



**Circular Title:**                   **Application of 1<sup>st</sup> February 2022 pay adjustments**

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure and Reform to convey the following instructions to Departments / Offices with regard to the application of adjustments to civil service pay in accordance with the Public Service Agreement “Building Momentum – A New Public Service Agreement 2021-2022”.

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

**Circular Number:**               Circular 04 /2022

**Purpose:**                           This circular sets out pay increases due on 1 February 2022 as provided for under the Sectoral Bargaining provisions (Chapter 2) of “Building Momentum – A New Public Service Agreement 2021-2022”

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

**Effective From:**                 1 February 2022

Mise le meas,

---

Colin Menton  
Assistant Secretary  
Public Service Pay and Pensions Division

## 1. Application

- 1.1. This circular applies to all civil service grades.
- 1.2. Grades whose pay and conditions are appropriate to the Joint Industrial Council for State Industrial employees will be the subject of a separate circular.
- 1.3. The pay adjustments should be applied, as appropriate, from **1 February 2022**.

## 2. General

- 2.1. This circular sets out pay increases due on 1 February 2022 as provided for under the Sectoral Bargaining provisions of “Building Momentum – A New Public Service Agreement 2021-2022” (‘the Agreement’) in relation to civil service grades. The agreed outcome across the Civil Service in relation to the Sectoral Bargaining Fund is to apply a 1% increase to all civil service grades.
- 2.2. Details regarding the application of pay increases arising from the Sectoral Bargaining provisions of the Agreement to non-civil service grades will be communicated by the relevant Department.
- 2.3. 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 €0.001.
- 2.4. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2022.

## 3. “Building Momentum – A New Public Service Agreement 2021-2022”

- 3.1. In accordance with **section 3.1.3** of the Agreement, the annualised amount of the basic salary of civil servants will be increased by 1% with effect from **1 February 2022**.
- 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. Pensions

- 4.1. For guidance on increasing pensions in payment as a result of the pay adjustments due on 1st February 2022, please refer to Part 4 of DPER Circular 10/2021, ‘Instruction on the pension increase policy in the public service until end 2022’.
- 4.2. Additional Superannuation Contributions: The ASC rates for 2022 are unchanged. Below are the current rates of ASC.

## Thresholds/Rates in 2022

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 February 2022** by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from **1 February 2022**.

### 6. Premium Rates of Pay

- 6.1 Premium rates of pay payable in respect of or subsequent to **1 February 2022** 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 February 2022**.

### 7. Allowances

- 7.1 Allowances in the nature of pay for civil servants to whom this circular applies will be increased by 1% from **1 February 2022**.
- 7.2 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 February 2022**.
- 7.3 Children's allowances, both standard and ex-gratia, remain unchanged.

### 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 raising a ticket on [support@Paytravelovertime.cloud.gov.ie](mailto:support@Paytravelovertime.cloud.gov.ie)
- 8.3 This circular is also available at <https://www.gov.ie/en/circulars/>

Revised paycales with effect from 1 February 2022 for established employees appointed on or after 6 April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for General Service grades.

**SECRETARY GENERAL I (PPC)**

€215,998

**SECRETARY GENERAL II (PPC)**

€215,998

**SECRETARY GENERAL III (PPC)**

€204,630

**DEPUTY SECRETARY (PPC)**

€187,578

**ASSISTANT SECRETARY (PPC)**

€145,283 €151,885 €159,042 €166,194

**PRINCIPAL HIGHER (PPC)**€98,593 €102,652 €106,732 €110,802 €114,272 €117,928<sup>1</sup> €121,586<sup>2</sup>**PRINCIPAL (PPC)**€91,609 €95,496 €99,354 €103,240 €106,518 €109,917<sup>1</sup> €113,313<sup>2</sup>**ASSISTANT PRINCIPAL HIGHER (PPC)**€77,275 €80,215 €83,161 €86,106 €89,051 €90,771 €93,693<sup>1</sup> €96,622<sup>2</sup>**ASSISTANT PRINCIPAL (PPC)**€70,399 €72,991 €75,620 €78,258 €80,891 €82,409 €85,067<sup>1</sup> €87,734<sup>2</sup>**ADMINISTRATIVE OFFICER (PPC)**

