

June 2017

CEC recommends vote NO

Dear Colleague,

A draft agreement, *Public Service Stability Agreement 2018-2020*, between the public service unions, including the INTO, and the government was finalised last week. This agreement is now being put to you for your decision.

The INTO Executive considered this proposed agreement in detail and recommends that you reject its terms by voting **NO** in the forthcoming ballot.

The proposed agreement does not progress the issue of pay equality imposed by government on new entrant teachers. While progress was made in recent years on pay equality, the recent pay talks were an opportunity to draw a line under discrimination and right a wrong imposed on new entrant teachers. The proposed agreement does not signal an end to pay inequality.

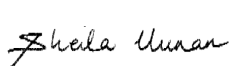
Principals have been waiting more than ten years for the payment of benchmarking to reduce inequality between primary and post-primary principals. The proposed agreement offers little prospect of delivery on this within the lifetime of the agreement.

For the INTO, the recent talks were about pay restoration, pay equality, the protection of pensions and the payment of principals' benchmarking. While there has been some progress, on a number of key issues there has not been enough progress.

As a result, the INTO Executive recommends that you reject the proposed agreement in the ballot being organised by the union. This *Eolas* contains information on the proposed agreement to assist you in making your decision. Further information will be available through the INTO's website, e-newsletters and social media channels.

In the event of rejection, the Executive will consider further actions including balloting on a programme of industrial action. Members should be clear that rejecting the proposals alone will not secure our objectives; it is likely that the CEC will need your support for industrial action in the new school year.

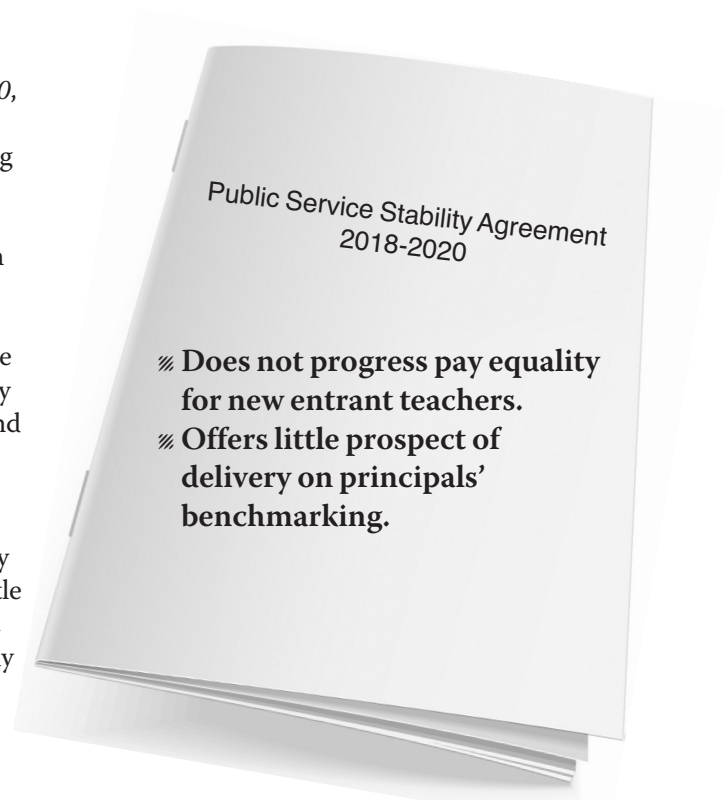
We urge you to vote **NO** to this agreement.



Sheila Nunan
General Secretary



John Boyle
INTO President



Head Office
Vere Foster House
35 Parnell Square
Dublin 1

Ard Oifig
35 Cearnóg Parnell
Baile Átha Cliath 1

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





The Public Service Stability Agreement 2018-2020

What does the proposed agreement say about pay equality for new entrants?

Section 4.1.2: The Parties acknowledge the issues of concern in relation to the increased length of the salary scale in certain instances in respect of post January 2011 entrants.

Section 4.1.3: It is agreed that an examination of the remaining salary scale issues in respect of post January 2011 recruits at entry grades covered by parties to this Agreement will be undertaken within 12 months of the commencement of this Agreement.

On conclusion of this work, the parties will discuss and agree how the matter can be addressed and implemented in a manner that does not give rise to implications for the fiscal envelope of this Agreement and that has regard for the medium term fiscal framework. Any outcome will be restricted to parties adhering to this Agreement.

What does the proposed agreement say about outstanding awards (including Benchmarking)?

Section 5.2.1: “While recognising that the main priority of this Agreement is the phased unwinding of the FEMPI legislation, the parties commit to entering into a process to conclude by end-September 2018 which will involve engagement in relation to an appropriate, time-bound process for addressing any outstanding adjudications, having due regard to the question of their continued validity and cost implications.”



What does the proposed agreement say about Croke Park Hours?

The proposed agreement does not provide for any change to additional hours worked under the Croke Park Agreement. **Section 2.12** refers to additional hours agreed for other grades under the Haddington Road Agreement and does not apply to teachers.

What does the proposed agreement say about productivity?

