

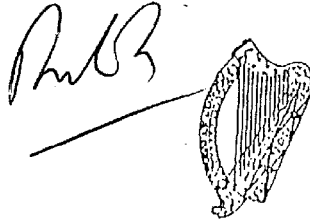
AN ROINN OIDEACHAIS

Tel.: (01) 714311

Tag. (Ref.)

To:

The Chief Executive Officer of the Vocational Education Committee named in the address.



RANNÓG NA gCOLÁISTÍ,
(Colleges' Section)

TEACH APOLLO, (6ú Urlár),
(Apollo House) (Floor 6)

BAILE ÁTHA CLIATH, 2.
(Dublin 2).

30 Lunasa, 1985.

Scheme for career breaks for Teachers/Lecturers in
Regional Technical Colleges and Colleges of
Technology.

A Chara,

1. I am directed to inform you that, arising out of a decision of the Government Task Force of Employment, and following discussions between the managerial authorities concerned, the teacher organisations and the Departments of Education and the Public Service, the Minister for Education has decided to introduce a scheme for career breaks for teachers with effect from the date of the commencement of the 1985/86 school-year.

A copy of the scheme which has been approved in relation to teachers/lecturers in regional technical colleges and colleges of technology is transmitted herewith. Committees are requested to bring the provisions of the scheme to the attention of all eligible teachers/lecturers.

3. In view of the introduction of the scheme at this stage of the school year, Committees are also requested to accept in respect of 1985/86 applications a lesser period of notice than that specified as the normal requirement in Paragraph 3 of the scheme.
4. In accordance with Paragraph 9 of the scheme, records should be kept of the applications received. In this connection, a separate form will be issued to Committees for completion at the appropriate time.

Mise, le meas,

T. O. Gilín,
Principal Officer.

RECEIVED 2 SEP 1985

UNIT OF COMM. V.E.C.

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Scheme for Career Breaks for Teachers/Lecturers in Regional
Technical Colleges and Colleges of Technology.

1. The objectives of the scheme are twofold, firstly to provide new employment opportunities in the teaching sector and secondly to facilitate serving teachers/lecturers who wish to take career breaks. College authorities are strongly urged to consider favourably requests from serving teachers/lecturers for special leave without pay for the purpose of enabling them to take career breaks.
2. Permanent teachers/lecturers who have satisfactorily completed their probation and who have not reached 60 years of age may be granted special leave without pay for a career break. The duration of a career break may not extend beyond the end of the college year following the teacher's/lecturer's 60th birthday.
3. A career break shall consist of special leave without pay for a period of one, two or three school-years. In exceptional circumstances, however, the College authorities may authorise a teacher/lecturer to commence a career break during the course of a college year; in such instance, however, the period of special leave will terminate not earlier than the end of the subsequent college year.

Teachers/lecturers seeking career breaks must forward their applications to the College authorities at least three months prior to the beginning of the college year in which they propose to commence the break. A teacher who was initially granted a career break may apply for an extension, provided the total period of

special leave without pay does not exceed three academic years in initial break. College authorities may accept a lesser period of notice in exceptional circumstances.

4. A career break may be allowed for most purposes including further education, domestic responsibilities, starting a business or a stay abroad. The taking up of an appointment in another wholetime teaching post within the State shall not constitute a career break.

The teacher/lecturer shall furnish to the managerial authorities precise details of the duration of the career break and indicate the purpose for which it is required. Teachers/lecturers intending to take up alternative employment within the State should submit a copy of any offer of employment in support of the application for a career break.

5. Posts vacated by teachers/lecturers taking career breaks may be filled on a temporary basis from college year to college year provided the posts can be accommodated within the Colleges' normal staffing allocations.

Structured posts vacated by teachers taking career breaks may be filled on a temporary basis from college year to college year on an acting basis by an existing teacher or lecturer and payment in respect of such temporary appointments will cease on resumption of duty by the lecturer on the career break.

The temporary appointments would not confer any right on the appointees to appointment to substantive posts.

6. Teachers/lecturers in Colleges will retain an entitlement to resume duty in a permanent post on the termination of the approved period

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of the career break. The regulations in force at the date of resumption will apply to the staffing position of the College.

A teacher/lecturer on a career break who intends to resign from his/her teaching post shall give the College authorities notice in writing in accordance with the terms of his/her conditions of service.

7. Teachers/lecturers going on career breaks should be advised of the desirability of maintaining entitlements to social welfare benefits by payment of voluntary contributions to the Department of Social Welfare.
8. Special leave without pay will not reckon for superannuation; the period of special leave will reckon for incremental purposes only to the extent that a claim for such credit can be sustained by reference to the provisions of Agreed Report No. 9/79. The period of special leave will not be reckonable towards the minimum qualifying period of service prescribed for appointment to posts filled under the terms of paragraph 7 of Agreed Reports 5/82 and 7/82.
9. It will be necessary for the College authorities and the Department to keep details of the duration and purpose of any career break granted to teachers/lecturers; such information should be supplied when notification of the granting of the special leave is being conveyed to the Department.
10. Nothing in this scheme will prejudice existing arrangements for the granting of other categories of special leave.
11. The arrangements for the commencement of career breaks will operate on a trial basis for the 1985/86 and 1986/87 school-years after which they will be reviewed.