



TUI-08124-PM/BH

24<sup>th</sup> November, 2008.

**TO: SECOND LEVEL BRANCH SECRETARIES**

*CC: Executive Committee*

**Re: Toward 2016 – Second Level Update**

Dear Colleague,

I wish to update you in regard to the situation relating to the payment of the 2.5% salary increase due with effect from 1<sup>st</sup> September, 2008. This increase, as you will be aware, is the last increase due under the first phase of the ten-year national agreement “Towards 2016”.

At its meeting on Friday, 21<sup>st</sup> November, the Executive Committee considered in depth two documents which were required by the Department of Education and Science as a prerequisite to the payment of the 2.5%. These documents relate to posts of responsibility and to procedures in respect of teachers who are experiencing professional difficulties. Copies of both documents are attached.

**PROMOTIONS PROCEDURES**

In respect of the documents on promotion procedures, these relate specifically to the appointment to the posts of Assistant Principal and Special Duties Post.

### Criteria

There is a revision of the criteria which now provide for four criteria, each carrying 20% of the marks. One of these criteria is seniority which will over a phasing period be reduced from 30%, being the current figure, to 20%. The details of the phasing are set out in the attached document as are the other four criteria. The Department of Education and Science has indicated to the Union that a breakdown of marks will be available to candidates in respect of their own performance on request. It will be no longer necessary to commence an appeal process in order to get a breakdown of the marks.

### Interview Board

The interview board has been restructured and allows for the possible inclusion of the Principal as a member of the selection board.

### Appeal Process

The appeal process will now be conducted by a three person appeal board rather than the single person appeal board as at present. The other two members of the appeal board will be a nominee of the management concerned and a nominee of the appellant.

In addition, at the behest of TUI, there is agreement in principle to introduce an appeal process for the positions of Principal and Deputy Principal. Discussions in this regard will commence in the near future.

## **TEACHERS EXPERIENCING PROFESSIONAL DIFFICULTIES**

### Section 24(3) of the Education Act

A requirement of Towards 2016 was an agreement in respect of teachers who were experiencing professional difficulties. Very lengthy negotiations have resulted in agreement in respect of these procedures. Two separate documents exist, one for TUI members in Community and Comprehensive Schools which is in common with teachers in voluntary secondary schools and a second document for TUI members in VEC schools.

The difference is required because of different legislative provisions in the two types of school retains for VEC teachers the protection of the VEC Acts. The principles applying to both sets of procedures are identical and it is the view of the Union that there is significant protection for the teacher in these proposals.

The implementation date of these proposals is the 1<sup>st</sup> September, 2009. In addition procedures in respect of Principals with such difficulties will be agreed by 31 January 2009 for implementation from the same date.

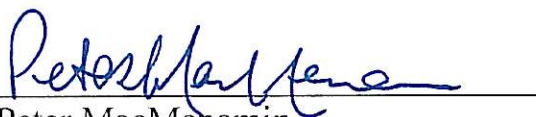
The Executive Committee has committed to a process of full familiarisation of these procedures for Branch Officers in the first instance. One of the keys to the involvement of the Union in the case of any teacher involved in such process will be **early notification to the Union at local level and early intervention by the TUI** as is necessary.

#### **PAYMENT OF 2.5%**

The Teachers' Conciliation Council has today, Monday 24<sup>th</sup> November, signed off on the payment of the 2.5% payable with effect from 1<sup>st</sup> September 2008. It is understood that the Department of Education and Science payroll is in a position to make full payments including retrospective payments from September before the end of 2008. It is also understood that the enabling circular letter will be issued to Vocational Education Committees immediately in order to enable them to process the necessary payments before the end of the year. VEC branches should make immediate contact with their VEC with a view to ensuring that there is no holdup in the payment of the due moneys to members in 2008.

**A meeting of Branch Officers will be held in the afternoon of Friday of this week – 28<sup>th</sup> November in the Gresham Hotel, Dublin.** Further details will be issued shortly.

Yours sincerely,



Peter MacMenamin  
General Secretary  
Enc.