



Budget 2010 and its aftermath The way forward – A Word from the President

The combined effect of a series of pay cuts in the last year has left teachers and lecturers reeling. Our pay has been reduced by 15% on average. In addition, the non payment of the 3.5% due last September, the embargo in the filling of promotional posts and the uncertainty in relation to pensions has left an undervalued and demoralised workforce palpably furious.

This understandable anger must be focused on an inept and panicking Government. Despite having alternatives, they decided unilaterally to target public sector workers once again in order to appease their big business cronies and the right wing media.

TUI members are encouraged to take a more active role both locally and nationally in order that we can present a more unified and cohesive resistance to those who have declared war on us and our public service colleagues. For instance, we must identify those politicians who are on our side and make it clear to those who have stabbed



TUI members at post budget demonstration, Molesworth St, Dublin 15/12/09

us in the back that we will not be supporting them at election time.

As part of our campaign of industrial action directives have been issued in respect of second level, further education and third level. As part of a sustained ongoing campaign to restore our standard of living and our conditions of service it is vital that all members vigorously implement these directives.

A consultation process with all branches will commence before the end of the month with a view to establishing further strategies as part of our campaign. An important aspect of this consultation is the conference of branch officers scheduled for January 30th.

Don Ryan, TUI President

Changes to pension provision

Teachers retiring in 2010

While the pay of public servants will be cut from the 1st of January 2010, the pension entitlements of those retiring in 2010 will not be affected. In his budget announcement, the Minister for Finance stated: "To ensure that any increase in the number of retirements can be managed, the legislation on pay reductions in the public service will provide that any retirements in 2010 would be on existing, pre-cut pay terms."

Parity between Pay and Pensions has been broken

Because cuts in public service salaries effective from 1st January 2010 are not

impacting on the pensions of retired members, pension parity has effectively been broken.

Up until now if teacher/lecturers received a salary increase that same percentage increase was applied to the pensions of retired teachers/lecturers.

Proposed change to Consumer Price Index (CPI) for all post retirement increases

The Minister for Finance stated that "as part of the reform of Public Service pensions arrangements I will review the current arrangements and consider linking pensions to increases in the cost of living." The Minister elaborated further by stating that the Government

"will consider using the CPI as the basis for post retirement increases for existing and future pensioners. This change would reduce the actuarial cost of public service pensions from an estimated €108 billion to €87 billion."

Review of Current Pension Arrangements

The Minister for Finance also announced that the Government has decided to introduce a New Single Pension Scheme for all new entrants to the Public Service. The legislation will be introduced in 2010 and the scheme will be in place by the end of the year. Such an introduction would base pension on 'career average' earnings rather than final salary on retirement as at present.

Sustained political campaign a necessity

On 9th December, 2009, the Government published a budget which delivered an unprecedented attack on its own employees, public service workers, by cutting their pay by up to 10%, by announcing changes to the pension scheme for current employees and current pensioners and by announcing the almost complete destruction of the public service pension scheme for new employees.

This attack is on top of previous attacks on public service workers in the name of the pension levy and in the denial of a pay increase scheduled to be paid with effect from September 2009. Following on this each member of the present Government, in both Dáil Éireann and Seanad Éireann, together with their supporting TDs voted through legislation to reduce the pay of all public service employees.

This action closely followed the disingenuous activities on behalf of the Government whereby a deal was clearly signalled to senior union leaders who, in good faith withdrew strike action threatened for 3rd December only for Government to renege on the deal subsequently. It is clearly not possible to do any business of serious description with this Government given the complete breach of trust and given the attack made

on its own employees by way of the pay and pension cuts.

The Government has single handedly destroyed social partnership. It has torn up the national agreement *Towards 2016* and has declared war on public service employees.

In this action it has received the support of much of the national media both print and broadcast, of many social commentators and of some Opposition deputies.

It is against this that the public service trade union movement is currently facing and a strategy is being considered to redress this situation.

TUI, along with the other teacher unions, is working extremely closely together and in conjunction with the other public service unions through the ICTU Public Services Committee in planning this strategy.

As a strategy it will require a combination of ongoing industrial action designed in such a way as to be sustainable by our members and in respect of which a very significant mandate has been given. It will also require the appropriate use of the strike weapon within that mandate though

very careful consideration must be given to its usage. There is no point in handing back to Government further members pay unless this can be clearly realised in terms of an anticipated positive result.

