



**Oifig an Ard-Rúnaí**  
An Roinn Oideachais agus Scileanna

**PAC-R-742**

**Correspondence 3A.5**  
**Meeting – 22/11/2012**



**Office of the Secretary General**  
Department of Education and Skills

Niamh Maguire  
Committee Secretariat  
Committee of Public Accounts  
Leinster House  
Dublin 2



Ref No: S1209969  
PLEASE QUOTE REFERENCE NUMBER ON ALL CORRESPONDENCE

19 November 2012

Dear Niamh,

I refer to your letter of 7<sup>th</sup> November in which the Public Accounts Committee sought further information on pay and allowances in the education sector.

1. **A breakdown on the number of teachers whose annual total earnings are in excess of €100,000 per annum.** According to the most recent figures there are currently 375 teachers whose annual total earnings exceed €100,000. It should be noted that all of this cohort are Principals of large schools who are in receipt of the Principal's allowance which is paid in the absence of any separate pay scale for promotion posts.
2. **A breakdown on the amount paid for supervising exams and correcting exam papers and if possible the number of teachers who perform this function.** Superintendents of special examination centres are paid by reference to the number of examination sessions that they superintend. The superintending rate is now €42.75 per session for SNAs and €56.02 per session for non SNAs ( i.e. a superintendent of a special centre who superintends two sessions in any day will be paid for 2 sessions). In 2011 the State Examinations Commission (SEC) engaged 4,788 superintendents to superintend at ordinary examination centres and these were paid almost €6 million. In addition there were 8,860 special examination centres where the superintendents were school based and appointed and the cost to the SEC of these arrangements in 2011 was €6.2 million. A further €1.9 million was paid to school appointed superintendents of practical examination and aural

examinations. As many of the superintendents are recruited locally, we cannot determine if they are all serving teachers.

In addition, the SEC paid over €19 million to 6,638 examiners in 2011 (comprising written, oral and practical examiners). Examiners are normally recruited from the teachers of the subject in question. They are selected on the basis of their academic qualifications, their teaching experience and their examining experience.

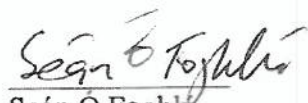
3. **A note on the financial liability on the Department of Education to fund teachers employed in the international schools. Details on the number of teachers working abroad to be included.** The European Schools are a system of nursery, primary and secondary schools established and maintained by the European Union and its Member States. The schools serve the needs of children whose parents are officials of the EU Commission, European Parliament and other official European institutions. The schools have been established by an intergovernmental treaty – the Convention of the European Schools – to which Ireland is a signatory.

Service by teachers in European Schools does not in itself result in the receipt of an allowance from the Department. This Department pays their salaries at the rate they received them before going to Europe, plus any allowances already held for qualifications or holding promotion posts. The annual cost is approximately €3.7m and the costs of the salaries are borne by the Department. In recent years, the number of teachers on secondment to the European schools in any year has been between 60 and 70. The number for the current year is 61 (26 Primary and 35 Post Primary).

4. **A note on whether the provision for an additional 33 hours allocated for work outside school hours, which was agreed in the Croke Park Agreement, will continue when the agreement expires in 2014.** It has been the case to date that developments agreed as part of previous pay agreements, such as standardisation of the school year and revised suspension and dismissal procedures for teachers, have remained in place following the expiry of the pay agreement. It is the Department's view that the additional hours agreed under the Croke Park Agreement will similarly remain a part of the system when the agreement expires.
5. **A re-production of 'Appendix A: Teachers in receipt of more than one allowance' based on projections five years hence when more new teachers are in the system. See Appendix A.**
6. **A re-production of 'Appendix A: Teachers in receipt of more than one allowance' omitting the allowances for principal teacher and extra officeholders. See Appendix B.**
7. **A re-production of 'Appendix C: Average of Allowances as a percentage of teacher pay in 2011' omitting the 'principal allowance. See Appendix C.**

If you require further clarification, please do not hesitate to contact me.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Seán Ó Foghlú'. The signature is written in a cursive style with a horizontal line underneath the name.

Seán Ó Foghlú  
Secretary General



## Appendix A- Projection 5 years hence when more teachers are in the system

### Introduction

Following the Budget decision of December 2010, teachers who were appointed after 01/01/2011 were placed on the New Entrant scale which was 10% less than the old basic common scale. Following Budget 2012, qualification allowances were capped at €4,426.

The Government decision that followed the Review of Allowances and Premium Payments resulted in the abolition of qualification allowances for any teacher appointed after the 1<sup>st</sup> February 2012. New appointees commenced on a point equivalent to the fourth point of the New Entrant scale.

