

6 March 2025



**To: Chairpersons of Boards of Governors and
Principals of Catholic Maintained Schools**

Re: VOLUNTARY TEACHING REDUNDANCIES – 2025/26

Dear Colleague,

RE: VOLUNTARY TEACHING REDUNDANCIES – 2025/26

I am writing to advise that there is currently no funding in place to fund voluntary teaching redundancies for 2025-26. Funding of the Voluntary Exit Scheme 2025-26 will be subject to approval of a bid for severance costs as part of the Department's return to the 2025-26 Budget process. It will also be reliant on Department of Finance approval of a business case to support the bid for funding.

As was the case last year, only **Priority 1 Unavoidable Redundancies** may be considered in 2025-26, i.e. redundancies arising from schools that are due to close/amalgamate in August 2025 following Ministerial approval of a Development Proposal, or schools that are coming out of a collective agreement in August 2025.

In order to manage individuals' expectations **no assurances should be given to teachers at school level that a redundancy will be progressed until the applications are appraised and the Department of Education provides formal approval.**

Please also be aware that CCMS will carry out a robust, due diligence review of identified Priority 1 redundancies prior to applications being formally considered by the Department.

Compensation Terms

Subject to funding approval, the Funding Authorities will be in a position to pay teachers made redundant total compensation which is "up to 52 weeks salary". Total compensation payable to any teacher will not exceed 52 weeks' salary.

For example, where a teacher is eligible for redundancy compensation of 30 weeks (statutory maximum) they will receive an additional 22 weeks' salary as an enhanced severance payment, giving total compensation of 52 weeks' salary.

Teachers receiving an enhanced severance payment will have to wait until normal pension age (60) to draw their pensions (or may opt to draw an actuarially reduced pension if aged 55 to 59).

Please note the Department of Education has advised, this enhancement would apply to teacher redundancies up to **31 August 2025**.

Transferred Redundancy Process

Separate to the above, your school may have a teacher who wishes to volunteer for premature retirement even though your school is not making any reductions in staffing. In these circumstances, you may wish to consider redeploying a teacher facing redundancy from a Priority 1 school elsewhere to your school, thereby releasing your volunteer through the transferred redundancy process.

The transferred redundancy process operates in order to protect the jobs of teachers who would otherwise be made redundant by transferring them to posts in other schools where teachers have volunteered for redundancy, but no redundancy actually exists in their school. Schools are encouraged to explore all possible options to avoid compulsory redundancies including seeking volunteers from another school for a transferred redundancy.

Teachers in your school who wish to be considered for transferred redundancy must complete **Section A** of the attached **TRANS2025 Form**.

Section B of the Form **must then be completed by you as Principal and approved by the Board of Governors** and submitted to leonora.toman@ccmsschools.com by **Friday 21 March 2025**.

Please note, in any case where a transferred redundancy application is made for a teacher who is subject to an on-going human resources procedure/policy, details of the appropriateness of transferred redundancy should be summarised by way of a separate attachment to the TR2025 Form. CCMS will consider if transferred redundancy is appropriate in the circumstances.

As a result of the current position, it is important that schools ensure they advise teachers who may volunteer for the transferred redundancy scheme that, such redundancies will only be considered where the teacher, who has been provisionally selected for redundancy, falls within Priority 1 as outlined. Again, in order to manage expectations **please be advised that no assurances should be given to any teacher concerning redundancy until DE funding approval is secured.**

Due to a number of teachers whose employment is still protected under the Reorganisation Agreement, applications for transferred redundancy will be particularly considered from the following areas: **NORTH DOWN / ARDS PENINSULA, DOWNPATRICK GREATER AREA, NORTH COAST / BALLYMENNA, WEST FERMANAGH AND THE WIDER OMAGH AREA.**

It must be emphasised that whilst CCMS would wish to try to facilitate redeployment of any teacher facing compulsory redundancy through the transferred redundancy process, it is a matter for individual Boards of Governors to determine whether or not they wish to appoint a teacher being made compulsory redundant.

Please bring the transferred redundancy process to the attention of all permanent teaching staff in your school, including staff on career break, maternity leave, sickness, secondment, etc. Temporary teachers are not eligible for release under the transferred redundancy process.

If you have any questions in relation to the teachers' transferred redundancy process, please contact Leonora Toman by email to leonora.toman@ccmsschools.com.

Please bring this letter to the attention of the Board of Governors of your school.

We will keep you informed of any developments to the voluntary teaching redundancy process.

Yours faithfully

Michael Keenan
DIRECTOR OF EDUCATION

Enc. TRANS2025 Form

Section A – TO BE COMPLETED BY TEACHER

Name: _____ TR: _____ School: _____

School Ref No: _____ Contact e-mail address: _____ Mob No: _____

*Please provide preferred e-mail address for CCMS contact/correspondence if required (for teacher)*Current Working Pattern: Full-time ☐ Part-time ☐ Part Time Hours: _____Employment Status: Permanent ☐**Please be advised no assurances can be given to any teacher considering redundancy until DE provides approval.****All applications are subject to DE funding approval.****Any approval will take into consideration established criteria and priorities for redundancies.**

Teacher's Signature: _____ Date: _____

Section B (Post Details) – TO BE COMPLETED BY THE PRINCIPAL

I certify that the Board of Governors of the above named school is willing to consider releasing the **permanent** teacher named in Section A through the Transferred Redundancy process in order to save the job of a teacher in another school who would otherwise be made compulsorily redundant.

Title of Post (i.e. Science, Key Stage 3/4 or): _____

Hours available for redeployment : Full-time ☐ Part-time ☐ Part Time Hours/Working Pattern: _____**Criteria for the post**

☐ The school will consider **any** teacher for this post;
'any' teacher will include experience from **all** sectors e.g. primary/post primary/special

OR

☐ The school will consider a teacher with the following experience and/or qualifications:

1.
2.
3.
4.
5.
6.

Principal Signature: _____ Date: _____

Principal's e-mail address: _____

PLEASE NOTE:

*If the teacher named in Section A holds a Teaching Allowance and is released through this process the Teaching Allowance and this is an ongoing requirement in the school, the allowance **MUST** be internally trawled i.e. not automatically awarded to the teacher you redeploy.*

If any Teacher making application through Transferred Redundancy is currently subject to on-going HR policy/procedures, details of the appropriateness of Transferred Redundancy should be summarised on a separate document and attached to this application.

Please ensure both **Section A** and **Section B** are completed and return this form by email to

Leonora Toman leonora.toman@ccmsschools.com **by Friday 21 March 2025.**