



**Circular Title: Application of pay adjustments due on 2 February and 1 October 2022**

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 Agreement “Building Momentum – A New Public Service Agreement 2021-2022” (the Agreement).

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

**Circular Number:** Circular 19/2022

**Purpose:** This circular sets out pay increases due on 2 February 2022 and 1 October 2022 as provided for in “Building Momentum - A New Public Service Agreement 2021-2022” as reviewed.

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

**Effective From:** 2 February 2022 and 1 October 2022

Mise le meas,

---

Colin Menton  
Assistant Secretary  
Public Service Resourcing 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. It should be noted that grades receiving FEMPI restoration under Circular 15/2022 that received more than **4%** will not benefit from further adjustments as of 2 February 2022 and 1 October 2022.
- 1.4. The pay adjustments should be applied, as appropriate, from 2 February 2022 and 1 October 2022.

## **2. General**

- 2.1. The circular sets out pay increases due on 2 February 2022 as an amendment to the Agreement. (These rates are set out in Appendices 1 and 2 in this Circular)
- 2.2. The circular also sets out pay increases due on 1 October 2022 as provided for in the Agreement. (These rates are set out in Appendices 3 and 4 of this Circular)
- 2.3. The circular provides for a 3% adjustment on 2 February 2022 and a 1% adjustment in the rate of allowances in the nature of pay on 1 of October 2022.
- 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.
- 2.5. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2022.

## **3. “Building Momentum - A New Public Service Agreement 2021-2022” as Amended**

- 3.1. Following the review of Building Momentum, a 3% pay adjustment was agreed and will be implemented with effect from 2 February 2022.
- 3.2. In accordance with section 3 of The Agreement, the annualised amount of the basic salary of civil servants will be increased by 1% or €500 whichever is greater with effect from 1 October 2022 subject to para 3.3 below.
- 3.3. Section 3.1.4 of the Agreement applies to the general round increases in 2022. This section addresses application of general round increases for salaries that have received FEMPI pay restoration in that year and states that:

*“Where an individual is due an amount of pay restoration... by July 2022 under Section 20 of the Public Service Pay Pensions Act 2017, they will not benefit from the general round increase in that year. Where the amount of restoration in July is less than the general round increase the individual will be eligible to be paid the balance on the date of the general round increase.”*

Accordingly, in line with the provisions of the Agreement, for salaries that received FEMPI pay restoration on 01 July 2022, the following applies:

- (i) Where the amount of restoration on 1 July 2022 was equal to or greater than the general round increases of 3% and 1% combined (effectively 4.03%<sup>1</sup>), there is no adjustment to the salary on 02 February 2022 or 01 October 2022.
- (ii) Where the amount of restoration on 1 July 2022 was equal to or greater than the general round increase of 3%, but less than the general round increases of 3% and 1% combined (effectively 4.03%), there is no adjustment to the salary on 02 February 2022, but the salary receives the balance (i.e. the difference between the 1 July restoration and 4.03%) on 01 October 2022;
- (iii) Where the amount of restoration on 1 July 2022 is less than the general round increase of 3%, the salary receives the balance (i.e. the difference between the 1 July restoration and 3%) on 02 February 2022. From 01 July 2022, reflecting FEMPI restoration and the balance of 3%, the salary will reflect a 3% increase on the 01 February 2022 salary. The salary then receives the 1% general round increase on 1 October 2022.

3.4. Revised pay scales 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. Overtime**

4.1 Payment in respect of overtime rendered on or subsequent to 2 February and 1 October 2022 by members of overtime grades to which this circular applies should be calculated by reference to the revised pay rates in effect from 2 February 2022 and 1 October 2022.

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

5.1 Premium rates of pay payable in respect on or subsequent to 2 February and 1 October 2022 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay in effect from 2 February and 1 October 2022.

#### **6. Allowances**

---

<sup>1</sup> As the 1% general round increase on 01 October 2022 occurs after the 3% general round increase on 02 February 2022, the combined increase is effectively 4.03%. (Example: (i) 02 February 2022: €100 + 3% = €103 (ii) 01 October 2022: €103 + 1% = €104.03, equivalent to an increase of 4.03%)

- 6.1 Allowances in the nature of pay for civil servants to whom this circular applies may be increased by 3% from 2 February and 1% from 1 October 2022.
- 6.2 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 in effect from 2 February 2022 and 1 October 2022.
- 6.3 Children’s allowances, both standard and ex-gratia, remain unchanged.

**7. Pensions**

Pension Increases

- 7.1. The principle of pay parity under pre-existing pension schemes has been agreed up to the end of 2023 in line with the amended agreement under Building Momentum. To determine if an increase is due to applicable pensions in payment, up to end 2022, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018, 19/2019 and 10/2021.
- 7.2. Single Public Service Pension Scheme (‘Single Scheme’) pensions are uprated in-line with the Consumer Price Index (CPI). Therefore pensions in payment in respect of former public servants who served in grades to which this circular applies, will not be adjusted with reference to the revisions of basic pay set out in Section 3.

Pension Contributions and ASC

- 7.3. Periodic contributions in respect of ASC, main scheme and spouses and children as applicable shall be deducted from all arrears of pensionable remuneration payable under this circular. The ASC rates as set out in 2020 continue to apply.

