



Circular 0040/2014

To: The Managerial Authorities of Recognised Primary Schools

Public Service Stability Agreement 2013 – 2016 (Haddington Road Agreement)

Increments and related balancing measures

**Teachers on the Final Point of the Common Basic Scale
and on salaries between €35,000 and €65,000**

Introduction

1. Circular 32/2013 notified managerial authorities and teachers of the changes to the salaries of teachers to take effect from 1 July 2013 arising from the Financial Emergency Measures in the Public Interest Act 2013 and the Public Service Stability Agreement 2013 – 2016 (Haddington Road Agreement) and stated that specific arrangements would apply for teachers with salaries (inclusive of allowances in the nature of pay) between €35,000 and €65,000 and who are on the final point on the Common Basic Scale or who reach the final point on the Common Basic Scale following a 15 month incremental period. The purpose of this Circular is to notify managerial authorities and teachers of those arrangements.

Pay Arrangements for Teachers on the Final Point of the Common Basic Scale and on salaries between €35,000 and €65,000

2. The arrangements for teachers with salaries (inclusive of allowances in the nature of pay) between €35,000 and €65,000 and who are on the final point on the Common Basic Scale or who reach the final point on the Common Basic Scale following a 15 month incremental period are as follows:
 - For teachers who have reached the final point on the Common Basic Scale before 2013 or will reach it during 2013, a cash deduction of €568 will be made from net salary. This is equivalent to the net value of 6 days annual leave.

- For teachers who reach the final point on the Common Basic Scale in 2014, a cash deduction of €379 will be made from net salary. This is equivalent to the net value of 4 days annual leave.
 - For teachers who reach the final point on the Common Basic Scale in 2015, a cash deduction of €189 will be made from net salary. This is equivalent to the net value of 2 days annual leave.
3. Deductions will be made from net salary in all cases (i.e. net of all statutory deductions including Tax and P.R.S.I., PRD etc.). Accordingly, the deductions set out in paragraph 2 above have been calculated on the gross value of the most recent increment and reduced by 62%.
 4. The cash deduction will be collected from salary on a phased basis over 12 months. The deductions set out at paragraph 2 represent the total deduction required under this provision for the term of the Haddington Road Agreement (to July 2016).

Circulation and Queries

5. Please ensure that copies of this Circular are provided to the Board of Management and its contents are brought to the attention of all teachers in your employment including those on leave of absence.
6. This Circular can be accessed on the Department's website under <http://www.education.ie> .
7. Queries in relation to this Circular should be addressed to: hraqueries@education.gov.ie

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30 April 2014