



FORSÅ



**EDUCATION
DIVISION**

2019-2021
Biennial report

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Leadership and organisation

The onset of the Covid-19 pandemic in February 2020 had a profound impact on members of Fórsa's Education Division, both at home and at work. Government decisions to close education facilities to in-person learning required staff to adopt new working practices, and to adapt to the specific challenges of delivering services remotely.

The fact that divisional membership has increased significantly during the course of the pandemic is a testament to the hard work and dedication of the activists, branches and staff who have supported members throughout the past year. The reopening of schools and other education workplaces continues to present challenges as to how services can be provided in the safest manner possible.

Gaining traction

During the period under review, the Education Division continued to gain ground and consolidated Fórsa's position as the leading union and the authoritative voice for non-teaching staff in the education sector. Divisional membership grew from 11,770 in early 2019 to over 15,100 in February 2021. This represents an increase of 29% over the past two years.

This membership growth is set to continue through the establishment of a national School Caretaker Branch and other significant developments across the division. The continued development of the Education Division should result in a membership figure approaching 17,000 by the time of the next divisional conference in April 2023.

Elected leadership

Although the two-year term under review saw changes in the composition of the Education Division executive committee, this did not disrupt continuity or the focus of the leadership team in progressing the union's agenda. At the 2019 conference Noreen O'Mahony (Munster SNA Branch) was elected as Cathaoirleach. Antoinette Mullen (South Leinster SNA Branch) was elected as Leas Cathaoirleach, and Kathleen O'Doherty (School Secretaries Branch) was elected to the third divisional seat on the national executive committee (NEC). The other members elected to the divisional executive committee were Breda Halley (Education No.1 Branch), Cáit Ní Mhurchú (School Completion Programme), Anne-Marie Melia (SNA North Leinster Branch), Eilise McGarrell (SNA Connaught/Ulster Branch), Joan Regan (NETB Branch), Annette Murphy (South Leinster SNA Branch), Gina O'Brien (Higher Education Branch) and Deborah O'Connor (Munster SNA Branch). In November 2020 Michael Smyth (School Completion Branch) was elected as the President of Fórsa.

Fórsa staff

Andy Pike assumed responsibility as head of the Education Division in February 2019. Assistant general secretary Stella Griffin works with the NETB, Higher Education, School Completion Programme, and the Education No.1 branches. Assistant General Secretary Shane Lambert is responsible for the four SNA branches and the School Secretaries Branch. In 2020, two new industrial relations officer posts (IRO) were added to the staffing complement. Liz Fay works as an IRO with the Munster SNA Branch and the South Leinster SNA Branch. Dave Sexton is an acting IRO working with the Connaught/Ulster SNA Branch and the North Leinster SNA Branch. Both Liz and Dave also support the School Secretaries Branch.

The role of organisers is crucial to the work of the division. Their duties relate to recruitment, organisation and local representation of members. Four posts involve assignments with schools and one post is assigned to the other education branches. There were a number of changes between 2019 and 2021. Séamus Ryan replaced Adam Ó Maolagáin (South Dublin and South Leinster). Michael Kerrigan replaced Grace Williams (North Dublin and North Leinster). Dave Sexton covers the vacant post in Connaught/Ulster, while Joan McCrohan continues in her assignment in Munster. The organiser post for the NETB and Higher Education Branch is currently vacant.

Seconded staff

The division's capacity was strengthened significantly by the release of activists for union-related work. While the individual Fórsa members continue to be employed by their respective employers, they have been assigned to work on behalf of the union in relation to specific projects. Joan Regan of the NETB Branch continues in her role in relation to the improvement of information sharing and communication in the education and training sector, in the light of the ongoing changes taking place.

Since 2015, Maggie Ryan of the Higher Education Branch has been assigned to work on behalf of members in relation to the creation of the Technological University Dublin. Gina O'Brien of the Higher Education Branch has been assigned on release in a similar role working on behalf of members within the Munster Technological University consortium. Sarah Clarke and Mary Coughlan have been assigned to similar roles within the Technical University South East Ireland cluster (TUSEI.) John Doyle and Anne O'Leary have recently taken up Facilitator roles within the AIT/LIT consortium.

These arrangements demonstrate a significant degree of management recognition and respect for the role of Fórsa local representatives in the sector, and all our seconded members have undertaken vital work representing the interests of union members affected by the creation of new technological universities.

Divisional strategy

The Education Division executive committee continued its approach of dividing agenda items under the headings of organising, policy and industrial relations. The committee regularly takes stock of divisional conference resolutions and receives presentations from staff and organisers working in the division outlining their plans. During the past year the division has devoted considerable time to addressing the Covid-19 pandemic. This has required the frequent meetings - on a weekly basis at times - to consider the latest developments and advise members accordingly.

Relations with other unions

Fórsa maintained excellent working relationships with a range of other trade unions in the education sector. Fórsa officials work with colleagues from the INTO, TUI and ASTI on a regular basis on matters affecting education sector staff. All unions in the school sector have worked collaboratively on our Covid-19 response. Fórsa also continues to work closely with SIPTU in the education and training boards (ETBs). This involves the integration of former FAS and VEC staff, and the two unions also work collectively on numerous issues in higher education including Covid-related challenges and the transfer of functions to the new Department of Further and Higher Education, Research, Innovation and Science (DFHERIS).

Dealing with Covid-19

Fórsa has been actively engaged with the new Department of Further and Higher Education, Research, Innovation and Science through the National Covid-19 Steering Group, which meets fortnightly. It is attended by the minister, senior civil servants, employers' associations, student representatives and trade unions. The steering group developed policy on issues like the move to remote teaching and learning in all Institutions and the Covid-19 Response Plan for Higher Education.

Third-level educational institutions have been closed for in-person teaching and learning since March 2020, requiring staff to adopt new ways of working to deliver services. Many members have been working remotely throughout the pandemic, while others have attended workplaces to carry out essential work.

Much of the detailed Covid-19 work for the technological sector has been overseen by the POSITS working group for this part of the higher education sector. The unions sought agreement on the formation of this national working group, which established a forum comprising of the relevant staff representatives, the technological sector, and the DFHERIS to consider optimum and safe continuity of provision through the extended period of restriction arising from the Covid-19 pandemic.



Fórsa and the Education and Training Boards Ireland (ETBI) consulted on the implementation of national guidance on managing Covid-19 in ETB sector workplaces. As in higher education, the ETBs have not been able to revert to in-person teaching and learning since the onset of the pandemic. Many staff gave been working remotely to provide services, whilst others have attended the workplace to carryout essential duties. Covid-19 response plans have been developed within each ETB, based on national guidance.

The pandemic also continues to have a profound effect on students and staff in the schools sector. Following the March 2020 decision to close schools for in-person teaching, the then-education minister announced plans to redeploy over 16,000 special needs assistants (SNAs) to the health service to fill posts left vacant in HSE elderly care and disability services. This announcement was made without prior consultation and proved to be problematic and divisive, not least because SNAs were neither trained nor qualified to provide direct patient care.

Fórsa engaged in discussions with the education department to secure agreement on a voluntary reassignment process for SNAs to assist clients within HSE children's disability services. This process was slow and cumbersome due to the need for each SNA to undergo fresh Garda vetting prior to reassignment. This service was curtailed and replaced with school-based summer provision for special educational needs (SEN) students in June 2020.

Throughout this period of school closure many thousands of SNAs worked supporting students remotely. The department made no provision for this service and put no structure in place to ensure that SEN students received a service. Despite this, many SNAs were able to maintain contact with their students and provide support between March and June 2020.

A detailed Covid-19 response plan was developed by the Department of Education and trade unions prior to the reopening of schools in September 2020. This plan was underpinned by over €400 million of investment, which helped schools to prepare to meet the challenge of reopening to students. Fórsa raised concerns about proposed social distancing measures, because SNAs are not able to support students whilst maintaining a two-metre distance. Despite Fórsa's campaign for the use of medical grade face masks for all SNAs, which included a union supply of masks where employers refused, the department didn't agree to this basic safety measure until February 2021.

Regular in-school Covid testing was implemented from September 2020. This demonstrated that the mitigation measures in place were effective, but that the risk of transmission amongst staff and students could not be removed as a small number of cases were detected each week across the school sector. Due to the increase in transmission in early 2021, the Government decided against opening schools as planned on 7th January. However, the education minister then announced that all special schools, special classes and mainstream SEN provision would reopen as normal on 11th January, at a time when between 6,000 and 8,000 new Covid cases were being recorded each day.

Fórsa's Education Divisional Executive determined that this was unsafe, and that additional mitigation measures would be required to address the increased risks at the height of the pandemic. The minister then proposed reopening primary school SEN provision on the same basis from 21st January, and relayed this decision to schools before negotiations between unions and departmental officials had concluded. The union's education executive was unable to agree to these proposals. Fórsa and the INTO issued a joint statement which sought a revision of the reopening proposals on the grounds that staff had no confidence that schools could reopen safely.

On 11th February, it was agreed that SEN services would reopen with additional protections for pregnant staff, staff aged over 60, and staff with high-risk medical conditions, all of whom would be asked to work remotely during a phased reopening process. Special schools were the first part of the service to reopen on 11th February to 50% of their students. Next came special classes in primary and post-primary schools from 22nd February, with leaving certificate students also returning on that date. The first four primary year groups were able to return on 1st March, along with fifth class in post-primary schools. The final year primary school groups returned to school on 15th March. As this report was being finalised, post-primary schools were due to reopen fully on 12th April 2021.

Throughout the pandemic, Fórsa has been active in making the case for improved health and safety measures for members. The union gave evidence to the Dáil Covid Response Committee and the Dáil Education Committee on several occasions, and Fórsa staff appeared in the national media on a regular basis to explain the difficulties in safely reopening our schools.



Incomes

The final instalment of the Public Service Stability Agreement (PSSA), which was worth 2% of gross pay, was paid with effect from 1st October 2020. The pay adjustment meant that, over its three-year lifetime, the PSSA has brought pay adjustments of more than 7% for over 70% of civil and public servants, with slightly smaller percentage adjustments for the higher-paid. Following the PSSA and earlier adjustments, around 90% of civil and public servants have now had their basic pay rates restored to 2009 levels. But most of their incomes are lower than in 2009 because of other factors, including increased pension contributions.