Thresholds/Rates in 2022 and 2023

<b>Member of a standard accrual pension scheme</b>	<b>Member of a fast accrual pension scheme</b>	<b>Member of the Single Scheme</b>
€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%

Pension Revisions for pre-existing public service pension schemes

- 7.4. The Pensions of those who are members of a pre-existing public service pension scheme (Non-Single Scheme) which are in payment from 2 February 2022 in respect of former Public Servants who served in grades to which this circular applies, will be adjusted as appropriate in the normal

way, by reference to the revisions of basic pay set out in section 3 of this Circular.

Departments/Offices which, under delegated authority, grant pensions and lump sums may, subject to any necessary prior consultation with this Department, revise pension payments strictly in accordance with this circular.

7.5. The lump sums of the officers in the grades to which this Circular applies who retired on or after 2 February 2022 should also be revised by reference to the revisions of basic pay set out in Section 3 as appropriate. Deductions from lump sums in respect of non-periodic contributions (such as under Spouses and Children's Pension Schemes) should also be adjusted in these cases. The lump sum of officers in the grades to which this circular applies who retired before 2 February 2022 should **not** be adjusted.

7.6. Pension Benefit Cap under section 52 (6) and (7) of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

Where an individual is encompassed by Circular 13/2020 and there is a retrospective increase to the pensionable remuneration values effective at date of retirement, then that financial benefit cap calculation should be reviewed. This will only apply where there is a change to the rates at the date of retirement/to be included in the financial benefit cap calculation. Where the effective date of an increase is after an individual's retirement, then the relevant pension increase policy will apply in the usual way i.e. the benefit cap calculation itself would generally not be revisited for every future change in salary following an individual's retirement.

#### Pension Revisions for the Single Public Service Pension Scheme

7.7. For Single Scheme pensioners who were working as public servants (in grades to which this circular applies) on the dates of the revision of basic pay (i.e. 2 February 2022 and/or 1 July 2022 and/or 1 October 2022) and subsequently retired in the period from 2 February 2022 to 1 October 2022, their referable amounts accrued and contribution deductions owed will be re-calculated. Lump sum and pensions paid will then be adjusted, as appropriate.

This aforementioned calculation should also be undertaken by Relevant Authorities for the following classes:

- Cost-Neutral Early Retirement (CNER)
- Ill-Health Retirement (including Short Service Gratuity)
- Pension Adjustment Orders (PAOs)
- Death-in-Service (Spouse / Partner / Eligible Child)
- Death Gratuity
- Any other relevant cases

Final Retirement Benefit Statements and Leaver Statements for Single Scheme members in the grades to which this circular applies, who were working as public servants on the dates of the revision of basic pay and who subsequently retired or left their respective Relevant Authority may also have to be adjusted, as appropriate.

Please note that, as previously stated, the lump sum and pensions of officers in the grades to which this circular applies who retired before 2 February 2022 should not be adjusted.

## **8. Queries**

- 8.1 Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (NSSO) or, where applicable, with local Human Resource Units.
- 8.2 Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department by contacting:  
For general queries [support@paytravelovertime.cloud.gov.ie](mailto:support@paytravelovertime.cloud.gov.ie)  
For public service pension queries [pensions@per.gov.ie](mailto:pensions@per.gov.ie)  
For Single Pension Scheme queries [singleschemequeries@per.gov.ie](mailto:singleschemequeries@per.gov.ie)
- 8.3 This circular is also available at <https://www.gov.ie/en/circulars/>

Revised pay scales with effect from 2 February 2022 for Civil Servants appointed on or after 6th April 1995 that are 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)<sup>2</sup>  
€215,998

SECRETARY GENERAL II (PPC)  
€215,998

SECRETARY GENERAL III (PPC)  
€204,630

DEPUTY SECRETARY (PPC)  
€193,205

ASSISTANT SECRETARY (PPC)  
€149,641 €156,442 €163,813 €171,180

PRINCIPAL HIGHER (PPC)  
€101,551 €105,732 €109,934 €114,126 €117,700 €121,466<sup>1</sup> €125,234<sup>2</sup>

PRINCIPAL (PPC)  
€94,357 €98,361 €102,335 €106,337 €109,714 €113,215<sup>1</sup> €116,712<sup>2</sup>

ASSISTANT PRINCIPAL HIGHER (PPC)  
€79,593 €82,621 €85,656 €88,689 €91,723 €93,494 €96,504<sup>1</sup> €99,521<sup>2</sup>

ASSISTANT PRINCIPAL (PPC)  
€72,511 €75,181 €77,889 €80,606 €83,318 €84,881 €87,619<sup>1</sup> €90,366<sup>2</sup>

ADMINISTRATIVE OFFICER (PPC)  
€34,906 €37,498 €38,239 €41,485 €45,640 €48,802 €51,968 €55,167  
€58,363 €61,549 €63,756<sup>1</sup> €65,959<sup>2</sup>

ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)  
€48,802 €51,968 €55,167 €58,363 €61,549 €63,756 €65,928 €68,105

HIGHER EXECUTIVE OFFICER (PPC)  
€52,373 €53,904 €55,432 €56,959 €58,492 €60,019 €61,549 €63,756<sup>1</sup>  
€65,959<sup>2</sup>

HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)  
€55,432 €56,959 €58,492 €60,019 €61,549 €63,756 €65,202 €66,652 €68,105

<sup>2</sup> In light of the ongoing work of the Independent Review Panel into recruitment and pay determination processes for Senior Public Service posts, the application of this Circular shall not have the effect of increasing the salary of a serving Secretary General in the civil service to a salary rate above the current highest rate that applies to a Secretary General post, i.e. €297,869.

