

## NEW ENTRANT PAY ISSUE AND RELATED COMMITMENTS 16 SEPTEMBER 2016

Discussions took place between the Department of Education and Skills, the Department of Public Expenditure and Reform and representatives from the INTO and TUI over the period July to September 2016 to fully scope out the issues relating to pay arrangements for newly qualified teachers recruited since 1 February 2012. This engagement took place in the context of the TUI/DES Agreement of May 2016 and both unions' acceptance of the Lansdowne Road Agreement.

### **Part A - Measures Agreed**

In return for the pay measures for new entrant teachers set out in Part B below, the following has been agreed between the parties:

1. The current review of the post of responsibility structure in schools will, in the context of restoration of posts, address:

(i) the further development of a distributed leadership model, involving the establishment and facilitation of a leadership team in a school with appropriately defined and shared responsibilities for areas such as:

- curriculum and learning
- student support and wellbeing;
- school improvement;
- leadership and development of staff teams

(ii) accountability of post-holders to the Principal, other colleagues and management;

(iii) the progressive introduction of open recruitment to the position of Deputy Principal at primary level, initially in larger schools; and

(iv) the re-designation of the current post of Assistant Principal as *Assistant Principal I* and of the current post of Special Duties Teacher as *Assistant Principal II*.

Flexibility in organising post responsibilities to meet the evolving needs of a school (including appropriate consultation with the teaching staff and regular review of roles) is recognised as essential by the parties.

2. The grounds for appeal in respect of competitions for appointment to posts of responsibility will be confined to an alleged breach of the procedure as set out in Department Circulars. The parties agree that consistency, fairness and probity are essential in any appointment process and the procedural arrangements and criteria will be reviewed to achieve this. The parties further agree that an appeal is intended as an evaluation of the procedural operation of the competition.

3. The existing criteria for selection for posts of responsibility will be revised with a view to phasing out Seniority/Length of Service as a stand-alone criterion, while still reflecting the

value of a teacher's experience and how that contributes to their capacity to meet the requirements of the post.

4. The parties commit to ongoing co-operation with school self-evaluation in the context of the above. There will be an immediate time-bound engagement involving the relevant parties to resolve issues with the teacher induction process (Droichead), including issues giving rise to the current union directive on non-cooperation.

It is noted that it is only within the terms of the Lansdowne Road Agreement that any further consideration of remuneration adjustment for any group of public servants, including issues relating to more recently recruited public servants, will fall to be examined. The parties acknowledge that the issue of the pay of January 2011 new entrants to the public service was not resolved in the current process. The parties understand that entry levels of pay will be considered by the Public Service Pay Commission, which will examine pay levels across the public service. The parties also acknowledge that the issue of the payment of the H.Dip allowance to teachers was not resolved in the current process and that the union side reserves its right to seek to have this issue considered through appropriate mechanisms.

### **Part B – Pay Measures for New Entrant Teachers**

- A new scale will be created which is the sum of the current 2011 entrant scale and the honours primary degree allowance (€4,918). This scale is set out below.
- All new entrant teachers who entered teaching since 1 January 2011 will be assimilated onto this new scale i.e. the cohort who entered between 1 January 2011 and 31 January 2012 and the cohort who entered on or after 1 February 2012. This will result in a single post-1 January 2011 teacher scale when fully implemented.
- Teachers who entered teaching on or after 1 February 2012 will be assimilated on to the new scale in two phases:
  - Phase 1 on 1 January 2017
  - Phase 2 on 1 January 2018
- Teachers who entered teaching between 1 January 2011 and 31 January 2012 will be assimilated on to the new scale on 1 January 2018.
- Teachers in the cohort who entered teaching between 1 January 2011 and 31 January 2012 and who are currently entitled to qualification allowances above that of honours primary degree level (€4,918) will continue to receive the same level of remuneration. The excess will continue to be paid in the form of a qualification allowance on a personal-to holder basis. The remuneration of an individual teacher in this cohort will therefore not change as a result of the assimilation to the new scale.
- No individual teacher will lose remuneration as a result of the assimilation.
- New entrants to teaching appointed between 1 January 2017 and 1 January 2018 will be placed on the appropriate point of the Phase 1 scale on their appointment and will move to the Phase 2 scale on 1 January 2018.

	<b>CURRENT 2012 ENTRANT SCALE</b>	<b>PHASE 1 RESTORATION SCALE</b>	<b>PHASE 2 RESTORATION SCALE</b>
<b>1</b>	31,805	32,806	33,806
<b>2</b>	33,964	34,614	35,263
<b>3</b>	34,746	35,837	36,927
<b>4</b>	37,372	37,529	37,686
<b>5</b>	38,591	38,673	38,755
<b>6</b>	40,047	40,047	40,047
<b>7</b>	41,496	41,496	41,496
<b>8</b>	42,956	42,956	42,956
<b>9</b>	44,176	44,176	44,176
<b>10</b>	45,792	46,073	46,354
<b>11</b>	45,792	46,750	47,708
<b>12</b>	45,792	47,559	49,326
<b>13</b>	48,021	49,479	50,936
<b>14</b>	48,021	50,290	52,558
<b>15</b>	48,021	50,968	53,914
<b>16</b>	48,021	51,866	55,710
<b>17</b>	50,966	53,338	55,710
<b>18</b>	50,966	53,338	55,710
<b>19</b>	50,966	54,576	58,186
<b>20</b>	50,966	54,576	58,186
<b>21</b>	54,219	56,203	58,186
<b>22</b>	54,219	56,203	58,186
<b>23</b>	54,219	57,839	61,458
<b>24</b>	59,561	60,510	61,458
<b>25</b>	60,736	61,097	61,458
<b>26</b>	60,736	61,097	61,458
<b>27</b>	60,736	62,905	65,073