



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

Circular 001/2021

Application of 1st July 2021 FEMPI Pay Restoration of certain staff with salaries of not more than €150,000.

The Minister for Further and Higher Education, Research, Innovation and Science wishes to inform Higher Education Institutions of the application of adjustments to the salaries of certain staff in accordance with the Public Service Pay and Pensions Act 2017.

This Circular sets out the pay restoration due on 1st July 2021 as provided for in section 19 of the Public Service Pay and Pensions Act 2017.

The relevant legislation includes: Financial Emergency Measures in the Public Interest (FEMPI) (No.2) Act 2009. Financial Emergency Measures in the Public Interest Act 2015, Public Services Pay and Pensions Act 2017.

1. Application

1.1 This restoration applies to certain public service grades.

1.2. The pay adjustment 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.



2.2. 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 notification at that time.

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 stood immediately before the enactment of the section 2 FEMPI No.2 Act of 2009 salary level.

3.2. Where section 19 of the 2017 Act applies, it relates to grades with a basic salary of not more than €150,000. The majority of public servants not encompassed by the July 2021 restoration have already received any pay restoration due under the 2017 Act.

3.3. 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.

3.4. Where restoration is due for a particular grade, all points on that salary scale are included in the circular, for completeness. Some points on that scale will have previously received restoration.

4. Circulation and queries

4.1. 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.

4.2. This Circular can be accessed on the Department's website at:

www.gov.ie/dfheris

4.3. Any queries regarding anomalies identified or other enquiries in relation to this Circular should be forwarded by email to **ESR_HEI@dfheris.gov.ie**

Maev Nic Lochlainn
Principal Officer
External Staff Relations
13 July 2021



Appendix 1

Section 12 of the Financial Emergency Measures in the Public Interest Act 2015

Amendment of Ministers and Secretaries (Amendment) Act 2011

The Ministers and Secretaries (Amendment) Act 2011 is amended by the insertion of the following section after section 16:

“Control of terms and conditions of public servants

16A. (1) Where—

(a) the Minister has approved a term or condition as being a term or condition that shall apply for the time being in respect of the employment of a class or category of public servant (whether that approval takes the form of an approval as such, any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter), and

(b) a contract of employment in respect of a public servant falling within that class or category is entered into that contains a term or condition that corresponds or is equivalent to the term or condition standing so approved but which is more favourable to the public servant than that term or condition, the contract shall have effect as if the term or condition standing so approved (referred to in subsections (2) and (3) as the ‘approved term or condition’) were substituted for the first-mentioned term or condition in paragraph (b) (referred to in subsections (2) and (3) as the ‘unapproved term or condition’).

(2) Any amount paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition shall be disregarded for the purpose of calculating any

pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(3) Where an amount is paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition then—



(a) the public servant shall hold the overpayment in trust for the public service body, and

(b) the public service body shall recover the amount of the overpayment from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(4) Where—

(a) a contract of employment is entered into in respect of a public servant, and
(b) the contract contains a term or condition in relation to remuneration that does not correspond or is not equivalent to any term or condition standing approved by the Minister in respect of the employment of a class or category of public servant into which the first-mentioned public servant falls (whether that approval takes the form of an approval as such, 4 any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter), the term or condition shall be void.

(5) Any amount paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(6) Where an amount is paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) then—

(a) the public servant shall hold the amount in trust for the public service body, and

(b) the public service body shall recover the amount from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(7) Subsections (3) and (6) shall not be taken as limiting the liability under statute of any person to account for such overpayment.

(8) Where an amount to which subsection (3) or (6) relates has not been recovered by the public service body concerned, the Minister may direct in writing that body to recover, by a specified date, the amount in accordance with subsection (3)(b) or (6)(b), as the case may be, and, where that body fails to so



recover the amount, the Minister may deduct the amount from any grant or vote of, or other payment to, that body out of money provided directly or indirectly by the Oireachtas or from the Central Fund or the growing produce of that Fund.

(9) This section applies to a term or condition agreed after the commencement of section 12 of the Financial Emergency Measures in the Public Interest Act 2015.

(10) This section has effect notwithstanding—

- (a) any other enactment,
- (b) any pension scheme or arrangement,
- (c) any other agreement or contractual arrangement, or
- (d) any understanding, expectation, circular or instrument or other document.

(11) In this section—

“public servant” means a person who is employed by, or who holds any office or other position in, a public service body;

“remuneration” means emoluments to which Chapter 4 of Part 42 of the Taxes Consolidation Act 1997 applies or is applied.”.



