

Increases in Pay under New National Programme – Towards 2016						
Effects on Pay of Members in the Civil Service						
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Executive Officer Recruited Before 6 April, 1995 - Standard Scale						
€27,692	€28,523	€29,093	€29,820	€30,566	€2,874	10.4%
€29,719	€30,611	€31,223	€32,004	€32,804	€3,085	10.4%
€31,273	€32,211	€32,855	€33,676	€34,518	€3,245	10.4%
€32,781	€33,764	€34,439	€35,300	€36,183	€3,402	10.4%
€34,280	€35,308	€36,014	€36,914	€37,837	€3,557	10.4%
€35,747	€36,819	€37,555	€38,494	€39,456	€3,709	10.4%
€37,228	€38,345	€39,112	€40,090	€41,092	€3,864	10.4%
€38,670	€39,830	€40,627	€41,643	€42,684	€4,014	10.4%
€40,155	€41,360	€42,187	€43,242	€44,323	€4,168	10.4%
€41,145	€42,379	€43,227	€44,308	€45,416	€4,271	10.4%
€42,545	€43,821	€44,697	€45,814	€46,959	€4,414	10.4%
€43,944	€45,262	€46,167	€47,321	€48,504	€4,560	10.4%
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Executive Officer Recruited Before 6 April, 1995 - Higher Scale						
€27,692	€28,523	€29,093	€29,820	€30,566	€2,874	10.4%
€29,719	€30,611	€31,223	€32,004	€32,804	€3,085	10.4%
€31,273	€32,211	€32,855	€33,676	€34,518	€3,245	10.4%
€32,781	€33,764	€34,439	€35,300	€36,183	€3,402	10.4%
€34,280	€35,308	€36,014	€36,914	€37,837	€3,557	10.4%
€35,747	€36,819	€37,555	€38,494	€39,456	€3,709	10.4%
€37,228	€38,345	€39,112	€40,090	€41,092	€3,864	10.4%
€38,670	€39,830	€40,627	€41,643	€42,684	€4,014	10.4%
€40,155	€41,360	€42,187	€43,242	€44,323	€4,168	10.4%
€41,145	€42,379	€43,227	€44,308	€45,416	€4,271	10.4%
€42,545	€43,821	€44,697	€45,814	€46,959	€4,414	10.4%
€43,585	€44,893	€45,791	€46,936	€48,109	€4,524	10.4%
€44,629	€45,968	€46,887	€48,059	€49,260	€4,631	10.4%
€45,669	€47,039	€47,980	€49,180	€50,410	€4,741	10.4%

Effects on Pay of Members in the Civil Service						
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Executive Officer Recruited on or after 6 April, 1995 - Standard Scale						
€29,152	€30,027	€30,628	€31,394	€32,179	€3,027	10.4%
€31,281	€32,219	€32,863	€33,685	€34,527	€3,246	10.4%
€32,918	€33,906	€34,584	€35,449	€36,335	€3,417	10.4%
€34,502	€35,537	€36,248	€37,154	€38,083	€3,581	10.4%
€36,081	€37,163	€37,906	€38,854	€39,825	€3,744	10.4%
€37,626	€38,755	€39,530	€40,518	€41,531	€3,905	10.4%
€39,187	€40,363	€41,170	€42,199	€43,254	€4,067	10.4%
€40,706	€41,927	€42,766	€43,835	€44,931	€4,225	10.4%
€42,271	€43,539	€44,410	€45,520	€46,658	€4,387	10.4%
€43,308	€44,607	€45,499	€46,636	€47,802	€4,494	10.4%
€44,782	€46,125	€47,048	€48,224	€49,430	€4,648	10.4%
€46,253	€47,641	€48,594	€49,809	€51,054	€4,801	10.4%
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Executive Officer Recruited on or after 6 April, 1995 - Higher Scale						
€29,152	€30,027	€30,628	€31,394	€32,179	€3,027	10.4%
€31,281	€32,219	€32,863	€33,685	€34,527	€3,246	10.4%
€32,918	€33,906	€34,584	€35,449	€36,335	€3,417	10.4%
€34,502	€35,537	€36,248	€37,154	€38,083	€3,581	10.4%
€36,081	€37,163	€37,906	€38,854	€39,825	€3,744	10.4%
€37,626	€38,755	€39,530	€40,518	€41,531	€3,905	10.4%
€39,187	€40,363	€41,170	€42,199	€43,254	€4,067	10.4%
€40,706	€41,927	€42,766	€43,835	€44,931	€4,225	10.4%
€42,271	€43,539	€44,410	€45,520	€46,658	€4,387	10.4%
€43,308	€44,607	€45,499	€46,636	€47,802	€4,494	10.4%
€44,782	€46,125	€47,048	€48,224	€49,430	€4,648	10.4%
€45,878	€47,254	€48,199	€49,404	€50,639	€4,761	10.4%
€46,976	€48,385	€49,353	€50,587	€51,852	€4,876	10.4%
€48,078	€49,520	€50,510	€51,773	€53,067	€4,989	10.4%

