***HADDINGTON ROAD AGREEMENT – THIRD LEVEL***

Document sent from the HEA to the IOTs – 3rd October 2013

**To All Employers in the Institutes of Technology Sector**,

The LRC has registered the acceptance of the Haddington Road Agreement by the Teachers’ Union of Ireland (TUI) in respect of its members.

The interim arrangements are now ended and accordingly, with effect from the 1st July 2013 the terms of the Financial Emergency Measures in the Public Interest Act 2013 relating to an increment freeze no longer apply to members of the TUI and staff in grades represented by the TUI.

The full terms of the Haddington Road Agreement now apply to staff in grades represented by the TUI with effect from the 1st July 2013.

In this context the instructions contained in Circular 30/2013 issued on the 27th June relating to the implementation of the Haddington Road Agreement should be adhered to in respect of grades represented by the TUI with effect from the 1st July 2013.

As outlined in paragraph 12 of Circular 30/2013 employers should note that under the terms of the Agreement leave and leave-in-lieu for church holidays is eliminated. This means that where an Institute was closed on a church holiday, or where church holidays were grouped together in line with a local agreement, the Institute will now be open and academic staff may be timetabled for normal teaching hours on these days. The evening weighting premium for each hour worked after 6pm is reduced from 1.5 to 1.25 with effect from the 1st July 2013. The entire liability for the additional 78 hours is fully absorbed by the reduction in evening weighting hours from 1.5 to 1.25 and by the withdrawal of church holidays.

Where exams have taken place on or after the 1st July 2013 the examination marking fee is reduced by 25%.

The Agreement also provides for a process to consider and report on the level of fixed-term/part-time employment in lecturing and also for the phased conversion of Hourly Paid Assistant/Associate Lecturers to pro-rata Assistant Lecturers. In this context employers should note that for those specific lecturing staff (fixed-term, part-time and hourly-paid) who have entered their fourth year in September 2013 the qualification period for the granting of a CID is reduced from 4 years to 3 years.

The relevant provisions of Circular 93/2007 apply to Hourly Paid Assistant/Associate Lecturers with effect from the 1st July 2013.

A further instruction will be issued in due course in relation to the application of a revised pay scale for new entrants to the Assistant Lecturer grade.

Employers should ensure that this instruction is noted and implemented as soon as practicable.