

**VALUE EDUCATION**

AONTAS MUINTEOIRI ÉIREANN



TEACHERS' UNION OF IRELAND

**EQUAL PAY  
FOR  
EQUAL  
WORK**

**JOBS  
NOT  
HOURS**



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# Thousands of teachers tell Government to ‘Value Education’



TUI PRESIDENT GERARD CRAUGHWELL ADDRESSES THE CROWD

On Wednesday October 24th thousands of teachers and student teachers assembled outside the Dáil to send a message to the Government that it must Value Education. The protest was jointly organised by the TUI, ASTI and INTO.

The protest was held in advance of the Budget to highlight the four years of cuts imposed on an already under-funded education service and to say that there is nothing left to take from the education sector. Protesters and union leaders also called for equal pay for equal work and jobs not hours for newly qualified teachers.

Addressing the crowd, TUI President Gerard Craughwell said: “I want to remind the Minister that his party was founded on the backs of the workers and trade union members of this country.

“The Minister well knows that the basic principal of trade unionism is equal pay for equal work. This principal has been abandoned. In our republic we now have colleagues working side by side doing the same job on different pay scales. The Minister must stand up for the principals his party was founded.

“The TUI can promise you that, alongside the other teacher unions, we will fight back. We will fight to protect our members, to protect young teachers, to protect the students that we teach and to protect the high quality education system that is needed in order to lead this country back to economic recovery. There will be no quick fix the road will be long and the fight hard. But your teacher unions will fight on to protect the education system built by those who came before us to ensure it is there for those who come after us.”



TUI GENERAL SECRETARY JOHN MACGABHANN AND INTO GENERAL SECRETARY SHEILA NUNAN AT THE PROTEST



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TUI PRESIDENT, GERARD CRAUGHWELL

Since the last publication a number of very significant events have taken place.

- The review of public sector allowances has been published.
- The Minister for Education and Skills has published his plans for the reform of the junior cycle.
- There has been a renewed focus by TUI, together with the ASTI and INTO, on newly qualified teachers and fixed-term teacher issues.
- TUI presented our views on the Education and Training Boards Bill to the Oireachtas Committee on Education and Social Protection.
- DES issued Circular 36/2012 on 'self-certified' sick leave.

Full reports and documentation on these matters are available on our website [www.tui.ie](http://www.tui.ie).

In the last publication, I outlined how we, in the education sector, have delivered on the Public Service Agreement. In the context of the renewed focus on 80 allowances payable throughout the education sector, we must get the message out more effectively that allowances are core pay. Our message to government is simple: the Public Service Agreement is binding on both sides.

As we approach another potentially disastrous budget for the education sector, we must also deliver the message - loud and clear - that we have contributed all we have to give.

The moratorium on filling posts of responsibility continues to pile stress on teachers. Many teachers report that they are under significant pressure to undertake post duties.

TUI insists that management desists

from the current practice in some schools of subtly pressurising unpromoted teachers to undertake duties which are appropriate, only, to post of responsibility holders.

TUI urges workplace committees to immediately carry out a review of all posts within their schools or colleges with a view to identifying and prioritising essential posts for this year, which must be fulfilled only by existing promoted post holders. Remaining duties should not be undertaken by anyone.

Any propping-up of the denuded post system by principals and teachers – however altruistic in motive - can lead only to the loss, permanently, of the only system of career progression available to members. I urge members to consider how their actions can damage the collective good and the long-term objectives of the Union.

Reforming the Junior Cycle was to be a collaborative exercise. But the Minister for Education and Skills's solo run has side-lined the NCCA and the teacher unions. The decision to replace state certification with school certification is, in the view of the TUI, a grave mistake.

Under the Minister's plan, schools which have access to the most resources will have a distinct advantage over other schools. The Minister's policies will only serve to copper fasten and exacerbate the inequalities which are rampant in Irish society.

Lest there be any doubt about the TUI's position on new assessment methods, the long-held position of TUI is that time, external moderation, in-service training and payment, where appropriate, must be provided.

The establishment of the new Education and Training Boards (ETBs) gives rise to a number of significant concerns for the TUI and its members. TUI regards as excessive and unjustified the diminution or elimination of existing statutory and contractual rights in respect of suspension, dismissal and continuation

of payment of wages during a period of suspension.

TUI has also expressed its concern that 55% of the membership of the new boards will be drawn from members of the local authority. In addition, the lack of provision for dedicated teacher representation is a matter of real concern.

The on-going attack on newly qualified teachers and the casualisation of our profession through the splitting of whole-time jobs are matters of huge concern. The teacher unions took part in a pre-budget protest on October 24th highlighting this.

It is absolutely essential that we take active steps and intervene to protect our vulnerable members struggling for a foothold through successive fixed-term contracts, where employers recruit new teachers at their expense.

It is TUI policy that the teaching hours of CID and fixed-term teachers on less than full hours should be augmented as a matter of first instance, and that advertisements for new positions should be placed only where this policy has been applied, and has been seen to have been applied.

Members and branches are requested to respond to the important survey, details of which are carried in this edition. The survey aims to collect information on (i) the pattern of teaching hours of fixed-term teachers in their first four years' of employment and (ii) the creation of permanent whole-time posts at post-primary level.

Any artificial capping below 18 hours, of our members' hours in their pre-CID year of employment must be brought to light and challenged vigorously by branches through the grievance procedure. Your cooperation with the audit is essential in this regard. I urge all branches and members to respond.

A handwritten signature in black ink, reading "Gerard P. Craughwell". The signature is written in a cursive, slightly slanted style.

# TUI tells Oireachtas Committee that teachers' T&Cs must be protected in transfer to ETBs



On Wednesday October 24th TUI representatives presented the union's submission on the Education and Training Boards Bill to the Joint Oireachtas Committee on Education and Social Protection. The TUI delegation included TUI President, Gerard Craughwell, General Secretary, John McGabhann and Assistant General Secretary, Declan Glynn.

Under the Education and Training Boards Bill the current 33 VECs will be consolidated into 16 new Education and Training Boards. TUI represents the majority of staff employed by VECs.

The TUI submission is supportive of the democratic, regional structures of the new Education and Training Boards (ETBs). However, the union asserted that existing terms and conditions of teachers must be protected in their transfer from Vocational Educational Committees (VECs) to ETBs.

TUI has demanded that the conditions of service currently held by VEC teachers - including pay, pensions and dismissal rights - must be protected. In addition any redeployment of VEC teachers must be

within the terms of the Public Service Agreement (the Croke Park Agreement).

TUI has also called for parity of representation for parents, teachers and adult learners and for gender balance on the boards of ETBs. Currently, under the ETB Bill, 55% of the membership of the boards would comprise local authority members which TUI believes is disproportionate.

TUI told the Committee that the inclusion of practising teachers on each board is absolutely critical. "The Bill as currently drafted, in our view, provides for statutory representation of political representatives at the expense of other partners whose role in education is no less vital or valuable," TUI President Gerard Craughwell said.

The TUI submission also asserted that the appointment and terms and conditions of staff of ETBs should require the consent of the Minister for Education and Skills and should not be determined by the Minister for Public Expenditure and Reform. TUI is concerned about the



migration of this function to the Minister for Public Expenditure and Reform and the possible implications for the conduct of industrial relations and the negotiation of collective agreements.

TUI representatives expressed concern about the lack of accountability of the Chief Executive Officer (CEO) of ETBs to the board regarding sensitive matters such as industrial relations.

The union reiterated to the Committee, its strong view that the provisions of the Freedom and Information legislation should be applied to ETBs.

As well as outlining the union's position on the ETB Bill, TUI representatives also highlighted the issue of growing casualisation in the education sector to the Oireachtas Committee.

*The TUI submission on the ETB Bill is available on our website ([www.tui.ie](http://www.tui.ie)). A transcript of the debate is available on the Education and Social Protection Committee website.*

## Circular 36/12 on self-certified sick leave

The Department of Education and Skills has issued circular letter 36/2012 to implement the Labour Court recommendation on self-certified sick leave arrangements for teachers at second level.

As a result of representations by the public sector unions, including the TUI, the Labour Court has decided that the backdating of the new self-certified (formerly termed "uncertified") sick

leave arrangements will apply from August 1, 2012.

This means that teachers will count back to August 1, 2012 on a rolling 24 month period up to July 31, 2014 for the calculation of self-certified sick leave days.

Circular 36/12 states: "The Labour Court has recommended a phased move to the new arrangements. There will be an initial maximum of 7 days self-

certified sick leave permitted in the period from 1 August 2012 until 31 July 2014.

"After that time each teacher will have a personal rolling 2 year period counting backwards from the date of their latest self-certified sick leave. The maximum number of self-certified sick leave days allowable in that 2 year period will be 7."

## AEU Organiser shares experience with CAC

Mike Fitzgerald, an Organiser for the Australia Education Union (AEU) in Canberra, shared his experience with members of the Colleges Advisory Council about representing AEU members in a multiple bullying in the workplace case.

The AEU represents over 180,000 members. The union organises teachers, lecturers and other education staff who work in colleges, vocational schools, TAFE institutes and early childhood centres.

Mike told the CAC that the case which was brought against the Canberra Institute of Technology lasted six years. The subsequent investigation extended back ten years.

The final report stated that a managerial cultural of institutional bullying had prevailed in the institute for nearly fifteen years. The report vindicated the claims made by the union on behalf of its members. As a result of the investigation into bullying several managers opted to retire early. There has also been substantial reform of workplace policies and procedures with a view to protecting staff from bullying and



L-R CILIAN Ó'SÚILLEABHÁIN, AIDAN KENNY, MIKE FITZGERALD

harassment in the workplace.

Mike stated that in order to resolve bullying in the workplace there needs to be; prompt intervention and support, a mediated process to try and resolve the matter and, where necessary, a formal investigation to establish the facts and inform decisions makers. However, he noted that from his experience bullying

cases are very emotive, stressful and take a considerable length of time to resolve. He emphasised that employers have the direct responsibility to prevent bullying and harassment occurring in the workplace. Trade union members should promote policies to protect members from bullying in the workplace and should encourage members to report alleged cases at the earliest stage.

## OECD report highlights long hours worked by Irish teachers

The OECD's Education at a Glance report for 2012 highlights the large volume of work carried out by teachers at second level. The report found that the annual number of teaching hours at second level in Ireland is 735 hours, compared to an OECD average of 658 hours and a European average of 629 hours.

The report found that Ireland has very high school completion rates at second level, with 94% of students expected to complete second level compared to an OECD average of 84%. However, the report also found that the proportion of our annual spend on education has dropped considerably since 2005. A key finding shows that just 13.4% of public expenditure is spent on education, less than the 13.7% of expenditure in 2000 and considerably less than it was in 2005 (14%).

### Teacher salaries

The 2012 report outlines that teachers in Ireland continue to earn less than those with similar qualifications and experience in other sectors. It was found that teachers in Ireland earn 82% of the income of other graduates, compared to an average of 90% across the OECD countries.

Responding to the report, TUI General Secretary John MacGabhann said: "Elements of this report remain a history lesson because of our rapid economic decline and more recent cuts to salary and education provision not included in the report. For example, the figures on average salary do not take account of the pension levy, nor do they incorporate the 14% cut in new entrant salaries effective from last year or the current freeze on allowances which sees a new entrant

earning 30% less than one starting just two years previously. In addition, the figures do not take account of the fact that 30% of second level teachers are on nowhere near full hours. Nor does it take account of the huge losses in overall career earnings as a result of this system.

"Irish teachers continue to earn less than workers with similar education qualifications and experience and the gap is growing. Teachers in Ireland earn 82% of the income of workers with similar education levels in Ireland, a stark reduction on the 88% set out in last year's report. It must also be borne in mind that this is based on those lucky enough to have full hours".

# Area Rep profiles



SUSAN FLANNERY

**Susan Flannery** is the new Area Representative for Area 17. Susan is a lecturer in Cork Institute of Technology, where she has lectured since 1995. She is a qualified Certified Public Accountant and holds a Masters in Computing in Education.

Susan has served as a Branch Officer in TUI Cork Colleges Branch since 2003, initially as Equality Officer and, in the last number of years, as Branch Secretary.

She joined the Executive Committee on 26th September 2012 and looks forward to striving to regain the confidence of members in their Union and contesting the right of the media to target all public servants in a sustained campaign.



COLM KELLY

**Colm Kelly** has been elected as the Area 6 Representative on the Executive Committee of the TUI. A teacher of Music in Deansrath Community College, Clondalkin, Co. Dublin, he has been active in the Co. Dublin Branch of TUI since he joined the Union. He has served as school TUI representative, Branch Treasurer and Chairperson.

Colm has represented members of his branch from many different disciplines, from Youthreach, Further Education and Second Level to New Entrants. Last June he addressed members of the Dáil and Seanad on the effects of poorer staffing conditions in schools and informed them of the effects these cuts were having on Education. Colm is looking forward to working with the members of both Co. Dublin and Dun Laoghaire Branches in his new role.



SEAN KENNEDY

**Sean Kennedy** is the new Area 7 representative. He is a teacher of Science and Biology in Colaiste Ide agus Iosef, Abbeyfeale, Co Limerick. Sean has been active in TUI for 30 years. He was Branch secretary at the age of 22 and has held most positions in the Co. Limerick Branch since then. He has been Staff rep on the VEC for the last seven years and is also a member of the board of management of a number of second level schools. Sean is married to Sheilagh and has four daughters, one in 2nd level, two in 3rd level and one who is a new entrant to teaching.



JOHN MCDONAGH

**John McDonagh** is the new area representative for Area 1. John teaches Religious Education and is an Assistant Principal in Maynooth Post Primary School, Co Kildare, having taught previously in St Conleth's VS, Newbridge. He has served as Branch Chairperson and latterly Vice-Chair for many years.

John is honoured to serve members as Area Rep. and is daunted at the task as TUI organises to defend teacher's working conditions and secure contracts in the face of radical change/cuts to schools. His top priority will be to support Branch officers and school reps in their work and thus empower members.

# Have you been 'casualised'?

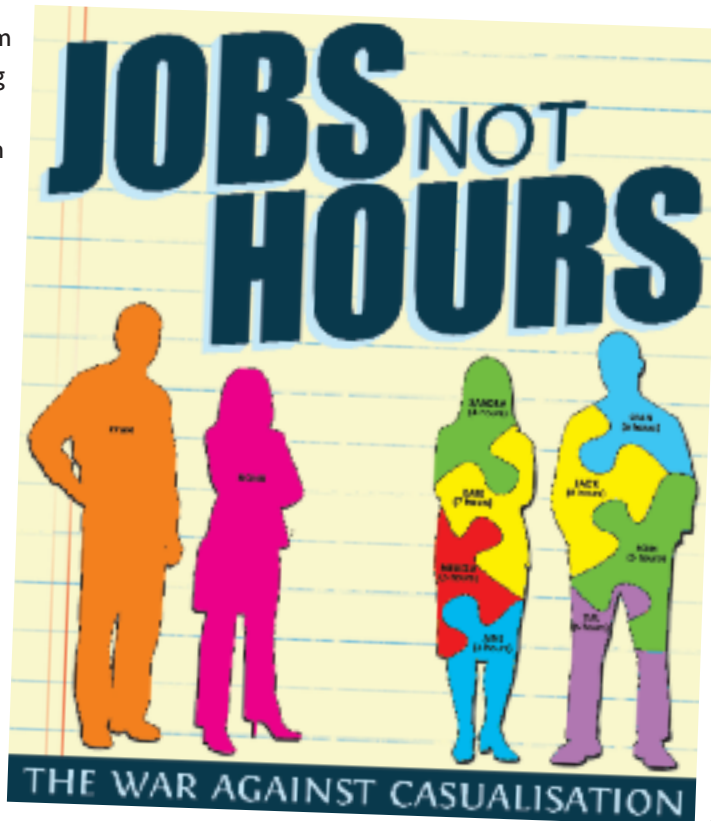
## **Fight casualisation – complete this survey!**

TUI is seeking information from members and branches relating to (i) the pattern of teaching hours of fixed-term teachers in their first four years' of employment and (ii) the creation of permanent whole-time posts at post-primary level.

