



**Circular Title:** Application of 1 October 2023 pay adjustments

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure NDP Delivery and Reform to convey the following instructions to Departments / Offices with regard to the application of adjustments to civil service pay in accordance with the Public Service Agreement “Building Momentum – A New Public Service Agreement 2021-2023”.

**To:** HR Manager / Personnel Officer in each Department and Office

**Circular Number:** Circular 11/2023

**Purpose:** This circular sets out pay increases due on 1 October 2023  
As provided for in “Building Momentum – A New Public Service Agreement 2021-2023” as reviewed.

**File Reference:** E107/006/2015

**Effective From:** 1 October 2023

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Barry O'Brien  
Assistant Secretary (acting)  
Public Service Resourcing Division

## 1. Application

- 1.1. This circular applies to all civil service grades.
- 1.2. Grades whose pay and conditions are appropriate to the Joint Industrial Council for State Industrial employees will be the subject of a separate Office Notice.
- 1.3. The pay adjustments should be applied, as appropriate, from **1 October 2023**.

## 2. General

- 2.1. This circular sets out pay increases due on 1 October 2023 as provided for under “Building Momentum – A New Public Service Agreement 2021-2023” as reviewed.
- 2.2. 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.
- 2.3. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2023.

## 3. “Building Momentum – A New Public Service Agreement 2021-2023”

- 3.1. In accordance with **Section 3.1** of the reviewed Agreement, the annualised amount of the basic salary of civil servants will be increased by 1.5% or €750, whichever is greater, with effect from **1 October 2023**.
- 3.2. Revised payscales for members of general service grades and certain grades common to two or more Departments to which this circular applies are set out in the Appendices to this circular.

## 4. Overtime

- 4.1. Payment in respect of overtime rendered on or subsequent to **1 October 2023** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 October 2023**.

## 5. Premium Rates of Pay

- 5.1. Premium rates of pay payable in respect of or subsequent to **1 October 2023** 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 2023**.

## 6. Allowances

- 6.1. Allowances in the nature of pay for civil servants to whom this circular applies will be increased by 1.5% from **1 October 2023**.
- 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 2023**.
- 6.3. Children’s allowances, both standard and ex-gratia, remain unchanged.

## 7. Pensions

- 7.1. The principle of pay parity in pension increases for pre-existing schemes has been agreed up to the end of 2023 in line with the amended agreement under Building Momentum. Civil service pension increases should be passed on to pensions in line with that policy.
- 7.2. For further guidance, or to determine if a historic increase is due to pensions in payment for pre-existing schemes, please refer to DPER Circulars 20/2017, 02/2018, 19/2019, 10/2021, 19/2022 and 02/2023.
- 7.3. Single Public Service Pension Scheme ('Single Scheme') pensions are uprated in line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore, Single Scheme pensions in payment in respect of former public servants who served in grades to which this circular applies will not be adjusted with reference to the revisions of basic pay set out in Section 3.
- 7.4. Additional Superannuation Contributions: The ASC rates for 2023 are unchanged. Below are the current rates of ASC as provided for in Part 4 of the Public Service Pay and Pensions Act 2017.

### Thresholds/Rates in 2023

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%

## 8. Queries

- 8.1. Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (NSSO) or, where applicable, with local Human Resource Units.
- 8.2. Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department by contacting:  
For general queries [support@Paytravelvertime.cloud.gov.ie](mailto:support@Paytravelvertime.cloud.gov.ie)  
For public service pension queries [pensions@per.gov.ie](mailto:pensions@per.gov.ie)  
For Single Pension Scheme queries [singleschemequeries@per.gov.ie](mailto:singleschemequeries@per.gov.ie)
- 8.3. This circular is also available at <https://www.gov.ie/en/circulars/>

Revised pay scales with effect from 1 October 2023 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for General Service Grades.

