



## **Circular Letter 0083/2017**

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

**Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017**

### **REVISION OF TEACHER SALARIES WITH EFFECT FROM 1 JANUARY 2018**

1. The Minister for Education and Skills wishes to inform Managerial Authorities and Teachers of revised rates of salary for Teachers with effect from 1 January 2018.
2. The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017.

### **Salary Restoration with effect from 1 January 2018**

3. Under the terms of the Public Service Stability Agreement 2018 – 2020, whole-time annual basic scale salaries are increased by 1% with effect from 1 January 2018.
4. Increased pay scales with effect from 1 January 2018 are set out at Appendix 1 (a) and (b). Increased casual daily/hourly part-time rates with effect from 1 January 2018 are set out at Appendix 2.
5. All salary scales and daily/hourly casual and non-casual rates payable to teachers set out in previous Circulars are superseded by the terms of this Circular with effect from 1 January 2018.

### **Full Restoration of FEMPI Act 2013 Pay Reductions for those earning over €65,000 per annum with effect from 1 January 2018**

6. The Financial Emergency Measures in the Public Interest Act 2013 implemented pay reductions for public servants on annualised remuneration of €65,000 or greater. Where a teacher had his/her salary reduced under this provision, the first half of this reduction was restored to his/her salary with effect from 1 April 2017.

7. The second half of the reduction will be restored to salaries with effect from 1 January 2018. The effect of this is that the FEMPI Act 2013 reductions for public servants on annualised remuneration of €65,000 to €110,000 will cease with effect from 1 January 2018.
8. As set out in [Circular 0032/2013](#) (primary) and [Circular 0005/2014](#) (post-primary), alleviation measures apply in the case of teachers who lost pensionable salary both through the FEMPI Act 2013 pay reduction and the withdrawal of the Supervision and Substitution allowance under the Haddington Road Agreement. In tandem with the cessation of the FEMPI Act 2013 pay reduction as outlined above in paragraph 7, this alleviation will cease with effect from 1 January 2018.

### **Revised Salary Scale for post-1 January 2011 and post-1 February 2012 Entrant Teachers with effect from 1 January 2018**

9. In accordance with the Lansdowne Road Agreement and the new entrant pay agreement of September 2016, the revised salary scale as set out at Appendix 1 (b) applies with effect from 1 January 2018 for teachers who are currently classified as post-1 January 2011 entrants to teaching and teachers who are currently classified as post-1 February 2012 entrants to teaching. This salary scale is inclusive of the Honours Primary Degree allowance.
10. All new entrant teachers who entered teaching since 1 January 2011 will be assimilated onto this revised scale i.e. the cohort who entered between 1 January 2011 and 31 January 2012 and the cohort who entered on or after 1 February 2012. This results in a single post-1 January 2011 teachers scale with effect from 1 January 2018.
11. Teachers on the current 2011 entrant scale and current 2012 entrant scale should be assimilated onto the revised salary scale at Appendix 1 (b) on a point-for-point basis e.g. a teacher currently on Point 6 of the 2011 entrant scale should move to Point 6 of the revised salary scale at Appendix 1 (b) on 1 January 2018 – see examples at Appendix 3. The teacher's increment date does not change as a result of the assimilation on to the revised scale.

### **Revised Qualification Allowances with effect from 1 January 2018 for those who entered teaching between 1 January 2011 and 31 January 2012**

12. As stated above, the revised salary scale at Appendix 1 (b) is inclusive of the Honours Primary Degree allowance (€4,918). Accordingly, payment of the Honours Primary Degree allowance, Pass Primary Degree allowance and Pass Masters Degree allowance will cease for post-1 January 2011 entrants with effect from 1 January 2018. In addition, the value of the Honours Masters Degree allowance and Doctorate Degree allowance will reduce for the above category of teachers only (without reduction of overall payment as set out in paragraph 13 below) to reflect the fact that the revised scale incorporates the Honours Primary Degree allowance – see Appendix 1 (c).
13. 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 allowance level (€4,918) will continue to receive the same level of remuneration (though basic scale salary will be increased by 1% as outlined at paragraph 3 above). The excess will continue to be paid in the form of a qualification allowance on a personal-to-holder basis – see examples at Appendix 3.

