**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 001/2023**

**Application of 1st 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**.

1. **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 1st 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.

1. **Pensions**
	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.
	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% |

1. **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**.

1. **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**.

1. **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**

Andrew Conlon

Principal Officer

External Staff Relations

20th Feb 2023