

9 March 2023

ISSUED VIA E-MAIL

To: The Principal of each: - controlled, special, voluntary grammar, grant maintained integrated and other maintained schools

Dear Principal

Re: Transferred Redundancy for Teachers – 2023-24 - WITHOUT PREJUDICE

Following recent communication from Jill Aicken dated 7 March 2023 regarding the 2023-24 Voluntary Teaching Redundancies (Priority 1 unavoidable redundancies), the Education Authority (EA) is now in a position to commence the transferred redundancy process.

The transferred redundancy process operates in order to protect the jobs of teachers who would otherwise be made redundant by transferring them to posts in other schools where teachers have volunteered for redundancy but where no redundancy actually exists in their school.

A guidance document which has been prepared by EA to explain how Transferred Redundancy operates has been included in this communication. Please read this document and share it with Teachers in your school as appropriate. This document is intended to provide some key information for any school or teacher who engages with the Transferred Redundancy process.

Please note that EA will consider applications for funding under the Transferred Redundancy Process across the Education Sector to avoid compulsory redundancies in respect of Priority 1 unavoidable teaching redundancies only at this time i.e. redundancies arising from schools that are in a closure/amalgamation situation with a Development Proposal which has been approved by the Minister of Education (closing or amalgamating in August 2023), or coming out of a collective agreement in August 2023.

Please be advised that no assurances should be given to teachers at school level concerning a transferred redundancy until the Education Authority provides approval and DE funding approval is secured. Any approval will take into consideration the established criteria for redundancies.

Teachers in your school who wish to be considered for transferred redundancy must read the guidance document then complete Section A of the attached TR2023 Form and submit the form for

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Education Authority

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Board of Governor approval. Where it is deemed suitable to approve the teachers application, Section B of the Form must be completed by you as Principal and submitted by email to eatr@eani.org.uk by Friday 24 March 2023.

As a result of the current position relating to Priorities as outlined in the letter dated 7 March 2023, it is important that schools ensure they advise teachers in their school who may volunteer for the transferred redundancy scheme that, such redundancies will only be considered where the employee who has been provisionally selected for redundancy falls within Priority 1 as outlined. **No assurances should be given to any staff member concerning redundancy until the Education Authority provides approval and DE funding approval is secured.**

It must be emphasised that whilst EA would wish to try to facilitate redeployment of any teacher facing compulsory redundancy through the transferred redundancy process, it is a matter for individual Boards of Governors to determine whether or not they wish to appoint a teacher being made compulsory redundancy.

Please bring the transferred redundancy process to the attention of all permanent teaching staff in your school, including staff on career break, maternity leave, sickness, secondment, etc.

If having read the guidance document you have any questions in relation to the teachers transferred redundancy process please contact any of the Education Authority staff listed at Section 6 of the guidance document.

Yours sincerely

Ruth Grzymek

Ruth Grzymek
Pay, Terms and Conditions Manager

Encs

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