

Increments

For Grades of Staff not Covered by the PSSA

Incremental progression will be suspended for 3 years from 1 July 2013 to 30 June 2016 for grades not covered by a Collective Agreement which modifies the terms of incremental suspension and which has been registered with the Labour Relations Commission.

For Grades of Staff Covered by the PSSA

Where the PSSA [Haddington Road Agreement] has been adopted, the next increment due on or after the 1st July 2013 in respect of grades covered by the Collective Agreement may be **paid as normal**. Thereafter, the following arrangements in respect of subsequent increments will apply:

For staff on salaries **below €35,000**, one three-month increment freeze will apply. This will take effect after the next increment is paid, with the following increment being awarded after 15 months rather than 12.

For staff on salaries between **€35,000 and €65,000**, two three-month increment freezes will apply. This will take effect after the next increment is paid, with the following two increments each being awarded after 15 months rather than 12 months.

For staff on salaries between **€65,000 and €100,000**, two six-month increment freezes will apply. This will take effect after the next increment is paid, with the following two increments each being awarded after 18 months rather than 12 months.

For staff on salaries of **€100,000 and more** and where the starting point of the salary scale is less than €100,000 the incremental measures for €65,000 to €100,000 will apply.

Incremental progression will be suspended for three years with effect from 1 July 2013 for staff on **salary scales starting over €100,000**.

Where an employee's salary surpasses €35,000 during the Agreement, a second incremental freeze of three months will apply, in accordance with the arrangements for staff on salaries between €35,000 and €65,000 outlined at paragraph 8.3 above.

Specific arrangements will apply for staff with salaries between €35,000 and €65,000 who are on the final point of the incremental scale or who reach the final point of the scale following a 15 month increment period. These arrangements will be notified in a separate communication.

If an employee's salary increases above €65,000 during the Agreement, the pay reduction provisions outlined at paragraph 3.1 of the DES letter will apply.