



Circular 11/2021

30th June 2021

To: National Director of Human Resources, HSE
CEOs and HR Managers of the NCSAs

**Application of 1 July 2021 FEMPI Pay Restoration for certain Public Service
grades with basic salary of not more than €150,000**

Dear Sir/Madam

I am directed by the Minister for Health to convey the following instructions with regard to pay restoration due on 1 July 2021 as provided for by Section 19 of the Public Service Pay and Pensions Act 2017.

1. Application

- 1.1. This circular applies to certain public health sector grades.
- 1.2. The pay adjustments should be applied, as appropriate, from **1 July 2021**.

2. General

- 2.1. This circular sets out the pay restoration due on 1 July 2021 as provided for by section 19 of the Public Service Pay and Pensions Act 2017 ("the Act"). Where section 19 applies, it relates to grades with basic salary of not more than €150,000.

The completion of outstanding pay restoration for grades with basic salary of more than €150,000 is due by 1 July 2022 under section 20 of the Act and will be subject to a further circular at that time.

In line with section 19(3) of the 2017 Act, no further restoration is due where the basic salary is equal to or exceeds the amount at which it stood immediately before the enactment of section 2 of the FEMPI No. 2 Act of 2009.

- 2.2. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2021.
- 2.3. The adjustments arising from this circular should be rounded to the nearest euro on annual pay scales and to the nearest cent on weekly pay scales. Hourly rates should be rounded to the nearest €0.01.

3. Pay restoration arising from section 19 of the Act

- 3.1. In accordance with section 19 of the Act, the annualised amount of the basic salary shall stand at the amount which it stood immediately before the enactment of section 2 No.2 Act 2009 salary level.

3.2. Revised pay scales for affected grades are set out in the Department of Health Consolidated Salary Scales and the Civil Service Salary Scales (as appropriate) wef 1 July 2021.

4. Pensions

4.1. Where DPER approval is received, a separate circular will issue on increasing pensions in payment as a result of the pay restoration due on 1 July 2021.

4.2. Pension increase policy up to end 2020.

In order to determine if a pension increase is due, please refer to the detailed guidance contained in DPER Circulars 20/2017, 02/2018 and 19/2019 as well as DoH Circulars 9/2021 and 10/2021 in relation to fixed allowances. These circulars set out the position in relation to pension increase policy in the public service up to end 2020 and provide specific guidance in determining if a pension increase is due in relation to pre-March 2012 retirees as well as those that retired after this date.

4.3. Additional Superannuation Contributions:

Note, there has been no changes to the thresholds for ASC. The 2020 rates will continue to apply.

Thresholds/Rates in 2021

Member of a standard accrual pension scheme	Member of a fast accrual pension scheme	Member of the Single Scheme
€0 - €34,500 @ 0%	€0 - €28,750 @ 0%	€0 - €34,500 @ 0%
>€34,500 – €60,000 @ 10%	>€28,750 – €60,000 @ 10%	>€34,500 – €60,000 @ 3.33%
>€60,000 @ 10.5%	>€60,000 @ 10.5%	>€60,000 @ 3.5%

5. Queries

5.1 Requests for clarification from individual employees should be directed to the employees own HR Manager where they are employed.

5.2 Requests for clarification from payroll and HR managers in the HSE and Section 38 agencies should be directed to the HSE Corporate Employees Relations Service info.t@hse.ie who if required, will raise the matter further with the Department of Health at National_HR_Unit@health.gov.ie

5.3 Requests for clarification from HR Managers in the NCSAs should be raised directly with National_HR_Unit@health.gov.ie

6. Circulation

6.1 The contents of this circular should be brought to the attention of all HR managers, payroll staff, and all employees of the HSE, Section 38 Agencies and the NCSAs.

Yours sincerely



Margaret Campbell
Principal Officer, Resources Division