

## INFORMATION BULLETIN – PSPC REPORT

**KEY IMMEDIATE TAKEAWAYS** (See breakdown for enlisted and officer rank allowances attached).

**Note: all Allowances are subject to final confirmation by D PER.**

- **Military Service Allowance (MSA):** 10% increase in MSA for all ranks.
  - Enlisted Ranks: Increases of €602 - €675 per annum.
    - For Ptes with less than 3 years' service - Increase of €350 per annum.
  - Officer Ranks: Increases of €473 - €502 per annum.
- **Premium Rates** for weekend duties are restored (i.e. SDA / MESA / Hosp Gd / ACA etc., decision exclusive to DF). For example, SDA for:
  - Enlisted Pre-2013; €52.88 weekday, €79.35 for Sat and €105.79 for Sun/BH.
  - Enlisted Post-2013; €55.66 weekday, €83.52 for Sat and €111.35 for Sun/BH.
  - Officers; €53.77 weekday, €80.75 for Sat and €107.65 for Sun/BH.
- **Other military allowances** rates (Overseas / PDA / Portlaoise / ACA / MESA etc.) are restored to 2013 levels (i.e. a 10% restoration, decision exclusive to DF). For example;
  - **O/Seas (OAPSA)** will increase to:
    - €84.85 daily for Ptes.
    - €87.02 daily for Cpls.
    - €89.21 daily for Sgts and above.
    - €105 daily for Cpts and lower.
    - €113 daily for Comdts and above.
  - **PDA** for NS personnel is restored to:
    - €53.33 daily for Pre-2013 enlisted pers. (Cadets Post 2013)
    - €56.14 daily for Post-2013 enlisted pers.
    - €55.91 daily for Officers.
  - **Portlaoise Prison Duty** is restored to:
    - €79.35 daily for Pre-2013 enlisted pers;
    - €83.52 daily for Post-2013 enlisted pers;
    - €80.75 daily for officers.
- Service Compensation Scheme for **AC pilots** is to be reinstated.

### **NEXT STEP**

- The *review of Tech 2-6* rates is to be prioritised immediately.

### **WAY FORWARD**

- An *examination of core pay* will take place later this year or early 2020 (Phase II). The PSPC has acknowledged that the DF have unique retention challenges in comparison with other public service sectors (this is important for next phase negotiations on core pay rates).

*The General Staff will continue to advocate for the best remuneration package and working conditions for all DF personnel.*

The Report - titled '[Report of the Public Service Pay Commission July 2019](https://paycommission.gov.ie/publications)' will be available, pending publication, at the following web address: <https://paycommission.gov.ie/publications> (internet)

### **Examples of Allowance Restoration**

Figures provided in the following examples are gross earnings owing to the prevailing tax complexity arising from pension classes (i.e. A&C&H PRSI classes, Pre- and Post-2013 pay and pensions and the different rate of allowances for the same taskings that arise as a result).

#### **Enlisted:**

- **(SDA & MSA) A Pte with four years' service (post 2013)** who completes 1 x 24-hour security duty on a Sunday will receive gross weekly earnings increase of €73.41. This comprises of an additional €61.26 for a Sunday duty and an increase of MSA of €12.15 for that week. €73.41 represents an additional 10.73% increase in earnings for that week.
- **(SDA & MSA) A Pte with two years' service (post 2013)** who completes 1 x 24-hour security duty on a weekday will receive gross weekly earnings increase of €12.28. This comprises of an additional €5.57 for a 24-hour weekday duty and an increase of MSA of €6.71 for that week. €12.28 represents an additional 2.11% increase in earnings for that week. As Ptes with less than 4 years' service are paid a much-reduced rate of MSA, any increase as a proportion of net earnings will be small. (For a Sat duty the same Pte gets an extra €38.53 [€31.82 SDA and €6.71 MSA]; this is a 6.27% increase.)
- **(SDA & MSA) A Sgt with fourteen years' service (pre 2013)** who completes 1 x Saturday security duty will receive gross weekly earnings increase of €43.30. This comprises of an additional €31.76 for a 24-hour Saturday duty and an increase of MSA of €11.54 for that week. €43.30 represents an additional 5.1% increase in earnings for that week.
- **(O/Seas)** O/Seas rates are the same for Pre- and Post-2013 personnel and overseas allowances are not subject to tax. The following increases for Armed PSOs are net in your hand. Ptes will receive an increase of €8.49 a day or €59.43 per week. Over the course of a trip (183 days), the Pte will receive a net increase in earnings of €1,553. (Cpls = €1,592 and Sgts and above = €1,632.)
- **(SDA & PDA) An A/B with three years' service (post 2013)** who performs a seven-day MSDO patrol will receive gross weekly earnings increase of €46.05. This comprises of an additional €39.34 PDA (€5.62 per day) at sea and an increase of MSA of €6.71 for that week. €46.05 represents an additional 5.2% increase in earnings for that week (PDA will increase by €927 per annum).
- **(EOD & MSA) A Pte with ten years' service (pre 2013)** who completes 1 x EOD duty will receive gross weekly earnings increase of €20.80. This comprises of an additional €9.26 for an EOD duty and an increase of MSA of €11.54 for that week. €20.80 represents an additional 2.51% increase in earnings for that week.

