

Haddington Road Agreement update

- **Increments, pay to be restored**
- **New supervision and substitution arrangements**

In December 2013, ASTI members voted to accept the Haddington Road Agreement, including new proposals negotiated by the ASTI.

Sixty-four percent of members participated in the ballot.

The ASTI has written to the Labour Relations Commission to formally register the ASTI's acceptance of the Agreement. The ASTI's industrial action directives have now been withdrawn.

Changes to pay

Under the Haddington Road Agreement, all public servants earning over €65,000 have had their pay cut with effect from July 1, 2013. Because ASTI members were outside the Agreement some members experienced an extra pay cut since July 1, 2013 (because under the Haddington Road Agreement the amount of the pay cut applied to those on a salary of over €65,000 is reduced by up to €1,769).

Following negotiations between the ASTI and the Department of Education and Skills it has now been agreed that any pay lost due to the "extra" pay cut will now be refunded to ASTI members affected. The ASTI is seeking the earliest possible refund which in some cases could amount to almost €900 gross. This means that there is no extra loss of pay for ASTI members as a result of the industrial relations dispute.

Also, under the Haddington Road Agreement the amount of the pay cut applied to those on a salary of over €65,000 is reduced by up to €1,769 for all teachers. This is due to the representations made by the teacher unions that some teachers would have their pay cut twice under the Haddington Road Agreement. In addition, no teacher's salary will drop below €65,000 as a result of the Haddington Road Agreement pay cut.

See inside for details of pay cuts and pay restorations due under the Haddington Road Agreement.

Incremental dates restored

Because ASTI members were outside the Haddington Road Agreement, the Government imposed a freeze on any incremental pay increases due to ASTI members since July 1, 2013. Following negotiations between the ASTI and the Department of Education and Skills, this freeze has now been lifted. ASTI members' original incremental salary increase dates will be restored. Any pay lost since July 1, 2013, due to the incremental freeze will now be restored. The Department has agreed that ASTI members will be placed on the correct incremental points in early February 2014. Approximately 50 per cent of ASTI members had been due to get incremental salary increases on various dates since July 1, 2013. Amounts due to members vary depending on their point on the incremental salary scale, but could be in the region of several hundred euro gross. The ASTI is seeking the earliest possible refund of this pay.

New teachers' pay scales implemented

Since July 1, 2013 revised salary scales have been in place for teachers covered by the Haddington Road Agreement who entered teaching since January 1, 2011.

Following negotiations between the ASTI and the Department of Education and Skills, it has now been agreed that ASTI members who were appointed since January 1, 2011 will be refunded any losses in pay incurred since July 1, 2013 as a result of being outside the Haddington Road Agreement.

Refunds will vary from member to member and will be in the range of €450 gross to €1,500 gross. It is intended that teachers will be placed on the correct salary scales in February.

See inside for revised new salary scales for teachers who entered teaching on or after January 1, 2011.

S&S and part-time teachers

Casual teachers:

will be paid an hourly rate for teaching and substitution.

Job-sharing teachers & Fixed-term teachers:

(regular part-time and non-casual part-time contracts are fixed-term contracts)

Further discussions with the Department of Education and Skills and management bodies on S&S arrangements for these teachers are due to take place. Most likely S&S arrangements for such teachers will be on a pro-rata basis.

Supervision before or after school is counted as part of teachers' annual S&S requirement. See the ASTI/JMB/ACCS/IVEA Guidelines on S&S at www.asti.ie

Supervision and substitution

Under the latest Haddington Road Agreement the following supervision and substitution arrangements apply:

- ◆ There is no allowance payable for supervision and substitution.
- ◆ Teachers will be placed on the substitution rota for five class periods a week (rather than three, as was the case).
- ◆ The annual cap on supervision and substitution delivery will be 43 hours (rather than 37 hours, or 49 hours for new entrants, as was the case).
- ◆ The annual cap for job-sharing teachers will be 21.5 hours.
- ◆ The weekly cap on supervision and substitution will increase from 1 hour 30 minutes to 3 hours (the extra time can only be used for substitution).
- ◆ Uncertified sick leave may now be covered by S&S and from the 2014/15 school year the first day of force majeure leave may be covered.

