



OPW

Oifig na
nOibreacha Poiblí
Office of Public Works

**Book 73: Application of 1 October 2020 pay adjustments for State Industrial Employees working in the
Civil Service in accordance with the Public Service Pay and Pensions Act 2017**

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What's new in OPW Paybook 73

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Pay Adjustment

The following pay increase applies from 1 October 2020:

- Annualised salaries are increased by 2%.

Head Guide Allowance

The Head Guide is restored to the 1 Sep 2008 rate of €68.90.

As a result, the Head Guide Allowance (PPC) is recalculated at 104.86% of the Non-PPC rate.

This was the differential when the PPC rate was first calculated for OPW Paybook 68.

The rate is now €72.25.

Apprentice

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		PPC 01-Oct-2020	
Incremental Progression	Point	Weekly	Hourly
On Commencement	1	€241.20	€6.185
After 1 Year	2	€344.57	€8.835
After 2 Years	3	€447.94	€11.486
After 3 Years	4	€551.31	€14.136

There are no Non-PPC Apprentice – all Apprentices are members of the Single Public Service Pension Scheme.

The rate for Apprentice is based on the following percentage of point 1 of the PPC Craft Worker.

Point	Percentage
1	35%
2	50%
3	65%
4	80%

Area Manager

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Incremental Progression	Point
On Commencement	1
After 2 Years	2

Non-PPC 01-Oct-2020	
Weekly	Hourly
€1,105.25	€28.340
€1,225.80	€31.431

PPC 01-Oct-2020	
Weekly	Hourly
€1,161.45	€29.781
€1,288.25	€33.032

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Catering & Services Assistant

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Incremental Progression	Point
On Commencement	1
After 1 Year	2
After 2 Years	3
After 3 Years	4
After 4 Years	5
After 5 Years	6
After 6 Years	7
After 7 Years	8
After 8 Years	9
After 9 Years	10
After 10 Years	11
After 11 Years	12
After 12 Years	13
After 13 Years	14

Non-PPC 01-Oct-2020	
Weekly	Hourly
€534.96	€13.717
€541.86	€13.894
€592.11	€15.182
€596.80	€15.303
€599.75	€15.378
€602.82	€15.457
€602.82	€15.457
€602.82	€15.457
€605.80	€15.533
€609.11	€15.618
€611.96	€15.691
€615.11	€15.772
€617.67	€15.838
€620.17	€15.902

PPC 01-Oct-2020	
Weekly	Hourly
€561.60	€14.400
€568.87	€14.586
€615.56	€15.784
€620.44	€15.909
€623.51	€15.987
€626.71	€16.069
€626.71	€16.069
€629.68	€16.146
€632.96	€16.230
€636.43	€16.319
€639.42	€16.395
€642.71	€16.480
€645.39	€16.548
€647.99	€16.615

Catering & Services Captain

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Incremental Progression	Point
On Commencement	1
After 2 Years	2

Non-PPC 01-Oct-2020	
Weekly	Hourly
€747.55	€19.168
€828.36	€21.240

PPC 01-Oct-2020	
Weekly	Hourly
€785.23	€20.134
€870.23	€22.314

Chef

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Incremental Progression	Point
On Commencement	1
After 2 Years	2

Non-PPC 01-Oct-2020	
Weekly	Hourly
€605.23	€15.519
€653.92	€16.767

PPC 01-Oct-2020	
Weekly	Hourly
€626.08	€16.053
€686.73	€17.608

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Constable Team Leader (GO Band 2 (Dublin) + 25% shift allowance)

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Incremental Progression	Point
On Commencement	1
After 6 months	2
After 1.5 Years	3
After 2.5 Years	4
After 3.5 Years	5
After 4.5 Years	6
After 5.5 Years	7
After 6.5 Years	8
After 7.5 Years	9

Non-PPC 01-Oct-2020	
Weekly	Hourly
€695.51	€17.834
€738.05	€18.924
€762.28	€19.546
€775.70	€19.890
€785.12	€20.131
€798.42	€20.472
€811.73	€20.814
€817.13	€20.952
€830.29	€21.289

PPC 01-Oct-2020	
Weekly	Hourly
€729.84	€18.714
€766.93	€19.665
€796.08	€20.412
€810.11	€20.772
€816.19	€20.928
€830.05	€21.283
€843.91	€21.639
€857.79	€21.995
€871.65	€22.350

