

Ballot on Public Service Agreement 2024-2026

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The ballot of ASTI members on **Public Service Agreement 2024-2026** will be conducted in March 2024.

The ASTI Central Executive Council has adopted the following motion:

That ASTI ballot its members on the proposed 'Public Service Agreement 2024-2026' without recommendation.



Message from ASTI President

Dear Member,

The ICTU Public Services Committee recently reached an agreement on a successor to the Building Momentum Public Sector Agreement. ICTU affiliated unions are currently balloting their members on the Public Service Agreement 2024-2026. The outcome of unions' ballots will be brought to a meeting of the

Public Services Committee on 25th March and an aggregate vote will decide if the agreement is accepted or rejected.

At its meeting on February 10th, the ASTI Central Executive Committee decided to put the proposals to a ballot of ASTI members without a recommendation. The democratic process will allow all ASTI members the opportunity to express their views.

This Nuacht outlines the Public Service Agreement 2024-2026 and presents a list of *For* and *Against* for you to consider. It is vital that whatever decision we make, it is an informed one.

The Public Service Agreement 2024-2026 is about your pay and your terms and conditions. I urge you to vote and to remind your colleagues to do likewise, so that the final decision is a true reflection of ASTI members' position.

Finally, please ensure your ballot paper is returned to Head Office on time. Post can take a number of days and every member's vote is equally important.

With kind regards,

Geraldine O'Brien, President



Ballot material will
arrive in schools at
the beginning of
March.

Completed ballot
papers must be
returned by **5.30pm**
on Wednesday
March 20th.

HAVE YOUR VOICE HEARD

The pay terms of the new agreement are valued at 10.25% over 2.5 years.

Context

A new public sector pay agreement has been negotiated and was published on Friday 26th January 2024. The Public Services Committee of ICTU agreed a set of priorities prior to the negotiations: that any new agreement would address the rising cost of living, that it would contain provisions to allow for the normalisation of industrial relations, that it would contain a measure to stabilise the agreement through the inclusion of a local bargaining clause, and that proposals for future proofing public services would be considered.

What are the pay proposals?

If the agreement is ratified, the following pay adjustments will apply over the lifetime of this agreement: **1st January 2024 – 30th June 2026.**

2024	2025	2026
<ul style="list-style-type: none">• 2.25% or €1,125, whichever is greater with effect from 1st January 2024.• 1% with effect from 1st June 2024.• 1% or €500, whichever is greater, with effect from 1st October 2024.	<ul style="list-style-type: none">• 2% or €1,000, whichever is greater, with effect from 1st March 2025.• 1% with effect from 1st August 2025.	<ul style="list-style-type: none">• 1% or €500, whichever is greater, with effect from 1st February 2026.• 1% with effect from 1st June 2026.

Local Bargaining:

The first instalment, equivalent to 1% of the basic pay cost, will be implemented on 1st September 2025 and the balance of a further 2% of the basic pay cost will fall to be addressed in any successor pay agreement.

The Central Executive Council of ASTI met on the 10th February, 2024.

It decided that ASTI ballot members on the proposed 'Public Service Agreement 2024-2026' without recommendation.

Completed ballot papers must be received by
5.30p.m. on Wednesday, 20th March.

Ballot material will arrive in schools in early March. The ASTI is requesting School Stewards to distribute and collect ballot material promptly to ensure completion and return by the closing date.

Post can take a number of days.
Please post early to ensure your vote is counted.

The ballot paper asks: Do you accept the proposals set out within
Public Service Agreement 2024-2026?

For further information visit www.asti.ie

Frequently asked questions

Do the pay improvements apply to allowances?

Yes. The increases would apply to pensionable allowances.

How do lower paid teachers benefit more?

In percentage terms, the proposed adjustments, including the local bargaining element, are worth an additional 10.25% between January 2024 and the beginning of July 2026. The floor payments (€500, €1000 and €1,125) mean that those on lower incomes will receive a larger percentage increase than higher paid staff.

