



news **SPECIAL**

VOL.31 / NO.2

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

NOVEMBER '08

## Information for TUI Members on Proposed New Pay Agreement



TOWARDS  
**2016**



TOWARDS 2016

Review and Transitional Agreement  
2008-2009

# A Word From The President

The current ballot on the next phase of the National Pay Agreement is a particularly difficult choice for all trade unionists including TUI members. This is the first proposed pay agreement which contains a pay increase (6% over a period of 21 months) which we know to be below the level of inflation and yet it is set against particularly difficult economic circumstances where there is rising unemployment and major cutbacks in a wide range of areas.

There have been vicious attacks on the public service both in terms of government cutbacks and in terms of comment from opposition spokespeople who have called for a pay freeze and for the withholding of increments.

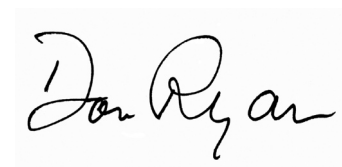
The balance of judgement for members is whether the 6% pay increase to be made available is acceptable in these circumstances.

TUI is vigorously opposing the appalling education cuts announced in the recent budget. These cuts should, for the purposes of this ballot, be seen as a separate issue. However, there are certain exceptions to this where commitments entered into under the original agreement "Towards 2016" have not alone not been fulfilled but have been reversed, the change in the pupil teacher ratio being one of these.

Overall, it is a matter for individual members to make up their own mind.

This newsletter attempts to highlight the main features and to put forward the pros and cons of this agreement.

Your decision will determine the way TUI representatives vote at the Irish Congress of Trade Unions Special Delegate Conference on the 17th November, 2008.



Don Ryan  
President, TUI

# Pay Provisions

This Transitional Agreement will come into force on the expiry of the first phase of the pay agreement under Towards 2016 and will last for 21 months, ie it commences on the 1st October 2008 and runs until the 30th June 2010

The following basic pay terms shall apply:

[A pay pause of 11 months from the expiry of the last phase of the first module under Towards 2016;](#)

[An increase of 3.5% from 1 September 2009; and](#)

[An increase of 2.5% from 1 June 2010 – \[except for those earning up to and including €430.49 per week \(€22,463 per annum\) on commencement of the second phase where a 3% increase will apply\].](#)

The payment of these increases is dependent, in the case of each sector, on organisation and grade, on verification of cooperation with flexibility and ongoing change, including cooperation with satisfactory implementation of the agenda for modernisation set out in the Transitional Agreement, maintenance of stable industrial relations and absence of industrial action in respect of any matters covered by the Transitional Agreement.

The arrangements under Section 33 of Towards 2016 [This is the provision relating to the Performance Verification Group] to verify that the conditions for the payment of these increases have been met will continue.

Under the provisions set out in Section 33.3 of Towards 2016, a Secretary General may refuse to sanction the payment of any of the increases outlined at Section 17.18. If the

matter which gave rise to that decision is subsequently resolved, then the payment may be made from the date which the relevant Secretary General deems appropriate in the circumstances.

In the event that there is disagreement in relation to the effective date, it is accepted that the question will be processed through the existing industrial relations machinery and that the outcome will be binding.

# Review of Towards 2016

Part One reviews Towards 2016 in the context of the Current Economic Situation, recommits to certain aims and re-prioritises certain objectives.

## Re-Prioritisation Strategic Investments

The Government and Social Partners agree that the re-prioritisation should take account of the following principles:

- » maintaining a sound budgetary position that supports stable economic growth and ensures that the public finances will be in a position to meet future expenditure pressures, even in times of lower growth;
- » recognising the complementarity of economic and social policy and the need to protect the most vulnerable;

» continuing investment in physical, social and environmental infrastructure including education, research, training, housing, sport, health, social and caring services is essential to underpin Ireland's long-term prosperity, maintain a high level of employment and address social disadvantage;

» working to restore and improve Ireland's competitiveness in all its dimensions and to achieve low inflation, including measures to support the small business sector;

» recognising the need for high quality and responsive education and training to support an innovation-driven economy, specifically the teaching of mathematics, science and engineering;

» continuing commitment to the sustainable development of a

competitive farming and consumer-focused agri-food sector;

» promoting sustainable growth and an environmentally friendly society.

