

Education Division

► Report 2017-2019



FÖRSA

FÓRSA



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Fórsa Communications Unit
Nerney's Court, Dublin, D01 R2C5.
Ph: 01-817-1500

DESIGNED BY
N. O'Brien Design & Print
Management Ltd.
c/o Kempis, Jamestown
Business Park, Jamestown Road,
Finglas, Dublin, D11 X2HN.
Ph: 01-864-1920
Email: nikiobrien@eircom.net

COVER PHOTOS
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DIVISIONAL EXECUTIVE

Back row L-R: Antoinette Mullen, Breeda Halley, Elaine Elliot, Eilise McGarrell.
 Middle row L-R: Kevin Callinan, Siobhán O'Callaghan, Claire Keavney, Joan Reegan, Seán Caribini.
 Front row L-R: Kathleen Doherty, Gina O'Brien (DEC Chair), Noreen O'Mahony-Coughlan, Michael Smyth.

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Organisation

Creation of Fórsa

Fórsa came into being on 2nd January 2018 through an amalgamation of the Civil, Public and Services Union (CPSU), the Irish Municipal, Public and Civil Trade Union (IMPACT), and the Public Service Executive Union (PSEU). The new union represents over 80,000 members across the civil and public services, commercial and non-commercial semi-state organisations, the community and voluntary sector, and private companies in aviation, telecommunications and elsewhere. Fórsa is the second largest union in the country, and by far the strongest and most influential trade union voice in the public service and semi-state sector.

Members gave the amalgamation, which was the result of over two years' work and consultation, a strong endorsement in ballot results announced in November 2017. Public Service Executive Union (PSEU) members voted 70% in favour of the move, while those of the Civil, Public and Services Union (CPSU) gave an endorsement of 76%. IMPACT members who voted backed the merger by a margin of 86% to 14%. A fuller report on the amalgamation was published in an update to the union's first national conference, which took place in May 2018.

Gaining traction in the education sector

The Education Division has continued to consolidate Fórsa's position as the leading union and authoritative voice for non-teaching staff in the education sector. Divisional membership grew from 10,650 to 11,770, an increase of 10.5% over the last two years. The union made a wide range of policy interventions during this period, and progress on key industrial relations issues was achieved through the Public Services Stability Agreement and the attendance of the Minister for Education and Skills, Richard Bruton, at the 2017 Education Division Conference.

Elected leadership

There were changes in the composition of the Educational Divisional

Executive Committee over the last two years, but this did not disrupt continuity or the focus of the leadership team in progressing the agenda set out at the 2017 conference. Gina O'Brien (Higher Education Branch) was re-elected as Cathaoirleach at the 2017 Conference, Michael

Smyth (School Completion Programme) was elected as Leas Cathaoirleach, and Noreen Coughlan (SNA Munster Branch) was elected to the third divisional seat on the NEC.

Michael Smyth was elected as Vice President of Fórsa at the union's inaugural biennial conference in May 2018. He was replaced as Education Division Leas Cathaoirleach by Noreen O'Mahony (SNA Munster Branch). The other members elected to the executive were Antoinette Mullen (SNA South Leinster Branch), Breda Halley (Education No.1 Branch), Cáit Ní Mhurchú (School Completion Programme), Clare Keaveney (SNA North Leinster Branch), Eilise McGarrell (SNA Connaught/Ulster Branch), Joan Regan (NETB Branch), Kathleen O'Doherty (School Secretaries' Branch), Noreen O'Mahony (SNA Munster Branch), Patricia Fanning (SNA North Leinster Branch), and Siobhan O'Callaghan (Higher Education Branch).

Fórsa staff

In February 2019 Kevin Callinan was appointed as Fórsa's Senior General Secretary Designate, and relinquished responsibility for the Education Division after more than eight years, during which his leadership established the division as the second largest in the former IMPACT structure and the third largest in Fórsa. The Education Division wishes him well in his new assignment and thanks him for his outstanding leadership.

In February 2019 Andy Pike assumed responsibility as Head of the Education Division. Assistant General Secretary Stella Griffin works with the NETB, Higher Education, School Completion Programme, and Education No.1 Branch.

Assistant General Secretary Sean Carabini is responsible for the four SNA Branches. Assistant General Secretary Barry Cunningham is responsible for the School Secretaries Branch.

Organisers are crucial to the work of the division. Their duties relate to recruitment, organisation and local representation of members. Four organisers are assigned to branches with members in schools, and one post is assigned to the other education branches. There were a number of changes between 2017 and 2019. Adam O'Maolagáin replaced Ola Ogidan working in South Dublin and North

Leinster. Grace Williams works in North Dublin and North Leinster. Dave Sexton works in Connaught/Ulster, and Joan McCrohan works in Munster. In February 2019 Michael Kerrigan started work with the Higher Education Branch and the Education No.1 Branch.

Seconded staff

The division's capacity was strengthened significantly by the release of activists for union-related work. While the individual Fórsa members continue to be employed by their respective employers, they have been assigned to work on behalf of the union in relation to specific projects.

Joan Regan of the NETB Branch took up a role in relation to the improvement of information sharing and communication in light of the ongoing changes taking place in the education and training sector. In 2015, Maggie Ryan of the Institutes of Technology Branch was assigned to work on behalf of members in relation to the creation of the Technological University Dublin. Gina O'Brien of the Higher Education Branch has been assigned on release in a similar role working on behalf of members within the Munster Technological University consortium. Sarah Clarke has been assigned to a similar role within the Technical University South East Ireland (TUSEI) cluster, Marea Curtis is covering this role while Sarah is on leave. Mary Coughlan is also on release to assist members within TUSEI.

These arrangements demonstrate a significant degree of recognition and respect on the part of management of the role of Fórsa's local representatives in the sector, and all our seconded members have undertaken vital work representing the interests of union members affected by the creation of new technological universities.

Divisional strategy

The Education Division Executive Committee (EDEC) continued its approach of dividing agenda items into organising policy and industrial relations. The EDEC regularly takes stock of conference resolutions and receives presentations from staff and organisers working in the division.

Branch development

The division continues to work to build branch capacity. The Higher Education Branch has established in house committees across all institutions. In the institutes of technology sector (now technological universities) work continues with the Education No.1 Branch on building capacity. The assistance of Michael Kerrigan as the new organiser will be helpful in strengthening membership and capacity in education centres and other employments within the branch.

Work within the four SNA branches continues on a regular basis, with training and development initiatives aimed at improving branch capacity. In February 2019, training for branch officers and activists on the correct interpretation and use of departmental circulars and policies took place with the aim of equipping branches with the necessary skills and expertise to assist members as close as possible to the workplace. Fórsa continues to train large numbers of local representatives on our workplace

representative course, which consists of two modules covering all aspects of the role of the local representative including employment rights, representation, communications and equality.

Relations with other unions

Fórsa maintained excellent working relationships with a range of other trade unions. The union's officials work with colleagues from the INTO, TUI and ASTI on a regular basis. The INTO has been particularly receptive to the concerns of Fórsa members working in schools, and has facilitated presentations to the INTO principals and other representative bodies on matters of concern to Fórsa members. Fórsa continues to work closely with SIPTU in the education and training boards, which involve the integration of former FÁS and EC staff, and also in relation to matters affecting members in higher education.

Pay

Public service pay restoration

Pay and pension levy adjustments under the 2015 Lansdowne Road agreement ensured that, by April 2017, virtually all public servants had experienced some pay restoration, while those earning below €28,000 had gained full restoration of the pay and pension levy-related cuts. A final payment under the deal, which was worth €38.33 a fortnight before tax, was brought forward from September 2017 to April 2017 following negotiations between public service unions and the Department of Public Expenditure and Reform (DPER), which took place between December 2016 and January 2017. This followed the unions' insistence that pay restoration be accelerated after the Government accepted Labour Court recommendations that gave Gardai better terms than those originally set out in the Lansdowne Road deal.

In May 2016, the Government also bowed to union demands for early talks on a successor to the HRA, which was originally meant to expire in September 2018. Negotiations took place in May and June 2017 after the publication of the first report of the Public Service Pay Commission (PSPC), which was established under the Programme for Government in October 2016.

The PSPC report addressed the process of unwinding the Financial Emergency Measures in the Public Interest (FEMPI) legislation, which introduced and underpinned the public service pay cuts and pension levy. The PSPC also considered factors that are usually taken into account in public service pay determination including recruitment and retention issues, international comparisons of public service pay and living costs, the value of public service pensions, and security of tenure relative to the private sector. The ICTU Public Services

Committee (PSC), which represents the vast majority of the country's public service unions, made two written submissions to the Commission, and PSC officers met with the Commission on a number of occasions.

The Commission made its report to the Minister for Public Expenditure and Reform in May 2017. Talks on a new public service pay agreement started later that month and concluded in June 2017. The outcome was the Public Service Stability Agreement (PSSA), which was strongly backed by members of the three unions that later amalgamated to form Fórsa, along with unions representing a large majority of public service workers. The ICTU Public Services Committee backed the deal by a margin of over 80% in an aggregate ballot in September 2017.

The PSSA, which came into force in January 2018, now governs pay and related matters for virtually all civil and public servants, as well as staff in non-commercial semi-state organisations and 'section 38' agencies where pay scales follow the public service. By the time it expires, on 31st December 2020, over 90% of civil and public servants will earn as much as, or more than, they did when pay cuts were introduced during the crisis.

The agreement saw pay increase by 1% on 1st January 2018, and by another 1% on 1st October 2018. Further income boosts were implemented on 1st January 2019, with a 1% pay increase for those earning less than €30,000 a year. Those who earn more benefited instead from an increase in the 'additional superannuation contribution,' which replaced the pension levy as part of the agreement. Further improvements are due on 1st September 2019, 1st January 2020, and 1st October 2020 (see table). Pay scales were updated on the Fórsa website to reflect the 1st January 2019 and earlier adjustments.



Mary McCabe, Anita O'Reilly, Marion Jackson, Maria Dunne and Eileen Barry, of the Fórsa School Secretaries Branch.

