

September 2016

Significant progress on pay equality

INTO welcomes settlement on new entrant allowances

Dear Colleague,

The INTO has secured agreement on fully restoring qualification allowance payments to every teacher who started since February 2012 when these were removed for new entrants.

This resolves the equality issue between post-2012 entrants and their immediate predecessors in 2011.

The equivalent of an honours primary degree allowance (€4,918) will be incorporated into a new scale for these teachers and their pay equalised with that of a typical 2011 entrant.

This is a very significant agreement secured under LRA (Lansdowne Road Agreement) benefiting approximately 3,500 primary teachers who started since February 2012 and every teacher who starts from now.

The INTO had secured a partial restoration under the Haddington Road Agreement. This latest change effectively restores the allowance in full.

Increases will vary depending on the scale point and average around €1,200 in early career and almost €3,000 per point across the pay scale. Using 'career earnings' over 40 years this change will increase the projected career earnings for a post-February 2012 entrant by over €130,000.

As with the Firefighters, reforms were part of this settlement. A review will take place regarding PORs in the context of restoration of posts. In the context of post restoration, there is a commitment to co-operate with SSE and there will be a process to resolve issues related to the teacher induction process (Droichead).

A commitment was given earlier this year to progress this issue which was eroding morale and creating discontent. This agreement settles the issue of equality with 2011 entrants.

The INTO will continue to work for full pay equality.



Sheila Nunan
General Secretary



Rosena Jordan
President

Effect on salary of teachers who started in 2016

September 2016	Scale Point 1	€31,805
January 2017	LRA (post-Feb. 2012 entrants Phase 1)	€32,806
September 2017	Scale Point 2 + LRA (€796 S&S + €1,000 on scale)	€36,410
January 2018	LRA (post-Feb. 2012 entrants Phase 2)	€37,059
Difference September 2016 – January 2018		€5,254 (16.5%)

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Agreement (September 2016)

Q. What has been agreed?

The DES and DPER have agreed with INTO to restore the equivalent of a qualification allowance payment to every teacher who started since 2012. From February 2012 this was removed for new entrants to teaching. However, INTO secured partial restoration under the Haddington Road Agreement (HRA) scales in 2013. This latest change will effectively restore the allowance in full rolling it into the pay scale. It resolves the equality issue between post-February 2012 entrants to teaching and their immediate predecessors in 2011.

Q. How many teachers will benefit?

This change benefits approximately 3,500 primary teachers who entered teaching from 1 February 2012. This will also benefit all future new entrants.

Q. What is the change for these teachers?

There will be revised pay scales for all post 1 February 2012 entrants. The equivalent of an honours primary degree allowance (€4,918) will be incorporated into a new scale for these

teachers. This will equalise the pay scale of post 1 February 2012 entrants with the pay scales of 2011 entrants. Increases for post February 2012 entrants will vary, depending on scale point, and average around €1,200 in early career and almost €3,000 per point across the pay scale.

Q. How much is this worth?

INTO has used 'career earnings' over 40 years for comparison purposes. This change will increase the projected career earnings for a post-February 2012 entrant by over €100,000 compared to the current position.

Q. When will the change take effect?

Teachers who entered since 1 February 2012 will move to the revised scale in two equal payment phases, 50% will be restored on 1 January 2017 and 50% on 1 January 2018. The 2011 entrant teachers will be moved to the new scale on 1 January 2018.

Having a qualification allowance incorporated in the scale means that it is recognised as a core part of pay and is not exposed to being cut again in any future allowance review.

Q. Are 2011 entrants affected?

The new scale (incorporating the qualification allowance) will also be paid to 2011 entrants; the structure of their pay will change but the level of payment will remain the same except for those who had a pass degree allowance who will now benefit from incorporation of the honours allowance into the scale. There is no change regarding other allowances.

Teachers in the cohort who entered teaching between 1 January 2011 and 31 January 2012 and who are currently entitled to qualification allowances above that of honours primary degree level (€4,918) will continue to receive the same level of remuneration. The excess will continue to be paid in the form of a qualification allowance on a personal-to-holder basis. The remuneration of an individual teacher in this cohort will, therefore, not change as a result of the assimilation of the new scale.

Q. Is this the end of pay equality demands?

No, but it is a significant step towards pay equality and concludes one specific issue. For the first time, entrants since 2012 will have the qualification allowance restored and will merge onto the salary scale of other teachers and will reach the same maximum point of salary scale. This settlement acknowledges that there are remaining new entrant pay issues to be resolved. INTO will continue to work to achieve full pay equalisation between pre-2011 and post-2011 entrants.

