



## **Ballot on the Department of Education and Skills/TUI proposed agreement, May 2016**

# **Keep our campaign moving – vote ‘YES’**

Dear Colleagues,

TUI has campaigned strongly for nearly a year to have our issues, which were neglected by the LRA, addressed. We did this alone and, having achieved meaningful negotiations, we now have a proposed agreement with the DES. The benefits set out in this agreement can be secured if you vote 'YES' and will be in addition to pay restoration measures in the LRA.

TUI also campaigned against the draconian FEMPI 2015 bill. Despite our best efforts, it is now law and will have significant adverse effect for us from the 1st July next - which is when the Haddington Road Agreement (HRA) ends - if we are not in the follow-on Lansdowne Road Agreement (LRA). Also, it has been confirmed by Government that benefits such as the Ward and Cush reports will fall if we are not in the LRA.

The Executive is recommending a 'YES' vote in both ballots. The proposed agreement provides tangible concessions with additional stepping stones for further progress on workload, terms and conditions, bureaucracy and professional autonomy. All of our sectors are covered.

Separately, ICTU has acknowledged TUI's leading role in highlighting the injustice of pay inequality and has committed to prioritising this issue for resolution within the LRA. The recent decision to restore the value of their allowance to Firefighters, within the LRA, is a very important precedent that we can exploit.

The workload additionality, under the CPA, HRA and continued in the LRA can be best addressed with the other public sector unions - representing over 300,000 public servants who have had to give an additional 2 hours per week. Those unions and the

ICTU have called for a review of the LRA to accelerate pay restoration.

The Executive is also calling for a 'YES' in the ballot for industrial action because, in the event that we do not accept the proposed agreement, then, in law, we need a mandate to withdraw from productivity provided since the Croke Park Agreement.

Gerry Quinn,  
President, TUI

John MacGabhann,  
General Secretary, TUI

### **Gains include:**

- **Acceptance of this proposed agreement opens the door to pay equalisation**
- **From January 2017 – one less ‘flex’ teaching hour at Third Level as an initial measure**
- **Greater teacher autonomy in usage of ‘Croke Park’ hours (increase from 5 to 10 hours per annum; not whole-school and in blocks of 30 minutes)**
- **Progress towards appropriate contracts/terms and conditions in Adult, Further Education and Youthreach**
- **Commitment by Department to reducing bureaucracy (in preparation for inspections, Quality Assurance etc.)**

## **TUI's Executive Committee recommends that you vote ‘YES’ in both ballots**

## ***Why are you being balloted?***

In October 2015, TUI members voted not to accept the Lansdowne Road Agreement (LRA).

Central to the decision of members not to accept the LRA were issues of key concern that had not been addressed in the LRA. The TUI therefore undertook a campaign, which secured extensive media exposure, to have these issues addressed through meaningful engagement. In terms of the media, a particular focus was placed on the income poverty of many members and underfunding and understaffing in Institutes of Technology. In pursuance of the campaign, ballots of members were conducted in December 2015/January 2016.

In December 2015, TUI members in Institutes of Technology voted to engage in a campaign of industrial action, up to and including strike action, to secure a fair and sustainable resolution to a number of crisis issues at Third Level that had not been addressed by the LRA - such as underfunding, understaffing and the precarious employment status of many academic staff. A day's strike action was taken by TUI members in the Institutes on February 3rd 2016.

In January 2016, members in the Second Level, Further/Adult Education and Youthreach sectors also voted to engage in a campaign of industrial action, up to and including strike action, to secure a fair and sustainable resolution to crisis issues not addressed in the LRA. Of key concern in these sectors were the precarious employment status and income poverty of new and recent entrants to the profession, the absence of appropriate terms and conditions for many members, the damaging effects of cutbacks on the service provided to students and creeping bureaucratisation (including unproductive usage of the CPA hours). A strike day for members in these sectors was scheduled for February 24th - to be taken unless the Union's request for meaningful engagement on the key issues of concern in all sectors was conceded. On February 12th the Minister for Education and Skills offered the Union meaningful engagement. Therefore, the Executive Committee decided to postpone the planned strike day in order to allow that engagement to take place.

An intensive series of meetings between TUI and the Department of Education and Skills (DES) and the Department of Public Expenditure and Reform (DPER) took place during March, April and early May. This process of engagement has resulted in the proposed Department of Education and Skills/TUI agreement of May 2016 – see full text from p6.