Summary of income adjustments

- 1st January 2018: 1% pay adjustment
- 1st October 2018: 1% pay adjustment
- 1st January 2019: Additional superannuation contribution threshold up from €28,750 to €32,000 (worth €325 a year). 1% pay increase for those who don't benefit (ie, those earning less than €30,000 a year)
- 1st September 2019: 1.75% pay adjustment
- 1st January 2020: Additional superannuation contribution threshold increased to €34,500 (worth €250 a year). 0.5% pay increase for those who don't benefit (ie, those earning less than €32,000 a year)
- 1st October 2020: 2% pay adjustment
- 31st December 2020: Agreement concludes.

As this report was being finalised, Fórsa and other unions were studying the implications of a February 2019 Labour Court recommendation regarding nurses' pay and grading, and awaiting the outcome of a related contract negotiation and ballot. At its February 2019 meeting, Fórsa's National Executive Committee (NEC) noted that, while ministers had expressed the view that the Labour Court recommendation was in line with the PSSA, Fórsa officials had been assured of continued engagement between the Department of Public Expenditure and Reform and the ICTU Public Services Committee on the broader implications of the outcome. The NEC said this engagement must address any changes in the assumptions underlying the agreement, and noted that clause 8.4.2 of the PSSA allows for this. The executive also took the view that going engagement between unions and DPER must continue to discuss the possibility of a general pay review mechanism to allow a full examination of the adequacy of current pay arrangements, and to resolve ongoing difficulties with the smooth operation of parts of the agreement.

The union had already told the Government that other grades will expect similar opportunities to have their pay reviewed during the lifetime of the agreement. Throughout 2018 and early 2019, Fórsa reiterated its view that all civil and public servants, and their unions, must be treated equally under the Public Service Stability Agreement (PSSA).

Additional superannuation contribution

Incomes were also improved in January 2019 by an increase in the threshold for payment of the 'additional superannuation contribution,' which replaced the pension levy under the PSSA. A further increase in the threshold is due in January 2020. Different arrangements apply to members of fast accrual schemes, mainly certain uniformed grades.

The agreement also saw the resolution of two outstanding 'additional superannuation contribution' anomalies. From January 2019, staff who joined the public service after January 2013, and who are in the single public service pension scheme introduced at that time, pay only two-thirds of the additional contribution rate. This figure will fall to one-third from January 2020, reflecting the fact that the benefits of the single scheme are different from those in the older scheme. And, with effect from January 2019, the 'additional superannuation contribution' is no longer payable on non-pensionable elements of incomes, including non-pensionable overtime payments.

New entrants

The term 'new entrants' refers to people who started work in the civil and public service, and organisations linked to it for pay purposes, after 2011 when inferior pay scales for new staff were imposed by the Government without agreement.

Although those inferior scales, which were worth 10% less at every point of each scale, were abolished at unions' insistence under the 2013 Haddington Road agreement, new entrants continued to have longer pay scales than their longer-serving colleagues, with two lower pay points at the beginning of each scale. In some grades, allowances that made up a significant part of overall income were also abolished for new entrants.

The PSSA established a process, involving the Public Service Pay Commission (PSPC), to address this problem. Following detailed discussions and inputs from Fórsa and other unions, this resulted in a solution of the pay scale issue, though not the allowances issue, in 2018. This was achieved at least two years earlier than the PSSA originally provided for.

Under these measures, new entrants will skip two points – the fourth and the eighth – on each pay scale. Fórsa welcomed this outcome because it ensures a fair outcome for new entrants regardless of their length of service. Fuller details of the outcome are available on the union's website.

Recruitment and retention issues

The Public Service Pay Commission's (PSPC) original 2017 report, which preceded the talks that led to the PSSA, identified recruitment and retention issues that had been raised by unions in respect of specific grades. Under the agreement, unions were able to make further submissions to the PSPC in respect of these

grades. The Commission was tasked with analysing the causes of the problems in each area, and recommend options to deal with them, by the end of 2018. However, it was not empowered to recommend increases in pay scales.

Fórsa fought for, and welcomed, this provision in the agreement and said all professions and grades must be treated equally by the Government in its response to the Pay Commission's findings. The Government approved the terms of reference for the PSPC's examination in October 2017, after which the PSPC invited submissions from unions representing grades identified in its original report. The union made submissions for its grades cited in the report late in 2017.

As this report went to print, the Commission had completed its examination of nursing, medical consultant, and some military grades. But its work on Fórsa grades had not begun. In November 2018, the union called on the PSPC to press on with examinations of recruitment and retention difficulties in the other areas cited in its 2017 report.

Gender pay gap

Over the last two years, Fórsa has been at the forefront of the trade union campaign for legislation on gender pay gap reporting to encourage employers into tangible action to bridge the gap, which currently stands at an average of around 14% in Ireland. In November 2018 the union was part of an Irish Congress of



North Leinster SNAs
Yvonne Connell and
Bridie Shorthall,
North Dublin.

Trade Unions (ICTU) delegation that gave evidence to the Joint Oireachtas Committee for Justice and Equality, which was examining the general scheme of the Gender Pay Gap Information Bill. The Bill would establish mandatory reporting by employers on the gender pay gap in their organisations. The measure would first be applied in firms with 250 or more employees, but that threshold would drop to 50-plus over time. The legislation would also require reporting on differences in bonus pay, part-time pay and the pay of men and women on temporary contracts.

In June 2018, Fórsa criticised the Government for publishing its own Bill on the issue, rather than amending an existing opposition Bill that was already well advanced. The union said the move would delay the introduction of pay gap reporting. A December 2018 report by the Economic and Social Research Institute (ESRI) found that the introduction of the statutory minimum wage had reduced the gender pay gap for lower-paid workers in Ireland, but had not impacted on the wage gap at higher salary levels. This was because women are more likely than men to work in low paid jobs.

The PSSA commits management in each sector of the public service to monitor progress on gender balance in career progression.

Allowances

The legislation that gave effect to the PSSA provides for the restoration of an earlier 5% cut in allowances from October 2020.

Overtime

With effect from January 2019, the PSSA removed 'additional superannuation contributions' on non-pensionable elements of public service incomes, including non-pensionable overtime payments.

Travel and subsistence

The standard overnight rate of civil service expenses was increased to €147, in line with inflation, following agreement at Civil Service General Council in November 2018. There were no changes in motor travel or foreign subsistence rates. An official circular setting out revised subsistence allowances was issued to civil service departments and the wider public service is to follow suit as usual.

Pensions

Public service retirement age

The age of eligibility for the State pension was increased to 66 in 2014. Because of this, the compulsory public service retirement age of 65 meant that many public servants were forced to retire before they could draw a significant part of their retirement income. The Public Service Stability Agreement (PSSA) enabled Fórsa to address this issue in discussions with the Department of Public Expenditure and Reform (DPER).

In 2018, the Government bowed to union pressure and agreed to legislate to give civil and public servants the option to remain in employment up to age 70 if they chose. Pending the enactment of legislation, limited interim arrangements, which allowed the re-hiring of public servants who wanted to stay in work until they were eligible for the State pension, were put in place. But those who exercised this option were placed on the first point of the non-pensionable pay scale, and were not able to make further pension contributions.

The legislation that increased the compulsory retirement date to age 70 was passed into law over Christmas 2018. It also required the finance minister to outline potential remedies, within three months, for public servants who had been forced to retire between 6th December 2017 and the commencement of the new law. Fórsa has argued that these workers should be given the option to extend their 12-month retention arrangement up until age 70, and get increments due to them during this period.

Public servants recruited after 1st April 2004, but before January 2013, were not covered by the new legislation because they already either have no compulsory retirement age or the ability to retire up to age 70.

Education staff: access to pension schemes

Fórsa continues to seek access to occupational pension schemes for education workers who do not have public service employment status, even though they deliver important public services. They include most school completion programme (SCP) staff and many school secretaries and caretakers.

Public service final salary schemes

For the duration of the Public Service Stability Agreement (PSSA), public service pensions have essentially returned to the pay-linked method of adjustment, which was in place until the onset of the financial emergency. This means that basic PSSA pay increases will be passed on to those who retire on or after 1st March 2012 in nearly all cases. The pay increases will be passed on to pre-March 2012 retirees if the pay level on which their pension is based does not exceed the existing pay level of serving staff in the same grade and pay scale point. Fórsa will seek the continuation of this arrangement in any negotiations on a successor to the PSSA.

Changes to the pension levy (now called the 'additional superannuation contribution') introduced under the PSSA saw pensions worth up to €34,132 a year exempted entirely from the additional contribution from 1st January 2018. The exemption threshold was increased to €39,000 in January 2019, and be further increased to €54,000 in January 2020.



Munster SNAs
Siobhan Hurley,
Mary O'Donovan and
Joyce O'Driscoll.

Single career average scheme

Staff who joined the public service after January 2013 are members of the single public service pension scheme, which gives accelerated accrual of benefits on earnings up to 3.74 times the contributory state pension. This takes the form of 0.58% of gross pensionable remuneration up to this threshold without any offset for integration with the social welfare system. From the end of March 2019, earnings up to €48,457 will benefit from the formula.

Members of the single public service scheme have paid only two-thirds of the 'additional superannuation contribution' (formerly the pension levy) since January 2019. This figure will fall to one-third from January 2020, reflecting the fact that the benefits of the single scheme are different from those in the older scheme.

Under the single public service scheme, accrued benefits and pensions in payment are uprated in line with annual movements in the consumer price index (CPI), including negative movements. Since the establishment of the scheme in 2013 the following adjustments were made:

- 12 months to December 2014: -0.3%
- 12 months to December 2015: 0.1%
- 12 months to December 2016: 0.0%
- 12 months to December 2017: 0.4%
- 12 months to December 2018: 0.7%

Fórsa has repeatedly called for all members of the scheme to receive annual benefit statements. Although this is required by law, most are not receiving them at present. The union has also demanded that a scheme for the purchase and transfer of pension benefits be put in place. Transfer tables were agreed between the ICTU Public Services Committee and the Department of Public Expenditure and Reform in 2016.

