



Circular Title: **Application of 1st March 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 02/2023

Purpose: This circular sets out pay increases due on 1 March 2023

As provided for in “Building Momentum - A New Public Service Agreement 2021-2023” as reviewed.

File Reference: E107/006/2015

Effective From: 1 March 2023

Mise le meas,

Colin Menton
Assistant Secretary
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 circular.
- 1.3. The pay adjustments should be applied, as appropriate, from **1 March 2023**.

2. General

- 2.1. This circular sets out pay increases due on 1 March 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 paycales and to the nearest cent on weekly paycales. 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 2% with effect from **1 March 2023**.
- 3.2. Revised paycales 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 March 2023** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 March 2023**.

5. Premium Rates of Pay

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

6. Allowances

- 6.1. Allowances in the nature of pay for civil servants to whom this circular applies will be increased by 2% from **1 March 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 March 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, i.e. a 2% increase with effect from 1 March 2023.
- 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 and 19/2022.
- 7.3. Single Public Service Pension Scheme (‘Single Scheme’) pensions are uprated in-line with the Consumer Price Index (CPI). Therefore 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
 For public service pension queries pensions@per.gov.ie
 For Single Pension Scheme queries 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 March 2023 for Civil Servants appointed on or after 6th April 1995 that 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)

€255,000

SECRETARY GENERAL LEVEL II (PPC)

€240,000

SECRETARY GENERAL LEVEL III (PPC)

€227,369

DEPUTY SECRETARY (PPC)

€199,040

ASSISTANT SECRETARY (PPC)

€154,160 €161,166 €168,760 €176,350

PRINCIPAL HIGHER SCALE (PPC)€104,618 €108,925 €113,254 €117,572 €121,255 €125,135¹ €129,016²**PRINCIPAL (PPC)**€97,207 €101,332 €105,425 €109,548 €113,027 €116,634¹ €120,237²**ASSISTANT PRINCIPAL HIGHER (PPC)**€81,997 €85,116 €88,243 €91,368 €94,493 €96,318 €99,418¹ €102,526²**ASSISTANT PRINCIPAL (PPC)**€74,701 €77,452 €80,241 €83,040 €85,834 €87,445 €90,265¹ €93,095²**ADMINISTRATIVE OFFICER (PPC)**

€36,114 €38,758 €39,514 €42,825 €47,063 €50,288 €53,538 €56,833 €60,126

€63,407 €65,682¹ €67,951²**ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)**

€50,288 €53,538 €56,833 €60,126 €63,407 €65,682 €67,919 €70,162

HIGHER EXECUTIVE OFFICER (PPC)€53,955 €55,532 €57,106 €58,680 €60,259 €61,831 €63,407 €65,682¹ €67,951²**HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€57,106 €58,680 €60,259 €61,831 €63,407 €65,682 €67,171 €68,665 €70,162

EXECUTIVE OFFICER (PPC)

€33,812 €35,714 €36,788 €38,884 €40,763 €42,580 €44,391 €46,164 €47,955
 €49,696 €51,492 €52,692 €54,403¹ €56,127²

EXECUTIVE OFFICER HIGHER SCALE (PPC)

€36,788 €38,884 €40,763 €42,580 €44,391 €46,164 €47,955 €49,696 €51,492
 €52,692 €54,403 €55,685 €56,970 €58,258

CLERICAL OFFICER (PPC)

€519.96 €552.66 €560.96 €577.18 €601.09 €624.97 €648.84 €666.22 €685.91
 €708.79 €724.90 €747.54 €770.05 €805.17 €832.78¹ €845.43²

CLERICAL OFFICER HIGHER SCALE (PPC)

€577.18 €601.09 €624.97 €648.84 €666.22 €685.91 €708.79 €724.90 €747.54
 €770.05 €805.17 €832.78 €845.43 €862.53

HEAD SERVICES OFFICER (PPC)