Effects on Pay of Members in the Civil Service						
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Higher Executive Officer Recruited Before 6 April, 1995 - Standard Scale						
€42,180	€43,445	€44,314	€45,422	€46,558	€4,378	10.4%
€43,462	€44,766	€45,661	€46,803	€47,973	€4,511	10.4%
€44,736	€46,078	€47,000	€48,175	€49,379	€4,643	10.4%
€46,013	€47,393	€48,341	€49,550	€50,789	€4,776	10.4%
€47,292	€48,711	€49,685	€50,927	€52,200	€4,908	10.4%
€48,576	€50,033	€51,034	€52,310	€53,618	€5,042	10.4%
€49,856	€51,352	€52,379	€53,688	€55,030	€5,174	10.4%
€51,696	€53,247	€54,312	€55,670	€57,062	€5,366	10.4%
€53,541	€55,147	€56,250	€57,656	€59,097	€5,556	10.4%
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Higher Executive Officer Recruited Before 6 April, 1995 - Higher Scale						
€44,737	€46,079	€47,001	€48,176	€49,380	€4,643	10.4%
€46,013	€47,393	€48,341	€49,550	€50,789	€4,776	10.4%
€47,292	€48,711	€49,685	€50,927	€52,200	€4,908	10.4%
€48,576	€50,033	€51,034	€52,310	€53,618	€5,042	10.4%
€49,855	€51,351	€52,378	€53,687	€55,029	€5,174	10.4%
€51,696	€53,247	€54,312	€55,670	€57,062	€5,366	10.4%
€52,905	€54,492	€55,582	€56,972	€58,396	€5,491	10.4%
€54,119	€55,743	€56,858	€58,279	€59,736	€5,617	10.4%
€55,339	€56,999	€58,139	€59,592	€61,082	€5,743	10.4%

Effects on Pay of Members in the Civil Service						
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Higher Executive Officer Recruited on or after 6 April, 1995 - Standard Scale						
€44,399	€45,731	€46,646	€47,812	€49,007	€4,608	10.4%
€45,747	€47,119	€48,061	€49,263	€50,495	€4,748	10.4%
€47,092	€48,505	€49,475	€50,712	€51,980	€4,888	10.4%
€48,437	€49,890	€50,888	€52,160	€53,464	€5,027	10.4%
€49,784	€51,278	€52,304	€53,612	€54,952	€5,168	10.4%
€51,131	€52,665	€53,718	€55,061	€56,438	€5,307	10.4%
€52,477	€54,051	€55,132	€56,510	€57,923	€5,446	10.4%
€54,421	€56,054	€57,175	€58,604	€60,069	€5,648	10.4%
€56,361	€58,052	€59,213	€60,693	€62,210	€5,849	10.4%
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Higher Executive Officer Recruited on or after 6 April, 1995 - Higher Scale						
€47,092	€48,505	€49,475	€50,712	€51,980	€4,888	10.4%
€48,437	€49,890	€50,888	€52,160	€53,464	€5,027	10.4%
€49,784	€51,278	€52,304	€53,612	€54,952	€5,168	10.4%
€51,131	€52,665	€53,718	€55,061	€56,438	€5,307	10.4%
€52,477	€54,051	€55,132	€56,510	€57,923	€5,446	10.4%
€54,421	€56,054	€57,175	€58,604	€60,069	€5,648	10.4%
€55,695	€57,366	€58,513	€59,976	€61,475	€5,780	10.4%
€56,971	€58,680	€59,854	€61,350	€62,884	€5,913	10.4%
€58,250	€59,998	€61,198	€62,728	€64,296	€6,046	10.4%

Effects on Pay of Members in the Civil Service						
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Administrative Officer Recruited Before 6 April, 1995 - Standard Scale						
€30,234	€31,141	€31,764	€32,558	€33,372	€3,138	10.4%
€32,978	€33,967	€34,646	€35,512	€36,400	€3,422	10.4%
€36,488	€37,583	€38,335	€39,293	€40,275	€3,787	10.4%
€39,161	€40,336	€41,143	€42,172	€43,226	€4,065	10.4%
€41,834	€43,089	€43,951	€45,050	€46,176	€4,342	10.4%
€44,517	€45,853	€46,770	€47,939	€49,137	€4,620	10.4%
€47,189	€48,605	€49,577	€50,816	€52,086	€4,897	10.4%
€49,856	€51,352	€52,379	€53,688	€55,030	€5,174	10.4%
€51,696	€53,247	€54,312	€55,670	€57,062	€5,366	10.4%
€53,541	€55,147	€56,250	€57,656	€59,097	€5,556	10.4%
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Administrative Officer Recruited Before 6 April, 1995 - Higher Scale						
€39,161	€40,336	€41,143	€42,172	€43,226	€4,065	10.4%
€41,834	€43,089	€43,951	€45,050	€46,176	€4,342	10.4%
€44,517	€45,853	€46,770	€47,939	€49,137	€4,620	10.4%
€47,189	€48,605	€49,577	€50,816	€52,086	€4,897	10.4%
€49,856	€51,352	€52,379	€53,688	€55,030	€5,174	10.4%
€51,696	€53,247	€54,312	€55,670	€57,062	€5,366	10.4%
€53,517	€55,123	€56,225	€57,631	€59,072	€5,555	10.4%
€55,339	€56,999	€58,139	€59,592	€61,082	€5,743	10.4%