In order to facilitate this change, the new rostering arrangements will not be implemented until January 20th, 2014.

There should be consultation between the Principal and staff on S&S rostering, in line with the previous S&S circular, Circular PT 01/03 - see www.asti.ie. This circular states "Supervision duties should be timetabled over the course of the school year. Residual hours available after the timetabling of supervision will be made available for substitution". Further details on assessing the school's S&S requirements and allocation of teachers to meet these requirements are available in the ASTI/JMB/ACCS/IVEA Guidelines on S&S - see www.asti.ie.

Members who participated in supervision and substitution between the start of the school year and January 2014 will have these hours offset against the annual 43 hours requirement for 2013/14.

Talks between the teacher unions and the management bodies on a fair system of rostering of supervision and substitution duties will begin on January 14th.

Opting out of supervision and substitution

Members who did not receive an allowance for supervision and substitution on a pensionable basis in the 2012/13 school year have the option of opting out of supervision and substitution duties. If such a teacher opts out of S&S duties, a reduction of €1,769 will be applied to their annual salary. This deduction applies from January 1st, 2014. There will be no deduction for the period July 1st, 2013 to January 2014 (the Haddington Road Agreement was implemented on July 1, 2013).

Members availing of the supervision and substitution opt out must fill out a Department of Education and Skills form and return it to their principal. This form will be issued to schools during the week beginning January 13th, 2014. The opt-out form must be returned to the school principal before the end of February.

Members who are eligible to opt out and who have not yet made a decision about supervision and substitution must continue to do supervision and substitution until they have submitted formal notification of their final decision.

Having formally opted in or out, the decision of the member will be irrevocable.

The Department has agreed that in the event of a member opting out of S&S and retiring before the end of the HRA grace period (August 31, 2014) the S&S opt-out reduction will not affect their pension or lump sum.

More information on supervision and substitution arrangements under the Haddington Road Agreement is available at www.asti.ie.

Extra hours

During the negotiations, the ASTI sought and received confirmation from the Department that **the only extra hours of work which can be required of ASTI members arising from the Haddington Road Agreement are:**

- ◆ **The 33 hours “Croke Park” hours**
- ◆ **The 43 hours of supervision and substitution**

Therefore the Haddington Road Agreement cannot be used in order to place any extra working time requirement on ASTI members over or above those stated above.

Members should note that previous commitments in relation to parent-teacher meetings and staff meetings (agreed under the Sustaining Progress social agreement) still apply - see Circular M58/04.

Following the latest Haddington Road Agreement negotiations it was agreed that a review of the usage of the Croke Park hours will take place in 2014 with a view to improving the utilisation of these hours, including the usage of the hours by individuals, groups and on a whole-school basis. Any changes will be implemented in September 2014.

Redeployment

Following the ASTI's acceptance of the Haddington Road Agreement, the redeployment scheme continues to operate. This means there is no possibility that a permanent teacher in an over quota school who is paid by the Department of Education and Skills or an ETB will be made redundant during the lifetime of the Haddington Road Agreement. The Deputy General Secretary is the ASTI Advisor to the redeployment scheme. The first redeployment scheme meeting for 2014 will take place in January.

Additional promotional posts

There is currently a moratorium on appointments to promotional posts in the public service, including posts of responsibility in schools. However, as part of the latest Haddington Road Agreement negotiations the ASTI received a commitment that the alleviation arrangements for posts of responsibility under the Agreement would mean the appointment of 425 Assistant Principal posts at second level in the current school year and further appointments in September 2014.

A Circular detailing the implementation of the additional posts will be issued to schools in the coming weeks.

Improvements for fixed-term/ temporary teachers

The idea for a panel for permanency for fixed-term/ temporary second-level teachers first emerged from an ASTI Annual Convention some years ago. Under the Haddington Road Agreement, it was agreed that a panel would be established to enable temporary teachers who meet certain criteria to access permanent teaching vacancies.

It was also agreed that an Expert Group be established to consider and make recommendations on addressing the problem of the high level of fixed-term/ part-time contracts at second-level. The Expert Group will have its first meeting in the coming weeks.

