



## Towards 2016 – National Agreement in Institutes of Technology Payment Likely to be Delayed

The Executive Committee has not as yet agreed to endorse the Action Plan in Institutes of Technology. The reason for this has been the very significant reaction of Branches against the Action Plan. Most Branches did not indicate a specific difficulty with the Action Plan when asked, however they recommended to the Executive Committee that the Action Plan not be accepted.

In the light of this reaction from the branches the Executive Committee has decided to embark on a further consultative process before finally deciding its view on the Action Plan. The purpose of the consultative process is to ensure that the membership is fully informed of the implications of decisions either of acceptance or of rejection of the Action Plan.

Had specific amendments been sought

to the Action Plan these could relatively straightforwardly be dealt with either through direct discussions or if necessary by referral through the adjudication process. However such a course of action is not available at the present time.

Meanwhile the pay increase of 3% due with effect from the 1st December will not be forthcoming to TUI members in Institutes of Technology. It had been clear at all times that endorsement of the Action Plan is a prerequisite for the payment and there is a serious likelihood that if there is a significant delay in the endorsement of the Action Plan that the payments once approved will not be retrospective to the 1st December 2006 and that there will be a consequential loss of money to the members.

Part of the consultative process being recommended to the Executive Committee

for its consideration is the holding of a consultative conference to be held as early as possible in the New Year (for logistical reasons this is likely to be early February). The Colleges Advisory Council has recommended to the Executive Committee that no endorsement of the Action Plan would be made until after the consultative conference and it is recognised that this may very well lead to a loss for TUI members.

The ongoing views of the branches continues to be welcomed by the Executive Committee.

A document setting out the implications of the rejection of the Action Plan for TUI members has been circulated to Branches and Branches have been asked to make this document available as widely as possible to members. This document has also been placed on the TUI website for the information of members.



AT RECENT AGM OF WATERFORD COLLEGES BRANCH, A PRESENTATION WAS MADE BOTH TO PEADAR AND MARY MULLIGAN ON THEIR RETIREMENT. PEADAR WAS ON THE TUI EXECUTIVE COMMITTEE FOR FOUR YEARS AND ALSO HELD THE POSITION OF NATIONAL HONORARY TREASURER. HE ALSO SERVED AS A BRANCH OFFICER FOR A NUMBER OF YEARS. PICTURED HERE ARE PETER MACMENAMIN (DEPUTY GENERAL SECRETARY), RICHARD LACEY (BRANCH TREASURER), PEADAR MULLIGAN, MARY MULLIGAN, KATHLEEN MOORE-WALSH (BRANCH SECRETARY) AND PAT AHERN (AREA REPRESENTATIVE).



# A Word From The President

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TUI cautiously welcomes the increases in resources announced for education in the Estimates and Budget. We are pleased with the provision of €8m to support the work of the National Behaviour Support Service as a beginning. We commend Minister Hanafin's often stated commitment to creating a positive learning environment in all schools but wonder when she will put the necessary resourced in place to fully implement the recommendations of the Task Force on Student Behaviour. This vital issue has been long neglected, so further resources and increased funding need to be put in place beyond those announcement in the budget to break the Government's long history of failure in this area.

We also welcome the Department's announcement to make provision in the Estimates that will allow them to begin negotiations on the PLC sector. It is essential that the negotiations are carried out in a timely manner to allow this vital sector to develop the structures it so badly needs as soon as possible. We also anticipate that the required resources will be provided to allow this to happen.

However, once again, these fiscal increases must be taken in the context of the several years of critical underfunding the education sector has endured. Regrettably, we are still playing catch up with other OECD countries.

Latest statistics show that when the amount spent per second level student relative to the country's GDP is calculated, Ireland comes 29th out of 30 countries, with only the Slovak Republic trailing us in the list.

Of course, some quarters will accuse the teaching unions of never being happy, particularly around Budget time. As a trade union we will continue to highlight the underfunding until we as a country match the education spend in other developed countries.

