

**To: the CEO<sup>1</sup> of each Agency<sup>2</sup> under the aegis of the Department of Education and Science**

**Roll-out of Incentivised schemes to Agencies in wider Education sector**

I refer to the announcement by the Minister for Finance in his Budget speech of 7 April 2009 that the Government has decided to offer Civil and Public Servants three new work life balance schemes namely:

- A) Incentivised Scheme of Early Retirement;
- B) Special Incentive Career Break Scheme 2009;
- C) Shorter Working Year Scheme.

In line with the Government decision in March 2009 that the overall aggregate number of teacher and SNA posts will be capped at the number authorised by the Minister for Education and Science for the 2009/10 school year [i.e. 30 September 2009] **none** of the schemes are available to either teachers or SNAs. Equally the schemes are not available to staff in the Teaching Council as it is a self-funding body. It should also be noted that some or all of the schemes may not be available to all staff within the various Agencies, depending on the individual circumstances pertaining in each Agency.

The application of these schemes to the wider education sector has only recently been agreed with the Department of Finance. Following this agreement Circulars and FAQ documents in respect of these schemes issued on 26 June, 2009, to the following bodies in the wider education sector:

- COGG;
- Commission to Inquire into Child Abuse;
- Education Finance Board;
- FETAC;
- Grangegorman Development Agency;
- HEA;
- HETAC;
- Irish Research Council for Humanities and Social Sciences;
- Irish Research Council for Science, Engineering and Technology;
- NCCA;

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<sup>1</sup> For “CEO” read “CEO or Director or Registrar or Board or Head of Office/Agency or parent Department” throughout this Circular.

<sup>2</sup> For “Agency” read “Agency, Body, Department or Organisation” throughout this Circular.

- NCSE;
- NCTE;
- NEWB;
- NQAI;
- Residential Institutions Redress Board;
- All 33 Vocational Education Committees.

On 2 July, 2009, following the agreement of an Employment Control Framework for the Higher Education Sector, the same Circulars and FAQ documents were issued to the following bodies in the higher education sector:

- All Universities
- All Institutes of Technology
- Church of Ireland College of Education
- Dublin Dental Hospital
- Dublin Institute for Advanced Studies
- Mary Immaculate College
- Mater Dei Institute
- National College of Art and Design
- Royal Irish Academy of Music
- St. Angela's College
- St. Patrick's College
- Tipperary Institute

As agreed between the Department of Education and Science and the Department of Finance, the closing dates for applications for these 3 schemes for staff of the Agencies in the wider education sector and in the Higher Education sector are as follows:

- 14 August, 2009, for the Special Incentive Career Break Scheme 2009; and,
- 11 September, 2009, for the Incentivised Scheme of Early Retirement.

Copies of the relevant Circulars and FAQ documents can be accessed by using the following links

[Incentivised Scheme of Early Retirement](#)  
[Incentivised Scheme of Early Retirement FAQs](#)  
[Special Incentive Career Break Scheme 2009](#)  
[Special Incentive Career Break Scheme 2009 FAQs](#)  
[Shorter Working Year Scheme](#)  
[Shorter Working Year Scheme FAQs](#)

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