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DEPARTMENT OF THE ENVIRONMENT
AND LOCAL GOVERNMENT

Circular Letter EL 6/98
Rem 201

29 April 1998

Revision of Remuneration - 29th Pay Round Phase I(ii)

A Chara,

I am directed by the Minister for the Environment and Local Government to refer to the acceptance of the terms of Clause 3 of the Annex to the Agreement on Pay and Conditions of Employment between the ICTU and Employer Organisations, embodied in Partnership 2000 for Inclusion, Employment and Competitiveness, by the Management and Staff Sides for local authority grades.

Sanction is hereby given to the payment with effect from 1 April 1998, of the following revised rates of pay equal to the rates applicable to each group at 30 June 1997 increased by 2.5%

The increase should be added to each point of incremental scales, rounding to the nearest £1 on annual scales and to the nearest £0.01 on weekly scales.

Local authorities are reminded that under the terms of Paragraph 5.1 of the Appendix to the Department's Circular Letter LA(P) 4/96 the increase may also be applied to non-national officer grades. There is no requirement on local authorities to supply details of the revised scales to the Department at this stage. However, details may be required from time to time, for example for use in costing pay claims. Local authorities should therefore make arrangements to have the scales available, if required.

Officers

The revised salary scales applicable for national officer grades as from 1 April 1998 are set out in Appendix I of this Circular. Sanction may also be presumed to pro-rata increases for part-time officers in accordance with established practice. Where a person holds more than one office the increase should be calculated on the basis of total pay. Appendix I also shows the revised fee-per-cottage for non-salaried Rent Collectors.

Branch Librarians

Sanction may be assumed to the implementation, in accordance with details issued to each County and City Manager from the Local Government Management Services

DEPARTMENT OF
THE ENVIRONMENT AND
LOCAL GOVERNMENT

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Board on 14 November 1997, of Labour Court Recommendation LRC 15621 in those local authorities where *permanent* part-time branch librarians are employed.

Hourly rates for each point of the scale are included for the 29th Pay Round Phase I(i) from 1 July 1997. It should be noted that entitlement to long service increments only applies as and from 1 June 1996. An employee may have sufficient service to qualify for a long service increment prior to this date but these can only be paid from that date.

Craftsmen and related grades.

The revised wage scales operative from 1 April 1998 are set out in Appendix II. This also sets out the revised rates of allowances for part-time fire personnel with effect from 1 April 1998.

Full-time Fire Service Personnel

The increase may also be applied to all full-time fire service personnel in accordance with established practice as previously notified to local authorities.

General Workers and related grades (outside the Dublin area)

Appendix III sets out the appropriate wage scales, with effect from 1 April 1998. Sanction may be presumed to the implementation of similar increases to General Workers whose wage maxima do not correspond exactly with any of those in Appendix III and also to pro-rata increases for part-time and juvenile personnel in accordance with established practice.

Allowances

Local authorities are reminded that under the terms of Paragraph 5.2 of the Appendix to the Department's Circular Letter LA(P) 4/96, the increase of 2.5% may also be applied to existing allowances in the nature of pay. Allowances on an annual basis should be rounded up or down to the nearest £1. Allowances on a weekly basis should be rounded up or down to the nearest £0.01.

Superannuation Arrangements

In implementing this Circular, it should be noted that the terms of Circular Letter S.7/87 of 2 June, 1987 should be applied in increasing the pensions of retired personnel. Widows and Orphans/Spouses and Children's pensions should also be increased as appropriate under these terms.

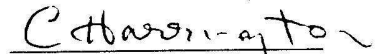
The increase of 2.5% may also be applied to Notional scales for pension purposes which are set out in Appendix B. to Circular Letter S.15/97 dated 28 November 1997.

A PCW restructuring deal has now been concluded for the grades of County Secretary, Finance Officer, County Development Officer (ndc) and Town Clerks over 15,000. Notional scales for pension purposes inclusive of the increase due from 1 April, 1998, for those grades and also for the former grade of County

Accountant are set out in Circular Letter S.6/98 which issued on 21 April 1998.