€684.70 €702.64 €717.09 €738.10 €759.11 €780.14 €805.19¹ €832.79²

SERVICES OFFICER (PPC)

€490.02 €518.04 €528.63 €550.97 €570.95 €582.90 €596.87 €613.69 €642.45
 €656.67¹ €679.29²

SERVICES ATTENDANT (PPC)

€483.65 €502.66 €528.63 €536.86 €553.89 €573.87 €591.29 €610.89 €635.00
 €654.70¹ €671.16²

CLEANER (PPC)

€468.82 €498.33 €506.59 €525.88 €549.06 €563.39¹ €577.76²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 01 March 2023 for Civil Servants appointed on or after 6th April 1995 that are paying Class A rate of P|RSI 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)

€78,656 €81,125 €83,602 €86,071 €88,539 €91,476 €94,818¹ €98,163²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)

€68,491 €70,056 €71,617 €73,185 €74,749 €75,165 €76,707 €78,307 €80,913¹
€83,525²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)

€35,336 €37,808 €38,470 €41,769 €45,079 €48,389 €51,703 €53,768 €55,845
€57,938 €60,018 €62,104 €64,191 €66,270 €68,367 €70,685¹ €72,999²

STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)

€36,450 €39,118 €39,883 €43,226 €47,501 €50,766 €54,044 €57,379 €60,708
€64,019 €74,701 €77,453 €80,241 €83,040 €85,834 €87,445 €90,265¹ €93,095²

LAW CLERK (PPC)

€572.77 €596.45 €631.73 €658.05 €689.38 €710.42 €724.66 €745.51 €766.37
€787.22 €808.14 €829.68¹ €851.17²

HIGHER LEGAL EXECUTIVE (PPC)

€53,955 €55,532 €57,106 €58,680 €60,259 €61,831 €63,407 €65,682¹ €67,951²

LEGAL EXECUTIVE (PPC)

€37,320 €39,496 €41,227 €42,890 €44,399 €45,748 €47,112 €48,474 €49,841
€51,161 €52,417¹ €54,057²

SENIOR ENGINEERING DRAUGHTSPERSON (PPC)

€45,360 €46,209 €47,271 €48,347 €49,417 €50,493 €51,503 €53,159¹ €54,838²

ENGINEERING DRAUGHTSPERSON (PPC)

€675.75 €695.71 €719.28 €735.48 €758.73 €782.04 €805.39 €827.75 €850.11
€872.46 €894.90 €923.39¹ €951.91²

CHIEF SUPERINTENDENT MAPPING (PPC)

€56,345 €58,984 €61,622 €64,257 €66,896 €69,528 €72,166 €74,809 €75,965
€78,307 €80,913¹ €83,525²

SUPERINTENDENT MAPPING (PPC)

€50,067	€51,769	€53,198	€54,619	€56,064	€57,514	€58,924	€60,725 ¹	€62,514 ²
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EXAMINER IN CHARGE (PPC)

€43,615	€44,530	€45,432	€46,356	€47,275	€48,201	€50,067	€51,549 ¹	€53,060 ²
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EXAMINER OF MAPS (PPC)

€754.28	€774.47	€793.90	€812.01	€831.58	€845.80	€872.91 ¹	€900.06 ²
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MAPPING DRAUGHTSPERSON (PPC)

€573.19	€580.91	€599.68	€618.52	€637.47	€656.40	€668.81	€683.83	€701.28
€711.99	€729.28	€746.53	€763.89	€787.90 ¹	€811.98 ²			

SENIOR ARCHITECT (PPC)

€73,151	€75,756	€79,559	€83,370	€87,192	€91,476	€94,818 ¹	€98,164 ²
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ARCHITECT (PPC)

€40,112	€42,927	€44,327	€47,453	€50,567	€53,725	€55,840	€57,957	€60,083
€62,196	€64,315	€66,436	€68,555	€70,678	€72,820	€75,155 ¹	€76,313 ²	

ARCHITECTURAL ASSISTANT GRADE II (PPC)