A 'single scheme estimator tool,' which indicates the retirement benefits that public servants hired after 1st January 2013 can expect, became available in the autumn of 2018 following pressure from Fórsa. The tool covers

standard-grade members of the single public service pension scheme who are currently employed in pensionable posts.

Treatment of parental leave

Revised arrangements for the accrual of pension while on parental leave have been in place since 9th February 2018. These mean only two days of reckonable service, rather than four, are deducted from staff who take parental leave that includes the last working day before, and the first working day after, a weekend. It was subsequently agreed that the records of staff who took parental leave before that date should be amended on a case-by-case basis at their time of retirement.

Survivor pensions for same sex couples

The Social Welfare, Pensions and Civil Registration Bill, 2018 amended the 1990 Pensions Act to give a right, in certain circumstances, to spousal pension benefits for same-sex spouses and civil partners who are members of occupational pension schemes.

Auto-enrolment

Employers are to be legally obliged to include their employees in a pension scheme, and make contributions to the fund, on foot of a new Government scheme outlined in late 2018 on foot of union submissions. Ireland is currently one of only two OECD countries without mandatory earnings-related pension savings.

Fórsa backed these 'auto-enrolment' proposals at its national conference in May because they would benefit tens of thousands of workers who currently have no occupational pension, including a small but significant number of Fórsa-represented grades who deliver public and other services. The new automatic enrolment scheme targets low and middle income earners to ensure they save towards a financially secure retirement, with financial contributions from their employer and the State.

In November 2018, the Government issued a draft proposal on how the scheme could work. Under these proposals, workers would have to contribute up to 6% of their salary towards their

pension pot, with employers having to match that amount. The state would then pay €1 for every €3 the worker contributes. Participation in the scheme would be compulsory for workers for six months, after which they could opt out. Workers could also suspend their contributions in limited circumstances, but employer and State contributions would also cease if an employee stopped saving.

The Irish Congress of Trade Unions (ICTU) welcomed the proposals in principle, but said they should be strengthened significantly. Unions want older workers to be included in the scheme which, as it currently stands, would only include workers aged between 23 and 60 who earn more than €20,000 a year. Congress wants this expanded to 16-60-plus with no income threshold. Congress also wants contributions to be collected by the Revenue Commissioners in the same way as social insurance, and for the State contribution to be valued at €1 for every €2.50 a worker saves, with an employer contribution of 7% on all earnings. It also wants the employee contribution to be graduated up to €20,000 a year with a flat 5% rate on all additional earnings.

ICTU also called for State provision of annuities for small pension pots. This would take the form of a top-up payment on the State pension, similar to an earnings-related pension system. Congress recommended that the scheme be mandatory, with a time limited 'contribution holiday' facility for workers which can be claimed as a single continuous period or a

number of separate periods, and says low income workers and sole traders should be automatically enrolled.

Eligibility for State pension

Fórsa was involved in the development of an Irish Congress of Trade Unions submission regarding a Government consultation paper on a 'total contributions approach to eligibility for State pensions.' The Congress submission covered the design parameters of the scheme to be introduced to calculate entitlement to the contributory state pension.

Tax relief on pension contributions

With input from Fórsa, The Irish Congress of Trade Unions (ICTU) made a submission to a Government public consultation on pension reform, which is focusing on the cost of tax relief on pension contributions. Congress expressed opposition to any fundamental changes, pointing out that some 620,000 workers receive tax relief on pension contributions. Because tax supports are provided at the marginal income tax rate, workers with annual earnings above €34,550 get relief at the 40% rate. In 2017 the average wage for a full-time worker was €45,611. Any reduction in the rating of tax expenditure would, therefore, adversely affect every worker earning more than three-quarters of the average wage.



Sharon Healy and Jacqueline Daly of the Education No.1 Branch.

Working conditions

Working time

Fórsa is committed to seeking to reverse increases in working time introduced in the civil and public service during the economic crisis. Although there was no general reduction in working hours under the Public Service Stability Agreement (PSSA), the deal gave staff the option of a permanent return to 'pre-Haddington Road' hours on the basis of a pro-rata pay adjustment. Staff were able to opt into this arrangement at the beginning of the agreement (January-April 2018) and can do so for a period after it expires (January-April 2021). The agreement also contains a provision to enable annual leave to be converted into flexitime. Although these two provisions fall far short of the restoration of additional hours introduced for some civil and public servants under the 2013 Haddington Road agreement, they do give options to staff for whom time is more important than money. However, the uptake of both options has been relatively low.

In November 2018, Fórsa added its voice to international trade union demands for reduced working time to ensure that workers share the benefits of increased productivity from technological change. This is often expressed in terms of the introduction of a four-day week with no loss of pay. In 2018, the union organised an international conference on the

future of working time, which brought together trade unionists and working time experts from Ireland, Germany and the UK. This was part of the union's response to the large number of motions about working time submitted to Fórsa's national conference in May 2018, when an executive motion committed the union to work with others to reduce working time in all sectors of the economy.

The PSSA also commits management to ensuring that work-life balance arrangements, including flexible working, are available to the greatest possible extent across the civil and public service. It says disputes on local and sectoral implementation of work-life balance arrangements can be processed through normal dispute resolution processes.

Parental leave

Fórsa welcomed long-overdue Government plans, announced in late 2018, to increase paid parental leave from two to seven weeks for each parent by 2021. Along with existing paid maternity and paternity leave, the change would increase to 42 weeks the amount of paid leave available to new parents during the first year of a child's life. It followed the announcement that two weeks paid parental leave would be rolled out late in 2019.

The developments stem from a recent EU directive on work-life balance, which obliges governments to increase access to paid parental leave for both parents. Payment will be at the same rate as prevailing maternity and paternity leave, which is currently €245 a week. The paid leave must be taken in the first year of a child's life.

Meanwhile, in February 2019, legislation to extend unpaid parental leave from 18 to 26 weeks and increase the child's qualifying age from eight to 12 years was again backed by the Government after it appeared to have withdrawn support. Although Fórsa welcomed this development, reports that the proposal would be implemented over a two-year period instead of immediately were seen as disappointing. As this report went to print, the Parental Leave (Amendment) Bill had passed all stages in the Dáil and was set for detailed examination by an Oireachtas committee.

Sick leave

The critical illness protocol (CIP), which governs public service arrangements for those on long-term sick leave, was improved in early 2018 to allow more managerial discretion about what constitutes a 'critical illness' in cases where the precise medical criteria are not met. New 'CIP managerial discretion guidelines,' negotiated with Fórsa and other unions, make it clear that managers have the flexibility to accept illnesses as 'critical' even if they have not quite met the threshold on the basis of medical certification. An appeals mechanism against unfavourable management decisions, with access to third party adjudication, was also put in place.

The CIP arrangements for the 'protective year' were also improved. The protective year allows staff who return to work following a critical illness to avail of remaining CIP leave for subsequent non-critical illnesses or injuries within one year of their first date of absence. This protective year period will now begin on the date of return, which means more support for those returning from a serious illness who then suffer a routine health problem in the following 12 months.



ETB Branch members
John Scott,
Allen Buckley and
Marcel McCafferty.



Delegates and speakers at Fórsa's 2019 'inspire' training for women activists.

Fórsa was involved in discussions about the calculation of certain types of sick leave in the one year/four year look back periods, and on the application of temporary rehabilitation remuneration (TRR). In the absence of agreement, the matter was referred to the Labour Court, which issued a recommendation in November 2018. As this report went to print, the union was awaiting departmental regulations to give effect to this outcome.

Outsourcing, agency staffing and related issues

Despite management attempts to water them down substantially, the PSSA retains all the outsourcing protections that unions won in negotiations that led to the earlier Croke Park (2010) and Haddington Road (2013) agreements.

The agreement also requires management to engage with unions with a view to minimising the use of agency staff. And it includes safeguards over the use of internships, clinical placements, work experience, and job activation measures, saying there must be "agreement on protocols" regarding such programmes.

Equality

Fórsa campaigned strongly over the last two years for the introduction of mandatory gender pay gap reporting to compel employers to disclose their gender pay gap. The union gave evidence as part of the ICTU delegation to the Justice and Equality Select Committee in November 2018 on the need to introduce robust legislation that encompassed all employers and required the publication of accurate data on the gender pay gap. The union also said remedial action would be needed to reduce the gender pay gap in each employment.

Fórsa welcomed the ratification of the UN Convention on the Rights of the Disabled, and continues to lobby Government to improve the availability of services for the people with disabilities and employment rights for disabled workers.

Fórsa welcomed the provision of new paid parental leave, which was introduced in November 2019. This welcome first step gives parents of both genders access to paid leave. It

will involve a new social insurance parental benefit payment for employees and the self-employed, which is to be paid for two weeks for each parent of a child in their first year. The Government proposes to increase this to seven extra weeks over time. This means that all new mothers and all new fathers with a child under one year of age will be able to apply for this leave, along with the normal maternity, adoptive, paternity and unpaid parental leave entitlements.

The union has established new equality networks to ensure that equality issues are discussed and progressed within workplaces, branches and divisions. The Women's Activist Network was successfully launched by ICTU General Secretary Patricia King in November 2017. Our new Disability Rights Network was launched by Minister for Disabilities Finian McGrath TD in April 2019. Further work is underway to organise national events promoting traveller rights, greater race equality and improved rights for LGBT members.

Fórsa's workplace representative training programme continues to provide workplace equality training for large numbers local representatives. Our annual Inspire training days, which took place in 2018 and 2019, were very successful in empowering women activists to stand for election. Evidence of this can be found within our Education Division where, for the first time in 2019, all candidates for the divisional executive committee were women.

Fórsa women activists from around the country took part in the union's 'Inspire' event in January 2019. This was the third year the union ran the training, which aims to inspire and empower female activists. The training included workshops on confidence-building, communications and campaigning. There was an impressive panel of speakers including former RTÉ political correspondent, Martina Fitzgerald and advisor to President Michael D. Higgins, Claire Power.

Fórsa supported Ireland's first 'trans pride' march in Dublin in July 2018.