	Point
GO Band 2 (Dublin)	1
GO Band 2 (Dublin)	2
GO Band 2 (Dublin)	3
GO Band 2 (Dublin)	4
GO Band 2 (Dublin)	5
GO Band 2 (Dublin)	6
GO Band 2 (Dublin)	7
GO Band 2 (Dublin)	8
GO Band 2 (Dublin)	9

Basic	25% Shift
€556.41	€139.10
€590.44	€147.61
€609.83	€152.45
€620.56	€155.14
€628.10	€157.02
€638.73	€159.69
€649.38	€162.35
€653.70	€163.43
€664.23	€166.06

Basic	25% Shift
€583.87	€145.97
€613.54	€153.39
€636.87	€159.21
€648.09	€162.02
€652.95	€163.24
€664.04	€166.01
€675.13	€168.78
€686.24	€171.55
€697.32	€174.33

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Constable / Warden (GO Band 3 (Dublin) + 25% shift allowance)

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Incremental Progression	Point
On Commencement	1
After 6 months	2
After 1.5 Years	3
After 2.5 Years	4
After 3.5 Years	5
After 4.5 Years	6
After 5.5 Years	7
After 6.5 Years	8
After 7.5 Years	9

Non-PPC 01-Oct-2020	
Weekly	Hourly
€655.17	€16.799
€686.26	€17.596
€714.91	€18.331
€727.72	€18.659
€740.57	€18.989
€753.40	€19.318
€758.65	€19.453
€771.09	€19.772
€783.45	€20.088

PPC 01-Oct-2020	
Weekly	Hourly
€678.96	€17.409
€720.45	€18.473
€751.56	€19.271
€757.14	€19.414
€770.18	€19.748
€783.21	€20.082
€792.28	€20.315
€805.28	€20.648
€818.22	€20.980

	Point
GO Band 3 (Dublin)	1
GO Band 3 (Dublin)	2
GO Band 3 (Dublin)	3
GO Band 3 (Dublin)	4
GO Band 3 (Dublin)	5
GO Band 3 (Dublin)	6
GO Band 3 (Dublin)	7
GO Band 3 (Dublin)	8
GO Band 3 (Dublin)	9

Basic	25% Shift
€524.14	€131.03
€549.01	€137.25
€571.92	€142.99
€582.18	€145.54
€592.46	€148.11
€602.72	€150.68
€606.92	€151.73
€616.87	€154.22
€626.76	€156.69

Basic	25% Shift
€543.17	€135.79
€576.36	€144.09
€601.25	€150.31
€605.71	€151.43
€616.14	€154.04
€626.57	€156.64
€633.83	€158.45
€644.22	€161.06
€654.57	€163.65

Craft Foreman/Overseer/Inspector

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Incremental Progression	Point
On Commencement	1
After 2 Years	2

Non-PPC 01-Oct-2020	
Weekly	Hourly
€846.48	€21.705
€938.27	€24.058

PPC 01-Oct-2020	
Weekly	Hourly
€889.24	€22.801
€985.78	€25.276

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Craft Worker

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Incremental Progression	Point
On Commencement	1
After 6 months	2
After 1.5 Years	3
After 2.5 Years	4
After 3.5 Years	5
After 4.5 Years	6
After 5.5 Years	7
After 6.5 Years	8
After 7.5 Years	9
After 8.5 Years	10
After 9.5 Years	11

Non-PPC 01-Oct-2020	
Weekly	Hourly
€656.39	€16.831
€676.91	€17.357
€727.07	€18.643
€732.14	€18.773
€737.18	€18.902
€742.23	€19.032
€747.26	€19.161
€752.33	€19.291
€757.39	€19.420
€762.41	€19.549
€768.05	€19.694

PPC 01-Oct-2020	
Weekly	Hourly
€689.14	€17.670
€710.75	€18.224
€763.46	€19.576
€768.79	€19.713
€774.10	€19.849
€779.42	€19.985
€784.73	€20.121
€790.05	€20.258
€795.38	€20.394
€800.67	€20.530
€806.60	€20.682

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Craft Worker Chargehand

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Incremental Progression	Point
On Commencement	1
After 6 months	2
After 1.5 Years	3
After 2.5 Years	4
After 3.5 Years	5
After 4.5 Years	6
After 5.5 Years	7
After 6.5 Years	8
After 7.5 Years	9
After 8.5 Years	10
After 9.5 Years	11
After 10.5 Years	12
After 11.5 Years	13
After 12.5 Years	14