€618.27	€660.81	€675.75	€695.71	€719.28	€735.48	€758.73	€782.04	€803.36
€826.71	€850.11	€872.46	€894.90	€923.39 ¹	€951.91 ²			

SENIOR LABORATORY ANALYST (PPC)

€55,970	€58,499	€60,738	€63,031	€65,390	€67,715	€70,104	€72,470	€74,851
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LABORATORY ANALYST (PPC)

€37,009	€38,504	€40,880	€42,006	€43,079	€45,614	€47,253	€48,902	€50,587
€52,274	€53,974	€55,704	€57,449	€59,214	€60,923	€62,105 ¹		

NIGHTWATCHMAN (PPC)

€489.66	€516.27	€529.41	€549.44	€568.99	€580.46	€597.74	€616.59 ¹	€638.23 ²
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¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 01 March 2023 for Civil Servants appointed before 6th April 1995 in General Service grades.

SECRETARY GENERAL I

€242,250

SECRETARY GENERAL II

€228,000

SECRETARY GENERAL III

€216,000

DEPUTY SECRETARY

€189,088

ASSISTANT SECRETARY

€146,454 €153,109 €160,321 €167,534

PRINCIPAL HIGHER€99,381 €103,480 €107,592 €111,691 €115,194 €118,883¹ €122,568²**PRINCIPAL**€92,348 €96,260 €100,150 €104,073 €107,376 €110,805¹ €114,226²**ASSISTANT PRINCIPAL HIGHER**€77,893 €80,858 €83,836 €86,798 €89,767 €91,498 €94,455¹ €97,402²**ASSISTANT PRINCIPAL**€72,158 €74,784 €76,233 €78,888 €81,544 €83,079 €85,753¹ €88,437²**ADMINISTRATIVE OFFICER**€34,618 €37,313 €37,683 €40,831 €44,858 €47,925 €50,992 €54,094
€57,218 €60,340 €62,492¹ €64,651²**ADMINISTRATIVE OFFICER HIGHER SCALE**

€47,925 €50,992 €54,094 €57,218 €60,340 €62,492 €64,625 €66,755

HIGHER EXECUTIVE OFFICER€51,387 €52,871 €54,351 €55,844 €57,339 €58,844 €60,340 €62,492¹ €64,651²**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€54,351 €55,844 €57,339 €58,844 €60,340 €62,492 €63,907 €65,330 €66,755

EXECUTIVE OFFICER

€32,267	€34,414	€35,264	€37,095	€38,876	€40,606	€42,324	€44,007	€45,708
€47,362	€49,064	€50,200	€51,807 ¹	€53,430 ²				

EXECUTIVE OFFICER HIGHER SCALE

€35,264	€37,095	€38,876	€40,606	€42,324	€44,007	€45,708	€47,362	€49,064
€50,200	€51,807	€53,016	€54,222	€55,441				

CLERICAL OFFICER

€495.99	€527.09	€534.97	€557.97	€573.12	€595.81	€618.52	€641.20	€657.49
€679.54	€698.01	€713.03	€734.44	€767.79	€794.02 ¹	€806.11 ²		

CLERICAL OFFICER HIGHER SCALE

€557.97	€573.12	€595.81	€618.52	€641.20	€657.49	€679.54	€698.01	€713.03
€734.44	€767.79	€794.02	€806.11	€822.29				

HEAD SERVICES OFFICER

€659.38	€673.64	€690.48	€710.72	€724.04	€744.00	€767.79 ¹	€794.02 ²	
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SERVICES OFFICER

€479.07	€494.24	€507.86	€526.04	€544.51	€563.43	€576.95	€585.11	
€612.56	€631.87 ¹	€654.09 ²						

SERVICES ATTENDANT

€479.07	€479.89	€507.86	€515.54	€528.59	€547.25	€571.57	€582.42	
€605.33	€624.09 ¹	€646.07 ²						

