



Circular Title: EL 01-2024 - Application of 1st January 2024 pay adjustments

A Dhuine Uasail,

I am directed by the Minister for Housing, Local Government and Heritage 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 Agreement 2024-2026.

To: HR Managers in each local authority

Effective from: 1 January 2024

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

1. Application

- 1.1. This circular applies to all local authority grades.
- 1.2. The pay adjustments should be applied, as appropriate, from **1 January 2024**.

2. General

- 2.1. This circular sets out pay increases due on 1 January 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 reviewed Agreement, the annualised amount of the basic salary of local authority grades will be increased by 2.25% or €1125, whichever is greater with effect from **1 January 2024**.

4. Overtime

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

5. Premium Rates of Pay

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

6. Allowances

- 6.1. Allowances in the nature of pay for local authority grades to whom this circular applies will be increased by 2.25% from **1 January 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 January 2024**.

7. Pensions

- 7.1. The principle of pay parity in pension increases for pre-existing schemes has been agreed up to the end of 2023, in line with the amended agreement under Building Momentum. Pension increases should be passed on to pensions in line with that policy.
- 7.2. For further guidance, or to determine if a historic increase is due to pensions in payment for pre-existing schemes, please refer to DHLGH Circulars S.5/2017, S.1/2018, S.1/2021, S.5/2021, EL 05/2022 and EL 01/2023.
- 7.3. Single Public Service Pension Scheme ('Single Scheme') pensions are updated in-line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore 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.
- 7.4. Additional Superannuation Contributions: The ASC rates for 2023 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 2023

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 Enquiries from individual officers in respect of this circular should be addressed in the first instance to the local HR Unit of their parent local authority.
- 8.2 This circular will be available on the Department's website. Enquiries regarding the application of this circular from HR units should be emailed to: localservices@housing.gov.ie
- 8.3 This circular should be read in conjunction with Appendix to EL 01-2024 - Application of 1st January 2024 pay adjustments Local Government Sector Pay scales and additional circular letters related to specific grades of employment in the sector, including in respect of the fire service.

Yours sincerely,



Sharon Finegan

Principal Officer

Local Government HR

cc Personnel Officer