In addition, this campaign must become political. The Union must identify those who support the attack on public service workers, whether they be members of Government parties or opposition. These people must be met by the unions at national level and by individual members at constituency level and the opposition to this action must be stated. Members of the Union must look to the interests of themselves, of their families, of the education system and identify which individuals and which parties can be supported. Long-standing allegiances may have to be relinquished in the interests of delivering to a Government, which has grown in arrogance, a message that it is answerable to the people.

This campaign must of necessity be a long and enduring campaign. The forces referred to above will not be turned over in a week or a month. If necessary, this campaign must continue to the next electoral opportunity with a view to delivering the verdict of the people to these elected representatives.



Aid For Haiti Tragedy

TUI's Executive Committee decided on Friday 18th January to donate €5,000 to assist with aid efforts in the aftermath of the earthquake in Haiti. It was also suggested that if branches are to hold collections or make similar donations from existing funds that TUI head office would assist in sourcing the most appropriate organisation(s) for funding.



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Directives

TUI members are reminded of the following and are directed to implement them.

SECOND LEVEL DIRECTIVES

CLASS SIZE

The following is the TUI policy on Class Sizes:

1. Practical Classes - provided the classrooms are equipped for the number of students involved.
 - (a) Materials Technology Wood, Materials Technology Metal and All Science Subjects 20 (rec)
24 (max)
 - (b) Art and Technical Graphics 20 (rec)
24 (max)
 - (c) Home Economics 16 (rec)
20 (max)
2. General Subjects Classes not covered by the above 30 (max)
3. Remedial Classes 15 (max)
4. Physical Education 24 (rec)
30 (max)
5. Information Technology 24 (max)

Members are reminded of the above policy and are directed to continue to implement it.

MEETINGS

With regard to meetings, TUI members are directed:

To withdraw from the following activities with effect from Tuesday, 31st March

- (a) **Parent/teacher meetings outside of school time;**
- (b) **Staff meetings outside of school time;**
- (c) **School development planning meetings.**

Clarifications:

The only **parent/teacher meetings** referred to in part (a) of the directive are those set out in circular M58/04 i.e. three formal parent/teacher meetings per year which commence at 4.15 p.m. and conclude at 6.45 p.m. There should therefore be no such meetings outside of school time.

The **staff meetings** referred to in part (b) of the directive are those set out in circular M58/04 i.e. one staff meeting per term held half in and half out of school time. Staff meetings may continue to take place but must conclude at the end of normal school time.

The **school development planning meetings** referred to in part (c) of the directive refer to meetings additional to timetable hours held with the specific purpose of preparing/developing The School Plan. It does not include inservice days/workshop sessions conducted by the school development planning initiative inservice team for which teachers are freed from normal teaching duties. Post-holders with responsibility for school development planning should continue to carry out their duties.

WHOLE SCHOOL EVALUATION AND SUBJECT INSPECTIONS

Members are directed to limit co-operation with Whole School Evaluations and Subject Inspections as set out below:

By statute, inspectors must be “accorded every reasonable facility and co-operation by the board and the staff of a school or centre for education”.

In the context of the swingeing cutbacks in education and the consequent increased workload placed on teachers including Principals, the TUI, in conjunction with the ASTI, directs that such co-operation with the inspectorate should not involve formal pre-evaluation or post-evaluation meetings or meetings with in-school management teams, subject teachers individually or as a group, school planning, education support, pastoral care or other teams.

Documents and information requested by the inspectorate which are available to the Department of Education and Science should be obtained by the inspectorate from the Department of Education and Science and not furnished by the Principal or other teachers. Documents requested by the inspectorate other than the above should only be provided where they have been completed and finalised by the Board of Management and should be

those listed on page 7 of *A Guide to Whole School Evaluation in Post-Primary Schools* (see overleaf).

Teachers should conduct their classes as normal in the presence of the inspector as required.

POSTS OF RESPONSIBILITY MORATORIUM

TUI members are directed:

- **Not to agree to alter existing post duties in any way which will increase the workload of individual posts of responsibility;**
- **Where a post of responsibility is vacated, members are not to undertake any duties thereby arising unless they are pensionably remunerated for this.**

The Executive Committee has decided that the implementation of this directive means that while changes in the duties relating to posts of responsibility may take place in the same manner as heretofore, any such review brought about must not result in an increased workload being placed on individual holders of posts.

