

2015/2016 Financial Guideline-09

Revised salary rates applicable from January 2016

1. Introduction

As a result of the Lansdowne Road Agreement and the Financial Emergency Measures in the Public Interest Act 2015, revised rates of salary are applicable with effect from 1st January 2016, where a Board of Management employs the following categories of employees:

- Privately paid teachers - where the contract of employment specifies that the privately paid teacher is to be linked to the terms of an equivalent Oireachtas paid teacher
- Staff paid directly by a recognised school e.g. laboratory technicians, coaches, librarians

Note: this Guideline does not apply to the following employees:

Privately paid Secretaries

Caretakers

Cleaners

Pay increases for these employees will be dealt with in a separate Guideline.

2. Privately paid teachers - where the contract of employment specifies that the privately paid teacher is to be linked to the terms of an equivalent Oireachtas paid teacher

Revised salary scales which implement the salary increases and take effect from 1 January 2016 are as follows:

- The scale for pre-1 January, 2011 entrants is attached at Appendix 1
- The scale for those who entered teaching between 1 January, 2011 and 31 January, 2012 is attached at Appendix 2
- The scale for those who entered teaching on or after 1 February, 2012 is attached at Appendix 3

Current part-time teacher rates and S&S rates are detailed in Financial Guideline 01-2015/2016 “Cessation of Rolled-up Holiday Pay”.

3. Staff paid directly by a recognised school

With effect from 1st January 2016 salary increases apply to staff who are employed directly in a recognised school, with the exception of Secretaries, Caretakers and Cleaners who will be

covered by separate Circulars. For example the salary increases will apply to school transport bus escorts, coaches and lab technicians.

In accordance with the legislation, the following increases are payable with effect from 1 January 2016:

- Whole-time annual basic salaries up to €24,000 are increased by 2.5%;
- Whole-time annual basic salaries from €24,001 up to €31,000 are increased by 1%.

Part-time / hourly paid staff: The pay of part-time staff or hourly paid staff may be revised, in accordance with normal arrangements, by reference to the pay of whole-time staff to which they are related for pay purposes.

4. National Minimum Wage Increase to €9.15 with effect from 1 January 2016

Employers should note that under the terms of the National Minimum Wage Order 2015 (S.I. No. 442 of 2015) the national minimum wage will increase to €9.15 per hour with effect from 1 January, 2016. This rate of €9.15 is inclusive of the increases under the Lansdowne Road Agreement/ FEMPI Act 2015 outlined in this Circular i.e. the 2.5% or 1% increase as applicable is applied to the individual's salary on 1 January 2016 in the first instance and if the individual's hourly rate is below €9.15 following this calculation, then the individual's hourly rate is further increased to €9.15. A worked example is included below:

A Bus Escort is employed for 38.5 hours per week (including meal breaks) for a full year on an annual salary of €17,377. The individual's hourly rate is therefore €8.65. On 1 January 2016, the individual's salary is increased by 2.5% under the LRA/FEMPI Act 2015. This results in an annual salary of €17,812 which equates to an hourly rate of €8.87. As this is below the national hourly minimum wage, the individual's salary must be further increased so that the hourly rate equates to €9.15, giving a total final annual salary of €18,382.

5. Secretaries employed in post primary schools under the 1978 scheme

Salary scales for Secretaries employed in post primary schools under the 1978 scheme have been revised and increases are payable with effect from 1st January 2016. Details of the salary scales can be found on the Department of Education's website – www.education.ie.

Please note the revised salary scales on the Department of Education's website relate to secretaries who are employed in post primary schools under the 1978 scheme and are paid directly by the Department of Education and Skills. Secretaries paid directly by a school will be covered by a separate Circular to be issued shortly.

Further information or clarification on any of the issues raised in this Guideline can be obtained from the FSSU.

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Director, FSSU
December 2015**

Appendix 1

Revised incremental salary scale for teachers who entered teaching prior to 1 January 2011 (to apply with effect from 1 January 2016):

| Scale Point | 1 January 2016 |
|--------------------|-----------------------|
| 1 | €31,213 |
| 2 | €31,972 |
| 3 | €33,041 |
| 4 | €34,113 |
| 5 | €35,775 |
| 6 | €36,853 |
| 7 | €37,929 |
| 8 | €40,640 |
| 9 | €41,994 |
| 10 | €43,612 |
| 11 | €45,222 |
| 12 | €46,844 |
| 13 | €48,200 |
| 14 | €49,996 |
| 15 | €49,996 |
| 16 | €49,996 |
| 17 | €52,472 |
| 18 | €52,472 |
| 19 | €52,472 |
| 20 | €52,472 |
| 21 | €55,744 |
| 22 | €55,744 |
| 23 | €55,744 |
| 24 | €55,744 |
| 25 | €59,359 |

Appendix 2

Revised incremental salary scale for teachers who entered teaching between 1 January 2011 and 31 January 2012 (to apply with effect from 1 January 2016):

| Scale Point | 1 January 2016 |
|--------------------|-----------------------|
| 1 | €28,092 |
| 2 | €29,549 |
| 3 | €31,213 |
| 4 | €31,972 |
| 5 | €33,041 |
| 6 | €34,113 |
| 7 | €35,775 |
| 8 | €36,853 |
| 9 | €37,929 |
| 10 | €40,640 |
| 11 | €41,994 |
| 12 | €43,612 |
| 13 | €45,222 |
| 14 | €46,844 |
| 15 | €48,200 |
| 16 | €49,996 |
| 17 | €49,996 |
| 18 | €49,996 |
| 19 | €52,472 |
| 20 | €52,472 |
| 21 | €52,472 |
| 22 | €52,472 |
| 23 | €55,744 |
| 24 | €55,744 |
| 25 | €55,744 |
| 26 | €55,744 |
| 27 | €59,359 |

Appendix 3

Revised incremental salary scale for teachers who entered teaching on or after 1 February 2012 and future entrants (to apply with effect from 1 January 2016):

| Scale Point | 1 January 2016 |
|--------------------|-----------------------|
| 1 | €31,009 |
| 2 | €33,168 |
| 3 | €33,950 |
| 4 | €36,576 |
| 5 | €37,795 |
| 6 | €39,251 |
| 7 | €40,700 |
| 8 | €42,160 |
| 9 | €43,380 |
| 10 | €44,996 |
| 11 | €44,996 |
| 12 | €44,996 |
| 13 | €47,225 |
| 14 | €47,225 |
| 15 | €47,225 |
| 16 | €47,225 |
| 17 | €50,170 |
| 18 | €50,170 |
| 19 | €50,170 |
| 20 | €50,170 |
| 21 | €53,423 |
| 22 | €53,423 |
| 23 | €53,423 |
| 24 | €58,765 |
| 25 | €59,940 |