

CEC recommends YES Vote

Review of Building Momentum

September 2022

Dear Colleague,

When negotiations on a fair response to the inflationary pressure on public sector workers stalled during the summer, public service unions were left with little choice but to threaten a coordinated campaign of industrial action. This position successfully pressured the Government to return to intensive negotiations, culminating in the draft pay agreement that is now being put to ballot.

As we are now balloting on a new pay offer, a ballot on industrial action has been suspended. You can now have your say on the draft pay agreement.

The CEC considered the proposals contained in the *Review of Building Momentum* (Review) in detail and recommends that you accept them by voting YES in the forthcoming electronic ballot, to be held between 22 and 28 September 2022 inclusive. The CEC is keen to ensure that the uplifts now being offered are secured for all of our members.

If the majority of public servants vote YES, the following adjustments will be applied to incomes of workers whose unions are covered by the agreement:

- ✦ 3% increase on salaries and allowances backdated to 2 February 2022, which will be paid in a lump sum later in this school term if the *Review* is ratified next month
- ✦ 2% increase on salaries and allowances from 1 March 2023
- ✦ 1.5% increase on salaries and allowances or €750 a year (whichever is greater) from 1 October 2023
- ✦ Note, within the existing agreement, a 1% increase or €500 a year (whichever is greater) is applicable from 1 October 2022

The guaranteed minimum payments of €500 a year and €750 a year detailed above mean that those who earn below €50,000 will receive higher-percentage increases than higher-paid colleagues.

The *Review* offers an increase of at least 6.5% for all our members in addition to uplifts already contained in *Building Momentum* (BM). If the agreement is ratified next month, the first payment of 3% backdated to 2 February 2022 would appear in pay as a lump sum in November/December for members of unions covered by the agreement.

The *Review* also proposes an early-year uplift of 2% from March 2023 and a significant measure from 1 October 2023 that offers a minimum increase of €750 a year to all public servants, including teachers on early scale points or 1.5% on incomes (whichever is greater).

There are no additional productivity measures in the proposed *Review*, which re-affirms the reform measures already outlined in *Building Momentum*.

While there are no additional non-pay elements in this specific new package, the Government came to the negotiations promising that economy-wide cost-of-living supports would accompany any pay improvements. These are expected to be delivered through the 2023 Budget and the *Labour-Employer Economic Forum* (LEEF).

Negotiations on a longer-term pay agreement will begin next summer and this will have the potential to address outstanding claims from unions.

We urge you to vote YES to this agreement before poll closure on 28 September.



John Driscoll, President



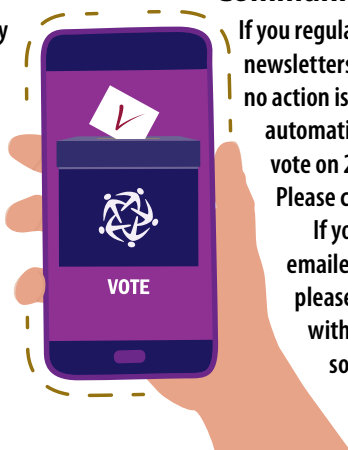
John Boyle, General Secretary

Ballot instructions

Online ballot

The upcoming INTO ballot on the pay agreement will be held online. The ballot will be open from Thursday, 22 September to Wednesday, 28 September 2022 inclusive.

An online vote will be sent on Thursday, 22 September from our online ballot company CES (from the email takepart@civica.co.uk) to every member for whom we hold a current email address.



Communication by email

If you regularly receive emailed INTO newsletters and communications, no action is needed; you will automatically receive your ballot vote on 22 September by email. Please check your junk/spam folder.

If you do not receive regular emailed INTO communication, please contact ballots@into.ie with the following details as soon as possible, but no later

than 5pm Friday, 16 September:

1. Your name
2. Payroll number (unique identifier)
3. School roll number
4. Preferred email address

Further information on the draft agreement will be available on the INTO website. A digital copy of this *Eolas* is available via into.ie. Tá leagan Ghaeilge ar fáil ar into.ie agus trinár r-nuachtlitir.

