



## Frequently Asked Questions on SNA Redeployment Scheme

*This document will be updated on a rolling basis.*

*This version is dated: Wednesday 3<sup>rd</sup> June.*

### **1. What is the SNA Redeployment Scheme?**

A national scheme, operated by the NCSE with the support of the Department of Education and Youth, under which an SNA whose standard post is no longer required in their current school may be redeployed to a vacant standard post in another recognised school.

### **2. Which schools fall within the scheme?**

The scheme operates nationally across all recognised primary, post-primary, special class, special and comprehensive school settings. ETB schools continue to operate their own separate redeployment panel in the first instance.

### **3. Who is eligible for redeployment?**

SNAs holding a standard post (0.5, 0.75, 0.83 infant day post or full-time senior day post) whose post is affected by a reduction in allocation following an NCSE SNA review, or by reduced care needs, falling enrolments or changing demographics. Fixed-term and substitute SNAs are not within the scope of the scheme.

### **4. How is an SNA in my school identified for redeployment?**

The school is required to identify the relevant SNA in accordance with the seniority provisions of Circular 51/2019. Members are advised to seek written confirmation from their employer of the basis on which they have been identified.

### **5. What is the maximum distance I can be redeployed?**

A member may be considered for redeployment to a school within a radius of 45 kilometres of home or their existing school whichever is nearer. This distance can be increased through agreement.

### **6. How will the offer be made and am I obliged to accept redeployment?**

Schools with a vacancy (arising for any reason) cannot recruit until the redeployment panel is exhausted. They must inform the NCSE of the vacancy, that post will be added to the panel which is made up of the new SNA posts allocated for the school year ahead and all posts that fall vacant through retirement and resignations. The NCSE provides a list of SNAs on the panel to Schools within the 45km distance. Principals make contact on an informal basis with SNAs on the panel and an offer is made. There is no requirement for formal interviews.

A member identified for redeployment may opt out of the scheme and instead seek to avail of the Supplementary Assignment Arrangements under Circular 0043/2025, including

redundancy. Members are strongly advised to take advice before making this decision, as the options are not equivalent in every case.

Any SNA who does not receive an offer, or where an offer falls through for whatever reason, will then be matched with a vacant post by the NCSE at the end of the redeployment process.

### **7. What happens to my service and pension entitlements?**

Reckonable service for payroll and pensionable purposes transfers from the existing school to the receiving school. Members should retain documentary evidence of service and verify the transfer with the receiving school's payroll on appointment.

### **8. Will my terms and conditions change?**

The member becomes a staff member of the receiving school and an employee of the relevant board of management or ETB and will adopt the local arrangements and working hours of the new school. The standard national terms and conditions applicable to SNAs and set out in the nationally agreed contract continue to apply.

### **9. Is the appointment final once accepted?**

Yes. Once an offer is accepted via the scheme, the appointment is binding on all parties, and the school must notify the NCSE accordingly.

### **10. What if I am in a part time post in a school where additional hours arise?**

Under Circular 0043/2025, additional standard SNA hours arising in a school must first be offered to existing part-time SNAs in standard posts in that school, in order of seniority, before any vacancy is determined. Members should ensure this offer is made in writing.

### **11. How does the scheme interact with the Supplementary Assignment Arrangements?**

These arrangements remain in operation alongside the Redeployment Scheme during this transitional phase. Members retain the protections of these arrangements at appropriate points in the process.

### **12. What about redundancy?**

Redundancy arrangements remain available where applicable. A member who opts out of redeployment may pursue redundancy in accordance with the existing redundancy circular for SNAs.

### **13. Can the redeployment panel be used to fill a fixed-term or substitute vacancy?**

No. The panel is restricted to standard SNA posts. Where a school has an approved increase in allocation, it may recruit on a fixed-term basis only as an interim measure pending the commencement of a redeployed SNA at the start of the following school year.

**14. What is a school’s obligation when a vacancy arises?**

All vacant standard SNA posts must be notified to the NCSE and filled by way of redeployment under this scheme. No appointment by open recruitment may be made without the express written authority of the NCSE.

**15. When does the scheme commence and how often does the panel operate?**

The scheme will be operational from September 2027, with the panel made available to schools with vacant posts at a date to be specified each year. Opening and closing dates of the redeployment active period will be notified to schools and eligible SNAs in advance.

**16. What is the position if I am on an ETB redeployment panel?**

The ETB panel operates first. Where it is exhausted and the member has not been redeployed within their existing ETB, the member may be placed on the national SNA Redeployment Panel unless they have formally opted out.

**17. Does the scheme guarantee me an equivalent post?**

No. The circular is explicit that the scheme does not guarantee that an equivalent post will be secured, nor that all vacancies will be filled through the panel. Members should plan accordingly.

**18. Where can I obtain further information or raise a concern?**

Members should consult the SNA Redeployment Scheme Guidance Document and the SNA Information Hub on gov.ie, and the NCSE website. Any concern regarding identification for redeployment, seniority, or the conduct of the process should be referred to your union representative without delay.