

**Department of Education and Skills**

**Pension Unit**

**Teacher Retirement**

**Statistics 2016**

## Department of Education and Skills

### Teacher Retirement Statistics 2016

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**INTRODUCTION:**

The statistics illustrate the number of teachers in the Primary and Secondary/Community and Comprehensive schools sector, who retired during the period 1 January 2016 to 31 December 2016.

**CONTACT:**

If you have a query relating to these statistics please e-mail [pensions@education.gov.ie](mailto:pensions@education.gov.ie)

## **Primary Teachers Retired from 1 January to 31 December 2016**

### **Summary of points from Tables and Charts**

1. There were a total of 538 Primary retirements in 2016.
2. The highest percentage of Primary retirements in 2016 were at Principal Level (29%).
3. The vast majority of Primary retirements during 2016 took place in August (73.6%).
4. 82.7% of Primary retirements during 2016 were voluntary retirements.
5. There were 465 Primary schools with retirees in 2016 – 401 (86%) of these schools had one retiree.
6. Retirees in schools in Dublin (140) and Cork (63) accounted for 37.7% of all retirements.
7. The most common ages of Retirement for Primary teachers in 2016 were ages 60 (13.38%/72 retirees) and 55 (13.2%/71 retirees).

**Primary Teachers retired from 1 January to 31 December 2016**

**Table A: Teachers retired per post held**

<b>County</b>	<b>Retirees</b>	<b>Principal</b>	<b>Deputy Principal</b>	<b>Asst. Principal</b>	<b>Special Duties</b>	<b>Class Teacher</b>	<b>Total</b>	<b>% of total</b>
Carlow	3	1	1	0	0	1	3	0.6%
Cavan	13	4	1	0	4	4	13	2.4%
Clare	12	1	3	1	6	1	12	2.2%
Cork	63	12	18	5	15	13	63	11.7%
Donegal	21	8	2	1	6	4	21	3.9%
Dublin	140	28	36	14	33	29	140	26.0%
Galway	26	12	7	1	4	2	26	4.8%
Kerry	24	12	5	0	2	5	24	4.5%
Kildare	25	9	4	2	6	4	25	4.6%
Kilkenny	14	2	4	0	4	4	14	2.6%
Laois	13	4	4	1	1	3	13	2.4%
Leitrim	2	2	0	0	0	0	2	0.4%
Limerick	18	10	4	2	0	2	18	3.3%
Longford	8	2	3	0	3	0	8	1.5%
Louth	18	8	3	0	4	3	18	3.3%
Mayo	14	7	2	1	2	2	14	2.6%
Meath	19	6	8	0	2	3	19	3.5%
Monaghan	8	2	2	0	2	2	8	1.5%
Offaly	9	3	3	1	2	0	9	1.7%
Roscommon	8	4	1	0	2	1	8	1.5%
Sligo	7	3	0	0	2	2	7	1.3%
Tipperary	15	5	6	0	0	4	15	2.8%
Waterford	11	1	5	1	2	2	11	2.0%
Westmeath	10	6	0	1	3	0	10	1.9%
Wexford	21	4	6	4	4	3	21	3.9%
Wicklow	16	1	4	0	7	4	16	3.0%
<b>Total</b>	<b>538</b>	<b>157</b>	<b>132</b>	<b>35</b>	<b>116</b>	<b>98</b>	<b>538</b>	
% of total		29.2%	24.5%	6.5%	21.6%	18.2%	100%	
Total number of schools								3,250
% of total schools		4.8%	4.1%					

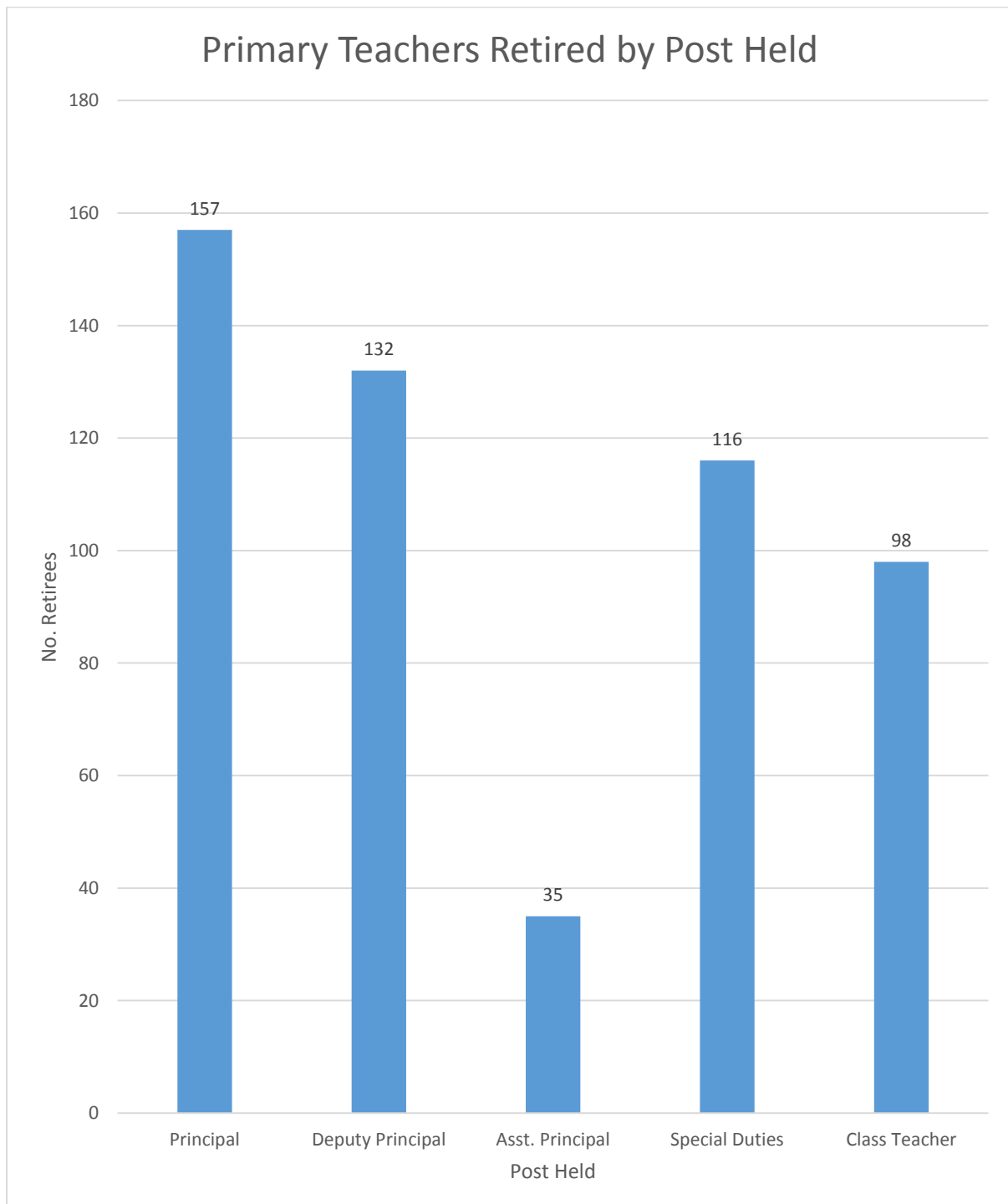
As shown in the table above, 29.2% of Primary retirements in 2016 were at Principal level, while the principal retired in 4.8% of all Primary schools

