



Circular Letter No. 0015/2010

To the Chief Executive Officer of each Vocational Education Committee

Revised Salary Scales and Allowances for Adult Education Officers, Adult Education Guidance Counsellors and Co-Ordinators, Adult Education Guidance Information Officers, Adult Literacy Organisers, Community Education Facilitators, Psychologists (City and Co. Dublin VECs), Directors of Senior Traveller Training Centres, VTOS Co-Ordinators, Youthreach Co-Ordinators and Resource Persons.

Financial Emergency Measures in the Public Interest (No.2) Act, 2009

1. I am directed by the Minister for Finance to refer to the application in the education sector of pay reductions with effect from 1 January 2010 in accordance with the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 (No. 41 of 2009) (“the Act”) to the following groups of staff:-
 - Teaching and non-teaching staff in first and second level education; and
 - Academic and non-academic staff in third level education.

Revision of Pay

2. In accordance with the Act, reductions in basic salary should be applied with effect from 1 January 2010 as follows:
 - 5% on the first €30,000 of salary;
 - 7.5% on the next €40,000 of salary;
 - 10% on the next €55,000 of salary.
3. This formula produces overall reductions in salaries ranging from 5% to 8% in the case of salaries up to €125,000.
4. In the case of salaries of more than €125,000 p.a, the following reductions should be applied:

• Salaries of less than €165,000:	8% reduction on all salary;
• Salaries of €165,000 or more but less than €200,000:	12% reduction on all salary;
• Salaries of €200,000 or more:	15% reduction on all salary.

Allowances

5. Allowances which are calculated as a specific percentage or specified proportion of basic pay should be calculated by reference to the revised rates of pay with effect from 1 January 2010.
6. Fixed allowances which are not calculated as a specific percentage or specified proportion of basic salary will be reduced by a fixed percentage as follows:
 - Fixed allowances payable to persons whose basic pay does not exceed €125,000 p.a will be reduced by 5%.
 - Fixed allowances payable to persons whose basic pay exceeds €125,000 p.a. will be reduced by 8%.
7. Children's allowances, both standard and ex-gratia, should be reduced to €113.

Overtime

8. Payment in respect of overtime rendered on or subsequent to 1 January 2010 by members of grades to which this circular applies should be calculated by reference to the revised pay rates with effect from 1 January 2010.

Deductions

9. Deductions from pay which are expressed as a percentage of pay (e.g. income continuance plans, union subscriptions, Third World contributions etc.) fall to be recalculated as a result of the reductions provided for in this sanction.

Part-Time Staff

10. The pay of part-time staff may be revised, in accordance with normal arrangements, by reference to the pay of wholtime staff to which they are related for pay purposes.

Pensions

11. Pensions in course of payment on 1 January 2010 in respect of former public servants who served in the grades to which this letter applies will not be reduced on foot of the adjustments referred to in this letter.
12. An officer who retires on or before 31 December 2010 will have his or her superannuation benefits calculated by reference to the scales applying on 31 December 2009, with incremental credit on those scales if appropriate. This includes officers who retire in the normal way on age grounds, those retiring on health grounds or under Cost Neutral Early Retirement or the Incentivised Scheme of Early Retirement. It also applies in the case of a preserved benefit coming into payment in 2010.

Seamus Hempenstall
Principal Officer
28 January 2010

Enquiries

Enquiries on Adult Education Officers, Adult Literacy Officers and Community Education Facilitators to:

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Enquiries on Adult Education Guidance Counsellors, Co-Ordinators and Information Officers to:

Geraldine Greene,
Executive Officer,
090 648 4249,
Geraldine_Greene@education.gov.ie

Enquiries on Psychologists in County and City of Dublin VECs, Directors and Assistant Directors of Senior Traveller Training Centres and Youthreach Co-Ordinators and Resource Persons to:

Mary Purcell,
Executive Officer,
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Enquiries on Directors and Assistant Directors of VTOS Centres to:

Brendan O'Hara,
Executive Officer,
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Salary Scales

Adult Education Officer

Salary Scales	
1/9/08	1/1/10
€ 52,558	€ 49,366
€ 55,062	€ 51,682
€ 57,566	€ 53,999
€ 60,069	€ 56,314
€ 62,572	€ 58,629
€ 65,073	€ 60,943
€ 67,579	€ 63,261
€ 70,081	€ 65,573
€ 72,582	€ 67,824
€ 75,083	€ 70,075
€ 77,588	€ 72,329
€ 80,091	€ 74,582
€ 83,847	€ 77,962

Adult Education Guidance Counsellors Adult Education Guidance Co-Ordinators Adult Literacy Organisers Community Education Facilitators

