

INTO Ballot – FAQ

Q & A

Q *Why is this a ballot on the PSSA and not just on the newer entrant proposals?*

In order to continue to receive the benefits already included in the PSSA agreement, and the additional restorations for new entrant pay agreed, it is necessary to vote on the revised proposals. .

Q *I entered teaching before 2011, how am I affected by the outcome of this ballot?*

The agreement affects all members. If the INTO is outside the agreement, all progression up the scale would be suspended for all members until 2020. Additionally, proposed pay and allowance restorations would be delayed and improvements to the award of contracts of indefinite duration (CIDs) would be at risk. If the agreement is accepted members would continue to accrue the benefits.

Q *What are the consequences for all members if INTO ends up outside the PSSA agreement?*

All members would be subject to a freeze on incremental progression, pay and allowance restoration would be delayed, and the award of CIDs would be jeopardised.

Q *How much are the pay restorations under the PSSA worth?*

Pay scales are uplifted by 1% from 1 October 2018. The remaining pay restorations under the PSSA are: an uplift of 1.75% on 1 September 2019, a further uplift of 2% on 1 October 2020 and restoration of the 5% cut to allowances on 1 October 2020.

Q *Do the restorations under the agreement get us out of the FEMPI legislation?*

The PSSA pay restorations will restore pay rates to where they were before being cut in the FEMPI legislation commenced from 2009.

Q *Does this agreement make the pension levy permanent?*

This is absolutely untrue. In 2017 an independent body proposed an increased employee pension contribution as public sector pensions were up to 18% ahead of private sector offerings. Government enacted this change. The PSSA formally ends the pension levy under FEMPI legislation and instead introduces a permanent additional superannuation contribution, at a significantly lower level than the pension levy. All pre-2013 members will pay €575 less per year. A post-2013 member earning €50,000 per annum will pay €1,609 less per year than they do now.

Q *What is the effect of the remaining restorations on the pre-2011 pay scale for a teacher on point 15, point 20 and top of scale? By the end of the PSSA in October 2020;*

- Point 15 on the pre-2011 scale will rise from its current €53,645 to €55,676;
- Point 20 will go from €56,171 to €58,297, and;
- The top of the scale will move from €63,196 to €65,588.

Q *Do these proposals achieve full upward pay equality?*

The proposed agreement provides significant progress in delivering full pay equality. However, issues remain to be dealt with for the earlier cohorts of entrants particularly those from 2011, 2012 and 2013. Future losses are eradicated for all entrants from 2015 onwards. While the proposals involve an uplift to career earnings of more than €50,000 for each cohort, there is unfinished business for the earlier joiners which the INTO is committed to addressing in the next pay negotiations.

Q *What post-2010 pay differences will still be in place under the proposals?*

The earnings of all new entrants from 2017 onwards are equal to or greater than that of a comparable 2010 entrant. As set out below, there are no future losses for any entrant from 2015 onwards.

Effect of Proposals on Earnings from 1 March 2019

Year of Starting	Career Earnings Difference with 2010 Graduate Entrant		Breakdown of Past/Future Difference	
	Currently	Under Proposals	Already Incurred	Future (under proposals)
2011	-€100,000	-€49,000	-€30,000	-€19,000
2012	-€100,000	-€48,000	-€30,000	-€18,000
2013	-€97,000	-€42,000	-€27,000	-€15,000
2014	-€82,000	-€27,000	-€22,000	-€5,000
2015	-€67,000	-€11,000	-€15,000	Nil
2016	-€60,000	-€3,000	-€9,000	Nil
2017	-€55,000	Nil	-€4,000	Nil
2018	-€53,000	Nil	-€1,000	Nil
2019	-€52,000	Nil	Nil	Nil

Q *If the PSSA, including the new entrant pay proposals are agreed, can the INTO still pursue losses for each cohort of new entrants?*

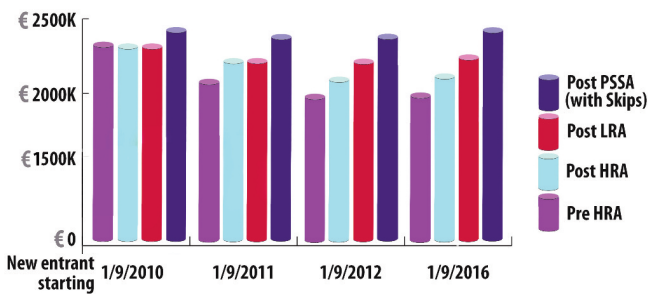
Yes, the INTO remains fully committed to seeking equality for our earlier entrants in future agreements. INTO will also continue to support our legal challenge to the European Court of Justice on pay inequality. This case, if it succeeds, will deliver full pay equality to all cohorts.

