

January 2021

Building Momentum

A New Public Service Agreement 2021-2022

VOTE YES

Dear Colleague,

A proposed pay agreement, *Building Momentum – A New Public Service Agreement 2021-2022*, was reached between the public service unions, including INTO, and the government last month. This is now being put to you for your decision. This *Eolas* contains factual information to assist you in that regard.

The INTO Executive considered this proposed agreement in detail and recommends that you accept it by voting YES in the forthcoming electronic ballot, to be held between 3 February and 9 February 2021.

Pay equality has already been achieved for those who entered the profession since 2014. This proposed agreement contains an end to pay inequality for graduates who began primary teaching between 2011 and 2014. This is achieved by skipping point 12 of the scale, beginning from 1 March 2021 for the 2011 entrants. Building on previous measures to increase earnings, this delivers an immediate increase of over €1,700 (on top of the general increases) for a typical 2011 entrant and a career earnings uplift of €19,118 for all post-2010 entrants. It will ensure no future losses compared with the earnings of a 2010 entrant.

Primary school leaders have waited since 2008 for their pay award. The sectoral aspect of the proposed agreement will increase allowances to principals and deputy principals from February 2022.

INTO also sought a general pay increase for all members. The proposed agreement increases salary by 1% or €500 (whichever is greater) from 1 October 2021, with a further, similar increase in October 2022. Revised scales are published in this *Eolas*.

This proposed agreement acknowledges the huge efforts made by public servants throughout the pandemic. It builds

on pay and allowance restorations delivered on 1 October 2020. Despite the fiscal challenges of the pandemic, the draft agreement signals that investment in public services will be central to economic and societal development.

This is an interim agreement for an extraordinary time. Discussions on a longer agreement (to 2025) are anticipated in 18 months' time, giving INTO an opportunity to make further gains for members.

In order for you to vote, we need to have your up-to-date email address. If you need to update the email address which we hold for you, or if we do not have your email address, please ensure that you email ballots@into.ie before 29 January. Further information will

be available through the INTO's website, e-newsletters and social media channels.

We urge you to vote YES to this agreement and to cast your vote electronically before the close of poll on 9 February 2021.

John Boyle. Mary Wagner



John Boyle
General Secretary



Mary Wagner
INTO President

How does this agreement affect

Pre 2011 Scale				Post 2010 Scale			
	Current	Proposed 1.10.21	Proposed 1.10.22		Current	Proposed 1.10.21	Proposed 1.10.22
1	€ 35,790	€ 36,290	€ 36,790	1	€ 37,692	€ 38,192	€ 38,692
2	€ 36,593	€ 37,093	€ 37,593	2	€ 39,235	€ 39,735	€ 40,235
3	€ 37,725	€ 38,225	€ 38,725	3	€ 40,996	€ 41,496	€ 41,996
4	€ 38,860	€ 39,360	€ 39,860	4	€41,800*	€42,300*	€42,800*
5	€ 40,620	€ 41,120	€ 41,620	5	€ 42,932	€ 43,432	€ 43,932
6	€ 41,761	€ 42,261	€ 42,761	6	€ 44,299	€ 44,799	€ 45,299
7	€ 42,900	€ 43,400	€ 43,900	7	€ 45,834	€ 46,334	€ 46,834
8	€ 45,770	€ 46,270	€ 46,770	8	€47,380*	€47,880*	€48,380*
9	€ 47,204	€ 47,704	€ 48,204	9	€ 48,671	€ 49,171	€ 49,671
10	€ 48,917	€ 49,417	€ 49,917	10	€ 50,977	€ 51,477	€ 52,002
11	€ 50,621	€ 51,128	€ 51,639	11	€ 52,410	€ 52,935	€ 53,464
12	€ 52,338	€ 52,862	€ 53,390	12	€ 54,123	€54,665*	€55,211*
13	€ 53,774	€ 54,312	€ 54,855	13	€ 55,828	€ 56,387	€ 56,951
14	€ 55,675	€ 56,232	€ 56,795	14	€ 57,546	€ 58,122	€ 58,703
15	€ 55,675	€ 56,232	€ 56,795	15	€ 58,981	€ 59,571	€ 60,167
16	€ 55,675	€ 56,232	€ 56,795	16	€ 60,882	€ 61,491	€ 62,106
17	€ 58,297	€ 58,880	€ 59,469	17	€ 60,882	€ 61,491	€ 62,106
18	€ 58,297	€ 58,880	€ 59,469	18	€ 60,882	€ 61,491	€ 62,106
19	€ 58,297	€ 58,880	€ 59,469	19	€ 63,504	€ 64,140	€ 64,781
20	€ 58,297	€ 58,880	€ 59,469	20	€ 63,504	€ 64,140	€ 64,781
21	€ 61,761	€ 62,379	€ 63,003	21	€ 63,504	€ 64,140	€ 64,781
22	€ 61,761	€ 62,379	€ 63,003	22	€ 63,504	€ 64,140	€ 64,781
23	€ 61,761	€ 62,379	€ 63,003	23	€ 66,968	€ 67,638	€ 68,315
24	€ 61,761	€ 62,379	€ 63,003	24	€ 66,968	€ 67,638	€ 68,315
25	€ 65,588	€ 66,244	€ 66,907	25	€ 66,968	€ 67,638	€ 68,315
A primary degree allowance is payable in addition to scale points. Pre-2011 graduates skipped point 1 so top is reached at year 24.				26	€ 66,968	€ 67,638	€ 68,315
				27	€ 70,795	€ 71,503	€ 72,218