Reviews of posts may be conducted in accordance with circulars CL 20/98 in vocational education committee schools and CL 23/98 in community/comprehensive schools. Both state the following:

The duties of a post may be varied from time to time, following a consultative process, as the needs of the school require subject to the revised post carrying, in general, the same level of responsibility as the previous one.

Any such review brought about must not result in an increased workload being placed on individual holders of posts.

In addition non post-holders must not perform duties arising because of the moratorium on filling posts unless they are pensionably remunerated for this.

(Full list of second level directives is on TUI website www.tui.ie)

FURTHER EDUCATION DIRECTIVES

Directives at 2nd Level apply in the Further Education sector as appropriate

The directives on Class Size, Whole School Evaluation and Subject Inspection, Staff Meetings, School Development Planning Meetings, and Posts of Responsibility Moratorium apply to Colleges of Further Education and as appropriate to other Centres of Further Education
See www.tui.ie for full list of directives

SELF EVALUATION TUI members in all Centres of Further Education are directed not to engage in the Self Evaluation of Programmes and Services:

Self evaluation is the process required under section B9 of provider's QA agreement with FETAC whereby a provider with the involvement of learners and an external evaluator, evaluate the quality of programmes and services.
A variety of techniques such as questionnaires, team meetings and learner interviews are used to source information for self evaluation. The findings of a self evaluation are published.

PROGRAMME DEVELOPMENT TUI members in all Centres of Further Education are directed not to engage in the process of Programme Development:

A programme to be offered by a provider describes how a predetermined national standard leading to a FETAC award (Levels 1 to 6) will be reached. Providers must submit programmes to FETAC for Validation. Members are directed not to engage in the *Programme Design Stage* or the *Programme Approval pre Submission for Validation Stage* of the Programme Development process.

NEW ASSESSMENT PROCESSES TUI members in all Centres of Further Education are directed not to engage in the Assessment processes set out in the FETAC assessment guidelines of May, 2007:

These new assessment procedures include a number of stages including Internal Verification Process, External Authentication Process and Results Approval Process. Members are directed not to engage in any of these new processes.
TUI members in their role as internal assessors will, as in the past, make candidate evidence and results available to the external examiner. They should not transfer to the final result sheet any changes to marks or grades made by the external examiner.

'ON SITE' MONITORING TUI members in all Centres of Further Education are directed not to cooperate with FETACs On Site Monitoring processes:

On Site Monitoring is one of a number of stages in a national monitoring process that FETAC operates to ensure the implementation of provider's quality assurance procedures. FETAC staff and monitors carry out visits to colleges and centres of FE. During a site visit information is gathered through a combination of activities including meeting with staff and learners, checking of records and observation of facilities and resources.

RECOGNITION OF PRIOR LEARNING (RPL) TUI members in all Centres of Further Education are directed not to engage as mentors, assessors or authenticators in the RPL processes:

RPL is a process that enables individuals with prior learning to receive formal recognition for skills, knowledge and competence they already have. Prior learning can be used to gain entry to a programme of education and training, to be granted credit or exemptions, and/or to achieve a full FETAC award. The process is resource intensive, requiring personnel for mentoring, assessing and authenticating.

THIRD LEVEL DIRECTIVES

PMDS
Sustaining Progress introduced PMDS. Towards 2016 extended the commitment to it.

With effect from January 2010 all TUI members are directed not to cooperate with PMDS in any respect. From this date this work must not be carried out either at a management level by a TUI member nor will there be cooperation by any TUI member in a managed situation.

QUALITY ASSURANCE
The Quality Assurance forms - QA1, QA2 and QA3, were introduced on foot of a commitment entered into by Sustaining Progress. Towards 2016 extended the commitment to it and gave greater flexibility.

With effect from January 2010 all TUI members are directed not to administer any of the above forms either in their capacity as a

lecturer administering forms to students or in their capacity as the manager administering forms in respect of the course.

SERVICE TO STUDENTS
Sustaining Progress provided for: Examination rechecks, reviews and appeals.

No member of TUI in any capacity will handle any recheck, review or appeal during the Christmas or Easter break periods or during the period 21st June to 31st August.

FLEXIBLE MODES OF DELIVERY
Cooperation with flexible modes of delivery was agreed under the National Agreement Sustaining Progress. This was continued under Towards 2016.

With effect from January 2010, there will be no further cooperation with the development of flexible modes of delivery. In addition, the added flexibility whereby a lecturer could be required to have their timetable varied by periods of up to 3 hours in prior consultation with a lecture will no longer be cooperated with

by TUI. The normal contractual obligation of flexibility of up to 2 hours timetable will be adhered to.

