



Circular Title: **Application of 1 October 2021 pay adjustments**

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure 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 2021-2022”.

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

Circular Number: Circular 19/2021

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”

File Reference: E107/006/2015

Effective From: 1 October 2021

Mise le meas,

Colin Menton
Assistant Secretary
Public Service Pay and Pensions Division

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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 circular.
- 1.3. It should be noted that grades receiving FEMPI restoration under Circular 9/2021 that received more than 1% will not benefit from further adjustment as of 1 October 2021.
- 1.4. 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 payscales and to the nearest cent on weekly payscales. 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 civil servants 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 09/2021 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 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. 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: 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 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 civil servants 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.
- 7.3 Children's allowances, both standard and ex-gratia, remain unchanged.

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 raising a ticket on support@Paytravelovertime.cloud.gov.ie
- 8.3 This circular is also available at <https://www.gov.ie/en/circulars/>

Revised paycales with effect from 1 October 2021 for established employees appointed on or after 6th April 1995 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 I (PPC)

€213,859

SECRETARY GENERAL II (PPC)

€213,859

SECRETARY GENERAL III (PPC)

€202,604

DEPUTY SECRETARY (PPC)

€185,721

ASSISTANT SECRETARY (PPC)

€143,845 €150,381 €157,467 €164,549

PRINCIPAL HIGHER (PPC)€97,617 €101,636 €105,675 €109,705 €113,141 €116,760¹ €120,382²**PRINCIPAL (PPC)**€90,702 €94,550 €98,370 €102,218 €105,463 €108,829¹ €112,191²**ASSISTANT PRINCIPAL HIGHER (PPC)**€76,510 €79,421 €82,338 €85,253 €88,169 €89,872 €92,765¹ €95,665²**ASSISTANT PRINCIPAL (PPC)**€69,702 €72,268 €74,871 €77,483 €80,090 €81,593 €84,225¹ €86,865²**ADMINISTRATIVE OFFICER (PPC)**

€33,553 €36,046 €36,757 €39,878 €43,872 €46,912 €49,954 €53,030
 €56,102 €59,164 €61,286¹ €63,404²

ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)

€46,912 €49,954 €53,030 €56,102 €59,164 €61,286 €63,374 €65,466

HIGHER EXECUTIVE OFFICER (PPC)

€50,345 €51,816 €53,284 €54,752 €56,226 €57,694 €59,164 €61,286¹
 €63,404²

HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)

€53,284 €54,752 €56,226 €57,694 €59,164 €61,286 €62,676 €64,070 €65,466

EXECUTIVE OFFICER (PPC)

€31,384 €33,177 €34,189 €36,164 €37,936 €39,648 €41,354 €43,025
 €44,713 €46,353 €48,046 €49,166 €50,762¹ €52,370²

EXECUTIVE OFFICER HIGHER SCALE (PPC)

€34,189 €36,164 €37,936 €39,648 €41,354 €43,025 €44,713 €46,353
 €48,046 €49,166 €50,762 €51,958 €53,157 €54,359

CLERICAL OFFICER (PPC)

€25,087 €26,695 €27,104 €27,901 €29,077 €30,251 €31,426 €32,280
 (€480.79) (€511.61) (€519.44) (€534.72) (€557.26) (€579.76) (€602.26) (€618.64)
 €33,248 €34,373 €35,166 €36,279 €37,386 €39,113 €40,470¹ €41,092²
 (€637.19) (€658.75) (€673.94) (€695.27) (€716.49) (€749.58) (€775.60) (€787.52)

CLERICAL OFFICER HIGHER SCALE (PPC)

€27,901 €29,077 €30,251 €31,426 €32,280 €33,248 €34,373 €35,166
 (€534.72) (€557.26) (€579.76) (€602.26) (€618.64) (€637.19) (€658.75) (€673.94)
 €36,279 €37,386 €39,113 €40,470 €41,092 €41,931
 (€695.27) (€716.49) (€749.58) (€775.60) (€787.52) (€803.64)

HEAD SERVICES OFFICER (PPC)

