

**An Roinn Tithíochta,  
Pleanála agus Rialtais Áitiúil**  
Department of Housing,  
Planning and Local Government



**21 August 2019**

**Circular EL 05/2019: Application of 01 September 2019 pay adjustments.**

Dear Chief Executive,

I am directed by the Minister for Housing, Planning, and Local Government to convey the following instructions to local authorities with regard to the application of adjustments to local authority pay in accordance with the Public Service Pay and Pensions Act (2017)

**1. Application**

- 1.1. This circular applies to all local authority grades.
- 1.2. 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 local authority employees should be considered “covered” local authority employees 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 pay scales and to the nearest cent on weekly pay scales. 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 local authority employees who are “covered” local authority employees will be increased by **1.75%** with effect from **1 September 2019**.
- 3.2. Revised pay scales are set out in the Appendix to this circular.

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

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

#### **Covered local authority employees – 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%

## **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.

## **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. Local authority employees 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. HR Units 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. This circular will be available on the Department’s website. Enquiries from individual officers in respect of this circular should be addressed in the first instance to their local HR Unit of their parent local authority. Any enquiries regarding the application of this circular from HR units should be emailed to: [localservices@housing.gov.ie](mailto:localservices@housing.gov.ie)

9.2. This circular is also available at [www.circulars.gov.ie](http://www.circulars.gov.ie).

Mise, le meas,



---

Mary Turner  
Assistant Principal Officer  
Local Government HR & State Governance

cc Personnel Officer

**Appendix to Circular Letter EL 05/2019  
Revised Local Authority Scales Operative from 1st September 2019**

**Director of Service/Executive Manager DCC**

Point	01/09/2019
1	€93,887
2	€98,154
3	€102,423
4	€106,688
5	€110,957

**Senior Executive Officer / County & City Librarian / Head of Information Systems / Financial Accountant /  
Management Accountant / Financial & Management Accountant**

Point	01/09/2019
1	€67,909
2	€68,516
3	€71,096
4	€73,677
5	€76,263
6	€78,820
7	€81,394
LSI 1	€84,314
LSI 2	€87,225

**Grade 7 - Administrative Officer/ Senior Executive Librarian**

Point	01/09/2019
1	€49,835
2	€51,054
3	€52,479
4	€53,906
5	€55,336
6	€56,611
7	€57,918
8	€59,184
9	€60,445
LSI 1	€62,611
LSI 2	€64,786

**Grade 6 - Senior Staff Officer/ Executive Librarian/Senior Legal Assistant/ Clerk of Works/Building Inspector**

Point	01/09/2019
1	€47,588
2	€48,736
3	€50,122
4	€52,725
5	€54,279
LSI 1	€56,213
LSI 2	€58,157

**Grade 5 - Staff Officer/Librarian/ Legal Assistant**

Point	01/09/2019
1	€42,777
2	€44,137
3	€45,499
4	€46,861
5	€48,221
LSI 1	€49,798
LSI 2	€51,374

**Grade 4 - Assistant Staff Officer/ Senior Library Assistant**

Point	01/09/2019
1	€28,049
2	€29,966
3	€32,850
4	€34,646
5	€36,218
6	€37,736
7	€39,786
8	€41,271
9	€42,777
LSI 1	€44,163
LSI 2	€45,554



**Grade 3 - Clerical Officer/ Library Assistant/Branch Librarian\***

Point	01/09/2019
1	€24,000
2	€25,576
3	€25,966
4	€26,753
5	€27,903
6	€29,057
7	€30,210
8	€31,047
9	€32,156
10	€33,261
11	€34,045
12	€35,142
13	€36,244
14	€38,320
LSI 1	€39,793

**\*Hourly rate for a Branch Librarian is based on the Library Assistant salary scale. The rate below, effective from 01/09/2019, is based on a 37 hour working week. Local authorities should amend the hourly rate as appropriate to the authority’s working week.**

**Branch Librarian**

Point	Hourly Rate 01/09/2019
1	€12.43
2	€13.25
3	€13.45
4	€13.86
5	€14.45
6	€15.05
7	€15.65
8	€16.08
9	€16.66
10	€17.23
11	€17.63
12	€18.20
13	€18.77
14	€19.85
LSI	€20.61

**County Engineer**

Point	01/09/2019
1	€81,343
2	€84,266
3	€87,182
4	€90,104
5	€93,024
LSI 1	€96,097
LSI 2	€99,166

**Senior Engineer**

Point	01/09/2019
1	€76,002
2	€77,802
3	€79,596
4	€81,393
5	€83,189
6	€84,994
LSI 1	€87,706
LSI 2	€90,423