Is it right that there is a chronic shortage of educational psychologists in our schools which cause huge delays in assessing children who, more often than not, need urgent

assistance? Is it right that as it stands there are a maximum of two additional teachers in those schools which have large numbers of foreign national students? Is it right that the 1,200 extra teachers promised by the McGuinness Report in 2002 have yet to be delivered? Is it right that many computers in our schools would be more suited to use as museum pieces than information technology?

The above is far from exhaustive; it is rather a sample of some of the critical issues affecting our members and their students in their day to day lives. It also goes without saying that the answer in each case is 'no'. Until these rhetorical questions are no longer necessary, we will continue to put the Government's announcements in a true and fair context. As a trade union and an education body, it is our duty to do so.

The National Council for Special Education has accepted that implementation of the IEP guidelines will have major resource implication We are still awaiting the NCSE to quantify what resources will be necessary to implement the guidelines.

At this time of the year, we remind teachers that details have issued of the Early Retirement Scheme for retirement at the end of the 2006/07 school year. Details are available on the TUI website – www.tui.ie. The closing date for receipt of applications is the 18th January for Strands 1 and 2 and the 15th February for Strand 3. It has also been confirmed that the scheme will once again run in the same manner for the following year, ie to include the 2007/08 school year.

I would like to take this opportunity to wish all our members a happy and peaceful Christmas and every good wish in 2007. We thank all union activists for their efforts during the 2006, and encourage more members to take an active role in the new year by attending branch meetings. Rest assured, we will continue to campaign vigorously in the interests of Irish education and the Irish teacher in the new year.

*Tim O'Meara*



# Towards 2016 – An Update

By Jim Dorney, General Secretary, TUI

The TUI has accepted the National Pay Agreement “Towards 2016”. The Executive Committee, at its meeting of 15th September, 2006, took this decision following the adoption of the Agreement by the ICTU by a margin of 3:1. The Union voted against the adoption of the Agreement at the ICTU Special Delegate Conference on 5th September in accordance with the mandate from the members through a ballot.

The Action Plans are the vehicle through which the Agreement is translated into effect. Action Plans have been negotiated with the official side through the partnership process at both second and third level. The Executive has agreed the Action Plan at second level and now looks forward to its endorsement by the Secretary General of the Department of Education and Science and the Performance Verification Group. Endorsement by these parties will enable the payment of the increases due under the National Agreement. The increases are:

%	with effect from
3%	1st December 2006
2%	1st June 2007
2.5%	1st March 2008
2.5%	1st September 2008

At third level, the Union has not as yet signed off on the Action Plan, seeking to consult further with the membership. This means that the payment to third level members will be delayed pending the outcome of the internal Union deliberations. Having accepted the Agreement, the question is – Do the Action Plans accurately reflect the Agreement which has been agreed?

We are advised by both the official side and the ICTU that, in the event of there being an unreasonable delay in agreeing the Action Plans, it is within the power of the Secretary General to authorise the payment of the increases under the National Agreement from a date later than that specified in the Agreement.

The Executive Committee has concerns about the extent of the productivity required of our members under the National Agreement for the 10% increase on offer. The Executive Committee, however, is unaware of any viable alternative strategy for pursuing these concerns outside of the National Agreement.

It should be noted that all other Unions who voted to oppose the Agreement at the ICTU Delegate Conference, including ASTI and IFUT, have subsequently agreed to work the Agreement in the absence of an alternative strategy. We ourselves have, on two previous occasions, voted to oppose National Agreements yet, subsequently, adopted them following their endorsement by the trade union movement.

## NEWSFLASH

At the Education Performance Verification Group (ESPVG) meeting held on 7th December the action plan in respect of teachers on the common basic scale was cleared for payment. However, it is expected that the payment will not be made until January.

The action plan for Institutes of Technology was not dealt with, as the ESPVG secretariat claimed that the action plan had not been received.

The ESPVG will reconvene on 19th December to deal with this and other outstanding issues.



