

Irish Prison Service Grades - FEMPI Restoration & Rent Amalgamation for Pensioners

Frequently Asked Questions August 2021



1. What is this for?

This FAQ has been produced to assist you understand your calculation and entitlement to increases in your pension and changes you will note on your payslip once your record has been reviewed. It also explains why you are getting these increases and how it is processed.

2. Does this effect my current pension paid to me?

If eligible for an increase under FEMPI restoration your pension record will be updated for the new pension and allowance rates. Any arrears due will be processed.

3. What is FEMPI (the Financial Emergency Measures in the Public Interest) Act?

When the global financial crisis began in 2008, the Government had to reduce expenditure to stabilise the public finances.

As a result, the FEMPI legislation was enacted as a savings measure.

4. What has changed? Dismantling the emergency legislation

The process of unwinding this emergency financial legislation began following the Lansdowne Road Agreement (2016-2018) and will be completed under the Public Service Stability Agreement (2018-2020).

5. What is the legislative basis for this restoration?

The Government secured approval for the Public Service Pay and Pensions Act 2017. This Act provides the legal basis for the restoration of pay and pensions.

This was detailed in the Public Service Stability Agreement 2018 - 2020, which was approved by Government and was ratified by the Public Services Committee of the Irish Congress of Trade Unions.

6. Who is eligible for these increases?

Full details on who is eligible for an increase are provided in the two Department of Public Expenditure and Reform Circulars; [Circular 20/2017](#), [Circular 02/2018](#) and [Circular 19/2019](#).

DPER letter of the 15 January 2021 provided guidance on the application of the pension increase policy during the period covered by the PSSA to situations in which pay agreements made with specific public service groups provided for an increase of €500 in the rate of a pensionable fixed periodic allowance (namely, rent allowance) payable to serving staff and the consolidation of said allowance into the pay scales of the groups concerned.

New rates of final salary are available by following the link below:

[Pay Scales](#)

7. How is my rent allowance paid?

Previously your rent allowance was amalgamated with your allowances and or pension. As outlined above your rent allowance will now be amalgamated into your pension payment. As per DPER instruction we will now be segregating all your other allowances from either your pension or your amalgamated allowance value. Once the review of your pension record is complete any eligible allowances will be listed separately on your payslip.

Below details two examples of a payslip before and after review.

Example 1.

Before with Pension Payment Only

Gross Earnings	
Pension	1038.29

After with Allowance Separated from Pension

Gross Earnings	
V-Operational Allowan	7271.46
F - UNIFORM ALLOWANCE	669.90
Pension	1024.23
Pension Arrears	-4288.98

Example 2.

Before with Pension & Allowance

Gross Earnings	
Pension	958.98
Allow. (Gen/Spec.Incre	259.42
Allow. (Gen.Increases	166.91

After with Allowances Separated

Gross Earnings	
V- Premium Payment	1600.65
V-Saturday All.	265.05
V-Sunday All.	6687.40
V-Night 8-8 All	2806.94
V-Publ. Hol. All	1178.14
V-Xmas Day Allowance	531.08
V-Operational Allowan	3712.15
F - UNIFORM ALLOWANCE	339.08
Pension	1066.30
Pension Arrears	-16017.56

On the first payslip following review of your pension record, you will notice pension arrears of a minus value. This is not a deduction, it is a system calculation requirement to apply the changes with no negative impact on the pension amount. Subsequent pay slips will not have this minus value.

8. Do I have to apply for this increase?

No, you do not have to apply for the increase. A dedicated team of staff is working through all the cases to identify all pensioners who are entitled to the increase.

The work is manual in nature and will take time to process.

Public Service Pension Reduction (PSPR)

9. What is PSPR?

PSPR is a further reduction under the FEMPI legislation and it applied to people who retired before 01 April 2019 only. PSPR has now ceased from 1 July 2021, however due to the retrospective application of pension increases PSPR may be due in some cases. This will be listed as Pension Reduction on your payslip if applicable.

The PSPR rates, under various categories, are outlined in [Circular 02/2018](#).

Thank you
NSSO Pensions Team