ASTI members to get CIDs after three years

The ASTI sought to ensure that the high level of temporary and part-time contracts in second-level teaching was addressed in talks on the Haddington Road Agreement.

The ASTI has run a long campaign on this issue and raised it again during the first and second round of negotiations on the Haddington Road Agreement and in the recent ASTI negotiations. Under the Haddington Road Agreement, temporary teachers are eligible for a contract of continuous duration after they have completed their third year of continuous service in a school (previously teachers had to have four years of continuous service completed).

The ASTI is now seeking to ensure that ASTI members who already meet the three years continuous service criterion (implemented under the Haddington Road Agreement on July 1, 2013), and who are eligible for a CID, are awarded their CID as a matter of urgency. Relevant teachers should now discuss this matter with their school principal in the first instance.

Further information updates on the implementation of the Haddington Road Agreement will be posted on the ASTI website - www.asti.ie

Q&As on the implementation of the Haddington Road Agreement

From what date does the new S&S scheme apply?

Current arrangements in relation to S&S rostering continue to apply until January 20th. This means that schools should continue to operate the S&S rota that applied in the last term. After January 20th, all teachers (other than those eligible to opt out – see below) will be required to adhere to the new S&S scheme.

Will I be paid for S&S duties completed since the start of the school year?

No. The Haddington Road Agreement applies from July 1, 2013 and, therefore, S&S duties performed since that date form part of the S&S requirement under the Haddington Road Agreement, which does not attract an allowance.

Will the S&S duties I have already completed this school year count towards my overall commitment?

Yes, any S&S duties completed between the beginning of the school year and January 20th will be offset against your overall S&S requirement for the 2013/2014 school year. So if, for example, you completed 13 hours of S&S in the last term, your maximum commitment for the remainder of the year will be 30 hours.

Can I opt out of S&S?

Only teachers who were not doing S&S on a pensionable basis during the 2012/2013 school year have the option to opt out of doing S&S. If such a teacher opts out of S&S duties, a reduction of €1,769 will be applied to their annual salary. This deduction applies from January 1, 2014.

How do I opt out of S&S?

The Department of Education and Skills is currently developing a form which teachers who wish to opt out of S&S duties must complete. Pending the issuing of this form, eligible teachers who wish to exercise their right to opt out of S&S duties should put this in writing to the school principal. Once the principal is informed, the teacher should not be placed on the S&S rota.

Will I receive the increment I was due after July 1?

Yes. Because ASTI members have now accepted the Haddington Road Agreement, the freeze on increments imposed since July 1, 2013 has been lifted for all those earning below €100,000.

All those earning under €100,000 are due their first increment payable after July 1, 2013. Incremental progression will be retrospective to July 1, 2013, meaning affected teachers will have their salary adjusted from that date and may be due a rebate.

Under the Haddington Road Agreement, teachers will have a delay in the payment of their next increment or next two increments, depending on their earnings - see table inside for details.

I am a new entrant to teaching; does acceptance of the Haddington Road Agreement mean I will move to a different salary scale?

Under the Haddington Road Agreement new salary scales are applicable for post-2011 and post-Feb-2012 entrants to teaching.

These new scales apply from July 1, 2013 so if you are a 'new entrant' your salary will be adjusted from that date and you may be due a rebate as well as an adjustment in salary.

My salary is over €65,000 and I have taken a pay cut; does acceptance of the Haddington Road Agreement affect that cut?

If you were subject to the cut in salary for those on salaries above €65,000, the amount of this cut will be reduced by up to €1,769 under the Haddington Road Agreement.

In addition, there is a commitment in the Haddington Road Agreement that the pay cut will be restored to those earning under €100,000 in two equal phases, on 1st April 2017 and on 1st January 2018.

Answers to more questions on the implementation of the Haddington Road Agreement are available at www.asti.ie.

33 'Croke Park' Hours

Following discussions between the ASTI, TUI, Department of Education and Skills and the management bodies, it is agreed that schools should continue to operate the 33 Croke Park hours for the rest of the year as set out in the school's original calendar/year programme. However, schools should prioritise parent-teacher meetings where they have been deferred from the autumn term and this can be done by adjusting this calendar. The original school scheduling of the 33 hours should have taken place in consultation with staff.

