

10 March 2017

**Circular 08/2017: Application of 1 April 2017 pay adjustments and related measures in accordance with the Financial Emergency Measures in the Public Interest Act, 2015 and the Public Services Stability Agreement 2013-2018 (the Lansdowne Road Agreement).**

**To: Personnel Officers and HR Managers**

1. I am directed by the Minister for Public Expenditure and Reform to convey the following instructions to Departments with regard to the application of adjustments to civil service pay in accordance with the Financial Emergency Measures in the Public Interest Act (FEMPI) 2015 (No. 39 of 2015) and the relevant provisions of the Lansdowne Road Agreement.

**Application**

2. This circular applies to civil service grades.

2.1 Grades whose pay and conditions are appropriate to the Joint Industrial Council for State Industrial employees will be the subject of a separate circular.

**General**

3. This Circular sets out the **revised pay rates applying to civil servants from 1 April 2017 and 1 September 2017.**

3.1 This circular provides for an adjustment to pay rates for certain civil and public servants to include an additional payment from April to August 2017 inclusive for those earning up to €65,000, the continued application of the €1,000 annualised payment from 1 September 2017 for civil servants earning up to €65,000 and the first phase of pay restoration for civil servants who were subject to pay adjustment under FEMPI 2013 /the Haddington Road Agreement.

3.2 The pay adjustments should be applied, as appropriate, from 1 April 2017.

3.3 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.

## **Pay Adjustments**

4. In order to address the anomalies which arose following the recent Labour Court Recommendations for certain Garda Associations, the Government has agreed to **an additional payment which provides for a proportionate increase in the annualised payment** of €1,000 for the period 1 April 2017 to 31 August 2017 inclusive, for civil and public servants who:

- are on annualised salaries up to €65,000;
- are parties to the Lansdowne Road Agreement; and
- do not stand to benefit from the Labour Court Recommendations (CD/16/321 & CD/16/322).

4.1 To give further, ongoing effect to the measure set out at paragraph 4. above and the provisions of the Public Services Stability Agreement 2013-2018 (the Lansdowne Road Agreement), the following adjustments to annualised salaries will be applied to the salaries of civil and public servants **with effect from 1 September 2017**:

- The annualised salaries of those earning up to €65,000 will be increased by €1,000.

***Note: The eligibility requirements set out in indent 2/3 of paragraph 4 above will not be applicable to the 1 September 2017 payment.***

4.2 To give further effect to the measures set out in section 6C of FEMPI (No. 2) 2009 as inserted by section 3 of the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015 (No. 39 of 2015) the following adjustments to annualised salaries will be applied **with effect from 1 April 2017**:

- For those earning not less than €65,000 and not more than €110,000, one half of the amount of the reduction incurred under FEMPI 2013 / the Haddington Road Agreement will be restored.
- For those earning in excess of €110,000, one third of the amount of the reduction incurred under FEMPI 2013 / the Haddington Road Agreement will be restored.

4.3 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.

## **Further Pay Related Circulars**

5. Further circulars will issue with regard to those provisions of section 6C of FEMPI (No. 2) 2009, as inserted by section 3 of the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015 (No. 39 of 2015) which come into effect on 1 January 2018 for those earning not less than €65,000 and not more than €110,000 and on 1 April 2018 and 1 April 2019 for those earning in excess of €110,000.

## **Possible Anomalies**

6. The application of adjustments under clause 4 and 4.1 above may result in the basic salary of a public servant being higher than the basic salary applicable to a higher point on that public servant's payscale, above the €65,000 cap which is applicable to the €1,000 pay increase. To address this anomaly the Minister for Public Expenditure and Reform has made a Direction under section 6B of the Financial Emergency Measures in the Public Interest (No. 2) Act 2009, as inserted by section 3 of the Financial Emergency Measures in the Public Interest Act 2015 to amend any incremental scale of a public servant concerned in accordance with the provisions of the Financial Emergency Measures in the Public Interest Act 2015 and Lansdowne Road Agreement, in such a manner as the Minister thinks fit to avoid a substantial inequity arising.