Health and safety

Fórsa is an active participant in the Irish Congress of Trade Union's Health and Safety Committee, which has been raising awareness of work-related mental health, and has been working with the Health and Safety Authority to increase the number of safety representatives in Irish workplaces. The number of workplace-related accidents fell by 23% in 2018, according to the Health and Safety Authority (HSA). Thirty-seven people lost their lives in workplaces, which was 10 fewer than in 2017 and the lowest figure since the establishment of the HSA in 1989.

A new European Union directive on carcinogens will be put in place in 2019. This has come as a result of more 100,000 deaths attributed to cancers caused by working conditions across EU member states each year.

Zero-hours contracts

In January 2019, Fórsa welcomed the introduction of legislation which bans zero-hour contracts in virtually all circumstances. The Employment (Miscellaneous Provisions) Act, 2018, passed through both houses of the

Oireachtas in December and was signed into law on Christmas day 2018. The legislation, which comes into force in March 2019, includes provisions on minimum payments for employees called in and sent home again without work. It also requires employers to give workers basic terms of employment within five days. Unions, which had campaigned hard for these reforms, said there was still an urgent need for greater protection for workers in the so-called gig economy.

Bogus self-employment

In February 2019, the Irish Congress of Trade Unions (ICTU) released a policy-summarising factsheet on bogus self-employment as part of its continuing campaign on the issue. The factsheet addresses the negative impact of deliberate misclassification of employees on workers, the state and society. The term 'bogus self-employment' describes situations where employers deliberately misclassify workers as self-employed subcontractors in order to pay them less, reduce their social insurance and pension contribution requirements, dodge benefits like sick leave, and avoid meeting basic employment law protections.

Industrial relations

Sectoral overview

The industrial relations climate was governed by the provisions of the Landsdowne Road Agreement (LRA), and the Public Services Stability Agreement (PSSA), which superseded the LRA in 2018. Both these national agreements furthered progress towards complete pay restoration for Fórsa members in education. The Education Oversight Body, which monitors the implementation of national agreements in the sector, was chaired by Mairead Daly of the Workplace Relations Commission. It meets three times each year.

Fórsa is also part of the industrial council comprised of management and union representatives in the ETB sector. Issues affecting other schools and members in higher education were generally dealt with on a bilateral basis through meeting with departments or employer bodies. Regular contact with the Department of Education and Science takes place regarding strategic and operational issues, including the negotiation of departmental circulars covering terms and conditions of employment from incremental credit, changes to parental leave and other issues.

Job evaluation

Fórsa continued to campaign for the implementation of job evaluation in the higher education sector, which was provided for in a side letter dating back to the 2015 Landsdowne Road Agreement. Due to the lack of progress in implementing this agreed measure, members of the Higher Education (HE)

Branch commenced a campaign of industrial action late in 2018. This dispute was successfully resolved at the WRC, where the union secured an agreement that introduced job evaluation to technological universities and institutes of technology including Mary Immaculate College.

The HE Branch expects to see pilots of the new job evaluation scheme in place at the commencement of the 2019-2020 academic year. The agreement provides for 10% of posts in grades III to VI being subject to job evaluation each year. This means that over half the staff in those grades will have had the opportunity to have their job evaluated using a fair and transparent mechanism within the first five years. The agreement also provides for a robust appeals process and for joint union-management engagement in conducting evaluations. Discussions have now commenced with DES on the design of the scheme and the use of an external facilitator to assist the parties in ensuring the job evaluation process is conducted as smoothly as possible.

Education and training boards (ETBs)

Agreement on new recruitment and promotion arrangements within ETBs was concluded prior to the 2017 divisional conference and this continues to operate on the basis of a common recruitment pool. The focus of education and training boards on the design of new structures has continued to cause problems for members. Whilst senior-level ETB posts have been filled, and an organisation and design structure is in



Maggie Ryan, Technology University for Dublin and Eileen Byrne, Dublin Institute of Technology.

place, no progress has yet been made on an organisational design or workforce planning for other posts. Despite pressure from Fórsa and SIPTU very little progress has been made in establishing viable structures for most staff working within each ETB. The two unions have referred the issue as a dispute to the Workplace Relations Commission (WRC) and, as this report went to print, engagement on this critical issue was expected to take place over the coming months.

In a January 2019 submission on the education department's 2019-2021 strategy statement, Fórsa called for a clear timetable to complete the reorganisation of the county's education and training boards (ETBs), saying that failure to complete the programme four years after new structures were established was creating uncertainty over the future direction of local services.



Margaret Mary Grant
(Education No. 1 Branch) with
Mary Carey, Carrick-on-Shannon
Education Centre.

School completion programme

Fórsa continues to raise the employment status, pay, pensions and working conditions of school completion programme (SCP) staff who, for the most part, are not considered to be public servants. The majority are employed by voluntary organisations with local boards of management.

The union raised the issue during the 2017 public service pay discussions, which led to the Public Service Stability Agreement, and talks have since taken place between the union and the Department of Children and Youth Affairs and the child and family agency Tusla. The union continues to seek a firmer statutory basis for the school completion programme with a national management structure and adequate funding for services, pay and access to a pension scheme.

School secretaries and caretakers

The long-standing injustice affecting many school secretaries and caretakers who are employed through the ancillary grant system prompted Fórsa to launch a national campaign called Support our Secretaries (SOS) in January 2019. The campaign aims to ensure that the 2019 budget contains funding provision to transfer school secretaries and caretakers to public service conditions.

The campaign has received endorsements from Fianna Fáil, the Labour Party, Sinn Féin, the Social Democrats, and People before Profit, as well as independent TDs. It gathered momentum with regional meetings in north Dublin, Drogheda, Cork, Galway, Limerick and other locations.

On foot of this campaigning activity the Oireachtas Education Committee sought evidence from Fórsa on issues affecting non-teaching education staff, with a particular focus on school secretaries and caretakers. The union set out the case for transferring members to public service pay scales and working conditions. It also addressed the issue in its December 2018 submission on the Department of Education and Skills strategy statement for 2019-2021.

A day of action for school secretaries and caretakers is planned for May 2019 and other events in the lead up to the budget will be

organised with the aim of applying as much influence and pressure on the Government as possible in order to secure our objective of school secretaries and caretakers to public service conditions in 2020.

The campaign has generated significant sympathetic media coverage and a number of union officials and branch officers and representatives have given media interviews and spoken at public meetings. At the time of writing, the School Secretaries Branch had experienced a 10% surge in membership since the campaign launch, while an online petition had secured over 6,500 signatures.

The current pay agreement for directly-employed school secretaries and caretakers, which provided four increases of 2.5% between 2015 and January 2019, is due to expire at the end of 2020. Fórsa wrote to the Department of Education and Skills in early 2019 to seek discussions on a new agreement to commence in 2020.

Special needs assistants (SNAs)

Considerable progress was made in combatting the fragmentation of SNA posts during 2017 and 2018. Although many SNAs continue to experience difficulty with fragmented hours, the situation continues to improve.

During 2018, the National Council for Special Education (NCSE) conducted a comprehensive review of the SNA scheme. This exercise was conducted without consultation with Fórsa or with SNAs as a staff group on the future direction of inputs and supports for students. The resulting NCSE report contained a number of recommendations which, if implemented, would significantly change the structure of the SNA workforce. It recommended that the SNA title should be replaced with the title 'inclusion support assistant', which suggests an intention focus on inclusion rather than special educational needs. The thrust of the NCSE recommendations are to emphasise greater supports to vulnerable students, the provision of care to students with complex needs, and multi-disciplinary team working to meet the needs of vulnerable students. The NCSE also recommended that this new role would require an educational framework where staff would be supported in obtaining a new qualification, potentially at QQI level six.

Fórsa's response to these recommendations was to commence the largest ever consultation with SNAs, in which 4,000 were consulted on their perspectives on the SNA recommendations. Some 3,000 SNAs attended regional consultation meetings, and another 1,000 responded to an online consultation survey. The responses have been formulated into a report, which was published and submitted to the education department and Minister for Education and Science.

The results of this consultation exercise highlighted the lack of trust that SNAs have in their employers, the NCSE and the education department. Most members were concerned that recommended changes would be implemented without consultation, and regardless of whether SNAs or their union agreed with the proposals. In relation to the specific recommendations to change the SNA role, the consultation reaffirmed that progress could be made provided the SNA role was respected, that consultation with their union took place, and that changes were introduced in a consistent manner.

There was wide-scale support for the recommendation to review the use of the required 72 hours of non-classroom time, which was imposed on SNAs as a consequence of austerity measures introduced across the public service. The union believes that the 72 hours should be offset against continuing professional development if a programme of educational supports is put in place for SNAs.

The NCSE recommendations suggest that the future allocation of SNA hours would be front loaded and linked to the allocation to schools with special educational teachers. The union believes this is worth consideration, although it does not provide the secure employment for all SNAs. Permanent allocations of SNA hours in specific schools provide the basis for arguing for permanent posts. If this can be achieved in some areas, the union would build on that progress with a view to ending the casualisation of SNAs, which is the cause of many problems for staff, schools and students.

Fórsa became aware that 70 pilot schemes had been established in the east of the country (community health care organisation area 7). The NCSE and education department claimed these were speech and language schemes, which were unrelated to the NCSE recommendations. Fórsa said they were

forerunners of the implementation of NCSE recommendations, and that the pilot had not been the subject of any discussion or consultation with the union.

In the absence of discussion and agreement with Fórsa, the union issued a non-cooperation instruction to members in February 2019. Fórsa wrote to the Minister for Education and Skills setting out its willingness to engage in discussions on implementing the NCSE recommendations so long as the normal provisions of handling significant change in the public service were respected. A Government decision on the implementation of some or all of the NCSE recommendations could take place in the first half of 2019, and Fórsa is maintaining vigilance. The union will insist that SNAs are fully consulted on any proposed changes, that their views are taken into account, and that changes are only implemented following agreement with Fórsa.

