

## Review and extension of the Building Momentum Agreement

At a meeting of the Central Executive Council held on the 3<sup>rd</sup> September 2022, it was decided to set in train the arrangements for a school-based ballot of members. The purpose of the ballot is to ascertain whether or not members accept the proposals from the Workplace Relations Commission (August 2022) regarding the review and extension of the Building Momentum Agreement.

The wording of the motion passed by the CEC is as follows:

**“That ASTI ballot its members on the WRC pay proposals without recommendation.”**

The ballot will be held in late September/early October, 2022.



Please ensure

ballot papers arrive

in ASTI Head Office

by 5.30p.m. on

Wednesday,

October 5<sup>th</sup>

### Message from ASTI President Miriam Duggan:



*Dear member,*

*As you know, the ICTU Public Services Committee triggered the review clause in Building Momentum last March, with a view to seeking significant improvements in pay on account of the soaring rate of inflation. In the early hours of August 30<sup>th</sup>, the Workplace Relations Commission formulated proposals on which each public sector union in ICTU*

*is being asked to vote. On Saturday September 3<sup>rd</sup>, our Central Executive Council decided to put the proposals to our membership without recommendation.*

*This Nuacht outlines the Extension of Building Momentum proposals, their benefits and limitations. I ask that you to read the enclosed information so that your decision is an informed one.*

*Most of all, I urge you to vote so that the final decision is a true reflection of our members' position. This is your union. Please take this opportunity to have your say.*

**Miriam Duggan, President**

## Summary and key aspects of the proposals from the Workplace Relations Commission (August 2022) regarding the review and extension of the Building Momentum Agreement

### Context

On 30<sup>th</sup> August 2022, the Workplace Relations Commission (WRC) published proposals for a public service pay package aimed at resolving differences between public service unions and the Government.

The WRC facilitated negotiations between public service unions and the Department of Public Expenditure and Reform (DPER) between May and June 2022 after the ICTU Public Services Committee (PSC) invoked a review clause in Building Momentum because of high and sustained inflation, which was not anticipated when the agreement was negotiated in late 2020.

The talks broke down on 17<sup>th</sup> June 2022 after union negotiators rejected a Government offer totalling 5% (on top of existing Building Momentum pay adjustments).

Talks resumed on 29<sup>th</sup> August and the Government made an improved offer. On 30<sup>th</sup> August 2022, the WRC published proposals for a public service pay package aimed at resolving differences between public service unions and the Government.

### What are the pay proposals?

The proposal is to make the following pay adjustments to the existing arrangements within Building Momentum and extend its duration until the end of 2023:

- 3% with effect from 2<sup>nd</sup> February 2022.
- 2% with effect from 1<sup>st</sup> March 2023.
- 1.5% or €750 a year (whichever is the greater) with effect from 1<sup>st</sup> October 2023. The €750 a year floor means those on lower incomes will receive a larger percentage increase than higher paid staff (see pages 6 and 7).

### Do the pay improvements apply to allowances?

Yes. The increases would apply to pensionable allowances.

### Is this in addition to existing Building Momentum pay adjustments?

Yes. The WRC-proposed increases would be paid in addition to those paid and scheduled under the original Building Momentum agreement. These are:

- 1% or €500 (whichever is the greater) from 1<sup>st</sup> October 2021.
- The equivalent of 1% increase through sectoral bargaining from 1<sup>st</sup> February 2022 (see page 3).
- 1% or €500 (whichever is the greater) from 1<sup>st</sup> October 2022. The €500 floor means those on lower incomes will receive a larger percentage increase than higher paid staff.

## How do lower paid teachers benefit more?

In percentage terms, the proposed adjustments are worth an additional 6.5% between February 2022 and December 2023, on top of existing Building Momentum pay increases.

The floor payment of €750 (in October 2023) means a higher percentage increase for workers who earn below €50,000.

## When would I receive the 3% increase backdated to February 2022?

If the proposals are accepted, the first additional increase of 3% will be backdated to 2<sup>nd</sup> February 2022. This would appear in pay packets as a 'lump sum' back-payment after the agreement is ratified. This would likely be in November or December 2022.