Any queries from local authorities regarding this Circular should be referred to the Local Administration (Remuneration) Section of the Department. Telephone enquiries may be made at 01-6793377 Ext. 2377 or 2378. Personal enquiries from individual officers should be referred to the officer's Personnel Section.

Mise le meas,



Catherine Harrington,
Higher Executive Officer,
Local Administration (Remuneration),
Ext. 2377.

APPENDIX I TO CIRCULAR LETTER EL 6/98

LOCAL AUTHORITY SALARY SCALES OPERATIVE FROM 1 April 1998

GRADE	<u>REVISED SCALE - 1 April, 1998</u>
County Secretary/ Finance Officer/ Development Officer (n.d.c.)	£29,333 - 30,071 - 31,246 - 32,246 - 33,604 - 34,771 - 35,945. 35,945 (maximum) 37,274 (after 3 years satisfactory service at maximum) 38,605 (after 6 years satisfactory service at maximum)

GRADES 3 TO 7 AND ANALOGOUS GRADES

GRADE	<u>REVISED SCALE - 1 April, 1998</u>
3. Clerical Officer/ Library Assistant	£9,376 (under 19) - 9,887 (at 19) - 10,397 (at 20) - 10,910 (at 21 or over) - 11,422 - 11,932 - 12,445 - 12,956 - 13,467 - 13,980 - 14,490 - 15,002 - 15,513 - 16,026 - 16,992 (maximum) - 17,680* (after 3 years satisfactory service at maximum).
4. Assistant Staff Officer	£10,892 (at 18 or under) - 11,627 (at 19) - 12,475 (at 20) - 13,329 (at 21) - 14,301 (at 22) - 15,282 (at 23 or over) - 16,013 - 16,721 - 17,674 - 18,367 - 19,066 (maximum) - 19,712 (after 3 years satisfactory service at maximum) - 20,362 (after 6 years satisfactory service at maximum).
5. Staff Officer/ Assistant Librarian/ Legal Assistant/ Clerk of Works/ Storekeeper Grade A	£19,066 - 19,564 - 20,143 - 20,788 - 21,308 (maximum) - 22,032 (after 3 years satisfactory service at maximum) - 22,756 (after 6 years satisfactory service at maximum).
6. Senior Staff Officer/ Executive Librarian/ Senior Legal Assistant	£21,308 - 21,765 - 22,392 - 23,449 - 24,089 (maximum) - 24,978 (after 3 years satisfactory service at maximum) - 25,870 (after 6 years satisfactory service at maximum).
7. Administrative Officer	£22,050 - 22,601 - 23,249 - 23,898 - 24,551 - 25,134 - 25,728 - 26,302 - 26,871 (maximum) - 27,865 (after 3 years satisfactory service at maximum) - 28,860 (after 6 years satisfactory service at maximum).

* personal LSI to existing Clerical Officers/Library Assistants (per para. 6.10 of Circular Letter EL 18/96; para. 5.7 of Circular Letter EL 2/97 and para. 9.5 of Circular Letter LA(P) 3/97).

TOWN CLERKS

GRADE

REVISED SCALE - 1 APRIL 1998.

Population of 15,000 or over	£29,333 - 30,071 - 31,246 - 32,426 - 33,604 - 34,771 - 35,945 (maximum) - 37,274 (after 3 years satisfactory service at maximum) - 38,605 (after 6 years satisfactory service at maximum).
Population of 9,000 and over and less than 15,000	£24,025 - 24,598 - 25,281 - 26,984 - 27,668 - 27,247 - 27,864 - 28,456 - 29,045 (maximum) - 30,120 (after 3 years satisfactory service at maximum) - 31,193 (after 6 years satisfactory service at maximum).
Population of 5,000 and over and less than 9,000	£22,050 - 22,601 - 23,249 - 23,898 - 24,551 - 25,134 - 25,728 - 26,302 - 26,871 (maximum) - 27,865 (after 3 years satisfactory service at maximum) - 28,860 (after 6 years satisfactory service at maximum).
Population of less than 5000	£21,308 - 21,765 - 22,392 - 23,449 - 24,089 (maximum) - 24,978 (after 3 years satisfactory service at maximum) - 25,870 (after 6 years satisfactory service at maximum)

TECHNICIAN GRADES

GRADE

REVISED SCALE - 1 APRIL 1998.