Technological universities

Delegates at the 2017 divisional conference discussed problems associated with the then Technological Universities Bill, which was experiencing difficulties in passing through the Oireachtas. The division welcomed the progress that was subsequently made in establishing technological universities. The first to be created was the Technological University Dublin, which was formerly established in January 2019. The Munster Technological University consortium submitted an application for the university status in February 2019, mirroring developments within the Technological Universities South East Ireland and the Ulster Connaught consortium. Once designation is granted to all the clusters, four new technological universities will be established. This will lead to an enhanced voice within the education sector for these institutions.

Appendix



Munster SNAs Helen Hogan (left) and Kay Heffernan (right) with organiser Joan McCrohan.



Delegates at Fórsa's first national conference.

Salary scales

Revision of salaries with effect from 1st January 2019 (unless otherwise stated).

Special Needs Assistants

Pre-1 January 2011 Entrants

25,517 - 26,293 - 27,422 - 28,556 - 29,691 - 30,513 - 31,603 - 32,689 - 33,460 - 34,538 - 35,621 - 37,661 - LSI 39,110

Post-1 January 2011 Entrants

23,587 - 25,136 - 25,517 - 26,293 - 27,422 - 28,556 - 29,691 - 30,513 - 31,603 - 32,689 - 33,460 - 34,538 - 35,621 - 37,661 - LSI 39,110

Casual SNA hourly pay rates

Part Time hourly rates

Pre-1 January 2011 Entrants

14.06 (Value of Statutory Annual leave accumulated per hour worked from 1/1/2019 = 1.22)

Post-1 January 2011 Entrants

13.00 (Value of Statutory Annual leave accumulated per hour worked from 1/1/2019 = 1.13)

Clerical and Administrative Staff Institutes of Technology

Grade VII

48,978 - 50,175 - 51,575 - 52,979 - 54,385 - 55,642 - 56,921 - 58,166 - 59,405 - LSI 1 61,534 - LSI 2 63,673

Grade VI

46,771 - 47,898 - 49,259 - 51,817 - 53,345 - LSI 1 55,245 - LSI 2 57,157

Grade V

42,042 - 43,379 - 44,717 - 46,055 - 47,392 - LSI 1 48,941 - LSI 2 50,490

Grade IV

30,212 - 32,285 - 34,049 - 35,595 - 37,086 - 39,102 - 40,560 - 42,042 - LSI 1 43,403 - LSI 2 44,771

Grade III

Pre-1 January 2011 Entrants

25,517 - 26,293 - 27,422 - 28,556 - 29,691 - 30,513 - 31,603 - 32,689 - 33,460 - 34,537 - 35,621 - 37,662 - LSI 39,110

Post-1 January 2011 Entrants

23,587 - 25,136 - 25,517 - 26,293 - 27,422 - 28,556 - 29,691 - 30,513 - 31,603 - 32,689 - 33,460 - 34,537 - 35,621 - 37,662 - LSI 39,110

Senior Grades in IOTs and DIT

IOT President Level I* - Cork, Galway/Mayo and Waterford
156,246

*Includes addition of 1/19th to allow for superannuation contribution

IOT President Level II* - Presidents of other IOTs
151,464

*Includes addition of 1/19th to allow for superannuation contribution

Dublin Institute of Technology

President*

188,750

*Includes addition of 1/19th to allow for superannuation contribution

Directors*

145,661

*Includes addition of 1/19th to allow for superannuation contribution

Management Grades in Institutes of Technology (excluding DIT)

Registrar, Secretary/Financial Controller in Cork, Waterford, Galway/Mayo, Limerick, Athlone, Sligo, Dundalk and Carlow Institutes of Technology
91,774 - 94,906 - 98,036 - 101,170 - 104,301 - 107,431 - 110,807 - 113,961 - 117,309

Registrar, Secretary/Financial Controller in other Institutes of Technology
88,528 - 91,548 - 94,561 - 97,581 - 100,602 - 103,623 - 106,869 - 109,908 - 113,134

Head of Development in Cork, Waterford, Galway/Mayo, Limerick, Athlone, Sligo and Dundalk Institutes of Technology
91,774 - 94,906 - 98,036 - 101,170 - 104,301 - 107,431 - 110,807 - 113,961 - 117,309

Head of Development in other Institutes of Technology
88,528 - 91,548 - 94,561 - 97,581 - 100,602 - 103,623 - 106,869 - 109,908 - 113,134

Senior Management Grades (formerly A.P. related)
71,850 - 74,282 - 76,712 - 79,146 - 81,528 - 84,011 - 86,632 - 89,082 - 91,680

Clerical Officers and Caretakers employed in National Schools under the 1978/79 Scheme and Clerical Officers employed in Post Primary Schools under the 1978 Scheme

Caretakers in Dublin National Schools

Pre-1 January 2011 Entrants

593.20 - 597.53 - 599.31 - 600.96 - 602.71 - 604.45 - 606.18 - 607.91 - 609.80 - 611.59 - 613.98 - 616.42 - 618.74

Post-1 January 2011 Entrants

541.20 - 554.16 - 593.20 - 597.53 - 599.31 - 600.96 - 602.71 - 604.45 - 606.18 - 607.91 - 609.80 - 611.59 - 613.98 - 616.42 - 618.74

Caretakers in National Schools outside Dublin (and Cork City Post 1989)

Pre-1 January 2011 Entrants

596.11 - 599.33 - 602.34 - 604.04 - 605.73 - 607.50 - 609.21 - 610.98 - 612.77 - 614.67 - 616.55 - 618.55 - 620.30

Post-1 January 2011 Entrants

543.83 - 556.61 - 596.11 - 599.33 - 602.34 - 604.04 - 605.73 - 607.50 - 609.21 - 610.98 - 612.77 - 614.67 - 616.55 - 618.55 - 620.30

Caretakers in National Schools outside Dublin (and Cork City Post 1989) Phase I of PCW award paid only

Pre-1 January 2011 Entrants

580.48 - 581.21 - 582.91 - 584.62 - 586.35 - 588.08 - 589.85 - 591.60 - 593.49 - 595.42 - 597.39 - 599.18

Post-1 January 2011 Entrants

524.40 - 537.39 - 580.48 - 581.21 - 582.91 - 584.62 - 586.35 - 588.08 - 589.85 - 591.60 - 593.49 - 595.42 - 597.39 - 599.18

Clerical Officers

Grade III

Pre-1 January 2011 Entrants

25,517 - 26,293 - 27,422 - 28,556 - 29,691 - 30,513 - 31,603 - 32,689 - 33,460 - 34,537 - 35,621 - 37,662 - LSI 39,110

Post-1 January 2011 Entrants

23,587 - 25,136 - 25,517 - 26,293 - 27,422 - 28,556 - 29,691 - 30,513 - 31,603 - 32,689 - 33,460 - 34,537 - 35,621 - 37,662 - LSI 39,110

Grade IV

Pre-1 January 2011 Entrants

30,212 - 32,285 - 34,049 - 35,595 - 37,086 - 39,102 - 40,560 - 42,042 - LSI 1 43,403 - LSI 2 44,771

Post-1 January 2011 Entrants

27,566 - 29,450 - 30,212 - 32,285 - 34,049 - 35,595 - 37,086 - 39,102 - 40,560 - 42,042 - LSI 1 43,403 - LSI 2 44,771

School Secretaries in Community and Comprehensive Schools

Grade III

Pre-1 January 2011 Entrants

25,517 - 26,293 - 27,422 - 28,556 - 29,691 - 30,513 - 31,603 - 32,689 - 33,460 - 34,537 - 35,621 - 37,662 - LSI 39,110

Post-1 January 2011 Entrants

23,587 - 25,136 - 25,517 - 26,293 - 27,422 - 28,556 - 29,691 - 30,513 - 31,603 - 32,689 - 33,460 - 34,537 - 35,621 - 37,662 - LSI 39,110

Grade IV

Pre-1 January 2011 Entrants

30,212 - 32,285 - 34,049 - 35,595 - 37,086 - 39,102 - 40,560 - 42,042 - LSI 1 43,403 - LSI 2 44,771

Post-1 January 2011 Entrants

27,566 - 29,450 - 30,212 - 32,285 - 34,049 - 35,595 - 37,086 - 39,102 - 40,560 - 42,042 - LSI 1 43,403 - LSI 2 44,771

Caretakers in Community and Comprehensive Schools outside the Dublin Area (including Cork City Post 1989)

Pre-1 January 2011 Entrants

On Recruitment 595.93 - after 6 months 599.09 - after 1½ years 602.10 - after 2½ years 603.74 - after 3½ years 605.36 - after 4½ years 607.07 - after 5½ years 608.75 - after 6½ years 610.57 - after 7½ years 612.29 - after 8½ years 614.11 - after 9½ years 616.02 - after 10½ years 617.94 - after 11½ years 619.70

Post-1 January 2011 Entrants

On Recruitment 543.68 - after 6 months 556.22 - after 1½ years 595.93 - after 2½ years 599.09 - after 3½ years 602.10 - after 4½ years 603.74 - after 5½ years 605.36 - after 6½ years 607.07 - after 7½ years 608.75 - after 8½ years 610.57 - after 9½ years 612.29 - after 10½ years 614.11 - after 11½ years 616.02 - after 12½ years 617.94 - after 13½ years 619.70

Attendants in Community and Comprehensive Schools outside the Dublin Area

Pre-1 January 2011 Entrants

On Recruitment 580.77 - after 6 months 583.95 - after 1½ years 586.89 - after 2½ years 588.60 - after 3½ years 590.34 - after 4½ years 591.99 - after 5½ years 593.74 - after 6½ years 595.47 - after 7½ years 597.29 - after 8½ years 599.11 - after 9½ years 600.98 - after 10½ years 602.87 - after 11½ years 604.67

Post-1 January 2011 Entrants

On Recruitment 529.89 - after 6 months 542.52 - after 1½ years 580.77 - after 2½ years 583.95 - after 3½ years 586.89 - after 4½ years 588.60 - after 5½ years 590.34 - after 6½ years 591.99 - after 7½ years 593.74 - after 8½ years 595.47 - after 9½ years 597.29 - after 10½ years 599.11 - after 11½ years 600.98 - after 12½ years 602.87 - after 13½ years 604.67

