



LRC proposals on a Draft Public Sector Agreement

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Pay



A 5.5% pay cut proposed for workers earning between 65,000 and 80,000 (including allowances)

(A) Someone earning €65000 would have her/his pay cut by 5.5% = €3575. *But no-one's pay can fall below the 'floor' of €65000, so that person would not have any pay cut applied.*

(B) Someone earning €66000 would have his/her pay cut by 5.5% = €3630. But that person's pay would, in real terms (because of the 'floor') be cut by €1000 (again, one cannot drop below €65000). Because of the 'floor', this amounts, in real terms, to a pay cut of 1.5%

(C) Someone earning €67000 would have her/his pay cut by 5.5% = €3685. Again, in real terms, this would mean a pay cut of €2000 – the most than can be taken without breaching the 'floor'. This is a pay cut, in real terms, of 3%.

(D) Someone earning €69000 would have his/her pay cut by €3795, and would suffer the full cut because the reduced pay level would not be below €65000. *So, €69000 is the salary level at which a worker would suffer the loss of the full 5.5% pay cut.*

(E) Someone earning €70000 would have her/his pay cut by €3850.



Pay

A 8% pay cut proposed for workers earning over €80,000

Someone earning €85000 would have his/her pay cut as follows:

(i) 5.5% of the first €80000 = €4400

+

(ii) 8% of €5000 (€85000 - €80000) = €400;

Total pay cut is (i) + (ii) = €4800.

The duration of the pay reduction is not specified but will last for the duration of the (proposed) Agreement at least (31 June 2016) –

Are the pay cuts permanent?

“When economic circumstances allow and the public finances are restored to a sustainable position, the pay measures contained in this Agreement will be reviewed”

However, workers earning €100,000 or more will have a permanent pay cut



Pay and certain allowances

- Also, the government signalled its intention in November 2012 to remove certain “*legacy allowances*” from **existing** holders
- These are allowances for which, in education, a business case had not been made to the Department of Public Expenditure and Reform; they include, inter alia, the Gaeltacht, Teaching Through Irish, and Secretary of board of management allowances.
- It has been agreed that the removal of these allowances from serving holders will not take place unilaterally: negotiations, in the context of Labour Court recommendation 20488, will take place “*with a view to reaching a generally applicable agreement on measures by which loss arising from the elimination of pension and allowances can be ameliorated*”.



Increments

Earn between €35,000 and €65,000 (including allowances)

On two occasions over the course of any agreement, each worker will have to wait an additional 3 months for his/her increment.

Next increment due following implementation of the Agreement (1 July 2013) would be paid.

Example: If your increment was due in Oct 2013, you will receive your increment in Oct 2013, then have a 3 month pause applied and move to the next increment 12 months after that (Jan 2015). Then, again would have a 3 month pause applied, wait another 12 months before moving to next increment (Apr 2016)

Earn over €65,000 (including allowances)

Increments will be paused for 3 years i.e. no progression on the pay scale for three years. Upon expiry of the Agreement (if there is to be one) incremental progression would recommence.

Supervision & Substitution



At Present	Under Proposal
Payment: €1769 for 37 hours, if appointed before 1 Jan 2011 €1592 for 37 hours, if appointed between 1 Jan 2011 and 31 Jan 2012 €1592 for 49 hours, if appointed on or after 1 Feb 2012	No Payment
Optional	Compulsory for all teachers
Maximum of 1.5 hours per week	Teachers could – technically – be required to do 2 hours, 15 minutes per week
On substitution roster for 3 class periods per week	On substitution roster for 5 class periods per week. The additional time cannot be devoted to supervision
The Scheme would be extended to cover all uncertified leave (including absence on school business) and the first day of certified sick, death in family leave, force majeure leave and illness in family leave.	



Casualisation

- A process/mechanism would be put in which would give existing CIDs (but CIDs of less than full hours) priority entitlement to additional teaching hours in their subject/s.
- Where there is no teacher on a CID in a school/VEC on less than full hours, the additional or new hours could be utilised to facilitate the redeployment of a teacher from another school into the school in which the new teaching hours arise.
- Where no redeployment absorbs any new/additional hours, the hours would be assigned to serving non-CID (i.e. fixed-term) teachers before any new recruit could be taken on. This would be done by establishing a panel of fixed-term teachers whose teaching hours would be augmented to establish them in permanent teaching jobs, rather than new teachers being recruited.



New Entrants

- Those who started since 2011 will 'skip' one increment on their new lower salary scales (3rd point for post-2011 and 2nd point for post Feb 2012 entrants) advancing up the scale a year faster than originally envisaged.
- Two extra points will also be added to the end of the scale of €58,765 and €59,940, thereby achieving parity with the pre-2011 scale and a significant increase in career earnings



Pensions

- The Department of Public Expenditure and Reform has now advised the public service unions that the pension benefits of teachers who retire on or before 31st August 2014 would be calculated on their pre-cut salary.
- Therefore, although teachers who earn more than €65,000 or have an S&S contract would see their salaries reduced from 1st July 2013, the value of their pension and lump sum would be calculated as if no cuts to salaries had taken place so long as they retire on or before the end of the 2013/14 school year
- There will be reductions in current public service pensions (excess of 32,500 per annum)



Additional provisions

Pension Levy

- The rate of pension levy for between €15,000 and €20,000 would fall from 5% to 2.5%

Redeployment

- There will be no change to the redeployment arrangements. - No change in the 50km radius.

