

Significant progress towards pay parity

Teachers' Union of Ireland Q&A – September 2016

What has been achieved?

Following extensive negotiations between TUI, our colleagues in the INTO and the Departments of Education and Skills (DES) and Public Expenditure and Reform (DPER), the value of the honours primary degree allowance will be included in a revised pay scale for those teachers appointed since 1st February 2012. The value of the allowance - €4,918 - will be incorporated into a new scale which will ultimately apply to all teachers appointed since 1st January 2011.

As a result of this restoration and other adjustments payable under the Lansdowne Road Agreement, those who have entered the profession since 1st February 2012 will receive significant increases to salary between now and 1st January 2018 (*see scales at end of this Q&A*).

When will the change take effect?

50% of the adjustment will be made on 1st January 2017, and the remaining 50% on 1st January 2018. Those who entered the profession between 1st January 2011 and 1st February 2012 will be moved to this new scale on 1st January 2018.

While this represents significant progress, it does not achieve full pay parity between those teachers appointed on or after 1st February 2012 and those appointed in the period from 1st January 2011 to 31st January 2012, inclusive. Those appointed on or after 1st February 2012 are not getting the H. Dip allowance, or its value. What does the TUI intend to do about this?

The union's campaign will continue until full pay parity has been achieved.

The TUI also sought the restoration of the H. Dip allowance. However, the Departments maintained that this was beyond the scope of the negotiations. The firefighters, whose precedent we used, had a single allowance assimilated to their scale. The Common Basic Scale for teachers is common to primary and post-primary. The allowance that is paid to both sectors is the primary degree allowance. The H Dip allowance is payable to qualified post-primary teachers but not to our primary colleagues. Therefore, the H Dip allowance could not be assimilated into a Common Basic Scale. However, the TUI was absolutely clear in stating that pay parity between 2011 entrants and post 1st February 2012 entrants requires restoration of the H Dip allowance - and in stating its determination to pursue this without delay by all available means. The 16th September 2016 document acknowledges that the issue of payment of the H. Dip allowance to teachers was not resolved in the current process and that the union side reserves its right to have this issue addressed through appropriate mechanisms. The TUI will now proceed to use those mechanisms.

What about the 10% cut to the pay of post-2011 entrants to teaching? And what about those post-2011 entrants to the lecturer grades and to other grades represented by the TUI who also suffered a 10% cut to pay? Has their case been neglected?

The union fully acknowledges that while the September 16th breakthrough represents significant progress, there is still more to do before full pay parity has been achieved. This position has been candidly emphasised by the TUI at all times in recent negotiations, in press statements and in media interviews.

Negotiations that concluded with the document of Friday 16th September were enabled by the DES/TUI Agreement of May 2016 that was accepted by members in a ballot. The negotiations had as their context the fact that acceptance of the May Agreement meant that TUI members were covered by the LRA. This allowed the TUI and INTO to use a precedent set by an arrangement that had been agreed for firefighters. That precedent related to the restoration of the value of a pensionable allowance that had been withdrawn in February 2012, as a consequence of the DPER review and subsequent unilateral government decision that had seen qualifications allowances withdrawn from teachers who entered the profession on or after 1st February 2012. The sole focus of recent negotiations that concluded on 16th September was the teacher who entered the profession on or after 1st February 2012, because s/he, in common with a small number of other public service grades – firefighters, gardaí and prison officers – had been subjected to a severe cut in payment (effective from 1st February 2012) that was in addition to, over and above, the general 10% cut that applied to all new entrants to the public service appointed on or after 1st January 2011. The post -1st February 2012 entrants, in other words, were by a distance the most severely affected of all public servants in terms of cuts to pay. The additional cut applied in 2012 was in the order of 15%. The members of the TUI, in motions adopted by Annual Congress, in the mandate given by the ballots in January 2016 and in accepting the May 2016 Agreement, had made an explicit commitment to dealing with the intolerable plight of the post 1st February 2012 entrants as an absolute priority. In the negotiations that have just concluded the union honoured that commitment.