This information is being sought because of our ongoing concern about the ratio of full-time and permanent teaching posts as a percentage of overall allocations to schools and VEC schemes.

Anecdotal evidence suggests that teaching hours are being fragmented continually and given to new teachers, notwithstanding exhortation to employers to allocate available teaching hours, as a matter of first instance, to serving part-time teachers on fewer than full hours.

TUI believes that the number of permanent teaching jobs being created is so few as to be negligible despite the



fact that the creation of permanent jobs is entirely permissible. We are seeking to establish if a pattern is discernible in the approach of our employers to the creation of permanent teaching jobs.

In order to establish this information we are asking fixed terms teachers to

complete an online questionnaire on our website [www.tui.ie](http://www.tui.ie). The closing date for receipt of information is 7 December 2012.

TUI occasionally requests information from branches and members but is sometimes disappointed with the volume of responses received. Replying to the important audit below could help you and other members. Please respond! We need a significant response to assist our representations on your behalf.

Please note that whilst we require members to provide their names and information in respect of their employment, members have an absolute guarantee that there are no circumstances in which this information will be disclosed to any third party save with the written consent of the individual member concerned in response to a request by the Union for such consent.

## Free Computer Course for TUI Members

I-CANDO is delighted to announce a **special offer** for **TUI Members**. An introduction to computers, which is funded through the National Training Fund and is therefore **FREE** to TUI Members.

I-CANDO teaches the learner how to "live a life online", how to shop, book tickets, use Skype, social media, digital

cameras, digital music and video in a simple and easy to understand course. The complete E-Learning course usually costs **€250**.

In addition all members that complete the full course will be entered into a **free prize draw** for either a **weekend away** of a **digital tablet**. Members who are interested in this

offer can contact I-CANDO directly. Phone 1850 885858 or Email [info@i-cando.ie](mailto:info@i-cando.ie) and quote 'TUI Member'.

To view an online demonstration of the course go to [www.i-cando.ie/demo/main.html](http://www.i-cando.ie/demo/main.html)

# Review of Public Service Allowances

On September 18th the Department of Public Expenditure and Reform (PER) announced the details of its review of public service allowances. The review was originally part of Budget 2012 when each Government department was requested by the Department of PER to submit a business case for the retention of allowances paid in their sector.

The outcome of the review will mean that a number of allowances are to be abolished for 'new beneficiaries', i.e. those who were not in receipt of the allowance prior to February 1, 2012.

In addition, following on from the outcome of the review, the Department of PER has directed that departments engage with trade unions to review a limited number of allowances which are currently held by public sector workers.

## New Beneficiaries

The main outcomes of the review for TUI members who are deemed to be 'new beneficiaries' are as follows:

- Qualification allowances are abolished for new beneficiaries who were not in receipt of the allowance prior to February 1, 2012. Please note however, that serving teachers who had commenced a course of further study (Masters degree, Doctoral degree or certain specialist teaching diplomas) prior to Budget 2012 (December 5, 2011) will receive the relevant qualification allowance.
- Teachers whose first appointment was on after February 1, 2012 will commence employment on the fourth point of the revised salary scale, at €30,702.
- New beneficiaries may join the Supervision & Substitution scheme and will receive an allowance (€1,592) for this. However, they will have to provide an additional 12 hours per year (i.e. 49 hours in total).

- The Gaeltacht and Island allowances are being abolished in the case of new beneficiaries across the public service, including teachers.
- The teaching through Irish allowance is abolished for new beneficiaries.
- The allowance for Principals who act as secretary to Board of Management is to be abolished for new beneficiaries.



## Allowances currently held

The Department of Education and Skills has confirmed to TUI that, contrary to media speculation, a decision has not been made to discontinue any allowances which are currently paid to existing staff.

However, on the instruction of the Department of PER, the Department of Education and Skills is to enter a process of engagement with teachers' unions to review a number of allowances currently held by staff. The Department of PER has set 28th February 2013 as the deadline for talks to conclude.

Allowances covered by this review include: the Gaeltacht allowance, the Island allowance, the teaching through Irish allowance and the allowance for Principals who act as secretary to Board of Management.

TUI position remains that the Croke Park Agreement protects pay and that allowances are an intrinsic, indivisible part of teachers' pay. As such, TUI will challenge any attempt to abolish allowances which are currently paid to existing staff.

The union is focused on making robust cases against any possible elimination of allowances paid to existing teachers, including Principals and has begun a process of consultation with branches and members.

## Equal pay campaign

TUI believes the cuts to qualification allowances and other allowances for new beneficiaries will affect schools and teaching by demeaning new teachers and eroding goodwill. The Executive Committee of the TUI has committed to a sustained national campaign to restore equal pay for equal work.

TUI General Secretary John MacGabhann said: "The latest cut will have savage consequences for those teachers at the point of entry to the profession, and will ultimately have a profound negative impact in terms of who will be attracted to the profession.

"This cynical attack also runs completely counter to the Government's oft-vaunted commitment to the knowledge society, as allowances payable for additional academic attainment by teachers have been abolished for new beneficiaries. This is a most retrogressive tax on upskilling.

"An emergency motion was passed at Annual Congress this year which demands a restoration of the single incremental pay scale. TUI, together with the other teacher unions, will put in place an appropriate and comprehensive strategy in response to this profoundly damaging attack on the teaching profession."



## Outcome of Government Allowance Review for TUI members, September 18 2012

<b>Allowance</b>	<b>Those in receipt of the allowance prior to February 1st 2012</b>	<b>Those not in receipt of the allowance prior to February 1st 2012 i.e. 'new beneficiaries'</b>
Qualification allowances	No change	All qualification allowances are abolished for those teachers who were not in receipt of the allowance prior to February 1, 2012*.  Teachers who started a Department-paid teaching position after February 1, 2012 are appointed to the 4th point of the salary scale.
Gaeltacht /Island/ Teaching through Irish allowances	No change	Abolished for those not in receipt prior to February 1, 2012.
Principal's allowance for serving as secretary to the Board of Management	No change	Abolished for those not in receipt prior to February 1, 2012.
Allowance to Principals of 5 Community Schools for management role in sports complexes	No change	Abolished for those not in receipt prior to February 1, 2012.
Allowance to teachers of apprentices in Dun Laoghaire and Co. Cork VECs	No change	Abolished for those not in receipt prior to February 1, 2012.
Qualification allowance for some Youthreach personnel and Instructors in outdoor education centres	No change	Abolished for those not in receipt prior to February 1, 2012.
NALA/WIT Cert/Diploma for adult education guidance counsellor/ coordinator, adult literacy	No change	Abolished for those not in receipt prior to February 1, 2012.
Supervision and Substitution	No change	New beneficiaries to the S&S scheme will be paid the relevant allowance, but they will be contracted for 49 hours per year instead of 37.
Posts of responsibility	No change – any teacher may be appointed to a post of responsibility and will be paid an allowance for this post	No change – any teacher may be appointed to a post of responsibility and will be paid the standard allowance for this post.
35 years service allowance	No change	No change – all teachers will receive the allowance after 35 years service.

\*Serving teachers who commenced a course of further study prior to December 5, 2011, will receive the relevant qualification allowance.

# Junior Certificate Oral Irish: Revised TUI Directive (November 2012)

Following consideration by the Executive Committee and arising from a motion carried at Annual Congress 2012, the TUI directive in respect of conducting Oral Irish tests in the Junior Certificate examinations has been reviewed and the current position is outlined below.

TUI members are prohibited from conducting oral Irish tests for the Junior Certificate examinations unless:

- participation by individual teachers remains voluntary

and

- teachers have been provided with appropriate professional development support, specific training and resource materials

and

- the conduct of the oral Irish tests and all associated work are done within a teacher's timetabled hours and adequate cover is provided for the teacher to perform the work
- or
- the teacher is remunerated for the work involved on a fee per candidate basis.

The full text of the directive has already issued to all workplaces and is available at [www.tui.ie](http://www.tui.ie).

NOTE: The Professional Development Support Service for Teachers (PDST) ([www.supportservice@pdst.ie](http://www.supportservice@pdst.ie)) is now an integrated service. However, Irish teachers will be more familiar with

An tSeirbhís Tachaíochta dara Leighéal don Ghaeilge.

The union has been advised that over the past five years considerable in-service support was provided that focussed on the changes to syllabi and assessment arrangements in both the Junior Certificate (2010) and Leaving Certificate (2012).

While the focus of in-service support has now shifted to other priority areas, teachers conducting oral tests who need additional support should contact a member of the Irish support team at [muinteoirgaeilge.ie](http://muinteoirgaeilge.ie).

## A Working Holiday in the Sun - Interested?

Teachers, treat yourself to the experience of a lifetime in the depths of winter. After all your years of working – you deserve it!

Join colleagues in GIVE (Gambia Ireland Volunteers in Education) and travel to The Gambia in January 2013 for 6 weeks. It is a safe environment with blue skies, warm temperatures, unspoiled beach and accommodation with pool at the Bungalow Beach Apartment Hotel.

We ask you to share your skill and expertise for a few hours Monday to Thursday at a local Skill Centre.

If you are willing to help 16 to 20 year olds who are returning to education, in any of the following areas; basic literacy, maths, keyboard skills, business studies, or practical subjects such as sewing, crafts, cooking, etc., we would encourage you to volunteer.

For further details see: [giveireland.ie](http://giveireland.ie) or talk to Joe Griffin at 087 225 5040.



JIM HENRY IN ST. PETERS SKILL CENTRE, LAMIN, THE GAMBIA.



### NEW MEMBERS

on joining the  
TUI Credit Union will be  
immediately eligible to apply for  
a loan up to a maximum of

**€3,000**

at a loan to share ratio of 6:1

Terms and conditions will apply.

### EDUCATIONAL LOANS

These special educational loans are to  
cater for the needs of members who:

1. Will have a son/daughter attending a 3rd level course this year.
2. Will themselves attend a postgraduate course.

(a) Interest rate of **4.75%** for loans up to €3,000 over one year

(b) Interest rate of **5.9%** for loans up to €8,000 over two years

Terms and conditions will apply plus proof of registration  
in a third level course/postgraduate course will  
be required for these loans.

# NEW LOANS TO MEMBERS

(Limited period until 31st December 2012)

## Join TUI Credit Union

(Normal eligibility period when applying for a 1st loan is 6 months)

TUI Credit Union Ltd., No 8, The Exchange, Calmount Park, Ballymount, Dublin 12.

Ph: 4266060 Fax: 4266004 Email: info@tuicu.ie / tuicreditunion@eircom.net Web: www.tuicu.ie

# Key determination in DIT hourly paid assistant lecturer case

The Labour Court has determined that an hourly paid assistant lecturer in Dublin Institute of Technology (DIT) was treated less favourably than a comparable full time lecturer.

The claimant, Mr Anthony Quinn was awarded €14,000 for breach of his entitlements under the Protection of Employees (Part-Time Work) Act 2001.

Mr Quinn (“the complainant”) was employed by DIT (“the respondent”) as an Hourly Paid Assistant Lecturer (HPAL) in February 2006. He was initially employed for two hours per week and subsequently in September 2006 on a contract for 20 hours per week.

He was re-employed by DIT for the academic years September 2007, 2008 and 2009. The number of hours he worked each week varied in each of those years.

In March 2008 Mr Quinn requested a “Pro Rata Hours Contract” of employment but discussions between the parties failed to resolve the matter.

In July 2009 he made a complaint to the Rights Commissioner under Section 16(1) of the Protection of Employees (Part-Time Work) Act 2001. He claimed that his employer had treated him in a less favourable manner than a comparable full-time employee, a breach of section 9(1) of the Act.

The Rights Commissioner found in favour of Mr Quinn and required the Respondent to: “amend the terms and conditions of the claimant to reflect the fact that he is a Part-time worker and should be treated on a pro rata basis no less favourably than his nominated comparator.”

The employer appealed this decision to the Labour Court. The crux of the appeal to the Court was whether the claimant and comparator were engaged in like work, according to the terms of section 7(3) of the Act.

## Complainant’s Case

The Complainant engaged Mr Tom Wall, an expert in the area of job evaluation, to carry out an analysis of the work he performed and compare it to that performed by a chosen full-time comparator.

Mr Wall said that he interviewed the complainant and his chosen comparator and arising out of the information he received from them drafted two job descriptions that he submitted to the Complainant and the comparator for approval. They made very minor amendments to them.

He then used the amended job descriptions as the basis for his comparative analysis of both jobs using the job evaluation scheme and method he had selected for this purpose.

Mr Wall said that, in accordance with the provisions of Section 7(3) (a), (b) and (c) of the Act he examined the “work performed” by the complainant and his chosen comparator as distinct from the work set out in their respective contracts of employment.

The evaluation conducted by Mr Wall found that Mr Quinn’s comparator claim did not succeed on section 7(3)(a) of the Act – whether two workers perform “same work” – but did according to sections 7(3)(b) – that the workers perform “work of a similar nature” – and 7(3)(c) – that the work performed by the part-time employee was work of “equal or greater value” than that of the comparator.

## Respondent’s Case

A representative of Management told the Court that on a regular basis there would be little difference between the role of a lecturer (1) and a HPAL post. The Management representative concerned acknowledged that the job descriptions prepared by Mr Wall were broadly accurate and reflected the work done by the job holders.

The Respondent engaged Mr Kevin Empey, a consultant with HR company Towers Watson, to evaluate the size and scope of the PWL and HPAL roles within the Institute.

Mr Empey analysed both workers’ roles, based on their contracts of employment and other relevant documents. He evaluated the PWL and HPAL roles using the Towers Watson CGS methodology and found that the PWL role is a bigger role overall and has broader accountabilities and organisational impact when compared to the HPAL role.

On this basis he found that the HPAL role is not equivalent to the role of the PWL.

In response to questions from Mr Quinn’s representative Mr Empey agreed that he had not interviewed the complainant or his chosen comparator. He agreed that he had not examined the work actually performed by the Complainant and the Comparator.

## Findings of the Court

The Court accepted Mr Wall’s conclusions that the Complainant and comparator performed “work of a similar nature” in accordance with Section 7(3) (b) of the Act. The Court also accepted Mr Wall’s conclusions that the Complainant and comparator were performing work of equal or greater value in accordance with Section 7 (3) (c) of the Act.

The Court found that the complaint was well founded and that the Complainant was treated in a less favourable manner in respect of his conditions of employment than a comparable permanent employee contrary to the provisions of Section 9(1) of the Act.