When would I receive the 2.25% increase backdated to January 2024?

If the proposals are accepted, the first additional increase of 2.25% will be backdated to 1st January 2024. This would appear in pay packets as a 'lump sum' back-payment after the agreement is ratified. This would likely be in April 2024.

What about part-time teachers, job-sharers, etc?

If the proposals are accepted, pay adjustments will be delivered through revised pay scales. Part-time teachers and others who do not work full-time hours will get pro-rata adjustments based on the number of hours they work.

Are there any productivity measures in the proposed agreement?

There are no additional productivity measures in the proposed agreement related to the general pay round increases, which amount to 9.25%. It reaffirms the provisions of previous agreements, including as set out in Chapter 1 of "Building Momentum – A new public service agreement, 2021-2022", as extended in 2022.

What is meant by local bargaining?

A local bargaining clause is different to the sectoral bargaining arrangements that were included in *Building Momentum*.

Employers and trade unions may negotiate additional changes in rates of pay and/or conditions of employment up to a maximum of 3% of the basic pay cost, inclusive of allowances in the nature of pay, of the particular grade, group or category of employee or bargaining unit. This may include proposals involving changes in structures, work practices or other conditions of service.

Detailed arrangements for local bargaining units will be agreed by the parties by 30 June 2024.

Local negotiations within sectors concerning proposals will take place between July 2024 and June 2025. The parties will endeavour, to the greatest extent possible, to reach agreement through direct negotiation.

Implementation of adjustments will be on a phased basis. The first instalment, equivalent to 1% of the basic pay cost, will be implemented on 1 September 2025 and the balance will fall to be addressed in any successor pay agreement.

This process will provide opportunities for specific groups, grades and categories, including teachers, to deal with issues of particular concern, including structural changes, and to have those addressed through the additional 3% secured under the terms of the new agreement.

While 1% is payable on 1st September 2025, the remaining balance of 2% will be due to be implemented during the term of the next successor agreement.

What is the duration of the proposed agreement?

The proposed agreement is for 30 months – from 1st January 2024 to 30th June 2026.

What may happen if inflation and the cost of living was to grow exponentially again during the agreement?

The review mechanism that was used to secure the adjustments in the proposals from the Workplace Relations Commission (August 2022) regarding the review and extension of the Building Momentum Agreement remains in place and could be triggered again.

Who gets to vote?

All ASTI members are entitled to vote in this ballot.

Have your voice heard.


ASTI
A century of service

Is the ASTI making any recommendation to members on how to cast their votes?

No, ASTI is not making any recommendation to members on how to cast their vote.

What happens after the ballot?

The 19 affiliate unions of the Public Services Committee of ICTU are undertaking ballots. The Public Services Committee will meet on the 25th March to aggregate the results of all ballots, after which the ICTU Public Services Committee will accept or reject the package based on aggregated union ballot results.

The ICTU Public Service Committee (PSC) represents all 19 ICTU-affiliated unions with members in the civil and public service. It decides through a weighted aggregate of the outcomes of all the union ballots, which means the voting strength of each union is determined by the number of members it has in the civil and public service.

What does a NO vote mean?

The ASTI is affiliated to the Irish Congress of Trade Unions (ICTU). ICTU's policy on public sector pay is decided by an aggregate vote of all affiliated unions representing public sector workers. That decision will be taken on 25th March, 2024. Unions can choose whether to be bound by a public sector agreement. If the ASTI rejects *Public Service Agreement 2024-2026* and engages in industrial action which is interpreted as repudiation of the agreement, then ASTI members cannot avail of the terms of the agreement. Rejection of a public sector agreement does not necessarily mean repudiation. Repudiation may be interpreted as industrial action which is deemed to breach the Agreement. If the ASTI rejects *Public Service Agreement 2024-2026*, but does not repudiate any of its terms, then the agreement will be applicable to its members.

