

An Garda Síochána

Oifig Chúntóir Pearsanta
an Choimisinéara
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8

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Luaigh an uimhir tharaghta seo a leanas le
do thoil:
Please quote the following ref. number:

PAC-R-703

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**Correspondence 3D.2
Meeting – 01/11/2012**

Mr Ted McEnery
Clerk to the Committee
Committee of Public Accounts
Leinster House
Dublin 2



Re: Examination of Public Sector Allowances

Dear Mr. McEnery

I am directed by the Commissioner to refer to your correspondence of 12 October 2012 and provide the following response.

1. In respect of each allowance, the grades it applies to and the mid point and maximum point on the scales of each grade.

The attached report (Appendix A) details all the Garda allowances and identifies each rank to which they relate to. This report also identifies whether or not each allowance is pensionable (see question 5 below). Appendix B outlines the number of Civilian allowances, the grades to which they relate and whether or not they are pensionable.

With regard to mid points and maximum points, the majority of these allowances are either a fixed sum or are allowances in the nature of pay. As such I enclose the current salary payscales for both Garda (Appendix C) and civilian members (Appendix D).

2. For each grade, the average overall percentage of gross pay of the grade that is represented by allowances.

The below tables outlines the percentage of gross pay for Garda ranks and Civilian grades represented by allowances (including and excluding overtime). The Commissioner ranks have not been included in the table as they are only entitled to one allowance – the Uniform Allowance which is an annual payment representing less than 1% of their gross pay.

Rank	Allowances (Including Overtime) as a proportion of Gross Pay	Allowances (Excluding Overtime) as a proportion of Gross Pay
Garda Members		
Garda	29.61%	21.61%
Sergeant	30.38%	20.29%
Inspector	36.75%	20.09%
Superintendent	16.39%	16.39%
Chief Superintendent	15.26%	15.26%
Grade	Allowances (Including Overtime) as a proportion of Gross Pay	Allowances (Excluding Overtime) as a proportion of Gross Pay
Civilian Staff		
Principal Officer	4.77%	4.77%
Assistant Principal Officer	0.76%	0.76%
Higher Executive Officer	3.34%	2.07%
Executive Officer	11.16%	7.01%
Staff Officer	4.99%	2.44%
Clerical Officer	4.85%	3.87%
Civilian Support Staff	5.09%	2.00%
Skilled Labour	8.10%	4.09%
Training Staff	11.84%	11.04%
Traffic Warden	22.10%	22.10%
Professional Staff - Accountant	1.48%	1.48%
Professional Staff - Medical	1.52%	1.52%
Professional Staff - Other	11.20%	7.86%
Chief Administrative Officer	0.07%	0.07%

In addition, the following table details the percentage split by rank of the total cost of overtime and allowances to the Garda Vote in 2011.

Rank	'000s	%
Garda	€219,188	76.76%
Sergeant	€47,755	16.72%
Inspector	€10,973	3.84%
Superintendent	€2,543	0.89%
Chief Superintendent	€746	0.26%
All Civilian Grades	€4,361	1.53%
Total	€285,565	100%

3. In the case of those in the grade who are in receipt of more than one allowance, the maximum payment by way of allowances that was made to any individual, by grade in 2011 and the gross cost of such allowances to this individual.

The below tables were included in supporting audit schedules for the 2011 Garda Appropriation Accounts and detail the Top 20 Garda and Civilian High Earners in the organisation with regard to extra remunerations paid in 2011, including overtime and allowances.

Rank	Current Rank	Value SUM
1	INSPECTOR	€64,606.89
2	INSPECTOR	€61,449.51
3	INSPECTOR	€61,234.16
4	INSPECTOR	€60,329.93
5	SERGEANT RANK 'A' PRSI	€59,993.50
6	INSPECTOR	€59,341.80
7	INSPECTOR	€57,720.07
8	GARDA RANK 'A'PRSI	€ 57,211.19
9	INSPECTOR	€ 57,182.60
10	INSPECTOR	€56,988.94
11	INSPECTOR	€ 56,650.01
12	GARDA	€ 56,532.11
13	SERGEANT	€ 56,428.14
14	SERGEANT	€56,293.16
15	SERGEANT RANK 'A' PRSI	€56,198.16
16	INSPECTOR	€ 55,932.95
17	GARDA RANK 'A'PRSI	€55,667.19
18	GARDA	€ 55,337.44
19	GARDA RANK 'A'PRSI	€ 53,957.12
20	SERGEANT	€ 53,844.35

Rank	Current Grade	Amount
1	E.O. (Ord) Full PRSI	38,962.72
2	H.E.O. (Ord)	37,539.19
3	Heo (High) Mod	33,888.87
4	E.O. (Ord)	31,018.48
5	E.O. (Ord)	29,505.36
6	E.O. (Ord)	28,490.84
7	E.O. (High)	28,079.09
8	E.O. (High)	25,669.32
9	Heo (High) Mod	23,766.55
10	E.O. (Ord)	22,843.97
11	E.O. (Ord)	22,579.48
12	E.O. (Ord) Full PRSI	22,356.21
13	S.O.	22,204.10
14	G.O.Dub.Band 3 Civ.Dr.	22,143.54
15	E.O. (Ord)	21,141.30
16	E.O. (Ord)	20,955.65
17	S.O. Full PRSI	20,815.24
18	C.O. (High)	20,753.54
19	E.O. (Ord) Full PRSI	19,536.86
20	Photographer – PPC	18,793.07

4. The number in the grade that are in receipt of more than one allowance and if it is possible to ascertain the number on more than two/three/four etc. allowances.

All Garda ranks with the exception of the Commissioner ranks would be in receipt of more than one allowance. The below tables outline the minimum number of allowances (excluding overtime) payable to Garda ranks.

Ráiteas Misin / Mission Statement:

Ag obair le Pobail chun iad a chosaint agus chun freastal orthu / Working with Communities to Protect and Serve

Garda / Sergeant/ Inspector

1	Rent Allowance
2	Boot Allowance
3	Uniform Allowance
4	Saturday Allowance
5	Sunday Allowance
6	Public Holiday Allowance
7	Night duty

Superintendent/Chief Superintendent

1	Rent Allowance
2	Boot
3	Uniform Officers Allowance
4	Availability

With regard to Civilian employees in An Garda Síochána there are currently 127 individuals in receipt of more than one allowance. Of this 1 employee is in receipt of 4 allowances, 9 have 3 allowances while 117 only have 2 allowances.

- 5. In respect of each allowance, whether it is deemed pensionable for superannuation purposes.**

The list of Garda allowances which are deemed pensionable are included in Appendices A and B per Q 1 above.



**FRANK WALSH
SUPERINTENDENT FOR
PERSONAL ASSISTANT
TO COMMISSIONER**

24th OCTOBER 2012

An Coiste um Chuntais Phoiblí
Teach Laighean
Baile Átha Cliath 2

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Committee of Public Accounts
Leinster House
Dublin 2

Tel: (01) 618 3074/3790/3867
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12th October 2012

Mr. Martin Callinan
Commissioner
An Garda Síochána
Garda Headquarters
Phoenix Park
Dublin 8.

Re Examination of Public Sector Allowances

Dear Commissioner,

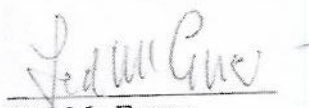
I refer to my letter of 21st September, 2012 in which the Committee sought details various allowances paid to public servants. In that letter, the Committee sought a range of details in respect of each allowance. In order to examine the extent of allowance payments, the Committee has asked for a breakdown by grade/level of pay of those in receipt of such allowances.

To this end I would be grateful if the following briefing material was supplied, namely:-

1. In respect of each allowance, the grades it applies to and the mid-point and the maximum point on the scale of each grade
2. For each grade, the average overall percentage of gross pay of the grade that is represented by allowances
3. In the case of those in the grade who are in receipt of more than one allowance, the maximum payment by way of allowances that was made to any individual, by grade, in 2011 and the gross cost of such allowances to this individual:
4. The number in the grade that are in receipt of more than one allowance and if it is possible to ascertain the number on more than two/three/four etc. allowances.
5. In respect of each allowance, whether it is deemed pensionable for superannuation purposes.

I would be grateful if this further information was supplied to the Committee by Tuesday 23rd October.

Yours sincerely,


Ted Mc Enery
Clerk to the Committee

APPENDIX A

No.	Name/Description of Allowance or Premium Pay.	Garda	Sergeant	Inspector	Superintendent	Chief Superintendent	Pensionable (Y/N)
1	OVERTIME	Applicable	Applicable	Applicable	N/A	N/A	No
2	RENT ALLOWANCE	Applicable	Applicable	Applicable	Applicable	Applicable	Yes
3	SUNDAY ALLOWANCE	Applicable	Applicable	Applicable	N/A	N/A	Yes
4	NIGHT DUTY ROSTERED	Applicable	Applicable	Applicable	N/A	N/A	Yes
5	PUBLIC HOLIDAY ALLOWANCE	Applicable	Applicable	Applicable	N/A	N/A	Yes
6	NIGHT DUTY 6-8 ROSTERED	Applicable	Applicable	Applicable	N/A	N/A	Yes
7	ROSTERED SATURDAY	Applicable	Applicable	Applicable	N/A	N/A	Yes
8	NIGHT DUTY NON ROSTERED	Applicable	Applicable	Applicable	N/A	N/A	Yes
9	DETECTIVE ALLOWANCE	Applicable	Applicable	Applicable	N/A	N/A	No
10	UNIFORM ALLOWANCE (Garda/Sergeant)	Applicable	Applicable	Applicable N/A	Applicable N/A	Applicable N/A	No No
11	BOOT ALLOWANCE	Applicable	Applicable	Applicable	Applicable	Applicable	No
12	NON PUBLIC DUTY OVERTIME	Applicable	Applicable	Applicable	N/A	N/A	No
13	PLAIN CLOTHES - Garda/Sergeant	Applicable	Applicable	N/A	N/A	N/A	No
14	CLERICAL ALLOWANCE	Applicable	Applicable	Applicable	N/A	N/A	Yes
15	NIGHT DUTY 6-8 NON ROSTERED	Applicable	Applicable	Applicable	N/A	N/A	No
16	AVAILABILITY ALLOWANCE - Superintendent	N/A	N/A	N/A	Applicable	N/A	Yes
17	GAELTACHT ALLOWANCE	Applicable	Applicable	Applicable	Applicable	Applicable	Yes
18	MINISTERS POOL	Applicable	N/A	N/A	N/A	N/A	Yes
19	INSTRUCTOR ALLOWANCE (Garda)	Applicable	N/A	N/A	N/A	N/A	Yes
20	INSTRUCTOR ALLOWANCE (Sergeant)	N/A	Applicable	N/A	N/A	N/A	Yes
21	CLERICAL TEMPEX-GRATIA	Applicable	Applicable	Applicable	N/A	N/A	Yes
22	SCENES OF CRIME ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
23	AVAILABILITY ALLOWANCE - Chief Superintendent	N/A	N/A	N/A	N/A	Applicable	Yes
24	EXPERT ALLOWANCE	Applicable	Applicable	Applicable	N/A	N/A	Yes
25	OVERSEAS ALLOWANCE (Garda)	Applicable	N/A	N/A	N/A	N/A	No
26	RADIO ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
27	UNIFORM OFFICERS	N/A	N/A	N/A	Applicable	Applicable	No
28	OVERSEAS ALLOWANCE (Sergeant)	N/A	Applicable	N/A	N/A	N/A	No