6.1 While no such anomaly arises in respect of the revised payscales in appendices to this circular, attached, Departments should consult with this Department where such anomalies are identified.

## **Overtime**

7. Payment in respect of overtime rendered on or subsequent to 1 April 2017 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 April 2017.

## **Officers on Mark-Time**

8. For officers on mark-time, both notional and mark-time pay will be revised with effect from 1 April 2017.

## **Premium Rates of Pay**

9. Premium rates of pay payable in respect of or subsequent to 1 April 2017 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 April 2017.

## **Allowances**

10. 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 April 2017.

10.1 Fixed allowances are unaffected by these measures.

10.2 Children's allowance, both standard and ex-gratia remain unchanged.

## **Pension Entitlement "Grace Period"**

11. Departments are reminded that for the purposes of calculating pension and lump sum awards at retirement, the pay reductions applied under FEMPI 2013/the Haddington Road Agreement are

disregarded for persons who retire from the public service up to 1 April 2019. This "grace period" is

provided for originally under section 9 of the Financial Emergency Measures in the Public Interest Act (FEMPI) 2013, and has been extended to 1 April 2019 by S.I. No. 547 of 2015 - Public Service Pension Rights (No. 2) Order 2015. Public servants who retire during the grace period may benefit by having their pensions and retirement lump sums calculated by reference to salary rates which discount the impact of the FEMPI 2013 salary adjustments applies to salaries of €65,000 and above. Public servants who retire during the grace period are also entitled to have any impact on pay arising from the FEMPI 2013 suspension of the operation of a pay scale i.e. increment freeze or delay, is discounted in the calculation of their pension and lump sum awards.

## **General**

12. Individual queries in relation to this Circular should be raised in the first instance with PeoplePoint or where applicable with local HR Units.

12.1 Departments who experience difficulties that arise in the application of this Circular should raise the matter with this Department (email address: [payscales@per.gov.ie](mailto:payscales@per.gov.ie)). Where this is not possible, telephone queries may be raised with this Department - Tel: (01) 6045796 or 6045409.

12.2 This Circular is also available on the Department's web-site at <http://www.per.gov.ie>.

Yours sincerely,

A handwritten signature in black ink, reading "Colin Menton", is positioned above a horizontal line.

Colin Menton  
Assistant Secretary  
Remuneration, Industrial Relations and Pensions Division

**Revised payscales with effect from 1 April 2017 for General Service grades.****SECRETARY GENERAL I**

€190,233

**SECRETARY GENERAL II**

€180,900

**SECRETARY GENERAL III**

€171,533

**DEPUTY SECRETARY**

€157,433

**ASSISTANT SECRETARY**

€122,313    €127,813    €133,770    €139,728

**PRINCIPAL (HIGHER)**€83,519    €85,943    €90,004    €93,443    €96,267    €99,242<sup>1</sup>    €102,212<sup>2</sup>**PRINCIPAL**€77,849    €81,004    €84,140    €87,302    €89,965    €92,728<sup>1</sup>    €95,487<sup>2</sup>**ASSISTANT PRINCIPAL (HIGHER)**€66,457    €68,467    €70,898    €73,317    €75,742    €77,155    €79,548<sup>1</sup>    €81,924<sup>2</sup>**ASSISTANT PRINCIPAL**€62,966    €65,257    €65,760    €66,874    €69,026    €70,281    €72,465<sup>1</sup>    €74,657<sup>2</sup>**ADMINISTRATIVE OFFICER**

€29,742    €32,288    €32,619    €35,420    €39,004    €41,734    €44,463    €47,202

€49,930    €52,653    €54,532<sup>1</sup>    €56,415<sup>2</sup>**ADMINISTRATIVE OFFICER HIGHER SCALE**

€41,734    €44,463    €47,202    €49,930    €52,653    €54,532    €56,392    €58,251

**HIGHER EXECUTIVE OFFICER**€44,816    €46,125    €47,426    €48,730    €50,035    €51,347    €52,643    €54,532<sup>1</sup>€56,415<sup>2</sup>**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€47,426    €48,730    €50,035    €51,347    €52,653    €54,532    €55,766    €57,007

