

June 2015

CEC recommends YES vote

Dear Colleague,

A draft agreement on income restoration between the public service unions, including the INTO, and the government was finalised on 29 May 2015. This Agreement is now being put to you for your decision.

The INTO Executive has considered the Agreement in detail and is recommending that you accept it by voting YES in the forthcoming ballot.

The Agreement to be known as the Lansdowne Road Agreement (LRA), drawn up by the Labour Relations Commission provides for the start of income restoration for public servants.

The Agreement will restore a total of around €2,000 to members during 2016 and 2017 through a combination of adjustments to the pension levy and a partial reversal of the 2010 pay cuts.

In addition, the LRA makes full provision for the income restoration components of the HRA. These include the phased restoration of both a payment for supervision and substitution and the 5.5 per cent cuts to salaries over €65,000.

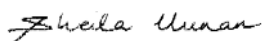
If accepted, the Agreement will see the protections of the HRA extended to September 2018. There is no additional working time demanded in LRA.

The Agreement offers greater benefit to new teachers by using a flat rate pay adjustment.

This edition of *Eolas* contains key information on the proposed Agreement and sets out how the income restoration process will impact on your earnings.

INTO members have made a substantial contribution to Ireland's recovery. With the economy improving it is right that primary teachers begin to see their incomes restored. This Agreement is an overdue boost to incomes that will put more money in your pocket.

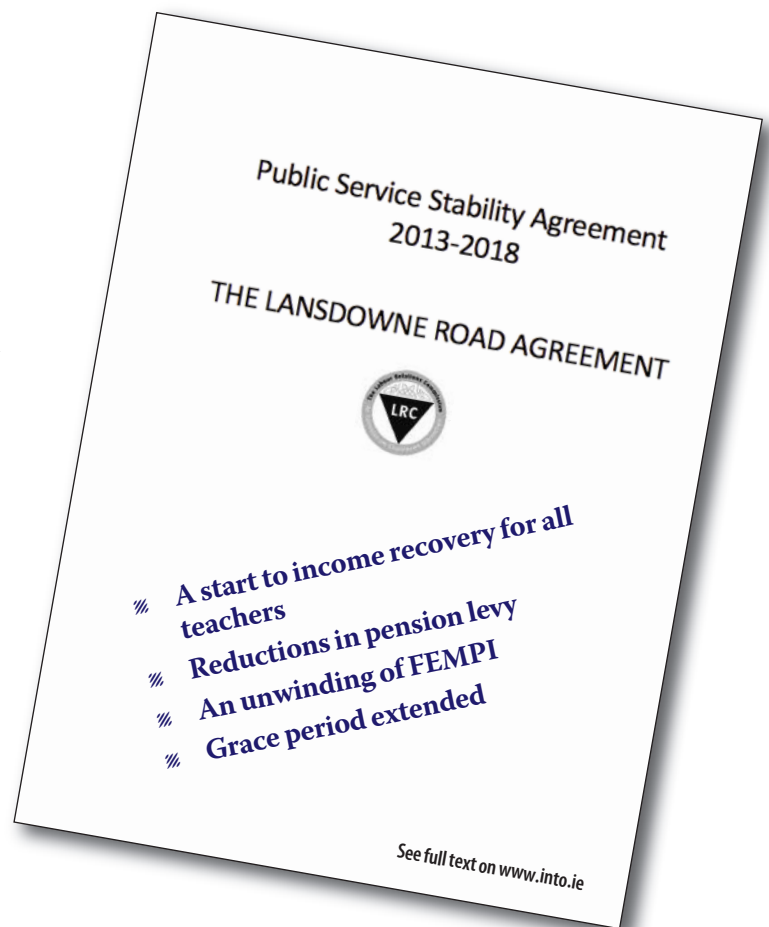
We urge you to vote YES for this Agreement.



Sheila Nunan
General Secretary



Emma Dineen
President



Head Office
Vere Foster House
35 Parnell Square
Dublin 1

Ard Oifig
35 Cearnóg Parnell
Baile Átha Cliath 1

Email: info@into.ie
Web: www.into.ie
Mobile Web: m.into.ie
Phone / Fón: 01 804 7700
Fax: 01 872 2462





Lansdowne Road Agreement

The Lansdowne Road Agreement (LRA) is about income recovery. Teachers suffered income cuts in several ways, for example through the Pension-Related Deduction (PRD) and direct pay cuts.