## Are there additional non-pay elements to the package?

While there are no additional non-pay elements in these proposals, the Government came to the negotiations promising that economy-wide cost-of-living supports would accompany any pay improvements. These are expected to come through the Budget 2023 announcement (scheduled for 27<sup>th</sup> September 2022) and the Labour-Employer Economic Forum (LEEF), which is Ireland's main national forum for social dialogue between unions, employers and Government.

## Does the WRC package affect sectoral bargaining under Building Momentum?

No. The 'sectoral bargaining fund' established under the original Building Momentum agreement is not affected by the WRC proposals. The ASTI and TUI opted to use part of this 1% fund to settle a claim for the payment of the Professional Master of Education (PME)/Higher Diploma in Education Allowance (H.Dip in Ed) for post 2010 entrant teachers in the post primary sector. The Circular Letter to implement this measure was issued in September 2022. Consideration of the usage of the balance of funds available remains on-going.

## 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 don't work full-time hours will get pro-rata adjustments based on the number of hours they work.

## Are there any productivity measures in the package?

There are no additional productivity measures in the WRC-proposed package. It reaffirms the measures in the original Building Momentum agreement.

## What is the duration of the WRC-proposed package?

The package would extend the duration of Building Momentum by one year, so that it would expire on 31<sup>st</sup> December 2023. Unions would expect to be in negotiations on a successor agreement around the middle of 2023.

Have your voice  
heard – make  
sure you vote

**Completed ballot  
papers must be  
received by 5.30p.m.  
on Wednesday,  
5<sup>th</sup> October**

## **How would this affect retired teachers?**

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

The Public Services Committee wrote to the Minister for Public Expenditure and Reform seeking confirmation that, if accepted, this will apply to the WRC proposed measures in the usual way. The Minister has responded and stated as follows: *“Following consultation with officials from this department, I have agreed that the current pensions increase policy, of maintaining parity between the pay of serving staff and pensions, will be extended for the duration of the new pay agreement.”*

## **What may happen if inflation and the cost of living were to grow exponentially again in 2023?**

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.

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

No. The Central Executive Council decided to organise a ballot of ASTI members on the WRC pay proposals without recommendation.

## **What does a YES or 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 October 7<sup>th</sup>. If the ASTI accepts the proposals from the Workplace Relations Commission (August 2022) regarding the review and extension of the Building Momentum Agreement then the terms of the agreement will apply to ASTI members. If the ASTI rejects the proposals but the aggregate vote of the wider public service unions is to accept them, the ASTI will be comprehended by them. However, if ASTI rejects the proposals 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 the proposals from the Workplace Relations Commission (August 2022) regarding the review and extension of the Building Momentum Agreement, 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 Friday 7<sup>th</sup> October. Voting at that meeting will be weighted to reflect the number of public servants that each union represents.

# Reasons to vote **FOR** the WRC proposals

- The WRC proposals require no additional productivity, other than that already included in Building Momentum.
- The review clause in Building Momentum remains in place and can be triggered again by the ICTU Public Services Committee in the event of further soaring inflation.
- ICTU Public Services Committee representatives have stated that they believe that the outcome was the best that could be achieved through negotiations.
- The WRC proposals include the extension of Building Momentum by twelve months, which is shorter than previous public sector agreements.
- The pay increases in the proposals would provide some level of financial relief for members in very uncertain times.

# Reasons to vote **AGAINST** the WRC proposals

- The pay proposals do not match inflation. ASTI policy as passed by Convention 2022 is:  
*That the ASTI, in the negotiations on the successor to Building Momentum, demand cost of living increases in line with inflation.*
- The proposals do little to address the challenges teachers face in relation to energy costs, housing etc, which are exacerbating the teacher recruitment and retention crisis.
- Acceptance of pay proposals which are lower than inflation sets a bad precedent.
- The proposals amount to a pay cut for teachers in real terms. The figure for annual inflation in 2021 was 2.4% (source CSO). The most recent figure for year-on-year inflation (July 2022) is 9.1% (source CSO). The projected inflation for 2023 is 3.3% (source EU Forecast).
- The Government is currently receiving bumper tax receipts and a strong surplus is predicted for 2022, therefore, it should be in a position to make a better offer.