#### **Officers:**

- **(SDA & MSA) A Capt with five years' service (post 2013 and PRSI Class A)** who completes 1 x Saturday security duty in a month will receive gross earnings increase of €71.78 in that month. This comprises of an additional €32.36 for a 24-hour Saturday duty and an increase of MSA (Rate 1) of €39.42 for the month. €71.78 represents an additional 1.65% increase in earnings for that month.
- **(SDA & MSA) A Lt with three years' service (PRSI Class A)** who completes 1 x weekday security duty in a week will receive gross earnings increase of €44.80 in that month. This comprises of an additional €5.38 for a 24-hour weekday duty and an increase of MSA (Rate 1) of €39.42 for the month. €44.80 represents an additional 1.31% increase in earnings for that month.
- **(O/Seas)** O/Seas rates are the same for all PRSI Classes and overseas allowances are not subject to tax. The following increases for Armed PSOs are net in your hand. Lts and Capts will receive an increase of €10.50 a day or €315 per month. Comdts and above will receive an increase of €11.30 a day or €339 per month. Over the course of a trip (183 days) the Lt/Capt will receive a net increase in earnings of €1,922; while Comdts and above will receive a net increase in earnings of €2,067.
- **(PDA)** PDA will increase by €5.59 per day for Officers and €5.33 for Cadets. Based on an average of 165 days while posted to an operational ship, Officers' PDA will increase by €922 per annum.

**Annex B to Bulletin  
Dated 04 July 2019**

**List of Allowance Rates: Current v NEW**

**Enlisted Ranks.**

*NEW RATES SUBJECT TO CONFIRMATION BY D PER						04/07/2019
Enlisted Ranks Allowances*	Enlisted before Jan 2013			Enlisted after Jan 2013		
		Current Rate	New Rate		Current Rate	New Rate
ACA	Week Day	€ 44.78	€ 49.76	Week Day	€ 44.78	€ 49.76
	Sat	€ 44.78	€ 74.70	Sat	€ 44.78	€ 74.70
	Sun	€ 44.78	€ 99.60	Sun	€ 44.78	€ 99.60
ARW - Weekly Rate		€ 134.97	€ 149.97		€ 142.07	€ 157.86
BDA - Weekly Rate		€ 86.61	€ 96.23		N/A	N/A
Diving Allowance		€ 45.35	€ 50.39		€ 47.74	€ 53.04
On-call Diving Allowance - Sat/Sun/AH		€ 22.68	€ 25.20		€ 23.87	€ 26.53
EOD		€ 83.31	€ 92.57		€ 87.69	€ 97.44
Fire Protection Pay		€ 4.55	€ 5.06		€ 4.79	€ 5.33
Instructor Allowance - Weekly		€ 23.28	€ 25.87		€ 24.51	€ 27.23
MESA	Week Day	€ 44.78	€ 49.76	Week Day	€ 44.78	€ 49.76
	Sat	€ 44.78	€ 74.70	Sat	€ 44.78	€ 74.70
	Sun	€ 44.78	€ 99.60	Sun	€ 44.78	€ 99.60
MSA - Weekly						
Ptes (with less than 3 yrs service)		€ 41.57	€ 48.27		€ 43.76	€ 50.47
Pte / Cpl / Sgt		€ 115.43	€ 126.97		€ 121.50	€ 133.65
CQMS / Coy Sgt / BSM / BQMS		€ 122.87	€ 135.16		€ 129.33	€ 142.26
O/Seas Peace Support Allowance						
Pte		€ 55.14	€ 61.27		€ 55.14	€ 61.27
Cpl		€ 57.10	€ 63.44		€ 57.10	€ 63.44
Sgt & Higher		€ 59.07	€ 65.63		€ 59.07	€ 65.63
O/Seas Armed Peace Support Allowance		€ 21.22	€ 23.58		€ 21.22	€ 23.58
Portlaoise Prison Duty Allowance		€ 71.42	€ 79.35		€ 75.18	€ 83.52
Portlaoise Hops Guard - On Call	Week Day	€ 23.81	€ 26.45	Week Day	€ 23.81	€ 26.45
	Sun / AH	€ 23.81	€ 52.88	Sun / AH	€ 23.81	€ 52.88
Patrol Duty Allowance						
Seaman		€ 48.00	€ 53.33		€ 50.52	€ 56.14
L/Seaman		€ 48.00	€ 53.33		€ 50.52	€ 56.14
PO		€ 48.00	€ 53.33		€ 50.52	€ 56.14
SPO		€ 48.00	€ 53.33		€ 50.52	€ 56.14
CPO		€ 48.00	€ 53.33		€ 50.52	€ 56.14
SDA						
Less than 24 hrs (Mon - Sat)		€ 23.81	€ 26.45		€ 25.06	€ 27.84
Less than 24 hrs (Sun / AH)		€ 23.81	€ 52.88		€ 25.06	€ 55.66
24 hrs (Mon - Fri)		€ 47.59	€ 52.88		€ 50.09	€ 55.66
24hrs (Sat)		€ 47.59	€ 79.35		€ 50.09	€ 83.52
24 hrs (Sun / AH)		€ 47.59	€ 105.79		€ 50.09	€ 111.35
SIA		€ 85.70	€ 95.22		€ 90.21	€ 100.23