## A specific implementation issue is agreed in respect of Education as follows:

The Department of Education and Science will work together with education institutions and the Social Partners, with the support of the National Council for Curriculum and Assessment, the Expert Group on Future Skills Needs and the Discover Science and Engineering programme in ensuring that the education system continues to respond to the needs of an innovation-driven economy, including delivery of Project Maths.

## Public Service Modernisation

There are no new modernisation requirements set out in this agreement. This was a pre-requisite for TUI to consider the agreement. Commitments entered into in the original agreement continue to operate and in some cases require finalisation but nothing new is written into this agreement as a precondition for the payment of the increases.

There are a number of short sections dealing with this in a general sense. Nothing relates specifically to the education sector.

**Section 18** focuses on the needs of citizens and the development of a more customer-focused approach to the delivery of public services.

### Section 19

briefly describes the objectives of the modernisation provisions of Towards 2016 and states that the specific provisions of Towards 2016 in regard to modernisation of the public service are unaltered and remain in force. The parties consider, however, that it is necessary to take account of developments which have occurred since the Towards 2016 Agreement and to reflect the appropriate response to these in this Transitional Agreement.

### Section 20

deals with developments since the Towards 2016 Agreement. It notes that significant progress has been made in

advancing the modernisation agenda and in maintaining stable industrial relations and commits to a continuation of this.

### Section 21

deals with the OECD Review of the Public Service. This review has not made recommendations in relation to teachers or lecturers.

### Section 22

deals with open recruitment in the general public service and has no implication for teachers.

### Section 23

relates only to the health sector and has no implication for teachers. It establishes a health forum.

## Review of Benchmarking – sought by TUI

Over the course of this Transitional Agreement, the parties will conduct a joint review of the benchmarking process.

While acknowledging that the principle of benchmarking as set out in section 17.25 of the agreement remains appropriate, the review will consider

» the manner in which benchmarking has operated;

» the terms of reference for future reviews;

» the methodology to be used

» the basis for comparisons between remuneration in the public service and the private sector.

Concerns expressed by the Public Services Committee of the Irish Congress of Trade

Unions in relation to these and other matters relating to benchmarking will be covered in this review. In the context of these discussions, there will also be a focus on the development of a more citizen-centred approach to public services (including the impact of the OECD Review of the Public Service) and consideration of how this might be comprehended as part of the benchmarking process.

Under the provisions of a decision of a TUI Annual Congress some years ago, the membership by way of ballot. The arguments for and against are set out below.

# Vote Yes

## Arguments for Supporting the Agreement

In these, the most difficult economic circumstances in recent times, a pay increase of 6% over the 21 months of the agreement is seen as being the best available.

[TUI sought no additional modernisation – this has been achieved.](#)

[TUI sought a review of the failed process of Benchmarking – this has been achieved.](#)

Some on the trade union side acknowledge that as time passes the proposed deal looks better by the hour.

Against a background of savage budgetary cuts and calls from some opposition parties for a total wage freeze in the public service, including the withholding of increments, the 6% pay increase can be said to be relatively attractive.

While it is clear that the percentage increase over the period in question will significantly lag behind the rate of inflation, this must be judged against the alternative which is the rejection of this agreement and separate negotiation on behalf of each of the public sector unions.

At the present time it is unlikely that such a process would achieve as much as 6% over 21 months.

## What is the alternative?

- » a rejection of the agreement,
- » separate negotiation by each of the public sector unions,
- » the likely refusal by the Department of Education and Science to grant any pay increase
- » the necessity to go to arbitration in the case of second level teachers and the Labour Court in the case of Third level on each claim
- » a very high risk of getting no increase.