## Who gets to vote?

All members are  
entitled to vote  
in the ballot

**PRE 2011 PAY SCALES**

			3%	1%/ €500	2%	1.5%/ €750
	01-Oct-21		02-Feb-22	01-Oct-22	01-Mar-23	
1	€36,290		€37,379	€37,879	€38,636	€39,386
2	€37,093		€38,206	€38,706	€39,480	€40,230
3	€38,225		€39,372	€39,872	€40,669	€41,419
4	€39,360		€40,541	€41,041	€41,862	€42,612
5	€41,120		€42,354	€42,854	€43,711	€44,461
6	€42,261		€43,529	€44,029	€44,909	€45,659
7	€43,400		€44,702	€45,202	€46,106	€46,856
8	€46,270		€47,658	€48,158	€49,121	€49,871
9	€47,704		€49,135	€49,635	€50,628	€51,387
10	€49,417		€50,900	€51,409	€52,437	€53,223
11	€51,127		€52,661	€53,187	€54,251	€55,065
12	€52,861		€54,447	€54,991	€56,091	€56,932
13	€54,312		€55,941	€56,501	€57,631	€58,495
14	€56,232		€57,919	€58,498	€59,668	€60,563
15	€56,232		€57,919	€58,498	€59,668	€60,563
16	€56,232		€57,919	€58,498	€59,668	€60,563
17	€58,880		€60,646	€61,253	€62,478	€63,415
18	€58,880		€60,646	€61,253	€62,478	€63,415
19	€58,880		€60,646	€61,253	€62,478	€63,415
20	€58,880		€60,646	€61,253	€62,478	€63,415
21	€62,379		€64,250	€64,893	€66,191	€67,184
22	€62,379		€64,250	€64,893	€66,191	€67,184
23	€62,379		€64,250	€64,893	€66,191	€67,184
24	€62,379		€64,250	€64,893	€66,191	€67,184
25	€66,244		€68,231	€68,914	€70,292	€71,346

The figures presented in the table above have been prepared by the ASTI and while every effort has been made to ensure their accuracy, they are for indicative purposes only.

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

## POST 2011 PAY SCALES

		(addition of PME/ H.dip €1,314)	3%	1%/ €500	2%	1.5%/ €750
	01-Oct-21	01-Feb-22	02-Feb-22	01-Oct-22	01-Mar-23	01-Oct-23
1	€38,192	€39,506	€40,691	€41,191	€42,015	€42,765
2	€39,735	€41,049	€42,280	€42,780	€43,636	€44,386
3	€41,496	€42,810	€44,094	€44,594	€45,486	€46,236
4*	€42,300	€43,614	€44,922	€45,422	€46,331	€47,081
5	€43,432	€44,746	€46,088	€46,588	€47,520	€48,270
6	€44,799	€46,113	€47,496	€47,996	€48,956	€49,706
7	€46,334	€47,648	€49,077	€49,577	€50,569	€51,328
8*	€47,880	€49,194	€50,670	€51,177	€52,200	€52,983
9	€49,171	€50,485	€52,000	€52,520	€53,570	€54,373
10	€51,487	€52,801	€54,385	€54,929	€56,027	€56,868
11	€52,934	€54,248	€55,875	€56,434	€57,563	€58,426
12*	€54,664	€55,978	€57,657	€58,234	€59,399	€60,290
13	€56,386	€57,700	€59,431	€60,025	€61,226	€62,144
14	€58,121	€59,435	€61,218	€61,830	€63,067	€64,013
15	€59,571	€60,885	€62,712	€63,339	€64,605	€65,575
16	€61,491	€62,805	€64,689	€65,336	€66,643	€67,642
17	€61,491	€62,805	€64,689	€65,336	€66,643	€67,642
18	€61,491	€62,805	€64,689	€65,336	€66,643	€67,642
19	€64,139	€65,453	€67,417	€68,091	€69,453	€70,494
20	€64,139	€65,453	€67,417	€68,091	€69,453	€70,494
21	€64,139	€65,453	€67,417	€68,091	€69,453	€70,494
22	€64,139	€65,453	€67,417	€68,091	€69,453	€70,494
23	€67,638	€68,952	€71,021	€71,731	€73,165	€74,263
24	€67,638	€68,952	€71,021	€71,731	€73,165	€74,263
25	€67,638	€68,952	€71,021	€71,731	€73,165	€74,263
26	€67,638	€68,952	€71,021	€71,731	€73,165	€74,263
27	€71,503	€72,817	€75,002	€75,752	€77,267	€78,426

The figures presented in the table above have been prepared by the ASTI and while every effort has been made to ensure their accuracy, they are for indicative purposes only.