## Officer Ranks.

*NEW RATES SUBJECT TO CONFIRMATION BY D PER						04/07/2019	
Officer Rank Allowances	CLASS A			CLASS C			
		Current Rate	New Rate (HRA*)		Current Rate	New Rate	
<b>Emergency Medical Officer - Daily</b>		€ 70.46	€ 78.29		€ 70.46	€ 78.29	
<b>ARW - Weekly Rate</b>		€ 137.38	€ 152.64		€ 137.38	€ 152.64	
<b>Diving Allowance - Annual</b>		€ 3,711.00	€ 4,123.00		€ 3,711.00	€ 4,123.00	
<b>Diving Allowance - Daily</b>		€ 44.92	€ 49.91		€ 44.92	€ 49.91	
<b>EOD - Daily</b>		€ 84.77	€ 94.19		€ 84.77	€ 94.19	
<b>MESA</b>	Week Day	€ 43.43	€ 48.26	Week Day	€ 43.43	€ 48.26	
	Sat	€ 43.43	€ 72.50	Sat	€ 43.43	€ 72.50	
	Sun	€ 43.43	€ 96.65	Sun	€ 43.43	€ 96.65	
<b>MSA - Annual (Army ranks &amp; Equivalents)</b>							
<b>Rate 1</b>							
2Lt/ Lt/ Capt		€ 4,730.00	€ 5,203.00		€ 4,495.00	€ 4,945.00	
Comdt		€ 5,020.00	€ 5,522.00		€ 4,767.00	€ 5,244.00	
Lt Col / Col		€ 4,931.00	€ 5,424.00		€ 4,681.00	€ 5,149.00	
<b>Rate 2 (All officer ranks)</b>		€ 5,106.00	€ 5,616.60		€ 4,852.00	€ 5,337.20	
<b>Rate 3</b>							
Lt/ Capt		€ 4,575.00	€ 5,032.50		€ 4,344.00	€ 4,778.40	
Comdt		€ 4,886.00	€ 5,374.60		€ 4,640.00	€ 5,104.00	
Lt Col		€ 4,552.00	€ 5,007.20		€ 4,324.00	€ 4,756.40	
Col		€ 5,072.00	€ 5,579.20		€ 4,818.00	€ 5,299.80	
<b>Pharmaceutical Chemists MSA</b>							
Capt / Comdt		€ 5,106.00	€ 5,616.60		€ 4,852.00	€ 5,337.20	
<b>O/Seas Peace Support Allowance</b>							
Capt & Lower		€ 72.26	€ 80.29		€ 72.26	€ 80.29	
Comdt & Higher		€ 79.51	€ 88.34		€ 79.51	€ 88.34	
<b>O/Seas Armed Peace Support Allowance</b>		€ 22.24	€ 24.71		€ 22.24	€ 24.71	
<b>Portlaoise Prison Duty Allowance</b>		€ 72.68	€ 80.75		€ 72.68	€ 80.75	
<b>Patrol Duty Allowance</b>							
Cadet		€ 48.00	€ 53.33		€ 48.00	€ 53.33	
Sub-Lt / Ensign		€ 50.32	€ 55.91		€ 50.32	€ 55.91	
Lt NS		€ 50.32	€ 55.91		€ 50.32	€ 55.91	
Lt Cdr / Cmdr		€ 50.32	€ 55.91		€ 50.32	€ 55.91	
CPO		€ 50.32	€ 55.91		€ 50.32	€ 55.91	
<b>SDA</b>							
Less than 24 hrs (Mon - Sat)		€ 24.23	€ 29.92		€ 24.23	€ 29.92	
Less than 24 hrs (Sun / AH)		€ 24.23	€ 53.77		€ 24.23	€ 53.77	
24 hrs (Mon - Fri)		€ 48.39	€ 53.77		€ 48.39	€ 53.77	
24hrs (Sat)		€ 48.39	€ 80.75		€ 48.39	€ 80.75	
24 hrs (Sun / AH)		€ 48.39	€ 107.65		€ 48.39	€ 107.65	