Q *What progress has the INTO made on restoring pay equality since it was first imposed in January 2011?*

INTO has made enormous progress in rowing back pay inequality in every pay agreement since 2011. Through a series of agreements, the INTO has reduced the difference in future career earnings from €356,000 to less than €19,000 and delivered full upward pay equality for 2017 entrants onwards.

INTO comparison of Total Career Earnings

for New Entrant starting	Pre HRA	Post HRA	Post LRA	Post PSSA (with Skips)
1/9/2010	€ 2,372,777	€ 2,361,255	€ 2,361,255	€ 2,475,177
1/9/2011	€ 2,118,820	€ 2,260,630	€ 2,261,596	€ 2,426,045
1/9/2012	€ 2,016,723	€ 2,134,186	€ 2,257,697	€ 2,427,592
1/9/2016	€ 2,025,499	€ 2,156,459	€ 2,286,426	€ 2,472,061



Q *Why did the INTO not seek the abolition of the starting two points of the post-2010 scale?*

We did. When modelling proposals on pay equality, it became clear that this wouldn't provide sufficient restoration for many new entrants. INTO pushed for the removal of point 4 and 8 because this delivered the best outcome for post-2010 new entrants.

Q *Why is 1 March 2019 the implementation date for the proposals?*

INTO insisted that Government deliver an earlier implementation date so that newer entrants would benefit sooner. This was significant, as the Government had ruled out any expenditure before 2020. This was simply too long for our new entrants to wait. What has been secured has now added €75 million to the value of the agreement for newer entrants in the lifetime of the PSSA.

Q *I have a qualification allowance and AP1 post. What are the changes to these payments?*

An honours degree allowance will be restored by 5% to its original rate on 1 October 2020. It will move from €4,918 to €5,177. The value of an AP1 post will rise by €448 on the same date. Combining these two, these restorations are worth €707.

Q *My long service allowance is due to be restored under PSSA, when will it be restored and by how much?*

The long service allowance will also be restored to its original €2,446 from 1 October 2020.

Q *I am nearing retirement, what does the PSSA mean for me?*

If you are nearing retirement, the preservation of pension parity means that the increases on the scale in 2019 (1.75%) and 2020 (2%) will be reflected in your pension. Similarly, teachers close to retirement are more likely to have allowances and the restoration of these by 5% on 1 October 2020 will be of benefit.

Q *What does this agreement provide for teachers who will retire in the coming years?*

INTO fought to ensure the preservation of the defined benefit pension scheme, which this agreement protects. An average of 700 members retire each year and this agreement delivers vital reassurance to those who will soon be claiming from this pension scheme.

Q *What happens if we reject the ballot?*

INTO members will then be asked to ballot for industrial action, which if passed, would repudiate the agreement and see all pay restoration under the agreement suspended alongside any incremental progression on the scale for all INTO members.

Q *What are the headline benefits for new entrants from this proposed agreement?*

- The removal of two increments from the scale, cutting the scale from 27 to 25 points.
- The restoration of €50,000 and more to all new entrants over the course of their career.
- An early implementation date of 1 March 2019 from when those worst affected will be first to secure the increment skips.
- Career earnings which were originally 85% of those of a comparable entrant have now in all cases reached at least 98%.

Q *What about postgrads?*

Postgraduate entrants to the sector will benefit from the removal of the two increments when they reach that point on the scale. This is worth about €50,000 to all postgraduate entrants post-2010. The negotiations, limited by the terms set out by the Government under the PSSA, were not able to discuss the entry point on the scale.

We are here to answer your questions throughout the week. If you have a question, tweet us using the hashtag #INTOExplains.

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