

To: *CHIEF EXECUTIVE OFFICERS of  
VOCATIONAL EDUCATION COMMITTEES*

*CIRCULAR LETTER PEN 07/03*

**The Supervision and Substitution Payment:  
Determination of the amount to be included in pension**

1. Circular Letter PPT 01/03 informed authorities of post-primary schools of the arrangements in regard to paid supervision and substitution, including the conditions governing the pensionability of the supervision and substitution payment. Teachers currently in service do not have to commit to carry out the supervision and substitution duties on an ongoing basis until 1 September 2004. In determining whether the payment is pensionable, therefore, a distinction needs to be made between teachers who retire or have retired before 1 Sept 2004 and those who retire after that date.

2. (a) Teachers who retire or have retired before 1 September 2004.

Any payments made to a teacher by the VEC in respect of supervision and substitution, up to the agreed limit of 37 hours per year, will be regarded as pensionable payments.

- (b) Teachers retiring on and from 1 September 2004.

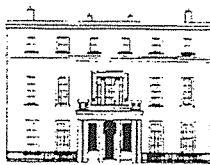
Payments made for supervision and substitution, up to the agreed limit of 37 hours per year, will be regarded as pensionable only where the teacher has (i) made the ongoing commitment and has (ii) delivered on the commitment up to retirement.

A teacher who enters such a commitment but later ceases to meet the commitment will forfeit pensionability of the supervision/substitution payment and will not be allowed to re-enter such a commitment. A teacher who forfeits pensionability of the payment will not be entitled to a refund of superannuation contributions made in respect of the payment.

3. Calculation of the amount of the supervision/substitution payment which should be included in pension.

Provided pensionability has not been forfeited, the amount of the payment which will be included in the teacher's pensionable remuneration will be one third of the total pensionable payments received in respect of the teacher's final 3 years of pensionable service. A teacher who receives payment for carrying out the full duties over the complete period from 1 September 2001, the date of introduction of the payment, to retirement on 31 August 2004 will therefore have the full payment, as averaged over his or her last 3 years of pensionable service, reckoned in pension.

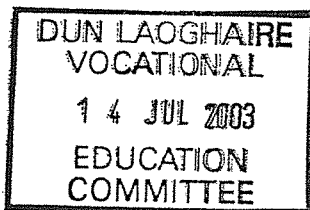
Rannóg an Ardoideachais (Coláisti)  
An Roinn Oideachais agus Eolaíochta,  
Sráid Maoilbhríde,  
Baile Átha Cliath 1.



AN ROINN OIDEACHAIS AGUS EOLAÍOCHTA | DEPARTMENT OF EDUCATION AND SCIENCE

Higher Education (Colleges) Section,  
Department of Education and Science,  
Marlborough Street,  
Dublin 1.

Ref No: 90021



To: President, Dublin Institute of Technology  
Director each Institute of Technology.

Circular Letter No: IT 07/03:

**Revision of Pensions under Benchmarking  
1<sup>st</sup> December 2001**

I am directed by the Minister for Education and Science to refer to the increases in basic pay sanctioned for Academic and Non-academic staff in third level education and to convey sanction for the increases to be applied to former staff. Accordingly

*Pensions in course of payment on 30th November 2001 may be adjusted, as appropriate in the normal way, by reference to the revised salary scales, as set out in the attached schedule on both 1<sup>st</sup> December 2001 and 1<sup>st</sup> October 2002.*

Any queries regarding the implementation of this Circular Letter should be addressed to the Higher Education – Colleges Section (Tel: 01 889-2120).

John Dennehy  
Secretary General

11 July 2003

c.c. V.E.C.'s for pension purposes only

✓  
VEC | file / Carroll / CSD  
14/7/03 ✓

Teachers in former RTCs and Dublin Institute of Technology

Notional Scales for teaching staff who retired prior to the commencement date of PCW deal.