How will an overall decision on accepting or rejecting the proposals be reached?

Individual ICTU-affiliated unions representing public servants are now consulting with their members and arranging ballots. The unions will meet to take a collective decision on whether to accept or reject the package on Monday 25th March. Voting at that meeting will be weighted to reflect the number of public servants that each union represents.

Is there a 'no strike' clause?

Yes. Every public service agreement has included restrictions on industrial action. The agreement sets out a simplified dispute resolution process, compared to the previous *Building Momentum* agreement, including an 'industrial peace' clause.

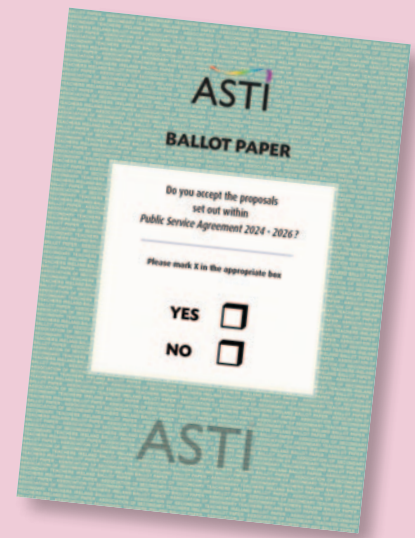
Guidance for School Stewards

Ballot material and instructions for conducting this school-based ballot are being sent to School Stewards. In addition, an instructional video for School Stewards is available on the ASTI website (www.asti.ie). Completed ballot papers must be received by **5.30p.m.** on **Wednesday 20th March**. The ASTI wishes to thank School Stewards for the distribution and collection of ballot material in their schools. School Stewards play a vital role in ensuring ASTI ballots are conducted in an efficient and transparent manner. It is vital that all members who are entitled to vote, participate in the ballot. Please ensure your ballot papers are returned by **5.30p.m.** on **Wednesday 20th March 2024**.

Reasons to vote NO to Public Service Agreement 2024-2026

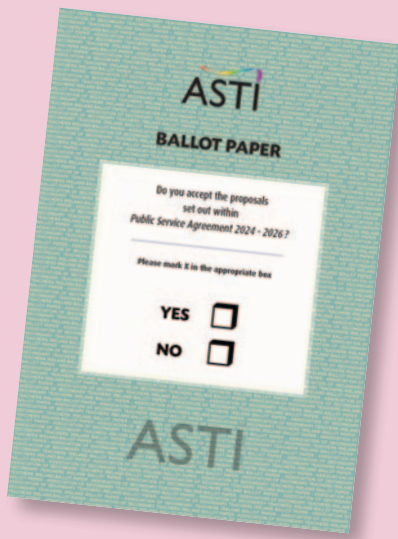
Reasons to vote NO

- The proposals do not compensate for losses arising from inflation that occurred during the Building Momentum Agreement. The Central Statistics Office figures for increases in the Consumer Price Index (CPI) are 5.5% (2021), 8.2% (2022) and 4.6% (2023) making a cumulative total of 18.3%. Pay increases across the same period, including those applied for the extension of the Building Momentum Agreement, amounted to 9.5% (including 1% sectoral bargaining).
- It is uncertain that the percentage increases on offer within the Public Service Agreement 2024-2026 will match inflation over the lifetime of the agreement and will not compensate for losses to date. The Department of Finance's Economic and Fiscal Outlook (Autumn 2023) forecasts increases in the Consumer Price Index (CPI) of 2.9% (2024), 2.1% (2025) and 2.0% (2026). Taking the 18.3% rate of inflation across the period of the Building Momentum Agreement against the pay increases of 9.5% awarded left a shortfall of 8.8%. With forecast inflation of circa 7% across the period of the Public Service Agreement 2024-2026 counterbalanced by pay increases of 9.25% (10.25% including local bargaining), a shortfall of 5.55% – 6.55% exists.
- There are issues addressed in the agreement that are not applicable to teachers. Some of the issues the ASTI raised were not addressed.
- The agreement does not address the issue of equal pay for post 2011 teachers or the restoration of incremental dates for ASTI members who had their points on the scale frozen and consequently adjusted during the ASTI/DES dispute of 2016/2017.
- The local bargaining element of the agreement may include proposals involving changes in structures, work practices or other conditions of service.
- The Public Service Agreement 2024-2026 does nothing to address the serious inadequacies inherent in the Single Public Service Pension Scheme.
- The Public Service Agreement 2024-2026 requires cooperation and engagement with the Government's reform agenda as set out in the Appendix and links curricular and assessment reform with teachers' pay. Unions are prohibited from taking industrial action on matters covered by the Agreement.



