



Circular Letter 0017/2022

To: The Managerial Authorities of Recognised Primary Schools

Building Momentum - A New Public Service Agreement 2021-2022

**Implementation of Sectoral Bargaining with effect from
1 February 2022**

1. The Minister for Education wishes to inform Managerial Authorities and Primary Teachers of the application of adjustments to certain allowances and a revised daily casual rate of pay for part-time and substitute new entrant teachers with effect from 1 February 2022.
2. Building Momentum – A New Public Service Agreement 2021-2022 provides for the equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund or a general pay round increase on 1 February 2022.
3. The INTO has opted to use the Sectoral Bargaining Fund to settle a number of outstanding claims or awards within the terms of the Fund and within the Exchequer funding limit in place. This circular sets out the agreed outcome with the INTO in relation to the majority of the claims which are being settled for the primary sector.
4. The payroll adjustments necessitated by this Circular will be implemented at the earliest possible date with retrospective effect to 1 February 2022 (or date of appointment, if later), unless there are exceptional circumstances in the settlement arrangements whereby retrospection would not be appropriate.
5. A further circular will issue outlining the agreed outcome on any remaining outstanding claims or awards which will be dealt with under the provisions of the Sectoral Bargaining Fund.
6. **Summary of changes to be implemented under the Sectoral Bargaining Fund**

The changes are summarised as follows:

- (i) Settlement of a Teachers Conciliation Claim 449/20 to increase the daily casual rate of pay for part-time and substitute new entrant Primary teachers as set out at Appendix 1.
- (ii) Settlement of Adjudication Claim 438/15 under the Teachers Conciliation Council to pay the Secure Unit Allowance to Primary teachers who work in certain secure units/secure care settings as set out at Appendix 2.



- (iii) Implementation of (i) recommendations of the second report of the Public Service Benchmarking Body (21 December 2007) for the adjustment to allowances for Primary Principals and Deputy Principals and (ii) settlement of a claim for Principals and Deputy Principals of large primary schools as set out at Appendix 3.
 - (iv) Implementation of an allowance for the second teacher in two teacher Primary schools as set out at Appendix 4.
7. For the avoidance of doubt, the salary scales, allowances for primary and post primary teachers and the part-time rates for post primary teachers set out in [Circular 0056/2021](#) continue to apply with effect from 1 October 2021 and are not altered by the terms of this Circular.
8. It should be noted that certain allowances for new beneficiaries were abolished with effect from 1 February 2012 and their appearance in the attached pay scales does not confer an entitlement to the allowance where the staff member was not already entitled to the allowance. Please read in association with Circular 0008/2013 Public Service-Wide Review of Allowances and Premium Payments on current allowance entitlements.

Circulation and Queries

- (i) 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.
- (ii) This Circular can be accessed on the Department's website under <https://www.gov.ie/en/circulars/>
- (iii) Enquiries regarding this Circular should be e-mailed to:
 - External Staff Relations: esr@education.gov.ie
 - Primary Payroll: primtch_payroll@education.gov.ie
 - Education Training Boards: relevant HR Department

Mark Bohan
External Staff Relations
31 March 2022

Sinéad Keenaghan
Payroll Division



Appendix 1: Settlement of a Teachers Conciliation Claim 449/20 for part-time and substitute new entrant primary teachers

1. As part of the settlement of a Teachers Conciliation Claim 449/20 the daily and hourly casual rate of pay for part-time and substitute new entrant primary teachers who entered teaching service on or after 1 January 2011 will increase in accordance with the rates set out in the table below.
2. Revised daily/hourly rates for part-time and substitute primary teachers who entered teaching on or after 1 January 2011 are set out in the table below.
3. This rate is effective from 1 February 2022 (or date of appointment, if later).

Category	Current Rate From 1/10/21	Current Value of Statutory Annual Leave Accumulated per Day/Hour Worked From 1/10/21	New Rate From 1/02/2022	New Value of Statutory Annual Leave Accumulated per Day/Hour Worked From 1/02/2022
Daily casual qualified	€176.04	€21.76	€192.83	€23.83
Hourly qualified	€35.21	€4.35	€38.57	€4.77



Appendix 2: Settlement of Adjudication Claim 438/15 under the Teachers Conciliation Council to pay the Secure Unit Allowance to Primary teachers who work in certain secure units/secure care settings

1. Settlement of Claim 438/15 (Agreed Report 2/2016), adjudicated in October 2016, will extend payment of the Secure Unit/Disturbed Adolescent Allowance, currently paid to teachers working in the Oberstown Detention Centre, to primary teachers in the following four special care units:
 - a. Ballydowd in Dublin,
 - b. Crannog Nua in Dublin
 - c. St. Canice's Special School in Limerick and
 - d. Coláiste Árd Álainn in Cork

2. **Arrangements for the Payment of the Allowance.**
 - 2.1 The rate applicable is set out below. This rate is effective from 1 February 2022 (or date of appointment, if later).

