

Teacher Allocations - Budget Measures

There are two elements to today's announcement that relate to the allocation of Teaching posts to schools:

The first concerns the measures being taken in the Budget to reduce pay costs. The second concerns a reform of the teacher allocation processes to provide greater autonomy to schools and to facilitate and simplify the work involved in creating shared posts, and in carrying out redeployment and recruitment. The changes are also designed to address anomalies that have developed over time which have created inequities between schools. A key change among the reforms relates to the General Allocation Model (GAM) operated in primary schools to address learning support and high incidence special needs. As part of the reforms the GAM allocation is being updated to take account of changed enrolments since the scheme was first introduced in 2005 but using the existing level of resources. The reform measures in themselves are not designed to deliver savings. However, because they redistribute the existing level of resources and deal with inequities they will impact differently from school to school. Some schools will do relatively better while others will be relatively worse off.

The Department held a briefing session on the afternoon of November 5th for education partners to outline the full details of the reforms to the teacher allocation process.

Budget Savings Measures

The combined budget savings measures announced today have a total target saving of **950 teaching posts in the 2012/13 school year** (250 at primary level and 700 at post-primary level).

Additional budget measures announced today that come into effect from the 2013/14 school year onwards target savings of a further 520 teaching posts (490 **posts at primary level** and 30 posts at post-primary level).

When account is taken of additional posts for demographics at primary and post primary level the net overall reduction on teaching posts for the 2012-13 school year compared to the current school year is estimated to be in the order of 200 posts. This represents an estimated net reduction of about 0.3% on overall teacher numbers for the 2012/13 school year compared to the current 2011/12 school year.

Summary position on Teacher numbers for 2012/13 school year

	Primary Sector (posts)	Post-Primary Sector (posts)	Total Posts
Target savings from budget measures	-250	-700	-950
Estimated additional posts to cater for increased demographics	+500	+250	+750
Net change in overall number of posts	+250	-450	-200

A summary of the main measures for 2012/13 school year is outlined below:

Budget changes for Primary schools

Small Primary Schools

- The staffing schedule will include phased increases in the pupil thresholds for small primary schools that have enrolments of less than 86 pupils. The target savings for the 2012/13 school year is 100 posts.

Withdrawal of Earlier Disadvantage Programmes/Schemes

- There is an overall target saving of about 260 posts through the phased withdrawal of a range of supports from some primary schools (both DEIS and non-DEIS). These posts were allocated to some schools under legacy disadvantage programmes prior to the DEIS initiative of 2005 (e.g "Breaking the Cycle"). To help those schools considered to be particularly adversely affected by this decision the posts will be gradually withdrawn, over a three year period, starting in 2012/13 school year.

Staffing Schedule for DEIS Urban Band 1 Schools

DEIS Urban Band 1 schools will be given targeted support in the following manner:

- A staffing schedule for all DEIS Urban Band 1 primary schools will be based on a general average of **1 teacher for every 22 pupils**. This will replace the existing approach where the Department determines each year a "top up" or additional allocation to the existing standard staffing schedule to support lower class sizes in junior classes in particular
- The staffing schedule gives autonomy to all schools. Under this autonomy DEIS Urban Band 1 schools should continue to implement more favourable pupil teacher ratios in junior classes, in line with DEIS policy
- The new DEIS Urban Band 1 staffing schedule will apply immediately to all schools from September 2012

The target reduction for the above budget measures at primary level for **2012-13 taken together is 250 posts**

Limited Phasing Arrangements

Some limited phasing arrangements will be put in place by the Department for those Primary and post-primary schools where the combination of budget and reform measures impact in a particularly adverse manner on the schools overall allocation. Further details will be notified to schools in early January.

Importance of Effective Redeployment Arrangements

The reductions made in teacher numbers are predicated on effective redeployment arrangements. It remains the case that a situation where surplus teachers could remain in schools is not sustainable. Ultimately any surplus teacher will have to be assigned to a school that has a vacancy. Department approval to a Board of Management to engage in recruitment will not be forthcoming where the school is refusing to take a teacher through redeployment. In the case of primary schools in particular it will be necessary for the management bodies and patrons to conclude in a timely manner the discussions that are ongoing with the Department. The objective of these discussions is to formalise the ad hoc arrangements that operated quite well this year and to provide for the situation should it arise where it is necessary to assign a teacher to a school not covered by the particular redeployment panel on which the teacher is placed.

