

This document contains two separate INTO documents on the main redeployment panel.

The documents are:

1. 10 Things Re the Redeployment Panel Situation
  - *22 March 2011*
  
2. Revisions to Redeployment Panels - Key Changes
  - *8 March 2011*

*22 March 2011*

Arising from the information meetings organised by the INTO yesterday in Dublin, the following are important points of clarification raised during the course of the question and answer session.

- 1 The current indication is that the number of permanent teachers being placed on redeployment panels will be equivalent to the number of permanent posts due to become available in primary schools in September. Exact matches cannot be predicted at this stage, however, until panel lists issue and the geographic spread of posts is clearer.
- 2 The number of teachers who have five years temporary service and will also be placed on redeployment panels number is smaller than originally anticipated. These teachers will be redeployed to permanent posts after permanent teachers on panels have been redeployed.
- 3 Lists for the various panels on a diocesan and sectorial basis are due to be published by the DES next week. This will give a more accurate picture of the situation at local level in each area of the country. The lists will be published on the INTO website.
- 4 A break in service occurs when a teacher resigns from a permanent post and does not secure another post immediately or alternatively when a temporary teacher or substitute teacher finishes an existing contract and is not reemployed immediately. It is important to note that any teacher who has served in a temporary or substitute position prior to the 31st December 2010 will not be treated as a new entrant for the purposes of the revised salary scales as announced in Budget 2011. The situation for student teachers who may have done some substitute work is not clear at present as the Department of Finance has not clarified all aspects of the Government decision. The INTO continues to pursue this issue.

- 5 Teachers who took up their first appointment in the Public Service on or after 1st April 2004 are treated as 'new entrants' for pension purposes and have different pension arrangements than their colleagues who were in service prior to 1st April 2004 (who have not broken their service since).

It is now proposed to introduce a further revised pension scheme for another category of new entrant which I will call 'new entrants 2' for the sake of clarity. Public servants who enter the public service for the first time after the date of the enactment of the new legislation will have different pension arrangements than the 'old entrants' (pre-2004) and 'new entrants' (post 2004). It is likely that when that date is announced that people who have worked in the Public Service in the 26 weeks prior to that date will not be classified as 'new entrants 2'. After that date of the enactment of the legislation a Public servant who is not classified as a 'new entrant 2' and who ceases to be a public servant will on re-entry to the Public service will be treated as a 'new entrant 2' if a gap of 26 weeks has elapsed since their last day of service prior to cessation.

However, the legislation has not been published yet in relation to the proposed new pension arrangements from 2011 for all public servants. The INTO is lobbying and campaigning against the new provisions and, until the legislation is published, the situation in relation to what will and will not constitute a break in service and a new entrant is still unclear. The INTO is pursuing this issue as a matter of urgency.

6. Teachers may apply under the terms of the DES Circular to change the panel on which they are placed to an alternative panel. However, the determination on whether the application is successful is at the discretion of the patron of the particular panel for which the teacher is applying. While a small number of teachers have previously applied to change panel areas, there has been limited success in relation to the acceptance of teachers by other panel authorities.
7. Under the current projected numbers for both the main and supplementary panels it is envisaged that a limited number of temporary posts may have to be made available to some permanent teachers on the main panel in certain areas. The INTO does not envisage a situation where there will be wholesale displacement of temporary teachers in schools. The INTO is working with the relevant panel authorities to manage the operation of the various panels as effectively as possible this year.
8. Much of the success or otherwise of the operation of this year's panel system will depend on schools at local level operating the procedures fairly and efficiently. This matter is under discussion between the INTO and management authorities at present.

9. The INTO is pursuing the issue of substitute service counting towards panel rights with the DES. In the recent circular issued by the DES it was indicated that the DES will consider claims for panel rights comprising a mix of temporary and substitute service following the compilation of lists for the main and supplementary panels. The INTO will post further updates on the discussions on this matter as they become available.
  
10. The INTO is pursuing a strategy of maximising employment opportunities for graduates. This includes issues around maximising the potential of clustering hours for special education posts, the early processing of the application and confirmation of posts for pupils with English as an additional language, and encouraging teaching principals to utilise their full allocation of administrative days which are covered by substitution. It also includes reinforcing the message, in conjunction with the Retired Teachers' Association, that any employment opportunities should, in the first instance, be given to newly qualified graduates rather than retired teachers.

**8 March 2011**

The Staffing Circular (Circular 19/2011) in relation to the school year 2011/2012 has now been published on the DES website. This Circular also includes some adjustments to the operation of the redeployment panels in respect of the forthcoming school year.

This year over 1,100 teachers will have main panel rights and the adjustments are designed to ensure that these teachers will be reassigned to an alternative post in an efficient manner.

Two key changes are proposed.

1. The Main Panel comprises permanent teachers (Note A) whose posts are no longer warranted and fixed-term teachers who have secured panel rights by having completed 5 years or more fixed term service.

This year vacancies (Note B) must be offered in the first instance to permanent teachers.

Fixed-term teachers on the Main Panel will only be offered vacancies once the permanent teachers have been redeployed.

2. In the event that there are insufficient permanent vacancies in a diocese to accommodate all of the permanent teachers on the Main Panel, fixed term vacancies of 1 year duration or longer, may be offered to these teachers.

This measure and will only be activated in the event of insufficient permanent vacancies. However, in view of the large numbers for redeployment, it is likely that this measure will be required in manypanel areas.

A permanent teacher on the Main Panel who is redeployed to a fixed term vacancy will retain his/her permanent status. Any subsequent redeployment will be within a 45 kilometre radius of either the current or receiving school, at the discretion of the teacher.

**Note:** The redeployment of teachers on the Main Panel to fixed term posts applies only to permanent teachers on the Main Panel.

From a school's perspective the key implications are as follows:-

- a school with a **permanent** vacancy will have to select from the Main Panel, a teacher who has **permanent** status in the first instance. The school will only be able to select from the Main Panel a teacher with a **fixed-term** status once all the **permanent** teachers are redeployed and the DES has issued a notice to this effect.
- A school with a **fixed-term** vacancy may have to select from the Main Panel a teacher who has **permanent** status (unless there are sufficient permanent vacancies within a diocese to accommodate all of these teachers) Therefore, a school with a **fixed-term** vacancy cannot now proceed to advertise the post or to offer a "roll over" contract to an existing fixed term teacher. They must await notification from the DES to proceed – which will only be given once the **permanent** teachers on the Main Panel have been redeployed.

From the perspective of a teacher on the Main Panel the key implications are as follows:-

- **Permanent** teachers may be redeployed to a fixed-term vacancy of 1 years duration in the event of there being insufficient permanent vacancies:
- **Fixed-term** teachers (5 years service or more) will have to await the redeployment of the permanent teachers before receiving offers from schools.

The Supplementary Panel will operate as normal once the Main Panel is clear.

**Note A:** All references to permanent teachers include teachers who have Contracts of Indefinite Duration (CID).

**Note B:** References to vacancies in this document refer to vacancies commencing from the start of the next school year.