**PAY RATE TABLE – Enlisted Ranks.**

<b>NON-COMMISSIONED PERSONNEL</b>									
<b>Pre 01 January 2013 Non PPC Payscale LRA 2</b>									
Recruitment Ranks	Point	01 January 2019	MSA	Total per week	Total per year	10% increase in MSA	Total per week	Total per year	Difference
<b>Apprentice</b>									
On enlistment	1	€278.33							
After 1 years service	2	€330.94							
After 2 years service	3	€432.73							
After 3 years service	4	€504.65							
<b>Private, Grade 1/Seaman, Third Class</b>									
	-	€392.11							
<b>Private, 2 Star/Seaman, Second Class</b>									
	-	€476.93							
<b>Private, 3 Star/Seaman, First Class</b>									
	1	€493.37	€41.57	€534.94	€27,913.17	€48.27	€541.64	€28,262.78	€350
	2	€493.37	€41.57	€534.94	€27,913.17	€48.27	€541.64	€28,262.78	€350
	3	€493.37	€41.57	€534.94	€27,913.17	€48.27	€541.64	€28,262.78	€350
	4	€499.51	€115.43	€614.94	€32,087.57	€126.97	€626.48	€32,689.88	€602
	5	€513.89	€115.43	€629.32	€32,837.92	€126.97	€640.86	€33,440.23	€602
	6	€531.53	€115.43	€646.96	€33,758.37	€126.97	€658.50	€34,360.69	€602
	7	€545.03	€115.43	€660.46	€34,462.80	€126.97	€672.00	€35,065.12	€602
	8	€558.48	€115.43	€673.91	€35,164.62	€126.97	€685.45	€35,766.94	€602
	9	€590.13	€115.43	€705.56	€36,816.27	€126.97	€717.11	€37,418.59	€602
<b>Promotion Ranks</b>									
<b>Corporal/Leading Seaman</b>									
	1	€605.76	€115.43	€721.19	€37,631.57	€126.97	€732.73	€38,233.88	€602
	2	€618.66	€115.43	€734.09	€38,304.57	€126.97	€745.63	€38,906.88	€602
	3	€625.63	€115.43	€741.06	€38,668.74	€126.97	€752.61	€39,271.05	€602
	4	€638.46	€115.43	€753.89	€39,338.05	€126.97	€765.43	€39,940.37	€602
<b>Sergeant/Petty Officer</b>									
	1	€656.47	€115.43	€771.90	€40,277.73	€126.97	€783.44	€40,880.04	€602
	2	€671.92	€115.43	€787.35	€41,084.06	€126.97	€798.90	€41,686.38	€602
	3	€687.27	€115.43	€802.70	€41,884.89	€126.97	€814.24	€42,487.20	€602
	4	€702.78	€115.43	€818.21	€42,694.10	€126.97	€829.75	€43,296.42	€602
<b>C.Q.M.S./Senior Petty Officer</b>									
	1	€756.74	€122.87	€879.61	€45,898.05	€135.16	€891.90	€46,539.19	€641
	2	€775.96	€122.87	€898.83	€46,901.10	€135.16	€911.12	€47,542.23	€641
	3	€795.12	€122.87	€917.99	€47,900.85	€135.16	€930.28	€48,541.98	€641
	4	€814.23	€122.87	€937.10	€48,897.97	€135.16	€949.39	€49,539.10	€641
<b>Company Sergeant/Chief Petty Officer</b>									
	1	€770.49	€122.87	€893.36	€46,615.45	€135.16	€905.65	€47,256.59	€641
	2	€789.62	€122.87	€912.49	€47,613.73	€135.16	€924.78	€48,254.86	€641
	3	€808.79	€122.87	€931.66	€48,613.90	€135.16	€943.94	€49,255.04	€641
	4	€827.94	€122.87	€950.81	€49,613.13	€135.16	€963.09	€50,254.27	€641
<b>B.Q.M.S./Senior Chief Petty Officer</b>									
	1	€836.16	€122.87	€959.03	€50,042.12	€135.16	€971.32	€50,683.26	€641
	2	€858.12	€122.87	€980.99	€51,188.06	€135.16	€993.28	€51,829.19	€641
	3	€879.94	€122.87	€1,002.81	€52,326.75	€135.16	€1,015.10	€52,967.88	€641
	4	€901.80	€122.87	€1,024.67	€53,467.21	€135.16	€1,036.96	€54,108.35	€641
<b>Sergeant-Major/Warrant Officer</b>									
	1	€858.12	€122.87	€980.99	€51,188.06	€135.16	€993.28	€51,829.19	€641
	2	€879.94	€122.87	€1,002.81	€52,326.75	€135.16	€1,015.10	€52,967.88	€641
	3	€901.80	€122.87	€1,024.67	€53,467.21	€135.16	€1,036.96	€54,108.35	€641
	4	€923.74	€122.87	€1,046.61	€54,611.90	€135.16	€1,058.89	€55,253.03	€641
<b>Specialist Direct Entry</b>									
<b>ERA's Navy</b>									
	1	€570.27	€115.43	€685.70	€35,779.83	€126.97	€697.24	€36,382.14	€602
	2	€576.17	€115.43	€691.60	€36,087.69	€126.97	€703.14	€36,690.00	€602
This scale is specific to seven (7) ERA's and is not to be confused with the Corporal/Leading Seaman Scale									
	3	€605.76	€115.43	€721.19	€37,631.57	€126.97	€732.73	€38,233.88	€602
	4	€618.66	€115.43	€734.09	€38,304.57	€126.97	€745.63	€38,906.88	€602
	5	€625.63	€115.43	€741.06	€38,668.74	€126.97	€752.61	€39,271.05	€602
	6	€638.46	€115.43	€753.89	€39,338.05	€126.97	€765.43	€39,940.37	€602