GRADE	Rates 1/10/2001	App.of 1/4 of B/M inc 1.12.01	Revised rate w.e.f.1/10/02 B/M
College Teacher	€ 27,736	€ 28,499	€ 29,639
	€ 28,987	€ 29,784	€ 30,975
	€ 30,249	€ 31,081	€ 32,324
	€ 31,500	€ 32,366	€ 33,661
	€ 32,773	€ 33,674	€ 35,021
	€ 34,026	€ 34,962	€ 36,361
	€ 35,281	€ 36,251	€ 37,701
	€ 36,542	€ 37,547	€ 39,049
	€ 38,145	€ 39,194	€ 40,762
	€ 39,434	€ 40,519	€ 42,139
	€ 40,727	€ 41,847	€ 43,521
	€ 42,412	€ 43,578	€ 45,321
	€ 44,107	€ 45,320	€ 47,133
	€ 45,429	€ 46,678	€ 48,545
	€ 48,413	€ 49,744	€ 51,734
€ 49,785	€ 51,154	€ 53,200	
Lecturer Scale I	€ 35,845	€ 36,830	€ 38,304
	€ 37,613	€ 38,648	€ 40,194
	€ 39,058	€ 40,133	€ 41,738
	€ 40,524	€ 41,638	€ 43,304
	€ 42,361	€ 43,526	€ 45,267
	€ 47,886	€ 49,202	€ 51,171
	€ 49,489	€ 50,850	€ 52,884
	€ 51,103	€ 52,508	€ 54,609
	€ 52,709	€ 54,159	€ 56,325
	€ 54,321	€ 55,814	€ 58,047
€ 55,937	€ 57,475	€ 59,774	
Lecturer Scale II	€ 40,426	€ 41,538	€ 43,199
	€ 42,346	€ 43,510	€ 45,251
	€ 49,818	€ 51,188	€ 53,236
	€ 51,575	€ 52,994	€ 55,114
	€ 53,337	€ 54,803	€ 56,996
	€ 55,090	€ 56,605	€ 58,869
	€ 56,865	€ 58,429	€ 60,766
	€ 58,624	€ 60,236	€ 62,645
	€ 60,382	€ 62,043	€ 64,525
	€ 62,147	€ 63,856	€ 66,411
	€ 63,908	€ 65,666	€ 68,293
Allowance payable to Lecturer I under the terms of paragraph 14 of Agreed Report 14/79	€ 1,422		

Notional Scales for teaching staff who retired prior to the commencement date of PCW deal.

GRADE	Rates 1/10/2001	App.of 1/4 of B/M inc 1.12.01	Revised rate w.e.f.1/10/02 B/M
Senior Lecturer Scale I	€ 56,206	€ 57,752	€ 60,062
	€ 58,121	€ 59,719	€ 62,108
	€ 60,028	€ 61,679	€ 64,146
	€ 61,940	€ 63,644	€ 66,189
	€ 63,853	€ 65,609	€ 68,233
	€ 65,755	€ 67,563	€ 70,265
	€ 67,675	€ 69,536	€ 72,317
	€ 69,579	€ 71,493	€ 74,352
Senior Lecturer Scale II	€ 60,104	€ 61,757	€ 64,227
	€ 62,420	€ 64,137	€ 66,702
	€ 64,721	€ 66,501	€ 69,161
	€ 67,028	€ 68,871	€ 71,626
	€ 69,340	€ 71,247	€ 74,097
	€ 71,641	€ 73,611	€ 76,556
	€ 73,948	€ 75,982	€ 79,021

File Ref: NOTL\_IOTS

Ref: Circular issued Feb.99

Notional Scales for teaching staff who retired prior to the commencement date of PCW deal.

GRADE	Rates 1/10/2001	App.of 1/4 of B/M inc 1.12.01	Revised rate w.e.f.1/10/02 B/M
Senior Lecturer II	€ 56,952	€ 58,518	€ 60,858
	€ 58,743	€ 60,359	€ 62,773
	€ 60,531	€ 62,196	€ 64,683
	€ 62,321	€ 64,035	€ 66,597
	€ 64,112	€ 65,875	€ 68,510
	€ 65,901	€ 67,713	€ 70,421
	€ 67,688	€ 69,550	€ 72,332
	€ 69,480	€ 71,391	€ 74,246
	€ 71,268	€ 73,228	€ 76,157
	€ 73,222	€ 75,236	€ 78,245
Senior Lecturer III	€ 60,726	€ 62,548	€ 65,050
	€ 62,857	€ 64,743	€ 67,333
	€ 64,989	€ 66,939	€ 69,616
	€ 67,120	€ 69,133	€ 71,899
	€ 69,254	€ 71,332	€ 74,185
	€ 71,385	€ 73,526	€ 76,467
	€ 73,677	€ 75,887	€ 78,922
	€ 75,826	€ 78,101	€ 81,225
	€ 78,104	€ 80,447	€ 83,665

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Ref: Appendix B to Circular on Application of PCW Pay Agreement to Retired Academic Staff in IoTs issued Nov.'98