



New Entrant Teacher Measures – Information Note on the Application of Incremental Skips (ESRT 01/2023)

- Content: This document contains guidance on the application of additional increments awarded under the Building Momentum Pay Agreement.
- Further reading: This document should be read in conjunction with [Circular 0037: Revision of 2011 Entrant Teacher Salaries with effect from 1st March 2021 – Application of Additional Increments.](#)

Please note: This document is for information purposes only, individual cases may be complex and will be dealt with on a case by case basis; the examples set out below do not cover all possible scenarios. Should further clarification be required you may contact ESR@education.gov.ie

Introduction:

Incremental Skips were first awarded under the Public Service Stability Agreement 2013-2020 (Haddington Road Agreement/ Lansdowne Road Agreement). Circulars [0022/2019](#) and [0033/2020](#) refer.

Under the Building Momentum pay agreement, teachers on the 2011 new entrant salary scale who have reached point 11 on their pay scale will, on their next increment date on or after 1st March 2021, skip point 12 and move to point 13. Similarly, teachers who have already reached point 12 or higher on the new entrant salary scale, will on their next increment date after the commencement of the Agreement, move one point further than they would under normal incremental progression.

The implementation of incremental skips does not remove points 4, 8 and 12 from the salary scale, these points remain on the scale with a value associated with those points.

Eligibility:

The terms of the circulars relate to teachers who are paid on the 2011 New Entrant Teacher pay scale. Teachers on the pre-2011 pay scale are not eligible for these incremental skips. The reference to teacher in this document relates to those on the 2011 New Entrant pay scale only.

Application:

This Information Note sets out the adjustments to be made on a teacher's next increment date. Incremental skips do not equate to additional service, they allow a teacher skip points 4, 8 and 12 on their next increment date. Some examples are provided for in this note and will be added to as cases arise.

Progression will be as follows:



- A teacher due to move to points 4, 8 or 12 on his/her next increment date on or after 1st March 2021 will receive 1 normal and 1 increment skip. For clarity teachers on points 3, 7 or 11 they will move to points 5, 9 and 13 respectively.
- Those who had already, before March 2021, reached point 12 or higher on the salary scale, on their next increment date on or after 1 March 2021 will also move one point further than they would normally under incremental progression. For clarity the progression is that those on point 12 or higher will also benefit from an increment, one normal and one increment skip. Thereafter, any future annual incremental progression will be as normal, one point on the scale at a time for those on a point higher than point 12.

Note: Paragraph 12 of 0037/2021 deals with cases for eligible teachers returning from career break or following a period out of service and for those who are on a career break during 2021.

- All other teachers will progress as normal on their pay scales, until they are due to move to points 4, 8 and 12, at which time they will benefit from the skip at those points.
 - Those on point 2 will move to point 3 (and benefit from the skip the following year when they will skip point 4 and move directly to point 5).
 - Those on point 5 will move to point 6 (and benefit from the skip in 2 years' time when they will skip point 8 and move directly to point 9).
 - Those on point 9 will move to point 10 (and benefit from the skip in 2 years' time when they will skip point 12 and move directly to point 13).
 - Those on point 10 will move to point 11 (and benefit from the skip the following year when they will skip point 12 and move directly to point 13).

General application examples:

- Example 1. James is on point 2 of the new entrant salary scale. His next increment date is 1st September 2021. He will progress as normal and move to point 3. If he remains on the payroll, on his next increment date (1st September 2022), he will benefit by skipping point 4 and moving to point 5.
- Example 2: Mary is on point 7 of the salary scale. Her next increment date is 1st September 2021. Assuming a normal progression on the salary scale she will progress as follows:
 - 01/09/2021 – Point 9 (1 normal increment and 1 increment skip at point 8)
 - 01/09//2022 – Point 10
 - 01/09/2023 – Point 11
 - 01/09/2024 – Point 13 (1 normal increment and 1 increment skip at point 12)
 - 01/09/2025 – Point 14



- Example 3: Emma is on point 11 of the salary scale. Her next increment date is 31st August 2021. Assuming a normal progression on the salary scale she will progress as follows:
 - 31/08/2021 – Point 13 (1 normal increment and 1 increment skip at point 12)
 - 31/08/2022 – Point 14
 - 31/08/2023 – Point 15
- Example 4: Shane is on point 14 of the salary scale. His next increment date is 1st September 2021. Assuming a normal progression on the salary scale he will progress as follows:
 - /01/09/2021 – Point 16 (since he had already reached point 12 or higher on the salary scale by 1 March 2021, he benefits from 1 normal increment and 1 increment skip on his next increment date)
 - 01/09/2022 – Point 17
 - 01/09/2023 – Point 18

Career Break or periods out of service:

Periods on career break or “out of service” will be taken into account when determining incremental skips. Periods “out of service” refer to periods when a teacher is not paid from the payroll on an approved absence.

