

eolas

A nation's greatness depends upon the education of its people

into 

Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

October 2018

Significant Progress on pay equality

Ballot closes 26 October 2018

Dear Colleague,

Over the coming days you will be asked to vote on the recent agreement on measures to address salary scale issues for post-2010 entrants to teaching. These measures are available only to unions covered by Public Service Stability Agreement (PSSA) 2018-2020 and in voting on these measures you are also voting on acceptance of the PSSA.

In 2017, INTO voted to reject the PSSA. However, the PSSA was put in place in January 2018 after its acceptance by the majority of public service unions and the passing of legislation.

Following consultation with members in autumn 2017, INTO agreed to be covered by the PSSA to ensure that members could benefit from the pay and pension uplifts and that INTO could participate in negotiations on pay equality under the agreement.

These negotiations took place in the context of the March 2018 government

report on post-2010 salary scales, focussing on the length of scale and excluding discussion on initial placement on the scale and payment of allowances.

The CEC has given detailed consideration to the outcome of the negotiations and believes that the measures represent significant progress towards pay equality and achieve pay equality for some cohorts. The CEC also acknowledges while it increases career earnings for all post-2010 entrants, it does not fully restore pay equality for the earliest groups of post-2010 entrants.

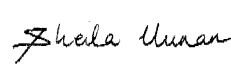
The agreement proposed by Government includes:

- The removal of two increments (4 and 8) from the post-2010 teachers' scale, meaning that newer entrants will be able to progress faster up the scale.
- Reduction of the teachers' scale from 27 to 25 points.
- An implementation date of 1 March

2019, meaning teachers will benefit from the new scale from next year. This is a significant achievement as the Government had previously confirmed that the talks could not give rise to public expenditure during the current term of the Public Service Stability Agreement, which runs until 2020.

- The provision of full upward pay equality for new graduate entrants to the sector from 2017 onwards.

We acknowledge that full pay equality is unfinished business for earlier cohorts and remain committed to pursuing this. In addition, our legal challenge remains ongoing. Nonetheless, we believe this is the best outcome which was available from this process.



Sheila Nunan
General Secretary



Joe Killeen
INTO President



Head Office
Vere Foster House
35 Parnell Square
Dublin 1

Ard Oifig
35 Cearnóg Parnell
Baile Átha Cliath 1

Phone / Fón: 01 804 7700
Fax: 01 872 2462
Email: info@into.ie
Web: www.into.ie





Agreement (September 2018) on salary scale issues for post-2010 entrants



	01/10/2018 w/1% PSSA	2019 increment date	01/09/2019 w/1.75% PSSA	2020 increment date	01/10/2020 w/2% PSSA	2021 increment date	2022 increment date	2023 increment date	
1	€ 36,318	1	€ 36,318	1	€ 36,953	1	€ 37,692	1	€ 37,692
2017	€ 37,804	2	€ 37,804	2	€ 38,465	2	€ 39,235	2	€ 39,235
2016	€ 39,501	3	€ 39,501	3	€ 40,193	3	€ 40,996	3	€ 40,996
2015	€ 40,276	4	€ 40,276	4	€ 40,980	4	€ 41,800	4	€ 41,800
2013	€ 41,366	5	€ 41,366	5	€ 42,090	5	€ 42,932	5	€ 42,932
2012	€ 42,684	6	€ 42,684	6	€ 43,431	6	€ 44,300	6	€ 44,300
2011	€ 44,162	7	€ 44,162	7	€ 44,935	7	€ 45,834	7	€ 45,834
8	€ 45,652	8	€ 45,652	8	€ 46,450	8	€ 47,379	8	€ 47,379
9	€ 46,896	9	€ 46,896	9	€ 47,717	9	€ 48,671	9	€ 48,671
10	€ 49,118	10	€ 49,118	10	€ 49,977	10	€ 50,977	10	€ 50,977
11	€ 50,499	11	€ 50,499	11	€ 51,383	11	€ 52,410	11	€ 52,410
12	€ 52,150	12	€ 52,150	12	€ 53,062	12	€ 54,123	12	€ 54,123
13	€ 53,792	13	€ 53,792	13	€ 54,733	13	€ 55,828	13	€ 55,828
14	€ 55,447	14	€ 55,447	14	€ 56,417	14	€ 57,545	14	€ 57,545
15	€ 56,830	15	€ 56,830	15	€ 57,824	15	€ 58,981	15	€ 58,981
	01/10/2018 w/1% PSSA	01/12/2018 increment date	01/09/2019 w/1.75% PSSA	01/12/2019 increment date	01/10/2020 w/2% PSSA	01/12/2020 increment date	01/12/2021 increment date	01/12/2022 increment date	
2014	€ 40,276	5	€ 41,366	5	€ 42,090	7	€ 44,935	7	€ 45,834
						9	€ 48,671	10	€ 50,977
						10	€ 50,977	11	€ 52,410

Notes

- The examples assume that entrants have continuous service. Entrants from 2011 – 2013 have an assumed incremental date of March, entrants from 2015 onwards are assumed to have an incremental date of September.
- The 2014 entrant is displayed separately due to their incremental date of December occurring after PSSA increases.
- The years in the left-hand column are indicative only. Teachers should check their salary slip to see what point they are currently on.

