



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

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 Public Service Pay and Pensions Act 2017.

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

Circular Number: Circular 09/2021

Purpose: This circular sets out pay restoration due on 1 July 2021 as provided for in the Public Service Pay and Pensions Act 2017 ('the Act')

File Reference: E107/006/2015

Relevant Legislation: Financial Emergency Measures in the Public Interest (FEMPI) (No.2) Act 2009, Financial Emergency Measures in the Public Interest Act 2013, Financial Emergency Measures in the Public Interest Act 2015, Public Service Pay and Pensions Act 2017

Effective From: 1st July 2021

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 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. In the main, restoration in the civil service applies to the General Service grades of Assistant Principal, Principal and equivalent professional technical grades.

The majority of civil servants with pay rates below these grades have already received pay restoration due under the Act.

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 payscales and to the nearest cent on weekly payscales. Hourly rates should be rounded to the nearest €0.01.
- 2.4. Queries regarding the adjustment to apply where allowances and salary have been integrated to form new salary rates or other non-FEMPI amendments to rate of pay during the period since 1 January 2010 can be directed to support@Paytravelvertime.cloud.gov.ie

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. Revised pay scales for members of general service grades and certain grades common to two or more Departments to which this circular applies are set out in the Appendices to this circular.

4. Pensions

- 4.1. Instructions will issue separately on increasing pensions in payment as a result of the pay restoration due on 1 July 2021.
- 4.2. 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 Individual queries in relation to this circular should be raised in the first instance with HR Shared Services (NSSO) or, where applicable, with local HR Units.
- 5.2 Departments who experience difficulties that arise in the application of this circular should raise the matter with this Department via email to support@Paytravelvertime.cloud.gov.ie
- 5.3 This Circular is also available at www.gov.ie



Appendix 1A

Revised payscales with effect from 1 July 2021 for General Service grades.

PRINCIPAL HIGHER

€92,730 €96,555 €100,392 €104,217 €107,485 €110,928¹ €114,366²

PRINCIPAL

€86,168 €89,819 €93,449 €97,109 €100,191 €103,389¹ €106,582²

ASSISTANT PRINCIPAL HIGHER

€72,681 €75,448 €78,226 €80,989 €83,760 €85,375 €88,135¹
€90,884²

ASSISTANT PRINCIPAL

€66,663 €69,089 €71,132 €73,609 €76,087 €77,520 €80,016¹
€82,520²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.



Appendix 1B

Revised payscales with effect from 1 July 2021 for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I

€69,727 €71,910 €74,106 €76,299 €78,483 €81,084 €84,051¹
€87,016²

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II

€60,201 €61,579 €62,947 €64,325 €65,698 €67,071 €68,439
€69,828 €71,723¹ €74,036²

STATE SOLICITOR AND PROSECUTION SOLICITOR

€31,943 €34,181 €34,862 €37,861 €41,688 €44,613 €47,523
€50,455 €53,376 €56,281 €66,663 €69,089 €71,132 €73,609
€76,087 €77,520 €80,016¹ €82,520²

CHIEF SUPERINTENDENT MAPPING

€49,548 €51,859 €54,176 €56,490 €58,801 €61,110 €63,432
€65,750 €67,789 €69,828 €71,723¹ €74,036²

SENIOR ARCHITECT

€64,283 €67,606 €70,521 €73,906 €77,289 €81,084 €84,051¹
€87,016²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.



Appendix 2A

Revised payscales with effect from 1 July 2021 for established employees appointed on or after 6th 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.

PRINCIPAL HIGHER (PPC)

€97,617 €101,636 €105,675 €109,705 €113,141 €116,760 ¹
€120,382 ²

PRINCIPAL (PPC)

€90,702 €94,550 €98,370 €102,218 €105,463 €108,829¹
€112,191²

ASSISTANT PRINCIPAL HIGHER (PPC)

€76,510 €79,421 €82,338 €85,253 €88,169 €89,872
€92,765¹ €95,665²

ASSISTANT PRINCIPAL (PPC)

€69,659 €72,268 €74,871 €77,483 €80,090 €81,593
€84,225 ¹ €86,865²

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.



Appendix 2B

Revised pay scales with effect from 1 July 2021 for established employees appointed on or after 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.

ENGINEER GRADE I AND PROFESSIONAL ACCOUNTANT GRADE I (PPC)

€73,392	€75,696	€78,007	€80,312	€82,615	€85,354	€88,473 ¹
€91,594 ²						

ENGINEER GRADE II AND PROFESSIONAL ACCOUNTANT GRADE II (PPC)

€63,275	€64,720	€66,163	€67,612	€69,056	€70,100	€71,573
€73,067	€75,498 ¹	€77,936 ²				

STATE SOLICITOR AND PROSECUTION SOLICITOR (PPC)

€33,370	€35,885	€36,606	€39,755	€43,785	€46,862	€49,927
€53,010	€56,086	€59,145	€69,659	€72,269	€74,871	€77,483
€80,090	€81,593	€84,225 ¹	€86,865 ²			

CHIEF SUPERINTENDENT MAPPING (PPC)

€52,053	€54,491	€56,930	€59,362	€61,802	€64,233	€66,670
€69,112	€70,874	€73,067	€75,498 ¹	€77,936 ²		

SENIOR ARCHITECT (PPC)

€67,580	€70,673	€74,236	€77,791	€81,357	€85,354	€88,473 ¹
€91,595 ²						

ARCHITECT (PPC)

€36,821	€39,474	€40,794	€43,741	€46,674	€49,630	€51,587
€53,543	€55,507	€57,459	€59,418	€61,376	€63,335	€65,296
€67,274	€69,431 ¹	€71,206 ²				

¹ After 3 years satisfactory service at the maximum.

² After 6 years satisfactory service at the maximum.