14. Qualification allowances for teachers who entered teaching prior to 1 January 2011 are unaffected. The qualification allowances for this cohort are set out at Appendix 1 (d) for information.
15. Qualification allowances remain withdrawn for teachers who entered teaching on or after 1 February 2012 (see [Circular 0008/2013](#)). As set out above, these teachers (from January 2018) have the Honours Primary Degree allowance included in their salary scale.

### **Deadline for receipt of applications for Qualification Allowances 31 October 2018**

16. Teachers who consider that they are entitled to a qualification allowance must make a claim for payment of the allowance before 31 October 2018 using the application form available on the Department's website [here](#). If a Department-paid teacher has a query in relation to their entitlement to a qualification allowance they may contact the Teachers Terms and Conditions Section of the Department by email at: [TeacherSNA@education.gov.ie](mailto:TeacherSNA@education.gov.ie). Teachers employed by an Education and Training Board should contact the HR Department of their employing ETB.

### **Allowances**

17. Allowances which are calculated as a specific percentage or specified portion of basic pay will be recalculated by reference to the revised rates of pay with effect from 1 January 2018. Fixed allowances are not affected (save for the changes for post-1 January 2011 entrants set out in paragraphs 12 to 13 above).

### **Enhanced Controls in relation to Terms and Conditions of Employment with effect from 30 November 2015 - Recovery of Overpayments**

18. Employers are reminded that the Ministers and Secretaries (Amendment) Act 2011 has been amended under the FEMPI Act 2015 to introduce enhanced controls in relation to terms and conditions of employment agreed between public servants and their public service body employers with effect from 30 November 2015. The relevant sections of the Act are included at Appendix 4. Overpayments will be dealt with in accordance with the relevant Department Circulars.

### **Circulation and Queries**

19. 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 leave of absence.
20. This Circular can be accessed on the Department's website under [www.education.ie](http://www.education.ie)
21. Enquiries regarding this Circular should be e-mailed to:
  - Primary: [prmtch\\_payroll@education.gov.ie](mailto:prmtch_payroll@education.gov.ie)
  - Post-primary: [ppppayroll@education.gov.ie](mailto:ppppayroll@education.gov.ie)
  - ETB Post-Primary Teachers: relevant HR Department

Philip Crosby  
External Staff Relations  
21 December 2017

Padraig Maloney  
Payroll Division

## **APPENDIX 1**

- (a) Revised incremental salary scale for teachers who **entered teaching before 1 January 2011**, to apply with effect from 1 January 2018. Qualification allowances continue to be paid to this cohort of teachers as appropriate.

<b>Revised scale from 1 January 2018 for teachers who entered teaching before 1 January 2011</b>	
<b>Point</b>	<b>€</b>
<b>1</b>	34,143
<b>2</b>	34,910
<b>3</b>	35,989
<b>4</b>	37,072
<b>5</b>	38,751
<b>6</b>	39,839
<b>7</b>	40,926
<b>8</b>	43,664
<b>9</b>	45,032
<b>10</b>	46,666
<b>11</b>	48,292
<b>12</b>	49,930
<b>13</b>	51,300
<b>14</b>	53,114
<b>15</b>	53,114
<b>16</b>	53,114
<b>17</b>	55,615
<b>18</b>	55,615
<b>19</b>	55,615
<b>20</b>	55,615
<b>21</b>	58,919
<b>22</b>	58,919
<b>23</b>	58,919
<b>24</b>	58,919
<b>25</b>	62,571

\* This scale incorporates the 1% increase in whole-time annual basic scale salaries with effect from 1 January 2018 provided for under the terms of the Public Service Stability Agreement 2018 – 2020

- (b) Revised incremental salary scale for teachers **who entered teaching on or after 1 January 2011**, to apply with effect from 1 January 2018.