**The alternative is probably worse.**

# Vote No

## Arguments for Rejecting the Agreement

The current proposed agreement is a further instalment of Towards 2016, Ten-Year Social Partnership Agreement 2006-2015. The current T2016 agreement retains its full force during the new agreement. While it is true that there are no additional impositions in the new agreement, all the changes for teachers and lecturers contained in Towards 2016 are carried over into the new agreement. Payments can still be vetoed under the new agreement unless TUI complies with the provisions of the agreement.

### Pay

The new agreement includes an 11 month pay pause in the public sector. This represents an increase in the time-lag between private and public sector pay rises.

The proposed pay-rises are significantly below the current rate of inflation.

The combination of the pay pause and pay rises below the rate of inflation will seriously reduce the standard of living of all members.

### One-Sided Agreement

The provisions of Towards 2016, which govern this agreement, are one-sided. If TUI does not comply with demands, payments to members are stopped or delayed.

There is no penalty for non-compliance by the employer side.

Several commitments made in Towards 2016 have been ignored by Government, such as an increase in the Pupil Teacher Ratio; removal of the limit on the numbers of language support teachers; changes made without consultation – e.g. withdrawal of early retirement strands and changes in the provision for substitution cover.

Voting yes to this agreement would encourage the employers to continue to ignore aspects of existing agreements which are being flouted by them and to continue cuts in education generally.

An agreement should be enforceable on employers as well as on employees and should protect the incomes and conditions of service of members.

It would be in the interest of all members if this agreement were rejected. We should add our voice to those unions within ICTU who are calling for this Agreement to be renegotiated.

# Other Major Items in the Agreement

## Workplace Learning and Upskilling

Workplace Learning and Upskilling, Section 5, deals with a review of workplace learning and upskilling programmes and certain workplace initiatives. Among other things, this makes reference to the implementation of the national skills strategy for the upskilling of approximately million people currently in the workforce.

Also included under this section is the following section which is reproduced in full relating to apprenticeship

### Apprenticeship

“5.17 FÁS, in consultation with the CIF and relevant trade unions, will put in place a range of measures with a view to ensuring that apprentices are able to complete their apprenticeship programmes. Specifically, FÁS will implement short and medium term interventions for those affected by the increase in unemployment due to the construction slowdown. These interventions include:

» Providing training to augment the skills of construction workers in line with labour market needs;

» Providing business training and mentoring for workers from larger enterprises opting for self-employment;

» Developing measures to ensure continuity in the apprenticeship system; and

» Promoting mobility to construction jobs elsewhere in the European Union.

5.18 FÁS will continue to explore the development of apprenticeships in new areas especially in sectors other than the construction sector and it will maintain a bursary scheme to encourage female apprentices.

5.19 The parties are also agreed that every effort should be made to ensure that apprenticeship opportunities are sufficient to meet the demand arising in the context of NDP supported projects and programmes. “

### Employment Rights and Compliance

This section deals with commitments relating to the introduction and passage of the Employment Law Compliance Bill. The purpose of this bill is to put in place certain provisions for the creation of the office of the Director of the National Employment Rights Authority. The overall purpose is to monitor compliance with various pieces of labour legislation.

## Regulating Employment Agencies and Temporary Agency Workers

This provision is directed towards having the effect of bringing agency workers under the scope of much labour legislation which currently excludes them. This is a significant and welcome development which hopefully will preclude the spread of the use of agency workers.

In addition, there is a provision which prohibits employers using agency workers to break strikes or other forms of industrial action.

### Employee Representation

This section deals with the demand by the trade union side for recognition of unions. The purpose is to restore the legal provision which was agreed under “Partnership 2000” which went some way towards a commitment to ensuring that employers recognise unions. Legislation from this commitment was struck down by the Supreme Court following a case taken by Ryanair. The purpose of this section is to restore this provision and the provision is for a review to be completed by the end of March 2009 which a view to enactment of the necessary legislation in June 2009.

