



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

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**PROTECT
QUALITY
EDUCATION**

TUI's message for new Minister

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Join TUI for just €1!

Please remind new teachers, assistant lecturers and researchers in their first year of employment in your school, centre or college that they can join TUI and pay just €1 for their first year's membership. Being a member of TUI ensures that in times of need there is a wealth of expertise and experience available, and the support of union colleagues is always there if required. Membership of TUI offers protection and makes you part of a strong, coherent national voice, promoting the profession as a whole.



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TUI PRESIDENT, GERRY QUINN

Colleagues, I would like to take this opportunity to thank you for placing your trust in me as President of TUI. It is my intention to work hard in this role in order to advance the aims and values of our trade union. It is also opportune, in this era of undermining, exploiting and overloading teachers and lecturers, to acknowledge your hard work and professionalism. You are the cornerstone of our education system. For those who have recently retired you are entitled to be proud of your important contribution to society and for those who have recently started their careers the TUI wishes you all the very best.

We face a number of key threats and challenges. Casualisation, bureaucratisation, overwork, unequal pay for equal work and pay cuts are among the important problems. Collectively many, if not all, of our problems arise from the neo-liberal ideology which is also manifesting itself with the disgraceful lockout of 70 SIPTU members by Greyhound Recycling in an attempt to impose pay cuts of 35%. TUI supports these workers and has made a financial contribution to the relief fund for the workers. In education this ideology has also spawned a managerialist approach which is about sidelining the voices of teachers and lecturers. There are many examples of this including the refusal of

the previous Minister to appoint a TUI representative to the board of SOLAS or to the new Apprenticeship Council. Our professional insight and expertise are lost. The new Minister must correct these problems.

Recently a section of the press attempted to reignite a diversionary public sector versus private sector confrontation over pay. Misleading figures were used which didn't factor in the average 7.5% pension levy on public sector workers or acknowledge that the public sector has more workers with higher educational qualifications. Neither was there any recognition of the thousands of teachers and lecturers in part-time jobs, many of whom do not earn a living wage. The new Minister must tackle these problems and not allow smokescreens to hide the real problems and their causes.

Over the last number of years the education system has suffered a variety of cuts. The reduction of staff in Third Level by the Employment Control Framework, cuts to Guidance Counselling and posts of responsibility (POR) at Second Level are some examples. With regard to the last of these, the revised TUI directive on POR, issued in poster form to all schools before the summer, must be adhered to. The cuts have undermined our ability to fully realise our potential and the potential of our students, as well as their well-being. The new Minister must start to reverse the cuts.

The education system needs a new dispensation which is premised on a real recognition of our professional expertise and deep understanding of the practicalities of teaching and learning. Such a new dispensation should acknowledge that Irish teachers and lecturers work hours well beyond the international norms. The minister must address this problem. Also we need greater inclusion, consultation and, where appropriate, negotiation with TUI. TUI and ASTI are maintaining a strongly united stance on JCSA. The debacle of the Junior Cycle Student Award (JCSA) is a case where meaningful negotiation with TUI and ASTI must happen. In this regard the directive

on JCSA must also be adhered to and an escalation of industrial action may be necessary. Please lobby local members of the Oireachtas to win support for our aims. The new Minister must maintain national certification and external assessment. She must also resist those who would further increase workloads for teachers, students and schools which are stretched beyond capacity.

Further afield colleagues, it is with horror that we witnessed the violent onslaught by Israel on innocent people, including children, in Gaza. Attacks such as these are always wrong. As a union representing teachers and lecturers we also abhor the attacks on schools and universities. Through a fund established by Education International TUI has made a financial contribution for humanitarian aid for Palestinian teachers and their families who have been affected by the recent violence. TUI members should note that, our policy, as decided at Congress 2013, is to support BDS (Boycott, Divestment and Sanctions) until Israel complies with UN resolutions. BDS is the policy of ICTU which also has a function in leading on this matter. Our Congress motion also requests members to cease all cultural and academic collaboration with the state of Israel.

I would also like to take this opportunity to thank Past President Gerard Craughwell for his hard work and achievements on behalf of members over his time in office. I wish him the very best.

Finally colleagues, included in this edition there is a report on developments over the summer in Third Level redeployment. Redeployment will also be addressed more fully in an imminent special edition of TUI News and at Branch meetings. For everyone I wish you well as you commence a new school or college year. Please take some of your pressurised time to read the content of this issue of TUI News.

Gerry Quinn

Junior Cycle – New Minister but impasse remains

Since the last edition of TUI News, little has changed with regard to the impasse over the proposed Junior Cycle Framework. In late May, the then Minister Ruairi Quinn publicly indicated his willingness to engage directly with the unions on the matter. TUI welcomed this while expressing disappointment that key questions posed by the union on standards, capacity and equity had not yet been satisfactorily answered. It was anticipated that a formal invitation would follow and that these talks would take place over the summer months, but Minister Quinn's resignation on July 2nd, ahead of the Cabinet reshuffle, meant that no such engagement took place.

Jan O' Sullivan was announced as the new Minister for Education and Skills in July. Speaking on August 13th, Minister O' Sullivan said that she was supportive of the proposals regarding the Junior Cycle Framework but that reform was a partnership process. She said she would be meeting the education partners to discuss the issue. TUI notes the Minister's acknowledgement that a partnership approach is required and, as has been the case from the outset, we are willing to engage on the issue. An initial meeting between the Minister and representatives of TUI and ASTI was held on September 3rd and further engagement is expected in mid-October.

At the start of the school year, it is worth reminding members of the terms of the union's Junior Cycle Framework directive, effective since 7th April 2014. The directive instructs that, until further notice, all TUI members, irrespective of grade, in schools and centres - including Junior Cycle Network Schools - are to withdraw co-operation with the introduction or implementation of the Junior Cycle Framework Proposals. The directive - which is binding - requires members of the union:

1. Not to attend CPD organised in connection with the Junior Cycle Framework Proposals.
2. Not to attend meetings associated with the Junior Cycle Framework Proposals.
3. Not to attend any planning meeting or participate in any planning activities organised in connection with the Junior Cycle Framework Proposals.



4. Not to engage in any aspect of school-based assessment for the purpose of the Junior Cycle Student Award (JCSA).
5. Not to engage in any development of or delivery of Junior Cycle Framework Short Courses.
6. Not to engage in any event, activity or function related to points 1 to 5 above.

Separately, the ASTI is balloting its members in September for industrial action up to and including strike action. This is a mandate that TUI has already secured, to be used if and when appropriate and necessary.

Teachers routinely design and lead positive change that improves the education system. They always have done. However, such change must be properly thought out, resourced and managed. It must guarantee improvement of the education system. Our members see positives in aspects of the new Junior Cycle programme but grave concerns still remain, not least over the capacity at system, school and individual levels to meet the demands of such significant change in a resource-starved and increasingly bureaucratized environment.

As always, we are willing to talk, but we will continue to fight for the maintenance of standards, transparency, quality and equity. We will insist that any new version of the Junior Cycle must be externally assessed and nationally certified. We will be asking the Minister to engage with us - the experts - on this basis and to commit to framing curriculum and providing resources in a manner that meets these requirements.



Time to begin process of claiming back what has been lost

With most indicators suggesting that the country has finally entered into a period of economic recovery after six years of swingeing Budget cuts and austerity measures, it is appropriate that the practice of unions making pay claims is resumed. TUI is committed to pursuing this aim. As we do so, we must be faithful to our pledge to new entrants to address their plight and prioritise their case in this process.

Minister for Public Expenditure and Reform Brendan Howlin has said that he wants talks with the unions on the 'unravelling' of pay cuts introduced under emergency legislation since 2009. The FEMPI (Financial Emergency Measures in the Public Interest) legislation was introduced by the last Government, which imposed the 'pension levy' in 2009 and cuts to pay in 2010 and pensions in 2011. FEMPI was also used to introduce temporary pay reductions under the Haddington Road Agreement.

"Next year, we certainly will have to engage with the unions on the orderly winding down of FEMPI and who should benefit first and how that should be done over time," Mr Howlin said in an Irish Independent interview on August 9th. "We have to have agreement with the public sector unions that it is not going to be a big bang, because that would undo all the good work we have done over three years. There has to be an orderly wind-down, as opposed to a sudden ending."

We have paid an excessively high price over several years for the calamitous failure of the banks and their close associates.

It is time to begin the process of claiming back what has been lost.

Main cuts experienced by teachers and lecturers since 2009

The following is a sample of some of the key cuts to pay and other main conditions that have been imposed on teachers and lecturers since 2009.

2009

The **non-payment** of the cumulative pay increases of 6% which were due under the Towards 2016 Review and Transitional Agreement. This was announced by then Taoiseach Brian Cowen in February 2009.



TUI DELEGATES AT NATIONAL MARCH AGAINST AUSTERITY, FEBRUARY 2013

The Pension Related Deduction or so-called '**pension levy**' was introduced with effect from March 2009 as follows: a 3% levy on the first €15,000 of gross income; a 6% levy on the next €5,000; and 10% on the remainder. This was introduced under the Financial Emergency Measures in the Public Interest Bill 2009.

The **Moratorium** on Recruitment and Promotions in the Public Service was introduced in March 2009. There has been huge attrition of promotional posts since then.

2010

Pay cuts legislated for under the Financial Emergency Measures in the Public Interest No. 2 Bill 2009, took effect from 1 January 2010 as follows:

- 5% on the first €30,000 of salary
- 7.5% on the next €40,000 of salary
- 10% on the next €55,000 of salary

Under the **Public Service Agreement 2010-2014** teachers work an extra 33 hours per year and lecturers work up to two hours flex and one extra timetabled hour of availability to students per week.

2011

Pay cuts of 10% were applied to the salary scales and allowances of **new entrants** from 1st January 2011. In effect, a new lower salary scale was imposed. (There has been a partial restoration of the scale under the Haddington Road Agreement.)

A Public Service Pension Reduction (PSPR) of an average of 4% was applied to pensions with effect from

1st January 2011, on pensions of €12,000 and upwards. This was under the Financial Emergency Measures in the Public Interest Act 2010.

2012

Qualification allowances and a range of other allowances were discontinued for 'new beneficiaries' from 1st February 2012, as a result of the Department of Public Expenditure and Reform's Review of Allowances. In effect, yet another lower salary scale was introduced for post-February 2012 entrants. (There has been a partial restoration of the scale under the Haddington Road Agreement.)

Under the Public Service Agreement 2010-2014, entitlement to uncertified **sick leave** was reduced.

2013

Under the Haddington Road Agreement, those **earning over €65,000** were subject to a pay cut which will be restored by 1st January 2018.

Also under the Haddington Road Agreement, **incremental progress** is subject to pauses.

From 1st July 2013, payment of the pensionable **Supervision & Substitution allowance** ceased.

Changes to maternity leave announced in Budget 2013 meant that teachers lost their entitlement to 30 days leave in lieu from 1 May 2013.

Under the Public Service Agreement 2010-14, entitlement to certified sick leave was reduced with effect from 1st September 2014 onwards.

Fiction that schools can remedy all of society's ills must be dispelled –

by TUI General Secretary John MacGabhann

The TUI has on a principled, consistent basis, demanded that, as a priority, resources be directed towards supporting the most vulnerable and disadvantaged in our society, so that they can have access to and benefit from public education provision of the highest quality.

We have demanded that those schools that embrace all the children/learners in a community and that do not employ exclusionary practices (either overtly or covertly) be afforded premium resourcing. The genuinely inclusive school, after all, is the one that embraces and implements national public policy. Schools that are exclusionary in their structures or practices should be progressively denied access to public funds if national policy is to be more than a list of pieties that are ignored in practice. Budgetary measures must reflect and support real inclusion.

A focus on education alone, however, is not sufficient. It has become far too much of a cynical convenience for politicians and commentators to chide teachers, schools and the public education system for failing to remedy what are



demonstrably the deficits and failings of broader society.

You have heard the clamour: Irish children are ill-informed regarding sexuality, precociously sexualised, deficient in digital literacy, cyber-obsessive, poor at team-working, prone to grouping, bullied, bullies, obese, undernourished.

But these politicians and commentators who so self-righteously apportion blame fail to recognise or deal with the most fundamental and damaging weakness in

Irish society – its abiding tolerance of intolerable levels of poverty. They then assume, indeed plan for (if one considers how relentlessly some have approved austerity), the continuation of poverty.

Some of the more zealous ideologues and austerity-addicts, like Victorians at a tea-party, come close to associating poverty with moral turpitude.

As teachers, lecturers, trade unionists and citizens we must challenge this careless, divisive ideology and must also demand that society through its representatives and political structures, and in Government's Budgets, espouses policies and practices that are informed by a real determination to eradicate poverty. We must dispel the fiction that schools alone can remedy all of society's ills. We will of course accept responsibility and be properly accountable for what it appropriately falls to schools to do. However, we must also insist that responsibility be appropriately shared; that the responsibility of parents to their children be explicitly recognised and that this responsibility not be allowed migrate inappropriately to teachers.

