

Members urged to vote **NO** to Haddington Road

A ballot on the latest Haddington Road proposals will be conducted in December. ASTI Central Executive Council is recommending that members reject the proposals.

The proposals emerged following talks between the ASTI and representatives from the Department of Education and Skills. See pages 6-7 for a summary of the outcome of these talks.

The proposals also follow nearly two months of industrial action by ASTI members.

ASTI Directives

The ASTI is currently engaging in industrial action - see back page for a list of directives.

Any future action will be decided on by Standing Committee. An escalation is only likely in the event that the Government takes further unilateral action against ASTI members. However, the Department of Education and Skills has stated to the ASTI that in the event of the ASTI rejecting the Haddington Road Agreement, the Financial Emergency in the Public Interest (FEMPI) legislation will be used to change the terms and conditions of ASTI members in relation to Supervision and Substitution and/or to impose a further pay cut.

Get the facts

The ASTI is aware of some confusion and misinformation in relation to some aspects of the proposals and in relation to the implications of a No or Yes ballot outcome.

Comprehensive factual information is available at www.asti.ie.

ASTI website information includes:

- Information on Ballot
- The Haddington Road Agreement
- Summary of the Haddington Road Agreement and new proposals
- The latest Haddington Road Proposals (outcome of ASTI/ Department talks)
- The full text of FEMPI legislation
- Department Circular on FEMPI/ Haddington Road
- Questions and answers
- The list of reasons to vote NO drawn up by CEC Sub-Committee

Reasons to vote **NO** to the Haddington Road Agreement

ASTI Central Executive Council (CEC) elected a sub-committee to draw up a list of reasons why members should vote NO to the Haddington Road Agreement.

The list is as follows:

General

Many of our issues, some of which are cost neutral, have not been addressed within the latest clarification of the Haddington Road Agreement.

Continued on pages 2-3

Avoid the Christmas post – **VOTE EARLY**

Ballot papers will be posted to members' home addresses in the first week of December. Completed ballot papers must reach ASTI Head Office by 5.30 p.m. on Wednesday, December 18th.

Inside:

Reasons to **vote NO** to the Haddington Road Agreement from CEC Sub-Committee

Inside:

Information table on the Agreement

The outcome of this ballot will have significant implications for ASTI members (see pages 4-5 for implications of your decision). It is critical that every member participates in this ballot.

The Haddington Road Agreement is being proposed in the context of increasing demands on teachers and the introduction of initiatives in schools without adequate support.

Reasons to vote **NO** to the Haddington Road Agreement

ASTI Central Executive Council (CEC) elected a sub-committee to draw up a list of reasons why members should vote NO to the Haddington Road Agreement. The list is as follows (Continued from page 1):

General

By cutting pay and freezing increments, the Government has breached the Public Service Agreement 2010-2014 (Croke Park 1).

A vote for the Haddington Road Agreement is a vote for continued compliance with Croke Park 1.

Haddington Road includes all the negative conditions of Croke Park 1, such as the 33 hours.

Croke Park 1 promises were not kept (e.g. the promise not to cut pay and the promise to use the savings from the Agreement to increase the salary of those earning less than €35k).

Supervision and Substitution

S&S contract

S&S proposals change teachers' contracts indefinitely (even beyond the agreement). S&S will be unpaid and compulsory for the majority of teachers ("The duties continue to be performed indefinitely", H.R.A. p. 29).

Teachers for whom S&S is compulsory will have to do this work until retirement.

S&S time

The S&S weekly limit increases from 1.5 hours to 3 hours, e.g. this could mean a maximum of 50 minutes supervision and three 40 minute classes of substitution in a particular week.

The annual S&S limit increases from 37 hours to 43 hours for most teachers.

Teachers will be rostered for 5 periods of S&S instead of 3 periods per week, leaving teachers with very few periods for class preparation.

The promise of S&S pay restoration would be considered in the context of future pay negotiations, which could include further productivity demands. "Such payments to be considered in any future pay negotiation arrangements in respect of teachers. The duties continue to be performed indefinitely" (H.R.A. p. 29). This payment is not 'restoration' if it is to be conditional on teachers being asked to deliver more in return.

S&S opt out

The option to opt out of S&S is extremely limited. In order to opt out, a teacher must not have been doing S&S on a pensionable basis in 2012/2013. This means that at least 70% of ASTI members will not have the option. This would be discriminatory and divisive.

