



### Message from ASTI President Deirdre Mac Donald:

Dear Colleagues,  
The ASTI has a strong record in campaigning for Equal Pay for Equal Work. In 2016 we took strike action in support of lesser paid teachers. We stood beside them despite suffering the consequences of draconian FEMPI legislation. We continue to stand beside them. Our campaign has resulted in improvements to pay, outlined further down in this document.

The ASTI will not rest until this abhorrent inequality of payment is totally removed. We need to renew our mandate for industrial action in order to do whatever is necessary to achieve this goal. Please vote yes to support our campaign for Equal Pay for Equal Work.

Best wishes

Deirdre Mac Donald, President

## Stand up for Equal Pay for Equal Work

### Vote YES for industrial action to end pay discrimination

The scandal of pay inequality in the teaching profession continues. Teachers who entered the profession after 2010 are on a different pay scale to their colleagues, even though they have the same duties and responsibilities. Since January 2011, the Government has made it impossible for new entrant teachers to earn a decent living. This assault on teachers' terms and conditions must continue to be challenged by every means possible. Schools now find it is almost impossible to recruit new teachers into a career with discriminatory pay, poor prospects and no chance of catching up with their peers. There are no applicants for many positions. The future of the teaching profession is at stake.

At its January meeting, the Central Executive Council of ASTI adopted the following motion:

*"That the ASTI ballot for industrial action up to and including strike action, for equal pay, to be taken in conjunction with one or both of the other teacher unions."*



**YOUR  
VOTE –  
YOUR  
FUTURE**



End the vindictive  
and reckless injustice  
of unequal pay.

Vote YES

**VOTE  
YES**

Please ensure  
your ballot papers  
are returned by  
5:30 p.m. on  
Thursday 19<sup>th</sup> March.

## ASTI Equal Pay for Equal Work campaign – CUTS THAT WERE APPLIED

The pay cut for new entrant teachers (and other public servants) was agreed as part of the *Memorandum of Understanding* between the Government and the troika in December 2010. As part of Budget 2011, the Government applied a 10% reduction to the pay of new entrants to the public service. All new appointees were then to start at the first point of the relevant pay scale with effect from 1 January 2011. A 10% reduction also applied to all allowances.

Later, the Government also decided to remove qualification allowances of new entrant teachers. Teachers who were first appointed after 1 February 2012 started on the first point of the post-1 February 2012 incremental salary scale and qualification allowances were abolished for this cohort of new entrants.

Unions had no role in the Government troika talks or this Government decision.

## ASTI Equal Pay for Equal Work campaign – OUR RECORD

The ASTI has been to the forefront of a campaign to challenge this injustice and have it reversed.

- [1] *In Ballots, we refused to accept any proposals that emerged to deal with the issue as they did not bridge the pay inequality gap.*
- [2] *We took strike action in 2016, demanding to have the injustice resolved.*
- [3] *In taking strike action, ASTI members endured the full force of emergency legislation (FEMPI) imposed upon them (increment freezes, pay freezes, withholding of supervision and substitution payments etc.) even though the financial crisis had long since been declared over by senior government ministers.*
- [4] *ASTI has intensively lobbied politicians.*
- [5] *ASTI has protested at every opportunity to date.*

## ASTI Equal Pay for Equal Work campaign – ACHIEVEMENTS TO DATE

The ASTI campaign has already secured some important gains, narrowing the pay gap since the debacle began in 2011.