Therefore, TUI's first objective had to be to bring all those appointed since 1st February 2012 into alignment with those appointed in the period from 1st January 2011 to 31st January 2012, inclusive. Moreover, this alignment is a necessary first step in our ongoing campaign for full parity based on the pre-2011 rates of pay.

So, what's the next step in our ongoing campaign for full pay parity?

Our clear objective now will be to achieve parity of pay between those appointed before and those appointed on or after 1st January 2011. This has been and remains the core goal of the Union's policy and campaign – bringing all members to the pre-2011 pay rates. TUI Annual Congress in successive years has clearly enunciated and confirmed this policy.

It has been unequivocally stated by government – and reiterated by the Departments’ representatives during the recent negotiations - that it is only within the terms of the Lansdowne Road Agreement (LRA) that any further consideration of remuneration adjustment for any group of public servants will fall to be examined.

The document agreed on 16th September acknowledges that the issue of the January 2011 cut was not resolved by this process. Nor could it have been as this matter was not within the scope of the negotiations, affects the entire public service and – logically – can be resolved only by a common approach by the unions representing public servants. In this regard, the September 2016 document makes it clear that entry levels of pay will be considered by the Public Service Pay Commission, which will examine pay levels across the public service. In this context the TUI will press for a vigorous, unified campaign by the family of public service unions and the Public Services Committee of the ICTU.

TUI remains fully committed to complete pay parity. Our campaign will continue until this has been achieved.

What is the current status of the union’s mandate for industrial action on the issue of pay parity?

This mandate was used by the union to secure the discussions that resulted in the May 2016 Agreement and in the significant progress made in subsequent negotiations across a wide range of sectoral issues, (including the 16th September document). These negotiations are ongoing and our mandate is live. Should it be required at a future point, it can and will be activated.

What reforms will be sought as a result of the agreement?

The TUI had sought and, in the May 2016 Agreement it secured, a review of the post of responsibility structure in schools, in the context of restoration of posts. Under the 16th September document, that review will, inter alia, address the further development of a distributed leadership model, the accountability of post holders and the redesignation of the current post of Assistant Principal as *Assistant Principal I* and of the current post of Special Duties Teacher as *Assistant Principal II*.

The grounds for appeal in respect of competitions for appointment to posts of responsibility will be confined to an alleged breach of the procedure as set out in Department Circulars. However, the review is tasked with ensuring that those procedures provide for consistency, fairness and probity.

The existing criteria for selection for posts of responsibility will be revised with a view to phasing out Seniority/Length of Service as a stand-alone criterion, while still reflecting the value of a teacher’s experience and how that contributes to their capacity to meet the requirements of the post.

There will also be an immediate time-bound engagement to resolve issues with the teacher induction process.

Crucially, these reforms will not add to the workload of TUI members.

What else has been done to counter issues around income poverty affecting newer entrants to the profession?

This breakthrough follows other recent and very significant gains secured by the TUI to address the related issues of precarious and low-hour contracts which have disproportionately affected new and recent entrants to the profession:

- TUI negotiated, through the Ward process, a reduction in the qualification period for permanency (by way of a CID) for teachers to two years, a significant advance on the national, statutory standard of four years.
- With effect from 31st August 2016, a mandatory sequence applies to the assignment of any hours/posts that arise. Such posts/hours must be offered to existing employees on part-time hours in the first instance. This is very significant, as in second level schools, TUI estimates that half of teachers under 35 are on contracts of less than full hours. The TUI has long demanded a revision to CL34/09 that would put in place a mandatory sequence. We have now got it – CL59/2016 sets out the detail.

What additional pay adjustments are due to members under the Lansdowne Road Agreement?

The first half (€796) of the restoration of the Supervision and Substitution payment was added to teachers' salary scales on 1st September 2016.

The second half of this payment (a further €796) will be added to scales on 1st September 2017.

In addition, a €1,000 flat rate increase will be added to all points of salary scales (that do not exceed €65,000 annualised – that is, without the addition of allowances) on 1st September 2017. Both S&S payments and the €1,000 will be immediately fully pensionable.

The 2014 Haddington Road Agreement pay cut to those earning above €65,000 will be restored in two halves on 1st April 2017 and 1st January 2018.

