

Garda Pensioner Grades - FEMPI Restoration & Rent Amalgamation for Pensioners

Frequently Asked Questions November 2021



1. What is this for?

This FAQ has been produced to assist you understand your calculation and entitlement to increases in your pension and changes you will note on your payslip once your record has been reviewed. It also explains why you are getting these increases and how it is processed.

2. Does this effect my current pension paid to me?

If eligible for an increase under FEMPI restoration your pension record will be updated for the new pension and allowance rates. Any arrears due will be processed.

3. What is FEMPI (the Financial Emergency Measures in the Public Interest) Act?

When the global financial crisis began in 2008, the Government had to reduce expenditure to stabilise the public finances. This resulted in pay and pension reductions for serving and retired Public Servants respectively.

As a result, the FEMPI legislation was enacted as a savings measure.

4. What has changed? Dismantling the emergency legislation

The process of unwinding this emergency financial legislation began following the Lansdowne Road Agreement (2016-2018) and will be completed under the Public Service Stability Agreement (2018-2020).

5. What is the legislative basis for this restoration?

The Government secured approval for the Public Service Pay and Pensions Act 2017. This Act provides the legal basis for the restoration of pay and pensions.

This was detailed in the Public Service Stability Agreement 2018 - 2020, which was approved by Government and was ratified by the Public Services Committee of the Irish Congress of Trade Unions.

6. Who is eligible for these increases?

Full details on who is eligible for an increase are provided in the three Department of Public Expenditure and Reform Circulars; [Circular 20/2017](#) , [Circular 02/2018](#) and [Circular 19/2019](#).

DPER letter of the 15 January 2021 provided guidance on the application of the pension increase policy during the period covered by the PSSA to situations in which pay agreements made with specific public service groups provided for an increase of €500 in the rate of a pensionable fixed periodic allowance (namely, rent allowance) payable to serving staff and the consolidation of said allowance into the pay scales of the groups concerned.

7. How is my rent allowance paid?

Previously your rent allowance was paid with your other allowances and pension and shown separately on your payslip. As per DPER instruction, as outlined above, we will now be end-dating the rent allowance and amalgamating it with your pension value including any increase due.

Below details payslip before, during and after processing.

Example

Before Pension Payment Payslip

Gross Earnings	
Pension	1998.36
Rent	176.92
Unsocial Hrs	516.91

Processing Pension Payment Payslip

Gross Earnings	
Pension	2197.67
Pension Arrears	4897.92
Rent	-4423.00
Unsocial Hrs	516.91

After Pension Payment Payslip

Gross Earnings	
Pension	2197.67
Unsocial Hrs	516.91

On the first payslip during processing of your pension record, you will notice rent arrears of a minus value. This is not a deduction, it is a system calculation requirement to apply the changes with no negative impact on the pension amount.

This amount equates to the total value of rent allowance paid to you from the retrospective end dating of the allowance. The Pension arrears figure is the amalgamated value of the rent allowance plus the increase due to you. Subsequent pay slips will show the new pension value, incorporating the rent allowance element.

8. Do I have to apply for this increase?

No, you do not have to apply for the increase. A dedicated team of staff is working through all the cases to identify all pensioners who are entitled to the increase.

Public Service Pension Reduction (PSPR)

9. What is PSPR?

PSPR is a further reduction under the FEMPI legislation and it applied to people who retired before 01 April 2019 only. PSPR has now ceased from 1 July 2021, however due to the retrospective application of pension increases PSPR may be due in some cases. This will be listed as Pension Reduction on your payslip if applicable.

The PSPR rates, under various categories, are outlined in [Circular 02/2018](#).

Thank you
NSSO Pensions Team