€33,889	€36,406	€37,125	€40,277	€44,311	€47,381	€50,454	€53,560
€56,663	€59,756	€61,899 <sup>1</sup>	€64,038 <sup>2</sup>				

**ADMINISTRATIVE OFFICER HIGHER SCALE (PPC)**

€47,381	€50,454	€53,560	€56,663	€59,756	€61,899	€64,008	€66,121
---------	---------	---------	---------	---------	---------	---------	---------

**HIGHER EXECUTIVE OFFICER (PPC)**

€50,848 €52,334 €53,817 €55,300 €56,788 €58,271 €59,756 €61,899<sup>1</sup>  
 €64,038<sup>2</sup>

**HIGHER EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€53,817 €55,300 €56,788 €58,271 €59,756 €61,899 €63,303 €64,711 €66,121

**EXECUTIVE OFFICER (PPC)**

€31,698 €33,509 €34,531 €36,526 €38,315 €40,044 €41,768 €43,455  
 €45,160 €46,817 €48,526 €49,658 €51,270<sup>1</sup> €52,894<sup>2</sup>

**EXECUTIVE OFFICER HIGHER SCALE (PPC)**

€34,531 €36,526 €38,315 €40,044 €41,768 €43,455 €45,160 €46,817  
 €48,526 €49,658 €51,270 €52,478 €53,689 €54,903

**CLERICAL OFFICER (PPC)**

€25,339 €26,963 €27,375 €28,181 €29,368 €30,555 €31,740 €32,604  
 (€485.60) (€516.73) (€524.63) (€540.07) (€562.83) (€585.56) (€608.28) (€624.83)  
 €33,581 €34,717 €35,517 €36,642 €37,760 €39,504 €40,876<sup>1</sup> €41,504<sup>2</sup>  
 (€643.56) (€665.34) (€680.68) (€702.22) (€723.65) (€757.08) (€783.36) (€795.40)

**CLERICAL OFFICER HIGHER SCALE (PPC)**

€28,181 €29,368 €30,555 €31,740 €32,604 €33,581 €34,717 €35,518  
 (€540.07) (€562.83) (€585.56) (€608.28) (€624.83) (€643.56) (€665.34) (€680.68)  
 €36,642 €37,760 €39,504 €40,876 €41,504 €42,353  
 (€702.22) (€723.65) (€757.08) (€783.36) (€795.40) (€811.68)

**HEAD SERVICES OFFICER (PPC)**

€642.41 €659.49 €673.24 €693.24 €713.24 €733.25 €757.10<sup>1</sup> €783.37<sup>2</sup>

**SERVICES OFFICER (PPC)**

€457.11 €483.78 €493.85 €515.13 €534.14 €545.51 €558.82 €574.83  
 €602.19 €615.73<sup>1</sup> €637.26<sup>2</sup>

**SERVICES ATTENDANT (PPC)**

€451.05 €469.14 €493.85 €501.69 €517.90 €536.92 €553.50 €572.16  
 €595.11 €613.85<sup>1</sup> €629.52<sup>2</sup>

**CLEANER (PPC)**

€436.93 €465.02 €472.88 €491.24 €513.30 €526.94<sup>1</sup> €540.62<sup>2</sup>

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.

Revised pay scales with effect from 1 February 2022 for established employees appointed on or after 6 April 1995 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)**

€74,126 €76,453 €78,787 €81,115 €83,441 €86,208 €89,358<sup>1</sup> €92,510<sup>2</sup>

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

€64,547 €66,021 €67,493 €68,971 €70,444 €70,836 €72,289 €73,798  
€76,253<sup>1</sup> €78,715<sup>2</sup>

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

€33,149 €35,502 €36,132 €39,272 €42,422 €45,573 €48,725 €50,672  
€52,629 €54,602 €56,561 €58,527 €60,494 €62,454 €64,429 €66,615<sup>1</sup>  
€68,795<sup>2</sup>

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

€34,209 €36,749 €37,477 €40,658 €44,728 €47,836 €50,931 €54,075  
€57,213 €60,333 €70,399 €72,992 €75,620 €78,258 €80,891 €82,409  
€85,067<sup>1</sup> €87,734<sup>2</sup>