**Senior Executive Engineer**

Point	01/09/2019
1	€65,678
2	€67,694
3	€68,657
4	€70,619
5	€72,587
6	€74,547
7	€76,524
LSI 1	€79,005
LSI 2	€81,480

**Executive Engineer**

Point	01/09/2019
1	€49,543
2	€51,345
3	€53,147
4	€54,953
5	€56,759
6	€58,563
7	€60,369
8	€62,166
9	€63,978
10	€65,777
LSI 1	€67,852
LSI 2	€68,868

**Assistant Engineer**

Point	01/09/2019
1	€38,747
2	€41,165
3	€42,939
4	€44,732
5	€46,512
6	€48,295
7	€50,085
8	€51,868
9	€53,649
10	€55,434
11	€57,228
LSI 1	€59,063
LSI 2	€60,899

**Graduate Engineer**

Point	01/09/2019
1	€31,414
2	€34,141
3	€37,819
4	€41,172

**Project Resident Engineer**

01/09/2019
€92,064

**Senior Resident Engineer**

01/09/2019  
€83,116

**Resident Engineer**

From: 01/09/2019 €62,983  
To: €70,611

**Assistant Resident Engineer**

From: 01/09/2019 €45,213  
To: €62,574

**Graduate Resident Engineer**

From: 01/09/2019 €34,364  
To: €45,213

**Site Technician Level 1**

From: 01/09/2019 €51,011  
To: €55,389

**Site Technician Level 2**

	01/09/2019
From:	€43,359
To:	€51,011

**Chief Technician**

Point	01/09/2019
1	€47,219
2	€48,354
3	€49,690
4	€51,028
5	€52,373
6	€53,570
7	€54,792
8	€55,973
9	€57,145
LSI 1	€59,190
LSI 2	€61,244

**Senior Executive Technician**

Point	01/09/2019
1	€45,692
2	€46,633
3	€47,921
4	€50,102

Circular EL 05/2019 – Application of September 2019 pay adjustments

5	€51,416
LSI 1	€53,246
LSI 2	€55,084

**Executive Technician**

Point	01/09/2019
1	€42,953
2	€44,028
3	€45,131
4	€46,227
5	€47,329
6	€48,424
LSI 1	€50,008
LSI 2	€51,586

**Technician Grade I**

Point	01/09/2019
1	€40,098
2	€40,766
3	€41,639
4	€42,516
5	€43,374
6	€44,246
7	€45,041
LSI 1	€46,509
LSI 2	€47,981



**Technician Grade II**

Point	01/09/2019
1	€27,242
2	€28,712
3	€30,154
4	€30,937
5	€32,003
6	€33,064
7	€33,780
8	€34,840
9	€35,877
10	€36,940
11	€37,993
12	€38,991
13	€40,098
LSI 1	€41,401
LSI 2	€42,692

**Senior Social Worker**

Point	01/09/2019
1	€67,348
2	€69,288
3	€72,218
4	€75,145
5	€78,076

Circular EL 05/2019 – Application of September 2019 pay adjustments

6 €81,006

**Social Worker**

Point	01/09/2019
1	€34,617
2	€37,306
3	€38,347
4	€40,314
5	€42,355
6	€44,394
7	€46,413
8	€48,480
9	€50,516
10	€52,078
11	€53,641
LSI 1	€54,678

**Professionally Qualified Housing Welfare Officer**

Point	01/09/2019
1	€45,807
2	€47,996
3	€50,185
4	€52,380
5	€54,565
6	€56,752
7	€58,944
LSI 1	€60,087

**Housing Welfare Officer**

Point	01/09/2019
1	€36,018
2	€38,653
3	€39,905
4	€41,827
5	€43,838
6	€45,830
7	€47,804
8	€49,796
9	€51,791
10	€53,278
11	€54,785
LSI 1	€55,842

**OUTDOOR**

**Craftworkers/ Craftworkers' Mates/Supervisory Craftworkers**

	<b>Craftworker</b>	<b>Craftworker's Mate</b>	<b>Chargehand</b>	<b>Assistant Foreman</b>	<b>Foreman (Craft)</b>
	01/09/2019	01/09/2019	01/09/2019	01/09/2019	01/09/2019
Point 1	€643.52	€531.59	€763.76	€797.67	€848.50
after 0.5 years	€663.88	€549.30	€772.30	€806.56	€858.04
after 1.5 years	€712.81	€588.44	€776.41	€810.92	€862.64
after 2.5 years	€717.87	€589.18	€780.96	€815.66	€867.72
after 3.5 years	€722.86	€592.36	€785.25	€820.14	€872.50
after 4.5 years	€727.89	€595.79	€787.51	€822.52	€875.01
after 5.5 years	€732.92	€599.00	€789.63	€824.77	€877.40
after 6.5 years	€737.94	€600.72	€791.86	€827.07	€879.88
after 7.5 years	€742.97	€602.31	€794.10	€829.40	€882.38
after 8.5 years	€747.99	€603.98	€797.59	€833.08	€886.28
after 9.5 years	€752.99	€605.65	€800.30	€835.90	€889.32
after 10.5 years		€608.27	€806.86	€842.76	€896.63
after 11.5 years		€610.34			
after 12.5 years		€615.24			

