



**Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna**

Feidhmeannacht na Seirbhísí Sláinte  
Ospidéal Dr. Steevens'  
Baile Átha Cliath 8

**Office of the National Director of Human Resources**

Health Service Executive  
Dr. Steevens' Hospital  
Dublin 8

Tel: 01 6352319 Email: nationalhr@hse.ie

**To:**

- Chief Executive Officer**
- Each National Director**
- Each Assistant National Director HR**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHO**
- Each CHO HR Manager**
- Each CEO Section 38 Agencies**
- Each HR Manager Section 38 Agencies**
- Each Employee Relations Manager**
- Each Group Director of Nursing & Midwifery**
- Each Group Director of Midwifery**
- Each Clinical Director**

22<sup>nd</sup> August, 2019

**Re: HSE HR Circular 020/2019 - Application of 1 September 2019 Pay Adjustments under the Public Service Pay and Pensions Act 2017**

Dear Colleagues,

I wish to advise that the Department of Health have issued Circular 10/2019 (attached as **Appendix 1**) which should be read in conjunction with Department of Public Expenditure and Reform Circular 17/2019 (**Appendix 2**). The 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").

In accordance with Section 8(4) of the Public Service Pay and Pensions Act, the annualised amount of the basic salary of public health sector employees who are "covered" public servants will be increased by 1.75% with effect from **1 September 2019**. For the purposes of this circular, all public health sector employees should be considered "covered" public servants pursuant to section 3 of the Act.

The revised Consolidated Salary Scales for 1 September 2019 are set out in **Appendix 3**.

Department of Health Circular 10/2019 also sets out the arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2019.

Provisions in relation to the pension entitlement for those who retired during the "grace period" (which ceased to apply after 1 April 2019) are set out in Section 7 of Department of Health Circular 10/2019 (Appendix 1).

Please ensure this Circular is brought to the attention of all relevant managers in your area of responsibility including Payroll Managers.

#### **Queries**

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments / Employee Relations Department.

Queries from HR Departments on the contents of this Circular may be referred to Aoife O Riordan, HSE Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966, Email: [aoife.oriordan@hse.ie](mailto:aoife.oriordan@hse.ie).

Please note also that the National HR Help Desk is also available to take queries on 1850 444 925 or email: [ask.hr@hse.ie](mailto:ask.hr@hse.ie).

Yours sincerely,



**Rosarii Mannion**  
**National Director of Human Resources**



Circular 10/2019

6<sup>th</sup> August 2019

To: Rosarii Mannion, National Director of Human Resources, HSE  
CEO of NCSAs  
HR Managers of NCSAs

**Application of 1 September 2019 pay adjustments under  
the Public Service Pay and Pensions Act 2017**

Dear Sir/Madam,

I am directed by the Minister for Health to convey the following instructions, with regard to the application of adjustments to public health sector pay in accordance with the Public Service Pay and Pensions Act 2017.

**1. General**

- 1.1. This circular applies to all public health sector grades and the pay adjustments should be applied, as appropriate, from 1 September 2019.
- 1.2. 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”).
- 1.3. For the purpose of this circular, all public health sector employees should be considered “covered” public servants pursuant to section 3 of the Act.
- 1.4. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2019.

**2. Public Service Stability Agreement (PSSA) 2018-2020 pay increase**

- 2.1. In accordance with section 8 (4) of the Act, the annualised amount of the basic salary of public health sector employees who are “covered” public servants will be increased by **1.75%** with effect from **1 September 2019**.

### **3. Additional Superannuation Contribution (ASC)**

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

#### **Covered Public Servants – Rates/Thresholds in 2019**

<b>Standard Accrual Group</b>	<b>Fast Accrual Group</b>	<b>Single Scheme Group</b>
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%

### **4. Overtime**

4.1. 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.

### **5. Premium Rates of Pay**

5.1. 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.

### **6. Allowances**

6.1. 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.

