



VOL.41 / NO.2

OCTOBER 2018

TUI NEWS BALLOT SPECIAL BALLOT ON PROPOSED MEASURE ON 'NEW ENTRANT' SALARY SCALE ISSUES

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

A Word from the President – Seamus Lahart

Following engagement between unions and the Department of Public Expenditure and Reform (DPER), the outcome of discussions regarding new entrant pay issued on September 24th, 2018.

It is important to note that while the measure represents further movement, it will not of itself deliver pay equality. Therefore, irrespective of the choice members make in this ballot, pay equality will remain the union's main priority until it is fully achieved.

The implications of the proposal vary, depending on grade and career stage of a member. The Executive Committee has decided that given these differential effects, members will be provided with comprehensive information on all aspects of

the proposal so that they can make a considered decision.

As the most significant difference in scales will still be in the initial career stage, it will take longer for those who have most recently entered the profession (i.e. those currently on points 1, 2 and 3) to benefit from the proposal. However, those who entered the profession in 2011 or 2012 will move forward three points rather than one point on the salary scale at their next increment date.

It is deeply regrettable that, notwithstanding the strong representation made by the TUI, this process did not address the non-payment of the HDip allowance to those who entered teaching since February 2012. This is despite the fact that the duration of

the Professional Master of Education (PME) has doubled to two years, leading to significant extra cost – and significant debt – for new teachers. In addition, post- January 2011 entrants lost the entitlement to start on the third point of scale in recognition of the unpaid training period, which now runs to six years.

Every effort has been made to consider all consequences of both acceptance or rejection of the proposal. We urge all members to take time to read this bulletin.

Make an informed decision, and make sure to vote.

Background

On September 24th, 2018, following engagement with unions, the Department of Public Expenditure and Reform, on behalf of the Government, issued the outcome of discussions regarding salary scale issues that had taken place (under Section 4 of the Public Service Stability Agreement 2018-2020). The outcome contains a proposal in relation to salary scales for new entrants to the public service (i.e. those who commenced service on or after 1st January 2011).

What are you being asked?

You are being asked if you accept the proposed measure on salary scale issues in the context of the Union's ongoing campaign for pay equality.

What is the TUI Executive Committee recommending?

The TUI Executive Committee is not issuing a recommendation for the ballot.

Why has the TUI Executive Committee not made a recommendation?

The Executive Committee noted that the proposal has varying implications for TUI members, depending on sector, grade and career stage. It was therefore decided that given the significant implications of either acceptance or rejection of the proposal, members will be provided with comprehensive information on all aspects of the proposal so that they can make a considered decision. This information is set out in this bulletin.

When will the ballot take place?

Ballot papers will be posted from TUI Head Office on Tuesday, October 9th, 2018. Completed ballot papers must be returned (in the envelopes provided) to the Union's auditors, Deloitte, by 5pm on Thursday, October 25th, 2018. (To ensure that completed ballots reach Deloitte by the

closing date, they should be posted by Tuesday, October 23rd at the latest).

What does the proposal provide for?

The proposal provides that 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.

Teacher scales	p.3-5
Assistant Lecturer scales	p.6-8
Youthreach Resource Persons and BTEI Adult Educator scales	p.9
Adult Guidance Counsellor/ Co-Ordinator, Adult Literacy Organiser, Community Education Facilitator scales	p.10

**ALL TUI MEMBERS ARE BEING BALLOTTED ON THIS ISSUE
AS IT HAS IMPLICATIONS FOR ALL MEMBERS**

TUI members in the following grades who commenced employment on or after 1st January 2011 would benefit. These grades are regarded as new entrant grades:

- Teachers paid from the Common Basic Scale
- Assistant Lecturers
- Youthreach Resource Persons
- BTEI Adult Educators
- Adult Guidance Counsellors/Co-Ordinators
- Adult Literacy Organisers
- Community Education Facilitators

Why is the proposal silent on both the point at which new recruits enter their scale and on the reinstatement of allowances that have not been paid to those who commenced on or after February 1st, 2012?

An “examination of the remaining salary scale issues in respect of post January 2011 recruits at entry grades” was committed to under the Public Service Stability Agreement (PSSA). However, it was

specified that this examination would not encompass the point at which recruits enter the public service or the abolition of some allowances for those appointed after February 1st, 2012, in spite of TUI’s best efforts to have the HDip allowance encompassed. TUI will continue its campaign to ensure that pay equality is fully delivered.

