



File Reference: DPE123-010-2015

10 September 2020

Application of 1 October 2020 pay adjustments for State Industrial employees working in the Civil Service.

To: All Personnel Officers and HR Managers

I am directed by the Minister for Public Expenditure and Reform to convey the following instructions to Departments/Offices with regard to the application of pay adjustments for State Industrial Employees working in the Civil Service in accordance with the Public Service Pay and Pensions Act 2017.

1. Application

- 1.1 The revised rates effective from **1 October 2020** apply to State Industrial Employees working in the Civil Service who are linked for pay purposes to Craft Grades and General Operative Grades.

2. General

- 2.1 This notice sets out the pay restoration and pay increases due on 1 October 2020 as provided for in the Public Service Pay and Pensions Act 2017 ("the Act").
- 2.2 For the purposes of this notice, all State Industrial Employees working in the Civil Service should be considered "covered" public servants pursuant to section 3 of the Act.
- 2.3 This notice also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2020.
- 2.4 The notice also provides for restoration of fixed allowances.
- 2.5 The adjustments should be rounded to the nearest euro on annualised payscales and to the nearest cent on weekly payscales. Hourly rates should be rounded to the nearest €0.001.

3. Pay Adjustment

- 3.1 The annualised amount of the basic salary for State Industrial Employees will be increased by **2%** with effect from **1 October 2020**.

4. Pensions

- 4.1 Pension Increases
Departments/Offices are reminded that instructions on increasing pensions in payment on foot of the award of salary increases agreed under the PSSA are set out in Circulars 02/2018 and 19/2019.

4.2 Additional Superannuation Contributions:

Rates/Thresholds in 2020

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

5. Overtime

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

6. Premium Rates of Pay and Allowances (including Fixed Allowance Restoration)

6.1 Premium rates of pay payable in respect of or subsequent to 1 October 2020 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 October 2020.

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 2020.

On 1 October 2020:

Fixed allowances which are not calculated as a specific percentage or specified proportion of basic salary will be restored to their monetary value as of 31 December 2009.

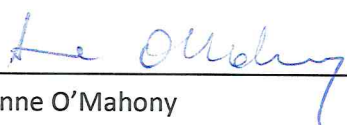
Note that this measure relates solely to fixed allowances which were in payment on 1 January 2010 and which were cut by either 5% or 8% under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 and which continue to be paid as fixed allowances separate to basic pay.

Any new allowances introduced after 1 January 2010 will not be increased under this circular.

7. Queries

7.1 Individual queries in relation to this notice should be raised with the relevant employer/local HR Units or, where applicable, with HR Shared Services (PeoplePoint).

Yours sincerely



Anne O'Mahony
Public Service Pay and Pensions Division

Revised payscales for State Industrial grades with effect from 1 October 2020

Dublin G.O. Band 3	Dublin G.O. Band 2	Dublin G.O. Band 1
€524.14	€556.41	€582.50
€549.01	€590.44	€612.11
€571.92	€609.83	€635.38
€582.18	€620.56	€646.56
€592.46	€628.10	€651.41
€602.72	€638.73	€662.48
€606.92	€649.38	€673.55
€616.87	€653.70	€684.59
€626.76	€664.23	€695.68
Rural G.O. Band 3	Rural G.O. Band 2	Rural G.O. Band 1
€532.72	€573.16	€600.10
€564.69	€601.17	€626.38
€589.60	€628.26	€654.61
€599.86	€635.80	€659.40
€604.11	€646.41	€670.48
€614.07	€650.76	€681.53
€623.99	€661.32	€692.60
€630.75	€671.84	€703.63
€640.58	€682.38	€714.72
Craft Chargehand	Craft Worker	Guide
€694.77	€656.39	€448.62
€719.82	€676.91	€477.92
€769.70	€727.07	€485.35
€778.96	€732.14	€507.01
€783.47	€737.18	€521.30
€788.46	€742.23	€542.70
€793.12	€747.26	€564.07
€795.49	€752.33	€585.47
€797.97	€757.39	€600.82
€800.35	€762.41	€621.60
€802.62	€768.05	€638.98
€806.51		€653.15
€809.49		€673.33
€816.61		€704.76
		€729.49 LSI1
		€740.87 LSI2