In such circumstance the timing of the career break/period out of service, the point on scale and whether incremental skips were already provided in advance of the career break/period out of service will determine the progression on the salary scale.

Where an increment skip has not been applied prior to the career break or return to service, then it must be applied in the first instance on return to the payroll as set out in the circular at paragraph 11.

Break in Service arising from Resignation

Where a teacher resigns from teaching and subsequently re-enters the payroll, incremental skips will be applied at points 4, 8 and 12 in accordance with the relevant circular as normal. However, the period off payroll will not be counted for progression purposes.

General application examples:

- Example 1. Deirdre was on point 6 of the scale with an increment date of 1st September. She left on Career break in August went on Career Break from 1st September 2020 for one year and returned to teaching on 1st September 2021. As she was on the payroll in 2019, she would have already received an increment (by skipping point 4) under the previous circular 22/2019. There was no Incremental Credit awarded for the period on Career Break. Assuming a normal progression, her progress on the salary scale would be as follows:



- 01/09/2019 - Point 6
 - 01/09/2020 - On Career Break
 - 01/09/2021 - Point 7
 - 01/09/2022 - Point 9 (1 normal increment and 1 increment skip at point 8)
 - 01/09/2023 - Point 10
 - 01/09/2024 - Point 11
 - 01/09/2025 - Point 13 (1 normal increment and 1 increment skip at point 12)
- Example 2: Ciara went on a Career Break from September 2017 at which time she was on point 4. She returned from Career Break on 1st September 2019 following an absence of two school years. Assuming a normal progression, her progress on the salary scale would be as follows:
 - 01/09/2017 – Point 4
 - 01/09/2019 – Point 6 (1 normal increment and 1 increment skip at point 4)
 - 01/09/2020 – Point 7
 - 01/09/2021 – Point 9 (1 normal increment and 1 increment skip at point 8)
 - 01/09/2022 – Point 10
 - 01/09/2023 – Point 11
 - 01/09/2024 – Point 13 (1 normal increment and 1 increment skip at point 12)

Incremental Credit

Incremental Credits may be awarded to a teacher in recognition of relevant teaching and non-teaching service. Credits are awarded in accordance with the provisions in Circular P10/01 (Primary Teachers) and Circulars 0029/2007 & 0029/2010 (Post Primary). It should be noted that Incremental Credit and Incremental Skips are two different processes and are independent of each other. Where incremental credit is awarded, it will be backdated and added to the teacher's commencement point on scale. The increment skip will be applied, as appropriate, on the next increment date. Such cases may be complex and will be dealt with on a case by case basis.

Example 1. Mark commenced on the payroll on 1st September 2020 and received 8 years incremental credit. The incremental progression is as follows:

- 01/09/2020 – Point 9 (this includes 8 years incremental credit)
- 01/09/2021 – Point 13 (1 normal and 3 increment skips at points 4, 8 and 12)
- 01/09/2022 – Point 14



Example 2: Sarah went on career break in 2017 at which time she was on point 4 of the salary scale. She returned from Career Break on 1st September 2021. She also received Incremental Credit of 4 years while on Career Break. Assuming a normal progression, her progress on the salary scale would be as follows:

- 01/09/2017 – Point 4
- 01/09/2021 – Point 8 (this includes 4 years incremental credit)
- 01/09/2022 – Point 11 (1 normal increment and 2 increment skips at points 4 and 8)
- 01/09/2023 – Point 13 (1 normal increment and 1 increment skip at point 12)
- 01/09/2024 – Point 14

Example 3: Peter joined the payroll in September 2019. He was subsequently awarded 7 years and 90 days Incremental Credit. Assuming a normal progression, his progress on the salary scale would be as follows:

- 01/09/2019 – Point 8 (this includes 7 years incremental credit)
- 01/06/2020 – Point 11 (1 normal increment and 2 increment skips). Note: Increment date changed to take account of the 90 days of incremental credit.
- 01/06/2021 – Point 13 (1 normal increment and increment skip at point 12)
- 01/06/2022 – Point 14