€636.05 €652.96 €666.57 €686.38 €706.18 €725.99 €749.60¹ €775.61²

SERVICES OFFICER (PPC)

€452.58 €478.99 €488.96 €510.03 €528.85 €540.11 €553.29 €569.14
 €596.23 €609.63¹ €630.95²

SERVICES ATTENDANT (PPC)

€446.58 €464.50 €488.96 €496.72 €512.77 €531.60 €548.02 €566.50
 €589.22 €607.77¹ €623.29²

CLEANER (PPC)

€432.60 €460.42 €468.20 €486.38 €508.22 €521.72¹ €535.27²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 1 October 2021 for established employees appointed on or after 6th April 1995 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)

€73,392 €75,696 €78,007 €80,312 €82,615 €85,354 €88,473¹ €91,594²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)

€63,908 €65,367 €66,825 €68,288 €69,747 €70,135 €71,573 €73,067

€75,498¹ €77,936²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)

€32,821 €35,150 €35,774 €38,883 €42,002 €45,122 €48,243 €50,170

€52,108 €54,061 €56,001 €57,948 €59,895 €61,836 €63,791 €65,955¹

€68,114²

STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)

€33,870 €36,385 €37,106 €40,255 €44,285 €47,362 €50,427 €53,540

€56,647 €59,736 €69,702 €72,269 €74,871 €77,483 €80,090 €81,593

€84,225¹ €86,865²

LAW CLERK (PPC)

€530.56 €552.88 €586.13 €610.94 €640.46 €660.29 €673.71 €693.36

€713.02 €732.66 €752.38 €772.68¹ €792.93²

HIGHER LEGAL EXECUTIVE (PPC)

€50,345 €51,816 €53,284 €54,752 €56,226 €57,694 €59,164 €61,286¹

€63,404²

LEGAL EXECUTIVE (PPC)

€34,690 €36,742 €38,372 €39,940 €41,361 €42,633 €43,918 €45,202

€46,490 €47,735 €48,909¹ €50,440²

SENIOR ENGINEERING DRAUGHTSPERSON (PPC)

€42,267 €43,067 €44,068 €45,082 €46,090 €47,105 €48,056 €49,602¹

€51,169²

ENGINEERING DRAUGHTSPERSON (PPC)

€627.61 €646.43 €668.64 €683.91 €705.81 €727.79 €749.79 €770.86

€791.93 €813.00 €834.15 €860.99¹ €887.88²

CHIEF SUPERINTENDENT MAPPING (PPC)

€52,574	€55,036	€57,499	€59,956	€62,420	€64,875	€67,337	€69,803	€70,888
€73,067	€75,498 ¹	€77,936 ²						

SUPERINTENDENT MAPPING (PPC)

€46,703	€48,304	€49,639	€50,964	€52,313	€53,665	€54,981	€56,661 ¹
€58,331 ²							

EXAMINER IN CHARGE (PPC)

€40,623	€41,485	€42,335	€43,206	€44,072	€44,945	€46,703	€48,100 ¹
€49,510 ²							

EXAMINER OF MAPS (PPC)

€701.62	€720.64	€738.96	€756.03	€774.47	€787.88	€813.42 ¹	€839.01 ²
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MAPPING DRAUGHTSPERSON (PPC)

€530.96	€538.24	€555.93	€573.68	€591.54	€609.39	€621.08	€635.23
€651.67	€661.77	€678.06	€694.32	€710.68	€733.31 ¹	€756.00 ²	

SENIOR ARCHITECT (PPC)

€68,256	€70,694	€74,236	€77,791	€81,357	€85,354	€88,473 ¹	€91,595 ²
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ARCHITECT (PPC)

€37,321	€39,974	€41,294	€44,241	€47,174	€50,130	€52,103	€54,078
€56,062	€58,034	€60,012	€61,990	€63,968	€65,949	€67,947	€70,125 ¹
€71,206 ²							

ARCHITECTURAL ASSISTANT GRADE II (PPC)

€573.45	€613.53	€627.61	€646.43	€668.64	€683.91	€705.81	€727.79
€747.88	€769.88	€791.93	€813.00	€834.15	€860.99 ¹	€887.88 ²	