## ***What are you being balloted on?***

### **Ballot No 1:**

You are being balloted on the acceptability or otherwise of the proposed Department of Education and Skills/TUI agreement of May 2016 as a means of addressing key issues of concern to members.

### **Ballot No 2:**

You are also being asked in a concurrent ballot - in the event of the proposed Department of Education and Skills/TUI agreement not being accepted by members - whether or not you agree to engage in industrial action, up to and including strike action, and encompassing withdrawal from productivity commitments which arose under the Croke Park and the Haddington Road Agreements.

## ***What is the Executive Committee recommending?***

The Executive Committee is recommending that you vote 'YES' in both ballots – i.e. that you vote "YES" to accept the proposed agreement but also that you vote "YES" to engage in industrial action (in the event that members vote not to accept the proposed agreement).

## ***What would acceptance of the proposed Department of Education and Skills/TUI agreement mean in terms of collective agreements?***

Acceptance of the proposed Department of Education and Skills/TUI agreement would mean that TUI members would continue to co-operate with and would not repudiate the relevant collective agreements. The Haddington Road Agreement (HRA) expires on 30th June 2016. Therefore, from 1st July 2016, the only relevant collective agreement that will apply will be the Lansdowne Road Agreement (LRA). In summary, if the proposal is accepted, TUI members will be covered by the LRA from 1st July 2016.

## **As members voted not to accept the LRA in the October 2015 ballot, why are we being asked to vote now on a proposal, acceptance of which would also have the effect of bringing us under the cover of the LRA?**

Since the ballot in October 2015 there have been significant changes, about which members must now have a say.

- The strategy pursued by the TUI - as set out above - has resulted in the proposed DES/TUI agreement now before you for decision. This proposed agreement is new and addresses a range of issues identified by members as important. It is necessary, appropriate – and democratic - that the proposals be put to you, the members, for acceptance or rejection.
- The FEMPI 2015 Act was enacted late in 2015, after completion of the Union's ballot on the LRA. The 2015 Act imposes a two year increment freeze – from 1st July 2016 to 30th June 2018 – on public servants not covered by a collective agreement. This is a significant new consideration.
- It has been clarified by Government that, in order to make progress on the key issue of securing pay parity (for new entrants), a union will have to be covered by a collective agreement. In respect of this, the recent decision to restore the value of their allowance to Firefighters – within the LRA - is a very important precedent. The sole collective agreement that will apply from 1st July 2016 is the LRA. Moreover, having regard to TUI's campaign, the ICTU has committed to achieving pay parity as a matter of priority.
- In the event of not being covered by a collective agreement after expiry of the HRA (i.e. from 1st July 2016), the law requires that members be balloted before a union can issue directives to engage in industrial action - such as withdrawal from productivity commitments entered into under the Croke Park Agreement (CPA) and HRA. Therefore, as the Union has consistently said, a ballot is required in any case before the end of May. Arising from the proposed DES/TUI agreement, there is now also a new, alternative option that must be presented to members for their decision in a ballot.
- Fine Gael and Fianna Fáil now have a written agreement that explicitly supports the full implementation of the LRA and this is also a central policy position set out in the Programme for Government.
- Dates for payment in respect of S&S have been brought forward to 1st September 2016 and 1st September 2017. These increases (which total €1,592), on each point of the pay scale, are dependent on being covered by the LRA.

- It has been confirmed that, if the Union is not covered by a collective agreement, implementation of the Ward report recommendations will cease and implement of the Cush report will not proceed.

## **What about the issue of new entrant pay?**

**The proposed agreement does not resolve it, but acceptance of the agreement provides a clear way forward and a mechanism to resolve it.** Ending the unfair and discriminatory pay arrangements for new and recent entrants to the profession is a critical priority of TUI. It was forcefully addressed by the TUI at the talks. The DES and DPER, while acknowledging the significance of the issue - in particular for those affected by the removal of allowances from February 2012 - stated that it is broad-based and applies to other public service grades (specifically, Firefighters, Prison Officers and Gardaí). They advised that they did not have the authority to deal with the matter in the context of the bi-lateral talks with the TUI and that an appropriate, alternative forum would be required.

The Union noted and the DES/DPER acknowledged

- the recent decision in principle to restore to Firefighters the value of an allowance that had been paid prior to 2012 (by consolidating it into their scale)
- that this decision has significant implications and clear precedent value for the other grades – including teachers - affected by the unilateral abolition, by Government, of allowances for post-February 2012 entrants.