LRA begins a process of income recovery for teachers.

Rolling back the PRD

PRD is one of the largest deductions for most teachers. There are currently three bands of deduction: 2.5% from income of €15,000 - €20,000; 10% from income of €20,000 - €60,000; and 10.5% from income over €60,000.

Under LRA: The threshold over which PRD is paid will rise in two steps from €15,000 to €24,750 (January 2016) and to €28,750 (September 2016).

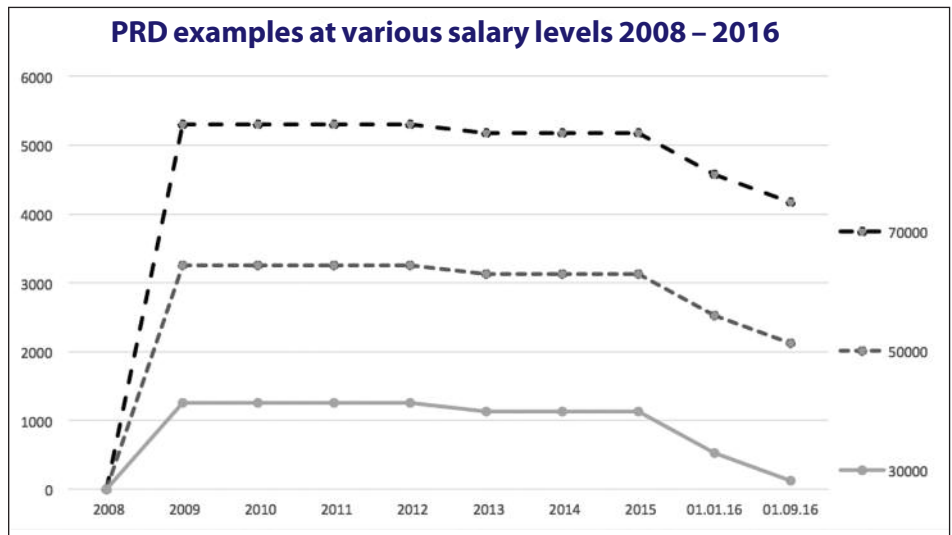
These changes build to a value of €1,000 per year from September 2016.

This is how it benefits teachers at various income levels:

⌘ **On earnings of €30,000**, PRD reduces from €1,125 (2015) to €525 (Jan 2016) and then to €125 (Sept 2016).

⌘ **At €50,000**, PRD reduces from €3,125 (2015) to €2,525 (Jan 2016) and then to €2,125 (Sept 2016).

⌘ **At €70,000**, PRD reduces from €5,175 (2015) to €4,575 (Jan 2016) and then to €4,175 (Sept 2016).



Pay

A flat rate increase of €1,000 on the salary scale will commence on 1 September 2017.

Working time

There is no additional working time demanded in the LRA

Return of S&S

The LRA confirms 1 September 2016 as the date to begin restoration of the supervision and substitution payment which the HRA had dated more vaguely as “the school year 2016-17”.

Recently qualified teachers

The LRA, by applying flat rate increases, benefits teachers at the lower end of the scale.

Grace period

Under LRA there will be a “grace period” for the length of the Agreement. Any pay reductions or deferral of increments provided for under the FEMPI Act 2013 will be disregarded and will not affect any teacher retiring during the term of this Agreement.

No compulsory redundancies

LRA maintains key protections in areas such as no compulsory redundancies.

Benchmarking claim for school leaders

Outstanding claims including the Benchmarking Award to principals and deputy principals at primary level will be reviewed prior to the expiry of the LRA.