## Copies of the Agreement

The full document “Towards 2016 – Review and Transitional Agreement 2008-2009” has been sent to school or college representatives and is available in full on the TUI website – www.tui.ie. There is a link from the TUI homepage to the full document.

Members are encouraged to consult the full document in regard to any aspect of the agreement.

In addition, members may request copies of the document from TUI Head Office.

## Environmental Note

For environmental reasons it has been decided on this occasion that the circulation of a copy of the document to every member in hard copy would be environmentally unfriendly.

To this end the distribution above is being utilised.



# Salary Scales under Proposed New Agreement

These scales were calculated at TUI Head Office and assume payment of the 2.5% increase payable on 1/9/08. They incorporate the 3.5% increase due on 1/9/09 and the 2.5% increase due on 1/6/10

## Teachers' Common Basic Scale

	1/9/08	1/9/09	1/6/10	Category	1/9/08	1/9/09	1/6/10
1	€ 32,599	€ 33,740	€ 34,583	Allowance payable to Principals of schools offering a part-time adult education programme (C.L.46/00)	€ 1,710	€ 1770	€ 1814
2	€ 33,753	€ 34,934	€ 35,808				
3	€ 34,909	€ 36,131	€ 37,034				
4	€ 36,068	€ 37,330	€ 38,264				
5	€ 37,865	€ 39,190	€ 40,170				
6	€ 39,030	€ 40,396	€ 41,406				
7	€ 40,193	€ 41,600	€ 42,640				
8	€ 43,124	€ 44,633	€ 45,749				
9	€ 44,588	€ 46,149	€ 47,302				
10	€ 46,337	€ 47,959	€ 49,158				
11	€ 48,078	€ 49,761	€ 51,005				
12	€ 49,831	€ 51,575	€ 52,864				
13	€ 51,297	€ 53,092	€ 54,420				
14	€ 53,239	€ 55,102	€ 56,480				
15	€ 53,239	€ 55,102	€ 56,480				
16	€ 53,239	€ 55,102	€ 56,480				
17	€ 55,916	€ 57,873	€ 59,320				
18	€ 55,916	€ 57,873	€ 59,320				
19	€ 55,916	€ 57,873	€ 59,320				
20	€ 55,916	€ 57,873	€ 59,320				
21	€ 59,453	€ 61,534	€ 63,072				
22	€ 59,453	€ 61,534	€ 63,072				
23	€ 59,453	€ 61,534	€ 63,072				
24	€ 59,453	€ 61,534	€ 63,072				
25	€ 63,361	€ 65,579	€ 67,218				
Post of Responsibility Allowances							
Principals' Allowances - Second Level							
Category	1/9/08	1/9/09	1/6/10				
I	€ 9,800	€ 10,143	€ 10,397				
II	€ 10,981	€ 11,365	€ 11,649				
III	€ 12,882	€ 13,333	€ 13,666				
IV	€ 15,116	€ 15,645	€ 16,036				
V	€ 17,584	€ 18,199	€ 18,654				
VI	€ 20,088	€ 20,791	€ 21,311				
VII	€ 22,512	€ 23,300	€ 23,882				
VIII	€ 24,962	€ 25,836	€ 26,482				
IX	€ 26,765	€ 27,702	€ 28,394				
X	€ 28,628	€ 29,630	€ 30,371				
XI	€ 31,343	€ 32,440	€ 33,251				
XII	€ 33,179	€ 34,340	€ 35,199				
XIII	€ 36,729	€ 38,015	€ 38,965				
XIV	€ 37,926	€ 39,253	€ 40,235				
XV	€ 41,136	€ 42,576	€ 43,640				
XVI	€ 42,922	€ 44,424	€ 45,535				
XVII	€ 44,704	€ 46,269	€ 47,425				
Deputy Principals' Allowances - Second Level							