**General Operatives and Related Grades (outside the Dublin area)**

	<b>Foreman</b>	<b>Driver Plant Operator A</b>	<b>Light Equipment Operator</b>	<b>Refuse Collector</b>	<b>Ganger</b>
	01/09/2019	01/09/2019	01/09/2019	01/09/2019	01/09/2019
Point 1	€632.61	€619.86	€601.51	€606.31	€611.30
after 0.5 years	€636.14	€623.34	€604.74	€609.51	€614.71
after 1.5 years	€639.36	€626.34	€607.82	€612.63	€617.76
after 2.5 years	€641.20	€628.15	€609.51	€614.33	€619.69
after 3.5 years	€641.20	€629.94	€611.24	€615.96	€621.39
after 4.5 years	€641.20	€631.77	€612.99	€617.69	€623.16
after 5.5 years	€641.20	€633.42	€614.69	€619.42	€625.04
after 6.5 years	€642.40	€635.34	€616.45	€621.24	€626.79
after 7.5 years	€644.24	€637.16	€618.26	€623.02	€628.69
after 8.5 years	€646.20	€639.06	€620.10	€624.83	€630.75
after 9.5 years	€648.29	€641.01	€622.09	€626.79	€632.54
after 10.5 years	€650.20	€641.01	€623.99	€628.70	€634.56
after 11.5 years	€652.14	€641.01	€625.79	€630.51	€636.46

Circular EL 05/2019 – Application of September 2019 pay adjustments

	<b>Driver Plant Operator B</b>	<b>Mobile Library Driver/Assistant</b>	<b>Water &amp; Sewerage Caretaker Grade 3</b>	<b>General Operative/Labourer</b>
	01/09/2019	01/09/2019	01/09/2019	01/09/2019
Point 1	€633.94	€640.78	€632.61	€539.14
after 0.5 years	€637.27	€644.04	€636.14	€551.99
after 1.5 years	€640.63	€647.32	€639.36	€590.91
after 2.5 years	€642.46	€649.15	€641.20	€594.09
after 3.5 years	€642.46	€650.95	€641.20	€597.14
after 4.5 years	€642.46	€652.76	€641.20	€598.88
after 5.5 years	€642.46	€654.56	€641.20	€600.64
after 6.5 years	€643.56	€656.46	€642.40	€602.36
after 7.5 years	€645.48	€658.34	€644.24	€604.08
after 8.5 years	€647.47	€660.25	€646.20	€605.89
after 9.5 years	€649.46	€662.20	€648.29	€607.69
after 10.5 years	€651.44	€664.26	€650.20	€609.60
after 11.5 years	€653.45	€666.15	€652.14	€611.47
after 12.5 years				€613.40
after 13.5 years				€615.24

Circular EL 05/2019 – Application of September 2019 pay adjustments

	<b>Water &amp; Sewerage Caretaker Grade 5</b>	<b>General Services Supervisor</b>
	01/09/2019	01/09/2019
Point 1	€678.28	€742.00
after 1 year	€685.11	€757.66
after 2 years	€691.78	€773.29
after 3 years	€699.03	€789.40
after 4 years	€706.27	€805.41
after 5 years	€713.64	€821.40
after 6 years	€720.84	€837.46
after 7 years	€727.62	€853.38
after 8 years	€734.37	€869.33
after 9 years	€738.88	€885.21

**Part - Time Firefighter**

	01/09/2019
0-2 Years	€8,033
2-5 Years	€8,927
5-10 Years	€10,010
10+	€11,001

**Station Officer**

	01/09/2019
0-5 Years	€16,403
5-10 Years	€18,396
10+	€20,216

**Sub Officer/Driver Mechanic**

	01/09/2019
0-5 Years	€12,417
5-10 Years	€13,927
10+	€15,303

Attendance	Drill Rate	Day		Night/Weekend	
		1st Hour	Subsequent hours	1st Hour	Subsequent hours
Rates	€21.19	€42.38	€21.19	€84.76	€42.38



Circular EL 05/2019 – Application of September 2019 pay adjustments

Attendance Rates	Drill Rate	Day		Night/Weekend	
		1st Hour	Subsequent Hours	1st Hour	Subsequent Hours
		€21.19	€42.38	€21.19	€84.76