- [1] *In 2013, a reversal of the cut in qualification allowances for those who entered teaching in the period 1<sup>st</sup> January 2011 to 31<sup>st</sup> January 2012 was achieved.*
- [2] *In the negotiations leading to the Haddington Road Agreement, ASTI and their colleague teacher unions secured improved pay scales for both the post 1<sup>st</sup> January 2011 and post 1<sup>st</sup> February 2012 entrants. These pay scales came into effect from 1<sup>st</sup> November, 2013.*
- [3] *In 2016, ASTI action secured the incorporation of the Honours Primary Degree allowance into the pay scale of new entrant teachers.*
- [4] *In 2018, the removal of the 4<sup>th</sup> and 8<sup>th</sup> points of the new-entrant pay scale was secured.*

## ASTI Equal Pay for Equal Work campaign – WHAT MUST HAPPEN

- The remaining differences in the early points of the pay scale must be eliminated.
- Payment of the H.DIP/PME allowance to those who started teaching after 1<sup>st</sup> February, 2012 must be secured.
- Commencement on point 3 of the pay scale to recognise unpaid training period (up to six years) must be restored.

## ASTI Equal Pay for Equal Work campaign – CASE STUDIES 2011, 2012 AND 2019 ENTRANTS

**Ciara** started teaching in September 2011. She holds a Primary Degree (Honours) and H. Dip. (Honours)

Under the 2010 salary scale, her gross earnings would have been €33,041 + €1,236 + €4,918 (point 3 of scale + H. Dip + Hons Primary degree allowance)

**Salary: €39,195**

Because she entered the profession in September 2011 her gross earnings were €27,814 + €1,112 + €4,426

**Reduced Salary: €33,352**

(i.e. 10% cuts in salary and allowances and she started on the 1<sup>st</sup> point of scale) €39,195 - €33,352

**Pay Discrimination Gap: €5,843 (14.91%)**

**Current position:**

Under the 2010 salary scale as it evolved, her gross earnings (September 2019) would now be €49,629 + €1,236 + €4,918 (point 11 of scale + H. Dip + Hons degree allowance)

€49,629 + €1,236 + €4,918

**Salary: €55,783**

Her actual salary (September 2019 point 11) €51,383 + €1,236

**Actual Salary: €52,619**

**Pay Discrimination Gap: €3,164 (5.67%)**

**John** started teaching in 2012. He holds a Primary Degree (Honours) and H. Dip. (Honours)

Under the 2010 salary scale, his gross earnings would have been €33,041 + €1,236 + €4,918 (point 3 + H. Dip + Hons Primary degree allowance)

**Salary: €39,195**

Because he entered the profession in 2012 his annual gross earnings were

**Reduced Salary: €30,702**

(Qualification allowances abolished and he started on first point of the post 2012 new entrant scale)

€39,195 - €30,702

**Pay Discrimination Gap: €8,493 (21.67%)**

**Current position:**

Under the 2010 pay scale as it evolved, his gross earnings (September 2019) would be €47,958 + €1,236 + €4,918 (point 10 + H. Dip + Hons degree allowance)

€47,958 + €1,236 + €4,918

**Salary: €54,112**

His actual salary (September 2019 point 10 new entrant scale) is

**Actual Salary: €49,978**

**Pay Discrimination Gap: €4,134 (7.64%)**

**Alex** started teaching in September 2019. She holds a Primary Degree (Honours) and a Professional Masters in Education (PME Honours)

Under the 2010 pay scale as it evolved her gross earnings would be €36,985 + €1,236 + €5,496 (point 3 + H. Dip + Hons PME allowance)

**Salary: €43,717**

Her actual salary (September 2019 point 1)

**Actual Salary: €36,953**

**Pay Discrimination Gap: €6,764 (15.47%)**

Note: Gap will narrow in future years due to increment skips at points 4 and 8 of scale. On current figures, the pay discrimination gap looks like it will be approximately 10% in her first ten years of teaching.

**Notes:**

Calculations based on gross figures for salary and allowances.

Taxation measures such as changes to USC, pension levy etc. not included as these applied to all public servants including new entrants.

Incremental freezes applied to all public servants have been taken into account.

Incremental freezes applied specifically to ASTI members due to industrial action have been excluded from the calculations.

Stand up for  
teaching – Vote YES  
to industrial action  
for equal pay

New teachers' pay  
was cut in 2011  
and again in 2012.  
Teachers continue  
to suffer the  
consequences.

