

Financial Guideline 2019/2020 - 25

Community & Comprehensive Schools

Revised salary rates applicable from 1st January 2020 for

1. **School secretaries & school maintenance staff**
2. **Other privately paid staff**

Introduction

As a result of the Public Service Stability Agreement 2013-2020 (Haddington Road Agreement/Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017, revised rates of salary are applicable for the following personnel **employed in Community and Comprehensive schools** with effect from 1st January 2020:

- School secretaries and school maintenance staff
- Other privately paid staff e.g. librarians, lab technicians, canteen personnel.

1. School Secretaries and School Maintenance Staff

- With effect from 1st January 2020, annualised salaries up to €32,000 to increase by 0.5%

Revised salary scales for school secretaries and school maintenance staff, which are inclusive of the 0.5% increase, are detailed in [Circular 0067/2019](#).

Deductions

Deductions from pay which are expressed as a percentage of pay (e.g. union subscriptions) should be recalculated based on the revised rates of pay effective from the 1st January 2020.

Pensions

Pensions in respect of school staff who served in grades to which this letter applies and are paid through the school payroll, may be adjusted in accordance with DPER Circular 02/2018.

Extract from DPER Circular 02/2018:

“It means in general that the basic pay increases over the 2018–2020 period:

- will be passed on to the pensions of **pre-March 2012 retirees** only where the pay level on which their pension is based does not exceed the actual pay level of serving staff in the same grade and on the same payscale point;*
- will be passed on to the pensions of **persons who retired on or after 1 March 2012** in nearly all cases.”*

2. Other privately paid Staff

With effect from 1st January 2020 annualised salaries up to €32,000 to increase by 0.5% as per Circular 0069/2019. This will apply to staff who are employed directly in a recognised school. For example, the salary increases will apply to librarians, canteen personnel and lab technicians.

3. Part-time Staff

The pay of part-time staff should be revised, in accordance with normal arrangements, by reference to the pay of whole-time staff to which they are related for pay purposes.

Reference

This guideline is based on Circulars [0067/2019](#) and [0069/2019](#).

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

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16th December 2019

Treoirlíne Airgeadais 2019/2020 - 25

Pobalscoileanna agus Scoileanna Cuimsitheacha

Rátaí leasaithe tuarastail le héifeacht ón 1 Eanáir 2020 do

1. **Rúnaithe Scoile agus Foireann Cothabhála Scoile**
2. **Baill foirne eile a íoctar go príobháideach**

Réamhrá

Mar thoradh ar Chomhaontú Cobhsaíochta na Seirbhíse Poiblí, 2013-2020 (Comhaontú Bhóthar Haddington/Comhaontú Bhóthar Lansdún) agus ar an Acht um Pá agus Pinsin Seirbhíse Poiblí, 2017, beidh feidhm ag rátaí leasaithe tuarastail ar an bpearsanra seo a leanas atá **fostaithe i bPobalscoileanna agus Scoileanna Cuimsitheacha** le héifeacht ón 1 Eanáir 2020:

- Rúnaithe Scoile agus Foireann Cothabhála Scoile
- Baill foirne eile a íoctar go príobháideach, m.sh. leabharlannaithe, teicneoirí saotharlainne, pearsanra ceaintín.

1. Rúnaithe Scoile agus Foireann Cothabhála Scoile

- Le héifeacht ón 1 Eanáir 2020, tiocfaidh ardú 0.5% ar thuarastail bhliantúlaithe suas le €32,000.

Tá na scálaí tuarastail leasaithe do rúnaithe scoile agus foireann cothabhála scoile, a bhfuil an t-ardú 0.5% san áireamh iontu, leagtha amach in [Ciorclán 0067/2019](#).

Asbhaintí

Aon asbhaintí ó phá a ríomhtar mar chéatadán de phá (m.sh. síntiúis cheardchumainn), is cóir iad a athríomh bunaithe ar na rátaí leasaithe pá le héifeacht ón 1 Eanáir 2020.

Pinsin

Pinsin i leith baill foirne scoile a d'fhóin sna gráid a mbaineann an litir seo leo agus a n-íoctar trí phárolla na scoile iad, féadfar na pinsin sin a choigeartú de réir Chiorclán 02/2018 ón Roinn Caiteachais Phoiblí agus Athchóirithe.

Sliocht ó Chiorclán 02/2018 ón Roinn Caiteachais Phoiblí agus Athchóirithe:

“Maidir le harduithe bunphá le himeacht na tréimhse 2018–2020, fágann sé go ginearálta:

- nach dtabharfar ag aghaidh iad ar phinsean daoine a chuaigh ar scor roimh Mhárta 2012 ach amháin sa chás nach mó an leibhéal pá a bhfuil a bpinsean bunaithe air ná leibhéal iarbhír pá ball foirne atá ag fónamh faoi láthair ar an bpointe céanna ar an páscála;*
- go dtabharfar ar aghaidh iad ar phinsean daoine a chuaigh ar scor ar an 1 Márta 2012 nó ina dhiaidh sin i mbeagnach gach cás.”*

2. Baill foirne eile a íoctar go príobháideach

Le héifeacht ón 1 Eanáir 2020, tiocfaidh ardú 0.5% ar thuarastail bhliantúlaithe suas le €32,000 de réir Chiorclán 0069/2019. Beidh feidhm aige sin ar bhaill foirne atá fostaithe go díreach i scoileanna aitheanta. Mar shampla, gheobhaidh leabharlannaithe, pearsanra ceaintín agus teicneoirí saotharlainne an t-ardú tuarastail.

3. Baill Foirne Pháirtaimseartha

Is cóir pá ball foirne páirtaimseartha a leasú de réir na ngnáthshocruithe, trí thagairt do phá na mball foirne lánaimseartha a mbaineann siad leo ó thaobh pá de.

Tagairt

Tá an treoirlíne seo bunaithe ar Chiorcláin [0067/2019](#) agus [0069/2019](#).

Is féidir tuilleadh eolais nó soiléiriú a fháil ar aon cheann de na saincheisteanna sa Treoirlíne seo ach dul i dteagmháil le FSSU.

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An 16 Nollaig 2019