### Post 2011 Scales:

All entrants

start on point 1.

\*Points 4, 8, 12 are skipped. The top of the scale is reached at the start of year 24.

Honours Degree

allowance

incorporated.

PME/ H.Dip allowance recently incorporated.



**The figures are  
Head Office  
calculations and  
are indicative only**

		3%	1%	2%	1.50%
Allowances (*Not payable to teachers not in receipt of them prior to February 2012)		02 Feb 22	01 Oct 22	01 Mar 23	01-Oct-23
AP 1	€9,058	€9,330	€9,423	€9,611	€9,756
AP2	€4,007	€4,127	€4,168	€4,252	€4,316
H Dip in Ed pass *	€628	€647	€653	€666	€676
Higher Froebel Cert*	€628	€647	€653	€666	€676
H Dip in Ed 1st / 2nd Hons*	€1,314	€1,353	€1,367	€1,394	€1,415
Ard Teastas Gaeilge*	€1,314	€1,353	€1,367	€1,394	€1,415
Primary Degree Pass*	€1,958	€2,017	€2,037	€2,078	€2,109
Master's Degree Pass*	€5,229	€5,386	€5,440	€5,549	€5,632
Primary Degree 1st 2nd 3rd Hons*	€5,229	€5,386	€5,440	€5,549	€5,632
Master's Degree 1st or 2nd Hons*	€5,843	€6,018	€6,078	€6,200	€6,293
Doctor's Degree*	€6,528	€6,724	€6,791	€6,927	€7,031
Diploma for Teachers of Children with Disabilities*	€2,591	€2,669	€2,695	€2,749	€2,791
Teaching Through Irish*	€1,683	€1,733	€1,751	€1,786	€1,813
Gaeltacht Grant*	€3,256	€3,354	€3,387	€3,455	€3,507
Island allowance*	€1,958	€2,017	€2,037	€2,078	€2,109
Special Comprehensive School Allowance (appointed pre 1987)	€2,627	€2,706	€2,733	€2,788	€2,829
Allowance for Teachers with 35 years service	€2,470	€2,544	€2,570	€2,621	€2,660

#### Principal's Allowances by number of teachers

1 to 3	€9,898	€10,195	€10,297	€10,503	€10,660
4 to 5	€11,091	€11,424	€11,538	€11,769	€11,945
6	€13,011	€13,401	€13,535	€13,806	€14,013
7 to 8	€15,267	€15,725	€15,882	€16,200	€16,443
9 to 10	€17,760	€18,293	€18,476	€18,845	€19,128
11 to 12	€20,289	€20,898	€21,107	€21,529	€21,852
13 to 15	€22,737	€23,419	€23,653	€24,126	€24,488
16	€25,212	€25,968	€26,228	€26,753	€27,154
17 to 19	€27,033	€27,844	€28,122	€28,685	€29,115
20 to 22	€28,914	€29,781	€30,079	€30,681	€31,141
23 to 26	€31,656	€32,606	€32,932	€33,590	€34,094
27 to 30	€33,511	€34,516	€34,861	€35,559	€36,092
31 to 35	€37,096	€38,209	€38,591	€39,363	€39,953
36 to 40	€38,305	€39,454	€39,849	€40,646	€41,255
41 to 50	€41,547	€42,793	€43,221	€44,086	€44,747
51 - 60	€43,351	€44,652	€45,098	€46,000	€46,690
60+	€45,151	€46,506	€46,971	€47,910	€48,629