Combined impact on salary of HRA and LRA

€3,300 = Minimum LRA/HRA increase when all phases of LRA/HRA are applied

LRA	1 January 2016	<p>Increase in PRD exemption to €24,750 (from €15,00).</p> <p>In respect of lower paid workers where the increased PRD exemption has little or no effect the following adjustments to pay will apply:</p> <ul style="list-style-type: none"> 1 Jan 2016 an increase of 2.5% on salaries up to €24,000 1 Jan 2016 an increase of 1% on salaries from €24,001 to €31,000 (this will have a modest impact on the first point of the 2012 scale which will rise to €31,009).
LRA	1 September 2016	Further increase in PRD exemption to €28,750 (the combined effect of both measures to yield an annual gross saving in PRD of €1,000).
HRA	1 September 2016	€796 added to each point of the Teachers' Scale – first half of the agreed restoration of the payment.
HRA	1 April 2017	First half of the agreed restoration of the HRA pay-cut.
LRA	1 September 2017	€1,000 flat rate increase on salary scale commences.
HRA	1 September 2017	€796 added to each point of the Teachers' Scale – second half of the agreed restoration of the S & S payment.
HRA	1 January 2018	Second half of the restoration of the HRA pay-cut for those earning €65,000.

Salary scales for teachers

The following tables show the combined impact of the provisions of the Lansdowne Road Agreement and the Haddington Road Agreement at various points on the teachers' salary scale.

Full details at each point on the scale are on www.into.ie/ROI

Cumulative effect 2016 – 2018: Pre February 2012 scales

	Current Pre Feb 2012	Total Increase 2016	Total Increase 2017	Total Increase 2018	Cumulative Increase 2016–2018	% Increase
1	€27,814	€1,222	€1,283	€1,078	€3,583	12.9%
5	€33,041	€972	€1,283	€1,078	€3,333	10.1%
10	€40,640	€972	€1,283	€1,078	€3,333	8.2%
15	€48,200	€972	€1,283	€1,078	€3,333	6.9%
20	€52,472	€972	€1,283	€1,078	€3,333	6.4%
25	€55,744	€972	€1,283	€1,078	€3,333	6.0%
27	€59,359	€972	€1,280	€1,072	€3,323	5.6%

Cumulative effect 2016 – 2018: Post February 2012 scales

	Current Post Feb 2012	Total Increase 2016	Total Increase 2017	Total Increase 2018	Cumulative Increase 2016–2018	% Increase
1	€30,702	€1,248	€1,283	€1,078	€3,609	11.8%
5	€37,795	€972	€1,283	€1,078	€3,333	8.8%
10	€44,996	€972	€1,283	€1,078	€3,333	7.4%
15	€47,225	€972	€1,283	€1,078	€3,333	7.1%
20	€50,170	€972	€1,283	€1,078	€3,333	6.6%
25	€59,940	€971	€1,278	€1,072	€3,320	5.5%
27	€59,940	€971	€1,278	€1,072	€3,320	5.5%



Lansdowne Road Draft Agreement

The following is a brief summary of the text of the proposed deal.

Introduction

Irish public servants have made a substantial contribution to Ireland's recovery. This has happened through a direct contribution in terms of measures that have reduced significantly the public service pay and pensions bill. Public service reform has been a central element of the strategy for recovery and a sustainable future.

The strategic and ambitious goal of public service reform is the achievement of improved outcomes for citizens and stakeholders including public servants.

Vision for public service reform

The interdependency between the performance of the Public Service and the performance of the economy overall cannot be overestimated; a modern, outcome-focussed Public Service will be a key enabler for growth in the private sector and will also underpin the drive for improved competitiveness across the economy.

The Public Service will invest in its people to increase and expand its capacity, capability and leadership skills, so that it can respond to future challenges. Building on the traditional values of fairness and dedication to public service, there will be an emphasis on creating a sustainable culture of efficiency and effectiveness.

Delivering greater productivity

The parties agree to the extension of the *Public Service Stability Agreement 2013 – 2016 (HRA)* until September 2018.

The parties re-commit to effective engagement across the platform of the government's delivery of its change and reform agenda and understand that differences will continue to require to be addressed in a structured manner. The government's reform agenda includes in the education sector – the

Further Education and Training Strategy; curricular reform within schools; the review of apprenticeship training in Ireland; the National Strategy for Higher Education to 2030; and the National Strategy to Improve Literacy and Numeracy (2011 to 2020).

Taking account of the commitments given in HRA such as commitments to consultation and engagement as well as commitments to dispute resolution, the parties note that it is intended to modernise public service employment in line with modern HR practice.

The parties will also continue to co-operate fully with change and reform measures advanced under the framework of the public service agreements and in accordance with all of the arrangements set out in those agreements including commitments to consultation and engagement.

