

2012/2013 Financial Guideline 07

Circular 0008/2013

Public Service-Wide Review of Allowances and Premium Payments

[Circular 0008/2013](#) supersedes Circulars 70/2011 and 3/2012.

Circular 70/2011 main provisions

- Existing Teachers: Teachers employed before December 4, 2011 retain all allowances but no additional allowances will be payable for further qualifications on or after December 5, 2011
- New Appointees: New entrants to teaching on or after December 5, 2011 will be eligible for combined allowances up to maximum of honours primary degree allowance

Circular 3/2012 main provisions

- Purpose: To achieve 5% reduction in cost of allowances in 2012
- No allowance will be paid to new beneficiaries where the allowance in question becomes payable on or after February 1, 2012
- New beneficiaries will be paid common basic scale with no additions of any description
- Only exemptions: Principals and Deputy Principals newly appointed.

Circular 0008/2013 - Summary of Main Provisions

Definitions: For the purposes of this circular, the following definitions are relevant

- **New Appointee Teachers** are those appointed to an Oireachtas funded post for which they are appropriately qualified and registered on or after February 1, 2012.
- **New Beneficiary Teachers** refer to teachers NOT eligible for receipt of allowances prior to February 1, 2012.

1. New Salary Scale and Hourly Rate for appropriately qualified and registered new appointee teachers with effect from February 1, 2012

- All qualification allowances abolished with effect from February 1, 2012
- Salary scale is new 22 point scale ranging from €30,702 to €53,423 (Circular Appendix 1)
- Hourly rates: Casual Qualified - €38.87
Unqualified - €36.76
Annual Unqualified - €27,814
- All new appointee teachers begin on Point 1 of the new scale. However, incremental credit for relevant recognised service may be allowed.

2. **Teachers in receipt of a public service pension who return to teaching** will be paid at Point 1 of the new incremental salary scale. No allowances will be payable.
3. **Unqualified Rates apply to:**
 - An unqualified person
 - An unregistered person
 - A registered teacher not appropriately qualified appointed to an Oireachtas funded teaching post on or after February 1, 2012.
4. **The Allowances NOT payable to new beneficiary teachers** are listed in Appendix 2 (Mostly qualification allowances).
5. **Allowances which ARE payable to new beneficiary teachers** are listed in Appendix 3. These include Principal and Deputy Principal Allowances and allowance for teachers with 35 years service
6. **Allowances to new beneficiary teachers subject to modification and review:** Assistant Principal allowance subject to DES approval.
7. **Qualification Allowances ARE Payable** to a teacher first employed in a qualified capacity in an Oireachtas funded post on or before December 4, 2011. Such teachers must also be registered if employed between September 1, 2010 and December 4, 2011.
8. **No Allowances are Payable** for further qualifications received on or after December 5, 2011 except where a teacher in employment on that date was actively pursuing a course of further study leading to an additional qualification.
9. **A teacher employed in an Oireachtas funded post between December 5, 2011 and January 31, 2012** will continue to be paid an allowance up to a maximum of honours Primary Degree level. A teacher eligible for a lower allowance on appointment will not be paid any additional allowance.
10. **A person employed in a teaching position in an unqualified capacity** and who becomes eligible for a qualified rate of pay on or after February 1, 2012 will be paid on the new 22 point pay scale with no allowances.
11. **Unclaimed Qualification Allowances:** A teacher entitled to an allowance prior to December 5, 2011 which was unclaimed has 3 months from the date of this circular to do so.
12. **Allowances for Existing Holders:**
 - Any person in receipt of an allowance on January 31, 2012 will continue to be paid that allowance e.g. Allowance to Secretary of Board of Management
 - A teacher holding an allowance listed in Paragraph 18 of the circular will lose entitlement to that allowance if he or she ceases that job role on or after February 1, 2012 e.g. Secretary to BOM allowance, teaching through Irish allowance.

- A teacher cannot gain or regain an entitlement to any allowance listed in paragraph 18 on or after February 1, 2012 as these allowances are withdrawn for new beneficiaries.
- A redeployed teacher does not lose entitlement to allowances.

13. Acting Up Allowances: Separate circular to follow.

14. Supervision and Substitution Allowances: Separate circular to follow

15. Appendixes:

- Appendix 1: New salary scales and hourly rates
- Appendix 2: Allowances withdrawn for new beneficiaries
- Appendix 3: Allowance sanctioned for new beneficiaries (Principal, Deputy Principal, 35 years service allowance
- Appendix 4: Job Role Allowances - Various Scenarios. For example, Secretary to BOM Allowance is lost where person changes schools on or after February 1, 2012
- Appendix 5: Qualification Allowances: Various scenarios
- Appendix 6: Qualification Allowances at post primary level for teachers employed on or before December 4, 2011.
- Appendix 7: Primary sector

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