



Circular letter 12/02

Department of Education and Science Primary Branch

To: Boards of Management, Principal Teachers and all Teaching Staff in Primary Schools involved in Supply Teacher Scheme

Seniority of Teachers

Amendment to [Circular 50/97](#)

1. Background:

- 1.1 Details of the Supply Panel Scheme are outlined in Department Circular 50/97. Circular 50/97 stipulates that with effect from 1 January 1998 that supply teachers are appointed by the host school in a permanent capacity *specifically* as supply teachers. Circular 50/97 also states that the supply teacher may not be integrated into the mainstream staffing of the host school for the purposes of seniority (par 6.3). Furthermore, supply teachers are not subject to redeployment arising from declining enrolment in the base school. (par 6.4)
- 1.2 Accordingly, in circumstances where a teacher, initially appointed to serve in the supply scheme, transfers with the consent of the Board of Management to serve on the mainstream staff, he/she is assigned a seniority ranking on the date of transfer, notwithstanding that he/she may be attached to the school in a permanent capacity for a number of years.
- 1.3 The assignment of a seniority ranking from this juncture i.e. when a teacher transfers from supply duties to mainstream duties in the same school has been a source of concern to supply teachers for some time and accordingly, the Department of Education & Science, CPSMA and the INTO have agreed the following proposals to resolve the concern.

2. Supply Teachers to be assigned Seniority Ranking:

- 2.1 Paragraph 6.3 of Circular 50/97 is now amended to read as follows:

Teachers appointed to serve as supply teachers should be assigned a seniority ranking at the time of their appointment to the base school in the

normal manner. It will be noted that such a ranking will have little practical effect as long as the teacher remains in supply duties. However, in the event that a supply teacher transfers, with the consent of the Board, to mainstream duties in the same school his/her seniority ranking will have full effect and will reflect his/her total service in the school.

3. Date of Commencement of new Arrangement:

- 3.1 The amendment to par. 6.3 of Circular 50/97 outlined above will apply with effect from 1 April 2002 in respect of all supply teachers appointed on or after this date.
- 3.2 Existing supply teachers should also be assigned a seniority ranking in the base school as of this date, i.e. they will be assigned a seniority ranking as if they were appointed to the school as of 1 April 2002. This is necessary to ensure that no member of the current mainstream staff have their seniority ranking disimproved at the time of integration. With respect to existing supply teachers, it is a matter for the Board to determine their order of seniority.
- 3.3 Subsequently, when making appointments to the mainstream staff of the school, the Board should appraise appointees that there is a supply panel scheme attached to the school and that the supply teachers have a seniority ranking which may be activated in the event that a supply teacher transfers from supply duties to mainstream duties.

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