



Circular Title: **Application of 1 October 2024 pay adjustments**

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure NDP Delivery and Reform to convey the following instructions to Departments / Offices with regard to the application of adjustments to civil service pay in accordance with the Public Service Agreement 2024-2026.

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

Circular Number: Circular 14/2024

Purpose: This circular sets out pay increases due on 1 October 2024 as provided for in the “Public Service Agreement 2024-2026”

File Reference: E107/006/2015

Effective From: 1 October 2024

Mise le meas,

Barry O'Brien
Assistant Secretary
Public Service Resourcing Division

1. Application

- 1.1. This circular applies to all civil service grades.
- 1.2. Grades whose pay and conditions are appropriate to the Joint Industrial Council for State Industrial employees will be the subject of a separate Office Notice.
- 1.3. The pay adjustments should be applied, as appropriate, from **1 October 2024**.

2. General

- 2.1. This circular sets out pay increases due on **1 October 2024** as provided for under the Public Service Agreement 2024-2026.
- 2.2. The adjustments should be rounded to the nearest euro on annual payscales and to the nearest cent on weekly payscales. Hourly rates should be rounded to the nearest €0.01.
- 2.3. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2024.

3. "Public Service Agreement 2024-2026"

- 3.1. In accordance with **Section 3.1** of the Agreement, the annualised amount of the basic salary of civil servants will be increased by 1% or €500, whichever is greater, with effect from **1 October 2024**.
- 3.2. Revised payscales for members of general service grades and certain grades common to two or more Departments to which this circular applies are set out in the Appendices to this circular.

4. Overtime

- 4.1. Payment in respect of overtime rendered on or subsequent to **1 October 2024** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 October 2024**.

5. Premium Rates of Pay

- 5.1. Premium rates of pay payable in respect of or subsequent to **1 October 2024** which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from **1 October 2024**.

6. Allowances

- 6.1. Allowances in the nature of pay for civil servants to whom this circular applies will be increased by 1% from **1 October 2024**.
- 6.2. Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with effect from **1 October 2024**.
- 6.3. Children's allowances, both standard and ex-gratia, remain unchanged.

7. Pensions

- 7.1. The principle of pay parity in pension increases for pre-existing public service schemes¹ has been agreed up to 30 June 2026 in line with the Public Service Agreement 2024-2026. Civil service pension increases should be passed on to pensions in line with that policy.
- 7.2. Single Public Service Pension Scheme ('Single Scheme') pensions are uprated in line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore, Single Scheme pensions in payment in respect of former public servants who served in grades to which this circular applies will not be adjusted with reference to the revisions of basic pay set out in Section 3.
- 7.3. Additional Superannuation Contributions: The ASC rates for 2024 are unchanged. Below are the current rates of ASC as provided for in Part 4 of the Public Service Pay and Pensions Act 2017.

Thresholds/Rates in 2024

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

8. Queries

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

¹ Pre-existing Public Service Pension schemes (as defined in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012

Revised pay scales with effect from 01 October 2024 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for General Service Grades.

SECRETARY GENERAL LEVEL I (PPC)

€269,968

SECRETARY GENERAL LEVEL II (PPC)

€254,088

SECRETARY GENERAL LEVEL III (PPC)

€240,716

DEPUTY SECRETARY (PPC)

€210,724

ASSISTANT SECRETARY (PPC)

€163,209 €170,626 €178,665 €186,701

PRINCIPAL HIGHER SCALE (PPC)€110,759 €115,319 €119,901 €124,473 €128,372 €132,481¹ €136,588²**PRINCIPAL (PPC)**€102,913 €107,280 €111,613 €115,978 €119,661 €123,481¹ €127,295²**ASSISTANT PRINCIPAL HIGHER (PPC)**€86,811 €90,112 €93,423 €96,732 €100,039 €101,973 €105,253¹ €108,544²**ASSISTANT PRINCIPAL (PPC)**€79,086 €81,999 €84,952 €87,914 €90,873 €92,579 €95,563¹ €98,559²**ADMINISTRATIVE OFFICER (PPC)**€38,869 €41,539 €42,303 €45,647 €49,927 €53,239 €56,681 €60,169 €63,655
€67,129 €69,537¹ €71,939²**ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)**

