

**Examination of Remaining Salary
Scale Issues in Respect of Post
January 2011 Recruits at Entry Grades**

**Report to the House of the Oireachtas by the
Minister for Finance and Public Expenditure and
Reform in accordance with
Section 11 of the Public Service Pay and Pensions
Act 2017.**

1. PUBLIC SERVICE STABILITY AGREEMENT

Under the Public Service Stability Agreement (PSSA) 2018-2020, the Parties acknowledged “the issues of concern in relation to the increased length of the salary scale in certain instances in respect of post January 2011 entrants.”

It was agreed that an “examination of the remaining salary scale issues in respect of post January 2011 recruits at entry grades covered by Parties to this Agreement will be undertaken within 12 months of the commencement of this Agreement.”

The amendment to Section 11 of the Public Service Pay and Pensions Act 2017, which provides for the implementation of the terms of the PSSA, stipulates the completion of a report on the cost of, and a plan for dealing with, pay equalisation for new entrants to the public service, within 3 months of the passing of the Act.

In line with the parameters set out in the Public Service Stability Agreement this report aims to examine the remaining salary scale issues in respect of post January 2011 recruits at entry grades. Specifically this report estimates the point in time costs associated with the reversal of the measure, i.e. the movement of individual new entrants up two salary points.

This examination does not encompass a number of other general policy changes made during the crises including for example:

- I. The point at which recruits enter the public service. As per the Department of Finance letter of the 23/10/2010 the “starting pay on recruitment from open competition for all posts within the public service (e.g. civil service, defence sector, Garda Síochána, prison sector, local government sector, health sector, education sector, non commercial bodies and agencies etc) should be at the minimum of the relevant salary scale”.
- II. Allowances abolished across the public service.
- III. Certain grades where new salary scales were implemented, e.g. medical consultants.

As per the Public Service Agreement: “On conclusion of this work, the Parties will discuss and agree how the matter can be addressed and implemented in a manner that does not give rise to implications for the fiscal envelope of this Agreement and that has regard for the medium term fiscal framework. Any outcome will be restricted to Parties adhering to this Agreement.”

2. BACKGROUND

Against the backdrop of the economic crisis, the then Government introduced a series of measures as part of the National Recovery Plan in November 2010 including: all public servants to start on the minimum point on the scale; continued reduction in public service numbers; and a 10% reduction in the pay of all new entrants to the public service. At that point the situation was grave:

“GDP in 2010 will be some 11% below and the level of GNP some 15% below their respective levels of 2007 in real terms. Employment has fallen by about 13% from its peak of 2007 while the unemployment rate has risen from 4.6% to 13.5%. A downturn of this size is without precedent in Ireland’s recorded economic history and has few modern parallels at an international level.”¹

The collapse in turn of the banking system, property market and employment prompted a full scale fiscal crisis, as the transitory nature of the tax base was revealed. Overall tax revenue fell by 33 per cent. Excluding expenditure and receipts associated with the banking crisis, in 2010 the gap between taxation and expenditure was €18bn.

Between 2008 and 2014 nine ‘budgetary events’ worth €30bn of consolidation measures were announced. Two-thirds of the adjustment burden fell on expenditure with the remainder on tax whilst approximately half of the total adjustment took place between 2008 and 2010 with the remainder over the 2011-2014 period².

With public service pay comprising 35% of total expenditure in 2008, changes to both the numbers employed and the rates of remuneration would form an important part of Ireland’s overall fiscal consolidation. Between 2009 (gross) and 2014 (net of the Pension Related Deduction) there was a decrease of €3.7bn or 21% in the public service pay bill. Of this €2.1bn was delivered through Financial Emergency Measures in the Public Interest actions on public service pay. The balance of the savings are attributable to reductions in numbers, elimination of various public service allowances, and productivity measures underpinned by Public Service Agreements.

¹ National Recovery Plan, November 2010.