No.	Name/Description of Allowance or Premium Pay.	Garda	Sergeant	Inspector	Superintendent	Chief Superintendent	Pensionable (Y/N)
29	ACTING UP ALLOWANCE (Inspector)	N/A	N/A	Applicable	N/A	N/A	Yes
30	JUVENILE LIAISON OFFICER	Applicable	Applicable	Applicable	N/A	N/A	No
31	IMMIGRATION ALLOWANCE	Applicable	Applicable	Applicable	N/A	N/A	Yes
32	NON ROSTERED SATURDAY ALLOWANCE	Applicable	Applicable	Applicable	N/A	N/A	No
33	PROMOTION EXAM GRANT	Applicable	N/A	N/A	N/A	N/A	No
34	COURT PRESENTER	N/A	Applicable	N/A	N/A	N/A	Yes
35	TRANSPORT ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
36	AIR SUPPORT UNIT ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
37	PSV ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
38	WATER UNIT ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
39	LOCOMOTION 1501 CC AND OVER	N/A	N/A	N/A	Applicable	Applicable	No
40	DELEGATES ALLOWANCE (Superintendent – Commissioner) 2nd-4th NIGHT	N/A	N/A	N/A	Applicable	Applicable	No
41	CHANGE MANAGEMENT	Applicable	Applicable	Applicable	Applicable	Applicable	Yes
42	COLLATOR ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
43	WELFARE OFFICER ALLOWANCE	Applicable	Applicable	Applicable	N/A	N/A	Yes
44	COMMUNITY RELATIONS/ CRIME PREVENTION ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	No
45	PLAIN CLOTHES – Inspector	N/A	N/A	Applicable	N/A	N/A	No
46	EXAM BONUS – Inspector	N/A	Applicable	N/A	N/A	N/A	No
47	TRANSPORT TEMPORARY	Applicable	Applicable	N/A	N/A	N/A	Yes
48	INSTRUCTOR TEMPORARY (Garda)	Applicable	N/A	N/A	N/A	N/A	Yes
49	SUBSTITUTION ALLOWANCE	Applicable	N/A	N/A	N/A	N/A	Yes
50	SAFETY ADVISER ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
51	OVERSEAS ALLOWANCE – Inspector	N/A	N/A	Applicable	N/A	N/A	No
52	ANALYST ALLOWANCE – Garda	Applicable	N/A	N/A	N/A	N/A	Yes
53	DOG HANDLER	Applicable	Applicable	N/A	N/A	N/A	Yes
54	REWARD	Applicable	Applicable	Applicable	N/A	N/A	No
55	INSTRUCTOR ALLOWANCE - Superintendent	N/A	N/A	N/A	Applicable	N/A	Yes
56	PLAIN CLOTHES Superintendent & C/Superintendent	N/A	N/A	N/A	Applicable	Applicable	No

No.	Name/Description of Allowance or Premium Pay.	Garda	Sergeant	Inspector	Superintendent	Chief Superintendent	Pensionable (Y/N)
57	OVERSEAS ALLOWANCE - <i>Superintendent</i>	N/A	N/A	N/A	Applicable	N/A	No
58	INSTRUCTOR ALLOWANCE <i>(Inspector)</i>	N/A	N/A	Applicable	N/A	N/A	Yes
59	LOCAL POST ALLOWANCE <i>(LISBON)</i>	N/A	Applicable	N/A	N/A	N/A	No
60	INSTRUCTOR TEMPORARY <i>(Sergeant)</i>	N/A	Applicable	N/A	N/A	N/A	Yes
61	ANALYST ALLOWANCE - <i>Sergeant</i>	N/A	Applicable	N/A	N/A	N/A	Yes
62	PART TIME IMMIGRATION ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
63	CHILD ALLOWANCE - LYON	N/A	Applicable	N/A	N/A	N/A	No
64	DELEGATES ALLOWANCE <i>(Superintendent - Commissioner) 1st NIGHT</i>	N/A	N/A	N/A	Applicable	Applicable	No
65	DELEGATES ALLOWANCE <i>(Garda - Inspector) 1ST NIGHT</i>	Applicable	Applicable	Applicable	N/A	N/A	No
66	PRIVATE SECRETARY to COMMISSIONER	N/A	N/A	N/A	Applicable	N/A	Yes
67	COST OF LIVING ALLOWANCE - HAGUE <i>(Sergeant)</i>	N/A	Applicable	N/A	N/A	N/A	No
68	BICYCLE ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	No
69	LOCAL POST ALLOWANCE - HAGUE <i>(Sergeant)</i>	N/A	Applicable	N/A	N/A	N/A	No
70	ANALYST ALLOWANCE - <i>Inspector</i>	N/A	N/A	Applicable	N/A	N/A	Yes
71	CHILD ALLOWANCE (LISBON)	N/A	Applicable	N/A	N/A	N/A	No
72	COST OF LIVING ALLOWANCE - LYON	N/A	Applicable	N/A	N/A	N/A	No
73	ARAN ISLAND	Applicable	Applicable	N/A	N/A	N/A	Yes
74	EXCHANGE ALLOWANCE - <i>Sergeant (taxable)</i>	N/A	Applicable	N/A	N/A	N/A	Yes
75	COST OF LIVING ALLOWANCE (LISBON)	N/A	Applicable	N/A	N/A	N/A	No
76	MOTOR TECHNICIAN ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
77	LOCAL POST ALLOWANCE - LYON	N/A	Applicable	N/A	N/A	N/A	No
78	UNIFORM INITIAL GRANT	N/A	N/A	Applicable	Applicable	Applicable	No
79	INTERPOL ALLOWANCE	Applicable	Applicable	N/A	N/A	N/A	Yes
80	INSTRUCTOR ALLOWANCE - <i>Chief Superintendent.</i>	N/A	N/A	N/A	N/A	Applicable	Yes
81	EXCHANGE ALLOWANCE - <i>Sergeant (non-taxable)</i>	N/A	Applicable	N/A	N/A	N/A	No
82	EXCHANGE ALLOWANCE - <i>Garda (non-taxable)</i>	Applicable	N/A	N/A	N/A	N/A	No

No.	Name/Description of Allowance or Premium Pay.	Garda	Sergeant	Inspector	Superintendent	Chief Superintendent	Pensionable (Y/N)
83	UNIFORM VARIED ALLOWANCE	N/A	N/A	N/A	Applicable	Applicable	No
84	LOCOMOTION 1201-1500 CC	N/A	N/A	N/A	Applicable	Applicable	No
85	EXCHANGE ALLOWANCE - Garda (taxable)	Applicable	N/A	N/A	N/A	N/A	Yes
86	WEIGHTS AND MEASURES	Applicable	Applicable	N/A	N/A	N/A	Yes
87	LOCOMOTION UNDER 1200CC	N/A	N/A	Applicable	Applicable	Applicable	No
88	LOCOMOTION 1201-1500 CC	N/A	N/A	Applicable	Applicable	Applicable	No
89	LOCOMOTION 1501 CC AND OVER	N/A	N/A	Applicable	Applicable	Applicable	No
90	SUPPLEMENTARY DETECTIVE	Applicable	Applicable	N/A	N/A	N/A	Yes
91	OVERSEAS ALLOWANCE CLASS 1	Applicable	Applicable	Applicable	Applicable	Applicable	No
92	OVERSEAS ALLOWANCE CLASS 2	Applicable	Applicable	Applicable	Applicable	Applicable	No
93	OVERSEAS ALLOWANCE CLASS 3	Applicable	Applicable	Applicable	Applicable	Applicable	No
94	LOCOMOTION UNDER 1200 CC	N/A	N/A	N/A	Applicable	Applicable	No
95	DELEGATES ALLOWANCE (Garda - Inspector) 2ND, 3RD & 4TH NIGHT	Applicable	Applicable	Applicable	N/A	N/A	No
96	DELEGATES ALLOWANCE (Garda - Inspector) CHAIRPERSON	Applicable	Applicable	Applicable	N/A	N/A	No
97	DELEGATES ALLOWANCE (Superintendent - Commissioner) Sat/Sum/BH	N/A	N/A	N/A	Applicable	Applicable	No
98	DELEGATES ALLOWANCE (Superintendent - Commissioner) CHAIRPERSON	N/A	N/A	N/A	Applicable	Applicable	No
99	OVERSEAS ALLOWANCE - Chief Superintendent	N/A	N/A	N/A	N/A	Applicable	No
100	LIVING ALLOWANCE (RECRUITS/Students only)	N/A	N/A	N/A	N/A	N/A	No
101	EXCHANGE ALLOWANCE Taxable	Applicable	Applicable	Applicable	Applicable	N/A	Yes
102	EU POLICE MISSION	Applicable	Applicable	Applicable	N/A	N/A	No
103	COST OF LIV ALLOW (ACCOMPANIED)	Applicable	Applicable	Applicable	N/A	N/A	No
104	COST OF LIV ALLOW (UNACCOMPAN)	Applicable	Applicable	Applicable	N/A	N/A	No
105	LOCAL POST ALL. (ACCOMPANIED)	Applicable	Applicable	Applicable	N/A	N/A	No
106	LOCAL POST ALL. (UNACCOMPANIED)	Applicable	Applicable	Applicable	N/A	N/A	No
107	OVERSEAS RENT ALLOWANCE	Applicable	Applicable	Applicable	N/A	N/A	No
108	EXCHANGE ALLOWANCE Non Taxable	Applicable	Applicable	Applicable	N/A	N/A	No