€53,239 €56,681 €60,169 €63,655 €67,129 €69,537 €71,906 €74,279

HIGHER EXECUTIVE OFFICER (PPC)€57,122 €58,791 €60,459 €62,124 €63,796 €65,460 €67,129 €69,537¹ €71,939²**HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€60,459 €62,124 €63,796 €65,460 €67,129 €69,537 €71,114 €72,696 €74,279

EXECUTIVE OFFICER (PPC)€36,544 €38,465 €39,550 €41,667 €43,564 €45,400 €47,229 €49,019 €50,831
€52,618 €54,514 €55,784 €57,596¹ €59,422²

EXECUTIVE OFFICER HIGHER SCALE (PPC)

€39,550 €41,667 €43,564 €45,400 €47,229 €49,019 €50,831 €52,618 €54,514
€55,784 €57,596 €58,954 €60,314 €61,678

CLERICAL OFFICER (PPC)

€571.04 €604.06 €612.46 €628.82 €652.99 €677.10 €701.19 €718.74 €738.65
€761.77 €778.02 €800.90 €823.63 €859.10 €886.97¹ €899.77²

CLERICAL OFFICER HIGHER SCALE (PPC)

€628.82 €652.99 €677.10 €701.19 €718.74 €738.65 €761.77 €778.02 €800.90
€823.63 €859.10 €886.97 €899.77 €917.04

HEAD SERVICES OFFICER (PPC)

€737.43 €755.56 €770.14 €791.36 €812.57 €833.83 €859.12¹ €886.99²

SERVICES OFFICER (PPC)

€540.80 €569.09 €579.80 €602.36 €622.54 €634.61 €648.72 €665.70 €694.75
€709.10¹ €731.95²

SERVICES ATTENDANT (PPC)

€534.38 €553.56 €579.80 €588.10 €605.31 €625.49 €643.08 €662.88 €687.22
€707.13¹ €723.74²

CLEANER (PPC)

€519.38 €549.20 €557.55 €577.00 €600.42 €614.91¹ €629.42²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 01 October 2024 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I (PPC)

€83,272 €85,887 €88,509 €91,123 €93,736 €96,845 €100,383¹ €103,925²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)

€72,511 €74,168 €75,821 €77,481 €79,137 €79,577 €81,210 €82,904 €85,663¹
€88,429²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III (PPC)

€38,083 €40,580 €41,248 €44,580 €47,924 €51,275 €54,739 €56,925 €59,123
€61,338 €63,541 €65,750 €67,959 €70,160 €72,381 €74,834¹ €77,284²

STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)

€39,208 €41,903 €42,676 €46,052 €50,370 €53,745 €57,217 €60,747 €64,271
€67,776 €79,086 €82,000 €84,952 €87,914 €90,873 €92,579 €95,563¹ €98,559²

LAW CLERK (PPC)

€624.38 €648.29 €683.94 €710.50 €742.16 €763.40 €777.79 €798.85 €819.89
€840.95 €862.09 €883.86¹ €905.56²

HIGHER LEGAL EXECUTIVE (PPC)

€57,122 €58,791 €60,459 €62,124 €63,796 €65,460 €67,129 €69,537¹ €71,939²

LEGAL EXECUTIVE (PPC)

€40,087 €42,285 €44,033 €45,713 €47,237 €48,599 €49,977 €51,361 €52,768
€54,163 €55,493¹ €57,231²

SENIOR ENGINEERING DRAUGHTSPERSON (PPC)

€48,207 €49,065 €50,137 €51,231 €52,327 €53,456 €54,527 €56,279¹ €58,057²

ENGINEERING DRAUGHTSPERSON (PPC)

€728.40 €748.54 €772.35 €788.69 €812.21 €835.74 €859.31 €881.91 €904.48
€927.06 €949.73 €978.59¹ €1,007.88²

CHIEF SUPERINTENDENT MAPPING (PPC)

€59,653 €62,446 €65,239 €68,029 €70,822 €73,610 €76,401 €79,199 €80,423
€82,904 €85,663¹ €88,429²

SUPERINTENDENT MAPPING (PPC)

€53,006 €54,808 €56,321 €57,825 €59,355 €60,890 €62,384 €64,290¹ €66,184²

EXAMINER IN CHARGE (PPC)

€46,445 €47,369 €48,280 €49,213 €50,142 €51,083 €53,006 €54,574¹ €56,175²

EXAMINER OF MAPS (PPC)