<b>Revised scale from 1 January 2018 for those appointed on or after 1 January 2011</b>	
<b>Point</b>	<b>€</b>
<b>1</b>	35,958
<b>2</b>	37,430
<b>3</b>	39,110
<b>4</b>	39,877
<b>5</b>	40,957
<b>6</b>	42,261
<b>7</b>	43,725
<b>8</b>	45,200
<b>9</b>	46,432
<b>10</b>	48,632
<b>11</b>	49,999
<b>12</b>	51,633
<b>13</b>	53,259
<b>14</b>	54,898
<b>15</b>	56,267
<b>16</b>	58,081
<b>17</b>	58,081
<b>18</b>	58,081
<b>19</b>	60,582
<b>20</b>	60,582
<b>21</b>	60,582
<b>22</b>	60,582
<b>23</b>	63,887
<b>24</b>	63,887
<b>25</b>	63,887
<b>26</b>	63,887
<b>27</b>	67,538

\* This scale incorporates the 1% increase in whole-time annual basic salaries with effect from 1 January 2018 provided for under the terms of the Public Service Stability Agreement 2018 – 2020 and inclusion in salary scale of the Honours Primary Degree allowance as per the September 2016 agreement on new entrant pay

\*\* Qualification allowances may be payable to those who entered teaching between 1 January 2011 and 31 January 2012 as set out in paragraphs 12-13 and Appendix 1 (c) of this Circular. As heretofore, qualification allowances are not payable to teachers who entered teaching on or after 1 February 2012 (apart from inclusion in scale of the Honours Primary Degree Allowance from 1 January 2018).

**(c) Qualification Allowances with effect from 1 January 2018 for those who entered teaching between 1 January 2011 and 31 January 2012**

<b>ACADEMIC QUALIFICATIONS</b>	<b>Rate from 1 January 2018 for 2011 Entrants only</b>
(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)	This allowance will no longer be payable as the revised salary scale incorporates the Honours Primary Degree allowance
(d) Masters Degree by thesis or exam (Pass)	This allowance will no longer be payable as the revised salary scale incorporates the Honours Primary Degree allowance
(e) Primary Degree (1st or 2nd Hons)	This allowance will no longer be payable as the revised salary scale incorporates the Honours Primary Degree allowance
(f) Masters Degree (1st or 2nd Hons)	€ 578
(g) Doctors Degree	€ 1,222

Only one of the allowances at (a) or (b) may be held together with one of the allowances (f) or (g)

As heretofore, qualification allowances are not payable to teachers who entered teaching on or after 1 February 2012

**(d) Qualification Allowances for those who entered teaching prior 1 January 2011**

(this table is included for information only – the rates currently payable to this cohort are unaffected by the terms of this Circular)

<b>ACADEMIC QUALIFICATIONS</b>	<b>Rate for pre-2011 Entrants only</b>
(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) Doctors Degree	€ 6,140

Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) to (g)

**APPENDIX 2**

**(a) PRIMARY: Revised daily/hourly rates with effect from 1 January 2018 for part-time and substitute primary teachers who entered teaching prior to 1 January 2011**

<b>Category</b>	<b>Ongoing Rate From 1/1/18</b>	<b>Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/1/18</b>
Daily casual qualified	186.27	23.02
Daily unqualified	127.03	15.70
Hourly qualified	37.25	4.60
Hourly unqualified on Payroll	29.69	3.67
Hourly unqualified Substitute	25.41	3.14

**(b) PRIMARY: Revised daily/hourly rates with effect from 1 January 2018 for part-time and substitute primary teachers who entered teaching on or after 1 January 2011:**