STRATEGIC PLANNING
Towards 2016 also provides for ongoing cooperation with and adoption of new and more flexible work patterns with the following specific commitments:

- *institutional planning, the implementation of the Institute's Strategic Plan and other strategic initiatives;*
- *new learning and teaching technologies and strategies and the need to provide support to the various types of learners;*
- *specific initiatives arising from Quality Assurance and the developing ethos of continuous quality improvement and service delivery;*
- *changing requirements, structures, and reporting relationships arising from organisational, curricular, legislative, teaching and learning and other developments.*

With effect from January 2010 no further cooperation in regard to the above will be forthcoming from any TUI members in any capacity.

Breakdown of pay talks – *a chronology of events*

During the discussion at December's Executive Committee meeting in relation to the pay talks and their eventual breakdown, it transpired that there remains a very significant misunderstanding among TUI members in relation to the events which transpired. It is important that members fully understand the entire situation, even if it is now more of an historic exercise. Unfortunately this cannot be done briefly.

The pay talks between the Public Service Unions and Government commenced in late July against a background of constant threat by Government to cut the pay and pensions of public service workers; at times job security was also threatened by some Government spokespersons. The Public Services Committee sought a meeting with the Government in order to seek to discover:

- (1) if it was possible to come to an agreement with Government which would be an alternative to pay cuts and would protect pay levels, pensions and job security; and
- (2) if such were possible, what would be the alternative to pay cuts.

The Government side did not respond directly but indicated that if there were to be such agreement that it would be necessary that there be concessions on the part of the unions. In effect they asked: "What's in it for us?".

Against this background it was decided to open discussions with Government

to seek to establish what the price of avoiding pay cuts was. In opening such discussions it was clear at all times to the union side and indeed to TUI that the price for avoiding pay cuts may be too high. There was however an obligation to members to find out the cost. The decision ultimately was to have been taken by the members in the form of a ballot had this point ever been reached.

These discussions commenced in September and continued sporadically, achieving very little with no commitment on behalf of Government. There was also an increasing and growing threat to pay; a lack of interest on Government side to any alternative to pay cuts and, with the impending certainty of such pay cuts, the unions balloted for industrial/strike action. With this mandate, strike action ensued on 24th November.

Virtually on the eve of this strike, a document was received from Government setting out broad principles for transformation of public services. This was a document referred to in previous correspondence emanating from an OECD Report. The document was considered by the union side, however there was no question of the strike being deferred.

The day following the strike a series of intense discussions took place with, for the first time, some measure of commitment by the Government side.

The position of Government was that it wished to see a reduction in the public

service pay bill brought about through the transformation agenda, the details of which were to be worked out. Government was also aware that any such transformation would have little or no effect on the pay bill for 2010 and, as a consequence, it was necessary to put in place separate measures to reduce the pay bill for 2010 as a bridging mechanism.

The unions understood that any alternative suggestion would need to address both of these issues. Consistent with the overall policy of seeking to establish the nature of an alternative to cuts, exploration began of these two related factors:

- (a) The transformation agenda with its consequent cost saving measures anticipated for 2011 onwards; and
- (b) The temporary or bridging mechanism of cutting the payroll costs for 2010.

In relation to the transformation agenda, it was agreed that this would be explored on a sector by sector basis. In each sector, Health, Education, Local Authorities etc Government tabled its wish list. The wish list tabled by the Department of Education and Science was discussed with the unions. Some items were removed as being entirely unacceptable. Others, though unpalatable, the Department would not remove. The document, which was circulated previously, emanated as a proposal. It is not accurate to call this an agreed proposal - it was not. It was part of the alternative to the cuts in

salary scales which would be considered in the totality of a full proposal had there been one.

It has been alleged that this document was signed off or authorised by the Executive or by certain officials or Officers of the union. This is not so. This document was signed off by nobody, not by any official, Officer or member of the Executive. A draft was seen by the Executive and it was explained that the document had no status or existence on its own. It was never put to the Executive for decision.

In relation to the bridging mechanism of payroll saving for 2010, a number of proposals were considered. One relating to what has since been described as layoffs or unpaid leave days is understood to have been a proposal made by the official side at a much earlier sectoral meeting relating to a different department. This proposal was seen by many as having benefits given the basic demand of Government that there be cost saving. These benefits were that it would not affect salary levels and thereby pensions and, if limited to 2010, would automatically end at the end of the year. This by comparison with a cut in salary scales was seen as a 'less bad' option. Nobody liked the proposals but as they seemed better than the alternative it developed as a proposal. It now transpires from a recent report that a significant number of private sector companies used exactly this approach to cut their payroll on a short term temporary basis.