² Bedogni & Scott, IGEES Staff Paper, The Irish Experience: Fiscal Consolidation 2008-2014, May 2017

3. LABOUR MARKET ADJUSTMENT IN IRELAND DURING THE CRISIS

As noted above, the economic crisis had a profound effect on employment levels in the Irish economy with the number of people in employment decreasing by 302,000 (15%) between Q4 2007 and Q1 2012.

The corresponding impact on the numbers claiming unemployment assistance is evidenced by the large increase in the average number of Live Register claimants over the period. In total, almost 283,000 (174%) more claimants were on the Live Register in 2011 compared to the annual average of 2007 (CSO).

A considerable body of research has now been undertaken to understand the differentiated experience of the labour market adjustment in Ireland. The following core points emerge:

- In order of frequency the most widely used methods of adjustment were reductions in staffing numbers, followed by reductions in hours worked (-20%), wage freezes and wage cuts.³
- Although not the most frequently used method of adjustment “the proportion of workers receiving earnings cuts more than trebled so that at the height of the crisis, over half of all workers were experiencing earnings decreases.”⁴
- Between the public service and private sector there was a contrasting approach with the public service agreeing wage reductions over compulsory redundancies.
- Aggregate data however masks significant heterogeneity in wage movements among different individuals and cohorts in the workforce.
- Earnings of new hires in Ireland are substantially more pro-cyclical than earnings of either job changers or incumbent workers⁵.

³ Central bank of Ireland, Linehan, Suzanne, Reamonn Lydon, and John Scally, "Labour Cost Adjustment during the Crisis: Firm-level Evidence", Quarterly Bulletin Articles 2015

⁴ Dorris et al, IZA Journal of European Labor Studies, September 2015

⁵ Central Bank of Ireland, Lydon, Reamonn, and Matija Lozej, "Flexibility of new hires' earnings in Ireland", Research Technical Paper, No. 06/RT/16.

- Evidence exists of a significant decline in starting salaries for new graduates between 2008 and 2012⁶.
- Results of regression analysis from the Central Bank show that a 1% increase in the unemployment rate led to a 1 to 1.7% decline in the weekly pay of new hires⁷.

In summary, significant adjustment occurred in the labour market and wage reduction formed a part of this, particularly for new entrants to both the public and private sectors.

4. INTRODUCTION OF NEW ENTRANT MEASURES

In response to the economic crisis and the collapse in the state finances, the then Government approved the reduction by 10% of the salary scale for new entrants to traditional recruitment grades in the public service with effect from 1 January 2011.

Types of grades effected are shown below. (See Appendix 2 for a full list of 237 identified new entrant grades).

Sector	Grades
Civil Service:	Clerical Officer, Executive Officer, Administrative Officer, Engineer Grade 3
Education Sector	Teachers, Assistant Lecturers, Lecturers, Special Needs Assistants
Health Sector	Nurses, Medical Interns, Therapists, Social Workers, Health Care Assistants, a number of Clerical/Administrative Grades
Local Government	Clerical Officer/Administrative Grade 3, Assistant Engineer, Fire officer,
An Garda Síochána	Garda
Defence Forces	Privates, Able Bodied Seamen and Airmen

⁶ Central bank of Ireland, Conefrey, Thomas, and Richard Smith. "On the slide? Salary scales for new graduates 2004-2012." Economic Letters 1, 2014.

⁷ Central Bank of Ireland, Lydon, Reamonn, and Matija Lozej, "Flexibility of new hires' earnings in Ireland", Research Technical Paper, No. 06/RT/16.

The initial introduction of the new entrant scale in 2011 was on the basis that each increment point for a new entrant would be 10% lower than the equivalent for an existing public servant, right up to the top of the scale.

As this measure applied to new staff it was designed to lower recruitment costs in line with the economic cycle, particularly in the context of economy wide decreases in real wages, employment and prices. Its primary objective was therefore to maximise recruitment to the public service at a time of hugely constrained resources.

