



SALARY SCALE ADJUSTMENT FOR POST-1ST JANUARY 2011 ENTRANTS – MARCH 2019

MARCH 2019

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

From 1st March 2019, two scale points (4 and 8) will be removed from the various post-1st January 2011 'new entrant' scales, meaning that new and recent entrants will progress up the scale quicker.

The implications of the measure vary, depending on grade and career stage of a member.

Full details of how and when members will benefit are set out in the pages that follow.

- *Teachers paid from the Common Basic Scale (p.2-4)*
- *Assistant Lecturers (p.5-7)*
- *Youthreach Resource Persons (p.8)*
- *BTEI Adult Educators (p.8)*
- *Adult Guidance Counsellors/Co-Ordinators (p.9)*
- *Adult Literacy Organisers (p.9)*
- *Community Education Facilitators (p.9)*

**TUI'S CAMPAIGN WILL CONTINUE
UNTIL PAY EQUALITY HAS
BEEN ACHIEVED**

Each example assumes a specific increment date. Adjust accordingly for your incremental date. These figures have been calculated by TUI Head Office.

Teachers who commenced employment in 2011, 2012 and 2013

Starting Year	Salary Point	01 Oct 2018	Based on new Entrant Pay Proposals 01 March 2019	Based on New Entrant Pay Proposals 01 Sept 2019 (1.75% increase under PSSA)	01 March 2020	Based on New Entrant Pay Proposals 01 Oct 2020 (2% increase under PSSA)
	1	€36,318	€36,318	€36,954	€36,954	€37,693
	2	€37,804	€37,804	€38,466	€38,466	€39,235
	3	€39,501	€39,501	€40,192	€40,192	€40,996
	4	€40,276	€40,276	€40,981	€40,981	€41,800
2013	5	€41,367	€41,367	€42,091	€42,091	€42,933
2012	6	€42,684	€42,684	€43,431	€43,431	€44,300
2011	7	€44,162	€44,162	€44,935	€44,935	€45,834
	8	€45,652	€45,652	€46,451	€46,451	€47,380
	9	€46,896	€46,896	€47,717	€47,717	€48,671
	10	€49,118	€49,118	€49,978	€49,978	€50,977
	11	€50,499	€50,499	€51,383	€51,383	€52,410
	12	€52,150	€52,150	€53,063	€53,063	€54,124
	13	€53,792	€53,792	€54,733	€54,733	€55,828
	14	€55,447	€55,447	€56,417	€56,417	€57,546
	15	€56,830	€56,830	€57,825	€57,825	€58,981
	16	€58,662	€58,662	€59,689	€59,689	€60,882
	17	€58,662	€58,662	€59,689	€59,689	€60,882
	18	€58,662	€58,662	€59,689	€59,689	€60,882
	19	€61,188	€61,188	€62,259	€62,259	€63,504
	20	€61,188	€61,188	€62,259	€62,259	€63,504
	21	€61,188	€61,188	€62,259	€62,259	€63,504
	22	€61,188	€61,188	€62,259	€62,259	€63,504
	23	€64,526	€64,526	€65,655	€65,655	€66,968
	24	€64,526	€64,526	€65,655	€65,655	€66,968
	25	€64,526	€64,526	€65,655	€65,655	€66,968
	26	€64,526	€64,526	€65,655	€65,655	€66,968
	27	€68,213	€68,213	€69,407	€69,407	€70,795

Anne-Marie began teaching on 1st September 2011. She had two 3-month increment freezes under FEMPI legislation. She is now on point 7 of the scale and due to go to point 8 on 1 March 2019 (her incremental date). As of 1 Oct 2018, salary (point 7) is €44,162. Instead of moving one incremental point to point 8 (€45,652) in March 2019, she will move 3 increments to point 10 (€49,118). Instead of the normal increment of €1,490 (+3.37%), salary in March 2019 will increase by €4,956 (+11.22%) of which €3,466 (+7.85%) is attributable to the proposed measures for new entrants.