The ballot paper asks:
Do you accept the proposals set out within Public Service Agreement 2024-2026?

The closing date for receipt of ballot papers in ASTI Head Office is **5.30pm on Wednesday 20th March**. Please make sure you return your ballot papers early.
Post can take several days.



The ballot paper asks:
Do you accept the proposals set out within Public Service Agreement 2024-2026?

The closing date for receipt of ballot papers in ASTI Head Office is **5.30pm on Wednesday 20th March**. Please make sure you return your ballot papers early. Post can take several days.

Reasons to vote YES to Public Service Agreement 2024-2026

Reasons to vote YES

- The proposed agreement would, by 1 June 2026, see teachers' salary scale points and allowances increasing upwards of 10%, with slightly higher increases earlier on the salary scale due to the series of flat rate payments for workers who earn less than €50,000. The first proposed uplift of €1,125 or 2.25% (whichever is greater) would be backdated to 1 January 2024.
- The negotiating team of the Public Services Committee of ICTU has advised affiliates that the pay terms of the new agreement, valued at 10.25% over 2.5 years, represents the "absolute maximum achievable" through negotiations at this time, and the outcome of a challenging negotiations process, which commenced at the end of November 2023.
- Local bargaining terms included in the agreement would allow trade unions to negotiate outcomes up to an additional 1% in this agreement (2% in a successor agreement – 3% overall) of payroll costs, inclusive of allowances. The proposed agreement provides for a local bargaining fund for ASTI claims. Subject to successful negotiation, this could allow ASTI to progress a number of priorities set by ASTI Annual Conventions over many years.
- At the insistence of the union negotiating team that the industrial relations climate be normalised, the Government has agreed to repeal section 4(2) of the FEMPI No. 2 Act 2009 upon ratification of this agreement. Consequently, the proposed agreement contains a simpler dispute resolution process.
- A commitment has been secured to ensure that the pay increases will be applied to public service pensions for the duration of the agreement. In the main, this means that pension payments will be adjusted in line with pay adjustments for serving teachers. Pensions are adjusted in line with inflation (the Consumer Price Index, or CPI) in the case of the Single Public Service Pension Scheme, which applies to all teachers who entered public service employment on or after 1st January 2013.
- The initiatives with which there is a requirement to cooperate and/or engage with under the Government's reform agenda are set out in the Appendix to the Agreement. These are similar to provisions within previous public service agreements and subject to the same negotiation and consultation processes with teacher unions.

Summary and Key excerpts from Public Service Agreement 2024 -2026

Chapter 1:

Context:

Against the backdrop of the current economic and fiscal context, this agreement is an extension of the framework of public service agreements, including the most recent agreement (the Building Momentum Agreement).

[The Agreement further states]

This agreement underpins the continued delivery and development of modern worldclass public services and seeks to achieve a balanced approach that rewards the ongoing efforts of public servants to support the delivery of public services in the context of increasing global competition while ensuring a responsible approach to the management of the public finances in the public interest.