There is a commitment to effective engagement with the Government’s delivery of its change and reform agenda. The specific matters outlined for effective engagement in the education sector are the *Action Plan for Education 2016-2019* and underpinning strategies and developments, including the Further Education and Training Strategy; Curricular Reform

within Schools; Action Plan to Expand Apprenticeship and Traineeship in Ireland 2016-2020; the National Skills Strategy 2025; the National Strategy for Higher Education to 2030; and the National Strategy to Improve Literacy and Numeracy (2011 to 2020).



What does the draft agreement say about salary?

The document provides for pay restoration totalling 5.75% between 2018 and 2020 and a reduction in the pension levy.

2018

- ⌘ 1 January 2018: salaries to increase by 1%.
- ⌘ 1 October 2018: salaries to increase by 1%.

2019

- ⌘ 1 January 2019: Pension levy threshold increase from €28,750 to €32,000 (worth €325pa) and also reduced rate of

levy for Single Pension Scheme members (combined worth over €500).

- ⌘ 1 September 2019: salaries to increase by 1.75%.

2020

- ⌘ 1 January 2020: Pension levy threshold increased to €34,500 (worth €250pa); further reduction in rate for Single Scheme members (combined worth varies; €350 at €40k salary).
- ⌘ 1 October 2020: salaries to increase by 2%.

How would these changes affect your salary?

The following examples show the impact of proposed restoration at various salary points. Proposed pension changes are dealt with separately below.

Pre-2011(including hons allowance)	1/09/2017	1/10/2020	Gross Pay Restoration
Point 8	€48,150	€50,977	+€2,827
Point 16	€57,506	€60,882	+€3,376
Top scale point	€66,869	€70,795	+€3,926

Full details on the INTO website.

Post-2011(including hons allowance)	1/09/2017	1/10/2020	Gross Pay Restoration
Point 1 (pre-2012)	€35,602	€37,692	+€2,090
Point 1 (post-2012)	€34,602		+€3,090
Point 8 (pre-2012)	€44,363	€47,379	+€3,016
Point 8 (post-2012)	€44,752		+€2,627
Point 16 (pre-2012)	€57,506	€60,882	+€3,376
Point 16 (post-2012)	€53,662		+€7,220
Top scale point (pre-2012)	€66,869	€70,795	+€3,926
Top scale point (post-2012)	€64,701		+€6,094

What does the draft agreement say about pension/ pension-related deduction?

The proposed agreement provides for the conversion of part of the existing Pension Related Deduction (PRD) into a permanent Additional Superannuation Contribution (ASC). In other words, the PRD or pension levy is retitled and a portion retained as ASC in the proposed agreement.

The present thresholds, bands and rates in respect of the PRD will be modified in the ASC to reflect different pension benefits. This will mean:

- ⌘ a reduction of €575 in the PRD/ASC for teachers who started pre-2013;
- ⌘ a reduction between €375 and €2,109 in PRD/ASC for those in the Single Pension Scheme (post 2013 starters).

The remaining permanent ASC will range between 0.8% of salary for a teacher in the pre-2013 scheme earning €37,500 and 5.95% for a teacher earning €82,500.

For teachers in the Single Pension Scheme the remaining permanent ASC will be 0.27% for teachers earning €37,500, and 1.65% for a teacher earning €67,500.

Sample PRD changes for teachers who are not members of the Single Pension Scheme

Salary	PRD at 01/09/2017	ASC at 01/10/2020	Restoration
€35,602	€685	€110	€575
€48,150	€1,940	€1,365	€575
€57,506	€2,875	€2,300	€575
€66,869	€3,846	€3,271	€575

Sample PRD changes for teachers who are members of the Single Pension Scheme (Entrants post-1 January 2013)

Salary	PRD at 01/09/2017	ASC at 01/10/2020	Restoration
€35,602	€685	€37	€648
€48,150	€1,940	€455	€1,485
€57,506	€2,875	€766	€2,109
€66,869	€3,846	€1,089	€2,757



What does the draft agreement say about payment of pensions?

Teachers who retired or will retire post end-February 2012, to the extent that they retired on reduced salaries, will receive pension increases in line with pay increases received by their peers currently in employment in accordance with the terms of the agreement.

The Government, acknowledging increased pension contributions in the form of the ASC, has committed not to

extend the application of Section 40 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 to pre-existing public service pension schemes for the duration of this Agreement. Section 40 refers to increases in pensions being based on inflation which is less favourable than pension increases linked to salary increases for serving teachers.

Ballot arrangements

How will I get my ballot paper?

The majority of members will get their ballot paper over the coming days from their staff representative. Substitute teachers will get ballot papers directly from INTO Head Office to their home address.

Teachers who have taken out career break membership or who have notified the INTO they are on unpaid maternity/adoptive/sick leave will also receive ballot papers from the INTO to their home address where this has been provided.

When must my ballot paper be returned?

Ballot papers must be returned to the official scrutineer by **5pm on Tuesday, 11 July 2017**. 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.

Filling in your ballot paper

Record your vote with a tick ✓ in the appropriate box. Place the ballot paper in the smaller envelope marked 'Ballot Paper', seal and place in the larger, postage paid envelope bearing the name and address of the Official Scrutineer.

Your vote will be regarded as invalid if you don't fill in your name, school name and/or school roll number on the back of the large, postage paid envelope. Substitute members must fill in name, INTO membership number or payroll number.

The CEC urges all members to vote NO