Sean began teaching in September 2012, had two 3-month increment freezes and is now on point 6. Instead of moving to point 7 in March 2019, he will move three increments to point 9 - from €42,684 to €46,896; an increase of €4,212 (+9.9%) rather than €1,478 (+3.5%).

Louise began teaching in September 2013, had two increment freezes and is currently on point 5. In March 2019, instead of moving to point 6, she will move two increments to point 7 - an increase of €2,796 (+6.8%) instead of €1,318 (+3.2%). In March 2020 she will again move 2 points, skipping point 8 and going from 7 to 9.

Each example assumes a specific increment date. Adjust accordingly for your incremental date. These figures have been calculated by TUI Head Office.

Teachers who commenced employment in 2014

Starting Year	Salary Point	01 Oct 2018	Based on New Entrant Pay Proposals 01 December 2018	Based on New Entrant Pay Proposals 01 Sept 2019 (1.75% increase under PSSA)	01 Dec 2019	Based on New Entrant Pay Proposals 01 Oct 2020 (2% increase under PSSA)	01 Dec 2020
	1	€36,318	€36,318	€36,954	€36,954	€37,693	€37,693
	2	€37,804	€37,804	€38,466	€38,466	€39,235	€39,235
	3	€39,501	€39,501	€40,192	€40,192	€40,996	€40,996
2014	4	€40,276	€40,276	€40,981	€40,981	€41,800	€41,800
	5	€41,367	€41,367	€42,091	€42,091	€42,933	€42,933
	6	€42,684	€42,684	€43,431	€43,431	€44,300	€44,300
	7	€44,162	€44,162	€44,935	€44,935	€45,834	€45,834
	8	€45,652	€45,652	€46,451	€46,451	€47,380	€47,380
	9	€46,896	€46,896	€47,717	€47,717	€48,671	€48,671
	10	€49,118	€49,118	€49,978	€49,978	€50,977	€50,977
	11	€50,499	€50,499	€51,383	€51,383	€52,410	€52,410
	12	€52,150	€52,150	€53,063	€53,063	€54,124	€54,124
	13	€53,792	€53,792	€54,733	€54,733	€55,828	€55,828
	14	€55,447	€55,447	€56,417	€56,417	€57,546	€57,546
	15	€56,830	€56,830	€57,825	€57,825	€58,981	€58,981
	16	€58,662	€58,662	€59,689	€59,689	€60,882	€60,882
	17	€58,662	€58,662	€59,689	€59,689	€60,882	€60,882
	18	€58,662	€58,662	€59,689	€59,689	€60,882	€60,882
	19	€61,188	€61,188	€62,259	€62,259	€63,504	€63,504
	20	€61,188	€61,188	€62,259	€62,259	€63,504	€63,504
	21	€61,188	€61,188	€62,259	€62,259	€63,504	€63,504
	22	€61,188	€61,188	€62,259	€62,259	€63,504	€63,504
	23	€64,526	€64,526	€65,655	€65,655	€66,968	€66,968
	24	€64,526	€64,526	€65,655	€65,655	€66,968	€66,968
	25	€64,526	€64,526	€65,655	€65,655	€66,968	€66,968
	26	€64,526	€64,526	€65,655	€65,655	€66,968	€66,968
	27	€68,213	€68,213	€69,407	€69,407	€70,795	€70,795

Daniel began teaching in September 2014 and had one three-month increment freeze and is currently on point 4.

He will move to point 5 on his incremental date (1st December 2018) and he will move from point 5 to point 7 on 1st December 2019 - an increase of €2,844 (+6.8%) instead of €1,340 (+3.2%).

On 1st December 2020, he will again move 2 points, skipping point 8 and moving from point 7 to 9.

Each example assumes a specific increment date. Adjust accordingly for your incremental date. These figures have been calculated by TUI Head Office.