<b>Category</b>	<b>Ongoing Rate From 1/1/18</b>	<b>Value of Statutory Annual Leave Accumulated per Day/Hour Worked from 1/1/18</b>
Daily casual qualified	165.96	20.51
Daily unqualified	127.03	15.70
Hourly qualified	33.19	4.10
Hourly unqualified on Payroll	29.69	3.67
Hourly unqualified Substitute	25.41	3.14



**(c) POST-PRIMARY: Revised casual hourly part-time rates with effect from 1 January 2018 for post-primary teachers who entered teaching prior to 1 January 2011:**

<b>Category</b>	<b>Ongoing Rate From 1/1/18</b>	<b>Value of Statutory Annual Leave Accumulated per Hour Worked from 1/1/18</b>
Hourly casual qualified	44.03	6.00
Hourly unqualified	38.53	5.31

**(d) POST-PRIMARY: Revised casual hourly part-time rates from 1 January 2018 for post-primary teachers who entered teaching on or after 1 January 2011:**

<b>Category</b>	<b>Ongoing Rate From 1/1/18</b>	<b>Value of Statutory Annual Leave Accumulated per Hour Worked from 1/1/18</b>
Hourly casual qualified	39.46	5.38
Hourly unqualified	35.02	4.77

### **APPENDIX 3**

#### **ASSIMILATION EXAMPLES:**

1. 2011 entrant teacher on Point 6 of the scale who holds a first class masters degree plus an Honours HDip:

	<b>31 December 2017 (current 2011 entrant scale)</b>	<b>1 January 2018 (revised scale)</b>
Point 6	36,705	42,261
Masters Degree allowance	5,496	578
Honours HDip allowance	1,236	1,236
Total Salary	43,437	44,075
Increase in Total Salary		+ 638

2. 2011 entrant teacher on Point 5 of the scale who holds an honours primary degree:

	<b>31 December 2017 (current 2011 entrant scale)</b>	<b>1 January 2018 (revised scale)</b>
Point 5	35,633	40,957
Honours Primary Degree allowance	4,918	0
Total Salary	40,551	40,957
Increase in Total Salary		+ 406

3. 2011 entrant teacher on Point 5 of the scale who holds an honours primary degree and Honours HDip:

	<b>31 December 2017 (current 2011 entrant scale)</b>	<b>1 January 2018 (revised scale)</b>
Point 5	35,633	40,957
Honours Primary Degree allowance	4,918	0
Honours HDip allowance	1,236	1,236

Total Salary	41,787	42,193
Increase in Total Salary		+ 406

4. 2011 entrant teacher on Point 4 of the scale who holds a pass primary degree:

	<b>31 December 2017 (current 2011 entrant scale)</b>	<b>1 January 2018 (revised scale)</b>
Point 4	34,564	39,877
Pass Primary Degree allowance	1,842	0
Total Salary	36,406	39,877
Increase in Total Salary		+ 3,471

5. 2011 entrant teacher on Point 4 of the scale who holds a pass primary degree and pass HDip:

	<b>31 December 2017 (current 2011 entrant scale)</b>	<b>1 January 2018 (revised scale)</b>
Point 4	34,564	39,877
Pass Primary Degree allowance	1,842	0
Pass HDip allowance	591	591
Total Salary	36,977	40,468
Increase in Total Salary		+ 3,471

6. 2011 entrant teacher on Point 11 of the scale who holds a doctorate degree:

	<b>31 December 2017 (current 2011 entrant scale)</b>	<b>1 January 2018 (revised scale)</b>
Point 11	44,586	49,999
Doctorate Degree allowance	6,140	1,222
Total Salary	50,726	51,221

Increase in Total Salary		+ 495
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7. 2011 entrant teacher on Point 11 of the scale who holds a doctorate degree and an Honours HDip:

	<b>31 December 2017 (current 2011 entrant scale)</b>	<b>1 January 2018 (revised scale)</b>
Point 11	44,586	49,999
Doctorate Degree allowance	6,140	1,222
Honours HDip allowance	1,236	1,236
Total Salary	51,962	52,457
Increase in Total Salary		+ 495