**LAW CLERK (PPC)**

€535.87 €558.41 €591.99 €617.05 €646.86 €666.89 €680.45 €700.29  
€720.15 €739.99 €759.90 €780.41<sup>1</sup> €800.86<sup>2</sup>

**HIGHER LEGAL EXECUTIVE (PPC)**

€50,848 €52,334 €53,817 €55,300 €56,788 €58,271 €59,756 €61,899<sup>1</sup>  
€64,038<sup>2</sup>

**LEGAL EXECUTIVE (PPC)**

€35,037 €37,109 €38,756 €40,339 €41,775 €43,059 €44,357 €45,654  
€46,955 €48,212 €49,398<sup>1</sup> €50,944<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON (PPC)**

€42,690 €43,498 €44,509 €45,533 €46,551 €47,576 €48,537 €50,098<sup>1</sup>  
€51,681<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON (PPC)**

€633.89 €652.89 €675.33 €690.75 €712.87 €735.07 €757.29 €778.57  
€799.85 €821.13 €842.49 €869.60<sup>1</sup> €896.76<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING (PPC)**

€53,100	€55,586	€58,074	€60,556	€63,044	€65,524	€68,010	€70,501	€71,590
€73,798	€76,253 <sup>1</sup>	€78,715 <sup>2</sup>						

**SUPERINTENDENT MAPPING (PPC)**

€47,170	€48,787	€50,135	€51,474	€52,836	€54,202	€55,531	€57,228 <sup>1</sup>	
€58,914 <sup>2</sup>								

**EXAMINER IN CHARGE (PPC)**

€41,029	€41,900	€42,758	€43,638	€44,513	€45,394	€47,170	€48,581 <sup>1</sup>	
€50,005 <sup>2</sup>								

**EXAMINER OF MAPS (PPC)**

€708.64	€727.85	€746.35	€763.59	€782.21	€795.76	€821.55 <sup>1</sup>	€847.40 <sup>2</sup>	
---------	---------	---------	---------	---------	---------	----------------------	----------------------	--

**MAPPING DRAUGHTSPERSON (PPC)**

€536.27	€543.62	€561.49	€579.42	€597.46	€615.48	€627.29	€641.58	
€658.19	€668.39	€684.84	€701.26	€717.79	€740.64 <sup>1</sup>	€763.56 <sup>2</sup>		

**SENIOR ARCHITECT (PPC)**

€68,939	€71,394	€74,978	€78,569	€82,171	€86,208	€89,358 <sup>1</sup>	€92,511 <sup>2</sup>	
---------	---------	---------	---------	---------	---------	----------------------	----------------------	--

**ARCHITECT (PPC)**

€37,694	€40,374	€41,707	€44,683	€47,646	€50,631	€52,624	€54,619	
€56,623	€58,614	€60,612	€62,610	€64,608	€66,608	€68,626	€70,826 <sup>1</sup>	
€71,918 <sup>2</sup>								

**ARCHITECTURAL ASSISTANT GRADE II (PPC)**

€579.18	€619.67	€633.89	€652.89	€675.33	€690.75	€712.87	€735.07	
€755.36	€777.58	€799.85	€821.13	€842.49	€869.60 <sup>1</sup>	€896.76 <sup>2</sup>		

**SENIOR LABORATORY ANALYST (PPC)**

€52,748	€55,130	€57,240	€59,401	€61,624	€63,816	€66,067	€68,297	
€70,540								

**LABORATORY ANALYST (PPC)**

€34,741	€36,164	€38,425	€39,497	€40,518	€42,932	€44,491	€46,061	
€47,665	€49,264	€50,866	€52,496	€54,141	€55,804	€57,415	€58,528 <sup>1</sup>	

**NIGHTWATCHMAN (PPC)**

€456.77	€482.10	€494.60	€513.67	€532.27	€543.19	€559.64	€577.58 <sup>1</sup>	
€598.18 <sup>2</sup>								

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.

Revised paycales with effect from 1 February 2022 for General Service grades.

