

24 November 2016

Update for members on pay and pay agreements

Dear Member,

We wish to update you on public service pay.

The key development was the Labour Court decision on the Garda dispute in November. Up to then we knew that early talks on the next pay agreement were necessary. Afterwards, not just these talks, but an acceleration of commitments promised under the Lansdowne Road Agreement (LRA) went to the top of the agenda.

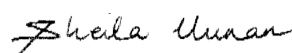
In this Eolas, we outline the LRA payments due to members in 2017. These pay restoration measures must be delivered and the process accelerated.

Also shown in this Eolas is progress made on pay equality under collective agreements.

The CEC will use all opportunities, including the new Pay Commission, to make progress. We have called on the Government to respond within two weeks to demands for early negotiations on pay.

We will keep members updated with accurate information and analysis as the situation develops.

Le dea-mhéin,



Sheila Nunan
General Secretary



Rosena Jordan
INTO President

The INTO, together with other public service unions, is demanding progress on pay following recent developments.

For INTO this means:

- ✦ faster delivery on payments under the Lansdowne Road Agreement (LRA);
- ✦ earlier negotiations in 2017 on a new pay deal to follow the LRA; and
- ✦ progress on key INTO priorities including pay equality and the principals' award.

Preserving and delivering 2017 payments in the LRA (see table on back page) is essential. Tearing up the LRA does not serve INTO members.

We need talks starting early in 2017 on a new deal to advance pay equality, the benchmarking award for school leaders and the unwinding of emergency legislation to restore pay to all members. INTO will play a full part in this.

The INTO has led in recovering losses suffered in the crisis.

- ✦ The Supervision and Substitution (S&S) amounts on the scale are paid on 1 September 2016 and 1 September 2017.
- ✦ The INTO was the first union to secure restoration of a degree allowance payment to newer entrants following the firefighter precedent.
- ✦ Our equality law claim is before the Labour Court.
- ✦ We ensured the €1,000 scale uplift in 2017 goes to all teachers.

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Payments due under LRA in 2017

- 1 January 2017:** Phase 1 of new scale (incorporating honours degree amount) for post-February 2012 entrants; details in September 2016 *Eolas*.
- 1 January 2017:** Pension Levy (PRD) reduced by a further €267 (completing the levy reduction of €1,000 under LRA).
- 1 April 2017:** Restoration of the first half of losses to teachers earning over €65k who suffered direct pay cuts under the Haddington Road Agreement (second half in January 2018).
- 1 September 2017:** Second half of S&S payment (a further €796) incorporated in scale for all teachers.
- 1 September 2017:** Flat rate €1,000 added to scale for every teacher.

Pay Equality – Progress made and issues remaining

The battle to equalise pay goes on.	Scale Point	New Entrant Scale @ 01/01/2018
Losses for a 2012 entrant to date, for example, total €29,000 as against earnings of a comparable 2010 entrant.	1	€35,602
	2	€37,059
	3	€38,723
	4	€39,482
	5	€40,551
The INTO has led the fight for equality including via successive pay agreements (HRA and LRA).	6	€41,843
	7	€43,292
	8	€44,752
	9	€45,972
A new teacher, without these agreements, faced career earnings at 85% of pre-2011 earnings. Following INTO's work, a 2016 entrant is now on 97% of pre-2011 earnings.	10	€48,150
	11	€49,504
	12	€51,122
	13	€52,732
	14	€54,354
	15	€55,710
	16, 17, 18	€57,506
	19, 20, 21, 22	€59,982
We are committed to finishing this work	23, 24, 25, 26	€63,254
	27	€66,869