**EXECUTIVE OFFICER (PPC)**

€32,649	€34,514	€35,567	€37,622	€39,464	€41,245	€43,021	€44,759
€46,515	€48,222	€49,982	€51,148	€52,808 <sup>1</sup>	€54,481 <sup>2</sup>		

**EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€35,567	€37,622	€39,464	€41,245	€43,021	€44,759	€46,515	€48,222
€49,982	€51,148	€52,808	€54,052	€55,300	€56,550		

**CLERICAL OFFICER (PPC)**

€26,099	€27,772	€28,197	€29,026	€30,249	€31,471	€32,692	€33,581
(€500.17)	(€532.23)	(€540.37)	(€556.27)	(€579.71)	(€603.13)	(€626.53)	(€643.57)
€34,589	€35,759	€36,583	€37,741	€38,893	€40,689	€42,101 <sup>1</sup>	€42,749 <sup>2</sup>
(€662.87)	(€685.30)	(€701.10)	(€723.29)	(€745.36)	(€779.79)	(€808.86)	(€819.26)

**CLERICAL OFFICER HIGHER SCALE (PPC)**

€29,026	€30,249	€31,471	€32,692	€33,581	€34,589	€35,759	€36,583
(€556.27)	(€579.71)	(€603.13)	(€626.53)	(€643.57)	(€662.87)	(€685.30)	(€701.10)
€37,741	€38,893	€40,689	€42,101	€42,749	€43,624		
(€723.29)	(€745.36)	(€779.79)	(€806.86)	(€819.26)	(€836.03)		

**HEAD SERVICES OFFICER (PPC)**

€661.68	€679.27	€693.44	€714.04	€734.64	€755.25	€779.81 <sup>1</sup>	€806.87 <sup>2</sup>
---------	---------	---------	---------	---------	---------	----------------------	----------------------

**SERVICES OFFICER (PPC)**

€470.82	€498.29	€508.67	€530.58	€550.16	€561.88	€575.58	€620.26
€634.20 <sup>1</sup>	€656.38 <sup>2</sup>						

**SERVICES ATTENDANT (PPC)**

€464.58	€483.21	€508.67	€516.74	€533.44	€553.03	€572.16	€589.32
€612.96	€632.27 <sup>1</sup>	€648.41 <sup>2</sup>					

**CLEANER (PPC)**

€450.04	€478.97	€487.07	€505.98	€528.70	€542.75 <sup>1</sup>	€556.84 <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.



Revised pay scales with effect from 2 February 2022 for Civil Servants appointed on or after 6th April 1995 that are 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)**

€76,350 €78,747 €81,151 €83,548 €85,944 €88,794 €92,039<sup>1</sup> €95,285<sup>2</sup>

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

€66,483 €68,002 €69,518 €71,040 €72,557 €72,961 €74,458 €76,012  
€78,541<sup>1</sup> €81,076<sup>2</sup>

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

€34,143 €36,567 €37,216 €40,450 €43,695 €46,940 €50,187 €52,192  
€54,208 €56,240 €58,258 €60,283 €62,309 €64,328 €66,362 €68,613<sup>1</sup>  
€70,859<sup>2</sup>

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

€35,235 €37,851 €38,601 €41,878 €46,070 €49,271 €52,459 €55,697  
€58,929 €62,143 €72,511 €75,182 €77,889 €80,606 €83,318 €84,881  
€87,619<sup>1</sup> €90,366<sup>2</sup>

**LAW CLERK (PPC)**

€551.95 €575.16 €609.75 €635.56 €666.27 €686.90 €700.86 €721.30  
€741.75 €762.19 €782.70 €803.82<sup>1</sup> €824.89<sup>2</sup>

**HIGHER LEGAL EXECUTIVE (PPC)**

€52,373 €53,904 €55,432 €56,959 €58,492 €60,019 €61,549 €63,756<sup>1</sup>  
€65,959<sup>2</sup>

**LEGAL EXECUTIVE (PPC)**

€36,088 €38,222 €39,919 €41,549 €43,028 €44,351 €45,688 €47,024  
€48,364 €49,658 €50,880<sup>1</sup> €52,472<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON (PPC)**

€43,971 €44,803 €45,844 €46,899 €47,948 €49,003 €49,993 €51,601<sup>1</sup>  
€53,231<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON (PPC)**

€652.91 €672.48 €695.59 €711.47 €734.26 €757.12 €780.01 €801.93  
€823.85 €845.76 €867.76 €895.69<sup>1</sup> €923.66<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING (PPC)**

€54,693 €57,254 €59,816 €62,373 €64,935 €67,490 €70,050 €72,616 €73,738  
€76,012 €78,541<sup>1</sup> €81,076<sup>2</sup>

**SUPERINTENDENT MAPPING (PPC)**

€48,585 €50,251 €51,639 €53,018 €54,421 €55,828 €57,197 €58,945<sup>1</sup>  
 €60,681<sup>2</sup>

**EXAMINER IN CHARGE (PPC)**

€42,260 €43,157 €44,041 €44,947 €45,848 €46,756 €48,585 €50,038<sup>1</sup>  
 €51,505<sup>2</sup>

**EXAMINER OF MAPS (PPC)**

€729.90 €749.69 €768.74 €786.50 €805.68 €819.63 €846.20<sup>1</sup> €872.82<sup>2</sup>

**MAPPING DRAUGHTSPERSON (PPC)**

€552.36 €559.93 €578.33 €596.80 €615.38 €633.94 €646.11 €660.83  
 €677.94 €688.44 €705.39 €722.30 €739.32 €762.86<sup>1</sup> €786.47<sup>2</sup>

