

New Entrant Measure Frequently Asked Questions

1. Who qualifies as a new entrant?

A new entrant is someone who qualifies under the terms of Circular 18/2010 and was recruited after 1 January 2011 to a direct entry grade subject to rate reductions under Circular 18/2010 as subsequently amended by Circular 2/2014. To qualify for the measure the new entrant must still be on an entry level grade.

2. What if an individual was recruited post 1 January 2011 with incremental credit?

Those who were recruited post 1 January 2011 and were awarded incremental credit qualify as new entrants as they would have started higher up the scale had the new entrant measure not been introduced.

3. What if the new entrant has been promoted to a non-new entrant grade? For Example AO to AP?

If the new entrant is no longer on a new entrant grade they do not qualify for this measure.

4. Are CO, EO and AO Higher Scales encompassed by the new entrant measure?

There are no skipped increments on the Higher Scales. However the Assignment to Higher Scale Circular 24/1995 allows for the awarding of an additional increment on the Higher Scale, on the anniversary of assignment, if the pay of the individual is not one increment better than it would have been had they remained on the standard scale. For the purposes of deciding whether an additional increment should be awarded on the anniversary of assignment, for those Officers assigned to Higher Scale on or after the 1st of March 2018, the application of the new entrant measure to the standard scale progression will be accounted for.

5. What happens if a new entrant has been promoted from one new entrant grade to another? For Example CO to EO?

If the new entrant is still on a new entrant grade they qualify for the measure.

6. What happens if a non-new entrant (i.e. an individual with continuous public service on or before 31st December 2010) is hired to a new entrant grade post 1st January 2011?

An individual with continuous service as a non-new entrant under the terms of Circular 18/2010 will only benefit from the new entrant measure if they were hired on point 1 or point 2 of the new entrant salary scale post 1st January 2011.

7. What happens if the new entrant has left the service or retired?

If the new entrant is no longer on a new entrant grade they do not qualify for this measure.

8. What is the new entrant measure?

A new entrant will effectively skip points 4 and point 8 on the new entrant scale. In the first year, because some new entrants will be higher than point 4 or point 8 it is a little more complicated but essentially means that for new entrants on points 3-5 they benefit from 1 additional increment (2 in total: 1 normal and 1 additional) and for those new entrants on point 6 and above they benefit from 2 additional increments (3 in total: 1 normal and two additional)

9. When does the new entrant benefit accrue?

A new entrant will benefit at their next increment date after the 1st of March 2019.

10. What if a new entrant is already above point 4 or point 8?

Any new entrant on points 3-5 will benefit from one additional increment (one normal and one additional in total). Any new entrant at point 6 or above will benefit from 2 additional increments (one normal and two additional in total).

11. What happens if a new entrant has reached the Max of Scale on a scale without Long Service Increments?

Any new entrant that has reached the max of scale, on a scale with no long service increments has effectively caught up with where they would be had no points been added to the salary scale. As such they do not qualify for this measure.

12. What happens if a new entrant has reached the Max of Scale -1 on a scale without Long Service Increments?

That new entrant will normally progress to the max of scale at their next increment date as such they do not qualify for this measure.

13. What happens if the new entrant is on a scale with Long Service Increments?

The new entrant will get the incremental credit towards the achievement of the Long Service Increment. For example someone on max of scale (point 10) with an LSI point would, on their next increment, normally progress 1 year towards the achievement of the LSI but will now benefit from 2 years credit and move directly onto the LSI point.

14. What happens if the new entrant salary scale has less than 9 points?

For those on a salary scale with less points than the 9 incremental points necessary to receive the second benefit at point 8, there is no need for a second adjustment as they would be in the same position they would be if the two additional points had not been added to the salary scale.

15. What happens if the new entrant salary scale has less than 5 points?

For those on a salary scale of between 1 and 4 points, these salary scales are excluded from the additional increments awarded under this Agreement. These grades will benefit from the progressive pay increases agreed under the PSSA and, if they progress to full new entrant salary scales they will benefit from the interventions when they reach points 4 and 8.

Worked Examples

Scenario example 1: Brian, on point 2 of the EO payscale

Brian is due an increment on 1/9/2019. On this date, depending on the PMDS approval, Brian will progress to point 3 as normal. Brian will benefit from the new entrant measure at the following increment on 1/9/2020. At that point, depending on PMDS approval, Brian will move normally to point 4 and receive the additional increment, moving to point 5. In time Brian will also benefit from the skip at 8. A similar application would apply to those currently on point 1.

Scenario example 2: Paul, on point 5 of the CO payscale

Paul is due an increment on 8/1/2020. On this date, depending on the PMDS approval, Paul will move normally to point 6 of the payscale and then benefit from additional increment, moving to point 7. Paul then waits another year and will then benefit of the skip at point 8.

A similar application will apply to those on point 3-4 also. Those on point 3 move normally to 4 and receive the additional increment moving to 5. Those on point 4 move normally to point 5 and receive the additional increment moving to point 6.

Scenario example 3: Patricia, on point 7 of the CO payscale.

Patricia is due an increment on 1/10/2019. On this date, depending on the PMDS approval, Patricia will move normally to point 8 and then benefit from 2 additional increments moving to point 10. A similar application will apply to those on point 6 and above.

Scenario example 4: Alan, on LSI 1 of the AO payscale.

Alan is due to move onto LSI 2 on 8/1/2021. On the next year of Alan's increment date (8/1/2020), Alan will receive 2 years incremental credit so he will reach LSI 2 a year early. As this is the final LSI for Alan, he has reached the top of the scale. If there were an LSI 3 for this scale, Alan would also receive a year of incremental credit towards LSI 3.

Sample Progression on a 10 point scale with no LSI

Current Point on Scale	Normal progression at next increment	Actual progression including additional new entrant measure
1	2	2
2	3	3
3	4	5
4	5	6
5	6	7
6	7	9
7	8	10
8	9	10
9	10	10
10	10	10