



Circular Number: 0026/2017

To: The Management Authorities of Recognised Primary Schools

Revision of Pay Rates in 2017 for School Secretaries, Caretakers and Cleaners employed by the Boards of Management of Recognised Primary Schools using Ancillary Services Grant funding and Revised Rates of Ancillary Services Grant

Introduction

I am directed by the Minister for Education and Skills to refer to the agreed arbitration process in relation to the pay of grant-funded School Secretaries and Caretakers and the Financial Emergency Measures in the Public Interest Act 2015.

This Circular replaces Circular 0080/2016 due to the bringing forward from 1 September 2017 to 1 April 2017 of the increase of €1,000 on whole-time annual basic pay up to €65,000 under the application of the FEMPI Act 2015. This increase applies to grant funded School Secretaries and Caretakers who **are** paid on a salary scale equivalent to a public service salary scale and also Cleaners employed by schools using ancillary or capitation grant funding. Part B of this Circular refers.

There is no change to the other pay increases/minimum hourly rate provisions previously outlined in Part A of Circular 0080/2016.

As this is a consolidated Circular, the terms of Circular 0080/2016 are hereby superseded.

Key Dates

1 January 2017	Implementation of National Minimum Wage Increase to €9.25. Part B.3 refers (not relevant to Secretaries & Caretakers).
1 January 2017	Remuneration of minimum hourly rate of €10.75 to Secretaries & Caretakers. This applies to School Secretaries & Caretakers employed by schools who are not currently paid on a salary scale equivalent to a public service salary scale and whose pay is funded from the ancillary services grant and is paid less than the hourly rate of €10.75. Part A.2, A.4 and Appendix 1 refer. Circular 80/2016 requested that applications in accordance with Appendix 1 for additional funding should be forwarded as soon as possible and no later than 31 March 2017. If a school that meets the criteria set out in Appendix 1 has not already submitted an application under Circular 80/2016 they should now do so without further delay.
1 April 2017	Remuneration of 2.5% increase in hourly rate of pay for School Secretaries and Caretakers. This applies to School Secretaries & Caretakers employed by schools who are not currently paid on a salary scale equivalent to a public service salary scale and whose pay is funded from the ancillary services grant. Part A.2, & A.5 refer. This increase is in addition to the implementation of minimum hourly rate of €10.75. (Facilitated by increase given in Ancillary Grant in March 2017.)
1 April 2017	Increase of €1,000 on whole-time annual basic pay up to €65,000 under the application of the FEMPI Act 2015. This applies to grant funded School Secretaries and Caretakers who are paid on a salary scale equivalent to a public service salary scale and also Cleaners employed by schools using ancillary or capitation grant funding. Part B refers. (Facilitated by increase given in Ancillary Grant in March 2017.)

PART A of this Circular applies to School Secretaries and Caretakers employed by Boards of Management of primary schools whose pay is funded from the ancillary services grant paid to schools by this Department and who are **not** currently paid on a salary scale equivalent to a public service salary scale. The purpose of Part A of this Circular is to inform management authorities of the implementation in 2017 of Phase 2 of the agreement reached with the union side on foot of the Arbitrator's findings in relation to the pay of grant-funded School Secretaries and Caretakers. The arrangements for implementation of Phase 1 was set out in Circular 0076/2015.

Appendix 1 of this Circular includes an application form for additional funding in 2017 for those schools who will have insufficient funds in 2017 to pay grant funded Secretaries and Caretakers the new minimum hourly rate of €10.75 that comes into effect from 1 January 2017. The appendix includes guidance on how to complete the application form.

PART B of this Circular which refers to pay increases under FEMPI Act 2015 with effect from 1 April 2017 applies to:

- School Secretaries and Caretakers employed by Boards of Management of primary schools whose pay is funded from the ancillary services grant paid to schools by this Department and who **are** currently paid on a salary scale equivalent to a public service salary scale and
- Cleaners employed by primary schools whose pay is funded from the ancillary or capitation grant paid to schools by this Department.

PART C of this Circular sets out the revised rates of the Ancillary Services Grant in order to enable schools to pay the revised pay rates set out in Part A and Part B from 1 January 2017.

Circulation and Queries

Please ensure that the contents of this Circular are brought to the attention of all members of the Board of Management and all relevant staff in the school.

This Circular and the Workplace Relation Commission arbitration findings can be accessed on the Department's website under <http://www.education.ie>.

Queries regarding the implementation of this Circular should be addressed to the relevant school management body in the first instance.

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External Staff Relations

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March 2017

PART A

School Secretaries and Caretakers employed by Boards of Management of primary schools using Ancillary Services Grant funding who are not currently paid on a salary scale equivalent to a public service salary scale

1. The purpose of Part A of this Circular is to inform management authorities of the implementation in 2017 of Phase 2 of the agreement reached with the union side on foot of the Arbitrator's findings in relation to the pay of grant-funded School Secretaries and Caretakers.