**SENIOR ARCHITECT (PPC)**

€71,007 €73,536 €77,227 €80,926 €84,636 €88,794 €92,039<sup>1</sup> €95,286<sup>2</sup>

**ARCHITECT (PPC)**

€38,825 €41,585 €42,958 €46,023 €49,075 €52,150 €54,203 €56,258  
 €58,322 €60,372 €62,430 €64,488 €66,546 €68,606 €70,685 €72,951<sup>1</sup>  
 €74,076<sup>2</sup>

**ARCHITECTURAL ASSISTANT GRADE II (PPC)**

€596.56 €638.26 €652.91 €672.48 €695.59 €711.47 €734.26 €757.12  
 €778.02 €800.91 €823.85 €845.76 €867.76 €895.69<sup>1</sup> €923.66<sup>2</sup>

**SENIOR LABORATORY ANALYST (PPC)**

€54,330 €56,784 €58,957 €61,183 €63,473 €65,730 €68,049 €70,346  
 €72,656

**LABORATORY ANALYST (PPC)**

€35,783 €37,249 €39,578 €40,682 €41,734 €44,220 €45,826 €47,443  
 €49,095 €50,742 €52,392 €54,071 €55,765 €57,478 €59,137 €60,284<sup>1</sup>

**NIGHTWATCHMAN (PPC)**

€470.47 €496.56 €509.44 €529.08 €548.24 €559.49 €576.43  
 €594.91<sup>1</sup> €616.13<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.

Revised pay scales with effect from 2 February 2022 for Civil Servants appointed before 6th April 1995 in General Service grades.

**SECRETARY GENERAL I**

€215,998

**SECRETARY GENERAL II**

€205,199

**SECRETARY GENERAL III**

€194,399

**DEPUTY SECRETARY**

€183,545

**ASSISTANT SECRETARY**

€142,160 €148,621 €155,621 €162,623

**PRINCIPAL HIGHER**€96,467 €100,447 €104,438 €108,417 €111,817 €115,398<sup>1</sup> €118,975<sup>2</sup>**PRINCIPAL**€89,641 €93,439 €97,214 €101,022 €104,229 €107,556<sup>1</sup> €110,877<sup>2</sup>**ASSISTANT PRINCIPAL HIGHER**€75,610 €78,488 €81,378 €84,253 €87,136 €88,816 €91,686<sup>1</sup> €94,547<sup>2</sup>**ASSISTANT PRINCIPAL**€70,043 €72,592 €73,998 €76,575 €79,153 €80,644 €83,240<sup>1</sup> €85,845<sup>2</sup>**ADMINISTRATIVE OFFICER**€33,439 €36,081 €36,444 €39,530 €43,478 €46,485 €49,492 €52,508  
€55,541 €58,751 €60,660<sup>1</sup> €62,755<sup>2</sup>**ADMINISTRATIVE OFFICER HIGHER SCALE**

€46,485 €49,492 €52,508 €55,541 €58,571 €60,660 €62,731 €64,798

**HIGHER EXECUTIVE OFFICER**€49,879 €51,321 €52,757 €54,207 €55,658 €57,119 €58,571 €60,660<sup>1</sup> €62,755<sup>2</sup>**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€52,757 €54,207 €55,658 €57,119 €58,571 €60,660 €62,034 €63,415 €64,798

**EXECUTIVE OFFICER**€31,134 €33,239 €34,073 €35,868 €37,614 €39,310 €40,994 €42,644 €44,312  
€45,933 €47,602 €48,716 €50,288<sup>1</sup> €51,863<sup>2</sup>

**EXECUTIVE OFFICER HIGHER SCALE**

€34,073	€35,868	€37,614	€39,310	€40,994	€42,644	€44,312	€45,933	€47,602
€48,716	€50,288	€51,461	€52,633	€53,816				

**CLERICAL OFFICER**

€24,873	€26,463	€26,867	€28,043	€28,818	€29,979	€ 31,141	€32,302
(€476.67)	(€507.16)	(€514.89)	(€537.44)	(€552.29)	(€574.54)	(€596.80)	(€619.04)
€33,135	€34,263	€35,207	€35,976	€37,071	€38,778	€40,119 <sup>1</sup>	€40,737 <sup>2</sup>
(€635.01)	(€656.63)	(€674.73)	(€689.46)	(€710.45)	(€743.15)	(€768.86)	(€780.71)

**CLERICAL OFFICER HIGHER SCALE**

€28,044	€28,818	€29,979	€31,141	€32,301	€33,135	€34,263	€35,207
(€537.44)	(€552.29)	(€574.54)	(€596.80)	(€619.04)	(€635.01)	(€656.63)	(€674.73)
€35,976	€37,071	€38,777	€40,119	€41,566	€41,566		
(€689.46)	(€710.45)	(€743.15)	(€768.86)	(€780.71)	(€796.58)		

**HEAD SERVICES OFFICER**

€636.86	€650.84	€667.35	€687.19	€700.25	€719.82	€743.15 <sup>1</sup>	€768.86 <sup>2</sup>
---------	---------	---------	---------	---------	---------	----------------------	----------------------

**SERVICES OFFICER**

€460.09	€474.96	€488.31	€506.14	€524.24	€542.79	€556.05	€564.05
€590.96	€609.89 <sup>1</sup>	€631.67 <sup>2</sup>					

**SERVICES ATTENDANT**

€460.09	€460.89	€488.31	€495.84	€508.64	€526.93	€550.77	€561.41
€583.87	€602.26 <sup>1</sup>	€623.81 <sup>2</sup>					

**CLEANER**

€432.20	€457.05	€467.73	€485.77	€504.36	€517.20 <sup>1</sup>	€537.97 <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.