**Primary Teachers retired from 1 January to 31 December 2016**

**Table A: Primary Teachers Retired by Post Held (Summary)**

	Principal	Deputy Principal	Asst. Principal	Special Duties	Class Teacher	Total
Number of Retirees	157	132	35	116	98	538
% of Total Retirees	29.2%	24.5%	6.5%	21.6%	18.2%	100%

**Chart A: Primary Teachers Retired by Post Held**



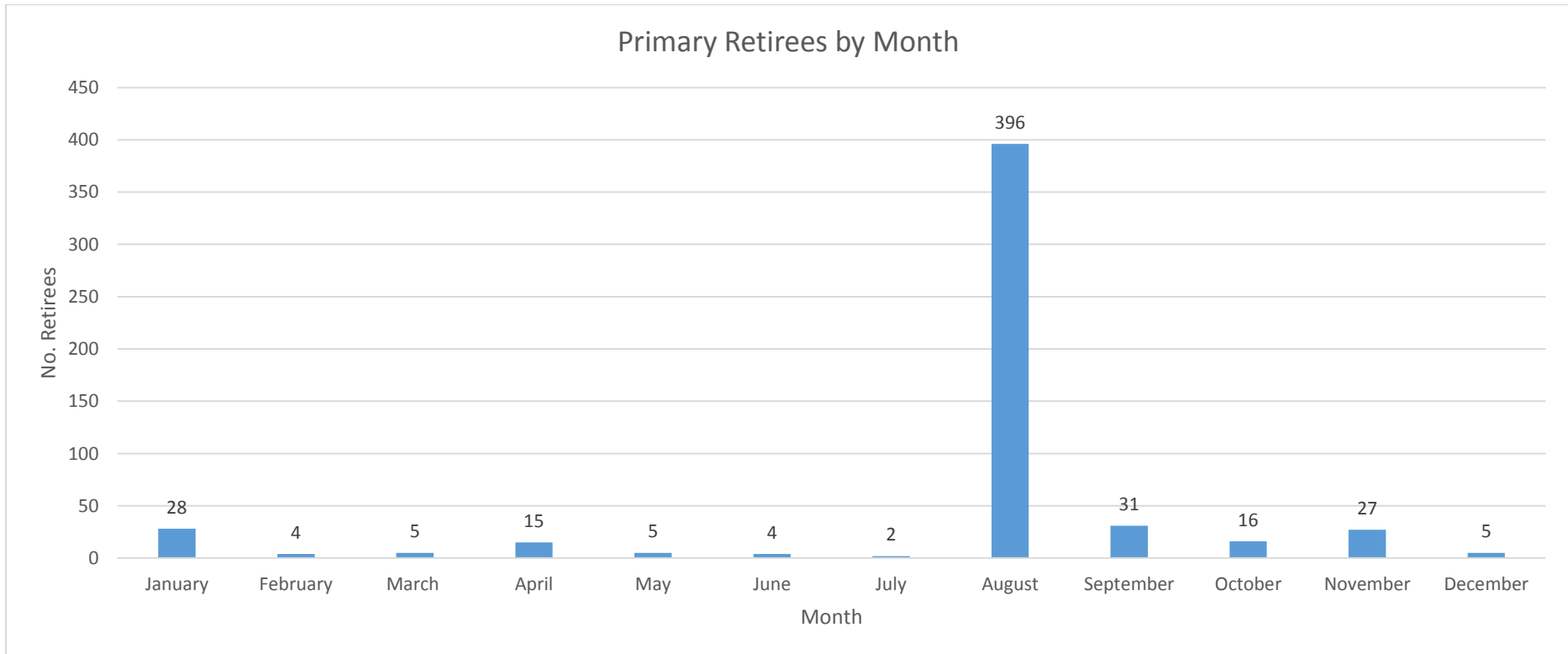
**Primary Teachers Retired from 1 January to 31 December 2016**

**Table B: Primary Retirees per month**

	January	February	March	April	May	June	July	August	September	October	November	December	Total
Retirees	28	4	5	15	5	4	2	396	31	16	27	5	538
%	5.2%	0.7%	0.9%	2.8%	0.9%	0.7%	0.4%	73.6%	5.8%	3.0%	5.0%	0.9%	

The majority of Primary Teacher retirements during 2016 took place in August (73.6%)