The Court found that Mr Quinn’s claim succeeded on sections 7(3)(b) & (c) of the Act and recommended an award of €14,000 calculated on the basis of Mr Quinn’s hourly rate of pay - €66.86 per hour.

# Higher Education Update

Institutes of Technology have submitted their proposals to the Higher Education Authority (HEA) in relation to the HEA Higher Education Landscapes document.

The Institutes have identified a number of groupings as potential partners. In some cases Memorandums of Understanding (MOUs) have been signed by the respective groupings of institutes which highlight their willingness to explore closer working relationships and enter into discussions relating to potential mergers.

The groupings are:

- Cork IT, Tralee IT and Limerick IT
- Waterford IT and Carlow IT

- Dublin IT, Blanchardstown IT and Tallaght IT
- Galway Mayo IT, Letterkenny IT and Sligo IT
- Dundalk IT and DCU in terms of some under-graduate programmes

The only two institutes that have not signed an MOU are Dun Laoghaire IT and Athlone IT.

The HEA having reviewed the submissions received from the Institutes will consult with the sector. During their engagement with Institutes the HEA has stated they will consider the findings of two reports; the ESRI “Labour Market Demand for Higher Education” and the International

Expert Panel’s “Optimal Higher Education System”.

TUI previously reported to the HEA the unions’ concerns about the type of consultation approach adopted by the agency relating to the current change agenda.

TUI plan to meet the HEA shortly with a view to strongly outlining our reservations with the current HEA consultation strategy. While TUI is not opposed to change per se, the union will not enter into change processes without transparent and open consultation and meaningful negotiations.

## Career supports for researchers prioritised by Education International

Education International at its 8th International Higher Education and Research conference prioritised the defending of researchers and research in the public interest.

The conference noted that it is vital that early stage researchers receive the appropriate supports which enable career advancement and security of employment.

The conference stated that higher education trade unions need to organise researchers and engage in collective bargaining relating to conditions of employment including career structure, pay, benefits and continuous professional development. In addition, early stage researchers need independent advice relating to their employment rights and representation arising from workplace practices and policies.

TUI and IFUT delegates to the conference requested Education International to engage in an international campaign against the exploitation of early stage researchers through the successive issuing by

employers of temporary and fixed-term contracts of employment.

Early stage researchers are the future knowledge workers, who will test the boundaries of what is known and contribute to the creation of new knowledge. To encourage early stage researchers to choose a career in research it is vital that fair career structures are in place. Career structures should recognise the professional nature of research and afford progression routes for early stage researchers to advance.

Research and the advancement of knowledge was acknowledged as a crucial public good which can contribute to human understanding and the well-being of society. Central to the concept of research as a public good is the principle of academic freedom, the right to freely access research findings and appropriate public funding.

The risk to research as a public good comes from the emergence of policies which restrict public funded research to

specific domains, focusing on the commercialisation of output. This approach is encouraged by commercial interests who seek to exploit the findings of public funded research, whilst simultaneously not contributing financially to the funding of public research and seeking to restrict access to research findings by utilising elaborate intellectual property rights contracts.

The conference emphasised the importance of maintaining public funded research which serves the public interest and not the narrow private interest of profit.

TUI organises and represents researchers in the Institutes of Technology sector. Researchers who are interested in joining should contact the TUI branch in their Institute or fill out the application form on the TUI website.

# Research Notices

**PIAAC (Programme for the International Assessment of Adult Competencies)**, a new international survey of adult skills being managed by the OECD will be completed soon and the survey results will be published in the latter half of 2014.

As part of the survey in Ireland, the Central Statistics Office (CSO) has interviewed and assessed the skills of almost 6,000 adults. Twenty-three other countries have done likewise.

When the results are published PIAAC will enable comparisons to be drawn with the results of the 1997 International Adult Literacy Survey (IALS). They will also support an analysis of the relationship between skills, including basic skills like literacy and numeracy, and economic and social outcomes.

Conclusions are likely to have a strong impact on education policy and funding decision in adult education and will therefore be of particular interest to

those working in adult and further education settings. If you would like to find out more about PIAAC you can contact the CSO directly.

**SCoTENS (Standing Committee of Teacher Education North and South)** grants 'seed funding' to a number of North/South Research Projects on teacher education each year. A formal call for applications for 'Seed Funding' will go out to all members of SCoTENS during November. TUI is an active member of SCoTENS so if branches or members are interested please let the Education and Research Officer know by emailing [bjudge@tui.ie](mailto:bjudge@tui.ie). You can also make direct contact with Patricia McAllister at [p.mcallister@qua.ac.uk](mailto:p.mcallister@qua.ac.uk) or check the SCoTENS Facebook page.

The **Irish Research Council** recently launched a new website [www.research.ie](http://www.research.ie), providing a one stop shop with advice on funding schemes and supports for individual researchers and research students in Ireland. The site provides

details on all current programmes offered by the Council as well as links to information on other national and international programmes of interest to the Irish research community.

**The Education Research Centre (ERC)** ([www.erc.ie](http://www.erc.ie)) and the **Economic and Social Research Institute** ([www.esri.ie](http://www.esri.ie)) continue to conduct and generate research findings and papers on a range of educational and social issues relevant to all levels of education. For example the ERC has conducted studies on standardised test and hosts national and international educational studies on behalf of the Department of Education and Skills. The ESRI has recently conducted studies on the student experience of school and participation in third level education. The work of both organisations has a strong influence on policy formation within relevant government departments and national agencies. Much of their work is available for little or no cost from their respective websites as above.

## The New Practice Model - One Child, One Team, One Plan (NEWB)

Over the past number of months the National Education Welfare Board (NEWB) has been working on a new practice model - One Child, One Team, One Plan - in the context of the integrated work of the Home School Community Liaison (HSCL) Scheme, the School Completion Programme and the Educational Welfare Service.

The model will focus on a child or family that has been referred to the NEWB for a swift, targeted or intensive intervention. The universal or preventive work of the NEWB and the three strands above will not be comprehended by the One Child, One Team, One Plan approach.

The three teacher unions have been invited to provide feedback to the NEWB on the draft document that has also issued to all HSCL Co-ordinators. TUI has already participated in one consultative meeting with the NEWB, accompanied by a HSCL Co-ordinator who is a TUI member.

At the meeting TUI stressed that while it sees merit in certain aspects of the proposed approach the draft document requires considerable revision and clarifications. It noted that particular care must be taken that any new approach must preserve the principles underpinning the HSCL service and,

therefore, the practice of HSCL Co-ordinators locally.

TUI especially highlighted that the HSCL service builds strong, trusting relationships with young people and their family which must not be compromised or undermined by any new practice.

The NEWB has requested feedback by the end of November so comments should be forwarded to TUI head office by Friday 23rd November at [tui@tui.ie](mailto:tui@tui.ie) for the attention of the Education and Research Officer.

# WIN A €1000 GIFT CARD

Following a recent review, the Teachers' Car Insurance Scheme now offers you a wide range of new and improved benefits which include:

- ✓ Full No Claims Bonus Protection
- ✓ Comprehensive Cover when driving other cars
- ✓ Malicious Damage cover in school grounds.

To celebrate, we are giving you the chance to win a €1,000 One4all gift card.

**Entering is easy!**

Simply log onto **www.cornmarket.ie** and complete our quick competition entry form to be in with a chance to win.



Scan the barcode with your smartphone to go directly to the competition entry page.



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## Don't forget if you are looking for a great value quote – call us today on 1890 242 222

No purchase necessary – you will be automatically entered into the prize draw by completing the application form online at [www.cornmarket.ie](http://www.cornmarket.ie) between 17/09/2012 & 14/12/12. The information you provide in the application form will be used by Cornmarket to keep you up-to-date about our products if you so permit. Prize draw is open to persons aged 18 and over who are ROI residents. This prize draw excludes any employee of Cornmarket and anyone directly or professionally associated with the promotion. Entries not submitted in accordance with these rules, delayed, incomplete or illegible entries will be disqualified. The winner will be drawn by an independent adjudicator on 17/12/12 and informed by e-mail or telephone call within 14 days of the draw. There will be one winner of the draw. The winner will receive 2 x €500 One4all giftcards. There is no alternative to the prize in whole or part. The Promoter's decision is final and no correspondence will be entered into. Information about the winner will be available by visiting [www.cornmarket.ie](http://www.cornmarket.ie) between 17/12/12 and 30/01/13. The Promoter, Cornmarket Group Financial Services Ltd. reserves the right to alter, amend and foreclose the promotion without prior notice. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. Telephone calls may be recorded for quality control and training purposes.

# Junior Cycle Developments – Minister departs from earlier proposals on assessment

**On 4th October 2012 the Minister for Education and Skills set out his decisions in respect of changes to the Junior Cycle. While he embraced many of the principles and proposals set out by the NCCA Council (2011) he departed significantly with regard to others.**

**TABLE 1 sets out the Key elements of a new junior cycle and main differences between the Minister's decision and the NCCA Proposals.**

**TABLE 2 sets out Other Key features of the new Junior Cycle as envisaged from 2014.**

Table 1

<b>NCCA Proposals (2011)</b>	<b>Ministerial Decision (2012)</b>
<b><u>Curriculum components</u></b>	<b><u>Curriculum components</u></b>
Subjects retained and developed by NCCA (Core-English, Irish, Maths; schools to select others)	Subjects retained and developed by NCCA (Core-English, Irish, Maths; schools to select others)
Optional short courses selected by school; NCCA develop some, schools develop others	Optional short courses selected by school; NCCA develop some, schools develop others
Priority Learning Units (5) developed by NCCA (focus on special needs)	Priority Learning Units (5) developed by NCCA (focus on special needs)
<b><u>Assessment and Certification</u></b>	<b><u>Assessment and Certification</u></b>
SEC to be involved in the administration of aspects of the assessment process including the collation of results and grades and issuing certification (Level 3 Qualification )	School to be responsible for the administration of assessments, collation of results and grades, preparing reports to parents and issuing certification to students
Terminal assessment of all subjects (60%) - externally set and externally marked	Terminal assessment of all subjects (60%) – externally set by SEC for an initial period only and marked at school level by teachers (May). English, Irish, maths marked externally until standardised tests are implemented from 2014/2015
School based work in second and third year in all subjects (40%) to be marked at school level by teachers but subject to external moderation on random basis	School based work in second and third year in all subjects (40%) to be marked at school level by teachers but <b>without external moderation</b>
School based work in second and third years in short courses (100%) to be marked at school level by teachers without external moderation	School based work (over second and third years) in short courses (100%) to be marked at school level by teachers without external moderation
Maximum of 8 subjects or combination of subjects and short courses for qualification purposes	<b>Maximum of 10 subjects or combination of subjects and short courses (up to 4) for qualification purposes</b>
Assessment of Priority Learning Units, like short courses, will be based on school work (100%) marked at school level by teachers (100%) with external moderation	Assessment of Priority Learning Units, like short courses, will be based on school work (100%) marked at school level by teachers with no external moderation
National Certificate to issue to students -Qualifications at Level 2 and 3 on national qualifications framework.	<b>School Certificate to issue to students-</b> Qualifications at Level 2 and 3 on the national qualifications framework.



Table 2

### Other key features of a new Junior Cycle:

- 24 statements of learning to underpin the Junior Cycle.
- A strong focus on key skills, literacy and numeracy.
- CSPE, SPHE, and PE are designated as short courses and, along with other courses (Digital Media and Literacy, Artistic Performance, Chinese Culture and Programme and Coding) will be developed by the NCCA. Schools can also develop short courses.
- The new approach to junior cycle will be phased in as follows :
  - English and, if schools choose, short courses -2014/2015
  - Irish, Science and Business Studies- 2015/2016
  - Languages, Home Economics, Music, Geography, Art, Craft, Design -2016/2017
  - Mathematics, Technical Subjects, Religious Education, Jewish Studies, Classics, History- from 2017/2018.
- From 2014 onwards incoming students will take a maximum of 10 subjects, or a combination of subjects and short courses (maximum 4), for certification and qualification purposes (e.g. eight subjects and 4 short courses; two short courses can replace one subject).
- The terminal assessment will be of two hours duration.
- There will be two levels of assessment in Irish, English and Maths and one in other subjects and short courses.
- Grading will be based on a five point system – Not achieved (0-39%), Achieved (40-54%), Achieved with Merit (55-74%), Achieved with Higher Merit (75-89%), Achieved with Distinction (90-100%).
- After 2017 the involvement of the SEC in administering and overseeing the assessment process or issuing certification will diminish -eventually it will have no involvement.
- From 2017 schools will have responsibility for a new reporting system to parents and students consisting of two key elements - the School Certificate and other learning experiences. The details will be generated by the school (and partly by the SEC in the early years) and reports will be made in the autumn each year.
- There will be no external moderation of the assessment process but the Department will monitor results.

On a positive note the Minister has set aside the 8 subject cap on the number of subjects a student can present for certification and qualification purposes - a measure that will provide reassurance to teachers that some subjects will 'not just disappear' off the curriculum.

Significantly, the other primary differences also rest in the area of assessment and certification and reflect a unilateral decision to replace external assessment with school based assessment and replace state certification with school certification.

This shift is of considerable concern. TUI had fought for the retention of all current subjects, externally set and externally marked terminal exams, a commitment to external moderation for school based assessment and the retention of state certification. It lodged strong opposition to the idea of changing the junior cycle at a time of scarce and contracting resources.

During 2012 the union pressed for a meeting of the Implementation Group that the Minister had promised to establish but this was not forthcoming. Taking advantage of ministerial imperative the Minister decided on critical issues in advance of the Group setting about its work.

### **This gives a clear message - the Minister is determined to bring about the changes announced in October, which are of considerable magnitude.**

Many TUI members have indicated their belief that the educational case for the change has not been conclusively established and contest implementation and administrative capacity at school level.

The Minister's decision has very significant and far-reaching educational and industrial relations ramifications. From an industrial relations perspective, the proposed change could potentially result in a dramatic increase in workload for affected teachers and poses a significant risk to teachers' conditions of work.

Furthermore, in a context of very restricted resources, increased workload at Junior Cycle will inevitably lead to reduced teacher availability and time for other important aspects of school life such as extra-curricular activities, pastoral care support or curriculum development at Senior Cycle.

Therefore, advancing significant changes at this time could in fact have an overall

detrimental impact on the educational experience of young people. These issues will feature strongly as TUI engages further in discussions at national level.

In its response the TUI will focus heavily on the absence of provision for external moderation of the assessment process or results. This gives strong grounds for concern about the maintenance of standards, grade inflation and the emergence of inconsistencies within and between schools and, therefore, within the system in general. Its absence poses an enormous risk to the integrity of the overall assessment process and, therefore, to public confidence and perception.

The removal of state certification brings further risks. TUI holds the view that this could exasperate inequities in the system, further marginalise smaller schools and engender unhealthy inter-school competitiveness.

The TUI argument will also focus heavily on a lack of resources or capacity at school level to handle the administrative and operational issues that will arise from a move to all school based assessment and a curriculum model that seeks to

introduce too many different dimensions (short courses, priority learning units).

Areas of particular concern are timetabling, organisational capacity, access to physical space and resources, teacher development and expertise, access to ICT and, most especially, access to teacher time and senior posts to co-ordinate and manage related activity.