Teachers who commenced employment in 2015, 2016, 2017 and 2018

Starting Year	Salary Point	01 Oct 2018	Based on New Entrant Pay Proposals 01 September 2019	Based on New Entrant Pay Proposals 01 Sept 2019 (1.75% increase under PSSA)	01 Sept 2020	Based on New Entrant Pay Proposals 01 Oct 2020 (2% increase under PSSA)	01 Sept 2021	01 Sept 2022	01 Sept 2023
2018	1	€36,318	€36,318	€36,954	€36,954	€37,693	€37,693	€37,693	€37,693
2017	2	€37,804	€37,804	€38,466	€38,466	€39,235	€39,235	€39,235	€39,235
2016	3	€39,501	€39,501	€40,192	€40,192	€40,996	€40,996	€40,996	€40,996
2015	4	€40,276	€40,276	€40,981	€40,981	€41,800	€41,800	€41,800	€41,800
	5	€41,367	€41,367	€42,091	€42,091	€42,933	€42,933	€42,933	€42,933
	6	€42,684	€42,684	€43,431	€43,431	€44,300	€44,300	€44,300	€44,300
	7	€44,162	€44,162	€44,935	€44,935	€45,834	€45,834	€45,834	€45,834
	8	€45,652	€45,652	€46,451	€46,451	€47,380	€47,380	€47,380	€47,380
	9	€46,896	€46,896	€47,717	€47,717	€48,671	€48,671	€48,671	€48,671
	10	€49,118	€49,118	€49,978	€49,978	€50,977	€50,977	€50,977	€50,977
	11	€50,499	€50,499	€51,383	€51,383	€52,410	€52,410	€52,410	€52,410
	12	€52,150	€52,150	€53,063	€53,063	€54,124	€54,124	€54,124	€54,124
	13	€53,792	€53,792	€54,733	€54,733	€55,828	€55,828	€55,828	€55,828
	14	€55,447	€55,447	€56,417	€56,417	€57,546	€57,546	€57,546	€57,546
	15	€56,830	€56,830	€57,825	€57,825	€58,981	€58,981	€58,981	€58,981
	16	€58,662	€58,662	€59,689	€59,689	€60,882	€60,882	€60,882	€60,882
	17	€58,662	€58,662	€59,689	€59,689	€60,882	€60,882	€60,882	€60,882
	18	€58,662	€58,662	€59,689	€59,689	€60,882	€60,882	€60,882	€60,882
	19	€61,188	€61,188	€62,259	€62,259	€63,504	€63,504	€63,504	€63,504
	20	€61,188	€61,188	€62,259	€62,259	€63,504	€63,504	€63,504	€63,504
	21	€61,188	€61,188	€62,259	€62,259	€63,504	€63,504	€63,504	€63,504
	22	€61,188	€61,188	€62,259	€62,259	€63,504	€63,504	€63,504	€63,504
	23	€64,526	€64,526	€65,655	€65,655	€66,968	€66,968	€66,968	€66,968
	24	€64,526	€64,526	€65,655	€65,655	€66,968	€66,968	€66,968	€66,968
	25	€64,526	€64,526	€65,655	€65,655	€66,968	€66,968	€66,968	€66,968
	26	€64,526	€64,526	€65,655	€65,655	€66,968	€66,968	€66,968	€66,968
	27	€68,213	€68,213	€69,407	€69,407	€70,795	€70,795	€70,795	€70,795

Sin ad began teaching in Sept 2015 and is now on point 4. On 1st Sept 2019 (incremental date), she will move from point 4 to 6 - increase of €3,155 (7.8%) instead of €1,815 (4.5%). Will skip point 8 on 1st Sept 2021, moving to point 9.

Brian began teaching in Sept 2016 and is now on point 3. On 1st Sept 2019 (incremental date) he will move from point 3 to 5 - an increase of €2,590 (6.6%) rather than €775 (3.7%). Will skip point 8 on 1st Sept 2022, moving to point 9.

