

DOES THIS DEAL PROTECT PAY AND GIVE AN OPPORTUNITY TO REVERSE PAY CUTS?

Section 15 of the deal states:

“There will be no further reductions in the pay rates of serving public servants for the lifetime of this Agreement.”

However, Section 28 says:

“The implementation of this Agreement is subject to no currently unforeseen budgetary deterioration.”

This gives the government a get-out clause.

- Do you believe that there will be no “unforeseen budgetary deterioration” in the next 4 years?
- What if the cost of living increases? Then a pay freeze is a de facto pay cut.
- Why is there a reference to “serving public servants”? Does this open the door to the possible introduction of lower pay rates for new entrants to the profession?
- What’s to stop the government imposing a pay cut and calling it something else, just as they did with the pension levy?
- Do you trust that the government won’t again go for the easy option of cutting our pay rather than tackling the economic crisis through an equitable tax-based solution and by making the wealthy pay?

THIS DEAL CONTAINS NO GUARANTEES ON PROTECTION OF PAY

STRIKES OR OTHER FORMS OF INDUSTRIAL ACTION ARE PRECLUDED”

This means that if your contracts or pensions are fundamentally changed, you can do nothing about it. Do you trust the government on these two important issues?

If we reject this deal what changes?

A NO vote leaves things as they are. The government will still have its agenda and the Trade Union movement will need to reassert and stand by its own economic alternative (There is Still a Better Fairer Way).

Those who seek support for this deal are effectively renouncing all attempts to make the wealthy pay their share for getting us out of the crisis. They have thrown in the towel on serious tax reform and now seek to both demoralise and frighten INTO members into accepting and carrying what they once called ‘an unfair and disproportionate burden of adjustment’.

‘Public Service Agreement 2010 – 2014’ Why you must Vote No

INTO members:-

- **Would you sign a Blank Contract?**
- **Do you want a yellow pack pension for new teachers?**
- **Do you want your increments to be tied to ‘performance management’?**

If the answer to any of these questions is NO, then

VOTE NO to this deal

This leaflet was produced by a group of INTO members across a number of branches. We can be contacted via Email– intovoteno@gmail.com or by text / phone on 087 7582669. Find us on facebook by searching “Into vote no”

Go along to your branch’s information meeting, join in the debate on the INTO facebook page and elsewhere, discuss the deal with your colleagues. Inside this leaflet are the reasons why we believe you should vote no. If you agree with us, please copy it and circulate it as widely as possible.

'Public Service Agreement 2010 – 2014' - WHAT'S IN IT FOR US?

BY VOTING FOR THIS DEAL YOU WILL BE VOTING TO ACCEPT

A COMPLETE REWRITING OF THE TEACHING CONTRACT

The deal commits us to accept the as yet unknown outcome of a *"comprehensive review and revision of the teaching contract...to be completed in advance of the start of the 2010/11 school year"*

We are being asked to sign a blank contract. We do not know what the outcome of the review will be. Do you want to write the government a blank cheque?

AN EXTRA HOUR'S WORK PER WEEK

"...at the discretion of management, school planning, continuous professional development, induction, substitution and supervision (including supervision immediately before and after school times). This list is not exhaustive."

How will working an extra hour a week make savings for the government? If we do extra work that we are not currently doing - Supervision before and after school - or if work we are paid for otherwise is done during this time. This may include the duties currently assigned to Posts of Responsibility, or the Supervision we are currently paid for.

AN INFERIOR PENSION ARRANGEMENT FOR NEW ENTRANTS

to the teaching profession - the deal commits us to accepting the as yet unknown outcome of "consultations" *"in time for legislation to be enacted to allow for the introduction of the scheme on 1 January 2011"*

This is another blank cheque. We don't know the outcome of the 'consultations'. Do you trust the government with the pension rights of new teachers?

AN END TO PENSION PARITY

with "discussions [to] take place On the method of determining pension increases for existing public service pensioners and current public servants..."

Pension parity links pension increases to salary increases. If this is broken, future pensioners have no guarantee that their pensions will keep pace with the cost of living.

Do you want to gamble on your future pension entitlements?

PAYMENT OF INCREMENTS WILL BE DEPENDENT ON REACHING UNSPECIFIED 'PERFORMANCE MANAGEMENT' TARGETS

The deal states: *"There will be significantly improved performance management across all Public Service areas, with promotion and incremental progression linked in all cases to performance."*

If you are a teacher—are you happy for your principal to decide whether or not you receive your increments?

If you are a principal—are you happy to be put in the position of having to decide on teachers' increments?

This has huge potential for inter-staff conflict.

THE MORATORIUM ON THE FILLING OF PROMOTED POSTS WILL STAY IN PLACE

"until numbers...have fallen to the appropriate level specified..."

The deal does not specify an "appropriate level" but it's clear that posts already lost will not be replaced and that for the foreseeable future the moratorium will remain in place. Do you want to see the end of promotion opportunities for young teachers?

PAY CUTS, PENSION LEVY, INCOME LEVY, HEALTH LEVY ALL REMAIN IN PLACE.

PRINCIPALS' BENCHMARKING AWARD REMAINS UNPAID

PAY INCREASES DUE UNDER 'TOWARDS 2016' REMAIN UNPAID

We have already taken more than our share of the economic pain. The deal offers no possibility that any of the money taken from us will be returned.

Please note all quotations are taken directly from the deal. We encourage all members to read the text of the deal itself. You can find it on the INTO website:

<http://www.into.ie/ROI/NewsEvents/LatestNews/Title,15528,en.php>