

Suspension of industrial action

On Saturday, June 10th, an ASTI Special Convention passed a motion to suspend the ASTI's industrial action on the Lansdowne Road Agreement and Junior Cycle reform.

"That the ASTI pending the outcome of the upcoming public service pay negotiations suspend all industrial action relating to the Lansdowne Road Agreement (LRA) and Junior Cert reform, provided that ASTI members are treated equally to other public servants who have signed up to the Lansdowne Road Agreement (LRA)."

The following ASTI directives are suspended:

- Junior Cycle Framework directive.
- Croke Park Hours directive.
- Revised Junior Cycle oral examinations directive.
- Substitution directives (issued May 2017).

Changes to ASTI members' pay

As a result of the suspension of industrial action the pay measures set out in the LRA are now being applied to ASTI members. These pay measures took effect from June 10th, 2017 (the date of the suspension of industrial action) and will continue to be applied unless the ASTI resumes industrial action on the LRA and/ or Junior Cycle reform.

- **An increase of €1,000 for teachers on whole-time annual basic salaries up to €65,000:** Effective from June 10th, this measure first appeared in the pay issue of July 20th.
- **An addition to the pay scale of €796:** Effective from June 10th, this measure first appeared in the pay issue of July 20th. This payment is not a lump sum.
- **A salary increase for post 2012 teacher entrants:** This pay increase is based on revised salary scales for post 2012 teacher entrants. These scales became effective for ASTI members from June 10th and this measure first appeared in the pay issue of July 20th.
- **Reduction in the pay cut applied to salaries over €65,000:** This is the restoration of 50 per cent of the 'Higher Pay' pay cut applied to salaries under the FEMPI Act 2013. In addition to this reduction in the pay cut, the alleviation for teachers whose annual salary dropped below €65,000 after being cut, has been restored. The reduction and alleviation are effective from June 10th and first appeared in the pay issue of August 3rd.
- **A second addition to the pay scale of €796:** Effective from September 1st. This measure is due to first appear in a pay issue in mid-September. This payment is not a lump sum.
- **Salary increments:** The freeze on the payment of increments to ASTI members has been lifted with effect from June 10th. The Department has stated that it is currently working to apply increments due to ASTI members and expects these to be in place after the start of the school year.

For up-to-date pay scales and frequently asked questions on the implementation of LRA pay measures see www.asti.ie.

Croke Park hours

The suspension of the ASTI's industrial action means that all ASTI members must undertake the 33 Croke Park hours. With effect from the current school year, up to 10 hours of the 33 Croke Park hours will be available for activities as outlined in Circular 0043/2014.

Supervision and substitution

The suspension of ASTI's industrial action meant that a further opt-in/opt-out option was offered to ASTI members, subject to certain criteria. August 11th was the deadline for application for either the opt-in or opt out option. However, where teachers were not in a position to apply by this date a review can take place in September.

Directives suspended:

- Junior Cycle Framework
- Croke Park hours
- Junior Cycle oral exams
- Substitution directives (May 2017)

Further S&S opt-out

Where teachers were not in a position to opt out of S&S before August 11, a review can take place in September.

Posts of responsibility

Discussions between the ASTI, TUI and the Department on the availability of new promotional posts announced in Budget 2017 are ongoing. Members will be updated as soon as possible.

*Teachers who previously opted out of S&S (i.e. prior to 2017 as provided for in Circular 0006/2014) will continue to experience a salary reduction of €1,769 regardless of future changes to teachers' salaries.

Central Executive Council meets on September 9th to consider the draft Public Service Stability Agreement. Standing Committee has already decided to advise CEC to recommend to ASTI members that they reject the draft Agreement. A Nuacht will be issued to members following the CEC meeting.

Please note: there is no payment for supervision and substitution. The salary reduction for opting out is €1,769 and will subsequently change in line with changes to teachers' salaries*. **This has the effect of reducing pensionable salary and retirement lump sum, except where the teacher retires on or before April 1st, 2019.**

For FAQs on supervision and substitution see www.asti.ie.

Improvements for temporary/ part-time teachers

ASTI teachers can now access CIDs after two years. Teachers with less than full-time CIDs, but who have additional temporary hours, may become eligible to have those hours converted to CID hours after one year.

Teachers on less than full hours will be prioritised for teaching hours which become available in the school (subject to certain criteria such as the curricular needs of the school). This applies to continuous and temporary hours and aims to augment the hours of part-time teachers. (Previously this provision applied to TUI members only.)

Redeployment

ASTI members will have access to the redeployment scheme. This means eligible teachers will not be made redundant in situations where they are over-quota or where their school is closing.

Junior Cycle

As a result of the suspension of industrial action, ASTI members must co-operate with all aspects of the Framework for Junior Cycle.

Reduced teaching time

From September 2017, in all subject areas, full-time teachers involved in the delivery of Junior Cycle will be entitled to an annual allocation of 22 hours of professional time (40 minutes per week), with a pro-rata entitlement for part-time teachers.

For FAQs on the Framework for Junior Cycle see www.asti.ie.

Your questions answered

I am aware that the freeze on pay increments is suspended with effect from June 10th. What will be the date for payment of future increments owed?

A The Department has stated the following in a letter to the ASTI: **“A specific question was raised in relation to the increment payment dates in future years and specifically whether these would revert to a teacher’s original date.... While the question does not fall to be considered at this point, it would fall to be considered in the context of the ASTI’s formal entry to the applicable collective agreement.”**

The ASTI Central Executive Council is due to consider the most recent draft pay agreement Public Service Stability Agreement 2018-2020 on September 9th.

Is the suspension of industrial action permanent?

A No. The decision of the Special Convention of June 10th 2017 was to suspend industrial action pending the outcome of talks on public sector pay. Those talks took place in May/ June and a draft pay agreement - Public Service Stability Agreement 2018-2020 – will be considered by the ASTI Central Executive Council on September 9th. A Special Nuacht will be issued to members following the CEC meeting.

The Department of Education and Skills has stated that **“the continuing restoration of financial and other benefits would be contingent on the continuing application of a suspension of all action. Any restoration measures would stand to be reversed in the event that a suspension is not sustained.”**

For more FAQs visit www.asti.ie

For comprehensive information visit www.asti.ie.

Lansdowne Road/ Draft Public Service Stability Agreement web page covers:

- Draft Public Service Stability Agreement
- Lansdowne Road Agreement
- Information on suspension of ASTI industrial action
- Frequently Asked Questions
- Relevant Department circulars.