

CGO – Airgeadas agus Pearsanra  
Riaracháin  
An Roinn Oideachais & Eolaíochta  
Cor na Madadh  
Baile Átha Luain  
Co. na Iarmhí



VEC Financial and Administrative  
Personnel  
Dept. of Education & Science  
Cornamaddy  
Athlone  
Co. Westmeath

**Circular Letter No: 0010/2010**

**To the Chief Executive Officer  
of each Vocational Education Committee**

**Revision of pay for non-teaching staff: application of pay  
adjustments in accordance with the Financial Emergency  
Measures in the Public Interest (No. 2) Act, 2009**

Dear Chief Executive Officer,

1 I am directed by the Minister for Education and Science to refer to the application in the education sector of pay reductions with effect from 1 January 2010 in accordance with the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 (No. 41 of 2009) (the "Act").

The pay adjustment also applies to grades coming within the remit of the Review Body on Higher Remuneration in the Public Sector and also to appointments made in accordance with the Framework for Departures from Approved Levels of Remuneration. A further letter will be issued shortly in relation to these categories of staff.

**Adjustments to Pay**

2. In accordance with the Act, reductions in basic salary are to be applied with effect from 1<sup>st</sup> January 2010 as follows:

- 5% on the first €30,000 of salary;
- 7.5% on the next €40,000 of salary;
- 10% on the next €55,000 of salary.

This formula produces overall reductions in salaries ranging from 5% to 8% in the case of salaries up to €125,000.

3. In the case of salaries of more than €125,000 per annum the following reductions apply:

Salaries of less than €165,000: 8% reduction on all salary;

Salaries of €165,000 or more but less than €200,000: 12% reduction on all salary;

Salaries of €200,000 or more: 15% reduction on all salary.

4. The adjustments arising under paragraphs 2 and 3 apply to basic pay as at 31<sup>st</sup> December 2009. The adjustments apply to each point of incremental scales (and to off-scale points) rounding to the nearest euro on annual scales and to the nearest cent on weekly scales. Hourly rates should be rounded to the nearest €0.001.

#### **Overtime**

5. Payment in respect of overtime rendered on or subsequent to 1 January 2010 by members of grades to which this letter applies should be calculated by reference to the revised pay rates with effect from 1 January 2010.

#### **Officers on Mark-Time**

6. For officers on mark-time, if any, both notional and mark time pay should be revised with effect from 1 January 2010.

#### **Premium Rates of Pay**

7. Premium rates of pay payable in respect of or subsequent to 1 January 2010 which are calculated as a specific percentage or as a specified proportion of basic salary should be calculated by reference to the revised rates of pay with effect from 1 January 2010.

#### **Allowances**

8. Allowances which are calculated as a specific percentage or as a specified proportion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 January 2010.

9. Fixed allowances which are not calculated as a specific percentage or as a specified proportion of basic salary should be reduced by a fixed percentage as follows:

Fixed allowances payable to persons whose basic pay does not exceed €125,000 p.a. should be reduced by 5%.

Fixed allowances payable to persons whose basic pay exceeds €125,000 p.a. should be reduced by 8%.

Children's allowances, both standard and ex-gratia should be reduced to €113.

### **Part-time Staff**

10. The pay of part-time staff should be revised in accordance with paragraphs 2 and 3 of this letter.

### **Pensions**

11. Pensions in the course of payment on 1 January 2010 in respect of former public servants who served in the grades to which this letter applies will not be reduced on foot of the adjustments referred to in this letter.

12. An officer who retires on or before 31 December 2010 will have his or her superannuation benefits calculated by reference to the scales applying on 31 December 2009, with incremental credit on those scales if appropriate. This includes officers who retire in the normal way on age grounds, those retiring on health grounds or under Cost Neutral Early Retirement or the Incentivised Scheme of Early Retirement. It also applies in the case of a preserved benefit coming into payment in 2010.

### **General**

13. Deductions from pay which are expressed as a percentage of pay (e.g., income continuance plans, union subscriptions, etc...) fall to be recalculated as a result of the reductions provided for in this letter.

Please provide a copy of this letter to staff members, as appropriate. Any queries, at VEC level, regarding the implementation of the letter should be addressed to VEC Financial and Administrative Personnel section in Athlone (Tel: 09064 84232, Fax: 09064 84058, Email: [financialvec@education.gov.ie](mailto:financialvec@education.gov.ie) ). This circular will be available on the Department's website: [www.education.ie](http://www.education.ie)

**Matt Ryan**

**Principal Officer**

**VEC Financial and Administrative Personnel**

**January 2010**

Download [Salary Scales \(Format Excel 154KB\)](#)