Revised pay scales with effect from 2 February 2022 for certain grades common to two or more Departments appointed before 6th April 1995.

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

€72,580 €74,808 €77,092 €79,374 €81,646 €84,352 €87,439<sup>1</sup> €90,523<sup>2</sup>

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

€63,253 €64,702 €66,138 €67,587 €69,030 €70,472 €71,908 €73,368  
€74,613<sup>1</sup> €77,019<sup>2</sup>

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

€35,813 €38,547 €41,631 €44,709 €47,798 €49,707 €51,610 €53,525  
€55,442 €57,367 €59,288 €61,211 €63,136 €65,282<sup>1</sup> €67,416<sup>2</sup>

**STATE SOLICITOR AND PROSECUTION SOLICITOR**

€33,750 €36,079 €36,787 €39,907 €43,888 €46,931 €49,958 €53,014  
€56,082 €59,134 €70,043 €72,592 €73,998 €76,575 €79,153 €80,644  
€83,240<sup>1</sup> €85,845<sup>2</sup>

**LAW CLERK**

€533.21 €555.59 €580.83 €605.34 €638.36 €658.16 €674.52 €687.56  
€707.02 €726.46 €745.95 €765.99<sup>1</sup> €786.01<sup>2</sup>

**HIGHER LEGAL EXECUTIVE**

€49,879 €51,321 €52,757 €54,207 €55,658 €57,119 €58,571 €60,660<sup>1</sup>  
€62,755<sup>2</sup>

**LEGAL EXECUTIVE**

€38,044 €39,598 €40,997 €42,256 €43,520 €44,796 €46,073 €47,300  
€48,464<sup>1</sup> €49,979<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON**

€41,893 €42,682 €43,671 €44,684 €45,672 €46,675 €47,616 €49,147<sup>1</sup>  
€50,684<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON**

€628.18 €644.36 €662.96 €684.75 €699.87 €721.58 €743.36 €764.20  
€785.02 €805.85 €826.73 €853.23<sup>1</sup> €879.80<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING**

€52,064 €54,489 €56,923 €59,355 €61,782 €64,208 €66,648 €69,084  
€71,227 €73,368 €74,613<sup>1</sup> €77,019<sup>2</sup>

**SUPERINTENDENT MAPPING**

€46,284 €47,860 €49,184 €50,484 €51,806 €53,133 €54,440 €56,094<sup>1</sup>  
€57,747<sup>2</sup>

**EXAMINER IN CHARGE**

€40,264 €41,120 €41,965 €42,822 €43,682 €44,543 €46,284 €47,663<sup>1</sup>  
 €49,048<sup>2</sup>

**EXAMINER OF MAPS**

€695.71 €714.54 €732.62 €749.57 €767.73 €780.97 €806.26<sup>1</sup> €831.59<sup>2</sup>

**MAPPING DRAUGHTSPERSON**

€526.31 €540.86 €550.99 €568.51 €586.12 €603.87 €621.50 €639.20  
 €649.63 €669.14 €678.89 €688.58 €704.67 €727.09<sup>1</sup> €749.45<sup>2</sup>

**SENIOR ARCHITECT**

€67,542 €71,034 €73,382 €76,884 €80,404 €84,352 €87,439<sup>1</sup> €90,523<sup>2</sup>

**ARCHITECT**

€40,939 €43,845 €46,751 €49,661 €51,599 €53,541 €55,493 €57,450 €59,406  
 €61,361 €63,321 €65,270 €67,249 €69,396<sup>1</sup> €71,558<sup>2</sup>

**ARCHITECTURAL ASSISTANT GRADE II**

€628.18 €644.36 €662.96 €684.75 €699.87 €721.58 €741.44 €763.23 €785.02  
 €805.85 €826.73 €853.23<sup>1</sup> €879.80<sup>2</sup>

**SENIOR LABORATORY ANALYST**

€51,722 €54,044 €56,104 €58,222 €60,398 €62,536 €64,743 €66,926 €69,119

**LABORATORY ANALYST**

€34,610 €35,846 €37,725 €38,772 €39,768 €42,130 €43,658 €45,194  
 €46,764 €48,327 €49,893 €51,475 €53,071 €54,701 €56,278 €57,367<sup>1</sup>

**NIGHTWATCHMAN**

€489.69 €504.74 €522.40 €540.60 €556.84 €566.74<sup>1</sup> €586.88<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.

Revised pay scales with effect from 1 October 2022 for Civil Servants appointed on or after 6th April 1995 that are 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)  
€250,000

SECRETARY GENERAL II (PPC)  
€235,294

SECRETARY GENERAL III (PPC)  
€222,911

DEPUTY SECRETARY (PPC)  
€195,137

ASSISTANT SECRETARY (PPC)  
€151,137 €158,006 €165,451 €172,892

PRINCIPAL HIGHER (PPC)  
€102,567 €106,789 €111,033 €115,267 €118,877 €122,681<sup>1</sup> €126,486<sup>2</sup>

PRINCIPAL (PPC)  
€95,301 €99,345 €103,358 €107,400 €110,811 €114,347<sup>1</sup> €117,879<sup>2</sup>

ASSISTANT PRINCIPAL HIGHER (PPC)  
€80,389 €83,477 €86,513 €89,576 €92,640 €94,429 €97,469<sup>1</sup> €100,516<sup>2</sup>