Non-PPC 01-Oct-2020	
Weekly	Hourly
€694.77	€17.815
€719.82	€18.457
€769.70	€19.736
€778.96	€19.973
€783.47	€20.089
€788.46	€20.217
€793.12	€20.336
€795.49	€20.397
€797.97	€20.461
€800.35	€20.522
€802.62	€20.580
€806.51	€20.680
€809.49	€20.756
€816.61	€20.939

PPC 01-Oct-2020	
Weekly	Hourly
€729.54	€18.706
€755.92	€19.383
€808.36	€20.727
€818.09	€20.977
€822.84	€21.098
€828.09	€21.233
€833.00	€21.359
€835.49	€21.423
€838.10	€21.490
€840.60	€21.554
€842.97	€21.615
€847.09	€21.720
€850.23	€21.801
€857.72	€21.993

Foreman Grade 1

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Incremental Progression	Point
On Commencement	1
After 1 Year	2
After 2 Years	3
After 3 Years	4
After 4 Years	5
After 5 Years	6

Non-PPC 01-Oct-2020	
Weekly	Hourly
€851.04	€21.822
€868.59	€22.272
€943.34	€24.188
€952.95	€24.435
€962.81	€24.687
€972.78	€24.943

PPC 01-Oct-2020	
Weekly	Hourly
€894.04	€22.924
€912.53	€23.398
€991.13	€25.414
€1,001.24	€25.673
€1,011.62	€25.939
€1,022.11	€26.208

Foreman Grade 2

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Incremental Progression	Point
On Commencement	1
After 1 Year	2
After 2 Years	3
After 3 Years	4
After 4 Years	5
After 5 Years	6

Non-PPC 01-Oct-2020	
Weekly	Hourly
€809.24	€20.750
€827.23	€21.211
€896.91	€22.998
€906.88	€23.253
€916.88	€23.510
€926.95	€23.768

PPC 01-Oct-2020	
Weekly	Hourly
€850.05	€21.796
€868.99	€22.282
€942.25	€24.160
€952.75	€24.429
€963.27	€24.699
€973.87	€24.971

Foreman Grade 3

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Incremental Progression	Point
On Commencement	1
After 1 Year	2
After 2 Years	3
After 3 Years	4
After 4 Years	5
After 5 Years	6

Non-PPC 01-Oct-2020	
Weekly	Hourly
€772.74	€19.814
€791.09	€20.284
€856.35	€21.958
€866.54	€22.219
€876.64	€22.478
€887.00	€22.744

PPC 01-Oct-2020	
Weekly	Hourly
€811.63	€20.811
€830.93	€21.306
€899.56	€23.066
€910.28	€23.341
€920.93	€23.614
€931.81	€23.893

GO Band 1 (Dublin)

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		Non-PPC 01-Oct-2020		PPC 01-Oct-2020	
Incremental Progression	Point	Weekly	Hourly	Weekly	Hourly
On Commencement	1	€582.50	€14.936	€605.30	€15.521
After 6 months	2	€612.11	€15.695	€639.33	€16.393
After 1.5 Years	3	€635.38	€16.292	€660.54	€16.937
After 2.5 Years	4	€646.56	€16.578	€672.18	€17.235
After 3.5 Years	5	€651.41	€16.703	€683.84	€17.534
After 4.5 Years	6	€662.48	€16.987	€695.48	€17.833
After 5.5 Years	7	€673.55	€17.271	€707.12	€18.131
After 6.5 Years	8	€684.59	€17.554	€718.76	€18.430
After 7.5 Years	9	€695.68	€17.838	€730.42	€18.729

Park Ranger Chargehand (Phoenix Park) recruited since 1 June 2005 are paid the GO Band 1 (Dublin) rate.

GO Band 2 (Dublin)

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		Non-PPC 01-Oct-2020		PPC 01-Oct-2020	
Incremental Progression	Point	Weekly	Hourly	Weekly	Hourly
On Commencement	1	€556.41	€14.267	€583.87	€14.971
After 6 months	2	€590.44	€15.139	€613.54	€15.732
After 1.5 Years	3	€609.83	€15.637	€636.87	€16.330
After 2.5 Years	4	€620.56	€15.912	€648.09	€16.618
After 3.5 Years	5	€628.10	€16.105	€652.95	€16.742
After 4.5 Years	6	€638.73	€16.378	€664.04	€17.027
After 5.5 Years	7	€649.38	€16.651	€675.13	€17.311
After 6.5 Years	8	€653.70	€16.762	€686.24	€17.596
After 7.5 Years	9	€664.23	€17.032	€697.32	€17.880

Park Ranger (Phoenix Park) recruited since 1 June 2005 are paid the GO Band 2 (Dublin) Rates of Pay.

