



Andy Pike  
National Secretary  
Fórsa Trade Union  
Nerney's Court  
Dublin 1

11 June 2026

**RE: Circular 39/2026 and circular 40/2026 - SNA Employment Contract**

Dear Andy

I acknowledge receipt of your query in relation to concerns raised by your members regarding the provisions on break times set out in the new circulars 39/2026 and 40/2026 on the SNA Employment Contract.

The revised contracts have been designed to cater to the variations of working hours across recognised schools. As set out in the circulars, daily and weekly working hours must be set out in the contract of employment. The Working hours comprise:

- The school day
- Reception and dispersal time
- Break Times
- Learning and Development and School Community Time

Where a serving SNA transfers to this new contract, they will retain all existing terms and conditions of employment applicable under their current contract. This includes the preservation of their current rate of pay, incremental point, and any accrued service for the purpose of seniority and related entitlements in accordance with Circular 0059/2006. The transfer will not result in any loss or reduction of existing employment rights or benefits.

In relation to break times it is noted in the circular that breaks shall apply in accordance with the provisions of the Organisation of Working Time Act, 1997 (as amended) and the minimum requirement set out in the act is noted.

Breaktimes are set by individual schools, and schools may retain their current break-time arrangements that they have in place for SNAs, once they meet the minimum requirements set by the law.

I hope this clarifies the matter.

Yours sincerely,

*Della Sammon*

pp Angela Corcoran, PO  
SNA Workforce Development Unit, Special Education Section