



Circular Letter 0066/2015

**To: The Managerial Authorities of Recognised Primary, Secondary, Community,
and Comprehensive Schools
and
The Chief Executives of Education and Training Boards**

**REVISION OF SALARIES FOR TEACHERS WITH EFFECT FROM 1 JANUARY 2016
AND
REVISION OF PENSION-RELATED DEDUCTION WITH EFFECT FROM 2015**

1. The Minister for Education and Skills wishes to inform management authorities and Teachers of the application of revised rates of salary with effect from 1 January 2016 and revisions to the thresholds for the Pension-Related Deduction with effect from 2015.
2. The revised salary rates and PRD thresholds have been introduced as a result of the Lansdowne Road Agreement and the Financial Emergency Measures in the Public Interest Act 2015.

Salary Increases with effect from 1 January 2016

3. In accordance with the Agreement and the legislation, the following increases are payable with effect from 1 January 2016:
 - Whole-time annual basic salaries up to €24,000 are increased by 2.5%;
 - Whole-time annual basic salaries from €24,001 up to €31,000 are increased by 1%.
4. Revised salary scales which implement these increases and take effect from 1 January 2016 are attached as follows:
 - The scale for pre-1 January 2011 entrants is attached at Appendix 1
 - The scale for those who entered teaching between 1 January 2011 and 31 January 2012 is attached at Appendix 2
 - The scale for those who entered teaching on or after 1 February 2012 is attached at Appendix 3
5. Revised daily and hourly part-time rates for primary teachers which take effect from 1 January 2016 are attached at Appendix 4.

6. Revised hourly part-time rates for post-primary teachers which take effect from 1 January 2016 are attached at Appendix 5.

7. Under the terms of Circular 0006/2014, where a post-primary teacher has opted out of supervision and substitution duties an amount equivalent to the S&S allowance is allocated to the teacher's school/ETB solely for the provision of S&S duties in accordance with the pre-1 July 2013 arrangements.

Where the school uses this allocation to employ a part-time teacher for S&S duties in addition to their compulsory S&S liability under the Haddington Road Agreement, the hourly rate and value of statutory annual leave accumulated per hour worked with effect from the commencement of the 2015/16 school year was set out in Circular 0015/2015. The rates set out in Circular 0015/2015 continue to apply and are not altered by the terms of this Circular. The rates are re-stated at Appendix 6 for ease of reference.

Schools/ETBs are reminded that full-time teachers or teachers who have opted out of S&S duties cannot be paid for S&S duties.

8. All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 January 2016.

Allowances

9. Allowances which are calculated as a specific percentage or specified portion of basic pay should be recalculated by reference to the revised rates of pay with effect from 1 January 2016. Fixed allowances are not affected.

Pension-Related Deduction – Threshold Adjustments in 2015 and 2016

10. The thresholds for the PRD will be adjusted with effect from 2015. In 2015, the rates and thresholds for the PRD will be as follows:

Amount of Remuneration	Rate of Deduction
Up to €17,500	Exempt
Greater than €17,500 but not over €20,000	2.5%
Greater than €20,000 but not over €60,000	10%
Greater than €60,000	10.5%

11. Where an amount was deducted from an individual's salary in 2015 in excess of the amount required to be deducted as a result of the operation of the above adjustment, the employer (or the Department as appropriate) shall repay that excess amount to the individual concerned.

12. The thresholds for the PRD will be further adjusted with effect from 1 January 2016. From 1 January 2016, the rates and thresholds for the PRD will be as follows:

Amount of Remuneration	Rate of Deduction
Up to €26,083	Exempt
Greater than €26,083 but not over €60,000	10%
Greater than €60,000	10.5%

Enhanced Controls in relation to Terms and Conditions of Employment Agreed with effect from 30 November 2015

13. Employers are advised that the Ministers and Secretaries (Amendment) Act 2011 has been amended under the FEMPI Act 2015 to introduce enhanced controls in relation to terms and conditions of employment agreed between public servants and their public service body employers with effect from 30 November 2015. The relevant sections of the Act are included at Appendix 7.

