

Rem 226

Circular Letter EL 17/09

22 December 2009

**Revision of Pay of Local Authority Staff – Application of Pay Adjustments in Accordance with the Financial Emergency Measures in the Public Interest (No.2) Act 2009**

A Chara,

I am directed by the Minister for the Environment, Heritage and Local Government to convey the following instructions to Local Authorities in relation to the application of pay adjustments with effect from 1 January 2010 in accordance with the Financial Emergency Measures in the Public Interest (No.2) Act 2009.

**Adjustments to Pay**

The Financial Emergency Measures in the Public Interest (No.2) Act 2009 provides for reductions in pay of public servants as follows:

- 5% on the first € 30,000 of salary or annualised wage
- 7.5% on the next € 40,000 of salary or annualised wage
- 10% on the next € 55,000 of salary or annualised wage

These produce overall reductions in salaries ranging from 5% to 8% in the case of salaries up to € 125,000.

These adjustments are being applied to basic pay as at 31 December 2009. The adjustments are being applied to each point of incremental scales (and to off-scale points) rounding to the nearest euro on annual scales and to the nearest cent on weekly scales. Hourly rates should be rounded to the nearest €0.001.

**Revised Rates**

The revised salary scales applicable to national grades as from 1st January 2010 are set out in the Appendix to this Circular. Instruction is also conveyed to pro-rata pay adjustments for part-time officers in accordance with established practice.

**Dual Employment**

In the case of staff employed in more than one capacity, each employment may be treated separately for the purposes of calculating revised remuneration in accordance with this circular.

**Overtime**

Payment in respect of overtime rendered on or subsequent to 1 January 2010 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 January 2010.

### **Premium Rates of Pay**

Premium rates of pay payable in respect of or subsequent to 1 January 2010 which are calculated as a specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 January 2010.

### **Allowances**

Allowances which are calculated as a specific percentage or specified proportion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 January 2010.

Fixed allowances which are not calculated as a specific percentage or specified proportion of basic pay will be reduced by a fixed percentage as follows:

- Fixed allowances payable to persons whose basic pay does not exceed €125,000 p.a. will be reduced by 5%
- Fixed allowances payable to persons whose basic pay is €125,000 or more will be reduced by 8%

Any allowance which is a reimbursement of an expense will not be affected by these reductions.

### **Pensions**

Pensions in course of payment on 1 January 2010 in respect of former Local Authority employees who served in the grades to which this circular applies will not be reduced on foot of the adjustments referred to in this circular.

A local authority employee who retires on or before 31 December 2010 will have their superannuation benefits calculated by reference to the scales applying on 31 December 2009, with incremental credit on those scales if appropriate. This includes employees who retire in the normal way on age grounds, those retiring on health grounds or under Cost Neutral Early Retirement or the Incentivised Scheme of Early Retirement. It also applies in the case of a preserved benefit coming into payment in 2010.

### **Non-National Grades**

Under the terms of Paragraph 5.1 of the Appendix to Circular Letter LA (P) 4/96, the pay adjustments may be applied to non-national grades. Instruction may be assumed to the application of the revised scales to members of national and local grades which have the same scales as the grades listed in the Appendix.

### **Craftworkers and Related Grades**

The revised wage scales operative from 1st January 2010 are set out in the Appendix.

### **General Operatives and Related Grades outside the Dublin area**

The Appendix sets out the appropriate wage scales, with effect from 1st January 2010. Instruction may be presumed to the implementation of similar pay adjustments to General Workers whose wage maxima do not correspond exactly with any of those in the Appendix and also to pro-rata pay adjustments for part-time personnel in accordance with established practice. Also set out are the revised rates of allowances for part-time fire personnel.

### **Full-time Fire Service Personnel**

This pay adjustment will be applied to all full-time fire service personnel in accordance with established practice. This will be notified to local authorities separately.

**Sharepoint**

This circular along with other circulars published by the Department of the Environment, Heritage and Local Government are available on the Sharepoint website at the following address: <http://circulars.lgcsb.ie/doecirculars/>. This site requires a username and password which was sent to each local authority as part of circular CMU 1/2004.

Queries from local authorities regarding the implementation of this circular should be referred to the Local Government Personnel Section of the Department, at 01-8882862.