Public service pay and conditions

Fórsa members in the public service voted by a margin of 94%-4% to endorse a new public service agreement called Building Momentum. Because of the Level Five Covid-19 restrictions on travel and assembly, the union conducted the ballot electronically for the first time. The outcome of Fórsa's ballot, which was announced in late February, was as follows:

Ballots issued:	67,527
Ballots returned:	39,457
Votes cast in favour:	37,828
Votes cast against:	1,629
Majority in favour:	36,199

Fórsa then backed the deal at a meeting of the ICTU Public Services Committee (PSC), which also overwhelmingly endorsed the agreement. Thirteen of the 17 PSC affiliates supported the package and the remaining four subsequently said they would be encompassed by it. The agreement came into force with immediate effect, and runs until December 2022.

Building Momentum allows for two pay increases, each worth 1% of annual salary or €500 a year, whichever is the greater. This means the deal is worth substantially more for lower paid workers in percentage terms. A third increase, worth a further 1%, is available for grade-based bargaining for all public service grades. This can either be used to deal with issues affecting particular grades, or it could be taken as a straight 1% pay award.

Part-time workers and others who don't work full-time hours will get pro-rata adjustments based on the number of hours they work.

The package also requires the education department to consult with Fórsa about the possible updating of the special needs assistant (SNA) contract, including the appropriate use of the contracted 72 hours. This provides the first opportunity to renegotiate the SNA contract for over 15 years.

Pay at a glance

1st October 2021:

A general round increase worth 1% of gross pay or €500 a year, whichever is the greater. The €500 a year floor means those on lower incomes will receive a significantly larger percentage increase than higher paid staff.

1st February 2022:

The equivalent of a 1% increase in annualised basic salaries through a 'sectoral bargaining fund'.

1st October 2022:

A second general round increase worth 1% of gross pay or €500 a year, whichever is the greater.

Sectoral bargaining

Building Momentum will see the establishment of a 'sectoral bargaining fund,' initially worth 1% of basic pensionable pay during the lifetime of the agreement. It's not possible to increase the allocation by proposing productivity measures. Neither can the process "give rise to unintended cost increasing outcomes."

The fund can be used to deal with outstanding adjudications, recommendations, awards and claims that are relevant to specific grades, groups or categories of workers within the various sectors of the public service. Alternatively, groups can opt to use the available allocation, or part of it, as a sectoral pay round.

The bargaining units - ie, the different grades, groups and categories subject to sectoral bargaining - are to be agreed between unions and employer representatives by the end of March 2021. Unions and management will then decide how the fund will apply in each bargaining unit no later than the end of April 2021. Management and unions would then agree proposals, which must be submitted to the Department of Public Expenditure and Reform (DPER) for verification by the end of June 2021. Payment would fall due on 1st February 2022.

Haddington Road hours

Building Momentum also addresses the additional hours introduced for many civil and public servants under the 2013 Haddington Road agreement. This will be done through the establishment of an independent body by the end of March 2021. This body will make recommendations to begin the process of returning to pre-Haddington Road hours.

Roll-out of these recommendations will begin within the lifetime of the agreement, with €150 million available to commence implementation of the outcomes during 2022. Unions and management representatives will then engage proactively on what's necessary for the implementation of any remaining recommendations in the context of the 2023 budget estimates, which will be announced in 2022. Any successor to Building Momentum will deal with the implementation of remaining measures.

The proposed agreement cites a range of issues that the independent body must take account of, including the cost and service impact of addressing the HRA hours. These are set out in section four of the proposed agreement.



SNAs' '72 hours'

The '72 hours' for special needs assistants (SNAs) were introduced under the 2010 Croke Park agreement, rather than the 2013 Haddington Road agreement. They replaced an existing contractual liability to work 12 days during school holidays.

Fórsa has a claim for the abolition of the 72 hours lodged in the Workplace Relations Commission (WRC). And, while Building Momentum doesn't abolish the hours, it does commit the department of education to a serious review of the use of the hours, which will open up a wider discussion on the role of SNAs.

The agreement also requires the department of education to consult with Fórsa about the need to update the SNA contract, including the appropriate use of the contracted 72 hours. This provides the first opportunity to renegotiate the SNA contract for over 15 years.

Fórsa believes the contract requires modernisation in several areas, as does the obligation to be available for 72 hours for SEN-related duties. This is because the SNA role has changed since 2005, and continues to develop on foot of initiatives like the NCSE review of the SNA scheme, the roll-out of the schools inclusion model and the frontloading of SNA allocations. The union will also seek changes to various elements of the existing contract including minimum qualifications, CPD, training, and professional recognition.

Productivity

In common with all previous public service agreements, Building Momentum also includes certain productivity measures. It acknowledges the recent "unprecedented display of commitment, flexibility, hard work and agility in public service provision" and commits the parties to harness this momentum to meet the immediate challenges of 2021 and 2022. It says these include the continuing response to Covid-19, ensuring that schools remain open and addressing challenges that arose for children during the crisis, a return to normal delivery of health services, managing the response to Brexit, establishing the public service as the driver of best practice on remote working, and addressing digitisation.

It sets out measures to harness the potential for technology to improve service delivery, including engagement with new technologies, and streamlined, automated and redesigned processes and procedures, including remote working "where appropriate." It identifies the need for staff upskilling and retraining as jobs, roles and processes change.

It also sets out measures to improve access to services through reformed work practices, including enabling temporary reassignments where necessary and increasing the movement of staff across the public service where necessary.

And it sets out an implementation and reporting mechanism to ensure delivery of agreed reforms, including through sectoral action plans.

Other measures

Building Momentum retains the strong protections against outsourcing that have been a feature of public service agreements since 2010. These include requirements on employers to present a 'business case' if they want to outsource a service or part of a service, and a requirement to consult with staff representatives.

Crucially, employers are forbidden to include labour costs in any business case. This is a substantial safeguard because discarding the labour cost provision would effectively mean the majority of business cases would support outsourcing and lead to the privatisation of public services regardless of the impact on pay, working conditions or service quality.

Building Momentum includes a commitment that overtime and premium payments that were reduced or abolished under the 2013 Haddington Road agreement (HRA) will be fully restored by 1st July 2021. This includes the abolition of the hour of unpaid overtime introduced under the HRA. The deal says any costs that arise from these measures must be managed within allocated overtime budgets.

Like the last public service deal, the Public Service Stability Agreement (PSSA), Building Momentum contains a provision to review the terms of the agreement “where the underlying assumptions of the agreement need to be revisited.” However, the union negotiators successfully insisted that PSSA language, which linked this specifically to a worsening economic situation, was deleted.

This creates the opportunity to seek a review of the package if the economic situation improves beyond expectations.

Every public service agreement has included restrictions on industrial action, and Building Momentum is no exception. The agreement sets out a detailed dispute resolution process, including an “industrial peace” clause.

Negotiating the agreement

Throughout 2019, Fórsa had pressed for an early engagement to shape and inform negotiations on the successor to the Public Service Stability Agreement (PSSA), which expired at the end of December 2020. The 2019 engagements took place against the background of strong and improving economic performance and public finances. At that time, Fórsa argued that negotiations should address the fact that public service pay movement had been slower than both inflation and economy-wide pay trends in the period since the 2008 financial crisis. The union also said any new agreement must be capable of dealing with sectoral and grade issues, as well as addressing outstanding restoration issues including working time.

However, a long hiatus in the engagement emerged before and following the general election, which took place in February 2020. The election was followed by months of talks on government formation and the new coalition Government was not in place until 27th June. In the meantime, the Covid-19 crisis had radically damaged the country’s economic and fiscal position, while pushing the issue of a PSSA successor down the list of public policy priorities.

Nevertheless, the June 2020 programme for government committed the new administration to seek to negotiate a new public service pay deal. It said the new Government’s approach to public service pay would “be guided by the State’s financial position and outlook, challenges in relation to recruitment and retention, and conditions within the broader labour market.” It also acknowledged the “important role” played by public servants, and pledged to ensure that “positive work practice changes” introduced during the Covid-19 emergency are embedded in any new pay deal, along with general productivity gains. The programme for government said the Government would seek a sectoral bargaining clause in any agreement, although it did not elaborate on this.

Following the formation of the new Government, the ICTU Public Services Committee met the new Minister for Public Expenditure and Reform, Michael McGrath, who agreed that public service unions and the Department of Public Expenditure and Reform (DPER) would engage in September 2020 to explore the potential for a successor to the PSSA.

Exploratory talks on the PSSA followed and Fórsa general secretary Kevin Callinan, who led the union side in the negotiations, outlined the union’s headline issues. Fórsa said the process must acknowledge the contribution of public servants, both during the pandemic and in the hard years following the 2008 banking crisis. The union also called for the talks to address outstanding restoration issues, including additional working time introduced for lower and medium-paid workers in 2013. It sought a mechanism for dealing with issues specific to particular grades and categories of staff, as well as an acceptable approach to public service-wide pay adjustments over the lifetime of any new agreement.

The talks were slowed again by Government preparations for Budget 2021, which took place on 13th October. Later that month, the ICTU Public Services Committee (PSC) expressed concerns that the time available to negotiate, draft and ratify any agreement before the end of December was running short. In a statement, the PSC outlined the real possibility that no agreement would be in place at the end of 2020.

Although exploratory engagements continued, formal talks didn’t resume until later November. Intensive negotiations then led to agreement on proposals for a two-year agreement. These were subsequently put to ballot and accepted overwhelmingly (see above).

Minimum wage

A February 2021 report from the Economic and Social Research Institute (ESRI) found that increases in minimum wage rates don't lead to higher labour costs or job cuts. The research found that a 2016 increase, which raised the minimum wage from €8.65 to €9.15 an hour, led to increased labour costs for just 3% of firms. The average labour costs in 90% of firms with staff on minimum pay increased in line with those of employers with no minimum wage workers.

Significantly, it also found no evidence that firms cut staff numbers in response to the minimum wage increase. Politicians and economists frequently cite job protection as a reason for suppressing low-pay protections. But the ESRI found the increase in the pay floor was effective at reducing wage inequality, particularly for younger workers.

In September 2020, the Irish Congress of Trade Unions (ICTU) withdrew from the Low Pay Commission, which effectively sets the minimum wage in Ireland, because of its recommendation for a paltry increase in 2021. Both Fórsa and ICTU made submissions to a Government consultation on an EU draft directive on low pay and collective bargaining.

Pensions

Fórsa gave a broad welcome to news that retirees aged between 65 and 66 will no longer have to sign on to receive social welfare income support in the year between retirement and qualifying for the state pension. But the union has criticised the fact that the benefit will only be paid at a flat rate of €203 per week, which is equivalent to the maximum jobseeker's benefit rate. Recipients no longer have to sign on at a social welfare office to qualify for the payment, and can now take up an education course and still avail of the benefit. Prior to this change, workers who had to retire at the traditional retirement age of 65 were required to sign on and be available for work.