Mechanism to resolve disagreement

The parties reaffirm commitments to recognise the importance of stable industrial relations, maintain a well-managed industrial relations environment, resolve problems promptly before they escalate into industrial disputes, co-operate with change pending the outcome of the industrial relations process and refer disputes to the Conciliation and Arbitration Scheme.

The parties reaffirm that there will be no cost-increasing claims in pay or conditions and they continue to be committed to promoting industrial harmony. Strikes or other forms of industrial action are precluded in respect of any matters covered by this Agreement.

Pay

The government has indicated that it intends to bring forward legislation by way of amendment to the existing

FEMPI Acts to give effect to public service pay proposals as follows:

2016

- ⌘ On **1 January** the exemption threshold for payment of **Pension Related Deduction (PRD)** will increase from **€15,000** per annum to **€24,750** per annum.
- ⌘ On **1 January** annualised salaries up to **€24,000** are increased by **2.5%**.
- ⌘ On **1 January** annualised salaries from **€24,001** up to **€31,000** are increased by **1%**.
- ⌘ On **1 September** the exemption threshold for payment of **Pension Related Deduction (PRD)** will increase further from **€24,750** per annum to **€28,750** per annum.

2017

- ⌘ On **1 September** annualised salaries up to **€65,000** are increased by **€1,000**.

Any outstanding adjudication findings will be reviewed jointly by the parties prior to the expiry of this Agreement.

The government intends to provide a grace period consistent with the term of this Agreement during which both the reduction in pay and any deferral of increment progression provided for under the FEMPI Act, 2013 will be disregarded.

Oversight and governance arrangements

As provided for by HRA, a group comprising representatives of Public Service Management and the Public Services Committee of the ICTU will meet as required to address any matters of implementation and interpretation.

Full text on:

<http://www.into.ie/ROI/NewsEvents/LatestNews/Downloads/LansdowneRdAgreement.pdf>

10 things to know about the LRA and teachers' incomes 2016 – 2018

The Lansdowne Road Agreement (LRA):

1. Provides €566 million for income restoration measures, 2016 – 2018.
2. Secures commitments on public service pay well into the term of the next government.
3. Reduces the pension levy (Pension Related Deduction/ PRD) by raising exemption thresholds in two phases, on 1 January and 1 September 2016, reducing the PRD liability by €1,000 in a full year.
4. Restores €1,000 directly on salary scales.
5. Favours (in its flat-rated amounts) newly-qualified teachers, in accordance with HRA commitments and INTO policy, and makes a small improvement at point 1 of the pay scale.
6. Copperfastens HRA commitments to (i) make a payment of €1,592 on the scale to all teachers in respect of supervision and substitution, and (ii) restore the cuts to higher pay made from 2013 (together costed at a further €278 million, 2016-2018).
7. Confirms 1 September 2016 as the date to begin restoration of the supervision and substitution payment which the HRA had dated more vaguely as “the school year 2016-17”.
8. Commits Government to amend the FEMPI Acts on public service pay, extends the “grace period” for retirement on a pre-cut salary basis out to 2018. LRA maintains key protections such as no compulsory redundancies.
9. Provides for a joint review between employers and unions on outstanding adjudication findings (including the Benchmarking award), prior to the expiry of the Agreement.
10. Separately, government has committed to begin restoring public service pension reductions made in recent years; talks in parallel were conducted on restoring these cuts.

Ballot arrangements

Q.1 How will I get my ballot paper?

A.1 The vast majority of teachers will receive their ballot paper over the next few days from their staff representative. However, substitute teachers will receive their ballot papers directly from INTO Head Office to their home address.

A number of teachers who have taken out Career Break Membership or who have notified Head Office that they are on **unpaid** maternity/adoptive/sick leave will also receive their ballot papers from Head Office to their home address, where provided.

Q.2 When must my ballot paper be returned?

A.2 Your ballot paper must be returned by **5pm on Tuesday 30 June 2015**. Your

staff representative will provide you with a pre-paid envelope addressed to the Official Scrutineer for this purpose. Please ensure to fill in your name and your roll number on the return envelope.

Q.3 Where can I find out additional information regarding the ballot procedures?

A.3 A document was forwarded to all staff representatives in recent days setting out in detail the ballot procedure. You should raise any query in the first instance with your school staff representative. You are also free to consult the explanatory document issued to staff representatives which is available on the INTO website at www.into.ie/ROI

The CEC urges all members to vote yes