Many of our members object to the notion of buying the right not to do work they have never done.

For most teachers who opt out of S&S, the additional payment of €1,592, if paid, will not compensate for the loss of the €1,769 current payment.

The increased hours requirement for S&S will lead to less time for class preparation, which will impact on teaching and learning.

Croke Park Hours

The 33 hours requirement would continue for teachers.

The 33 hours requirement should have ended when the Government broke the Croke Park Agreement by cutting pay.

Compliance with reform

The Haddington Road Agreement could limit our ability to resist the unacceptable curricular change and extra workload imposed through initiatives.

Cooperation with change and reform measures will be required.

Industrial action restrictions

Freedom to take industrial action will be limited by this Agreement (“Strikes or other forms of industrial action by trade unions, employees or employers are precluded in respect of any matters covered by this Agreement, where the employer or trade union concerned is acting in accordance with the provisions of this Agreement” – Public Service Agreement 2010-2014, pages 9-10). A limit on industrial action would tie our hands and limit our ability to respond to further attacks on our pay and conditions.

Croke Park 1 limited our ability to respond to pay cuts and worsening conditions for newly qualified teachers.

For those teachers for whom S&S would be contractual, withdrawal from S&S would constitute industrial action.

Posts of responsibility alleviation

Special duties posts will continue to be lost despite the alleviation of the posts of responsibility moratorium. A full restoration of the post system is required.

Casualisation

There would be substantially fewer hours available for part-time teachers (including teachers with CID contracts with fewer than full hours and unemployed teachers). Such hours are of vital importance for NQTs to help make up the 300 hours necessary for full registration with the Teaching Council.

The new entrants’ salary scale revision will not redress the imbalance between those who entered pre and post 2011. The Haddington Road Agreement only reduces the new entrants’ pay gap from 10% to approximately 7% (based on average earnings over the first 25 years teaching).

With regard to the Expert Group on Part-time / Temporary Teaching, the recommendations of previous expert groups (Report of the Expert Group on the Allocation of Teachers to Second Level Schools, 2001 and the Report of the National Pilot Project on Teacher Induction, 2006) were never fully implemented. Specific proposals for addressing the pay and conditions of non-permanent teachers are required.

The proposed panel for fixed-term teachers and the reduction from 4 years to 3 years for CID eligibility are a totally inadequate solution for the teacher casualisation problem as a much firmer commitment is needed. “Such teachers now represent 29% of the entire second-level teaching workforce” (Teachers’ Voice, ASTI 2013, p. 34).

The H.R.A. would also reaffirm the commitment from Croke Park 1 of support for Jobbridge, whereby employees may be paid €50 per week on top of their Social Protection payment, instead of full salary.

Junior Cycle

The Junior Cycle Working Group is independent of the H.R.A. and will not be affected by the rejection of the Haddington Road Agreement. A ‘No’ vote allows ASTI to continue its industrial action, including a ban on attendance at Junior Cycle CPD.

Review of allowances

The Agreement requires cooperation with the Government’s allowances review (currently this applies to Island, Gaeltacht and Teaching through Irish allowances). The pay cuts from 1st July 2013 for those earning over €65k were applied to pensionable allowances first rather than to basic salary.