TUI has been to the forefront in highlighting the issue of pay inequity. This has been acknowledged by ICTU, which has committed to achieving pay parity as a matter of priority.

In the event that the proposed Department of Education and Skills/TUI agreement is not accepted by members, the Union will not be covered by a collective agreement and, as a consequence, will not be in a position to use the Firefighter precedent to remedy this issue. It should be noted that our colleagues in the Primary sector, represented by the INTO, are in the LRA and are in a position to use the precedent.

If the agreement is accepted, TUI will, in co-operation with other unions, move to secure pay parity.

## **When will the ballot take place?**

Ballot papers will be posted from TUI Head Office on Tuesday, May 17th 2016

Completed ballot papers must be returned, in the envelopes provided, to the Union's auditors, Deloitte, by 5.00pm on Monday, May 30th 2016. To ensure that completed ballot papers reach Deloitte by the closing date, they should be posted by Thursday, May 26th at the latest.

# Reasons to vote 'YES' to accept proposed Department of Education and Skills/TUI agreement

## The proposed agreement

- Represents a significant improvement in relation to a number of the key issues not addressed in the LRA and ensures implementation of the Ward and Cush report recommendations.
- Moves one 'flex' hour from teaching/lecturing to non-teaching usage from 1st January 2017 in Institutes of Technology.
- Provides for a review of matters relevant to lecturing in Institutes to be completed by March 2017, having regard to the 'flex' hours, lecturer workload and enhancing the quality of education within Institutes. The review provides an opportunity to deal with the second 'flex' hour.
- Increases to 8 (from the current 5) the number of 'Croke Park' hours (within the 33) that do not have to be done on a whole school basis from September 2016. These 8 hours can be done in blocks of a minimum of 30 (as opposed to 60) minutes. In the 2017/18 school year, the number of hours professionalised in this way will again increase, from 8 to 10. So, while the 33 hours remain, there is tangible progress in ensuring that they are used in a manner that makes sense and respects teachers' time and professional autonomy. In addition, there will be a comprehensive review of usage of the 33 'Croke Park' hours, "having regard to teacher professional judgement".
- Can make a real difference to members who are currently on part-time hours through the immediate review of CL34/09 which the DES has committed to revise. The priority of this review will be to amend the circular so that employers have to give new hours that arise to existing employees in accordance with strict criteria, providing greater opportunity for part-time teachers to expand their hours towards full time employment.
- Provides a clear way forward in addressing a range of issues of key concern to members in Further and Adult Education and Youthreach, especially in regard to appropriate contracts/terms and conditions of employment, including a conversion process for BTEI "tutors", application of Ward to Youthreach grades and consultation on the new DES Youthreach Operator Guidelines.
- Commits SOLAS and the ETBI/QQI Forum to formal engagement with TUI.

### In addition:

- With regard to bureaucracy, the Department, in consultation with teacher unions, will take steps to reduce the administrative requirements on schools, centres and teachers.
- If TUI accepts the proposed agreement, and is therefore covered by the LRA, the Union will be able to use the Firefighter precedent to bring our campaign on pay equalisation to a successful conclusion.
- If TUI does not accept the agreement, the Union will be outside of the LRA. The logical conclusion is that this will

lead to very serious industrial action, with all the associated implications.

- Within the LRA, we can more effectively continue our campaign for repeal of FEMPI, in collaboration with other unions.

## Protection of terms and conditions

TUI is party to the HRA, which expires on June 30th 2016. If the Union is not party to a collective agreement from July 1st 2016, the consequences include:

