



**To: The Managerial Authorities of Recognised Primary, Secondary, Community
and Comprehensive Schools
and
The Chief Executives of Education and Training Boards**

**Changes to the Career Break Scheme for the
2018/19 school year**

1. Introduction

In response to issues raised in relation to teacher supply, certain restrictions imposed in the Career Break Scheme were suspended on 26th January, 2018 for the remainder of the 2017/18 school year. Following the Minister's recent publication of the 'Teacher Supply Action Plan' you are advised that these restrictions are suspended with immediate effect for the remainder of the 2018/19 school year.

2. Purpose of the Career Break Scheme

A Career Break is a period of special leave without pay and the main objectives of this scheme below, which are not exhaustive, is for employers, wherever possible to facilitate applicants in the areas of:

- Personal Development
- Voluntary Service Overseas
- Accompany spouse/partner on Diplomatic/Military Posting
- Education
- Public Representation
- Childcare/Dependent care
- Self-employment

3. Employment of teachers in a substitute capacity whilst on Career Break

Teachers who are on a Career Break may now be employed in a substitute capacity only without the restrictions imposed in Paragraph 5.1, Chapter 8 (Career Break Scheme) of the 'Terms and Conditions of Employment for Registered Teachers in Recognised Primary and Post Primary Schools'.

Employers are reminded that in considering applications for Career Breaks, the welfare and educational needs of the pupils shall take precedence over all other considerations and accordingly, must take account of the availability of appropriate qualified replacement teachers.

4. Pay Arrangements

A teacher who is on Career Break and is employed in a substitute capacity at post-primary shall be regarded as working on a casual basis until he/she has worked for a period in excess of 150 hours in a recognised school/Further Education centre during the 2018/19 school year. Substitute hours worked in excess of 150 hours will be paid at the teachers' personal rate.

A teacher who is on Career Break and is employed in a substitute capacity in a primary school shall be regarded as working on a casual basis until he/she has worked for a period in excess of 40 days in a recognised school during the 2018/19 school year. Substitute days worked in excess of 40 days will be paid at the teachers' personal rate.

5. Circulation of Information Note

Please ensure that copies of this Information Note are provided to all members of the Board of Management/Education and Training Boards and its contents are brought to the attention of all teachers in your employment including those on leave of absence.

Alfie Barrett
Teacher/SNA Terms & Conditions
16th November 2018

Padraig Maloney
Payroll Division
16th November2018