€58,251

**EXECUTIVE OFFICER**

€27,383	€29,265	€30,314	€32,094	€33,679	€35,219	€36,749	€38,247
€39,760	€41,233	€42,749	€43,760	€45,187 <sup>1</sup>	€46,616 <sup>2</sup>		

**EXECUTIVE OFFICER HIGHER SCALE**

€30,314	€32,094	€33,679	€35,219	€36,749	€38,247	€39,760	€41,233
€42,749	€43,760	€45,187	€46,251	€47,315	€48,379		

**STAFF OFFICER**

€34,070	€35,481	€36,751	€37,894	€39,043	€40,199	€41,359	€42,473
€43,350 <sup>1</sup>	€44,906 <sup>2</sup>						

**CLERICAL OFFICER**

€23,565	€24,618	€25,312	€26,351	€27,389	€28,428	€29,465	€30,485
(€451.62)	(€471.79)	(€485.08)	(€505.00)	(€524.90)	(€544.80)	(€564.68)	(€584.23)
€31,493	€32,192	€33,187	€34,735	€35,954 <sup>1</sup>	€36,515 <sup>2</sup>		
(€603.54)	(€616.94)	(€636.01)	(€665.68)	(€689.04)	(€699.79)		

**CLERICAL OFFICER HIGHER SCALE**

€24,618	€25,312	€26,351	€27,389	€28,428	€29,465	€30,485	€31,493
(€471.79)	(€485.08)	(€505.00)	(€524.90)	(€544.80)	(€564.68)	(€584.23)	(€603.54)
€32,192	€33,187	€34,735	€35,954	€36,515	€37,267		
(€616.94)	(€636.01)	(€665.68)	(€689.04)	(€699.79)	(€714.19)		

**HEAD SERVICES OFFICER**

€560.75	€578.95	€596.85	€614.86	€626.72	€644.49	€665.68 <sup>1</sup>	€689.03 <sup>2</sup>
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**SERVICES OFFICER**

€402.63	€415.91	€427.87	€443.81	€460.00	€476.59	€488.45	€495.59
€519.67	€536.61 <sup>1</sup>	€556.09 <sup>2</sup>					

**SERVICES ATTENDANT**

€402.63	€403.35	€427.87	€434.59	€446.05	€462.41	€483.74	€493.26
€513.34	€529.79 <sup>1</sup>	€549.06 <sup>2</sup>					

**CLEANER**

€377.69	€399.91	€409.44	€425.60	€442.21	€453.70 <sup>1</sup>	€472.29 <sup>2</sup>
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**Revised payscales with effect from 1 April 2017 for certain grades common to two or more Departments.**

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

€65,124   €66,110   €67,292   €70,141   €72,230   €74,662   €77,248<sup>1</sup>   €78,519<sup>2</sup>

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

€56,863   €58,165   €59,456   €60,757   €62,054   €63,351   €64,644   €65,956  
€66,026<sup>1</sup>   €67,231<sup>2</sup>

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

€32,045   €34,526   €37,327   €40,122   €42,927   €44,659   €46,387   €48,117  
€49,840   €51,570   €53,299   €55,027   €56,757   €58,686<sup>1</sup>   €60,604<sup>2</sup>

**STATE SOLICITOR AND PROSECUTION SOLICITOR**

€30,022   €32,286   €32,928   €35,762   €39,376   €42,139   €44,888   €47,657  
€50,416   €53,159   €62,966   €65,257   €65,760   €66,874   €69,026   €70,281  
€72,465<sup>1</sup>   €74,657<sup>2</sup>

**LAW CLERK**

€468.02   €488.05   €510.60   €532.53   €567.70   €585.57   €603.38   €615.21  
€632.87   €650.53   €668.22   €686.43<sup>1</sup>   €704.58<sup>2</sup>

**HIGHER LEGAL EXECUTIVE**

€44,816   €46,125   €47,426   €48,730   €50,035   €51,347   €52,643   €54,532<sup>1</sup>  
€56,415<sup>2</sup>