6.2. Fixed allowances remain unchanged.

### **7. Pension Entitlement Grace Period**

7.1. The "grace period" provided for under section 9 of the FEMPI Act 2013 ceased to apply after 1 April 2019.

7.2. Public servants 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.

7.3. 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".

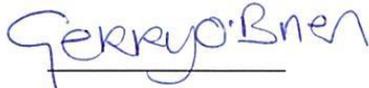
7.4. In accordance with the FEMPI Act 2013, pensions awarded in respect of persons retiring after 1 April 2019 are not subject to the Public Service Pension Reduction (PSPR).

## 8. Queries

- 8.1. All employee queries should be directed to the relevant employer. Requests for clarification from payroll and HR managers should be directed to [National\\_hr\\_unit@health.gov.ie](mailto:National_hr_unit@health.gov.ie).
- 8.2. This circular is available under publications at [www.health.gov.ie](http://www.health.gov.ie).

## 9. Circulation

- 9.1 The contents of this circular should be brought to the attention of all HR managers, Payroll Staff, and all employees of the HSE, Section 38 Agencies and the NCSAs.



Gerry O'Brien  
Principal Officer  
National HR Unit



**Circular Title:** Application of 1 September 2019 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 Pay and Pensions Act 2017.

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

**Circular Number:** Circular 17/2019

**Purpose:** To set out the adjustments to the pay of civil servants on 1 September 2019 as provided for under the Public Service Pay and Pensions Act 2017.

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

**Relevant Legislation:** Public Service Pay and Pensions Act 2017.

**Effective From:** 1 September 2019

Mise le meas,

Colin Menton  
Assistant Secretary  
Public Service Pay and Pensions 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 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 civil servants should be considered “covered” public servants 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 paycales and to the nearest cent on weekly paycales. 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 civil servants who are “covered” public servants will be increased by **1.75%** with effect from **1 September 2019**.
- 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. Additional Superannuation Contribution (ASC)

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

### Covered Public Servants – 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.
- 7.3. Children's allowances, both standard and ex-gratia, 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. Public servants 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. Departments / Offices 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. Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (PeoplePoint) or, where applicable, with local HR Units.
- 9.2. Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department via email to [payscales@per.gov.ie](mailto:payscales@per.gov.ie).
- 9.3. This circular is also available at [www.circulars.gov.ie](http://www.circulars.gov.ie).

## Appendix 1A

Revised payscales with effect from 1 September 2019 for General Service grades.

### SECRETARY GENERAL I

€207,590

### SECRETARY GENERAL II

€197,211

### SECRETARY GENERAL III

€186,831

### DEPUTY SECRETARY

€171,263

### ASSISTANT SECRETARY

€132,646 €138,675 €145,207 €151,740

### PRINCIPAL HIGHER

€89,219 €92,792 €96,378 €99,950 €103,002 €106,219<sup>1</sup> €109,430<sup>2</sup>

### PRINCIPAL

€83,090 €86,500 €89,891 €93,310 €96,189 €99,177<sup>1</sup> €102,159<sup>2</sup>

### ASSISTANT PRINCIPAL HIGHER

€70,490 €73,075 €75,669 €78,251 €80,840 €82,347 €84,926<sup>1</sup> €87,495<sup>2</sup>

### ASSISTANT PRINCIPAL

€65,356 €67,734 €69,043 €71,356 €73,672 €75,011 €77,342<sup>1</sup> €79,681<sup>2</sup>

### ADMINISTRATIVE OFFICER

€30,870 €33,513 €33,856 €36,764 €40,484 €43,318 €46,151 €48,994  
€51,824 €54,652 €56,601<sup>1</sup> €58,556<sup>2</sup>

### ADMINISTRATIVE OFFICER HIGHER SCALE

€43,318 €46,151 €48,994 €51,824 €54,652 €56,601 €58,533 €60,462

**HIGHER EXECUTIVE OFFICER**

€46,517	€47,875	€49,226	€50,579	€51,933	€53,296	€54,652	€56,601 <sup>1</sup>	€58,556 <sup>2</sup>
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**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€49,226	€50,579	€51,933	€53,296	€54,652	€56,601	€57,883	€59,171	€60,462
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**EXECUTIVE OFFICER**