The result of the ballot will be announced by Friday, 30 September.

Proposed pay scales

Pre 01/01/2011 scales						Post 01/01/2011 scales					
	Current	Proposed backdated 02/02/22	Existing agreement 01/10/22	Proposed 01/03/23	Proposed 01/10/23		Current	Proposed backdated 02/02/22	Existing agreement 01/10/22	Proposed 01/03/23	Proposed 01/10/23
1	€36,290	€37,379	€37,879	€38,636	€39,386	1	€38,192	€39,338	€39,838	€40,635	€41,385
2	€37,093	€38,206	€38,706	€39,480	€40,230	2	€39,735	€40,927	€41,427	€42,256	€43,006
3	€38,225	€39,372	€39,872	€40,669	€41,419	3	€41,496	€42,741	€43,241	€44,106	€44,856
4	€39,360	€40,541	€41,041	€41,862	€42,612	4*	€42,300	€43,569	€44,069	€44,950	€45,700
5	€41,120	€42,354	€42,854	€43,711	€44,461	5	€43,432	€44,735	€45,235	€46,140	€46,890
6	€42,261	€43,529	€44,029	€44,909	€45,659	6	€44,799	€46,143	€46,643	€47,576	€48,326
7	€43,400	€44,702	€45,202	€46,106	€46,856	7	€46,334	€47,724	€48,224	€49,189	€49,939
8	€46,270	€47,658	€48,158	€49,121	€49,871	8*	€47,880	€49,316	€49,816	€50,813	€51,575
9	€47,704	€49,135	€49,635	€50,628	€51,387	9	€49,171	€50,646	€51,153	€52,176	€52,958
10	€49,417	€50,900	€51,409	€52,437	€53,223	10	€51,487	€53,032	€53,562	€54,633	€55,453
11	€51,127	€52,661	€53,187	€54,251	€55,065	11	€52,934	€54,522	€55,067	€56,169	€57,011
12	€52,861	€54,447	€54,991	€56,091	€56,932	12*	€54,664	€56,304	€56,867	€58,004	€58,874
13	€54,312	€55,941	€56,501	€57,631	€58,495	13	€56,386	€58,078	€58,658	€59,832	€60,729
14	€56,232	€57,919	€58,498	€59,668	€60,563	14	€58,121	€59,865	€60,463	€61,673	€62,598
15	€56,232	€57,919	€58,498	€59,668	€60,563	15	€59,571	€61,358	€61,972	€63,211	€64,159
16	€56,232	€57,919	€58,498	€59,668	€60,563	16	€61,491	€63,336	€63,969	€65,248	€66,227
17	€58,880	€60,646	€61,253	€62,478	€63,415	17	€61,491	€63,336	€63,969	€65,248	€66,227
18	€58,880	€60,646	€61,253	€62,478	€63,415	18	€61,491	€63,336	€63,969	€65,248	€66,227
19	€58,880	€60,646	€61,253	€62,478	€63,415	19	€64,139	€66,063	€66,724	€68,058	€69,079
20	€58,880	€60,646	€61,253	€62,478	€63,415	20	€64,139	€66,063	€66,724	€68,058	€69,079
21	€62,379	€64,250	€64,893	€66,191	€67,184	21	€64,139	€66,063	€66,724	€68,058	€69,079
22	€62,379	€64,250	€64,893	€66,191	€67,184	22	€64,139	€66,063	€66,724	€68,058	€69,079
23	€62,379	€64,250	€64,893	€66,191	€67,184	23	€67,638	€69,667	€70,364	€71,771	€72,848
24	€62,379	€64,250	€64,893	€66,191	€67,184	24	€67,638	€69,667	€70,364	€71,771	€72,848
25	€66,244	€68,231	€68,914	€70,292	€71,346	25	€67,638	€69,667	€70,364	€71,771	€72,848
						26	€67,638	€69,667	€70,364	€71,771	€72,848
						27	€71,503	€73,648	€74,385	€75,872	€77,010

NB: B.Eds started on point 2; post grads at point 3. Qualification allowances continue to be paid separately. Scales and allowances prepared by the INTO based on review's terms.

