

Mr. John MacGabhann
General Secretary
Teachers' Union of Ireland
73 Orwell Road
Rathgar
Dublin 6

12 November 2013

Dear John,

I refer to matters raised by TUI at the Teachers Conciliation Council and previous correspondence in relation to implementation of the Haddington Road Agreement.

As discussed, I can confirm that the measures listed below will apply to your members with effect from 1 July 2013 (save where otherwise indicated).

General

As you are aware, the provisions of the Agreement as they relate to:

- increments
- improvements in the new entrant salary scales
- alleviation of the higher pay cut
- Substitution & Supervision
- enhanced arrangements in relation to CIDs (reduction from 4 to 3 years)

are applicable with effect from 1 July 2013.

In addition, the Expert Group on fixed-term and part-time employment in teaching will be convened in January 2014 and panel arrangements in respect of fixed term teachers will be introduced for the school year 2014/15.

I can confirm that liability for the additional hours required of teachers arising from the Haddington Road Agreement is limited to two areas i.e. 1. Supervision & Substitution and 2. the 33 hours requirement.

Substitution & Supervision

1. A teacher who had not been in receipt of the S&S allowance on a pensionable basis during the 2012/13 school year may opt-out of the requirement to carry out S&S duties, subject to the application to their pay of an appropriate adjustment.

2. Where a teacher opts for this arrangement, he/she will not be required to carry out S&S duties and will have a reduction equivalent to the S&S allowance (€1,769 per annum for pre-1 January 2011 entrants or €1,592 for post-31 December 2010 entrants) applied to his/her salary on an ongoing basis until retirement.
3. Where a teacher opts for this arrangement and has an annualised remuneration of €65,000 or greater (inclusive of allowances in the nature of pay) and has had his/her pay reduced, the higher pay cut alleviation measures contained in the Agreement will apply. However, the reduction in salary outlined at 2 above will also apply, even in cases where such reduction causes his/her salary to reduce to below €65,000.
4. When the salary reductions for higher earners are restored and when the gross additional payment of €1,592 is included in the teacher salary scale under the terms of the Agreement, these measures will also be applied to a teacher who has opted for the arrangement set out above. However, the salary reduction equivalent to the S&S allowance applicable under these arrangements will continue to apply to his/her salary on an ongoing basis until retirement.
5. An eligible teacher wishing to exercise this option must submit a notice (on a form to be provided by the Department/ ETB) by the end of the month following the issuing of the Circular. This opt-out will be effective from 1 January 2014. It will be irrevocable and having so opted, a teacher may not subsequently re-enter the S&S scheme.
6. Other than those eligible teachers who opt out of the S&S scheme, the scheme is compulsory for all other teachers.
7. It is understood that meetings will take place between unions and management bodies on the issue of rostering.

Expert Group on fixed-term and part-time employment

The levels of fixed-term and part-time employment in teaching have increased over time and now represent a real issue for the profession and the education system.

The Haddington Road Agreement commits that an Expert Group will consider and report on these issues. It is intended that this group will be in place in January 2014 with a view to initially producing an interim report with recommendations on measures which can be implemented in the short term. The group will produce further recommendations for implementation in the medium and long term.

Full consultation with teacher and management representatives will be an integral part of this process.

Review of Usage of the Croke Park Hours

A review of the usage of the additional hours will take place involving the Department of Education and Skills, the teacher unions and school management bodies. This review will take account of the fact that the central purpose underlying the provision of this additional time is

to provide for essential activities such as parent-teacher meetings and school planning to take place without reducing class contact/tuition time. It will also have regard to experience to date in the utilisation of these hours, anomalies identified and issues of definition/ interpretation (including the usage of the hours by individuals, groups or on a whole-school basis). The review will seek to optimise the most productive usage of these additional hours.

The review will commence in early 2014 and will conclude so that any changes agreed can be implemented in September 2014. Pending the introduction of any changes, the existing arrangements in relation to the usage of the additional hours as set out in Department Circulars 8/2011 and 25/2011 will continue.

Alleviation arrangements regarding posts of responsibility in schools

The Haddington Road Agreement provides that, in the context of the ongoing moratorium on filling posts of responsibility in schools, the alleviation arrangements which previously applied will be operated on an annual basis for the duration of the agreement.

The effect of this provision is to provide certainty that alleviation arrangements will now be available to schools. Such alleviation arrangements as previously applied have involved the filling of some 425 posts. The relevant thresholds for these arrangements are set out in Circular 53/2011.

Yours sincerely,

Pat Burke
Assistant Secretary