Category	1/9/08	1/9/09	1/6/10				
I	€ 3,967	€ 4,106	€ 4,208				
II	€ 5,192	€ 5,374	€ 5,508				
III	€ 6,863	€ 7,103	€ 7,281				
IV	€ 8,603	€ 8,904	€ 9,127				
V	€ 10,287	€ 10,647	€ 10,913				
VI	€ 12,046	€ 12,468	€ 12,779				
VII	€ 13,738	€ 14,219	€ 14,574				
VIII	€ 15,400	€ 15,939	€ 16,337				
IX	€ 16,710	€ 17,295	€ 17,727				
X	€ 17,987	€ 18,617	€ 19,082				
XI	€ 19,964	€ 20,663	€ 21,179				
XII	€ 21,188	€ 21,930	€ 22,478				
XIII	€ 23,837	€ 24,671	€ 25,288				
XIV	€ 24,355	€ 25,207	€ 25,838				
XV	€ 26,610	€ 27,541	€ 28,230				
XVI	€ 27,635	€ 28,602	€ 29,317				
XVII	€ 28,649	€ 29,652	€ 30,393				
				1. (a) (i) H. Dip. in Ed. (Pass)	€ 622	€ 644	€ 660
				(ii) Higher Froebel Cert.	€ 622	€ 644	€ 660
				(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€ 1,301	€ 1,347	€ 1,380
				(ii) Ard Teastas Gaelige	€ 1,301	€ 1,347	€ 1,380
				(c) Primary Degree (Pass)	€ 1,939	€ 2,007	€ 2,057
				(d) Masters Degree by thesis or exam (Pass)	€ 5,177	€ 5,358	€ 5,492
				(e) Primary Degree (1st or 2nd Hons)	€ 5,177	€ 5,358	€ 5,492
				(f) Masters Degree (1st or 2nd Hons)	€ 5,785	€ 5,987	€ 6,137
				(g) Doctors Degree	€ 6,463	€ 6,463	€ 6,856
				Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) to (g)			
				2. (i) *An Teastas i dTeagasc na Gaelige le honoracha	€ 4,503	€ 4,661	€ 4,777
				(ii) *Higher Diploma in Education (1st or 2nd Hons)	€ 4,503	€ 4,661	€ 4,777
				(iii) *Primary Degree (Pass) together with at least 3 years approved experience in commercial, industrial or other approved occupation	€ 4,503	€ 4,661	€ 4,777
				*Payable only to teachers who were in receipt of an allowance of £110 (pre July 1968) and who did not qualify for a higher allowance at 1. above			
				(iv) Diploma for Teachers of Deaf Diploma for Teachers of Blind Diploma for Teachers of Mentally and Physically Handicapped Children	€ 2,565	€ 2,655	€ 2,721
				<b>Academic Staff in Institutes of Technology Existing Structure</b>			
				GRADE	1/9/08	01/09/09	01/06/10
				Lecturer Scale I			
					€ 50,670	€ 52,443	€ 53,755
					€ 53,170	€ 55,031	€ 56,407
					€ 55,215	€ 57,148	€ 58,576
					€ 57,288	€ 59,293	€ 60,775
					€ 59,885	€ 61,981	€ 63,530
					€ 67,690	€ 70,059	€ 71,811
					€ 69,964	€ 72,413	€ 74,223
					€ 72,240	€ 74,768	€ 76,638
					€ 74,514	€ 77,122	€ 79,050
					€ 76,792	€ 79,480	€ 81,467
					€ 79,077	€ 81,845	€ 83,891
				Lecturer Scale II			
					€ 57,143	€ 59,143	€ 60,622
					€ 59,861	€ 61,956	€ 63,505
					€ 70,432	€ 72,897	€ 74,720
					€ 72,909	€ 75,461	€ 77,347
					€ 75,390	€ 78,029	€ 79,979
					€ 77,882	€ 80,608	€ 82,623
					€ 80,387	€ 83,201	€ 85,281
					€ 82,873	€ 85,774	€ 87,918
					€ 85,358	€ 88,346	€ 90,554
					€ 87,855	€ 90,930	€ 93,203
					€ 90,346	€ 93,508	€ 95,846