Haddington Road proposals

If you vote no
the following will be imposed
CEC recommends that you vote NO

If you vote yes
the following will be implemented

	Current situation for ASTI members (FEMPI legislation applies)	Haddington Road proposals (including new proposals – in pink*)
Higher pay cut	5.5% cut if earning above €65k from July 1, 2013 8% cut on earnings above €80k from July 1, 2013	5.5% cut if earning above €65k from July 1, 2013 8% cut on earnings above €80k from July 1, 2013
Cut reduction	No reduction in cut	Cut amount reduced by up to €1,769 per annum
Restoration	No commitment to restore salary	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
Increments	Three year freeze in increments effective from July 1, 2013, meaning a permanent three year delay in increments. Includes a three-year delay in the payment of the long-service allowance. (Many ASTI members were due an increment in September 2013 or earlier - 60% of members have not yet reached the top of the incremental scale)	Next increment due after July 1, 2013 paid to all earning below €100k. (Increments will be unfrozen with effect from 1st July, 2013; any loss of pay due to the late implementation of the Haddington Road Agreement will be restored) Salary less than €35k: one three-month delay in payment of following increment, meaning a permanent three-month delay in increments Salary €35k – €65k: Three-month delay in payment of following two increments, meaning a permanent six-month delay in increments Salary €65k – €100k: Six-month delay in payment of following two increments, meaning a permanent 12-month delay in increments Salary above €100k: three year freeze in increments
New teachers' pay	No revised scale; no increase in new teachers' pay	Revised pay scale for new teachers backdated to July 1st 2013. New The loss of pay since July 1, 2013 due to the late implementation of the Haddington Road Agreement will be restored. New 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 €1,000 per year, top of scale increase of €6,500 per year
Fixed-term / part-time teachers	CID eligibility after four years (no change from current position) No access to permanency panel (see opposite) Recommendations of Expert Group will not apply to ASTI members (see opposite)	CID eligibility after three years with effect from September 2013. New ASTI members who are eligible for CIDs from September 2013 under the Haddington Road Agreement will be awarded CIDs backdated to September 2013 Permanency panel with effect from September 2014 Expert group to examine casualisation. Expert group in place January 2014. New Department has stated that levels of part-time / temporary employment represent “a real issue for the profession and the education system” Department commitment is that expert group will address issues in the short-term, as well as in the medium-term and long-term

*Items marked new (in pink) are new proposals. They will be applied to TUI and INTO members regardless of whether or not ASTI members accept new proposals

Is and FEMPI impositions

If you vote no
the following will be imposed
CEC recommends that you vote NO

If you vote yes
the following will be implemented

	Current situation for ASTI members (FEMPI legislation applies)	Haddington Road proposals (including new proposals – in pink)
S&S	<p>Current S&S scheme in operation:</p> <p>Right to opt in or out of S&S</p> <p>Payment for S&S (€1,769/€1,592 per annum) Max weekly S&S: 1.5 hours Max annual S&S: 37 hours New entrants' S&S: 49 hours Three periods on the rota</p> <p>Government departments have stated that in the event of the ASTI rejecting the Agreement, FEMPI will be used to change teachers' pay and/or working conditions to include compulsory supervision and substitution and/or to impose a further pay cut.</p> <p>No access to union/management discussions on a fairer rostering system (see opposite)</p>	<p>Compulsory S&S for all except:</p> <p>New</p> <p>Those who were not in the S&S scheme on a pensionable basis in 2012/2013 may opt out but will be subject to an annual pay deduction of €1,769/€1,592 from January 2014 (no deduction back to July 1, 2013). Those who opt out will remain eligible for pay restoration and pay cut alleviation - see page opposite and below.</p> <p>No payment for S&S Max weekly S&S: three hours Max annual S&S: 43 hours (increase) New entrants' S&S: 43 hours (decrease) Five periods on rota per week</p> <p>New</p> <p>Union / management discussions on a fairer rostering system to take place in January 2014</p>
Payment for S&S	<p>Current S&S scheme in operation:</p> <p>Annual payment for S&S (€1,769 / €1,592) as under current S&S arrangements</p> <p>Government departments have stated that in the event of the ASTI rejecting the Agreement, FEMPI will be used to change teachers' pay and/or working conditions to include compulsory supervision and substitution and/or to impose a further pay cut.</p>	<p>No allowance payable for S&S</p> <p>Commitment to include additional pensionable payment of €796 in the incremental scale in lieu of S&S payment from April 2017 (including for teachers who opt-out of S&S)</p> <p>Commitment to include additional pensionable payment of a further €796 in the incremental scale in lieu of S&S payment from April 2018 (including for teachers who opt-out of S&S). i.e. a total increase of €1,592</p> <p>New</p> <p>Those who opt out of S&S will be subject to a pay deduction of €1,769/€1,592 from January 2014 (no deduction back to July 1, 2013).</p>
Posts of responsibility	<p>No alleviation for ASTI schools</p>	<p>Alleviation of moratorium guaranteed for lifetime of agreement</p> <p>New</p> <p>Circular 53/2011 will now be implemented. 300 new AP posts this school year and more in September 2014</p>
Redundancy/redeployment	<p>No redeployment scheme – possibility of redundancies from September 2014</p>	<p>No redundancies Redeployment scheme continues to operate</p>
Hours	<p>Due to industrial action, ASTI members are currently not attending meetings outside of school hours - including the 33 Croke Park hour meetings.</p>	<p>33 Croke Park Hours required</p> <p>New</p> <p>ASTI to participate in review panel, to be established in January 2014, to make recommendations on best use of the 33 hours for teachers. Changes to use of 33 hours to be introduced in September 2014.</p> <p>Department commitment that apart from S&S and 33 'Croke Park' hours, no other additional hours will be required of teachers arising from the Haddington Road Agreement.</p>

CEC is recommending that members reject the Haddington Road Agreement

This information is a summary only; members should read full information at www.asti.ie.