Appendix to document:

Salary scales calculated by TUI Head Office incorporating changes to salary under new entrant breakthrough (announced 16th September 2016) and other increases due under Lansdowne Road Agreement.

	Entrant 2011 Scale + Hons Degree	Salary on 31 Aug 2016 (1 January 2016 - Increase salaries between €24,001 and €31,000 by 1%)	2012 Entrant - 1 Sept 2016	New scale for 2012 entrants on 1 Jan 2017	Adjusted scale 1 Sept 2017 (inclusive of 1,000 under LRA + €796 S&S)	New scale for all post 2011 entrants 1 Jan 2018	Difference between salary on 31 Aug 2016 and 1 Jan 2018
1	€ 33,806	€ 31,009	€ 31,805	€ 32,806	€ 34,602	€ 35,602	€ 4,593
2	€ 35,263	€ 33,168	€ 33,964	€ 34,614	€ 36,410	€ 37,060	€ 3,892
3	€ 36,927	€ 33,950	€ 34,746	€ 35,837	€ 37,633	€ 38,723	€ 4,773
4	€ 37,686	€ 36,576	€ 37,372	€ 37,529	€ 39,325	€ 39,482	€ 2,906
5	€ 38,755	€ 37,795	€ 38,591	€ 38,673	€ 40,469	€ 40,551	€ 2,756
6	€ 39,827	€ 39,251	€ 40,047	€ 40,047	€ 41,843	€ 41,843	€ 2,592
7	€ 41,489	€ 40,700	€ 41,496	€ 41,496	€ 43,292	€ 43,292	€ 2,592
8	€ 42,567	€ 42,160	€ 42,956	€ 42,956	€ 44,752	€ 44,752	€ 2,592
9	€ 43,643	€ 43,380	€ 44,176	€ 44,176	€ 45,972	€ 45,972	€ 2,592
10	€ 46,354	€ 44,996	€ 45,792	€ 46,073	€ 47,869	€ 48,150	€ 3,154
11	€ 47,708	€ 44,996	€ 45,792	€ 46,750	€ 48,546	€ 49,504	€ 4,508
12	€ 49,326	€ 44,996	€ 45,792	€ 47,559	€ 49,355	€ 51,122	€ 6,126
13	€ 50,936	€ 47,225	€ 48,021	€ 49,479	€ 51,275	€ 52,732	€ 5,507
14	€ 52,558	€ 47,225	€ 48,021	€ 50,290	€ 52,086	€ 54,354	€ 7,129
15	€ 53,914	€ 47,225	€ 48,021	€ 50,968	€ 52,764	€ 55,710	€ 8,485
16	€ 55,710	€ 47,225	€ 48,021	€ 51,866	€ 53,662	€ 57,506	€ 10,281
17	€ 55,710	€ 50,170	€ 50,966	€ 53,338	€ 55,134	€ 57,506	€ 7,336
18	€ 55,710	€ 50,170	€ 50,966	€ 53,338	€ 55,134	€ 57,506	€ 7,336
19	€ 58,186	€ 50,170	€ 50,966	€ 54,576	€ 56,372	€ 59,982	€ 9,812
20	€ 58,186	€ 50,170	€ 50,966	€ 54,576	€ 56,372	€ 59,982	€ 9,812
21	€ 58,186	€ 53,423	€ 54,219	€ 56,203	€ 57,999	€ 59,982	€ 6,559
22	€ 58,186	€ 53,423	€ 54,219	€ 56,203	€ 57,999	€ 59,982	€ 6,559
23	€ 61,458	€ 53,423	€ 54,219	€ 57,839	€ 59,635	€ 63,254	€ 9,831
24	€ 61,458	€ 58,765	€ 59,561	€ 60,510	€ 62,306	€ 63,254	€ 4,489
25	€ 61,458	€ 59,940	€ 60,736	€ 61,097	€ 62,893	€ 63,254	€ 3,314
26	€ 61,458		€ 60,736	€ 61,097	€ 62,893	€ 63,254	€ 3,314
27	€ 65,073		€ 60,736	€ 62,905	€ 64,701	€ 66,869	€ 6,929