Circulation and Queries

14. Please ensure that copies of this circular are provided to all members of the Board of Management/Education and Training Boards and its contents are brought to the attention of all teachers in your employment including those on leave of absence.
15. This Circular can be accessed on the Department's website under www.education.ie
16. Enquiries regarding this Circular should be e-mailed to:
- Primary Payroll - primtch_payroll@education.gov.ie
 - Post Primary Payroll - PPPayroll@education.gov.ie

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Payroll

4 December 2015

Appendix 1

Revised incremental salary scale for teachers who entered teaching prior to 1 January 2011 (to apply with effect from 1 January 2016):

Scale Point	1 January 2016
1	€31,213
2	€31,972
3	€33,041
4	€34,113
5	€35,775
6	€36,853
7	€37,929
8	€40,640
9	€41,994
10	€43,612
11	€45,222
12	€46,844
13	€48,200
14	€49,996
15	€49,996
16	€49,996
17	€52,472
18	€52,472
19	€52,472
20	€52,472
21	€55,744
22	€55,744
23	€55,744
24	€55,744
25	€59,359

Appendix 2

Revised incremental salary scale for teachers who entered teaching between 1 January 2011 and 31 January 2012 (to apply with effect from 1 January 2016):

Scale Point	1 January 2016
1	€28,092
2	€29,549
3	€31,213
4	€31,972
5	€33,041
6	€34,113
7	€35,775
8	€36,853
9	€37,929
10	€40,640
11	€41,994
12	€43,612
13	€45,222
14	€46,844
15	€48,200
16	€49,996
17	€49,996
18	€49,996
19	€52,472
20	€52,472
21	€52,472
22	€52,472
23	€55,744
24	€55,744
25	€55,744
26	€55,744
27	€59,359

Appendix 3

Revised incremental salary scale for teachers who entered teaching on or after 1 February 2012 and future entrants (to apply with effect from 1 January 2016):

Scale Point	1 January 2016
1	€31,009
2	€33,168
3	€33,950
4	€36,576
5	€37,795
6	€39,251
7	€40,700
8	€42,160
9	€43,380
10	€44,996
11	€44,996
12	€44,996
13	€47,225
14	€47,225
15	€47,225
16	€47,225
17	€50,170
18	€50,170
19	€50,170
20	€50,170
21	€53,423
22	€53,423
23	€53,423
24	€58,765
25	€59,940

Appendix 4

REVISED DAILY/HOURLY CASUAL RATES TO APPLY WITH EFFECT FROM 1st JANUARY 2016 FOR PRIMARY TEACHERS

(i) Rates for Pre-1 January 2011 Entrants to Primary Teaching with effect from 1st January 2016:

Category (Primary)	New Ongoing Rate from 1/1/2016	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/1/16
Daily casual qualified	173.84	21.49
Daily unqualified	114.98	14.21
Hourly qualified	32.89	4.07
Hourly unqualified on Payroll	26.04	3.22
Hourly unqualified Substitute	23.00	2.84

(ii) Rates for Primary Teachers who entered teaching between 1 January 2011 and 31 January 2012 with effect from 1st January 2016:

Category (Primary)	New Ongoing Rate from 1/1/2016	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/1/16
Daily casual qualified	153.53	18.98
Daily unqualified	114.98	14.21
Hourly qualified	30.71	3.80
Hourly unqualified on Payroll	26.87	3.32
Hourly unqualified Substitute	23.00	2.84

(iii) Rates for Primary Teachers who entered teaching on or after 1 February 2012 with effect from 1st January 2016:

Category (Primary)	New Ongoing Rate from 1/1/2016	Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/1/16
Daily casual qualified	152.22	18.81
Daily unqualified	103.48	12.79
Hourly qualified	30.45	3.76
Hourly unqualified on Payroll	24.18	2.99
Hourly unqualified Substitute	20.69	2.56

Appendix 5

HOURLY CASUAL RATES TO APPLY WITH EFFECT FROM 1st JANUARY 2016 FOR POST-PRIMARY TEACHERS

(i) Rates for Pre-1 January 2011 Entrants to Post-Primary Teaching with effect from 1st January 2016:

Category (Post-Primary)	Ongoing Rate From 1/1/2016	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/1/16
Hourly casual qualified	41.23	5.62
Hourly unqualified	35.95	4.90