8. 2012 entrant teacher on Point 3 of the scale:

	<b>31 December 2017 (current 2011 entrant scale)</b>	<b>1 January 2018 (revised scale)</b>
Point 3	37,633	39,110
Increase in Total Salary		+ 1,477

9. 2012 entrant teacher on Point 10 of the scale:

	<b>31 December 2017 (current 2011 entrant scale)</b>	<b>1 January 2018 (revised scale)</b>
Point 10	47,869	48,632
Increase in Total Salary		+ 763

## **APPENDIX 4**

### **Section 12 of the Financial Emergency Measures in the Public Interest Act 2015**

#### Amendment of Ministers and Secretaries (Amendment) Act 2011

The Ministers and Secretaries (Amendment) Act 2011 is amended by the insertion of the following section after section 16:

“Control of terms and conditions of public servants

16A. (1) Where—

(a) the Minister has approved a term or condition as being a term or condition that shall apply for the time being in respect of the employment of a class or category of public servant (whether that approval takes the form of an approval as such, any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter), and

(b) a contract of employment in respect of a public servant falling within that class or category is entered into that contains a term or condition that corresponds or is equivalent to the term or condition standing so approved but which is more favourable to the public servant than that term or condition,

the contract shall have effect as if the term or condition standing so approved (referred to in subsections (2) and (3) as the ‘approved term or condition’) were substituted for the first-mentioned term or condition in paragraph (b) (referred to in subsections (2) and (3) as the ‘unapproved term or condition’).

(2) Any amount paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(3) Where an amount is paid to the public servant concerned in purported compliance with the unapproved term or condition that is in excess of the amount payable to the public servant under the approved term or condition then—

(a) the public servant shall hold the overpayment in trust for the public service body, and

(b) the public service body shall recover the amount of the overpayment from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(4) Where—

(a) a contract of employment is entered into in respect of a public servant, and

(b) the contract contains a term or condition in relation to remuneration that does not correspond or is not equivalent to any term or condition standing approved by the Minister in respect of the employment of a class or category of public servant into which the first-mentioned public servant falls (whether that approval takes the form of an approval as such, any other form of sanction or the giving of consent by the Minister to a decision of another person in the matter),

the term or condition shall be void.

(5) Any amount paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) shall be disregarded for the purpose of calculating any pension entitlement (including an entitlement to a lump sum and an entitlement to periodic payments of pension) of that public servant.

(6) Where an amount is paid to the public servant concerned in purported compliance with a term or condition voided under subsection (4) then—

(a) the public servant shall hold the amount in trust for the public service body, and

(b) the public service body shall recover the amount from the public servant, either directly or by a deduction taken from remuneration subsequently payable to that public servant or otherwise.

(7) Subsections (3) and (6) shall not be taken as limiting the liability under statute of any person to account for such overpayment.

(8) Where an amount to which subsection (3) or (6) relates has not been recovered by the public service body concerned, the Minister may direct in writing that body to recover, by a specified date, the amount in accordance with subsection (3)(b) or (6)(b), as the case may be, and, where that body fails to so recover the amount, the Minister may deduct the amount from any grant or vote of, or other payment to, that body out of money provided directly or indirectly by the Oireachtas or from the Central Fund or the growing produce of that Fund.

(9) This section applies to a term or condition agreed after the commencement of section 12 of the Financial Emergency Measures in the Public Interest Act 2015.

(10) This section has effect notwithstanding—

(a) any other enactment,

(b) any pension scheme or arrangement,

(c) any other agreement or contractual arrangement, or

(d) any understanding, expectation, circular or instrument or other document.

(11) In this section—

“public servant” means a person who is employed by, or who holds any office or other position in, a public service body;

“remuneration” means emoluments to which Chapter 4 of Part 42 of the Taxes Consolidation Act 1997 applies or is applied.”.