Mise le meas,

A handwritten signature in dark ink, appearing to read 'Paul Lemass', with a large, stylized initial 'P'.

Paul Lemass  
Principal Officer  
Local Government Personnel.

## Revised Local Authority Salary Scales Operative from 1st January 2010

21/1/10  
60635  
56837

**Senior Executive Officer / County & City Librarian / Head of Information Systems / Financial Accountant / Management Accountant / Financial & Management Acct./ Town Clerk (pop > 15,000) / County Secretary / Finance Officer / County Development Officer (n.d.c.) / Town Clerk (Athlone, Carlow, Kilkenny, Killarney, Wexford)**

| Point | Rate<br>01/01/2010 |
|-------|--------------------|
| 1     | €64,426            |
| 2     | €66,011            |
| 3     | €68,496            |
| 4     | €70,983            |
| 5     | €73,474            |
| 6     | €75,938            |
| 7     | €78,418            |
| LSI 1 | €81,232            |
| LSI 2 | €84,036            |

**Grade 7  
Administrative  
Officer / Senior  
Executive  
Librarian / Town  
Clerk population  
over 5,000**

| Point | Rate<br>01/01/2010 |
|-------|--------------------|
| 1     | €47,013            |
| 2     | €48,187            |
| 3     | €49,559            |
| 4     | €50,935            |
| 5     | €52,313            |
| 6     | €53,541            |
| 7     | €54,800            |
| 8     | €56,020            |
| 9     | €57,235            |
| LSI 1 | €59,322            |
| LSI 2 | €61,418            |

**Grade 6 Senior Staff  
Officer / Executive  
Librarian / Senior Legal  
Assistant / Clerk of  
Works / Building  
Inspector / Town Clerk  
(pop less than 5,000)**

| Point | Rate<br>01/01/2010 |
|-------|--------------------|
| 1     | €44,849            |
| 2     | €45,954            |
| 3     | €47,289            |
| 4     | €49,797            |
| 5     | €51,294            |
| LSI 1 | €53,157            |
| LSI 2 | €55,031            |

**Grade 5 Staff Officer/  
Assistant Librarian / Legal  
Assistant / Storekeeper Grade  
A**

| Point | Rate<br>01/01/2010 |
|-------|--------------------|
| 1     | €40,213            |
| 2     | €41,524            |
| 3     | €42,835            |
| 4     | €44,148            |
| 5     | €45,458            |
| LSI 1 | €46,977            |
| LSI 2 | €48,495            |

**Grade 4 Asst. Staff  
Officer / Senior  
Library Assistant /  
Revenue Collector  
(national grade) /  
Storekeeper Grade B**

| Point | Rate<br>01/01/2010 |
|-------|--------------------|
| 1     | €28,334            |
| 2     | €30,346            |
| 3     | €32,379            |
| 4     | €33,894            |
| 5     | €35,356            |
| 6     | €37,332            |
| 7     | €38,761            |
| 8     | €40,213            |
| LSI 1 | €41,548            |
| LSI 2 | €42,889            |

## Revised Local Authority Salary Scales Operative from 1st January 2010

| <b>Clerical Officer/ Library Assistant</b> |                    |
|--|--------------------|
| Point                                      | Rate<br>01/01/2010 |
| 1  | €23,188            |
| 2  | €24,277            |
| 3  | €25,362            |
| 4  | €26,452            |
| 5  | €27,542            |
| 6  | €28,626            |
| 7  | €29,683            |
| 8  | €30,738            |
| 9  | €31,800            |
| 10   | €32,857            |
| 11   | €33,919            |
| 12   | €35,919            |
| LSI 1                                      | €37,339            |

| <b>Branch Librarian (part time)<br/>Hourly Rate</b> |                    |
|---|--------------------|
| Point   | Rate<br>01/01/2010 |
| 1   | €12.696            |
| 2   | €13.293            |
| 3   | €13.887            |
| 4   | €14.484            |
| 5   | €15.081            |
| 6   | €15.674            |
| 7   | €16.253            |
| 8   | €16.831            |
| 9   | €17.412            |
| 10  | €17.991            |
| 11  | €18.572            |
| 12  | €19.668            |
| LSI 1   | €20.445            |