NON-COMMISSIONED PERSONNEL									
Post 01 January 2013 PPC Payscale LRA2									
Recruitment Ranks	Point	01 January 2019	MSA	Total per week	Total per year	10% increase in MSA	Total per week	Total per year	Difference
<b>Apprentice</b>									
On enlistment	1	€291.93							
After 1 years service	2	€347.31							
After 2 years service	3	€454.45							
After 3 years service	4	€530.15							
Private, Grade 1/Seaman, Third Class	-	€402.14							
Private, 2 Star/Seaman, Second Class	-	€470.89							
Private, 3 Star/Seaman, First Class									
	1	€488.24	€43.76	€532.00	€27,759.76	€50.47	€538.71	€28,109.89	€350
	2	€488.24	€43.76	€532.00	€27,759.76	€50.47	€538.71	€28,109.89	€350
	3	€488.24	€43.76	€532.00	€27,759.76	€50.47	€538.71	€28,109.89	€350
	4	€512.44	€121.50	€633.94	€33,078.99	€133.65	€646.09	€33,712.98	€634
	5	€534.73	€121.50	€656.23	€34,242.08	€133.65	€668.38	€34,876.07	€634
	6	€553.12	€121.50	€674.62	€35,201.67	€133.65	€686.77	€35,835.66	€634
	7	€567.19	€121.50	€688.69	€35,935.84	€133.65	€700.84	€36,569.83	€634
	8	€575.44	€121.50	€696.94	€36,366.33	€133.65	€709.09	€37,000.32	€634
	9	€614.20	€121.50	€735.70	€38,388.89	€133.65	€747.85	€39,022.88	€634
	10	€614.20	€121.50	€735.70	€38,388.89	€133.65	€747.85	€39,022.88	€634
	11	€614.20	€121.50	€735.70	€38,388.89	€133.65	€747.85	€39,022.88	€634
	12	€614.20	€121.50	€735.70	€38,388.89	€133.65	€747.85	€39,022.88	€634
<b>Promotion Ranks</b>									
Corporal/Leading Seaman	1	€630.49	€121.50	€751.99	€39,238.84	€133.65	€764.14	€39,872.83	€634
	2	€643.93	€121.50	€765.43	€39,939.90	€133.65	€777.58	€40,573.89	€634
	3	€657.51	€121.50	€779.01	€40,648.74	€133.65	€791.16	€41,282.73	€634
	4	€671.02	€121.50	€792.52	€41,353.89	€133.65	€804.67	€41,987.88	€634
Sergeant/Petty Officer	1	€689.97	€121.50	€811.47	€42,342.58	€133.65	€823.62	€42,976.56	€634
	2	€706.24	€121.50	€827.74	€43,191.60	€133.65	€839.89	€43,825.59	€634
	3	€722.39	€121.50	€843.89	€44,034.31	€133.65	€856.04	€44,668.29	€634
	4	€738.72	€121.50	€860.22	€44,886.49	€133.65	€872.37	€45,520.48	€634
C.Q.M.S./Senior Petty Officer	1	€795.51	€129.33	€924.84	€48,257.96	€142.26	€937.77	€48,932.80	€675
	2	€815.75	€129.33	€945.08	€49,314.10	€142.26	€958.01	€49,988.95	€675
