



Circular Letter 0051/2018

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

Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017

REVISION OF TEACHER SALARIES WITH EFFECT FROM 1 OCTOBER 2018

1. The Minister for Education and Skills wishes to inform Managerial Authorities and Teachers of revised rates of salary for Teachers with effect from 1 October 2018.
2. The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017.

Salary Restoration with effect from 1 October 2018

3. Under the terms of the Public Service Stability Agreement 2013 – 2020, whole-time annual basic scale salaries are increased by 1% with effect from 1 October 2018.
4. Increased pay scales with effect from 1 October 2018 are set out at Appendix 1 (a) and (b). Increased casual daily/hourly part-time rates with effect from 1 October 2018 are set out at Appendix 2.
5. All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 October 2018.

Reminder for receipt of applications for Qualification Allowances 31 October 2018

6. Teachers who consider that they are entitled to a qualification allowance must make a claim for payment of the allowance before 31 October 2018 using the application form available on the Department's website [here](#). This applies only to teachers who had an entitlement to an allowance prior to 1 February 2012 when qualification allowances were abolished for all new beneficiaries in line with Circular 0008/2013. If a Department-paid teacher has

a query in relation to their entitlement to a qualification allowance they may contact the Teachers Terms and Conditions Section of the Department by email at:

TeacherSNA@education.gov.ie. Teachers employed by an Education and Training Board should contact the HR Department of their employing ETB.

Allowances

7. Allowances which are calculated as a specific percentage or specified portion of basic pay will be recalculated by reference to the revised rates of pay with effect from 1 October 2018.
8. Fixed allowances are not affected. It should be noted that certain allowances for new beneficiaries were abolished with effect from 1 February 2012 and their appearance in the attached pay scales does not confer an entitlement to the allowance where the staff member was not already entitled to the allowance.
9. Qualification allowances for teachers who entered teaching between 1 January 2011 and 31 January 2012 are set out in Appendix 1 (c) for information.
10. Qualification allowances for teachers who entered teaching prior to 1 January 2011 are set out at Appendix 1 (d) for information.

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

11. 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 3. Overpayments will be dealt with in accordance with the relevant Department Circulars.

Circulation and Queries

12. 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.
13. This Circular can be accessed on the Department's website under www.education.ie
14. Enquiries regarding this Circular should be e-mailed to:
 - Primary: primtch_payroll@education.gov.ie
 - Post-primary: ppppayroll@education.gov.ie
 - ETB Post-Primary Teachers: relevant HR Department

Tara Carton
External Staff Relations
14th September 2018

Padraig Maloney
Payroll Division

APPENDIX 1

- (a) Revised incremental salary scale for teachers who **entered teaching before 1 January 2011**, to apply with effect from 1 October 2018. Qualification allowances continue to be paid to this cohort of teachers as appropriate.

| Revised scale from 1 October 2018 for teachers who entered teaching before 1 January 2011 | |
|--|----------|
| Point | € |
| 1 | 34,485 |
| 2 | 35,259 |
| 3 | 36,349 |
| 4 | 37,443 |
| 5 | 39,138 |
| 6 | 40,238 |
| 7 | 41,335 |
| 8 | 44,101 |
| 9 | 45,482 |
| 10 | 47,133 |
| 11 | 48,775 |
| 12 | 50,430 |
| 13 | 51,813 |
| 14 | 53,645 |
| 15 | 53,645 |
| 16 | 53,645 |
| 17 | 56,171 |
| 18 | 56,171 |
| 19 | 56,171 |
| 20 | 56,171 |
| 21 | 59,509 |
| 22 | 59,509 |
| 23 | 59,509 |

| | |
|-----------|--------|
| 24 | 59,509 |
| 25 | 63,196 |

* This scale incorporates the 1% increase in whole-time annual basic scale salaries with effect from 1 October 2018 provided for under the terms of the Public Service Stability Agreement 2018 – 2020

(b) Revised incremental salary scale for teachers **who entered teaching on or after 1 January 2011**, to apply with effect from 1 October 2018.

| Revised scale from 1 October 2018 for those appointed on or after 1 January 2011 | |
|---|----------|
| Point | € |
| 1 | 36,318 |
| 2 | 37,804 |
| 3 | 39,501 |
| 4 | 40,276 |
| 5 | 41,367 |
| 6 | 42,684 |
| 7 | 44,162 |
| 8 | 45,652 |
| 9 | 46,896 |
| 10 | 49,118 |
| 11 | 50,499 |
| 12 | 52,149 |
| 13 | 53,792 |
| 14 | 55,447 |
| 15 | 56,830 |
| 16 | 58,662 |
| 17 | 58,662 |
| 18 | 58,662 |
| 19 | 61,188 |
| 20 | 61,188 |
| 21 | 61,188 |

| | |
|-----------|--------|
| 22 | 61,188 |
| 23 | 64,526 |
| 24 | 64,526 |
| 25 | 64,526 |
| 26 | 64,526 |
| 27 | 68,213 |

* This scale incorporates the 1% increase in whole-time annual basic salaries with effect from 1 October 2018 provided for under the terms of the Public Service Stability Agreement 2018 – 2020 and inclusion in salary scale of the Honours Primary Degree allowance as per the September 2016 agreement on new entrant pay

** Additional qualification allowances may be payable to those who entered teaching between 1 January 2011 and 31 January 2012 as set out in paragraphs 8-9 and Appendix 1 (c) of this Circular. As heretofore, qualification allowances are not payable to all new beneficiaries from 1 February 2012 (apart from inclusion in scale of the Honours Primary Degree Allowance from 1 October 2018).