Let's make the final push to Bridge the Pay Gap!

Vote YES  
to end pay  
discrimination

The closing date for  
receipt of ballot papers  
in ASTI Head Office  
is 5:30 p.m. on  
Thursday 19<sup>th</sup> March.  
Please make sure  
you return your  
ballot papers early.  
Post can take  
several days.

## **ASTI Equal Pay for Equal Work campaign – WHAT DOES A YES VOTE MEAN?**

A YES vote in this ballot will mean that ASTI will renew its mandate to engage in industrial action up to and including strike action, for equal pay, to be taken in conjunction with one or both of the other teacher unions. This will strengthen our position significantly in our dealings with a new Government and within the wider trade union movement. It will signal that the ASTI will use all means at its disposal to bring an end to this vindictive and reckless injustice that afflicts the teaching profession.

## **ASTI Equal Pay for Equal Work campaign – CONSEQUENCES OF THE PAY GAP**

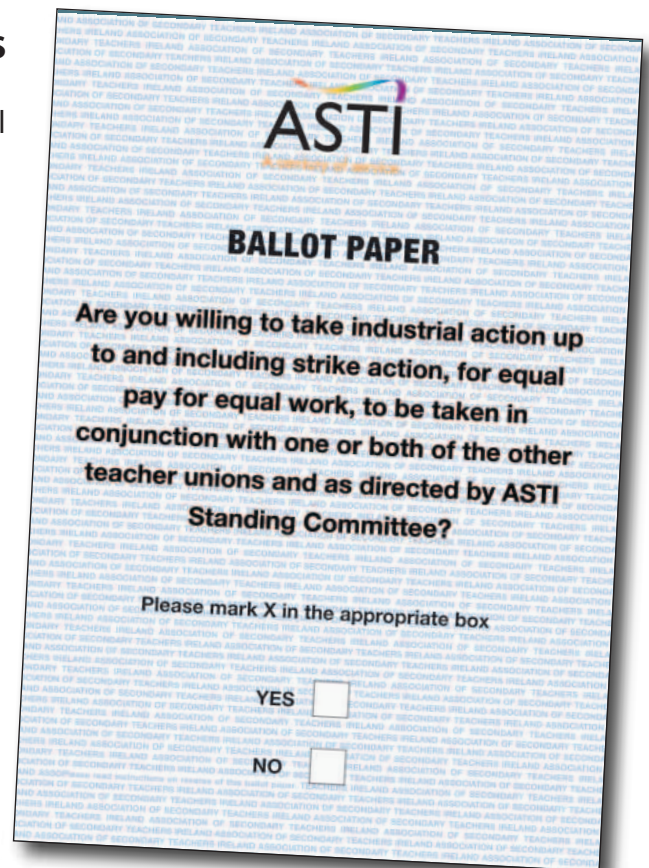
The pay gap that is in place is unfair and destructive. By cutting and devaluing new-entrant pay and conditions the Government has undervalued the profession. Lesser paid teachers endure stress and a constant struggle to make ends meet. Many have left or are leaving the job they love. The recruitment and retention crisis is growing unabated. Morale among those who entered since 2011 is at an all-time low. This destructive policy will see our schools' performance plummet. Teachers and the students they teach deserve better.

## **Ballot arrangements**

Ballot papers will arrive in schools in early March. School stewards/returning officers are being asked to distribute and collect the ballot papers between 10<sup>th</sup> and 16<sup>th</sup> March. Members also have the option of returning their ballot papers directly to ASTI Head Office. All ballot papers must be received by ASTI Head Office before 5:30 p.m. on Thursday 19<sup>th</sup> March.

## **Who gets to vote?**

All members, except retired/honorary life/emeritus members are entitled to vote in the ballot. Retired/honorary life/emeritus members do not vote in ballots on industrial action.



**Defend the Profession - Ensure that you vote**

**Please vote YES in this ballot.**

Deliver a strong message that unacceptable pay discrimination within the teaching profession must end.