



To:     Second Level Branch Officers and Workplace representatives  
          Executive Committee (for information)

4<sup>th</sup> November, 2016

**Re: Current Negotiations - Update**

Dear Colleagues

As you are aware the DES/TUI Agreement, May 2016 covers a range of key issues of importance to members across the sectors represented by the TUI. What follows is a brief update on the status of the various issues at second level. It is important to note that since May there have been intensive negotiations on these issues and that these negotiations are ongoing.

In addition, implementation of the 2015 Agreement “Junior Cycle Reform – Joint Statement on Principles and Implementation” and its Appendix is continuing and the Union is using the regular meetings of the Implementation Committee established under that Agreement to address any issues that arise.

**DES/TUI Agreement, May 2016**

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

The TUI has secured a hugely significant advance in the battle against casualisation. Circular Letter 59/2016 which was the subject of an extensive report in the September edition of the TUI News gives real hope and tangible benefit to members in part-time and fixed-term positions. We now have a mandatory sequence for the filling of new hours/posts that requires the employer to give these hours in the first instance to existing part-time teachers. This Circular applies to all posts/hours that arise with effect from 31 August 2016. It will result in substantial improvements in the income of the affected members and its effects will continue year after year. In getting this Circular we have secured a long standing objective of the Union – a means of ensuring (and, where necessary, enforcing) fairness. The Circular also confirms that initial appointment can be made on a permanent basis and that 95% of a school's/scheme's allocation can be permanent.

Discussions are due to commence shortly on the implementation of the medium and long term recommendations of the Ward Report.

**Posts of Responsibility**

A review of school management structures has commenced. TUI has made significant initial progress in that additional funding for posts of responsibility is provided for in Budget 2017. The Department of Education and Skills has also confirmed that there is no question of budgets for posts of responsibility being devolved to schools as had been suggested by some management bodies.

The 16<sup>th</sup> September 2016 document agreed by TUI and INTO with the Department of Education and Skills and the Department of Public Expenditure and Reform sets out principles that will apply to the review of posts.

### **Review of Croke Park Hours**

As a first measure in this review, the TUI negotiated an increase in the number of hours (within the total of 33) available for planning and development work on other than a whole-school basis (Circular Letter 45/2016 refers).

With effect from the beginning of the 2016/17 school year, an amount of time up to but not in excess of 8 hours (of the 33 hours) is available for planning and development work on other than a whole-school basis. From the commencement of the 2017/2018 school year, this increases to 10 hours (of the 33 hours).

The overall review in relation to ensuring a more professional use of the 33 hours has commenced. Following an internal consultation process, TUI has made a formal submission on the issue. Further meetings are scheduled with a view to meeting the commitment that any changes agreed will be implemented in the 2017/2018 academic year.

### **Data Management**

Meetings have been held in respect of this issue with a view to streamlining the content and timing of data requests to the fullest extent possible and minimising the impact of data collection on schools/centres. Arising from our discussions with the DES, a project team with the Department of Education and Skills is considering technical matters that have to be addressed.

### **Inspections**

There have been meetings with the Department with a focus on clearly identifying and delimiting the administrative and reporting requirements associated with inspections. As envisaged by the DES/TUI Agreement, May 2016, revised guidelines on inspections have been developed and have issued.

### **Pay Parity**

This issue has been dealt with extensively in the separate letter of the 2<sup>nd</sup> November, 2016.

## **Junior Cycle Reform – Joint Statement on Principles and Implementation**

There have been regular meetings in relation to the implementation of the new Junior Cycle including meetings of the Implementation Committee and meetings with relevant agencies such as the NCCA, JCT and the SEC. Issues regarding:

- provision of Professional Time for teachers of English
- arrangements in respect of time for facilitating SLAR meetings
- the use and allocation of management resource hours

have been brought to the Implementation Committee for resolution.

We have also, through the Implementation Committee, ensured that guidelines issued to teachers of English and have secured a commitment to an in-built review clause in subject specifications.

Matters relating to the content and quality of CPD have been discussed and discussions are underway in terms of templates for school reports.

The TUI has also demonstrated how timetable needs to be structured when the guaranteed professional time for all teachers is introduced in the 2018/2018 academic year.

To fund the Professional Time, guaranteed by the Junior Cycle Agreement, 550 new additional whole-time equivalent teaching posts have been provided for in Budget 2017 on a fully funded basis. In accordance with CL59/2016 - negotiated by the TUI - these hours will now be given to existing part-time teachers in the first instance.

### **Teachers' Conciliation Council (TCC)**

#### **Supervision & Substitution (S&S)**

At the Teachers' Conciliation Council, the TUI and ASTI have a claim for an extension of the Opt-Out from Supervision and Substitution. The TUI has also requested that an Opt-In facility be provided.

#### **Supplementary Panel**

The TUI and ASTI are also seeking implementation of the provision in the education sector collective agreement under the Haddington Road Agreement for establishment of a supplementary panel for teachers who have had a sustained period of employment with more than one school/ETB over an extended period of time but who have not secured a CID entitlement.

A separate update will issue with regard to Further and Adult Education issues.

Yours sincerely,



Joanne Irwin  
President



John MacGabhann  
General Secretary