TUI is gravely concerned about the lack of consultation with the teacher unions or other education partners in advance of the decision to depart so sharply from the NCCA proposals. Given a long standing commitment to have such consultation and an explicit recognition by the Minister, in various public statements, that successful implementation of change would require the engagement of teachers.

TUI members are justifiably angry about the process and decision making approach. The opportunity for further public consultation of any depth or breadth may have been withdrawn but it is not acceptable that such change would proceed without full and timely discussion of the issues.

The Minister has indicated that the proposals for change should move into 'the negotiating space' over the coming months and has re-iterated his view that the teachers' voice should influence the emergence of implementation arrangements.

TUI will pursue this vehemently. It met with the Chairperson and Chief Executive of the NCCA recently and has sought a

meeting with the Chief Inspector to express its concerns about the process and consider critical union concerns. It will seek full and comprehensive discussion on important issues by the Department Implementation Group.

#### Where to now?

- TUI has many concerns (educational and resource related) about the change being pursued – these must be framed in strong, clear and compelling evidence and argument.
- Issues related to teacher workload and conditions must be centre stage but the union must also speak to the public in general with whom issues of standards, inequity, and integrity will resonate more forcibly.
- TUI needs to explore and agree a strategy that will underpin its approach to engaging in further discussion. Time and space needs to be created at local and national level to carefully consider the wide ranging issues, pose questions, find solutions and plan. To support this:
  - Schools and other centres are advised to hold workplace meetings to draw as many as possible into the discussion at local level.
  - Branches are advised to ensure the changes proposed for junior cycle are discussed extensively at branch meetings over the coming months.
  - A TUI National Consultative Conference is being organised for the 8th December.

## Important Diary Date 1st December

### INTERESTED OR CONCERNED ABOUT

1. PROPOSED CHANGES TO JUNIOR CYCLE
2. IMPLICATIONS OF ETB CHANGES FOR TUI

#### A TUI Consultative Conference

*is being organised for*  
**Saturday, 1st December 2012**  
*in*  
**National University of Ireland  
Maynooth (NUIM)**  
Maynooth, Co. Kildare.

Each branch will be invited to nominate a small number of attendees and a small number of places will be reserved for others.

Contact your local workplace representative, branch secretary or Sandra Howard (showard@tui.ie) at TUI head office for more details.

## Nominate an adult learning project for an Award 2013

The STAR Awards are an awards initiative coordinated by AONTAS as part of the annual Adult Learners' Festival to acknowledge the fantastic work undertaken by adult learning projects throughout Ireland. Four regional awards (Leinster, Munster, Connaught, Ulster) and one nationwide award will be granted. The awards celebrate the positive contribution that adult education projects make to our society, our economy and our local communities. In the current climate it's

even more important that we continue to showcase the value of the sector in responding to the needs of individuals, communities, society and the economy.

#### Who can nominate a project?

Nominations are welcome from projects themselves or from people directly involved in the project they are nominating.

#### What is the deadline?

The deadline for nominating projects / initiatives is Monday, 19th November 2012 at 5pm.

Full details are available from [www.adultlearnersfestival.com/starawards](http://www.adultlearnersfestival.com/starawards).



# Annual Congress 2013 - Galway

2nd - 4th APRIL 2013

## Congress 2013 will be held in Galway in the Clayton Hotel.

Reservations for accommodation during Annual Congress can be made with the following hotels:

### THE CLAYTON HOTEL

Tel: 091 721900      Email: reservations@clayton.ie  
 B&B                    €54.50 per person sharing  
                              €79 single  
 Children sharing    Under 4 years free of charge  
 with two adults:    4 to 16 years - €6.50

**Bookings must be made before 31st December 2012 to avail of the above rates.**

### CARLTON HOTEL

Tel: 091 381200      Email: reservations.galwaycity@carlton.ie  
 B&B                    €54.50 per person sharing  
                              €79 single  
 Children sharing    Under 4 years free of charge  
 with two adults:    4 to 16 years - €6.50

**Bookings must be made before 31st December 2012 to avail of the above rates.**

\*\* Congress crèche, HSE approved and under professional supervision with garda vetted staff will be provided by The Carlton Hotel, so it may better suit delegates with children to stay in this hotel.

### MALDRON HOTEL

Tel: 091 792 244      Email: res.galway@maldronhotels.com  
 B&B                    €54.50 per person sharing  
                              €79 single  
 Children sharing    Under 4 years free of charge  
 with two adults:    4 to 16 years - €6.50

**Bookings must be made before 31st December 2012 to avail of the above rates.**

### Reservations

Reservations should be made directly with the hotels. There are no booking forms required.

### Crèche

A crèche, HSE approved and under professional supervision with Garda vetted staff will be provided by The Carlton Hotel. This crèche is arranged to cater for children of varying ages. Further information regarding the crèche, including application forms, will be sent to you at a later date.

### Meals at Congress

All meals will be available to purchase in The Clayton Hotel, i.e. lunch and an evening meal.

## IMPORTANT DATES FOR CONGRESS 2013

- 2nd October 2012      Nomination forms for elections issued.
- 21st December 2012(R)      Last date for receipt of motions from Branches to Head Office for submission to Standing Orders Committee.
- 22nd January 2013      Last date for receipt of nominations for positions of Vice-President and Area Representatives for the following areas:  
**Area:**  
 2. Roscommon, Longford, Westmeath and Offaly  
 4. Wexford, County Waterford, Waterford City, Tipperary S.R. and Kilkenny  
 6. Dublin County, Borough of Dun Laoghaire  
 8. Sligo County Leitrim and Donegal  
 10. Dublin City  
 12. **C&C Schools** in Counties Donegal, Galway, Leitrim, Longford, Mayo, Roscommon, Sligo, Westmeath  
 14. **C&C Schools** in Counties Carlow, Clare, Cork, Kerry, Kilkenny, Laois, Limerick, Offaly, Tipperary, Waterford, Wexford.  
 16. **3rd Level Colleges** - Dublin City  
 18. **3rd Level Colleges** - Donegal, Sligo, Leitrim, Longford, Roscommon, Westmeath.
- 29th January 2013(R)      Preliminary Agenda will be issued to Branches.
- 5th February 2013      Ballot papers for elections issued.
- 12th February 2013(R)      Last date for receipt of:  
 • amendments to Preliminary Agenda  
 • order of priority for motions in each section  
 • names of delegates to Congress
- 26th February 2013      Last date for receipt of annual election ballot papers.
- 12th March 2013(R)      The Final Agenda will be issued; also the General Secretary's Report; Balance Sheet and Financial Statement; names of delegates to Congress and the Branches represented.
- 26th March 2013(R)      Last date for receipt of questions on the Annual Report and Annual Accounts.
- 2nd April 2013      **CONGRESS OPENS**  
**Note:** Rule 13 (ii) which reads as follows determines the number of delegates:  
 "One delegate from each Branch of which the members in benefit do not exceed thirty and one delegate for each fraction of thirty, as per the following table:  

Members	Delegates
1 - 30	1
31 - 60	2
61 - 90	3
91 - 120	4
121 - 150	5
151 - 180	6
and so on".	

  
 In-benefit members for the purpose of arriving at the number of delegates to the Annual Congress are fully paid-up members for the month of December whose subscriptions have been received by the General Secretary on or before the last Friday in February, i.e.  
**Friday, 22nd February 2013.**
- 1st May 2013      Last date for receipt of nominations for the position of President.
- 7th May 2013      Ballot papers for election of President will be issued.
- 21st May 2013      Last date for receipt of ballot papers for Presidential election.

# BeLonG To Youth Services for LGBT young people

By Rebecca Murphy, Advocacy Officer, BeLonG To



BeLonG To Youth Services is the national organisation for Lesbian, Gay, Bisexual and Transgender (LGBT) young people in Ireland providing direct youth service, advocacy and staff training.

BeLonG To provides direct youth work services to LGBT young people across Ireland – directly running five youth groups based in Dublin (for 14-23 year olds) and supporting 15 youth groups around the country from Donegal to Cork. The groups are an opportunity for LGBT young people to express their identities in a safe, supportive and fun atmosphere.

BeLonG To also works to change attitudes around LGBT issues through advocacy work, training programs and partnerships with other organisations, politicians and government departments. The organisation trains teachers and youth workers on how to support LGBT

young people and tackle homophobic bullying. Homophobic and transphobic (prejudice against transgender people) bullying can have a detrimental effect on the mental health and wellbeing of many LGBT young people, and the training and advocacy work supports teachers, youth workers and young people in combating homophobia and making schools and youth services LGBT friendly, safe spaces.

## Teaching Resources

BeLonG To works with the Department of Education to develop new resources for teachers including an LGBT SPHE (Social, Personal and Health Education) resource which will be available in schools for the 2013/2014 academic term, as well as sitting on the department's anti-bullying working group.

As part of its' advocacy work BeLonG To runs Stand Up! Week – an anti-homophobic bullying week that

encourages young people to stand up for their LGBT friends. All schools and youth services are invited to participate in the week and will receive a pack with posters, a DVD and information on activities to run with young people around LGBT issues, supporting their LGBT friends and tackling homophobic and transphobic bullying. Stand Up! Is on from February 25th to March 1st 2013 - for more information and to sign up for a pack log on to [www.belongto.org](http://www.belongto.org)

BeLonG To works towards an Ireland where Lesbian, Gay, Bisexual and Transgender young people are empowered to embrace their development and growth confidently and to participate as agents of positive social change.

For more information on our services, please see [www.belongto.org](http://www.belongto.org) or call us in Dublin on 01 670 6223

For more information on LGBT young people, see the following:

GLEN – Gay and lesbian Equality Network [www.glen.ie](http://www.glen.ie)

Stonewall – UK organisation – [www.stonewall.co.uk](http://www.stonewall.co.uk)

LGBT Youth Scotland – [www.lgbtyouth.org.uk](http://www.lgbtyouth.org.uk)

GLSEN – Gay, Lesbian and Straight Education Network – US-based – [www.glsen.org](http://www.glsen.org)



**Date for your diary - 10am Thursday 13th December 2012 TUI Head Office**

## TUI Equality Council Training/ General meeting and AGM

The next meeting of the TUI Equality Council will take place in TUI Head office on **Thursday 13th of December 2012**.

There will be training for Equality Officers commencing at 10am.

The training session will focus on equality, cultural diversity and mental health issues.

There will be external presenters from relevant organisations conducting the training.

The details of the training, the general meeting and AGM will be forwarded to the tuimail addresses for TUI Equality Officers and will also be put up on the branch extranet.

The General meeting of the Equality Council and AGM will take place in the afternoon of the 13th of December.

Equality Officers wishing to attend the Training Session/General meeting/AGM should email Lesley Conville [lconville@tui.ie](mailto:lconville@tui.ie) before the end of November 2012.

# TUI Gains for Members

TUI officials and national and local representatives are constantly working for our members by representing them in cases at third party hearings or through direct negotiation with employers. This work goes largely unseen, except by those individual members directly involved.

We want to highlight some of our successes and achievements for members over the past number of months. The following is a small sample of TUI's recent successes for members. (Please note that details which could identify individual members have been removed).

## **CID hours increased from 6 hours to 18.5 hours**

The hours awarded to a TUI member employed in a voluntary secondary school under a Contract of Indefinite Duration (CID) were increased with the assistance of TUI. The member concerned was advised by her Board of Management that she would be awarded a CID for 6 hours from the commencement of the academic year 2012. TUI assisted the member in appealing to an adjudicator and represented the member at the adjudication hearing. The adjudicator determined that the member was entitled to a CID for 18.5 hours.

## **CID for member in Youthreach**

TUI obtained a CID for a member in Youthreach who was being denied a CID on the basis that he held two positions in the VEC; that of a Youthreach resource person (on half hours) and of a part time teacher. The member has now received a CID for each separate post.

## **HPAL Contracts changed to CIDs**

An Hourly Paid Assistant Lecturer (HPAL) Contract for 18 hours per week in an Institute of Technology was changed to an 18 hour pro-rata CID. TUI assisted the member concerned to bring a claim to the Rights Commissioners. The union argued that, in accordance with section 7(3)(b) of the Protection of Employees Part-Time Work Act, the work performed by the member was the same as or of a similar nature to that performed by a full time Assistant Lecturer comparator. The case was settled between the parties and the member's HPAL Contract was changed to an 18 hour pro-rata Assistant Lecturer contract. Moreover, from the commencement of the academic year 2012/13. The member was awarded an 18 hour CID

In a further case in an Institute of Technology, a HPAL Contract was changed to a pro-rata 18 hour Assistant Lecturer CID and incremental credit was awarded. The member sought the assistance of TUI in lodging a claim with the Rights Commissioners. The circumstances are similar to the case above. The case was settled between the parties and the member's HPAL Contract was changed to a pro-rata Assistant lecturer CID from the commencement of this academic year. In addition the member was placed at the appropriate point of the incremental salary scale in accordance with her qualifications and experience.

## **Reinstatement of VEC teachers**

A VEC teacher who was informed over the summer that her employment was terminated as her post was no longer sustainable, was reinstated. The teacher had been due a CID in September 2012. Following correspondence between TUI and the Department of Education and

Skills and the IVEA, the teacher was reinstated and has now received a CID.

Another teacher who was told over the summer that his post was no longer viable and his employment was being terminated has also been reinstated. In this case TUI argued that the teacher's post was viable. Following negotiations between TUI and the VEC, DES and IVEA, the teacher was successfully reinstated for his fourth year of pro-rata part-time (PRPT) service.

## **Transfer request rejection overturned**

TUI successfully overturned the rejection of a teacher transfer request. The transfer was rejected on the basis that there were no suitable vacancies in the requested school in the teacher's subject discipline. This was disputed by TUI and a Stage 3 Grievance Procedure was initiated on behalf of the member. As a consequence the VEC rescinded the letter declining the transfer request and the teacher has received the transfer to the requested school.

The cases above highlight the value of TUI membership and the hard work the union is doing on behalf of its members. One member who received a Contract of Indefinite Duration (CID) said: "I contacted TUI on many occasions to seek clarification and guidance in relation to a number of issues and I feel that there are no words of thanks that do justice to the help TUI provided. I have TUI to thank for my job security and I will never forget what my union has done for me."

# Teaching Council and Teacher Education

## Code of Professional Conduct for Teachers

Following an extended period of consultation with teachers, teacher unions and other stakeholders, a new Code of Professional Conduct for Teachers was published (June 2012). TUI sees the Code as a positive development which will support the quality of teaching and promote confidence and trust in teachers and in the teaching profession.

The Code sets out 33 standards of professional knowledge, skill, competence and conduct which are expected of registered teachers and will guide teachers' professional judgement and practice.

**TUI advises all teachers to read the Code carefully. It has a legal standing and will be used by the Council as a reference point in exercising its investigative and disciplinary functions under Part 5 of the Teaching Council Act, 2001 which is due to come into effect soon.**

The Teaching Council has already circulated a copy of the Code to all its members and it is available to download at [www.teachingcouncil.ie](http://www.teachingcouncil.ie).

## TUI members are urged to keep registration with the Teaching Council up to date

TUI urges all those registered with the Teaching Council, especially those with conditional registration, to be vigilant in renewing their registration annually and before the current period of registration expires.