€28,707	€30,681	€31,464	€33,312	€34,957	€36,556	€38,143	€39,698	€41,270
€42,797	€44,371	€45,421	€46,902 <sup>1</sup>	€48,385 <sup>2</sup>				

**EXECUTIVE OFFICER HIGHER SCALE**

€31,464	€33,312	€34,957	€36,556	€38,143	€39,698	€41,270	€42,797	€44,371
€45,421	€46,902	€48,007	€49,111	€50,216				

**CLERICAL OFFICER**

€24,704	€25,808	€26,535	€27,625	€28,713	€29,802	€30,583		
(€473.46)	(€494.61)	(€508.53)	(€529.42)	(€550.26)	(€571.13)	(€586.11)		
€31,642	€32,688	€33,414	€34,447	€36,053	€37,319 <sup>1</sup>	€37,901 <sup>2</sup>		
(€606.39)	(€626.47)	(€640.35)	(€660.14)	(€690.95)	(€715.19)	(€726.35)		

**CLERICAL OFFICER HIGHER SCALE**

€25,808	€26,535	€27,625	€28,713	€29,802	€30,583	€31,642	€32,688
(€494.61)	(€508.53)	(€529.42)	(€550.26)	(€571.13)	(€586.11)	(€606.39)	(€626.47)
€33,414	€34,447	€36,053	€37,319	€37,901	€38,681		
(€640.35)	(€660.14)	(€690.95)	(€715.19)	(€726.35)	(€741.30)		

**HEAD SERVICES OFFICER**

€587.85	€600.93	€619.52	€638.21	€650.52	€668.96	€690.95 <sup>1</sup>	€715.19 <sup>2</sup>
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**SERVICES OFFICER**

€422.10	€436.02	€448.55	€465.27	€482.23	€499.63	€512.06	€519.57
€544.80	€562.55 <sup>1</sup>	€582.98 <sup>2</sup>					

**SERVICES ATTENDANT**

€422.10	€422.84	€448.55	€455.60	€467.61	€484.76	€507.12	€517.09
€538.15	€555.40 <sup>1</sup>	€575.61 <sup>2</sup>					

**CLEANER**

€395.94	€419.25	€429.24	€446.17	€463.59	€475.64 <sup>1</sup>	€495.12 <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.

Appendix 1B

Revised paycales with effect from 1 September 2019 for certain grades common to two or more Departments.

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

€67,723 €69,770 €71,821 €73,871 €75,911 €78,340 €81,111<sup>1</sup> €83,881<sup>2</sup>

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

€59,021 €60,372 €61,713 €63,064 €64,410 €65,756 €67,097 €68,459  
€69,596<sup>1</sup> €71,755<sup>2</sup>

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

€33,261 €35,836 €38,743 €41,644 €44,556 €46,354 €48,148 €49,943  
€51,731 €53,528 €55,321 €57,115 €58,911 €60,914<sup>1</sup> €62,904<sup>2</sup>

**STATE SOLICITOR AND PROSECUTION SOLICITOR**

€31,161 €33,511 €34,178 €37,119 €40,871 €43,738 €46,591 €49,466  
€52,329 €55,177 €65,356 €67,734 €69,043 €71,356 €73,672 €75,011  
€77,342<sup>1</sup> €79,681<sup>2</sup>

**LAW CLERK**

€490.65 €511.65 €535.30 €558.27 €589.24 €607.80 €626.27 €638.56  
€656.90 €675.23 €693.59 €712.48<sup>1</sup> €731.34<sup>2</sup>

**HIGHER LEGAL EXECUTIVE**

€46,517 €47,875 €49,226 €50,579 €51,933 €53,296 €54,652 €56,601<sup>1</sup>  
€58,556<sup>2</sup>

