



## Circular 0040/2011

**To: The Managerial Authorities of Recognised Primary, Secondary, Community and Comprehensive Schools  
and  
The Chief Executive Officers of Vocational Education Committees**

### **New Pay Scales for New Appointees to Teaching in 2011**

#### **Introduction**

1. The Minister for Education and Skills wishes to inform vocational education committees, management bodies and teachers of the application of revised rates of salary and allowances for new appointees to teaching from 1 January 2011 onwards.
2. As part of Budget 2011 the Government has applied a 10% reduction in the pay of new entrants to the public service (referred to in this Circular as “new appointees”) and all new appointees to the entry grades of the public service must start at the first point of the relevant pay scale with effect from 1 January 2011.

#### **Application of new pay rates**

3. The 10% reduction in pay applies to basic pay, allowances and the supervision and substitution payment.
  - (a) *Basic Pay:*

The 10% reduction applies to basic pay on all points of the incremental salary scale. Daily and hourly rates for casual and non-casual teachers in the primary sector and hourly rates for casual and non-casual part-time teachers in the post-primary sector have also been reduced. The revised rates are set out in an Appendix to this Circular and can be accessed by clicking [here](#).
  - (b) *Allowances:*

The 10% reduction also applies to all allowances with the exception of promotional allowances; *ie* special duties, assistant principal, deputy principal and principal allowances.

#### **New Appointee to teaching**

4. The new pay rates apply to all teachers who are new appointees appointed on or after 1 January 2011.

5. Where a person gave service in an analogous teaching position before 1 January 2011 (including those currently on an approved leave of absence), s/he will not be regarded as a new appointee to teaching. In addition, a person with a written offer of employment before 1 January 2011 will not be regarded as a new appointee. In these cases, the person will be assigned to the appropriate pre-1 January 2011 scale and allowances, and incremental credit for approved teaching service and non-teaching experience which is deemed relevant will be awardable.
6. Where a teacher who is retired and is in receipt of a pension returns to teaching on or after 1 January 2011, s/he will start on the first point of the post 1 January 2011 incremental salary scale.

#### **Incremental credit**

7. All new appointees to teaching will start on the first point of the post 1 January 2011 incremental salary scale. The Government has decided that all new appointees to entry grades (subject to the criteria set out above) will start at the minimum point of the new reduced scale.
8. However, incremental credit may continue to apply for relevant recognised service (*e.g.* recognised teaching service in another EU Member State). Similarly, those who leave the system will be able to reckon such previous relevant service on re-entry.

#### **Circulation**

9. Please ensure that copies of this Circular are provided to the Board of Management/Vocational Education Committee and its contents are brought to the attention of all teachers in your employment including those on leave of absence.
10. This Circular can be accessed on the Department's website under <http://www.education.ie>.
11. All enquiries regarding this Circular should be e-mailed to [teachersna@education.gov.ie](mailto:teachersna@education.gov.ie) OR [payroll@education.gov.ie](mailto:payroll@education.gov.ie)

Dalton Tattan  
Principal Officer  
Teachers/SNAs Terms and Conditions  
June 2011

Padraig Maloney  
Principal Officer  
Payroll  
June 2011

**Appendix I**  
**Pay Scales for new appointees appointed on or after 1 January 2011**

**TEACHERS' COMMON BASIC SCALE**

<b>1</b>	<b>€ 27,814</b>
<b>2</b>	<b>€ 28,775</b>
<b>3</b>	<b>€ 29,737</b>
<b>4</b>	<b>€ 30,702</b>
<b>5</b>	<b>€ 32,198</b>
<b>6</b>	<b>€ 33,168</b>
<b>7</b>	<b>€ 34,136</b>
<b>8</b>	<b>€ 36,576</b>
<b>9</b>	<b>€ 37,795</b>
<b>10</b>	<b>€ 39,251</b>
<b>11</b>	<b>€ 40,700</b>
<b>12</b>	<b>€ 42,160</b>
<b>13</b>	<b>€ 43,380</b>
<b>14</b>	<b>€ 44,996</b>
<b>15</b>	<b>€ 44,996</b>
<b>16</b>	<b>€ 44,996</b>
<b>17</b>	<b>€ 47,225</b>
<b>18</b>	<b>€ 47,225</b>
<b>19</b>	<b>€ 47,225</b>
<b>20</b>	<b>€ 47,225</b>
<b>21</b>	<b>€ 50,170</b>
<b>22</b>	<b>€ 50,170</b>
<b>23</b>	<b>€ 50,170</b>
<b>24</b>	<b>€ 50,170</b>
<b>25</b>	<b>€ 53,423</b>