Jan O'Sullivan becomes new Minister for Education and Skills

Jan O'Sullivan was appointed Minister for Education and Skills in July's Cabinet reshuffle.

A former pre-school and secondary school teacher, she became involved in politics in Limerick through Jim Kemmy and the Democratic Socialist Party which later merged with the Labour Party. She was elected to Seanad Éireann following the 1992 General Election and was subsequently elected to Dáil Éireann in a by-election in 1998 and has since been returned to represent the constituency in the following three general elections.

She is married to Paul O'Sullivan and they have two children, a son and a daughter. Speaking about her role as Minister for Education and Skills, Minister O'Sullivan that she has had a lifelong interest in education having worked in the sector for a number of years and having served as

Spokesperson on Education for the Labour Party from 2002 to 2007. "I believe that education is central to our idea of citizenship, our economic recovery and our social progress," she said. "Education has the capacity to transform our lives and our communities in a fundamental way."

"As Minister for Education and Skills I have a duty to ensure that our policies and funding decisions support the continued growth and improvement of our education system and that all citizens, regardless of age, gender or social background have equal access to appropriate, quality education services."

"I am also committed to ensuring that the skills element of my portfolio contributes to our economic recovery as we use every lever to ensure that people have the skills and confidence to return to work as job opportunities increase."



"I am also looking forward to working closely with each of the education partners during my tenure as Minister." Deputy General Secretary Annette Dolan said that TUI "looks forward to meeting with the new Minister and will be stressing the need for significantly increased investment in all areas of the public education system."

"It is crucial that the new Minister recognises the need for full and meaningful consultation with the relevant unions in the development of any new education policies or on any matters affecting the terms and conditions of teachers and lecturers."

Redeployment scheme for third level sector

In 2011 TUI members accepted the terms of the Public Service Agreement 2011-2014. This agreement stated that redeployment issues for lecturing grades would be dealt with in further discussions between the parties. The Labour Relations Commission facilitated discussion between the Department of Education and Skills and TUI during the period from 2011 to 2013. The outcome of the third level redeployment discussions issued to third level Branch Officers in January 2014. The redeployment scheme was formally accepted by the union at the IoT Industrial Relations Forum in April 2014. Congress 2014 instructed the Executive Committee to conduct a ballot on the redeployment scheme, if possible before 20th June, noting a previous Congress decision that a ballot was required before acceptance of the redeployment scheme at third level. The union put the terms of the third level redeployment scheme to a ballot of members in June 2014. On a 40% turnout, 58% voted to reject the scheme while 42% voted to accept.

On receiving confirmation of the outcome of the ballot, the Department of Education and Skills stated in a communication to TUI Head Office that:

“The withholding of co-operation with redeployment by grades represented by the TUI has clear implications for the capacity of management to implement other provisions of the Agreement insofar as they benefit those grades. ... redeployment is one of the pillars of the Public Service Agreements and in particular, the redundancy protections inherent in the Agreement depend on co-operation with agreed redeployment schemes and protocols.

With this in mind the Department has decided to refer the matter for conciliation to the Labour Relations Commission under the dispute resolution provisions of the Haddington Road Agreement.

In the meantime, pending a satisfactory resolution and full restoration of

co-operation by the TUI with the redeployment scheme the Department has no option but to instruct the management in the Institutes with immediate effect not to proceed with the implementation of specific measures in the Haddington Road Agreement which benefit academic grades represented by the TUI namely:

- (1) The issuing of CIDs to academic staff after 3 years and*
- (2) The conversion of hourly paid and associate lecturers to Assistant Lecturers*

The Department is also reserving its position in relation to the Expert Group on fixed term and part-time employment in lecturing insofar as its deliberations refer to academic grades represented by the TUI.”

The LRC conciliation meeting between the parties took place on the 15th July 2014. The union received a series of clarifications relating to concerns which had been raised by members during the ballot concerning the redeployment scheme. The following text, which proposed an interim arrangement to cover the period up to the completion of a new ballot process was devised by the LRC and presented to the parties for consideration.

“Pending the outcome of the TUI decision making process and this dispute resolution process, the TUI agree to operate the redeployment scheme as agreed at the IOT forum in April 2014, and the Department agrees to withdraw its instruction to the institutes of the 3rd of July 2014 not to proceed with the issuing of CIDs to academic staff after 3 years and the conversion of hourly –paid and associate lecturers to Assistant Lecturers.

In that context, the Department and Institutes and the TUI will continue to participate fully in the Expert Group of fixed term and part-time employment in lecturing.”

The Colleges Sub-Committee of the TUI met on 21st July and this was followed by a meeting of the Officer Board acting on behalf of the Executive Committee.

The Officer Board accepted the interim arrangement.

The above interim arrangement is in place pending the outcome of the ballot in September. The union entered this interim agreement in order to protect our members from potential risk and in order not to disadvantage our members who:

- would become entitled to a CID after 3 years or
- would be converted from hourly paid or associate lecturer positions to Assistant lecturer contracts

The union will provide members with detailed information on the clarifications received by the Union in July 2014 at the LRC conciliation in a TUI News which will issue in mid- September prior to a ballot of members on the redeployment process. The union will also engage in a consultation process with members, in mid-September, to explain the clarifications received in the LRC conciliation process. If members have queries on redeployment they should make contact with the Branch or Area Representative.

TUI partner in Erasmus+ funded project

A project in which TUI is a partner has been successful in its application for the first round of the EU funded programme for Education, Training, Youth and Sports Erasmus+ 2014-2020. The project comprises strategic partners in six organisations located in four countries - Sweden, Romania, Iceland and Ireland. It aims to explore ways to reduce the drain of young adults from rural areas. The project team will review existing research on the migration of young adults from rural locations to urban settings. The project aims to develop learning tools that can assist young adults to continue to live in rural

locations. Commenting on the successful application, union General Secretary John MacGabhann stated that 'it is very important for trade unions and other NGOs to participate in this type of EU-funded projects. We bring a unique perspective based on our social justice values and, in the case of TUI, our commitment to regional equity and quality education that is accessible to all.' TUI is looking forward to participating in this project as a partner. The TUI involvement will be coordinated by Aidan Kenny Assistant General Secretary who was involved in the submission and has experience of EU funded projects. The project will commence in October. Updates on the progress of this project will be provided over the next two years. Members interested in finding out more about Erasmus+ funding should contact Léargas. See website <http://www.leargas.ie/>.

Apprenticeship Implementation Plan

TUI welcomes the Department of Education and Skills' Apprenticeship Implementation Plan 2014. This plan arose from the recommendations contained in the National Review of Apprenticeship 2013. A central tenet of the implementation plan is the establishment of an Apprenticeship Council, and TUI will be seeking to have direct representation on this Council. Many of the recommendations put forward by the TUI Apprenticeship Working Party are contained in the implementation plan such as:

- Legislation to protect apprentices and state the employer's obligations
- Establishment of an Apprenticeship Council
- Review of apprenticeship curricula based on learning outcomes
- Expansion of the apprenticeship model

- A process to process and approve employers who wish to engage apprentices
- Planning and control of apprenticeship numbers
- Development of progression routes
- Development of pre-apprenticeship programmes
- Promotion and branding of apprenticeship

TUI believes that it is vital to maintain investment in apprenticeship education and training, and this includes protecting the capacity to deliver apprenticeship programmes on a regional basis. The expertise, knowledge and proven quality of the institute of technology sector needs to be supported as a central structure of the apprenticeship model. In addition, opportunities arise for the Further Education sector to engage in pre-apprenticeship programmes and the delivery of new apprenticeships. Above all, the quality assurance and standards of the apprenticeship model need to be strictly regulated and maintained.

Use it or lose it! Have you claimed back all your relevant tax entitlements?

As anyone who has looked at the right hand side of their payslip will know, there are numerous deductions:

- Tax up to 41%
- PRSI up to 4%
- USC up to 7%
- PRB up to 10%
- Pension at 5%
- Spouses and children 1.5%

The only one of these that the individual has an opportunity to reduce is their tax. You must make sure it is correct and that you are claiming all your entitlements.

Methods of assessment

1. **Single assessment:** taxed as a single person throughout the year with an end of year review.
2. **Separate assessment:** taxed as a single person throughout the year. Unused credits and rate bands may be transferred between spouses after year end.
3. **Joint assessment:** taxed jointly throughout the year. Allows flexibility in allocating tax credits and rate bands.

It is up to you to ensure that you are claiming all your personal tax credits. **If they are incorrect, you can only get a refund going back four years.** To avoid losing eligibility for 2010 tax credits and reliefs, you must make your claim before 31st December this year. **Refunds for four years can run into substantial amounts of money.**

Main reliefs and credits – claims to be made inside four years (use it or lose it!)

Relief at marginal tax rate:

- Expenses in employment
- Flat rate expenses for teachers (€518)
- Flat rate expenses for principals (€608)
- Teaching Council (€90 for pre-2014 claims, €65 for post-2014 claims)
- Personal pension including AVCs can all be claimed as tax relief at source (TRS).

Tax credit – Amount paid (subject to certain limits)

- Refuse/service charges (abolished in 2012)

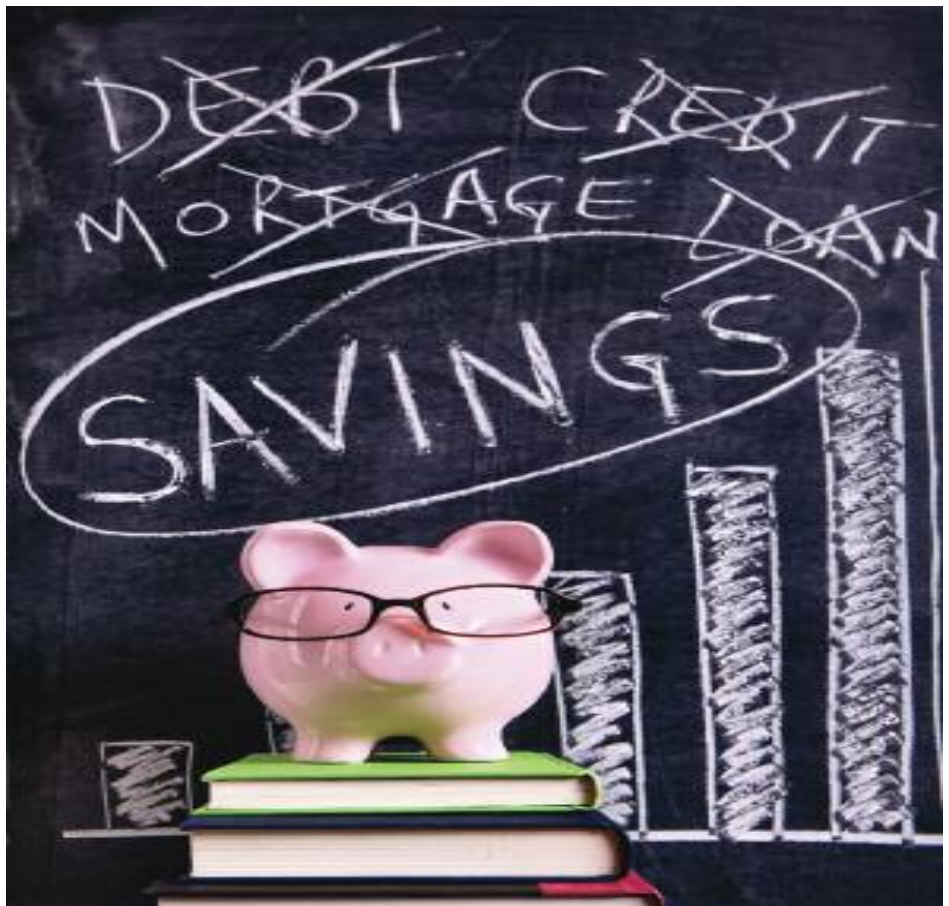
- Rent relief – if renting prior to 8th December 2010. This will be phased out by 2017
- Union subscription (max credit €70 abolished from 2011)
- Mortgage interest relief (TRS)
- Tuition fees
- Medical expenses
- Health insurance

Tax relief on private health insurance premiums will be limited to €1,000 for each adult insured and €500 for each child. This change applies to policies which are renewed or started on or after 16th October 2013. For the purposes of this provision, a child includes a student over 18 and under 23 who is in full-time education.

Tuition fees: Personal courses undertaken by the tax payer or their dependent children

Tax relief at the standard rate of tax (20%) is available for tuition fees which includes the student contribution but does not include examination fees, registration fees and administration fees. The maximum limit on such qualifying fees for the academic years 2013/2014 is €7,000 per individual per course.