5. CHANGES TO NEW ENTRANT MEASURES

Under the Haddington Road Agreement (HRA) the Government and trade unions agreed in 2013 to address the issue of separate new entrant scales by merging the new scales and existing scales – typically by adding the lower two points of the new scale to the existing scale.

Instead of experiencing a continuing 10% reduction on each point of scale, a new entrant now joins the same scale as pre-existing staff, which has been lengthened by the addition of two lower points at the bottom of the salary scale.

As such there are no new entrant scales anymore, there are just longer scales.

Ultimately, while new entrants are recruited at a lower salary point, over time they arrive at the same salary level. To illustrate this point, the changes made to the civil service Administrative Officer scale, through which graduates are directly recruited to the civil service, are included below:

Administrative Officer Scale 2010 – 2018

Increment Point	1	2	3	4	5	6	7	8	9	10	11	12
Pre-Jan 2011	€33,247	€36,194	€39,967	42,838	€45,711	€48,593	€51,466	€54,329	€56,314*	€58,294**		
Post-Jan 2011	€29,922	€32,575	€35,970	€38,554	€41,140	€43,734	€46,319	€48,896	€50,683*	€52,465**		
Post-HRA Merge	€29,922	€32,575	€33,247	€36,194	€39,967	€42,838	€45,711	€48,593	€51,466	€54,329	€56,314*	€58,294**
Post-Jan 2018	€31,533	€33,911	€34,589	€37,566	€41,377	€44,276	€47,178	€50,089	€52,991	€55,882	€57,887*	€59,887**

* Long Service Increment 1 (typically paid after 3 years instead of 1)

** Long Service Increment 2 (typically paid after 3 years instead of 1)

Two points are worth noting from the Administrative Officer scales:

1. Across all areas of the public sector, pay is differentiated based on experience. People with similar experience have similar pay and those with less experience are initially paid less, but will see that increase over time as experience is gained, reaching the same end scale point in all cases.
2. Within the public service, as the economy has improved, enhanced entry level salaries have been provided through successive collective agreements which were progressively weighted in favour of those on lower salaries. For example the starting point of the Administrative Officer scale has increased by 5.4% or €1,611 in the two years between January 2016 and January 2018.

Such positive and negative variation of the remuneration package offered to perspective employees, in line with the economic cycle, is standard practice across the labour market, a point confirmed by recent Central Bank Research: “The behaviour of nominal wages, at least in the short to medium term is determined by demand and supply factors in the labour market and inflation. In the longer term wage movements are also affected by trends in productivity and the labour share of income. As an economy and aggregate demand expand, this creates an environment in which firms require additional labour to satisfy increased demand. This additional labour can vary in terms of its composition, as extra workers are hired or existing employees work longer hours. As new workers are hired, the pool of available additional labour shrinks, leading to a tighter labour market.”⁸

⁸ Central Bank, Quarterly Bulletin Number 4 2017, Linehan et al, The Labour Market and Wage Growth after a Crisis, October 2017

6. METHODOLOGY

The methodology used to quantify the costs is relatively straightforward based on the merging of new entrant scales that occurred under the Haddington Road Agreement detailed above.

As the remaining issues relate to the increase in the length of the scale, in general due to the insertion of two new points on the pre-existing scales, the costs are the difference between a new entrant's current point on scale compared to a counterfactual position two points further up the scale. For completeness associated costs are included where applicable – PRSI, consequential impacts on teacher substitution, health agency staffing, overtime and premium payments.

In practice the following steps were followed:

Step 1 – Identify public service grades effected by new entrant scale measures.

Step 2 – Isolate new entrants by increment point in relevant grades.

Step 3 – Exclude single point “training” grades.

Step 4 – Exclude those at max of scale.

Step 5 – Exclude leavers from new entrant grades, including those promoted, retired and resigned.

Step 6 – Calculate the difference, at an individual level, between the current point on scale and the counterfactual position two points further up the scale, i.e. the position the individual may have been in had they been hired on the pre-existing scale.