CLEANER

€450.63	€475.97	€486.87	€505.27	€524.23	€537.33 ¹	€558.51 ²		
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¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 01 March 2023 for Civil Servants appointed on or after 6th April 1995 that are paying Class A rate of P|RSI 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

€74,772 €77,067 €79,420 €81,771 €84,111 €86,900 €90,079¹ €93,257²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€65,164 €66,656 €68,135 €69,628 €71,114 €72,601 €74,080 €75,584 €76,866¹
€79,345²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€37,039 €39,828 €42,974 €46,113 €49,264 €51,211 €53,169 €55,141 €57,116
€59,100 €61,079 €63,059 €65,042 €67,254¹ €69,452²

STATE SOLICITOR AND PROSECUTION SOLICITOR

€34,935 €37,311 €38,033 €41,215 €45,276 €48,380 €51,467 €54,615 €57,776
€60,920 €72,158 €74,784 €76,233 €78,888 €81,544 €83,079 €85,753¹ €88,437²

LAW CLERK

€553.66 €576.48 €602.23 €627.23 €660.91 €681.11 €697.79 €711.09 €730.94
€750.77 €770.65 €791.09¹ €811.51²

HIGHER LEGAL EXECUTIVE

€51,387 €52,871 €54,351 €55,844 €57,339 €58,844 €60,340 €62,492¹ €64,651²

LEGAL EXECUTIVE

€39,315 €40,900 €42,327 €43,611 €44,900 €46,202 €47,504 €48,756 €49,943¹
€51,489²

SENIOR ENGINEERING DRAUGHTSPERSON

€43,241 €44,046 €45,054 €46,088 €47,095 €48,119 €49,078 €50,639¹ €52,215²

ENGINEERING DRAUGHTSPERSON

€650.53 €667.03 €686.00 €708.23 €723.65 €745.79 €768.01 €789.27 €810.50
€831.75 €853.05 €880.08¹ €907.18²

CHIEF SUPERINTENDENT MAPPING

€53,637 €56,135 €58,642 €61,148 €63,648 €66,147 €68,660 €71,171 €73,378
 €75,584 €76,866¹ €79,345²

SUPERINTENDENT MAPPING

€47,720 €49,327 €50,678 €52,009 €53,370 €54,737 €56,084 €57,788¹ €59,490²

EXAMINER IN CHARGE

€41,579 €42,452 €43,314 €44,188 €45,066 €45,944 €47,720 €49,126¹ €50,539²

EXAMINER OF MAPS

€719.41 €738.61 €757.05 €774.34 €792.87 €806.37 €832.17¹ €858.00²

MAPPING DRAUGHTSPERSON

€546.62 €561.46 €571.79 €589.66 €607.62 €625.73 €643.71 €661.77

€672.40 €692.30 €702.25 €712.13 €728.55 €751.41¹ €774.22²

SENIOR ARCHITECT

€69,581 €73,179 €75,598 €79,206 €82,832 €86,900 €90,079¹ €93,257²

ARCHITECT

€42,268 €45,232 €48,196 €51,164 €53,157 €55,158 €57,169 €59,186 €61,200

€63,215 €65,233 €67,241 €69,279 €71,492¹ €73,719²

ARCHITECTURAL ASSISTANT GRADE II

€650.53 €667.03 €686.00 €708.23 €723.65 €745.79 €766.05 €788.28 €810.50

€831.75 €853.05 €880.08¹ €907.18²

SENIOR LABORATORY ANALYST

€53,284 €55,676 €57,798 €59,980 €62,222 €64,424 €66,698 €68,947 €71,206

LABORATORY ANALYST

€35,812 €37,073 €38,990 €40,057 €41,073 €43,483 €45,041 €46,608 €48,209

€49,804 €51,401 €53,030 €54,674 €56,353 €57,978 €59,100¹

NIGHTWATCHMAN

€509.27 €524.62 €542.63 €561.19 €577.76 €587.86¹ €608.40²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.