The amounts of qualifying tuition fees shown in the table below are disregarded in respect of each claim:



The disregards set out are in respect of a claim, the subject of which may be one or more students. The general effect of this is that claimants who are claiming for more than one student will get full tax relief on the student contribution for second and subsequent children in their claim.

Where fees are refunded or partly refunded, the claimant must notify their Revenue office within 21 days. Failure to do so may result in penalty charges.

YEAR	FULL TIME <i>(Where any one of the students in respect of whom relief is claimed is a full-time student)</i>	PART TIME <i>(Where all the students in respect of whom relief is claimed are part-time students)</i>
2011	€2,000	€1,000
2012	€2,250	€1,125
2013	€2,500	€1,250
2014	€2,750	€1,375
2015	€3,000	€1,500

Tax relief on health expenses

Qualifying expenses

- Cost of doctor/consultant fees, dentist and items/treatments prescribed by a doctor
- Maintenance/treatment in hospital or approved nursing for an individual or approved dependents.
- Non-routine dental treatments
- Prescriptions and appliances. Certain dietary products for coeliacs (receipts available through some loyalty cards)
- Routine optical or routine dental care
- Reimbursement from health insurers, HSE or court compensation

Claim for medical expenses

Relief for expenses paid or insured should be claimed by the end of the tax year. Receipts, although not submitted must be retained for at least six years for tax audit purposes.

For more information and to download leaflets on all of the above, go to www.revenue.ie

Update on the Revised Bullying Prevention Policy for ETB staff

A revised Bullying Prevention Policy was introduced for ETB staff with effect from the 1st of September 2013. The full text of the policy can be downloaded from the TUI website or from the members' web portal.

TUI endeavoured, through the ETBI/Union Consultative Forum, to streamline the previous procedure in order to alleviate the stress that such procedures cause for our members.

There are three key differences in the new policy:

- Strict deadlines have been set during the 'Formal Process'
- The Stage 3 appeal will be made directly to the LRC Appeals Officer. Such an appeal was previously heard by a Complaints Consideration Committee (CCC) as an intermediate stage between the investigation and the LRC appeals officer. By giving the sole appellate function to the LRC, the process may now be completed over a much shorter time-scale, alleviating stress for all concerned.
- The introduction of an 'Informal Procedure' which includes the voluntary option of mediation (see below).

Definition of Bullying

The policy defines bullying as:

"Repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work and/or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity at work. An isolated incident of the behaviour in this definition may be an affront to dignity but as a once-off incident is not considered to be bullying".



- Bullying is considered to be regular, persistent, inappropriate behaviour, targeted at one employee or a group of employees and it occurs over a period of time.
- Bullying is not an isolated incident. It is not the fair and constructive criticism of an employee, reasonable discipline or legitimate management response to crisis situations.

Complaints Timeframe - Limitations

Except in exceptional circumstances, formal or informal complaints must be made within six months of the most recent incident(s) of alleged bullying.

Informal Procedure

By entering the 'Informal Procedure', a staff member may discuss the matter, on a confidential basis, with the ETB's Contact Person in the HR Department. The Contact Person will help the staff member understand the nature of the behaviour, outline the options available (including mediation – see below) and provide the staff member with a copy of the agreed procedure and associated documents. The list of contact persons is available on the TUI website.

Mediation

Mediation is a voluntary and confidential process for resolving disputes, in which the parties agree to attempt to resolve

the issues of the dispute with the aid of an accredited, professional mediator. The parties may opt for the services of a professional mediator by mutual agreement only.

The mediator will convene a series of structured sessions with the parties to the complaint, with a view to achieving a resolution of the complaint.

Engaging in mediation does not prejudice any individual's right to re-engage in the formal procedure recommencing at the stage reached before mediation was entered into. All matters related to the mediated process remain strictly confidential to the parties themselves. The mediator will advise the Head of HR of the date of conclusion of the mediation and the outcome to the mediation.

Prior to the commencement of mediation, parties must sign a mediation agreement, agreeing that the process will not assign blame, that parties will find their own solutions and that the process is voluntary.

A mediator shall be nominated by the Head of HR from one of the following:

- The LRC Workplace Mediation Service
- The Mediators' Institute of Ireland (MII)
- Mediation Forum Ireland (MFI)

Formal Stage of the Procedure

The 'Formal Stage' is an industrial relations procedure and not a legal procedure. Where legal action is invoked by any party, the policy will be suspended.

During the Formal Procedure:

- An individual invoking the formal procedure must provide written agreement (email / letter) that they are proceeding through the formal procedural stages, in accordance with the fact that it is an industrial relations procedure and not a legal procedure.

- Both parties have a right to representation at all stages.
- All formal complaints should be in writing.
- No allegations which have been previously investigated can be included.
- When the process has been completed, the investigation report and all associated documents will be filed, on a strictly confidential basis, with the Head of HR in the ETB.
- All matters are dealt with on a strictly confidential basis.

Stages of the Formal Procedure

Stage 1 – Investigation (to be completed within 40 working days)

Stage 2 – Decision by the ETB (to be completed within 15 working days)

Stage 3 – Appeal (must be lodged within 15 working days)

To download the full text of the policy, go to the TUI website or the members' web portal.

TUI and IFUT condemn Israeli attacks on schools, playgrounds and hospitals in Gaza

In a joint statement issued in August, The Irish Federation of University Teachers (IFUT) and the Teachers' Union of Ireland (TUI) condemned the recent attacks by the Israeli Army on schools, playgrounds, hospitals and higher education institutions in Gaza.

"There can be no justification for the killing of innocent civilians, very many of them children.

It is clear that unconscionable deviations from recognised codes of conduct in armed conflict are occurring. Fundamental principles are being breached by the armed forces of a State which prides itself on being a democracy and an upholder of civilised standards.

For IFUT and TUI there are no circumstances which justify the killing of children in playgrounds and on beaches. There can be no justification for attacking schools being used as a safe haven by civilians who have been forced to flee their homes.

It has always been the case that hospitals, schools and children's playgrounds were regarded by civilised forces as being off-limits for attack. It is



horrifying to witness such terrible attacks now being conducted with appalling regularity.

As our own painful recent history has taught us, conflicts such as this cannot be solved by military means. A just and lasting peace that serves the interests of all can only be achieved by political means. Moreover, if you seek to justify the killing of innocent civilians on the basis that they were in the vicinity of those you regard as "terrorists", then

not only do you lose the legitimacy to differentiate yourself morally and ethically from the "terrorists" but you will, inevitably, engender even greater animosity, particularly among the young, and thereby prolong and extend the conflict.

Our simple assertion is that regardless of what "side you are on", attacking hospitals, schools, colleges and playgrounds is unacceptable and must be condemned."

Changes to the Sick Leave scheme

Following two Labour Court decisions under the Public Service Agreement, new sick leave arrangements have been introduced for all public servants. The new sick leave provisions come into effect for teachers, lecturers and staff of ETBs from 1st of September 2014. The new arrangements are as follows:

Total paid sick leave arrangements for those with **non-critical illnesses** are as follows:

- Three months (92 days) full pay in a one year period
- Followed by three months (91 days) half pay

This is subject to a maximum of 183 days paid sick leave in a rolling four year period. Thereafter temporary rehabilitation remuneration may be payable for a period normally limited to 18 months. (See 'temporary rehabilitation remuneration' below.)

Total paid sick leave arrangements for those with **critical illnesses or serious physical injuries** are as follows:

- Six months (183 days) full pay in a one year period
- Followed by six months (182 days) half pay

This is subject to a maximum of 365 days paid sick leave in a rolling four year period. Thereafter temporary rehabilitation remuneration may be payable for a period normally limited to 12 months.

The 'rolling four-year period' means that all sick leave (both certified and self-certified) taken over the previous four years, up to the date of the current illness, is taken into account when calculating eligibility for further paid sick leave. A further look-back of 12 months will determine what rate the sick leave should be paid at. (See 'calculating sick leave' below.)



Critical illness protocol

A critical illness protocol sets out criteria that will be used to determine whether the illness can be defined as 'critical'. In order for the illness to be deemed 'critical', you should ordinarily be under current or recent clinical care of a consultant. The case will be referred to the occupational health service which will advise as to whether the following criteria are met:

1. The employee is medically unfit to return to his or her current duties or (where practicable) modified duties in the same pay grade.
2. The nature of this medical condition has at least one of the following characteristics:
 - (a) Acute life threatening physical illness
 - (b) Chronic progressive illness, with well-established potential to reduce life expectancy

- (c) Major physical trauma ordinarily requiring corrective acute operative surgical treatment
- (d) In-patient hospital care of two consecutive weeks or greater.

Temporary rehabilitation remuneration

Following the exhaustion of the maximum paid sick leave, a worker is eligible to be paid at the rate of pension to which they are entitled at that point. This is known as 'temporary rehabilitation remuneration'. It will not normally be paid for more than 12 or 18 months, whichever brings you to a total of two years' sick leave. However, if a reasonable prospect of a return to work is confirmed by the employers' occupational health specialist, the payment of temporary rehabilitation remuneration may be continued for a further period not exceeding two years, subject to six-monthly reviews.

Calculating sick pay

In order to calculate your entitlement to future paid sick leave and the rate at which it will be paid, you must have 2 pieces of information to hand:

- 1. The total number of sick days you have taken in the past four years**
- 2. The total number of sick days you have taken in the past twelve months**

You can get this information from your employer or HR Department.

NON-CRITICAL ILLNESS

Step 1 – Calculating the number of days of paid sick leave

Look back four years (from the date of your current sick leave) to find the total number of both certified and uncertified sick days taken during this four year period.

- If the number of days taken is greater than 183 days then there is no further entitlement to sick pay (the entitlement has been exhausted). However, temporary rehabilitation remuneration may be payable.
- If the number of days taken is less than 183 days then you are entitled to paid sick leave for the remaining number of days (up to a maximum of 183). You are entitled to 183 minus the number of sick days taken in the past four years.

Step 2 – Calculating the rate of sick leave pay

If you are entitled to paid sick leave, the next step is to calculate the rate of sick pay that should be paid (i.e. full pay or half pay).

Look back over the previous 12 months (from the date of current sick leave) to find the total number of both certified and uncertified sick days taken in this period.

- If you have taken less than 92 days sick leave in the previous 12-month period, you are entitled to be paid at full pay up until you reach the 92 day cut off and will then be paid at half pay for up to 91 days. (This is subject to the limit of the total number of paid sick days you are entitled to – calculated in step 1).
- If you have taken more than 92 days sick leave in the previous 12-month period, you are entitled to be paid at half pay for up to a maximum of 91 days. (This is subject to the limit of the total number of paid sick days you are entitled to – calculated in step 1).

CRITICAL ILLNESS

In calculating sick pay in cases of critical illness, the calculation mechanism is similar except that in looking back from a current date the member is checking to see if the total number of certified and uncertified days taken in a four year period is less than or great than 365 as opposed to 183. Furthermore, the rate of sick pay is based on 183 days on full pay followed by 182 days on half pay in a 12-month period.

Example 1 (non-critical illness) – a teacher/lecturer who has taken 123 days sick leave in the four year period up to their current illness is entitled to 60 further days of paid sick leave. He has taken no sick leave in the previous 12 months so would be entitled to take all 60 days sick leave at full pay.

Example 2 (non-critical illness) – a teacher/lecturer who has taken 20 days sick leave in the four year period up to their current illness is entitled to 163 further days of paid sick leave. She has taken 10 days sick leave in the previous 12 months, so is entitled to 82 further days of sick leave on full pay and the remaining 81 days on half pay.

Example 3 (critical illness)

– a teacher/lecturer satisfies the criteria for their sick leave to be treated under the critical illness protocol. He/she has taken 30 sick leave days in the four year period up to their current ‘critical illness’ and so is entitled to 335 further days of paid sick leave under the critical illness protocol. He/she has taken 13 days sick leave in the previous 12 months, so is entitled to 170 further days of sick leave on full pay and the remaining 165 days on half pay.

Pregnancy related - sick leave

Under the new arrangements, the sick leave time limits will apply to workers who take sick leave due to pregnancy-related illnesses (i.e. access to 92 days full pay and 91 days half pay in a 4 year rolling period). A worker on sick leave due to pregnancy-related illness, before maternity leave, will go on to half pay at the usual time. However, when she has exhausted sick leave at half pay, she will continue to receive sick leave at half-pay for the duration of her pregnancy-related illness (until her maternity leave commences). In addition, if the employee is subsequently unfit for work (when she returns after maternity leave) her access to sick leave at half pay will be extended by the period of absence on sick leave at half pay, under the normal sick pay rules, due to the pregnancy-related illness. Any extension to sick pay prior to the start of maternity leave is not counted.