Step 7 – Aggregate results by sector to the level of the public service.

Due to the restricted timeframe a number of assumptions were necessary and these are detailed below:

- Costs are annualised. Increment points can fall on any working day throughout the calendar year but for the purposes of this exercise an increment date of 1 January is assumed to give the full year cost.
- Full Time Equivalent (FTE) figures are used throughout.

- Individual level data is not held centrally on Section 38 organisations under the Department of Health. Costs for this subsector are extrapolated based on the profile of new entrants in statutory organisations.
- Post Qualification Pre Registration Nurses have been included. Full progression of 120 FTE's to the Post Qualification Post Registration scale is assumed.
- Individual level data is not held centrally on Third Level institutions under the Department of Education and Skills. Costs for this subsector are extrapolated based on the profile of new entrants in a sample of 4 higher education institutions – 2 Universities and 2 Institutes of Technology.
- Individual level data is not held centrally on Training Centres, Education Centres and Youth Reach services under Education and Training Boards. Costs for this subsector are based on an estimated 250 FTE.
- Individual level data is not held centrally on Dun Laoghaire Rathdown County Council, Dublin City Council, and Wexford County Council. Numbers of new entrants and associated costs for these councils are derived from the proportion of new entrants in the other county councils and the average cost per FTE.
- Costs are only calculated for the entrant grades to the public service. Training grades with single point scales are excluded.
- Allowances are excluded.
- PRSI costs for the employer are included.
- Consequential costs for Agency Overtime and Premium payments are included in Health.
- Consequential costs for Substitution payments are included in Education.

Following this methodology, subsequent sections will present the costs for each sector and in total.

7. EDUCATION SECTOR ESTIMATES

In the Education Sector a total of 23,780 (FTE) new entrants or 21% of the current workforce have been recruited since 2011. Of these new entrants 16,054 or 68% are teachers.

The total estimated cost of a two point increment adjustment is approx. €83m. At an individual level that equates to an average benefit of €3,771.

Education (Dec 2017)	FTE	€
Teachers	16,054	€59,084,405
SNAs	4,936	€10,516,912
Third-level	2,540	€12,526,470
Training Centre/Education Centre/ Youthreach etc.	250	€1,025,000
Total	23,780	€83,152,787

8. HEALTH SECTOR ESTIMATES

In the Health Sector, an estimated cohort of 25,418 FTE new entrants recruited since 2011. This represent nearly a quarter (24%) of the entire HSE numbers. Of these new entrants 9,863 or 38.5% are nurses.

The total estimated cost of a two point increment adjustment is approx. €84m. At an individual level that equates to an average benefit of €3,318.

HSE (Dec 2017)	FTE	Total Cost
Administration	2,909	€6,893,486
Paramedic	4,699	€16,278,691
Support	7,947	€25,682,359
Nursing	9,863	€35,448,506
Total	25,418	€84,303,042

9. JUSTICE SECTOR ESTIMATES

In the Justice Sector, there is an identified cohort of 1,549 (FTE) new entrant Gardaí recruited from 2015-2017. This represents 14% of the members of An Garda Síochána. The majority 57% of new entrant Gardaí have been recruited since 2017.

The total estimated cost of a two point increment adjustment is approx. €10m. At an individual level that equates to an average benefit of €6,509.

An Garda Síochána (Jan 2018)	FTE	Total Cost
2015	283	€4,527,459
2016	385	€2,568,901
2017	881	€2,986,831
Total	1,549	€10,083,191

10. DEFENCE SECTOR ESTIMATES

In the Defence sector there is an identified cohort of 1,276 enlisted New Entrant members of the Defence forces recruited since 2013. This represents 14% of the current staffing of the Defence forces. Over half (53%) of these New Entrants have been recruited since 2016.

The total estimated cost of a two point increment adjustment is approx. €2m. At an individual level that equates to an average benefit of €1,603.