**SECRETARY GENERAL I**

€215,998

**SECRETARY GENERAL II**

€205,199

**SECRETARY GENERAL III**

€194,399

**DEPUTY SECRETARY**

€178,199

**ASSISTANT SECRETARY**

€138,019 €144,292 €151,088 €157,886

**PRINCIPAL HIGHER**€93,657 €97,521 €101,396 €105,259 €108,560 €112,037<sup>1</sup> €115,510<sup>2</sup>**PRINCIPAL**€87,030 €90,717 €94,383 €98,080 €101,193 €104,423<sup>1</sup> €107,648<sup>2</sup>**ASSISTANT PRINCIPAL HIGHER**€73,408 €76,202 €79,008 €81,799 €84,598 €86,229 €89,016<sup>1</sup> €91,793<sup>2</sup>**ASSISTANT PRINCIPAL**€68,003 €70,478 €71,843 €74,345 €76,848 €78,295 €80,816<sup>1</sup> €83,345<sup>2</sup>**ADMINISTRATIVE OFFICER**€32,465 €35,030 €35,383 €38,379 €42,212 €45,131 €48,050 €50,979  
€53,923 €56,865 €58,893<sup>1</sup> €60,927<sup>2</sup>**ADMINISTRATIVE OFFICER HIGHER SCALE**

€45,131 €48,050 €50,979 €53,923 €56,865 €58,893 €60,904 €62,911

**HIGHER EXECUTIVE OFFICER**€48,426 €49,826 €51,220 €52,628 €54,037 €55,455 €56,865 €58,893<sup>1</sup> €60,927<sup>2</sup>**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€51,220 €52,628 €54,037 €55,455 €56,865 €58,893 €60,227 €61,568 €62,911



**EXECUTIVE OFFICER**

€30,227 €32,271 €33,081 €34,823 €36,518 €38,165 €39,800 €41,402 €43,021  
 €44,595 €46,216 €47,297 €48,823<sup>1</sup> €50,352<sup>2</sup>

**EXECUTIVE OFFICER HIGHER SCALE**

€33,081 €34,823 €36,518 €38,165 €39,800 €41,402 €43,021 €44,595 €46,216  
 €47,297 €48,823 €49,962 €51,100 €52,249

**CLERICAL OFFICER**

€24,148 €25,693 €26,084 €27,227 €27,979 €29,107 €30,234 €31,360  
 (€462.79) (€492.39) (€499.89) (€521.79) (€536.20) (€557.81) (€579.42) (€601.01)  
 €32,169 €33,265 €34,182 €34,928 €35,992 €37,648 €38,951<sup>1</sup> €39,551<sup>2</sup>  
 (€616.51) (€637.50) (€655.08) (€669.38) (€689.76) (€721.50) (€746.47) (€757.97)

**CLERICAL OFFICER HIGHER SCALE**

€27,227 €27,979 €29,107 €30,234 €31,361 €32,169 €33,265 €34,182  
 (€521.79) (€536.20) (€557.81) (€579.42) (€601.01) (€616.51) (€637.50) (€655.08)  
 €34,928 €35,992 €37,648 €38,951 €39,551 €40,355  
 (€669.38) (€689.76) (€721.50) (€746.47) (€757.97) (€773.38)

**HEAD SERVICES OFFICER**

€618.31 €631.88 €647.91 €667.17 €679.85 €698.85 €721.50<sup>1</sup> €746.47<sup>2</sup>

**SERVICES OFFICER**

€446.69 €461.13 €474.09 €491.40 €508.97 €526.98 €539.85 €547.62  
 €573.75 €592.13<sup>1</sup> €613.27<sup>2</sup>

**SERVICES ATTENDANT**

€446.69 €447.47 €474.09 €481.40 €493.83 €511.58 €534.73 €545.06  
 €566.86 €584.72<sup>1</sup> €605.64<sup>2</sup>

**CLEANER**

€419.61 €443.74 €454.11 €471.62 €489.67 €502.14<sup>1</sup> €522.30<sup>2</sup>

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.

Revised payscales with effect from 1 February 2022 for certain grades common to two or more Departments.

