

**To: The Higher Education Authority for dissemination to Technological University Dublin, all Institutes of Technology, the National University of Ireland, the Royal Irish Academy, Mary Immaculate College of Education, the National College of Art and Design and St. Angela's College**

**Circular 001/2023**

**Application of 1<sup>st</sup> February 2023 pay adjustments to grades represented by the Teachers Union of Ireland (TUI)**

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 certain staff with effect from 1 February 2023 in accordance with the Sectoral Bargaining Provisions of the Public Service Agreement “Building Momentum” - A New Public Service Agreement 2021-2022”.

It has been agreed that the utilisation of the Sectoral Bargaining Fund for TUI grades will consist of two elements as follows:

- (i) the monies available at 1 February 2022 will be used to address the matter of incremental credit by means of a once-off non-pensionable lump sum payment in the manner described in the Agreement for the TUI Sectoral Bargaining Fund; and
- (ii) a 1% pay increase will be applied to the pay of certain grades represented by the TUI with effect from 1 February 2023.

**1. Application**

The pay adjustments should be applied, as appropriate, from **1 February 2023 to those grades set out in Appendix 1.**

**2. General**

- 2.1. This circular specifically applies to TUI Grades within the HEI sector who opted to use the Sectoral Bargaining Fund as provided for under the Sectoral Bargaining provisions of “Building Momentum - A New Public Service Agreement 2021-2022” (‘the Agreement’).
- 2.2. This circular does not apply to any grade that received the 1% pay increase under the Sectoral Bargaining provisions of Building Momentum as per Department of Further and Higher Education, Innovation and Science Circular 001/2022 on 1<sup>st</sup> of February 2022.

- 2.3. 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 apply to those staff set out in Appendix 1 only, including hourly-paid staff.
- 2.4. This circular also sets out arrangements in respect of the Additional Superannuation Contribution (ASC) for the year 2023.

### 3. Pensions

- 3.1. For guidance on increasing pensions in payment as a result of the pay adjustments due on 1st February 2023, please refer to Part 4 of DPER Circular 10/2021.
- 3.2. Additional Superannuation Contributions: The ASC rates for 2023 are unchanged. Below are the current rates of ASC.

**Thresholds/Rates in 2022 applied to those in receipt of this payment for 2023.**

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%

### 4. Overtime

Payment in respect of overtime rendered on or subsequent to **1 February 2023** by members of **grades to which this circular applies** should be calculated by reference to the revised pay rates with effect from **1 February 2023**.

### 5. Premium Rates of Pay

Premium rates of pay payable in respect of or subsequent to **1 February 2023** 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 2023 for grades to which this circular applies**.

### 6. Queries

Any queries regarding anomalies identified or other enquiries in relation to this Circular should be forwarded by email to [ESR\\_HEI@Dfheris.gov.ie](mailto:ESR_HEI@Dfheris.gov.ie)

Andrew Conlon

Principal Officer

External Staff Relations

20<sup>th</sup> Feb 2023