



## **Circular 0034/2013**

**To: The Managerial Authorities of Recognised Primary, Secondary, Community and Comprehensive Schools and the Chief Executive Officers of Vocational Education Committees/Education and Training Boards**

**Public Service Stability Agreement 2013 – 2016 (Haddington Road Agreement) and the Financial Emergency Measures in the Public Interest Act 2013**

### **Special Needs Assistants**

#### **Introduction**

1. The purpose of this Circular is to notify managerial authorities, Chief Executive Officers of VECs/ETBs and Special Needs Assistants (SNAs) of the changes to the salaries of SNAs to take effect from 1 July 2013. These changes arise from the Financial Emergency Measures in the Public Interest Act 2013 and the Public Service Stability Agreement 2013 – 2016 (Haddington Road Agreement), having regard to section 7 of the Act.
2. For the purposes of this Circular, salary is to be taken to mean salary inclusive of allowances in the nature of pay which are fixed periodic pensionable allowances.

#### **Increments and related balancing measures**

3. For SNAs on salaries below €35,000, one three-month increment freeze will apply. This will take effect after the next increment is paid, with the following increment being awarded after 15 months rather than 12.
4. For SNAs on salaries between €35,000 and €65,000, two three-month increment freezes will apply. This will take effect after the next increment is paid, with the following two increments each being awarded after 15 months rather than 12 months.
5. Where an SNAs salary surpasses €35,000 during the Agreement, a second incremental freeze of three months will apply, in accordance with the

arrangements for SNAs on salaries between €35,000 and €65,000 outlined at paragraph 4 above.

6. Specific arrangements will apply for SNAs with salaries between €35,000 and €65,000 who are on the final point of the incremental scale or who reach the final point of the scale following a 15 month increment period. These arrangements will be notified in a separate communication.

**Pension-Related Deduction – Rate Adjustment:**

7. The rates for the Pension-Related Deduction will be reduced in the €15,000-€20,000 band rate to 2.5% from 5% with effect from 1 January 2014. From 1 January 2014, the rates for the PRD will be as follows:

<b>Bands and Rates</b>	
Below €15,000	Exempt
€15,000 - €20,000	2.5%
€20,000 - €60,000	10.0%
Above €60,000	10.5%

**New Entrant Salary Scales**

8. In order to address the imbalance between those who entered the Public Service since 2011 and those who entered before that date, revised incremental salary scales shall be prepared for same grade entrants to each public service sector as necessary to incorporate the revision of salary scales introduced by Government Decision in January 2011. The Department will notify employers of the revised incremental salary scales in due course.

**Pensions**

9. An SNA who retires on or before 31 August 2014 will have his or her superannuation benefits calculated by reference to the pay scales applying on 30 June 2013.
10. Where an SNA retires on or before 31 August 2014 on a pension greater than €32,500 that pension will be subject to the Public Service Pension Reduction (PSPR) as provided for in the Financial Emergency Measures in the Public Interest Act 2013 which is effective on and from 1 July 2013.

11. Information on the PSPR provisions in the 2013 Act may be viewed on the website of the Department of Public Expenditure and Reform at: <http://per.gov.ie/faqs-on-haddington-road-agreement-2/>

**Circulation**

12. Please ensure that copies of this Circular are provided to the Board of Management/ Vocational Education Committee/ Education and Training Board and its contents are brought to the attention of all SNAs in your employment including those on leave of absence.
13. This Circular can be accessed on the Department's website under <http://www.education.ie> .

Padraig Maloney  
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27 June 2013