	3	€835.92	€129.33	€965.25	€50,366.56	€142.26	€978.18	€51,041.40	€675
	4	€856.03	€129.33	€985.36	€51,415.85	€142.26	€998.29	€52,090.69	€675
Company Sergeant/Chief Petty Officer	1	€809.99	€129.33	€939.32	€49,013.70	€142.26	€952.25	€49,688.55	€675
	2	€830.13	€129.33	€959.46	€50,064.58	€142.26	€972.39	€50,739.42	€675
	3	€850.30	€129.33	€979.63	€51,117.09	€142.26	€992.56	€51,791.94	€675
	4	€870.46	€129.33	€999.79	€52,168.96	€142.26	€1,012.72	€52,843.80	€675
B.Q.M.S./Senior Chief Petty Officer	1	€879.11	€129.33	€1,008.44	€52,620.61	€142.26	€1,021.38	€53,295.46	€675
	2	€902.23	€129.33	€1,031.56	€53,826.96	€142.26	€1,044.50	€54,501.80	€675
	3	€925.20	€129.33	€1,054.53	€55,025.40	€142.26	€1,067.46	€55,700.24	€675
	4	€948.21	€129.33	€1,077.54	€56,225.94	€142.26	€1,090.47	€56,900.79	€675
Sergeant-Major/Warrant Officer	1	€902.23	€129.33	€1,031.56	€53,826.96	€142.26	€1,044.50	€54,501.80	€675
	2	€925.20	€129.33	€1,054.53	€55,025.40	€142.26	€1,067.46	€55,700.24	€675
	3	€948.21	€129.33	€1,077.54	€56,225.94	€142.26	€1,090.47	€56,900.79	€675
	4	€971.30	€129.33	€1,100.63	€57,430.71	€142.26	€1,113.56	€58,105.55	€675
Specialist Direct Entry									
ERA's Navy (applies to 7 specific individuals)	1	€593.29	€121.50	€714.79	€37,297.96	€133.65	€726.94	€37,931.95	€634
	2	€599.44	€121.50	€720.94	€37,618.39	€133.65	€733.09	€38,252.38	€634
This scale is specific to seven (7) ERA's and is not to be confused with the Corporal/Leading Seaman Scale	3	€630.49	€121.50	€751.99	€39,238.84	€133.65	€764.14	€39,872.83	€634
	4	€643.93	€121.50	€765.43	€39,939.90	€133.65	€777.58	€40,573.89	€634
	5	€657.51	€121.50	€779.01	€40,648.74	€133.65	€791.16	€41,282.73	€634
	6	€671.02	€121.50	€792.52	€41,353.89	€133.65	€804.67	€41,987.88	€634
As per customary ERA pay arrangements all future ERAs entering the Naval Service will have the following General Grade:									
Corporal/Leading Seaman	1	€630.49	€121.50	€751.99	€39,238.84	€133.65	€764.14	€39,872.83	€634
	2	€643.93	€121.50	€765.43	€39,939.90	€133.65	€777.58	€40,573.89	€634
	3	€657.51	€121.50	€779.01	€40,648.74	€133.65	€791.16	€41,282.73	€634
	4	€671.02	€121.50	€792.52	€41,353.89	€133.65	€804.67	€41,987.88	€634