Effects on Pay of Members in the Civil Service						
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Administrative Officer Recruited on or after 6 April, 1995 - Standard Scale						
€31,828	€32,783	€33,439	€34,275	€35,132	€3,304	10.4%
€34,715	€35,756	€36,471	€37,383	€38,318	€3,603	10.4%
€38,411	€39,563	€40,354	€41,363	€42,397	€3,986	10.4%
€41,222	€42,459	€43,308	€44,391	€45,501	€4,279	10.4%
€44,036	€45,357	€46,264	€47,421	€48,607	€4,571	10.4%
€46,858	€48,264	€49,229	€50,460	€51,722	€4,864	10.4%
€49,673	€51,163	€52,186	€53,491	€54,828	€5,155	10.4%
€52,477	€54,051	€55,132	€56,510	€57,923	€5,446	10.4%
€54,421	€56,054	€57,175	€58,604	€60,069	€5,648	10.4%
€56,361	€58,052	€59,213	€60,693	€62,210	€5,849	10.4%
Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Administrative Officer Recruited on or after 6 April, 1995 - Higher Scale						
€41,222	€42,459	€43,308	€44,391	€45,501	€4,279	10.4%
€44,036	€45,357	€46,264	€47,421	€48,607	€4,571	10.4%
€46,858	€48,264	€49,229	€50,460	€51,722	€4,864	10.4%
€49,673	€51,163	€52,186	€53,491	€54,828	€5,155	10.4%
€52,477	€54,051	€55,132	€56,510	€57,923	€5,446	10.4%
€54,421	€56,054	€57,175	€58,604	€60,069	€5,648	10.4%
€56,334	€58,024	€59,184	€60,664	€62,181	€5,847	10.4%
€58,250	€59,998	€61,198	€62,728	€64,296	€6,046	10.4%

Notes:

The salary of the Executive Officer also applies to Junior Clerk, Houses of the Oireachtas, Trainee Auditor, Office of the Comptroller and Auditor General and Junior Systems Analyst as well as corresponding grades in various state agencies;

The salary of the Higher Executive Officer also applies to Senior Clerk, Houses of the Oireachtas, Auditor, Office of the Comptroller and Auditor General and Systems Analyst as well as corresponding grades in various state agencies;

The salary of the Administrative Officer also applies to Third Secretary, Department of Foreign Affairs as well as corresponding grades in various state agencies;

Staff recruited since April, 1995 (except in their first year of service) are subject to a personal superannuation contribution and pay full PRSI;

Executive Officers, Administrative Officers and equivalent recruitment grades are paid on the pre 6 April, 1995 scales in their initial "contract" year.

Rates of Most Common Civil Service Allowances							
	Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
Allowance	01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Private Secretary to Minister etc.*	€18,742	€19,304	€19,690	€20,182	€20,687	€1,945	10.4%
Private Secretary to Head of Department*	€9,923	€10,221	€10,425	€10,686	€10,953	€1,030	10.4%
HEO C&E Investigation Branch - Year 1*	€8,783	€9,046	€9,227	€9,458	€9,694	€911	10.4%
HEO C&E Investigation Branch - Year 2+*	€9,991	€10,291	€10,497	€10,759	€11,028	€1,037	10.4%
EO C&E Investigation Branch*	€8,783	€9,046	€9,227	€9,458	€9,694	€911	10.4%
HEO C&E RMS & CNDT*	€9,991	€10,291	€10,497	€10,759	€11,028	€1,037	10.4%
EO C&E RMS & CNDT*	€8,783	€9,046	€9,227	€9,458	€9,694	€911	10.4%
HEO SIU/JIU - Social & Family Affs.*	€5,668	€5,838	€5,955	€6,104	€6,257	€589	10.4%
EO SIU/JIU - Social & Family Affs.*	€5,668	€5,838	€5,955	€6,104	€6,257	€589	10.4%
HEO IRO & Adv. Off., LRC*	€10,066	€10,368	€10,575	€10,839	€11,110	€1,044	10.4%
HEO Special Enquiry Branch/JIU – Revenue*	€5,668	€5,838	€5,955	€6,104	€6,257	€589	10.4%
EO Transport Officer - Dept of Transport*	€7,407	€7,629	€7,782	€7,977	€8,176	€769	10.4%
State Warehouse, Revenue, EO & HEO*	€1,574	€1,621	€1,653	€1,694	€1,736	€162	10.3%
Special Courts Prov DCC Per Sitting**	€125.77	€129.54	€132.13	€135.43	€138.82	€13.05	10.4%
Special Courts Prov DCC Weekly On-Call***	€125.77	€129.54	€132.13	€135.43	€138.82	€13.05	10.4%
Foreign Affairs Duty Officer Per Week***	€549.13	€565.60	€576.91	€591.33	€606.11	€56.98	10.4%
On-Call Allce Local Offices Soc & Family Affs.***	€32.33	€33.30	€33.97	€34.82	€35.69	€3.36	10.4%