Caretakers in Community and Comprehensive Schools outside the Dublin Area (including Cork City Post 1989) (Non Members of Pension Scheme)

Pre-1 January 2011 Entrants

On Recruitment 595.38 - after 6 months 598.57 - after 1½ years 601.60 - after 2½ years 603.23 - after 3½ years 604.89 - after 4½ years 606.57 - after 5½ years 608.27 - after 6½ years 610.04 - after 7½ years 611.82 - after 8½ years 613.60 - after 9½ years 615.49 - after 10½ years 617.40 - after 11½ years 619.21

Post-1 January 2011 Entrants

On Recruitment 543.17 - after 6 months 555.75 - after 1½ years 595.38 - after 2½ years 598.57 - after 3½ years 601.60 - after 4½ years 603.23 - after 5½ years 604.89 - after 6½ years 606.57 - after 7½ years 608.27 - after 8½ years 610.04 - after 9½ years 611.82 - after 10½ years 613.60 - after 11½ years 615.49 - after 12½ years 617.40 - after 13½ years 619.21

Attendants in Community and Comprehensive Schools outside the Dublin Area (Non Members of Pension Scheme)

Pre-1 January 2011 Entrants

On Recruitment 580.25 - after 6 months 583.45 - after 1½ years 586.41 - after 2½ years 588.08 - after 3½ years 589.82 - after 4½ years 591.55 - after 5½ years 593.20 - after 6½ years 595.00 - after 7½ years 596.76 - after 8½ years 598.60 - after 9½ years 600.44 - after 10½ years 602.36 - after 11½ years 604.23

Post-1 January 2011 Entrants

On Recruitment 529.42 - after 6 months 542.06 - after 1½ years 580.25 - after 2½ years 583.45 - after 3½ years 586.41 - after 4½ years 588.08 - after 5½ years 589.82 - after 6½ years 591.55 - after 7½ years 593.20 - after 8½ years 595.00 - after 9½ years 596.76 - after 10½ years 598.60 - after 11½ years 600.44 - after 12½ years 602.36 - after 13½ years 604.23

Dublin Zone General Operative PCW Agreement (Members of contributory pension scheme)

Pre-1 January 2011 Entrants

569.59 - 574.01 - 575.82 - 577.61 - 579.26 - 579.26 - 579.26 - 579.26 - 580.80 - 582.69 - 585.17 - 587.57 - 589.96

Post-1 January 2011 Entrants

514.61 - 527.80 - 569.59 - 574.01 - 575.82 - 577.61 - 579.26 - 579.26 - 579.26 - 580.80 - 582.69 - 585.17 - 587.57 - 589.96

Senior Caretaker Allowance

72.38

Junior Caretaker Allowance

28.22

Senior Caretaker allowance for C&C caretakers in Dublin area where shift working arrangements have been approved
70.13

Junior Caretaker allowance for C&C caretakers in Dublin area where shift working arrangements have been approved
25.97

Dublin Zone General Operative PCW Agreement

General Operative

Pre-1 January 2011 Entrants

569.07 - 573.48 - 575.29 - 577.01 - 578.36 - 580.65 - 580.65 - 580.65 - 580.65 - 582.23 - 584.68 - 587.07 - 589.49

Post-1 January 2011 Entrants

514.14 - 527.35 - 569.07 - 573.48 -
575.29 - 577.01 - 578.36 - 580.65 -
580.65 - 580.65 - 580.65 - 582.23 -
584.68 - 587.07 - 589.49

Cleaner Part Time Rate
(Pre-1 January 2011 Entrants)
14.89

Cleaner Part Time Rate
(Post-1 January 2011 Entrants)
13.59

**Adult Education Guidance
Counsellor/Co-ordinator, Adult
Literacy Organisers and
Community Education Facilitators**

Adult Education Guidance Counsellor/Co-
ordinator, Adult Literacy Organisers &
Community Education Facilitators
43,328 - 44,780 - 46,234 - 47,688 -
49,141 - 50,597 - 52,050 - 53,504 -
54,957 - 56,411 - 57,865 - 59,527 -
61,604

New Entrants
39,097 - 41,713 - 43,328 - 44,780 -
46,234 - 47,688 - 49,141 - 50,597 -
52,050 - 53,504 - 54,957 - 56,411 -
57,865 - 59,527 - 61,604

NALA/WIT Certificate
1,003

NALA/WIT Diploma
2,011

Adult Education Guidance Co-ordinator
Allowances
+1 information Officer or Counsellor 3,335 -
+2-3 staff 4,298 - +4-5 staff 5,684 - +6-7
staff 7,120

Adult Education Guidance Information Officers
30,212 - 32,285 - 34,049 - 35,595 -
37,086 - 39,120 - 40,560 - 42,042 - LSI 1*
43,403 - LSI 2* 44,771

*Adult Education Guidance Information Officers
grade - see paragraph 5, Circular 0015/2007:
LSIs payable to serving staff on a personal
basis.

Adult Education Guidance Information Officers
(New Entrants)

27,566 - 29,450 - 30,212 - 32,285 -
34,049 - 35,595 - 37,086 - 39,120 -
40,560 - 42,042 - LSI 1* 43,403 - LSI 2*
44,771

*Adult Education Guidance Information Officers
grade - see paragraph 5, Circular 0015/2007:
LSIs payable to serving staff on a personal
basis.

**City of Dublin ETB, Buildings
and Maintenance Section**

Buildings Officer
64,547 - 66,529 - 67,474 - 69,406 -
71,338 - 73,267 - 75,206 - LSI 1 77,645 -
LSI 2 80,081

Buildings Supervisor
46,770 - 47,898 - 49,260 - 51,816 -
53,345 - LSI 1 55,245 - LSI 2 57,157

Assistant Buildings Supervisor
42,042 - 43,379 - 44,717 - 46,054 -
47,392 - LSI 1 48,941 - LSI 2 50,490

Assistant Buildings Supervisor (New Entrants)
37,940 - 40,347 - 42,042 - 43,379 -
44,717 - 46,054 - 47,392 - LSI 1 48,941 -
LSI 2 50,490

**Director of Further Education and
Training (FET); Director of
Schools; Director of Organisation
Support and Development;
Assistant Principal Officers and
Clerical and Administrative
Grades in E.T.B.s**

Director of Further Education and Training
(FET); Director of Schools; Director of
Organisation Support and Development (OSD)
68,883 - 72,382 - 75,865 - 79,576 -
82,854 - 86,338 - 90,413 - 94,487 -
98,562 - 102,636 - 106,709

Assistant Principal Officer
68,154 - 69,709 - 71,267 - 72,820 -
74,378 - 75,935 - 77,491 - LSI 1 80,153 -
LSI 2 82,453

**Clerical and Administrative
Staff in E.T.B.s**

Grade VII
48,978 - 50,175 - 51,575 - 52,979 -
54,385 - 55,642 - 56,921 - 58,166 -
59,405 - LSI 1 61,543 - LSI 2 63,673

Grade VI
46,771 - 47,898 - 49,259 - 51,817 -
53,345 - LSI 1 55,245 - LSI 2 57,157

Grade V
42,042 - 43,379 - 44,717 - 46,055 -
47,392 - LSI 1 48,941 - LSI 2 50,490

Grade IV
30,212 - 32,285 - 34,049 - 35,595 -
37,086 - 39,102 - 40,560 - 42,042 - LSI 1
43,403 - LSI 2 44,771

Grade III
25,517 - 26,293 - 27,422 - 28,556 -
29,691 - 30,513 - 31,603 - 32,689 -
33,460 - 34,537 - 35,621 - 37,662 - LSI
39,110

Grade III (New Entrants)
23,587 - 25,136 - 25,517 - 26,293 -
27,422 - 28,556 - 29,691 - 30,513 -
31,603 - 32,689 - 33,460 - 34,537 -
35,621 - 37,662 - LSI 39,110

Telephonist Grade in CDET
25,517 - 26,293 - 27,422 - 28,556 -
29,691 - 30,513 - 31,603 - 32,689 -
33,460 - LSI 34,105

Telephonist Grade in CDET (New Entrants)
23,587 - 25,136 - 25,517 - 26,293 -
27,422 - 28,556 - 29,691 - 30,513 -
31,603 - 32,689 - 33,460 - LSI 34,105

**City of Dublin Youth
Services Board**

Director
76,287 - 78,397 - 80,915 - LSI 1 83,778 -
LSI 2 86,642

Head of Operations (Asst. Director)
69,935 - 72,049 - 74,167 - 76,287 - LSI 1
78,988 - LSI 2 81,687

Development Officer
60,964 - 62,362 - 63,748 - 65,146 -
66,537 - 66,908 - 68,260 - 69,630 - LSI 1
71,865 - LSI 2 74,102

Liaison Officer
33,985 - 36,980 - 39,988 - 42,986 -
46,002 - 47,858 - 49,713 - 51,572 -
53,427 - 55,281 - 57,133 - 58,994 -
60,850 - LSI 1 62,922 - LSI 2 64,980

Youth Worker
33,299 - 36,237 - 39,177 - 42,122 -
45,069 - 46,514

Youth Worker (New Entrant)
30,362 - 32,715 - 33,299 - 36,237 -
39,177 - 42,122 - 45,069 - 46,514

Senior Youth Worker
46,514 - 47,970 - 49,427 - 50,887 -
52,336

**Pay Scales for Chief Executive
Officers of ETBs
(Categories I to IV)**

Category I
109,325 - 112,932 - 116,528 - 118,378 -
122,572 - 126,114 - 129,668

Category II
104,275 - 107,710 - 111,124 - 115,199 -
119,252 - 120,154 - 123,503

Category III
93,609 - 96,962 - 100,317 - 103,689 -
107,046 - 110,401 - 113,759 - 117,117

Category IV
91,206 - 94,711 - 98,210 - 101,719 -
105,212 - 108,727 - 112,191

**CEO City of Dublin ETB
(Appendix II to agreed report
1/98)**

C.E.O. CDET
Non PPC
121,079 - 126,456 - 132,482 - 138,411

PPC
127,417 - 133,178 - 139,419 - 145,661

Adult Education Officers in Education and Training Boards

Adult Education Officer

51,379 - 53,741 - 56,104 - 58,466 - 60,828 - 63,188 - 65,552 - 66,891 - 69,187 - 71,483 - 73,783 - 76,081 - 79,529