€807.68 €828.10 €847.72 €866.02 €885.78 €900.13 €927.50¹ €954.93²

MAPPING DRAUGHTSPERSON (PPC)

€624.80 €632.60 €651.55 €670.56 €689.71 €708.83 €721.39 €736.55 €754.18
€764.99 €782.45 €799.87 €817.42 €841.66¹ €865.96²

SENIOR ARCHITECT (PPC)

€77,445 €80,202 €84,229 €88,264 €92,310 €96,845 €100,383¹ €103,926²

ARCHITECT (PPC)

€42,907 €45,750 €47,164 €50,321 €53,536 €56,879 €59,118 €61,360 €63,610
€65,846 €68,090 €70,336 €72,579 €74,827 €77,094 €79,566¹ €80,793²

ARCHITECTURAL ASSISTANT GRADE II (PPC)

€670.31 €713.30 €728.40 €748.54 €772.35 €788.69 €812.21 €835.74 €857.26
€880.85 €904.48 €927.06 €949.73 €978.59¹ €1,007.88²

SENIOR LABORATORY ANALYST (PPC)

€59,256 €61,932 €64,303 €66,730 €69,228 €71,690 €74,220 €76,724 €79,245

LABORATORY ANALYST (PPC)

€39,773 €41,283 €43,683 €44,820 €45,904 €48,464 €50,119 €51,798 €53,556
€55,343 €57,143 €58,974 €60,821 €62,690 €64,499 €65,751¹

NIGHTWATCHMAN (PPC)

€540.42 €567.31 €580.59 €600.80 €620.56 €632.14 €649.60 €668.65¹ €690.49²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 01 October 2024 for Civil Servants appointed before 6th April 1995 in General Service grades.

SECRETARY GENERAL I

€256,469

SECRETARY GENERAL II

€241,383

SECRETARY GENERAL III

€228,679

DEPUTY SECRETARY

€200,186

ASSISTANT SECRETARY

€155,051 €162,097 €169,732 €177,368

PRINCIPAL HIGHER€105,215 €109,554 €113,908 €118,247 €121,956 €125,861¹ €129,763²**PRINCIPAL**€97,768 €101,910 €106,028 €110,182 €113,679 €117,309¹ €120,930²**ASSISTANT PRINCIPAL HIGHER**€82,464 €85,605 €88,758 €91,893 €95,037 €96,869 €99,999¹ €103,119²**ASSISTANT PRINCIPAL**€76,393 €79,174 €80,707 €83,519 €86,330 €87,955 €90,786¹ €93,629²**ADMINISTRATIVE OFFICER**€37,358 €40,080 €40,454 €43,633 €47,700 €50,801 €53,986 €57,268
€60,577 €63,881 €66,160¹ €68,446²**ADMINISTRATIVE OFFICER HIGHER SCALE**

€50,801 €53,986 €57,268 €60,577 €63,881 €66,160 €68,418 €70,674

HIGHER EXECUTIVE OFFICER€54,404 €55,974 €57,541 €59,122 €60,704 €62,299 €63,881 €66,160¹ €68,446²**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€57,541 €59,122 €60,704 €62,299 €63,881 €66,160 €67,658 €69,165 €70,674

EXECUTIVE OFFICER€34,983 €37,152 €38,010 €39,860 €41,659 €43,406 €45,141 €46,841 €48,559
€50,229 €51,962 €53,146 €54,848¹ €56,566²**EXECUTIVE OFFICER HIGHER SCALE**€38,010 €39,860 €41,659 €43,406 €45,141 €46,841 €48,559 €50,229 €51,962
€53,146 €54,848 €56,128 €57,404 €58,695

CLERICAL OFFICER

€546.84 €578.25 €586.20 €609.43 €624.72 €647.64 €670.56 €693.48 €709.95
€732.20 €750.86 €766.04 €787.66 €821.35 €847.83¹ €860.06²

CLERICAL OFFICER HIGHER SCALE

€609.43 €624.72 €647.64 €670.56 €693.48 €709.95 €732.20 €750.86 €766.04
€787.66 €821.35 €847.83 €860.06 €876.39