APPENDIX B

Title of Allowance	The grade this allowance is paid to in An Garda Síochána (Question1)	Pensionable
CHILD ALLOWANCE	PO/Director/AP/HEO/EO	No
HIGHER DUTY ALLOWANCE	Accountant /AP/CO	No
DRIVING ALLOWANCE	Store Officer / Storeman	No
KEYHOLDER ALLOWANCE(W)	Service Officer /Storeman/Stores Officer/Clerical Officer/Supt of Cleaners	No
KEYHOLDER ALLOWANCE (F)	HEO	No
SHIFT ALLOWANCE (MOD)	CO Ord/Higher /SO /EO Ord /Higher /HEO Ord /Higher	Yes
SHIFT ALLOWANCE (PPC)	CO Ord/Higher /CO Temp NRP/SO/Cartographer	Yes
SHIFT ALLOWANCE (CIVILIAN DRIVERS- PPC)	Civilian Drivers	Yes
TEAM LEADER ALLOWANCE (MOD)	Cleaner	No
TEAM LEADER ALLOWANCE (PPC)	Cleaner	No
EATING ON SITE ALLOWANCE	Plant Superintendant	No
FRANKING ALLOWANCE HALF	Service Officer	No
DELEGATES ALLOWANCE	Paid to 1 Accountant in 2011	Abolished
SATURDAY ALLOWANCE (MOD) - GISC		No
SUNDAY/PUBLIC HOLIDAY ALLOWANCE	CO Ord/Higher/SO/EO Ord/Higher/HEO/Ord /Higher	Yes
DIRECTORS ALLOWANCE (PPC)	Director	Yes
DIRECTORS ALLOWANCE (MOD)	Director	Yes
TRANSPORT ALLOWANCE	Service Attendant /Cleaner	No
SUBSISTENCE ALLOWANCE TAXABLE	Craftsman/Plumber	No
MEAL ALLOWANCE	Traffic Warden	No
PRIVATE SEC TO CHIEF JUSTICE (PPC)	Clerical Officer	Yes
TEACHER - P/DEG HONORS	Teacher	Yes
TEACHER - H/DIP HONORS	Teacher	Yes
TEACHER - M/DEG HONORS	Teacher	Yes
TEACHER - IRISH	Teacher	Yes
TEACHER- H/DIP PASS	Teacher	Yes
SATURDAY ALLOWANCE (DAYS)	Traffic Warden	No
TRAVEL ALLOWANCE (12.821%)	Traffic Warden / Civilian Driver	No
CALLOUT- ELECTRICIAN (COLLEGE)	Plant Superintendant	No
SPECIALIST QUALIFICATION NURSE	Nurse	Yes
PRIVATE SEC TO SECRETARY (RETAINED)	Clerical Officer Higher	Yes
MACHINE ALLOWANCE	Stores Officer /Storemen	No
EMPLOYEE ASS. OFF. ALLOWANCE (MOD)	Employee Assistance Officer	Yes
A POST ALLOWANCE (PPC)	Teacher	Yes
TOP UP ALLOWANCE	HEO	Yes
GARDA CMO ALLOWANCE (PPC)	Chief Medical Officer	Yes
SOC/PSYCH TEACHERS ALLCE	Teacher	Yes
DOCTOR'S DEGREE ALLOWANCE	Teacher	Yes
TRAVEL ALLOWANCE (TRAFFIC WARDENS)	Traffic WARDENS	No
TOOL ALLOWANCE	Craft Workers	No
HEAD OF CLEANERS	Supt of Cleaners	No
HIGHER DUTY ALLOWANCE	Clerical Officer	Yes
TRAVEL ALLOW (CIVILIAN DRIVERS) -12.821%	Civilian Drivers	No
APTH C.O. STD (PPC)	Clerical Officer	Yes
APTH C.O. STD (MOD)	Clerical Officer	Yes
APTH E.O. HIGH (MOD)	Executive Officer	Yes
APTH HEO HIGH MOD	Higher Executive Officer	Yes

Garda - PPC Scales

Current Payscale

Garda

On attestation	€ 25,745
after 22 weeks	€ 28,302
After 1 year	€ 29,834
After 2 years	€ 32,407
After 3 years	€ 35,840
After 4 years	€ 38,110
After 5 years	€ 40,163
After 6 years	€ 42,138
After 7 years	€ 42,138
After 8 years	€ 42,138
After 9 years	€ 42,138
After 10 years	€ 42,138
After 11 years	€ 43,857
After 12 years	€ 43,857
After 13 years	€ 43,857
After 14 years	€ 43,857
After 15 years	€ 43,857
After 16 years	€ 43,857
After 17 years	€ 45,793

Sergeant

On appointment	€ 46,229
After 1 year	€ 47,337
After 2 years	€ 48,493
After 3 years	€ 49,755
After 4 years	€ 49,755
After 5 years	€ 49,755
After 6 years	€ 51,034
After 7 years	€ 51,034
After 8 years	€ 51,034
After 9 years	€ 51,034
After 10 years	€ 51,034
After 11 years	€ 51,034
After 12 years	€ 53,119

Inspector

On appointment	€ 53,404
After 1 year	€ 54,305
After 2 years	€ 55,794
After 3 years	€ 57,483
After 4 years	€ 57,483
After 5 years	€ 57,483
After 6 years	€ 59,178

Superintendent

On appointment	€ 72,841
After 1 year	€ 75,374
After 2 years	€ 77,557
After 3 years	€ 79,740
After 4 years	€ 81,931
LSI (after 3 yrs on max)	€ 84,909

Chief Superintendent

On appointment	€ 87,259
After 1 year	€ 91,145
After 2 years	€ 95,626
After 3 years	€ 101,797
LSI (after 3 yrs on max)	€ 104,457

Rank

Commissioner	191,329
Deputy Commissioner	163,365
Assistant Commissioner	144,213

Garda - Modified Scales

Current Rates

Garda

On attestation	24,890
after 22 weeks	27,369
After 1 year	28,867
After 2 years	31,365
After 3 years	34,683
After 4 years	36,875
After 5 years	38,856
After 6 years	40,767
After 7 years	40,767
After 8 years	40,767
After 9 years	40,767
After 10 years	40,767
After 11 years	42,429
After 12 years	42,429
After 13 years	42,429
After 14 years	42,429
After 15 years	42,429
After 16 years	42,429
After 17 years	44,302

Sergeant

On appointment	44,725
After 1 year	45,795
After 2 years	46,919
After 3 years	48,131
After 4 years	48,131
After 5 years	48,131
After 6 years	49,368
After 7 years	49,368
After 8 years	49,368
After 9 years	49,368
After 10 years	49,368
After 11 years	49,368
After 12 years	51,385

Inspector

On appointment	51,660
After 1 year	52,532
After 2 years	53,974
After 3 years	55,606
After 4 years	55,606
After 5 years	55,606
After 6 years	57,243

Superintendent

On appointment	70,514
After 1 year	72,964
After 2 years	75,077
After 3 years	77,187
After 4 years	79,302
LSI (after 3 yrs on max)	82,183

Chief Superintendent

On appointment	84,455
After 1 year	88,212
After 2 years	92,546
After 3 years	98,510
LSI (after 3 yrs on max)	101,085

Rank

Commissioner	185,000
Deputy Commissioner	157,961
Assistant Commissioner	139,444

22 December 2009

Circular 28/2009: Revision of pay of Civil Servants
Application of pay adjustments in accordance with the Financial Emergency
Measures in the Public Interest (No. 2) Act, 2009

A Dhuine Uasail

1. I am directed by the Minister for Finance to convey the following instructions to Departments in relation to the application to the civil service of pay reductions with effect from 1 January 2010 in accordance with the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 (No. 41 of 2009) ("the Act"). The Act will be available shortly on www.oireachtas.ie.

Classes Affected

2. This circular applies to civil service grades. However, grades whose pay and conditions are appropriate for consideration by the Joint Industrial Council for State industrial employees are the subject of a separate circular.

Adjustments to Pay

3. In accordance with the Act, reductions in basic salary will be applied with effect from 1 January 2010 as follows:

- 5% on the first €30,000 of salary;
- 7.5% on the next €40,000 of salary;
- 10% on the next €55,000 of salary.

These produce overall reductions in salaries ranging from 5% to 8% in the case of salaries up to €125,000.

4. In the case of salaries of more than €125,000 p.a, the following reductions should be applied:

Salaries of less than €165,000:	8% reduction on all salary;
Salaries of €165,000 or more, but less than €200,000:	12% reduction on all salary;
Salaries of €200,000 or more:	15% reduction on all salary.

5. The adjustments arising under paragraphs 3 and 4 should be applied to basic pay as at 31 December 2009. The adjustments should be applied to each point of incremental scales (and to off-scale points) rounding to the nearest euro on annual scales and to the nearest cent on weekly scales. Hourly rates should be rounded to the nearest €0.001.

6. The revised rates, effective from 1 January 2010, for members of general service grades and of certain grades common to two or more Departments, to which this circular applies, are set out in Appendices 1A and 1B to this circular. In the case of established officers appointed on or after 6 April 1995 who are covered by Class A social insurance and who are making an employee contribution in respect of personal superannuation benefits, the revised rates are set out in Appendices 2A and 2B to this circular. Rates for other grades may be obtained from this Department following the procedure outlined in paragraph 19.

Possible anomalies

7. In the case of grades with basic salaries slightly in excess of €165,000 or €200,000 anomalies could potentially arise because of the changes in the flat rates of reductions at these thresholds to the extent that the reduced salary of a person whose original salary was slightly above the threshold could be lower than the reduced salary of a person whose original salary was slightly below the threshold. Section 2(7) of the Act provides that where the application of the reductions provided for would result in the remuneration of a public servant being lower than would be the case if he or she had been on a lower level of remuneration, then his or her annual remuneration shall after the reduction not be less than the highest it would have been had his or her annual remuneration, before such reduction, been lower. For the purposes of this subsection, the Minister for Finance may by direction modify the application of the reduction in the remuneration of a public servant concerned in such manner as the Minister thinks fit to avoid a substantial inequity arising.

