

Lead topic: Public Service Pay and Industrial Relations	Sub-topic: New Entrant Pay in the Education Sector	Contact: Don Culliton
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FAST FACTS

- Some pay differentiation remains between post-January 2011 recruits to certain direct entry grades and their longer-serving counterparts. The proposed Agreement acknowledges issues of concern to the unions on this point and provides for an examination of the remaining salary scale issues to be undertaken within 12 months of the commencement of the Agreement.
- It is worth noting that new entrant members of the Single Public Service Pension Scheme will pay a lower rate of pension contribution (66.66% less than their pre-2013 colleagues) which will provide them with overall increases of some 7% to 10%.
- The TUI and INTO teaching unions have already recommended rejection of the proposed Agreement due to dissatisfaction with its treatment of the new entrant pay issue.
- The costs of moving all post-2011 new entrants forward 2 points on incremental scales to address the grievance would be over €200m in a full year.

Q&A'S

Q: What are your views on the decisions made by two of the three major teaching unions to recommend rejection of the proposed Agreement over the issue of new entrant pay?

A: The current starting salary for post-1 February 2012 new entrant teachers is **€33,806**. Under current agreements their starting salary will increase to **€34,602 from 1 September 2017** and to **€35,602 from 1 January 2018**. Under the provisions of the draft Agreement, this starting salary would increase to **€37,692 by the end of 2020**.

By any measure this is a very reasonable level or starting salary and is very favourable in a public service context.

In light of this, the decisions by the TUI and INTO Executives to recommend rejection of the new proposals are regrettable. The draft Agreement provides a definitive roadmap out of FEMPI for almost 90% of public servants, including teachers, while providing for additional benefits for new entrants who are members of the Single Public Service Pension Scheme.

The draft Agreement also provides for a process on new entrant pay scale issues within which the concerns raised by trade unions can be examined.