



To: The Presidents of Universities

Application of 1st February 2022 pay adjustments

The Minister for Further and Higher Education, Research, Innovation and Science wishes to inform Higher Education Institutions of revised rates of salary and allowances for staff with effect from 1 February 2022 in accordance with the Public Service Agreement “Building Momentum” - A New Public Service Agreement 2021-2022”.

1. Application

- 1.1. The pay adjustments should be applied, as appropriate, from **1 February 2022**.

2. General

- 2.1 This letter sets out pay increases due on 1 February 2022 as provided for under the Sectoral Bargaining provisions of “Building Momentum – A New Public Service Agreement 2021-2022” (‘the Agreement’) in relation to the public service grades in the universities.
- 2.2 “Building Momentum – A New Public Service Agreement 2021-2022” provides for the equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund or a general pay round increase on 1 February 2022.
- 2.3 This letter does not apply to those groups who are settling claims under section 2 of Building Momentum. While the 1% pay increase will apply to most groups in the universities, there are certain categories of grades which may not be covered by this letter because they are aligned for pay purposes with grades in other sectors and may fall under those sectoral bargaining units. I attach a list of sectoral bargaining units in the public service which are settling claims which should be useful in this regard. The 1% pay increase should not be applied to the grades which fall under these categories at this time. Separate arrangements will apply in relation to these groups and further instructions will issue in due course. It is anticipated that any such separate arrangements will be made retrospective to 1 February 2022, unless there are exceptional circumstances in the settlement arrangements whereby retrospection would not be appropriate.
- 2.4 The adjustments 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 €0.001. For the avoidance of doubt, Higher Education Institutions (HEIs) should be clear that under Building Momentum the revised pay rates set out herein apply to all relevant staff in HEIs including hourly-paid staff.

- 2.5** This letter also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2022.

3. “Building Momentum - A New Public Service Agreement 2021-2022”

- 3.1.** In accordance with **section 3.1.3** of the Agreement, the annualised amount of the basic salary of grades covered by this letter will be increased by 1% with effect from **1 February 2022**.

4. Pensions

- 4.1.** For guidance on increasing pensions in payment as a result of the pay adjustments due on 1st February 2022, please refer to Part 4 of DPER Circular 10/2021, ‘Instruction on the pension increase policy in the public service until end 2022’.
- 4.2.** Additional Superannuation Contributions: The ASC rates for 2022 are unchanged. Below are the current rates of ASC.

Thresholds/Rates in 2022

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. Overtime

- 5.1** Payment in respect of overtime rendered on or subsequent to **1 February 2022** by members of grades to which this letter applies should be calculated by reference to the revised pay rates with effect from **1 February 2022**.



6. Premium Rates of Pay

- 6.1** Premium rates of pay payable in respect of or subsequent to **1 February 2022** which are calculated as specific percentage or specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from **1 February 2022**.

7. Allowances

- 7.1** Allowances in the nature of pay for grades to whom this letter applies will be increased by 1% from **1 February 2022**.
- 7.2** Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with effect from **1 February 2022**.
- 7.3** Children's allowances, both standard and ex-gratia, remain unchanged.

8. Queries

- 8.1** Please ensure that the content of this letter is brought to the attention of all relevant staff in your employment including those on leave of absence.
- 8.2** Any queries in relation to this letter should be forwarded by email to your **ESI_HEI@dfheris.gov.ie**.

Maev Nic Lochlainn
Principal Officer
External Staff Relations
2nd March 2022