Q. Why is an allowance-linked payment being restored now?

Earlier this year, firefighters represented by two unions made a breakthrough. The outgoing Government agreed in principle to the restoration of their rent allowance which, like the qualification allowance, had been paid to everybody

Effect on salary of teachers who started in 2015

September 2015	Scale Point 1	€30,702
September 2016	Scale Point 2 + LRA (€796 S&S)	€33,964
January 2017	LRA (post-Feb. 2012 entrants Phase 1)	€34,614
September 2017	Point 3 + LRA (€769 S&S + €1,000 on scale)	€37,633
January 2018 (LRA)	LRA (post-Feb. 2012 entrants Phase 2)	€38,723

Difference September 2016 – January 2018

€4,759 (14%)

5) on New Entrant Allowance

in the service before 2012. Two conditions were placed on the firefighter arrangement; that the unions were within the LRA and that reform measures would be part of any settlement. INTO used the firefighter precedent to make progress in a series of meetings over summer 2016. The current settlement translates the firefighter precedent for our members.

Q. What reforms are sought from teachers as part of this settlement?

A review will take place regarding posts of responsibility in the context of the restoration of posts. This will include revised wording around a school leadership team, accountability of post holders, flexibility, appeals processes and the phased introduction of open recruitment to the position of deputy principal, initially in larger schools.

Selection criteria for posts of responsibility are to be revised with a view to phasing out length of service as a standalone criterion while still reflecting the value of experience within the marking system. In the context of post restoration, there is a commitment to co-operate with school self-evaluation which will have an implication for a directive issued by the CEC earlier this year with a view to seeking restoration of posts.

There is to be a time-bound process to resolve the current issues regarding the teacher induction process (Droichead) which is currently the subject of an INTO directive. Since the directive was put in place, INTO has met with the Teaching Council which has set up a process to review Droichead; this review will be concluded by year end.

Q. What about the pay of other teachers?

Agreed LRA restorations on supervision

Effect on salary of teachers who started in 2014

September 2014	Scale Point 1	€30,702
September 2015	Scale Point 2	€33,168
September 2016	LRA (+€796 S&S)	€33,964
December 2016 (Increment date)	Scale Point 3	€34,746
January 2017	Point 3 (post-Feb. 2012 entrants Phase 1)	€35,837
September 2017	LRA (€796 S&S + €1,000 on scale)	€37,633
December 2017	Point 4	€39,325
January 2018	LRA (post-Feb. 2012 entrants Phase 2)	€39,482
Difference September 2016 – January 2018		
€5,518		(16.3%)

and substitution, on earnings over €65,000 and the €1,000 increase to all pay scales are being implemented between now and 1 January 2018. The Government has established a Public Service Pay Commission. INTO will use this opportunity to raise outstanding pay issues including full equalisation and the outstanding Benchmarking award to principals and deputy principals. The pay talks anticipated in 2017 will provide the main opportunity to negotiate pay progression for all INTO members.

Q. What is different about this allowance which is being restored, compared to other allowances?

A qualification allowance has been a universal payment to all teachers since the 1970s. It is part of core pay and reflects the compulsory qualification to become a teacher. It differs from every other allowance in this respect and only a small number of public service groups were affected by withdrawal of such

universal allowances in 2012. Like the rent allowance for Gardaí, prison officers and firefighters, the qualification allowance for teachers was really part of teacher pay rather than an allowance and this settlement recognises that.

With the agreed changes for 2012+ entrants:

- Point 1 of the scale (now €31,805) will in 16 months be €35,602.
- Scale maximum (now €60,736) will be €66,869 (equalised for pre and post-2011 entrants).



Changes to February 2012 Scale 2016 – 2018 + LRA

	Feb 2012 scale @ 01/09/2016	Feb 2012 scale @ 01/01/2017: Phase 1 allowance restoration	February 2012 scale @ 01/09/2017 (LRA €1,796)	Feb 2012 Scale @ 01/01/2018: Phase 2 allowance restoration
1	31,805	32,806	34,602	35,602
2	33,964	34,614	36,410	37,059
3	34,746	35,837	37,633	38,723
4	37,372	37,529	39,325	39,482
5	38,591	38,673	40,469	40,551
6	40,047	40,047	41,843	41,843
7	41,496	41,496	43,292	43,292
8	42,956	42,956	44,752	44,752
9	44,176	44,176	45,972	45,972
10	45,792	46,073	47,869	48,150
11	45,792	46,750	48,546	49,504
12	45,792	47,559	49,355	51,122
13	48,021	49,479	51,275	52,732
14	48,021	50,290	52,086	54,354
15	48,021	50,968	52,764	55,710
16	48,021	51,866	53,662	57,506
17	50,966	53,338	55,134	57,506
18	50,966	53,338	55,134	57,506
19	50,966	54,576	56,372	59,982
20	50,966	54,576	56,372	59,982
21	54,219	56,203	57,999	59,982
22	54,219	56,203	57,999	59,982
23	54,219	57,839	59,635	63,254
24	59,561	60,510	62,306	63,254
25	60,736	61,097	62,893	63,254
26	60,736	61,097	62,893	63,254
27	60,736	62,905	64,701	66,869