



## Frequently Asked Questions

### Redeployment Scheme for teachers who qualified for a CID under [Circular 0024/2015](#)

February 2019

This document should be read in conjunction with the document [FAQs – Post Primary Redeployment Scheme](#).

Each of the FAQs and answers in this document should be read in the context that the core function of the redeployment arrangements is to facilitate the redeployment of all surplus permanent/CID teachers to other schools where vacancies exist. The redeployment of all surplus permanent/CID teachers is key to the Department's ability to manage within its payroll budget and ceiling on teacher numbers.

The document is set out in 2 sections as follows:

**Part 1**            **Redeployment of a teacher who qualified for a CID as a result of covering for a teacher on career break or secondment**

**Part 2**            **Redeployment of a teacher where a curricular mismatch exists**

## **Part 1 - Redeployment of a teacher who qualified for a CID as a result of covering for a teacher on career break or secondment**

- 1. Where a school/ETB has a teacher who is the holder of a CID acquired as a result of covering for a teacher on career break or secondment, and the absent teacher is returning to work in the next school year, how does the school/ETB inform the Department?**

The school management/Chief Executive must notify the Post Primary Allocations Section of the Department by submitting [Form RD2 19-20 - Declaration by a school where a teacher was awarded a CID under Circular 0024/2015](#) and:

- the teacher s/he was replacing is returning from career break or secondment, or
- a curricular mismatch exists in his/her subject(s)

- 2. Where a school/ETB has a teacher who is the holder of a CID acquired as a result of covering for a teacher on career break or secondment, and the absent teacher is returning to work in the next school year, can the replacement teacher be nominated for redeployment?**

Yes. Where a teacher has qualified for a CID in accordance with the provisions of Part A (2) of Circular 0024/2015 and the permanent teacher is returning from career break or secondment, the replacement teacher will be nominated for redeployment. The teacher is required to complete [Form RD1 – Application from a permanent/CID teacher for redeployment in accordance with the post primary redeployment](#).

- 3. Where more than one teacher has qualified for a CID as a result of replacing a teacher on career break/secondment, and the teacher is returning to work in the next school year, which of the replacement teachers is nominated for redeployment?**

Any teacher who qualifies for a CID in accordance with the provisions of Part A (2) of Circular 0024/2015 will be nominated for redeployment on the return of the teacher from career break or secondment.

The teacher is required to complete [Form RD1 – Application from a permanent/CID teacher for redeployment in accordance with the post primary redeployment](#).

4. **Where a school/ETB has a teacher who is the holder of a CID acquired as a result of covering for a teacher on career break or secondment, and the absent teacher is returning to work in the next school year, can the replacement teacher be retained in the school/ETB?**

Yes. Where a permanent/CID teacher is returning from career break or secondment, **and the school/ETB has provision within its approved staffing allocation**, the replacement teacher may be retained in the school/ETB.

5. **Where a school/ETB has a teacher who is the holder of a CID acquired as a result of covering for a teacher on career break or secondment, and the absent teacher is returning to work in the next school year, can this teacher apply for voluntary redeployment?**

Where a permanent/CID teacher is returning from career break or secondment, **and the school/ETB is nominating the replacement teacher for redeployment**, the school management may allow the teacher returning from career break/secondment the opportunity to apply for voluntary redeployment.

A voluntary applicant may, subject to certain conditions, be redeployed instead of a compulsory nominee.

6. **Where a school/ETB has staffing in excess of its allocation and a teacher is returning from career break or secondment in the next school year, how is a teacher selected for nomination for redeployment?**

In the first instance, the school/ETB must nominate the teacher who qualified for a CID as a result of covering for the teacher on career break or secondment for redeployment.

Where a school/ETB has nominated a teacher for redeployment and still retains staffing in excess of its allocation, the terms of the [Redeployment scheme for schools in situations other than school closure](#) will apply.

7. **Is there an appeal process for a teacher who has been nominated for redeployment?**

There is no appeal process in the case of a teacher who, having qualified for a CID as a result of covering for a teacher absent on career break or secondment, has been nominated for redeployment because the absent teacher is returning to the school in the next year.