A further significant confusion and apparent misrepresentation which has taken place and which has been the cause of very serious concern to some members, has related to the manner in which this process has been described.

It has been said that the lay off concept and the transformation agenda were both tabled by the union side. This is categorically not the case.

The union side was seeking neither pay reduction nor a transformation agenda. It clearly would have preferred if neither was required. Both proposals were considered only as an alternative to pay cuts and reluctantly considered in this context.

The lay off / days off proposal was pursued by the unions and became referred to as a union proposal but only as a proposal as an alternative to a pay cut.

The transformation agenda was entirely at the behest of Government. It was drawn up by Government and was not in any way added to by the unions. Indeed following discussions with the unions, several items were removed from the list.

Terminology has been used to the effect that these proposals were "offered" by the unions to Government. It is important to clarify that the only way in which they were "offered" was as a possible alternative to pay cuts which would have been probably greater in money terms and certainly longer lasting than the temporary reductions suggested.

Any suggestion that the transformation documents either in education or in any other sector were drawn up by the unions and offered in any context other than is set out above is entirely false. The contrary is true. The union side sought to diminish in every way possible the items on the transformation agenda.

Had there been any proposal emanating from Government Buildings last week prior to the Budget, these would have

been put to the membership of the TUI and, prior to any such ballot, they would have been the subject of intense discussion and clarification within the TUI. It may well have been that the Executive Committee would have regarded the items on the transformation list as being a price too high and, in such circumstances, would have advised members accordingly. The Executive never got the opportunity to take a view on this matter. As no proposal emanated, the circumstances of the ballot and the surrounding discussion with members did not arise.

Every member of TUI should be assured that there is no question that the Union was engaged in any negotiations to worsen conditions of any members: nor was TUI putting forward alternatives to the present conditions of service or seeking any change in them in any negative way.

The Union was, as stated previously, engaged in discussions to seek to establish if there was an alternative to the pay cuts which have been announced. It was felt that there was an obligation to explore this, however unpleasant it may have been.

Opinions are divided within the Union as to whether alternative proposals, which were being considered as alternatives to pay cuts, would have been preferable to the cuts. Perhaps the medicine may have been worse than the disease. Such would have been the discussion had the negotiations concluded. Such discussion in an open and informed manner is necessary in an open democratic organisation which TUI is.

It is hoped this fully explains the situation to all. Should there be further queries or clarifications sought TUI head office will be happy to provide such clarification.

These figures are provided by the Department of Education and Science

Salary Scales

The budget imposed a pay cut on all public sector employees. Basic salary up to €30,000 has been reduced by 5%, the next €40,000 by 7.5% and the next €55,000 by 10%. All allowances have been reduced by 5%.

Teachers Common Basic Scale wef 1/1/10		Supervision and Substitution Rate @ 1/9/08 (Rate as of 1/1/10 yet to be decided) €50.34 per hour	ASSISTANT PRINCIPAL wef 1/1/10 €8,520	
1	€30,904	PRINCIPALS' ALLOWANCES wef 1/1/10 School Size 1-3 €9,310 4-5 €10,432 6 €12,238 7-8 €14,360 9-10 €16,705 11-12 €19,084 13-15 €21,386 16 €23,714 17-19 €25,427 20-22 €27,197 23-26 €29,776 27-30 €31,520 31-35 €34,893 36-40 €36,030 41-50 €39,079 51-60 €40,776 61+ €42,469	SPECIAL DUTIES TEACHER wef 1/1/10 €3,769	
2	€31,972		ACADEMIC QUALIFICATIONS wef 1/1/10 1. (a) (i) H. Dip in Ed. (Pass) €591 (ii) Higher Froebel Cert. €591 (b) (i) H. Dip in Ed. (1st or 2nd Hons) €1,236 (ii) Árd Teastas Gaeilge €1,236 (c) Primary Degree (Pass) €1,842 (d) Masters Degree by thesis or exam (Pass) €4,918 (e) Primary Degree (1st or 2nd Hons) €4,918 (f) Masters Degree (1st or 2nd Hons) €5,496 (g) Doctors Degree €6,140 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 Gaeilge le honoracha €4,278 (ii) *Higher Diploma in Education (1st or 2nd Hons) €4,278 (iii) *Primary Degree (Pass) together with at least 3 years approved experience in commercial, industrial or other approved occupation. €4,278 *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 €2,437	
3	€33,041		DEPUTY PRINCIPALS' ALLOWANCES wef 1/1/10 School Size 1-3 €3,769 4-5 €4,932 6 €6,520 7-8 €8,173 9-10 €9,773 11-12 €11,444 13-15 €13,051 16 €14,630 17-19 €15,875 20-22 €17,088 23-26 €18,966 27-30 €20,129 31-35 €22,645 36-40 €23,137 41-50 €25,280 51-60 €26,253 61+ €27,217	
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			
Part-Time Hourly Rate (Second Level)				
1. Qualified casual hourly rate (incl. 22% holiday pay) = €46.85				
2. Unqualified hourly rate (incl. 22% holiday pay) = €40.85				
3. Qualified non-casual rate to teacher paid according to their own personal point on the incremental salary scale plus allowances divided by 735. This will give the personal hourly rate. There is no additional payment for holiday periods as this figure includes 56% holiday pay.				