Phasing-in

Teachers/Lecturers/ETB staff who are absent on sick leave when the new arrangements come into operation on 1st of September 2014, will continue to retain their existing sick leave entitlements (365 days in a rolling 4-year period) until they return to work. Once they return to work, however, the new sick leave arrangements will apply to them.

Important information for members of the TUI Income Continuance Plan

Quick Reminder of the benefits of the Plan

The main purpose of 'Income Continuance' is to provide you with a replacement income in the event that you fall ill and find yourself unable to work. The Plan dovetails with the new sick pay arrangements which mean that it will facilitate the payment of benefits earlier than before, in line with members' needs. The main benefits of the Plan include:

Disability Benefit:

An income of up to 75% of salary less any other income. The main purpose of 'Income Continuance' is to provide you with a replacement income in the event that you fall ill and find yourself unable to work.

Death Benefit:

Life Cover of typically twice your annual salary up until your 65th birthday or retirement, if earlier.

Pension Protection Benefit:

If you are claiming from the Plan for more than 2 years, a further 10% of the salary you were earning when your claim was admitted will be paid into a separate Personal Retirement Savings Account (PRSA) monthly.

Special arrangements in place for job sharers, work sharers and those who decide to go on a career break.

> Job sharers and work sharers

The benefits & contributions for job sharing and work sharing TUI members are automatically based on job sharing and work sharing salary i.e. 1.64% of the member's job sharing/work sharing salary. However there is a SPECIAL CONCESSION in place whereby a member can have the option to have cover based on full-time salary.

This is in recognition of the fact that some members intend to go job sharing for a limited period of typically one to two years and would prefer to keep cover based on their full-time salary. New Ireland has agreed to provide an option for cover based on the member's full-time salary for a period of up to 3 years i.e. be treated on the basis that you are employed full-time and pay a contribution based on your full-time salary. In this event, the salary for benefit purposes will be the equivalent to full-time salary.

In order to avail of this option, members must pay 3.28% i.e. double the normal contribution rate (1.64% x 2). The first 1.64% of job sharing/work sharing salary will be paid through salary in the normal way. The second 1.64% must be paid at the start of each job sharing year by cheque.

Cornmarket will be able to advise you of the extra cost involved if you avail of this option. You should note that the option of cover based on full-time salary is only available to full-time members who are already members of the Plan and who subsequently elect to job share. Members who are job sharing at the

time they join the Plan cannot avail of cover based on full-time salary.

IMPORTANT: If you intend to avail of this option and have cover based on your full-time salary equivalent, you must notify Cornmarket in advance of going job sharing or work sharing. If you do not contact Cornmarket, your contributions and benefit will automatically default to cover based on your job sharing or work sharing salary.

> Members who decide to take a career break

New Ireland has agreed that members who wish to go on a career break can waive their contribution to the Plan and can reactivate the Plan after their career break (maximum 5 years) without medical underwriting, provided they notify Cornmarket in advance of their career break. Previously, members would have had to pay a medical immunity contribution in order to avail of this option.

Please Note: If you wish to maintain the Death Benefit while on a career break, naturally you will have to pay the Death Benefit premium.

For more information on the TUI Income Continuance Plan, please see the enclosed insert. Here you will find information on the cost, information on claiming from the Plan and also details on preferential entry conditions for new members under age 40. Alternatively please call (01) 408 8075 or log on to www.cornmarket.ie/tui

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Get 4 Months Free Home Insurance



Looking for a great deal on your home insurance? Cornmarket can now offer you 4 months FREE cover if you switch to us between 01/07/14 & 31/12/14.

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- ✓ **24/7 Nationwide Emergency Home Rescue**
- ✓ **New for old protection**
- ✓ **Cover for personal money and credit cards stolen from the home.**

To get a quote or find out more call **(01) 408 6203**
or visit **www.cornmarket.ie/tui**

9276 TUI Ad car home 07/14

*Four months free insurance in year 1 is based on a 33.3% discount off the normal year 1 Allianz premium and is only available to new customers taking out a new home insurance policy through Cornmarket and underwritten by Allianz. Discount applies in year one and is inclusive of Government levy. Only one discount can be used with each eligible proposal. Allianz plc is regulated by the Central Bank of Ireland. 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.

TUI Credit Union would like to wish all TUI members the best for the new academic year. We are here to help members who may need financial assistance as they face the year. We are offering loans at very attractive rates. If you are not a member of TUI Credit Union now is a very good time to join. Application forms for membership of TUI Credit Union are available from our office or our web site www.tuicu.ie

All application forms must be accompanied by three forms of identification.

Please ensure you enclose the following when returning your application.

- Photo ID copy of current passport (photo page) or copy of current valid driving licence and
- Proof of address e.g. utility bill, bank statement, credit card statement
- Proof of pps tax certificate, p45, p.60, child benefit letter or any other correspondence from a government department with your pps number detailed.

Special Interest Rate Car Loan @ 6.5% APR*

Special Rate Car Loan @ 6.5% APR, one of lowest available in any financial institution, until the 31st October 2014.

Amount	Term	Repayment	Cost of Loan
€5000	5 years	€97.39	€874.18
€10000	5 years	€194.78	€1748.35
€15000	5 years	€292.16	€2622.63
€20000	5 years	€389.55	€3496.81



Education Bursary Award



TUICU is delighted to be able to offer 4 third level bursary awards to help offset education costs for this academic year but hurry the closing date to enter is 30th September 2014

2/ **€2000 Under-Graduate** course open to members on behalf of their sons/daughters if a full time college course is being pursued

1/ **€2000 Post-graduate** course open to TUICU members undertaking postgraduate college course being pursued

1/ **€1000 Post Leaving Certificate** course open to members on behalf of their sons/daughters if a full time post leaving certificate course is being pursued.

Interested in applying?

Complete an application form and return with the necessary documentation to Bursary Award, Teacher's Union of Ireland Credit Union. Further information and form can be downloaded from the website www.tuicu.ie (Terms and Conditions apply)

Car Draw in September

To cheer you up in the new academic year, in the confined members draw in September, the First Prize will be a Car and we will still have a car as a first prize at Christmas and Easter.



Latest Winners in the Confined Members Draw

July 2014 Draw Results!

1st prize - €1500	Grainne Wall, Dublin 9
2nd prize - €1000	Roisin Healy, Dublin 7
3rd prize - €500	Geraldine Nic Ghearailt, Co. Galway

June 2014 Draw Results!

1st prize - €1500	Patrick Noone, Co Roscommon
2nd prize - €1000	Jean Regan Co Dublin
3rd prize - €500	Liam Winters Co Leitrim

Congratulations to all the lucky winners.

It's still not too late to join next month's draw - it only costs €5 per month. Just download the application form from our home page or contact the office for more details.

Survey of TUI Members

TUICU intend with the co-operation of TUI to carry out a survey of all TUI members. We aim to ascertain the views of members on how we can improve our services and make TUICU a more attractive alternative for where they can do all their financial business. To show our appreciation to those who respond to our on-line survey we will enter their names in a draw for a short break in a 5* Hotel in Ireland. We look forward hearing from you.

DDLETB TUI Branch as a case study to attract new members.

This case study will use the Dublin and Dun Laoghaire Education Training Board TUI Branch (DDLETB) as a pilot project which we hope to extend at a later stage with the co-operation of more branches. The officers of the branch have given their full support for this project and are very supportive of having closer ties with the TUICU. The project is based on closer links with TUI members using the TUI structure in the workplace.

As an incentive to the branch for every new member signed up to TUICU, through the DDLETB TUI Branch, they will receive a **deposit of €25** in their TUICU account. Other branches willing to participate in this project can contact Paul Roche Manager TUICU.

Newsflash – BIC TUIR1E21XXX

In recent months the TUI Credit Union decided to extend its services to meet member demands and changing lifestyles. TUI Credit Union with effect from **22nd September** will launch our new BIC (replaced sort codes) which will open up many payment options for our members. **Your money can now be paid directly into the Credit Union using our New National BIC TUIR1E21XXX facility.**



Members who sign up will be issued with a new National BIC and an 8 digit account number for your wages, pension, etc. to be paid directly into your CU account.

Benefits of this account include;

- Your money will be paid into your account on pay day.
- Pay bills, standing orders and credit transfers.
- Save or pay your loan using this facility.
- It's safe secure and reliable.
- **Best of all, it's free**

TUI Credit Union you're new home for Banking from the 22ND SEPTEMBER!!

From 1st February 2014 National Sort Code (NSC) and Account Number have been replaced by BIC (Bank Identifier Code).

TUI Credit Union

Safe, Sound, Secure

In response to recent adverse Credit Union media coverage we wish to alleviate any fears our members may have concerning the financial strength and operation of TUI Credit Union.

All members' savings are entirely safe and protected under the Government's Deposit Scheme. TUI Credit Union is operating very successfully and has reserves in excess of the Central Bank requirements.

According to financial journalist Charlie Weston there are the 5 key questions credit union members should ask to ensure that their credit union is Safe, Sound and Secure.

Q1. Did your credit union pay a dividend?

Yes, we did. 1.25% 2013

Q2. Did your credit union hold its AGM?

Yes, we did. 6th December 2013

Q3. Does your credit union have adequate regulatory reserves?

Yes, we do (12.5%). Currently well in excess of the statutory minimum required by Central Bank of Ireland (10%).

Q.4 Does your credit union have any imposed lending restrictions from the Central Bank?

No, we don't, T.U.I Credit Union is open for business.

Q.5 Are my savings safe?

Yes, all member savings are protected under the Government Deposit Guarantee Scheme of up to €100,000 per depositor.

TUI Credit Union complies fully with all Data Protection Legislation.

Meet your new President – Gerry Quinn

Gerry Quinn is the new President of the TUI. Originally from Clones in Co Monaghan, he has taught History and Geography in St Fergal's College in Rathdowney, Co Laois since 1991. Before this he briefly taught in London. He has been active in the Laois branch of TUI for 15 years and served as Vice-President of TUI for the last two years. He is married to Joan, a primary school teacher, and has four children between the ages of 10 and 20, all of whom are still in the education system.

What do you see as the big challenges ahead?

One of the clear challenges is the casualisation of the teaching and lecturing professions, where young teachers and lecturers, and some not so young, struggle to earn a living wage. All teachers and lecturers should be guaranteed sustainable career paths. It is not acceptable that it takes several years to gain any type of career security or a contract based on full hours. I will be strongly expressing this view in TUI's engagement with the working group set up to deal with the matter under the Haddington Road Agreement.

The funding crisis at third level is another key issue. Student numbers have soared while lecturer numbers have fallen. Like their colleagues in second level schools and other education centres, Institute of Technology lecturers are under huge strain and can give no more. The Employment Control Framework is strangling one of the success stories of the Irish education system. This must change.

In terms of another current issue, our position on Junior Cycle remains clear. Any new programme must be externally assessed and nationally certified. There is



TUI PRESIDENT GERRY QUINN

also genuine concern about the capacity of schools to deliver change of such magnitude after six years of ill-advised cutbacks.

How has teaching changed since you commenced your career?

I am gravely concerned by what I see as an onslaught of bureaucracy over the last number of years. Teachers are being stifled in their work and are being distracted more and more from their core duties of teaching. I taught in London at the start of my career and this drift away from core duties was already in process, along with a growing culture of managerialism in schools. Many would argue that this has demoralised the teaching profession across the water and it is my view that a similar shift has started here. Independent reports, both national and international, affirm an extremely high level of public trust in the Irish public education system. This must be maintained and we must learn from the mistakes of other jurisdictions.

Along with a new TUI President, there is a new Minister for Education and Skills. What message would you have for Jan O' Sullivan?

I would stress to her that public servants have made huge personal sacrifices, both financially and in terms of significantly increased workloads. Most indicators show that we are finally moving into a period of economic recovery. Sooner rather than later, the cuts to salaries and conditions of public servants must be reversed.

The worst of the cutbacks foisted on the education system, particularly to programmes that benefit the most vulnerable students, must also be reversed as a matter of urgency.

Overall, I would urge her to work with us, the practitioners, as partners in education. Reform should not be confused with proposed changes which will further alienate the teaching profession. Nor should education reform be confused with saving money. Meaningful consultation and negotiation with representative unions on all aspects of change is not just an option, it is the only way forward. The fact that there is no TUI representative on the board of SOLAS is an affront to any understanding of partnership. Similarly, the current impasse over the new Junior Cycle Framework shows why a partnership approach is absolutely essential.

Process of managing change must improve

The proposed change in Junior Cycle has to date been carried out in a manner that fails to meet any reasonable standard of change management, argues TUI's Education & Research Officer David Duffy.