The union also welcomed the suspension of plans to raise the age for eligibility for the State pension from 66 to 67 from January 2021. Fórsa continues to call for an end to forced retirement and a return to a State pension age of 65, which was in place until 2014.

Meanwhile, the rollout of the proposed auto-enrolment pension scheme was delayed for at least a year due to the Covid-19 pandemic. The Department of Social Protection said rollout would put too much strain on employers at this time. When implemented, the scheme will see employees automatically enrolled into an occupational pension scheme, with contributions from themselves, their employer and the State. In a submission to a Pensions Commission consultation on the long-term sustainability of State pensions and the social insurance fund, the Irish Congress of Trade Unions (ICTU) argued against the privatisation of the scheme. Fórsa and other unions want it to be managed and paid out as a pay-related top-up of the contributory State pension.

It was confirmed that existing policy on the application of pay increases to civil and public service pensions will continue for the duration of the Building Momentum public service agreement. In the main, this means that pension payments will be adjusted in line with pay adjustments for serving staff. However, this is done in a way that takes account of the fact that, in a small number of cases, pension payments currently exceed parity with pay. This is because pensions were not reduced by the same extent as pay during the last fiscal crisis. Pensions are adjusted in line with the Consumer Price Index in the case of the single public service pension scheme, which applies to all civil and public servants who entered public service employment on or after 1st January 2013.

Travel and subsistence

The standard rates of domestic subsistence were reviewed in 2019, in accordance with an agreed recommendation made by the civil service general council. As a result, the daily subsistence five-hour rate of €14.01 rose to €15.41, and the ten-hour rate of €33.61 increased to €36.97 with effect from 1st July 2019. In accordance with an agreed formula, and in line with changes to the consumer price index (CPI), there was no change in the standard overnight rate. However, the vouched accommodation rate for Dublin increased as a consequence of the increase in the ten-hour rate. There were no changes in motor travel or foreign subsistence rates during the period covered by this report. The current travel and subsistence rates are set out in appendix two.

The Covid-19 crisis

The first case of the Covid-19 virus in the Republic of Ireland was confirmed on 29th February 2020. In the same week, and on foot of representations from Fórsa and other unions, the Department of Public Expenditure and Reform (DPER) issued guidance that civil and public servants who contracted Covid-19, or had to self-isolate, would receive basic pay including fixed allowances from day one. It also agreed that coronavirus-related sick leave would not be counted as part of sick leave records in cases where a worker had medical or HSE confirmation of the need to self-isolate. At the end of 2020, DPER adjusted the arrangement to limit special leave with pay to 28 days unless the worker concerned had been attending the workplace in the 14 days prior to a positive test.

In March sweeping public health measures were introduced and the Government advised people to work at home if possible. Fórsa staff made contact with hundreds of employers and provided members with updates on which employments would remain open to deliver essential services, and which were implementing remote working arrangements. Tens of thousands of Fórsa members were instructed to work from home. The union published advice to members about safety measures and work attendance, which was frequently updated throughout 2020.

DPER then announced new arrangements for a public service-wide mobilisation to tackle the Covid-19 virus and maintain essential public services. These included the temporary transfer of civil and public servants to critical roles for up to three months. Following consultation with Fórsa, the measures guaranteed that staff who took on temporary roles would continue to be employed, and paid, by their existing employer, and that they would return to their existing employer and role after the temporary transfer.

The Government set out a phased timetable for the easing of Covid-19 restrictions from mid-May and Fórsa published detailed return-to-work advice to members, which was revised and reissued frequently on foot of developments. Fórsa officials also initiated detailed discussions on return-to-work arrangements and the implementation of associated safety protocols.

In early June, Fórsa warned that a return to normal workplace industrial relations – where major issues are decided by agreement between managers and workers' representatives – must be a feature of the reopening of the economy. In a detailed written submission to the Oireachtas Special Committee on the Covid-19 Response, the union said workers and their unions had cooperated with huge changes, which had been introduced on an emergency basis. It said public servants and others had accepted this because of the scale and seriousness of the Covid-19 crisis, but that a return to normal negotiation and consultation was needed. The union's elected National Executive Committee (NEC) advised branches and officials that significant changes to, or departures from, agreements governing pay and working conditions should again be negotiated through normal industrial relations procedures.

In September, the Government published a new approach to coronavirus restrictions with five levels of response linked to levels of confirmed Covid-19 cases and related public health metrics. The entire country was at level two when the six-month plan was launched, but Dublin and Donegal soon entered level three. The rest of the country soon followed.

From midnight on 21st October, the entire country entered level five, the highest level of restrictions, for a six-week period. This was subsequently eased in early December, but the entire country had returned to level five restrictions by the end of 2020. Official public health restrictions on workplace attendance were set to remain in place at least until early April 2021 as this report was finalised.

Protecting workplace safety

From the outset of the crisis, Fórsa issued general advice to members on reducing personal risk and helping prevent the spread of the virus, along with guidance on the actions members should take if they showed symptoms. This advice was generally based on prevailing HSE guidance, though the union generally advised more caution for pregnant women and more vulnerable workers. Sectoral and workplace guidance was developed by Fórsa divisions. Union officials and staff dealt with thousands of individual member queries on safety and related matters.

In early April, Fórsa published specific guidance for members who were working in, or who could be asked to work in, environments where there is a higher-than-average risk of contracting the coronavirus. In mid-May, the union issued fresh advice on worker safety as staff began to migrate back to workplaces after periods of remote working.



Working through the Irish Congress of Trade Unions (ICTU), Fórsa was at the forefront of the negotiation of an agreed national 'return to work safety protocol,' which was also summarised in the new Fórsa guidance. The protocol, agreed in early May, required employers to implement a number of measures in advance of staff returning to workplaces. At union insistence, it included a requirement for employers to recognise at least one Covid-19 lead worker safety representative, with more in larger employments. Shortly after the publication of the protocol, Fórsa won confirmation that civil and public service employers must abide by its measures, and that it would apply equally to employees who remained in their workplace throughout the first lockdown.

In January 2021, Fórsa issued a statement that said many public service employers were flouting official Government restrictions on workplace attendance under level five of Covid restrictions. The union said the national effort to bring the coronavirus under control could be undermined by widespread management failure to properly identify which workers need to attend their work premises to undertake essential functions. It added that guidelines issued to civil and public service managers fell short of official Government advice to employers across the economy. The intervention led to significant improvements in most sectors.

As this report was being finalised, Fórsa was engaged with senior officials of the Department of Public Expenditure and Reform (DPER) after the union raised concerns over sick leave arrangements for staff who suffer from 'long Covid.' This followed changes to DPER guidance on Covid-related sick leave, which could leave some long Covid sufferers with reduced incomes.

Between May 2020 and early 2021, some 47% of Irish workplaces were found to be in breach of Covid-19 guidelines following Health and Safety Authority inspections. Almost half of the 5,000-plus workplaces viewed by the authority didn't have proper measures in place to prevent the spread of the virus.

In December 2020, Fórsa called for certain groups of civil and public servants to be included as key workers being prioritised for Covid-19 vaccinations.

More detail of safety issues in schools and other education settings are addressed on page 6 in the first section of this report.

Remote working

In May 2020, Fórsa published detailed advice on remote working. *Working at home: Staying safe, connected, healthy and productive* contained advice on health and safety, setting up a workspace, breaks, staying in touch with managers and colleagues, and balancing work with home life and childcare. The guide also included useful tips on data protection, cybersecurity, and safeguarding mental health.

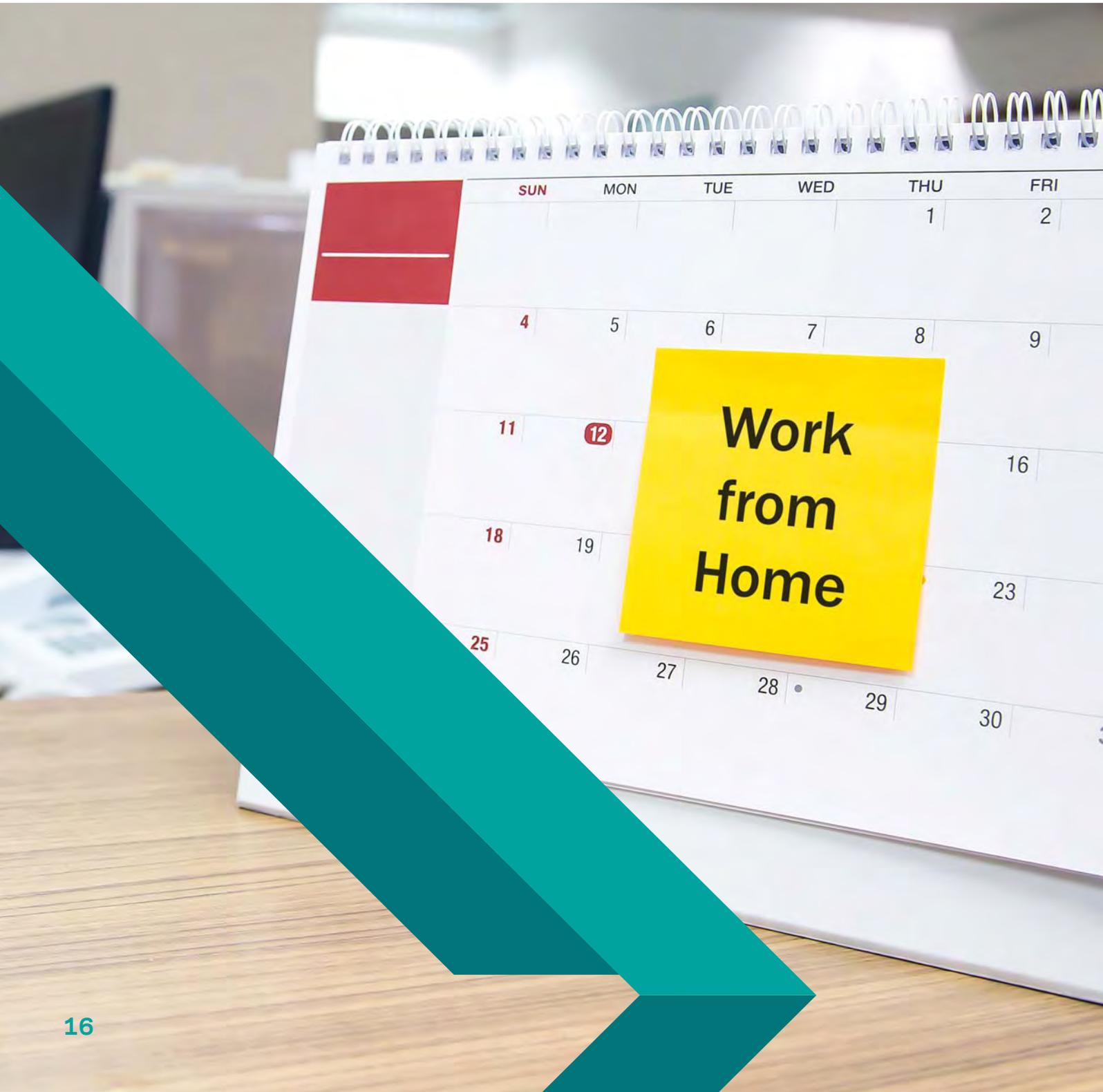
On 10th August, Fórsa issued the results of Ireland's largest ever employee opinion survey on the issue of remote working. The study, conducted on behalf of the union by Amárach Research, found that 86% of respondents were interested in working remotely. Over 80% of those who favoured home working expressed a preference for a hybrid arrangement.