Outdoor Education Centres

Director

60,394 - 61,894 - 63,398 - 64,824 - 66,265 - 66,667 - 68,234 - LSI 1 70,419 - LSI 2 72,609

Assistant Manager/Senior Instructor

30,138 - 33,186 - 36,821 - 40,473 - 44,141 - 47,824 - 51,528

Qualification Allowances

Level 3 3,010
Level 2 2,011
Level 1 1,003

Saturday Premium

15.30

Sleepover Allowance

44.46

Former SOLAS employees who transferred to ETBs

Grade 06D

66,495 - 68,899 - 71,289 - 73,687 - 76,080 - 77,460 - LSI 1 79,876 - LSI 2 82,300

Grade 06X (Contributory)

66,439 - 69,061 - 71,796 - 74,369 - 76,922 - 79,465 - 80,956 - 81,139 - LSI 1 83,676 - LSI 2 86,216

Grade 06B (Non-Contributory)

64,176 - 66,725 - 68,333 - 70,779 - 73,203 - 75,619 - 77,036 - 77,209 - LSI 1 79,620 - LSI 2 82,033

Grade 07X (Contributory)

60,149 - 61,940 - 63,903 - 65,368 - 66,264 - 67,394 - 69,372 - 70,566 - 71,360 - LSI 1 73,584 - LSI 2 75,805

Grade 07B (Non-Contributory)

57,231 - 58,932 - 60,797 - 62,189 - 63,039 - 65,099 - 67,029 - 67,165 - 67,920 - LSI 1 70,032 - LSI 2 72,142

Grade 08 (D,E,X) (Contributory) X Standard, D/E Higher

Standard

37,542 - 39,233 - 40,594 - 41,909 - 43,287 - 44,604 - 45,966 - 47,311 - 48,644 - 50,020 - 51,387 - 52,753 - 54,116 - 55,456 - 56,340 - LSI 1 58,358 - LSI 2 60,377

Higher

40,594 - 41,909 - 43,287 - 44,604 - 45,966 - 47,311 - 48,644 - 50,020 - 51,387 - 52,753 - 54,116 - 55,456 - 56,340 - 58,358 - 59,690 - 61,013 - 62,341

Grade 08 (B,C) (Non-Contributory) B-Standard, C-Higher

Standard

35,753 - 37,360 - 38,655 - 39,902 - 41,212 - 42,463 - 43,757 - 45,035 - 46,301 - 47,608 - 48,907 - 50,204 - 51,500 - 52,772 - 53,612 - LSI 1 55,529 - LSI 2 57,447

Higher

38,655 - 39,902 - 41,212 - 42,463 - 43,757 - 45,035 - 46,301 - 47,608 - 48,907 - 50,204 - 51,500 - 52,772 - 53,612 - 55,529 - 56,795 - 58,053 - 59,313

Grade 08H

Higher

48,379 - 49,709 - 51,041 - 52,379 - 53,711 - 55,628 - 56,887 - 58,153 - 59,422

Grade 08K

Higher

50,834 - 52,233 - 53,638 - 55,039 - 56,441 - 58,466 - 59,792 - 61,122 - 62,455

Grade 09 (X & D) (Contributory) X - Standard, D - Higher

Standard

33,081 - 35,065 - 36,457 - 38,014 - 39,327 - 40,635 - 41,969 - 43,247 - 44,499 - 45,778 - 47,046 - 48,277 - 49,512 - 50,685 - 51,575 - LSI 1 53,349

Higher

36,457 - 38,014 - 39,327 - 40,635 - 41,969 - 43,247 - 44,499 - 45,778 - 47,046 - 48,277 - 49,512 - 50,685 - 51,575 - 53,349 - 54,585 - 55,818 - 57,052

Grade 09B Standard (Non-Contributory)

31,821 - 33,400 - 34,724 - 36,203 - 37,450 - 38,692 - 39,960 - 41,174 - 42,364 - 43,579 - 44,783 - 45,952 - 47,125 - 48,241 - 49,085 - LSI 1 50,771 - LSI 2 52,458

Grade 10 (X & E) (Contributory) X - Standard, E - Higher

Standard

29,143 - 31,195 - 32,633 - 34,120 - 35,367 - 36,665 - 37,971 - 39,183 - 40,353 - 41,536 - 42,706 - 43,800 - 44,907 - 45,914 - 46,810 - 48,342 - 49,873

Higher

32,633 - 34,120 - 35,367 - 36,665 - 37,971 - 39,183 - 40,353 - 41,536 - 42,706 - 43,800 - 44,907 - 45,914 - 46,810 - 48,342 - 49,479 - 50,621 - 51,764

Grade 10 (D & F) (Non-Contributory) D - Standard, F - Higher

Standard

27,463 - 30,003 - 31,091 - 32,819 - 33,688 - 34,921 - 36,163 - 37,312 - 38,425 - 39,549 - 40,661 - 41,700 - 42,750 - 43,708 - 44,559 - LSI 1 46,041 - LSI 2 47,468

Higher

31,091 - 32,819 - 33,688 - 34,921 - 36,163 - 37,312 - 38,425 - 39,549 - 40,661 - 41,700 - 42,750 - 43,708 - 44,559 - 46,014 - 47,095 - 48,179 - 49,265

Grade 10B

New Entrant

26,331 - 28,459 - 29,143 - 31,195 - 32,633 - 34,120 - 35,367 - 36,665 - 37,971 - 39,183 - 40,353 - 41,536 - 42,706 - 43,800 - 44,907 - 45,914 - 46,810 - LSI 1 48,342 - LSI 2 49,873

Grade 11 (G & H) (Contributory) G - Standard, H - Higher

Standard

25,506 - 26,271 - 27,398 - 28,523 - 29,649 - 30,469 - 31,553 - 32,638 - 33,401 - 34,474 - 35,540 - 37,204 - LSI 1 38,512 - LSI 2 39,112

Higher

26,271 - 27,398 - 28,523 - 29,649 - 30,469 - 31,553 - 32,638 - 33,401 - 34,474 - 35,540 - 37,204 - 38,512 - 39,112 - 39,922

Grade 11 (A & J) (Contributory) A - Standard, J - Higher

Standard

30,028 - 30,918 - 32,118 - 32,999 - 34,142 - 35,266 - 36,394 - 37,516 - 38,601 - 39,690 - 40,729 - 42,008 - LSI 1 43,427 - LSI 2 44,493

Higher

30,918 - 32,118 - 32,999 - 34,142 - 35,266 - 36,394 - 37,516 - 38,601 - 39,690 - 40,729 - 42,008 - 43,427 - 44,867 - 45,843

Grade 11K Higher (Non-Contributory)

25,364 - 26,079 - 27,149 - 28,219 - 29,289 - 30,057 - 31,098 - 32,585 - 32,839 - 33,845 - 35,433 - 36,677 - 37,249 - 38,016

Grade 11N

30,209 - 32,286 - 34,049 - 35,592 - 37,085 - 39,099 - 40,563 - 42,037 - LSI 1 43,402 - LSI 2 44,773

Grade 11L

Higher

486.09 - 499.78 - 520.30 - 540.80 - 561.30 - 581.78 - 595.96 - 615.67 - 629.34 - 648.79 - 679.05 - 702.88 - 713.85 - 728.55

Grade 13X (Contributory)

(General Assistant)

27,200 - 27,992 - 29,348 - 30,016 - 31,086

Career Grade staff (Contributory)

39,183 - 40,353 - 41,536 - 42,706 - 43,800 - 44,907 - 45,914 - 46,810 - 48,277 - 49,512 - 50,685 - 51,575 - 52,753 - 54,116 - 55,456 - 56,340 - 58,358 - LSI 1 60,377 - LSI 2 62,341

Career Grade staff (Non-contributory)

37,312 - 38,425 - 39,549 - 40,661 - 41,700 - 42,750 - 43,708 - 44,559 - 45,952 - 47,125 - 48,241 - 49,085 - 50,204 - 51,500 - 52,772 - 53,612 - 55,529 - LSI 1 57,447 - LSI 2 59,313

Caretakers in ETBs outside the Dublin Area (including Cork City Post 1989)

Caretaker

On Recruitment 595.93 - after 6 months 599.09 - after 1½ years 602.10 - after 2½ years 603.74 - after 3½ years 605.36 - after 4½ years 607.07 - after 5½ years 608.75 - after 6½ years 610.57 - after 7½ years 612.29 - after 8½ years 614.11 - after 9½ years 616.02 - after 10½ years 617.94 - after 11½ years 619.70

Caretaker (New Entrants)

On Recruitment 543.68 - after 6 months 556.22 - after 1½ years 595.93 - after 2½ years 599.09 - after 3½ years 602.10 - after 4½ years 603.74 - after 5½ years 605.36 - after 6½ years 607.07 - after 7½ years 608.75 - after 8½ years 610.57 - after 9½ years 612.29 - after 10½ years 614.11 - after 11½ years 616.02 - after 12½ years 617.94 - after 13½ years 619.70

Attendants in ETBs outside the Dublin Area

Attendants

On Recruitment 580.77 - after 6 months 583.95 - after 1½ years 586.89 - after 2½ years 588.60 - after 3½ years 590.34 - after 4½ years 591.99 - after 5½ years 593.74 - after 6½ years 595.47 - after 7½ years 597.29 - after 8½ years 599.11 - after 9½ years 600.98 - after 10½ years 602.87 - after 11½ years 604.67

Attendants (New Entrants)

On Recruitment 529.89 - after 6 months 542.52 - after 1½ years 580.77 - after 2½ years 583.95 - after 3½ years 586.89 - after 4½ years 588.60 - after 5½ years 590.34 - after 6½ years 591.99 - after 7½ years 593.74 - after 8½ years 595.47 - after 9½ years 597.29 - after 10½ years 599.11 - after 11½ years 600.98 - after 12½ years 602.87 - after 13½ years 604.67

