

## Proposals for an extension of the Lansdowne Road agreement

### Main points

This is a summary of the main points of the outcome of negotiations on a proposed extension to the Lansdowne Road agreement.

A more detailed summary (and a full text of the proposals) will be available on the IMPACT website as soon as possible.

The final decision on whether the proposals are agreed will be determined by ballots of members of the unions concerned.

- Duration of proposal: 1st January 2018 to 31st December 2020
- By 2020, more than 90% of public servants will be out of FEMPI pay provisions, and almost a quarter will have exited FEMPI pension levy payments
- 73% of public servants gain more than 7% by 2020.

### Pay and pension levy

- 1st January 2018: 1% pay adjustment
- 1st October 2018: 1% pay adjustment
- 1st January 2019: Pension levy threshold up from €28,750 to €32,000 (worth €325pa)
- 1st January 2019: 1% pay adjustment for those earning less than €30,000
- 1st September 2019: 1.75% pay adjustment
- 1st January 2020: Pension levy threshold increased to €34,500 (worth €250pa)
- 1st October 2020: 2% pay adjustment.
- Combination of pay and pension levy adjustments worth 7.4% to those earning €30,000 a year or less, over lifetime of deal
- Combination of pay and pension levy adjustments worth 7% to those earning between €50,000 and €55,000 a year, over lifetime of deal
- Combination of pay and pension levy adjustments worth between 6.6% and 6.9% for those between €55,000 and €80,000 a year, over lifetime of deal.

## Pensions

- No change in value of pensions. No move to CPI link for increases over lifetime of the agreement. Pay-pension link to continue. No career average calculation for future service.
- Highest additional pension contribution for those on 'fast accrual' pensions - lowest for post-2013 entrants in new 'single' pension arrangement.

## Other provisions

- No weakening of outsourcing protections
- No change in working hours, but facility to revert to pre-Haddington Road hours with commensurate pay adjustment
- No extension of Saturday working: Facility to review rostering arrangements for groups, but no change without agreement
- An end to pension levy on non-pensionable earnings, including overtime
- Process to address longer pay scales for new (post 2010) entrants
- Process to assess recruitment and retention problems
- No increase in CORU fees over lifetime of deal
- Commitments on work-life balance arrangements.