Over 4,300 Fórsa members completed the survey. Seven-in-ten of those who had worked at home during the Covid-19 crisis said remote working had been a positive or very positive experience. Over two-thirds of those who had not worked at home during the crisis also expressed an interest in having access to remote working. Concerns about home working related to four broad areas: Disconnection from the workplace; work encroachment on home life; costs and the appropriateness of home work space; and health and safety issues. The biggest single negative aspect of home working, cited by 69% of respondents, was the lack of interaction with colleagues. Worryingly, just 28% of those who worked remotely said a manager had asked them about their home working set-up from a health and safety perspective.

Fórsa then made a very detailed submission to the Department of Business, Enterprise and Innovation (DBEI) consultation on remote working. Informed by the union's membership survey, the submission made 20 recommendations and called on the Government to open a dialogue with unions and employers with the aim of strengthening the legal framework around remote working. It said employers should be required to set objective criteria for determining the tasks and staff selected for home working arrangements, and that employees should have the right to refuse home working without having to give their reasons.

The submission argued that those working remotely should benefit from the same rights, guaranteed by legislation and collective agreements, as comparable staff at their employer's premises. And it called for strong safeguards on health and safety, surveillance, privacy, data protection and cyber-security. It noted that additional household costs accrue from home working. "This was not addressed in temporary arrangements introduced during the Covid-19 emergency, but a different approach is required for long-term arrangements where employees are based at home for significant periods of work time," it said.

In January 2021, Fórsa welcomed the publication of the Government's remote working strategy, and called for engagement with trade unions and other stakeholders on the rollout of proposals to ensure fair access to remote working and proper protections for all staff, regardless of where they work. The Government strategy pledged to establish a legal right to request remote working, introduce legal protections on the right to disconnect, and review the treatment of remote working for tax purposes. It also confirmed the target of making remote working the norm for 20% of public servants.



Working time

The Covid-19 crisis had a significant impact on working time and other working arrangements for tens of thousands of civil and public servants, staff in State agencies, the community and voluntary sector, and in the private sector. These included remote working, temporary reassignments to new duties, and the suspension of flexitime. Many experienced temporary changes to rosters and shift patterns, introduced to support social distancing and other public health requirements. Staff whose shift patterns were altered were generally rostered for fewer hours than normal.

In its submission to the Department of Business, Enterprise and Innovation (DBEI) consultation on remote working, Fórsa argued that these developments should be factored into broader policy debates about the scope for reducing working time, particularly in the context of the impact of artificial intelligence and other new technologies.

As part of the response to the coronavirus crisis, flexitime arrangements were suspended across the civil and public service in early April 2020. At the end of July, Fórsa sought the reinstatement of flexitime for staff who had returned to workplaces and were back on their normal hours and work patterns following periods of remote working or changed working time. The union raised the issue with the Department of Public Expenditure and Reform (DPER), which agreed to return to normal flexitime arrangements in late August for those based in the workplace on pre-coronavirus working time and attendance patterns. The union is now seeking the restoration of flexitime for others those working remotely or in hybrid arrangements.

Childcare

In a submission to the Oireachtas Special Committee on Covid-19 Response, published in June, Fórsa argued that the Covid-19 crisis had highlighted shortcomings in Ireland's system of early childcare and education. It said that the inadequacies of the State's response to Ireland's high-cost, low-pay early years system was inadequate prior to the crisis, and called for the formalising of early childcare and education as a publicly-funded and publicly-provided public service.

While the Department of Public Expenditure and Reform (DPER) and other public service employers had agreed to a number of measures to assist staff with childcare during the period of school and crèche closures, Fórsa and other unions were critical of the Government's response, most especially on childcare provision for essential workers.

An Economic and Social Research Institute (ESRI) report, published in early May, had also criticised the Government's response. It said that over a fifth of the Irish workforce were essential workers, and that 100,000 of them had children under the age of 14. It criticised Government proposals to provide childcare to 5,000 health workers as inadequate. *Essential employees during the Covid-19 crisis* found that most essential workers were concentrated in low-paid sectors like retail and non-professional health grades, and couldn't afford extra childcare costs.

Economic and recovery measures

Fórsa, ICTU and the union-sponsored Nevin Economic Research Institute have all called for enhanced supports to workers, businesses and communities. Fórsa argued that the crisis had demonstrated what can be achieved when the State mobilises financial, organisational and human resources for the common good, when people work together collectively, and when citizens have equal access to essential goods and services. It called for a fundamentally different approach to economic reconstruction to that adopted during the 2008-2010 banking crisis. Fórsa and Siptu jointly drew up detailed proposals, which were submitted to ICTU as it developed its demands for a massive fiscal stimulus, with public investment across a range of public service and infrastructure projects, as part of a plan for Ireland's recovery from the economic crisis caused by the Covid-19 pandemic.

ICTU's programme was published in late May as 'No going back: a new deal towards a safe and secure future for all,' which called for universal free public health care, a massive programme of public house building, a cap on the price of childcare, increased investment in education, and the scrapping of plans to increase the State pension qualification age to 67. The paper outlined proposals for a 'green new deal' to tackle climate change and called for higher taxes on wealth, as well as higher social contributions from employers.

Fórsa developed its approach to economic recovery with the publication of a detailed submission on 'Reopening the economy: The State's response and support for businesses,' which was presented to the Oireachtas Special Committee on Covid-19 Response in early June 2020. The submission called for business supports to be made conditional on employers' support for jobs that can sustain a decent income. It also covered a range of economic and workplace issues including the need for Government to continue to support incomes and demand, EU policy requirements, safety issues related to the return to workplaces, childcare issues, remote working and the organisation of working time, industrial relations and social dialogue, and Brexit.

Fórsa and other ICTU affiliates continue to maintain that public money allocated to businesses should be conditional on maintaining employment with decent pay and working conditions, including collective bargaining.



Industrial relations

The general industrial relations climate was governed by the provisions of the Public Service Stability Agreement (PSSA), which expired at the end of 2020 and was superseded by the new Building Momentum public service agreement, which took effect at the start of 2021. These agreements contributed towards complete pay restoration for Fórsa members in the Education Division.

The Education Oversight Body, chaired by Mairead Daly of the Workplace Relations Commission, met three times each year. Fórsa is also part of the industrial council comprised of management and union representatives in the ETB sector. Issues affecting members in higher education are now dealt with through a new national forum, and on a bilateral basis through meeting with departments or employer bodies as appropriate. Regular contact with the education department takes place on strategic and operational issues including the negotiation of departmental circulars covering terms and conditions of employment from incremental credit, changes to parental leave and other issues.

Higher education

Following the establishment of Technological University Dublin in January 2019, the Munster Technological University (MTU) was established in January 2021 after a process that involved the amalgamation of Cork Institute of Technology with the Institute of Technology Tralee. Other consortia continue to work towards university status. These include the Connacht Ulster Alliance (CUA) of GMIT, LYIT and IT Sligo, the Athlone Institute of Technology and the Limerick Institute of Technology consortia (IT/LIT), and the Institute of Technology Carlow (IT Carlow) and Waterford Institute of Technology (WIT) consortia (TUSEI).

Once all the consortia have progressed through the various stages to achieve technological university status there will be five technological universities in Ireland, each providing a diverse range of professional technical and vocational programmes. Fórsa representatives continue to play a central role in each amalgamation. A National Technological University forum has now been established comprising of Fórsa, Siptu, and Unite, who meet regularly with departmental officials, the Technological Higher Education Association, and the management of each consortium.

The higher education job evaluation scheme was secured in October 2019 through an agreement brokered by the Workplace Relations Commission, following successful industrial action across the institute of technology sector. The scheme is currently in development with testing due to commence shortly.

Education and training boards

The union's NETB Branch continues to pursue a full organisation and design process for all education and training board (ETB) grades represented by Fórsa. This follows the first phase of the process, which established posts at the level of directors of OSD, schools and FET across the ETBs in 2017. Discussions regarding Phase II of this process commenced in 2017. The unions' (Fórsa, TUI, AHCPs, and Siptu) position is that discussions should encompass the entire organisation. This is because such discussions would ensure a consistent approach to grading structures and the roles and responsibilities of grades across the sector. Management's position is that discussions will only include staffing at the level immediately below director level (APO level), with positions below this level discussed with individual ETBs.

The unions referred the matter to the Workplace Relations Commission. Following discussions, both sides retained their respective positions. Management has committed to hold a further meeting with the unions, with the aim of restarting discussions within six weeks. Fórsa continues to consult with management on the creation of a shared service payroll. Seven ETBs have so far transitioned to the shared service. It is proposed that all 16 ETBs will have transitioned by March 2023.

Education No.1 Branch

Many Fórsa members were affected by temporary layoffs in March 2020, when education centres ceased in-person learning activities. The union engaged successfully with the department to ensure that members could avail of the wage subsidy scheme to maintain their earnings, rather than being forced to apply for the pandemic unemployment payment, which would have broken service with their employer. An industrial relations forum was established in 2020 to address staffing issues across the education centres. This includes policies and procedures, and inconsistencies between the terms and conditions in place across different centres.

Special needs assistants

A national industrial relations forum for special needs assistants (SNAs) was established in 2020. This forum facilitates consultation with the education department and school management bodies on key industrial relations issues and claims. Claims for improvement in leave entitlements, including breastfeeding breaks, have been lodged with the forum and are now being addressed through referral to the Workplace Relations Commission (WRC). Other significant claims under discussion include the Fórsa claim to abolish the obligation to be available to work an additional 72 hours a year and the claim to establish a new minimum educational qualification for new SNAs at QQI Level 6.