SECRETARY GENERAL LEVEL I (PPC)<sup>1</sup>

€258,825

SECRETARY GENERAL LEVEL II (PPC)

€243,600

SECRETARY GENERAL LEVEL III (PPC)

€230,780

DEPUTY SECRETARY (PPC)

€202,026

ASSISTANT SECRETARY (PPC)

€156,472 €163,583 €171,291 €178,995

PRINCIPAL HIGHER SCALE (PPC)

€106,187 €110,559 €114,953 €119,336 €123,074 €127,012<sup>1</sup> €130,951<sup>2</sup>

PRINCIPAL (PPC)

€98,665 €102,852 €107,006 €111,191 €114,722 €118,384<sup>1</sup> €122,041<sup>2</sup>

ASSISTANT PRINCIPAL HIGHER (PPC)

€83,227 €86,393 €89,567 €92,739 €95,910 €97,763 €100,909<sup>1</sup> €104,064<sup>2</sup>

ASSISTANT PRINCIPAL (PPC)

€75,822 €78,614 €81,445 €84,286 €87,122 €88,757 €91,619<sup>1</sup> €94,491<sup>2</sup>

ADMINISTRATIVE OFFICER (PPC)

€36,864 €39,508 €40,264 €43,575 €47,813 €51,042 €54,341 €57,685 €61,028  
€64,358 €66,667<sup>1</sup> €68,970<sup>2</sup>

ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)

€51,042 €54,341 €57,685 €61,028 €64,358 €66,667 €68,938 €71,214

HIGHER EXECUTIVE OFFICER (PPC)

€54,764 €56,365 €57,963 €59,560 €61,163 €62,758 €64,358 €66,667<sup>1</sup> €68,970<sup>2</sup>

HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)

€57,963 €59,560 €61,163 €62,758 €64,358 €66,667 €68,179 €69,695 €71,214

EXECUTIVE OFFICER (PPC)

€34,562 €36,464 €37,538 €39,634 €41,513 €43,330 €45,141 €46,914 €48,705  
€50,446 €52,264 €53,482 €55,219<sup>1</sup> €56,969<sup>2</sup>

**EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€37,538 €39,634 €41,513 €43,330 €45,141 €46,914 €48,705 €50,446 €52,264  
€53,482 €55,219 €56,520 €57,825 €59,132

**CLERICAL OFFICER (PPC)**

€534.34 €567.04 €575.34 €591.55 €615.47 €639.34 €663.20 €680.59 €700.29  
€723.17 €739.27 €761.92 €784.42 €819.55 €847.14<sup>1</sup> €859.81<sup>2</sup>

**CLERICAL OFFICER HIGHER SCALE (PPC)**

€591.55 €615.47 €639.34 €663.20 €680.59 €700.29 €723.17 €739.27 €761.92  
€784.42 €819.55 €847.14 €859.81 €876.91

**HEAD SERVICES OFFICER (PPC)**

€699.08 €717.02 €731.47 €752.47 €773.48 €794.52 €819.57<sup>1</sup> €847.16<sup>2</sup>

**SERVICES OFFICER (PPC)**

€504.39 €532.41 €543.00 €565.35 €585.32 €597.28 €611.25 €628.06 €656.82  
€671.04<sup>1</sup> €693.66<sup>2</sup>

**SERVICES ATTENDANT (PPC)**

€498.03 €517.04 €543.00 €551.23 €568.26 €588.25 €605.67 €625.26 €649.37  
€669.07<sup>1</sup> €685.53<sup>2</sup>

**CLEANER (PPC)**

€483.19 €512.71 €520.97 €540.25 €563.43 €577.77<sup>1</sup> €592.14<sup>2</sup>

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 01 October 2023 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.

**ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I (PPC)**

€79,836 €82,342 €84,856 €87,362 €89,867 €92,848 €96,240<sup>1</sup> €99,635<sup>2</sup>

**ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)**

€69,518 €71,107 €72,691 €74,283 €75,870 €76,292 €77,858 €79,482 €82,127<sup>1</sup>  
€84,778<sup>2</sup>

**ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)**

€36,086 €38,558 €39,220 €42,519 €45,829 €49,139 €52,479 €54,575 €56,683  
€58,807 €60,918 €63,036 €65,154 €67,264 €69,393 €71,745<sup>1</sup> €74,094<sup>2</sup>

**STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)**

€37,200 €39,868 €40,633 €43,976 €48,251 €51,527 €54,855 €58,240 €61,619  
€64,979 €75,822 €78,615 €81,445 €84,286 €87,122 €88,757 €91,619<sup>1</sup> €94,491<sup>2</sup>

**LAW CLERK (PPC)**

€587.14 €610.83 €646.11 €672.42 €703.76 €724.80 €739.04 €759.89 €780.74  
€801.59 €822.52 €844.06<sup>1</sup> €865.54<sup>2</sup>

**HIGHER LEGAL EXECUTIVE (PPC)**

€54,764 €56,365 €57,963 €59,560 €61,163 €62,758 €64,358 €66,667<sup>1</sup> €68,970<sup>2</sup>

**LEGAL EXECUTIVE (PPC)**

€38,070 €40,246 €41,977 €43,640 €45,149 €46,498 €47,862 €49,224 €50,591  
€51,928 €53,203<sup>1</sup> €54,868<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON (PPC)**

€46,110 €46,959 €48,021 €49,097 €50,167 €51,250 €52,276 €53,956<sup>1</sup> €55,661<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON (PPC)**

€690.13 €710.08 €733.65 €749.85 €773.11 €796.42 €819.76 €842.12 €864.49  
€886.83 €909.28 €937.75<sup>1</sup> €966.29<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING (PPC)**

€57,190 €59,869 €62,546 €65,221 €67,899 €70,571 €73,248 €75,931 €77,104  
€79,482 €82,127<sup>1</sup> €84,778<sup>2</sup>

**SUPERINTENDENT MAPPING (PPC)**

€50,818 €52,546 €53,996 €55,438 €56,905 €58,377 €59,808 €61,636<sup>1</sup> €63,452<sup>2</sup>

**EXAMINER IN CHARGE (PPC)**

€44,365 €45,280 €46,182 €47,106 €48,025 €48,951 €50,818 €52,322<sup>1</sup> €53,856<sup>2</sup>

**EXAMINER OF MAPS (PPC)**

€768.65 €788.85 €808.28 €826.39 €845.96 €860.18 €887.27<sup>1</sup> €914.43<sup>2</sup>

**MAPPING DRAUGHTSPERSON (PPC)**

€587.56	€595.29	€614.05	€632.89	€651.84	€670.77	€683.19	€698.20	€715.66
€726.37	€743.66	€760.90	€778.27	€802.28 <sup>1</sup>	€826.35 <sup>2</sup>			

**SENIOR ARCHITECT (PPC)**

€74,248	€76,892	€80,752	€84,621	€88,500	€92,848	€96,240 <sup>1</sup>	€99,636 <sup>2</sup>	
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**ARCHITECT (PPC)**

€40,862	€43,677	€45,077	€48,203	€51,326	€54,531	€56,678	€58,826	€60,984
€63,129	€65,280	€67,433	€69,583	€71,738	€73,912	€76,282 <sup>1</sup>	€77,458 <sup>2</sup>	

**ARCHITECTURAL ASSISTANT GRADE II (PPC)**

€632.64	€675.18	€690.13	€710.08	€733.65	€749.85	€773.11	€796.42	€817.73
€841.09	€864.49	€886.83	€909.28	€937.75 <sup>1</sup>	€966.29 <sup>2</sup>			

**SENIOR LABORATORY ANALYST (PPC)**

€56,810	€59,376	€61,649	€63,976	€66,371	€68,731	€71,156	€73,557	€75,974
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**LABORATORY ANALYST (PPC)**

€37,759	€39,254	€41,630	€42,756	€43,829	€46,364	€48,003	€49,652	€51,346
€53,058	€54,784	€56,540	€58,311	€60,102	€61,837	€63,037 <sup>1</sup>		

**NIGHTWATCHMAN (PPC)**

€504.02	€530.64	€543.79	€563.82	€583.37	€594.83	€612.11	€630.97 <sup>1</sup>	€652.61 <sup>2</sup>
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<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 1 October 2023 for Civil Servants appointed before 6th April 1995 in General Service grades.

