



## Frequently Asked Questions

### Pilot Voluntary Redeployment Scheme

February 2025

This document should be read in conjunction with the document ***FAQ – Post Primary Redeployment Scheme***

Each of the FAQs and answers in this document should be read in the context that the core function of the redeployment arrangements is to facilitate the redeployment of all surplus permanent/CID teachers to other schools where vacancies exist.

The redeployment of all surplus permanent/CID teachers is key to the Department's ability to manage within its payroll budget and ceiling on teacher numbers.

# **Pilot Voluntary Redeployment Scheme**

## **Information for Schools and Permanent/CID Teachers**

### **1. What is a Pilot voluntary redeployment scheme?**

A Pilot voluntary redeployment scheme operates in designated areas as required to facilitate the redeployment of teachers from schools with staffing in excess of the approved allocation and from schools that are closing.

### **2. Where is the Pilot voluntary redeployment scheme in operation?**

A Pilot Voluntary Redeployment Scheme will be available in 2025 to permanent/CID teachers who are employed in a post primary school:

- in counties Kerry, Limerick, and Tipperary, and who wish to be considered for redeployment to a school in any location
- outside of Dublin and who wish to be considered for redeployment to a school in Dublin.

### **3. Can a teacher apply for voluntary redeployment under the Pilot scheme if his/her school does not have teachers in excess of its allocation?**

Permanent/CID teachers in post primary schools specified at 2 above are eligible to apply for voluntary redeployment subject to the approval of the school management authority, with the exception of Permanent/CID teachers in post primary schools that have teachers in excess of the approved allocation where a teacher has been nominated for compulsory redeployment.

### **4. Can I apply for voluntary redeployment under a Pilot scheme if I am absent on approved leave, e.g. career break, maternity leave?**

A permanent/CID teacher on approved leave of absence from a school in the counties specified in a Pilot scheme may apply for voluntary redeployment.

### **5. How do I apply for redeployment under a Pilot voluntary redeployment scheme?**

A permanent/CID teacher applying for redeployment under the Pilot voluntary redeployment scheme is required to complete **Form Pilot VOL RD1 25-26 Application Form for voluntary redeployment in a Pilot scheme.**



**6. Can I choose the location to which I will be redeployed?**

Yes. You may list all locations to which you would like to be redeployed. If selected for redeployment the Directors of Redeployment will assign you into the most suitable vacancy in these locations.

**7. What is the maximum distance of the location to which I may be redeployed?**

In the case of redeployment under a Pilot voluntary redeployment scheme, a teacher may request to be redeployed to any location, irrespective of the distance involved.

**8. In the case of redeployment under a Pilot voluntary redeployment scheme, is the approval of the school management required to allow a teacher to apply for redeployment?**

Yes. An application is not deemed to be valid without the approval of the school management. The application form **Pilot VOL RD1 25-26** must be signed by a representative of the school management/Chief Executive of ETB.

**9. How many teachers in a school may apply for redeployment under a Pilot voluntary redeployment scheme?**

There is no limit to the number of teachers in a school who may apply for redeployment under the Pilot voluntary redeployment scheme. However, all applications must, in the first instance, be approved by the Board of Management/Chief Executive of the ETB.

The Directors of Redeployment will limit the number of teachers redeployed out of a school to ensure that the operation of the school is not adversely affected.

**10. Will a teacher be redeployed into a school if a teacher in that school accepts an offer of voluntary redeployment under the Pilot voluntary scheme?**

The purpose of the Pilot voluntary redeployment scheme is to facilitate the compulsory redeployment of surplus permanent/CID teachers. The Directors of Redeployment will make every effort to secure a suitable replacement for a teacher



redeployed under the Pilot scheme. In exceptional cases where a suitable replacement is not available, the school will be informed that the vacancy may be filled in the normal way.

**11. If a teacher is redeployed out of a school under a Pilot voluntary scheme, will the school receive a full replacement for this teacher?**

The Directors of Redeployment will consider the staffing needs of the school and in order to facilitate the school operating within its approved staffing allocation, s/he may redeploy a replacement teacher in to the school. Depending on the staffing needs of the school and with the agreement of the school management authority, this can be on the basis of less hours than the contracted hours of the teacher who is redeployed under this scheme.

**12. A teacher is a Post of Responsibility holder in the current school. If s/he is redeployed under the Pilot Voluntary Redeployment Scheme, does s/he retain their Post of Responsibility in the new school?**

Yes. Post-holders will retain their posts of responsibility allowance on a personal basis on redeployment and will be required to carry out in-school management duties in the receiving school in line with the needs of that school.

**13. Where a teacher with a Post of Responsibility (POR) is redeployed under the Pilot Voluntary Redeployment Scheme, does the redeployment of this teacher impact on the receiving school's allocation of Posts of Responsibility?**

Where a teacher with a POR is redeployed under the Pilot Voluntary Redeployment Scheme, if the redeployment of this teacher results in the number of PORs in the school exceeding the entitlement, the school may retain the excess POR but no further POR may be awarded until the number has reduced below the school's entitlement.

**14. A teacher is in receipt of an allowance which is specific to his/her post in the current school. If s/he is redeployed under the Pilot Voluntary Redeployment Scheme, will s/he retain this allowance?**

Where a teacher in receipt of an allowance specific to his/her post in the current school is redeployed under the Pilot Voluntary Redeployment Scheme, please



refer to **Circular 0008/2013** for information regarding continued entitlement to this allowance.