(ii) Rates for Post-Primary Teachers who entered teaching between 1 January 2011 and 31 January 2012 with effect from 1st January 2016:

Category (Post-Primary)	Ongoing Rate from 1/1/2016	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/1/16
Hourly casual qualified	36.65	5.00
Hourly unqualified	32.35	4.41

(iii) Rates for Post-Primary Teachers who entered teaching on or after 1 February 2012 with effect from 1st January 2016:

Category (Post-Primary)	Ongoing Rate from 1/1/2016	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/1/16
Hourly casual qualified	35.35	4.82
Hourly unqualified	32.35	4.41

Appendix 6

HOURLY RATES FOR PART-TIME POST-PRIMARY TEACHERS EMPLOYED TO PERFORM S&S DUTIES IN ADDITION TO THEIR COMPULSORY S&S LIABILITY WITH EFFECT FROM COMMENCEMENT OF 2015/16 SCHOOL YEAR:

Status of Part-Time Teacher	Ongoing Rate from 2015/16	Value of Statutory Annual Leave Accumulated per Hour Worked from 2015/16
Pre-1 January 2011 Entrant to Teaching	42.08	5.74
Entered teaching between 1 January 2011 and 31 January 2012	37.88	5.16
Entered teaching on or after 1 February 2012	28.59	3.90

Appendix 7

Section 12 of the Financial Emergency Measures in the Public Interest Act 2015

Amendment of Ministers and Secretaries (Amendment) Act 2011

The Ministers and Secretaries (Amendment) Act 2011 is amended by the insertion of the following section after section 16:

“Control of terms and conditions of public servants

16A. (1) Where—

(a) the Minister has approved a term or condition as being a term or condition that shall apply for the time being in respect of the employment of a class or category of public servant (whether that approval takes the form of an approval as such, any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter), and

(b) a contract of employment in respect of a public servant falling within that class or category is entered into that contains a term or condition that corresponds or is equivalent to the term or condition standing so approved but which is more favourable to the public servant than that term or condition,

the contract shall have effect as if the term or condition standing so approved (referred to in subsections (2) and (3) as the ‘approved term or condition’) were substituted for the first-mentioned term or condition in paragraph (b) (referred to in subsections (2) and (3) as the ‘unapproved term or condition’).

(2) Any amount paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(3) Where an amount is paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition then—

(a) the public servant shall hold the overpayment in trust for the public service body, and

(b) the public service body shall recover the amount of the overpayment from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(4) Where—

(a) a contract of employment is entered into in respect of a public servant, and

(b) the contract contains a term or condition in relation to remuneration that does not correspond or is not equivalent to any term or condition standing approved by the Minister in respect of the employment of a class or category of public servant into which the first-mentioned public servant falls (whether that approval takes the form of an approval as such,

any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter),

the term or condition shall be void.

(5) Any amount paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(6) Where an amount is paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) then—

(a) the public servant shall hold the amount in trust for the public service body, and

(b) the public service body shall recover the amount from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(7) Subsections (3) and (6) shall not be taken as limiting the liability under statute of any person to account for such overpayment.

(8) Where an amount to which subsection (3) or (6) relates has not been recovered by the public service body concerned, the Minister may direct in writing that body to recover, by a specified date, the amount in accordance with subsection (3)(b) or (6)(b), as the case may be, and, where that body fails to so recover the amount, the Minister may deduct the amount from any grant or vote of, or other payment to, that body out of money provided directly or indirectly by the Oireachtas or from the Central Fund or the growing produce of that Fund.

(9) This section applies to a term or condition agreed after the commencement of *section 12* of the *Financial Emergency Measures in the Public Interest Act 2015*.

(10) This section has effect notwithstanding—

(a) any other enactment,

(b) any pension scheme or arrangement,

(c) any other agreement or contractual arrangement, or

(d) any understanding, expectation, circular or instrument or other document.

(11) In this section—

“public servant” means a person who is employed by, or who holds any office or other position in, a public service body;

“remuneration” means emoluments to which Chapter 4 of Part 42 of the Taxes Consolidation Act 1997 applies or is applied.”.