The union is also in the process of negotiating adherence to the correct working week minimising the use of the 32-hour pay divisor. The Building Momentum national pay agreement contains provision for a review of the national SNA contract and the use of the 72 hours. This represents the first opportunity to review the contract since 2004. Fórsa will shortly be entering discussions on areas where the contract needs to be improved and protections strengthened.



The development of the Government’s schools inclusion model stalled during the 2020 pandemic. The education department confirmed that the pilot scheme, which covers 72 schools, would be evaluated before any further rollout of the new arrangements. Throughout 2019 and 2020 Fórsa maintained regular contact with members in pilot schools to ensure no significant changes to roles or responsibilities were imposed. The only element of the model to be implemented in part was the frontloading of SNA allocations in mainstream classes for the 2020-2021 school year, where posts were rolled over without any SENO assessment. Fórsa is currently discussing the potential allocation model and numbers for the next school year. This is likely to be linked to the rollout of the model and discussions on a new SNA contract.

The union’s Education Division executive has continued to explore the potential to establish an SNA institute through the provision of fully-accredited educational programs. Discussions with Hibernia College are now at an advanced stage.

School secretaries and caretakers

The longstanding injustice affecting many school secretaries and caretakers who are employed through the ancillary grant system prompted Fórsa to launch the Support our Secretaries (SOS) campaign in January 2019. The campaign resulted in a significant increase in membership, and a gradual awareness amongst elected representatives of the need to address the issue.

In order to progress the claim for fair treatment, school secretaries took industrial action, in the form of a one-hour strike at the start of the school day, in November 2019. This action was extremely successful and generated significant publicity and support from school communities, which assisted the campaign.



The education department then refused to engage in meaningful talks on designating members as public servants in the Workplace Relations Commission (WRC). This led to further industrial action, with a one-day strike in January 2020. Once again, this action placed the issue at the forefront of the national media.

The education minister was compelled to change his position in the middle of a Dáil debate on the day of the strike, and WRC talks then resumed. Following an adjournment caused by the delay in forming a coalition Government and the effects of the pandemic, substantive talks resumed in October 2020. Again the department refused to discuss the key issue of conferring public service status. But the deadlock was finally broken in mid-October, when the new Government confirmed that its policy was to regularise the pay, conditions of employment and pension provision for all grant-paid school secretaries and caretakers.

This commitment was reflected in an agreement, which was secured through the WRC process. The agreement mandated the department to draw up measures to implement the regularisation. Discussions were ongoing as this report was finalised. The intention is ballot members on an agreed outcome to be implemented at the commencement of the next school year in September 2021.

A new Fórsa national School Caretaker Branch was launched on 15th March 2021 to provide a national representative structure for caretakers across the country.

School completion programme

The school completion programme (SCP) continues to experience problems that ultimately stem from a failure to establish a national management Structure or to coordinate the various SCPs in different parts of the Education sector. An Economic and Social Research Institute (ESRI) report is yet to be implemented and a mixed model of service provision continues.

The union raised the employment status and conditions of staff during discussions with the Department of Children and Youth Affairs and children and families agency Tusla. This resulted in a draft blueprint for SCP services, which would see national governance and oversight over terms and conditions of employment.

Responsibility for the SCP has now passed to the education department. Discussions on the implications of the transfer of responsibility are ongoing and the union has expressed concerns that progress made in developing the blueprint for the future should not be lost.

Fórsa has an outstanding claim for pay restoration encompassing many SCP members. The March 2021 announcement of a 5% increase in SCP funding indicates that progress towards full pay restoration can be achieved in the short- to medium-term.

APPENDICES

Appendix one: Pay scales

Revision of salaries with effect from 1st October 2020 unless otherwise stated.

Special Needs Assistants

Pre-1 January 2011 Entrants

26,616 - 27,425 - 28,603 - 29,785 - 30,969 -
31,826 - 32,799 - 33,926 - 34,726 - 35,845 -
36,969 - 39,087 - LSI 40,590

Post-1 January 2011 Entrants

24,602 - 26,218 - 26,616 - 27,425 - 28,603 -
29,785 - 30,969 - 31,826 - 32,799 - 33,926 -
34,726 - 35,845 - 36,969 - 39,087 - LSI
40,590

Casual SNA hourly pay rates - Part Time hourly rates

Pre-1 January 2011 Entrants

14.66 (Value of Statutory Annual leave
accumulated per hour worked from 1/1/2019 =
1.28)

Post-1 January 2011 Entrants

13.55 (Value of Statutory Annual leave
accumulated per hour worked from 1/1/2019 =
1.18)

Clerical and Administrative Staff Institutes of Technology

Grade VII

50,832 - 52,075 - 53,527 - 54,984 - 56,443 -
57,748 - 59,076 - 60,367 - 61,653 - LSI 1
63,863 - LSI 2 66,083

Grade VI

48,541 - 49,711 - 51,124 - 53,779 - 55,364 -
LSI 1 57,336 - LSI 2 59,320

Grade V

43,633 - 45,021 - 46,409 - 47,798 - 49,186 -
LSI 1 50,794 - LSI 2 52,401

Grade IV

31,513 - 33,507 - 35,338 - 36,942 - 38,490 -
40,582 - 42,095 - 43,633 - LSI 1 45,046 - LSI 2
46,466

Grade III

Pre-1 January 2011 Entrants

26,616 - 27,425 - 28,603 - 29,785 - 30,969 -
31,826 - 32,799 - 33,926 - 34,726 - 35,845 -
36,969 - 39,087 - 39,087 - 39,087 - LSI
40,590

Post-1 January 2011 Entrants

24,602 - 26,218 - 26,616 - 27,425 - 28,603 -
29,785 - 30,969 - 31,826 - 32,799 - 33,926 -
34,726 - 35,845 - 36,969 - 39,087 - 39,087 -
39,087 - LSI 40,590

Senior Grades in IOTs and DIT

IOT President Level I* - Cork, Galway/Mayo and Waterford

165,826

*Includes addition of 1/19th to allow for
superannuation contribution

IOT President Level II* - Presidents of other IOTs

160,712

*Includes addition of 1/19th to allow for
superannuation contribution

Former Dublin Institute of Technology

President*

200,598

*Includes addition of 1/19th to allow for superannuation contribution

Directors*

154,521

*Includes addition of 1/19th to allow for superannuation contribution

Revised Management Grades in Institutes of Technology (excluding DIT)

Registrar, Secretary/Financial Controller in Cork, Waterford, Galway/Mayo, Limerick, Athlone, Sligo, Dundalk and Carlow Institutes of Technology
95,248 - 98,498 - 101,747 - 104,999 - 108,249 - 111,497 - 115,001 - 118,275 - 121,749

Registrar, Secretary/Financial Controller in other Institutes of Technology
91,878 - 95,013 - 98,140 - 101,274 - 104,410 - 107,545 - 110,914 - 114,068 - 117,416

Head of Development in Cork, Waterford, Galway/Mayo, Limerick, Athlone, Sligo and Dundalk Institutes of Technology
95,248 - 98,498 - 101,747 - 104,999 - 108,249 - 111,497 - 115,001 - 118,275 - 121,749

Head of Development in other Institutes of Technology
91,878 - 95,013 - 98,140 - 101,274 - 104,410 - 107,545 - 110,914 - 114,068 - 117,416

Senior Management Grades (formerly A.P. related)
74,570 - 77,093 - 79,615 - 82,142 - 84,670 - 87,191 - 89,911 - 92,454 - 95,150

Clerical Officers and Caretakers employed in National Schools under the 1978/79 Scheme and Clerical Officers employed in Post Primary Schools under the 1978 Scheme

Caretakers in Dublin National Schools

Pre-1 January 2011 Entrants

618.73 - 623.25 - 625.10 - 626.83 - 628.65 - 628.65 - 629.13 - 630.92 - 632.88 - 634.74 - 637.22 - 639.75 - 642.16

Post-1 January 2011 Entrants

564.49 - 578.01 - 618.73 - 623.25 - 625.10 - 626.83 - 628.65 - 629.13 - 630.92 - 632.88 - 634.74 - 637.22 - 639.75 - 642.16

Caretakers in National Schools outside Dublin (and Cork City Post 1989)

Pre-1 January 2011 Entrants

621.76 - 625.12 - 628.26 - 628.26 - 628.65 - 630.49 - 632.27 - 634.10 - 635.97 - 637.94 - 639.88 - 641.96 - 643.78

Post-1 January 2011 Entrants

567.24 - 580.57 - 621.76 - 625.12 - 628.26 - 628.26 - 628.65 - 630.49 - 632.27 - 634.10 - 635.97 - 637.94 - 639.88 - 641.96 - 643.78

Caretakers in National Schools outside Dublin (and Cork City Post 1989) Phase I of PCW award paid only

Pre-1 January 2011 Entrants

605.47 - 605.47 - 606.23 - 607.99 - 609.78 - 611.59 - 613.39 - 615.24 - 617.06 - 619.04 - 621.05 - 623.10 - 624.96

Post-1 January 2011 Entrants

546.97 - 560.52 - 605.47 - 605.47 - 606.23 - 607.99 - 609.78 - 611.59 - 613.39 - 615.24 - 617.06 - 619.04 - 621.05 - 623.10 - 624.96

Clerical Officers

Grade III

Pre-1 January 2011 Entrants

26,616 - 27,425 - 28,603 - 29,785 - 30,969 - 31,826 - 32,799 - 33,926 - 34,726 - 35,845 - 36,969 - 39,087 - LSI 40,590

Post-1 January 2011 Entrants

24,602 - 26,218 - 26,616 - 27,425 - 28,603 - 29,785 - 30,969 - 31,826 - 32,799 - 33,926 - 34,726 - 35,845 - 36,969 - 39,087 - LSI 40,590

Grade IV

31,513 - 33,507 - 35,338 - 36,942 - 38,490 - 40,582 - 42,095 - 43,633 - LSI 1 45,046 - LSI 2 46,466

Post-1 January 2011 Entrants

28,752 - 30,718 - 31,513 - 33,507 - 35,338 - 36,942 - 38,490 - 40,582 - 42,095 - 43,633 - LSI 1 45,046 - LSI 2 46,466

School Secretaries in Community and Comprehensive Schools

Grade III

Pre-1 January 2011 Entrants

26,616 - 27,425 - 28,603 - 29,785 - 30,969 - 31,826 - 32,799 - 33,926 - 34,726 - 35,845 - 36,969 - 39,087 - 39,087 - LSI 40,590

Post-1 January 2011 Entrants

24,602 - 26,218 - 26,616 - 27,425 - 28,603 - 29,785 - 30,969 - 31,826 - 32,799 - 33,926 - 34,726 - 35,845 - 36,969 - 39,087 - LSI 40,590