**LEGAL EXECUTIVE**

€34,070   €35,481   €36,751   €37,894   €39,043   €40,199   €41,359   €42,473  
€43,530<sup>1</sup>   €44,906<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON**

€37,564   €38,281   €39,179   €40,099   €40,996   €41,907   €42,760   €44,150<sup>1</sup>  
€45,547<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON**

€552.97   €573.13   €592.87   €612.65   €626.39   €646.09   €665.86   €684.78  
€703.69   €722.60   €741.56   €765.63<sup>1</sup>   €789.74<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING**

€46,800   €48,983   €51,171   €53,356   €55,541   €57,722   €59,914   €62,104  
€64,030   €65,956   €66,026<sup>1</sup>   €67,231<sup>2</sup>

**SUPERINTENDENT MAPPING**

€41,550   €42,983   €44,184   €45,365   €46,565   €47,763   €48,940   €50,427<sup>1</sup>  
€51,912<sup>2</sup>

**EXAMINER IN CHARGE**

€36,086   €36,863   €37,631   €38,408   €39,188   €39,970   €41,550   €42,804<sup>1</sup>  
€44,060<sup>2</sup>

**EXAMINER OF MAPS**

€622.61   €639.70   €656.12   €671.50   €688.00   €700.01   €722.98<sup>1</sup>   €745.98<sup>2</sup>

**MAPPING DRAUGHTSPERSON**

€461.86   €474.87   €483.92   €499.58   €515.36   €531.22   €546.99   €562.83  
€577.88   €592.56   €607.35   €616.13   €630.75   €651.09<sup>1</sup>   €671.40<sup>2</sup>

**SENIOR ARCHITECT**

€60,719   €63,856   €65,485   €67,117   €70,079   €73,401   €75,997<sup>1</sup>   €78,582<sup>2</sup>

**ARCHITECT**

€36,698   €39,338   €41,976   €44,618   €46,377   €48,132   €49,886   €51,646  
€53,405   €55,161   €56,923   €58,676   €60,454   €62,385<sup>1</sup>   €64,329<sup>2</sup>

**ARCHITECTURAL ASSISTANT GRADE II**

€552.97   €573.13   €592.87   €612.65   €626.39   €646.09   €664.11   €683.90  
€703.69   €722.60   €741.56   €765.63<sup>1</sup>   €789.74<sup>2</sup>

**SENIOR LABORATORY ANALYST**

€46,489   €48,583   €50,437   €52,339   €54,296   €56,218   €58,202   €60,164  
€62,136

**LABORATORY ANALYST**

€34,779   €37,284   €38,532   €41,315   €44,086   €46,878   €48,726   €50,573  
€52,429   €54,272   €56,123   €57,972   €59,823   €61,675   €63,544   €65,581<sup>1</sup>

**NIGHTWATCHMAN**

€429.09   €442.56   €458.36   €474.61   €489.16   €498.03<sup>1</sup>   €516.06<sup>2</sup>



**Revised payscales with effect from 1 April 2017 for established employees appointed on or after 6<sup>th</sup> April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits for General Service grades.**

**SECRETARY GENERAL I**

€190,233

**SECRETARY GENERAL II**

€190,233

**SECRETARY GENERAL III**

€180,409

**DEPUTY SECRETARY**

€165,596

**ASSISTANT SECRETARY**

€128,682    €134,469    €140,741    €146,985

**PRINCIPAL (HIGHER)**

€87,741    €91,213    €94,703    €98,185    €101,154    €104,281<sup>1</sup>    €107,410<sup>2</sup>

**PRINCIPAL**

€81,767    €85,091    €88,392    €91,716    €94,521    €97,428<sup>1</sup>    €100,333<sup>2</sup>

**ASSISTANT PRINCIPAL (HIGHER)**

€69,397    €71,945    €74,498    €77,049    €79,578    €81,050    €83,549<sup>1</sup>    €86,054<sup>2</sup>

**ASSISTANT PRINCIPAL**

€65,093    €66,271    €67,962    €70,249    €72,530    €73,846    €76,149<sup>1</sup>    €78,451<sup>2</sup>

