



Circular 0101/08

**To Boards of Management, Vocational Education Committees
and Principals of Schools**

***IMMEDIATE SUSPENSION OF THE
PILOT EARLY RETIREMENT SCHEME FOR TEACHERS***

Suspension of Early Retirement Scheme

1. As a result of the 2009 Budget provision for education, the pilot Early Retirement Scheme for Teachers has been suspended with immediate effect until further notice.
2. The scheme was introduced in order to promote greater efficiency and effectiveness within schools. The Department's Circular Letter 0102/2007 provided information to applicants who wished to retire at the end of the school year 2007/08. That circular also stated that, pending the completion of a review of the scheme which was then ongoing, it had been decided that the pilot scheme would be continued "to include teachers retiring at the end of the 2006/07, 2007/08 and 2008/09 school years".
3. However, like other programmes under this Department's remit, the continuance of the pilot scheme is subject to available resources and to changes in Government policy. While it has been under review, the reason for its suspension stems not as a result of that review but from current economic challenges.

Other retirement options

4. It should be noted that teachers have 2 other forms of retirement before normal pension age open to them – retirement under the 55/35 rule and cost-neutral early retirement. Under the 55/35 year rule a teacher, other than a new entrant appointed after 1 April 2004, who has reached the age of 55 years and has at least 35 years of actual pensionable service, may retire voluntarily. There is no actuarial reduction in benefits and credit for certain pre-service training is given in order to assist teachers to reach the 35-year threshold for retirement. Under cost-neutral early retirement, a teacher aged 50 years or over (55 years in the case of new entrants appointed after 1 April 2004) has the option of an immediate cost-neutral early retirement pension and lump sum on resignation. The cost-neutral early retirement benefits are actuarially reduced to take account of the early payment of the lump sum and the longer period over which pension would be paid.
5. Information on retirement options is available on the Department's website – www.education.ie – under Education Personnel/Pensions/FAQs. In the case of VEC teachers, contact your employing VEC.



Imlitir 0101/08

**Chuig Boird Bhainistíochta, Coistí Gairmoideachais
agus Príomhoidí Scoileanna**

**AN SCÉIM PHÍOLÓTACH UM LUATHSCOR DO MHÚINTEOIRÍ
Á CUR I LEATAOBH AR AN TOIRT**

An Scéim um Luathscor á cur i Leataobh

1. Mar thoradh ar an soláthar don oideachas sa Bhuiséad 2009, cuireadh an Scéim Phíolótach um Luathscor do Mhúinteoirí i leataobh le héifeacht anois díreach go dtí go bhfógrófar a thuilleadh.
2. Rinneadh an scéim a thionscnamh chun éifeachtacht níos mó a fhorbairt sna scoileanna. Rinneadh Imlitir 0102/2007 na Roinne faisnéis a sholáthar d'iarratasóirí a bhí ar intinn acu dul ar scor ag deireadh na scoilbhliana 2007/08. Chuir an Imlitir sin in iúl, freisin, gur thángthas ar cinneadh go leanfaí ar aghaidh leis an scéim phíolótach
“chun na múinteoirí sin a bheadh ag dul ar scor ag deireadh na scoilbhlianta 2006/07, 2007/08 agus 2008/09 a chur san áireamh”. Bhí a leithéid de chinneadh i gceist go dtí go ndéanfaí an t-athbhreithniú ar an scéim, a bhí ar siúl ag an bpointe sin, a chomhlánú.
3. Mar sin féin, mar a tharla do chláir eile faoi údarás na Roinne, tá leanúnach na scéime faoi réir acmhainní a bheith ar fáil agus faoi réir athruithe ar dhúnghaois an Rialtais. Cé go bhfuil an scéim faoi athbhreithniú, níl a leithéid d'athbhreithniú faoi deara an cur i leataobh ach na dúshláin eacnamaíochta reatha.

Roghduithe eile Scoir

4. Ba choir a shonrú go bhfuil dhá rogha scoir ar fáil do mhúinteoirí roimh an ghnáthaois phinsin – scor faoin riail 55/35 agus luathscor costneodrach. Is féidir le múinteoir, faoin riail 55/35, seachas iontrálaí nua a ceapadh tar éis 1 Aibreán 2004, dul ar scor deonach ar an gcoinníoll go mbeidh 55 bliain d'aois slánaithe aige/aice agus go mbeidh 35 bliain ar a laghad de dhearbhsheirbhís chun críche pinsin déanta aige/aice. Ní thugtar aon laghdú achtúire maidir le sochair agus le creidmheas de thoradh oiliúint réamhsheirbhíse ar leith chun cabhrú le múinteoirí an tairseach 35 de bhlianta a shroicheadh le haghaidh scoir. Faoin luathscor costneodrach, tá an rogha ag múinteoir a mbeidh 50 bliain nó níos mó slánaithe aige/aice (55 bliain d'aois maidir le iontrálaithe nua a ceapadh tar éis 1 Aibreán 2004) pinsean luathscoir costneodrach a ghlacadh ar an toirt mar aon le cnapshuim agus e/í ag éirí as oifig. Beidh laghdú achtúire déanta ar na sochair luathscoir chostneodracha chun a chur san áireamh luathíocaíocht na cnapshuime mar aon leis an tréimhse níos faide thar a n-iocfar an pinsean.
5. Tá faisnéis ar na roghnaithe pinsin ar fáil ar láithreán gréasáin na Roinne – www.education.ie – faoi Education Personnel/Pensions/FAQs. I gcás múinteoirí sa CGO, déan teagmháil le d'fhostóir CGO.

Rannóg na bPinsean
19 Samhain 2008