

# Revised New Entrant Pay Scales under the Public Sector Sustainability Agreement

Section 2.31 of the Public Sector Sustainability Agreement, known as the Haddington Road Agreement (HRA), concerns new entrant pay scales and aims to address the imbalance between those who entered the public service before the 1<sup>st</sup> January 2011 and those who entered on or after that date.

Section 2.31 provides for revised pay scales to be applied to persons appointed to certain direct entry grades from the 1<sup>st</sup> January 2011 on the basis that those individuals have been impacted by reduced pay scales (the 2011 pay scales) which were introduced as part of the National Recovery Plan. These newly revised pay scales are effectively a consolidation of the 2010 and 2011 new entrant pay scales.

A copy of the circular relating to the implementation of this provision and the revised new entrant pay scales are available on the HR webpage: <http://humanresources.nuim.ie/index.shtml>

These revised pay scales apply to staff members who have been appointed to direct entry grades from the 1<sup>st</sup> January 2011. In Maynooth University, the relevant direct entry grades are as follows:

- Assistant Lecturer
- Executive Assistant
- Library Assistant
- Network Coordinator
- Technical Officer
- General Operative

The University has implemented the revised pay scales relevant to these grades with an effective date of the 1<sup>st</sup> November 2013. Accordingly, new entrants to direct entry recruitment grades who were subject to the 2011 reduced pay rates will be assimilated to the revised new entrant incremental pay scales with effect from that date.

These revised new entrant pay scales will not vary or alter the pay rates of staff appointed on or before the 31<sup>st</sup> December 2010.

As a result of the above, Payroll has reviewed the salaries of all staff appointed to any of the relevant direct entry grades after the 1<sup>st</sup> January 2011 and assimilated those individuals to the revised new entrant pay scales with effect from the 1<sup>st</sup> November 2013. In cases where it was determined that back pay was owed to any individual encompassed by this provision of the HRA, Human Resources has contacted those staff members directly and retrospective payments have been made accordingly.

Should any staff member have comments or queries in relation to this matter, please do not hesitate to contact Human Resources via [haddingtonroad@nuim.ie](mailto:haddingtonroad@nuim.ie)