



**Circular 0057/2014**

**To: The Managerial Authorities of all recognised Post-Primary Schools and the Chief Executives of Education and Training Boards**

**Implementation of Clause 2.31 of the Haddington Road Agreement - revised pay rates and allowances for persons recruited to certain direct entry grades**

**Revised Pay Rates and Allowances for Self Financing Adult Education Classes**

**Introduction:**

1. The purpose of this Circular is to notify the managerial authorities of all post-primary schools, Chief Executives of ETBs and all affected staff of the changes to the rates of pay for persons recruited to the above listed direct entry grades as a result of the implementation of Clause 2.31 of the Haddington Road Agreement.
2. Clause 2.31 concerns new entrant pay rates and proposes to address the imbalance between those who entered the public service following 1 January 2011 i.e. NRP (National Recovery Plan) new entrant grades and those who entered prior to this date.

**Revised Pay Rates:**

3. The provision provides for revised pay rates to be prepared for same grade entrants.
4. Accordingly, this Circular sets out (at Appendix 1) the revised composite hourly pay rates to apply for tutors delivering self-financing part-time adult education classes which were previously adjusted under Circular 54/2011.
5. All employers are obliged to implement the terms of this Circular and the revised rates of pay with effect from 1 November 2013.
6. The revised pay rates will apply to all staff including new recruits to the relevant grades.
7. Circular 54/2011 is withdrawn.

**Assimilation of existing staff to these revised pay rates:**

8. New entrants in these direct entry recruitment grades, who were subject to the 2011 reduced pay rates will be assimilated to the revised pay rates with effect from 1 November 2013.

**Recruitment / New Appointees:**

9. All future competition notices, advertisements and information booklets must continue to specify that, for persons entering these recruitment grades for the first time, starting pay will be at the relevant revised composite hourly tutor rate. Such notices and booklets must also specify that the rate of remuneration may be adjusted from time to time in line with Government pay policy.
10. No undertaking, formal or informal, should be given by or on behalf of any public service body to a candidate that the relevant pay rate may be negotiable.

**Circulation:**

11. Please ensure that this Circular is brought to the attention of all relevant staff in your employment including those on leave of absence.
12. This Circular can be accessed on the Department's website under <http://www.education.ie>.

**Any queries in relation to this Circular should be communicated to the relevant employer in the first instance. Any employer that has a query in relation to this Circular should direct that query by e-mail only to the following dedicated e-mail address:**

**[ESR@education.gov.ie](mailto:ESR@education.gov.ie)**

Phil O'Flaherty  
Further Education Division  
11 July 2014

Philip Crosby  
External Staff Relations  
11 July 2014

## APPENDIX 1

Tutor Level 1	FETAC Levels 1-4 (Including hobby-type courses)	€40.57 per hour
Tutor Level 2	FETAC Level 5 (Leaving Certificate)	€46.42 per hour
Tutor Level 3	FETAC Level 6 (Professional course or higher)	€52.67 per hour