

An Roinn Oideachais agus
Eolaíochta
Rannán Párolla
Cor na Madadh,
Átha Luain,
Co. na hIarmhí.



Department of Education and Science
Payroll Division
Cornamaddy,
Athlone,
Co. Westmeath.

Circular Pay 04/04

To: The Management Authorities of Second Level Schools

New entrants to employment from 1 April 2004:- Raising the minimum pension age for retirement Abolition of the maximum age for retirement

1. The [Public Service Superannuation \(Miscellaneous Provisions\) Bill 2004](#) has now been enacted. Its effect is to change the superannuation terms for new entrants to the public service appointed on or after 1 April 2004. The full text of the Act will shortly be available on the Department of Finance website, www.finance.gov.ie.
2. In the case of the majority of public servants, (including teachers and staff in the education sector generally), the Act provides that
 - o 65 is the minimum age at which pension may be paid to new entrants;
 - o new entrants will not be required to retire on grounds of age.
3. A copy of a notice published recently by the Department of Finance in the national press in regard to the Public Service Superannuation Act 2004 is attached for the information of the management authorities of schools.
4. A detailed Circular regarding the implementation of the provisions of the Act in the case of employees of schools is currently in preparation by the Department of Education and Science and will be issued shortly. In the meantime, it is important that all persons who take up employment in schools on or after 1 April 2004 be given a copy of this Circular, Pay 4/04, and a copy of the notice from the Department of Finance. **It is important to advise all such persons at the time of appointment that they may be regarded as new entrants and that new entrants will not be eligible to retire on pension before age 65.**

P. Maloney,
Principal Officer,
Payroll Division.

Information Note Attached



An Roinn Airgeadais
Department of Finance

IMPORTANT NOTICE

CHANGE IN TERMS FOR NEW ENTRANTS TO THE PUBLIC SERVICE

The Public Service Superannuation (Miscellaneous Provisions) Act 2004 was signed into law on Thursday 25 March 2004, to give effect to the age-related pension reforms announced by the Minister for Finance in his Budget Speech in December 2003. The Act covers new entrants who become public servants on or after Thursday 1 April 2004. The Act does not affect the current terms of existing public service employees.

The Act covers new entrants appointed to public service posts including those in

- the Civil Service
- Local Authorities
- the Permanent Defence Force
- the Garda Síochána
- the education sector
- the health sector and
- non-commercial State sponsored bodies.

It also covers new entrant members of the Houses of the Oireachtas.

The Act removes the **compulsory retirement age** for new entrants to the public service, with the exception of certain posts in the Permanent Defence Force, the Garda Síochána, the Prison Service and the Fire Service.

The Act lays down a **minimum age of 65 at which pension may be paid** to new entrants to the public service, with the exception of certain posts in the Permanent Defence Force, the Garda Síochána, the Prison Service and the Fire Service.

Public servants who resigned or whose contract ended in the period 2 October 2003 - 31 March 2004 inclusive should note that they will not be regarded as new entrants if they take up appointment in a public service body (as defined in the Act) within 26 weeks of their last day of service.

Full details of these and other provisions are given in the Act, including a detailed definition of the term "new entrant". If you are applying for a post in the public service, the organisation to which you are applying will clarify your position for you.

The text of the Act will shortly be available on the Houses of the Oireachtas website www.gov.ie/oireachtas (follow links to Legislative Information) and also on the Department of Finance website www.finance.gov.ie

This notice is for information only and is not a legal interpretation of the Act.