



To: Technological Universities, 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 003 /2023

Circular Title: Revision of Pay for the Higher Education Sector with effect from 1st October 2023

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 specific staff with effect from 1 October 2023 in accordance with the Public Service Agreement “Building Momentum” - A New Public Service Agreement 2021-2023”.

1. Application

- 1.1. The pay adjustments should be applied, as appropriate, from 1 October 2023.
- 1.2. Revised salary scales with effect from 1 October 2023 are set out in the attached Appendix 1.

2. General

- 2.1. This circular sets out pay increases due on 1 October 2023 as provided for under “Building Momentum –“A New Public Service Agreement 2021-2023” as reviewed. (These rates are set out in the attached Appendices)
- 2.2. 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 €0.01.
- 2.3. 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

3. “Building Momentum – A New Public Service Agreement 2021-2023”

- 3.1. In accordance with **section 3.1** of the reviewed Agreement, the annualised amount of the basic salary will be increased by 1.5% or €750, whichever is greater, with effect from **1 October 2023**.

4. Overtime

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



5. Premium Rates of Pay

- 5.1. Premium rates of pay payable in respect of or subsequent to **1 October 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 October 2023**.

6. Allowances


- 6.1. Allowances in the nature of pay to whom this circular applies will be increased by 1.5% from **1 October 2023**.
- 6.2. 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 October 2023**.

7. Pensions

- 7.1. The principle of pay parity in pension increases for pre-existing schemes has been agreed up to the end of 2023, in line with the amended agreement under Building Momentum. Increases should be passed on to pensions in line with that policy.
- 7.2. For further guidance, or to determine if a historic increase is due to pensions in payment for pre-existing schemes, please refer to DPER Circulars 20/2017, 02/2018, 19/2019, 10/2021, 19/2022 and 02/2023. Queries with regard to the DPER circulars should be addressed to pensions@per.gov.ie.
- 7.3. Single Public Service Pension Scheme ('Single Scheme') pensions are updated in line with the Consumer Price Index (CPI), subject to a separate instruction from the Department of Public Expenditure NDP Delivery and Reform. Therefore, Single Scheme pensions in payment in respect of former public servants who served in grades to which this circular applies will not be adjusted with reference to the revisions of basic pay set out in Section 3.

8. Queries

- 8.1. Please ensure that the content of this Circular is brought to the attention of all relevant staff in your employment including those on leave of absence.
- 8.2. Any queries or enquiries in relation to this Circular should be forwarded by email to ESR_HEI@Dfheris.gov.ie or, where applicable, raised with local Human Resource Units.
- 8.3. This circular is also available at <https://www.gov.ie/en/circulars/>


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