



An Roinn Caiteachais
Phoiblí agus Athchóirithe
Department of Public
Expenditure and Reform

Spending Review 2021 – Civil and Public Service Professional Added Years Schemes

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December 2021

Spending Review 2021 – Overview, Aims & Objectives



Overview

This paper considers the policy of awarding additional years of notional pensionable service, known as Professional Added Years (PAYs), to the actual service of certain civil and public servants in professional, technical, and specialist grades.

Aims and Objectives

The aims of this Review are:

- To examine the evolution of the policy of awarding PAYs;
- To consider the continued relevance of PAYs, together with its effectiveness; and
- To assess the financial cost of PAYs schemes.



Key Policy Relevant Findings

- PAYs awards are difficult to justify in the current broader pensions policy and expenditure sustainability context.
- While the annual cash cost may be comparatively low, small PAYs awards have long term capital costs over the life of a pension.
- Processing PAYs applications can be administratively complex.

Recommendations are made in the following areas

- Enhanced recording and retention of PAYs data.
- A periodic assessment of the long term cost of PAYS is required.