Copies of the letters from the Department of Education and Skills setting out these proposals have been sent to schools. The letters are also available on the ASTI website

Context of the current ballot

1. The current ballot is being held in the context of an industrial action campaign. The industrial action directives remain in place for all members of the ASTI.
2. The TUI and all other public sector unions have now accepted the Haddington Road Agreement (The ASTI is the only union outside of the Agreement).
3. Following talks, a new set of proposals on the Haddington Road Agreement and Junior Cycle reform have emerged.
4. The ASTI has been advised by the Department of Education and Skills and the Department of Public Expenditure and Reform that should the ASTI reject the new Haddington Road proposals, FEMPI legislation will be used to change ASTI members' pay and/ or working conditions in relation to Supervision and Substitution.
5. CEC is recommending that members reject the Haddington Road Agreement.

Summary of latest Haddington Road proposals

following recent talks between the ASTI and the Department of Education and Skills

PROPOSALS RE. ADDITIONAL HOURS

Under the Haddington Road Agreement

- The 33 Croke Park hours remain
- Supervision and Substitution increases from 37 hours to 43 hours for all teachers who entered teaching prior to February 2012 and is compulsory and unpaid (limited opt-out option available - see over)
- For all teachers who entered teaching after February 2012, Supervision and Substitution decreases from 49 to 43 hours and is compulsory and unpaid (limited opt-out option available - see over)

As a result of the ASTI talks, **there is now confirmation that there will be no additional hours required of teachers under the Haddington Road Agreement, other than the existing Croke Park hours and the Supervision and Substitution hours – i.e. the Haddington Road Agreement cannot be used to require teachers to do any other additional hours for any purpose.**

PROPOSALS RE. CROKE PARK HOURS

As a result of the recent ASTI talks, **a review of the usage of the Croke Park Hours will begin in January 2014.** The objective of the review is to ensure that the hours are used in a way which teachers see as productive and effective. The review will **examine the usage of the hours by individuals, groups or on a whole-school basis.** The ASTI view is that these hours should not have to be always delivered on a whole-staff basis. Changes will be implemented in September 2014.

PROPOSALS RE. TEMPORARY/ PART-TIME TEACHERS

As a result of the recent ASTI talks

- There is now a guarantee that the **Expert Group on fixed-term and part-time teaching, as proposed in the Haddington Road Agreement, will be in place in January 2014.**
- There is now a **statement from the Department of Education and Skills that the levels of fixed-term and part-time employment in teaching present a real problem for the profession and must be addressed** by the Expert Group.
- There is now a commitment that the Expert Group will work to address the issue in the **short-term as well as the medium and long-term.**
- There is now a guarantee that those ASTI members who completed three years in school in August 2013 and who were re-employed in the school in September 2013, will be awarded **CIDs which are backdated to September 2013.**

Use your vote

PROPOSALS RE. SUPERVISION AND SUBSTITUTION

Under the original Haddington Road Agreement Supervision and Substitution was compulsory and unpaid for all teachers.

As a result of the recent ASTI talks, **there is now an option for teachers who did not participate in the Supervision and Substitution Scheme in the 2012/13 school year on a pensionable basis, to opt out of the Haddington Road Supervision and Substitution arrangement** and have their pay deducted by an amount equivalent to the Supervision and Substitution allowance - €1,769 gross per annum (€1,592 for new entrants).

For those members who opt out of Supervision and Substitution, **the deduction in pay will begin from January 1st 2014 (there will be no backdating of deduction to July 1st 2013)**. This deduction will be the only difference in pay between those doing S&S and those not doing S&S.

