

FAQ – New Public Service Pay Agreement

Frequently Asked Questions December 2020

NOTE: These FAQs relate to the overarching provisions in Building Momentum – a new public service agreement, 2021-2022. Queries in relation to the specific sectors, or to individual remuneration, should be directed to the relevant HR Section for that sector or to local management.

BUILDING MOMENTUM — a new public service agreement, 2021-2022 - FAQs

The proposals in Building Momentum – a new public service agreement, 2021-2022 will apply to those employees in grades represented by unions in membership of the Irish Congress of Trade Unions or other unions or representative associations which have notified the WRC of their intention to comply with the Agreement.

What are the main pay benefits for public sector workers under this agreement?

The Agreement provides for the following pay adjustments:

A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater, on October 2021.

The equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund, in accordance with Chapter 2 of the Agreement, on 1 February 2022.

A general round increase in annualised basic salaries for all public servants of 1% or €500, whichever is greater on, 1 October 2022.

I am due FEMPI restoration by July 2021/by July 2022 - how will I benefit from the Agreement?

Public servants who are due an amount of pay restoration in 2021 or 2022, under Section 19 and 20 of the Public Service Pay and Pensions Act 2017, respectively, will not receive the general round increase in that year. However, if the amount of restoration due is less than the general round increase, they will be paid the balance on the date of the general round increase. On 1 February 2022 a sectoral bargaining payment equivalent to 1% of basic pay is due to be paid.

Do the pay increases apply to allowances?

The general round increases of 1% in October 2021 and October 2022 will apply to those allowances that are in the nature of pay.

What is sectoral bargaining?

Sectoral bargaining relates to negotiations within sectors to progress reforms and resolve issues between the parties. The Agreement provides for the establishment of a sectoral fund amounting to 1% of basic pay to resolve any outstanding issues, with a payment date of 1 February 2022.

How will the sectoral bargaining units be decided?

The sectoral bargaining units (i.e. the different groups, grades or categories of public servants) are to be agreed between unions/representative associations and sectoral management in consultation with the Department of Public Expenditure and Reform by the end of February 2021 (see section 2.1.1 of the Agreement).

What issues will be dealt with by the Sectoral Fund?

The sectoral fund can be used to deal with outstanding adjudications, recommendations, awards and claims that are relevant to specific grades, groups or categories of workers within the various sectors of the public service. Management, unions/staff representative associations will decide how the fund will apply in each bargaining unit no later than the end of March 2021. Management and unions/staff representative associations will then agree proposals, which must be submitted to the Department of Public Expenditure and Reform (DPER) for verification by the end of June 2021.

Alternatively, groups could opt to use the available allocation, or part of it, as a sectoral pay round.

When will the sectoral fund be implemented?

The payment date for the sectoral fund is 1 February 2022

Other measures included in this agreement

What does the Agreement provide for in relation to Haddington Road Hours?

An independent body will be established to examine the additional hours worked by public servants under the Haddington Road Agreement.

A report will be provided by the body at end 2021 and roll-out of these recommendations will begin within the lifetime of the agreement, with €150 million available to commence implementation of the recommendations during 2022.

Does the Agreement address the position of New Entrant Teachers?

In light of the different arrangements for teachers that existed before 2011, a provision in this agreement allows new entrant teachers to skip point 12 of the salary scale. New entrant teachers who have already reached point 12 or higher on the salary scale, will on their next increment date after the commencement of the Agreement, move one point further than they would under normal incremental progression.

How does the Agreement treat Twilight Payments and Tool Allowance?

On 1 July 2021 the arrangements for twilight payments and tool allowance payments are to revert to those that existed pre- Haddington Road Agreement.

The HRA provided for the following in relation to twilight payments and the tool allowance:

2.17 Twilight payments and any equivalent payments across sectors, will no longer be payable.

Appendix 8 – Craft Group Agreement - Effective from 1st July 2013 and for the duration of this agreement, the tool allowance will be reduced to 80% of the current rate.

The HRA can be accessed here [HRA](#)

How does the Agreement address overtime?

On 1 July 2021, overtime and rates impacted by section 2.13 of the Haddington Road Agreement (HRA) will revert to pre- Haddington Road Agreement arrangements.

The HRA provided for the following:

2.13 Overtime arrangements are revised as follows:

a) For those on salaries of up to €35,000 (inclusive of allowances in the nature of pay), overtime will be paid at time and a half at the first point of the appropriate scale. This formula will not apply to any scale where this provision would result in overtime being paid at less than time at any point on the scale. In the case of such scales, the formula set out in (b) below will apply.

b) For those on salaries (inclusive of allowances in the nature of pay) of €35,000 or greater, overtime will be paid at the rate of time and a quarter at the individual's scale point.

The HRA can be accessed here [HRA](#). The implementation of the overtime measures were given effect by relevant circulars - the Civil Service circular is available here [Overtime in the Civil Service](#).

Does this agreement complete the process of pay restoration?

Under the PSSA, 2018 – 2020, by end 2020, the FEMPI Act pay reductions will have been reversed for all public servants earning up to €70,000, which equates to some 90% of public servants.

Under the Public Service Pay and Pensions Act 2017, pay restoration for public servants on salaries under €150k must be restored to pre-FEMPI levels by 1 July 2021 and for those earning above €150k, by 1 July 2022.

Public servants who are due an amount of pay restoration in 2021 or 2022, under Section 19 and 20 of the Public Service Pay and Pensions Act 2017, respectively, will not receive the general round increase in that year. However, if the amount of restoration due is less than the general round increase, they will be paid the balance on the date of the general round increase.

What are the benefits for low income workers in the public service?

This is an Agreement that is heavily weighted towards those at lower incomes with headline increases of approx. 5% for the lowest paid public servants. These groups will also benefit more from other measures in the Agreement including the overtime rates and premia payment adjustments.