Workplace Reform

- Where an activity or programme is no longer being carried out, the posts associated with that activity or programme should be deemed surplus and available for redeployment



6 other adverse aspects of the proposals

1. No firm commitment to a **restoration** of the intended pay cuts: there is a *qualified* commitment to 'review' the pay measures in the proposals, subject to:
 - 'economic circumstances' and
 - restoration of public finances to a 'sustainable position' (Page 4)
2. No firm commitment to no further pay 'ask' of public servants in during the course of the proposed Agreement:
 - It is subject to the 'commitments or assumptions reaffirmed' under the proposals being met (paragraphs 1.13 and 1.14)One of the assumptions is the saving of €1bn in the pay and pensions bill by 2015



Other adverse aspects of the proposals Cont'd

3. There is an on-going requirement for 'efficiency' and 'productivity', through changed work practices: the following statement (in CP1) is repeated in the proposals: “... *the parties accept “that efficiencies will need to be maximised and productivity in the use of resources greatly increased through revised work practices and other initiatives”* (paragraph 3.2)
4. The proposals provide for '*further reductions in staff numbers*' over the course of the proposed Agreement, through the provision of additional working hours and '*related productivity measures*' (paragraph 2.11).



Other adverse aspects of the proposals Cont'd

5. A *'culture of performance'* is to be developed through strengthened PM systems
 - at the level of the individual
 - through more effective procedures to deal with *'underperformance'* and
 - through individual *'performance improvement action plans'* (paragraph 3.16)

6. Grades are to be rationalised under the proposals: *'restructuring'* proposals are required in each sector by 2014:
 - fewer managers but an increased *'span of control'* for management and supervisory grades
 - *'There will be flexibility around traditional grade demarcations'* (paragraphs 3.18 and 3.19)



Grade rationalisation Cont'd

One of the measures tabled by management on 14 January 2013 was *'Increased staff flexibility in the assignment of work, **including duties previously done at more senior levels**'*.

Whilst increased flexibility in the assignment of work is adverse per se, the grade rationalisation proposal facilitates the funnelling downwards to un-promoted teachers of the duties of Assistant Principal and Special Duties Teachers.

The flexibility on grade demarcation which is proposed seeks to oblige teachers to take on work vacated by senior colleagues, including post of responsibility duties.



Questions

If this is an extension to the Croke Park Agreement, must teachers comply with the original agreement (i.e. 33 hours) even though the government has not followed through on its commitment to abide by this Agreement? The current Croke park Agreement is to last until 2014.

Section 1.14 of the proposals state that *“in the event that the commitments or assumptions reaffirmed under this agreement must be revisited, the parties will meet to discuss the circumstances...”* Who determines that they will be revisited? Is this another opt out clause for the government?



Questions

Will Youthreach Resource Persons and Youthreach Co-ordinators have to increase their hours from 35 to 37? If so, will the additional 2 hours be devoted solely to administration?

Will adult and further education teachers have to do S&S? The document states “first and second level teachers”.

Is the removal of the payment for marking for third level staff a stepping stone to removing it for second level staff?

Section 2.4 states “*Management will allow persons to opt to remain on their current hours with appropriate pay adjustments for a period...*” How long is “*for a period*”? Who determines this?



Questions

Section 2.8 – “Staff **will** co-operate with the revisions to rosters necessary for the full deployment of the additional hours” – No consultation. Is this wise?

In calculating salaries, is it based on actual earnings or salary scale? For example, a teacher may be on point 14 of the salary scale but not on full hours and therefore earns less than the €35,000 threshold above which the increment freeze applies.

For those on top of the salary scale, they can reduce their annual leave entitlement by 6 days - does this apply to teachers, Resource persons etc? This appears to contradict a teacher’s entitlement to work to a maximum of 167 days. Does this make it mandatory for teachers to avail of option B – a cash deduction from salary equivalent to 6 days (2 per year over the three-year period of the proposed Agreement) or half of the most recent increment, whichever is the lesser?



Questions

If agreed, will teachers get compensated for the pension contributions made to date on S&S payments?

What are the implications for adult and further education staff if they agree to these proposals – with the introduction of SOLAS and integration of FÁS personnel, members are apprehensive to vote for proposals that allow for:

- A) Revised work practices (FÁS courses run all year whereas VEC courses follow the academic year – already noted by the media)
- B) Redeployment, if a programme is no longer being carried out
- C) Redeployment, owing to restructuring, reorganisation, rationalisation of services



Questions

Will the work-share arrangements as outlined in the proposals also apply to Job-sharing teachers?

How will the introduction of performance management work in real terms for teachers? Will it be principals/line managers who undertake this? Who sets the standards?

What is to stop the Government breaking this Agreement? – it have broken the original one

When working out the salary for proposed cuts, will additional salary from, for example, the State Exams Commission be added to the salary paid by the VEC/DES?



Questions

- A process/mechanism would be put in which would give existing CIDs (but CID of less than full hours) priority entitlement to additional teaching hours in their subject/s
 - How could this work?
 - How would teachers move between schools in a VEC to obtain additional hours?
 - Would principals be able/required to design timetables to accommodate this?
 - Would time travelling between schools count?
 - Could a VEC determine it isn't practical for a teacher to do this and therefore teachers would be disadvantaged i.e. not able to accept the additional hours?



Questions

- Where no redeployment absorbs any new/additional hours, the hours would be assigned to serving non-CID (i.e. fixed-term) teachers before any new recruit could be taken on
 - In the case of teachers in the VEC sector, is this fixed term teachers within the VEC scheme or the school?
 - Will priority be given to those in year 4, ahead of those in year 3 etc. (in the VEC scheme? Or in the school?).

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