What happens if TUI members vote to accept the proposal?

If members vote to accept the proposal, post-1st January 2011 entrants in grades affected by discriminatory pay rates will benefit from the progress set out – i.e. abolition of points 4 and 8 from their particular scales.

Full details of this are set out in the pages that follow.

The Union’s ongoing campaign will continue until pay equality is delivered.

What happens if TUI members vote to reject the proposal?

the Exchequer for Budget 2019 and subsequent years.

- Where two additional scale points were applied to pay scales under the Haddington Road Agreement, it is agreed that there will be two separate interventions in the pay scales as they apply to ‘new entrant’ public servants recruited since January 2011.
- The two separate interventions will take place at point 4 and point 8 of pay scales. The practical effect of this is that for ‘new entrants’ the relevant points on the scale will be bypassed thereby reducing the time spent (by bypassing two increment points) on the scale for progression to the maximum point.
- Where one additional scale point was applied to scales, a single point of intervention will apply at point 4.
- This measure will apply from 1 March 2019 and will be applied to each eligible new entrant as they reach the relevant scale points (point 4 and point 8) on their current increment date.
- Due to the interaction with normal increment progression, the above means that existing ‘new entrant’ staff whose next increment after 1 March 2019 is

If members vote to reject the proposal, the Union would not, by virtue of that decision alone, be considered to have repudiated the PSSA.

If industrial action was taken on foot of this rejection, it is probable that the Union would be considered to have repudiated the PSSA and a range of consequences would apply. These are set out elsewhere in this bulletin.

The Union’s ongoing campaign will continue until pay equality is delivered.

Does the Union already have a mandate for industrial action on this issue?

TUI members chose to reject the proposed Public Service Stability Agreement (PSSA) in a national ballot in September 2017 as it failed to provide a fair and sustainable resolution to pay inequality. In a simultaneous ballot, members voted to provide a mandate for industrial action as directed by the Executive Committee.

Irrespective of the outcome of the current ballot, this mandate can still be activated by the Union if and when it sees fit to do so.

Text of the agreement from the Department of Public Expenditure and Reform:

Agreed measure to address salary scale issues under Section 4 of the Public Service Stability Agreement (PSSA) 2018-2020

The following measure has been agreed by the Parties to the PSSA, informed by the Report to the Houses of the Oireachtas by the Minister for Public Expenditure and Reform in accordance with Section 11 of the Public Service Pay and Pensions Act. It also reflects detailed discussions and analysis between the Public Services Committee and representatives of Public Service Employers. The outcome is considered the best that can be achieved in the context of the PSSA and the very significant other expenditure demands on

Point 7 or above on relevant scales will receive the benefit of both interventions on the date of their next normal increment. Existing ‘new entrant’ staff due to reach points 5 or 6 on relevant scales as their next normal increment will get the benefit of the first intervention on that date and the second when they progress to Point 8.

- All of the above is subject to not exceeding the scale max. Where necessary the waiting time for Long Service Increments (LSIs) where they currently apply in relevant scales will be reduced by one or two years as appropriate as part of the implementation of the above measure.

The cost of this measure during the remaining term of the PSSA is €75m. The full cost of the measure based on current data and public service numbers (2017) will cost €190m out to 2026. It is estimated some 58% (35,750) of ‘new entrants’ will benefit from this measure in year 1 rising to 78% (47,750) by year 2.

The above measure will be given effect by way of a detailed Circular in due course.

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 an 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 incremental 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

What are the consequences of taking industrial action on issue of new entrant pay in event of rejection of the proposal?

If industrial action was taken on foot of rejection of the proposal, we have been advised that the Union would be considered to have 'repudiated' the PSSA and a range of consequences would apply to all TUI members. These are set out below