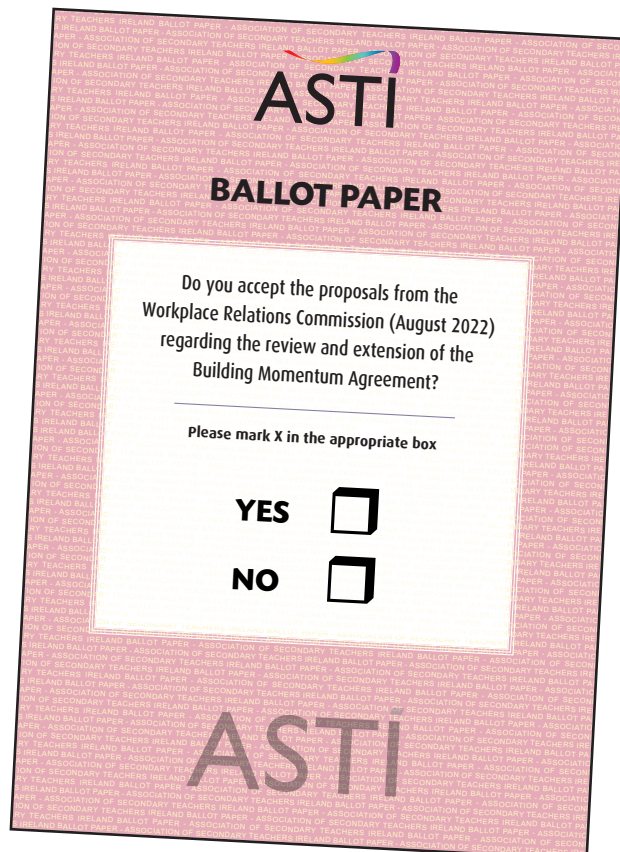
Deputy Principal's Allowances by number of teachers					
1 to 3	€4,007	€4,127	€4,168	€4,252	€4,316
4 to 5	€5,244	€5,401	€5,455	€5,564	€5,648
6	€6,932	€7,140	€7,211	€7,356	€7,466
7 to 8	€8,689	€8,950	€9,039	€9,220	€9,358
9 to 10	€10,390	€10,702	€10,809	€11,025	€11,190
11 to 12	€12,166	€12,531	€12,656	€12,909	€13,103
13 to 15	€13,875	€14,291	€14,434	€14,723	€14,944
16	€15,554	€16,021	€16,181	€16,504	€16,752
17 to 19	€16,877	€17,383	€17,557	€17,908	€18,177
20 to 22	€18,167	€18,712	€18,899	€19,277	€19,566
23 to 26	€20,164	€20,769	€20,977	€21,396	€21,717
27 to 30	€21,400	€22,042	€22,262	€22,708	€23,048
31 to 35	€24,075	€24,797	€25,045	€25,546	€25,929
36 to 40	€24,599	€25,337	€25,590	€26,102	€26,494
41 to 50	€26,876	€27,682	€27,959	€28,518	€28,946
51 - 60	€27,911	€28,748	€29,036	€29,617	€30,061
60+	€28,935	€29,803	€30,101	€30,703	€31,164

The figures presented above have been prepared by the ASTI and while every effort has been made to ensure their accuracy, they are for indicative purposes only.

The ballot paper asks:

Do you accept the proposals from the Workplace Relations Commission (August 2022) regarding the review and extension of the Building Momentum Agreement?

For further information visit [www.asti.ie](http://www.asti.ie)



The closing date for the return of completed ballot papers is 5.30p.m. on Wednesday 5<sup>th</sup> October 2022.

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

# Text of WRC proposal issued August 2022

## 1. Review of Building Momentum

1.1 A review of Building Momentum was conducted in accordance with Section 5.7 of the Agreement in acknowledgement of changes to the underlying assumptions of the Agreement regarding inflation.

1.2 The parties have noted that inflationary pressures have evolved over the period of the Agreement in a manner that was not anticipated in late 2020. The parties also recognise the high level of economic uncertainty which forms the backdrop to this Review Agreement.

1.3 The parties agree to re-affirm the text and commitments of Building Momentum (and previous public service agreements) save where varied by the provisions of this review Agreement.

1.4 The parties agree to an extension in the terms of the existing public service agreement, Building Momentum, by 12 months to December 31<sup>st</sup> 2023.