**SECRETARY GENERAL I**

€245,884

**SECRETARY GENERAL II**

€231,420

**SECRETARY GENERAL III**

€219,240

**DEPUTY SECRETARY**

€191,924

**ASSISTANT SECRETARY**

€148,651 €155,406 €162,726 €170,047

**PRINCIPAL HIGHER**€100,872 €105,032 €109,206 €113,366 €116,922 €120,666<sup>1</sup> €124,407<sup>2</sup>**PRINCIPAL**€93,733 €97,704 €101,652 €105,634 €108,987 €112,467<sup>1</sup> €115,939<sup>2</sup>**ASSISTANT PRINCIPAL HIGHER**€79,061 €82,071 €85,094 €88,100 €91,114 €92,870 €95,872<sup>1</sup> €98,863<sup>2</sup>**ASSISTANT PRINCIPAL**€73,240 €75,906 €77,376 €80,071 €82,767 €84,325 €87,039<sup>1</sup> €89,764<sup>2</sup>**ADMINISTRATIVE OFFICER**€35,368 €38,063 €38,433 €41,581 €45,608 €48,675 €51,757 €54,905  
€58,076 €61,245 €63,429<sup>1</sup> €65,621<sup>2</sup>**ADMINISTRATIVE OFFICER HIGHER SCALE**

€48,675 €51,757 €54,905 €58,076 €61,245 €63,429 €65,594 €67,756

**HIGHER EXECUTIVE OFFICER**€52,158 €53,664 €55,166 €56,682 €58,199 €59,727 €61,245 €63,429<sup>1</sup> €65,621<sup>2</sup>**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€55,166 €56,682 €58,199 €59,727 €61,245 €63,429 €64,866 €66,310 €67,756

**EXECUTIVE OFFICER**€33,017 €35,164 €36,014 €37,845 €39,626 €41,356 €43,074 €44,757 €46,458  
€48,112 €49,814 €50,953 €52,584<sup>1</sup> €54,231<sup>2</sup>**EXECUTIVE OFFICER HIGHER SCALE**€36,014 €37,845 €39,626 €41,356 €43,074 €44,757 €46,458 €48,112 €49,814  
€50,953 €52,584 €53,811 €55,035 €56,273



**CLERICAL OFFICER**

€510.37 €541.47 €549.35 €572.35 €587.49 €610.18 €632.89 €655.58 €671.87  
€693.91 €712.38 €727.41 €748.81 €782.16 €808.39<sup>1</sup> €820.49<sup>2</sup>

**CLERICAL OFFICER HIGHER SCALE**

€572.35 €587.49 €610.18 €632.89 €655.58 €671.87 €693.91 €712.38 €727.41  
€748.81 €782.16 €808.39 €820.49 €836.66

**HEAD SERVICES OFFICER**

€673.74 €688.02 €704.85 €725.09 €738.41 €758.37 €782.16<sup>1</sup> €808.39<sup>2</sup>

**SERVICES OFFICER**

€493.45 €508.60 €522.23 €540.42 €558.89 €577.81 €591.32 €599.48  
€626.93 €646.24<sup>1</sup> €668.46<sup>2</sup>

**SERVICES ATTENDANT**

€493.45 €494.27 €522.23 €529.92 €542.97 €561.63 €585.95 €596.80  
€619.70 €638.46<sup>1</sup> €660.44<sup>2</sup>

**CLEANER**

€465.01 €490.34 €501.25 €519.64 €538.60 €551.71<sup>1</sup> €572.88<sup>2</sup>

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 01 October 2023 for Civil Servants appointed before 6th April 1995 for certain grades common to two or more Departments.

**ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I**

€75,894 €78,223 €80,611 €82,998 €85,373 €88,204 €91,430<sup>1</sup> €94,656<sup>2</sup>

**ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II**

€66,141 €67,656 €69,157 €70,672 €72,181 €73,690 €75,191 €76,718 €78,019<sup>1</sup>  
€80,535<sup>2</sup>

**ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III**

€37,789 €40,578 €43,724 €46,863 €50,014 €51,979 €53,967 €55,968 €57,973  
€59,987 €61,995 €64,005 €66,018 €68,263<sup>1</sup> €70,494<sup>2</sup>

**STATE SOLICITOR AND PROSECUTION SOLICITOR**

€35,685 €38,061 €38,783 €41,965 €46,026 €49,130 €52,239 €55,434 €58,643  
€61,834 €73,240 €75,906 €77,376 €80,071 €82,767 €84,325 €87,039<sup>1</sup> €89,764<sup>2</sup>

**LAW CLERK**

€568.03 €590.86 €616.60 €641.61 €675.28 €695.48 €712.17 €725.47 €745.30  
€765.14 €785.03 €805.46<sup>1</sup> €825.89<sup>2</sup>

**HIGHER LEGAL EXECUTIVE**

€52,158 €53,664 €55,166 €56,682 €58,199 €59,727 €61,245 €63,429<sup>1</sup> €65,621<sup>2</sup>

**LEGAL EXECUTIVE**

€40,065 €41,650 €43,077 €44,361 €45,650 €46,952 €48,254 €49,506 €50,693<sup>1</sup>  
€52,261<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON**

€43,991 €44,796 €45,804 €46,838 €47,845 €48,869 €49,828 €51,399<sup>1</sup> €52,998<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON**

€664.91 €681.41 €700.36 €722.59 €738.02 €760.16 €782.39 €803.64 €824.88  
€846.13 €867.42 €894.46<sup>1</sup> €921.56<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING**

€54,442 €56,977 €59,522 €62,065 €64,603 €67,139 €69,690 €72,239 €74,479  
€76,718 €78,019<sup>1</sup> €80,535<sup>2</sup>

**SUPERINTENDENT MAPPING**

€48,470 €50,077 €51,438 €52,789 €54,171 €55,558 €56,925 €58,655<sup>1</sup> €60,382<sup>2</sup>

**EXAMINER IN CHARGE**

€42,329	€43,202	€44,064	€44,938	€45,816	€46,694	€48,470	€49,876 <sup>1</sup>	€51,297 <sup>2</sup>
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**EXAMINER OF MAPS**

€733.79	€752.99	€771.43	€788.71	€807.24	€820.74	€846.55 <sup>1</sup>	€872.36 <sup>2</sup>
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**MAPPING DRAUGHTSPERSON**

€561.00	€575.83	€586.16	€604.02	€622.00	€640.11	€658.09	€676.14
€686.78	€706.67	€716.62	€726.50	€742.93	€765.79 <sup>1</sup>	€788.60 <sup>2</sup>	

**SENIOR ARCHITECT**

€70,625	€74,277	€76,732	€80,394	€84,074	€88,204	€91,430 <sup>1</sup>	€94,656 <sup>2</sup>
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**ARCHITECT**

€43,018	€45,982	€48,946	€51,931	€53,954	€55,985	€58,027	€60,074	€62,118
€64,163	€66,211	€68,250	€70,318	€72,564 <sup>1</sup>	€74,825 <sup>2</sup>			

**ARCHITECTURAL ASSISTANT GRADE II**

€664.91	€681.41	€700.36	€722.59	€738.02	€760.16	€780.41	€802.64	€824.88
€846.13	€867.42	€894.46 <sup>1</sup>	€921.56 <sup>2</sup>					

**SENIOR LABORATORY ANALYST**

€54,083	€56,511	€58,665	€60,880	€63,155	€65,390	€67,698	€69,981	€72,274
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**LABORATORY ANALYST**

€36,562	€37,823	€39,740	€40,807	€41,823	€44,233	€45,791	€47,358	€48,959
€50,554	€52,172	€53,825	€55,494	€57,198	€58,848	€59,987 <sup>1</sup>		

**NIGHTWATCHMAN**

€523.65	€539.00	€557.00	€575.57	€592.14	€602.24 <sup>1</sup>	€622.77 <sup>2</sup>
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<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.