Appendix 2

Institutes of Technology and Technology Universities

Registrar, Secretary/Financial Controller in Cork, Waterford, Galway/Mayo, Limerick Athlone, Sligo, Dundalk and Carlow Institutes of Technology

Registrar, Secretary, Financial Controller	01/07/2021
	€97,184
	€100,595
	€104,005
	€107,418
	€110,829
	€114,238
	€117,915
	€121,351
	€124,997

Registrar, Secretary/Financial Controller in other Institutes of Technology

Registrar, Secretary, Financial Controller	01/07/2021
	€93,648
	€96,938
	€100,220
	€103,509
	€106,800
	€110,090
	€113,626
	€116,936
	€120,450



Head of Development in Cork, Waterford Galway/Mayo, Limerick, Athlone, Sligo and Dundalk Institutes of Technology

Head of Development	01/07/2021
	€97,184
	€100,595
	€104,005
	€107,418
	€110,829
	€114,238
	€117,915
	€121,351
	€124,997

Other Institutes of Technology

Head of Development	01/07/2021
	€93,648
	€96,938
	€100,220
	€103,509
	€106,800
	€110,090
	€113,626
	€116,936
	€120,450

Salary Scales for Academic Staff in Institutes of Technology Existing Structure

Lecturer Scale I	01/07/2021
	€51,474
	€53,923
	€55,925
	€57,955
	€60,499
	€68,142



	€69,964
	€72,240
	€74,514
	€76,792
	€79,077

Lecturer Scale II	01/07/2021
	€57,813
	€60,475
	€70,432
	€72,909
	€75,390
	€77,882
	€80,387
	€82,873
	€85,358
	€87,855
	€90,346
Long Service Increments LSI I	€92,750
Long Service Increments LSI 2	€95,154

Lecturer Grade	01/07/2021
	€57,813
	€60,475
	€70,432
	€72,909
	€75,390
	€77,882
	€80,387
	€82,873
	€85,358
	€87,855
	€90,346



Senior Lecturer 1 (Teaching)	01/07/2021
	€79,451
	€82,157
	€84,851
	€87,563
	€90,260
	€92,955
	€95,664
	€98,357

Senior Lecturer II	01/07/2021
	€82,119
	€84,702
	€87,279
	€89,861
	€92,445
	€95,023
	€97,601
	€100,184
	€102,760
	€105,578

Senior Lecturer III	01/07/2021
	€88,349
	€91,449
	€94,551
	€97,654
	€100,756
	€103,857
	€107,192
	€110,319
	€113,633

College Teacher	01/07/2021
	€39,207
	€40,980



	€42,761
	€44,531
	€46,327
	€48,099
	€49,872
	€51,656
	€53,923
	€55,744
	€57,568
	€59,956
	€62,345
	€64,224
	€68,435
	€70,374

Salary scale for lecturer redeployed to D.L.I.A.D.T.

Lecturer	01/07/2021
	€54,162
	€63,784
	€67,197
	€70,210
	€73,708
	€77,208
	€80,697
	€84,185
	€87,670

Revised salary scales for Management Grades in Institutes of Technology
(Excluding former DIT)

Senior Management Grades (formerly A.P. related)	01/07/2021
	€75,483
	€78,131
	€80,778
	€83,430
	€86,083



	€88,729
	€91,583
	€94,252
	€97,082

College Librarian	01/07/2021
	€75,483
	€78,131
	€80,778
	€83,430
	€86,083
	€88,729
	€91,583
	€94,252
	€97,082

Salary scales for Student Counsellors in Institutes of Technology

Student Counsellor	01/07/2021
	€58,211
	€60,689
	€63,152
	€65,597
	€68,672
	€73,011
	€77,328
	€81,703
	€85,265
Long Service Increment 1	€88,018
Long Service Increment 2	€90,771

Former Dublin Institute of Technology

Student Counsellor (Senior)	01/07/2021
	€84,271
	€86,271
	€88,292
	€90,299



	€92,296
	€93,059
Long Service Increment 1	€96,056
Long Service Increment 2	€99,054

Former DIT Library Staff

Faculty Librarian	01/07/2021
	€57,813
	€60,475
	€70,432
	€72,909
	€75,390
	€77,882
	€80,387
	€82,873
	€85,358
	€87,855
	€90,346

Senior Librarian	01/07/2021
	€79,451
	€82,157
	€84,851
	€87,563
	€90,260
	€92,955
	€95,664
	€98,357

