

# 5 reasons to end scandalous pay inequality for new teachers.

**How the government treats your child's teacher reflects how much they care about your child.**



**ASTI – the campaign continues**

**EQUAL PAY FOR EQUAL WORK**

**Fairness for teachers  
Quality education for your child**

## Still the scandal continues

Through continuing savage wage cuts and other unjust measures, the government has made it impossible for new-entrant teachers to earn a decent living and, alarmingly, for schools to recruit new teachers. That means the government is knowingly damaging your child's education and future. ASTI has spearheaded a dynamic campaign to have this reckless injustice reversed.

- We refused to accept any proposals that emerged that failed to bridge the pay inequality gap

- We took strike action in 2016, seeking to have the injustice resolved
- In taking strike action, ASTI members endured the full force of emergency legislation (FEMPI) imposed upon them (pay freezes, increment freezes, withholding of supervision and substitution payments etc.) even though the crisis had long since been declared over by senior government ministers

The ASTI campaign has secured some important gains since the debacle began in 2011, but the shocking discrimination that remains must end.

## Here are 5 powerful reasons why equal pay for equal work must be restored

### 1. Punishing new teachers was a senseless act from the start

In 2011 and again in 2012, vicious pay cuts and the slashing of essential allowances for new-entrant teachers were imposed by Government. There was no negotiation with teacher unions. There was no thinking-through of the catastrophic consequences that ASTI predicted would happen.

### 2. The pay gap is vindictive, damaging and divisive

As we forecast in 2011, an alarming gap between the salary of new-entrant teachers and those who entered the profession earlier has opened up. Two teachers, with identical qualifications, working side by side, can be earning vastly different amounts throughout their careers. This is divisive, unfair and destructive.

### 3. It damages education in Ireland

Ireland's second-level schools have performed impressively in international comparisons. We must ensure that this continues. But these destructive policies will see our schools' performance plummet.

Teachers are the standard bearers for schools. But every month – unable to meet the cost of living – many are being pushed out. Morale among those who entered since 2011 is at an all-time low.

### 4. It damages your child's chances

Your child's teacher is a dedicated and committed professional who has chosen teaching as a passionate vocation. But cutting and devaluing their pay and conditions undervalues the work they do with your child. It causes stress and a constant struggle to make ends meet. Teachers are leaving the job they love. An enormous brain drain has occurred. Your child deserves better.

### 5. Teacher recruitment is in crisis

When government treats highly-trained professionals like cut-price labour, it causes even more problems. Your local school now finds 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. Many students have no qualified teachers in key subjects.

**It ends NOW**

The outrageous discrimination against newer teachers stops here – we must remove this massive barrier to teacher recruitment and retention and we must properly support children's quality education.

**Vote for your child's education.**

Vote for candidates who support equal pay for your child's teachers.

**ASTI**  
A century of service

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**#equalpayforequalwork**