

Ballot on New Entrants' Salary Measure

Not equal pay for equal work, but a step on the way?

The ballot on the proposed Measure to Address New Entrants' Salary Scale Issues takes place in November.

Message from ASTI President Breda Lynch

Dear Members,

The ASTI is holding a ballot on the Measure to Address New Entrants' Salary Scale Issues as announced by the Department of Expenditure and Reform last month. This is a most important ballot for the union.

The ASTI has spent a number of years fighting for Equal Pay for Equal Work for post-2010 entrants to teaching. This has included taking two days strike action in 2016. All members of all ages came out on the picket line in solidarity with our post-2010 members because we believe discriminatory pay is unacceptable.

The ASTI's strike action was no doubt a major factor in the Government's belated decision to act on this issue. However, while the Measure announced by the Government represents progress on the issue, it does not achieve Equal Pay for Equal Work.

This Nuacht sets out the details of the Measure, its benefits and failings. I am asking all members to read this information and make an informed decision. It is particularly important that teachers affected by post-2010 pay have a voice in this ballot.

This is your union, please take this opportunity to have your say.

Breda Lynch

ASTI President

Ballot material will issue to schools from November 6. Completed ballot papers must be received by ASTI Head Office by 5.30 p.m. on Tuesday, November 20th. Please post early to ensure your vote is counted. See page 4 for ballot arrangements.

At its meeting on October 13th ASTI Central Executive Council adopted the following motion:

Notwithstanding our commitment to our on-going campaign for equal pay for equal work, that the proposal in 'Agreed Measure to address salary scale issues under Section 4 of the Public Sector Stability Agreement (PSSA) 2018-2020' be put to a ballot of members without recommendation

See page 6 for how the Measure applies to teachers.

The proposal provides for the removal of two points from the post January 1st 2011 teachers' salary scale. Points 4 and 8 would be removed from March 1st 2019, meaning that post-2010 entrants to teaching progress up the salary scale at an increased pace.

Post-2010 teachers who do not benefit from the removal of Point 4 (because they are currently on a higher point of the salary scale) will still benefit from both interventions.

For teachers who entered teaching in the last two years, it will take longer to benefit from the two interventions. This is compounded by the fact that the inequality is largest at the earlier stages of progression in the pay scale.

Post 2010 entrants above point 8 of the salary scale will not benefit from interventions but will receive their long-service increment one or two years earlier.

See page 6 for details of how the Measure applies to teachers.

The proposal arises from a commitment contained in the Public Service Stability Agreement (PSSA) to examine the salary scale issues of those who entered the public sector from January 2011. These “new entrants” were subjected to a pay cut. In the case of teachers, post-2010 entrants have also experienced an ongoing loss of income due to their appointment at Point 1 (instead of Point 3) of the pay scale. In addition, post January 2012 entrants do not receive a H.Dip/ PME allowance.

At its meeting on October 13th, the ASTI Central Executive Council (CEC) noted that while the measures represent progress on post-2010 teachers’ pay, pay equality will not be restored by the implementation of these proposals.

“New entrant” members will continue to suffer unjust pay discrimination in their schools. The issues of the appointment of new entrants at the first (instead of the third) point of the salary scale and the outstanding H.Dip/ PME allowance for post January 2012 teachers are not addressed at all in the Measure to Address New Entrants’ Salary Scale Issues.

CEC decided to put the proposals to a ballot without a recommendation.

CEC selected a subcommittee to set out the consequences of a YES or NO result (see pages 4 and 5).

Measure Proposed to Address New Entrants’ Salary Scale:

The ballot paper contains the following question:

Do you accept the proposed Measure to address New Entrants’ Salary Scale as outlined in the Department of Public Expenditure and Reform Proposals dated 24th September 2018?

ASTI and PSSA

In 2017 the ASTI voted to reject the Public Service Stability Agreement. While the other two teacher unions – the INTO and the TUI – also voted to reject the PSSA, the agreement was accepted by the majority of trade unions and came into effect for public sector employees in January 2018. The ASTI is currently not repudiating the PSSA. ASTI members are therefore encompassed by the terms of the PSSA.

The terms of the PSSA provided no money to deal with the issue of post-2010 entrants pay until at least 2021. Pressure from the ASTI and the other teacher unions secured the Measure to Address New Entrants’ Salary Scale with its terms coming into effect for eligible teachers at their next due incremental date after March 1st, 2019.

Industrial action / Repudiation

Adherence to the PSSA requires that a union does not engage in industrial action for the duration of the agreement. In the event that ASTI rejects the proposals it would fall to CEC to decide what action to take, if any. If CEC decide to ballot for industrial action, such a ballot, if carried and subsequently acted upon, would be viewed by the Government as repudiation of the PSSA. If the ASTI repudiates the PSSA members would be subjected to a range of punitive actions under the Financial Emergency Measures in the Public Interest (FEMPI)* legislation.