Chapter 2:

Public Sector Transformation:

The parties acknowledge that the extensive provisions of previous public service agreements provide a comprehensive enabling framework for sustained transformation of our public services. In making this Agreement, the parties re-affirm the provisions of those previous agreements, including as set out in Chapter 1 of “Building Momentum – A new public service agreement, 2021-2022”, as extended in 2022.

This Agreement reflects a commitment by the parties to build on the achievements that have been made in every facet of the public service in recent years. In making this Agreement, parties strive to address current and future challenges, which include:

- continuing to support the delivery of the Government’s key national reform plans and initiatives as set out in the Appendix;
- managing the national response to changing demographics, external international challenges and climate change;
- tackling the larger societal challenges affecting public services and those delivering them by driving improvement through collaboration and use of emerging technologies; and
- continuing to develop and support a more diverse, inclusive, skilled and agile public service that is responsive to the evolving needs of customers, communities and businesses in an increasingly digital society.

In implementing this Agreement, all parties are committed to promoting inclusion, wellbeing and equality across the Public Service. In recognition and support of this, organisational strategies will continue to be reflective of this in terms of policies, practices and goals.

Better Public Services – The Public Service Transformation 2030 Strategy

Acknowledging the progress that has been made in recent years, continued reform across the public service remains a key priority for Government. The ability to respond to change is critical to ensuring that the parties achieve our shared goal of delivering better public services.

The parties note that “Better Public Services – The Public Service Transformation 2030 Strategy” has been published, setting out a framework for transformation for the years ahead. This strategy builds on the progress made under “Our Public Service 2020”. The new framework is structured to support the achievement of an overarching goal to deliver better public services. This goal will be realised through the implementation of actions in line with three core themes:

- Digital and Innovation at Scale;
- Workforce and Organisation of the Future; and
- Evidence-informed policy and services designed for and with our public.

CONTEXT

PUBLIC SECTOR TRANSFORMATION

ACTION PLANS AND PROGRESS REPORTS

The parties agree to work closely to achieve the goal of delivering better public services.

This will require cooperation and engagement with all elements of the Government's Public Service Reform agenda. This includes the key documents, strategies and frameworks set out in the Appendix.

Innovation and Digital Transformation for Service Delivery

The parties acknowledge that national competitiveness will depend on the degree to which Ireland can successfully embrace and adapt to developments to do with digitalisation and artificial intelligence (AI). The parties further agree that the public service must play its part in taking a lead role.

Building on commitments made in previous agreements, the parties will continue to embrace and support transformation through the use of technology.

- "Harnessing Digital – The Digital Ireland Framework" sets out an ambitious target of 90% of applicable services to be consumed online by 2030. This is also identified as a priority action area in "Connecting Government 2030: A Digital and ICT Strategy for Ireland's Public Service".

Action Plans and Progress Reports

Under the previous agreement, sectoral management in consultation with unions and representative associations developed and reported on Action Plans linked to the transformation agenda. These plans set out objectives, deliverables, and timelines that were measured and tracked via Progress Reports.

Action plans linked to the reform agenda outlined throughout this Chapter and its Appendix will be developed by sectoral management in consultation with unions and representative associations in each of the relevant oversight or equivalent sectoral IR structures.

These plans will establish objectives, deliverables, and timelines and be submitted to the Secretary General of the relevant Department by 31 May 2024. Plans will be published by the relevant Department.

In consultation with unions and representative associations in relevant oversight or equivalent sectoral IR structures, sectoral management will subsequently report on:

- delivery on the sectoral action plan, giving detailed information on progress delivery; and
- compliance with the industrial peace provisions of this Agreement.

Secretaries General will submit these reports to the Department of Public Expenditure, NDP Delivery and Reform at least one month before any scheduled pay increase under this Agreement. Reports will be published by the relevant Departments.

PAY ADJUSTMENTS

Chapter 3:

Pay Adjustments

This Chapter sets out the agreed approach to public service pay for the period 1 January 2024 to 30 June 2026.