Michelle began teaching in Sept 2017 and is now on point 2. On 1st Sept 2020 (incremental date) she will move from point 3 to 5. Will skip point. 8 on 1st Sept 2023, moving to point 9

Mike began teaching in Sept 2018 and is now on point 1. On 1st Sept 2021 (incremental date) he will move from point 3 to 5. Will skip point 8 on 1st Sept 2024, moving to point 9.

Each example assumes a specific increment date. Adjust accordingly for your incremental date. These figures have been calculated by TUI Head Office.

Assistant Lecturers who commenced employment in 2011, 2012 and 2013

Starting Year	Salary Point	01 Oct 2018	Based on new Entrant Pay Proposals 01 April 2019	Based on New Entrant Pay Proposals 01 Sept 2019 (1.75% increase under PSSA)	01 April 2020	Based on New Entrant Pay Proposals 01 Oct 2020 (2% increase under PSSA)
	1	€37,482	€37,482	€38,138	€38,138	€38,901
	2	€39,708	€39,708	€40,403	€40,403	€41,211
	3	€41,533	€41,533	€42,260	€42,260	€43,105
	4	€43,170	€43,170	€43,925	€43,925	€44,804
2013	5	€44,843	€44,843	€45,628	€45,628	€46,540
2012	6	€46,165	€46,165	€46,973	€46,973	€47,912
2011	7	€47,504	€47,504	€48,335	€48,335	€49,302
	8	€48,840	€48,840	€49,695	€49,695	€50,689
	9	€50,178	€50,178	€51,056	€51,056	€52,077
	10	€51,502	€51,502	€52,403	€52,403	€53,451

Leanne began work as an Assistant Lecturer in 2011. She had two 3-month increment freezes under FEMPI legislation. She is now on point 7 of the scale and due to go to point 8 on 1 April 2019 (her incremental date). As of 1 Oct 2018, salary (point 7) is €47,504. Instead of moving one incremental point to point 8 (€48,840) in April 2019, she will move 3 increments to point 10 (€51,502). Salary in April 2019 will increase by €3,998.

Peter began work as an Assistant Lecturer in 2012, had two 3-month increment freezes and is now on point 6. Instead of moving to point 7 in April 2019, he will move three increments to point 9 - from €46,165 to €50,178; an increase of €4,013 rather than €1,339.

Erin began work as an Assistant Lecturer in 2013, had two increment freezes and is currently on point 5. In April 2019, instead of moving to point 6, she will move two increments to point 7 – an increase of €2,661 instead of €1,322. In April 2020 she will again move 2 points, skipping point 8 and going from 7 to 9.

Each example assumes a specific increment date. Adjust accordingly for your incremental date. These figures have been calculated by TUI Head Office.

Assistant Lecturers who commenced employment in 2014

Starting Year	Salary Point	01 Oct 2018	Based on New Entrant Pay Proposals 01 January 2019	Based on New Entrant Pay Proposals 01 Sept 2019 (1.75% increase under PSSA)	01 Jan 2020	Based on New Entrant Pay Proposals 01 Oct 2020 (2% increase under PSSA)	01 Jan 2021
	1	€37,482	€37,482	€38,138	€38,138	€38,901	€38,901
	2	€39,708	€39,708	€40,403	€40,403	€41,211	€41,211
	3	€41,533	€41,533	€42,260	€42,260	€43,105	€43,105
2014	4	€43,170	€43,170	€43,925	€43,925	€44,804	€44,804
	5	€44,843	€44,843	€45,628	€45,628	€46,540	€46,540
	6	€46,165	€46,165	€46,973	€46,973	€47,912	€47,912
	7	€47,504	€47,504	€48,335	€48,335	€49,302	€49,302
	8	€48,840	€48,840	€49,695	€49,695	€50,689	€50,689
	9	€50,178	€50,178	€51,056	€51,056	€52,077	€52,077
	10	€51,502	€51,502	€52,403	€52,403	€53,451	€53,451

Liam began teaching in 2014 and had one three-month increment freeze and is currently on point 4.