**LEGAL EXECUTIVE**

€35,363 €36,827 €38,146 €39,332 €40,524 €41,725 €42,929 €44,085  
€45,182<sup>1</sup> €46,611<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON**

€38,990 €39,734 €40,666 €41,621 €42,552 €43,497 €44,383 €45,826<sup>1</sup>  
€47,275<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON**

€579.71 €594.88 €615.38 €635.92 €650.17 €670.62 €691.15 €710.78  
€730.41 €750.04 €769.72 €794.70<sup>1</sup> €819.73<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING**

€48,576 €50,842 €53,114 €55,382 €57,648 €59,912 €62,188 €64,461  
€66,460 €68,459 €69,596<sup>1</sup> €71,755<sup>2</sup>

**SUPERINTENDENT MAPPING**

€43,128 €44,614 €45,861 €47,087 €48,332 €49,576 €50,797 €52,340<sup>1</sup>  
€53,882<sup>2</sup>

**EXAMINER IN CHARGE**

€37,455 €38,262 €39,059 €39,866 €40,676 €41,488 €43,128 €44,428<sup>1</sup>  
€45,733<sup>2</sup>

**EXAMINER OF MAPS**

€646.25 €663.99 €681.03 €697.00 €714.12 €726.59 €750.43<sup>1</sup> €774.30<sup>2</sup>

**MAPPING DRAUGHTSPERSON**

€484.19 €497.82 €507.32 €523.75 €540.27 €556.91 €573.43 €590.03  
€599.82 €621.21 €630.39 €639.52 €654.70 €675.81<sup>1</sup> €696.89<sup>2</sup>

**SENIOR ARCHITECT**

€63,023 €66,280 €68,473 €71,634 €74,795 €78,340 €81,111<sup>1</sup> €83,881<sup>2</sup>

**ARCHITECT**

€38,091 €40,830 €43,569 €46,312 €48,137 €49,958 €51,780 €53,606  
€55,431 €57,255 €59,083 €60,903 €62,749 €64,753<sup>1</sup> €66,770<sup>2</sup>

**ARCHITECTURAL ASSISTANT GRADE II**

€579.71 €594.88 €615.38 €635.92 €650.17 €670.62 €689.33 €709.87  
€730.41 €750.04 €769.72 €794.70<sup>1</sup> €819.73<sup>2</sup>

**SENIOR LABORATORY ANALYST**

€48,254 €50,427 €52,350 €54,325 €56,356 €58,352 €60,411 €62,448, €64,494

**LABORATORY ANALYST**

€31,966 €33,291 €35,062 €36,049 €36,988 €39,214 €40,653 €42,102  
€43,580 €45,053 €46,529 €48,021 €49,520 €51,040 €52,512 €53,528<sup>1</sup>

**NIGHTWATCHMAN**

€449.84 €463.96 €480.51 €497.56 €512.80 €522.10<sup>1</sup> €541.00<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.

## Appendix 2A

Revised payscales with effect from 1 September 2019 for established employees appointed on or after 6<sup>th</sup> 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)

€207,590

### SECRETARY GENERAL II (PPC)

€207,590

### SECRETARY GENERAL III (PPC)

€196,665

### DEPUTY SECRETARY (PPC)

€180,276

### ASSISTANT SECRETARY (PPC)

€139,628 €145,973 €152,851 €159,725

### PRINCIPAL HIGHER (PPC)

€93,785 €97,539 €101,311 €105,075 €108,286 €111,668<sup>1</sup> €115,051<sup>2</sup>

### PRINCIPAL (PPC)

€87,325 €90,920 €94,487 €98,082 €101,114 €104,258<sup>1</sup> €107,399<sup>2</sup>

### ASSISTANT PRINCIPAL HIGHER (PPC)

€74,068 €76,787 €79,512 €82,234 €84,959 €86,550 €89,251<sup>1</sup> €91,961<sup>2</sup>