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GO Band 3 (Dublin)

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Incremental Progression	Point
On Commencement	1
After 6 months	2
After 1.5 Years	3
After 2.5 Years	4
After 3.5 Years	5
After 4.5 Years	6
After 5.5 Years	7
After 6.5 Years	8
After 7.5 Years	9

Non-PPC 01-Oct-2020	
Weekly	Hourly
€524.14	€13.439
€549.01	€14.077
€571.92	€14.665
€582.18	€14.928
€592.46	€15.191
€602.72	€15.454
€606.92	€15.562
€616.87	€15.817
€626.76	€16.071

PPC 01-Oct-2020	
Weekly	Hourly
€543.17	€13.927
€576.36	€14.778
€601.25	€15.417
€605.71	€15.531
€616.14	€15.798
€626.57	€16.066
€633.83	€16.252
€644.22	€16.518
€654.57	€16.784

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GO Band 1 (Rural)

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Incremental Progression	Point
On Commencement	1
After 6 months	2
After 1.5 Years	3
After 2.5 Years	4
After 3.5 Years	5
After 4.5 Years	6
After 5.5 Years	7
After 6.5 Years	8
After 7.5 Years	9

Non-PPC 01-Oct-2020	
Weekly	Hourly
€600.10	€15.387
€626.38	€16.061
€654.61	€16.785
€659.40	€16.908
€670.48	€17.192
€681.53	€17.475
€692.60	€17.759
€703.63	€18.042
€714.72	€18.326

PPC 01-Oct-2020	
Weekly	Hourly
€623.61	€15.990
€651.24	€16.698
€680.58	€17.451
€692.23	€17.749
€703.87	€18.048
€715.55	€18.347
€727.18	€18.646
€738.81	€18.944
€750.45	€19.242

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GO Band 2 (Rural)

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Incremental Progression	Point
On Commencement	1
After 6 months	2
After 1.5 Years	3
After 2.5 Years	4
After 3.5 Years	5
After 4.5 Years	6
After 5.5 Years	7
After 6.5 Years	8
After 7.5 Years	9

Non-PPC 01-Oct-2020	
Weekly	Hourly
€573.16	€14.696
€601.17	€15.415
€628.26	€16.109
€635.80	€16.303
€646.41	€16.575
€650.76	€16.686
€661.32	€16.957
€671.84	€17.227
€682.38	€17.497

PPC 01-Oct-2020	
Weekly	Hourly
€601.48	€15.423
€627.86	€16.099
€649.86	€16.663
€660.98	€16.948
€672.03	€17.232
€683.16	€17.517
€694.25	€17.801
€705.33	€18.085
€716.42	€18.370

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GO Band 3 (Rural)

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Incremental Progression	Point
On Commencement	1
After 6 months	2
After 1.5 Years	3
After 2.5 Years	4
After 3.5 Years	5
After 4.5 Years	6
After 5.5 Years	7
After 6.5 Years	8
After 7.5 Years	9

Non-PPC 01-Oct-2020	
Weekly	Hourly
€532.72	€13.659
€564.69	€14.479
€589.60	€15.118
€599.86	€15.381
€604.11	€15.490
€614.07	€15.745
€623.99	€16.000
€630.75	€16.173
€640.58	€16.425

PPC 01-Oct-2020	
Weekly	Hourly
€559.49	€14.346
€592.67	€15.197
€613.25	€15.724
€623.67	€15.992
€630.95	€16.178
€641.31	€16.444
€651.69	€16.710
€655.72	€16.813
€665.96	€17.076

