



An Roinn Tithíochta,
Rialtais Áitiúil agus Oidhreacht
Department of Housing,
Local Government and Heritage

30 June 2021

Circular E.L. 01/2021 - Application of 1 July 2021 FEMPI Pay Restoration for certain local authority grades with basic salary of not more than €150,000

A Dhuine Uasail,

I am directed by the Minister for Housing, Local Government & Heritage to convey the following instructions with regard to the application of adjustments to local authority pay in accordance with the Public Service Pay and Pensions Act 2017.

To: HR Managers in each local authority

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')

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: 1 July 2021

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Mary Turner

Assistant Principal Officer

Local Government HR

1. Application

- 1.1. This circular applies to certain local authority 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 local authority applies to the grade of Senior Executive Officer (Grade 8) and equivalent grades, as well as County Engineer, Senior Executive Engineer, Executive Engineer and cognate grades.

The majority of local authority employees 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 localservices@housing.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 to which this circular applies are set out in the Appendix 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 local authority HR Units.

5.2 This circular will be available on the Department's website. Enquiries from individual officers in respect of this circular should be addressed in the first instance to their local HR Unit of their parent local authority. Any enquiries regarding the application of this circular from HR units should be emailed to: localservices@housing.gov.ie

Appendix 1A

Senior Executive Officer / County & City Librarian / Head of Information Systems / Financial Accountant / Management			
Point	01/09/2008	01/10/2020	Restoration
1	€68,839	€69,267	€0
2	€70,568	€69,886	€682
3	€73,329	€72,518	€811
4	€76,092	€75,151	€941
5	€78,860	€77,788	€1,072
6	€81,598	€80,396	€1,202
7	€84,353	€83,022	€1,331
LSI 1	€87,480	€86,000	€1,480
LSI 2	€90,595	€88,970	€1,625

Senior Engineer			
Point	01/09/2008	01/10/2020	Restoration
1	€78,581	€77,522	€1,059
2	€80,508	€79,358	€1,150
3	€82,427	€81,188	€1,239
4	€84,352	€83,021	€1,331
5	€86,275	€84,853	€1,422
6	€88,206	€86,694	€1,512
LSI 1	€91,111	€89,460	€1,651
LSI 2	€94,019	€92,231	€1,788

Senior Executive Engineer			
Point	01/09/2008	01/10/2020	Restoration
1	€66,514	€66,992	€0
2	€68,616	€69,048	€0
3	€70,719	€70,030	€689
4	€72,819	€72,031	€788
5	€74,926	€74,039	€887
6	€77,025	€76,038	€987
7	€79,140	€78,054	€1,086
LSI 1	€81,796	€80,585	€1,211
LSI 2	€84,446	€83,110	€1,336

County Engineer			
Point	01/09/2008	01/10/2020	Restoration
1	€84,298	€82,970	€1,328
2	€87,427	€85,951	€1,476
3	€90,550	€88,926	€1,624
4	€93,677	€91,906	€1,771
5	€96,803	€94,884	€1,919
LSI 1	€100,092	€98,019	€2,073
LSI 2	€103,377	€101,149	€2,228

Executive Engineer			
Point	01/09/2008	01/10/2020	Restoration
LSI2	€70,944	€70,245	€699

	01/09/2008	01/10/2020	Restoration
Project Resident Engineer	€95,776	€93,905	€1,871
Senior Resident Engineer	€86,195	€84,778	€1,417
Resident Engineer - from	€63,708	€64,243	N/A
to	€72,811	€72,023	€788