**Chart B: Primary Retirees by Month**



## Primary Teachers Retired from 1 January to 31 December 2016

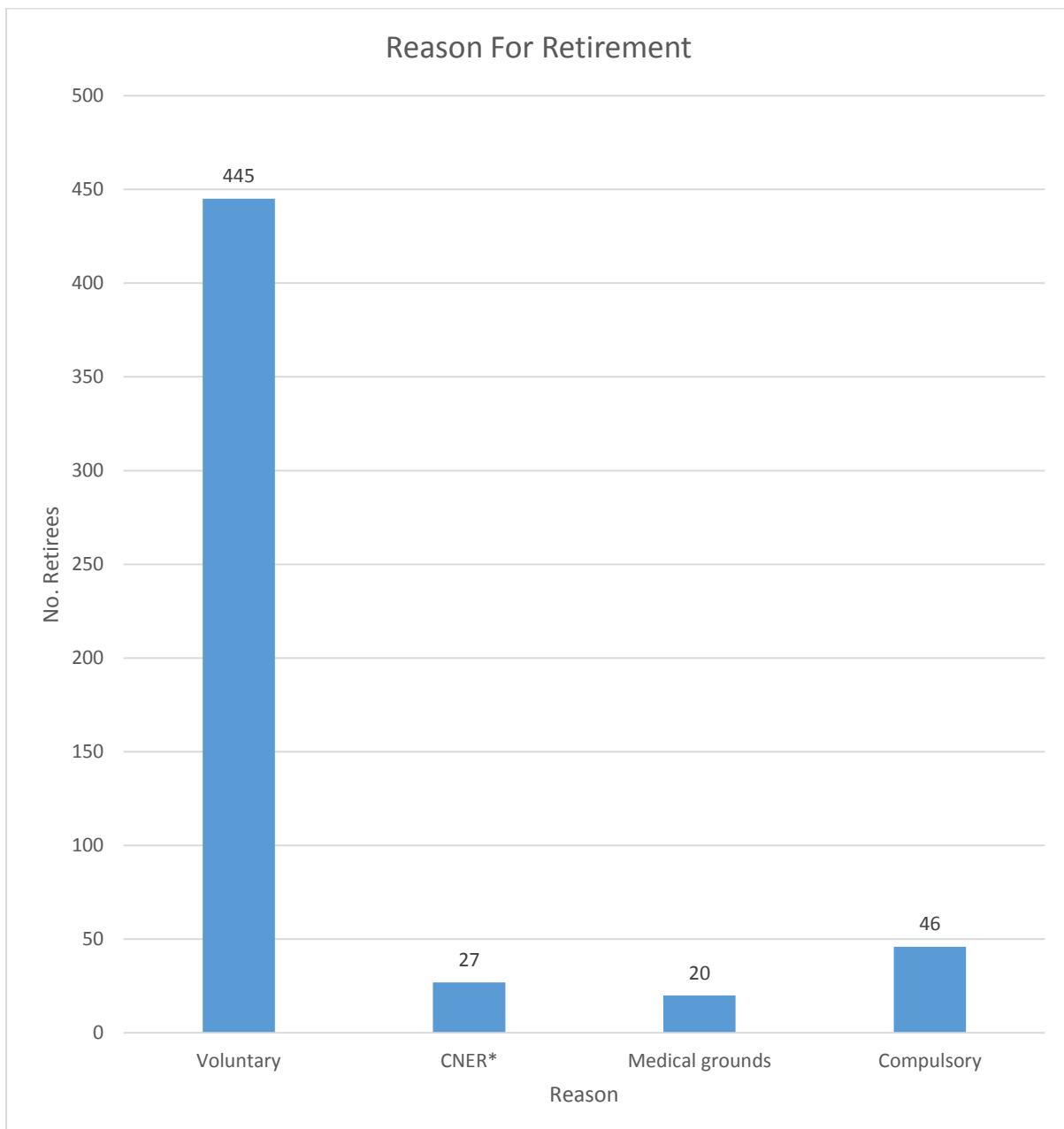
**Table C: Retirees per retirement reason**

	Voluntary	CNER*	Medical grounds	Compulsory	Total
Retirees	445	27	20	46	538
%	82.7%	5.0%	3.7%	8.6%	

\* Cost Neutral Early Retirement (actuarially reduced benefits)

**82.7% of Primary Teacher retirements during 2016 were voluntary retirements**

**Chart C: Primary Retirees by Retirement Reason**





## Primary Teachers Retired from 1 January to 31 December 2016

**Table D: Number of schools where there were retirements and number of retirees in those schools - by county**

No. of Retirees in school	1	2	3	4	Total
<b>County</b>					
Carlow	3	0	0	0	3
Cavan	7	3	0	0	13
Clare	12	0	0	0	12
Cork	42	7	1	1	63
Donegal	17	2	0	0	21
Dublin	95	15	5	0	140
Galway	20	3	0	0	26
Kerry	22	1	0	0	24
Kildare	15	5	0	0	25
Kilkenny	10	2	0	0	14
Laois	8	1	1	0	13
Leitrim	2	0	0	0	2
Limerick	18	0	0	0	18
Longford	6	1	0	0	8
Louth	12	3	0	0	18
Mayo	12	1	0	0	14
Meath	17	1	0	0	19
Monaghan	8	0	0	0	8
Offaly	5	2	0	0	9
Roscommon	8	0	0	0	8
Sligo	3	2	0	0	7
Tipperary	13	1	0	0	15
Waterford	9	1	0	0	11
Westmeath	10	0	0	0	10
Wexford	15	3	0	0	21
Wicklow	12	2	0	0	16
No of schools with retirements	401	56	7	1	465
% of schools with retirees	86.2%	12.0%	1.5%	0.2%	
Total number of schools					3,250
% of total schools	12.34%	1.72%	0.22%	0.03%	14.31%

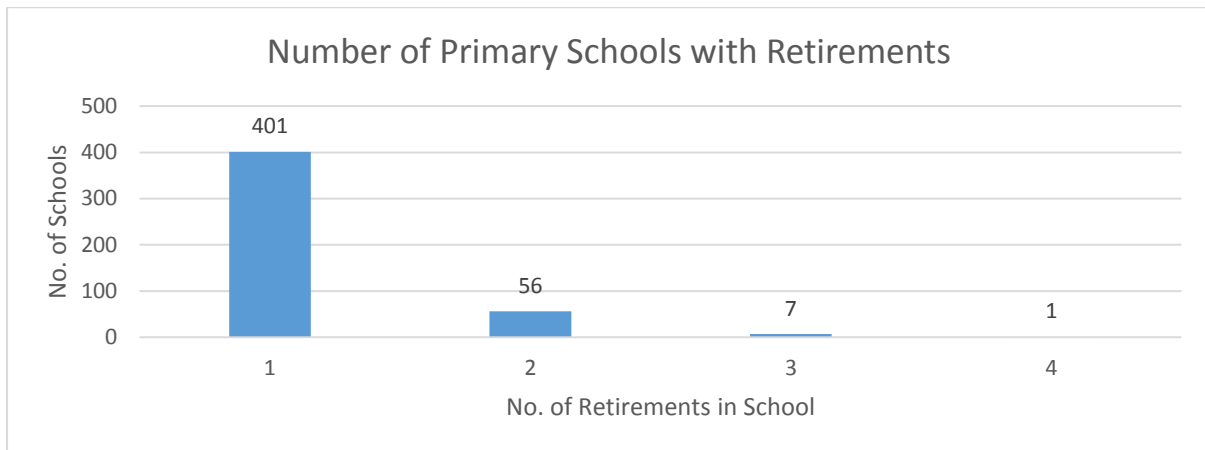
**There were 465 Primary schools with retirees in 2016 – 401 of these schools (86%) had one retiree**

## Primary Teachers Retired from 1 January to 31 December 2016

**Table D (i): Number of Primary schools where there were retirements and number of retirees in those schools (Summary)**

