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MÁNNYSTRIE O

Lear

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**SUBJECT:
RE-EMPLOYMENT OF PREMATURELY RETIRED TEACHERS**

**CIRCULAR NUMBER: 2011/07
DATE OF ISSUE: 15 April 2011**

AUDIENCE:

- Principals, Vice-Principals and Teachers in Grant-aided Schools;
- Boards of Governors of Grant-aided Schools;
- Education and Library Boards;
- Council for Catholic Maintained Schools;
- Comhairle na Gaelscolaíochta;
- Northern Ireland Council for Integrated Education;
- Association of Governing Bodies of Grammar Schools; and
- Teachers' Unions

SUMMARY OF CONTENTS:

This Circular provides advice about the re-employment of prematurely retired teachers.

ENQUIRIES:

Any enquiries about the contents of this Circular should be addressed to:

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STATUS OF CONTENTS:

Advice

RELATED DOCUMENTS:

SUPERSEDED DOCUMENTS:

Circular 1991/34
Circular 1992/36

EXPIRY DATE:

Not applicable

DE WEBSITE:

This Circular is available on
<http://www.deni.gov.uk>

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RE-EMPLOYMENT OF PREMATURELY RETIRED TEACHERS

1. The Department remains concerned at the continuing practice of schools employing prematurely retired teachers, and the associated cost.
2. In the context of this circular the term “prematurely retired teacher” refers **only** to a teacher who:
 - has had her/his employment terminated on grounds of redundancy or in the interests of the efficient discharge of the employer’s function; **and**
 - is in receipt of a teacher’s pension; **and**
 - has received discretionary compensation in the form of an additional service credit (“added years”).
3. On 25 November 2010, the Public Accounts Committee published its Follow-Up Report on the Management of Substitution Cover for Teachers. The Committee raised concerns about the continuing practice and cost of schools employing prematurely retired teachers.
4. The Department has long recommended that employers give preference to newly qualified or experienced non-retired teachers seeking to return to employment when filling vacancies, including those of a temporary nature.
5. There are over 8,000 teachers registered on the Northern Ireland Substitute Teachers Register (NISTR), the majority of whom are not prematurely retired and many of whom are newly or recently qualified. Teachers who have been awarded premature retirement with added years have already been generously compensated for leaving employment early.
6. Prematurely retired teachers should only be re-employed in exceptional circumstances. The Department defines exceptional circumstances as being where teachers who are not prematurely retired are unavailable and schools have been unable to secure the services of such a teacher through NISTR. In these circumstances a prematurely retired teacher should be employed only for as long as it takes for the school to secure, through NISTR, the services of a newly qualified teacher or other teacher who is not prematurely retired.
7. The Department will continue to routinely challenge employers who re-employ prematurely retired teachers.