Improved salary scales for new entrants

Under the Haddington Road Agreement, ASTI negotiated new salary scales to apply to post-January 2011 and post-February 2012 entrants to teaching.

The new scales (below) apply from July 1, 2013.

Post-January 2011 scale

Point	Existing scale	New scale
1	€27,814	€27,814
2	€28,775	€28,775
3	€29,737	€30,702
4	€30,702	€31,924
5	€32,198	€33,168
6	€33,168	€34,136
7	€34,136	€36,576
8	€36,576	€37,795
9	€37,795	€39,251
10	€39,251	€40,700
11	€40,700	€42,160
12	€42,160	€43,380
13	€43,380	€44,996
14	€44,996	€44,996
15	€44,996	€44,996
16	€44,996	€47,225
17	€47,225	€47,225
18	€47,225	€47,225
19	€47,225	€47,225
20	€47,225	€50,170
21	€50,170	€50,170
22	€50,170	€50,170
23	€50,170	€53,423
24	€50,170	€54,339
25	€53,423	€55,514

Post-February 2012 scale*

Point	Existing scale	New scale
1	€30,702	€30,702
2	€32,198	€33,168
3	€33,168	€33,950
4	€34,136	€36,576
5	€36,576	€37,795
6	€37,795	€39,251
7	€39,251	€40,700
8	€40,700	€42,160
9	€42,160	€43,380
10	€43,380	€44,996
11	€44,996	€44,996
12	€44,996	€44,996
13	€44,996	€47,225
14	€47,225	€47,225
15	€47,225	€47,225
16	€47,225	€47,225
17	€47,225	€50,170
18	€50,170	€50,170
19	€50,170	€50,170
20	€50,170	€50,170
21	€50,170	€53,423
22	€53,423	€53,423
23	€53,423	€53,423
24	€53,423	€58,765
25	€53,423	€59,940

*Post-February 2012 entrants do not receive qualification allowances

Future pay commitments under the Haddington Road Agreement

Commitment to restore higher pay cut amount

1st April, 2017:

Commitment to restore half of pay cut amount to annual salary

1st January, 2018:

Commitment to restore remaining half of cut amount to annual salary

Commitment to increase salary of all teachers

1st April 2017:

Commitment to include an additional pensionable payment of €796 in the incremental scale for all teachers

1st April 2018:

Commitment to include a further additional pensionable payment of €796 in the incremental scale for all teachers.

Pay changes under the Haddington Road Agreement

<p>Higher pay cut</p>	<p>5.5% cut if earning above €65k from July 1, 2013 8% cut on earnings above €80k from July 1, 2013</p>
<p>Cut reduction</p>	<p>Higher pay cut amount reduced by up to €1,769 per annum</p>
<p>Restoration</p>	<p>April 2017: commitment to restore half of cut amount to annual salary January 2018: commitment to restore remaining half of cut amount to annual salary</p>
<p>Increments</p>	<p>The increment due after July 1, 2013 will be paid to all earning below €100k. (Increments will be unfrozen with effect from 1st July, 2013; any loss of pay due to ASTI industrial relations dispute will be restored)</p> <p>Salary less than €35k: One three-month delay in payment of the next increment, meaning a permanent three-month delay in increments</p> <p>Salary €35k – €65k: Three-month delay in payment of the next two increments, meaning a permanent six-month delay in increments</p> <p>Salary €65k – €100k: Six-month delay in payment of the next two increments, meaning a permanent 12-month delay in increments</p> <p>Salary above €100k: Three year freeze in increments</p>
<p>New teachers' pay</p> <p>From the commencement of the Haddington Road talks, the ASTI insisted that the gap in the salary scales for newly appointed teachers be addressed.</p>	<p>Revised pay scale for new teachers backdated to July 1st 2013 - see over.</p> <p>The loss of pay since July 1, 2013 due to the late implementation of the Haddington Road Agreement will be restored</p> <p>2011 entrants: average increase of €1,000 per year; top of scale increase of €2,000 per year 2012 entrants (and after): average increase of €2,000 per year, top of scale increase of €6,500 per year.</p>