Defence Forces (Jan 2018)	FTE	Total Cost
Airman 3 Star	18	€7,082
Able Bodied Seaman	215	€356,019
Private 3 Star	1,043	€1,682,364
Total	1,276	€2,045,465

11. LOCAL AUTHORITIES ESTIMATES

In the Local Authority sector there is an estimated cohort of 2,188 new entrants recruited since 2011. This represents 9% of current staff.

The total estimated cost of a two point increment adjustment is approx. €4m. At an individual level that equates to an average benefit of €1,875.

12. CIVIL SERVICE ESTIMATES

Across the civil service, there is an identified cohort of 6,183 FTE new entrant employees recruited since 2011. This represents 17% of the total civil service. Over 50% of new entrants into the Civil Service are at Clerical Officer Grade.

The total estimated cost of a two point increment adjustment is approx. €15.8m. At an individual level that equates to an average benefit of €2,548.

Civil Service (Jan 2018)	FTE	Total Cost
SO	1	€2,409
PO	22	€170,632
SVO	222	€366,062
TCO	303	€548,005
AP	351	€1,948,345
AO	772	€3,079,409
EO	1,278	€4,016,008
CO	3,234	€5,622,302
Total	6,183	€15,753,172

13. OVERALL FINDINGS

Results

	New Entrants (Full Time Equivalent)	Total Cost	Cost Per FTE
LA	2,188	€4,037,075	€1,845
Defence	1,276	€2,045,465	€1,603
Garda	1,549	€10,083,191	€6,509
Civil Service	6,183	€15,753,172	€2,548
Education	23,780	€83,152,787	€3,497
Health	25,537	€84,727,232	€3,318
Total	60,513	€199,798,922	€3,302

Finding 1.

There has been strong recruitment at new entrant grades. There is currently an estimated 60,513 post 2011 new entrants or 19% of the total public service. Actual recruitment would have been higher when allowance is made for those who were promoted from or left new entrant grades. This confirms the finding of the Public Service Pay Commission that there was no general recruitment problem, and that at lower pay levels there is a substantial pay premium in favour of public servants.

Finding 2.

Variation in the remuneration package offered to prospective employees is standard practice across the labour market. Within the public service entry level starting salaries have improved under collective agreements that have been progressively weighted towards lower paid entry level employment. For example the Administrative Officer scale for recruitment of graduates to the civil service has increased by 5.4% or €1,611 in the two years between January 2016 and January 2018.

Finding 3.

Based on the methodology the annualised point in time cost of addressing remaining new entrant scale issues, given the available data and assumptions detailed previously, is approx. €199m. Further work on data coverage would improve the accuracy of this estimate.

Finding 4.

Individual benefits would be considerable. Based on the average across all sectors, a two point adjustment would equate to €3,302. This would be on top of the pay benefits under the Public Service Stability Agreement of between 7.4% - 6.2% (up to 10% for new entrants post 2012) which were already weighted in favour of new entrants and the lower paid.

Next Steps

As detailed in Section 1 there is an acknowledgement, within the Public Service Stability Agreement 2018-2020, of issues of concern relating to the increased length of salary scale for post January 2011 new entrants.

In recognition of this the Agreement commits all parties to an examination of remaining salary scale issues.

This process got underway in October 2017 with an initial discussion of the issue between the parties to the PSSA.

Since then a significant data gathering and analysis exercise has been undertaken culminating with this report, in line with the legislative requirement, which outlines the costs associated with the remaining salary scale issues.

It is intended that this report will provide the evidence base for further engagement over the coming months between the parties to explore how the matter can be addressed in line with the terms of the PSSA.

APPENDIX 1: Section 4 of the Public Service Stability Agreement 2018-2020

4. New Entrants

4.1.1. The Government as employer considered it appropriate, during a time of unprecedented crisis, to introduce alternate arrangements for terms and conditions of employment for future public service employees. The Haddington Road Agreement provided for revised salary scales in order to address the differential pay scale arrangements between those public servants recruited at entry grades since 1 January 2011 and those who entered before that date. In addition agreement was reached on salary scale ameliorations introduced in respect of certain categories of primary and second-level teachers.