(c) Qualification Allowances with effect from 1 October 2018 for those who entered teaching between 1 January 2011 and 31 January 2012

(this table is included for information only – the rates currently payable to this cohort are unaffected by the terms of this Circular)

| | Rate from 1 October 2018 for 1 January 2011 – 31 January 2012 Entrants Only |
|---|--|
| ACADEMIC QUALIFICATIONS | |
| | |
| (a) (i) H. Dip. in Ed. (Pass) | € 591 |
| (ii) Higher Froebel Cert. | € 591 |
| | |
| (b) (i) H. Dip. in Ed. (1st or 2nd Hons) | € 1,236 |
| (ii) Ard Teastas Gaeilge | € 1,236 |
| | |
| (c) Primary Degree (Pass) | This allowance will no longer be payable as the revised salary scale incorporates the Honours Primary Degree allowance |
| | |
| (d) Masters Degree by thesis or exam (Pass) | This allowance will no longer be payable as the revised salary scale incorporates the Honours Primary Degree allowance |

| | |
|--------------------------------------|--|
| | |
| (e) Primary Degree (1st or 2nd Hons) | This allowance will no longer be payable as the revised salary scale incorporates the Honours Primary Degree allowance |
| | |
| (f) Masters Degree (1st or 2nd Hons) | € 578 |
| | |
| (g) Doctors Degree | € 1,222 |

Only one of the allowances at (a) or (b) may be held together with one of the allowances (f) or (g)

As heretofore, qualification allowances are not payable to all new beneficiaries from 1 February 2012

(d) Qualification Allowances for those who entered teaching prior 1 January 2011

(this table is included for information only – the rates currently payable to this cohort are unaffected by the terms of this Circular)

| ACADEMIC QUALIFICATIONS | Rate for pre-2011 Entrants only |
|---|--|
| | |
| (a) (i) H. Dip. in Ed. (Pass) | € 591 |
| (ii) Higher Froebel Cert. | € 591 |
| | |
| (b) (i) H. Dip. in Ed. (1st or 2nd Hons) | € 1,236 |
| (ii) Ard Teastas Gaeilge | € 1,236 |
| | |
| (c) Primary Degree (Pass) | € 1,842 |
| | |
| (d) Masters Degree by thesis or exam (Pass) | € 4,918 |
| | |

| | |
|--------------------------------------|---------|
| (e) Primary Degree (1st or 2nd Hons) | € 4,918 |
| | |
| (f) Masters Degree (1st or 2nd Hons) | € 5,496 |
| | |
| (g) Doctors Degree | € 6,140 |

Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) to (g). Qualification allowances are not payable to all new beneficiaries from 1 February 2012.

APPENDIX 2

(a) PRIMARY: Revised daily/hourly rates with effect from 1 October 2018 for part-time and substitute primary teachers who entered teaching prior to 1 January 2011

| Category | Ongoing Rate From 1/10/18 | Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/10/18 |
|-------------------------------|----------------------------------|---|
| Daily casual qualified | 187.93 | 23.23 |
| Daily unqualified | 128.30 | 15.86 |
| Hourly qualified | 37.59 | 4.65 |
| Hourly unqualified on Payroll | 29.99 | 3.71 |

| | | |
|-------------------------------|-------|------|
| Hourly unqualified Substitute | 25.66 | 3.17 |
|-------------------------------|-------|------|

(b) PRIMARY: Revised daily/hourly rates with effect from 1 October 2018 for part-time and substitute primary teachers who entered teaching on or after 1 January 2011:

| Category | Ongoing Rate From 1/10/18 | Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/10/18 |
|-------------------------------|---------------------------|--|
| Daily casual qualified | 167.62 | 20.72 |
| Daily unqualified | 128.30 | 15.86 |
| Hourly qualified | 33.52 | 4.14 |
| Hourly unqualified on Payroll | 29.99 | 3.71 |
| Hourly unqualified Substitute | 25.66 | 3.17 |

(c) PRIMARY: Unqualified Annual Rate

| Category | Pre-2011 Entrant | 2011 Entrant |
|---------------------------------|------------------|--------------|
| Primary Unqualified Annual Rate | 30,827 | 30,827 |

(d) POST-PRIMARY: Revised casual hourly part-time rates with effect from 1 October 2018 for post-primary teachers who entered teaching prior to 1 January 2011:

| Category | Ongoing Rate From 1/10/18 | Value of Statutory Annual Leave Accumulated per Hour Worked from 1/10/18 |
|-------------------------|--------------------------------------|---|
| Hourly casual qualified | 44.41 | 6.06 |
| Hourly unqualified | 39.30 | 5.36 |

(e) POST-PRIMARY: Revised casual hourly part-time rates from 1 October 2018 for postprimary teachers who entered teaching on or after 1 January 2011:

| Category | Ongoing Rate From 1/10/18 | Value of Statutory Annual Leave Accumulated per Hour Worked from 1/10/18 |
|-------------------------|--------------------------------------|---|
| Hourly casual qualified | 39.84 | 5.43 |
| Hourly unqualified | 35.37 | 4.82 |

APPENDIX 3

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 firstmentioned 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 firstmentioned 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.”.