## **PAY RATE TABLE – Officer Ranks**

OFFICERS PAY RATE 1 - CLASS A (Line Officers)								
Recruitment Ranks	Point	Basic Salary	MSA	Total	Basic Salary	MSA + 10%	Total	Difference
Rank (Army/NS)								
<b>Second-Lieutenant/Ensign</b>	1st	€30,884	€4,730	€35,614	€30,884	€5,203	€36,087	€473
	2nd	€34,518	€4,730	€39,248	€34,518	€5,203	€39,721	€473
<b>Lieutenant/Sub Lt.</b>	1st	€35,836	€4,730	€40,566	€35,836	€5,203	€41,039	€473
	2nd	€36,438	€4,730	€41,168	€36,438	€5,203	€41,641	€473
	3rd	€37,704	€4,730	€42,434	€37,704	€5,203	€42,907	€473
	4th	€38,994	€4,730	€43,724	€38,994	€5,203	€44,197	€473
	5th	€40,414	€4,730	€45,144	€40,414	€5,203	€45,617	€473
	6th	€41,712	€4,730	€46,442	€41,712	€5,203	€46,915	€473
	7th	€43,011	€4,730	€47,741	€43,011	€5,203	€48,214	€473
	8th	€43,753	€4,730	€48,483	€43,753	€5,203	€48,956	€473
	9th	€44,832	€4,730	€49,562	€44,832	€5,203	€50,035	€473
	10th	€45,915	€4,730	€50,645	€45,915	€5,203	€51,118	€473
<b>Captain/Lieutenant</b>	1st	€47,003	€4,730	€51,733	€47,003	€5,203	€52,206	€473
	2nd	€48,129	€4,730	€52,859	€48,129	€5,203	€53,332	€473
	3rd	€49,245	€4,730	€53,975	€49,245	€5,203	€54,448	€473
	4th	€50,381	€4,730	€55,111	€50,381	€5,203	€55,584	€473
	5th	€51,505	€4,730	€56,235	€51,505	€5,203	€56,708	€473
	6th	€52,620	€4,730	€57,350	€52,620	€5,203	€57,823	€473
<b>Maximum Scale Point</b>	7th	€55,063	€4,730	€59,793	€55,063	€5,203	€60,266	€473
<b>1st LSI</b>	8th	€57,182	€4,730	€61,912	€57,182	€5,203	€62,385	€473
<b>2nd LSI</b>	9th	€59,407	€4,730	€64,137	€59,407	€5,203	€64,610	€473
<b>Commandant/Lt. Cdr.</b>	1st	€59,466	€5,020	€64,486	€59,466	€5,522	€64,988	€502
	2nd	€60,710	€5,020	€65,730	€60,710	€5,522	€66,232	€502
	3rd	€61,941	€5,020	€66,961	€61,941	€5,522	€67,463	€502
	4th	€63,179	€5,020	€68,199	€63,179	€5,522	€68,701	€502
	5th	€64,416	€5,020	€69,436	€64,416	€5,522	€69,938	€502
<b>Maximum Scale Point</b>	6th	€67,771	€5,020	€72,791	€67,771	€5,522	€73,293	€502
<b>1st LSI</b>	7th	€70,375	€5,020	€75,395	€70,375	€5,522	€75,897	€502
<b>2nd LSI</b>	8th	€73,086	€5,020	€78,106	€73,086	€5,522	€78,608	€502
<b>Lieutenant-Colonel/Cdr.</b>	1st	€72,093	€4,931	€77,024	€72,093	€5,424	€77,517	€493
	2nd	€73,935	€4,931	€78,866	€73,935	€5,424	€79,359	€493
	3rd	€76,010	€4,931	€80,941	€76,010	€5,424	€81,434	€493
	<b>Maximum Scale Point</b>	4th	€77,981	€4,931	€82,912	€77,981	€5,424	€83,405
<b>1st LSI</b>	5th	€79,115	€4,931	€84,046	€79,115	€5,424	€84,539	€493
<b>2nd LSI</b>	6th	€80,250	€4,931	€85,181	€80,250	€5,424	€85,674	€493
<b>Colonel/Captain</b>	1st	€82,717	€4,931	€87,648	€82,717	€5,424	€88,141	€493
	2nd	€87,532	€4,931	€92,463	€87,532	€5,424	€92,956	€493
	3rd	€92,358	€4,931	€97,289	€92,358	€5,424	€97,782	€493
	4th	€100,047	€4,931	€104,978	€100,047	€5,424	€105,471	€493