8. No anomalies of the kind mentioned arise in relation to the salaries shown in the appendices to this circular. If Departments consider that such anomalies arise in the case of any other salaries, this Department should be consulted in accordance with Paragraph 19 of the circular.

Deputy Secretaries and Assistant Secretaries

9. It has been decided that the reductions for the grades of Deputy Secretary and Assistant Secretary should comprise both a reduction in the salary scale and the termination of the scheme of performance-related awards previously payable to the grades which entailed an average payment of 10% of salary.

10. The resulting adjustments including the effect of the termination of the scheme of performance-related awards produce reductions in remuneration of 14% in the case of the grade of Deputy Secretary and 11.8% in the case of the grade of Assistant Secretary. The revised salary scales to apply to the grades of Deputy Secretary and Assistant Secretary are shown in the appendices to this circular.

11. In the case of grades related to the Deputy Secretary and Assistant Secretary grades, the same approach should be taken only where performance-related awards similar to those applicable to Deputy Secretaries and Assistant Secretaries were previously payable but have now been terminated. In other cases a reduction of salary should be made in accordance with paragraph 4 of this circular. This Department should be consulted in writing about any cases of doubt.

Overtime

12. Payment in respect of overtime rendered on or subsequent to 1 January 2010 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 January 2010.

Officers on Mark-Time

13. For officers on mark-time, both notional and mark time pay will be revised with effect from 1 January 2010.

Premium Rates of Pay

14. Premium rates of pay payable in respect of or subsequent to 1 January 2010 which are calculated as a specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 January 2010.

Allowances

15. Allowances which are calculated as a specific percentage or specified proportion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 January 2010.

16. Fixed allowances which are not calculated as a specific percentage or specified proportion of basic salary will be reduced by a fixed percentage as follows:

- Fixed allowances payable to persons whose basic pay does not exceed €125,000 p.a will be reduced by 5%.
- Fixed allowances payable to persons whose basic pay exceeds €125,000 p.a. will be reduced by 8%.

Children's allowances, both standard and ex-gratia, should be reduced to €113.

Pensions

17. Pensions in course of payment on 1 January 2010 in respect of former civil servants who served in the grades to which this circular applies will not be reduced on foot of the adjustments referred to in this circular.

18. An officer who retires on or before 31 December 2010 will have his or her superannuation benefits calculated by reference to the scales applying on 31 December 2009, with incremental credit on those scales if appropriate. This includes officers who retire in the normal way on age grounds, those retiring on health grounds or under Cost Neutral Early Retirement or the Incentivised Scheme of Early Retirement. It also applies in the case of a preserved benefit coming into payment in 2010.

General

19. **Individual queries in relation to pay should be raised as heretofore with an officer's Personnel Unit.** Any difficulties that may arise from the application of this circular should be raised, by e-mail in the first instance, with this Department (e-mail address: payscales@finance.gov.ie). Where this is not possible, telephone queries may be raised with this Department (Tel. (01) 6045409 or 6045413). Superannuation queries should be directed to Tel. (01) 6045405.

Electronic Copies of Circular

20. This circular is also available on the Department's web-site at <http://www.finance.gov.ie>.

Mise le meas

Brendan Duffy
Assistant Secretary

Revised pay with effect from 1 January 2010 for General Service Grades.

SECRETARY GENERAL

€188,640

DEPUTY SECRETARY

€168,000

ASSISTANT SECRETARY

€127,796 €133,605 €139,898 €146,191

PRINCIPAL (HIGHER)€85,957 €89,399 €92,853 €96,295 €99,236 €102,335¹ €105,429²**PRINCIPAL**€80,051 €83,337 €86,604 €89,898 €92,672 €95,550¹ €98,424²**ASSISTANT PRINCIPAL (HIGHER)**€67,913 €70,403 €72,903 €75,390 €77,884 €79,337 €81,821¹ €84,296²**ASSISTANT PRINCIPAL**€61,966 €64,257 €66,519 €68,748 €70,978 €72,268 €74,514¹ €76,768²**ADMINISTRATIVE OFFICER STANDARD SCALE**

€31,619 €34,420 €38,004 €40,734 €43,463 €46,202 €48,930 €51,653

€53,532¹ €55,415²**ADMINISTRATIVE OFFICER HIGHER SCALE**

€40,734 €43,463 €46,202 €48,930 €51,653 €53,532 €55,392 €57,251

HIGHER EXECUTIVE OFFICER STANDARD SCALE€43,816 €45,125 €46,426 €47,730 €49,035 €50,347 €51,653 €53,532¹€55,415²**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€46,426 €47,730 €49,035 €50,347 €51,653 €53,532 €54,766 €56,007

€57,251

EXECUTIVE OFFICER STANDARD SCALE

€29,024 €31,094 €32,679 €34,219 €35,749 €37,247 €38,760 €40,233

€41,749 €42,760 €44,187¹ €45,616²¹ After 3 years satisfactory service at the maximum.² After 6 years satisfactory service at the maximum.

EXECUTIVE OFFICER HIGHER SCALE

€29,024	€31,094	€32,679	€34,219	€35,749	€37,247	€38,760	€40,233
€41,749	€42,760	€44,187	€45,251	€46,315	€47,379		

STAFF OFFICER

€33,070	€34,481	€35,751	€36,894	€38,043	€39,199	€40,359	€41,473
€42,530 ¹	€43,906 ²						

CLERICAL OFFICER STANDARD SCALE

€22,015 (€421.91)	€23,042 (€441.59)	€24,071 (€461.30)	€25,100 (€481.03)	€26,128 (€500.72)	€27,156 (€520.43)	€28,183 (€540.11)	€29,193 (€559.46)
€30,191 (€578.60)	€31,192 (€597.77)	€32,187 (€616.84)	€33,735 (€646.52)	€34,954 ¹ (€669.87)	€35,515 ² (€680.62)		

CLERICAL OFFICER HIGHER SCALE

€23,042 (€441.59)	€24,071 (€461.30)	€25,100 (€481.03)	€26,128 (€500.72)	€27,156 (€520.43)	€28,183 (€540.11)	€29,193 (€559.46)	€30,191 (€578.60)
€31,192 (€597.77)	€32,187 (€616.84)	€33,735 (€646.52)	€34,954 (€669.87)	€35,515 (€680.62)	€36,267 (€695.03)		

HEAD SERVICES OFFICER

€536.22	€554.24	€571.97	€589.80	€607.56	€625.33	€646.52 ¹	€669.87 ²
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SERVICES OFFICER

€398.74	€414.29	€430.08	€446.27	€457.84	€471.71	€495.55	€512.32 ¹
€531.61 ²							

SERVICES ATTENDANT

€398.74	€405.29	€416.47	€432.43	€453.24	€469.40	€489.28	€505.57 ¹
€524.65 ²							

CLEANER

€380.76	€396.52	€412.73	€423.94 ¹	€442.07 ²			
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¹ After 3 years satisfactory service at the maximum.² After 6 years satisfactory service at the maximum.

Note: While the scales for CO, Standard and Higher, are shown in annual terms, officers in these grades will continue to be paid on a weekly basis at the amounts shown in brackets.

Revised pay with effect from 1 January 2010 for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€65,247 €67,219 €69,195 €71,169 €73,135 €75,476 €78,146¹ €80,814²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€55,863 €57,165 €58,456 €59,757 €61,054 €62,351 €63,644 €64,956

€67,051¹ €69,132²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€30,738 €33,526 €36,327 €39,122 €41,927 €43,659 €45,387 €47,117

€48,840 €50,570 €52,299 €54,027 €55,757 €57,686¹ €59,604²

STATE SOLICITOR AND PROSECUTION SOLICITOR

€31,928 €34,762 €38,376 €41,139 €43,888 €46,657 €49,416 €52,159

€61,966 €64,257 €66,519 €68,748 €70,978 €72,268 €74,514¹ €76,768²

LAW CLERK

€486.57 €508.28 €543.10 €560.80 €578.43 €596.05 €613.71 €631.37

€649.06 €667.27¹ €685.42²

HIGHER LEGAL EXECUTIVE

€43,816 €45,125 €46,426 €47,730 €49,035 €50,347 €51,653 €53,532¹

€55,415²

LEGAL EXECUTIVE

€33,070 €34,481 €35,751 €36,894 €38,043 €39,199 €40,359 €41,473

€42,530¹ €43,906²

SENIOR ENGINEERING DRAUGHTSPERSON

€36,564 €37,281 €38,179 €39,099 €39,996 €40,907 €41,760 €43,150¹

€44,547²

ENGINEERING DRAUGHTSPERSON

€528.52 €548.48 €568.03 €587.61 €607.23 €626.93 €646.70 €665.62

€684.53 €703.44 €722.40 €746.47¹ €770.58²

CHIEF SUPERINTENDENT MAPPING

€45,800 €47,983 €50,171 €52,356 €54,541 €56,722 €58,914 €61,104

€63,030 €64,956 €67,051¹ €69,132²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

SUPERINTENDENT MAPPING

€40,550	€41,983	€43,184	€44,365	€45,565	€46,763	€47,940	€49,427 ¹
€50,912 ²							

EXAMINER IN CHARGE

€35,086	€35,863	€36,631	€37,408	€38,188	€38,970	€40,550	€41,804 ¹
€43,060 ²							

EXAMINER OF MAPS

€603.45	€620.54	€636.96	€652.34	€668.84	€680.85	€703.82 ¹	€726.82 ²
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MAPPING DRAUGHTSPERSON

€431.90	€444.59	€460.15	€475.66	€491.28	€506.99	€522.60	€538.28
€553.18	€567.72	€582.36	€596.97	€611.59	€631.93 ¹	€652.24 ²	

SENIOR ARCHITECT

€59,719	€62,856	€65,969	€69,015	€72,060	€75,476	€78,146 ¹	€80,814 ²
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ARCHITECT

€35,698	€38,338	€40,976	€43,618	€45,377	€47,132	€48,886	€50,646
€52,405	€54,161	€55,923	€57,676	€59,454	€61,385 ¹	€63,329 ²	

ARCHITECTURAL ASSISTANT GRADE II

€528.52	€548.48	€568.03	€587.61	€607.23	€626.93	€644.95	€664.74
€684.53	€703.44	€722.40	€746.47 ¹	€770.58 ²			

SENIOR LABORATORY ANALYST

€45,489	€47,583	€49,437	€51,339	€53,296	€55,218	€57,202	€59,164
€61,136							

LABORATORY ANALYST

€32,780	€33,731	€34,636	€36,780	€38,166	€39,562	€40,986	€42,406
€43,828	€45,265	€46,709	€48,173	€49,592	€50,570 ¹		

CLERICAL OFFICER DATA ENTRY AND VISUALLY IMPAIRED TELEPHONIST

€22,015 (€421.91)	€23,042 (€441.59)	€24,071 ¹ (€461.30)	€25,100 (€481.03)	€26,128 (€500.72)	€27,156 (€520.43)	€28,183 (€540.11)	€29,193 (€559.46)
€30,191 (€578.60)	€31,192 (€597.77)	€32,187 (€616.84)	€33,735 (€646.52)	€34,954 ¹ (€669.87)	€35,515 ² (€680.62)		

NIGHTWATCHMAN

€399.93	€413.07	€428.48	€444.34	€458.53	€474.12 ¹	€491.98 ²	
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¹ After 3 years satisfactory service at the maximum.² After 6 years satisfactory service at the maximum.