*Public Service Pay and Pensions Act 2017.

Is acceptance of the Measure to Address New Entrants’ Salary Scale, acceptance of the PSSA?

This is not a ballot on the PSSA, therefore acceptance of the Measure to Address New Entrants’ Salary Scale does not represent an acceptance of the PSSA.

The PSSA can be viewed at www.asti.ie.

Cuts to post 2010 teachers’ pay included:

- Pay cut
- Appointment to Point 1 of the Teachers’ Pay Scale (instead of Point 3)
- Abolition of H.Dip/ PME allowance for post-January 2012 entrants

Agreed measure to address salary scale issues under Section 4 of the Public Service Stability Agreement (PSSA) 2018-2020

The following measure has been agreed by the Parties to the PSSA, informed by the Report to the House of Oireachtas by the Minister for Public Expenditure and Reform in accordance with Section 11 of the Public Service Pay and Pensions Act. It also reflects detailed discussions and analysis between the Public Services Committee and representatives of Public Service Employers. The outcome is considered the best that can be achieved in the context of the PSSA and the very significant other expenditure demands on the Exchequer for Budget 2019 and subsequent years.

- Where two additional scale points were applied to pay scales under the Haddington Road Agreement, it is agreed that there will be two separate interventions in the pay scales as they apply to 'new entrant' public servants recruited since January 2011.
- The two separate interventions will take place at point 4 and point 8 of pay scales. The practical effect of this is that for 'new entrants' the relevant points on the scale will be bypassed thereby reducing the time spent (by bypassing two increment points) on the scale for progression to the maximum point.
- Where one additional scale point was applied to scales, a single point of intervention will apply at point 4.
- This measure will apply from 1 March 2019 and will be applied to each eligible new entrant as they reach the relevant scale points (point 4 and point 8) on their current increment date.
- Due to the interaction with normal increment progression, the above means that existing 'new entrant' staff whose next increment after 1 March 2019 is Point 7 or above on relevant scales will receive the benefit of both interventions on the date of their next normal increment. Existing 'new entrant' staff due to reach points 5 or 6 on relevant scales as their next normal increment will get the benefit of the first intervention on that date and the second when they progress to Point 8.
- All of the above is subject to not exceeding the scale max. Where necessary the waiting time for Long Service Increments (LSIs) where they currently apply in relevant scales will be reduced by one or two years as appropriate as part of the implementation of the above measure.

The cost of this measure during the remaining term of the PSSA is €75m.

It is estimated some 58% (35,750) of 'new entrants' will benefit from this measure in year 1 rising to 78% (47,750) by year 2.

The above measure will be given effect by way of a detailed Circular in due course.

24 September, 2018

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Reasons for/ consequences of voting YES/ NO

REASONS FOR / CONSEQUENCES OF YES VOTE

- Voting **YES** means the ASTI accepts the proposal as further progression in our objective to secure equality for lower paid teachers.
- In keeping with the recent motion passed by the ASTI Central Executive Council, ASTI members can accept the proposal and continue our campaign - Equal Pay for Equal Work.
- The ASTI will continue to pursue the restoration of the H.Dip/ PME qualification allowances for members whose allowances are withdrawn. A claim is currently being pursued at the Teachers' Conciliation Council.
- The ASTI will continue to pursue restoration of the third point of the scale as the starting point for lesser paid and new entrant teachers and as part of future pay talks.
- Acceptance of the proposals will preclude industrial action. The benefits of the Measure "will be restricted to parties adhering to the Public Service Stability Agreement 2018-2020" (Department of Public Expenditure and Reform, September 2018).

Ballot arrangements

Ballot material will be issued to schools in early November and collect ballot material between November 8th and 16th. Papers are available from 5.30 p.m. on Tuesday, November 20th 2018. P

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REASONS FOR / CONSEQUENCES OF **NO** VOTE

Reasons for/ consequences of voting YES/ NO

- These proposals will be implemented regardless of a **YES** or **NO** vote.
- The campaign – Equal Pay for Equal Work will continue.
- The ASTI will continue to pursue the restoration of the H.Dip/ PME qualification allowances for members whose allowances are withdrawn. A claim is currently being pursued at the Teachers' Conciliation Council.
- The ASTI will continue to pursue restoration of the third point of the scale as the starting point for lesser paid and new entrant teachers and as part of future pay talks.
- A **NO** vote allows for the ASTI to ballot members to take industrial action in pursuit of Equal Pay for Equal Work, in conjunction with other unions where possible.
- This proposal represents insufficient progress – the removal of the H.Dip/ PME allowances for teachers who commenced work after January 31st 2012 is not addressed.
- This proposal represents insufficient progress – there is no restoration to the third point of the scale as the starting point for qualified teachers.

er. The ASTI is instructing School Stewards to distribute
 5th. The closing date for return of completed ballot
 most can take a number of days.

