



Circular 0025/2019

To: The Higher Education Authority for dissemination to the HEA, Technological University Dublin, all Institutes of Technology, Mary Immaculate College of Education, the National College of Art and Design and St. Angela's College

REVISION OF SALARIES IN RESPECT OF CERTAIN STAFF WITH EFFECT FROM 1 APRIL 2019

The Minister for Education and Skills wishes to inform higher education institutions and the HEA of the application of revised rates of salary for certain staff with effect from 1 April 2019.

The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017.

Restoration of FEMPI Act 2013 Pay Reductions for those earning over €110,000 per annum with effect from 1 April 2019

Where a public servant currently in receipt of annualised remuneration in excess of €110,000 had their salary reduced under the terms of the Haddington Road Agreement/FEMPI Act 2013, one third of the reduction was restored to his/her salary with effect from the 1 April 2017, another third was restored with effect from the 1 April 2018 and the final third to be restored with effect from the 1 April 2019.

The final third of the reduction will be restored to salaries with effect from 1 April 2019.

Application of 1 April 2019 PSSA pay increase for salaries in excess of €110,000

In calculating the increase for this category, the following steps should be applied:

1. Establish the pre-HRA salary (i.e. the salary as it stood prior to the 1 July 2013 cut – in most circumstances, this is the salary effective 1 January 2010);
2. Establish the post-HRA reduced salary (i.e. the salary after the 1 July 2013 cut);
3. Subtract post-HRA reduced salary from pre-HRA salary to establish overall reduced amount;
4. Calculate one-third of the reduced amount;
5. Add the computed amount to the value of the 1 October 2018 salary.

For the avoidance of doubt, 'one third of the amount reduced' is a **fixed amount** and will equal the amounts that was restored on 1 April 2017 & 1 April 2018.

**Revised salary scales**

Revised salary scales for affected grades are attached in the Appendix 1 to this Circular.

All salary scales payable to affected staff set out in previous Circulars are superseded by the terms of this Circular with effect from 1 April 2019.

Part-time

The pay of part-time staff may be revised, in accordance with normal arrangements, by reference to the pay of whole-time staff to which they are related for pay purposes in accordance with this Circular.

Enhanced Controls in relation to Terms and Conditions of Employment Agreed with effect from 30 November 2015

Employers are reminded that the Ministers and Secretaries (Amendment) Act 2011 has been amended under the FEMPI Act 2015 to introduce enhanced controls in relation to terms and conditions of employment agreed between public servants and their public service body employers with effect from 30 November 2015. The relevant sections of the Act are included at Appendix 2.

Circulation and Queries

Please ensure that the content of this Circular is brought to the attention of all relevant staff in your employment including those on leave of absence.

This Circular can be accessed on the Department's website under www.education.ie
Enquiries regarding this Circular should be e-mailed to esr@education.gov.ie

Tara Carton Principal
Officer External Staff
Relations March 2019



Appendix 1

Higher Education Authority	
	1/4/19
CEO	€ 137,227
	€ 143,463
	€ 150,222
	€ 156,978

Institutes of Technology and Technological University Dublin	
	1/4/19
IOT President – Former Dublin Institute of Technology ¹	€ 193,282
IOT President Level I* - Cork, Galway/Mayo and Waterford	€ 159,779
IOT President Level II* - Presidents of other IOTs ²	€ 154,851
<u>Technological University Dublin</u>	
President	€ 193,282
Directors ³	€ 148,886

* Includes addition of 1/19th to allow for superannuation contribution

¹ Applicable only to former President of DIT on a personal to holder basis

² Also applicable to former Presidents of IT Tallaght and IT Blanchardstown on a personal to holder basis

³ Applicable only to Directors employed by TU Dublin who are former Directors employed by DIT

Tipperary Rural and Business Development Institute	
Chief Executive	€104,275
	€107,708
	€111,124
	€115,200
	€119,250
	€122,681
	€126,120

Mary Immaculate College of Education	
President	€ 148,249



National College of Art and Design	
Director	€ 148,854