



Circular Letter 0020/2017

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

**Public Service Stability Agreement 2013 – 2018 (Haddington Road Agreement/
Lansdowne Road Agreement) and the Financial Emergency Measures in the Public
Interest Acts 2013 and 2015**

REVISION OF TEACHER SALARIES WITH EFFECT FROM 1 APRIL 2017

1. The Minister for Education and Skills wishes to inform Managerial Authorities, Education and Training Boards and Teachers of revised rates of salary for Teachers covered by the Public Service Stability Agreement 2013 – 2018 (Haddington Road Agreement/ Lansdowne Road Agreement) with effect from 1 April 2017.
2. The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2018 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Financial Emergency Measures in the Public Interest Act 2015.
3. This Circular should be read in conjunction with [Circular 0045/2016](#), which sets out the application of the Public Service Stability Agreement 2013 – 2018 (Haddington Road Agreement/ Lansdowne Road Agreement) for second-level teachers.
4. As set out in [Circular 0045/2016](#), the Agreement applies to teachers employed in Education and Training Board schools and centres (apart from Designated Community Colleges). The Agreement also applies to TUI member teachers employed in Designated Community Colleges, Voluntary Secondary schools and Community and Comprehensive schools who have identified themselves as such through the submission of the form at Appendix 1 of [Circular 0045/2016](#) to their employer.

Salary Increases with effect from 1 April 2017 for teachers covered by the Public Service Stability Agreement 2013 – 2018 (Haddington Road Agreement/ Lansdowne Road Agreement)

5. Whole-time annual basic salaries up to €65,000 are increased by €1,000 with effect from 1 April 2017 for teachers covered by the Public Service Stability Agreement. While this €1,000 increase is regarded as an integral element of salary for all purposes including superannuation, tax, PRSI, PRD etc., the €1,000 is not subject to the FEMPI Act 2013 pay reductions for teachers on annualised remuneration of €65,000 or greater.

6. Increased pay scales with effect from 1 April 2017 for teachers covered by the Agreement are set out at Appendix 1. Increased casual hourly part-time rates with effect from 1 April 2017 are set out at Appendix 2.

Restoration of FEMPI Act 2013 Pay Reductions for those earning over €65,000 per annum with effect from 1 April 2017 for teachers covered by the Public Service Stability Agreement 2013 – 2018 (Haddington Road Agreement/ Lansdowne Road Agreement)

7. The Financial Emergency Measures in the Public Interest Act 2013 implemented pay reductions for public servants on annualised remuneration of €65,000 or greater. Where a teacher who is covered by the Public Service Stability Agreement had their salary reduced under this provision, one half of the reduction will be restored to his/her salary with effect from 1 April 2017. The second half of the reduction will be restored on 1 January 2018. Specific directions in relation to the 1 January 2018 restoration will be issued by the Department closer to the time of its implementation.
8. As set out in [Circular 0005/2014](#), alleviation measures apply in the case of teachers who lost pensionable salary both through the FEMPI Act 2013 pay reduction and the withdrawal of the Supervision and Substitution allowance under the Haddington Road Agreement. The net effect was that the FEMPI Act 2013 pay reduction for higher earners was reduced by up to €1,769 per teacher. This alleviation will be adjusted to a figure of up to €884.50 per teacher with effect from 1 April 2017 (in tandem with half of the higher earner pay cut being restored). Under the terms of Circular 0045/2016, this alleviation was ceased for teachers not covered by the Agreement and the FEMPI Act 2013 pay reductions apply in full for such teachers.

Teachers not covered by the Public Service Stability Agreement 2013 – 2018 (Haddington Road Agreement/ Lansdowne Road Agreement)

9. For the avoidance of doubt, teachers who are not covered by the Public Service Stability Agreement do not receive the €1,000 increase or the restoration described above. The current pay scales for teachers who are not covered by the Public Service Stability Agreement remain in place and are re-stated at Appendix 1 for ease of reference.

Revision to Casual Unqualified Hourly Rate with effect from 1 September 2016 to 31 March 2017

10. The casual unqualified hourly rate payable with effect from 1 September 2016 to 31 March 2017 has been revised. Please see revised rate at Appendix 3. This amends the rate with effect from 1 September 2016 which was set out in [Circular 0045/2016](#).

Allowances

11. 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 April 2017. Fixed allowances are not affected.

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

12. Employers are reminded 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 4.

Circulation and Queries

13. 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.
14. This Circular can be accessed on the Department's website under www.education.ie
15. Enquiries regarding this Circular should be e-mailed to ppppayroll@education.gov.ie

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External Staff Relations
24 March 2017

Padraig Maloney
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APPENDIX 1

- (a) Revised incremental salary scale for teachers covered by the Lansdowne Road Agreement who **entered teaching before 1 February 2012**, to apply with effect from 1 April 2017. Qualification allowances continue to be paid to this cohort of teachers as appropriate.