SENIOR LABORATORY ANALYST (PPC)

€52,226	€54,584	€56,673	€58,813	€61,014	€63,184	€65,413	€67,621
€69,842							

LABORATORY ANALYST (PPC)

€34,397	€35,806	€38,045	€39,106	€40,117	€42,507	€44,050	€45,605
€47,193	€48,776	€50,362	€51,976	€53,605	€55,251	€56,847	€57,949 ¹

NIGHTWATCHMAN (PPC)

€452.25	€477.33	€489.70	€508.58	€527.00	€537.81	€554.10	€571.86 ¹
€592.26 ²							

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised paycales with effect from 1 October 2021 for General Service grades.

SECRETARY GENERAL I

€213,859

SECRETARY GENERAL II

€203,167

SECRETARY GENERAL III

€192,474

DEPUTY SECRETARY

€176,435

ASSISTANT SECRETARY

€136,652 €142,863 €149,592 €156,323

PRINCIPAL HIGHER€92,730 €96,555 €100,392 €104,217 €107,485 €110,928¹ €114,366²**PRINCIPAL**€86,168 €89,819 €93,449 €97,109 €100,191 €103,389¹ €106,582²**ASSISTANT PRINCIPAL HIGHER**€72,681 €75,448 €78,226 €80,989 €83,760 €85,375 €88,135¹ €90,884²**ASSISTANT PRINCIPAL**€67,330 €69,780 €71,132 €73,609 €76,087 €77,520 €80,016¹ €82,520²**ADMINISTRATIVE OFFICER**€32,144 €34,683 €35,033 €37,999 €41,794 €44,684 €47,574 €50,474
€53,389 €56,302 €58,310¹ €60,324²**ADMINISTRATIVE OFFICER HIGHER SCALE**

€44,684 €47,574 €50,474 €53,389 €56,302 €58,310 €60,301 €62,288

HIGHER EXECUTIVE OFFICER€47,947 €49,333 €50,713 €52,107 €53,502 €54,906 €56,302 €58,310¹ €60,324²**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€50,713 €52,107 €53,502 €54,906 €56,302 €58,310 €59,631 €60,958 €62,288

EXECUTIVE OFFICER

€29,928 €31,951 €32,753 €34,478 €36,156 €37,787 €39,406 €40,992 €42,595
 €44,153 €45,758 €46,829 €48,340¹ €49,853²

EXECUTIVE OFFICER HIGHER SCALE

€32,753 €34,478 €36,156 €37,787 €39,406 €40,992 €42,595 €44,153 €45,758
 €46,829 €48,340 €49,467 €50,594 €51,732

CLERICAL OFFICER

€23,909 €25,438 €25,826 €26,957 €27,701 €28,818 €29,934 €31,050
 (€458.21) (€487.51) (€494.94) (€516.62) (€530.89) (€552.29) (€573.68) (€595.06)
 €31,851 €32,935 €33,843 €34,582 €35,635 €37,275 €38,565¹ €39,159²
 (€610.41) (€631.19) (€648.59) (€662.75) (€682.93) (€714.36) (€739.08) (€750.47)

CLERICAL OFFICER HIGHER SCALE

€26,957 €27,701 €28,818 €29,934 €31,050 €31,851 €32,936 €33,843
 (€516.62) (€530.89) (€552.29) (€573.68) (€595.06) (€610.41) (€631.19) (€648.59)
 €34,582 €35,635 €37,275 €38,565 €39,159 €39,955
 (€662.75) (€682.93) (€714.36) (€739.08) (€750.47) (€765.72)

HEAD SERVICES OFFICER

€612.19 €625.62 €641.50 €660.56 €673.12 €691.93 €714.36¹ €739.08²

SERVICES OFFICER

€442.27 €456.56 €469.40 €486.53 €503.93 €521.76 €534.50 €542.20
 €568.07 €586.27¹ €607.20²

SERVICES ATTENDANT

€442.27 €443.04 €469.40 €476.63 €488.94 €506.51 €529.44 €539.66
 €561.25 €578.93¹ €599.64²