- Application of an incremental freeze for a two year period from July 2016 to June 2018, as provided for in the FEMPI Act 2015. This would cost between €20,000 and €50,000 over the course of a teacher's career, depending on his/her current point of scale. A Youthreach Resource Person or Co-Ordinator could lose up to €40,000. An Assistant Lecturer/Lecturer could lose up to €50,000 (depending on current points of scale).
- Suspension of implementation of the Ward recommendations (Circular Letter 24/15) from 1st July. For example, a teacher who, under the Ward provisions, would receive a CID on commencement of a third year in September 2016, will not get that CID until September 2018, assuming continuous service. A teacher who would get an increased CID in September 2016 in respect of additional hours, will not get that increased CID until September 2019, assuming continuous service in those hours.
- Cessation of award of a CID (under the HRA) to an Assistant Lecturer after three years of service (will revert to four) and suspension of the HPAL conversion process.
- Non-implementation of the Cush Report for third level (which provides for reducing the qualification period for the award of a CID to two years and for increasing the hours of an existing CID after one year).
- Withdrawal of the revised new entrant salary scales (of 1/1/11 and 1/2/12), as improved under the HRA, for lecturers or teachers recruited from 1st July 2016. This would represent a loss in the region of €130,000 to €160,000 over a career.
- Not increasing teachers' pay by €796 on 1st September 2016 and a further €796 on 1st September 2017 (two moieties representing a total of €1,592) in respect of Substitution and Supervision. This would represent a loss of €1,592 of pensionable salary, for each full year that S&S is not paid.
- Removal of the protection against compulsory redundancy and removal of the redeployment schemes. In cases of redundancy, only statutory redundancy will be paid, and not the enhanced redundancy available under collective agreement.
- Withdrawal of protection against the 'double hit' for those on salaries of €65,000 and greater. The potential loss involved is €1,796 (i.e. the value of the old S&S payment).

# ***Reasons to vote 'NO' to proposed Department of Education and Skills/TUI agreement***

- Acceptance of the proposed agreement would involve acceptance of the LRA. Members voted not to accept the LRA last October.
  - The Government is in a weak minority position and is unlikely to act on its threat to freeze increments, to suspend implementation of the Ward and Cush Report recommendations or to withhold the S&S payment due in September 2016.
  - If we reject the proposed agreement and are not covered by the LRA we would be free to take industrial action on matters covered by the LRA. If we accept the agreement and are covered by the LRA, our ability to take industrial action could be hindered by Section 3.2 and Section 4 of the LRA.
  - If we vote not to accept the proposed agreement, we could seek to form alliances with any union/s that may be outside the LRA. In this way, we could seek to undermine the LRA with a view to dismantling it. We could then seek an alternative to deal with our pay and conditions.
  - Elements of the proposed agreement are too vague in that there is no guarantee that the reviews referred to in the proposal will deliver on our objectives.
  - The proposed agreement does not provide pay parity for new entrants. We currently have a separate mandate for industrial action – up to and including strike action - which we could continue to use to put pressure on the Government to rectify this situation.
  - Some of the measures in relation to casualisation (fixed-term and part-time work) are poorly defined and rely on a review. Management bodies will try to obstruct and limit progress in any review process because they want “flexibility” and do not want a mandatory sequence for offering new hours to existing part-time staff.
  - The re-designation of one ‘flex’ hour as non-teaching is not enough. There is no guarantee that as a result of the review to be completed by March 2017 the second ‘flex’ hour will be re-designated as non-teaching. The review carries risk. In any case, re-designation of usage of hours does not remove them.
  - The proposals extend the existing productivity commitments from 1st July 2016 for a further two years. Teachers will still have to do the 33 CPA hours and members in other grades the 2 hours per week.
  - Full salary restoration is not included in the LRA. The restoration elements are insufficient and the new Minister for DPER is highly unlikely to want to accelerate restoration. Therefore, we cannot wait until 2018 for the injustice visited on public servants to end.
  - Outside the LRA, we could take a variety of appropriate actions to oppose FEMPI. This would include a media campaign to further expose the draconian and disproportionate effects of FEMPI and extensive lobbying of public representatives. In this regard, we could seek to align with any other union that may be outside the LRA.
  - TUI should not seek assistance from the ICTU, which should have taken much stronger action against pay cuts and productivity increases.
- If members vote not to accept the proposed agreement, it is imperative that they vote ‘YES’ in the second ballot for a campaign of industrial action. Only then will the TUI Executive Committee have a mandate to issue directives to members to withdraw from productivity commitments that arose under the terms of the Croke Park and Haddington Road Agreements. These commitments include:
- the 33 ‘Croke Park’ hours (CPA).
  - ‘Flex’ hours in Institutes of Technology (CPA).
  - the hour per week of structured, timetabled availability to students (CPA).
  - that proportion of the 78 hours applied towards church holidays (HRA).
  - the two additional working hours per week, in the case of grades that had a working week of 35 hours prior to the HRA.
  - Supervision and Substitution (S&S) hours (HRA) (Withdrawal from this particular aspect of productivity will require careful consideration, given the potential consequences, some of which may not be in the interests of pursuing a campaign of opposition).
  - The S&S arrangement for re-assignment within timetabled hours – the so-called ‘windfall’ hours.
  - Appendix One of the Croke Park Agreement – Further Education.

