



Circular 0048/2017

**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**

Teachers

1. The purpose of this Circular is to notify Managerial Authorities, Education and Training Boards and teachers of the changes to the salaries of teachers and other measures. These changes arise from the 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.

Application of the Lansdowne Road Agreement

2. [Circular 0045/2016](#) set out the initial basis for the implementation of the Lansdowne Road Agreement for teachers in the second level sector. The Agreement applied to:
 - teachers employed in Education and Training Board schools and centres (apart from Designated Community Colleges); and
 - teachers employed in Designated Community Colleges, Community and Comprehensive Schools and Voluntary Secondary schools who are TUI members.

The Agreement did not apply to other teachers employed in Designated Community Colleges, Community and Comprehensive Schools and Voluntary Secondary schools.

3. This Circular now applies the terms of the Lansdowne Road Agreement with effect from 10 June 2017 to teachers to whom the Agreement did not previously apply under [Circular 0045/2016](#) i.e. to teachers employed in Designated Community Colleges, Community and Comprehensive Schools and Voluntary Secondary schools who are not TUI members.

4. The payroll adjustments necessitated by this Circular, including the payment of increments, will be implemented at the earliest possible date and with retrospective effect to the effective dates outlined in this Circular.
5. Section 3 of [Circular 0045/2016](#) is superseded by the terms of this Circular.
6. For the avoidance of doubt, where the Lansdowne Road Agreement was applied to a teacher under section 2 of [Circular 0045/2016](#), that application continues and is unaffected by this Circular.

Salary Increases with effect from 10 June 2017

7. Whole-time annual basic salaries up to €65,000 are increased by €1,000 with effect from 10 June 2017 for teachers covered by this Circular. 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.

Inclusion of S&S Moiety in the Teacher Pay Scales with effect from 10 June 2017

8. Under the Haddington Road Agreement and as stated in [Circular 0006/2014](#), participation in the Supervision and Substitution scheme is compulsory for all teachers, save for those who availed of the opt-out arrangement.
9. A gross additional payment of €1,592 will be included in the Common Basic Scale in two moieties for teachers covered by this Circular - half on 10 June 2017 and half on 1 September 2017.

Salary Increases for post-1 February 2012 Entrant Teachers with effect from 10 June 2017

10. An increased salary scale applies with effect from 10 June 2017 for teachers covered by this Circular who are classified as post-1 February 2012 entrants to teaching.
11. Increased pay scales with effect from 10 June 2017 for teachers covered by this Circular, which include the pay increases at paragraphs 7 to 10 above, are attached at Appendix 1.
12. The current casual hourly part-time rates are unaffected by this Circular and are re-stated at Appendix 2 for ease of reference.

Restoration of FEMPI Act 2013 Pay Reductions for those earning over €65,000 per annum with effect from 10 June 2017

13. 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 this Circular had their salary reduced under this provision, one half of the reduction will be restored to his/her salary with effect from 10 June 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.

Restoration of Alleviation of the FEMPI Act 2013 Pay Reductions

14. 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. Under [Circular 0045/2016](#), this alleviation was withdrawn with effect from 1 September 2016 for teachers who were not covered by the Lansdowne Road Agreement.
15. The alleviation is now restored for teachers covered by this Circular at an adjusted rate of up to €884.50 per teacher with effect from 10 June 2017 (in tandem with half of the higher earner pay cut being restored).

Increments

16. Under [Circular 0045/2016](#), incremental progression for teachers not covered by the Lansdowne Road Agreement was suspended from 11 July 2016 until 30 June 2018.
17. This suspension is now lifted for teachers covered by this Circular. The effect of this is that where a teacher would have been due an increment between 11 July 2016 and 10 June 2017 and this was not paid due to the teacher being outside of the Lansdowne Road Agreement, that increment will now be due from 10 June 2017. The teacher will then progress to the next point on the scale on 10 June 2018.

Worked example:

Teacher A was on Point 11 of the salary scale on 11 July 2016. Teacher A had an increment date of 1 September.

In 2016, Teacher A would have been due to progress to Point 12 on 1 September 2016. This progression did not occur because the teacher was outside of the Lansdowne Road Agreement.

Teacher A will progress to Point 12 on 10 June 2017. Teacher A's increment date will now be 10 June. Teacher A will progress to Point 13 of the scale on 10 June 2018, to Point 14 of the scale on 10 June 2019 and so on.

Restoration of Improved CID Arrangements introduced under the Ward Report

18. [Circular 0024/2015](#), which introduced improved CID arrangements for teachers following the implementation of the Ward Report, was withdrawn under [Circular 0045/2016](#) in respect of teachers not covered by the Lansdowne Road Agreement.
19. With effect from 10 June 2017, [Circular 0024/2015](#) again applies to teachers covered by the Lansdowne Road Agreement. Schools should now apply for sanction for CIDs for eligible teachers in the normal way.