HEAD SERVICES OFFICER

€711.82 €726.26 €743.25 €763.70 €777.16 €797.32 €821.35¹ €847.83²

SERVICES OFFICER

€529.74 €545.04 €558.82 €577.18 €595.84 €614.95 €628.59 €636.83 €664.55
€684.06¹ €706.50²

SERVICES ATTENDANT

€529.74 €530.57 €558.82 €566.58 €579.76 €598.60 €623.17 €634.11
€657.24 €676.20¹ €698.41²

CLEANER

€501.02 €526.60 €537.62 €556.19 €575.34 €588.58¹ €609.97²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 01 October 2024 for Civil Servants appointed before 6th April 1995 for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€79,162 €81,591 €84,081 €86,571 €89,049 €92,002 €95,366¹ €98,732²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€68,988 €70,569 €72,134 €73,715 €75,288 €76,862 €78,429 €80,020 €81,378¹
€84,002²

ENGINEER GRADE III AND PROFESSIONAL ACCOUNTANT GRADE III

€39,803 €42,620 €45,797 €48,968 €52,167 €54,217 €56,290 €58,377 €60,469
€62,570 €64,664 €66,760 €68,860 €71,202¹ €73,529²

STATE SOLICITOR AND PROSECUTION SOLICITOR

€37,678 €40,078 €40,807 €44,021 €48,123 €51,266 €54,487 €57,820 €61,168
€64,496 €76,393 €79,174 €80,707 €83,519 €86,330 €87,955 €90,786¹ €93,629²

LAW CLERK

€605.08 €628.11 €654.12 €679.38 €713.40 €733.79 €750.65 €764.09 €784.11
€804.16 €824.24 €844.86¹ €865.50²

HIGHER LEGAL EXECUTIVE

€54,404 €55,974 €57,541 €59,122 €60,704 €62,299 €63,881 €66,160¹ €68,446²

LEGAL EXECUTIVE

€42,102 €43,703 €45,144 €46,441 €47,743 €49,058 €50,373 €51,648 €52,876¹
€54,511²

SENIOR ENGINEERING DRAUGHTSPERSON

€46,067 €46,880 €47,898 €48,943 €49,960 €50,999 €51,978 €53,612¹ €55,279²

ENGINEERING DRAUGHTSPERSON

€702.91 €719.59 €738.73 €761.17 €776.75 €799.12 €821.58 €843.02 €864.49
€885.95 €907.45 €934.76¹ €962.13²

CHIEF SUPERINTENDENT MAPPING

€56,786 €59,430 €62,085 €64,737 €67,385 €70,030 €72,691 €75,349 €77,686
€80,020 €81,378¹ €84,002²

SUPERINTENDENT MAPPING

€50,592 €52,233 €53,652 €55,062 €56,503 €57,950 €59,376 €61,181¹ €62,982²

EXAMINER IN CHARGE

€44,389 €45,270 €46,141 €47,024 €47,910 €48,797 €50,592 €52,026¹ €53,506²

EXAMINER OF MAPS

€772.48 €791.87 €810.50 €827.96 €846.67 €860.31 €886.37¹ €912.44²

MAPPING DRAUGHTSPERSON

€597.97 €612.94 €623.38 €641.41 €659.58 €677.87 €696.03 €714.26

€725.01 €745.09 €755.14 €765.12 €781.72 €804.81¹ €827.85²

SENIOR ARCHITECT

€73,665 €77,474 €80,035 €83,855 €87,694 €92,002 €95,366¹ €98,732²

ARCHITECT

€45,084 €48,078 €51,078 €54,166 €56,277 €58,395 €60,525 €62,660 €64,793

€66,926 €69,062 €71,189 €73,345 €75,688¹ €78,047²

ARCHITECTURAL ASSISTANT GRADE II

€702.91 €719.59 €738.73 €761.17 €776.75 €799.12 €819.57 €842.03 €864.49

€885.95 €907.45 €934.76¹ €962.13²

SENIOR LABORATORY ANALYST

€56,412 €58,944 €61,191 €63,502 €65,874 €68,205 €70,612 €72,995 €75,385

LABORATORY ANALYST

€38,564 €39,837 €41,774 €42,851 €43,877 €46,312 €47,885 €49,468 €51,091

€52,730 €54,418 €56,142 €57,883 €59,661 €61,382 €62,570¹

NIGHTWATCHMAN

€560.23 €575.76 €593.92 €612.69 €629.42 €639.61¹ €660.35²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.