

What is the SNA Redeployment Scheme?	A scheme that will allow SNAs to move to another nearby school when their current school has less need of SNA support. The scheme will mean SNAs can move school without having to end employment and start a new employment.
Who will run the scheme?	It will be run by the NCSE with support from the Department of Education and Youth.
Which schools are covered by the scheme?	All recognised primary, post-primary, special class, special, and comprehensive schools nationally. ETB schools will continue to have their own separate redeployment panel.
Who is covered by the scheme?	SNAs standard posts. This includes half day, three quarter day, 0.83 day infant day posts or full-time senior day posts. The scheme effects posts that might be cut due to an NCSE SNA review. Fixed-term and substitute SNAs are not covered.
How is an SNA chosen for redeployment?	The decision is made by the school. They will decide by seniority (for more on seniority Circular 51/2019). If you are chosen for redeployment, ask for written confirmation of your employer's reasons for choosing you.
How far away can I be redeployed?	Anywhere up to a 45km radius from your current school or your home. You can be redeployed to further than 45km, but only if you agree to the longer distance.
How will I be offered redeployment?	The school will let the NCSE know when a post opens up. The NCSE will then send the school a list of SNAs who are waiting for redeployment and are within the 45km distance. The school's principal will then contact the SNAs on the list and make an offer. This contact will likely be informal. The circular does not need schools to hold formal interviews.
Do I have to accept?	No. You can opt-out of the scheme. You can choose Supplementary Assignment Arrangements under Circular 0043/2025 . This includes redundancy. The options available might not be suitable for you. Seek advice before choosing Supplementary Assignment Arrangements.
What happens if I don't get an offer or my offer falls through?	The NCSE will match you with a vacant post at the end of the redeployment process.
What happens to my service and pension entitlements?	Reckonable service for payroll and pension purposes will transfer from your current school to your new school. Keep documentary evidence of your service in previous schools. When you start in a new school you should contact payroll to make sure they have your correct details.
Will my terms and conditions change?	Your terms and conditions might change. You will keep the standard national terms and conditions for SNAs. Your new school or ETB might have different arrangements or working hours. These will apply to you.

Can I change my decision after I accept an offer?

No. Once you accept an offer you cannot change your decision. The school will let the NCSE know when you accept their offer. The NCSE will then take you and the empty post off the panel. This means the school cannot change their decision either.

I am part-time and extra hours have become available in my school. What happens then?

If you are in a standard post, you will be offered the extra hours. The extra hours will be offered to part-time SNAs in order of seniority. This is laid out in [Circular 0043/2025](#). The school can only look for a new SNA if the current part-time SNAs cannot cover the extra hours. You should get any offer of extra hours in writing.

How does the scheme effect Supplementary Assignment Arrangements?

Supplementary Assignment Arrangements will still be available. At points in the redeployment process you can choose Supplementary Assignment Arrangements instead of redeployment.

Can I choose redundancy instead of redeployment?

Yes. Redundancy is an option you can take if you do not want to be redeployed.

Can the redeployment panel be used to fill a fixed-term or substitute vacancy?

No. The panel only covers standard SNA posts. Fixed-term posts will be replaced with SNAs deployed through the redeployment panel from 2027 onward.

What must a school do when they have a vacancy?

Schools must let the NCSE know when they have a standard post vacancy. The school must fill the vacancy from the redeployment panel first. The school can only advertise the post if it is still vacant when the redeployment panel is finished.

When does the scheme begin?

The scheme will begin in September 2027.

What if I am on an ETB redeployment panel?

The ETB panel will run before the national SNA Redeployment Panel. You will be placed on the national SNA Redeployment Panel if you do not get an ETB post. You can opt-out of being moved to the national SNA Redeployment Panel.

Am I guaranteed a similar post?

No. The [circular](#) states that the scheme will not guarantee you get a similar post. Members should plan for this possibility.

Where can I get more information?

There is more information in the [SNA Redeployment Scheme Guidance Document](#), on the [SNA Information Hub on gov.ie](#), and on the [NCSE website](#).

Where can I raise a concern?

Your union rep can help you with any concerns, eg: being identified for redeployment, what will happen to your seniority, or how the process will work.