



Circular Letter 0037/2021

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

Building Momentum Agreement 2021 - 2022

**REVISION OF 2011 ENTRANT TEACHER SALARIES WITH EFFECT FROM
1 MARCH 2021 - APPLICATION OF ADDITIONAL INCREMENTAL SKIPS**

1. The Minister for Education wishes to inform management authorities, Education and Training Boards and all teachers paid on the 2011 entrant scale of the ongoing application of additional increments awarded under the Building Momentum Agreement 2021-2022.
2. The provision under the Building Momentum Agreement provides for teachers paid on the 2011 entrant pay scale that, after progressing to point 11 of the 2011 entrant pay scale, will on their next increment date skip point 12 and move to point 13 on the scale.
3. In addition, the Agreement provides that teachers paid on the 2011 entrant pay scale who have already reached point 12 or higher on the pay scale will, on their next increment date, on or after 1 March 2021, move one point further than they would normally under incremental progression.
4. This Circular sets out the method to be applied from 1 March 2021 to each eligible new entrant teacher paid on the 2011 entrant pay scale when they are due to move from points 3, 7 and 11 on their next increment date on or after 1 March 2021.
5. The arrangements as set out in this Circular replace and supersede the arrangements of Circular 0033/2020 Revision of 2011 Entrant teacher Salaries with effect from 1 March 2020 Application of Additional Increments and 0022/2019 Revision of 2011 Entrant teacher Salaries with effect from 1 March 2019 Application of Additional Increments.

Application

6. The terms of this Circular do not apply to teachers paid on the pre-2011 pay scale. Eligible teachers, in the context of this circular, refers to teachers on the 2011 new entrant pay scale.
7. The adjustments will be applied, as appropriate, to each eligible new entrant teacher paid on the 2011 entrant pay scale when they are due to move to points 4, 8 and 12 or higher on an increment date on or after 1 March 2021.
8. For eligible teachers on incremental points 3, 7 and 11:

Teachers on incremental points 3, 7 or 11 receive two increments (1 normal and 1 additional) on their next normal increment date. For clarity the progression is:

- Those on point 3 will move to point 5;
- Those on point 7 will move to point 9; and
- Those on point 11 will move to point 13.

9. Teachers who have already reached point 12 or higher on the pay scale, will receive two increments on their next increment date, on or after 1 March 2021.

10. For eligible teachers on incremental points 12 and higher:

Teachers who have already reached point 12 or higher on the pay scale, will on their next increment date, on or after 1 March 2021, move one point further than they would normally under incremental progression. For clarity the progression is:

- Those on point 12 or higher will move two points.

This increment skip applies for the next increment due on or after 1 March 2021 only. Thereafter, any future annual incremental progression will be as normal, one point on the scale at a time.

11. For eligible teachers on all other points:

All other eligible teachers will progress as normal on their pay scales, until they are due to move to points 4, 8 and 12, at which time they will benefit from the progression outlined in paragraph 8 above. For example on their next normal increment date:

- Those on point 2 will move to point 3 (and benefit from the skip the following year).
- Those on point 5 will move to point 6 (and benefit from the skip in two years' time).
- Those on point 9 will move to point 10 (and benefit from the skip in two years' time).
- Those on point 10 will move to point 11 (and benefit from the skip the following year).

12. For eligible teachers returning from career break or following a period out of service:

Eligible teachers returning from career break or following a period out of service will receive the appropriate increment skips on their next increment date. Where previous increment skips have been received under the terms of Circulars 0022/2019 and 0033/2020 no additional increment skips will be awarded.

Where an increment skip has not been applied prior to the career break or return to service the progression be as follows on their next normal increment date:

- Those returning from career break on point 2 will move to point 3 (and benefit from the skip the following year).
- Those returning from career break on point 4 will move to point 6 (benefiting from one increment skip).
- Those on point 6 will move to point 7 (and benefit for the skip in one years' time)
- Those returning from career break on point 7 will move to point 10 (benefiting from the two increment skips).
- Those returning from career break on point 11 will move to point 14 (benefiting from the two increment skips).
- Those returning from career break on point 12 or higher will move two points on the scale (benefiting from the two increment skips). Thereafter, any future annual incremental progression will be as normal, one point on the scale at a time.

Note: Resignation and subsequent re-entry to the payroll is considered to be a break in service and not a period out of service.

13. Incremental Credit

Incremental Credits may be awarded to an eligible teacher in recognition of relevant teaching and non-teaching service. For the purposes of progression on the pay scale, where such incremental credits are awarded, they will be added to the teacher's current point on scale.

Where appropriate, teachers who have incremental credits applied will benefit from increment skips, on their next increment date. Eligible teachers will progress as normal on their pay scales, until they are due to move to points 4, 8 or 12, at which time they will benefit from the progression outlined in paragraph 8 above. Where increment skips have been received under the terms of Circulars 0022/2019 and 0033/2020 no additional increment skips will be awarded.

Circulation and Queries

14. 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 paid on the 2011 entrant pay scale in your employment including those on leave of absence.

15. This Circular can be accessed on the Department's website under www.education.ie

16. Enquiries regarding this Circular should be addressed to:

Staff cohort	Address for queries
Teachers in primary and special schools	Primtch_payroll@education.gov.ie
Teachers in secondary, community and comprehensive schools	ppppayroll@education.ie
Teachers employed by Education and Training Boards	Payroll section of the Education and Training Board

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30 June 2021

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