

An Roinn Oideachais agus Eolaíochta  
Rannóg Múinteoirí Iarbhunoideachais  
Cor na Madadh,  
Baile Átha Luain,  
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**Circular 0057/2008**

**To: The Management Authorities of Community and Comprehensive Schools, and the Chief Executive Officers of Vocational Education Committees**

**Chaplaincy Posts Funded By the Oireachtas**

**1 PURPOSE OF THIS CIRCULAR**

- 1.1 The purpose of this circular is to advise school authorities of the terms and conditions of service of Chaplains employed in Chaplaincy posts in Community and Comprehensive Schools and Community Colleges funded by the Oireachtas who do not currently hold letters of permanent appointment.
- 1.2 Interpretation of the terms of this circular, where necessary, is a matter to be decided under the auspices of the Teachers Conciliation Council. Any difficulties arising should be brought to the attention of the appropriate representative organisation for the purpose of clarification. The terms of this circular will be open to review in light of experience and precedent developments elsewhere.
- 1.3 For the purpose of this circular, the following terms shall have the meaning assigned to them here:

“employment”	refers to employment in a Chaplain post
“Chaplain”	a) a member of staff of community schools, comprehensive schools and community colleges whose employment is provided for in the Articles of Management of those schools/colleges, b) appointed by the employer on the nomination of the competent Religious Authority and employed subject to the existing condition of the ongoing nomination of the competent religious authority c) a full-time member of the staff of the school/college and d) paid a salary out of Oireachtas funds at a rate and on the terms equivalent to that of a teacher.
“teacher”	refers to a person registered as a teacher on a current basis by the Teaching Council and holding the qualifications, including teacher education where appropriate, suited to the purpose of the particular teaching post

**2**      **CONTRACT OF EMPLOYMENT**

By reference to previous established case law it is accepted that a Chaplain is employed on a contract of indefinite duration subject to the normal probationary procedures prior to confirmation in the post. The contracts of employment of chaplains currently employed should be amended to reflect this position. The termination arrangements applying to the contract of indefinite duration shall be those as stated in their contracts and that apply in the sector concerned.

**3**      **CONDITIONS OF EMPLOYMENT**

The terms of employment of a Chaplain are equivalent to that of a teacher with the exceptions outlined in paragraphs 4 and 5 below.

**4**      **REDEPLOYMENT**

A Chaplain, who is a registered teacher and holds qualifications appropriate for appointment as a teacher in the sector, will have access where appropriate to arrangements agreed from time to time for the redeployment of second level teachers.

**5**      **SUPERANNUATION**

A Chaplain shall have access to the teachers' superannuation scheme appropriate to the second level sector in which s/he is employed on the same terms and conditions as a teacher. The eligibility arrangements for Chaplains to the early retirement scheme for teachers will be discussed at the Teachers Conciliation Council.

This circular and an Irish translation can be accessed on the Department's website [www.education.ie](http://www.education.ie)

Queries concerning this circular letter should be emailed to: [allocations@education.gov.ie](mailto:allocations@education.gov.ie)

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28 April, 2008