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

€70,466 €72,629 €74,847 €77,062 €79,268 €81,895 €84,892<sup>1</sup> €87,886<sup>2</sup>

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

€61,411 €62,817 €64,212 €65,618 €67,019 €68,419 €69,814 €71,231  
€72,440<sup>1</sup> €74,776<sup>2</sup>

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

€34,770 €37,424 €40,418 €43,407 €46,406 €48,259 €50,107 €51,966  
€53,827 €55,696 €57,561 €59,428 €61,297 €63,381<sup>1</sup> €65,452<sup>2</sup>

**STATE SOLICITOR AND PROSECUTION SOLICITOR**

€32,767 €35,028 €35,716 €38,745 €42,610 €45,564 €48,503 €51,470  
€54,449 €57,412 €68,003 €70,478 €71,843 €74,345 €76,848 €78,295  
€80,816<sup>1</sup> €83,345<sup>2</sup>

**LAW CLERK**

€517.68 €539.41 €563.91 €587.71 €619.77 €638.99 €654.87 €667.53  
€686.43 €705.30 €724.22 €743.68<sup>1</sup> €763.12<sup>2</sup>

**HIGHER LEGAL EXECUTIVE**

€48,426 €49,826 €51,220 €52,628 €54,037 €55,455 €56,865 €58,893<sup>1</sup>  
€60,927<sup>2</sup>

**LEGAL EXECUTIVE**

€36,936 €38,445 €39,803 €41,025 €42,252 €43,491 €44,731 €45,922  
€47,052<sup>1</sup> €48,523<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON**

€40,673 €41,439 €42,399 €43,383 €44,342 €45,316 €46,229 €47,715<sup>1</sup>  
€49,208<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON**

€609.88 €625.59 €643.65 €664.81 €679.49 €700.56 €721.71 €741.94  
€762.16 €782.38 €802.65 €828.38<sup>1</sup> €854.17<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING**

€50,548	€52,902	€55,265	€57,626	€59,983	€62,338	€64,707	€67,072	€69,152
€71,231	€72,440 <sup>1</sup>	€74,776 <sup>2</sup>						

**SUPERINTENDENT MAPPING**

€44,936	€46,466	€47,751	€49,014	€50,297	€51,585	€52,854	€54,460 <sup>1</sup>
€56,065 <sup>2</sup>							

**EXAMINER IN CHARGE**

€39,091	€39,922	€40,743	€41,575	€42,410	€43,246	€44,936	€46,275 <sup>1</sup>
€47,619 <sup>2</sup>							

**EXAMINER OF MAPS**

€675.45	€693.73	€711.28	€727.74	€745.37	€758.22	€782.78 <sup>1</sup>	€807.37 <sup>2</sup>
---------	---------	---------	---------	---------	---------	----------------------	----------------------

**MAPPING DRAUGHTSPERSON**

€510.98	€525.11	€534.94	€551.95	€569.05	€586.28	€603.40	€620.58
€630.71	€649.65	€659.12	€668.52	€684.15	€705.91 <sup>1</sup>	€727.62 <sup>2</sup>	

**SENIOR ARCHITECT**

€65,575	€68,965	€71,245	€74,645	€78,062	€81,895	€84,892 <sup>1</sup>	€87,886 <sup>2</sup>
---------	---------	---------	---------	---------	---------	----------------------	----------------------

**ARCHITECT**

€39,747	€42,568	€45,389	€48,215	€50,096	€51,982	€53,877	€55,777
€57,676	€59,574	€61,477	€63,369	€65,290	€67,375 <sup>1</sup>	€69,474 <sup>2</sup>	

**ARCHITECTURAL ASSISTANT GRADE II**

€609.88	€625.59	€643.65	€664.81	€679.49	€700.56	€719.84	€741.00
€762.16	€782.38	€802.65	€828.38 <sup>1</sup>	€854.17 <sup>2</sup>			

**SENIOR LABORATORY ANALYST**

€50,216	€52,470	€54,470	€56,526	€58,639	€60,715	€62,857	€64,977	€67,106
---------	---------	---------	---------	---------	---------	---------	---------	---------

**LABORATORY ANALYST**

€33,602	€34,802	€36,626	€37,643	€38,610	€40,903	€42,386	€43,878
€45,402	€46,919	€48,440	€49,976	€51,525	€53,108	€54,639 <sup>1</sup>	€55,696 <sup>2</sup>

**NIGHTWATCHMAN**

€475.43	€490.04	€507.18	€524.85	€540.62	€550.23 <sup>1</sup>	€569.79 <sup>2</sup>
---------	---------	---------	---------	---------	----------------------	----------------------

<sup>1</sup> After 3 years satisfactory service at the maximum.

<sup>2</sup> After 6 years satisfactory service at the maximum.