



Comhshaol, Pobal agus Rialtas Áitiúil
Environment, Community and Local Government



03 December 2015

Circular 06/2015: Application of pay adjustments and related measures in accordance with the Financial Emergency Measures in the Public Interest Act, 2015 and the Public Services Stability Agreement 2013-2018 (the Lansdowne Road Agreement).

Dear Chief Executive,

1. I am directed by the Minister for the Environment, Community and Local Government to convey the following instructions to local authorities with regard to the application of adjustments to local authority pay and pension related deductions with effect from December 2015 in accordance with the Financial Emergency Measures in the Public Interest Act 2015 (No. 39 of 2015) (“the Act”) and the relevant provisions of the Lansdowne Road Agreement.

Classes Affected

2. This circular applies to local authority grades.

Pay and PRD Adjustments

3. This Circular sets out the **revised pay rates from 1 January 2016** applying to local authority employees.

3.1 This Circular also sets out the **revised thresholds for the Pension Related Deduction from December 2015.**

3.2 To give effect to the measures contained in the Lansdowne Road Agreement the following revisions to arrangements will apply:

2016 Adjustment to Pay

3.3 The following pay increases apply from 1 January 2016:

- Annualised salaries up to **€24,000** are increased by **2.5%**.
- Annualised salaries from **€24,001** up to **€31,000** are increased by **1%**.

3.4 Pay increases under the Lansdowne Road Agreement will be subject to the annualised salary thresholds set out in the Agreement which reflect basic pay rates.

3.5 The adjustments should be applied, as appropriate, to basic pay on 31 December 2015. The adjustment should be rounded to the nearest euro on annual payscales and to the nearest cent on weekly payscales.

3.6 The Department is aware that anomalies exist to a small number of payscales when the above pay increases are applied. Further correspondence will issue on this matter shortly.

Pension Related Deduction (PRD) 2015 to 2017

4. This Circular sets out the adjustments to the exemption threshold for the Pension Related Deduction to apply to local authority employees under the Lansdowne Road Agreement in 2015, 2016 and 2017.

2015 Adjustment to Pension Related Deductions

4.1 In **2015**, the exemption threshold will increase from **€15,000** to **€17,500** per annum as follows:

- (a) Up to €17,500 @ 0%
- (b) Greater than €17,500 but not over €20,000 @ 2.5%
- (c) Greater than €20,000 but not over €60,000 @ 10%
- (d) Balance @ 10.5%

2016 Adjustment to Pension Related Deductions

4.2 From **1 January 2016**, the exemption threshold will increase from **€17,500** to **€26,083** as follows:

- (a) Up to €26,083 @ 0%
- (b) Greater than €26,083 but not over €60,000 @ 10%
- (c) Balance @ 10.5%

2017 Adjustment to Pension Related Deductions

4.3 From **1 January 2017**, the exemption threshold will increase from **€26,083** to **€28,750** as follows:

- (a) Up to €28,750 @ 0%
- (b) Greater than €28,750 but not over €60,000 @ 10%
- (c) Balance @ 10.5%

Overtime

5. Payment in respect of overtime rendered on or subsequent to 1 January 2016 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 January 2016. Overtime arrangements remain as set out in paragraphs 2.13 to 2.15 of the Haddington Road Agreement.

Allowances

6. 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 January 2016.

6.1 Fixed allowances calculated as a specific percentage or specified proportion of salary are not affected.

General

7. Individual queries in relation to this Circular should be raised in the first instance with local HR Units or where applicable with MyPay and subsequently with this Department.

7.1 Difficulties that may arise in the application of this Circular should be raised with this Department (email address: localservices@environ.ie).

Yours sincerely,



Paul Dunne
Principal
Local Government HR

Appendix to Circular Letter EL 06/2015

Revised Local Authority Salary Scales Operative from 1st January 2016

Branch Librarian (Part-Time Hourly Rate)

€11.99	€12.62	€12.82	€13.43	€14.03	€14.63
€15.23	€15.67	€16.25	€16.83	€17.41	€17.99
€18.57	€19.67	€20.45			

Clerical Officer/Library Assistant

€21,893	€23,397	€23,768	€24,520	€25,616	€26,717
€27,817	€28,912	€29,980	€31,045	€31,800	€32,857
€33,919	€35,919	€37,339			

Technician Grade II

€24,986	€26,388	€27,763	€28,806	€29,834	€30,854
€31,545	€32,566	€33,565	€34,590	€35,604	€36,565
€37,632	€38,887	€40,132			

Grade 4 – Assistant Staff Officer/Senior Library Assistant/Revenue Collector (national grade)/Storekeeper Grade B

€25,756	€27,584	€30,649	€32,379	€33,894	€35,356
€37,332	€38,761	€40,213	€41,548	€42,889	

Craftworkers Mates

€487.93	€504.81	€542.15	€548.48	€551.54	€554.84
€557.94	€559.59	€561.13	€562.73	€564.34	€566.87

€568.86 €573.58

General Operatives (outside Dublin)

€495.13 €507.38 €550.15 €553.21 €556.15 €557.82

€559.52 €561.18 €562.83 €564.57 €566.32 €568.16

€569.95 €571.81 €573.58

Water and Sewerage Caretaker – Grade 3

€590.32 €593.72 €596.82 €598.59 €594.42 €596.14

€597.80 €599.75 €601.52 €603.41 €605.42 €607.27

€609.13

Graduate Engineer

€29,265 €31,893 €35,437 €38,666

Rent Collector

€26,732 €27,607 €28,486 €29,347 €30,199 €31,056

€31,592 €32,435 €33,163 €34,580

General Operatives and Related Grades (outside Dublin)

Labourer

€550.15	€553.21	€556.15	€557.82	€559.52	€561.18
€562.83	€564.57	€566.32	€568.16	€569.95	€571.81
€573.58					

Driver Plant Operator A

€578.04	€581.38	€584.29	€586.03	€587.75	€589.50
€591.11	€592.95	€594.70	€596.53	€598.41	€594.38
€596.22					

Driver Plant Operator B

€591.60	€594.81	€598.05	€599.81	€595.59	€597.35
€599.06	€600.87	€602.72	€604.63	€605.55	€608.46
€610.39					

Foreman

€590.32	€593.72	€596.82	€598.59	€594.42	€596.14
€597.80	€599.75	€601.52	€603.41	€605.42	€607.27
€609.13					

Light Equipment Operator

€560.35	€563.47	€566.44	€568.07	€569.73	€571.42
€573.06	€574.75	€576.49	€578.27	€580.19	€582.02
€583.75					

Ganger

€569.79	€573.08	€576.02	€577.87	€579.50	€581.22
€583.03	€584.71	€586.54	€588.52	€590.25	€592.21
€594.03					

Refuse Collector

€564.98	€568.07	€571.07	€572.07	€574.29	€575.95
€577.61	€579.36	€581.08	€582.82	€584.71	€586.55
€588.30					

Part Time Fire Service Personnel – Inclusive Annual (No Increase)

0 - 2 Years - €7,562

2 - 5 Years - €8,402

5 - 10 Years - €9,439

10 Years + - €10,383

Drill Rate

€19.86 (No increase)