Grade IV

31,513 - 33,507 - 35,338 - 36,942 - 38,490 - 40,582 - 42,095 - 43,633 - LSI 1 45,046 - LSI 2 46,466

Post-1 January 2011 Entrants

28,752 - 30,718 - 31,513 - 33,507 - 35,338 - 36,942 - 38,490 - 40,582 - 42,095 - 43,633 - LSI 1 45,046 - LSI 2 46,466

Caretakers in Community & Comprehensive Schools outside the Dublin Area (including Cork City Post 1989)

Pre-1 January 2011 Entrants

On Recruitment 621.58 - after 6 months 624.88 - after 1½ years 628.02 - after 2½ years 628.02 - after 3½ years 628.27 - after 4½ years 630.05 - after 5½ years 631.80 - after 6½ years 633.68 - after 7½ years 635.47 - after 8½ years 637.35 - after 9½ years 639.33 - after 10½ years 641.32 - after 11½ years 643.16

Post-1 January 2011 Entrants

On Recruitment 567.08 - after 6 months 580.16 - after 1½ years 621.58 - after 2½ years 624.88 - after 3½ years 628.02 - after 4½ years 628.02 - after 5½ years 628.27 - after 6½ years 630.05 - after 7½ years 631.80 - after 8½ years 633.68 - after 9½ years 635.47 - after 10½ years 637.35 - after 11½ years 639.33 - after 12½ years 641.32 - after 13½ years 643.16

Attendants in Community & Comprehensive Schools outside the Dublin Area

Pre-1 January 2011 Entrants

On Recruitment 605.77 - after 6 months 609.08 - after 1½ years 612.15 - after 2½ years 613.93 - after 3½ years 615.75 - after 4½ years 617.47 - after 5½ years 619.29 - after 6½ years 621.10 - after 7½ years 623.00 - after 8½ years 624.90 - after 9½ years 626.85 - after 10½ years 626.85 - after 11½ years 627.56

Post-1 January 2011 Entrants

On Recruitment 552.70 - after 6 months 565.86 - after 1½ years 605.77 - after 2½ years 609.08 - after 3½ years 612.15 - after 4½ years 613.93 - after 5½ years 615.75 - after 6½ years 617.47 - after 7½ years 619.29 - after 8½ years 621.10 - after 9½ years 623.00 - after 10½ years 624.90 - after 11½ years 626.85 - after 12½ years 626.85 - after 13½ years 627.56

Caretakers in Community & Comprehensive Schools outside the Dublin Area (including Cork City Post 1989) (Non Members of Pension Scheme)

Pre-1 January 2011 Entrants

On Recruitment 621.01 - after 6 months 624.34 - after 1½ years 627.50 - after 2½ years 627.50 - after 3½ years 627.78 - after 4½ years 629.53 - after 5½ years 631.29 - after 6½ years 633.13 - after 7½ years 634.97 - after 8½ years 636.83 - after 9½ years 638.78 - after 10½ years 640.76 - after 11½ years 642.65

Post-1 January 2011 Entrants

On Recruitment 566.55 - after 6 months 579.67 - after 1½ years 621.01 - after 2½ years 624.34 - after 3½ years 627.50 - after 4½ years 627.50 - after 5½ years 627.50 - after 6½ years 629.53 - after 7½ years 631.29 - after 8½ years 633.13 - after 9½ years 634.97 - after 10½ years 636.83 - after 11½ years 638.78 - after 12½ years 640.76 - after 13½ years 642.65

Attendants in Community & Comprehensive Schools outside the Dublin Area (Non Members of Pension Scheme)

Pre-1 January 2011 Entrants

On Recruitment 605.23 - after 6 months 608.56
 - after 1½ years 611.65 - after 2½ years 613.39
 - after 3½ years 615.21 - after 4½ years 617.01
 - after 5½ years 618.73 - after 6½ years 620.61
 - after 7½ years 622.44 - after 8½ years 624.37
 - after 9½ years 626.28 - after 10½ years
 626.28 - after 11½ years 626.28

Post-1 January 2011 Entrants

On Recruitment 552.21 - after 6 months 565.39
 - after 1½ years 605.23 - after 2½ years 608.56
 - after 3½ years 611.65 - after 4½ years 613.39
 - after 5½ years 615.21 - after 6½ years 617.01
 - after 7½ years 618.73 - after 8½ years 620.61
 - after 9½ years 622.44 - after 10½ years
 624.37 - after 11½ years 626.28 - after 12½
 years 628.28 - after 13½ years 628.28

Dublin Zone General Operative PCW Agreement (Members of contributory pension scheme)

Pre-1 January 2011 Entrants

594.11 - 598.72 - 600.61 - 602.47 - 604.19 -
 604.19 - 604.19 - 604.19 - 605.80 - 607.77 -
 610.36 - 612.86 - 615.36

Post-1 January 2011 Entrants

536.76 - 550.52 - 594.11 - 598.72 - 600.61 -
 602.47 - 604.19 - 604.19 - 604.19 - 604.19 -
 605.80 - 607.77 - 610.36 - 612.86 - 615.36

Senior Caretaker Allowance

76.19

Junior Caretaker Allowance

29.70

Senior Caretaker allowance for C&C caretakers in Dublin area where shift working arrangements have been approved

73.82

Junior Caretaker allowance for C&C caretakers in Dublin area where shift working arrangements have been approved

27.34

Dublin Zone General Operative PCW Agreement

General Operative

Pre-1 January 2011 Entrants

593.56 - 598.16 - 600.05 - 601.84 - 603.67 -
 605.64 - 605.64 - 605.64 - 605.64 - 607.29 -
 609.84 - 612.33 - 614.86

Post-1 January 2011 Entrants

536.27 - 550.05 - 593.56 - 598.16 - 600.05 -
 601.84 - 603.67 - 605.64 - 605.64 - 605.64 -
 605.64 - 607.29 - 609.84 - 612.33 - 614.86

Adult Education Guidance Counsellor/Co-ordinator, Adult Literacy Organisers & Community Education Facilitators

44,968 - 46,475 - 47,984 - 49,493 - 51,001 -
 52,512 - 54,020 - 55,530 - 57,037 - 58,546 -
 60,055 - 61,780 - 63,936

New Entrants

40,577 - 43,291 - 44,968 - 46,475 - 47,984 -
 49,493 - 51,001 - 52,512 - 54,020 - 55,530 -
 57,037 - 58,546 - 60,055 - 61,780 - 63,939

NALA/WIT Certificate

1,056

NALA/WIT Diploma

2,117

Adult Education Guidance Co-ordinator Allowances

+1 information Officer or Counsellor 3,511 / +2-3 staff 4,524 / +4-5 staff 5,983 / +6-7 staff 7,495

Adult Education Guidance Information Officers

31,513 - 33,507 - 35,338 - 36,942 - 38,490 -
 40,582 - 42,095 - 43,633 - LSI 1* 45,046 - LSI
 2* 46,466

*Adult Education Guidance Information Officers grade - see paragraph 5, Circular 0015/2007: LSIs payable to serving staff on a personal basis.

Adult Education Guidance Information Officers (New Entrants)

28,752 - 30,718 - 31,513 - 33,507 - 35,338 -
 36,942 - 38,490 - 40,582 - 42,095 - 42,095 -
 43,633

*Adult Education Guidance Information Officers grade - see paragraph 5, Circular 0015/2007: LSIs payable to serving staff on a personal basis.

City of Dublin ETB, Buildings and Maintenance Section

Buildings Officer

66,990 - 69,047 - 70,028 - 72,033 - 74,038 - 76,040 - 78,053 - LSI 1 80,583 - LSI 2 83,112

Buildings Supervisor

48,540 - 49,711 - 51,125 - 53,778 - 55,364 - LSI 1 57,336 - LSI 2 59,320

Assistant Buildings Supervisor

43,633 - 45,021 - 46,409 - 47,797 - 49,186 - LSI 1 50,794 - LSI 2 52,401

Assistant Buildings Supervisor (New Entrants)

39,376 - 41,874 - 43,633 - 45,021 - 46,409 - 47,797 - 49,186 - LSI 1 50,794 - LSI 2 52,401

Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development; Assistant Principal Officers and Clerical & Administrative Grades in ETBs

Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (OSD)

71,490 - 75,122 - 78,737 - 82,366 - 85,990 - 89,606 - 93,835 - 98,063 - 102,293 - 106,521 - 110,748

Assistant Principal Officer

70,734 - 72,347 - 73,964 - 75,576 - 77,193 - 78,809 - 80,803 - LSI 1 83,187 - LSI 2 85,573

Revised Salary Scales for Clerical and Administrative Staff in ETBs

Grade VII

50,832 - 52,075 - 53,527 - 54,984 - 56,443 - 57,748 - 59,076 - 60,367 - 61,653 - LSI 1 63,863 - LSI 2 66,083

Grade VI

48,541 - 49,711 - 51,124 - 53,779 - 55,364 - LSI 1 57,336 - LSI 2 59,320

Grade V

43,633 - 45,021 - 46,409 - 47,798 - 49,186 - LSI 1 50,794 - LSI 2 52,401

Grade IV

31,513 - 33,507 - 35,338 - 36,942 - 38,490 - 40,582 - 42,095 - 43,633 - LSI 1 45,046 - LSI 2 46,466

Grade III

Pre-1 January 2011 Entrants

26,616 - 27,425 - 28,603 - 29,785 - 30,969 - 31,826 - 32,799 - 33,926 - 34,726 - 35,845 - 36,969 - 39,087 - 39,087 - 39,087 - LSI 40,590

Post-1 January 2011 Entrants

24,602 - 26,218 - 26,616 - 27,425 - 28,603 - 29,785 - 30,969 - 31,826 - 32,799 - 33,926 - 34,726 - 35,845 - 36,969 - 39,087 - 39,087 - LSI 40,590

Telephonist Grade in CDET B

26,616 - 27,425 - 28,603 - 29,785 - 30,969 - 31,826 - 32,799 - 33,926 - 34,726 - LSI 35,396

Telephonist Grade in CDET B (New Entrants)

24,602 - 26,218 - 26,616 - 27,425 - 28,603 - 29,785 - 30,969 - 31,826 - 32,799 - 33,926 - 34,726 - LSI 35,396

City of Dublin Youth Services Board

Director

79,175 - 81,364 - 83,977 - LSI 1 86,949 - LSI 2 89,922

Head of Operations (Asst. Director)

