

## Financial Guideline 2020/2021 - 09

### Community & Comprehensive Schools

## Revised salary rates applicable from 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> 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.*

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21<sup>st</sup> September 2020

## Treoirlíne Airgeadais 2020/2021 - 09

### Pobalscoileanna agus Scoileanna Cuimsitheacha

## Rátaí leasaithe tuarastail le héifeacht ón 1 Deireadh Fómhair 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 Deireadh Fómhair 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 Deireadh Fómhair 2020, tiocfaidh méadú 2% ar thuarastail bhliantúlaithe

**Na scálaí tuarastail leasaithe do rúnaithe scoile agus foireann cothabhála scoile, a bhfuil an méadú 2% san áireamh iontu, tá siad leagtha amach i [gCiorclán 0065/2020](#).**

## Asbhaintí

I gcás 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 Deireadh Fómhair 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 Márta 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.”*

## Liúntais

Liúntais a ríomhtar mar chéatadán sonrath nó mar chion sonrath de bhunphá, is ceart iad a ríomh trí thagairt do na rátaí pá athbhreithnithe le héifeacht ón 1 Deireadh Fómhair 2020.

An 1 Deireadh Fómhair 2020:

**Liúntais sheasta** nach ríomhtar mar chéatadán sonrath ná mar chion sonrath de bhuntuarastal, cuirfear ar ais an luach airgeadúil a bhí orthu an 31 Nollaig 2009.

Tabhair faoi deara nár bhain an beart seo le ach le liúntais sheasta a bhí á n-íoc ar an 1 Eanáir 2010 **agus** a laghdaíodh 5% nó 8% faoin Acht um Bearta Éigeandála Airgeadais ar mhaithe le Leas an Phobail (Uimh. 2), 2009 **agus** atá á n-íoc ar leithligh ó bhunphá go fóill.

**Aon liúntais nua a tugadh isteach tar éis an 1 Eanáir 2010, ní thiocfaidh méadú orthu faoin gCiorclán seo.**

## 2. Baill foirne eile a íoctar go príobháideach

Le héifeacht ón 1 Deireadh Fómhair 2020, tiocfaidh méadú 2% ar thuarastail bhliantúlaithe de réir [Chiorclán 0065/2020](#). Beidh feidhm aige sin ar bhaill foirne atá fostaithe go díreach i scoileanna aitheanta. Mar shampla, gheobhaidh leabharlannaithe, pearsanra ceaintín agus teicneoirí saotharlainne an méadú tuarastail.

Ní bhaineann an méadú seo le rátaí teagascóra i gcomhair ranganna féin-mhaoinithe oideachais aosaigh. Tá na rátaí a leagtar amach i [gCiorclán 0057/2014](#) ‘Rátaí Pá agus Liúntais Leasaithe do Ranganna Aosoideachais Féinmhaoinitheacha’ i bhfeidhm go fóill.

### **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 [Chiorclán 0065/2020](#).

*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 21 Meán Fómhair 2020