TUI MEMBERS PICTURED AT THE RECENT CIVIC MERIT AWARD CEREMONY AT DUBLIN CASTLE: L-R TERRY LAWLESS ST KILLIANS COMMUNITY SCHOOL BRAY, DR MARTIN MCALEESE, PRESIDENT MCALEESE (PATRON OF GAISCE, THE PRESIDENTS AWARDS, MARTHA LANNIN, ST KILLIAN'S COMMUNITY SCHOOL BRAY, HELEN DODD, ST KILLIAN'S COMMUNITY SCHOOL BRAY, MARY MCLAUGHLIN, ABBEY VOCATIONAL SCHOOL DONEGAL, JOSEPH MCGOVVAN, DAVITT COLLEGE CASTLEBAR.



# National Council for Curriculum and Assessment (NCCA)

## Junior and Senior Cycle Course Committee

In the last issue of the TUI News, nominations were sought to fill vacancies that have arisen on a number of Junior Cycle and Senior Cycle Course Committees (see last issue for full information). Thanks to those nominated and their branches for taking the time to engage in the work involved.

A large number of nominations were received across a range of subjects. These were considered at a meeting of the Education Sub-Committee and formal ratification took place at the TUI Executive Meeting of the 8th December 2006. Where there were a number of nominations for one position, specific criteria applied to assist selection included depth of union activity and involvement and experience as subject examiner for the Junior Certificate or Leaving Certificate. Each person nominated and their local branch will be notified of the outcome shortly.

Despite an impressive level of interest across a number of subjects, nominations were not received for all vacancies. In addition, a second vacancy has arisen on the Senior Cycle Course Committee for German (see list of current vacancies below).

As set out in the earlier article, NCCA Course Committees provide a valuable opportunity for practising teachers to influence the development of subject syllabuses, curriculum and related assessment strategies.

Equally, it ensures that the interests and concerns of the TUI and its members are represented and considered as part of the development process. Therefore, we hope that branches will be in a position to forward further nominations for current vacancies to head office by the 25th January 2006.

Nomination forms are available on the TUI website at [www.tui.ie](http://www.tui.ie)

## NCCA Course Committees Junior Cycle & Senior Cycle

### Positions to be filled by 25th January 2007

Junior Cycle	Position No.s
German	1
Italian	1
P.E.	1
Technology	1
Spanish	1
Senior Cycle	Position No.s
Geography	1
German	2
Italian	1
Physics/Chemistry (Combined)	1
Economics	2
Agriculture Economics	1
Spanish	1

## DATE FOR YOUR DIARY....

### Curriculum and Assessment - Professional Development Seminar

A professional development seminar targeting, in particular, those representing TUI on NCCA Course Committees and Boards of Studies will be held on the 1st and 2nd February.

The seminar will commence on Thursday, 1st February at 7.30pm allowing time for informal networking and concluding on Friday, 2nd at 3.45pm. Formal notice with details of venue, agenda and guest speaker will issue in the January to branches, schools and other centres.

### The seminar will give provide an opportunity to explore:

- **current developments in curriculum and assessment - junior and senior cycle**
- **new structures established by the NCCA to support current developments and how these complement each other**
- **TUI policies on curriculum and assessment issues**
- **mechanisms for effective communication between the individual representatives, general membership and TUI head office**
- **support issues.**

### This will be the first of a series of seminars to support

- **curriculum development and assessment**
- **participation in NCCA Course Committee and Boards of Studies**
- **wider consultation with its membership in relation to curriculum and assessment issues.**

We look forward to a good turnout on the 1st and 2nd February. Follow-on sessions will be informed by the priorities identified at this first event.



PRINCIPALS SEE OFF LAST ASSIMILATED TEACHER IN TALLAGHT. ENJOYING JOS FINNAN'S RETIREMENT PARTY FROM LEFT TO RIGHT: PETER MURPHY (EX P, PALMERSTOWN CS), BREANDA NI RIORDAIN (OLD BAWN CS), FRANK MURRAY (P, ST MARK'S CS), C. SHAW (VP, TALLAGHT CS), JOS FINNAN, D. O'REILLY (EX P, TALLAGHT CS), P. HEERAN (EX P, TALLAGHT CS), MARGARET FINNAN, LIAM RYDER (EX P, CABINTEELY CS), BRIAN MC NAMARA (P, HOLY CHILD, SALLYNOGIN).