Revised Procedure and Sequence for Filling Available Teacher Posts/Hours

20. A revised procedure and sequence for filling available teacher posts/hours in schools has been agreed in order to provide security of employment and enhanced teaching hours for teachers in employment on less than full hours, as additional hours become available (having regard to the curricular needs of the school and the qualifications required for the post). The revised sequence was set out in [Circular 0059/2016](#) in respect of Education and Training Board and Community and Comprehensive schools.
21. The revised sequence now also applies to teachers in recognised voluntary secondary schools who have not to date been comprehended by a revised sequence under the May 2016 DES/TUI agreement. Full details of the operation of the revised sequence in voluntary secondary schools is set out in Circular 0049/2017.

Croke Park Hours – Increase in time available for planning and development work on other than a whole-school basis and review of usage

22. As was previously notified in [Circular 0045/2016](#) for teachers covered by the Lansdowne Road Agreement, with effect from the beginning of the 2017/18 school year, an amount of time up to but not in excess of 10 hours (of the 33 hours) will be available for planning and development work on other than a whole-school basis and as approved by management.
23. The terms of [Circular 0043/2014](#) will continue to apply in respect of the usage of the time quantum provided for in paragraph 22 above.
24. In addition, a review of the usage of the Croke Park hours is ongoing. The review is taking place within the context that the central purpose of the additional time is to provide for essential activities such as parent-teacher meetings and school planning to take place without reducing class contact/tuition time. The review will have regard to teacher professional judgement, system and school requirements and experience to date of best practice in the utilisation of the hours. Drawing on good practice, the review will make recommendations to optimise the most professional and valuable usage of the additional hours by teachers.

Protection against Compulsory Redundancy

25. The Lansdowne Road Agreement continues the Government's commitment that compulsory redundancy will not apply in the public service, save where existing exit provisions apply. Accordingly, teachers covered by this Circular will again have access to the redeployment panels with effect from 10 June 2017. It should be noted that, in accordance with the terms of the redeployment scheme, the redeployment process for the 2017/18 school year was completed on 31 May 2017.

Enhanced Redundancy Payments where a Teacher is made Redundant

26. Under a collective agreement, public servants within the education and training sector who are made redundant are entitled to an *ex gratia* payment of up to 3 weeks pay per year of service in addition to their statutory redundancy

entitlements. With effect from 10 June 2017, this collective agreement again applies to teachers covered by the terms of this Circular.

Supervision and Substitution Scheme – Opt-out and Opt-in

27. As stated in [Circular 0006/2014](#), with effect from the beginning of the 2013/14 school year, participation in the Supervision and Substitution scheme is compulsory for all teachers, save for those who availed of the opt-out arrangement under that Circular.
28. A further opt-out from compulsory participation in the Supervision and Substitution scheme is being made available to eligible teachers.
29. In addition, teachers who previously opted out from compulsory participation in the Supervision and Substitution scheme under [Circular 0006/2014](#) are being offered the option to opt back in to the Supervision and Substitution scheme.
30. Full details for the opt-out/opt-in are set out in Circular 0047/2017.

Circulation

31. Please ensure that copies of this Circular are provided to all members of the Board of Management/ Education and Training Board and its contents are brought to the attention of all teachers in your employment including those on leave of absence.
32. This Circular can be accessed on the Department's website under <http://www.education.ie>.
33. Queries in relation to this Circular should be addressed to LRAQueries@education.gov.ie

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External Staff Relations
26 June 2017

Padraig Maloney
Payroll Division
26 June 2017

APPENDIX 1

- (a) Revised incremental salary scale for teachers covered by Circular 0048/2017 who **entered teaching before 1 February 2012**, to apply with effect from 10 June 2017. Qualification allowances continue to be paid to this cohort of teachers as appropriate.

Revised scale from 10 June 2017		
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	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 and the €1,000 increase to the pre-existing scale from 10 June 2017.*

- (b) Revised incremental salary scale for teachers covered by Circular 0048/2017 **who entered teaching on or after 1 February 2012**, to apply with effect from 10 June 2017. Qualification allowances are not payable to this cohort of teachers.

Revised scale from 10 June 2017 for those appointed on or after 1 February 2012 *	
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, Phase 1 of the New Entrant Pay Agreement and the €1,000 increase to the pre-existing scale with effect from 10 June 2017.*

APPENDIX 2

Casual hourly part-time rates with effect from 1 April 2017 for part-time and substitute teachers in all schools (not altered by this Circular – re-stated for ease of reference)

(a) 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) 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) 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