Application of the Agreement

2. The pay increases set out in the agreement apply to School Secretaries and Caretakers employed by Boards of Management of primary schools, who are not currently paid on a salary scale equivalent to a public service salary scale and whose pay is funded from the ancillary services grant paid to schools by this Department.
3. The pay increases set out in the agreement do not apply to Clerical Officers or Caretakers employed under the 1978/79 Schemes, who are paid through the payroll operated by the Department. Pay increases for Clerical Officers and Caretakers employed under the 1978/79 Schemes are set out in circular letter 0023/2017.

Implementation of Phase 2 of the Arbitration Agreement – Introduction of Minimum Hourly Rate with effect from 1 January 2017 and increase in hourly rate with effect from 1 April 2017 *(Employers are reminded that Phase 1 of the agreement, as set out in Circular 0076/2015, was to be implemented with effect from 1 January 2016, giving an increase of 2.5% in the hourly pay rate/annual salary and a minimum hourly rate of €10.25 (inclusive of the 2.5% increase) for School Secretaries and Caretakers.)*

4. A minimum hourly rate of €10.75 to be implemented by employers for School Secretaries and Caretakers referred to at paragraph 2 above with effect from 1 January 2017. The minimum hourly rate of €10.75 is **exclusive** of the 2.5% increase referred to at paragraph 5 below.
5. An increase of 2.5% in the hourly pay rate/annual salary of all School Secretaries and Caretakers referred to in paragraph 2 above to be implemented by employers with effect from 1 April 2017. This will also have the effect of increasing the minimum hourly rate to €11.01 with effect from 1 April 2017.

Implementation of Future Phases of the Agreement

6. Notification regarding future phases of the agreement and the associated increases in grant funding will issue in due course closer to the relevant implementation date.

Prohibition on Decrease of Working Hours on foot of the Agreement

7. The application of the agreement should in no case result in or be the cause of a diminution of the quantum of hours work available to any School Secretary or Caretaker. However this does not preclude a school from reducing the quantum of hours for any objective reason such as declining enrolments etc.

Increase in Working Hours

8. Any increase in working hours for a school secretary or caretaker must be managed within the standard grant funding. The application form in Appendix 1 cannot be used to seek funding for an increase in working hours.

PART B

School Secretaries and Caretakers employed by Boards of Management of primary schools using the ancillary services grant funding who are currently paid on a salary scale equivalent to a public service salary scale and Cleaners employed by Schools using ancillary or capitation grant funding

1. The purpose of Part B of this Circular is to inform management authorities of the National Minimum Wage Increase with effect from 1 January 2017 and of the pay increases payable on 1 April 2017 under the Financial Emergency Measures in the Public Interest Act 2015 (FEMPI Act 2015) to:
 - School Secretaries and Caretakers employed by schools using ancillary services grant funding who are currently paid on a salary scale equivalent to a public service salary scale and
 - Cleaners employed by schools using ancillary or capitation grant funding.

Application of the FEMPI Act 2015

2. In accordance with the FEMPI Act 2015, the following increase is payable with effect from 1 April 2017 to the staff described in paragraph 1 above:
 - Whole-time annual basic pay up to €65,000 is increased by €1,000

The pay of part-time staff should be revised on a pro-rata basis, in accordance with normal arrangements, by reference to the pay of whole-time staff to which they are related for pay purposes. Please note that the pro-rata pay calculation is based on a whole time equivalent of 39 hours.

National Minimum Wage Increase to €9.25 with effect from 1 January 2017

3. Employers should note that under the terms of the National Minimum Wage Order (S.I. No. 516 of 2016) the national minimum wage will increase to €9.25 per hour with effect from 1 January 2017.

Please note that if an employee is getting an increase to €9.25 he/she will also be due to receive an increase under the FEMPI Act 2015 as outlined at paragraph 2 above.

PART C
Revised Rates of Ancillary Services Grant funding to Schools

(For payment in March 2017)

1. Mainstream Schools

The standard full rate ancillary services grant is increased by €5 from €153 to €158 per pupil.

This brings the combined ancillary and capitation funding to €328 i.e. €158+ €170

The standard reduced rate grant is increased by €3.50 from €77.50 to €81 per pupil.
(Applicable for schools that have either a secretary or caretaker under the 1978/79 scheme and paid via the payroll operated by the Department.)

2. Special Schools

Special schools are paid the Ancillary Services grant based on the number of authorised fulltime teaching staff approved by the Department for the school as outlined below. The maximum grant is paid based on a ceiling of 16 teachers.

No of Teachers	Full Grant	Reduced Grant
1	€11,760	€6,000
2	€12,152	€6,200
3	€18,816	€9,600
4	€25,480	€13,000
5	€32,144	€16,400
6	€38,612	€19,700
7	€44,688	€22,800
8	€50,568	€25,800
9	€53,312	€27,200
10	€59,780	€30,500
11	€66,248	€33,800
12	€72,716	€37,100
13	€79,184	€40,400
14	€85,652	€43,700
15	€92,120	€47,000
16	€98,000	€50,000

The revised rates include provision for Employer's PRSI.