- The Council will send a reminder notice to all registered teachers at their last notified correspondence address. If registration is not renewed by the expiry date, a Final Notice will be issued by registered post.

- If registration is not renewed within thirty days of the date on the Final Notice, the teacher's name will be automatically removed from the register.
- Removal from the register is especially problematic for those who have conditional registration as they will have to re-apply for registration by completing the full application process and may not meet the registration criteria. This could place continued payment as a teacher at risk.
- Please note, an application for registration cannot be completed without a successful Garda vetting result and at periods of high demand, Garda vetting may take up to three months to complete.
- The Registration Fee has been approved by the Revenue Commissioners as a work expense for income tax purposes.
- For more information on Registration Renewal see our Frequently Asked Questions at [www.teachingcouncil.ie](http://www.teachingcouncil.ie).

## The National Induction Programme for New Teachers (NIPT)

Following a protracted pilot phase a national induction programme for newly qualified teachers (NQTs) was established in 2010. Its purpose is to offer systematic, professional, pedagogical and personal support to NQTs. The current programme provides support in 5 different ways: *Website support, Workshop programme, School-based support, Professional support groups and School visits*. Further details can be accessed at [www.teacherinduction.ie](http://www.teacherinduction.ie).

TUI is broadly supportive of the concept of induction and had, for some years, been calling for comprehensive induction support for all NQTs. However, it has some misgivings about the level of resources available and a

number of concerns in respect of the key elements.

Completion of the workshop element is a requirement for full registration with the Teaching Council. Participating teachers are expected to undertake the out-of-school workshops (20 hours over three years) in their own time and some have to travel long distances to take part.

Feedback from some NQTs indicates that the content in some instances is very similar to material covered in college and real opportunities for reflective practice, sharing experiences and learning from colleagues are absent,

TUI is not opposed to experienced teachers participating in the training programme for mentors and it welcomes the provision for release time for those working with NQTs. However, the role of mentors at school level, an approach to identifying suitable mentors or how the release time will be managed have not been fully explored with the education partners.

The union would welcome feedback on these and other matters of concern to members through your area representative (see TUI diary for details) or to the Education and Research Officer in Head Office ([tui@tui.ie](mailto:tui@tui.ie)). The National Co-ordinator (post-primary) is Billy Sheehan ([billy.redmond@spd.dcu.ie](mailto:billy.redmond@spd.dcu.ie)) who will be happy to provide clarification on any aspect of the programme.

# Commencement of Section 30 of the Teaching Council Act 2001 – Urgent

The Minister for Education and Skills has stated his intention to commence Section 30 of the Teaching Council Act 2001 during the course of the current school year. The TUI has met with the Department of Education and Skills, our colleagues in the ASTI and INTO and representatives of the Teaching Council regarding the implications of commencement of Section 30. The Department has confirmed that once the section is commenced, only those persons who are on the register of teachers maintained by the Teaching Council can be paid as teachers from public funds.

The Act - and therefore Section 30 - applies to 'recognised schools' as defined by the Education Act 1998. In this regard, 'recognised schools' refers to primary and post-primary schools and also further education colleges. The term 'recognised schools' does not include centres of education such as youthreach centres, prison education units, community training workshops, adult literacy centres, outdoor education centres or core VTOS centres etc. Therefore, the requirement to be registered in order to be paid from the public purse does not apply to staff, including teachers, employed in such centres.

In respect of teachers who are employed in 'recognised schools' under the Education Act, the position from commencement of Section 30 is that it will not be possible, legally, for the employer to pay such persons as teachers if they are not at that point on the register. In order to be paid, it is sufficient to be on the register, irrespective of the sector for which one is registered and also irrespective of whether or not one is recognised as fully qualified.

The Union has raised a number of significant matters of concern with the Department and with the Teaching Council. The Union has made plain its position that members who, by virtue of continuous service with the employer, have acquired an entitlement to a contract of indefinite duration, must be continued in their employment following commencement of Section 30. It is the clear, stated intention and determination of the Union that commencement of Section 30 will not result in the loss of employment for those who have continuity rights under the Fixed Term Act 2003.

In order to assist the Union in representing to best effect members who work in recognised schools, who are not registered and who therefore may face difficulties, we would request that any such member would complete the following form and return it to General Secretary, Teachers' Union of Ireland, 73 Orwell Road, Dublin 6, by Friday, 14th December, 2012, at the latest.

In the meantime, the Union urges any members who are not currently registered but who are eligible to register with the Teaching Council to do so immediately. Registration, in effect, is your licence to practice your profession and must be maintained by way of annual renewal. Failure to maintain your registration as a teacher will imperil your employment.

## Unregistered Profile

*The information you provide will be treated in the strictest confidence*

Name \_\_\_\_\_

Address \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

School/College \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Contact tel. no. \_\_\_\_\_

Email. \_\_\_\_\_

*Please note this form applies only if you are teaching in a recognised school/college as defined by the Education Act.*

Date of commencement of employment with your current employer \_\_\_\_\_

Capacity in which employed \_\_\_\_\_  
 (e.g. Casual part-time, non-casual part-time, fixed term, fixed term pro rata, contract of indefinite duration)

Current contractual position \_\_\_\_\_  
 (2012/13 school year)

Subjects/Courses/Programmes you are teaching  
 \_\_\_\_\_  
 \_\_\_\_\_

Qualifications (please specify title of qualification, awarding body, date of award)  
 \_\_\_\_\_  
 \_\_\_\_\_

**Please complete and return this form, as a matter of urgency, to General Secretary, TUI Head Office, 73 Orwell Road, Dublin 6, by Friday, 14th December, 2012, at the latest.**



# TUI President launches unique Mayo Branch Survey

Co. Mayo Branch of the TUI has commissioned a professional survey of the views and opinions of branch members. The survey will be available for completion both online as well as paper based. It will be followed by qualitative research using focus groups.

The rationale for this survey is to ascertain the attitudes, participation levels, conditions, concerns and the impact of cuts on the working life's of those teaching for the Mayo VEC. The main aim is to identify what members need and expect from the union.

Aiden Brogan, Branch Chairman, Co Mayo Branch TUI said: "In common with other branches in this and other unions we face issues of participation in branch meetings and difficulties finding those willing to serve in a representative capacity. TUI Mayo has decided to access and analyse the views of those we represent. Sometimes we are accused of representing the few rather than the many. We aspire to be as representative as possible and that is the purpose of our survey.

"Many teachers feel that they are under constant attack from commentators and have almost come to believe the negative propaganda which is being aimed at them. It is difficult to maintain high morale in the face regular onslaught on pay and conditions. Appreciation and encouragement is vital for pupils but it is also important for teachers. Our branch must assess its strengths and weaknesses in order to deal with the challenges to come," Brogan said.

Launching the survey Mr Gerard Craughwell, President of TUI, urged all members of the Branch to take part.



TUI PRESIDENT GERARD CRAUGHWELL (CENTRE) WITH MEMBERS OF THE CO. MAYO BRANCH

"We are asking members of the Co. Mayo Branch to tell us how recent changes have affected them, and to outline their priorities and concerns. This is a real chance for us to examine what it is like to be a teacher today and to understand the issues that arise. In the current crisis and with the continued attacks on teachers and education it is more important than ever that TUI hear from its' members. As President of TUI, I am strongly urging all branch members to take part in the survey and let their voice be heard.

"Teacher numbers have been cut, class sizes are larger and posts of responsibility have been lost. We have suffered pay cuts and tax increases and we are subject to constant attacks from the media. But despite all this, teachers are still providing a world-class education service to the students they teach."

In particular, Mr Craughwell highlighted the growing issue of casualisation of new teachers. "Teaching today is one of the most unstable forms of employment

where new teachers can have their hours, and pay, reduced from one year to the next. This is unjust and cannot continue."

The TUI Area representative, Catherine Fahy, said: "I am delighted with the wonderful vision shown by the Branch Officers in commissioning this survey. Proper planning prevents poor performance. The results of this survey will guide the Branch in planning future services and Branch meeting topics for members in these challenging times.

"It is essential to discover the issues and views of the grassroots of TUI and this tool is another means of achieving this. TUI Mayo Branch are extremely lucky in the dedication and enthusiasm of their voluntary Branch Officers and I am proud and honoured to work with them."

*The survey is being conducted by PMG Consult on behalf of the Branch.*



# Bullying in the Workplace

During a presentation on bullying in the workplace made to the TUI Organisation and Training Sub-committee, Esther Lynch from ICTU stated that all trade unions had to actively engage to discourage bullying and harassment in the workplace.

Employers have a responsibility to provide workers with a safe working environment. Employers need to have appropriate anti-bullying and harassment policies in place and intervene promptly where concerns are raised. Employers are obliged to adhere to both the provision of the Labour Relations Commission Statutory Instrument No. 17 (2002) on Bullying in the Workplace and the provisions of the



GERRY QUINN, AIDAN KENNY AND MICK GLYNN WITH ICTU LEGAL & SOCIAL AFFAIRS OFFICER ESTHER LYNCH

Health and Safety Authority Code of Practice Bullying in the Workplace (2007).

For trade unions it is important that members' expectations relating to representation need to be clarified from the start. Trade unions should have a clear statement outlining how members will be represented during a bullying case. In cases where one member has

taken a bullying case against another member both members have a right to representation. How this is provided is up to the union. Unions have used different procedures; for example, members are represented by officers from different branches or a centralised pool of officers can be trained as designated representatives for these cases. The same officer should not meet the two members as this could create a procedural bias.

*The Organisation and Training Sub-committee will be developing procedures and training material to assist Branch Officers to deal with the bullying and harassment cases in their workplaces.*

## CHURCH OF IRELAND COLLEGE OF EDUCATION

### Master of Arts (Education)

Applications are invited for the Master of Arts (Education) in the Church of Ireland College of Education, in collaboration with the University of Northampton, focusing on Learning Support/Special Educational Needs. This course is open to graduates of the Postgraduate Diploma in Learning Support and Special Educational Needs or equivalent.

Applications are invited from suitably qualified candidates, who will be short-listed for interview on the basis of information supplied in their application forms.

Application forms and further information can be obtained from

**The Church of Ireland College of Education**  
96 Upper Rathmines Road  
Dublin 6  
Email: [info@cice.ie](mailto:info@cice.ie)  
Telephone: (01) 497 0033  
Fax: (01) 497 1932



or can be downloaded at [www.cice.ie](http://www.cice.ie)

Completed application forms should be returned to the above address, clearly marked **MA (Education) Application**. The closing date for receipt of applications is **Monday 14<sup>th</sup> January 2013**.



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and your own pace in a way that  
is easy and fun?

Want to find out more?

Contact:

Phone I-CANDO on 1850 88 58 58 or Email [info@i-cando.ie](mailto:info@i-cando.ie)  
and quote "TUI Member"



The Digital Media Forum Skillnet is funded by member companies and the Training Networks Programme, an initiative of Skillnets Ltd. funded from the National Training Fund through the Department of Enterprise, Trade and Employment.

# What is the PPFEAC?

During the last school year, TUI established the Post-Primary/Further Education Advisory Council (PPFEAC). The next meeting of the Council will be held on Tuesday, 22 January 2013. As Chairperson of this Council, I strongly encourage all second level branches to send a representative to this meeting. A further meeting of the Council during the current school year is scheduled for Thursday, 18 April 2013.

## Who should attend?

Each second level branch should send one representative, preferably the Branch Chairperson or the Branch Secretary.

## The benefits of attending

The main aim of the Council is to advise the Executive Committee on all matters pertaining to second level and further education. Consequently, at the forum, Branch Officers have the opportunity to express the views of their individual branches and raise relevant issues at national level.

TUI members have faced a challenging time over the past few years and we acknowledge that Ireland today is in an extremely difficult economic situation. We, as educators, are cognisant that although this recession is not of our making we are suffering the effects. We are suffering in terms of our pay, our pensions and our conditions of service.

We are suffering also in terms of the loss of significant resources for our work. The continuing moratorium on promotional opportunities has led to many members feeling dejected and disheartened. This moratorium is adversely affecting the service we can provide for our students/learners. Many of our fixed-term teaching colleagues have lost their jobs. At branch level, we deal with these problems on a daily basis and are working with members at local level to support and assist them through these difficult times.

The momentous decisions made to date by our government have already resulted in a deterioration of both our education system and our terms and conditions of employment. This depletion has increased the workload faced by Branch Officers. Branches work very hard to aid, inform and guide members on all aspects of their terms and conditions of employment, as well as resolving numerous cases at local level.

The PPFEAC enables Branch Officers to consult and liaise with other Branch Officers on how to deal with such scenarios. The meetings provide an opportunity for branches to see how other branches deal with certain issues. This, I believe, is an invaluable resource for our branches.

These meetings also enable Branch Officers to network with the General Secretary and officials, the TUI President, Vice-President and members of the Executive Committee. Given the current economic difficulties, our head office officials have an ever-increasing workload and the forum provides an avenue for branches to liaise with these Officials.

For some branches that may feel isolated and in need of additional support, the PPFEAC forum provides a mechanism that allows branches to come together to discuss common issues and exchange ideas.

Despite the government's attempt to undermine unions and its efforts to instil fear among teachers in respect of membership of a union, we all know the importance of trade union protection. Being part of a union brings protection, solidarity, strength and unity. We, as branch officers, continually promote active membership in our schools and centres and the PPFEAC forum facilitates the establishment of a united approach in these difficult and challenging times.

## Agenda

One of the significant merits of the PPFEAC is that agenda items for PPFEAC meetings are determined by branches. Mr. Declan Glynn, Assistant General Secretary, and I, as Council Chairperson, prepare a preliminary draft agenda which is forwarded to all branches for consideration. Branches may forward any other item to be considered for inclusion on the agenda up to 2 weeks in advance of each meeting.

A final agenda issues one week in advance of each meeting. In addition, sufficient time within each agenda is devoted to Open Fora or Questions and Answers sessions. This allows branch representatives an opportunity to bring their specific concerns on agenda items to attention and to receive clarification directly on matters of concern to them. Among the issues discussed at the last PPFEAC meeting were:

- Implementation of the Public Service Agreement
- Outcome to the Department of Public Expenditure and Reform Review of Allowances and Payments
- TUI position on the provision of guidance counselling in schools
- Revision of public and civil service sick pay schemes
- Junior Cycle reform proposals
- Teaching Council Issues
- TUI's submission to the Oireachtas Committee on Education and Social Protection, 24 October 2012
- Branch organisation and other internal matters

I urge your branch to send a representative to the next meeting and I look forward to seeing you there.

Finally, I wish to acknowledge, and thank, Ms. Joanne Irwin, Chairperson, Co. Donegal Branch, for the strong start given to the Council as its inaugural Chairperson.

Leonard O'Donnell  
(Co. Kerry Branch Chairperson)  
PPFE Advisory Council Chairperson  
Email: cokerrybc@tuimail.ie

# My Indian Summer with Global Schoolroom

by TUI member Clare McCarthy

For me it was my fourth trip to the Northeast of India with Global Schoolroom but for many of the other teachers it was their first time. Despite my previous Indian experience, I shared in some of the nervous excitement. I was travelling to a new destination with two other Irish teachers to facilitate Year 2 of the three year University Diploma in Teacher Education, accredited by UCD.