### Last 'Assimilated Teacher' In Tallaght Retires After Over 35 Years Service.

Jos Finnan's retirement party was held in the "La Paloma" restaurant in Temple Bar attended by his colleagues on Monday 4th December 2006.

"It was great to see so many of my colleagues, some going back as far as St Macartans, the old VEC school in Tallaght from which 7 of the original staff of Tallaght Community School came. I am the last of the 'assimilated teachers' in Tallaght and I have seen many changes over the years but I still find our students honest, generous and genuinely friendly," added the sprightly 64 year old.

Lively and anecdotal speeches from Padraic Heeran, Darragh O'Reilly and Frank Murray added to the craic of the occasion. Jos had earlier spent an eventful final day in school receiving gifts from all his classes. Margaret and Jos Finnan intend to go on an extended southern hemisphere holiday in the New Year.

### Discussion Paper on Guidance

The NCCA has recently finalised a discussion paper on guidance - Draft Curriculum Framework for Guidance at Post Primary. The Council will be issuing the document to schools and relevant organisations and inviting feedback as part of a general consultation process in January. A number of TUI members have indicated the need for TUI to prepare a strong and well informed response the draft paper. Branch Officers and individual members are therefore invited to send written comments for the attention of the Education and Research Officer (Bernie Judge), who will draw together the main ideas and concerns of TUI members. These will be considered by the Education Sub Committee and the Executive after which written feedback will be provided to the NCCA. In addition to the TUI representatives on the NCCA Council raising relevant issues at council meetings a formal meeting will be sought with the NCCA to discuss the main issues in detail, if appropriate.

The draft paper is available on the NCCA website at [www.ncca.ie](http://www.ncca.ie)

### NOTICE BOARD

#### The Education Service of Leargas

#### Grundtvig Contact Seminars

The Education Service of Leargas provides funding to cover travel, accommodation and subsistence costs for participation in Grundtvig Contact Seminars. For those involved in adult education the forthcoming seminar on Intercultural Challenges in Adult Education in Romania may be of interest. For more details see [www.leargas.ie/education](http://www.leargas.ie/education) or contact [kcarey@leargas.ie](mailto:kcarey@leargas.ie)

Leonardo de Vinci – Trainer Exchanges

Deadline for application – 22 December 2006.

For further details see [www.leonardo-ireland.com](http://www.leonardo-ireland.com) or contact [fcroke@leargas.ie](mailto:fcroke@leargas.ie)

# Annual Congress 2007

Bundoran, Co. Donegal, 10th – 12th April 2007

## Congress Accommodation

Branches who have not made their accommodation bookings for Annual Congress should do so before 31st December 2006 to avail of the rates negotiated.

## Congress Crèche

A crèche under professional supervision will be provided in the Great Northern Hotel.

Delegates who wish to avail of the crèche facilities should complete the official crèche form which may be obtained from the TUI website ([www.tui.ie](http://www.tui.ie)) or from:

**Anne Shanley**  
**St. Joseph's Traveller Training Centre,**  
**Dublin Road,**  
**Carrick-on-Shannon,**  
**Co. Leitrim.**

**Mobile: 086-8538412**  
**Email: [annesoh@eircom.net](mailto:annesoh@eircom.net)**

Completed forms should be returned to Anne before 23rd February 2007. Please note that there is a late booking fee of €60 per child for children booked into the Crèche after the deadline of 23rd February 2007.

## Congress Motions

The last date for receipt of motions from Branches to Head Office for submission to Standing Orders Committee is 5.00 p.m. on Tuesday, 2nd January 2007. The Preliminary Agenda will be issued to Branches on 6th February 2007.