| <b>Rent Collector (Salaried)</b> |                    |
|----------------------------------|--------------------|
| Point                            | Rate<br>01/01/2010 |
| 1                                | €26,467            |
| 2                                | €27,334            |
| 3                                | €28,204            |
| 4                                | €29,056            |
| 5                                | €29,900            |
| 6                                | €30,749            |
| 7                                | €31,592            |
| 8                                | €32,435            |
| 9                                | €33,163            |
| LSI                              | €34,580            |

| <b>County Engineer</b> |                    |
|------------------------|--------------------|
| Point                  | Rate<br>01/01/2010 |
| 1                      | €78,368            |
| 2                      | €81,185            |
| 3                      | €83,995            |
| 4                      | €86,809            |
| 5                      | €89,623            |
| LSI 1                  | €92,583            |
| LSI 2                  | €95,540            |

| <b>Senior Engineer</b> |                    |
|------------------------|--------------------|
| Point                  | Rate<br>01/01/2010 |
| 1                      | €73,223            |
| 2                      | €74,957            |
| 3                      | €76,685            |
| 4                      | €78,417            |
| 5                      | €80,148            |
| 6                      | €81,886            |
| LSI 1                  | €84,500            |
| LSI 2                  | €87,117            |

| <b>Senior Executive Engineer</b> |                    |
|----------------------------------|--------------------|
| Point                            | Rate<br>01/01/2010 |
| 1                                | €62,276            |
| 2                                | €64,219            |
| 3                                | €66,147            |
| 4                                | €68,037            |
| 5                                | €69,934            |
| 6                                | €71,822            |
| 7                                | €73,726            |
| LSI 1                            | €76,116            |
| LSI 2                            | €78,501            |

| <b>Executive Engineer</b> |                    |
|---------------------------|--------------------|
| Point                     | Rate<br>01/01/2010 |
| 1                         | €46,732            |
| 2                         | €48,467            |
| 3                         | €50,204            |
| 4                         | €51,944            |
| 5                         | €53,684            |
| 6                         | €55,422            |
| 7                         | €57,162            |
| 8                         | €58,893            |
| 9                         | €60,639            |
| 10                        | €62,372            |
| LSI 1                     | €64,371            |
| LSI 2                     | €66,350            |

| <b>Assistant Engineer</b> |                    |
|---------------------------|--------------------|
| Point                     | Rate<br>01/01/2010 |
| 1                         | €40,368            |
| 2                         | €42,097            |
| 3                         | €43,811            |
| 4                         | €45,529            |
| 5                         | €47,254            |
| 6                         | €48,971            |
| 7                         | €50,687            |
| 8                         | €52,408            |
| 9                         | €54,136            |
| LSI 1                     | €55,903            |
| LSI 2                     | €57,672            |

| <b>Graduate Engineer (range)</b> |                    |
|----------------------------------|--------------------|
| Point                            | Rate<br>01/01/2010 |
|                                  | €32,194            |
|                                  | €35,437            |
|                                  | €38,666            |

## Revised Local Authority Salary Scales Operative from 1st January 2010

| <b>Chief Technician</b> |                    |
|-------------------------|--------------------|
| Point                   | Rate<br>01/01/2010 |
| 1                       | €44,493            |
| 2                       | €45,585            |
| 3                       | €46,872            |
| 4                       | €48,161            |
| 5                       | €49,457            |
| 6                       | €50,612            |
| 7                       | €51,789            |
| 8                       | €52,926            |
| 9                       | €54,055            |
| LSI 1                   | €56,026            |
| LSI 2                   | €58,005            |

| <b>Senior Executive Technician</b> |                    |
|------------------------------------|--------------------|
| Point                              | Rate<br>01/01/2010 |
| 1                                  | €43,021            |
| 2                                  | €43,928            |
| 3                                  | €45,169            |
| 4                                  | €47,269            |
| 5                                  | €48,537            |
| LSI 1                              | €50,299            |
| LSI 2                              | €52,070            |

| <b>Executive Technician</b> |                    |
|-----------------------------|--------------------|
| Point                       | Rate<br>01/01/2010 |
| 1                           | €40,382            |
| 2                           | €41,419            |
| 3                           | €42,481            |
| 4                           | €43,537            |
| 5                           | €44,598            |
| 6                           | €45,653            |
| LSI 1                       | €47,179            |
| LSI 2                       | €48,700            |