He will move to point 5 on his incremental date (1st January 2019) and will move from point 5 to point 7 on 1st January 2020 - an increase of €2,661 instead of €1,322

On 1st January 2021, he will again move 2 points, skipping point 8 and moving from point 7 to 9.

Each example assumes a specific increment date. Adjust accordingly for your incremental date. These figures have been calculated by TUI Head Office.

Assistant Lecturers who commenced employment in 2015, 2016, 2017 and 2018

Starting Year	Salary Point	01 Oct 2018	Based on New Entrant Pay Proposals 01 Sept 2019	Based on New Entrant Pay Proposals 2019 (1.75% increase under PSSA)	01 Sept 2020	Based on New Entrant Pay Proposals 01 Oct 2020 (2% increase under PSSA)	01 Sept 2021	01 Sept 2022	01 Sept 2023
2018	1	€37,482	€37,482	€38,138	€38,138	€38,901	€38,901	€38,901	€38,901
2017	2	€39,708	€39,708	€40,403	€40,403	€41,211	€41,211	€41,211	€41,211
2016	3	€41,533	€41,533	€42,260	€42,260	€43,105	€43,105	€43,105	€43,105
2015	4	€43,170	€43,170	€43,925	€43,925	€44,804	€44,804	€44,804	€44,804
	5	€44,843	€44,843	€45,628	€45,628	€46,540	€46,540	€46,540	€46,540
	6	€46,165	€46,165	€46,973	€46,973	€47,912	€47,912	€47,912	€47,912
	7	€47,504	€47,504	€48,335	€48,335	€49,302	€49,302	€49,302	€49,302
	8	€48,840	€48,840	€49,695	€49,695	€50,689	€50,689	€50,689	€50,689
	9	€50,178	€50,178	€51,056	€51,056	€52,077	€52,077	€52,077	€52,077
	10	€51,502	€51,502	€52,403	€52,403	€53,451	€53,451	€53,451	€53,451

Sarah began as an AL in 2015 and is now on point 4. On 1st Sept 2019 (incremental date), she will move from point 4 to 6. Will skip point 8 on 1st Sept 2021, moving to point 9.

Jack began as an AL in 2016 and is now on point 3. On 1st Sept 2019 (incremental date) he will move from point 3 to 5 – an increase of €3,310 rather than €1637. Will skip point 8 on 1st Sept 2022, moving to point 9.

Molly began work as an AL in 2017 and is now on point 2. On 1st Sept 2020 (incremental date) she will move from point 3 to 5. Will skip point 8 on 1st Sept 2023, moving to point 9

Matthew began work as an AL in 2018 and is now on point 1. On 1st Sept 2021 (incremental date) he will move from point 3 to 5. Will skip point 8 on 1st Sept 2024, moving to point 9

Each example assumes a specific increment date. Adjust accordingly for your incremental date. These figures have been calculated by TUI Head Office.

Youthreach Resource Persons and BTEI Adult Educators

Starting Year	Salary Point	01 Oct 2018	01 Dec 2018	Based on New Entrant Pay Proposals 01 Sept 2019 (1.75% increase under PSSA)	Based on New Entrant Pay Proposals 01 Dec 2019	Based on New Entrant Pay Proposals 01 Oct 2020 (2% increase under PSSA)
	1	€28,865	€28,865	€29,370	€29,370	€29,958
	2	€30,636	€30,636	€31,172	€31,172	€31,796
	3	€31,958	€31,958	€32,517	€32,517	€33,168
	4	€33,601	€33,601	€34,189	€34,189	€34,873
2013	5	€35,558	€35,558	€36,180	€36,180	€36,904
2012	6	€37,519	€37,519	€38,176	€38,176	€38,939
2011	7	€39,486	€39,486	€40,177	€40,177	€40,981
	8	€41,456	€41,456	€42,181	€42,181	€43,025
	9	€43,433	€43,433	€44,193	€44,193	€45,077
	10	€45,415	€45,415	€46,210	€46,210	€47,134
	11	€47,400	€47,400	€48,230	€48,230	€49,194
	12	€49,395	€49,395	€50,259	€50,259	€51,265
	13	€51,528	€51,528	€52,430	€52,430	€53,478