Number of Retirees	1	2	3	4	Total
No of schools with retirements	401	56	7	1	465

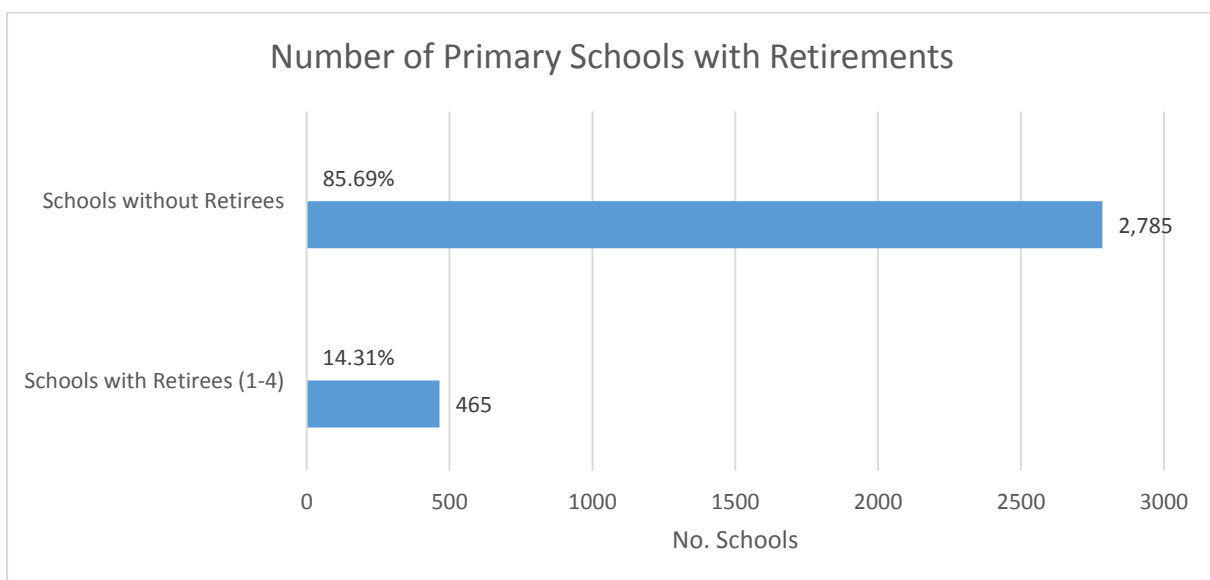
**Chart D (i): Number of Primary schools where there were retirements and number of retirees in those schools**



**Table D (ii): Number of Primary schools where there were retirements**

Schools with Retirees (1-6)	465	14.31%
Schools without Retirees	2,785	85.69%

**Chart D (ii): Number of Primary schools where there were retirements**



**Primary Teachers Retired from 1 January to 31 December 2016**

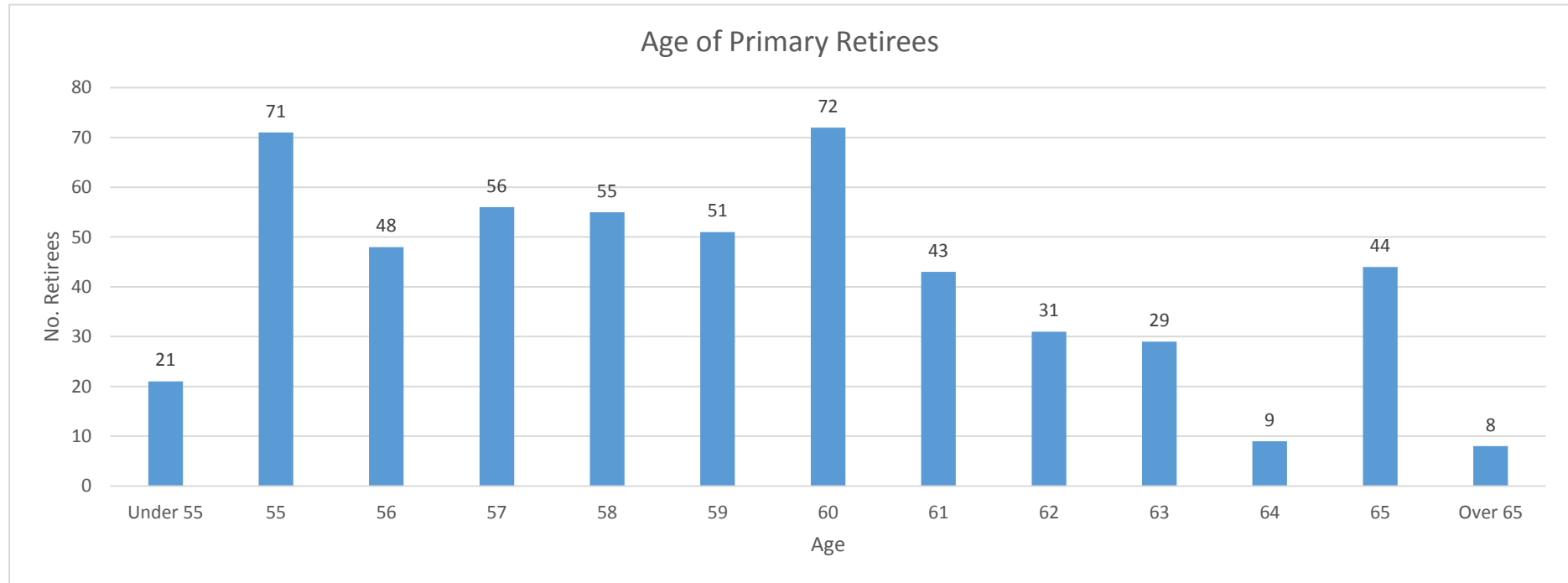
**Table E: Primary Retirees by Age**

Age	Under 55	55	56	57	58	59	60	61	62	63	64	65	Over 65	Total
Number of Retirees	21	71	48	56	55	51	72	43	31	29	9	44	8	538
% of total	3.90%	13.20%	8.92%	10.41%	10.22%	9.48%	13.38%	7.99%	5.76%	5.39%	1.67%	8.18%	1.49%	

The most common ages of retirement for Primary Teachers in 2016 were ages 60 (72 retirees) and 55 (71 retirees)

Of the 538 Primary teachers who retired in 2016, 302 (56%) retired before age 60

**Chart E: Primary Retirees by Age**



## **Secondary/C&C Teachers Retired from 1 January to 31 December 2016**

### **Summary of points from Tables and Charts**

1. There were a total of 376 Secondary/C&C retirements in 2016.
2. The highest percentage of Secondary/C&C retirements in 2016 were at Assistant Principal Level (47.6%).
3. The vast majority of Secondary/C&C retirements during 2016 took place in August (84%).
4. 77.1% of Secondary/C&C retirements during 2016 were voluntary retirements.
5. There were 244 Secondary/C&C schools with retirees in 2016 –154 (63.1%) of these schools had one retiree.
6. Retirees in schools in Dublin (118) and Cork (38) accounted for 41.5% of all retirements.
7. The most common age of Retirement for Secondary/C&C teachers in 2016 was age 60 (17.29%/65 retirees).