Recent years have seen a movement towards global education reforms of a managerial nature. In some countries 'reform fatigue' has set in. Education International (2013) has examined this trend in seven countries and found some startling similarities in how those 'reforms' have operated. In fact, a majority of the reforms have failed or only partially succeeded. The main issues encountered were: lack of teacher involvement in problem identification and policy formulation, the pace of reform, training, resource availability and inadequate accounting for context. This article seeks to examine the 'reform' process as currently encountered in Ireland, with particular reference to the proposed Junior Cycle Student Award. It also seeks to examine the change management process in Ireland and what could be improved upon in the year ahead.

Fullan (2001) sets out a five point framework for maximising the benefits of a change management process, with particular emphasis on schools. The key points of the framework are:

1. Moral purpose
2. Understanding Change
3. Relationship Building
4. Knowledge Creation and Sharing
5. Coherence Making

The article examines how points 2 (Understanding Change) and 3 (Relationship Building) are not used to their maximum potential in the current proposals to 'reform' the Junior Cycle. Mintzberg (2004:228) has argued that "learning is not doing: it is reflecting on doing". It is in that spirit of professional reflection that TUI examines the process of 'reform' whilst restating its long-standing commitment to improve the education system for students through the introduction of reforms such as Leaving Certificate Applied and Transition Year.

Based on prior experience and on research such as Heinz (2008), Clarke (2009) and DES (2012), which is often referred to as the Sahlberg report, it is reasonable to argue that the teaching profession in Ireland is well placed to provide leadership in maintaining high standards in the education system but that the profession must be adequately supported in doing so. Exercises in change management driven by the Department of Education and Skills in 2014/15 must live up to the framework recommended by Fullan. That may mean the provision of time, human capital and resources. One of the principles followed by the Toyota Motor Corporation is to "base your management decisions on a long-term philosophy, even at the expense of short-term financial goals" (Liker, 2004:71). This suggests that the current 'reform agenda' shouldn't be constrained by short-term



economic problems in Ireland and that the Department of Education and Skills has a responsibility to find the resources, regardless of the difficulty. The start of 2014/15 is a good time to take account of the need for a long-term plan.

In the second part of his framework, Fullan redefines resistance as a positive force, and advises that there should not be a push to 'innovate the most' ie not to innovate more than is desirable. TUI has not resisted the concept of the proposed new Junior Cycle and has indeed welcomed aspects of it. However, TUI also tried to draw the attention of the then Minister to a number of serious concerns the union had about the proposed new programme. A Working Group was established in January 2014 to 'consult' with key stakeholders including TUI. The then Minister's definition of 'consultation', if it is as seen in the

Working Group, looks to TUI to be very different to the meaning of consultation set out by the Centre for Effective Services (2012) or by Irish legislation (Oireachtas, 2006). It is fair to say that the 'consultation' process in the Working Group did not meet either standard.

Fullan's framework also refers to building relationships and to not 'innovating the most'. A critical issue encountered by school leaders is 'initiativitis' (Fullan, 2008) or 'repetitive change syndrome' (Abrahamson, 2004). Abrahamson refers to symptoms of overload, chaos, anxiety, cynicism and burn-out. The workload of teachers and school leadership is already very heavy as shown by research in Ireland and abroad (Leader and Boldt, 1994; French and Daniels, 2007; Estyn, 2007; Irish Primary Principals Network, 2004; Blouin, 2005; Saulwick Muller Social Research, 2004). The last ten years have seen extraordinary change in the Irish education system. In 2004/05 there were 335,162 full-time students and 24,990 full-time equivalent teachers.

This contrasts with 362,847 students and 25,374 teachers at second level in 2012/2013 (source: Department of Education and Skills website). This represents a real decrease of almost 7% in the relative proportion of students to teachers. That decrease has come at a time of the mainstreaming of students with special educational needs who currently constitute between fourteen and eighteen percent of the school population (Barnardos, 2008; NCSE, 2014).

Incidental inspections, school self-evaluation, literacy/numeracy strategies and whole school evaluation have all added to the pressure placed on schools. This is to say nothing of the increasing emphasis on mental health strategies, anti-bullying plans, child protection and substance misuse. Behind all of this lies the economic crisis, attrition in guidance provision, reduction of middle management posts and multiple pay cuts for staff. TUI argues that this is initiativitis and worse still, initiativitis carried

TUI's Third World Fund

TUI's Third World Fund was established with the distinct purpose of assisting educational, developmental and trade union projects in underdeveloped countries as approved by the Executive Committee from time to time.

Applications for donations from the Third World Fund are considered once a year at the November meeting of the Finance Sub-Committee and notification regarding successful applications will be posted shortly after. This year the Third World Fund will have €20,000 at its disposal.

If you wish to receive monetary support from the Fund for a project you are involved in or support please make a written submission to Nadia Johnston, Administrative Officer, via email to njohnston@tui.ie. Due to the high number of applications received, each member may only submit one application. Requests must be submitted by 14th November 2014 and should outline details of the project.

Last year a total of 12 projects received a contribution from the Third World Fund including:

- Haki Water (providing clean water to schools in Kenya)
- Mulanga Basic School Project (education of orphans and vulnerable children in Zambia)
- Hospice Jinja Project (Uganda) (caring for children with AIDS)

While the amount donated to each project is small, the feedback we receive from the various recipients indicates that your funding of these projects makes a significant impact and is greatly appreciated. Of course, there is an added advantage that the money goes directly to the projects concerned.

Are you a Branch Officer?

If so, all union correspondence is now being sent to your 'tuimail' generic email address.



'tuimail' addresses are in the process of being issued to all Branch officers i.e. Chairperson/Secretary/Treasurer/Equality Officer and all Workplace Representatives.

All communication from Head Office is now conveyed electronically other than some materials which are not suitable for electronic communication. As well as providing immediate access to members on important issues, it reduces administration costs.

It is very important, therefore, that Branch Officers and Workplace Representatives check the generic email account allocated to them on a regular basis.

If you are a Workplace Representative and have not received your new email address please let us know immediately.

Unfortunately a number of workplaces and college departments are without named representatives. This places the members working in these areas at a large disadvantage as they will not be kept up to date with Union business. We at Head Office have email addresses ready and waiting to launch for these workplaces/departments but are unable to issue a username and password as we do not have an identified person available.

It is vital that each workplace/department has a named person who will take responsibility for monitoring the email, regardless of whether or not they wish to act as School/College/Workplace Representative. A name should be sent to reception@tui.ie or advised by telephoning Head Office on 01 4922588.

If you require any assistance with your new email account, please contact Marie Sandland at msandland@tui.ie or 01 4922588

Have we your correct membership details?

- Has your union membership status changed?
e.g. from Part-Time to Permanent Whole Time, from Permanent Whole Time to Job-Share or have your part-time hours increased/decreased, etc.
- Have you transferred from one employer to another?
- Have you just returned from a Career Break, Leave of Absence or any other form of unpaid leave e.g. maternity or parental leave?

If the answer is "Yes" to any of the above questions, please ensure that you complete a new Deduction at Source (DAS) form immediately and send it to:

**Dara Blighe, Membership Secretary,
TUI, 73 Orwell Road, Rathgar, Dublin 6 – dblighe@tui.ie**

DAS forms are available on the TUI website – www.tui.ie. They are also available from your School/College/Workplace Representative or from Head Office.

You can also update your status and/or hours by using your membership card to log onto tuiservices.ie.

Please complete a new DAS form to avoid falling into arrears.

**HELP KEEP OUR DATABASE UP TO DATE.
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BEO

Live: Alive

Comórtas Amhrán Gaeilge Nua-Chumtha don Aoisghrúpa 11-18 bliain Irish Language Song Contest for 11-18 year olds



Cum Amhrán
Compose song



Cruthaigh Físeán
Create video



Eagraigh Poiblíocht
Organise Publicity



Seinn Beo
Play Live Gig

1ú Duais/1st Prize

€3000

2ú Duais: €700

3ú Duais: €500

4ú Duais: €250

5ú Duais: €250

6ú Duais: €250

7ú Duais: €250

8ú Duais: €250



BABHTA CEANNAIS: Oireachtas na Gaeilge. 31 Deireadh Fómhair 2014

End the doublespeak and reverse education cutbacks

Doublespeak is defined as language that deliberately disguises, distorts or reverses the meaning of words. The term probably has its genesis in George Orwell's *Nineteen Eighty-Four*, where the concept of 'doublethink' is central to the author's terrifying, futuristic dystopia.

A message consistently spun by the Department of Education and Skills on recent Budget days has been the description of the education system as having been 'protected' from the worst effects of the austerity agenda. When compared to the daily harsh realities in schools, centres and colleges, and the damage done to the educational aspirations of thousands of students, such use – or abuse - of language would be right at home in Orwell's chilling novel.

Over this period of 'protection', wages have been slashed, teaching posts have been lost and programmes and essential supports for the most vulnerable students have been abolished or greatly hampered. Principal teachers and teachers have struggled to maintain a first class education service in this austerity blasted landscape by patching over the damage of each new cutback. Similarly, courtesy of the euphemistically titled Employment Control Framework, core funding and staffing of Institutes of Technology has been reduced year-on-year at a time when student numbers spiralled due to demographics.

As the list below sets out, the public education system has been targeted time and time again as a source of budgetary savings. It has suffered considerable damage over a sustained period of time. In terms of resourcing, it is now threadbare and has nothing left to give. Most commentators



JOHN HURT STARS AS WINSTON SMITH IN THE FILM VERSION OF NINETEEN EIGHTY-FOUR

agree, with the usual health warnings, that we are now in a period of economic recovery.

As a first step, the stealth cuts that sharply reduced supports to disadvantaged schools and programmes that benefited marginalised schools must be reversed. In addition, ex-quota guidance provision and the pastoral care framework must be re-established.

It is high time to end the period of 'protection' of the education system and begin to reverse education cutbacks.

Nothing left to give - main cuts to public education system since 2009 (cuts to salary over same period set out on p.5)

2009

- Pupil teacher ratio revised upwards from 18:1 to 19:1
- Employment Control Framework restrictions imposed on Institutes of Technology (from December 2008)
- Moratorium on filling posts of responsibility
- Ceiling of two on number of language support teachers per school re-imposed
- Withdrawal of teacher posts under previous disadvantage schemes to non-DEIS schools
- Withdrawal/abolition of grants for LCA, LCVP, Transition Year, JCSP, Physics and Chemistry, Home Economics, school book aid, library grants
- Reduction in capitation funding for Travellers and withdrawal of capitation for schools in receipt of non-DEIS disadvantaged funding

- Substitution cover suspended for absences arising from uncertified sick leave and school business absences
- Teacher in-service education support reduced by €5m
- Early retirement scheme scrapped
- Higher Education funding reduced by €43m
- Non-pay grant provision for adult and further education reduced by 5%
- Reduction of 500 Back to Education Initiative places and 100 Senior Traveller Training Centre places

2010

- Further 4% reduction on previous year's Higher Education provision
- €8m reduction for projects under Strategic Innovation Fund
- Removal of eligibility for student grants for those in receipt of the Back To Education Allowance and the VTOS allowance and for those pursuing a Post Leaving Certificate course
- Places provided in Senior Traveller Training Centres (STTCs) reduced from 984 to 684
- Allowances to participants in VTOS, Youthreach and STTCs reduced
- Provision for teacher in-service education support reduced by over €10m

2011

- LCVP PTR worsened from 17:1 to 19:1
- Non-appointment of 150 scheduled extra primary/second level posts
- Phased reduction of 500 language support posts over five years
- 5% reduction in funding grants to schools/VECs including grants for Adult Literacy, Community Education, School Completion Programme, Youthreach. Similar reductions in respect of STTCs, VTOS and PLC students.
- 7% reduction on previous year's Higher Education provision
- Introduction of new €200 annual contribution for Post Leaving Certificate students
- €10m reduction in training allowances and supports
- Cap placed on number of psychologists in National Educational Psychological Service (NEPS)

2012

- Ex-quota guidance counselling provision abolished
- 2% reduction in capitation grants in schools
- Cut in Supervision/Substitution administration fee payable to schools
- Reduction in capitation grants across a range of further and adult education courses including PLC, VTOS, Youthreach, BTEI and Adult Literacy.
- 2% reduction in core funding for Higher Education bodies

2013

- PTR for PLC courses worsened from 17:1 to 19:1
- Cut to 'days in lieu' maternity leave provision for teachers
- Reduction in supports for Further Education & Training (FET) scheme participants
- Allocation to VECs reduced by €13.2m
- Allocation to Higher Education Institutes reduced by €25m
- 2% capitation grants reduction for schools

2014

- Further €25m reduction in allocation to Higher Education Institutes
- Reduction in supports to some FET participants
- 1% capitation grants reduction for schools
- 1% capitation grant reduction in Youthreach, VTOS and PLC colleges

New TUI Vice-President

Joanne Irwin was elected Vice-President of TUI after a ballot of members in March. Joanne is a post primary teacher and director of the Finn Valley Centre for Education in Stranorlar, Co Donegal. She was formerly Area 8 representative on the TUI Executive Committee and also served as chairperson of the Co Donegal branch of TUI for three years. She said that it is a privilege to be elected Vice-President and that she is passionate about representing the interests of members in the fight to reverse education cutbacks.