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Guide

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		Non-PPC 01-Oct-2020		PPC 01-Oct-2020	
Incremental Progression	Point	Weekly	Hourly	Weekly	Hourly
On Commencement	1	€448.61	€11.503	€471.19	€12.082
After 1 Year	2	€477.91	€12.254	€502.01	€12.872
After 2 Years	3	€485.34	€12.445	€509.85	€13.073
After 3 Years	4	€507.02	€13.001	€525.13	€13.465
After 4 Years	5	€521.29	€13.366	€547.68	€14.043
After 5 Years	6	€542.71	€13.916	€570.17	€14.620
After 6 Years	7	€564.07	€14.463	€592.67	€15.197
After 7 Years	8	€585.47	€15.012	€609.05	€15.617
After 8 Years	9	€600.82	€15.406	€627.60	€16.092
After 9 Years	10	€621.61	€15.939	€649.15	€16.645
After 10 Years	11	€639.00	€16.385	€664.35	€17.035
After 11 Years	12	€653.16	€16.748	€685.69	€17.582
After 12 Years	13	€673.35	€17.265	€706.90	€18.126
After 13 Years	14	€704.77	€18.071	€739.99	€18.974
After 3 Years at Point 14		€729.49	€18.705	€766.01	€19.641
After 3 Years at L.S.I. 1		€740.88	€18.997	€777.93	€19.947
After 3 Years at L.S.I. 2					

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Guide Supervisor

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		Non-PPC 01-Oct-2020		PPC 01-Oct-2020	
Incremental Progression	Point	Weekly	Hourly	Weekly	Hourly
On Commencement	1	€643.23	€16.493	€668.78	€17.148
After 1 Year	2	€673.13	€17.260	€706.71	€18.121
After 2 Years	3	€691.27	€17.725	€725.77	€18.609
After 3 Years	4	€719.89	€18.459	€755.86	€19.381
After 4 Years	5	€745.66	€19.119	€783.07	€20.079
After 5 Years	6	€768.86	€19.714	€807.47	€20.704
After 6 Years	7	€792.17	€20.312	€832.09	€21.336
After 7 Years	8	€815.62	€20.913	€856.69	€21.966
After 8 Years	9	€839.16	€21.517	€881.37	€22.599
After 9 Years	10	€861.76	€22.096	€905.24	€23.211
After 3 Years at Point 10	L.S.I. 1	€883.21	€22.646	€927.75	€23.788
After 3 Years at L.S.I. 1	L.S.I. 2	€911.12	€23.362	€957.08	€24.541

Head Guide Allowance

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		Non-PPC 01-Oct-2020		PPC 01-Oct-2020	
Incremental Progression	Point	Weekly	Hourly	Weekly	Hourly
On Commencement	1	€68.90	€1.767	€72.25	€1.853

The Head Guide allowance is payable during periods of annual leave, sick leave and maternity leave.

If a Guide works less than the 39 hour week, or performs the duties less than the 39 hour week, it is paid on a pro-rata basis.

Non-PPC Head Guide Allowance

The Non-PPC Head Guide allowance applies to those on the Non-PPC Guide Pay Scale.

The CorePay Code for the Non-PPC Head Guide Allowance is 343.

The Non-PPC Head Guide Allowance will generally apply to anyone employed **before** 1 January 2013.

PPC Head Guide Allowance

The PPC Head Guide allowance applies to those on the PPC Guide Pay Scale.

The CorePay Code for the Non-PPC Head Guide Allowance is 345.

The PPC Head Guide Allowance will generally apply to anyone employed **on or after** 1 January 2013.

Service Manager

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Incremental Progression	Point
On Commencement	1
After 2 Years	2

Non-PPC 01-Oct-2020	
Weekly	Hourly
€980.46	€25.140
€1,087.15	€27.876

PPC 01-Oct-2020	
Weekly	Hourly
€1,030.20	€26.415
€1,142.41	€29.293

**Book 73: Application of 1 October 2020 pay adjustments for State Industrial Employees working in the
Civil Service in accordance with the Public Service Pay and Pensions Act 2017**

Storekeeper Clerk Grade 1

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		Non-PPC 01-Oct-2020		PPC 01-Oct-2020	
Incremental Progression	Point	Weekly	Hourly	Weekly	Hourly
On Commencement	1	€480.29	€12.315	€506.01	€12.975
After 1 Year	2	€503.71	€12.916	€522.55	€13.399
After 2 Years	3	€523.88	€13.433	€552.02	€14.154
After 3 Years	4	€534.16	€13.696	€562.56	€14.425
After 4 Years	5	€549.55	€14.091	€578.32	€14.829
After 5 Years	6	€564.95	€14.486	€594.10	€15.233
After 6 Years	7	€580.35	€14.881	€603.87	€15.484
After 7 Years	8	€595.68	€15.274	€619.43	€15.883
After 8 Years	9	€605.02	€15.513	€631.88	€16.202
After 9 Years	10	€619.94	€15.896	€647.47	€16.602
After 10 Years	11	€631.65	€16.196	€656.65	€16.837
After 11 Years	12	€646.39	€16.574	€672.01	€17.231
After 12 Years	13	€654.82	€16.790	€687.42	€17.626
After 13 Years	14	€669.58	€17.169	€702.94	€18.024
After 3 Years at Point 14		€692.94	€17.768	€727.56	€18.655
After 3 Years at L.S.I. 1		€703.69	€18.043	€738.86	€18.945
After 3 Years at L.S.I. 2					