## Secondary/C&C Teachers Retired from 1 January to 31 December 2016

Table 1: Secondary/C&C Teachers Retired by Post Held

County	Retirees	Principal	Deputy Principal	Asst. Principal	Special Duties	Class Teacher	Total	% of total
Carlow	3	0	0	0	3	0	3	0.8%
Cavan	1	0	0	1	0	0	1	0.3%
Clare	8	0	2	6	0	0	8	2.1%
Cork	38	4	2	18	11	3	38	10.1%
Donegal	14	0	0	9	2	3	14	3.7%
Dublin	118	9	5	61	23	20	118	31.4%
Galway	28	1	3	14	6	4	28	7.4%
Kerry	12	2	0	4	5	1	12	3.2%
Kildare	17	2	2	9	1	3	17	4.5%
Kilkenny	4	0	0	4	0	0	4	1.1%
Laois	1	0	0	1	0	0	1	0.3%
Leitrim	1	0	0	0	0	1	1	0.3%
Limerick	24	2	2	8	6	6	24	6.4%
Longford	3	1	0	1	0	1	3	0.8%
Louth	6	0	1	0	3	2	6	1.6%
Mayo	11	1	0	5	3	2	11	2.9%
Meath	6	0	1	3	1	1	6	1.6%
Monaghan	5	1	0	2	1	1	5	1.3%
Offaly	5	0	0	1	1	3	5	1.3%
Roscommon	1	0	0	1	0	0	1	0.3%
Sligo	9	0	1	4	1	3	9	2.4%
Tipperary	15	2	0	8	5	0	15	4.0%
Waterford	14	3	1	5	4	1	14	3.7%
Westmeath	11	2	0	4	5	0	11	2.9%
Wexford	15	2	1	8	3	1	15	4.0%
Wicklow	6	1	0	2	2	1	6	1.6%
<b>Total</b>	<b>376</b>	<b>33</b>	<b>21</b>	<b>179</b>	<b>86</b>	<b>57</b>	<b>376</b>	
% of total		8.8%	5.6%	47.6%	22.9%	15.1%	100%	
Total number of schools								470
% of total schools		7.0%		38.1%				

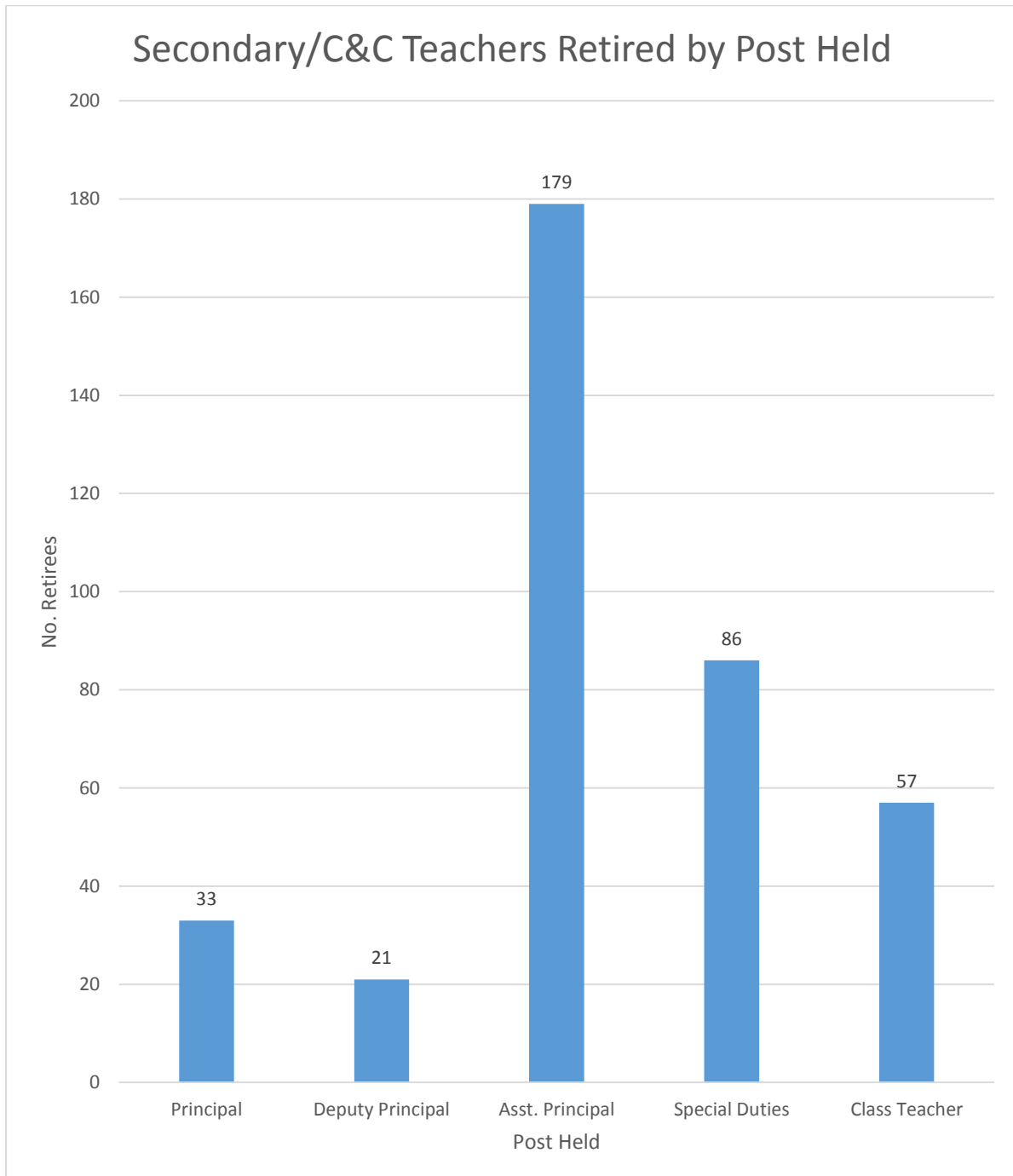
As shown in the table above, 8.8% of Secondary/C&C teacher retirements in 2016 were at Principal level, while the principal retired in 7.0% of all secondary/C&C schools

## Secondary/C&C Teachers Retired from 1 January to 31 December 2016

**Table 1: Secondary/C&C Teachers Retired by Post Held (Summary)**

	Principal	Deputy Principal	Asst. Principal	Special Duties	Class Teacher	Total
Number of Retirees	33	21	179	86	57	376
% of Total Retirees	8.8%	5.6%	47.6%	22.9%	15.1%	