- An incremental freeze would apply from 1/1/18 to 31/12/20, inclusive – (under the terms of Sn. 22, Public Service Pay and Pensions Act 2017)
- A 9-month delay in payment of each the remaining two pay measures under the PSSA (2017 Act)
 - 1.75% delayed from 1/9/19 to 1/6/20
 - 2% delayed from 1/10/20 to 1/7/21
- Continued application of Pension Related Deduction (PRD) as against the Additional Superannuation Contribution (Public Service Pay and Pensions Act 2017). The effect of this for members will depend on whether or not purchase of Additional Voluntary Contributions (AVCs) is contemplated
- Non-application of the 24/9/18 “agreed measure” for new entrants – i.e. points 4 and 8 would not be removed from scale. The current new entrant scales would remain in place (27 points for teachers, 10 points for Assistant Lecturers, 13 points for Youthreach Resource Persons/BTEI Adult Educators, 15 points for Adult Education Guidance Counsellors/Co-Ordinators, Adult Literacy Organisers & Community Education Facilitators).
- Loss of protection against compulsory redundancy (PSSA)
- Loss of access to redeployment (PSSA)
- Decrease in the quantum of the Croke park Hours that can be worked on other than a whole-time basis (LRA/PSSA – May 2016 agreement)
- Suspension (of implementation) of measures associated with the May 2016 agreement
 - Youthreach incremental credit
 - BTEI conversion
 - Review of lecturing, redesignation of the flex hour/s
 - Discussions to improve terms and conditions of Adult Education Tutors (Chairman’s Note discussions)
- Loss of the benefits conferred by the Ward and Cush Circulars, including the reduced qualifying period for a CID from four to two years of continuous service and the limitation on objective grounds
- Suspension of the revised mandatory sequence (CL 59/2016 and CL 49/2017) for filling new posts/hours

Make sure to return your ballot papers on time

Ballot papers will be posted from TUI Head Office on Tuesday, October 9th, 2018. Completed ballot papers must be returned (in the envelopes provided) to the Union’s auditors, Deloitte, by 5pm on Thursday, October 25th, 2018.

(To ensure that completed ballots reach Deloitte by the closing date, they should be posted by Tuesday, October 23rd at the latest).

Reasons to accept the proposal by voting 'YES'

- The proposal represents a further step towards pay equality with tangible gains for new and recent entrants. Members can benefit from the gains while at the same time the Union's campaign for pay equality will continue.
- Rejection of the proposal, if followed by industrial action, would cause members to lose out on these pay increases
- Rejection of the proposal, if followed by industrial action, would have a range of additional negative consequences (see panel on p.11).
- A majority of public service unions have accepted (without ballot) the proposal.
- When the PSSA was accepted by a majority of public service unions in September 2017, it was on the basis that there would be no money for progress towards pay equality until, at the earliest, 2021. Because of the pressure applied by the TUI and the other teacher unions (both on Government and the other public sector unions), additional money has been secured and a further measure towards pay equality will be implemented from March 2019.
- In the context of the crisis in teacher recruitment and retention, the Union is seeking restoration of the initial placement on the third point of scale in recognition of the unpaid pre-service training.
- The Union's demand for payment of the HDip/PME allowance to those teachers appointed on or after 1st February 2012 will be pursued at the Teachers' Conciliation Council, where the TUI's claim is lodged.
- The measure represents significant movement towards full pay equality for the following grades: Assistant Lecturers, Youthreach Resource Persons/BTEI Adult Educators, Adult Education Guidance Counsellors/Co-Ordinators, Adult Literacy Organisers & Community Education Facilitators.
- As a result of the removal of points 4 and 8, progression for new and recently appointed Assistant Lecturers will be accelerated.
- Continuation of discussions to improve terms and conditions of Adult Education Tutors (Chairman's Note discussions).
- Restoration of the FEMPI cuts to allowances (5%) in 2020; under the PSSA.

Reasons to reject the proposal by voting 'NO'

- The proposal does not deliver full pay equality.
- Those employed on new entrant grades since 2011 will still earn less than those recruited prior to 2011.
- Those who entered the profession since 2016 will have to wait longer to benefit and the most significant difference in scales will still be in the initial career stage.
- The Union should pursue a campaign of industrial action to seek to deliver full pay equality. It could pursue this campaign either by itself or in conjunction with other like-minded unions.
- The Union could seek to establish common purpose with other public service unions that are demanding full pay equality.
- Lifetime earnings are still depressed for new entrants.
- In the context of an extended PME programme (two years) and the additional, associated cost, the failure of Government to agree payment of the HDip/PME allowance to those who commenced on or after 1st February 2012 is unacceptable.
- The measure does not provide for placement of teachers on the third point of the scale upon initial appointment. It fails to recognise the long period of unpaid, pre-service training. This represents a significant career-long loss.
- Schools, colleges and centres will continue to experience difficulties in both the recruitment and retention of both suitably qualified teachers and lecturers.

