

**Reference No:** E109/37/95;     **Date:** 15/05/2002

**15/05/2002 LP:- Re: 'Full PRSI' pay scales**

Dear Personnel Officer

With effect from 6 April 1995, pay scales were introduced for new recruits entering the civil service, which were higher than the scales then in existence, to reflect the obligation to make a personal superannuation contribution. Staff recruited after this date were also obliged to pay Class A1 PRSI and the those scales have been referred to since then in the payscales database as Full PRSI scales, (e.g. EO Standard Scale - Full PRSI).

With the introduction in recent times of a greater variety of recruitment patterns, i.e. new conditions of service for certain grades in year one, term time workers and other temporary staff, it has become apparent that there is a lack of clarity in relation to the appropriate scale to be applied in such cases.

In the case of staff recruited in a temporary capacity (and this includes staff who are on a one year contract prior to being made permanent), who do not make a contribution towards personal superannuation benefits, but who are obliged to pay Class A1 rate of PRSI, the correct scale to be applied is the scale commonly referred to as the 'modified' scale, i.e. the scale that applies to civil servants recruited prior to April 1995. Where staff are subsequently made permanent, they should then be placed on the 'Full PRSI' scale to reflect their obligation to make a pension contribution.

In order to clarify the position, the scale at present known as the 'Full PRSI' scale, will now be amended on the system to the 'PPC' scale (Personal Pension Contribution). I would be grateful if you would draw this to the attention of the relevant officers within your Department.

If you have any further queries on this matter, please contact Brian Fee at 604 5412.

Yours sincerely

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Brendan Duffy  
Personnel and Remuneration Division