ASSISTANT PRINCIPAL (PPC)  
€73,236 €75,933 €78,668 €81,412 €84,151 €85,730 €88,495<sup>1</sup> €91,270<sup>2</sup>

ADMINISTRATIVE OFFICER (PPC)  
€35,406 €37,998 €38,739 €41,985 €46,140 €49,302 €52,488 €55,719  
€58,947 €62,164 €64,394<sup>1</sup> €66,619<sup>2</sup>

ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)  
€49,302 €52,488 €55,719 €58,947 €62,164 €64,394 €66,587 €68,786

HIGHER EXECUTIVE OFFICER (PPC)  
€52,897 €54,443 €55,986 €57,529 €59,077 €60,619 €62,164 €64,394<sup>1</sup>  
€66,619<sup>2</sup>

HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)  
€55,986 €57,529 €59,077 €60,619 €62,164 €64,394 €65,854 €67,319 €68,786

EXECUTIVE OFFICER (PPC)  
€33,149 €35,014 €36,067 €38,122 €39,964 €41,745 €43,521 €45,259  
€47,015 €48,722 €50,482 €51,659 €53,336<sup>1</sup> €55,026<sup>2</sup>

**EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€36,067	€38,122	€39,964	€41,745	€43,521	€45,259	€47,015	€48,722
€50,482	€51,659	€53,336	€54,593	€55,853	€57,116		

**CLERICAL OFFICER (PPC)**

€26,599	€28,272	€28,697	€29,527	€30,750	€31,972	€33,193	€34,082
(€509.76)	(€541.82)	(€549.96)	(€565.86)	(€589.30)	(€612.72)	(€636.12)	(€653.16)
€35,089	€36,259	€37,084	€38,242	€39,393	€41,190	€42,602 <sup>1</sup>	€43,249 <sup>2</sup>
(€672.46)	(694.89)	(€710.69)	(€732.88)	(€754.95)	(€789.38)	(€816.45)	(€828.85)

**CLERICAL OFFICER HIGHER SCALE (PPC)**

€29,527	€30,750	€31,972	€33,193	€34,082	€35,089	€36,259	€37,084
(€565.86)	(€589.30)	(€612.72)	(€636.12)	(€653.16)	(€672.46)	(€694.89)	(€710.69)
€38,242	€39,393	€41,190	€42,602	€43,249	€44,124		
(€732.88)	(€754.95)	(€789.38)	(€816.45)	(€828.85)	(€845.62)		

**HEAD SERVICES OFFICER (PPC)**

€671.27	€686.86	€703.03	€723.63	€744.23	€764.84	€789.40 <sup>1</sup>	€816.46 <sup>2</sup>
---------	---------	---------	---------	---------	---------	----------------------	----------------------

**SERVICES OFFICER (PPC)**

€480.41	€507.88	€518.26	€540.17	€559.75	€571.47	€585.17	€601.66
€629.85	€643.79 <sup>1</sup>	€665.97 <sup>2</sup>					

**SERVICES ATTENDANT (PPC)**

€474.17	€492.80	€518.26	€526.33	€543.03	€562.62	€579.70	€598.91
€622.55	€641.86 <sup>1</sup>	€658.00 <sup>2</sup>					

**CLEANER (PPC)**

€459.63	€488.56	€496.66	€515.57	€538.29	€552.34 <sup>1</sup>	€566.43 <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.



Revised pay scales with effect from 1 October 2022 for Civil Servants appointed on or after 6th April 1995 that are 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)**

€77,114 €79,534 €81,963 €84,383 €86,803 €89,682 €92,959<sup>1</sup> €96,238<sup>2</sup>

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

€67,148 €68,682 €70,213 €71,750 €73,283 €73,691 €75,203 €76,772  
€79,326<sup>1</sup> €81,887<sup>2</sup>

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

€34,643 €37,067 €37,716 €40,950 €44,195 €47,440 €50,689 €52,714  
€54,750 €56,802 €58,841 €60,886 €62,932 €64,971 €67,026 €69,299<sup>1</sup>  
€71,568<sup>2</sup>

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

€35,735 €38,351 €39,101 €42,378 €46,570 €49,771 €52,984 €56,254  
€59,518 €62,764 €73,236 €75,934 €78,668 €81,412 €84,151 €85,730  
€88,495<sup>1</sup> €91,270<sup>2</sup>

**LAW CLERK (PPC)**

€561.54 €584.75 €619.34 €645.15 €675.86 €696.49 €710.45 €730.89  
€751.34 €771.78 €792.29 €813.41<sup>1</sup> €834.48<sup>2</sup>

**HIGHER LEGAL EXECUTIVE (PPC)**

€52,897 €54,443 €55,986 €57,529 €59,077 €60,619 €62,164 €64,394<sup>1</sup>  
€66,619<sup>2</sup>

**LEGAL EXECUTIVE (PPC)**

€36,588 €38,722 €40,419 €42,049 €43,528 €44,851 €46,188 €47,524  
€48,864 €50,158 €51,389<sup>1</sup> €52,997<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON (PPC)**

€44,471 €45,303 €46,344 €47,399 €48,448 €49,503 €50,493 €52,117<sup>1</sup>  
€53,763<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON (PPC)**

€662.50 €682.07 €705.18 €721.06 €743.85 €766.71 €789.60 €811.52  
€833.44 €855.35 €877.35 €905.28<sup>1</sup> €933.25<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING (PPC)**

€55,240 €57,827 €60,414 €62,997 €65,584 €68,165 €70,751 €73,342 €74,475  
€76,772 €79,326<sup>1</sup> €81,887<sup>2</sup>

