

Current Issues

Staff Representative Training

Dundalk, 21 February 2024

Deirdre O'Connor, Deputy General Secretary/ General Treasurer



Irish National Teachers' Organisation
Cumann Múinteoirí Éireann



What

is

INTO

talking

about?



Public Service Pay Agreement

2024

- 2.25% or €1,125, whichever is greater, from 1 Jan 2024
- 1% on 1st June 2024
- 1% or €500, whichever is greater, on 1 Oct 2024

2025

- 2% or €1,000, whichever is greater, on 1 March 2025
- 1% on 1 August 2025

2026

- 1% or €500, whichever is greater, on 1 Feb 2026
- 1% on 1 June 2026.

** All increases apply to salary scale and allowances*

***First phase of local bargaining of 1% on 1 September 2025**



Local Bargaining – primary education sector

1% of total primary teacher payroll (€33m) used to address a number of outstanding claims for primary teachers:

with €67m committed to next agreement

Restoration of allowances?
Shortening of salary scales?

New allowances?
Posts of Responsibility?



Staffing, Redeployment and CIDs

- Staffing Circular issued 6th February
- Unfortunately, no reduction in class size next September
- Allocation of Special Education Teachers reviewed
- Deadline for return of panel forms **29 February**
- Application date for CIDs **29 February**



SET allocation

- Previous model in place since 2017, allocations updated 2019 and 2022.
- New model (circular 02/2024)
 - Discontinuation of gender differentiation
 - All existing hours for complex needs maintained – apportioned across the remaining pillars
 - 25%- enrolment, 68.5% Education Needs Profile, (STEN scores) 6.5% Education Disadvantage (pobal HP Index- eircodes)
 - NCSE review process
- 1135 schools lost hours, 809 stayed the same, 1,140 gained



Teacher Supply and Substitution

- More teachers than ever on the Teaching Council register
- Emphasis in budget lobbying on class size reduction
- Growth of teacher numbers in special education / EAL
- Number of teachers on approved leave
- Supply panels
 - 151 Supply Panels covering 2,846 Primary schools with an allocation of 610 positions.
- INTO made 40 proposals on workforce planning, registration / induction, attractiveness of teaching profession and substitution to DE in December 2023- continuing engagement with DE



Current Issues

- **School Funding**

- INTO has called for a root and branch review of the DE's approach to funding primary and special education

- **Teachers' Leave**

- INTO has negotiated a number of changes to teachers' leave entitlements in the last year – including family illness leave, leave for medical care purposes, extension to parental leave (to age 16) domestic violence leave, leave for members involved in search and rescue, and statutory entitlement to breastfeeding breaks.
- We are also pursuing leave following occupational injury
- Disappointment at government postponement of reproductive health bill

- **School reconfiguration**

- Programme for government promised 400 multi-denomination schools by 2030. Unlikely to happen.
- All Catholic school communities will be surveyed soon.



Other Issues

- Therapeutic supports for children with additional needs
- Leadership issues
- Curriculum matters
- INTO pay and pensions taskforce
- Industrial action on pay in NI



Better in a Trade Union ICTU campaign



- Launched on 14 February
- Public launch in Belfast and Dublin of 'Union Week' which is being targeted for Sunday 28th April to Saturday 4th May 2024.
- The intention is to create focus within affiliate unions, within schools and colleges and within the wider public on the benefits of union membership and activity in the workplace and society generally.



What

are

your
staff

talking

about?

INTO Staff Rep training – Current Issues

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