



22 September 2020

Circular EL 02/2020: Application of 01 October 2020 pay adjustments.

Dear Chief Executive,

I am directed by the Minister for Housing, Planning, and Local Government to convey the following instructions to local authorities with regard to the application of adjustments to local authority pay in accordance with the Public Service Pay and Pensions Act (2017)

1. Application

- 1.1. This circular applies to all local authority grades.
- 1.2. The pay adjustments should be applied, as appropriate, from 1 October 2020.

2. General

- 2.1. This circular 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 purpose of this circular, all local authority employees should be considered “covered” local authority employees pursuant to section 3 of the Act.
- 2.3. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2020.
- 2.4. The circular also provides for restoration of fixed allowances.
- 2.5. The adjustments should be rounded to the nearest euro on annual pay scales and to the nearest cent on weekly pay scales. Hourly rates should be rounded to the nearest €0.001.

3. Public Service Stability Agreement (PSSA) 2018-2020 pay increase

- 3.1. In accordance with section 10 (2) of the Act, the annualised amount of the basic salary of local authority employees who are “covered” local authority employees will be increased by **2%** with effect from **1 October 2020**.
- 3.2. Revised pay scales are set out in the Appendix to this circular.

4. Pensions

- 4.1. Pension increases
Local authorities 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 S.1/2018 and S. 2/2020.
- 4.2. Additional Superannuation Contributions:

Covered local authority employees –Thresholds/Rates 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 circular 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

This circular will be available on the Department's website. Enquiries from individual officers in respect of this circular should be addressed in the first instance to their local HR Unit of their parent local authority. Any enquiries regarding the application of this circular from HR units should be emailed to: localservices@housing.gov.ie

7.2

This circular is also available at www.circulars.gov.ie.

Mise, le meas,

A handwritten signature in blue ink, appearing to read 'Mary Turner', with a long horizontal flourish extending to the right.

Mary Turner
Assistant Principal Officer
Local Government HR & State Governance

cc Personnel Officer