* Progress beyond this point for CO Data Entry is dependant on the achievement of proficiency.

Note: While the scales for CO Data Entry and Visually Impaired Telephonist are shown in annual terms, officers in these grades will continue to be paid on a weekly basis at the amounts shown in brackets.

Revised pay with effect from 1 January 2010 for established officers appointed on or after the 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits for General Service Grades.

SECRETARY GENERAL

€198,568

DEPUTY SECRETARY

€176,800

ASSISTANT SECRETARY

€134,523 €140,636 €147,262 €153,885

PRINCIPAL (HIGHER)€90,355 €93,972 €97,607 €101,234 €104,327 €107,584¹ €110,844²**PRINCIPAL**€84,132 €87,595 €91,033 €94,496 €97,417 €100,446¹ €103,472²**ASSISTANT PRINCIPAL (HIGHER)**€71,359 €73,979 €76,604 €79,228 €81,852 €83,385 €85,988¹ €88,598²**ASSISTANT PRINCIPAL**€65,185 €67,541 €69,884 €72,235 €74,581 €75,934 €78,302¹ €80,678²**ADMINISTRATIVE OFFICER STANDARD SCALE**

€33,247 €36,194 €39,967 €42,838 €45,711 €48,593 €51,466 €54,329

€56,314¹ €58,294²**ADMINISTRATIVE OFFICER HIGHER SCALE**

€42,838 €45,711 €48,593 €51,466 €54,329 €56,314 €58,267 €60,224

HIGHER EXECUTIVE OFFICER STANDARD SCALE€46,081 €47,458 €48,831 €50,204 €51,581 €52,955 €54,329 €56,314¹€58,294²**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€48,831 €50,204 €51,581 €52,955 €54,329 €56,314 €57,614 €58,918

€60,224

EXECUTIVE OFFICER STANDARD SCALE

€30,516 €32,687 €34,360 €35,977 €37,588 €39,166 €40,760 €42,311

€43,909 €44,967 €46,473¹ €47,975²¹ After 3 years satisfactory service at the maximum.² After 6 years satisfactory service at the maximum.

EXECUTIVE OFFICER HIGHER SCALE

€30,516	€32,687	€34,360	€35,977	€37,588	€39,166	€40,760	€42,311
€43,909	€44,967	€46,473	€47,591	€48,713	€49,837		

STAFF OFFICER

€34,771	€36,253	€37,595	€38,797	€40,011	€41,223	€42,440	€43,616
€44,725 ¹	€46,171 ²						

CLERICAL OFFICER STANDARD SCALE

€23,177 (€444.17)	€24,255 (€464.83)	€25,339 (€485.60)	€26,420 (€506.33)	€27,502 (€527.06)	€28,583 (€547.77)	€29,635 (€567.94)	€30,688 (€588.11)
€31,743 (€608.33)	€32,795 (€628.49)	€33,840 (€648.53)	€35,471 (€679.78)	€36,753 ¹ (€704.35)	€37,341 ² (€715.62)		

CLERICAL OFFICER HIGHER SCALE

€24,255 (€464.83)	€25,339 (€485.60)	€26,420 (€506.33)	€27,502 (€527.06)	€28,583 (€547.77)	€29,635 (€567.94)	€30,688 (€588.11)	€31,743 (€608.33)
€32,795 (€628.49)	€33,840 (€648.53)	€35,471 (€679.78)	€36,753 (€704.35)	€37,341 (€715.62)	€38,135 (€730.84)		

HEAD SERVICES OFFICER

€563.97	€582.68	€601.37	€620.09	€638.78	€657.50	€679.80 ¹	€704.36 ²
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SERVICES OFFICER

€416.49	€435.63	€452.71	€469.80	€481.96	€496.55	€521.52	€539.36 ¹
€559.23 ²							

SERVICES ATTENDANT

€416.49	€423.54	€438.10	€455.18	€477.08	€494.13	€515.05	€532.14 ¹
€552.08 ²							

CLEANER

€397.64	€414.15	€433.97	€446.24 ¹	€465.35 ²			
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¹ After 3 years satisfactory service at the maximum.² After 6 years satisfactory service at the maximum.

Note: While the scales for CO, Standard and Higher, are shown in annual terms, officers in these grades will continue to be paid on a weekly basis at the amounts shown in brackets.

Revised pay with effect from 1 January 2010 for established officers appointed on or after the 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€68,553	€70,626	€72,706	€74,781	€76,853	€79,319	€82,126 ¹	€84,935 ²
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ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€58,765	€60,132	€61,494	€62,862	€64,227	€65,590	€66,916	€68,260
€70,448 ¹	€72,642 ²						

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€32,317	€35,254	€38,200	€41,148	€44,096	€45,915	€47,731	€49,556
€51,372	€53,193	€55,013	€56,830	€58,656	€60,681 ¹	€62,701 ²	

STATE SOLICITOR AND PROSECUTION SOLICITOR

€33,576	€36,550	€40,356	€43,263	€46,158	€49,070	€51,975	€54,865
€65,185	€67,542	€69,884	€72,235	€74,581	€75,934	€78,302 ¹	€80,678 ²

LAW CLERK

€512.20	€535.05	€571.00	€589.54	€608.12	€626.68	€645.26	€663.80
€682.43	€701.60 ¹	€720.73 ²					

HIGHER LEGAL EXECUTIVE

€46,081	€47,458	€48,831	€50,204	€51,581	€52,955	€54,329	€56,314 ¹
€58,294 ²							

LEGAL EXECUTIVE

€34,771	€36,253	€37,595	€38,797	€40,011	€41,223	€42,440	€43,616
€44,725 ¹	€46,171 ²						

SENIOR ENGINEERING DRAUGHTSPERSON

€38,451	€39,206	€40,151	€41,110	€42,061	€43,020	€43,919	€45,379 ¹
€46,853 ²							

ENGINEERING DRAUGHTSPERSON

€556.11	€576.57	€597.17	€617.76	€638.44	€659.21	€679.99	€699.88
€719.79	€739.69	€759.66	€785.02 ¹	€810.41 ²			

CHIEF SUPERINTENDENT MAPPING

€48,165	€50,469	€52,773	€55,070	€57,374	€59,671	€61,973	€64,280
€66,287	€68,260	€70,448 ¹	€72,642 ²				

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

SUPERINTENDENT MAPPING

€42,641	€44,153	€45,413	€46,661	€47,923	€49,187	€50,419	€51,989 ¹
€53,550 ²							

EXAMINER IN CHARGE

€36,897	€37,712	€38,516	€39,339	€40,155	€40,981	€42,641	€43,960 ¹
€45,292 ²							

EXAMINER OF MAPS

€634.48	€652.45	€669.75	€685.87	€703.29	€715.97	€740.09 ¹	€764.26 ²
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MAPPING DRAUGHTSPERSON

€454.61	€468.07	€484.39	€500.73	€517.19	€533.62	€550.03	€566.11
€581.49	€596.84	€612.23	€627.58	€643.04	€664.42 ¹	€685.84 ²	

SENIOR ARCHITECT

€62,832	€66,106	€69,312	€72,512	€75,721	€79,319	€82,126 ¹	€84,935 ²
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ARCHITECT

€37,532	€40,315	€43,086	€45,878	€47,726	€49,573	€51,429	€53,272
€55,123	€56,972	€58,823	€60,675	€62,544	€64,581 ¹	€66,585 ²	

ARCHITECTURAL ASSISTANT GRADE II

€556.11	€576.57	€597.17	€617.76	€638.44	€659.21	€678.18	€698.96
€719.79	€739.69	€759.66	€785.02 ¹	€810.41 ²			

SENIOR LABORATORY ANALYST

€47,842	€50,047	€52,001	€54,001	€56,059	€58,088	€60,173	€62,238
€64,315							

LABORATORY ANALYST

€34,463	€35,465	€36,420	€38,677	€40,136	€41,604	€43,104	€44,598
€46,096	€47,607	€49,131	€50,670	€52,162	€53,194 ¹		

CLERICAL OFFICER DATA ENTRY AND VISUALLY IMPAIRED TELEPHONIST

€23,177 (€444.17)	€24,255 (€464.83)	€25,339 [*] (€485.60)	€26,420 (€506.33)	€27,502 (€527.06)	€28,583 (€547.77)	€29,635 (€567.94)	€30,688 (€588.11)
€31,743 (€608.33)	€32,795 (€628.49)	€33,840 (€648.53)	€35,471 (€679.78)	€36,753 ¹ (€704.35)	€37,341 ² (€715.62)		

NIGHTWATCHMAN

€417.76	€434.31	€451.02	€467.69	€482.66	€499.07 ¹	€517.86 ²	
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¹ After 3 years satisfactory service at the maximum.² After 6 years satisfactory service at the maximum.^{*} Progress beyond this point for CO Data Entry is dependant on the achievement of proficiency.

Note: While the scales for CO Data Entry and Visually Impaired Telephonist are shown in annual terms, officers in these grades will continue to be paid on a weekly basis at the amounts shown in brackets.