**SUPERINTENDENT MAPPING (PPC)**

€49,085 €50,754 €52,155 €53,548 €54,965 €56,386 €57,769 €59,534<sup>1</sup>  
 €61,288<sup>2</sup>

**EXAMINER IN CHARGE (PPC)**

€42,760 €43,657 €44,541 €45,447 €46,348 €47,256 €49,085 €50,538<sup>1</sup>  
 €52,020<sup>2</sup>

**EXAMINER OF MAPS (PPC)**

€739.49 €759.28 €778.33 €796.09 €815.27 €829.22 €855.79<sup>1</sup> €882.41<sup>2</sup>

**MAPPING DRAUGHTSPERSON (PPC)**

€561.95 €569.52 €587.92 €606.39 €624.97 €643.53 €655.70 €670.42  
 €687.53 €698.03 €714.98 €731.89 €748.91 €772.45<sup>1</sup> €796.06<sup>2</sup>

**SENIOR ARCHITECT (PPC)**

€71,717 €74,271 €77,999 €81,735 €85,482 €89,682 €92,959<sup>1</sup> €96,239<sup>2</sup>

**ARCHITECT (PPC)**

€39,325 €42,085 €43,458 €46,523 €49,575 €52,672 €54,745 €56,821  
 €58,905 €60,976 €63,054 €65,133 €67,211 €69,292 €71,392 €73,681<sup>1</sup>  
 €74,817<sup>2</sup>

**ARCHITECTURAL ASSISTANT GRADE II (PPC)**

€606.15 €647.85 €662.50 €682.07 €705.18 €721.06 €743.85 €766.71  
 €787.61 €810.50 €833.44 €855.35 €877.35 €905.28<sup>1</sup> €933.25<sup>2</sup>

**SENIOR LABORATORY ANALYST (PPC)**

€54,873 €57,352 €59,547 €61,795 €64,108 €66,387 €68,729 €71,049  
 €73,383

**LABORATORY ANALYST (PPC)**

€36,283 €37,749 €40,078 €41,182 €42,234 €44,720 €46,326 €47,943  
 €49,595 €51,249 €52,916 €54,612 €56,323 €58,053 €59,728 €60,887<sup>1</sup>

**NIGHTWATCHMAN (PPC)**

€480.06 €506.15 €519.03 €538.67 €557.83 €569.08 €586.02 €604.50<sup>1</sup>  
 €625.72<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.

Revised pay scales with effect from 1 October 2022 for Civil Servants appointed before 6th April 1995  
General Service grades.

SECRETARY GENERAL I  
€237,500

SECRETARY GENERAL II  
€223,529

SECRETARY GENERAL III  
€211,765

DEPUTY SECRETARY  
€185,380

ASSISTANT SECRETARY  
€143,582 €150,107 €157,177 €164,249

PRINCIPAL HIGHER  
€97,432 €101,451 €105,482 €109,501 €112,935 €116,552<sup>1</sup> €120,165<sup>2</sup>

PRINCIPAL  
€90,537 €94,373 €98,186 €102,032 €105,271 €108,632<sup>1</sup> €111,986<sup>2</sup>

ASSISTANT PRINCIPAL HIGHER  
€76,366 €79,273 €82,192 €85,096 €88,007 €89,704 €92,603<sup>1</sup> €95,492<sup>2</sup>

ASSISTANT PRINCIPAL  
€70,743 €73,318 €74,738 €77,341 €79,945 €81,450 €84,072<sup>1</sup> €86,703<sup>2</sup>

ADMINISTRATIVE OFFICER  
€33,939 €36,581 €36,944 €40,030 €43,978 €46,985 €49,992 €53,033  
€56,096 €59,157 €61,267<sup>1</sup> €63,383<sup>2</sup>

ADMINISTRATIVE OFFICER HIGHER SCALE  
€46,985 €49,992 €53,033 €56,096 €59,157 €61,267 €63,358 €65,446

HIGHER EXECUTIVE OFFICER  
€50,379 €51,834 €53,285 €54,749 €56,215 €57,690 €59,157 €61,267<sup>1</sup> €63,383<sup>2</sup>

HIGHER EXECUTIVE OFFICER HIGHER SCALE  
€53,285 €54,749 €56,215 €57,690 €59,157 €61,267 €62,654 €64,049 €65,446

EXECUTIVE OFFICER  
€31,634 €33,739 €34,573 €36,368 €38,114 €39,810 €41,494 €43,144 €44,812  
€46,433 €48,102 €49,216 €50,791<sup>1</sup> €52,382<sup>2</sup>

**EXECUTIVE OFFICER HIGHER SCALE**

€34,573 €36,368 €38,114 €39,810 €41,494 €43,144 €44,812 €46,433 €48,102  
 €49,216 €50,791 €51,976 €53,159 €54,354

**CLERICAL OFFICER**

€25,373 €26,964 €27,367 €28,544 €29,319 €30,480 €31,641 €32,802  
 (€486.26) (€516.75) (€524.48) (€547.03) (€561.88) (€584.13) (€606.39) (€628.63)  
 €33,635 €34,763 €35,708 €36,476 €37,572 €39,278 €40,620<sup>1</sup> €41,238<sup>2</sup>  
 (€644.60) (€666.22) (€684.32) (€699.05) (€720.04) (€752.74) (€778.45) (€790.30)

