

# Grades in the Civil Service

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**10.1** The non-industrial civil service comprises over 35,000 persons who are directly employed in the Departments and Offices of the State. They are involved in planning and managing the delivery of public services, in researching and developing policy, in providing policy analysis and advice to the Government, and in applying regulations. There are a number of broad categories of civil servants viz.

- general service grades employed in most Departments and Offices (e.g. clerical, executive and administrative);
- professional and technical grades (e.g. engineers, professional accountants, agricultural inspectors, agricultural officers, draughtspersons); and
- departmental grades normally employed in one Department or Office only (e.g. driver testers).

**10.2** The general service grades perform the general duties of Departments including clerical and service support duties, policy, advisory and managerial work. A wide range of professional and technical personnel work in the civil service. While some of these grades are specific to one Department, others are found in a number of Departments. The main general service and engineer grades, to which most other civil service grades are linked for pay purposes, were examined by the Benchmarking Body.

## Grades Examined

**10.3** The PSBB was asked to examine the following 10 grades in the general civil service:

- Clerical Officer
- Executive Officer
- Higher Executive Officer
- Administrative Officer
- Assistant Principal (standard scale)
- Principal (standard scale)
- Engineer Grade I
- Engineer Grade II
- Engineer Grade III
- District Inspector (Senior Clerk of Works).

The Body was also asked to examine a number of grades in the prison service. While these are also civil service grades, they are discussed in Chapter 13 relating to the security services.

## Outcome of the benchmarking exercise

10.4 Comparison with levels of remuneration in the private sector using the methodology described in Chapter 8 and the application of a discount, as described in Chapter 7, in regard to the value of public service pensions, produced results showing that the remuneration of the grade of Principal was below private sector rates to a small extent but that the salaries of none of the other grades were below those of private sector jobs of comparable size.

## Recommendations

10.5 The Body recommends an increase of 1.1% for the grade of Principal. No increase is recommended for the other civil service grades referred to above.

10.6 The revised scale recommended for the grade of Principal is shown below. The recommended salary relates to established civil servants appointed since 6 April 1995 making an employee contribution in respect of personal superannuation benefits. The existing salary shown also relates to such civil servants. A salary equivalent to 19/20<sup>ths</sup> of the recommended scale should be applied to persons recruited before 6 April 1995 who do not make an employee contribution in respect of personal superannuation benefits. The salary scale recommended includes the second phase (with effect from 1 June 2007) of the increases due under the public service pay agreement associated with *Towards 2016*.

### Principal (standard scale)

Existing Salary
€86,332 – €89,994 – €93,630 – €97,293 – €100,381 – €103,585 <sup>1</sup> – €106,785 <sup>2</sup>

Recommended Salary	% increase
€87,282 – €90,984 – €94,660 – €98,363 – €101,485 – €104,724 <sup>1</sup> – €107,960 <sup>2</sup>	1.1%

<sup>1</sup> Long Service increment payable after 3 years satisfactory service at the maximum.

<sup>2</sup> Long Service increment payable after 6 years satisfactory service at the maximum.