## Annual Elections

The last date for receipt of nominations for positions of Vice-President and Area Representatives (even numbers) is 5.00 p.m. on Tuesday, 9th January 2007. Ballot papers will issue on 25th January 2006.



MANUS BRENNAN, CHAIRMAN OF THE CO DONEGAL BRANCH OF THE THE TEACHERS UNION OF IRELAND MAKING A PRESENTATION TO MR TIM O'MEARA, PRESIDENT OF TUI ON THE OCCASION OF HIS VISIT TO DONEGAL. THE TUI PRESIDENT PRESIDED OVER THE C AND C BRANCH'S FIRST EVER RETIREMENT FUNCTION. ALSO INCLUDED IS MR COLM TOLAND, SECRETARY OF THE DONEGAL BRANCH OF TUI.



A GROUP OF TEACHERS FROM THE COMPREHENSIVE SCHOOL IN GLENTIES WHO ATTENDED A RETIREMENT FUNCTION IN CASTLEGROVE HOUSE LETTERKENNY TO CELEBRATE THE RETIREMENT OF THEIR COLLEAGUES MR RICHARD MCCAFFERTY, MR VINCENT CAGNEY, MS KATHLEEN GILLESPIE AND MR MICHAEL WARD.



# Institute News

## PMDS Agreement

Due to an oversight the text of the PMDS agreement was left out of the piece which appeared in the last edition of TUI News. TUI News apologises to its readers and the text is set out below:

### Institutes of Technology PMDS Document

1 Unions and management have agreed to the introduction of PMDS in the Institutes of Technology as set out in Sustaining Progress which states:

- 24.3** Institutes will introduce a structured system of performance, management and development in line with the HEA sector to assure alignment of performance and effort with organizational goals and strategy. This will involve:
- The setting of individual annual targets in agreement with the immediate superior;
  - The annual reviewing of the outcome;
  - The identification of development needs and agreement on a programme of development; and
  - A review of the delivery of the agreed development measures.

The discussions of the PMDS team to prepare this document were based, inter alia, on the documents prepared during the development of the PMDS system, including Scoping report, Handbook, Pilot report, Weston training tender submission.

These documents provide the details of how the PMDS is based on cascading objectives from the Institutes strategic plan, through team performance and development plans into other team and individual performance and development plans.

This agreement:

- sets out the agreed principles, practices, procedures and boundaries associated with the current PMDS.
  - relates to the current PMDS system implemented in response to the requirements of Sustaining Progress paragraph 24.3.
- 2 PMDS was introduced in each Institute with effect from September 2005 on an agreed phased basis and following the training and awareness programme for all staff members.
  - 3 It is acknowledged that it is the responsibility of each Institute to determine how the PMDS will be implemented locally, within the terms of this agreement.
  - 4 The general approach of PMDS, is as stated in the scoping report:
 

“every employee (including managers) commits to achieving an agreed set of goals and objectives during [an agreed period]. They also agree with their manager a personal development and training plan covering the same period. This plan addresses both personal and organisational needs. At the end of the [period in question] they jointly review progress against the agreed objectives and development plans and agree new (or updated) priorities and plans for the next [period in question]. Informal progress reviews are also held during the [period in question] year (usually between one and three)”
  - 5 The period of time between reviews should normally be one year. Differing times for specific sections may be agreed locally, taking into account, for example:
    - the span of control in the section in question,
    - individual workloads
    - acceptable time lines for training and development opportunities.

- 6 Where a workload issue arises, in particular for a person conducting PMDS from a management perspective, this workload issue should be raised with the Institute (normally with the immediate supervisor of the person in question), with a view to identifying and alleviating any excess caused by the introduction of PMDS and to an overall prioritisation of work within the available time.
- 7 The scoping report set out certain assumptions underlying this system and it also provided certain assurances regarding this system which are:
  - Shared goals between the Institutes strategic plan, team plans and individual plans
  - Commitment to improve services to students and other stakeholders
  - Inclusivity between staff members and management in the planning process
  - A partnership approach to the agreement of performance objectives
  - Joint identification of barriers to progress
  - Personal development and training plans which support the foregoing.