Technician Grade II	£13,352 - 13,853 - 14,359 - 14,863 - 15,360 - 15,872 - 16,370 - 16,881 - 17,385 - 17,866 - 18,397 (maximum) - 19,023 (after 3 years satisfactory service at maximum) - 19,645 (after 6 years satisfactory service at maximum).
Technician Grade I	£18,397 - 18,719 - 19,137 - 19,559 - 19,972 - 20,390 - 20,773 (maximum) - 21,478 (after 3 years satisfactory service at maximum) - 22,185 (after 6 years satisfactory service at maximum).
Executive Technician	£19,770 - 20,286 - 20,815 - 21,343 - 21,871 - 22,397 (maximum) - 23,159 (after 3 years satisfactory service at maximum) - 23,919 (after 6 years satisfactory service at maximum).

WELFARE & SOCIAL WORKER GRADES

GRADE	<u>REVISED SCALE - 1 APRIL 1998.</u>
Housing Welfare Officer	£19,428 - 20,197 - 20,875 - 21,556 - 22,244 - 22,933 - 23,634 - 24,340 - 25,051 (maximum) - 25,552 (after 3 years satisfactory service at maximum).
Social Worker	£18,632 - 19,434 - 20,141 - 20,853 - 21,572 - 22,304 - 23,031 - 23,769 - 24,511 (maximum) - 25,001 (after 3 years satisfactory service at maximum).
Prof. Qual. H.W.O./ Prof. Qual. Social Worker	£22,437 - 23,311 - 24,034 - 24,766 - 25,510 - 26,258 - 27,018 (maximum) - 27,558 (after 3 years satisfactory service at maximum).

ENGINEERING GRADES

GRADE	<u>REVISED SCALE - 1 APRIL 1998.</u>
County Engineer	£36,994 - 38,368 - 39,738 - 41,110 - 42,481 (maximum) - 43,925 (after 3 years satisfactory service at maximum) - 45,368 (after 6 years satisfactory service at maximum).
Senior Engineer	£34,485 - 35,330 - 36,173 - 37,019 - 37,862 - 38,709 (maximum) - 39,984 (after 3 years satisfactory service at maximum) - 41,261 (after 6 years satisfactory service at maximum).
Senior Executive Engineer	£29,189 - 30,111 - 31,034 - 31,957 - 32,881 - 33,803 - 34,730 (maximum) - 35,896 (after 3 years satisfactory service at maximum) - 37,060 (after 6 years satisfactory service at maximum).
Executive Engineer	£22,958 - 23,824 - 24,692 - 25,560 - 26,428 - 27,297 - 28,164 - 29,030 - 29,900 - 30,767 (maximum) - 31,766 (after 3 years satisfactory service at maximum) - 32,764 (after 6 years satisfactory service at maximum).
Assistant Engineer	£19,915 - 20,781 - 21,644 - 22,509 - 23,374 - 24,238 - 25,100 - 25,966 - 26,833 (maximum) - 27,723 (after 3 years satisfactory service at maximum) - 28,609 (after 6 years satisfactory service at maximum).
Graduate Engineer (range)	£15,806 - 17,435 - 19,058.
Resident Engineer	£350.77 - 391.87 per week.