**Chart 1: Secondary/C&C Teachers Retired by Post Held**



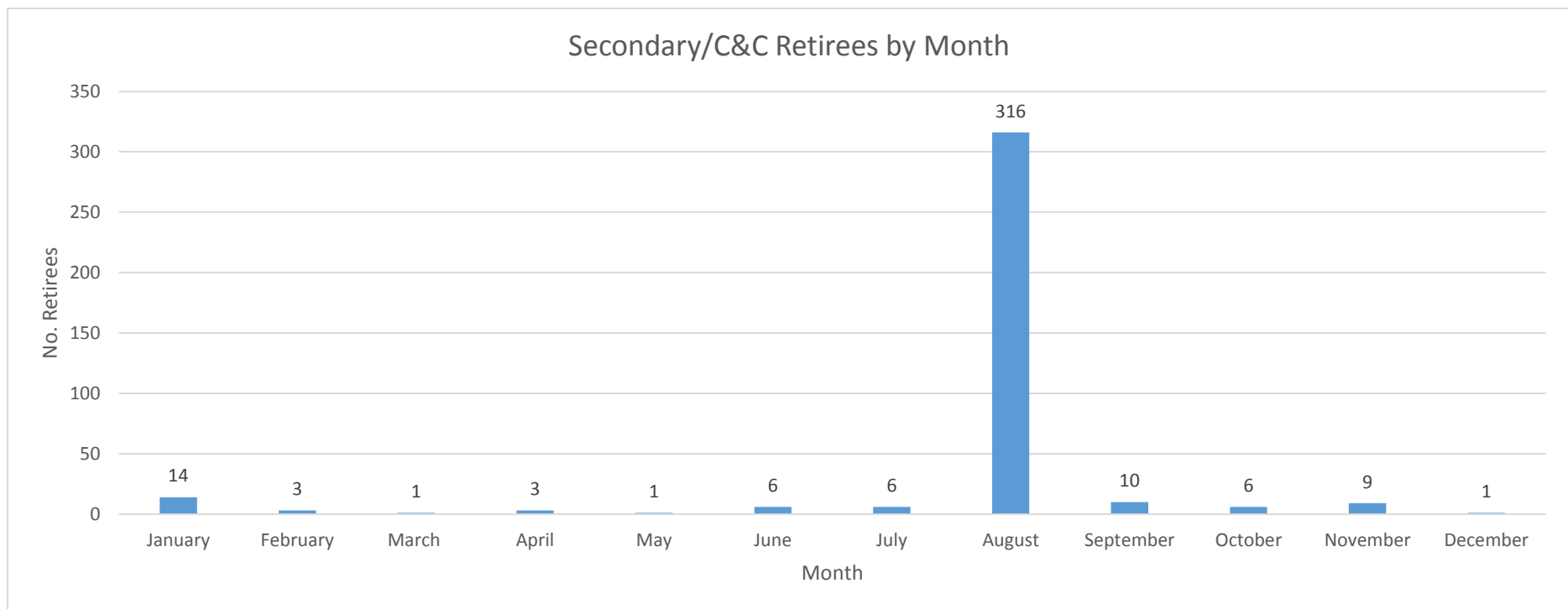
**Secondary/C&C Teachers Retired from 1 January to 31 December 2016**

**Table 2: Secondary/C&C Teachers Retirees per month**

	January	February	March	April	May	June	July	August	September	October	November	December	Total
Retirees	14	3	1	3	1	6	6	316	10	6	9	1	376
%	3.7%	0.8%	0.3%	0.8%	0.3%	1.6%	1.6%	84.0%	2.6%	1.6%	2.4%	0.3%	

The majority of Secondary/C&C Teachers retirements during 2016 took place in August (84%)

**Chart 2: Secondary/C&C Teachers Retirees by Month**



## Secondary/C&C Teachers Retired from 1 January to 31 December 2016

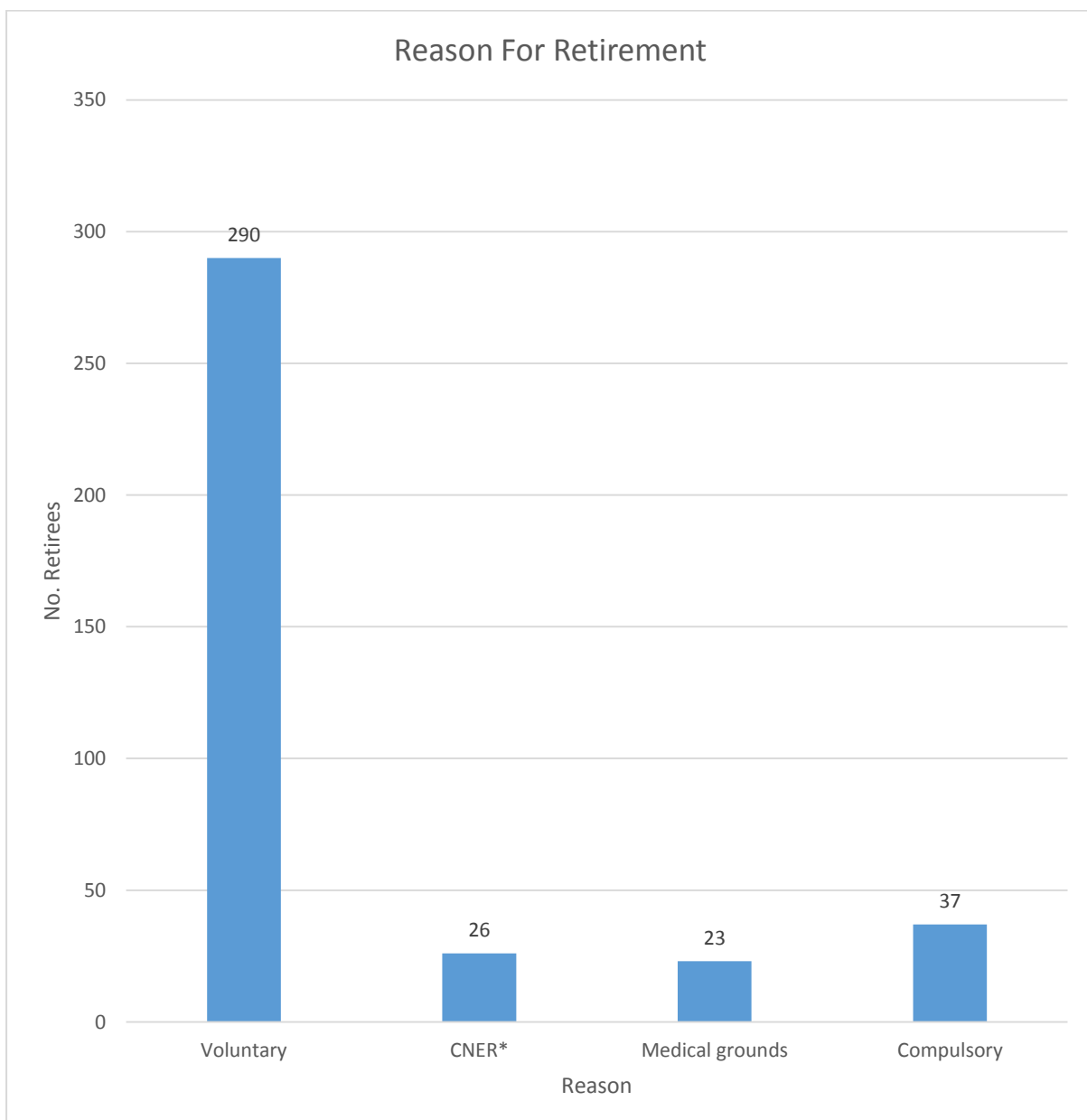
**Table 3: Retirees per retirement reason**