PROPOSALS RE. POSTS OF RESPONSIBILITY

As a result of the recent ASTI Talks

- The Department has agreed to **the best possible interpretation of the alleviation commitment** contained in the Haddington Road Agreement.
- There is now confirmation that **in the region of 300 Assistant Principal Posts will be allocated to second-level schools during the current school year.**

Priority will be given to those schools which have been most affected by the moratorium. More posts will be awarded in September 2014.

PROPOSALS RE. RESTORATION OF PAY / INCREMENTS TO MEMBERS

As a result of the recent ASTI talks, **the terms of the Haddington Road Agreement will apply to members and payments will be backdated to July 1st 2013.**

This will mean **the restoration of pay lost** due to the freezing of ASTI members' increments under Financial Emergency Measures in the Public Interest legislation from July 1st 2013 (many ASTI members were due increments in September 2013 and did not receive them due to the freezing of increments for three years under FEMPI from July 1st). This also applies to the long service increment which is currently frozen under FEMPI.

In addition, **those who entered teaching from 2011 will be placed on the improved salary scales contained in the Haddington Road Agreement and pay lost since July 1st 2013 will be backdated.**

It will also mean **that higher earners (€65,000+) who had their pay cut on July 1st 2013 and who did not receive the Haddington Road pay-cut alleviation of up to €1,769 will receive that alleviation which will be backdated to July 1st.**

The full text of the
Haddington Road
Agreement is available at
www.asti.ie

JUNIOR CYCLE

As a result of the recent ASTI talks, **the Minister now formally recognises the concerns of second-level teachers regarding Junior Cycle reform.** A Working Group involving the ASTI will be established immediately to consider the specific concerns of the ASTI and to make recommendations. This Working Group, which is separate, but parallel, to the Haddington Road Agreement, was achieved by the ASTI and will go ahead regardless of the outcome of the Haddington Road Agreement ballot.

These proposals should be read in conjunction with the Haddington Road Agreement. Members are being balloted on these proposals alongside the Haddington Road Agreement.

Got a question?

The ASTI website contains a question and answer section based on members' questions. If your question is not there, you can submit it through the website.

Use your vote

FEMPI

The Financial Emergency Measures in the Public Interest (FEMPI) Act, 2013 is legislation giving the Government powers to cut the pay and alter the working conditions of public servants.

The Government is currently using this legislation to impose pay cuts and an increment freeze on ASTI members.

ASTI directives

In September ASTI members voted by 65% to 35% in favour of industrial action, up to and including strike action, in response to the Government's decision to breach the Croke Park Agreement and impose draconian FEMPI legislation.

The ASTI directives on industrial action remain in place until further notice. This means members must continue to implement the following directives:

- No meetings outside school hours
- No alteration of Post of Responsibility duties if posts are vacated
- Non co-operation with Junior Cycle Framework in-service

In addition, the Standing Committee decision that ASTI members are no longer obliged to accept timetable reassignment as per the Public Sector Agreement 2010-2014 remains in place.

**Use your
vote**

What has been imposed on teachers and schools since the onset of the economic crisis:

- Pay cut averaging 6.5% (public sector pay cut)
- Public service pension levy averaging 7.5%
- Non-payment of 3.5% pay increase due in September 2009 under Towards 2016
- Non-payment of a 2.5% pay increase due in September 2010 under Towards 2016
- Inferior pay scale for teachers entering from 2011
- Cut in qualification allowances for teachers entering from December 2011
- Abolition of qualification allowances for teachers entering from February 2012
- A 4% cut in pensions for retired teachers
- Inferior pension scheme for teachers entering from January 4, 2013
- An additional 33 hours of non-teaching work per year
- An extra rota period for teachers doing supervision and substitution
- Reduced supervision and substitution payment for teachers entering from 2011
- S&S commitment increased from 37 hours to 49 hours for teachers entering from February 2012
- Dis-improvements to certified and uncertified sick leave arrangements
- Dis-improvements to maternity leave arrangements for teachers
- Loss of Early Retirement Strands I, II and III
- Increases in pupil-teacher ratio; fewer teachers in school
- Abolition of ex-quota guidance counsellor provision
- Moratorium on Posts of Responsibility; no promotional opportunities for majority of teachers
- Hundreds of teachers redeployed
- Cuts in capitation funding; continued cuts announced up until 2015
- Visiting teachers for Travellers service abolished
- Withdrawal of many English language teachers
- Removal of 'legacy' disadvantage support teachers from some schools

CEC is recommending that members reject the Haddington Road Agreement