## **Appendix:** **Text of proposed Department of Education and Skills/ TUI agreement**

# **DEPARTMENT OF EDUCATION AND SKILLS/ TUI AGREEMENT MAY 2016**

**Discussions between the Department of Education and Skills, the Department of Public Expenditure and Reform and TUI took place in April and May 2016 in relation to issues of mutual concern in the context of the union's continuing co-operation with collective agreements. Arising from those discussions, the following has been agreed between the parties:**

### **Fixed-Term and Part-Time Employment**

It is acknowledged that the question of employment on less than full hours is a critical issue for many teachers and lecturers. Under the Report of the Chairperson of the Expert Group on Fixed-Term and Part-Time Employment in Teaching, measures have been introduced under circular letter to address this issue. A report in respect of third-level is imminent.

In addition to the measures already being implemented, a number of medium and longer term recommendations were made in the

Ward Report. The parties commit to immediately commencing discussion on implementation of these further measures. The parties will prioritise agreement on an updated procedure and sequence for filling available posts that would apply under a revised section 5.1.4 of Circular 34/2009 and will consider other appropriate measures in order to improve the ability to increase the working hours of part-time teachers, having regard to the curricular needs of schools and the effects of the measures being implemented in the first phase of the Ward Report recommendations.

The Department confirms that teachers can be recruited on a permanent basis ab initio, once the school/ETB is within its authorised allocation of teaching posts and the criteria outlined in Department Circulars for filling teaching posts are complied with. Employers will be reminded of this.

The Department confirms that in accordance with Department Circulars, a qualified and registered post-primary teacher who is employed by a secondary school, C&C school or ETB who has a CID for 18 hours or more and agrees to be timetabled up to 22 hours will be paid full salary.

## **I. SECOND LEVEL**

### **Posts of Responsibility**

It is acknowledged that the significant reduction in the number of posts of responsibility since the implementation of the moratorium has led to difficulties in the running of schools. TUI expressed particular concern regarding the diminution of student support, increased workload for teachers and a decline in staff morale.

The parties agree that there will be a robust review of in-school management structures to ensure that, in the context of restoration of posts, the evolving needs of schools are addressed. In this regard, progress on this review will enable restoration to be considered in the context of Budget 2017.

### **Review of Usage of the Croke Park Hours**

It is acknowledged by the parties that the central purpose of the additional time is to provide for essential activities such as parent-teacher meetings and school planning to take place without reducing class contact/tuition time.

Within this context, a review of the usage of the additional hours as set out in the Public Service Stability Agreement will take place involving the Department of Education and Skills, the teacher unions and school

management bodies. The review will have regard to teacher professional judgement, system and school requirements and experience to date of best practice in the utilisation of the hours. Drawing on good practice, the review will make recommendations to optimise the most professional and valuable usage of the additional hours by teachers.

The review will commence immediately and will conclude so that any changes agreed can be implemented as soon as practicable but no later than the commencement of the 2017/18 school year.

As an immediate first step, the parties agree that the maximum period of time available for planning and development work on other than a whole-school basis will be increased to 8 hours from the beginning of the 2016/17 school year and a further 2 hours from the beginning of the 2017/18 school year, in accordance with the terms agreed under the Haddington Road Agreement as set out in Department Circular 43/2014.

### Data Management

In the development and subsequent implementation of its Data Strategy, the Department commits to examining the information requirements on schools/centres with a view to streamlining the content and timing of requests to the fullest extent possible and minimising the impact of data collection on schools/centres.

### Inspections

The Department re-affirms that the primary focus of the inspection process is on affirming good practice and providing constructive recommendations for improvement. During inspections, inspectors focus

on the quality of teaching and learning and leadership and management rather than on documentation.

The Department will take steps to reduce the administrative requirements on schools/centres and teachers in relation to inspections and school self-evaluation and in that regard some priority measures are:

- Revised inspection guidelines due to be published in September 2016 will clarify the Inspectorate's expectations in regard to planning documentation and will stress the emphasis placed on teachers' practice rather than documentation;
- The information available in the Department's POD and PPOD databases and other DES sources will be fully utilised when collecting data in preparation for inspections;
- The Inspectorate will give consideration to providing schools with the facility to provide data relevant to inspection in a single annual return, if they so wish;
- Existing consultation processes with the teacher unions in relation to inspection and to school self-evaluation will be maintained;

## 2. FURTHER EDUCATION

It is agreed that discussions will commence immediately regarding a conversion process for BTEI staff, according to the same principles as were applied in the recent agreement on Youthreach conversion.