4.1.2. The Parties acknowledge the issues of concern in relation to the increased length of the salary scale in certain instances in respect of post January 2011 entrants.

4.1.3. Accordingly, it is agreed that an examination of the remaining salary scale issues in respect of post January 2011 recruits at entry grades covered by Parties to this Agreement will be undertaken within 12 months of the commencement of this Agreement. On conclusion of this work, the Parties will discuss and agree how the matter can be addressed and implemented in a manner that does not give rise to implications for the fiscal envelope of this Agreement and that has regard for the medium term fiscal framework. Any outcome will be restricted to Parties adhering to this Agreement.”

APPENDIX 2: Public Service Entrant Grades

The following grades were identified as being directly or indirectly relevant to this exercise with circular 18.2010 issued by the Department of Finance on 21st of December 2010 which provides guidance on “the application of 10% reduction in pay rates to entry grades to the public service”.

New Entrant Grades: Local Authorities*

Local Authorities
Assistant Staff Officer / Senior Library Assistant
Clerical Officer / Library Assistant
Branch Librarian
Assistant Engineer
Technician II
Housing Welfare Officer
Social Worker
Social Worker
Craftworker
Craftworkers Mate
General Operative
Graduate Engineer

* these grades form the basic new entrant grades. Individual jobs are linked to these 11 grade types so the number of positions that were classified as new entrant would be far greater.

New Entrant Grades: Defence

Airman 3 Star
Able Bodied
Seaman
Private 3 Star

New Entrant Grades: Justice

An Garda Siochana

New Entrant Grades: Health

Analytical Chemist (without Branch E Cert)	Emergency Medical Technician, Student	Play Therapist
Analytical Chemist, (with Branch E Cert)	Environmental Health Officer	Plumber
Attendant, Multi-Task	Family Support Worker	Pool Attendant/ Supervisor
Attendant. Multi-Task Intern	Fire Prevention Officer	Porter
Attendant/ Aide	Gardener/ Groundsman	Porter, Intern
Audiological Scientist	Gastro-intestinal Physiologist	Porter, Theatre
Audiologist	General Operative	Psychologist, Clinical
Audiologist, Assistant	Grade IV	Psychologist, Trainee Clinical
Biochemist	Hairdresser/ Barber	Radiation Therapist
Boilerman	Health & Social Care Professionals Unclassified	Radiographer
C.S.S.D. Operative	Health Care Assistant	Radiography Aide
Cardiac Aide	Health Care Assistant, intern	Regional Drugs Taskforce Coordinator
Cardiac Physiologist	Home Help	Respiratory Physiologist
Care Assistant (Disability Services)	Home Help Organiser, Deputy	Respiratory Technician, Student
Care Assistant (Disability), Intern	Household Attendant/Cleaner/Domestic, Intern	Psychotherapist
Caretaker	Housekeeper, Assistant	Seamstress/ Tailor
Catering Officer, Grade III	Instructor	Security Guard
Catering Supervisor, Assistant.	Intermediate Care Operative	Social Care Worker
Catering/Cleaner/Assistant	Laboratory Attendant	Social Care Worker, Trainee
Chargehand	Laboratory Technician (RPAL)	Social Worker
Chef II	Labourer	Social Worker (Non-professionally qualified)
Chiropodist/ Podiatrist	Laundry Worker	Social Worker, Medical
Cleaner	Librarian, Assistant	Social Worker, Psychiatric
Clerical Officer	Maintenance Craftsman/Technician	Speech & Language Therapist
Clinical Director (Psychiatric Services)	Maintenance/Technical Unclassified	Speech & Language Therapy Assistant
Clinical Engineering Technician	Maxillo Facial Technician	Staff Midwife
Clinical Photographer	Mechanic	Staff Nurse - General
Community Welfare Officer	Medical & Dental Unclassified	Staff Nurse - Intellectual Disability
Cook, Trainee	Medical Director	Staff Nurse (Children's)