OTHER GRADES

GRADE	<u>REVISED SCALE - 1 APRIL 1998.</u>
Storekeeper Grade B	£13,329 (at 21 or under) - 14,301 (at 22) - 15,282 (at 23 or over) - 16,013 - 16,721 - 17,674 - 18,367 - 19,066 (maximum) - 19,712 (after 3 years satisfactory service at maximum) - 20,362 (after 6 years satisfactory service at maximum).
Rent Collector (Salaried)	£12,452 - 12,860 - 13,269 - 13,676 - 14,085 - 14,494 - 14,902 - 15,310 - 15,661 (maximum) - 16,347* (after 3 years satisfactory service at maximum) plus 1,334 bonus.
Rent Collector (Fee per Cottage)	£22.396 per cottage.
Branch Librarian hourly rate for 1 July 1997	£5.134 - 5.414 - 5.693 - 5.971 - 6.244 - 6.517 - 6.791 - 7.064 - 7.337 - 7.611 - 7.884 - 8.157 - 8.430 - 8.704 - 9.220 (maximum) - 9.588* (after 3 years satisfactory service at maximum).
Branch Librarian hourly rate 1 April 1998	£5.134 - 5.414 - 5.693 - 5.974 - 6.254 - 6.533 - 6.814 - 7.094 - 7.374 - 7.655 - 7.934 - 8.214 - 8.494 - 8.775 - 9.304 (maximum) - 9.681* (after 3 years satisfactory service at maximum).
City and County Librarian	£24,025 - 24,598 - 25,281 - 25,959 - 26,643 - 27,247 - 27,864 - 28,456 - 29,045 (maximum) - 30,120 (after 3 years satisfactory service at maximum) - 31,193 (after 6 years satisfactory service at maximum).
Revenue Collector (National Grade)	£13,329 (at 21) - 14,301 (at 22) - 15,282 (at 23 or over) - 16,013 - 16,721 - 17,674 - 18,367 - 19,066 (maximum) - 19,712 (after 3 years satisfactory service at maximum) - 20,362 (after 6 years satisfactory service at maximum).
Senior Library Assistant	£11,627 (at 19) - 12,475 (at 20) - 13,329 (at 21) - 14,301 (at 22) - 15,282 (at 23 or over) - 16,013 - 16,721 - 17,674 - 18,367 - 19,066 (maximum) - 19,712 (after 3 years satisfactory service at maximum) - 20,362 (after 6 years satisfactory service at maximum)

* personal LSI to existing Branch Librarians and Rent Collectors (Salaried) (per para. 5.7 and para. 5.8 of Circular Letter E.L. 2/97)

APPENDIX II TO CIRCULAR LETTER EL 6/98

LOCAL AUTHORITY WAGE SCALES OPERATIVE FROM 1 APRIL 1998
CRAFTSMEN, CRAFTSMEN'S MATES AND SUPERVISORY CRAFTSMEN

	<u>CRAFTSMEN</u>	<u>CRAFTSMEN'S</u>	<u>CHARGEHAND</u>
		<u>MATES</u>	
	£	£	£
On recruitment	258.12	206.50	277.48
after 0.5 year	262.25	209.80	281.91
after 1.5 years	264.26	211.41	284.08
after 2.5 years	266.47	213.18	286.47
after 3.5 years	268.52	214.82	288.66
after 4.5 years	269.63	215.70	289.85
after 5.5 years	270.66	216.53	290.95
after 6.5 years	271.74	217.39	292.13
after 7.5 years	272.81	218.24	293.26
after 8.5 years	274.51	219.60	295.09
after 9.5 years	275.82	220.66	296.49
after 10.5 years	278.98	223.19	299.93
	<u>ASSISTANT</u>	<u>FOREMAN</u>	
	<u>FOREMAN</u>		
	£	£	
On recruitment	290.39	309.73	
after 0.5 year	295.03	314.71	
after 1.5 years	297.29	317.11	
after 2.5 years	299.79	319.77	
after 3.5 years	302.08	322.22	
after 4.5 years	303.34	323.56	
after 5.5 years	304.50	324.79	
after 6.5 years	305.70	326.10	
after 7.5 years	306.90	327.35	
after 8.5 years	308.81	329.40	
after 9.5 years	310.29	331.00	
after 10.5 years	313.87	334.80	

PART-TIME FIRE SERVICE PERSONNEL INCLUSIVE ANNUAL ALLOWANCE.

