



An Roinn Caiteachais  
Phoiblí agus Athchóirithe  
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# Spending Review 2021 – Trends in Teacher Substitution

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# Spending Review 2021 – Overview, Aims & Objectives



## Overview

- Substitution expenditure has been increasing in recent years from around €200 million in 2015 to roughly €243 million in 2019 for primary and post primary teachers combined.
- This paper explores trends in teacher substitution, its drivers and the costs arising from these drivers. Understanding the payroll dynamics in the education sector and the trends in underlying drivers can inform expenditure planning and also feed into strategic workforce planning discussions.

## Aims and Objectives

- The paper aims to explore four drivers in substitution:
  - Teacher numbers
  - Leave policy changes
  - Teacher demographics
  - Teacher professional learning

# Spending Review 2021 – Key Findings



- ***Teacher numbers*** have been increasing in recent years which has led to a higher number of absence days. However, the average substitution expenditure per teacher at primary and post primary has also been increasing which indicates that factors other than solely increased teacher numbers are influencing substitution expenditure.
- ***Changes to leave policy***, such as the introduction of paternity leave or the extension of parental leave, have effected substitution expenditure.
- ***Teacher demographics*** have a significant impact on substitution. The current teacher population, particularly at primary level, has a high number of female teachers in their 30s which has resulted in a high level of family related leave.
- ***Teacher professional learning***, which is a combination of teacher continuing professional development (CPD) and curricular and assessment reform measures have led to an increase in substitution absence days and a subsequent increase in substitution expenditure.