Counsellor	Medical Laboratory Aide	Staff Nurse (Nursing Bank)
Counsellor / Therapist (National Services)	Medical Scientist	Staff Nurse General (Community)
Counsellor Therapist (Adult Services)	Medical Scientist, Student	Staff Nurse, Mental Health
Counsellor, Children's	Mortuary Attendant	Storeperson
Craftsman's Mate	Neuro-Physiologist	Stores Porter/Assistant/Attendant
Dark Room Technician/Porter	Nursery Nurse	Student Midwifery (post registration)
Dental Craftsman/Technician	Nurses Aide	Student Nurse, Sick Children's (post registration)
Dental Hygienist	Nursing Auxiliary/Orderly	Supplies Officer Grade D
Dental Nurse	Nursing Unclassified	Teacher
Dental Surgeon, Clinical Grade I	Occupational Health Physician	Technical Services Officer, Assistant
Dental Surgery Assistant (unqualified)	Occupational Therapist	Telephonist
Dietitian	Occupational Therapy Assistant	Telephonist, Night
Domestic	Optometrist, Clinical	Telephonist, Supervisor, Assistant
Dosimetrist, Basic	Orthoptist	Theatre Technician/Porter
Draughtsman/Technician II	Painter	Therapist
Driver	Pathology Technician	Vascular Physiologist
Driver (Doctor-on-call)	Pharmaceutical Technician	Ward Clerk
Driver (Patients/Clients Public Roads)	Pharmacist	Workshop Supervisor/ Instructor
Driver, Minibus	Pharmacy Assistant	
Driver/ Porter	Phlebotomist	
E.C.G. Technician	Physicist	
E.E.G./ E.C.G. Technician, Student	Physics Technician	
Electrician	Physiotherapist	
Emergency Call Taker	Physiotherapy Assistant	
Emergency Medical Controller	Plaster Technician	
Emergency Medical Dispatcher	Plasterer	
Emergency Medical Technician	Play Specialist	

New Entrant Grades: Civil Service

Services Officer
Principal Officer*
Staff Officer
Temporary Clerical Officer
Assistant Principal*
Administrative Officer
Executive Officer
Clerical Officer

* Principal Officer and Assistant Principal Officer are not generally considered new entrant grades, although in certain sectors specialists are directly recruited to positions that are linked to these grades. As such the scale for the direct recruitment positions were amended in accordance with the application of the new entrant salary scale measures.

New Entrant Grades: Education

Teachers	Research Assistant
Special Needs Assistants	Home Economics Assistant
Outdoor Education Centre Instructor	Statistician Programmer
Grade III/Telephonist	Technical Officer
Technician	Higher Order Attendant
Youth Worker	Storemen/Storekeeper
Craftsman	Attendant
Assistant Building Supervisor	Caretaker
General Operative and related posts	Cleaner
Adult Education Guidance Counsellor / Co-Ordinator	Porter
Adult Education Guidance Information Officers	Junior Technical Assistant
Adult Literacy Organisers	Assistant Librarian Clerk
Community Education Facilitators	Messenger
Youthreach Resource Person	Assistant Finance Officer
Psychologists	Junior Research Assistant
Assistant Lecturer	Assistant Maintenance / Groundsperson
Grade 3	Lecturer (certain institutions only)
Grade 2	Grade 10B
Administrative Assistant	Youth Officer
Nurse	Secretary
Student Counsellor	Gardener
Cook	Domestic

Assistant Cafeteria Supervisor	
Model	
Catering College Supervisor	
Production Chef/Co-ordinator	
Technician	
Programme Specialist	
Assistant Librarian	
Library Assistant	
Executive Officer	
Clerical Officer	
Buildings Maintenance Manager	
Building Officer	
Analyst Programmer 1	