

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



28 November 2019

EL 08/2019: Application of 01 January 2020 pay adjustments for local authority employees earning up to and including €32,000.

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 staff with an annualised salary of up to and including €32,000.
- 1.2. The pay adjustments should be applied, as appropriate, from 1 January 2020.

2. General

- 2.1. This circular sets out the pay restoration and pay increases due on 1 January 2020 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 2020.
- 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 10(1) of the Act, annualised salaries of up to and including €32,000 will be increased by **0.5%** with effect from **1 January 2020**.
- 3.2. **Revised** pay scales are set out in the Appendix to this circular.

4. Additional Superannuation Contribution (ASC)

- 4.1. Please note that the ASC Thresholds/Rates will change with effect from 1 January 2020.

Covered local authority employees – Rates/Thresholds in 2020

Member of a standard accrual pension scheme:	Member of a fast accrual pension scheme:	Member of the Single Scheme:
€0 - €34,500 @ 0%	€0 - €28,750 @ 0%	€0 - €34,500 @ 0%
>€34,500 – €60,000 @ 10%	>€28,750 – €60,000 @ 10%	>€34,500 – €60,000 @ 3.33%
>€60,000 @ 10.5%	>€60,000 @ 10.5%	>€60,000 @ 3.5%

5. Overtime

5.1

Payment in respect of overtime rendered on or subsequent to 1 January 2020 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 January 2020.

6. Premium Rates of Pay

6.1

Premium rates of pay payable in respect of or subsequent to 1 January 2020 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 January 2020.

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 January 2020.

7.2

Fixed allowances remain unchanged.

8. Queries

- 8.1. 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
- 8.2. This circular is also available at 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 08/2019
Revised Local Authority Scales Operative from 1st January 2020

Grade 4 - Assistant Staff Officer/ Senior Library Assistant

Point	01/01/2020
1	€28,189
2	€30,116
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	01/01/2020
1	€24,120
2	€25,704
3	€26,096
4	€26,887

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5	€28,043
6	€29,202
7	€30,361
8	€31,202
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 01/01/2020, 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 01/01/2020
1	€12.49
2	€13.32
3	€13.52
4	€13.93
5	€14.52
6	€15.13
7	€15.73
8	€16.16
9	€16.66
10	€17.23
11	€17.63

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12	€18.20
13	€18.77
14	€19.85
LSI	€20.61

Technician Grade 11

Point	01/01/2020
1	€27,378
2	€28,856
3	€30,305
4	€31,092
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

Graduate Engineer

	01/01/2020
Point	
1	€31,571
2	€34,141
3	€37,819
4	€41,172

Craftworkers/ Craftworkers' Mates/Supervisory Craftworkers

Craftworker's Mate

	01/01/2020
Point 1	€534.25
after 0.5 years	€552.05
after 1.5 years	€591.38
after 2.5 years	€592.13
after 3.5 years	€595.32
after 4.5 years	€598.77
after 5.5 years	€602.00
after 6.5 years	€603.72
after 7.5 years	€605.32
after 8.5 years	€607.00
after 9.5 years	€608.68
after 10.5 years	€611.31
after 11.5 years	€613.39
after 12.5 years	€615.24

General Operatives and Related Grades (outside the Dublin area)

Light Equipment Operator

	01/01/2020
Point 1	€604.52
after 0.5 years	€607.76
after 1.5 years	€610.86
after 2.5 years	€612.56
after 3.5 years	€614.30
after 4.5 years	€616.05
after 5.5 years	€616.05
after 6.5 years	€616.45
after 7.5 years	€618.26
after 8.5 years	€620.10
after 9.5 years	€622.09
after 10.5 years	€623.99
after 11.5 years	€625.79

* To avoid 'leapfrogging' 4.5 and 5.5 years

Refuse Collector

	01/01/2020
Point 1	€609.34
after 0.5 years	€612.56
after 1.5 years	€615.69

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after 2.5 years	€615.69
after 3.5 years	€615.96
after 4.5 years	€617.69
after 5.5 years	€619.42
after 6.5 years	€621.24
after 7.5 years	€623.02
after 8.5 years	€624.83
after 9.5 years	€626.79
after 10.5 years	€628.70
after 11.5 years	€630.51

* To avoid 'leapfrogging' 2.5 and 3.5 years

Ganger

	01/01/2020
Point 1	€614.36
after 0.5 years	€614.71
after 1.5 years	€617.76
after 2.5 years	€619.69
after 3.5 years	€621.39
after 4.5 years	€623.16
after 5.5 years	€625.04
after 6.5 years	€626.79
after 7.5 years	€628.69
after 8.5 years	€630.75
after 9.5 years	€632.54
after 10.5 years	€634.56
after 11.5 years	€636.46

General Operative/Labourer

	01/01/2020
Point 1	€541.84
after 0.5 years	€554.75
after 1.5 years	€593.86
after 2.5 years	€597.06
after 3.5 years	€600.13
after 4.5 years	€601.87
after 5.5 years	€603.64
after 6.5 years	€605.37
after 7.5 years	€607.10
after 8.5 years	€608.92
after 9.5 years	€610.73
after 10.5 years	€612.65
after 11.5 years	€614.53
after 12.5 years	€614.53
after 13.5 years	€615.24

* To avoid 'leapfrogging' 11.5 and 12.5 years