Lucy began work as a Youthreach Resource Person on 1st September 2011. She had one 3-month increment freeze under FEMPI legislation. She is now on point 7 of the scale and due to go to point 8 on 1 December 2018 (her incremental date). As of 1 Oct 2018, salary (point 7) is €39,486. She will move to point 8 in December 2018 (€41,456). She will get the 1.75% increase under the PSSA on 1 September 2019 (€42,181). Instead of moving one incremental point to point 9 in December 2019, she will move 3 increments to point 11 (€48,230).

Conor began work as a Youthreach Resource Person in September 2012, had one 3-month increment freeze and is now on point 6. He will move to point 7 on 1 December 2018 (his increment date). He will get the 1.75% increase under the PSSA on 1 September 2019 (€40,177). Instead of moving to point 8 in December 2019, he will move three increments to point 10 €46,210

Kate began work as a Youthreach Resource Person in September 2013, had one increment freeze and is currently on point 5. In December 2018, she will move to point 6 (37,519). She will get the 1.75% increase in December 2019 (€38,176). In December 2019, instead of moving to point 7, she will move two increments to point 9 (€44,193).

Each example assumes a specific increment date. Adjust accordingly for your incremental date. These figures have been calculated by TUI Head Office.

Adult Guidance Counsellors/Co-Ordinators, Adult Literacy Organisers, Community Education Facilitators

Starting Year	Salary Point	01 Oct 18	Based on new Entrant Pay Proposals 01 March 2019	Based on New Entrant Pay Proposals 01 Sept 2019 (1.75% increase under PSSA)	01 March 2019	Based on New Entrant Pay Proposals 01 Oct 2020 (2% increase under PSSA)
	1	€39,097	€39,097	€39,781	€39,781	€40,577
	2	€41,713	€41,713	€42,443	€42,443	€43,292
	3	€43,328	€43,328	€44,086	€44,086	€44,968
	4	€44,780	€44,780	€45,564	€45,564	€46,475
2013	5	€46,234	€46,234	€47,043	€47,043	€47,984
2012	6	€47,688	€47,688	€48,523	€48,523	€49,493
2011	7	€49,141	€49,141	€50,001	€50,001	€51,001
	8	€50,597	€50,597	€51,482	€51,482	€52,512
	9	€52,050	€52,050	€52,961	€52,961	€54,020
	10	€53,504	€53,504	€54,440	€54,440	€55,529
	11	€54,957	€54,957	€55,919	€55,919	€57,037
	12	€56,411	€56,411	€57,398	€57,398	€58,546
	13	€57,865	€57,865	€58,878	€58,878	€60,055
	14	€59,527	€59,527	€60,569	€60,569	€61,780
	15	€61,604	€61,604	€62,682	€62,682	€63,936

Stacey began work as an ALO on 1st September 2011. She had two 3-month increment freezes under FEMPI legislation. She is now on point 7 of the scale and due to go to point 8 on 1 March 2019 (her incremental date). As of 1 Oct 2018, salary (point 7) is €49,141. Instead of moving one incremental point to point 8 (€50,597) in March 2019, she will move 3 increments to point 10 (€53,504).

Mark began work as a CEF in September 2012, had two 3-month increment freezes and is now on point 6. Instead of moving to point 7 in March 2019, he will move three increments to point 9 - from €47,688 to €52,050

Kelly began work as an Adult Guidance Counsellor in September 2013, had two increment freezes and is currently on point 5. In March 2019, instead of moving to point 6, she will move two increments to point 7