1 APRIL 1998

Station Officer	£3,044
Sub Officer, Driver/Mechanic	£2,303
Firefighter	£1,657

HOURLY RATE OF ATTENDANCE

1 APRIL 1998

Drill	Fire			
	Day		Night/Weekend	
Rate per hour	1st hour	subsequent hour	1st hour	subsequent hour
£8.27	£16.54	£8.27	£33.08	£16.54

APPENDIX III TO CIRCULAR LETTER EL 6/98

LOCAL AUTHORITY WAGE SCALES OPERATIVE FROM 1 APRIL 1998
GENERAL WORKERS (OUTSIDE THE DUBLIN AREA)

	<u>LABOURER</u>	<u>LIGHT EQUIPMENT OPERATOR</u>	<u>REFUSE COLLECTOR</u>
	£	£	£
On recruitment	213.18	217.23	219.06
after 0.5 year	214.80	218.89	220.72
after 1.5 years	216.37	220.46	222.32
after 2.5 years	217.25	221.34	223.18
after 3.5 years	218.16	222.25	224.07
after 4.5 years	219.06	223.15	224.96
after 5.5 years	219.93	224.03	225.86
after 6.5 years	220.87	224.96	226.79
after 7.5 years	221.79	225.88	227.72
after 8.5 years	222.77	226.85	228.68
after 9.5 years	223.73	227.86	229.68
after 10.5 years	224.74	228.85	230.68
after 11.5 years	225.69	229.79	231.64

	<u>GANGER</u>	<u>FOREMAN</u>	<u>DRIVER/PLANT OPERATOR A</u>
	£	£	£
On recruitment	220.98	229.15	224.26
after 0.5 year	222.72	230.95	226.02
after 1.5 years	224.29	232.60	227.60
after 2.5 years	225.25	233.55	228.52
after 3.5 years	226.16	234.51	229.47
after 4.5 years	227.09	235.45	230.39
after 5.5 years	228.02	236.35	231.28
after 6.5 years	228.96	237.39	232.25
after 7.5 years	229.92	238.35	233.20
after 8.5 years	230.95	239.40	234.19
after 9.5 years	231.92	240.45	235.22
after 10.5 years	232.96	241.48	236.22
after 11.5 years	233.95	242.49	237.23

	<u>DRIVER/PLANT OPERATOR B</u>	<u>MOBILE LIBRARY DRIVER/ASSISTANT</u>
	£	£
On recruitment	229.65	234.66
after 0.5 year	231.39	236.39
after 1.5 years	233.10	238.09
after 2.5 years	234.04	239.04
after 3.5 years	234.98	240.00
after 4.5 years	235.93	240.95
after 5.5 years	236.87	241.89
after 6.5 years	237.86	242.89
after 7.5 years	238.85	243.87
after 8.5 years	239.89	244.90
after 9.5 years	240.92	245.91
after 10.5 years	241.96	246.99
after 11.5 years	243.01	248.01

LOCAL AUTHORITY WAGE SCALES OPERATIVE FROM 1 APRIL, 1998
WATERWORKS AND SEWERAGE CARETAKERS

	<u>GRADE I</u>	<u>GRADE II</u>	<u>GRADE III</u>
	£	£	£
On recruitment	217.23	220.98	229.15
after 0.5 year	218.89	222.72	230.95
after 1.5 years	220.46	224.29	232.60
after 2.5 years	221.34	225.25	233.55
after 3.5 years	222.25	226.16	234.51
after 4.5 years	223.15	227.09	235.45
after 5.5 years	224.03	228.02	236.35
after 6.5 years	224.96	228.96	237.39
after 7.5 years	225.88	229.92	238.35
after 8.5 years	226.85	230.95	239.40
after 9.5 years	227.86	231.92	240.45
after 10.5 years	228.85	232.96	241.48
after 11.5 years	229.79	233.95	242.49

	<u>GRADE IV</u>
	£
On recruitment	245.76
after 0.5 year	247.50
after 1.5 years	249.18
after 2.5 years	250.11
after 3.5 years	251.10
after 4.5 years	252.01
after 5.5 years	252.97
after 6.5 years	253.94
after 7.5 years	254.95
after 8.5 years	255.98
after 9.5 years	256.97
after 10.5 years	258.05
after 11.5 years	259.08

WATERWORKS AND SEWERAGE CARETAKER GRADE V
AND RURAL ROAD OVERSEER

	£
On recruitment	249.19
after 1 year	252.31
after 2 years	255.36
after 3 years	258.45
after 4 years	261.55
after 5 years	264.69
after 6 years	267.77
after 7 years	270.70
after 8 years	273.61
after 9 years	275.68