Teacher A qualified in 2011 and began teaching in September of 2011. S/he has taught without break since, and had two three-month increment freezes under FEMPI legislation. S/he is now on point 7 of the scale and due to go to point 8 on 1 March 2019. Salary from 1 Oct 2018 (point 7) is €44,162. Instead of going to point 8 (€45,652) in March 2019, s/he will move 3 increments to point 10 (€49,118). Instead of the normal increment of €1,490, salary in March will increase by €4,956 (+11.2%) of which €3,466 is due to the proposals.

Teacher B qualified in 2012, has the same work pattern as Teacher A and is now on point 6. Instead of moving to point 7 in March 2019, s/he will move three increments to point 9, i.e. a rise from €42,684 to €46,896 or +€4,212 (+9.9%) rather than +€1,478 (3.5%).

Teacher C qualified in 2013 and is on point 5. Rather than moving to point 6 in March 2019, s/he will move two increments to point 7. (S/he will also skip point 8 on the subsequent incremental date, going from 7 to 9.) Next March, instead of moving up by €1,318, s/he will see a rise of €2,796 (+6.8%).

Teacher D qualified in 2014, has taught continuously since and had one three-month increment freeze under FEMPI. S/he will move from point 5 to 7 in 2019 (salary rising by €2,845, +6.8%, rather than €1,341 or 3.2%). S/he will also skip point 8 on the subsequent incremental date, going from 7 to 9.

Teacher E qualified in 2015 and has taught continuously since. S/he move up two increments next year, moving from point 4 to 6, (salary rising by €3,155, +7.8%, rather than €1,814 or 4.5%). S/he will also skip point 8 when they reach it.

Teacher F qualified in 2016 and has taught continuously since. S/he will move up two increments next year, from 3 to 5 (salary rising by €2,589, 6.5%, rather than €1,479pr 3.7%). S/he will also skip point 8 when they reach it.

Teacher G qualified in 2017 and has taught continuously since. S/he will skip points 4 and 8 when they reach these points.

Q I qualified in 2011-2018. I have not worked continuously since. What would this agreement mean for me?
If you have not yet reached point 4 or 8 on the pay scale, you will skip these points when you reach them.

Q I qualified post-2010 but have passed point 8 on the payscale, what would this agreement mean for me?
If you qualified post-2010 but have passed point 8 on the payscale, you will skip two increments at your next increment date.

Q Didn't we vote to reject the PSSA?
INTO members rejected the terms of the PSSA in a ballot in June 2017. The CEC called for a no vote based on the failure of the agreement to progress the issue of pay equality within the lifetime of the agreement. The agreement was accepted by the majority of public service unions in September 2017.

There were extensive consultations with members during autumn 2017, including at branch meetings and at a

Special Congress on Droichead in October. When the Public Service and Pensions Act was passed in December 2017, INTO had indicated through the Public Services Committee of ICTU that members would be 'covered' public servants for the purposes of the Act and members were paid the 1% uplift in January 2018.

The CEC decided that INTO would participate and actively represent members in the pay equality discussions. Being outside the PSSA incurs a

9-month delay in the application of pay adjustments under PSSA and the suspension of increments during the period of the Agreement.

Q Don't we need more progress to achieve full pay equality?
While pay equality has been achieved for current graduate entrants, and this agreement has more than halved the previous differences in career earnings between post-2010 entrants and a 2010 comparator teacher, some of the earlier post-2010

cohorts will retain a pay difference of up to €49,000 over a 40-year career. INTO is committed to resolving this inequality which it sees as unfinished business.

Q What about losses incurred to date by post-2010 entrants?
It was not possible to secure retrospection for losses already incurred.

Q Why do you use the term 'significant progress' in respect of this agreement?

The government had stated that no extra funding was available during the remaining years of the PSSA. This agreement delivers an additional €75 million to post-2010 entrants across the public service, beyond the original terms of the PSSA and within the agreement's lifetime. The removal of two increments from the scale will restore the career earnings of every post-2010 entrant by more than €50,000 and delivers full upward pay equality for post-2017 entrants.



Term of PSSA – impact on all teachers

Salary

Implementation of remaining PSSA terms

October 2018	1% on salary scale
September 2019	1.75% on salary scale
October 2020	2% on salary scale 5% restoration on allowances

Pensions

Reduction in pension contribution

January 2019	Pre-2013 scheme: €325 Post-2013 scheme: at least €465
January 2020	Pre-2013 scheme: Total: €575 Post-2013 scheme: €648 – €2109

- PSSA preserves pension parity for teachers in retirement.
- €1000 increase paid to teachers last year now applied pro-rata to teachers in retirement.

Ballot arrangements

When will I get my ballot paper?

The majority of members will get their ballot paper over the coming days from their staff representative. Substitute teachers will get their ballot papers directly from INTO Head Office to their home address.

Teachers who have taken out career break membership or who have notified the INTO they are on unpaid maternity/adoptive/sick leave will also receive ballot papers from the INTO to their home address where this has been provided.

When must my ballot paper be returned?

Ballot papers must be returned to the official scrutineer by 5pm on Friday, 26 October 2019. Your staff representative

will provide you with a pre-paid envelope addressed to the Official Scrutineer for this purpose. Please ensure to fill in your name and your roll number on the return envelope.

Filling in your ballot paper

Record your vote with a tick in the appropriate box. Place the ballot paper in the smaller envelope, seal and place in the larger, pre-paid envelope bearing the name and address of the Official Scrutineer.

Your vote will be regarded as invalid if you don't fill in your name, school name and/or school roll number on the back of the large, postage paid envelope. Substitute members must fill in their name, INTO membership number or payroll number.