NB: All entrants start on point 1. * Points 4, 8, 12 skipped. Top of scale reached at start of year 24. Honours degree allowance incorporated.

Example: Pre 01/01/2011 Scale

Pink shows teacher on point 13 of scale. Increase of €6,251 between 1 Feb 2022 and 31 Dec 2023, or €6,654 with honours allowance (inclusive of a 1% increase in BM and relevant incremental progression).

Example: Post 01/01/2011 Scale

Blue shows teacher on point 3 of scale. Increase of €6,830 between 1 Feb 2022 and 31 Dec 2023 (inclusive of a 1% increase or €500 increase in BM and relevant incremental progression).

Example: Pre 01/01/2011 Scale

Yellow shows teacher on point 25 of the scale. Increase of €5,102 between 1 Feb 2022 and 31 Dec 2023, or €5,253 with pass degree allowance (inclusive of a 1% increase in BM).

Example: Post 01/01/2011 Scale

Green shows teacher on point 11 of the scale. Increase of €7,795 between 1 Feb 2022 and 31 Dec 2023 (inclusive of a 1% increase in BM and relevant incremental progression).

Proposed uplift on a sample of allowances

	Current	Proposed backdated 02/02/22	Existing agreement 01/10/22	Proposed 01/03/23	Proposed 01/10/23		Current	Proposed backdated 02/02/22	Existing agreement 01/10/22	Proposed 01/03/23	Proposed 01/10/23
Primary Degree (Pass)	€1,958	€2,017	€2,037	€2,078	€2,109	Assistant Principal 1	€9,058	€9,330	€9,423	€9,611	€9,756
Primary Degree (1st or 2nd ons)	€5,229	€5,386	€5,440	€5,549	€5,632	Assistant Principal 2	€4,007	€4,127	€4,168	€4,252	€4,316
						Long service	€2,470	€2,544	€2,570	€2,621	€2,660
Principals' allowances						Deputy principals' allowances					
Teachers	Current	Proposed backdated 02/02/22	Existing agreement 01/10/22	Proposed 01/03/23	Proposed 01/10/23	Teachers	Current	Proposed backdated 02/02/22	Existing agreement 01/10/22	Proposed 01/03/23	Proposed 01/10/23
1-7	€13,011	€13,401	€13,535	€13,806	€14,013	1-7	€6,932	€7,140	€7,211	€7,356	€7,466
8-11	€15,267	€15,725	€15,882	€16,200	€16,443	8-11	€8,689	€8,950	€9,039	€9,220	€9,358
12-13	€17,760	€18,293	€18,476	€18,845	€19,128	12-13	€10,390	€10,702	€10,809	€11,025	€11,190
14-16	€20,289	€20,898	€21,107	€21,529	€21,852	14-16	€12,166	€12,531	€12,656	€12,909	€13,103
17-19	€22,737	€23,419	€23,653	€24,126	€24,488	17-19	€13,875	€14,291	€14,434	€14,723	€14,944
20-23	€25,212	€25,968	€26,228	€26,753	€27,154	20-23	€15,554	€16,021	€16,181	€16,504	€16,752
24-26	€27,033	€27,844	€28,122	€28,685	€29,115	24-26	€16,877	€17,383	€17,557	€17,908	€18,177
27-30	€28,914	€29,781	€30,079	€30,681	€31,141	27-30	€18,167	€18,712	€18,899	€19,277	€19,566
31-35	€31,656	€32,606	€32,932	€33,590	€34,094	31-35	€20,164	€20,769	€20,977	€21,396	€21,717
36-40	€33,511	€34,516	€34,861	€35,559	€36,092	36-40	€21,400	€22,042	€22,262	€22,708	€23,048
41-50	€37,096	€38,209	€38,591	€39,363	€39,953	41-50	€24,075	€24,797	€25,045	€25,546	€25,929
51-60	€38,305	€39,454	€39,849	€40,646	€41,255	51-60	€24,599	€25,337	€25,590	€26,102	€26,494
61+	€41,547	€42,793	€43,221	€44,086	€44,747	61+	€26,876	€27,682	€27,959	€28,518	€28,946