This time I felt a real involvement from the TUI – of course members of the TUI had volunteered to travel in previous years but this year two of our ten training centres were sponsored by the TUI Third World Fund. Not only that but Joyceline Kharumnuid, Archana Rana, Lumlang Shadap and Sr. Jessy, all of whom visited and spoke at the 2011 TUI Conference in Tralee, had now graduated from the programme and were working as tutors hand in hand with their Irish colleagues.

It was evident from the local Indian teachers in attendance that they were completely committed to the programme. They were ambitious to succeed, keen to learn new classroom skills, consider new ideas, share with us their own practices and explore the application of new learning in the challenging environment that my Indian colleagues live and work in. Many teach in poorly built schools, with no facilities or teaching resources other than what the physical environment can provide.



JOYCELINE KHARUMNUID (RIGHT) SPOKE AT THE 2011 TUI CONFERENCE WORKS AS A PART TIME TUTOR AND MENTOR WITH GLOBAL SCHOOLROOM.

For the majority, the arrival of the Global Schoolroom programme was their first experience of any formal teacher-training. Yet, their enthusiasm to progress in learning about their own profession was infectious. While teaching the modules of the programme for Year 2, I found myself once again revisiting and confirming my own fundamental beliefs in the value of education, the importance of sharing knowledge with others and my reasons for spending all of my professional life to date as an educator.

Global Schoolroom teams comprise of two, three or four tutors and work in a number of locations in the states of Assam, Meghalaya and Tripura. While the volunteering teachers come from a variety of backgrounds in education we share a common purpose and commitment to the

programme. Some had volunteered overseas before but the majority had not. We work hard; the climate can be challenging ranging from extreme heat and humidity to endless rain! The living conditions are basic but the sense of doing something that is worthwhile for us and others is overwhelming. Friendships develop between Irish and Indian teachers that extend beyond the programme's duration. Even in the brief four week period, village life offers invaluable opportunities for us to become part of the local community with visits to local houses, sharing a meal with a family, eating fresh pineapple on the side of the road, walking in the rice fields with the smiling children proud to show us their place or attending village events and learning about how life is lived so far from home.

I had a wonderful experience and I am proud to be associated with Global Schoolroom, the teachers of Northeast India and in particular the teachers of Jongksha village. To any teacher who is considering volunteering overseas next Summer I say - do it! Apply to Global Schoolroom now for 2013. You have nothing to lose and everything to gain!

To apply for a place on Global Schoolroom 2012, please complete the application form available on [www.globalschoolroom.net](http://www.globalschoolroom.net). Global Schoolroom is supported by ASTI, INTO, TUI and Cornmarket Group Financial Services.



A TYPICAL CLASSROOM IN SOME OF THE REMOTE SCHOOLS IN WHICH GLOBAL SCHOOLROOM WORKS.

# School Evaluation and Inspections in post-primary schools and centres for education

Over the past three years the Inspectorate has taken a number of measures that, when fully implemented, will radically change the landscape of school evaluation and inspections.

The Inspectorate claims that under its legislative remit (Education Act 1998), its long-term intention is to enable schools and teachers to take more ownership over the overall process and to have more influence on the aspects of school life, teaching and learning which are targeted for review, change and development.

TUI sees some merit in building professional, evaluative capacity at school level and notes the professional manner in which its members have embraced change over the years. However, in the current context it consistently emphasises that the amount and pace of change does not fit well with the significant and on-going contraction of resources (time and personnel) at school level since 2008.

It believes the suite of evaluative measures now underway runs an enormous risk of overburdening teachers and principal teachers with inordinate and unnecessary administrative and paper based tasks. Thus, displacing and undermining the core function of schools - teaching and learning.

TUI will continue to stress this message in all its engagement and discussion with the Department and other relevant national agencies that are promoting change in post-primary education.

## Incidental Inspections

Incidental Inspections were introduced during 2011/2012 with a commitment to reviewing the guidelines and arrangements for implementation after one year. As part of the review, TUI re-iterated its view that incidental inspections are an unnecessary addition to an already extensive suite of evaluation approaches.

TUI sought a continued commitment that:

- The focus is on broad teaching and learning themes and issues.

- Incidental inspections will continue to be entirely separate from any inspection or evaluation regarding the professional practice of an individual teacher.

A number of other factors were addressed by TUI. In particular, the union emphasised the need for incidental inspections to be sensitive to the school environment and annual schedule. It also re-iterated its position that reports by the inspector to the principal teacher and follow-on reports to the board of management should remain verbal.

The Department advised that different and strong views were expressed about the merits and risks of written reports. Some advocated that they be introduced to offer protection to principal teachers when providing feedback to staff and the board of management. The union opposed this view.

To address the issue the Department proposed that the deputy principal be included in the oral feedback session with principals, in order to ensure that more than one senior person is in a position to clarify the inspector's comments.

After exploring a number of issues the union viewed this as a reasonable approach but it clarified that the deputy principal does not have a personnel function. A Guide to Incidental Inspections in Second-level Schools and Centres for Education has been revised to reflect this change (a copy is available at [www.education.ie](http://www.education.ie)).

## Self-Evaluation

Earlier this year the Department published draft guidelines on school self-evaluation for consultation. Over the past number of months these have been the subject of extensive discussions between the Department, the teacher unions and other stakeholders.

The TUI addressed a number of significant issues of concern to teachers, most particularly:

- the potential for increased workload
- references to peer observation and evaluation (these have been removed and/or significantly diminished in intent)
- the introduction of yet another evaluative and monitoring approach within reduced resource allocations
- the need for greater clarity in respect of the core relationship between that self-evaluation and school development planning.

TUI, together with the INTO and ASTI, was instrumental in ensuring that a significant number of changes were made to the final documentation and guidelines which have yet to issue.

Brief update details were issued by the Department to all schools in September. These clearly set out that self-evaluation builds on and brings a more systematic approach to school development planning. They also indicate that support (on-site and off-site) will be offered to schools by the Professional Development Support Service (PDST) and the Inspectorate. To this end the focus on conducting WSEs over the next two years will be reduced.

Schools will be expected to engage in self-evaluation each year focussing on one aspect of teaching and learning to identify areas for change, development and improvement as appropriate. Over the first four years the emphasis will be on literacy, numeracy and one other aspect of teaching and learning selected by the school.

The formal Department circular is expected to issue shortly followed by the final guidelines. **TUI members are advised not to refer to or act on the earlier draft material as this has undergone considerable modification arising from feedback from the education partners and representations made by the three teacher unions.**

TUI emphasises the importance of aligning work associated with self-evaluation to time being set aside for school development planning, subject department meetings, staff meetings, other team meetings, school based in-service, normal classes or Croke Park hours as appropriate.

### Teacher Questionnaires as part of school evaluations

During 2011/2012 the Inspectorate engaged partners in a discussion about the use of teacher questionnaires as part of

school evaluations to gather teachers' perspectives. TUI and others raised a number of issues in this regard.

In response the Department has decided to pilot a questionnaire in some schools with effect from 1st November, and review the outcome at the end of 2012/2013. The union will have a further opportunity to address its concerns as part of the review.

In particular, TUI would appreciate if teachers' that participate on a pilot basis

would provide feedback to the union on their views with special reference to the question set and any concerns arising from the administration of the questionnaire and management of the data obtained.

*If you require clarification in regard to any aspect of school inspection and evaluation or would like to give feedback to the union please contact your area representative (see TUI diary for details) or [tui@tui.ie](mailto:tui@tui.ie).*



### INTRODUCING DECLAN MAHON

Declan Mahon has recently been appointed the Sales and Marketing manager for the TUI Credit Union. As part of Declan's role he will be visiting schools regularly to speak to teachers about anything related to the TUI Credit Union. If you would like Declan to visit your school please let us know. If you see Declan in your staff room make sure and have a chat to him about upcoming offers, new member's packs or even to just say hello.

Contact Details for Declan; Declan Mahon, 0860226067, [declanmahon@tuicu.ie](mailto:declanmahon@tuicu.ie)

### Like Us on Facebook



The TUI Credit Union now have an active Facebook page, make sure to like us on Facebook to keep up with all the latest news, views and hear about our upcoming offers and share your thoughts, opinions and pictures.

### INTRODUCE A COLLEAGUE TO TUI CREDIT UNION

If you are a member of TUI Credit union and you introduce a colleague to us and they become a member, we will enter your name in a draw for an iPad. The draw will take place during the TUI Congress 2013.

### AGM

The Annual General Meeting of the Teachers' Union of Ireland Credit Union Limited will take place on the 7th December 2012 at 8.00pm in:

The Clarion Hotel, Liffey Valley, Dublin 22.

All members are welcome to attend and light refreshments are served afterwards.

### RESULTS FOR CONFINED MEMBERS MONTHLY DRAW

#### September 2012

1st	Mairead Barry Waterford	€1,500
2nd	Eileen Clancy Dublin	€1,000
3rd	Stephen Walsh Dublin	€500

#### August 2012

1st	Jonathan Cussen Dublin	€1,500
2nd	Lorraine Finnegan Dublin	€1,000
3rd	Anon Co Dublin	€500

Congratulations to all the winners. If you would like to take part in the monthly draw, €5 a month will be deducted from your shares. Two cars a year are also part of the draw.

Please contact the TUI Credit Union Office if you would like to enter the draw: phone 1850 741600

### TWO NEW LOANS

**(Limited period until 31st December 2012)**

#### (1) Join TUI Credit Union

New members on joining the TUI Credit Union will be immediately eligible to apply for a loan up to a maximum of €3,000 at a loan to share ratio of 6:1

Terms and conditions will apply.

(Normal eligibility period when applying for a 1st loan is 6 months)

#### (2) Educational Loans

These special educational loans are to cater for the needs of members who:

Will have a son/daughter attending a 3rd level course this year.

Will themselves attend a postgraduate course.

**Interest rate of 4.75% for loans up to €3,000 over one year**

**Interest rate of 5.9% for loans up to €8,000 over two years**

Terms and conditions will apply plus proof of registration in a third level course/postgraduate course will be required for these loans.

# The Impact of CL 09/12 on Guidance Provision in Schools

The effect of CL 09/12 on new staffing arrangements for guidance and counselling provision has been felt globally by Guidance Counsellors, Principals, teachers, parents and most distressingly, by our students.

The following are a number of personal perspectives on circular 09/12.

## Guidance Counsellor

I am a teacher and a Guidance Counsellor working in an area of high level disadvantage in a DEIS school. I have always enjoyed the challenges of my work, knowing that I am part of a whole school support system which assists in meeting the guidance needs of our students.

I help our students to make effective choices and decisions about their lives. The range of needs include educational challenges around appropriate curricular provision, vocational needs affecting subject choice, subject levels, career course choice. At the core of this work is assisting the student's personal development as he/she transitions from childhood to adulthood.

I enjoy working as part of the school team, and supporting students both in class, in small groups, and/or providing one to one counselling supports. Each year I work with many of our most vulnerable, high risk students building trust, listening, supporting and giving them the space to explore their many concerns. As a school counsellor I have assisted young people in dealing with any number of life issues; dealing with high levels of stress, bullying, alcohol/drug use, bereavement, identity concerns, unsafe use of social media and

most importantly averting tragedy for some who feel life is no longer worth living.

In 2012 the landscape has changed utterly. Circular 09/12 has changed the landscape of Irish education in our post primary schools and once again increased inequality in our education system. The foundations of what has been a strong support system, the guidance and counselling service, is no longer presumed or assured.

As a school guidance counsellor I have always kept a positive attitude. This is essential in my role. But 2012 has brought a disaffection and disenchantment, echoed by my colleagues. It can be seen in the faces of my students who are not getting the service they desperately need. It can be seen in the faces of colleagues who still refer students to my care in the hope of follow up.

Personally I feel I can no longer be as effective in my job. I can see that the needs of my students and my colleagues are not being sufficiently met and, although I know it is through no fault of mine or lack of effort on my part, I cannot help to feel the stress of knowing I would be doing more if this circular had never been written.

## Teacher

As a class teacher, and a tutor to a first year group, I have found that the cut to the guidance counseling provision in the school has had a dramatic effect on both the staff and the student body. For as long as I have worked in the school the guidance counsellor has been available to my students at a moments notice.

As a teacher in a DEIS school I deal with a student body that are particularly vulnerable, both from an emotional perspective and from the perspective of needing academic guidance. The guidance counsellor has traditionally born the brunt of both the pastoral needs of the student body and has provided the guidance that many students have difficulty accessing at home.

Recently a bereaved student requested an appointment with the guidance counsellor and I had to inform them that they would have to wait to see the counsellor during the counsellor's next available class, six classes later. I have never before been in the position of having to ask a student to put their grief on hold, for timetabling reasons. I hope never to find myself in that position again, although I fear it is inevitable.

Many of the responsibilities that were once the remit of the guidance counsellor are now left undone. Assisting first year and third year students with their subject choices without the input of a guidance counsellor makes it difficult for those students to confidently make correct choices. Teaching in a DEIS school the guidance counsellor also took responsibility for assisting in the filling out of CAO forms and, crucially, assisted students in securing places, through application and interview, on further education courses. The stark reality is that we are all aware there are not enough hours in the day for our guidance counsellors to continue with these traditional duties as well as adding preparation, teaching and correction duties.



Many of my other colleagues are struggling with the larger class numbers involved in supporting the limited guidance provision still available within the school. Subjects like English, Irish and Mathematics have seen smaller classes amalgamating, affecting the teaching and learning. Option teachers have seen option bands being limited and again, class numbers have risen. The introduction of guidance into the school allocation has been the most underhanded, sneaky rise in the effective pupil teacher ratio that the Irish education system has ever seen. If this cut was truly required it should have been made more honestly, and more responsibly, at the highest level.

### Principal

As a Principal I have been left with the sole responsibility of implementing the staffing arrangements for the current school year. One of the most difficult cuts to implement, and I feel cut is the correct word, was the cut to guidance provision. By devolving the responsibility for the decisions regarding how to bring the guidance counsellor into the school's quota, the Government has left me with a number of difficult decisions. On the

one hand I have been instructed to ensure that the school I manage provides an appropriate level of guidance. The issue that I have with circular letter 09/12 is that it does not specify, or elaborate on what may constitute an appropriate level of guidance.

My school is going through a shaky period of expansion and contraction and it is unclear from year to year whether my school's enrollment will go up or down. Due to this concern in particular, I am conscious that I must compete with other local schools every year in attempting to provide the most attractive educational opportunities to my students. As such, I feel it is imperative to protect the range of optional/practical subjects on offer in my school. Thus it has been with a great deal of regret that I have had to amalgamate classes that had previously been split for English, Irish and Maths into a smaller number of classes with a greater number of students in each, thus saving teaching hours to soften the blow to guidance provision.

At a time when I am very aware of the numeracy and literacy drive that the

Department of Education are advocating, I have had to make sacrifices that I personally find distasteful. I understand that many believe that I am paid well to make these decisions. However, I aspired to be a Principal so that I could be an educational leader. I wanted to take an active role in the development of school policies for the benefit of all the students in my school.