CLEANER

€415.46 €439.35 €449.61 €466.95 €484.82 €497.17¹ €517.13²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised payscales with effect from 1 October 2021 for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€69,768 €71,910 €74,106 €76,299 €78,483 €81,084 €84,051¹ €87,016²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€60,803 €62,195 €63,576 €64,968 €66,355 €67,742 €69,123 €70,526
€71,723¹ €74,036²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€34,426 €37,053 €40,018 €42,977 €45,947 €47,781 €49,611 €51,451
€53,294 €55,145 €56,991 €58,840 €60,690 €62,753¹ €64,804²

STATE SOLICITOR AND PROSECUTION SOLICITOR

€32,443 €34,681 €35,362 €38,361 €42,188 €45,113 €48,023 €50,960
€53,910 €56,844 €67,330 €69,780 €71,132 €73,609 €76,087 €77,520
€80,016¹ €82,520²

LAW CLERK

€512.55 €534.07 €558.33 €581.89 €613.63 €632.66 €648.39 €660.92
€679.63 €698.32 €717.05 €736.32¹ €755.56²

HIGHER LEGAL EXECUTIVE

€47,947 €49,333 €50,713 €52,107 €53,502 €54,906 €56,302 €58,310¹
€60,324²

LEGAL EXECUTIVE

€36,570 €38,064 €39,409 €40,619 €41,834 €43,060 €44,288 €45,467
€46,586¹ €48,043²

SENIOR ENGINEERING DRAUGHTSPERSON

€40,270 €41,029 €41,979 €42,953 €43,903 €44,867 €45,771 €47,243¹
€48,721²

ENGINEERING DRAUGHTSPERSON

€603.84 €619.40 €637.28 €658.23 €672.76 €693.62 €714.56 €734.59
€754.61 €774.63 €794.70 €820.18¹ €845.71²

CHIEF SUPERINTENDENT MAPPING

€50,048	€52,378	€54,718	€57,055	€59,389	€61,721	€64,066	€66,408
€68,467	€70,526	€71,723 ¹	€74,036 ²				

SUPERINTENDENT MAPPING

€44,491	€46,006	€47,278	€48,529	€49,799	€51,074	€52,331	€53,921 ¹
€55,510 ²							

EXAMINER IN CHARGE

€38,704	€39,527	€40,340	€41,163	€41,990	€42,818	€44,491	€45,817 ¹
€47,148 ²							

EXAMINER OF MAPS

€668.76	€686.86	€704.24	€720.53	€737.99	€750.71	€775.03 ¹	€799.38 ²
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MAPPING DRAUGHTSPERSON

€505.92	€519.91	€529.64	€546.49	€563.42	€580.48	€597.43	€614.44
€624.47	€643.22	€652.59	€661.90	€677.38	€698.92 ¹	€720.42 ²	

SENIOR ARCHITECT

€64,926	€68,282	€70,540	€73,906	€77,289	€81,084	€84,051 ¹	€87,016 ²
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ARCHITECT

€39,353	€42,147	€44,940	€47,738	€49,600	€51,467	€53,344	€55,225
€57,105	€58,984	€60,868	€62,742	€64,644	€66,708 ¹	€68,786 ²	

ARCHITECTURAL ASSISTANT GRADE II

€603.84	€619.40	€637.28	€658.23	€672.76	€693.62	€712.71	€733.66
€754.61	€774.63	€794.70	€820.18 ¹	€845.71 ²			

SENIOR LABORATORY ANALYST

€49,719	€51,950	€53,931	€55,966	€58,058	€60,114	€62,235	€64,334,	€66,442
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LABORATORY ANALYST

€33,269	€34,457	€36,263	€37,270	€38,228	€40,498	€41,966	€43,444
€44,952	€46,454	€47,960	€49,481	€51,015	€52,582	€54,098 ¹	€55,145 ²

NIGHTWATCHMAN

€470.72	€485.19	€502.16	€519.65	€535.27	€544.78 ¹	€564.15 ²	
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¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.