| <b>Technician Grade I</b> |                    |
|---------------------------|--------------------|
| Point                     | Rate<br>01/01/2010 |
| 1                         | €37,632            |
| 2                         | €38,275            |
| 3                         | €39,117            |
| 4                         | €39,961            |
| 5                         | €40,788            |
| 6                         | €41,628            |
| 7                         | €42,394            |
| LSI 1                     | €43,808            |
| LSI 2                     | €45,227            |

| <b>Technician Grade II</b> |                    |
|----------------------------|--------------------|
| Point                      | Rate<br>01/01/2010 |
| 1                          | €27,488            |
| 2                          | €28,521            |
| 3                          | €29,539            |
| 4                          | €30,549            |
| 5                          | €31,545            |
| 6                          | €32,566            |
| 7                          | €33,565            |
| 8                          | €34,590            |
| 9                          | €35,604            |
| 10                         | €36,565            |
| 11                         | €37,632            |
| LSI 1                      | €38,887            |
| LSI 2                      | €40,132            |

| <b>Professionally Qualified/<br/>Housing Welfare Officer<br/>/ Social Worker</b> |                    |
|--|--------------------|
| Point  | Rate<br>01/01/2010 |
| 1  | €43,132            |
| 2  | €45,242            |
| 3  | €47,350            |
| 4  | €49,464            |
| 5  | €51,570            |
| 6  | €53,677            |
| 7  | €55,788            |
| LSI  | €56,890            |

| <b>Housing Welfare Officer</b> |                    |
|--------------------------------|--------------------|
| Point                          | Rate<br>01/01/2010 |
| 1                              | €37,447            |
| 2                              | €39,298            |
| 3                              | €41,235            |
| 4                              | €43,154            |
| 5                              | €45,056            |
| 6                              | €46,975            |
| 7                              | €48,897            |
| 8                              | €50,331            |
| 9                              | €51,782            |
| LSI                            | €52,801            |

| <b>Social Worker</b> |                    |
|----------------------|--------------------|
| Point                | Rate<br>01/01/2010 |
| 1                    | €35,945            |
| 2                    | €37,841            |
| 3                    | €39,807            |
| 4                    | €41,770            |
| 5                    | €43,716            |
| 6                    | €45,707            |
| 7                    | €47,668            |
| 8                    | €49,173            |
| 9                    | €50,679            |
| LSI                  | €51,679            |

## Revised Local Authority Wage Scales Operative from 1st January 2010

## Craftworkers, Craftworkers' Mates and Supervisory Craftworkers

| Craftworkers    |         | Craftworkers Mates | Charge-hand | Assistant Foreman | Foreman |
|-----------------|---------|--------------------|-------------|-------------------|---------|
| On Recruitment  | €667.58 | €536.78            | €716.67     | €749.34           | €798.32 |
| after 0.5 years | €672.45 | €543.05            | €724.90     | €757.91           | €807.50 |
| after 1.5 years | €677.28 | €546.08            | €728.86     | €762.11           | €811.94 |
| after 2.5 years | €682.12 | €549.35            | €733.25     | €766.67           | €816.84 |
| after 3.5 years | €686.96 | €552.42            | €737.37     | €770.99           | €821.43 |
| after 4.5 years | €691.80 | €554.05            | €739.56     | €773.29           | €823.86 |
| after 5.5 years | €696.64 | €555.57            | €741.60     | €775.44           | €826.16 |
| after 6.5 years | €701.48 | €557.16            | €743.74     | €777.67           | €828.55 |
| after 7.5 years | €706.30 | €558.75            | €745.90     | €779.92           | €830.95 |
|                 |         | €561.26            | €749.27     | €783.45           | €834.72 |
|                 |         | €563.23            | €751.88     | €786.18           | €837.64 |
|                 |         | €567.90            | €758.20     | €792.79           | €844.69 |