It should be noted that the rate for supervision and substitution was reduced from €1,769 to €1,592 on 01/01/2010.

### Gross Pay and Allowances over a 5 year period after appointment

	Teacher appointed after 01/01/2011 in receipt of H Dip (Hons), Masters (Hons) and Supervision and Substitution allowances	Teacher appointed after Budget decision of December 2011 and before 01/02/2012 in receipt of maximum qualification allowance (€4,426) and supervision and substitution allowance	Teacher appointed after 01/02/2012 in receipt of supervision and substitution allowance
Total Gross Pay over 5 years	€187,476	€179,316	€174,740
Total Allowances over 5 years	€38,250	€30,090	€7,960
Allowances as a % of Gross Pay	20%	17%	4.5%

Appendix B - Teacher in receipt of more than one allowance omitting the allowances for principal teacher and extra officeholders.

This appendix shows worked examples of teachers in management positions omitting the management allowance from the total value of the allowances and treating it as core pay.

Example 1

A Principal with

- H Dip (Hons) - €1,236
- Primary (Hons) Degree - €4,918
- Supervision and Substitution - €1,769
- Principal of a medium size (Category 6) Primary School - €19,084

Point on the Basic Common Scale	Gross Salary (including all allowances)	Allowances omitting Principal allowance	Allowances (omitting Principal allowance) as a % of Gross Salary
12 <sup>th</sup> (€46,844)	€73,851	€7,923	10.7%
20 <sup>th</sup> (€52,472)	€79,479	€7,923	9.9%
25 <sup>th</sup> (€59,359)	€86,366	€7,923	9.1%

Example 2

A Principal with

- H Dip (Hons) - €1,236
- PhD qualification allowance - €6,140
- Supervision and Substitution - €1,769
- Principal of a large (Category 17) Post Primary school - €42,469
- Secretary to the Board of Management - €1,572

Point on the Basic Common Scale	Gross Salary (including all allowances)	Allowances omitting Principal allowance	Allowances (omitting Principal allowance) as a % of Gross Salary
12 <sup>th</sup> (€46,844)	€100,030	€10,717	10.7%
20 <sup>th</sup> (€52,472)	€105,658	€10,717	10%
25 <sup>th</sup> (€59,359)	€112,545	€10,717	9.5%

### Example 3

A Deputy Principal with

- H Dip (Hons) - €1,236
- Primary Degree (Hons) - €4,918
- Supervision and Substitution - €1,769
- Deputy Principal of a large (Category 17) Post Primary school - €27,217

Point on the Basic Common Scale	Gross Salary (including all allowances)	Allowances omitting Deputy Principal allowance	Allowances (omitting Deputy Principal allowance) as a % of Gross Salary
12 <sup>th</sup> (€46,844)	€81,984	€7,923	9.6%
20 <sup>th</sup> (€52,472)	€87,612	€7,923	9%
25 <sup>th</sup> (€59,359)	€94,499	€7,923	8.3%

## APPENDIX C

### ALLOWANCE VALUES EXPRESSED AS A PERCENTAGE OF TOTAL PAY IN 2011 FOR EACH GRADE

	Principal	Deputy Principal	Assistant Principal	Special Duties Teacher	Teacher
Supervision & Substitution (€1,769)	2	2.2	2.4	2.5	3.2
Qualification allowances (average of €5,684 per recipient)	6.5	7.2	7.6	8.1	10.4
35 Year allowance (€2,324)	2.7	2.9	3.1	3.3	4.2
Secretary to the Board of Management (€523 – €1,572)	1.2	n/a	n/a	n/a	n/a
Gaeltacht allowance (€3,063)	3.5	3.9	4.1	4.4	5.6
Island allowance (€1,842)	2.1	2.3	2.5	2.6	3.4
Teaching through Irish (€1,583)	1.2	1.4	1.5	1.6	2
Comprehensive School allowance (€2,471)	2.8	3.1	3.3	3.5	4.5
Children's allowance (€113)	0.1	0.1	0.2	0.2	0.2
Secondment	17.3	18.7	19.6	20.7	25.1



allowances (average of €18,328 per recipient)					
Principal – Adult Education (€1,625)	1.9	n/a	n/a	n/a	n/a
Visiting Teacher allowance (€8,520)	n/a	n/a	n/a	n/a	13.5
Sports Complex Management (€4,820)	7.3	n/a	n/a	n/a	n/a
Honorarium (€4,773)	5.4	6	6.4	6.8	8.7

The table expresses allowance values as a percentage of average pay where the individual holds the allowance. It should be noted that not all of the above allowances are payable to every person in each grade as eligibility varies and depends on the qualifications held by the individual and the nature of the post they are employed in.