How the proposed measure applies to ASTI members

On the incremental salary scale for teachers who entered teaching on or after 1st January 2011, points 4 and 8 (highlighted in red and blue) will become nullified.

A teacher currently on the first point of the scale will progress to point two at their next due incremental date. The following year they will move to point three. After that, they move to point five (from **€39,501** to **€41,367**). They then proceed to points six and seven.

When they have completed their year on the seventh increment they move to point nine (from **€44,162** to **€46,896**). They then proceed upwards on the pay scale in succeeding years.

A teacher currently on point two of the pay scale will move to point three at their next due incremental date. They next move to point five (from **€39,501** to **€41,367**). They then proceed to points six and seven. When they have completed their year on the seventh increment they move to point nine (from **€44,162** to **€46,896**). They then proceed upwards on the pay scale in succeeding years.

A teacher currently on point three of the pay scale will move to point five at their next due incremental date (from **€39,501** to **€41,367**). They next move to points six and seven. When they have completed their year on the seventh increment they move to point nine (from **€44,162** to **€46,896**). They then proceed upwards on the pay scale in succeeding years.

A teacher currently on point 4 will move up two increments to point six at their next due incremental date (from **€40,276** to **€42,684**). They will get the benefit of the removal of point four at their next incremental date. The following year they will proceed to point seven. When they have completed their year on the seventh increment they move to point nine (**€44,162** to **€46,896**). They then proceed upwards on the pay scale in succeeding years.

A teacher currently on point five on the pay scale will move up two points from 5 to 7 at their next due incremental date (**€41,367** to **€44,162**). When they have completed their year on the seventh increment they move to point 9 (from **€44,162** to **€46,896**). They then proceed upwards on the pay scale in succeeding years.

A teacher currently on point six will move up three points on the pay scale to point 9 at their next due incremental date (from **€42,684** to **€46,896**). They get the benefit of both uplifts together. They then proceed upwards on the pay scale in succeeding years.

A teacher currently on point seven will move up three points from point 7 to point 10 at their next due incremental date. (From **€44,162** to **€49,118**). They get the benefit of both uplifts together. They then proceed upwards on the pay scale in succeeding years.

For new entrants (those appointed on or after 1st January 2011) who are currently serving at higher incremental points on the pay scale, the long service increment will be reduced by one or two years as appropriate.

The proposals will be implemented from 1st March 2019.

ASTI wishes to thank ASTI School Stewards who are involved in the distribution and collection of ballot papers in their schools. School Stewards play a vital role in ensuring ASTI ballots are conducted in a transparent and accountable manner.

Revised scale from 1 October 2018 for those appointed on or after 1 January 2011

Point	€
1	36,318
2	37,804
3	39,501
4	40,276
5	41,367
6	42,684
7	44,162
8	45,652
9	46,896
10	49,118
11	50,499
12	52,149
13	53,792
14	55,447
15	56,830
16	58,662
17	58,662
18	58,662
19	61,188
20	61,188
21	61,188
22	61,188
23	64,526
24	64,526
25	64,526
26	64,526
27	68,213

Teachers who entered teaching between January 1st 2011 and January 31 2012 and who receive a H.Dip/ PGDE allowance will continue to receive that allowance.

Incremental date: Arising from industrial action taken in 2016, the incremental progression date for the majority of ASTI members is June 10th. There is no provision to return to the original increment date at this time.

Salary Scale for teachers appointed before 1 January 2011

Points on Scale	Appointees Pre 01/01/2011
1.....	€34,485
2.....	€35,259
3.....	€36,349*
4.....	€37,443
5.....	€39,138
6.....	€40,238
7.....	€41,335
8.....	€44,101
9.....	€45,482
10.....	€47,133
11.....	€48,775
12.....	€50,430
13.....	€51,813
14.....	€53,645
15.....	€53,645
16.....	€53,645
17.....	€56,171
18.....	€56,171
19.....	€56,171
20.....	€56,171
21.....	€59,509
22.....	€59,509
23.....	€59,509
24.....	€59,509
25.....	€63,196

*Prior to 2011, qualified second-level teachers were appointed at point 3 of the teachers' pay scale.

Qualification Allowances for those who entered teaching prior to 1 January 2011

(a) (i) H.Dip in Ed. (Pass)	€591
(ii) Higher Froebel Certificate	€591
(b) (i) H. Dip in Ed (1 st or 2 nd Hons)	€1,236
(ii) Ard Teastas Gaeilge	€1,236
(c) Primary Degree (Pass)	€1,842
(d) Masters Degree by thesis or exam (Pass)	€4,918
(e) Primary Degree (1 st , 2 nd or 3 rd Hons).....	€4,918
(f) Master Degree (1 st or 2 nd Hons)	€5,496
(g) Doctors Degree	€6,140

The above pre-2011 salary scale and allowances is printed to allow for comparison and to show that the proposal does not achieve equal pay for equal work.