TUI VICE-PRESIDENT JOANNE IRWIN

Consultative conference on Further Education

A major consultative conference on Further Education (FE), chaired by Mr. Gerry Quinn, President, and Ms. Joanne Irwin, Vice-President, took place in Dublin on 3 June 2014. Almost 90 branch delegates attended. Three keynote presentations by Mr. Gerry Craughwell, Ms. Mary Leahy and Mr. Martin Gormley addressed current challenges and concerns across the sector; the concerns specific to members in FE colleges and dual-provision schools and the challenges facing members in the FE sector, outside the dedicated PLC college sector. Afternoon workshops on structured topics afforded participants the opportunity to feed their views into the consultative process.

A comprehensive report on the conference will issue to branches presently and will feature in the next edition of TUI News.



Reminder – Additional gain for teachers qualifying for CID

Under the Haddington Road Agreement a teacher becomes qualified for an award of a contract of indefinite duration (CID) upon completion of three successive years and commencement of a fourth successive year of employment with the employer.

In such cases under the Haddington Road Agreement, the hours guaranteed in the CID are the hours that the teacher held in his/her third year. However, a number of teachers with a CID entitlement on this basis had in fact more teaching hours in the fourth year (2013/14) than they had in the third year.

At the January 2014 meeting of the Teachers Conciliation Council (TCC) this matter was raised by TUI and ASTI.

The unions sought that those with more hours in their fourth year (2013/14) than they had in their third year have the fourth year hours reflected in the CID. The Department agreed that in such cases, in recognition of the particular circumstances that applied, the CID will be augmented in September 2014 to reflect the additional hours held in a fixed term capacity in 2013/14 (that is in the fourth year).

By way of an example, a teacher taught 15 hours in the school year 2012/13 (in their third successive year of service) but taught 18 hours in the school year 2013/14 (in the fourth year). Under the HRA, they have an entitlement to a CID of 15 hours, but from 1st September

2014, the hours of their CID will be increased to 18.

The Department also reiterated that when a CID is awarded for 18 or more hours, the terms of Circular letter 11/09 apply. Effectively, completion of the H22 form attached to this circular letter means that a teacher will be timetabled and paid for 22 hours per week.

This is subject to there being no objective grounds as set out in Circular Letter 34/09.

Please take careful note of your entitlements as set out above. If in doubt, contact your union representative.

Major gain for members - Grade reclassification in Youthreach

FTD 1127

In 2011 TUI successfully challenged the designation of nine staff in Youthreach in Co. Dublin VEC. The nine staff had been designated tutors, paid at an inappropriate rate and were not given access to the terms and conditions of teaching staff. The Labour Court determination awarded the nine claimants compensation and determined that they were to be considered teachers. This determination was subsequently applied in a number of other VECs and tutors were converted to teaching staff in Youthreach.

Issues with the application of FTD 1127

Despite a Labour Court determination stating that the work undertaken in Youthreach centres was appropriate to the teaching grade, there remained in the ETB sector a number of tutors that ETBs would not convert to teacher status. TUI engaged locally with management to negotiate a conversion process for these 'tutors' but local negotiations were unproductive.

TUI subsequently referred cases, on behalf of a number of Youthreach

'tutors', to the Labour Relations Commission with a view to ensuring the application of the previous determination to such tutors. In February 2013 the TUI accepted an invitation from the Department of Education and Skills to enter into negotiations to agree a conversion process.

The TUI opened the negotiations by stating its position that only three grades were appropriate for employment in the Youthreach Sector i.e. Youthreach Co-Ordinators, Youthreach Resource Persons and Teachers. It was noted that there was a need to avoid the creation of 'unqualified' teachers, and that a number of the employed 'tutors' were not in a position to be considered qualified.

The Agreed Conversion Process

With a view to resolving the issues related to unqualified staff, the TUI and the DES agreed that a conversion process would allow each Youthreach 'tutor' to decide between conversions to a teaching position, qualified or otherwise, or to a Resource Person position. In the event that a tutor converted to a Resource Person

position there would be no minimum qualification requirement, but, as a Resource Person, our member would be placed on an incremental scale and would receive improvements in both career earnings and in the terms and conditions of their employment. Youthreach 'tutors' were provided with these choices and decided, in advance of the 31st of May, on whether they wished to be converted to a Teacher or a Resource Person.

The DES has agreed that the three grades that may be employed in Youthreach are Youthreach Co-Ordinators, Youthreach Resource Persons and Teachers.

Any TUI member working in Youthreach in a grade other than the three agreed grades should immediately contact Colm Kelly, Assistant General Secretary, through TUI Head Office.

The officials of the TUI wish to extend their thanks to the officials in External Staff Relations in the DES for their assistance in devising the conversion process and in implementing, nationally, the Labour Court Determination FTD 1127.

Employment Law qualification

Honourable Justice David Keane, of the High Court, presented TUI Assistant General Secretary Colm Kelly with his Professional Diploma in Employment Law at the Sutherland School of Law at University College Dublin in July. The Employment Law programme was run by the School of Law in UCD during the academic term 2013/2014.

The UCD Professional Diploma in Employment Law programme provides an in-depth knowledge and



understanding of contemporary employment law practice and a comprehensive account of both Irish and European employment law legislation.

As part of his studies Colm completed an analysis of the reforms proposed in the area of employment law in Ireland, including the formation of the Workplace Relations Commission, and how such reforms would be of benefit to Trade Unions and to our members.

ECO-UNESCO – Supporting teachers to bring ECO-Action into education!



BLAKESTOWN COMMUNITY SCHOOL DUBLIN PICTURED WITH THEIR MASCOT AT THE YOUNG ENVIRONMENTALIST AWARDS 2014

With the new academic year now getting into full swing, ECO-UNESCO, Ireland's Environmental Education and Youth Organisation is once more kicking off its Young Environmentalist Awards programme.

Now in its 16th year, ECO-UNESCO is calling on all school teachers, students and after-school clubs to get involved in an environmental action project and take part in their Young Environmentalist Awards (YEA) 2015! The YEA is Ireland's biggest celebration of eco-action and participation in the programme is a great way to engage students in learning about environmental issues which link into the school curriculum, as well as developing key personal skills through their action-project.

Curriculum Links & Transition Year Module

The ECO-UNESCO Young Environmentalist Awards (YEA) programme is designed to work with the secondary school curriculum and links with Geography, Science, SPHE, CSPE, Mathematics and Art syllabi.

Participation in the YEA can be utilised as a recognised CSPE action project connecting to several CSPE concepts including; Stewardship, Interdependence and Rights and Responsibility. The YEA is an increasingly popular option for Transition Year students and contains a formal Transition Year Module which provides the tools required for teachers and schools to integrate the programme into their formal TY programme. YEA action projects can also be undertaken as part of the Gaisce Awards and is also an opportunity for students participating in other science/environmental related programmes to enter their project into another initiative.

Participants choose their own topics under a range of themes including, biodiversity, climate change, energy, waste and water to name a few. In this way, projects can be tailored to link in strongly with students' formal studies. Successful projects from 2014 explored issues such as recycling over 100kg of aluminium cans; producing films regarding climate change and food security; the importance of bees to biodiversity; establishing city farms and a whole lot more besides!

Free Training

Free training to get groups up and running is being offered by ECO-UNESCO throughout September and October and can be delivered in the classroom upon request. Participants to the programme are fully supported by ECO-UNESCO throughout the year with a hotline, manual and toolkit available to all registered groups.

To register, book training and for full details on the programme visit www.ecounesco.ie, phone +353 1 662 5491 or look out for the YEA information pack sent to your school. Closing date for registration is 28 November 2014.

New collection of spoken word poetry by TUI member

A collection of spoken word poetry by DIT Bolton Street lecturer and TUI member Dermot McGarthy is an enigmatic and eventful journey. Entitled *Ancient Air*, the CD contains 30 poems, choice picks from his three previously published books "Standing Room Only" (2004), "Goldfish Logic" (2006) and *Building Work* (2008). The poems deal with a range of issues, including struggle, emigration, comradeship, history, rock 'n roll, fantasy, first love, last chances and eternal truths. *Ancient Air* is available now in Celtic Note, Nassau Street, Dublin 2, priced €12.99.



Did you get your TUI membership Card?

You should have received your TUI membership card over the past few months. If you have not yet received your card please let your Branch Officers know and they can arrange to have the card distributed to you.



Membership cards will allow members to have access to useful information and to participate in a range of union activities. The membership card initiative is part of a larger TUI project to:

- Enhance the union's communication with members.
- Allow members to update their personal details.
- Provide members with access to union documents and relevant information.

If there is a problem with your card please email tuiservices@tui.ie.

Activate your Card and Access the Members' Portal Web Page

The membership card is the key to gaining access to the new members' 'Personal Page' – where a member can update and change their personal/contact details and to a 'Members' Portal' web page which contains important documents and

communications from the union. When you receive your card you will also get a set of instructions as to how to log on to the Members' Portal page.

Log on and Win an iPad

Helen Lynn from Glenamaddy Community School in Co. Galway has won an iPad tablet computer. She was drawn at random as one of the first 500 TUI members who logged on to the new Personal Page and Members' Portal Page.

TUI is now running a second competition for members to win an iPad tablet computer. To enter, simply use your membership card to log on the Personal Page and Members' Portal Webpage. A further winner will then be chosen at random from the first 1,000 members to log on.

Vacancies on NCCA Development Groups

From time to time vacancies arise on NCCA development groups. Participation on NCCA committees does not in any way alter TUI policy regarding issues such as assessment of new courses, but participation does provide a valuable opportunity for practising teachers and the nominating teacher unions to influence developments in curriculum and syllabi. Each teacher union is usually invited to nominate two representatives to each development group. Each representative will be required to contribute in an engaged professional manner in the discussions at the relevant development group, within the context of TUI policy. Representatives are required from time to time to discuss strategy, and meet with relevant officials from TUI Head Office. Representatives may also be asked to act as examination spokespersons for TUI in the subjects relevant to their expertise. This can involve giving considered

feedback to the media and Examinations Commission, again within the context of TUI policy.

Correspondence issued recently to schools and centres setting out current vacancies (see below), guidelines for nominees and the nomination form. If you are interested in becoming involved please contact your local branch for their nomination. Applications (marked NCCA development groups) should reach TUI Head Office no later than noon on September 25th, 2014. It is expected that applicants will be informed of the outcome in mid to late October.

Subject	Number of Vacancies
Agricultural Science	1
Economics	1
Applied Mathematics	1

Managing bullying in the workplace

As part of European Safety Week the HSA and the National Anti-Bullying Research and Resource Centre DCU are hosting a half day seminar on managing bullying in the workplace. The seminar will give guidance on the on a comprehensive range of aspects.

Venue: Radisson Blu Hotel, Golden Lane, Dublin 2.

Time: Registration: 9.00am - 1.30pm (lunch included), Tuesday 14th October 2014

Cost: €85 per person

For further details and online registration go to: www.workbullying.ie

Lockout 2014: The Greyhound Dispute

Some 80 workers in Greyhound, the West Dublin-based waste disposal company, have been locked out since 17th June. The workers concerned are members of SIPTU. Management at the company is attempting to force workers to accept wage cuts of up to 35% and has employed strikebreakers to carry out waste collections during the dispute. The company has a contract to collect household waste for various local authorities, including Dublin City Council.

Background

At 6am on 17th June workers in the early shift at Greyhound Recycling and Recovery arrived at the company's Knockmitten Plant to begin the collection of wheelie bins in the Dublin City Council area.

On arrival the workers were confronted by a number of security guards. These men had been hired specifically for the day and had never previously been present at the plant. The workers also had to report through a hut with a CCTV camera trained on them – this had never happened before.

The workers were told they would not be allowed into the plant unless they agreed to accept new conditions of employment that included wage reductions of up to 35% and other major changes. Management claimed that these new terms were a 'cost saving plan' agreed at the Labour Court. This claim is untrue. No agreement had ever been reached on these issues at the Labour Court between the company and workers' representatives. In point of fact, the company's actions directly contravened both a Labour Court Recommendation of 28th May 2014 which stated that further talks should be entered into by management and workers' representatives and a company-level Collective Agreement dating from 2009 which provides that there is to be a 14 day lead-in period to any changes to conditions of employment by the company or industrial action by workers.



Unsurprisingly, the workers refused to accept the company's ultimatum stating that their union, SIPTU, had been attempting to enter intensive negotiations with management on cost saving proposals, in line with the Labour Court Recommendation. This group of workers and later shifts were then locked out of their place of work.