Revised salary scales for officer grades in former DIT

Principal Officer	01/07/2021
	€88,033
	€91,460
	€94,886
	€98,312
	€101,740



LSI 1	€104,934
LSI 2	€108,242

Assistant Principal Officer	01/07/2021
	€75,483
	€78,131
	€80,778
	€83,430
	€86,083
	€88,729
	€91,583
	€94,252
	€97,082

NATIONAL COLLEGE OF ART AND DESIGN

Head of Faculty	01/07/2021
	€96,948
	€100,108
	€103,239
	€106,363
	€109,505
	€112,635
	€115,765

Finance Officer	01/07/2021
	€60,751
	€63,548
	€74,114
	€76,723
	€79,340
	€81,965
	€84,593
	€87,212
	€89,824
	€92,449
	€95,076



Head of Department	01/07/2021
	€73,297
	€76,205
	€79,123
	€82,049
	€84,946
	€87,871
	€90,788
	€93,703
	€96,614

Lecturer	01/07/2021
	€54,161
	€63,784
	€67,197
	€70,210
	€73,707
	€77,211
	€80,698
	€84,184
	€87,670

ST. ANGELA'S COLLEGE OF EDUCATION FOR HOME ECONOMICS

Principal	01/07/2021
	€86,474
	€89,334
	€92,174
	€95,029
	€97,865
	€100,720
	€103,565
	€106,421
	€109,265
	€112,110
€114,956	



Senior Lecturer	01/07/2021
	€73,300
	€76,205
	€79,126
	€82,048
	€84,947
	€87,869
	€90,787
	€93,703
	€96,614

Lecturer	01/07/2021
	€54,162
	€63,784
	€67,197
	€70,210
	€73,708
	€77,208
	€80,697
	€84,185
	€87,670

MARY IMMACULATE COLLEGE OF EDUCATION

Registrar and Bursar	01/07/2021
	€102,061
	€105,389
	€108,686
	€111,980
	€115,283
	€118,580
	€121,875



Head of Education Department	01/07/2021
	€96,946
	€100,108
	€103,239
	€106,363
	€109,505
	€112,635
	€115,765

Senior Lecturer 9	01/07/2021
	€73,296
	€76,205
	€79,122
	€82,049
	€84,946
	€87,871
	€90,787
	€93,703
	€96,614

Librarian	01/07/2021
	€73,296
	€76,205
	€79,122
	€82,049
	€84,946
	€87,871
	€90,787



Lecturer	01/07/2021
	€54,161
	€63,784
	€67,197
	€70,210
	€73,707
	€77,211
	€80,698
	€84,184
	€87,670

Assistant Lecturer	01/07/2021
	€50,261
	€53,476
	€56,780
	€62,253
	€70,015
	€73,169
	€76,314
	€79,475
	€82,614

Analyst Programmer 3	01/07/2021
	€55,561
	€65,436
	€68,944
	€72,085
	€75,678
	€79,270
	€82,851
	€86,430
	€90,010

Assistant Principal Officer	01/07/2021
	€69,659
	€72,268
	€74,871
€77,483	



	€80,090
	€81,593
LSI 1	€84,225
LSI 2	€86,865

TIPPERARY RURAL AND BUSINESS DEVELOPMENT INSTITUTE

Chief Executive	01/07/2021
	€110,800
	€114,540
	€118,261
	€122,700
	€127,066
	€130,734
	€134,399

Programme Manager	01/07/2021
	€86,608
	€88,689
	€90,769
	€92,846
	€94,927
	€97,005
	€99,082
	€101,390
	€103,699
	€106,242

Program Specialist	01/07/2021
	€57,893
	€59,911
	€61,928
	€63,945
	€65,966
	€67,980



	€69,584
	€71,644
	€73,708
	€75,992
	€78,283
	€80,570
	€83,089
	€85,609
	€88,124

Knowledge Resource Centre Manager/Client Services Manager/Finance Officer/Computer Services Manager	01/07/2021
	€75,483
	€78,131
	€80,778
	€83,430
	€86,083
	€88,729
	€91,583
	€94,252
	€97,082

CARYSFORD COLLEGE

Senior Lecturer 9	01/07/2021
	€73,296
	€76,205
	€79,122
	€82,049
	€84,946
	€87,871
	€90,787
	€93,703
	€96,614



Senior Lecturer 7	01/07/2021
	€73,296
	€76,205
	€79,122
	€82,049
	€84,946
	€87,871
	€90,787

Lecturer	01/07/2021
	€54,162
	€63,784
	€67,197
	€70,210
	€73,707
	€77,211
	€80,698
	€84,184
	€87,670

Head of Education (Principal Lecturer)	01/07/2021
	€96,946
	€100,108
	€103,239
	€106,363
	€109,505
	€112,635
	€115,765