72,582 - 74,776 - 76,974 - 79,175 - LSI 1 81,977 - LSI 2 84,779

Development Officer

63,272 - 64,722 - 66,161 - 67,612 - 69,056 - 69,441 - 70,844 - 72,265 - LSI 1 74,585 - LSI 2 76,907

Liaison Officer

35,271 - 38,380 - 41,501 - 44,613 - 47,743 - 49,670 - 51,594 - 53,524 - 55,450 - 57,373 - 59,296 - 61,227 - 63,153 - LSI 1 65,304 - LSI 2 67,440

Youth Worker

34,560 - 37,608 - 40,660 - 43,716 - 46,775 - 48,275

Youth Worker (New Entrant)

31,511 - 33,953 - 34,560 - 37,608 - 40,660 - 43,716 - 46,775 - 48,275

Senior Youth Worker

48,275 - 49,786 - 51,298 - 52,813 - 54,317

Chief Executive Officers of ETBs (Categories I to IV)

Category I

113,463 - 117,207 - 120,939 - 125,446 -
129,916 - 133,690 - 137,478

Category II

108,221 - 111,787 - 115,331 - 119,559 -
123,766 - 127,338 - 130,907

Category III

97,152 - 100,632 - 104,114 - 107,614 -
111,098 - 114,580 - 118,065 - 121,550

Category IV

94,658 - 98,296 - 101,927 - 105,569 -
109,194 - 112,843 - 116,438

Revised C.E.O. City of Dublin ETB (Appendix II to agreed report 1/98)

*C.E.O. CDET B

*Non PPC

128,324 - 134,055 - 140,477 - 146,796

*PPC

135,079 - 141,218 - 147,870 - 154,521

Adult Education Officers in Education and Training Boards

Adult Education Officer

53,323 - 55,775 - 58,228 - 60,679 - 63,130 -
65,579 - 68,033 - 69,423 - 71,806 - 74,189 -
76,576 - 78,961 - 82,540

Outdoor Education Centres

Director

62,680 - 64,237 - 65,798 - 67,278 - 68,773 -
69,190 - 70,817 - LSI 1 73,084 - LSI 2 75,357

Assistant Manager/Senior Instructor

31,435 - 34,442 - 38,214 - 42,005 - 45,812 -
49,634 - 53,478

Qualification Allowances

Level 3 3,168

Level 2 2,117

Level 1 1,056

Saturday Premium

16.10

Sleepover Allowance

46.80

Former SOLAS employees who transferred to ETBs

Grade O6D

69,012 - 71,506 - 73,987 - 76,476 - 78,960 -
80,392 - LSI 1 82,899 - LSI 2 85,415

Grade O6X (Contributory)

68,954 - 71,675 - 74,513 - 77,184 - 79,833 -
82,473 - 84,020 - 84,210 - LSI 1 86,843 - LSI 2
89,479

Grade O6B (Non-Contributory)

66,605 - 69,250 - 70,920 - 73,458 - 75,974 -
78,481 - 79,952 - 80,132 - LSI 1 82,633 - LSI 2
85,138

Grade O7X (Contributory)

62,426 - 64,285 - 66,322 - 67,842 - 68,772 -
69,945 - 71,998 - 73,237 - 74,061 - LSI 1
76,369 - LSI 2 78,674

Grade O7B (Non-Contributory)

59,397 - 61,163 - 63,098 - 64,543 - 65,425 -
67,563 - 69,566 - 69,708 - 70,491 - LSI 1
72,683 - LSI 2 74,873

Grade O8 (D,E,X) (Contributory) X Standard, D/E Higher

Standard

38,963 - 40,718 - 42,130 - 43,495 - 44,925 -
46,292 - 47,706 - 49,102 - 50,486 - 51,913 -
53,331 - 54,750 - 56,165 - 57,555 - 58,473 -
LSI 1 60,567 - LSI 2 62,662

Higher

42,130 - 43,495 - 44,925 - 46,292 - 47,706 -
49,102 - 50,486 - 51,913 - 53,331 - 54,750 -
56,165 - 57,555 - 58,473 - 60,567 - 61,949 -
63,323 - 64,701

Grade O8 (B,C) (Non-Contributory) B-Standard, C- Higher

Standard

37,107 - 38,774 - 40,118 - 41,413 - 42,772 -
44,070 - 45,413 - 46,740 - 48,054 - 49,410 -
50,758 - 52,104 - 53,449 - 54,769 - 55,642 -
LSI 1 57,631 - LSI 2 59,621

Higher

40,118 - 41,413 - 42,772 - 44,070 - 45,413 -
46,740 - 48,054 - 49,410 - 50,758 - 52,104 -
53,449 - 54,769 - 55,642 - 57,631 - 58,945 -
60,250 - 61,558

Grade 08H

Higher

50,210 - 51,591 - 52,973 - 54,362 - 55,744 - 57,734 - 59,040 - 60,354 - 61,671

Grade 08K

Higher

52,758 - 54,210 - 55,668 - 57,123 - 58,577 - 60,679 - 62,055 - 63,436 - 64,819

Grade 09 (X & D) (Contributory) X - Standard, D - Higher

Standard

34,333 - 36,392 - 37,837 - 39,453 - 40,815 - 42,173 - 43,557 - 44,884 - 46,183 - 47,511 - 48,827 - 50,105 - 51,386 - 52,603 - 53,527 - LSI 1 55,368 - LSI 2 57,211

Higher

37,837 - 39,453 - 40,815 - 42,173 - 43,557 - 44,884 - 46,183 - 47,511 - 48,827 - 50,105 - 51,386 - 52,603 - 53,527 - 55,368 - 56,651 - 57,931 - 59,212

Grade 09B Standard (Non-Contributory)

33,025 - 34,664 - 36,039 - 37,574 - 38,867 - 40,157 - 41,473 - 42,733 - 43,967 - 45,228 - 46,478 - 47,692 - 48,908 - 50,066 - 50,943 - LSI 1 52,693 - LSI 2 54,443

Grade 10 (X & E) (Contributory) X - Standard, E - Higher

Standard

30,398 - 32,537 - 33,868 - 35,412 - 36,706 - 38,053 - 39,408 - 40,666 - 41,880 - 43,109 - 44,323 - 45,458 - 46,607 - 47,652 - 48,582 - LSI 1 50,171 - LSI 2 51,760

Higher

33,868 - 35,412 - 36,706 - 38,053 - 39,408 - 40,666 - 41,880 - 43,109 - 44,323 - 45,458 - 46,607 - 47,652 - 48,582 - 50,171 - 51,352 - 52,537 - 53,723

Grade 10 (D & F) (Non-Contributory) D - Standard, F - Higher

Standard

28,932 - 31,295 - 32,429 - 34,061 - 34,963 - 36,243 - 37,531 - 38,724 - 39,880 - 41,046 - 42,200 - 43,278 - 44,368 - 45,363 - 46,246 - LSI 1 47,755 - LSI 2 49,265

Higher

32,429 - 34,061 - 34,963 - 36,243 - 37,531 - 38,724 - 39,880 - 41,046 - 42,200 - 43,278 - 44,368 - 45,363 - 46,246 - 47,755 - 48,878 - 50,003 - 51,129

Grade 10B

New Entrant

27,465 - 29,684 - 30,397 - 32,537 - 33,868 - 35,412 - 36,706 - 38,053 - 39,408 - 40,666 - 41,880 - 43,109 - 44,323 - 45,458 - 46,607 - 47,652 - 48,582 - LSI 1 50,171 - LSI 2 51,760

Grade 11 (G & H) (Contributory) G - Standard, H - Higher

Standard

26,604 - 27,401 - 28,577 - 29,750 - 30,925 - 31,781 - 32,747 - 33,873 - 34,665 - 35,779 - 36,885 - 38,612 - LSI 1 39,970 - LSI 2 40,592

Higher

27,401 - 28,577 - 29,750 - 30,925 - 31,781 - 32,747 - 33,873 - 34,665 - 35,779 - 36,885 - 38,612 - 39,970 - 40,592 - 41,433

Grade 11 (A & J) (Contributory) A - Standard, J - Higher

Standard

31,321 - 32,249 - 33,334 - 34,248 - 35,434 - 36,601 - 37,772 - 38,936 - 40,062 - 41,192 - 42,270 - 43,598 - LSI 1 45,070 - LSI 2 46,177

Higher

32,249 - 33,334 - 34,248 - 35,434 - 36,601 - 37,772 - 38,936 - 40,062 - 41,192 - 42,270 - 43,598 - 45,070 - 46,565 - 47,578

Grade 11K Higher (Non-Contributory)

26,456 - 27,201 - 28,318 - 29,433 - 30,550 - 31,351 - 32,436 - 33,818 - 34,082 - 35,126 - 36,774 - 38,065 - 38,659 - 39,455

Grade 11N

31,509 - 33,508 - 35,338 - 36,939 - 38,488 - 40,579 - 42,099 - 43,628 - LSI 1 45,045 - LSI 2 46,468

Grade 11L

Higher

507.01 - 521.29 - 542.70 - 564.08 - 585.46 - 606.82 - 621.61 - 638.97 - 653.16 - 673.35 - 704.75 - 729.48 - 740.86 - 756.12

Grade 13X (Contributory) (General Assistant)

28,371 - 29,197 - 30,611 - LSI 1 31,308 - LSI 2 32,423

Career Grade staff (Contributory)

40,666 - 41,880 - 43,109 - 44,323 - 45,458 - 46,607 - 47,652 - 48,582 - 50,105 - 51,386 - 52,603 - 53,527 - 54,750 - 56,165 - 57,555 - 58,473 - 60,567 - 62,662 - LSI 1 62,662 - LSI 2 64,701

Career Grade staff (Non-contributory)

38,724 - 39,880 - 41,046 - 42,200 - 43,278 -
44,368 - 45,363 - 46,246 - 47,692 - 48,908 -
50,066 - 50,943 - 52,104 - 53,449 - 54,769 -
55,642 - 57,631 - LSI 1 59,621 - LSI 2 61,558

Caretakers in ETBs outside the Dublin Area (including Cork City Post 1989)

Caretaker

On Recruitment 621.58 - after 6 months 624.88
- after 1½ years 628.02 - after 2½ years 628.02
- after 3½ years 628.27 - after 4½ years 630.05
- after 5½ years 631.80 - after 6½ years 633.68
- after 7½ years 635.47 - after 8½ years 637.35
- after 9½ years 639.33 - after 10½ years
641.32 - after 11½ years 643.16

Caretaker (New Entrants)

On Recruitment 567.08 - after 6 months 580.16
- after 1½ years 621.58 - after 2½ years 624.88
- after 3½ years 628.02 - after 4½ years 628.02
- after 5½ years 628.27 - after 6½ years 630.05
- after 7½ years 631.80 - after 8½ years 633.68
- after 9½ years 635.47 - after 10½ years
637.35 - after 11½ years 639.33 - after 12½
years 641.32 - after 13½ years 643.16