**ADMINISTRATIVE OFFICER**

€31,221    €33,575    €34,247    €37,194    €40,967    €40,967    €43,838    €46,711  
€49,593    €52,466    €55,329    €57,314<sup>1</sup>    €59,294<sup>2</sup>

**ADMINISTRATIVE OFFICER HIGHER SCALE**

€43,838    €46,711    €49,593    €52,466    €55,329    €57,314    €59,267    €61,224

**HIGHER EXECUTIVE OFFICER**

€47,081    €48,458    €49,831    €51,204    €52,581    €53,955    €55,329    €57,314<sup>1</sup>  
€59,294<sup>2</sup>

**HIGHER EXECUTIVE OFFICER HIGHER SCALE**

€49,831    €51,204    €52,581    €53,955    €55,329    €57,314    €58,614    €59,918  
€61,224

**EXECUTIVE OFFICER**

€28,739	€30,712	€31,821	€33,687	€35,360	€36,977	€38,588	€40,166
€41,760	€43,311	€44,909	€45,967	€47,473 <sup>1</sup>	€48,975 <sup>2</sup>		

**EXECUTIVE OFFICER HIGHER SCALE**

€31,821	€33,687	€35,360	€36,977	€38,588	€40,166	€41,760	€43,311
€44,909	€45,967	€47,473	€48,591	€49,713	€50,837		

**STAFF OFFICER**

€35,771	€37,253	€38,595	€39,797	€41,011	€42,223	€43,440	€44,616
€45,725 <sup>1</sup>	€47,171 <sup>2</sup>						

**CLERICAL OFFICER**

€22,879	€24,375	€24,756	€25,498	€26,592	€27,684	€28,777	€29,869
(€438.46)	(€467.14)	(€474.44)	(€488.65)	(€509.63)	(€530.55)	(€551.50)	(€572.42)
€30,931	€31,995	€32,743	€33,795	€34,840	€36,471	€37,753 <sup>1</sup>	€38,341 <sup>2</sup>
(€592.78)	(€613.16)	(€627.50)	(€647.66)	(€667.69)	(€698.95)	(€723.51)	(€734.78)

**CLERICAL OFFICER HIGHER SCALE**

€25,498	€26,592	€27,684	€28,777	€29,869	€30,931	€31,995	€32,743
(€488.65)	(€509.63)	(€530.55)	(€551.50)	(€572.42)	(€592.78)	(€613.16)	(€627.50)
€33,795	€34,840	€36,471	€37,753	€38,341	€39,135		
(€647.66)	(€667.69)	(€698.95)	(€723.51)	(€734.78)	(€750.00)		

**HEAD SERVICES OFFICER**

€588.77	€607.67	€620.53	€639.25	€657.94	€676.66	€698.96 <sup>1</sup>	€723.52 <sup>2</sup>
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**SERVICES OFFICER**

€412.21	€436.79	€446.07	€465.69	€483.19	€493.66	€505.94	€520.68
€545.90	€563.92 <sup>1</sup>	€583.99 <sup>2</sup>					

**SERVICES ATTENDANT**

€406.63	€423.31	€446.07	€453.29	€468.22	€485.72	€501.02	€518.24
€539.36	€556.63 <sup>1</sup>	€576.77 <sup>2</sup>					

**CLEANER**

€393.61	€419.50	€426.75	€443.67	€463.98	€476.56 <sup>1</sup>	€489.17 <sup>2</sup>	
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**Revised payscales with effect from 1 April 2017 for established employees appointed on or after 6<sup>th</sup> April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits for certain grades common to two or more Departments.**

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

€66,777    €68,684    €70,707    €72,725    €74,740    €77,138    €79,841<sup>1</sup>    €82,538<sup>2</sup>

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

€59,765    €61,132    €62,494    €63,862    €65,227    €65,295    €65,958    €66,630  
€68,511<sup>1</sup>    €70,645<sup>2</sup>

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

€30,376    €32,729    €33,317    €36,254    €39,200    €42,148    €45,096    €46,915  
€48,731    €50,556    €52,372    €54,193    €56,013    €57,830    €59,656    €61,681<sup>1</sup>  
€63,701<sup>2</sup>

