

**Circular Title:** Application of 1 April 2019 pay adjustments

A Dhuine Uasail,

I am directed by the Minister for Public Expenditure and Reform to convey the following instructions to Departments / Offices with regard to the application of adjustments to civil service pay in accordance with the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.

**To:** HR Manager / Personnel Officer in each Department and Office

**Circular Number:** Circular 05/2019

**Purpose:** To set out the adjustments to the pay of certain civil servants on 1 April 2019 as provided for under the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.

**Date:** 07<sup>th</sup> March 2019

**File Reference:** E107/006/2015

**Relevant Legislation:** Financial Emergency Measures in the Public Interest (No. 2) Act 2009;  
Financial Emergency Measures in the Public Interest Act 2013;  
Financial Emergency Measures in the Public Interest Act 2015.

**Effective From:** 1 April 2019

Mise le meas,



Colin Menton

Assistant Secretary

Public Service Pay and Pensions Division

## 1. Application

- 1.1. This circular applies to certain civil service grades.
- 1.2. The pay adjustments should be applied, as appropriate, from **1 April 2019**.

## 2. General

- 2.1. This circular sets out the pay restoration due on 1 April 2019 as provided for in the Financial Emergency Measures in the Public Interest (FEMPI) Act 2015.
- 2.2. This circular provides for the final third of pay restoration for certain public servants who were subject to the pay adjustment under FEMPI 2013 / the Haddington Road Agreement (“the HRA reduction”).
- 2.3. The adjustments should be rounded to the nearest euro on annual payscales and to the nearest cent on weekly payscales. Hourly rates should be rounded to the nearest €0.001.

## 3. Restoration of the HRA reduction

- 3.1. In accordance with section 6C of the FEMPI (No. 2) Act 2009 (as inserted by section 3 of the FEMPI Act 2015), the following adjustments to annualised salaries will be applied with effect from **1 April 2019** for those whose annual remuneration is in excess of €110,000 **immediately after** the HRA reduction:
- 3.2. One third of the amount of the reduction incurred under the FEMPI Act 2013 / the Haddington Road Agreement will be restored. This completes the restoration of the reductions applied under this act.
- 3.3. Revised payscales for members of general service grades to which this circular applies are set out in the Appendices to this circular.

## 4. Further Pay Related Circulars

- 4.1. A further circular will issue with regard to the pay adjustments due on **1 September 2019**.

## **5. Possible Anomalies**

- 5.1. For a very small number of grades, the application of previous pay adjustments may have resulted in increment “leapfrogging” being applied in order to avoid anomalies arising (Part II of this Department’s guidance note dated 21 December 2017 refers). Departments and Offices are requested to review such cases and to regularise the relevant pay scales with effect from 1 April 2019.
- 5.2. While no such anomaly arises in respect of the revised pay scales in the appendices to this circular, Departments should consult with this Department where such anomalies are identified.

## **6. Officers on Mark-Time**

- 6.1. For officers on mark-time, both notional and mark-time pay will be revised with effect from 1 April 2019.

## **7. Premium Rates of Pay**

- 7.1. Premium rates of pay payable in respect of or subsequent to 1 April 2019 which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 April 2019.

## **8. Allowances**

- 8.1. 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 April 2019.
- 8.2. Fixed allowances remain unchanged.
- 8.3. Children’s allowances, both standard and ex-gratia, remain unchanged.

## **9. Pension Entitlement “Grace Period”**

- 9.1. The “grace period” provided for under section 9 of the FEMPI Act 2013 will cease to apply after 1 April 2019.
- 9.2. Public servants who retired during this grace period benefitted by having their pensions and retirement lump sums calculated by reference to salary rates which discounted the impact of the FEMPI Act 2013 salary adjustments applying to salaries in excess of €65,000.
- 9.3. However, the application of pay increases under the Public Service Pay and Pensions Act 2017 since 2018, means that after 1 April 2019, the salary used to calculate pension and lump sum entitlements will be higher than the salary used during the “grace period”.
- 9.4. Departments / Offices are reminded that, in accordance with the FEMPI Act 2013, pensions awarded in respect of persons retiring after 1 April 2019 are not subject to the Public Service Pension Reduction (PSPR).

## **10. Queries**

- 10.1. Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (PeoplePoint) or, where applicable, with local HR Units.
- 10.2. Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department via email to [payscales@per.gov.ie](mailto:payscales@per.gov.ie).
- 10.3. This circular is also available at [www.circulars.gov.ie](http://www.circulars.gov.ie).

Revised payscales with effect from 1 April 2019 for General Service grades.

**SECRETARY GENERAL I**

€204,020

**SECRETARY GENERAL II**

€193,819

**SECRETARY GENERAL III**

€183,618

**DEPUTY SECRETARY**

€168,317

**ASSISTANT SECRETARY**

€130,365    €136,290    €142,710    €149,130

Revised payscales with effect from 1 April 2019 for established employees appointed on or after 6<sup>th</sup> April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for General Service grades.

**SECRETARY GENERAL I (PPC)**

€204,020

**SECRETARY GENERAL II (PPC)**

€204,020

**SECRETARY GENERAL III (PPC)**

€193,282

**DEPUTY SECRETARY (PPC)**

€177,175

**ASSISTANT SECRETARY (PPC)**

€137,227    €143,462    €150,222    €156,978