Further Reduction Measures That Will Apply In Future Years

Primary & Post-Primary level

A summary of the budget **measures that will not take effect until the 2013/14 school year or later** is outlined below:

- The staffing schedule includes phased increases in the pupil thresholds for **small primary schools with enrolments of less than 86 pupils**. The target savings for the 2013/14 school year and the 2014/15 school year is a total of about 150 posts. The phasing of these measures provides the schools concerned with time to consider their future and the potential for amalgamation with another school where this is feasible.
- The legacy posts not withdrawn in 2012/2013 in respect of those schools considered to be particularly adversely affected will be withdrawn in 2013/2014 and 2014/2015.

Language Support Posts -Continuation of Reductions Previously Determined By the Fianna Fáil/Green Government in Budget 2010

Budget 2010 set out a target reduction of 500 language support posts over a 4 year period bringing the level from about 1,400 posts to a level of 900 in 2014/15 school year. It is estimated that a balance of 220 will be removed in the 2013/14 and 2014/15 school years. Most of this reduction will be at primary level as this is the sector where most are currently allocated.

Frequently Asked Questions (FAQ)

Primary level

1. What is the staffing schedule at primary level for 2012/13 school year?

This will be published later this week.

2. What are the phasing arrangements for the new enrolment thresholds for the allocation and retention of teachers in small primary schools?

The table below sets out the new enrolment thresholds that will apply for the allocation and retention of mainstream classroom teachers in small primary schools:

School Details		Enrolment Thresholds			
School Size	School Status	Current	Sept 2012	Sept 2013	Sept 2014
2-teacher	All Schools	12	14	17	20
3-teacher	DEIS Urban Band 1 schools	N/A	45	45	45
	All other schools	49	51	54	56
4-teacher	DEIS Urban Band 1 schools	N/A	67	67	67
	All other schools	81	83	85	86

Reduced pupil thresholds will continue to apply in respect of schools that are the only primary school on an Island.

Note: Question raised at meeting re developing schools – answer: “no change”

3. When will the Department know the number of surplus primary teachers to go on redeployment panels in 2012?

The number of surplus permanent teachers for redeployment in September 2012 will become clearer in the first quarter of 2012.

The Department will also have a clearer picture at that stage on:

- The impact for each individual school of the staffing arrangements based on their September 2011 enrolments
- The extent to which retirements will reduce the number of surplus teachers to go on redeployment panels

4. When will schools be notified of their staffing allocation for the 2012/13 school year?

The Department will issue a circular in early January on the staffing arrangements for primary schools for the 2012/13 school year.

5. What staffing schedules should be used by DEIS Urban Band 1 schools?

For the first time a separate staffing schedule is being introduced for DEIS Urban Band 1 schools and will be published later this week. This replaces the previous method of providing a "top- up" to the ordinary school staffing schedule for DEIS Urban Band 1 schools.

6. My school is a DEIS Urban Band 1 school that has received reduced pupil teacher ratios under Disadvantaged Area Scheme (DAS) and Breaking the Cycle (BTC). What is the position with my school and the new staffing schedule?

The new staffing schedule will be applied to the total enrolment at 30 September 2011. The enhanced resources under previous schemes will be withdrawn from September 2012. To help those schools considered to be particularly adversely affected by this decision the posts will **be gradually withdrawn, over a three year period, starting in 2012/13 school year**. The new DEIS Urban Band 1 staffing schedule will apply immediately to all schools from September 2012. The Department's Social Inclusion Unit will be in contact with you directly in relation to this.

7. Is the new staffing schedule for DEIS Urban Band 1 schools moving away from the DEIS policy of differentiating between the PTRS provided for junior and senior classes?

The new staffing schedules give autonomy to all schools. Under this autonomy DEIS Urban Band 1 schools should continue to prioritise their staffing allocation to implement more favourable pupil teacher ratios in junior classes, in line with DEIS policy.

8. My school is in DEIS Urban Band 2 and has received reduced PTRs under Giving Children an Even Break. What is the position of my school?

The mainstream staffing schedule will be applied to your total enrolment at 30 September 2011. The enhanced resources under previous schemes will be withdrawn from September 2012. To help those schools considered to be particularly adversely affected by this decision the posts will be **gradually withdrawn, over a three year period, starting in 2012/13 school year**. The Department's Social Inclusion Unit will be in contact with you directly in relation to this.

9. My school is a non-DEIS primary School that has received reduced PTRs under Giving Children an Even Break. What is the position of my school?

The mainstream staffing schedule will be applied to your total enrolment at 30 September 2011. The enhanced resources under previous schemes will be withdrawn from September 2012. To help those schools considered to be particularly adversely affected by this decision the posts will be **gradually withdrawn, over a three year period, starting in 2012/13 school year**. The Department's Social Inclusion Unit will be in contact with you directly in relation to this