Ref: E107/22/06

23 December 2010

Circular 18/2010: Reduction of 10% in the pay rates and fixed term allowances of persons to be recruited to certain direct entry grades to the Civil Service

A Dhuine Uasail

1. I am directed by the Minister for Finance to refer to the Government's decision to reduce by 10% the pay rates and fixed allowances applicable to persons to be recruited to certain direct entry grades in the public service. Guidelines have already been issued to Departments on the application of this reduction. This Circular concerns the reduced pay rates to apply with effect from 1 January 2011 to persons to be recruited to certain civil service direct entry grades.

Grades affected by 10% reduced pay rates

2. The reduced pay rates in respect of the relevant general service grades with effect from 1 January 2011 are set out in the attached appendix. This Department will issue separate instructions on the reduced pay rates applying to grades common to two or more Departments / Offices. In the case of direct entry Departmental grades (ie grades unique to a single Department/Office) Departments / Offices should calculate revised scales and allowances and submit them to this Department for formal approval. The method of calculation to be used is set out in Paragraphs 4 and 5 below.

Serving civil servants and Appointments in process

3. The reduced rates of pay and allowances will not apply to persons serving as civil servants on or before 31 December 2010 or to persons who have been made a written offer of appointment from the appropriate authority. In such cases pay scales set out in Circular 28 of 2009 will apply.

Adjustments to Salary and Allowances

4. In respect of persons recruited to the direct entry grades comprehended by this circular, the 10% reduction to salary should be applied to each point of the incremental scales rounding to the nearest euro on annual scales and to the nearest cent on weekly scales. Hourly rates should be rounded to the nearest €0.001. Allowances which are calculated as a specific percentage or specified proportion of basic pay should be calculated by reference to these reduced rates of pay.

5. Fixed allowances which are not calculated as a specific percentage or specified proportion of basic salary will be reduced by 10%.

Unestablished civil service grades and State industrial grades

6. Pending the issue of separate instructions by this Department in respect of unestablished civil service grades and grades whose pay and conditions are appropriate for consideration by the Joint Industrial Council for State industrial employees, Departments / Offices should consult directly with this Department on the reduced pay rates to apply to persons appointed to such categories of employment from 1 January 2011.

General

7. **Individual queries in relation to pay should in accordance with normal practice be raised with an officer's Personnel Unit.** Any issues that may arise from the application of this circular should be raised, by e-mail in the first instance, with this Department (e-mail address: payscales@finance.gov.ie). Where this is not possible, telephone queries may be raised with this Department (Tel. (01) 6045409). Superannuation queries should be directed to Tel. (01) 6045405.

Electronic Copies of Circular

8. This circular is also available on the Department's web-site at <http://www.finance.gov.ie>.

Mise le meas

Brendan Duffy
Assistant Secretary

Rates of pay for established officers in certain direct entry General Service grades recruited to the Civil Service on or after 1 January 2011, paying Class A rate of PRSI contributions and making an employee contribution in respect of personal superannuation benefits

NRP - ADMINISTRATIVE OFFICER STANDARD SCALE - PPC

€29,922	€32,575	€35,970	€38,554	€41,140	€43,734	€46,319	€48,896
€50,683 ¹	€52,465 ²						

NRP - EXECUTIVE OFFICER STANDARD SCALE - PPC

€27,464	€29,418	€30,924	€32,379	€33,829	€35,249	€36,684	€38,080
€39,518	€40,470	€41,826 ¹	€43,178 ²				

NRP - CLERICAL OFF - PPC

€20,859 (€399.75)	€21,830 (€418.35)	€22,805 (€437.04)	€23,778 (€455.70)	€24,752 (€474.35)	€25,724 (€492.99)	€26,672 (€511.15)	€27,619 (€529.30)
€28,569 (€547.50)	€29,515 (€565.64)	€30,456 (€583.68)	€31,924 (€611.80)	€33,078 ¹ (€633.92)	€33,607 ² (€644.06)		

NRP - SERVICES OFFICER - PPC

€374.84	€392.07	€407.44	€422.82	€433.76	€446.90	€469.37	€485.42 ¹
€503.31 ²							

NRP - SERVICES ATTENDANT - PPC

€374.84	€381.19	€394.29	€409.66	€429.37	€444.72	€463.55	€478.93 ¹
€496.87 ²							

NRP - CLEANER - PPC

€357.88	€372.74	€390.57	€401.62 ¹	€418.82 ²			
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¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Application of pay adjustment in accordance with the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 from 1 January 2010

Basic Craft

€667.58
€672.37
€677.14
€681.90
€686.66
€691.44
€696.22
€700.96
€706.29

Craft Chargehand

€707.86
€716.61
€720.87
€725.58
€729.97
€732.21
€734.55
€736.80
€738.94
€742.63
€745.44
€752.16

Craft Foreman:

**Defence – BFW/Trade Foreman
Instructor**

**OPW - Overseer/Foreman/Inspector
Agriculture - Dun Laoghaire Harbour**

€867.08

Defence – Inspector Instructor

€877.72

Defence – Senior Inspector Instructor

€902.27

**OPW – Drainage Foreman Grade 1
Agriculture – Industrial Foreman**

€871.87
€880.95
€890.26
€899.67

OPW – Drainage Foreman Grade 2

€828.01
€837.43
€846.87
€856.38

OPW – Drainage Foreman Grade 3

€789.70
€799.33
€808.87
€818.65

Application of pay adjustment in accordance with the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 from 1 January 2010

Dublin G.O. Band 3

€507.93
€517.39
€526.86
€536.33
€545.79
€555.04
€564.24

Rural G.O. Band 3

€524.24
€533.70
€543.17
€552.46
€561.67
€570.34
€580.09

Dublin G.O. Band 2

€548.50
€558.48
€568.42
€578.37
€588.32
€598.28
€608.23

Rural G.O. Band 2

€565.65
€575.61
€585.54
€595.51
€605.48
€615.42
€625.37

Dublin G.O. Band 1

€575.23
€585.68
€596.13
€606.58
€617.02
€627.47
€637.93

Rural G.O. Band 1

€593.21
€603.67
€614.12
€624.58
€635.02
€645.45
€655.92

Application of pay adjustment in accordance with the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 from 1 January 2010

Storekeeper Clerk Grade 1

€463.70
 €473.16
 €487.33
 €501.52
 €515.71
 €529.84
 €544.03
 €557.91
 €571.73
 €585.52
 €599.34
 €613.28

 €635.35
 €645.50

Storekeeper Clerk Grade 2

€402.49
 €408.73
 €423.73
 €438.74
 €453.82
 €468.82
 €483.85
 €498.86
 €513.93
 €528.97
 €543.99
 €558.89

 €578.94
 €588.12

Storekeeper Clerk in Charge

€497.87
 €512.74
 €527.67
 €542.54
 €557.08
 €571.59
 €586.06
 €600.56
 €615.05
 €629.57
 €644.08

 €667.28
 €677.91

Stores and Office Supervisor

€522.63
 €539.43
 €555.92
 €572.26
 €588.63
 €604.94
 €621.26
 €637.61
 €653.92
 €670.61
 €686.64

 €711.48
 €722.77

(SCEIDEAL LE CIORCLÁN: - Pá 0004/2010
(Schedule to Circular letter: - Pay 0004/2010)
SCÁLAÍ LEASAITHE TUARASTAIL
(Revised Salary Scales)

POINTÍ AR AN SCÁLA (POINTS ON SCALE)	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
1	€ 32,599	€ 30,904
2	€ 33,753	€ 31,972
3	€ 34,909	€ 33,041
4	€ 36,068	€ 34,113
5	€ 37,865	€ 35,775
6	€ 39,030	€ 36,853
7	€ 40,193	€ 37,929
8	€ 43,124	€ 40,640
9	€ 44,588	€ 41,994
10	€ 46,337	€ 43,612
11	€ 48,078	€ 45,222
12	€ 49,831	€ 46,844
13	€ 51,297	€ 48,200
14	€ 53,239	€ 49,996
15	€ 53,239	€ 49,996
16	€ 53,239	€ 49,996
17	€ 55,916	€ 52,472
18	€ 55,916	€ 52,472
19	€ 55,916	€ 52,472
20	€ 55,916	€ 52,472
21	€ 59,453	€ 55,744
22	€ 59,453	€ 55,744
23	€ 59,453	€ 55,744
24	€ 59,453	€ 55,744
25	€ 63,361	€ 59,359

LIÚNTAIS I LEITH CÁILÍOCHTAÍ
(Allowances in respect of Qualifications)

Is ceadmhach d'oide an liúntas (f) nó (g) a fháil chomh maith le ceann amháin ar bith de na liúntais (a) go dtí (e) <i>Either of the allowances (f) or (g) may be held together with any one of the allowances (a) to (e).</i>	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
1. (a) Bunchéim (pas) <i>Primary Degree (Pass)</i>	€ 1,939	€ 1,842
(b) Máistirchéim de thoradh tráchtas nó scrúdaithe (Pas) <i>Masters Degree by thesis or Examination (Pass)</i>	€ 5,177	€ 4,918
(c) Bunchéim (onóracha den chéad, den dara nó den tríúr grád) <i>Primary Degree (1st, 2nd or 3rd Honours)</i>	€ 5,177	€ 4,918
(d) Máistirchéim (onóracha den chéad nó den dara grád) <i>Master's Degree (1st or 2nd honours)</i>	€ 5,785	€ 5,496
(e) Dochtúirchéim <i>(Doctor's Degree)</i>	€ 6,463	€ 6,140
(f) (i) Ard-Teastas in Oideachas (Pas) <i>(Higher Diploma in Education) (Pass)</i>	€ 622	€ 591
(ii) Ard-Teastas Froebel <i>(Higher Froebel Certificate)</i>	€ 622	€ 591
(g)(i) Ard-Teastas in Oideachas (onóracha den chéad nó den dara grád) <i>Higher Diploma in Education (1st or 2nd Honours)</i>	€ 1,301	€ 1,236
(ii) Ard-Teastas Gaeilge	€ 1,301	€ 1,236
2. Liúntas i gcás oidí le bunchéim (pas) agus Ard-Teastas in Oideachas (onóracha den Chéad nó den dara grád) go raibh liúntas de réir £110 (€140) iníoctha leo roimh 1 Iúil, 1968 <i>Allowance payable to teachers with a Primary Degree (Pass) and the Higher Diploma in Education (1st or 2nd honours) who, prior to 1 July 1968 were in receipt of an allowance of £110. (€140)</i>	€ 4,503	€ 4,278

LIÚNTAIS EILE
(Other Allowances)