## General Operatives and Related Grades (outside the Dublin area)

|                  | Foreman | Driver Plant Operator A | Labourer | Light Equipment Operator | Refuse Collector | Ganger  | Driver plant operator B | Mobile Library Driver /Asst |
|------------------|---------|-------------------------|----------|--------------------------|------------------|---------|-------------------------|-----------------------------|
| On Recruitment   | €584.48 | €572.32                 | €544.70  | €554.80                  | €559.39          | €564.15 | €585.74                 | €598.19                     |
| after 0.5 years  | €587.84 | €575.62                 | €547.73  | €557.89                  | €562.45          | €567.41 | €588.92                 | €601.33                     |
| after 1.5 years  | €590.91 | €578.50                 | €550.64  | €560.83                  | €565.42          | €570.32 | €592.13                 | €604.49                     |
| after 2.5 years  | €592.66 | €580.23                 | €552.30  | €562.45                  | €567.03          | €572.15 | €593.87                 | €606.26                     |
| after 3.5 years  | €594.42 | €581.93                 | €553.98  | €564.09                  | €568.60          | €573.76 | €595.59                 | €607.99                     |
| after 4.5 years  | €596.14 | €583.66                 | €555.62  | €565.76                  | €570.25          | €575.47 | €597.35                 | €609.73                     |
| after 5.5 years  | €597.80 | €585.26                 | €557.26  | €567.39                  | €571.89          | €577.26 | €599.06                 | €611.46                     |
| after 6.5 years  | €599.75 | €587.08                 | €558.98  | €569.06                  | €573.62          | €578.92 | €600.87                 | €613.30                     |
| after 7.5 years  | €601.52 | €588.81                 | €560.71  | €570.78                  | €575.33          | €580.73 | €602.72                 | €615.11                     |
| after 8.5 years  | €603.41 | €590.62                 | €562.53  | €572.54                  | €577.05          | €582.69 | €604.63                 | €616.95                     |
| after 9.5 years  | €605.42 | €592.49                 | €564.31  | €574.45                  | €578.92          | €584.41 | €606.55                 | €618.83                     |
| after 10.5 years | €607.27 | €594.38                 | €566.15  | €576.26                  | €580.74          | €586.35 | €608.46                 | €620.82                     |
| after 11.5 years | €609.13 | €596.22                 | €567.90  | €577.97                  | €582.48          | €588.15 | €610.39                 | €622.63                     |

| Water and Sewerage Caretakers - Grade 3 |         |
|---|---------|
| On Recruitment                          | €584.48 |
| after 0.5 years                         | €587.84 |
| after 1.5 years                         | €590.91 |
| after 2.5 years                         | €592.66 |
| after 3.5 years                         | €594.42 |
| after 4.5 years                         | €596.14 |
| after 5.5 years                         | €597.80 |
| after 6.5 years                         | €599.75 |
| after 7.5 years                         | €601.52 |
| after 8.5 years                         | €603.41 |
| after 9.5 years                         | €605.42 |
| after 10.5 years                        | €607.27 |
| after 11.5 years                        | €609.13 |

| Water and Sewerage Caretakers - Grade 5 |         |
|---|---------|
| On Recruitment                          | €634.32 |
| after 1 year                            | €640.90 |
| after 2 years                           | €647.33 |
| after 3 years                           | €654.32 |
| after 4 years                           | €661.29 |
| after 5 years                           | €668.39 |
| after 6 years                           | €675.33 |
| after 7 years                           | €681.86 |
| after 8 years                           | €688.35 |
| after 9 years                           | €692.70 |

| General Services Supervisors |         |
|------------------------------|---------|
| On Recruitment               | €695.71 |
| after 1 year                 | €710.80 |
| after 2 years                | €725.86 |
| after 3 years                | €741.37 |
| after 4 years                | €756.80 |
| after 5 years                | €772.21 |
| after 6 years                | €787.68 |
| after 7 years                | €803.02 |
| after 8 years                | €818.38 |
| after 9 years                | €833.69 |

Appendix to Circular Letter EL 17/09 2009

**Revised Local Authority Scales Operative from 1st January 2010**

Part-Time Fire Service Personnel - Inclusive Annual Allowance

| <i>Service</i> | <i>Station Officer</i> | <i>Sub Officer, Driver Mechanic</i> | <i>Firefighter</i> |
|----------------|------------------------|-------------------------------------|--------------------|
| 0 - 5 years    | €15,438                | €11,687                             | €8,402             |
| 5 - 10 years   | €17,345                | €13,130                             | €9,439             |
| 10 years +     | €19,078                | €14,442                             | €10,383            |

| <i>Hourly rate of attendance</i> | <i>Drill</i> | <i>Fire</i>     |                         |                        |                         |
|----------------------------------|--------------|-----------------|-------------------------|------------------------|-------------------------|
|                                  |              | <i>Day</i>      |                         | <i>Night / Weekend</i> |                         |
|                                  |              | <i>1st Hour</i> | <i>Subsequent Hours</i> | <i>1st Hour</i>        | <i>Subsequent Hours</i> |
| Rate per Hour                    | €19.86       | €39.72          | €19.86                  | €79.44                 | €39.72                  |