The following pay adjustments will apply over the lifetime of this agreement:

2024

- A general round increase in annualised basic salary for all public servants of 2.25% or €1,125, whichever is greater, on 1 January 2024.
- A general round increase in annualised basic salary for all public servants of 1% on 1 June 2024.
- A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater, on 1 October 2024.

2025

- A general round increase in annualised basic salary for all public servants of 2% or €1,000, whichever is greater, on 1 March 2025.

- A general round increase in annualised basic salary for all public servants of 1% on 1 August 2025.

2026

- A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater, on 1 February 2026.
- A general round increase in annualised basic salary for all public servants of 1% on 1 June 2026.

Chapter 4:

Local Bargaining

Principles

The parties recognise the need to:

- be in a position to respond effectively to organisational and systemic change;
- continue to adapt public service employment practices to modern trends and business needs;
- provide certainty and ensure the sustainability of the public finances and the public service pay bill;
- take account of the need to ensure fairness, equity and consistency; and
- underpin the maintenance of industrial peace in the public service that will provide the necessary stability to support the wider economy and society.

Bargaining Arrangements

Employers and trade unions/associations may negotiate additional changes in rates of pay and/or conditions of employment up to a maximum of 3% of the basic pay cost, inclusive of allowances in the nature of pay, of the particular grade, group or category of employee or bargaining unit. This may include proposals involving changes in structures, work practices or other conditions of service.

Agreements reached under this provision will be published by the relevant sectors.

Acceptance of any proposal under this clause cannot give rise to an ongoing process for similar proposals or give rise to additional proposals on the basis of relativity.

No form of industrial action shall be taken by any party in furtherance of claims or proposals within or beyond this process, where the parties are acting in accordance with the provisions of this agreement.

No further cost increasing claims for improvements in pay and conditions outside of those advanced under this provision will be initiated or implemented during the period of this Agreement.

Issues aimed at standardising certain terms and conditions across grades and sectors of the public service will be excluded from bargaining, including:

- overtime rates;
- weekly hours of attendance;
- annual and sick leave entitlements; and
- pension arrangements.

Implementation

Detailed arrangements for local bargaining units will be agreed by the parties by 30 June 2024.

Local negotiations within sectors concerning proposals will take place between July 2024 and June 2025. The parties will endeavour, to the greatest extent possible, to reach agreement through direct negotiation.

Public service management will be required to verify the costings and policy impacts of proposals with the Department of Public Expenditure, NDP Delivery and Reform ahead of finalisation.

LOCAL BARGAINING

INDUSTRIAL PEACE, OVERSIGHT AND RESOLVING DISAGREEMENTS

Where agreement cannot be reached and local engagement has been fully exhausted, the matters of disagreement will proceed to conciliation at the Workplace Relations Commission and onward as necessary to the Labour Court (or equivalent Conciliation and Arbitration mechanisms).

Implementation of adjustments will be on a phased basis. The first instalment, equivalent to 1% of the basic pay cost, will be implemented on 1 September 2025 and the balance will fall to be addressed in any successor pay agreement.

Chapter 5:

Industrial Peace, Oversight and Resolving Disagreements

The parties are committed to ensuring that problems in respect of matters covered by the Agreement, where they arise, are dealt with in an effective and timely way and to participate in the dispute resolution procedures set out in this Chapter.

In this regard, the parties reaffirm their commitments under previous public service agreements which oblige all parties to:

- maintain a well-managed, stable industrial relations environment which achieves industrial peace;
- ensure that they have well-developed communication channels, including compliance with the statutory information and consultation obligations;
- seek to resolve problems before they escalate into industrial disputes;
- resolve disagreements where they arise via local engagement to the greatest extent possible; and
- cooperate with normal ongoing change pending the outcome of any related industrial relations process.

In order to achieve the above objectives, the parties agree to the following dispute resolution processes. The parties agree to make every effort in good faith to resolve disputes at the earliest point in this process.