	Voluntary	CNER*	Medical grounds	Compulsory	Total
Retirees	290	26	23	37	376
%	77.1%	6.9%	6.1%	9.8%	

\* Cost Neutral Early Retirement (actuarially reduced benefits)

**77.1% of Secondary/C&C Teachers retirements during 2016 were voluntary retirements**

**Chart 3: Secondary/C&C Teachers Retirees by Retirement Reason**





## Secondary/C&C Teachers Retired from 1 January to 31 December 2016

**Table 4: Number of schools where there were retirements and number of retirees in those schools - by county**

No. Retirees in school	1	2	3	4	5	6	Total
<b>County</b>							
Carlow	1	1	0	0	0	0	3
Cavan	1	0	0	0	0	0	1
Clare	4	2	0	0	0	0	8
Cork	21	7	1	0	0	0	38
Donegal	3	4	1	0	0	0	14
Dublin	43	13	12	2	1	0	118
Galway	11	4	3	0	0	0	28
Kerry	3	3	1	0	0	0	12
Kildare	6	4	1	0	0	0	17
Kilkenny	4	0	0	0	0	0	4
Laois	1	0	0	0	0	0	1
Leitrim	1	0	0	0	0	0	1
Limerick	5	1	1	2	0	1	24
Longford	1	1	0	0	0	0	3
Louth	6	0	0	0	0	0	6
Mayo	8	0	1	0	0	0	11
Meath	6	0	0	0	0	0	6
Monaghan	5	0	0	0	0	0	5
Offaly	3	1	0	0	0	0	5
Roscommon	1	0	0	0	0	0	1
Sligo	2	0	1	1	0	0	9
Tipperary	6	3	1	0	0	0	15
Waterford	5	3	1	0	0	0	14
Westmeath	3	4	0	0	0	0	11
Wexford	2	5	1	0	0	0	15
Wicklow	2	2	0	0	0	0	6
No of schools with retirements	154	58	25	5	1	1	244
% of schools with retirees	63.1%	23.8%	10.2%	2.0%	0.4%	0.4%	
Total number of schools							470
% of total schools	32.77%	12.34%	5.32%	1.06%	0.21%	0.21%	51.91%

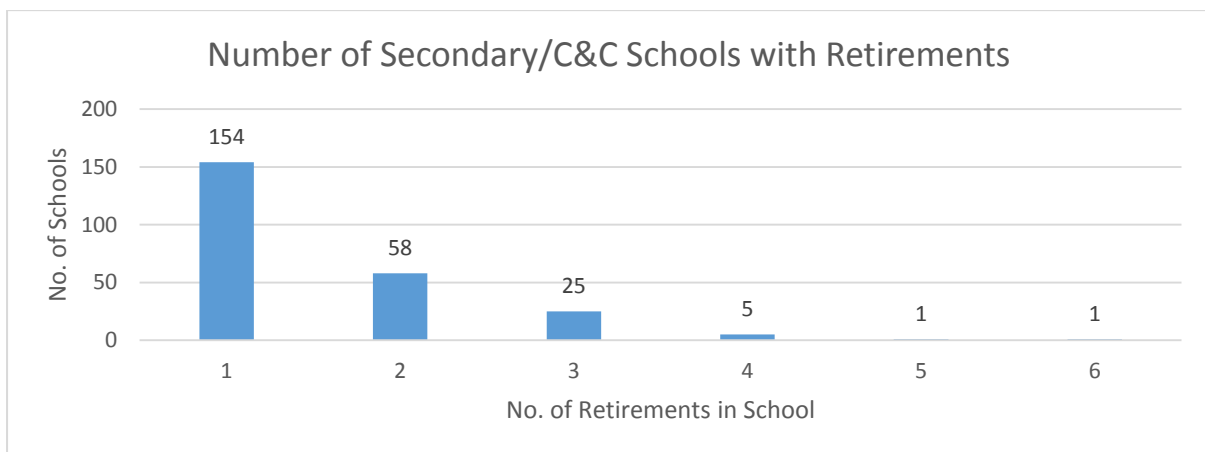
**There were 244 Secondary/C&C schools with retirees in 2016 – 154 of these schools (63.1%) had one retiree**

## Secondary/C&C Teachers Retired from 1 January to 31 December 2016

**Table 4 (i): Number of Secondary/C&C schools where there were retirements and number of retirees in those schools (Summary)**

Number of Retirees	1	2	3	4	5	6	Total
No of schools with retirements	154	58	25	5	1	1	244

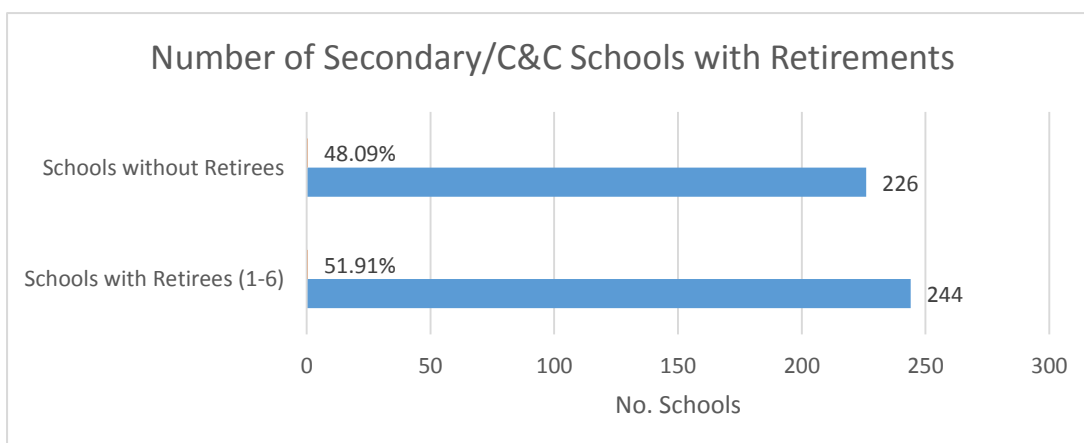
**Chart 4 (i): Number of Secondary/C&C schools where there were retirements and number of retirees in those schools**