Within minutes of management stating that the workers were to be refused entry to their workplace, agency staff began to assemble in a nearby car park. The agency staff were driven into the site and began manning collection trucks which commenced working waste collection routes in the Dublin City Council area.

Rather than implement the Labour Court recommendation it is clear that Greyhound had decided unilaterally to implement massive cuts to the workers terms and conditions of employment, without further negotiations. Knowing that no worker could accept such conditions the company had prepared for dispensing with the services of its workforce. In

spite of the requirement under the collective agreement for 14 days notice of any proposed changes in conditions, workers were informed only on 12th June that there were to be changes to their terms and conditions of employment and only on 17th June was the full extent of those changes made known. It was also on 17th that the workers were told that the changes were to have immediate effect.

Greyhound had also prepared the legal ground for the lockout of the workers. On the day it implemented its lockout, the company instigated three injunction orders at the High Court. These orders sought to interfere with workers protesting outside Greyhound plants and to prevent workers from describing the actions of the company as a "lockout." Interim injunctions granted to the company in relation to these court orders were lifted on 1st July when the High Court fully inspected the claims.

What the workers want

The 80 Greyhound workers currently locked out of their jobs are simply requesting to be allowed to return to work under their existing terms and conditions of employment while intensive talks on changes take place.

It is worth noting that in recent years they have already agreed to major changes to their working conditions, including a nine-hour increase in their working week. Greyhound operatives currently earn between €9.50 and €11.45 per hour. Drivers earn €15.66 an hour. It is these very modest wages that the company is seeking to cut by up to 35%.

Because the company is refusing to allow the workers to carry out their jobs, they have no choice but to continue to conduct a peaceful and legal picket of the Greyhound depots.

Why this matters to TUI members

In the first place, this is an indication of what frequently happens when public services are privatised or out-sourced. It illustrates the contempt in which workers are too often held by private sector employers as well as demonstrating the hostility of such employers towards trade unions and collective bargaining. Apart from the disdain for appropriate industrial relations processes, the scale of the cuts imposed on Greyhound workers is a graphic example of the race to the bottom that unscrupulous employers wish to precipitate, regardless of the consequence for the standard of living of their workers. As trade unionists we must show solidarity with the Greyhound workers. As teachers and lecturers, we must oppose the impoverishment of yet more of our fellow citizens. In TUI we fight against inequity and seek to tackle educational disadvantage. Impoverishing workers and their families by collapsing their incomes

creates that very inequity and disadvantage.

What can you do?

- Contact Greyhound to inform them of your strong opposition to what they have done: Tel: 1890 989 998; email press@greyhoundrecycling.com
- Contact your local Councillors and TDs and advise them of your grave concern about the actions of Greyhound. Ask them to use their office and influence to secure an end to the Lockout of workers by the company and compliance with the Labour Court recommendation.
- Encourage your family, friends and neighbours to support the workers in similar fashion.
- If a meeting is convened in your locality by the workers/SIPTU, attend it.

Solidarity between public and private sector workers is necessary to protect the interests of all.

TUI, in common with the other teacher unions, has made a contribution to the Greyhound Workers' support fund.

A message from Past President Gerard Craughwell

Colleagues, as I return to my classroom after two years as President of the TUI I want to firstly thank those members of the TUI staff who worked tirelessly with me on your behalf during my term of office. In addition, I want to thank the members of the Executive Committee and the branch officers and union activists throughout the country without whom there would be no TUI.

Over the last number of years we teachers and lecturers have shouldered the burden of an economic crisis which was not of our making. We have suffered cuts to our pay, we have seen management structures decimated in our schools and colleges and still we have continued to deliver the quality education system our country needs to recover from the recklessness of the past. Thankfully we have seen some restoration to the pay of new entrants from the 2011 cuts and we must now ensure that there is only one pay scale for all teachers and lecturers. We have secured a review of employment contracts in an effort to end the cancer of casualisation in our profession and we must look forward to some success in this area.

The battle lines have not changed as we enter the 2014/15 academic year. Our IoT colleges are facing a time of massive uncertainty as the drive for the establishment of technological universities drives ahead. The Further Education sector is facing a very uncertain future as the grip of SOLAS takes hold and there will be a need for vigilance here in order to ensure that TUI members and the sector they have built thrives and develops in future years. With respect to second level the drive to introduce a new Junior Cycle programme has not gone away. The TUI position on this was made perfectly clear by way of a ballot of our members and it now behoves all of us to get behind our new President Gerry Quinn and support him and hold the line on this issue.

As I move to the position of Past President on the Executive Committee for the next two years I want to thank the very many people who send me good wishes at the end of my term of office. It has been the greatest honour of my life to serve you the members of the TUI.



GERARD CRAUGHWELL

Finally, we hear much of the green shoots of economic recovery at the moment and if this is true that we must now seek a restoration of our pay and conditions. We have suffered from austerity for long enough.

I wish you all well in the year ahead.

Junior Cycle English survey

TUI is currently carrying out a survey into your experiences of in-service for the new Junior Cycle English programme. We would be very grateful if you could spend approximately ten minutes filling out the survey on Survey Monkey. The survey is accessible through the news section of the TUI website at www.tui.ie. By filling out the survey you are providing us with valuable information. The survey will remain open until September 30th but the sooner we can draw down sufficient data the more benefit the data will be to us. We appreciate your time and support in this matter.

Recruitment to Inspectorate of the Department of Education and Skills: Applications due in September 2014

The Inspectorate of the DES will be holding competitions for the recruitment of post-primary inspectors in autumn 2014. The posts available will include Inspectors of Art, Construction Studies, Guidance, History, Mathematics, Spanish and Special Education. Advertisements are expected to appear in the press on 5 September and the full details of vacancies will be available on www.publicjobs.ie. The closing date for applications for the competitions is expected to be 26 September 2014.

TechoTeachers Conference and AGM

The Annual TechnoTeachers Association Conference and AGM takes place this year in the Radisson Blu Hotel, Limerick on Fri 17th and Sat. 18th Oct. There will be project displays, presentations, workshops, teaching resources and company stands. A special invite is issued to graduates of the classes of '84, '94 and 2004. See www.technoteachers.ie for more details.

MEMBERSHIP SUBSCRIPTION RATES

Category	Rate Per Annum	Rate Per Month
Permanent Wholetime	€379.29	€31.60
Job-Share	€189.64	€15.80
Part-Time 2nd Level – 22 hours 3rd Level – 18 hours	€379.29	€31.60
Part-Time 2nd Level – 11 hours and less than 22 hours 3rd Level – 9 hours and less than 18 hours	€189.64	€15.80
Part-Time 2nd Level – 6 hours and less than 11 hours 3rd Level – 5 hours and less than 9 hours	€94.82	€7.90
Part-Time 2nd Level – less than 6 hours 3rd Level – less than 5 hours	€40.63	N/A
Associate Member	€15.24	N/A
On career break or other approved leave	€0.00	Subject to TUI being advised
New members in first year of teaching*	€1.00	---
*As per Rule 89		

NCSE - Information Booklet on Post School Options in Education and Training for Adults and School Leavers with Disabilities

NCSE has prepared this information booklet with a range of providers and agencies, including the National Disability Authority.

The booklet may be read and downloaded on www.ncse.ie

It contains summary information about the relevant programmes and supports for people with disabilities in the areas of Higher Education, Further Education and Training, Community Education, HSE Rehabilitative Training and Adult Day Services. It also includes **links and signposts to more detailed information and guidance sources.**



NCSE will update the booklet to reflect future changes.

NCSE will welcome any comments or suggestions. Please forward any comments to adulthoodeducation@ncse.ie

TUI in the media



In the *The Herald's Tea Interview with Andrea Smith (20/8/14)*, TUI President Gerry Quinn outlined the challenges ahead in his new role. Speaking about Junior Cycle, he said that standardisation across the country 'is very effective for measuring the progress, and the external system of correction that we currently have has public confidence and our confidence. It removes any doubt.' Speaking about teacher activism, he said that it was important to explain that 'teachers are frustrated at the way the profession has gone, because there has been a lot of damage done to the education system in the last few years through cuts.'

Higher level As down in key subjects as students opt for tougher papers – Irish Times 13/8/14

The Teachers' Union of Ireland said teachers have shown dedication and innovation in ensuring the continued provision of a first class public education service during cutbacks in education.

Calls to reverse cuts to guidance counselling – Irish Times 13/8/14

TUI President Gerry Quinn also called for the restoration of posts 'as a matter of urgency' saying 'it is clear that the most vulnerable have been targeted by this cut in provision.' He noted the report also endorsed alternative post-school pathways to higher education, which now was the responsibility of Solas. As the main union representing practitioners of further education, he said it was 'completely unacceptable' that TUI

was not represented on the board of the training agency that replaced Fás.

TUI President Gerry Quinn interviewed on *Red FM, Galway Bay FM, Midlands 103, Highland FM and Shannonside* about hugely damaging effects of cut to guidance provision **12/8/14**

Gerry Quinn discussed the challenges ahead for his term as TUI President with on *Newstalk's Pat Kenny Show (1/8/14)*. Junior Cycle, workload and the plight of young teachers were identified as being key issues. Teachers' fears over the damage the proposed new Junior Cycle could pose to education standards were outlined, and he urged the new Minister to engage meaningfully with unions on the issue. Responding to a listener's text on teacher holidays, Gerry highlighted that the class contact hours of Irish second level teachers exceed the OECD average by 49 hours.

Ministers already facing up to advice and pressure – Irish Examiner 12/7/14

'It is crucial that the new Minister recognises the need for full and meaningful consultation with the relevant unions in the development of any new education policies or on any matters affecting the terms and conditions of teachers and lecturers,' said TUI Deputy General Secretary Annette Dolan.

TUI General Secretary John MacGabhann interviewed on *RTE television news bulletins* on resignation of Minister Ruairi Quinn. He acknowledges some of

the good work that Minister did but says that union had serious differences of opinion with him on Junior Cycle issues – **RTE 3/7/14**

TUI President Gerard Craughwell discusses school league tables on *RTE's Drivetime programme*, describing them as a crude and misleading measure of a school. He also highlights the value of PLC courses. **26/6/14**

Staff-student ratios 'considerably out of line' with international norms – Irish Times 12/6/14

The Teachers' Union of Ireland also warned of "the damaging effects that cutbacks are having on the quality of experience for students". The union's deputy general secretary, Annette Dolan, said institute of technology lecturers taught 18-20 hours per week in contrast with the international norm of 10-12. For each hour of teaching, a multiple was spent in preparation, evaluation and other academic responsibilities, she said."

Annette Dolan interviewed on *TV3 News* about third level about 'chronic underfunding' of Institutes of Technology **11/6/14**

Underperforming courses to lose funds in further education shake-up – Irish Times 13/5/14

The Teachers' Union of Ireland (TUI) criticised the strategy for being "utilitarian and narrow" and expressed concern that "the needs of industry and commerce will over-power the second-chance education needs of individuals".

Assistant General Secretary Declan Glynn said the union was also "very gravely" concerned that future further education provision "will be allocated to private organisations established to provide profit for their owners, and for whom the holistic education needs of learners is a distant, lesser priority to 'the bottom line'."

TUI Assistant General Secretary Declan Glynn responded to the launch of the Further Education and Training Strategy on *RTE's Six One News 12/5/14*



JOHN MACGABHANN INTERVIEWED BY RTE 3/7/14

RMA News

I think we would all agree that we had a great summer, one of the best in several years. I hope you all made good use of it and feel in the better of it now. We certainly started off very well with our AGM in Limerick at the end of May.

We chose Limerick not because it was the City of Culture but because it was central in terms of access and is well supported by transport. As it turned out, neither of these issues mattered as the number of members attending was not influenced by them. What really mattered was the hotel, and the Kilmurry Lodge was a real gem. Its location and car parking facilities were excellent and the staff were so friendly and helpful that it provided a great atmosphere for our AGM. The food and service were excellent and the weather magnificent.

Over seventy attended the AGM, and our guests included Gerry Quinn, Vice President and incoming President of the TUI and Michael Gillespie, Assistant General Secretary and our link with the Executive Committee. We had guests from other retired teaching organisations including Carmel Heneghan, President of the Retired Secondary Teachers of Ireland and Marie Clarke, President of the Retired Teachers' Association of Ireland. From the Alliance of Retired Public Servants we had the Chairman Brian Burke and we had a representative from the Retired Garda Association. The AGM was a very active and participative event and Jim McCarthy was returned as Chairman for a further three years.