Context:

With a view to ensuring swift resolution of disagreements on matters covered by this Agreement, it is agreed, where the parties involved cannot reach agreement within 6 weeks, to refer disputes by either side to the WRC and if necessary to the Labour Court (or, where such apply, to agreed machinery). Where a Conciliation or Arbitration Scheme applies, the issue will be referred within 6 weeks to the Conciliation machinery under the Scheme and, if unresolved, to the Arbitration Board (or, where such apply, to agreed machinery).

Process:

Where disputes arise, they will be subject to a 6 week period of initial bilateral engagement at local level between the parties to the dispute.

To underpin the smooth functioning of industrial relations, sectoral management/union forums with the assistance of independent chairs nominated by the WRC will meet regularly to oversee IR issues arising in the sector, including those which may have a bearing on the Agreement. Each sector will nominate the relevant forum which will perform this function.

The sectoral forums will bring to the attention of the Joint Implementation Committee charged with overseeing the Agreement any matters that would likely impact on the stability of the Agreement or affect the wider public service.

If no agreement is reached at the relevant conciliation stage, the parties agree to refer the dispute to the Labour Court or Arbitration Board, as appropriate, for recommendation.

In considering any dispute referred to it under this Agreement, the Labour Court or Arbitration Board, where appropriate, will have due regard to the provisions and stability of the Agreement and any impact on the wider public service.

The Labour Court or Arbitration mechanism, as appropriate, continues to be the final stage in the dispute resolution process.

Oversight of the Agreement:

As in previous agreements, a Joint Implementation Committee will be established comprising employee representatives nominated by the Irish Congress of Trade Unions and representatives of public service employers nominated by the Department of Public Expenditure, NDP Delivery and Reform and an independent chair.

The Joint Implementation Committee will meet quarterly, or as and when required, to address any matters of implementation, interpretation or any anomalies that arise under the terms of this Agreement. It will consider how best it can assist the parties, including the need for further discussions.

Compliance:

The benefits of the Agreement will be confined to those staff and employees represented by unions in membership of the Irish Congress of Trade Unions or other unions or representative associations which have notified the WRC of their intention to comply with the Agreement.

Where such a union or association fails to adhere to the provisions of the Agreement, the benefits of the Agreement will not apply to the relevant staff cohort.

Cooperation with normal ongoing workplace change and agreed reform initiatives, including those set out in Chapter 2, will be a prerequisite for availing of the benefits of this Agreement.

No Cost Increasing Claims:

The parties agree that no cost increasing claims for improvements in pay terms and conditions of employment will be initiated or implemented for the duration of the Agreement other than in accordance with the provisions of the Local Bargaining clause.

Review of Agreement:

The parties affirm that public service pay terms and conditions and any related issues shall not be revisited over the lifetime of this Agreement, save where the assumptions underlying this Agreement need to be revisited. In such circumstances, the parties commit to prior engagement.

Appendix: Key Elements of the Government's Reform Agenda

Public and Civil Service:

- Better Public Services – Public Service Transformation 2030 Strategy and associated Action Plans; Making Innovation Real; the Civil Service Renewal 2030 Strategy; the People Strategy for the Civil Service; Connecting Government 2030 – A Digital and ICT Strategy for Ireland's Public Service; Harnessing Digital – The Digital Ireland Framework; Digital for Good: Ireland's Digital Inclusion Roadmap.

Climate:

- The Climate Action and Low Carbon Development Act 2021 sets out the legal framework for Ireland's climate ambitions. Ireland has committed to reducing total greenhouse gas emissions by 51% by 2030 (as compared to 2018 levels) as a milestone on the path to reaching a climate neutral economy no later than 2050. This is to be achieved through a series of rolling carbon budgets and sectoral emissions ceilings that set out the maximum level of emissions that may be permitted over 5 year periods. Annual updates to the Climate Action Plan outline the Government's policies & plans to address climate change and implement its obligations under the 2021 Act. This includes actions for all sectors of the economy and all public bodies, and incorporates the annual updates to the Public Sector Climate Action Mandate, with the most recent version approved by Government in May 2023. The mandate highlights what public sector bodies must do to play a leadership role in driving climate action.

