

Financial Guideline 2020/2021 - 09

Community & Comprehensive Schools

Revised salary rates applicable from 1st October 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 October 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 October 2020, annualised salaries are to increase by 2%

Revised salary scales for school secretaries and school maintenance staff, which are inclusive of the 2% increase, are detailed in [Circular 0065/2020](#).

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 October 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.”*

Allowances

Allowances which are calculated as a specific percentage or specified portion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 October 2020.

On 1 October 2020:

Fixed allowances which are not calculated as a specific percentage or specified proportion of basis salary will be restored to the monetary value as of 31 December 2009.

Note that this measure related solely to fixed allowances which were in payment on 1 January 2010 **and** which were cut by either 5% or 8% under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 **and** which continue to be paid the fixed allowances separate to basic pay.

Any new allowances introduced after 1 January 2010 will not be increased under this circular.

2. Other privately paid Staff

With effect from 1st October 2020 annualised salaries are to increase by 2% as per [Circular 0065/2020](#). 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.

This increase does not apply to tutor rates for self-financing adult education classes. The rates as set out in [Circular 0057/2014](#) ‘Revised Pay Rates and Allowances for Self-Financing Adult Education Classes’ are still applicable.

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 [Circular 0065/2020](#).

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

Tel: 01-269 0677

info@fssu.ie

21st September 2020