Storekeeper Clerk Grade 1

€480.29
 €503.71
 €523.88
 €534.16
 €549.55
 €564.95
 €580.35
 €595.68
 €605.02
 €619.94
 €631.65
 €646.39
 €654.82
 €669.58
 €692.94 LSI1
 €703.69 LSI2

Storekeeper Clerk Grade 2

€432.68
 €455.54
 €463.93
 €470.81
 €487.35
 €503.86
 €520.46
 €537.02
 €545.77
 €562.05
 €578.42
 €594.74
 €604.98
 €621.00
 €639.35 LSI1
 €649.17 LSI2

Stores/Office Supervisor

€531.13
 €563.60
 €587.86
 €600.10
 €617.80
 €632.21
 €649.72
 €660.75
 €678.02
 €695.32
 €712.61
 €730.27
 €747.24
 €773.54 LSI1
 €785.48 LSI2

Storekeeper Clerk in Charge

€514.16
 €536.02
 €560.98
 €577.11
 €593.31
 €603.44
 €619.08
 €631.48
 €646.97
 €656.10
 €671.46
 €686.82
 €702.19
 €726.74 LSI1
 €738.00 LSI2

Revised paycales for State Industrial grades with effect from 1 October 2020 who are required under the Single Public Service Pension Scheme to make a Personal Pension Contribution (PPC)

Dublin G.O. Band 3 (PPC)	Dublin G.O. Band 2 (PPC)	Dublin G.O. Band 1 (PPC)
€543.17	€583.87	€605.30
€576.36	€613.54	€639.33
€601.25	€636.87	€660.54
€605.71	€648.09	€672.18
€616.14	€652.95	€683.84
€626.57	€664.04	€695.48
€633.83	€675.13	€707.12
€644.22	€686.24	€718.76
€654.57	€697.32	€730.42

Rural G.O. Band 3 (PPC)	Rural G.O. Band 2 (PPC)	Rural G.O. Band 1 (PPC)
€559.49	€601.48	€623.61
€592.67	€627.86	€651.24
€613.25	€649.86	€680.58
€623.67	€660.98	€692.23
€630.95	€672.03	€703.87
€641.31	€683.16	€715.55
€651.69	€694.25	€727.18
€655.72	€705.33	€738.81
€665.96	€716.42	€750.45

Craft Chargehand (PPC)	Craft Worker (PPC)	Guide (PPC)
€729.54	€689.14	€471.18
€755.92	€710.75	€502.00
€808.36	€763.46	€509.85
€818.09	€768.79	€525.13
€822.84	€774.10	€547.65
€828.09	€779.42	€570.17
€833.00	€784.73	€592.67
€835.49	€790.05	€609.05
€838.10	€795.38	€627.60
€840.60	€800.67	€649.16
€842.97	€806.60	€664.33
€847.09		€685.67
€850.23		€706.90
€857.72		€739.98
		€766.00 LSI1
		€777.92 LSI2

Storekeeper Clerk Grade 1 (PPC)

€506.01
 €522.55
 €552.02
 €562.56
 €578.32
 €594.10
 €603.87
 €619.43
 €631.88
 €647.47
 €656.65
 €672.01
 €687.42
 €702.94
 €727.56 LSI1
 €738.86 LSI2

Storekeeper Clerk Grade 2 (PPC)

€453.09
 €478.45
 €490.82
 €497.88
 €514.80
 €524.27
 €541.06
 €557.74
 €574.45
 €591.16
 €601.89
 €618.45
 €631.85
 €648.57
 €664.67 LSI1
 €674.91 LSI2

Stores/Office Supervisor (PPC)

€557.89
 €591.50
 €611.49
 €626.85
 €645.22
 €657.23
 €675.47
 €693.66
 €711.84
 €730.05
 €748.24
 €766.85
 €784.71
 €812.39 LSI1
 €824.97 LSI2

Storekeeper Clerk in Charge (PPC)

€533.10
 €562.92
 €590.05
 €600.61
 €617.03
 €630.27
 €646.52
 €656.49
 €672.62
 €688.78
 €704.91
 €721.11
 €737.27
 €763.13 LSI1
 €774.98 LSI2