Appendix 1

Application Form for additional funding 2017

(Confined to those schools that in December 2016 pay an hourly rate of less than €10.75 per hour to their School Secretaries and Caretakers from the ancillary services grant and who will have insufficient funds in 2017 to pay the new minimum hourly rate of €10.75 that comes into effect from 1 January 2017).

School Name: _____ Roll No: _____

School Address: _____

School Email: _____ School Phone No: _____

Key Contact: _____

Details of hours worked and rates paid

		Secretary	Caretaker
Name			
PPS number			
(i)	Gross contractual weekly hours @ December 2016 (inclusive of paid meal breaks)		
(ii)	Number of contractual weeks to be worked between 01/01/2017 and 31/12/2017 <u>(including periods of paid annual leave but excluding periods of unpaid leave/lay-off)</u>		
(iii)	Total annual contracted hours between 01/01/2017 and 31/12/2017 <u>i.e. multiply (i) by (ii)</u>		
(iv)	Hourly rate of pay on 31/12/2016		
(v)	Difference <u>per hour</u> between hourly rate and the minimum hourly rate of €10.75 <u>i.e. €10.75 minus (iv)</u>		
(vi)	The shortfall in the hourly rate by the total contractual hours to be worked in 2017 <u>i.e. (iii) multiplied by (v)</u>		
(vii)	Employer's PRSI due on (vi) above		
(viii)	Total amount of additional funding requested for 2017 <u>i.e. (vi) plus (vii)</u>		

If school received additional funding in 2016 in accordance with Circular 0076/2015 in order to pay minimum rate please indicate is funding also required for 2017. Y/N _____

Have personnel changed since application in 2016. (Y/N) _____ If yes please give details:

If a school is applying for additional funding in respect of more than one secretary or caretaker, then a separate application form should be completed.

Declaration:

I certify that all the information set out in this application form is correct and that the school has insufficient funding to pay the minimum hourly rate of €10.75 to its secretaries and caretakers in accordance with the requirements of Circular 0080/2016.

I confirm that this application for additional funding is based on the existing contractual weekly hours for the secretary/caretaker as at December 2016 and that these hours will not be increased in 2017.

I confirm that all relevant supporting documentation in respect of this application for additional funding is available for inspection by the Department if requested.

Signature of School Principal

Signature of Chairperson of BOM

Date: _____

School Roll Number _____

PLEASE RETURN COMPLETED FORM TO:

Schools Division Financial, Department of Education and Skills, Cornamaddy, Athlone, County Westmeath as soon as possible and no later than 31st March 2017. Circular 80/2016 requested these applications to be submitted to Department of Education by 31st March 2017. If a school has not already submitted an application should now do so without further delay.

It is envisaged that any additional funding that is approved will be paid before the end of the current school year. A school that is submitting an application for additional funding should use its current grant funding to commence payment of the revised rates from 1 January 2017.

Guidance for completing the Application Form

Key points to note:

1. Schools that pay an hourly rate of €10.75 or more to their secretaries or caretakers are not eligible to apply for additional funding.
2. The table below sets out how the Application Form should be completed by eligible schools.

A school employs a secretary for 20 hours per week for the duration of the school year (37 weeks). The rate of pay at December 2016 is €10.25 per hour.

The school also employs a caretaker for 16 hours per week for the duration of the school year (37 weeks). The rate of pay at December 2016 is €10.50 per hour.

Details of hours worked and rates paid

		Secretary	Caretaker
Name			
PPS number			
(i)	Gross contractual weekly hours @ December 2016 (inclusive of paid meal breaks)	20	16
(ii)	Number of contractual weeks to be worked between 01/01/2017 and 31/12/2017 (<u>including periods of paid annual leave but excluding periods of unpaid leave/lay-off</u>)	37	37
(iii)	Total annual contracted hours between 01/01/2017 and 31/12/2017 <u>i.e. multiply (i) by (ii)</u>	740	592
(iv)	Hourly rate of pay on 31/12/2016	€10.25	€10.50
(v)	Difference <u>per hour</u> between hourly rate and the minimum hourly rate of €10.75 <u>i.e. €10.75 minus (iv)</u>	€0.50	€0.25
(vi)	The shortfall in the hourly rate by the total contractual hours to be worked in 2017 <u>i.e. (iii) multiplied by (v)</u>	€0.50*740=€370	€0.25*592=€148
(vii)	Employer's PRSI due on (vi) above	€370*8.5%=€31.45	€148*8.5%=€12.58
(viii)	Total amount of additional funding requested for 2017 <u>i.e. (vii) plus (vi)</u>	€370+€31.45=€401.45	€148+€12.58=€160.58