### ASSISTANT PRINCIPAL (PPC)

€67,659 €70,104 €72,537 €74,977 €77,411 €78,816 €81,274<sup>1</sup> €83,740<sup>2</sup>

### ADMINISTRATIVE OFFICER (PPC)

€32,405 €34,849 €35,546 €38,606 €42,522 €45,502 €48,484 €51,475  
€54,458 €57,429 €59,489<sup>1</sup> €61,545<sup>2</sup>

### ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)

€45,502 €48,484 €51,475 €54,458 €57,429 €59,489 €61,517 €63,547

### HIGHER EXECUTIVE OFFICER (PPC)

€48,868 €50,297 €51,722 €53,147 €54,577 €56,003 €57,429 €59,489<sup>1</sup>  
€61,545<sup>2</sup>

**HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€51,722	€53,147	€54,577	€56,003	€57,429	€59,489	€60,838	€62,192
€63,547							

**EXECUTIVE OFFICER (PPC)**

€30,127	€31,877	€33,028	€34,965	€36,702	€38,380	€40,053	€41,691
€43,346	€44,954	€46,614	€47,712	€49,274 <sup>1</sup>	€50,834 <sup>2</sup>		

**EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€33,028	€34,965	€36,702	€38,380	€40,053	€41,691	€43,346	€44,954
€46,614	€47,712	€49,274	€50,435	€51,599	€52,766		

**CLERICAL OFFICER (PPC)**

€23,984	€25,553	€25,953	€26,730	€27,878	€29,022	€30,168	€31,002
(€459.65)	(€489.72)	(€497.36)	(€512.27)	(€534.27)	(€556.21)	(€578.16)	(€594.14)
€32,105	€33,209	€33,986	€35,078	€36,162	€37,855	€39,186 <sup>1</sup>	€39,796 <sup>2</sup>
(€615.29)	(€636.43)	(€651.32)	(€672.24)	(€693.04)	(€725.48)	(€750.99)	(€762.68)

**CLERICAL OFFICER HIGHER SCALE (PPC)**

€26,730	€27,878	€29,022	€30,168	€31,002	€32,105	€33,209	€33,986
(€512.27)	(€534.27)	(€556.21)	(€578.16)	(€594.14)	(€615.29)	(€636.43)	(€651.32)
€35,078	€36,162	€37,855	€39,186	€39,796	€40,620		
(€672.24)	(€693.04)	(€725.48)	(€750.99)	(€762.68)	(€778.48)		

**HEAD SERVICES OFFICER (PPC)**

€611.13	€630.75	€644.10	€663.52	€682.93	€702.35	€725.50 <sup>1</sup>	€751.00 <sup>2</sup>
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**SERVICES OFFICER (PPC)**

€432.14	€457.92	€467.63	€488.20	€506.55	€517.54	€530.40	€545.86
€572.29	€585.33 <sup>1</sup>	€606.16 <sup>2</sup>					

**SERVICES ATTENDANT (PPC)**

€426.30	€443.78	€467.63	€475.20	€490.85	€509.22	€525.23	€543.28
€565.43	€583.54 <sup>1</sup>	€598.67 <sup>2</sup>					

**CLEANER (PPC)**

€412.65	€439.78	€447.37	€465.12	€486.42	€499.60 <sup>1</sup>	€512.81 <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 September 2019 for established employees appointed on or after 6<sup>th</sup> 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)**

€71,155 €73,306 €75,465 €77,619 €79,770 €82,329 €85,242<sup>1</sup> €88,158<sup>2</sup>

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

€62,034 €63,451 €64,866 €66,286 €67,702 €68,079 €69,456 €70,851  
€73,122<sup>1</sup> €75,399<sup>2</sup>

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

€31,529 €33,971 €34,582 €37,630 €40,688 €43,747 €46,807 €48,696  
€50,580 €52,476 €54,360 €56,249 €58,139 €60,024 €61,921 €64,022<sup>1</sup>  
€66,118<sup>2</sup>