Salary Scale	
1/9/08	1/1/10
€ 44,026	€ 41,474
€ 45,565	€ 42,898
€ 47,106	€ 44,323
€ 48,647	€ 45,748
€ 50,187	€ 47,173
€ 51,730	€ 48,600
€ 53,270	€ 50,025
€ 54,811	€ 51,450
€ 56,350	€ 52,874
€ 57,891	€ 54,299
€ 59,432	€ 55,725
€ 61,194	€ 57,354
€ 63,395	€ 59,390

Adult Literacy Officer Allowances

	1/9/08	1/1/10
NALA/WIT Certificate	€ 1,056	€ 1,003
NALA/WIT Diploma	€ 2,117	€ 2,011

Adult Education Guidance Co-Ordinator Allowances

	1/9/08	1/1/10
+1 Information Officer or Counsellor	€ 3,511	€ 3,335
+2-3 staff	€ 4,524	€ 4,298
+4-5 staff	€ 5,983	€ 5,684
+6-7 staff	€ 7,495	€ 7,120

Adult Education Guidance Information Officers

Salary Scale	
1/9/08	1/1/10
€29,825	€28,334
€31,995	€30,345
€34,193	€32,379
€35,831	€33,894
€37,411	€35,355
€39,548	€37,332
€41,093	€38,761
€42,663	€40,213
€44,106	€41,548
€45,556	€42,889

Psychologists in County and City of Dublin VECs

	1/9/08	1/1/10
Psychologist		
	€ 60,579	€ 56,786
	€ 63,244	€ 59,251
	€ 65,888	€ 61,697
	€ 68,519	€ 64,130
	€ 71,824	€ 67,142
	€ 76,854	€ 71,668
	€ 81,400	€ 75,760
	€ 86,007	€ 79,907
	€ 89,752	€ 83,276
LSI 1	€ 92,651	€ 85,885
LSI 2	€ 95,552	€ 88,496
Senior Psychologist		
	€ 87,064	€ 80,858
	€ 89,136	€ 82,722
	€ 91,225	€ 84,603
	€ 93,297	€ 86,467
	€ 95,360	€ 88,324
	€ 96,148	€ 89,033
LSI 1	€ 99,243	€ 91,819
LSI 2	€ 102,338	€ 94,604

Unqualified Directors of Senior Traveller Training Centres

Salary Scales	
1/9/08	1/1/10
€ 49,894	€ 46,902
€ 51,618	€ 48,497
€ 53,353	€ 50,102
€ 55,080	€ 51,699
€ 56,807	€ 53,296
€ 58,539	€ 54,899
€ 60,266	€ 56,496

Qualifications Allowances for Directors without teaching qualifications

	1/9/08	1/1/10
Diploma (youth/adult/counselling)	€ 2,117	€ 2,011
Certificate (youth /adult/counselling)	€ 1,056	€ 1,003

Payment of honorarium to Directors qualified as teachers

	1/9/08	1/1/10
File 10/99	€ 8,887	€ 8,443

Directors' allowances at a Traveller Education Centre (New Structure)

Number of learners	1/9/08	1/1/10
0-23	€ 5,192	€ 4,932
24-29	€ 6,863	€ 6,520
30-36	€ 8,603	€ 8,173
Over 37	€ 9,844	€ 9,352

Director of VTOS Centres

Number of learners	1/9/08	1/1/10
< 40 learners	€7,405	€7,035
40 -79 learners	€9,685	€9,201
80 -119 learners	€11,993	€11,393
> 120 learners	€14,312	€13,596

Assistant Director of VTOS Centres

Number of learners	Salary Scales	
	1/9/08	1/1/10
80 - 119 learners	€5,012	€4,761
120 - 159 learners	€7,408	€7,038
>160	€9,685	€9,201

Youthreach Resource Person

	Salary Scales	
	1/9/08	1/1/10
	€ 31,652	€ 30,028
	€ 33,718	€ 31,939
	€ 35,792	€ 33,858
	€ 37,870	€ 35,780
	€ 39,955	€ 37,708
	€ 42,042	€ 39,639
	€ 44,137	€ 41,577
	€ 46,238	€ 43,520
	€ 48,342	€ 45,466
	€ 50,456	€ 47,422
	€ 52,716	€ 49,512
LSI	€ 54,593	€ 51,249
LSI	€ 56,473	€ 52,988

Youthreach Co-Ordinator

	Salary Scales	
	1/9/08	1/1/10
	€ 38,334	€ 36,209
	€ 41,957	€ 39,560
	€ 45,572	€ 42,904
	€ 49,991	€ 46,992
	€ 52,763	€ 49,556
	€ 56,370	€ 52,892
	€ 59,956	€ 56,209
LSI	€ 62,724	€ 58,770
LSI	€ 64,755	€ 60,648

Qualification Allowances

	1/9/08	1/1/10
Degree/tch.recognition	€ 3,168	€ 3,010
Diploma	€ 2,117	€ 2,011
Certificate	€ 1,056	€ 1,003