**STATE SOLICITOR AND PROSECUTION SOLICITOR**

€31,520    €33,895    €34,576    €37,550    €41,356    €44,263    €47,158    €50,070  
€52,975    €55,865    €66,000    €66,000    €67,962    €70,249    €72,530    €73,846  
€76,649<sup>1</sup>    €78,451<sup>2</sup>

**LAW CLERK**

€484.75    €505.53    €536.49    €559.56    €595.87    €614.60    €627.28    €645.84  
€664.42    €682.96    €701.59    €720.76<sup>1</sup>    €739.89<sup>2</sup>

**HIGHER LEGAL EXECUTIVE**

€47,081    €48,458    €49,831    €51,204    €52,581    €53,955    €55,329    €57,314<sup>1</sup>  
€59,294<sup>2</sup>

**LEGAL EXECUTIVE**

€35,771    €37,253    €38,595    €39,797    €41,011    €42,223    €43,440    €44,616  
€45,725<sup>1</sup>    €47,171<sup>2</sup>

**SENIOR ENGINEERING DRAUGHTSPERSON**

€39,451    €40,206    €41,151    €42,110    €43,061    €44,020    €44,919    €46,379<sup>1</sup>  
€47,853<sup>2</sup>

**ENGINEERING DRAUGHTSPERSON**

€580.84    €601.50    €616.33    €636.92    €657.60    €678.37    €699.15    €719.04  
€738.95    €758.85    €778.82    €804.18<sup>1</sup>    €829.57<sup>2</sup>

**CHIEF SUPERINTENDENT MAPPING**

€49,165    €51,469    €53,773    €56,070    €58,374    €60,671    €62,973    €65,280  
€65,644    €66,630    €68,511<sup>1</sup>    €70,645<sup>2</sup>

**SUPERINTENDENT MAPPING**

€43,641    €45,153    €46,413    €47,661    €48,923    €50,187    €51,419    €52,989<sup>1</sup>  
€54,550<sup>2</sup>

**EXAMINER IN CHARGE**

€37,897    €38,712    €39,516    €40,339    €41,155    €41,981    €43,641    €44,960<sup>1</sup>  
€46,292<sup>2</sup>

**EXAMINER OF MAPS**

€653.64    €671.61    €688.91    €705.03    €722.45    €735.13    €759.25<sup>1</sup>    €783.42<sup>2</sup>

**MAPPING DRAUGHTSPERSON**

€485.14    €491.92    €508.40    €524.90    €541.53    €558.12    €574.69    €590.94  
€606.47    €616.00    €631.39    €646.74    €662.20    €683.58<sup>1</sup>    €705.00<sup>2</sup>

**SENIOR ARCHITECT**

€63,832    €65,553    €67,406    €70,518    €73,639    €77,138    €79,841<sup>1</sup>    €82,538<sup>2</sup>

**ARCHITECT**

€34,779    €37,284    €38,532    €41,315    €44,086    €46,878    €48,726    €50,573  
€52,429    €54,272    €56,123    €57,972    €59,823    €61,675    €63,544    €65,581<sup>1</sup>  
€65,793<sup>2</sup>

**ARCHITECTURAL ASSISTANT GRADE II**

€527.17    €561.99    €580.84    €601.50    €616.33    €636.92    €657.60    €678.37  
€697.34    €718.12    €738.95    €758.85    €778.82    €804.18<sup>1</sup>    €829.57<sup>2</sup>

**SENIOR LABORATORY ANALYST**

€48,842    €51,047    €53,001    €55,001    €57,059    €59,088    €61,173    €63,238  
€65,315

**LABORATORY ANALYST**

€32,107    €33,349    €35,463    €36,465    €37,420    €39,677    €41,136    €42,604  
€44,104    €45,598    €47,096    €48,607    €50,131    €51,670    €53,162    €54,194<sup>1</sup>

**NIGHTWATCHMAN**

€411.90    €435.23    €446.75    €464.33    €481.46    €491.53    €506.65    €523.23<sup>1</sup>  
€542.20<sup>2</sup>