**CLERICAL OFFICER HIGHER SCALE**

€28,544 €29,319 €30,480 €31,641 €32,802 €33,635 €34,763 €35,708  
 (€547.03) (€561.88) (€584.13) (€606.39) (€628.63) (€644.60) (€666.22) (€684.32)  
 €36,476 €37,572 €39,278 €40,620 €41,238 €42,066  
 (€699.05) (€720.04) (€752.74) (€778.45) (€790.30) (€806.17)

**HEAD SERVICES OFFICER**

€646.45 €660.43 €676.94 €696.78 €709.84 €729.41 €752.74<sup>1</sup> €778.45<sup>2</sup>

**SERVICES OFFICER**

€469.68 €484.55 €497.90 €515.73 €533.83 €552.38 €565.64 €573.64  
 €600.55 €619.48<sup>1</sup> €641.26<sup>2</sup>

**SERVICES ATTENDANT**

€469.68 €470.48 €497.90 €505.43 €518.23 €536.52 €560.36 €571.00  
 €593.46 €611.85<sup>1</sup> €633.40<sup>2</sup>

**CLEANER**

€441.79 €466.64 €477.32 €495.36 €513.95 €526.79<sup>1</sup> €547.56<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 4B

Revised pay scales with effect from 1 October 2022 for certain grades common to two or more Departments appointed before 6<sup>th</sup> April 1995.

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

€73,306 €75,556 €77,863 €80,168 €82,462 €85,196 €88,313<sup>1</sup> €91,428<sup>2</sup>

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

€63,886 €65,349 €66,799 €68,263 €69,720 €71,177 €72,627 €74,102  
€75,359<sup>1</sup> €77,789<sup>2</sup>

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

€36,313 €39,047 €42,131 €45,209 €48,298 €50,207 €52,126 €54,060  
€55,996 €57,941 €59,881 €61,823 €63,767 €65,935<sup>1</sup> €68,090<sup>2</sup>

**STATE SOLICITOR AND PROSECUTION SOLICITOR**

€34,250 €36,579 €37,287 €40,407 €44,388 €47,431 €50,458 €53,544  
€56,643 €59,725 €70,743 €73,318 €74,738 €77,341 €79,945 €81,450  
€84,072<sup>1</sup> €86,703<sup>2</sup>

**LAW CLERK**

€542.80 €565.18 €590.42 €614.93 €647.95 €667.75 €684.11 €697.15  
€716.61 €736.05 €755.54 €775.58<sup>1</sup> €795.60<sup>2</sup>

**HIGHER LEGAL EXECUTIVE**

€50,379 €51,834 €53,285 €54,749 €56,215 €57,690 €59,157 €61,267<sup>1</sup>  
€63,383<sup>2</sup>

**LEGAL EXECUTIVE**

€38,544 €40,098 €41,497 €42,756 €44,020 €45,296 €46,573 €47,800  
€48,964<sup>1</sup> €50,479<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON**

€42,393 €43,182 €44,171 €45,184 €46,172 €47,175 €48,116 €49,646<sup>1</sup>  
€51,191<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON**

€637.77 €653.95 €672.55 €694.34 €709.46 €731.17 €752.95 €773.79  
€794.61 €815.44 €836.32 €862.82<sup>1</sup> €889.39<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING**

€52,585 €55,034 €57,492 €59,949 €62,400 €64,850 €67,314 €69,775  
€71,939 €74,102 €75,359<sup>1</sup> €77,789<sup>2</sup>

**SUPERINTENDENT MAPPING**

€46,784 €48,360 €49,684 €50,989 €52,324 €53,664 €54,984 €56,655<sup>1</sup>  
€58,324<sup>2</sup>

**EXAMINER IN CHARGE**

€40,764 €41,620 €42,465 €42,322 €44,182 €45,043 €46,784 €48,163<sup>1</sup>  
 €49,548<sup>2</sup>

**EXAMINER OF MAPS**

€705.30 €724.13 €742.21 €759.16 €777.32 €790.56 €815.85<sup>1</sup> €841.18<sup>2</sup>

**MAPPING DRAUGHTSPERSON**

€535.90 €550.45 €560.58 €578.10 €595.71 €613.46 €631.09 €648.79  
 €659.22 €678.73 €688.48 €698.17 €714.26 €736.68<sup>1</sup> €759.04<sup>2</sup>

**SENIOR ARCHITECT**

€68,217 €71,744 €74,116 €77,653 €81,208 €85,196 €88,313<sup>1</sup> €91,428<sup>2</sup>

**ARCHITECT**

€41,439 €44,345 €47,251 €50,161 €52,115 €54,076 €56,048 €58,025  
 €60,000 €61,975 €63,954 €65,923 €67,921 €70,090<sup>1</sup> €72,274<sup>2</sup>

**ARCHITECTURAL ASSISTANT GRADE II**

€637.77 €653.95 €672.55 €694.34 €709.46 €731.17 €751.03 €772.82  
 €794.61 €815.44 €836.32 €862.82<sup>1</sup> €889.39<sup>2</sup>

**SENIOR LABORATORY ANALYST**

€52,239 €54,548 €56,665 €58,804 €61,002 €63,161 €65,390 €67,595 €69,810

**LABORATORY ANALYST**

€35,110 €36,346 €38,225 €39,272 €40,268 €42,630 €44,158 €45,694  
 €47,264 €48,827 €50,393 €51,990 €53,602 €55,248 €56,841 €57,941<sup>1</sup>

**NIGHTWATCHMAN**

€499.28 €514.33 €531.93 €550.19 €566.43 €576.33<sup>1</sup> €596.47<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.