Scale for teachers <u>not</u> covered by the Lansdowne Road Agreement		
Appointed prior to 1 January 2011		Appointed between 1 January 2011 and 31 January 2012
Point	€	Point
	28,092	1
	29,549	2
1	31,213	3
2	31,972	4
3	33,041	5
4	34,113	6
5	35,775	7
6	36,853	8
7	37,929	9
8	40,640	10
9	41,994	11
10	43,612	12
11	45,222	13
12	46,844	14
13	48,200	15
14	49,996	16
15	49,996	17

Revised scale from 1 April 2017 * (applies <u>only</u> to teachers covered by the Lansdowne Road Agreement)		
Appointed prior to 1 January 2011		Appointed between 1 January 2011 and 31 January 2012
Point	€	Point
	29,888	1
	31,345	2
1	33,009	3
2	33,768	4
3	34,837	5
4	35,909	6
5	37,571	7
6	38,649	8
7	39,725	9
8	42,436	10
9	43,790	11
10	45,408	12
11	47,018	13
12	48,640	14
13	49,996	15
14	51,792	16
15	51,792	17

16	49,996	18
17	52,472	19
18	52,472	20
19	52,472	21
20	52,472	22
21	55,744	23
22	55,744	24
23	55,744	25
24	55,744	26
25	59,359	27

16	51,792	18
17	54,268	19
18	54,268	20
19	54,268	21
20	54,268	22
21	57,540	23
22	57,540	24
23	57,540	25
24	57,540	26
25	61,155	27

** This scale is achieved through inclusion of the €796 supervision and substitution moiety from 1 September 2016 and the €1,000 increase from 1 April 2017 to the pre-existing scale.*

- (b) Revised incremental salary scale for teachers covered by the Lansdowne Road Agreement **who entered teaching on or after 1 February 2012**, to apply with effect from 1 April 2017. Qualification allowances are not payable to this cohort of teachers.

Scale for teachers appointed on or after 1 February 2012 who are <u>not</u> covered by the Lansdowne Road Agreement	
Point	€
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

Revised scale from 1 April 2017 for those appointed on or after 1 February 2012 *	
(applies <u>only</u> to teachers covered by the Lansdowne Road Agreement)	
Point	€
1	33,806
2	35,614
3	36,837
4	38,529
5	39,673
6	41,047
7	42,496
8	43,956
9	45,176
10	47,073
11	47,750
12	48,559
13	50,479
14	51,290
15	51,968
16	52,866
17	54,338
18	54,338
19	55,576
20	55,576
21	57,203
22	57,203
23	58,839
24	61,510
25	62,097
26	62,097
27	63,905

* This scale is achieved through inclusion of the €796 supervision and substitution moiety from 1 September 2016, Phase 1 of the New Entrant Pay Agreement from 1 January 2017 and the €1,000 increase from 1 April 2017 to the pre-existing scale.

APPENDIX 2

Revised casual hourly part-time rates with effect from 1 April 2017 for part-time and substitute teachers in all schools

(a) Revised casual hourly part-time rates with effect from 1 April 2017 for teachers who entered teaching prior to 1 January 2011

Category	Ongoing Rate From 1/4/17	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/4/17
Hourly casual qualified	42.91	5.85
Hourly unqualified	37.77	5.15

(b) Revised casual hourly part-time rates with effect from 1 April 2017 for teachers who entered teaching between 1 January 2011 and 31 January 2012:

Category	Ongoing Rate from 1/4/17	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/4/17
Hourly casual qualified	38.33	5.23
Hourly unqualified	33.99	4.64

(c) Revised casual hourly part-time rates with effect from 1 April 2017 for teachers who entered teaching on or after 1 February 2012:

Category	Ongoing Rate from 1/4/17	Value of Statutory Annual Leave Accumulated per Hour Worked from 1/4/17
Hourly casual qualified	37.10	5.06
Hourly unqualified	33.99	4.64

APPENDIX 3

Revised hourly unqualified rate with effect from 1 September 2016 to 31 March 2017 for part-time and substitute teachers in all schools

(a) Revised hourly unqualified rate for teachers who entered teaching prior to 1 January 2011

Effective Date	Ongoing Rate	Value of Statutory Annual Leave Accumulated per Hour Worked
1 September 2016 to 31 March 2017	36.67	5.00

(b) Revised hourly unqualified rate for teachers who entered teaching between 1 January 2011 and 31 January 2012:

Effective Date	Ongoing Rate	Value of Statutory Annual Leave Accumulated per Hour Worked
1 September 2016 to 31 March 2017	33.00	4.50

(c) Revised hourly unqualified rate for teachers who entered teaching on or after 1 February 2012:

Effective Date	Ongoing Rate	Value of Statutory Annual Leave Accumulated per Hour Worked
1 September 2016 to 31 March 2017	33.00	4.50

APPENDIX 4

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.”.