GRADE	1/9/08	01/09/09	01/06/10
Long Service Increments			
LSI 1	€ 2,404	€ 2,488	€ 2,550
LSI 2	€ 2,404	€ 2,488	€ 2,550

**Academic Staff in Institutes of Technology New Structure**

GRADE	1/9/08	01/09/09	01/06/10
<b>Assistant Lecturer</b>			
	€ 42,124	€ 43,598	€ 44,688
	€ 43,859	€ 45,394	€ 46,529
	€ 45,632	€ 47,229	€ 48,410
	€ 47,033	€ 48,679	€ 49,896
	€ 48,452	€ 50,148	€ 51,402
	€ 49,868	€ 51,613	€ 52,904
	€ 51,286	€ 53,081	€ 54,408
	€ 52,689	€ 54,533	€ 55,896

**Lecturer Grade**

	€ 57,143	€ 59,143	€ 60,622
	€ 59,861	€ 61,956	€ 63,505
	€ 70,432	€ 72,897	€ 74,720
	€ 72,909	€ 75,461	€ 77,347
	€ 75,390	€ 78,029	€ 79,979
	€ 77,882	€ 80,608	€ 82,623
	€ 80,387	€ 83,201	€ 85,281
	€ 82,873	€ 85,774	€ 87,918
	€ 85,358	€ 88,346	€ 90,554
	€ 87,855	€ 90,930	€ 93,203
	€ 90,346	€ 93,508	€ 95,846

**Senior Lecturer I (Teaching)**

	€ 79,451	€ 82,232	€ 84,288
	€ 82,157	€ 85,032	€ 87,158
	€ 84,851	€ 87,821	€ 90,016
	€ 87,563	€ 90,628	€ 92,893
	€ 90,260	€ 93,419	€ 95,755
	€ 92,955	€ 96,208	€ 98,614
	€ 95,664	€ 99,012	€ 101,488
	€ 98,357	€ 101,799	€ 104,344

**Senior Lecturer II**

	€ 82,119	€ 84,993	€ 87,118
	€ 84,702	€ 87,667	€ 89,858
	€ 87,279	€ 90,334	€ 92,592
	€ 89,861	€ 93,006	€ 95,331
	€ 92,445	€ 95,681	€ 98,073
	€ 95,023	€ 98,349	€ 100,808
	€ 97,601	€ 101,017	€ 103,542
	€ 100,184	€ 103,690	€ 106,283
	€ 102,760	€ 106,357	€ 109,016
	€ 105,578	€ 109,273	€ 112,005

**Senior Lecturer III**

	€ 88,349	€ 91,441	€ 93,727
	€ 91,449	€ 94,650	€ 97,016
	€ 94,551	€ 97,860	€ 100,307
	€ 97,654	€ 101,072	€ 103,599
	€ 100,756	€ 104,282	€ 106,890
	€ 103,857	€ 107,492	€ 110,179
	€ 107,192	€ 110,944	€ 113,717
	€ 110,319	€ 114,180	€ 117,035
	€ 113,633	€ 117,610	€ 120,550

**Asst Lecturer Part Time Hourly Rate**

	€ 66.86	€ 69.20	€ 70.93
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**Education Units In Prisons**

Supervising Teacher	GRADE	1/9/08	1/9/09	1/6/10
<b>Size of Unit WTE Teachers</b>				
1-6		€ 8,968	€ 9,282	€ 9,514
7-9		€ 13,738	€ 14,219	€ 14,574
10-12		€ 16,710	€ 17,295	€ 17,727
13-16		€ 21,188	€ 21,930	€ 22,478
16+		€ 24,355	€ 25,207	€ 25,838
<b>Deputy Supervising Teacher</b>				
		€ 8,968	€ 9,282	€ 9,514
<b>Assistant Supervising Teacher</b>				
		€ 3,967	€ 4,106	€ 4,208