Allowance	Rate from 1/02/2022
Secure Unit Allowance	€2,334



Appendix 3: Implementation of recommendations of the second report of the Public Service Benchmarking Body for Principals and Deputy Principal Primary Teachers

1. The second report of the Public Service Benchmarking Body, published in December 2007, recommended changes to allowances payable to Principals and Deputy Principals of primary schools which have remained outstanding for implementation.
2. The settlement of the recommendations of the Benchmarking Body report provides for an increase in the allowance payable by moving up two categories on the scale of allowances for Principals and Deputy Principals in schools with 1 to 5 authorised posts.
3. It also provides for an increase in the allowance payable by moving up one category on the scale of allowances paid to Principals and Deputy Principals in schools with between 6 and 35 authorised posts. These changes are outlined in the tables at Appendix 3(a) and 3(b) below.
4. In addition to the increases in allowances above, this settlement of the Benchmarking Body report will provide for an extension of the categories of allowance payable in Primary schools from the current cap of 36+ authorised posts to include revised categories of authorised posts of 36-40, 41-50, 51-60 and 61+ posts as set out in the tables at Appendix 3(a) and 3(b) below.

5. Payment of the Allowance

- 5.1 The revised categories and allowance rates are set out in the tables below in Appendix 3(a) and 3(b) below.
- 5.2 This rate is effective from 1 February 2022 (or date of appointment, if later), unless there are exceptional circumstances in the settlement arrangements whereby retrospection would not be appropriate.
- 5.3 The payroll adjustments necessitated by this Circular will be implemented at the earliest possible date with retrospective effect to 1 February 2022 for those already in receipt of these allowances.



Appendix 3(a): Principal Teacher Allowance (Primary Level)

Existing Category Listing	Primary School Size*	Rate at 1/10/21	Revised Category Listing	Revised Primary School Size*	Revised Rate from 1/02/22
I	1-5	€9,898	I	1-5	€13,011
II	6-7	€11,091	II	6-7	€13,011
III	8-11	€13,011	III	8-11	€15,267
IV	12-13	€15,267	IV	12-13	€17,760
V	14-16	€17,760	V	14-16	€20,289
VI	17-19	€20,289	VI	17-19	€22,737
VII	20-23	€22,737	VII	20-23	€25,212
VIII	24-26	€25,212	VIII	24-26	€27,033
IX	27-30	€27,033	IX	27-30	€28,914
X	31-35	€28,914	X	31-35	€31,656
XI	36+	€31,656	XI	36-40	€33,511
			XII	41-50	€37,096
			XIII	51-60	€38,305
			XIV	61+	€41,547

*Authorised Posts

Appendix 3(b): Deputy Principal Teacher Allowance (Primary Level)

Existing Category Listing	Primary School Size*	Rate at 1/10/21	Revised Category Listing	Revised Primary School Size*	Revised Rate from 1/02/22
I	1-5	€4,007	I	1-5	€6,932
II	6-7	€5,244	II	6-7	€6,932
III	8-11	€6,932	III	8-11	€8,689
IV	12-13	€8,689	IV	12-13	€10,390
V	14-16	€10,390	V	14-16	€12,166
VI	17-19	€12,166	VI	17-19	€13,875
VII	20-23	€13,875	VII	20-23	€15,554
VIII	24-26	€15,554	VIII	24-26	€16,877
IX	27-30	€16,877	IX	27-30	€18,167
X	31-35	€18,167	X	31-35	€20,164
XI	36+	€20,164	XI	36-40	€21,400
			XII	41-50	€24,075
			XIII	51-60	€24,599
			XIV	61+	€26,876

*Authorised Posts



Appendix 4: Implementation of an allowance for the second teacher in two teacher Primary schools

1. This settlement will provide for the second teacher in a school with two teachers (and no other authorised posts), to receive an allowance equivalent to that of a Deputy Principal.
2. This will replace the current allowance payable to the second teacher which is equivalent to that of Assistant Principal II (AP II) as provided for in [Circular 44/2019 Recruitment/Promotion and Leadership for Registered Teachers in Recognised Primary Schools](#).

3. Arrangements for the Payment of the Allowance

- 3.1 The rate applicable is set out below. This rate is effective from 1 February 2022 (or date of appointment, if later).

Current Allowance	Rate from 1/10/21	Revised Allowance	New Rate from 1/02/22
Assistant Principal II (AP II)	€4,007	Deputy Principal	€6,932

- 3.2 The Board of Management should complete and sign an application form in respect of the eligible teacher and return to the Department's Primary Payroll Unit in Athlone.
- 3.3 The allowance will not be paid until the form is returned. The form is available on the Government website at: <https://www.gov.ie/en/form/8154b-application-for-second-teacher-in-a-two-teacher-school-allowance-in-accordance-with-circular-00172022/>
- 3.4 In the event changes to the number of authorised posts in the school or to the second teacher in a school arising from a move to another school, resignation, retirement etc. the Board of Management must notify the Department. A new application must be made in respect of the replacement teacher due the allowance using the above form.