* These points are skipped, so top point is reached at year 24

Examples

Pre 2011 scale

Pink shows a 2007 entrant, currently on point 14. Increase of €1,120 (or €1,224 with an honours allowance) related specifically to the agreement.

Orange shows a pre-1996 entrant, top of the scale. Increase of €1,319 (or €1,423 with honours allowance) related specifically to the agreement.

Post 2010 scale

Blue shows a 2019 entrant, currently on point 2, €1,000 increase related specifically to this agreement.

Yellow shows a 2015 entrant, currently on point 7, €1,025 increase related specifically to this agreement.

Green shows a 2011 entrant, currently on point 11, €2,875 increase related specifically to this agreement.

(All examples assume normal incremental progression.)

Sample allowances	Current	1.10.2021	1.10.2022
Primary Degree (Pass)	€ 1,939	€ 1,958	€ 1,978
Primary Degree (1st or 2nd Hons)	€ 5,177	€ 5,229	€ 5,281
Long Service Allowance	€ 2,446	€ 2,470	€ 2,495

Graded Posts	Current	1.10.2021	1.10.2022
Assistant Principal (AP1)	€ 8,968	€ 9,058	€ 9,148
Special Duties Post (AP2)	€ 3,967	€ 4,007	€ 4,047

Scales prepared by INTO based on agreement's terms.

my salary?

How does the agreement deliver pay equality?

The agreement builds on previous work and secures equality for the earlier cohorts who had faced further losses. With the additional skip (of point 12 of the scale), both post-2010 and pre-2011 entrants have a 24-point pay scale. Earnings over a typical career, when compared with those of the pre-2011 graduate entrant, are equalised. Trident Consulting have confirmed to INTO that no cohort will have earnings below 98.8% of the comparator and many cohorts will have more.

How does this agreement deliver for principals and deputy principals?

Since late 2007, a pay award is owed to principals and deputy principals, owing to the outstanding award to them by the Public Service Benchmarking Body. This agreement will pay that award from February 2022 under the sectoral bargaining clause. For the first time, money is provided to make these payments. This is especially important for the leaders of smaller schools where the changes are most significant.

What is asked of us in this agreement?

The change agenda in this short agreement is an extension of requirements to cooperate with current initiatives in primary and special education. The main elements covered in this agreement involve: commitment to ongoing development of public service; cooperation with change and reform initiatives; action plans linked to reform agenda to be developed in each sector “in consultation with unions”. An appendix on the education reform agenda includes curriculum reform; literacy and numeracy strategy; digital, STEM, Education for Sustainable Development and Gaeltacht education strategies. As in previous agreements, industrial action is precluded on issues covered in the agreement.



What about pensions and this agreement?

The increases to salary and allowances are fully pensionable. They will be reflected in the pensions of teachers who retire during the agreement and in the pensions of those who are already retired. Work will be carried out in the ‘sectoral bargaining’ process to secure application of the school leaders’ award to those who have retired.

Which teachers will see more than the 2% general pay increase?

The benefits of this agreement over and above the two 1% pay uplifts include the minimum pay increases (2 X €500) for teachers on lower scale points, the skipping of point 12 on the post-2010 scale, and the allowance increases for principals and deputy principals. For example, a teacher on point 5 of the post-2010 scale has a 2.3% increase, the skip of point 12 brings the uplift to over 5% when the skip occurs, and the school leaders’ allowance changes are additional to the 2% and vary by school size (see back page). While other teachers who progress on the incremental scale will also have earnings increases over 2%, this is the result of normal pay progression.