## Michael Delahunty

---

**From:** Angela Cassidy [angela\_cassidy@environ.ie]  
**Sent:** 23 December 2009 15:58  
**To:** Tom Barry; Jack Keyes; Tom Coughlan; Joe Gavin; Martin Riordan, Manager; Owen Keegan, Manager; M McLoone, Manager; John Tierney, Manager; David O'Connor; Joe Mac Grath; Martina Moloney, Manager; Tom Curran; Michael Malone, Manager; Joe Crockett; Carey Peter; Jackie Maguire; T Mackey, Manager; Edmund Gleeson; Tim Caffrey; Conn Murray; D Mahon, Manager; Tom Dowling; Nelson, Declan; Terry O'Niadh; Pat Gallagher; Frank Dawson; J Horan, Manager; Hubert Kearns Co. Manager; County Manager; LAN - Manager; Cmanager; Danny McLoughlin (County Manager); EB; County Secretary - Group  
**Cc:** Avril Oakes; Michael Brennan; Angela Reilly; Kevin Reilly; Leonard Cleary; Ger O Halloran; John Walsh; Gerard Hayden; Liam Ward; Mary Pyne; Joe O Reilly; Robert Curley; Brid Dooley; Martin O'Donoghue; Christine O Grady; Eamon O Sullivan; Siobhan Scully; Michael Delahunty; Rainey Michael; Shane Tieman; Joe Delaney; Pat Fitzgerald; Nora O Farrell; Colette Moss; Joe McGuinness; Anne D Callan; Kieran Joyce; Irene Lynch; Dumin, Ann; Sharon Kennedy; Ann Dillon; Mary Lindsay; Conor Lehane; John Moran; Brett, Josephine; Scully, Marian; Eddie Ruane; Horan, Catherine; Roibeard O'Ceallaigh; Mick O'Reilly; Bernie Byrne  
**Subject:** Site Supervisory Rates 2010



Site Supervisory Jan 2010.doc ...



ATT782481.txt (1 KB)

Dear Manager

Please find attached the revised rates of pay for the Site Supervisory/Resident Engineers. Please note the reduction in allowances does not apply to the site supervisory staff as that allowance is solely for the expense incurred for travel and subsistence.

Is Mise  
Angela Cassidy  
Local Government Personnel  
Dept of Environment, Heritage and Local Government  
01 8882862

**Reference EL 849 and Circular Letter EL 17/09**

**Application of pay adjustments in accordance with the Financial Emergency Measures in the Public Interest (No.2) Act, 2009**

|  |                   |                   |
|--|-------------------|-------------------|
| Allowances of €5,200 to €10,400 with effect from 1 January 2003. Still operative at 1/4/07       |                   |                   |
| EL 849   |                   |                   |
| <b>Site Supervisory Staff - Salary ranges</b>  |                   |                   |
| It is a matter for the employing local authority to determine the pay level within the range.    |                   |                   |
| <i>(may be increased in line with general rounds per Circular Letters EL 10/96 and EL 11/96)</i> |                   |                   |
|  | <b>01/09/2008</b> | <b>01/01/2010</b> |
|  | <b>2.50%</b>      | <b>Decrease</b>   |
| Project Resident Engineer  | €95,776           | €88,698           |
| Senior Resident Engineer   | €86,195           | €80,076           |
| Resident Engineer - from   | €63,708           | €59,680           |
| to   | €72,811           | €68,030           |
| Assistant Resident Engineer - from   | €45,199           | €42,559           |
| to   | €63,282           | €59,286           |
| Graduate Resident Engineer   | €33,900           | €32,108           |
| to   | €45,199           | €42,559           |
| Site Technician Level 1  | €51,240           | €48,147           |
| to   | €55,798           | €52,363           |
| Site Technician Level 2  | €43,268           | €40,773           |
| to   | €51,240           | €48,147           |