Education Sector:

- Department of Education Statements of Strategy, related annual Action Plans for Education and underpinning strategies and developments; Senior Cycle and Junior Cycle Reform within Schools; Curricular and assessment reform including Primary curriculum; Literacy and Numeracy and Digital Literacy Strategy (2024-2033); Digital Strategy for Schools to 2027; Gaeltacht Education Strategy; Science, Technology, Engineering and Mathematics (STEM) Education Policy Statement 2017-2026; Modern Foreign Language

KEY ELEMENTS OF THE GOVERNMENT'S REFORM AGENDA



PENSION PARITY AND ASTI

IMPORTANT DOCUMENTATION

For further
information visit

www.asti.ie



Strategy “Languages Connect” 2017-2026; Cineáltas Implementation Plan 2023-2027; Strategy on Education for Sustainable Development to 2030: Engagement on the outcome of the Policy Advice on Inclusive Education; engagement on the review of the EPSEN act and the SNA Workforce development plan including review of the SNA contract.

Pension Parity and ASTI

The principle that there should be pension parity between serving and retired teachers has long been defended by ASTI. This is the concept that any increases in the pay of serving teachers are also applied to our retired members. ASTI pressed hard during the discussions to ensure that this will be maintained for the duration of the agreement.

A commitment that the pay increases would be applied to public service pensions for the duration of the agreement has been secured. In the main, this means that pension payments will be adjusted in line with pay adjustments for serving staff.

Pensions are adjusted in line with inflation (the Consumer Price Index, or CPI) in the case of the single public service pension scheme, which applies to all civil and public servants who entered public service employment on or after 1st January 2013. This means that the pensions of members of this scheme are not affected by pay movements, including those in the proposed agreement.

The following important documentation is available on the ASTI website:

Public Service Agreement 2024-2026

www.asti.ie/document-library/public-service-agreement-2024-2026/

Literacy and Numeracy and Digital Literacy Strategy (2024-2033)

www.asti.ie/document-library/towards-a-new-literacy-numeracy-and-digital-literacy-strategy/

Digital Strategy for Schools to 2027

www.asti.ie/document-library/digital-strategy-for-schools-to-2027/

Strategy on Education for Sustainable Development to 2030

www.asti.ie/document-library/esd-to-2030-second-national-strategy-on-education-for/

Gaeltacht Education Strategy

www.asti.ie/document-library/gaeltacht-education-strategy-2017-2022/

Science, Technology, Engineering and Mathematics (STEM) Education Policy Statement 2017-2026

www.asti.ie/document-library/stem-education-policy-statement-2017-2026/

Modern Foreign Language Strategy “Languages Connect” 2017-2026

www.asti.ie/document-library/modern-foreign-language-strategy-languages-connect-2017-2026/

Cineáltas Implementation Plan 2023-2027

www.asti.ie/document-library/cineltas-action-plan-on-bullying-implementation-plan-2023-2027/

Junior Cycle Reform – Joint Statement on Principles and Implementation and Appendix to the Joint Statement 22 May 2015

www.asti.ie/document-library/junior-cycle-reform-appendix/

Junior Cycle Reform Statement of Assurances 29 November 2016

[available in Outcome of DES and ASTI Discussions – 29 November 2016]

www.asti.ie/document-library/junior-cycle-statement-of-assurances-29-november-2016-29/

Senior Cycle

www.asti.ie/news-campaigns/campaigns/seniorcycleredevelopment/

www.asti.ie/education-and-curriculum/curriculum-and-assessment/#h_569512234111699980504477