Unfortunately I now feel that my job is far from the inspirational role I had envisioned. I am now responsible for damage control. I am responsible for limiting the degradation in my student's educational experience and yearn for a time when I take responsibility for improving their educational opportunities. Far too often I find myself in the position of informing staff that I can no longer continue their employment and I despair at the number of truly amazing teachers that I have to let go on the basis of the decisions that must be made, not for sound educational reasons, but for financial ones. I hope that someday, before I retire, I will be able to participate in remedying the damage that is currently being done to our children's education.

# Show Racism the Red Card schools & youth services programme 2012/13



## show racism the red card

Show Racism the Red Card is inviting teachers to join us in our 2012/13 programme for schools & youth services. We have a number of options available.

### School Workshops

We are available to come to your school to deliver an Interactive Anti Racism Workshop. The workshop can take 40 minutes or 1 hour and 20 minutes depending on the topics covered. Topics typically include defining racism, exploring prejudice and where racism comes from and importantly what to do in response.

### Anti Racism Creative Competition for schools

We are now open for taking registrations for our creative competition. Once registered, teachers/ youth workers will receive a pack which includes resources to

help deliver anti racism education. Last year 120 schools and youth services from 24 counties took part. President of Ireland Michael D Higgins presided at the awards at the AVIVA stadium and Alexandra Kosjakova (15) of Balbriggan Community College had her article entry published in the Irish Times.

Check out the event report from AVIVA stadium concluding the 2012 programme [www.theredcard.ie/news](http://www.theredcard.ie/news) (April 2011). Check out the evaluation from 2011, which includes teacher/youth worker feedback [www.theredcard.ie/news](http://www.theredcard.ie/news) (May 2011).

Register to get your pack and be part of it [www.theredcard.ie/competition\\_register.php](http://www.theredcard.ie/competition_register.php)

### Intercultural Summer Camp and Youth Ambassadors

Our Intercultural Summer camp is now in its fourth year. It takes place in the first week of July in Ghleann Cholm Cille in Co. Donegal and is attended by young people aged 11-16 and adult volunteers. There are opportunities to learn new languages, explore different cultures and meet other young people from diverse backgrounds. Show Racism the Red Card is recruiting for the role of Youth Ambassador. The Youth Ambassador is a volunteer role with Show Racism the Red Card for young people under the age of 18 years. The Youth Ambassador is responsible for promoting key programmes of Show Racism the Red Card, namely the Anti Racism Creative Competition and the Intercultural Summer Camp. [www.theredcard.ie/camp.php](http://www.theredcard.ie/camp.php)

A key benefit of the ambassador post is that ambassadors will be able to apply for awards leading to free or discounted participation at our intercultural summer camps. <http://theredcard.ie/ambassador.php>



Coimisiún na Scrúduithe Stáit  
State Examinations Commission

### Leaving Certificate Examinations 2013 APPOINTMENT OF EXAMINERS

Application forms for the following positions are available on our website [www.examinations.ie](http://www.examinations.ie) and in all second level schools.

- (1) Examiner in Oral tests at the Leaving Certificate Examinations
- (2) Examiner in Practical / Project tests at the Certificate Examinations

Closing date is **Friday 7th December 2012.**



Coimisiún na Scrúduithe Stáit  
State Examinations Commission

### Scrúduithe na hArdteistiméireachta 2013 CEAPACHÁN SCRÚDAITHEOIRÍ

Tá foirmeacha iarratais le haghaidh na bpost a leanas ar fáil ar an suíomh gréasáin [www.examinations.ie](http://www.examinations.ie) agus i ngach scoil dara leibhéal.

- (1) Scrúdaitheoir sna Béaltrialacha i Scrúduithe na hArdteistiméireachta
- (2) Scrúdaitheoir sna Trialacha Praiticiúla / Tionscadail sna Scrúduithe Teistiméireachta

An dáta deiridh a nglacfar le hiarratais:  
**Dé hAoine 7 Nollaig 2012.**



# Life of controversial priest recalled by retired TUI member

Fr. John Fahy, Radical Republican and Agrarian Activist 1893 – 1969' is the title of a new book by retired TUI member Jim Madden and published by Columba Press.

The biography of Fr. Fahy relies heavily throughout on evidence from State Papers, Diocesan Archives, Newspaper reports and Personal Testimonies.

Fr. Fahy, a native of Kilnadeema, Loughrea, was a priest of the diocese of Clonfert and served in Dundee (Scotland), Eyrecourt, Clostoken, Bullaun, Kilconnell, Ballinakill, Lusmagh and Abbey Duniry.

The book outlines his life from his early days in Galway and Maynooth and his gun-running IRA activities as a young priest in Scotland to his final years in Abbey, Loughrea. The book also details Fr. Fahy's anti-annuities campaign with Peadar O'Donnell leading eventually to his arrest, trial and imprisonment in Galway Jail in 1929.

While serving in Lusmagh parish in 1957 Fr. Fahy set up Lia Fáil (Ireland for the Irish) and almost single-handedly wrote ten issues of a highly inflammatory



JIM MADDEN (CENTRE) PICTURED WITH FORMER GALWAY HURLERS JOE & JIMMY COONEY, BOTH GRANDNEPHEWS OF FR. FAHY.

newspaper also called Lia Fáil. Controversial Lia Fáil activities in 1959 resulted in court appearances and jail sentences for some of its members and a transfer and demotion for Fr. Fahy, all of which are outlined in detail.

The book carries a foreword by Gearóid Ó Tuathaigh, Professor Emeritus in History, NUI, Galway. It is on sale nationwide in

Easons, Veritas and in all good bookshops or directly on line from Columba Press ([www.columba.ie](http://www.columba.ie)).

*Jim Madden is a native of Banagher, Co. Offaly. He joined the Vocational Teachers' Association (later to become the TUI) in 1963. Jim is now in the Retired Members' Association.*

## Save money this Christmas with Membership plus

As Christmas quickly approaches, Membership Plus can help you save money on a wide range of purchases. Whether buying one of the latest toys, perfume for a loved one, new clothes to keep you warm or a relaxing night away in the midst of Christmas Shopping – make sure you visit Membership Plus to

see where you can save. Membership Plus is the TUI member benefits programme with over 800 offers and discounts of up to 50% off. To see where you can save, visit the Membership Plus website by going to [www.membershipplus.ie](http://www.membershipplus.ie)



Venue	Offer	Example Use	RRP	Saving
Debenhams	8% off a shopping card	Marc Jacobs Dot Perfume 100ml	€80.00	€6.40
Heatons	10% discount	Men's Campri Hooded Winter Jacket	€35.00	€3.50
Kennys Bookshop	10% discount	The latest book by Marian Keyes	€11.69	€1.17
Fields Jewellers	15% discount	Silver Daisy Series Bracelet	€125.00	€18.75
Jurys Inn	10% discount	Night for 2 at Jurys Inn Custom House B&B	€147.00	€14.70
Luigi Malones	25% discount	Meal for two in Luigi Malones, Cork	€78.45	€19.61

Prices correct at time of press. Terms & Conditions may apply.

**Member Saving:** €64.13

# Unravelling the Spiral

## by Jack Harte

Frank O'Carroll reviews 'Unravelling the Spiral' by Jack Harte. A biography of the late teacher and sculptor, Fred Conlon, published by Scotus Press.

Harte and Conlon were cousins, as well as next door neighbours while growing up and lifelong friends.

Few could have been more suited to the challenge of documenting the creative journey of Conlon, a complex and gifted craftsman, from his initial, artistic awakening to his final moments, as Harte, who draws on his talents as an acclaimed novelist and short story writer for the task in hand.

The result – a compelling portrait of the sculptor, of his times and his work punctuated with a parallel vignette of the author's own literary journey. Clearly, a labour of love on behalf of a kindred spirit, who unlocked for him a narrative he has executed with Joycean flair.

In addition to rigorous chronicling of the sculptor's progress and achievements with supporting photographs, the book movingly brings to life the frugal and often fraught if happy, rural upbringing the irrepressible cousins had in common; an upbringing that might have culturally crushed lesser spirits and stymied any creative leanings they might have had.

In Conlon's case, fortune would reach out an early helping hand by way of a commission from a local shopkeeper that would keep him in pocket money throughout his secondary schooling. Subsequently, he would be gifted with a scholarship, the first of its kind, to the College of Art in Dublin where the cousins would hook up again and

where his talents would blossom under the tutelage of Domhnall Ó Murchadha, a highly esteemed teacher and sculptor.

Charmingly depicted are the past-times and the chores the redoubtable pair shared as neighbours as well as the friendly, hospitable community and its amusing eccentrics, with which they engaged. We get edifying glimpses of a Sligo landscape, steeped in myth and folklore that nurtured them prior to the advent of empirical science with its explanations for everything, hell-bent on leaving nothing to the imagination.

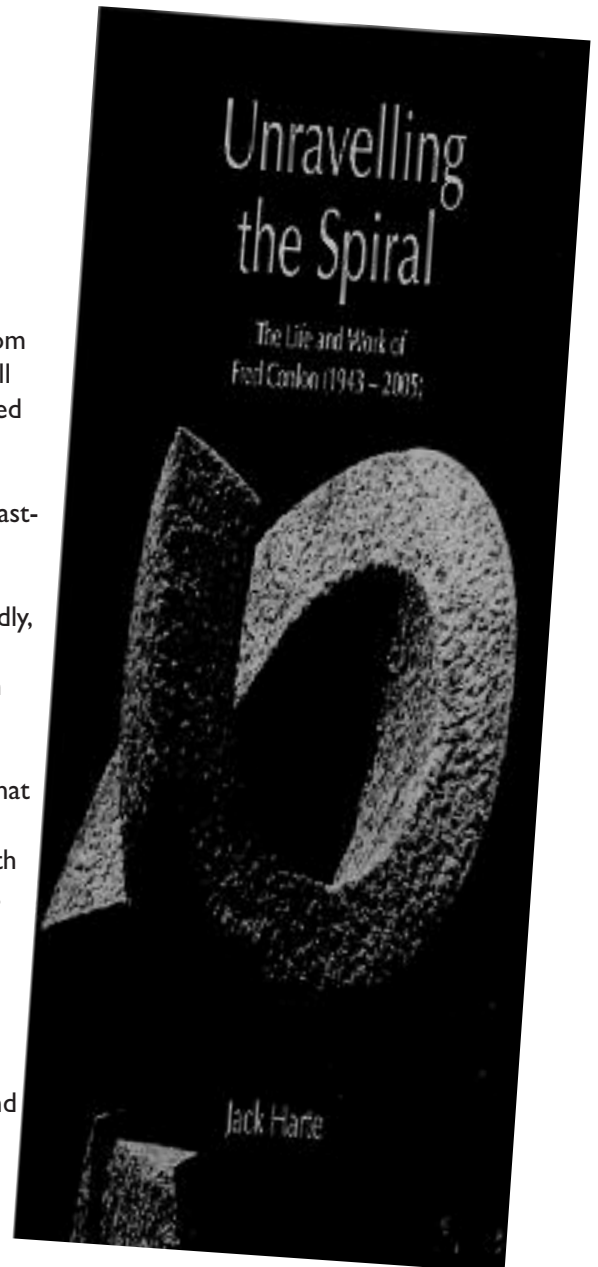
The differences in the personalities of the cousins – Fred, turbo charged, voluble and passionate; Jack cool, reticent and observant, and the consequences arising from same, are brilliantly drawn.

Having graduated, it was down to the brass tacks of teaching, firstly in Navan, "where Fred threw himself fervently into the task of turning out little Michaelangelos," then for a brief but troubled spell at the College of Art, caught in a welter of student protests he opposed, and finally in 1972 as a lecturer in the newly opened Regional College in Sligo.

A gifted teacher, Conlon's dedication to his career and his devotion to his students, would regrettably limit his output as a sculptor. He had ceased to deliver the huge promise of his undergraduate days and it gradually rankled until he eventually opted for an early retirement package.

Ably supported by his wife Kathleen, a primary teacher, he embraced his true vocation until his untimely death, leaving us gladly with a legacy of incomparable sculpture, embellishing our towns and parks, and confirming his reputation as far afield as Cochin in India.

Unravelling the Spiral is a timely tribute by a former principal of Lucan Community College, to a great artist and is a must for all students and lovers of sculpture. Another triumph for Scotus Press.



# Volunteer Experience with Outreach Moldova

By Deirdre Whitlow

I am a post primary teacher in Our Lady of Mercy College, Beaumont. I volunteered with Outreach Moldova to help in the orphanage which is situated in Hincesti, 50Km from the capital city Chisinau. I had always wanted to volunteer for a short time during my summer holidays so in January 2010 I applied to volunteer with Outreach Moldova.

I travelled to Moldova for the first time in August 2010 for 2 weeks and I returned in April 2011 during the Easter break. Initially I applied to travel on my own but then friends decided to come so a group of us travelled in August 2010. However, it is possible to travel on your own as everyone gets on so well and it is so well organised. Everyone meets in Dublin Airport and from there you are directed where to go.

Outreach Moldova (ORM) is an Irish Charity with its head office located in Dublin. ORM was set up in 2000. ORM carries out its work in the Republic of Moldova and is dedicated to providing human rights, medical care and social inclusion for children that have been abandoned, orphaned, children with special needs and/or terminal illnesses.

I found working in the orphanage extremely rewarding as the children are so loving, caring and thrive on the care and attention they receive. I feel that the children in the orphanage are so well looked after and are so happy. All the children are arranged in different groups in the orphanage so during your work there you get to spend a great deal of time with each of the groups.



During my time in the orphanage I was involved in various activities including working alongside the Moldovan staff in the orphanage. I assisted in child orientated activities including teaching children cooking, sewing, art and drama, sport activities, play and learning activities. Each day in the orphanage is timetabled and the volunteers and the translators go to the different groups of children for a wide range of activities. The activities range from attending school with the girls to wheelchair races to art and drawing classes to discos and dance classes. We also got to bring some of the children on a day trip from the orphanage to the city and we visited the baby orphanage in the capital which was rewarding yet heartbreaking.

Honestly, I found the experience difficult to start but I guess I did not know what to expect but after two or

three days it felt like home. The staff and other volunteers were extremely helpful and always there to support you. I found listening to the experiences of previous volunteers extremely helpful and I feel it prepared me and helped me through my first few days especially.

I found the trip extremely well organised as I applied online at [www.outreachmoldova.org](http://www.outreachmoldova.org) and within two or three days I got an information pack in the post with the various forms and information that I needed. It definitely is an amazing experience and something I will be forever delighted I did and I hope I will return again soon. For those of you who may be considering charity work I would sincerely recommend ORM as a worthy charity as I have seen at first hand the magnificent work that is carried out daily for these wonderful children.

# TUI in the media

*A small sample of issues recently addressed by the union in the national media*

## **Unions promise to overturn teachers' pay cuts – Irish Times 25/10/12**

Teachers Union of Ireland president Gerry Craughwell said his union was committed to a campaign against the savage, sustained and disproportionate attack on the pay of new entrants to the teaching profession since 2011. Mr Craughwell also railed at the increasing casualisation of teaching. Many of our talented, enthusiastic new teachers and lecturers are attempting to survive, he said, in part-time positions, with mere fragments of jobs.

## **'This was not a troika call, it was the Government's' – Irish Independent 25/10/12**

TUI president Gerry Craughwell blasted the cuts as “irresponsible and unjustifiable -- may I remind Minister Quinn that his party was founded on the backs of workers and trade unionists”, he said to cheers.