LIÚNTAS (ALLOWANCE)	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
(i) Múineadh trí Ghaeilge (Teaching through Irish)	€1,666	€1,583
(ii) Deontas Gaeltachta (Gaeltacht Grant)	€3,224	€3,063
(iii) Liúntas Teagaisc ar Oileáin (Island Allowance)	€1,939	€1,842
(iv) Liúntas i leith Teastais (a) d'Oidí na nDall (b) d'Oidí na bPáistí Bodhra (c) d'Oidí na bPáistí le Bac Fisciúil nó le Meabhairghalar Allowance for Diploma for (a) Teachers of Deaf Children (b) Teachers of Blind Children (c) Teachers of Mentally and Physically Handicapped Children	€2,565	€2,437
(v) Liúntas Speisialta do mhúinteoirí i Scoileanna Cuimsitheacha (ceaptha roimh 1.1.1987) (Special Allowance payable to teachers in Comprehensive Schools (appointed before 1.1. 1987))	€2,601	€2,471
(vi) Liúntas Leanaí (Children's Allowance)	€115	€113
(vii) Liúntas le haghaidh múinteoirí ag a bhfuil 35 bliain de sheirbhís gafa acu (Allowance for teachers with 35 years service)	€2,446	€2,324
(viii) Liúntas Rúnaí an Bhoird Bhainistíochta (Secretary Board of Management Allowance) (payable on a personal basis to Principals of Comprehensive schools who held the allowance prior to the implementation of Agreed Report 3/06)	€2,949	€2,802
(ix) Liúntas a dhíol do phríomh oidí a bhíonn ina rúnaithe do Bhoird Bhainistíochta Allowance for Principals who act as Secretary to Board of Management (Agreed Report 3/06)		
School Enrolment Clárú Scoile		
<101	€551	€523
101-300	€828	€787
301-500	€1,104	€1,049
501-700	€1,381	€1,312
700 +	€1,655	€1,572
(x) Liúntais lasachta (Secondment Allowances)		
Aicme 2 (Category 2)	€17,711	€16,825
Aicme 3 (Category 3)	€13,838	€13,146
Aicme 4 (Category 4)	€10,663	€10,130
(xi) Riail 87 (Ard-Teastas Froebel) Rule 87 (Higher Froebel Cert)	€1,510	€1,435

RÁTAÍ LIÚNTAIS I LEITH POSTANNA CÚRAIM
(*Rates of Allowance for Posts of Responsibility*)

(A) Príomhoidí (*Principal Teachers (2nd Level)*)

AICME (CATEGORY)	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
I	€9,800	€ 9,310
II	€10,981	€ 10,432
III	€12,882	€ 12,238
IV	€15,116	€ 14,360
V	€17,584	€ 16,705
VI	€20,088	€ 19,084
VII	€22,512	€ 21,386
VIII	€24,962	€ 23,714
IX	€26,765	€ 25,427
X	€28,628	€ 27,197
XI	€31,343	€ 29,776
XII	€33,179	€ 31,520
XIII	€36,729	€ 34,893
XIV	€37,926	€ 36,030
XV	€41,136	€ 39,079
XVI	€42,922	€ 40,776
XVII	€44,704	€ 42,469

(B) Príomhoidí Ionaid (*Deputy-Principal Teachers (2nd Level)*)

AICME (CATEGORY)	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
I	€3,967	€ 3,769
II	€5,192	€ 4,932
III	€6,863	€ 6,520
IV	€8,603	€ 8,173
V	€10,287	€ 9,773
VI	€12,046	€ 11,444
VII	€13,738	€ 13,051
VIII	€15,400	€ 14,630
IX	€16,710	€ 15,875
X	€17,987	€ 17,088
XI	€19,964	€ 18,966
XII	€21,188	€ 20,129
XIII	€23,837	€ 22,645
XIV	€24,355	€ 23,137
XV	€26,610	€ 25,280
XVI	€27,635	€ 26,253
XVII	€28,649	€ 27,217

(C) Príomhoidí (Principal Teachers (1st Level))

AICME (CATEGORY)	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
I	€9,800	€ 9,310
II	€10,981	€ 10,432
III	€12,882	€ 12,238
IV	€15,116	€ 14,360
V	€17,584	€ 16,705
VI	€20,088	€ 19,084
VII	€22,512	€ 21,386
VIII	€24,962	€ 23,714
IX	€26,765	€ 25,427
X	€28,628	€ 27,197
XI	€31,343	€ 29,776

(D) Príomhoidí Ionaí (Deputy-Principal Teachers (1st Level))

AICME (CATEGORY)	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
I	€3,967	€ 3,769
II	€5,192	€ 4,932
III	€6,863	€ 6,520
IV	€8,603	€ 8,173
V	€10,287	€ 9,773
VI	€12,046	€ 11,444
VII	€13,738	€ 13,051
VIII	€15,400	€ 14,630
IX	€16,710	€ 15,875
X	€17,987	€ 17,088
XI	€19,964	€ 18,966

(E) Príomhoidí (*Principal Teachers*)

RÉIMSE POINTÍ (POINTS RATING)	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
Faoi (under) 150	€7,011	€ 6,660
150 – 299	€7,086	€ 6,732
300 – 449	€8,580	€ 8,151
450 – 599	€10,067	€ 9,564
600 – 749	€11,808	€ 11,218
750 – 899	€13,738	€ 13,051
900 – 1099	€15,697	€ 14,912
1100 – 1299	€17,586	€ 16,707
1300 – 1499	€19,500	€ 18,525
1500 – 1699	€20,911	€ 19,865
1700 – 1949	€22,364	€ 21,246
1950 – 2199	€23,826	€ 22,635
2200 – 2449	€25,249	€ 23,987
2450 agus níos mó (and over)	€26,635	€ 25,303

(F) Leas-Phríomhoidí (*Vice-Principal Teachers*)

RÉIMSE POINTÍ (POINTS RATING)	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
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Faoi (under) 150	€0	€0
150 – 299	€3,099	€ 2,944
300 – 449	€4,051	€ 3,848
450- 599	€5,362	€ 5,094
600 – 749	€6,717	€ 6,381
750 – 899	€8,030	€ 7,629
900 – 1099	€9,413	€ 8,942
1100 – 1299	€10,735	€ 10,198
1300 – 1499	€12,032	€ 11,430
1500 – 1699	€13,055	€ 12,402
1700 – 1949	€14,053	€ 13,350
1950 – 2199	€15,014	€ 14,263
2200 – 2449	€15,961	€ 15,163
2450 agus níos mó (and over)	€16,824	€ 15,983

(G) Postanna Cúraim Eile (Other Posts of Responsibility)

		Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
Príomhoide Cúnta (Assistant Principal)		€8,968	€8,520
Oide le Dualgais Speisialta (Special Duties Teacher)		€3,967	€3,769
Grád A (Grade A)		€7,011	€6,660
Grád B (Grade B)		€3,099	€2,944
Liúntais i leith Special Functions Allowance	1	€2,660	€ 2,527
	2	€4,051	€ 3,848
	3	€5,362	€ 5,094
	4	€6,717	€ 6,381
	5	€7,011	€ 6,660
Liúntais i Feidhmeanna Speisialta	1	€3,400	€ 3,230
Úasghrádaithe3	2	€5,192	€ 4,932
(Upgraded Special Functions Allowances)	3	€6,863	€ 6,520
	4	€8,603	€ 8,173
	5	€8,968	€ 8,520

	A	€3,967	€ 3,769
	B	€5,192	€ 4,932
Stiúrthóir Aosoideachais	C	€6,863	€ 6,520
(post cúraim féinmhaoinithe	D	€8,603	€ 8,173
páirtaimseartha um	E	€10,287	€ 9,773
Aosoideachas	F	€12,046	€ 11,444
Director of Adult Education	G	€13,738	€ 13,051
	H	€15,400	€ 14,630
Self-financing part-time Adult	I	€16,710	€ 15,875
Education	J	€17,987	€ 17,088
(Post of responsibility)	K	€19,964	€ 18,966
	L	€21,188	€ 20,129
	M	€23,837	€ 22,645
Liúntas iníoctha do Phríomhoidí			
scoileanna a dhéanann clár			
Páirtaimseartha um aosoideachas a			
thairiscint (C.L. 46/00)		€1,710	€1,625
(Allowance payable to Principals of			
schools offering Part-time adult			
education programme (C.L. 46/00))			
Liúntas iníoctha do Phríomhoidí 5			
Phobalscoil as ról bainistíochta i			
gCoimpléisc Spóirt (AR2/01)		€5,074	€4,820
(Allowance payable to Principals of 5			
Community schools for management			
role in Sports Complexes (AR2/01))			

MUINTEOIR NEAMHOILTE
(Untrained Teachers)

Scalaí Muinteoir Neamhoilte (Untrained Teacher's Scale)	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
Z01	€28,794	€27,354

RÁTAÍ DO MHÚINTEOIRÍ IONADAÍOCHA –BUNSCOIL
(Casual and Non-Casual Teacher Rates - Primary)

	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
Ráta Lae Cáilithe (Qualified Daily Rate)	€206.72	€195.33
Ráta Lae Neamhcháilithe (Unqualified Daily Rate)	€134.64	€127.91
Hourly rate for casual <u>qualified</u> part-time teachers on payroll (inclusive of 22% holiday pay)	€39.00	€36.96
Hourly rate for casual <u>qualified</u> part-time teachers paid by grant (inclusive of 22% holiday pay)	€44.33	€41.99
Hourly rate for casual <u>unqualified</u> part-time teachers paid by grant (inclusive of 22% holiday pay)	€30.49	€28.97

RÁTAÍ DO MHÚINTEOIRÍ IONADAÍOCHA –IAR-BHUNSCOIL
(Casual and Non-Casual Teacher Rates – Post-Primary)

	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
Hourly Rates for casual <u>Qualified</u> Part-Time Teachers (inclusive of 22% holiday pay)	€49.60	€46.85
Hourly Rates for casual <u>Unqualified</u> Part-Time Teachers (inclusive of 22% holiday pay)	€42.99	€40.85

(Other Allowances applicable to Vocational Education Committees)