**Youthreach**

GRADE	1/9/08	1/9/09	1/6/10
<b>Resource Person</b>			
	€ 31,652	€ 32,760	€ 33,579
	€ 33,718	€ 34,898	€ 35,771
	€ 35,792	€ 37,045	€ 37,971
	€ 37,870	€ 39,195	€ 40,175
	€ 39,955	€ 41,353	€ 42,387
	€ 42,042	€ 43,513	€ 44,601
	€ 44,137	€ 45,682	€ 46,824
	€ 46,238	€ 47,856	€ 49,053
	€ 48,342	€ 50,034	€ 51,285
	€ 50,456	€ 52,222	€ 53,528
	€ 52,716	€ 54,561	€ 55,925
LSI	€ 54,593	€ 56,504	€ 57,916
LSI	€ 55,096	€ 56,473	€ 59,911

**Co-Ordinator / Manager**

	€ 38,334	€ 39,676	€ 40,668
	€ 41,957	€ 43,425	€ 44,511
	€ 45,572	€ 47,167	€ 48,346
	€ 49,991	€ 51,741	€ 53,034
	€ 52,763	€ 54,610	€ 55,975
	€ 56,370	€ 58,343	€ 59,802
	€ 59,956	€ 62,054	€ 63,606
LSI	€ 62,724	€ 64,919	€ 66,542
LSI	€ 64,755	€ 67,021	€ 68,697

**Qualification Allowances**

<b>Degree /tch.recognition</b>			
Diploma	€ 3,168	€ 3,279	€ 3,361
Certificate	€ 2,117	€ 2,191	€ 2,246
	€ 1,056	€ 1,093	€ 1,120

**Adult Education Officer**

	€ 52,558	€ 54,398	€ 55,757
	€ 55,062	€ 56,989	€ 58,414
	€ 57,566	€ 59,581	€ 61,070
	€ 60,069	€ 62,171	€ 63,726
	€ 62,572	€ 64,762	€ 66,381
	€ 65,073	€ 67,351	€ 69,034
	€ 67,579	€ 69,944	€ 71,693
	€ 70,081	€ 72,534	€ 74,347
	€ 72,582	€ 75,122	€ 77,000
	€ 75,083	€ 77,711	€ 79,654
	€ 77,588	€ 80,304	€ 82,311
	€ 80,091	€ 82,894	€ 84,967
	€ 83,847	€ 86,782	€ 88,951

**Adult Literacy Organisers**

<b>Community Education Facilitators</b>			
	€ 44,026	€ 45,567	€ 46,706
	€ 45,565	€ 47,160	€ 48,339
	€ 47,106	€ 48,755	€ 49,974
	€ 48,647	€ 50,350	€ 51,608
	€ 50,187	€ 51,944	€ 53,242
	€ 51,730	€ 53,541	€ 54,879
	€ 53,270	€ 55,134	€ 56,513
	€ 54,811	€ 56,729	€ 58,148
	€ 56,350	€ 58,322	€ 59,780
	€ 57,891	€ 59,917	€ 61,415
	€ 59,432	€ 61,512	€ 63,050
	€ 61,194	€ 63,336	€ 64,919
	€ 63,395	€ 65,614	€ 67,254
NALA/WIT Certificate	€ 1,056	€ 1,093	€ 1,120
NALA/WIT Diploma	€ 2,117	€ 2,191	€ 2,246

**V.T.O.S.****New Structure per Arbitration Report 33**

GRADE	1/9/08	1/9/09	1/6/10
<b>VTOS Centre - Director</b>			
<b>No. of students in attendance</b>			
< 40 students	€ 7,405	€ 7,664	€ 7,856
40 -79 students	€ 9,685	€ 10,024	€ 10,275
80 -119 students	€ 11,993	€ 12,413	€ 12,723
> 120 students	€ 14,312	€ 14,813	€ 15,183
<b>VTOS Centre - Assistant Director</b>			
80 - 119 students	€ 5,012	€ 5,187	€ 5,317
120 - 159 students	€ 7,408	€ 7,667	€ 7,859
>160	€ 9,685	€ 10,024	€ 10,275