## **Slash and Burn for Teachers' Pay Deals, Quinn to abolish 80 allowances in swingeing cuts – Irish Daily Mail 25/10/12**

TUI General Secretary John MacGabhann said: “Our view hasn't changed and that is that allowances are part of the rate of pay for our jobs. The department has obviously been given its riding instructions, but we will keep to our view that pay comprises allowances and that has been consistently our view. The message is the same, Croke Park protects pay, and allowances form part of pay.”

## **TUI General Secretary John MacGabhann interviewed on RTE Radio 1's Drivetime**

said “even the new, unsatisfactory pay rate is a pipedream because young teachers are being employed on fractions of jobs, on hours. So there is an enormous problem in terms of the casualisation of teaching where people don't get a toe hold, they

don't get an emotional hold on the job. And we are doing less than justice to them and to the students they teach if we don't at least consolidate what jobs there are into real jobs”. **24/10/12**

## **Junior Cert reform**

**- extract from letter to Irish Times by TUI President Gerard Craughwell 18/10/12**

... TUI representatives fought long and hard for the retention of an externally assessed terminal exam and for the external moderation of school-based work. TUI endorsement of any proposed changes in the NCCA framework document has always been contingent on the availability of adequate resources to manage and implement effective and real “change”... The Minister for Education's announcement has side-lined these important issues. In addition, the Minister's unilateral decision to replace State certification with school certification was done without any consultation with the teacher unions. We are extremely concerned about this.

**TUI Vice President Gerry Quinn discusses fee paying school on RTE's Frontline, saying TUI “is opposed to the protection and promotion of privilege in education”. 08/10/12**

**TUI General Secretary John MacGabhann interviewed on RTE The Week in Politics** says fee paying schools could afford to pay the full cost to the state of the teacher allocation and would still be €1,000 per child to the good. **07/10/12**

## **Teachers' unions express concern at proposed reform – Irish Times 5/10/12**

Teachers Union of Ireland (TUI) general secretary John Mac Gabhann claimed the reforms were driven by budgetary rather than educational reasons. He also raised concerns about the downgrading of the Junior Cert from a high-stakes exam to an internal school assessment process. “Any changes introduced must maintain the credibility and integrity of the assessment to ensure public confidence,” he said.

## **Teachers balk at new exams – Irish Daily Mail 5/10/12**

John MacGabhann, general secretary of the Teachers' Union of Ireland, said staff would need extra pay and training in return for change. The new secondary school certificate will be based 40 per cent on coursework and 60 per cent on examinations. ‘Clearly, there is a serious concern about the increased workload for teachers,’ he





added.... Mr MacGabhann of the TUI also said that the need for external moderation was one of his union's 'long-held positions'.

### **Teachers not told of Junior Cert change – *The Star* 5/10/12**

The Teachers' Union of Ireland (TUI) said it was disappointed that teachers were not consulted on the proposals, which it claimed may be designed to save money rather than improve education standards. TUI general secretary John MacGabhann said: "We are disappointed that teachers as practitioners were not specifically consulted on these proposals. This is poor practice in the formulation of education policy."

### **Our teachers deserve proper jobs and proper pay**

– *extract from opinion editorial by TUI General Secretary John MacGabhann in Irish Times 2/10/12*

... Among the most damaging effects of the cutbacks in education is the casualisation of teaching and lecturing. Ironically, this is exacerbated by the abuse of legislation intended to protect employees against abuse. Many teachers and lecturers are experiencing severe income poverty because they struggle on fixed-term – which is to say temporary – contracts in part-time positions, mere fragments of jobs.

### **Disruptive students cost €200m per year – *Irish Daily Mail* 2/10/12**

While TUI general secretary John MacGabhann welcomed the discussion, he said that cuts to staff numbers were exacerbating the problem. "It would be remiss of us not to highlight that the loss of teachers to schools due to cutbacks resulting in larger class groups and less attention to individual students is undoubtedly detrimental to promoting positive behaviour in the classroom," he said.

### **TUI President Gerard Craughwell interviewed on *Today FM news bulletins***

states that Government are trying to introduce 'a race to the bottom' and reaffirms TUI's commitment to campaign to bring new entrants into the appropriate career structures. **21/9/12**

### **TUI General Secretary John MacGabhann interviewed on *RTE Radio 1's Drivetime programme***

stresses the union's commitment to vigorous campaign to restore single payscale. **20/9/12**

### **Teachers' starting pay to be €1,538 lower under deal – *Irish Independent* 19/9/12**

THE starting pay of newly-qualified teachers will be €1,538 lower than that paid to new teachers last year, as a result of the review of allowances... Teachers' Union of Ireland (TUI) general secretary John MacGabhann said "this savage attack runs completely counter to the Government's oft-vaunted commitment to the knowledge society".

### **Students' fury over household charge link to third level grants – *The Star* 19/9/12**

TUI General Secretary John MacGabhann said it's grossly unfair and wrong that students would be penalised in any way for the non-payment of the household charge by their parents. "Any delay in payment to a student could have serious repercussions for their ability to meet basic financial commitments such as rent and other living costs," he said.

### **Croke Park Agreement – extract from letter to *Irish Times* by TUI President Gerard Craughwell 17/9/12**

It is regrettable that much of the discourse on the public service (Croke Park) agreement is poorly informed and that some within the commentariat seem intent on keeping it so... The members of the TUI, teachers and lecturers, do not especially like the Croke Park agreement but nonetheless signed up to it in good faith. We expected and continue to expect that the Government will, for its part, also act in good faith... The Croke Park agreement is delivering significant savings to the State arising from increased productivity by our members in an environment starved of resources. An additional 900,000 hours annually are being delivered by second-level teachers alone. All too often the fact that the Croke Park deal is delivering industrial peace is also wilfully ignored.

### **TUI General Secretary John MacGabhann interviewed on *Today FM's Last Word programme***

describes OCED figures on Irish teacher salaries as a 'history lesson', outlining that the report shows that teachers earn just 82% of salary of comparable workers and that even then, salary figures used in OECD report did not include pension levy or recent cuts to salaries of new entrants. **12/9/12**

# RMA News

The local Branches are developing well throughout the country. We now have established local Branch committees from Donegal to Cork, Dublin Kildare and Meath, Limerick and Offaly. These Branches are now arranging meetings and events for their own areas.

The Dublin branch which meets the last Friday of every second month has a wide programme of events organised, for example a Film Club and a Book Club, outings to the Titanic Centre in Belfast and walking tours of Dublin.

This gives you an idea of what is possible when you have your own Branch.

One of our aims is to publish a separate RMA Newsletter. For this to be possible we would need contributions from Branches around the country. The more Branches we have and the more they are organised and are organising local events the more possible this will be.

I have had a suggestion from one of our members to invite members to submit articles about teaching experiences and other stories related to their teaching life, these could also form the basis for our Newsletter. I now invite members to submit articles for publication.



RMA MEMBERS ON A TOUR OF BUNRATTY CASTLE

Those of you who are paid your pension by the Paymaster General will be aware of the new arrangement regarding payslips. The new arrangement – commencing in November – is that a payslip will only be issued in January and December unless a change of €7.50 occurs. All those involved have received notice of this change and some of you have expressed disappointment.

Change is always difficult and for some technology is a problem - monthly payslip details are available on the internet – this is understandable and problematic for some. However, as you know it's not only payslips that are

affected by this technology. Your local Bank – if you have one – has gone down this route too, not to mention airline tickets, electricity bills, mobile phone bills etc.

The purpose of this change in payslips is to save money on postage and manpower. The change we really have to fear is a cut in our pension or more levies.

### ***Below are the dates for some upcoming Branch meetings:***

- **Donegal:**  
Thursday 15th November in Kee's Hotel, Stranolar, at 7pm.
- **Dublin:**  
Friday 30th November in the Teacher's Club, Parnell Square, at 11am
- **Meath:**  
Tuesday 11th December in the Ardboyne Hotel, Navan, at 11am
- The next meetings of the **Cork and Kildare Branches** will also be held before Christmas – details to follow.



MAURA, PHIL, MARY, MARIAN AND VAL ENJOY DINNER AT THE OLD GROUND HOTEL

We have just returned from our autumn break in Ennis, Co Clare. Over sixty members gathered in the Old Ground Hotel where we had a wonderful time. The hotel has a great charm about it and the food was excellent.

On the first day we went to Bunratty Castle and had a guided tour of the Castle including the battlements, from where we had a beautiful view of the Shannon estuary and the countryside. On the second day we went to the cliffs of Moher. I had not been there since they built the interpretative centre, it is very impressive and very educational with an excellent audio visual presentation.

On the final night we had Past President Bernie Ruane and her husband John as guests for dinner. Bernie lives in Ennis and was a great help to us as Vice President and President.

We are all waiting for the budget to discover what our faith will be. We are active with the Irish Congress of Trades Unions, Retired Members Committee and the Alliance of Public Service retired members. The ICTU Retired Members have made a pre-budget submission.

We are all aware of the onslaught on Public Service workers and pensions by all the media. Do they not realise how many of us there are? When you meet your public representatives remind them that you are not indifferent to the abuse they are throwing at us and that we do vote.

*Christy Conville*  
Secretary



ANN MANGAN, MARY KAVANAGH, CIARAN WALSH, CLAIRE HIGGINS AND SEÁN MORAN (L TO R) AT CIARAN WALSH'S RETIREMENT PRESENTATION FROM BOYNE C&C BRANCH.

## IMPORTANT NOTICE FROM THE DEPARTMENT OF EDUCATION AND SKILLS

### REQUIREMENT TO BE REGISTERED WITH THE TEACHING COUNCIL FROM 2012/13 SCHOOL YEAR

Under section 30 of the Teaching Council Act 2001, teachers employed in recognised schools must be registered with the Teaching Council in order to be paid from public monies by the Department of Education and Skills or a VEC.

It is the intention of the Minister for Education and Skills, Ruairi Quinn T.D., to commence section 30 during the 2012/2013 school year.

If you are working as a teacher in a recognised school, but are not currently registered with the Teaching Council, you should apply to the Council for registration immediately.

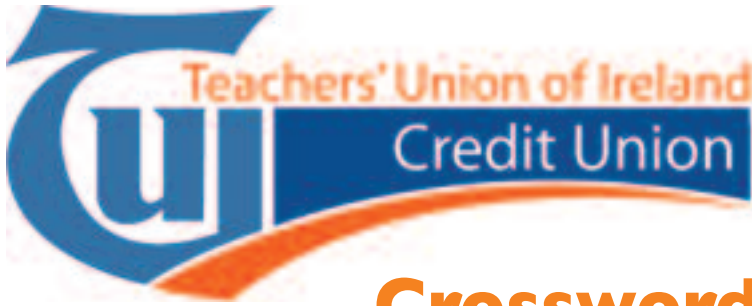
Further details including registration application forms and frequently asked questions are available on the homepage of the Teaching Council website: [www.teachingcouncil.ie](http://www.teachingcouncil.ie).

The Council may be contacted in relation to registration at:

[primaryregistration@teachingcouncil.ie](mailto:primaryregistration@teachingcouncil.ie)  
for primary school teachers; and

[postprimaryregistration@teachingcouncil.ie](mailto:postprimaryregistration@teachingcouncil.ie)  
for post-primary school teachers.





Congratulations to  
**AGNES O'FLAHERTY,**  
**LIMERICK IT, MOYLISH PARK,**  
**LIMERICK**  
*winner of Vol 35 No 1 Crossword Competition*

# Crossword

**€250 prize for the first correct answer drawn from the entries**

**Only one entry per member.**  
 Photocopies can be submitted.

Name \_\_\_\_\_

Workplace \_\_\_\_\_

Address \_\_\_\_\_

Contact number \_\_\_\_\_

TUI Branch \_\_\_\_\_

Send entries to TUI  
 Crossword November '12,  
 TUI, 73 Orwell Rd, Rathgar,  
 Dublin 6

Closing date for entries:  
 Friday 14th December 2012

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**ACROSS**

- 1 Elvis' middle name (5)
- 4 Folk band formed in 1962 (3,9)
- 12 Roman river (5)
- 13 Traditionally the groom's last night of freedom before marriage (4,5)
- 14 The smallest discrete component of an electronic image (5)
- 15 Apple's mobile phone operating system (3)
- 16 Mancunian band, fronted by Gallagher brothers (5)
- 17 Speaking readily, clearly, and effectively (8)
- 18 Largest of the Channel Islands (6)
- 19 --- Campbell, footballer (3)
- 20 A board with the alphabet on it; used with a planchette to spell out supernatural messages (5)
- 22 A seaside resort town in County Cork, sitting on the estuary of the River Blackwater (7)
- 25 1960 Alfred Hitchcock film (6)
- 30 Comedy partner of Eric Morcambe (5,4)
- 32 ----- Maradona - Argentine footballer (5)
- 33 A variety show with topical sketches and songs and dancing and comedians (5)
- 34 Gold medalist in the Paralympics - Michael ----- -- (8)
- 35 Kill one in every ten, as of mutineers in Roman armies (8)
- 38 A family of languages widely spoken in the southern half of the African continent (5)
- 39 The landed estate of a lord (5)
- 42 Meadow alongside the river Thames, famous for Magna Carta and John F Kennedy memorials (9)
- 43 Criticized severely (6)
- 44 I Don't Like -----, 1979 hit for The Boomtown

**DOWN**

- 1 Rats (7)
- 45 1982 film about a red-headed orphan (5)
- 46 Curved bones around the chest (3)
- 47 Fourth month
- 50 A confidential or secret meeting (8)
- 53 Sugar frosting, usually on top of a cake (5)
- 56 Roll steel ingots (3)
- 57 Henrik ----- Norwegian author who wrote plays on social and political themes (5)
- 58 1989 film starring Patrick Swayze (9)
- 59 Town in Co. Louth (5)
- 60 An extreme state of adversity; the lowest point of anything (5)
- 61 Taverns where ale is sold (9)
- 62 Luxury automobile made by Toyota

- 11 A straight line through a body or figure that satisfies certain conditions (4)
- 21 Pope, AD 401-417. (8,1)
- 23 Having at least one advantage over someone; having done better than a competitor did last time (3-2)
- 24 In playing cards, a single suit symbol located in the middle of the card (3)
- 26 Strong cider (7)
- 27 Small flat green bean similar to lima beans (5,4)
- 28 A document certifying the successful completion of a course of study (7)
- 29 Relating to or suggesting swine (7)
- 31 A person devoted to refined sensuous enjoyment (esp. food) (7)
- 35 Second-largest city in Northern Ireland (5)
- 36 A state or condition markedly different from the norm (10)
- 37 Annoy persistently (10)
- 40 The protagonist of the Matrix franchise (3)
- 41 Prized variety of chicory having globose heads of red leaves (9)
- 45 ----- Williams, character in Arthur Miller's The Crucible (7)
- 46 A state of abeyance or suspended business (6)
- 48 Tore down, made flat with the ground (5)
- 49 Of or relating to or associated with the moon (5)
- 51 Talk pompously (5)
- 52 Fits of shivering or shaking (5)
- 54 An alphabetical listing of names and topics along with page numbers where they are discussed (5)
- 55 Predatory black-and-white toothed whale with large dorsal fin; common in cold seas (4)