

Key points of Haddington Road Agreement

● Pay cuts

Members earning €65k-€80k: 5.5% cut on earnings up to €80k subject to a floor of €65k. Additional earnings between €80,000 and €150,000 reduced by 8%.

Earnings between €150,000 and €185,000 reduced by 9%.

Any earnings over €185,000 reduced by 10%.

There will be an offset to account for the abolition of the Supervision and Substitution allowance to prevent a 'double hit' (*example set out at end of opposite page).

● Pay restoration

Pay for those earning between 65k and 100k will be restored in full by 1 January 2018. Restoration will occur in two equal phases on 1 April 2017 and on 1 January 2018.

● Increments

Those earning less than €35k will receive their next increment on their normal incremental date and then wait 15 months for the following increment (ie a 3 month delay). Subsequent increments will be paid at 12 month intervals.

Those earning €35k-65k will receive the next increment on their normal incremental date and each of the following 2 increments will be paid at 15 month intervals (i.e. two 3 month delays). Subsequent increments will be paid at 12 month intervals.

Those earning €65k-100k will receive the next increment on their normal incremental date and each of the following 2 increments will be paid at 18 month intervals (i.e. two 6 month delays). Subsequent increments will be paid at 12 month intervals.

Increments are frozen for three years from July 1, 2013 for those earning over €100,000.

● New entrant salary scales

There will be an improvement in new entrant salary scales at second and third level. New entrant refers to those who entered teaching/lecturing from January 1, 2011.

(See TUI website for entrant salary scale at second level. The new scales for third level have not been finalised.)

● Supervision and Substitution

Payment for S&S is discontinued.

Participation is compulsory for all.

The 37 hours per annum requirement will be increased to 43. For new entrants from February 2012, the S&S liability will be reduced from 49 to 43 hours per annum.

Teachers will be required to indicate availability for substitution for 5 classes per week. The maximum (combined) S&S that can be required will be 3 hours per week, subject to a maximum of annual total of 43 hours.

In recognition of the loss of the S&S pensionable allowance, a gross payment of €1592 will be applied to the incremental scale for teachers. This will be applied in two equal moieties; €796 in the school year 2016/17 and €796 in the school year 2017/18.

● 33 'Croke Park' hours & flex hours

These hours will continue to be worked because

Haddington Road commits teachers and lecturers to cooperate with "reform measures advanced under the framework of the Public Service Agreement".

● Extra hours at third level

The 78 hours per annum will be fully absorbed or dealt with by being applied towards evening weighting (which will be reduced from 1.5 to 1.25) and church holidays. There will be no individual counting and there will be no residue either individually or collectively. The hours cannot be accumulated or deployed for any other purpose.

● Exam marking fee

The examination marking fee will be reduced to 75% of current rates.

● Extra hours for members on 35 hours

Members with a working week of 35 hours or less will increase to a minimum of a 37 hour week.

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2013 to 2016

● Fixed-term / Part-time Employment

An Expert Group(s) on fixed term / part-time employment at second and third level will be established to enhance the situation for fixed term and part-time teachers and lecturers.

This will include reducing the qualification period for the granting of a CID from 4 years to 3 years to take effect for the 2014/15 school year.

There will be early application of the granting of CIDs for those entering their fourth year in September 2013.

● Hourly Paid Assistant / Associate Lecturers

A process will be put in place for the phased conversion of HPALs/Associate lecturers to pro-rata Assistant Lecturers. This process will in the first instance establish and agree those posts which are appropriate to be converted and thereafter such posts will be converted over a period of 3 years commencing in or before the academic year 2014/15.

● Supplementary panel for Permanent positions

A supplementary panel for permanent positions will be established for teachers who have had sustained periods of employment with more than one school/ETB over an extended period of time.

● Job security

Job security commitments for permanent staff / staff with CIDs are reaffirmed in the Haddington Road Agreement. This includes protection against compulsory redundancy for these staff.

● Redeployment

At second level, guideline redeployment distance will be set at 50km from the current work location or the home address, whichever is the shorter commute.

● Headcount reductions

The parties accept that additional working hours and related productivity measures have the potential to facilitate further reductions in staff numbers over the course of the Agreement.

Commitments to no compulsory redundancies for permanent / CID staff remain in place.

● Performance management

The parties accept that further steps are needed to strengthen performance management systems and procedures in place across the Public Service.

● Posts of Responsibility

Alleviation of the moratorium on posts of responsibility will be applied to the full extent allowed under CL53/2011.

● Industrial action

Parties to the proposed Agreement will not take industrial action on matters covered by the Agreement for the lifetime of the Agreement.

* Example of the S&S offset

Current Gross Salary: €70,406 (including S&S payment)

Less S & S Payment: €1,769

New Gross after loss of S & S: €68,637

A 5.5% pay cut on €68,637 = €3,775

However, as the annual S & S payment of €1,769 has already been lost, this reduces the pay cut element to €2,006 (i.e. €3,775 - €1,769)

Post Pay Cut Gross Salary = €66,631 (€68,637 - €2,006)

The total loss for this teacher is €3,775, inclusive of the loss of S&S

(Example based on teacher on point 25 of pre-2011 common basic scale with a pass HDip and honours Degree, a B post and receiving the S&S allowance).