Furthermore, the parties agree to address the following as a priority:

- Discussion of an agreed contract for BTEI County Coordinators;

- Introduction of an incremental credit scheme for Youthreach Resource Persons and Youthreach Coordinators;
- applicability to the grades of Youthreach Resource Person and Coordinator of appropriate measures relating to contracts of indefinite duration, analogous to the recommendations of the Ward Report;
- application of Circular 8/2014

TUI raised a range of issues relating to Youthreach. The parties agree to an early meeting on these issues ahead of the forthcoming review of Youthreach.

The parties agree to an early discussion on the Youthreach Operator Guidelines.

The Lansdowne Road Agreement Chairman's Note sets out a process in relation to the award of CIDs to people in certain education posts in Adult, Community and Further Education settings outside of recognised schools. It is agreed that this process will be brought to a conclusion as soon as is practicable but no later than the commencement of the 2017/18 academic year.

The Chairman's Note also sets out a subsequent process in relation to issues regarding 'Tutors' which do not come within the ambit of the Haddington Road Agreement. The Department confirms that this second process will encompass discussion of:

- the consolidation of certain education posts in Adult, Community and Further Education settings outside of recognised schools into defined grades with salary scale and public service terms and conditions; and
- where teacher posts are

appropriate in the Adult, Community and Further Education sector as opposed to other grades.

It is agreed that this process will be brought to a conclusion as soon as is practicable, subsequent to the CID process set out above, no later than the commencement of the 2017/18 academic year.

### Quality Assurance

TUI expressed the need for greater standardisation of quality assurance processes and requirements across ETBs. To this end it is agreed that arrangements for regular formal engagement between the ETBI/QQI Forum and TUI will be put in place.

### SOLAS

Appropriate arrangements will be made for engagement between SOLAS and TUI on strategic and policy issues of mutual interest.

### Application of Circular Letters

The appropriate Department Circulars will be applied to all staff recently recruited to the posts of Adult Education Guidance Counsellor and Adult Education Officer in the ETB sector.

## 3. INSTITUTES OF TECHNOLOGY

The vital role that higher education continues to play in underpinning Ireland's future economic, social and regional development is acknowledged. It is also recognised that the sector must be resourced sufficiently and in a sustainable manner to ensure that it can deliver on this role.

### Balance of Lecturing Workload

The Croke Park Agreement provided for a review of matters relevant to lecturing in Institutes of Technology. This review will take place involving the Department of Education and Skills, the HEA, TUI and institute management representatives. The review will be completed by March 2017. The terms of reference of the review will be agreed between the parties and will have regard to:

- as a priority, usage of the full flex hours for duties other than teaching in accordance with institute needs
- the current workload of lecturers
- maintaining and enhancing the quality, effectiveness and efficiency of education within Institutes of Technology
- other developments in the sector that are relevant to the lecturing role

In acknowledgement of this process and to facilitate its successful outcome, it is agreed that an interim measure will be introduced from January 2017 to re-designate half of the additional flex hours required of each lecturer to wider duties other than teaching, in consultation with the lecturers and in accordance with Institute priorities and needs.

### Issues concerning staff arising from the merger of Limerick Institute of Technology and Tipperary Institute

The process referred to in the LRA Chairman's Note will be concluded immediately following acceptance of the LRA.

### HPAL issue regarding mix of pro-rata and HPAL hours after conversion to pro-rata AL

The Department confirms that where an individual has had their post converted from Hourly Paid Assistant Lecturer to pro-rata Assistant Lecturer under the HRA conversion process, all additional lecturing hours will be remunerated at the pro-rata Assistant Lecturer rate.

### Fixed-Term and Part-Time Employment in Lecturing

The parties noted that issues relating to fixed-term and part-time employment in lecturing will be the subject of recommendations in the forthcoming report of the Chairperson of the Expert Group. In the context of their membership of the Expert Group, the parties have sought to expedite this process.

## 4. NEW ENTRANT TEACHER PAY

### New Entrant Teacher Pay

The teacher unions including TUI have identified the issue of new entrant pay as being a critical priority. The Departments stated that this is a public service-wide issue and accordingly cannot be addressed within the scope of these discussions.