## 2. Commitment to delivery

2.1 Building Momentum was agreed in an unprecedented time, in a landscape that was dominated by the challenges of Brexit and the Covid-19 public health emergency. The Covid-19 pandemic saw an extraordinary display of commitment, flexibility, hard work and agility in service provision across the range of civil and public services. Building Momentum reflects a commitment to harness this momentum for change to meet immediate and future challenges.

2.2 Chapter 1 of Building Momentum and the appendix includes a comprehensive agenda for reform and delivery of quality public services.

2.3 Owing to the commendable effort and commitment of public servants throughout the system, significant progress has already been made in delivering on key productivity and reform measures across all sectors. The progress made in this regard has been reflected in periodic reports on sectoral reform action plans.

2.4 The parties agree that the efforts to deliver on this extensive reform agenda will continue. The agility demonstrated by the public service in response to the Covid-19 pandemic will continue as the crisis subsides; and the need to address issues arising from Brexit remains. The conflict in Ukraine brings fresh challenges that can also be addressed within the framework of the existing reform agenda.

2.5 The enabling reform agenda outlined in Building Momentum will, therefore, continue to drive improvements in service delivery for the citizen. As inflationary pressures create a cost-of-living challenge for all citizens, the public service will need to be responsive, adaptable and progressive in order to support our citizens in meeting that challenge.

2.6 Accordingly, the parties reaffirm their commitment to the productivity and reform agenda and commitments set out in Section 1 of the Building Momentum agreement.

2.7 There will also be engagement between the parties on the implementation of the Mcloughlin Report with a view to commencing implementation from December 1 2022, on a cost neutral basis. In addition, in line with Labour Court Recommendations LCR21900, LCR21901 and LCR22075 and more recently, the Report of the Expert Review Body on Nursing and Midwifery, the parties agree that Recommendation 38 of that review will be immediately implemented in full.

### 3. Pay

3.1 The following pay adjustments will apply in addition to the existing pay terms in Building Momentum:

- An increase in annualised basic salaries for public servants of 3% on 2 February 2022. Section 3.1.4. of the existing Agreement will apply in respect of this adjustment.
- An increase in annualised basic salaries for public servants of 2% on 1 March 2023.
- An increase in annualised basic salaries for public servants of 1.5% or €750, whichever is greater, on 1 October 2023.

3.2 These adjustments are in acknowledgment of the fact that higher than anticipated rates of inflation have emerged since mid-2021, the current projections for inflation in 2022 and 2023, and the particular impact of cost of living pressures for those on lowest incomes.

3.3 The Public Service Pay Commission in the context of its reports on recruitment and retention issues in the public service over 2018 and 2019 recommended that the parties should consider putting arrangements in place, at an appropriate time, and without compromising the stability of the public service pay bill, by which a broader review of public service pay could be progressed. A sectoral bargaining fund was established under Building Momentum, to provide a mechanism (as set out in section 2.1.1) to address some outstanding adjudications, commitments, recommendations, awards and claims. In order to build on this process, the parties agree that an initial exploratory engagement on the potential options for a future approach to such issues will take place in early 2023 with a view to informing negotiations on a successor public service agreement.

### 4. Resolving disagreements and ensuring industrial peace

4.1 The parties reaffirm their commitment to the provisions of Chapter 5 of Building Momentum as clarified in February 2022 and to utilising the dispute resolution procedures.

4.2 As stated in section 5.5.4 of the Agreement the benefits of the Agreement as amended by the Review Agreement, will be confined to those employees represented by unions in membership of the Irish Congress of Trade Union or other unions or representative associations which have notified the WRC of their intention to comply with the Agreement.

ASTI ballot papers  
will arrive in schools  
in late September

## 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](http://www.asti.ie)). Completed ballot papers must be received by 5.30p.m. on Wednesday 5<sup>th</sup> October. 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 5.30pm on Wednesday 5<sup>th</sup> October 2022.

**The closing date for receipt of ballot papers in ASTI Head Office is 5.30pm on Wednesday 5<sup>th</sup> October. Please make sure you return your ballot papers early. Post can take several days.**

### **Further information:**

The following important documentation is available on the ASTI website:

**Building Momentum –  
A New Public Service Agreement 2021-2022**

**For more information visit –  
[www.asti.ie](http://www.asti.ie)**