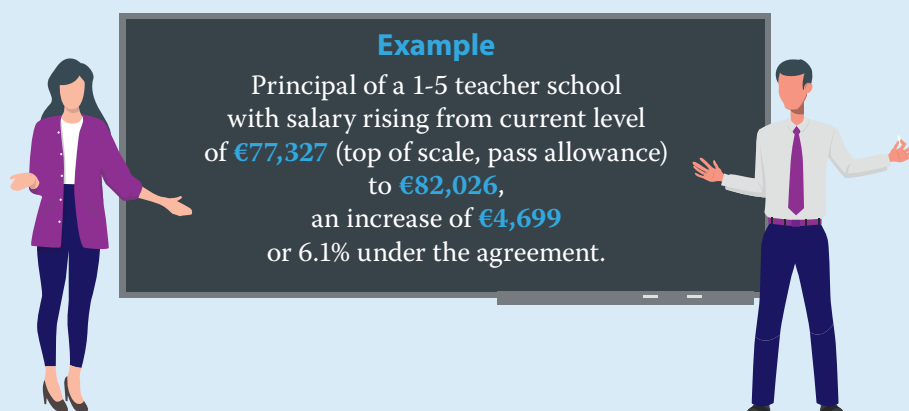
When will we know if the agreement will be implemented?

On 15 February 2021, the vote outcome from each individual union will be reported to a meeting of ICTU public service unions. If a majority of unions are in favour of the agreement, those unions comprehended by its terms will immediately engage in the sectoral bargaining process, which has tight timelines, in 2021, in order to agree payments in early 2022. A majority in favour will also ensure the skipping of point 12 on the post-2010 pay scale, for those affected, commencing from March 2021, and the general increase from October 2021.

Principals' and deputy principals' allowances – implementation of outstanding award

The 'sectoral bargaining' aspect of this agreement provides funding which will be used to pay the outstanding award to school leaders. Such payments are to commence **from 1 February 2022**.

Principals' Allowances					Deputy Principals' Allowances				
	Current	1.10.2021	1.02.2022	1.10.2022		Current	1.10.2021	1.02.2022	1.10.2022
I (1-5)	€ 9,800	€ 9,898	€ 13,011	€ 13,141	I (1-5)	€ 3,967	€ 4,007	€ 6,932	€ 7,001
II (6-7)	€ 10,981	€ 11,091	€ 13,011	€ 13,141	II (6-7)	€ 5,192	€ 5,244	€ 6,932	€ 7,001
III (8-11)	€ 12,882	€ 13,011	€ 15,267	€ 15,420	III (8-11)	€ 6,863	€ 6,932	€ 8,689	€ 8,776
IV (12-13)	€ 15,116	€ 15,267	€ 17,760	€ 17,937	IV (12-13)	€ 8,603	€ 8,689	€ 10,390	€ 10,494
V (14-16)	€ 17,584	€ 17,760	€ 20,289	€ 20,492	V (14-16)	€ 10,287	€ 10,390	€ 12,166	€ 12,288
VI (17-19)	€ 20,088	€ 20,289	€ 22,737	€ 22,964	VI (17-19)	€ 12,046	€ 12,166	€ 13,875	€ 14,014
VII (20-23)	€ 22,512	€ 22,737	€ 25,212	€ 25,464	VII (20-23)	€ 13,738	€ 13,875	€ 15,554	€ 15,710
VIII (24-26)	€ 24,962	€ 25,212	€ 27,033	€ 27,303	VIII (24-26)	€ 15,400	€ 15,554	€ 16,878	€ 17,047
IX (27-30)	€ 26,765	€ 27,033	€ 28,914	€ 29,203	IX (27-30)	€ 16,711	€ 16,878	€ 18,167	€ 18,349
X (31-35)	€ 28,628	€ 28,914	€ 31,656	€ 31,973	X (31-35)	€ 17,987	€ 18,167	€ 20,164	€ 20,365
XI (36+)	€ 31,343	€ 31,656	€ 33,511	€ 33,846	XI (36+)	€ 19,964	€ 20,164	€ 21,400	€ 21,614



Ballot instructions

Online ballot

The upcoming INTO ballot on the draft pay agreement will be held online.

The ballot will be open from Wednesday 3 February to Tuesday 9 February 2021 (inclusive).

An online vote will be sent on 3 February from our online ballot company Civica Election Services to every member for whom we hold a current email address.

Ballot communication by email

Do you need to provide INTO with your email address or update the email address we hold?

If you regularly receive emailed INTO

newsletters and communication no action is needed; you will automatically receive your ballot vote on 3 February by email.

Updating your email address?

If you do not receive regular emailed INTO communication please contact ballots@into.ie with the following details as soon as possible, but no later than 29 January 2021 at 17:00:

1. Your name
2. Payroll number (unique identifier)
3. School roll number (if you hold a permanent or temporary post)
4. Preferred email address for ballot vote and other important email communication from INTO.