ETB

Cleaner P/T Rate

14.89

ETB (New Entrants)

Cleaner P/T Rate

13.59

Caretakers in ETBs outside the Dublin Area (including Cork City Post 1989) (Non-members of Pension Scheme)

Caretaker

On Recruitment 595.38 - after 6 months 598.57 - after 1½ years 601.60 - after 2½ years 603.23 - after 3½ years 604.89 - after 4½ years 606.57 - after 5½ years 608.27 - after 6½ years 610.04 - after 7½ years 611.82 - after 8½ years 613.60 - after 9½ years 615.49 - after 10½ years 617.40 - after 11½ years 619.21

Caretaker (New Entrants)

On Recruitment 543.18 - after 6 months 555.76 - after 1½ years 595.38 - after 2½ years 598.57 - after 3½ years 601.60 - after 4½ years 603.23 - after 5½ years 604.89 - after 6½ years 606.57 - after 7½ years 608.27 - after 8½ years 610.04 - after 9½ years 611.82 - after 10½ years 613.60 - after 11½ years 615.49 - after 12½ years 617.40 - after 13½ years 619.21

Attendants in ETBs outside the Dublin Area (Non-members of Pension Scheme)

Attendant

On Recruitment 580.25 - after 6 months 583.45 - after 1½ years 586.41 - after 2½ years 588.08 - after 3½ years 589.82 - after 4½ years 591.55 - after 5½ years 593.20 - after 6½ years 595.00 - after 7½ years 596.76 - after 8½ years 598.60 - after 9½ years 600.44 - after 10½ years 602.36 - after 11½ years 604.23

Attendant (New Entrants)

On Recruitment 529.42 - after 6 months 542.06 - after 1½ years 580.25 - after 2½ years 583.45 - after 3½ years 586.41 - after 4½ years 588.08 - after 5½ years 589.82 - after 6½ years 591.55 - after 7½ years 593.20 - after 8½ years 595.00 - after 9½ years 596.76 - after 10½ years 598.60 - after 11½ years 600.44 - after 12½ years 602.36 - after 13½ years 604.23

Dublin Zone General Operative PCW Agreement - Members of Contributory Pension Scheme

Caretakers / General Operative

569.59 - 574.01 - 575.82 - 577.61 - 579.26 - 579.26 - 579.26 - 579.26 - 580.80 - 582.69 - 585.17 - 587.57 - 589.96

Caretakers / General Operative (New Entrants)

514.61 - 527.80 - 569.59 - 574.01 - 575.82 - 577.61 - 579.26 - 579.26 - 579.26 - 579.26 - 580.80 - 582.69 - 585.17 - 587.57 - 589.96

Senior Caretaker Allowance

72.38

Junior Caretaker Allowance

28.22

Dublin Zone General Operative PCW Agreement (Non-members of Contributory Pension Scheme)

General Operative

569.07 - 573.48 - 575.59 - 577.01 - 578.76 - 580.65 - 580.65 - 580.65 - 580.65 - 582.23 - 584.68 - 587.07 - 589.49

General Operative (New Entrants)

514.14 - 527.35 - 569.07 - 573.48 - 575.59 - 577.01 - 578.76 - 580.65 - 580.65 - 580.65 - 582.23 - 584.68 - 587.07 - 589.49

Caretakers/Cleaning Supervisor in the City of Cork ETB (Pre 1989)

Senior Caretaker

On Recruitment 634.36 - after 6 months 637.65 - after 1½ years 640.97 - after 2½ years 642.80 - after 3½ years 644.70 - after 4½ years 646.53 - after 5½ years 648.45 - after 6½ years 650.47 - after 7½ years 652.46 - after 8½ years 654.61 - after 9½ years 656.65 - after 10½ years 658.73 - after 11½ years 660.89

Caretaker/Cleaning Supervisor

On Recruitment 627.70 - after 6 months 631.11 - after 1½ years 634.34 - after 2½ years 636.03 - after 3½ years 638.01 - after 4½ years 639.82 - after 5½ years 641.55 - after 6½ years 643.65 - after 7½ years 645.57 - after 8½ years 647.57 - after 9½ years 649.63 - after 10½ years 651.72 - after 11½ years 653.83

Caretakers - Senior and Junior Allowances (Co Dublin and Borough of Dun Laoghaire ETB)

Senior Caretaker Allowance

72.38

Junior Caretaker Allowance

28.22

CDETb Truck Driver - inclusive of GO Analogue Award

Truck Driver (G.O. Related)

592.38 - 596.51 - 598.40 - 599.79 - 601.50 - 603.34 - 605.15 - 607.08 - 608.70 - 610.60 - 612.91 - 615.37 - 617.71

Truck Driver (G.O. Related) (New Entrants)

540.44 - 553.21 - 592.38 - 596.51 - 598.40 - 599.79 - 601.50 - 603.34 - 605.15 - 607.08 - 608.70 - 610.60 - 612.91 - 615.37 - 617.71

CDETb Storeman/Storekeeper (G.O. Related)

622.93 - 633.50 - 645.49 - 656.70 - 667.62 - 678.71 - 689.69

New Entrants

568.22 - 598.49 - 622.93 - 633.50 - 645.49 - 656.70 - 667.62 - 678.71 - 689.69

CDETb Personnel Maintenance Differentials

Assistant Porter 27.65

Porter 51.78

Senior Porter 70.91

Head Porter 90.11

Caretaker 40.77

Boilerman 27.65

Tractor Driver 38.88
 Chargehand Cleaner 18.34
 Foreman Cleaner 36.96
 Night Allowance 15.24
 Semi-skilled Allowance 15.24
 Group 4 Allowance 11.90
 Group 3 Allowance 9.01
 Class Aide 23.81
 Goods inwards Officer 30.68

Psychologists

Psychologists Co. Dublin and City of Dublin ETBs

58,947 - 61,462 - 63,957 - 66,439 -
 68,491 - 73,109 - 77,283 - 81,513 -
 84,950 - LSI 1 87,612 - LSI 2 90,275

Psychologists Co. Dublin and City of Dublin ETBs (New Entrants)

53,154 - 56,541 - 58,947 - 61,462 -
 63,957 - 66,439 - 68,491 - 73,109 -
 77,283 - 81,513 - 84,950 - LSI 1 87,612 -
 LSI 2 90,275

Senior Psychologist

82,483 - 84,385 - 86,303 - 88,205 -
 90,099 - 90,823 - LSI 1 93,664 - LSI 2
 96,506

Technicians in Dun Laoghaire ETB, Kilkenny ETB and Co. Cork ETB (Davis College)

Technicians Scale A

35,869 - 36,884 - 37,844 - 40,121 -
 42,585 - 44,350 - 46,191 - 47,994 -
 49,807 - 52,098 - 53,921 - 55,895 -
 57,869 - 59,792 - LSI 61,050

*This scale applies to those who opted not to join 1977 Superannuation Scheme

New Recruits Scale A

32,697 - 33,729 - 35,869 - 36,884 -
 37,844 - 40,121 - 42,585 - 44,350 -
 46,191 - 47,994 - 49,807 - 52,098 -
 53,921 - 55,895 - 57,869 - 59,792 - LSI
 61,050

*This scale applies to those who opted not to join 1977 Superannuation Scheme

Technicians Scale B

36,212 - 37,235 - 38,206 - 40,510 -
 42,953 - 44,730 - 46,597 - 48,412 -
 50,243 - 52,551 - 54,391 - 56,385 -
 58,377 - 60,324 - LSI 61,592

*This scale applies to those who have joined 1977 Superannuation Scheme

New Recruits Scale B

32,693 - 34,050 - 36,212 - 37,235 -
 38,206 - 40,510 - 42,953 - 44,730 -
 46,597 - 48,412 - 50,243 - 52,551 -
 54,391 - 56,385 - 58,377 - 60,324 - LSI
 61,592

*This scale applies to those who have joined 1977 Superannuation Scheme

Youth Officer ETBs

46,771 - 47,898 - 48,978 - 50,412 -
 52,076 - 53,783 - 55,597 - 57,466 -
 59,405 - 61,534 - 63,673

Youth Officer ETBs (New Entrants)

42,196 - 44,288 - 46,771 - 47,898 -
 48,978 - 50,412 - 52,076 - 53,783 -
 55,597 - 57,466 - 59,405 - 61,534 -
 63,673

Youthreach Pay Scales

Resource Person

31,958 - 33,601 - 35,558 - 37,519 -
 39,486 - 41,456 - 43,433 - 45,415 -
 47,400 - 49,395 - 51,528 - LSI 1 53,299 -
 LSI 2 55,073

Resource Person (New Entrants)

29,153 - 30,636 - 31,958 - 33,601 -
 35,558 - 37,519 - 39,486 - 41,456 -
 43,433 - 45,415 - 47,400 - 49,395 -
 51,528 - LSI 1 53,299 - LSI 2 55,073

Co-ordinator

37,957 - 41,357 - 44,787 - 48,956 -
 51,572 - 54,975 - 58,359 - LSI 1 60,971 -
 LSI 2 62,888

Qualification Allowances







Degree/tch.recognition 3,010
 Diploma 2,011
 Certificate 1,003



Mary Ganly (Sligo) and Patricia Tarpey (Galway).



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FÓRSA



CORK

Father Matthew Quay, Cork,
T12 EWV0.
Ph: 021-425-5210
Email: forsacork@forsa.ie

DUBLIN

Nerney's Court, Dublin, D01 R2C5.
19-20 Adelaide House,
Adelaide Road, D02 WA00.
Ph: 01-817-1500
Email: info@forsa.ie

GALWAY

Unit 23, Sean Mulvoy Business Park,
Sean Mulvoy Road, Galway, H91 HT27.
Ph: 091-778-031
Email: forsagalway@forsa.ie

LIMERICK

Roxborough Road, Limerick, V94 YY31.
Ph: 061-319-177
Email: forsalimerick@forsa.ie

SLIGO

Ice House, Fish Quay, Sligo,
F91 HHX4.
Ph: 071-914-2400
Email: forsasligo@forsa.ie