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

€32,716 €35,181 €35,888 €38,975 €42,926 €45,943 €48,948 €51,971  
€54,986 €57,985 €67,659 €70,105 €72,537 €74,977 €77,411 €78,816  
€81,274<sup>1</sup> €83,740<sup>2</sup>

**LAW CLERK (PPC)**

€508.20 €529.99 €562.41 €586.62 €618.50 €637.94 €651.10 €670.36  
€689.64 €708.89 €728.23 €748.13<sup>1</sup> €767.98<sup>2</sup>

**HIGHER LEGAL EXECUTIVE (PPC)**

€48,868 €50,297 €51,722 €53,147 €54,577 €56,003 €57,429 €59,489<sup>1</sup>  
€61,545<sup>2</sup>

**LEGAL EXECUTIVE (PPC)**

€33,520 €35,531 €37,129 €38,667 €40,060 €41,307 €42,567 €43,825  
€45,088 €46,309 €47,460<sup>1</sup> €48,961<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON (PPC)**

€40,948 €41,732 €42,714 €43,708 €44,696 €45,691 €46,624 €48,139<sup>1</sup>  
€49,669<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON (PPC)**

€602.89 €624.35 €646.13 €661.10 €682.57 €704.12 €725.69 €746.34  
€767.00 €787.66 €808.39 €834.71<sup>1</sup> €861.07<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING (PPC)**

€51,032	€53,423	€55,814	€58,198	€60,590	€62,974	€65,363	€67,757
€68,803	€70,851	€73,122 <sup>1</sup>	€75,399 <sup>2</sup>				

**SUPERINTENDENT MAPPING (PPC)**

€45,297	€46,867	€48,175	€49,470	€50,779	€52,092	€53,370	€55,000 <sup>1</sup>
€56,621 <sup>2</sup>							

**EXAMINER IN CHARGE (PPC)**

€39,336	€40,181	€41,015	€41,869	€42,718	€43,574	€45,297	€46,667 <sup>1</sup>
€48,049 <sup>2</sup>							

**EXAMINER OF MAPS (PPC)**

€678.46	€697.11	€715.07	€731.80	€749.88	€763.03	€788.07 <sup>1</sup>	€813.16 <sup>2</sup>
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**MAPPING DRAUGHTSPERSON (PPC)**

€508.60	€515.70	€532.97	€550.27	€567.70	€585.10	€596.51	€613.37
€629.49	€639.39	€655.36	€671.30	€687.34	€709.53 <sup>1</sup>	€731.77 <sup>2</sup>	

**SENIOR ARCHITECT (PPC)**

€66,255	€68,615	€71,942	€75,263	€78,595	€82,329	€85,242 <sup>1</sup>	€88,158 <sup>2</sup>
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**ARCHITECT (PPC)**

€36,099	€38,700	€39,994	€42,883	€45,759	€48,657	€50,575	€52,493
€54,419	€56,332	€58,253	€60,173	€62,093	€64,016	€65,955	€68,070 <sup>1</sup>
€69,113 <sup>2</sup>							

**ARCHITECTURAL ASSISTANT GRADE II (PPC)**

€550.04	€589.15	€602.89	€624.35	€646.13	€661.10	€682.57	€704.12
€723.81	€745.38	€767.00	€787.66	€808.39	€834.71 <sup>1</sup>	€861.07 <sup>2</sup>	

**SENIOR LABORATORY ANALYST (PPC)**

€50,695	€52,984	€55,012	€57,089	€59,225	€61,331	€63,495	€65,638
€67,794							

**LABORATORY ANALYST (PPC)**

€33,232	€34,614	€36,809	€37,849	€38,840	€41,183	€42,696	€44,221
€45,777	€47,329	€48,884	€50,452	€52,033	€53,631	€55,180	€56,250 <sup>1</sup>

**NIGHTWATCHMAN (PPC)**

€431.82	€456.28	€468.36	€486.78	€504.73	€515.29	€531.16	€548.51 <sup>1</sup>
€568.42 <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.