8. **How does a teacher apply for redeployment?**

Both the teacher nominated by the school for redeployment and the teacher applying for voluntary redeployment, if applicable, are required to complete separate [Form RD1 - Application from a permanent/CID teacher for redeployment in accordance with the](#)

post primary redeployment. Forms must be certified by the Principal/school management or the CE of the ETB as appropriate.

## **Part 2 Redeployment of a teacher where a curricular mismatch exists**

### **1. How do I know if there is a curricular mismatch in my school/ETB?**

A curricular mismatch exists when a school/ETB has more teaching resources in a subject(s) than is required to meet the curriculum needs in the subject(s) in a particular defined school year.

### **2. What happens if there is a curricular mismatch in my school/ETB?**

Where there is a curricular mismatch in a school/ETB, **and** where one or more of the teachers involved has qualified for a CID in accordance with Part A of [Circular 0024/2015 - Implementation of the recommendations of the expert group on fixed-term and part-time employment in primary and second level education in Ireland](#) - the school/ETB must nominate the most junior teacher of that subject(s) who has qualified for a CID in accordance with Circular 0024/2015 for redeployment.

In such cases, it is also open to permanent/CID teachers of the surplus subject(s) in the school/ETB to apply for voluntary redeployment. A voluntary applicant may, subject to certain conditions, be redeployed instead of a compulsory nominee.

### **3. Where a curricular mismatch exists in the school/ETB, how is a teacher selected for nomination for redeployment?**

In the event that a school/ETB has in its employment only one teacher covered by this scheme in the relevant subject(s), the school/ETB may nominate that teacher for redeployment.

In the event that a school/ETB has in its employment more than one teacher covered by this scheme in the relevant subject(s), the most junior teacher to have qualified for a CID under Part A of Circular 0024/2015 will be nominated by the school management/Chief Executive for redeployment in accordance with the [Redeployment Scheme for teachers surplus to requirements other than in situations of school closure](#).

### **4. Where a curricular mismatch exists in a school/ETB, can a teacher in the school/ETB apply for voluntary redeployment?**

Permanent/CID teachers of the same subject(s) in which the mismatch exists may apply for voluntary redeployment.

**5. Where a curricular mismatch exists in a school/ETB and the school/ETB has staffing in excess of its allocation, how is a teacher selected for nomination for redeployment?**

In the first instance, the school/ETB must nominate a teacher(s) for redeployment under the terms of the [Redeployment Scheme for teachers surplus to requirements other than in situations of school closure](#).

Having nominated a teacher(s) for redeployment to bring the staffing within its approved allocation, if a curricular mismatch still exists, the most junior teacher of the mismatch subject to have qualified for a CID under Part A of Circular 0024/2015 will be nominated by the school management/Chief Executive for redeployment in accordance with the terms of Part D of [Circular 0024/2015](#).

**6. Where a teacher holds a CID in more than one post primary school, and s/he is nominated for redeployment from one of these schools, what is the procedure?**

If another school in which the teacher holds a CID has provision within its approved staffing allocation, the teacher will be redeployed to that school.

If another school in which the teacher holds a CID is in an ETB and the ETB has provision within its approved staffing allocation, the teacher will be redeployed to that ETB.

In all other cases, the teacher will be redeployed out of all schools in which she holds a CID and into a new school in a post for the combined total of CID hours.

**7. Is there an appeal process for a teacher who has been nominated for redeployment because of a curricular mismatch?**

Yes. It is open to a teacher nominated for redeployment as a result of curricular mismatch to appeal this decision if s/he considers that the process and procedures set out in the redeployment agreement in **Part D of Circular 0024/2015** were not complied with. The teacher must complete a [Form RD 10 - Appeal against nomination for redeployment](#) and have it certified by the Board of Management/Chief Executive and returned to the Department by the date specified each year in the Department's published staffing arrangements. This form is provided to the Directors of Redeployment.

**8. How does a teacher apply for redeployment?**

Both the teacher nominated by the school/ETB for redeployment and the teacher applying for voluntary redeployment are required to complete [Form RD1 - Application from a permanent/CID teacher for redeployment in accordance with the post primary redeployment](#).