OTHER ALLOWANCES

1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€1,842
2. Itinerant Domestic Science Teachers	€1,842
3. Teaching through Irish	€1,583
4. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€3,063
5. Island Allowance	€1,842
6. Special allowance payable to teachers in Comprehensive Schools	€2,471
7. Allowance for Teachers with 35 years service	€2,324
8. Secretary Board of Management Allowance	€2,802
Prison Service Honorarium	€4,773

**ADULT EDUCATION OFFICERS
wef 1/1/10**

€49,366
€51,682
€53,999
€56,314
€58,629
€60,943
€63,261
€65,573
€67,824
€70,075
€72,329
€74,582
€77,962

**ADULT LITERACY
ORGANISERS/ COMMUNITY
EDUCATION FACILITATORS
wef 1/1/10**

€41,474
€42,898
€44,323
€45,748
€47,173
€48,600
€50,025
€51,450
€52,874
€54,299
€55,725
€57,354
€59,390

**YOUTHREACH
CO-ORDINATORS
wef 1/1/10**

€36,209
€39,560
€42,904
€46,992
€49,556
€52,892
€56,209

LS1 €58,770
LS2 €60,648

RESOURCE STAFF

€30,028
€31,939
€33,858
€35,780
€37,708
€39,639
€41,577
€43,520
€45,466
€47,422
€49,512

LS1 €51,249
LS2 €52,988

QUALIFICATIONS

Degree/tech recog	€3,010
Diploma	€2,011
Certificate	€1,003

**SALARY SCALES IN
INSTITUTES OF TECHNOLOGY
wef 1/1/10****Assistant Lecturer 1/1/10**

1 €39,715	5 €45,568
2 €41,320	6 €46,878
3 €42,960	7 €48,190
4 €44,256	8 €49,487

College Teacher

1 €37,016	9 €50,629
2 €38,657	10 €52,313
3 €40,304	11 €54,000
4 €41,941	12 €56,209
5 €43,602	13 €58,419
6 €45,242	14 €60,157
7 €46,882	15 €64,052
8 €48,532	16 €65,837

Lecturer Scale I

1 €47,620	7 €65,467
2 €49,932	8 €67,516
3 €51,824	9 €69,563
4 €53,741	10 €71,613
5 €56,144	11 €73,669
6 €63,363	

Lecturer Scale/L2

1 €53,607	7 €74,848
2 €56,121	8 €77,086
3 €65,889	9 €79,322
4 €68,118	10 €81,570
5 €70,351	11 €83,811
6 €72,594	

Long Service Increments
LS1 1 €2,284
LS1 2 €1,916

Senior Lecturer I

1 €74,006	5 €83,734
2 €86,441	6 €86,160
3 €78,866	7 €88,598
4 €81,307	8 €91,021

Senior Lecturer Scale II

1 €76,407	6 €88,021
2 €78,732	7 €90,341
3 €81,051	8 €92,666
4 €83,375	9 €94,984
5 €85,701	10 €97,520

Senior Lecturer III

1 €82,014	6 €95,971
2 €84,804	7 €98,973
3 €87,596	8 €101,787
4 €90,389	9 €104,770
5 €93,180	

**Asst Lecturer Hourly
Part Time Rate @ 1/1/10**

€63.04