Book 73: Application of 1 October 2020 pay adjustments for State Industrial Employees working in the Civil Service in accordance with the Public Service Pay and Pensions Act 2017

Storekeeper Clerk in Charge

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		Non-PPC 01-Oct-2020		PPC 01-Oct-2020	
Incremental Progression	Point	Weekly	Hourly	Weekly	Hourly
On Commencement	1	€514.16	€13.184	€533.10	€13.669
After 1 Year	2	€536.02	€13.744	€562.92	€14.434
After 2 Years	3	€560.98	€14.384	€590.05	€15.129
After 3 Years	4	€577.11	€14.798	€600.61	€15.400
After 4 Years	5	€593.31	€15.213	€617.03	€15.821
After 5 Years	6	€603.44	€15.473	€630.27	€16.161
After 6 Years	7	€619.08	€15.874	€646.52	€16.577
After 7 Years	8	€631.48	€16.192	€656.49	€16.833
After 8 Years	9	€646.97	€16.589	€672.62	€17.247
After 9 Years	10	€656.10	€16.823	€688.78	€17.661
After 10 Years	11	€671.46	€17.217	€704.91	€18.075
After 11 Years	12	€686.82	€17.611	€721.11	€18.490
After 12 Years	13	€702.19	€18.005	€737.27	€18.904
After 3 Years at Point 13	L.S.I. 1	€726.74	€18.634	€763.13	€19.567
After 3 Years at L.S.I. 1	L.S.I. 2	€738.00	€18.923	€774.98	€19.871

**Book 73: Application of 1 October 2020 pay adjustments for State Industrial Employees working in the
Civil Service in accordance with the Public Service Pay and Pensions Act 2017**

Stores & Office Supervisor

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		Non-PPC 01-Oct-2020		PPC 01-Oct-2020	
Incremental Progression	Point	Weekly	Hourly	Weekly	Hourly
On Commencement	1	€531.13	€13.619	€557.89	€14.305
After 1 Year	2	€563.60	€14.451	€591.50	€15.167
After 2 Years	3	€587.86	€15.073	€611.49	€15.679
After 3 Years	4	€600.10	€15.387	€626.85	€16.073
After 4 Years	5	€617.80	€15.841	€645.22	€16.544
After 5 Years	6	€632.21	€16.211	€657.23	€16.852
After 6 Years	7	€649.72	€16.659	€675.47	€17.320
After 7 Years	8	€660.75	€16.942	€693.66	€17.786
After 8 Years	9	€678.02	€17.385	€711.84	€18.252
After 9 Years	10	€695.32	€17.829	€730.05	€18.719
After 10 Years	11	€712.61	€18.272	€748.24	€19.186
After 11 Years	12	€730.27	€18.725	€766.85	€19.663
After 12 Years	13	€747.24	€19.160	€784.71	€20.121
After 3 Years at Point 13	L.S.I. 1	€773.54	€19.834	€812.39	€20.831
After 3 Years at L.S.I. 1	L.S.I. 2	€785.48	€20.141	€824.97	€21.153

**Book 73: Application of 1 October 2020 pay adjustments for State Industrial Employees working in the
Civil Service in accordance with the Public Service Pay and Pensions Act 2017**

Works Clerk

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Incremental Progression	Point
On Commencement	1
After 1 Year	2
After 2 Years	3
After 3 Years	4
After 4 Years	5
After 5 Years	6
After 6 Years	7
After 7 Years	8

Non-PPC 01-Oct-2020	
Weekly	Hourly
€608.57	€15.604
€619.43	€15.883
€664.13	€17.029
€676.03	€17.334
€704.14	€18.055
€732.02	€18.770
€760.74	€19.506
€788.98	€20.230

PPC 01-Oct-2020	
Weekly	Hourly
€635.87	€16.304
€647.22	€16.595
€697.48	€17.884
€709.99	€18.205
€739.57	€18.963
€768.89	€19.715
€799.09	€20.489
€828.81	€21.252