OFFICERS PAY RATE 1 - CLASS C (Line Officers)								
	Point	Basic Salary	MSA	Total	Basic Salary	MSA + 10%	Total	Difference
<b>Rank (Army/NS)</b>								
<b>Second-Lieutenant/Ensign</b>	1st	€31,955	€4,495	€36,450	€31,955	€4,945	€36,900	€450
	2nd	€32,877	€4,495	€37,372	€32,877	€4,945	€37,822	€450
<b>Lieutenant/Sub Lt.</b>	1st	€35,902	€4,495	€40,397	€35,902	€4,945	€40,847	€450
	2nd	€37,140	€4,495	€41,635	€37,140	€4,945	€42,085	€450
	3rd	€38,479	€4,495	€42,974	€38,479	€4,945	€43,424	€450
	4th	€39,718	€4,495	€44,213	€39,718	€4,945	€44,663	€450
	5th	€40,948	€4,495	€45,443	€40,948	€4,945	€45,893	€450
	6th	€41,655	€4,495	€46,150	€41,655	€4,945	€46,600	€450
	7th	€42,682	€4,495	€47,177	€42,682	€4,945	€47,627	€450
	8th	€43,701	€4,495	€48,196	€43,701	€4,945	€48,646	€450
<b>Captain/Lieutenant</b>	1st	€44,744	€4,495	€49,239	€44,744	€4,945	€49,689	€450
	2nd	€45,811	€4,495	€50,306	€45,811	€4,945	€50,756	€450
	3rd	€46,878	€4,495	€51,373	€46,878	€4,945	€51,823	€450
	4th	€47,950	€4,495	€52,445	€47,950	€4,945	€52,895	€450
	5th	€49,015	€4,495	€53,510	€49,015	€4,945	€53,960	€450
	6th	€50,084	€4,495	€54,579	€50,084	€4,945	€55,029	€450
<b>Maximum scale point</b>	7th	€52,400	€4,495	€56,895	€52,400	€4,945	€57,345	€450
<b>1st LSI</b>		€54,411	€4,495	€58,906	€54,411	€4,945	€59,356	€450
<b>2nd LSI</b>		€56,526	€4,495	€61,021	€56,526	€4,945	€61,471	€450
<b>Commandant/Lt. Cdr.</b>	1st	€56,581	€4,767	€61,348	€56,581	€5,244	€61,825	€477
	2nd	€57,754	€4,767	€62,521	€57,754	€5,244	€62,998	€477
	3rd	€58,935	€4,767	€63,702	€58,935	€5,244	€64,179	€477
	4th	€60,109	€4,767	€64,876	€60,109	€5,244	€65,353	€477
	5th	€61,283	€4,767	€66,050	€61,283	€5,244	€66,527	€477
<b>Maximum scale point</b>	6th	€65,466	€4,767	€70,233	€65,466	€5,244	€70,710	€477
<b>1st LSI</b>		€66,986	€4,767	€71,753	€66,986	€5,244	€72,230	€477
<b>2nd LSI</b>		€69,561	€4,767	€74,328	€69,561	€5,244	€74,805	€477
<b>Lieutenant-Colonel/Cdr.</b>	1st	€68,617	€4,681	€73,298	€68,617	€5,149	€73,766	€468
	2nd	€70,366	€4,681	€75,047	€70,366	€5,149	€75,515	€468
	3rd	€72,336	€4,681	€77,017	€72,336	€5,149	€77,485	€468
<b>Maximum scale point</b>	4th	€74,210	€4,681	€78,891	€74,210	€5,149	€79,359	€468
<b>1st LSI</b>		€75,286	€4,681	€79,967	€75,286	€5,149	€80,435	€468
<b>2nd LSI</b>		€76,367	€4,681	€81,048	€76,367	€5,149	€81,516	€468
<b>Colonel/Captain</b>	1st	€78,708	€4,681	€83,389	€78,708	€5,149	€83,857	€468
	2nd	€83,286	€4,681	€87,967	€83,286	€5,149	€88,435	€468
	3rd	€87,867	€4,681	€92,548	€87,867	€5,149	€93,016	€468
	4th	€95,165	€4,681	€99,846	€95,165	€5,149	€100,314	€468