LSI 1	€60,087

Housing Welfare Officer

Point	01/09/2019
1	€36,018
2	€38,653
3	€39,905
4	€41,827
5	€43,838
6	€45,830
7	€47,804
8	€49,796
9	€51,791
10	€53,278
11	€54,785
LSI 1	€55,842

OUTDOOR

Craftworkers/ Craftworkers' Mates/Supervisory Craftworkers

	Craftworker	Craftworker's Mate	Chargehand	Assistant Foreman	Foreman (Craft)
	01/09/2019	01/09/2019	01/09/2019	01/09/2019	01/09/2019
Point 1	€643.52	€531.59	€763.76	€797.67	€848.50
after 0.5 years	€663.88	€549.30	€772.30	€806.56	€858.04
after 1.5 years	€712.81	€588.44	€776.41	€810.92	€862.64
after 2.5 years	€717.87	€589.18	€780.96	€815.66	€867.72
after 3.5 years	€722.86	€592.36	€785.25	€820.14	€872.50
after 4.5 years	€727.89	€595.79	€787.51	€822.52	€875.01
after 5.5 years	€732.92	€599.00	€789.63	€824.77	€877.40
after 6.5 years	€737.94	€600.72	€791.86	€827.07	€879.88
after 7.5 years	€742.97	€602.31	€794.10	€829.40	€882.38
after 8.5 years	€747.99	€603.98	€797.59	€833.08	€886.28
after 9.5 years	€752.99	€605.65	€800.30	€835.90	€889.32
after 10.5 years		€608.27	€806.86	€842.76	€896.63
after 11.5 years		€610.34			
after 12.5 years		€615.24			

General Operatives and Related Grades (outside the Dublin area)

	Foreman	Driver Plant Operator A	Light Equipment Operator	Refuse Collector	Ganger
	01/09/2019	01/09/2019	01/09/2019	01/09/2019	01/09/2019
Point 1	€632.61	€619.86	€601.51	€606.31	€611.30
after 0.5 years	€636.14	€623.34	€604.74	€609.51	€614.71
after 1.5 years	€639.36	€626.34	€607.82	€612.63	€617.76
after 2.5 years	€641.20	€628.15	€609.51	€614.33	€619.69
after 3.5 years	€641.20	€629.94	€611.24	€615.96	€621.39
after 4.5 years	€641.20	€631.77	€612.99	€617.69	€623.16
after 5.5 years	€641.20	€633.42	€614.69	€619.42	€625.04
after 6.5 years	€642.40	€635.34	€616.45	€621.24	€626.79
after 7.5 years	€644.24	€637.16	€618.26	€623.02	€628.69
after 8.5 years	€646.20	€639.06	€620.10	€624.83	€630.75
after 9.5 years	€648.29	€641.01	€622.09	€626.79	€632.54
after 10.5 years	€650.20	€641.01	€623.99	€628.70	€634.56
after 11.5 years	€652.14	€641.01	€625.79	€630.51	€636.46

Circular EL 05/2019 – Application of September 2019 pay adjustments

	Driver Plant Operator B	Mobile Library Driver/Assistant	Water & Sewerage Caretaker Grade 3	General Operative/Labourer
	01/09/2019	01/09/2019	01/09/2019	01/09/2019
Point 1	€633.94	€640.78	€632.61	€539.14
after 0.5 years	€637.27	€644.04	€636.14	€551.99
after 1.5 years	€640.63	€647.32	€639.36	€590.91
after 2.5 years	€642.46	€649.15	€641.20	€594.09
after 3.5 years	€642.46	€650.95	€641.20	€597.14
after 4.5 years	€642.46	€652.76	€641.20	€598.88
after 5.5 years	€642.46	€654.56	€641.20	€600.64
after 6.5 years	€643.56	€656.46	€642.40	€602.36
after 7.5 years	€645.48	€658.34	€644.24	€604.08
after 8.5 years	€647.47	€660.25	€646.20	€605.89
after 9.5 years	€649.46	€662.20	€648.29	€607.69
after 10.5 years	€651.44	€664.26	€650.20	€609.60
after 11.5 years	€653.45	€666.15	€652.14	€611.47
after 12.5 years				€613.40
after 13.5 years				€615.24

Circular EL 05/2019 – Application of September 2019 pay adjustments

	Water & Sewerage Caretaker Grade 5	General Services Supervisor
	01/09/2019	01/09/2019
Point 1	€678.28	€742.00
after 1 year	€685.11	€757.66
after 2 years	€691.78	€773.29
after 3 years	€699.03	€789.40
after 4 years	€706.27	€805.41
after 5 years	€713.64	€821.40
after 6 years	€720.84	€837.46
after 7 years	€727.62	€853.38
after 8 years	€734.37	€869.33
after 9 years	€738.88	€885.21

Part - Time Firefighter

	01/09/2019
0-2 Years	€8,033
2-5 Years	€8,927
5-10 Years	€10,010
10+	€11,001

Station Officer

	01/09/2019
0-5 Years	€16,403
5-10 Years	€18,396
10+	€20,216

Sub Officer/Driver Mechanic

	01/09/2019
0-5 Years	€12,417
5-10 Years	€13,927
10+	€15,303

Attendance	Drill Rate	Day		Night/Weekend	
		1st Hour	Subsequent hours	1st Hour	Subsequent hours
Rates	€21.19	€42.38	€21.19	€84.76	€42.38

Circular EL 05/2019 – Application of September 2019 pay adjustments

Attendance Rates	Drill Rate	Day		Night/Weekend	
		1st Hour	Subsequent Hours	1st Hour	Subsequent Hours
		€21.19	€42.38	€21.19	€84.76