	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010																											
<p>(i) Múinteoirí Eolaíochta faoin Tuath (chun gníomhaíochtaí oideachais a eagrú agus a fhorbairt lasmuigh de theagasc rang fhoirmiúil)</p> <p>Rural Science Teachers (for organisation and development of education activities outside formal class instruction)</p>	€1,939	€1,842																											
<p>(ii) Múinteoirí Tís Taistil (Itinerant Domestic Science Teachers)</p>	€1,939	€1,842																											
<p>(iii) Íocaíochtaí speisialta do EPTanna faoi Chlásal 7.1 de Chiorclán 38/89 & 39/89 (AR2/98)</p> <p>(Special payments to EPTs under Clause 7.1 of Circular Letters 38/89 & 39/89 (AR 2/98))</p> <p>An Líon Blianta Seirbhíse Inríofa – Bunscála Coiteann (No. of Years Reckonable Service – Common Basic Scale)</p> <table> <tr><td>1</td><td>€329</td><td>€313</td></tr> <tr><td>2</td><td>€659</td><td>€626</td></tr> <tr><td>3</td><td>€989</td><td>€940</td></tr> </table> <p>An Líon Blianta Seirbhíse Inríofa – Scála Múinteoirí Coláiste (No. of Years Reckonable Service – College Teacher Scale)</p> <table> <tr><td>1</td><td>€410</td><td>€390</td></tr> <tr><td>2</td><td>€826</td><td>€785</td></tr> <tr><td>3</td><td>€1,237</td><td>€1,175</td></tr> </table> <p>An Líon Blianta Seirbhíse Inríofa – Scála Léachtóra 1 (No. of Years Reckonable Service – Lecturer 1 Scale)</p> <table> <tr><td>1</td><td>€580</td><td>€551</td></tr> <tr><td>2</td><td>€1,156</td><td>€1,098</td></tr> <tr><td>3</td><td>€1,731</td><td>€1,644</td></tr> </table>	1	€329	€313	2	€659	€626	3	€989	€940	1	€410	€390	2	€826	€785	3	€1,237	€1,175	1	€580	€551	2	€1,156	€1,098	3	€1,731	€1,644		
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LIUNTAIS EILE INFHEIDHME DO CHOISTÍ GAIRMOIDEACHAIS AR LEAN
(Other Allowances applicable to Vocational Education Committees continued)

	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010																																													
<p>(iv) Íocaíochtaí speisialta do TWTanna faoi Chlásal 3 de Chiorclán Uimh. 34/89 (AR2/98) (Special payments to TWTs under clause 3 of Circular Letter No 34/89 (AR 2/98))</p> <p>An Líon Blianta Seirbhíse Inríofa – Bunsála Coiteann (No. of Years Reckonable Service – Common Basic Scale)</p> <table> <tr><td>1</td><td>€659</td><td>€626</td></tr> <tr><td>2</td><td>€1,318</td><td>€1,252</td></tr> <tr><td>3</td><td>€1,980</td><td>€1,881</td></tr> <tr><td>4</td><td>€2,638</td><td>€2,506</td></tr> <tr><td>5</td><td>€3,297</td><td>€3,132</td></tr> </table> <p>An Líon Blianta Seirbhíse Inríofa – Scála Múinteoirí Coláiste (No. of Years Reckonable Service – College Teacher Scale)</p> <table> <tr><td>1</td><td>€826</td><td>€785</td></tr> <tr><td>2</td><td>€1,648</td><td>€1,566</td></tr> <tr><td>3</td><td>€2,473</td><td>€2,349</td></tr> <tr><td>4</td><td>€3,297</td><td>€3,132</td></tr> <tr><td>5</td><td>€4,123</td><td>€3,917</td></tr> </table> <p>An Líon Blianta Seirbhíse Inríofa – Scála Léachtóra 1 (No. of Years Reckonable Service – Lecturer 1 Scale)</p> <table> <tr><td>1</td><td>€1,156</td><td>€1,098</td></tr> <tr><td>2</td><td>€2,309</td><td>€2,194</td></tr> <tr><td>3</td><td>€3,466</td><td>€3,293</td></tr> <tr><td>4</td><td>€4,619</td><td>€4,388</td></tr> <tr><td>5</td><td>€5,771</td><td>€5,482</td></tr> </table>	1	€659	€626	2	€1,318	€1,252	3	€1,980	€1,881	4	€2,638	€2,506	5	€3,297	€3,132	1	€826	€785	2	€1,648	€1,566	3	€2,473	€2,349	4	€3,297	€3,132	5	€4,123	€3,917	1	€1,156	€1,098	2	€2,309	€2,194	3	€3,466	€3,293	4	€4,619	€4,388	5	€5,771	€5,482		
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<p>(v) Liúntas iníoctha le múinteoirí de phrintísigh i gCoistí Gairmoideachais Dhún Laoghaire agus Chorcaí. (Allowance payable to teachers of apprentices in Dun Laoghaire and Co Cork V.E.C.s)</p>	€10,253	€9,740																																													

**LIÚNTAIS (TAG.
GINEARÁLTA 3/80)
(Allowances (Ref. General 3/80))**

	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
Incrimint Fadseirbhíse (Long Service Increment)	€1,555	€1,477
Liúntas Difreálach Speisialta íoctha le hIar-Ollúna Choláistí Ullmhúcháin (Special Differential Allowance paid to Ex-Preparatory College Professors)	€3,011	€2,860
Rátaí Pearsanta Liúntas Príomhoidí (Personal Rates of Principals Allowance)	€7,011 €7,011 €7,011 €7,011 €7,310 €7,449 €8,796 €8,937 €9,546 €9,640 €10,344 €11,750	€ 6,660 € 6,660 € 6,660 € 6,660 € 6,945 € 7,077 € 8,356 € 8,490 € 9,069 € 9,158 € 9,827 € 11,163
Liúntais Phearsanta dá dtagraítear in Alt 2 de C/L 50/70 (Personal Allowances referred to in Paragraph 2 of C/L 50/70)	€2,700 €5,296 €6,160 €6,884 €7,792 €8,937 €10,071 €11,641 €12,489 €13,736	€ 2,565 € 5,031 € 5,852 € 6,540 € 7,402 € 8,490 € 9,567 € 11,059 € 11,865 € 13,049

LIÚNTAIS INÍOCHTA LE MÚINTEOIRÍ SA SEIRBHÍS PRÍOSÚN
(Allowances payable to Teachers in the Prison Service)

	Ó (FROM) 01/09/2008	Ó (FROM) 01/01/2010
(i) Táille (Honorarium)	€5,024	€4,773
(ii) Múinteoir Maoirseoireachta (Supervising Teacher) Méid an Aonaid (Múinteoirí WTE) (Size of Unit (WTE Teachers)) 1-6 7-9 10-12 13-16 16+	 €8,968 €13,738 €16,710 €21,188 €24,355	 € 8,520 € 13,051 € 15,875 € 20,129 € 23,137
(iii) Múinteoir Ionaid Maoirseoireachta (Deputy Supervising Teacher)	€8,968	€8,520
(iv) Múinteoir Cúnta Maoirseoireachta (Assistant Supervising Teacher)	€3,967	€3,769

Current Scale by Grade Title

Grade Code	Hrms.	Grade Title	Date Effective	Weekly/An	Nature of Inc
513(4)	Y23	CMO GARDA SIOCHANA	01 Jan 2010	Annual	Budget 2009

€93,197.00

€97,895.00

€102,640.00

€106,826.00

€110,172.00

€113,503.00

NMAX

LSI1

LSI2

Current Scale by Grade Title

Grade Code	Hrms	Grade Title	Date Effective	Weekly/An	Nature of Inc
67296(3)	S94	CARTOGRAPHER ORD SURV AND GSI -	01 Jan 2010	Weekly	Budget 2009
€566.91	€586.37	€603.01	€618.49	€634.64	€651.15
€667.66	€685.15	€701.20	€718.47	€742.28	€765.35
€788.38				NMAX	LSI1
LSI2					

Current Scale by Grade Title

Grade Code	Hrms	Grade Title	Date Effective	Weekly/An	Nature of Inc
7739(9)	K25	NURSE TO GARDA SURGEON	01 Jan 2010	Annual	Budget 2009

€44,774.00	€45,528.00	€46,166.00	€47,210.00	€48,368.00	€49,504.00
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€50,635.00	€51,908.00	€53,093.00	NMAX		
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Grade Code	Hrms	Grade Title	Date Effective	Weekly/An	Nature of Inc
6248(Y)	H47	OCCUPATIONAL HEALTH NURSE	01 Jan 2010	Annual	Budget 2009

€44,774.00	€45,528.00	€46,166.00	€47,210.00	€48,368.00	€49,504.00
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€50,635.00	€51,908.00	€53,093.00	NMAX		
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Current Scale by Grade Code

Grade Code	Hrms	Grade Title	Date Effective	Weekly/An	Nature of Inc
8151(5)	K78	STOREMAN JUSTICE	01 Jan 2010	Weekly	Budget 2009
	€414.34	€453.41	€480.59	€494.21	€512.32
					€525.47
					NMAX
	€543.58	€563.81			
	LSI1	LSI2			

Current Scale by Grade Title

Grade Code	Hrms	Grade Title	Date Effective	Weekly/An	Nature of Inc
7521(3)	J80	STORES OFFICER	01 Jan 2010	Annual	Budget 2009

€36,946.00	€38,525.00	€40,073.00	€41,662.00	€42,760.00	€44,187.00
				NMAX	LSI1
€45,616.00					
LSI2					

Grade Code	Hrms	Grade Title	Date Effective	Weekly/An	Nature of Inc
67521(Y)	T43	STORES OFFICER - PPC	01 Jan 2010	Annual	Budget 2009

€38,850.00	€40,510.00	€42,146.00	€43,819.00	€44,967.00	€46,473.00
				NMAX	LSI1
€47,975.00					
LSI2					

Current Scale by Grade Title

Grade Code	Hrms	Grade Title	Date Effective	Weekly/An	Nature of Inc
8510(3)	L65	SUPERINTENDENT OF CLEANERS	01 Jan 2010	Weekly	Budget 2009

€421.67	€431.77	€441.84	€451.92	€464.72	€484.57
			NMAX	LSI1	LSI2

Grade Code	Hrms	Grade Title	Date Effective	Weekly/An	Nature of Inc
68510(Y)	U33	SUPERINTENDENT OF CLEANERS - PPC	01 Jan 2010	Weekly	Budget 2009

€443.86	€454.50	€465.08	€475.73	€489.22	€510.09
			NMAX	LSI1	LSI2