Attendants in ETBs outside the Dublin Area

Attendants

On Recruitment 605.77 - after 6 months 609.08
- after 1½ years 612.15 - after 2½ years 613.93
- after 3½ years 615.75 - after 4½ years 617.47
- after 5½ years 619.29 - after 6½ years 621.10
- after 7½ years 623.00 - after 8½ years 624.90
- after 9½ years 626.85 - after 10½ years
626.85 - after 11½ years 627.56

Attendants (New Entrants)

On Recruitment 552.70 - after 6 months 565.86
- after 1½ years 605.77 - after 2½ years 609.08
- after 3½ years 612.15 - after 4½ years 613.93
- after 5½ years 615.75 - after 6½ years 617.47
- after 7½ years 619.29 - after 8½ years
621.10 - after 9½ years 623.00 - after 10½
years 624.90 - after 11½ years 626.85 - after
12½ years 626.85 - after 13½ years € 627.56

ETB

Cleaner P/T Rate
15.53

ETB (New Entrants)

Cleaner P/T Rate
14.17

Caretakers in ETBs outside the Dublin Area (including Cork City Post 1989) (Non-members of Pension Scheme)

Caretaker

On Recruitment 621.01 - after 6 months 624.34
- after 1½ years 627.50 - after 2½ years 627.50
- after 3½ years 627.78 - after 4½ years 629.53
- after 5½ years 631.29 - after 6½ years 633.13
- after 7½ years 634.97 - after 8½ years 636.83
- after 9½ years 638.78 - after 10½ years
640.76 - after 11½ years 642.65

Caretaker (New Entrants)

On Recruitment 566.55 - after 6 months 579.68
- after 1½ years 621.01 - after 2½ years 624.34
- after 3½ years 627.50 - after 4½ years 627.50
- after 5½ years 627.78 - after 6½ years 629.53
- after 7½ years 631.29 - after 8½ years 633.13
- after 9½ years 634.97 - after 10½ years
636.83 - after 11½ years 638.78 - after 12½
years 640.77 - after 13½ years 642.65

Attendants in ETBs outside the Dublin Area (Non-members of Pension Scheme)

Attendant

On Recruitment 605.23 - after 6 months 608.56
- after 1½ years 611.65 - after 2½ years 613.39
- after 3½ years 615.21 - after 4½ years
617.01 - after 5½ years 618.73 - after 6½ years
620.61 - after 7½ years 622.44 - after 8½ years
624.37 - after 9½ years 626.28 - after 10½
years 628.28 - after 11½ years 628.28

Attendant (New Entrants)

On Recruitment 552.21 - after 6 months 565.39
- after 1½ years 605.23 - after 2½ years 608.56
- after 3½ years 611.65 - after 4½ years 613.39
- after 5½ years 615.21 - after 6½ years 617.01
- after 7½ years 618.73 - after 8½ years 620.61
- after 9½ years 622.44 - after 10½ years
624.37 - after 11½ years 626.28 - after 12½
years 628.28 - after 13½ years 628.28

Dublin Zone General Operative PCW Agreement – Members of Contributory Pension Scheme

Caretakers/General Operative

594.11 - 598.72 - 600.61 - 602.47 - 604.19 - 604.19 - 604.19 - 604.19 - 605.80 - 607.77 - 610.36 - 612.86 - 615.36

Caretakers/General Operative (New Entrants)

536.76 - 550.52 - 594.11 - 598.72 - 600.61 - 602.47 - 604.19 - 604.19 - 604.19 - 604.19 - 604.19 - 605.80 - 607.77 - 610.36 - 612.86 - 615.36

Senior Caretaker Allowance

76.19

Junior Caretaker Allowance

29.70

Dublin Zone General Operative PCW Agreement – Non-members of Contributory Pension Scheme

General Operative

593.56 - 598.16 - 600.05 - 601.84 - 603.67 - 605.64 - 605.64 - 605.64 - 605.64 - 607.29 - 609.84 - 612.33 - 614.86

General Operative (New Entrants)

536.27 - 550.05 - 593.56 - 598.16 - 600.05 - 601.84 - 603.67 - 605.64 - 605.64 - 605.64 - 605.64 - 607.29 - 609.84 - 612.33 - 614.86

Revised Caretakers/Cleaning Supervisor in the City of Cork ETB (Pre 1989)

Senior Caretaker

On Recruitment € 658.37 - 6 months 661.79 - after 1½ years 665.23 - after 2½ years 667.13 - after 3½ years 669.10 - after 4½ years 671.00 - after 5½ years 672.99 - after 6½ years 675.09 - after 7½ years 677.15 - after 8½ years 679.39 - after 9½ years 681.50 - after 10½ years 683.67 - after 11½ years 685.91

Caretaker/Cleaning Supervisor

On Recruitment 651.46 - after 6 months 654.99 - after 1½ years 658.35 - after 2½ years 660.10 - after 3½ years 662.16 - after 4½ years 664.04 - after 5½ years 665.83 - after 6½ years 668.01 - after 7½ years 670.01 - after 8½ years 672.08 - after 9½ years 674.22 - after 10½ years 676.39 - after 11½ years 678.57

Caretakers – Senior and Junior Allowances (Co Dublin and Borough of Dun Laoghaire ETB)

Senior Caretaker Allowance

76.19

Junior Caretaker Allowance

29.70

CDET B Truck Driver – inclusive of GO Analogue Award

Truck Driver (G.O. Related)

617.88 - 622.19 - 624.16 - 625.60 - 627.39 - 627.39 - 628.06 - 630.06 - 631.74 - 633.71 - 636.11 - 638.66 - 641.09

Truck Driver (G.O. Related) (New Entrants)

563.70 - 577.02 - 617.88 - 622.19 - 624.16 - 625.60 - 627.39 - 627.39 - 628.06 - 630.06 - 631.74 - 633.71 - 636.11 - 638.66 - 641.09

CDET B Storeman/Storekeeper (G.O. Related)

646.51 - 657.48 - 670.13 - 681.56 - 692.89 - 704.40 - 715.80

New Entrants

592.68 - 624.25 - 646.51 - 657.48 - 670.13 - 681.56 - 692.89 - 704.40 - 715.80

CDET B Personnel Maintenance Differentials

Assistant Porter 29.10

Porter 54.50

Senior Porter 74.64

Head Porter 94.85

Caretaker 42.92

Boilerman 29.10

Tractor Driver 40.93

Chargehand Cleaner 19.30

Foreman Cleaner 38.91

Night Allowance 16.04

Semi-skilled Allowance 16.04

Group 4 Allowance 12.53

Group 3 Allowance 9.48

Class Aide 25.06

Goods inwards Officer 32.29

Psychologists

Psychologists Co. Dublin and City of Dublin ETBs
61,178 - 63,788 - 66,378 - 68,954 - 71,084 -
75,876 - 80,208 - 84,598 - 88,166 -LSI 1
90,928 - LSI 2 93,692

**Psychologists Co. Dublin and City of Dublin ETBs
(New Entrants)**
55,166 - 58,681 - 61,178 - 63,788 - 66,378 -
68,954 - 71,084 - 75,876 - 80,208 84,598 -
88,165 - LSI 1 90,928 - LSI2 93,692

Senior Psychologist
85,605 - 87,579 - 89,570 - 91,544 - 93,510 -
94,260 - LSI 1 97,209 - LSI 2 100,158

Technicians in Dun Laoghaire ETB, Kilkenny ETB and Co. Cork ETB (Davis College)

Technicians Scale A
37,226 - 38,280 - 39,276 - 41,639 - 44,197 -
46,028 - 47,939 - 49,810 - 51,693 - 54,070 -
55,962 - 58,010 - 60,059 - 62,055 - LSI
63,361

*This scale applies to those who opted not to join
1977 Superannuation Scheme

New Recruits Scale A
33,935 - 35,006 - 37,226 - 38,280 - 39,276 -
41,639 - 44,197 - 46,028 - 47,939 - 49,810 -
51,693 - 54,070 - 55,962 - 58,010 - 60,059 -
62,055 - LSI 63,361

*This scale applies to those who opted not to join
1977 Superannuation Scheme

Technicians Scale B
37,583 - 38,644 - 39,652 - 42,044 - 44,579 -
46,423 - 48,342 - 50,244 - 52,145 - 54,540 -
56,450 - 58,519 - 60,587 - 62,607- LSI
63,923

*This scale applies to those who have joined 1977
Superannuation Scheme

New Recruits Scale B
33,930 - 35,339 - 37,583 - 38,644 - 39,652 -
42,044 - 44,579 - 46,423 - 48,342 - 50,244 -
52,145 - 54,540 - 56,450 - 58,519 - 60,587 -
62,607 - LSI 63,923

*This scale applies to those who have joined 1977
Superannuation Scheme

Youth Officer ETBs
48,541 - 49,711 - 50,832 - 52,320 - 54,047 -
55,818 - 57,702 - 59,641 - 61,653 - 63,863 -
66,083

Youth Officer ETBs (New Entrants)
43,793 - 45,965 - 48,541 - 49,711 - 50,832 -
52,320 - 54,047 - 55,818 - 57,702 - 59,641 -
61,653 -63,863 -66,083

Youthreach Pay Scales

Resource Person
33,167 - 34,873 - 36,904 - 38,939- 40,981 -
43,025 - 45,076 - 47,134 - 49,194 - 51,265 -
53,478 - LSI 1 55,316 - LSI 2 57,157

Resource Person (New Entrants)
30,408 - 31,954 - 33,167 - 34,873 - 36,904 -
38,939 - 40,981 - 43,025 - 45,076 - 47,134 -
49,194 - 51,265 - 53,478 - LSI 1 55,316 - LSI 2
57,157

Co-Ordinator
39,394 - 42,942 - 46,482 - 50,809 - 53,524 -
57,056 - 60,568 LSI1 63,279 - LSI2 65,268

Qualification Allowances

Degree/tch.recognition 3,168
Diploma 2,117

Appendix two: Travel and subsistence

Standard domestic subsistence rates

Effective from 1st July 2019

Overnight rates remain

Normal rate €147.00	Reduced rate €132.30	Detention rate €73.50
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Day rates

10 hours or more €36.97	5 hours but less than 10 hours €15.41
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Vouched Accommodation (VA) Domestic subsistence rates (for use in Dublin only)

Effective from 1st July 2019 will remain

Vouched Accommodation (VA) rate VA Rate	Accommodation Vouched cost of accommodation up to €147.00	Plus	Meals €36.97
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