## **ACADEMIC QUALIFICATIONS**

1. (a) (i) H. Dip. in Ed. (Pass)	€ 532
(ii) Higher Froebel Cert.	€ 532
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€ 1,112
(ii) Ard Teastas Gaeilge	€ 1,112
(c) Primary Degree (Pass)	€ 1,658
(d) Masters Degree by thesis or exam (Pass)	€ 4,426
(e) Primary Degree (1st or 2nd Hons)	€ 4,426
(f) Masters Degree (1st or 2nd Hons)	€ 4,946
(g) Doctors Degree	€ 5,526
<p>Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) to (g)</p>	
2. (i) *An Teastas i dTeagasc na Gaeilge le honoracha	€ 3,850
(ii) *Higher Diploma in Education (1st or 2nd Hons)	€ 3,850
(iii) *Primary Degree (Pass) together with at least 3 years approved experience in commercial, industrial or other approved occupation	€ 3,850
<p>*Payable only to teachers who were in receipt of an allowance of £110 (pre July 1968) and who did not qualify for a higher allowance at 1. above</p>	
(iv) Diploma for Teachers of Deaf Diploma for Teachers of Blind	€ 2,193

**Diploma for Teachers of  
Mentally and Physically  
Handicapped Children**

**OTHER ALLOWANCES**

<b>1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)</b>	<b>€ 1,658</b>
<b>2. Itinerant Domestic Science Teachers</b>	<b>€ 1,658</b>
<b>3. Teaching through Irish</b>	<b>€ 1,424</b>
<b>4. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary</b>	<b>€ 2,757</b>
<b>5. Island Allowance</b>	<b>€ 1,658</b>
<b>6. Special allowance payable to teachers in Comprehensive Schools</b>	<b>€ 2,224</b>

**Untrained Teachers' Rate**

<b>Z01</b>	<b>€ 24,619</b>
<b>Allowance for Teachers with 35 years' service</b>	<b>€ 2,091</b>

## **Allowance Payable to Teachers in the Prison Service**

**Honorarium € 4,296**

### **SECONDMENT ALLOWANCES**

**CATEGORY 2 € 15,143**

**CATEGORY 3 € 11,831**

**CATEGORY 4 € 9,117**

**Allowance payable to teachers  
of apprentices in € 8,766  
Dun Laoghaire and Co. Cork VECs**

**Secure Unit Allowance/  
Disturbed Adolescent Allowance € 1,976  
100%**

### **Hourly and daily rates of pay for part-time and substitute teachers**

**Primary daily rate casual (qualified teacher) €164.26**

**Primary daily rate (unqualified) €115.12**

**Primary hourly rate (qualified) on payroll €32.21**

**Primary hourly rate (qualified) paid by grant €36.60**

**Primary hourly rate (unqualified) €26.07**

**Post-primary hourly rate casual (qualified) €40.10**

**Post primary hourly rate (unqualified) €36.76**

### **Supervision and Substitution**

**Hourly rate €43.04**

## Appendix II Frequently Asked Questions

### **I am a newly qualified teacher who has never worked as a substitute teacher – Which pay scale will I start on?**

Only service given in a teaching position pre-1 January 2011 will count as prior service for eligibility for pre-2011 pay scales. If you have not served in a teaching position (including as a substitute) before 1 January 2011 you will be offered a contract at the new pay rates and conditions. You cannot receive incremental credit for any training prior to entry to teaching.

### **I am a teacher who worked in Ireland as a substitute teacher in 2001 but I have been in the UK for the past number of years – Which pay scale will I start on?**

You worked in a teaching position prior to 1 January 2011. You will therefore be offered a contract at pre-2011 pay rates and conditions. Your service as a qualified and registered teacher in the UK will be reckonable for incremental credit purposes.

### **I am a teacher who worked in the EU for the past number of years. I have never worked in a teaching position in the public service in Ireland but am due to start in May 2011 – Which pay scale will I start on?**

You are a new appointee to teaching. You will begin on the first point of the January 2011 payscale. Recognised teaching service in another country prior to your first entry to teaching in Ireland is reckonable subject to certain conditions.

### **I am a qualified and registered teacher who has prior public sector experience as a Lecturer. I will begin teaching in May 2011 – Which pay scale will I start on?**

You are a new appointee to teaching. You will therefore be offered a contract at January 2011 pay rates and conditions. This applies also to teachers who are moving to take up a post in other positions (eg Special Needs Assistants, administrators, etc). You may be entitled to certain incremental credit in respect of your lecturing service.

### **I have been employed as a teacher in the private sector for 5 years. I will begin teaching in the public sector in May 2011 – What will my starting salary be?**

You are a new appointee under the recent Government Decision. You will therefore be offered a contract at the first point of the January 2011 pay rates and conditions. You may be entitled to incremental credit subject to certain conditions.

**I am a teacher who was employed with a Vocational Education Committee since September 2005. I resigned from my post with the VEC in November 2010. I expect to take up a teaching post in a Voluntary Secondary school in September 2011. Which pay scale will I be paid on?** You worked in a teaching position prior to 1 January 2011. You will therefore be offered a contract at pre-2011 pay rates and conditions if you resume teaching in a voluntary secondary school in September 2011. Your service as a qualified and registered teacher with the VEC will be reckonable for incremental credit purposes.

[Rates applicable to personnel appointed on or after 1 January 2011 \(Circular 0040/2011\)](#)