

## 2012/2013 Financial Guideline 10

### Supervision & Substitution Rates 2012/2013 – DES CL 0014/2013

Following the public service wide review of allowances, the DES has issued CL 0014/2013.

**The arrangements set out in DES CL 0014/2013 only apply for the school year 2012/2013 as it proposed to cease all payments for Supervision and Substitution under the revised Croke Park Agreement 2.**

- 1. Existing Holders:** The Department of Education and Skills (DES) defines an "existing holder" as "an individual who was eligible for receipt of the allowance in question prior to 1 February 2012". This means that a teacher paid from public funds prior to 1 January 2011 will continue to be paid €1,769 for a 37 hour supervision and substitution (S & S) annual commitment (or €47.82 per hour) even if that teacher is now entering the scheme for the first time or is returning to the scheme having previously opted out. Similarly, teachers paid from public funds for the first time between 1 January 2011 and 31 January 2012 will be entitled to an annual S & S payment of €1,592 for a 37 hour annual commitment (or €43.04 per hour)
- 2. New Beneficiary:** The DES defines a " new beneficiary" as "an individual who was not eligible for receipt of the allowance in question prior to 1 February 2012". This refers to teachers paid from public funds for the first time on or after 1 February 2012. These new beneficiaries are now entitled to contract into the S & S scheme for an annual payment of €1,592 but must give a 49 hour commitment. The hourly rate for new beneficiaries is therefore €32.49 per hour.
- 3. Supervisors:** A supervisor is a person employed by the school for the purposes of supervision as outlined in DES Circular 01/03. A supervisor may be employed by the school on a casual basis or on a contract for a minimum of 10 hours per week up to a maximum of 20 hours per week for actual supervision. A supervisor employed prior to 1 January 2011 is entitled to a payment of €21.31 per hour plus 8% holiday pay. A supervisor employed for the first time after 1 January 2011 is entitled to a payment of €19.18 plus 8% holiday pay.

The grant payable to the school for supervision and substitution for the school year 2012/2013 will be calculated by multiplying the number of wholetime equivalent teachers (WTE) who are not contracted into the scheme by €1,769. The grant is reduced by any hours of supervision or substitution delivered by contracted teachers appointed prior to 1 February 2012 who opt to deliver up to 49 hours. An administration grant of 2% of the total school budget for S & S is also payable to the school for the 2012/2013 school year.

## Summary of Main Features

### 1. Teachers on DES Payroll or paid from public funds prior to January 1, 2011 - 37 hour annual commitment per WTE teacher

- Annual rate: €1,769
- Hourly rate: €47.82

### 2. Teachers paid for the first time from DES payroll or public funds after January 1, 2011 up to January 31, 2012 - 37 hour annual commitment per WTE teacher

- Annual rate: €1,592
- Hourly rate: €43.04

### 3. Teachers paid for first time from DES payroll or public funds from February 1, 2012 - 49 hour annual commitment per WTE teacher

- Annual rate: €1,592
- Hourly rate: €32.49

### 4. External (non-teacher) Supervisors

- €21.31 per hour plus 8% holiday pay if paid from public funds prior to January 1, 2011
- €19.18 per hour plus 8% holiday pay if paid from public funds for the first time after January 1, 2011

### 5. Supervision and Substitution Hours on the OLCS

Schools have been allocated a number of substitution hours on the OLCS which may be used to provide substitution cover for teachers absent on uncertified sick leave or on school business. The number of hours allocated to the school for 2012/2013 is calculated as follows:

$$\text{Enrolment in 2011/2012} \times 0.31$$

Example: A school with an enrolment of 500 is allocated:

$$500 \times 0.31 = 155 \text{ hours}$$

These hours are **included** in the total part time hours available to the school on the OLCS. These S & S hours must be used for substitution and cannot be allocated on contracts to part time teachers.

### 6. Croke Park Agreement 2 Proposals

Under the draft Revised Croke Park Agreement concluded on Monday February 25, 2013 it is proposed that all payments for Supervision and Substitution will be discontinued. Details of the alternative arrangements, when available, will be issued to schools by the JMB.

**Fergus Dunne, Director,  
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February 26, 2013.**