* Annual Rate

** Per Sitting

*** Weekly Rate

Rates of Most Common Civil Service Allowances							
(PPC Rates, where applicable)							
	Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
Allowance	01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
Private Secretary to Minister etc.*	€19,727	€20,319	€20,725	€21,243	€21,774	€2,047	10.4%
Private Secretary to Head of Department*	€10,444	€10,757	€10,972	€11,246	€11,527	€1,083	10.4%
HEO C&E Investigation Branch - Year 1*	€9,239	€9,516	€9,706	€9,949	€10,198	€959	10.4%
HEO C&E Investigation Branch - Year 2+*	€10,514	€10,829	€11,046	€11,322	€11,605	€1,091	10.4%
EO C&E Investigation Branch*	€9,239	€9,516	€9,706	€9,949	€10,198	€959	10.4%
HEO C&E RMS & CNDT*	€10,514	€10,829	€11,046	€11,322	€11,605	€1,091	10.4%
EO C&E RMS & CNDT*	€9,239	€9,516	€9,706	€9,949	€10,198	€959	10.4%
HEO SIU/JIU - Social & Family Affs.*	€5,966	€6,145	€6,268	€6,425	€6,586	€620	10.4%
EO SIU/JIU - Social & Family Affs.*	€5,966	€6,145	€6,268	€6,425	€6,586	€620	10.4%
HEO IRO & Adv. Off., LRC*	€10,594	€10,912	€11,130	€11,408	€11,693	€1,099	10.4%
HEO Special Enquiry Branch/JIU – Revenue*	€5,966	€6,145	€6,268	€6,425	€6,586	€620	10.4%
EO Transport Officer*	€7,796	€8,030	€8,191	€8,396	€8,606	€810	10.4%
State Warehouse, Revenue, EO & HEO*	€1,617	€1,666	€1,699	€1,741	€1,785	€168	10.4%
Special Courts Prov DCC Per Sitting**	€132.40	€136.37	€139.10	€142.58	€146.14	€13.74	10.4%
Special Courts Prov DCC Weekly On-Call***	€132.40	€136.37	€139.10	€142.58	€146.14	€13.74	10.4%
On-Call Allee Loc Offices Soc & Fam Affs p.w.***	€34.02	€35.04	€35.74	€36.63	€37.55	€3.53	10.4%

* Annual Rate

** Per Sitting

*** Weekly Rate

Note: Staff on PPC Rates are subject to a personal superannuation contribution and pay full PRSI.

Civil Service On-Call Allowances for Staff in Computer Areas							
	Final Phase SP	New Prog Phase I 3.00%	New Prog Phase II 2.00%	New Prog Phase III 2.50%	New Prog Phase IV 2.50%	Total Increase New Programme	
Period Covered	01-Jun-06	01-Dec-06	01-Jun-07	01-Mar-08	01-Sep-08	€	%
00.00 to 08.00 Mon-Fri	€104.33	€107.46	€109.61	€112.35	€115.16	€10.83	10.4%
00.00 to 08.00 Single Week Night	€20.94	€21.57	€22.00	€22.55	€23.11	€2.17	10.4%
00.00 Fri to 00.00 Sun (Shift Worked on Saturday)	€125.17	€128.93	€131.51	€134.80	€138.17	€13.00	10.4%
00.00 Fri to 00.00 Sun (No Shift Worked on Saturday)	€156.53	€161.23	€164.45	€168.56	€172.77	€16.24	10.4%
Saturday Only (Shift Worked)	€41.72	€42.97	€43.83	€44.93	€46.05	€4.33	10.4%
Saturday Only (No Shift Worked)	€73.06	€75.25	€76.76	€78.68	€80.65	€7.59	10.4%
Sundays/Public Holidays	€83.39	€85.89	€87.61	€89.80	€92.05	€8.66	10.4%