In the afternoon we went to Adare village for a tour. We were entertained, educated and fed by the staff of the Heritage Centre. They met us on the outskirts of the village where the restored Desmond Castle is situated and we enjoyed a very informative and impressive tour. The castle has been



RMA MEMBERS AT AGM IN LIMERICK, MAY 2014

restored in a grand manner, with a walled enclosure and access to many parts of the extensive castle. The wooden doors at the entrance are most impressive and were made as they would have been made originally with all the evidence to show. The weather was exceptional, blue skies and high temperatures which is not what was expected, even though we were most grateful! From the castle we went to the Heritage Centre which is in the centre of the village. Here we had nice homemade cakes and refreshments plus a tour of their historical exhibition. The staff really looked after us, it is well worth a visit if you are in Adare. The gala dinner in the Kilmurry Lodge finished off a very positive and productive AGM.

It was not all fun and games for us though. The Alliance was very active over the summer. We met with Minister Brendan Howlin in July, and a report of the meeting is set out below.

Meeting with Minister for Public Expenditure and Reform, 22nd July, 2014

At short notice, we met Minister Brendan Howlin on Tuesday 22nd July. The Alliance deputation was the same as when we met him last year, i.e. Brian Burke, Sean O Riordain, Jim Dorney and myself.

We outlined our concerns (the need to unwind the emergency powers, the impact of the universal social charges and the need for access to third party on pension matters).

The Minister welcomed the formal establishment of the Alliance and he outlined the continuing economic difficulties that remained notwithstanding the progress in stabilising the economy made to date. He envisaged a process of ongoing discussions with the Alliance on public service pension matters.

The Minister indicated that discussions on an orderly winding down of the emergency powers would begin next year and that discussions would also be held with the Alliance.

The effective tax document was discussed in detail and we raised with him the prospect of movement in the short term. He, clearly, had not previously seen a document outlining the combined effect of the pension reductions, the universal social charge and income tax and he undertook to further consider the matter as soon as the basis of the summary figures provided by the Alliance were verified. It was agreed in this context that that a meeting would be held as soon as possible between Alliance and departmental representatives to advance this.

Our overall impression was that the meeting was much more positive than last year's meeting and that there was potential for some progress in the short term.

Following that meeting with the Minister a follow-up meeting with his officials was scheduled for late August to discuss in detail the Effective Rates of Tax that pertain to pensioners in the Public Sector in comparison to the Private Sector. For example, for someone on €40,000 pension, the effective tax is 17%

for a Public pensioner compared to 8% for a Private pensioner.

I am sad to relate the death of Marie Stafford, Marie died on the 1st July. Marie was a great attendee at our outings along with her husband Sean. They were a wonderful couple and added so much to our gatherings.

No details are available for our autumn outing yet but keep an eye on the webpage www.rmatui.ie.

Branch Meetings:

Meath Branch; Monday 22nd September at 11am in Navan Education Centre, Athlumney, Navan.

Cork Branch; Thursday 25th September at 2.30pm. Check website for venue.

Dublin Branch; Friday 26th September at 11am in the Teachers Club, Parnell Square, Dublin 1.

Christy Conville.
Secretary

Kathleen Lucey – an appreciation

The late Kathleen Lucey formerly of Tralee Community College – Ní bheidh a leithéid ann arís.

The family, friends and colleagues of the late Kathleen Lucey were shocked and saddened at her untimely death last year and wish that formal tribute be paid to her life and lengthy career as an exceptional teacher and educator in Tralee town.

Born on December 7th 1944 to Tommy and Katie Heffernan of Kilderry, Milltown, she was one of six children. She began her own educational journey in Callinafercy NS later attending Presentation Convent Secondary School, Milltown where she completed her Leaving Certificate. She followed on to UCC to study Gaelige, History and Spanish and completed her HDip in Secondary School, Passage West in 1966. Within two years, she had taken up a teaching post with Tralee VEC and it was there she spent a lengthy and impressive career.

Tralee VEC held more than just teaching for Kathleen as through work she met her lifelong companion Paul. The couple married in 1974 and had four children- Niall, Emmet, Pamela and Ciara. The couple taught side by side for their lengthy teaching careers and their warm relationship was admired by all.

Kathleen's kind nature has been described by many in the months since her passing. Former Principal of Tralee Community College, Mr Billy Curtin, captured the sentiment of her former colleagues when he spoke of Kathleen with admiration and fondness;

“She was a most professional educator, caring, diligent, sincere and respectful at all



times. She was student and family focused, always giving but never counting the cost of her time or energy. Where Kathleen was concerned there was no task too big or small, she was a constant support to every member of the school community”.

Her career in Tralee Community College had many varying roles. In addition to teaching, she guided Roinn na Gaelige with her unwavering devotion to the language. She also worked as a DES Leaving Certificate Irish Oral Examiner, empathetically examining thousands of anxious students in her time.

Kathleen's interest in students with special needs heightened as her teaching career progressed prompting her to qualify as a Remedial Teacher, an area that became very close to her heart.

Following this, she developed a very successful remedial unit in Tralee Community College with her colleagues and successfully obtained a Master's Degree in Special Education Needs through the Open University.

Kathleen was a gentle and humble person with a charitable heart, giving of her time to help as a volunteer with the SVdeP for many years. It was fitting therefore that she was later selected as Home School Community Liaison Officer for the college. She had a great understanding and empathy for students who were experiencing problems that prohibited them from attending school and/ or accessing the curriculum to their full potential. She worked diligently with Fr Pat O'Donnell of IT Tralee (ITT) assisting disadvantaged students to advance to third level and also established a homework club partnership with the ITT to assist students outside of school hours.

In responding to the needs of the local community Kathleen was instrumental in developing highly successful FETAC courses in Special Needs and Childcare, later working as a Student Support Teacher for PLC students.

Newly qualified and appointed teachers found a wonderful, witty friend in Kathleen who mentored them and made them feel safe as they found their way in a new profession.

Kathleen was an amazing wife, mother, teacher and colleague, full of constant support, a person who filled the lives of those close to her with love, laughter and precious memories. She will continue to be sorely missed by those who were fortunate enough to have known her.

Ar dheis Dé go raibh a h-anam dílis.



Congratulations to
JIM O'CONNOR,
VOCATIONAL COLLEGE,
NEW ROSS, CO WEXFORD
winner of Vol 36 No 6 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 _____

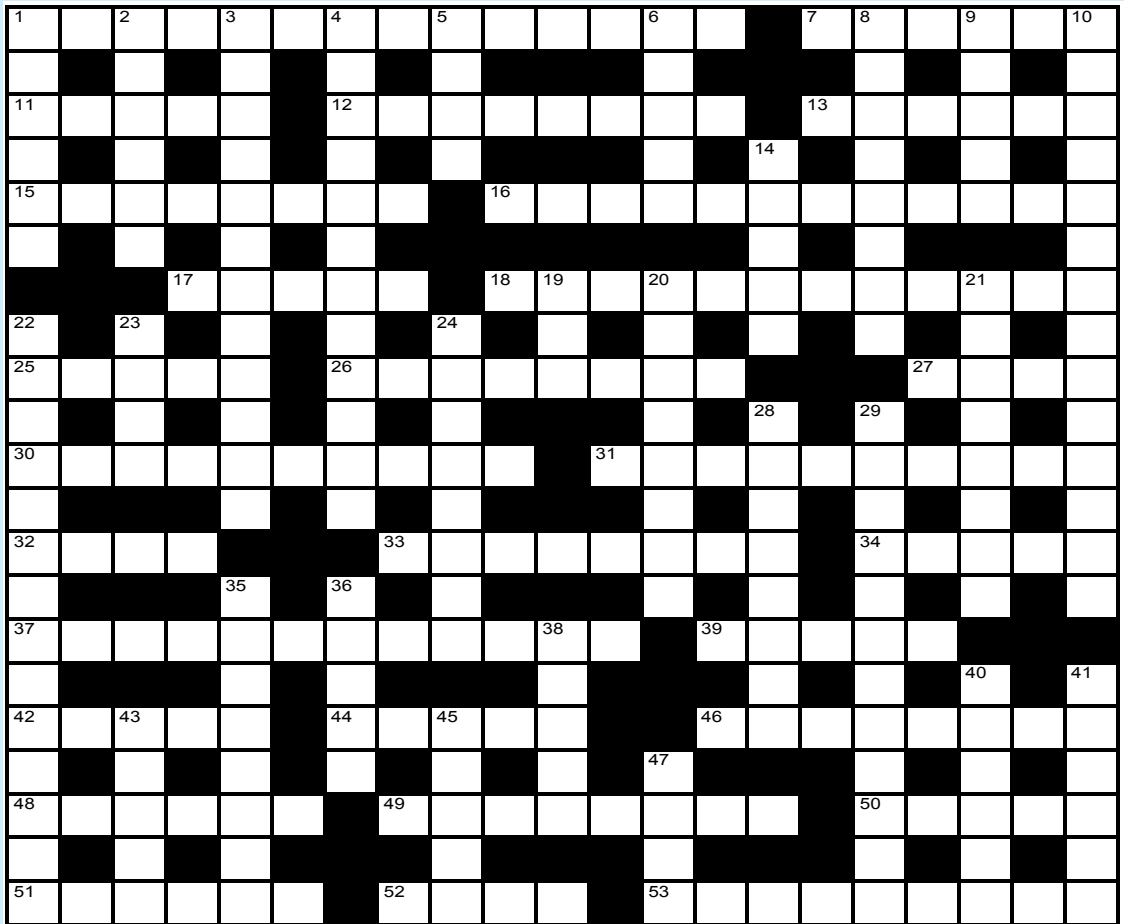
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI
 Crossword September '14,
 TUI, 73 Orwell Rd, Rathgar,
 Dublin 6

Closing date for entries:
 Friday, 17th October 2014



ACROSS

- 1 Oil and vinegar with mustard and garlic (6,8)
- 7 The largest public sector trade union in the Republic of Ireland (6)
- 11 Give evidence of (5)
- 12 The removal of constraints (4,4)
- 13 Italian brandy made from residue of grapes after pressing (6)
- 15 Any substance that can cause an allergy (8)
- 16 A Scots poem written by Robert Burns in 1788 and set to the tune of a traditional folk song (4, 4, 4)
- 17 A soft, round, flat-crowned hat (5)
- 18 Removing superfluous or unwanted hair by passing an electric current through the hair root (12)
- 25 Equipped with oars (5)
- 26 Perceptible by the senses especially the sense of touch (8)
- 27 The relation that exists when things occur at the same time (4)
- 30 Someone who violates the law (10)
- 31 An approximate calculation of quantity, degree or worth (10)
- 32 Not moving quickly; taking a comparatively long time (4)
- 33 Youngest member of England's 1966 squad (4,4)
- 34 The guiding beliefs or ideals that characterize a community, nation, or ideology (5)

- 37 Persons or business that arranges the selling, renting or management of properties (6,6)
- 39 Characterized by pleasantly warm weather. (5)
- 42 A mountainous republic in southeastern Asia on the Bay of Bengal
- 44 A representation of the external form of a person or thing in art (5)
- 46 The distinct personality of an individual regarded as a persisting entity (8)
- 48 Request the participation or presence of (6)
- 49 Its violent eruption in 1883 was the greatest in recorded history (8)
- 50 US/Canadian rock band lead by Ann and Nancy Wilson (5)
- 51 Straying from the right course or from accepted standards (6)
- 52 Pen name of Hector Hugh Munro (4)
- 53 2010 song by Lady Gaga featuring Beyoncé (9)

DOWN

- 1 Noisy quarrel (6)
- 2 Flow over or cover completely (6)
- 3 People who perform for sports team motivation (12)
- 4 (mathematics) involving or containing one or more derivatives (12)
- 5 An open vessel with a handle and a spout for pouring (4)
- 6 In Greek mythology, a type of water nymph who presided over bodies of fresh water. (5)

- 8 Calendula officinalis (8)
- 9 Sufficiently; more than adequately (5)
- 10 Unpleasant combination of symptoms that can occur when travelling (6,8)
- 14 Perform a marriage ceremony (5)
- 19 Garland (3)
- 20 So great in size, force or extent as to elicit awe (8)
- 21 A window in a roof to admit daylight (8)
- 22 The obligation of those of high rank to be honourable and generous (often used ironically) (8,6)
- 23 Birds of the genus corvus (4)
- 24 Be or form the base for (8)
- 28 One thousand million (8)
- 29 Skill in persuading people to buy (12)
- 35 Bring into difficulties or distress, especially financial hardship (8)
- 36 A Muslim or Hindu mendicant monk who is regarded as a holy man (5)
- 38 Pinch or squeeze sharply (5)
- 40 A woman who demonstrates exemplary and heroic qualities (6)
- 41 ----- Beach, a coastal city on the east coast of the United States in Horry County, South Carolina (6)
- 43 Wild -----, Irish folk song (5)
- 45 Large trunk artery that carries blood from the left ventricle of the heart to branch arteries (5)
- 47 An inferior horse (4)