**Table 4 (ii): Number of Secondary/C&C schools where there were retirements**

Schools with Retirees (1-6)	244	51.91%
Schools without Retirees	226	48.09%

**Chart 4 (ii): Number of Secondary/C&C Teachers schools where there were retirements**



**Secondary/C&C Teachers Retired from 1 January to 31 December 2016**

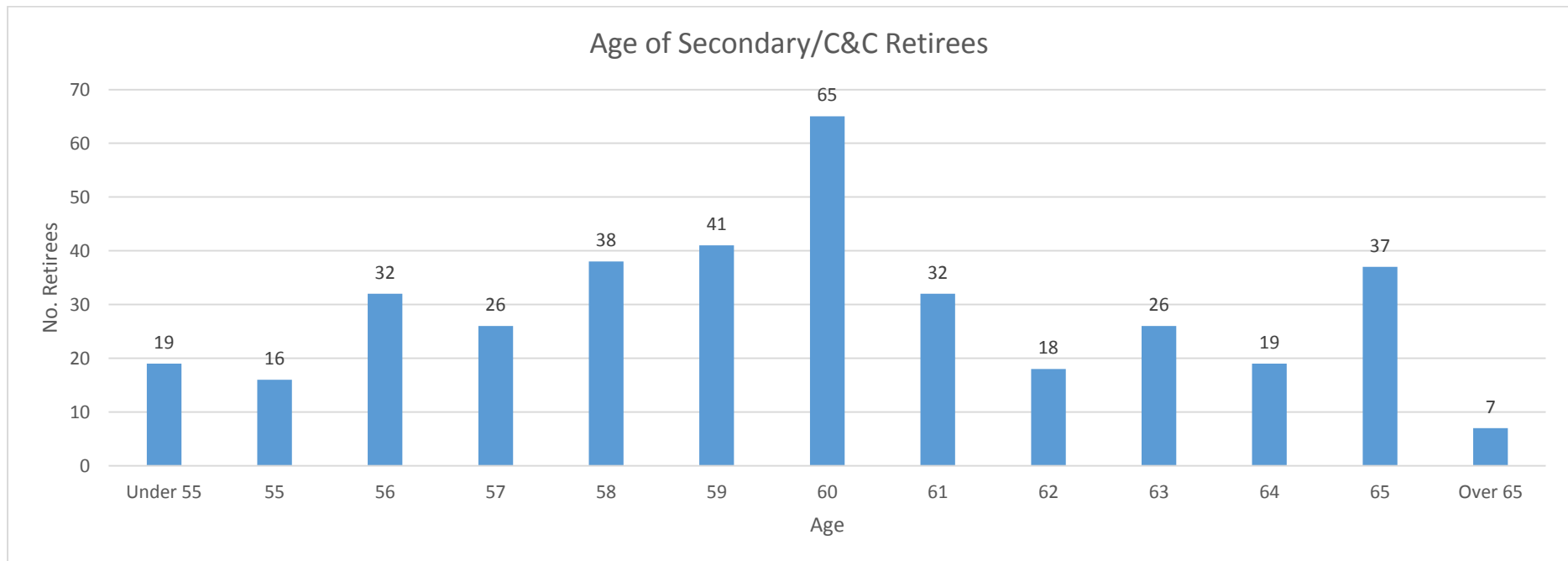
**Table 5: Secondary/C&C Teachers Retirees by Age**

Age	Under 55	55	56	57	58	59	60	61	62	63	64	65	Over 65	Total
Number of Retirees	19	16	32	26	38	41	65	32	18	26	19	37	7	376
% of total	5.05%	4.26%	8.51%	6.91%	10.11%	10.90%	17.29%	8.51%	4.79%	6.91%	5.05%	9.84%	1.86%	

The most common age of retirement for Secondary/C&C Teachers in 2016 was 60 (65 retirees)

Of the 376 Secondary/C&C Teachers who retired in 2016, 172 (45.74%) retired before age 60

**Chart 5: Secondary/C&C Teachers Retirees by Age**



## **APPENDIX 1**

### **TEACHER RETIREMENT OPTIONS:**

Since 2004 legislative changes have occurred which have altered the pension age for certain teachers. In broad terms pension age falls into three categories:

- (i) Teachers whose service commenced prior to April 2004 and who have uninterrupted service since then.

Voluntary Retirement: These teachers may avail of voluntary retirement from age 55 years provided they have completed 35 years' service for pension purposes, or, from age 60 if they have completed 2 years or more service.

Compulsory Retirement: These teachers must retire at the end of the school-year in which age 65 is reached.

Cost Neutral Early Retirement: Under Cost Neutral Early Retirement, a teacher in this category may, from age 50, avail of retirement with immediate payment of actuarially reduced benefits.

- (ii) Teachers whose service commenced between 1 April 2004 and 31 December 2012 and who have uninterrupted service thereafter; and teachers who had prior service and returned during the period 2004-2012 following a break of more than 26 weeks in public service employment.

Voluntary Retirement: These teachers have a minimum pension age of 65 years.

Compulsory Retirement: These teachers do not have a maximum age for retirement.

Cost Neutral Early Retirement: Under Cost Neutral Early Retirement, a teacher in this category may, from age 55, avail of retirement with immediate payment of actuarially reduced benefits.

- (iii) Teachers whose employment commenced from 1 January 2013, and, those who return to teaching after that date following a break of more than 26 weeks in pensionable public service employment. These teachers become members of the Public Service Single Pension Scheme.

Voluntary Retirement: Minimum retirement age for this category is currently age 66 years, rising to age 67 in 2021, and to age 68 in 2028, in line with proposed changes to the age at which Contributory State Pension becomes payable.

Compulsory Retirement: These teachers have a maximum retirement age of 70 years.

Cost Neutral Early Retirement: Under Cost Neutral Early Retirement, a teacher in this category may, from age 55 years, avail of retirement with immediate payment of actuarially reduced benefits.

Retirement on Medical grounds: A teacher may retire on medical grounds before the ages outlined above and be granted immediate payment of pension and lump sum, where s/he satisfies the terms of the pension scheme for such retirement.