



**Circular 0053/2014**

**To: The Managerial Authorities of Recognised Primary, Secondary,  
Community and Comprehensive Schools  
and  
the Chief Executives of Education and Training Boards**

**Implementation of the Public Service Stability Agreement 2013 – 2016  
(Haddington Road Agreement)**

**Teachers**

**Increased Incremental Salary Scale, Part-Time Rates and Allowance Rates for  
post-1 January 2011 Entrants to Teaching**

**And**

**Increased Allowance Rates for post-1 February 2012 Entrants to Teaching**

### **Introduction**

1. The purpose of this Circular is to notify Managerial Authorities, Education and Training Boards and teachers of:
  - a) changes to the incremental salary scale, part-time rates and allowance rates for post-1 January 2011 entrants to teaching, and
  - b) changes to the allowance rates for allowances which remain payable to post-1 February 2012 entrants to teaching.

These changes arise from negotiations held under Section 2.31 of the Public Service Stability Agreement 2013 – 2016 (Haddington Road Agreement).

2. The payroll adjustments necessitated by this Circular will be implemented at the earliest possible date and with retrospective effect to 1 November 2013 (or date of appointment, if later).

### **Revised Incremental Salary Scale, Part-Time Rates and Allowance Rates for post-1 January 2011 Entrants to Teaching**

3. Revised incremental salary scales, part-time rates and allowance rates for post-1 January 2011 entrants to teaching as set out in Appendix 1 will apply with effect from 1 November 2013.

### **Revised Allowance Rates for post-1 February 2012 Entrants to Teaching**

4. As set out in [Circular 0008/2013](#), a public service-wide review of allowances withdrew qualification allowances and certain other allowances from new beneficiaries with effect from 1 February 2012 (including post-1 February 2012 entrants to teaching). However, a small number of allowances remain payable to post-1 February 2012 entrants to teaching. The rates of these allowances have been revised and the revised rates as set out in Appendix 2 will apply with effect from 1 November 2013.
5. For the avoidance of doubt, the salary scale and part-time rates for post-1 February 2012 entrants to teaching and future entrants set out at paragraphs 17 and 18 of [Circular 32/2013](#) (primary teachers) and at Appendix 3 of [Circular 0005/2014](#) (post-primary teachers) continue to apply with effect from 1 July 2013 and are not altered by the terms of this Circular.

### **Circulation and Queries**

6. Please ensure that copies of this Circular are provided to all members of the Board of Management/ Education and Training Board and its contents are brought to the attention of all teachers in your employment including those on approved paid or unpaid leave.
7. This Circular can be accessed on the Department's website under <http://www.education.ie>.
8. Queries in relation to this Circular should be addressed to: [hraqueries@education.gov.ie](mailto:hraqueries@education.gov.ie)

Philip Crosby  
External Staff Relations  
11 July 2014

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11 July 2014

## **APPENDIX 1**

- (a) Revised incremental salary scale for post-1 January 2011 entrants to teaching, to apply with effect from 1 November 2013:

<b>Point</b>	<b>Revised scale from 1 November 2013</b>
1	€ 27,814
2	€ 29,256
3	€ 30,904
4	€ 31,972
5	€ 33,041
6	€ 34,113
7	€ 35,775
8	€ 36,853
9	€ 37,929
10	€ 40,640
11	€ 41,994
12	€ 43,612
13	€ 45,222
14	€ 46,844
15	€ 48,200
16	€ 49,996
17	€ 49,996
18	€ 49,996
19	€ 52,472
20	€ 52,472
21	€ 52,472
22	€ 52,472
23	€ 55,744
24	€ 55,744
25	€ 55,744
26	€ 55,744
27	€ 59,359

- (b) Revised daily and hourly rates for part-time and substitute post-1 January 2011 entrants to teaching, to apply with effect from 1 November 2013:

**(i) PRIMARY TEACHERS:**

	<b>Revised rate from 1 November 2013</b>
Daily rate primary (casual qualified)	172.50
Hourly rate primary (qualified)	34.50
Annual rate primary (unqualified)	27,354
Daily rate primary (unqualified)	127.91
Hourly rate primary (unqualified part-time)	29.90
Hourly rate primary (unqualified substitute)	25.58

**(ii) POST-PRIMARY TEACHERS:**

	<b>Revised rate from 1 November 2013</b>
Hourly rate post-primary (casual qualified)  (includes 22% holiday pay)	41.65
Hourly rate post-primary (unqualified)  (includes 8% holiday pay)	36.76

(c) Revised allowance rates for post-1 January 2011 entrants to teaching, to apply with effect from 1 November 2013

<b>Allowance</b>	<b>Revised rate from 1 November 2013</b>
<b><u>ACADEMIC QUALIFICATIONS</u></b>	
1. (a) (i) H. Dip. in Ed. (Pass)	€ 591
(ii) Higher Froebel Cert.	€ 591
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€ 1,236
(ii) Ard Teastas Gaeilge	€ 1,236
(c) Primary Degree (Pass)	€ 1,842
(d) Masters Degree by thesis or exam (Pass)	€ 4,918
(e) Primary Degree (1st or 2nd Hons)	€ 4,918
(f) Masters Degree (1st or 2nd Hons)	€ 5,496
(g) Doctorate Degree	€ 6,140
<i>Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) to (g)</i>	
2. (i) *An Teastas i dTeagasc na Gaeilge le honoracha	€ 4,278
(ii) *Higher Diploma in Education (1st or 2nd Hons)	€ 4,278
(iii) *Primary Degree (Pass) together with at least 3 years approved experience in commercial, industrial or other approved occupation	€ 4,278
<i>*Payable only to teachers who were in receipt of an allowance of £110 (pre July 1968) and who did not qualify for a higher allowance at 1. above</i>	
(iv) Diploma for Teachers of Deaf Diploma for Teachers of Blind Diploma for Teachers of Mentally and Physically Handicapped Children	€ 2,437
<b><u>OTHER ALLOWANCES</u></b>	
1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€ 1,842
2. Itinerant Domestic Science Teachers	€ 1,842
3. Teaching through Irish	€ 1,583

4. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€ 3,063
5. Island Allowance	€ 1,842
6. Special allowance payable to teachers in comprehensive schools	€ 2,471
7. Allowance for Teachers with 35 years' service	€ 2,324
8. Allowance Payable to Teachers in the Prison Service - Honorarium	€ 4,773
9. Allowance payable to teachers of apprentices in Dun Laoghaire and Co. Cork VECs	€ 9,740
10. Secure Unit Allowance/ Disturbed Adolescent Allowance	€ 2,195
<b><u>SECONDMENT ALLOWANCES</u></b>	
CATEGORY 2	€ 16,825
CATEGORY 3	€ 13,146
CATEGORY 4	€ 10,130

## **APPENDIX 2**

Revised allowance rates for post-1 February 2012 entrants to teaching, to apply with effect from 1 November 2013:

<b>Allowance</b>	<b>Revised rate from 1 November 2013</b>
1. Allowance for Teachers with 35 years' service	€ 2,324
2. Allowance Payable to Teachers in the Prison Service - Honorarium	€ 4,773
3. Secure Unit Allowance/Disturbed Adolescent Allowance	€ 2,195
4. Visiting Teacher Allowance	€ 8,520