In addition it is accepted that there be an overall efficient use of resources.

It does not involve personal ratings or league tables, performance related pay, productivity, bonuses etc. It does not contribute to promotions or have any involvement in disciplinary matters or proceedings and any targets to be set are to be meaningful and agreed.

These are accepted by the parties to this agreement.

- 8 This system relates to performance management and staff development:
  - a Performance management is about agreeing priorities and objectives for improved service delivery, managing the delivery of those objectives and



DELEGATES AT TUI'S RECENT PRE RETIREMENT TRAINING AT THE CLARION HOTEL, LAPP'S QUAY, CORK.

reviewing progress against these objectives on a regular basis.

**b** The Staff development process is about agreeing development and training needs, both for improving current job performance and enhancing career prospects.

**9** The following points are also agreed between the parties:

**a** Participation is not voluntary. It is accepted that the introduction of PMDS is agreed for all members of staff, irrespective of grade or employment status. All staff members should attend the relevant training programmes as provided and will be encouraged by their respective union to participate fully in the PMDS process.

**b** It is accepted that this current system will not in any way relate to the payment of salary or of increments. In the event of any new system being agreed, records from this system will not be used for any purposes referred to in paragraph 7 above.

**c** Management will not use any confidential information obtained through the PMDS in any way to influence the promotion or progression.

**d** All disciplinary issues are to be handled through the appropriate, agreed disciplinary procedure. This system is not in any way a substitute for a disciplinary procedure.

**e** The personal development plan form for an individual arising from the meeting with their manager relating to PMDS is confidential to the staff member and Head of Department/manager/supervisor concerned. It must be stored in a secure manner by the Department/manager/supervisor concerned for the duration of the period in question. Agreed training and development needs arising from PMDS will be made available to the appropriate elements in the institutes, for implementation as appropriate

**f** Any disagreement in relation to any aspect of PMDS will be dealt with through the appropriate agreed grievance procedure with a view to the earliest possible resolution.

**g** The performance objectives and

personal development and training plan will be agreed through a consultative process with the individual. This plan will be aligned with the team plan, which will in itself be a development of the Institute strategic plan. All such plans will be developed through a consultative process.

**10** Personal plans, while taking account of the individual aspects of the staff members role, will seek to relate to team goals and/or activity where appropriate.

**11** For the initial rollout there will be training available to all members of staff. This training will be carried out by consultants to be recruited by NPF and will be a common system of training across all Institutes of Technology.

**12** For managers/ supervisors to carry out TDP and PDP sessions, it is a pre-requisite that they have undergone the agreed PMDS training.

**13** Once the initial training for all staff has been completed the issue of ongoing PMDS training will be determined in consultation with the relevant unions – such discussions will be held in a partnership manner.

**14** Should it be deemed appropriate by an Institute to consider switching to locally appointed trainers for this initial rollout, i.e. prior to the completion of the training referred to in 12 and 13 the following is agreed:

**a** It is agreed in principle that institutes will have the option to switch to using local trainers for the continuation of rollout in the future.

**b** The following specific points (i) to (v) below were agreed in the document "PMDS training tender - memo of understanding 14 Sept 05 (Revision 1)", in relation to when institutes may switch from external trainers to the use of internal trainers:

**i** The earliest date for any institute to switch is 01st May 2006.

**ii** At least one calendar months notice will be provided by the institute to the NPF and national project team of the institutes intention to switch



to a local training delivery model.

- iii The matter of making the switch to a local training model should have been discussed in a partnership way at local level with the relevant interested parties, prior to notification to national level. Such partnership discussions would involve all relevant factors affecting the use of local trainers being taken into account by all parties and as discussions are to be conducted in a partnership way, would not involve forcing a decision through in the absence of the agreement of all parties concerned.
- iv An institute should have used at least 20% of the number of days recommended as necessary to implement PMDS in the (updated) document prepared by Weston associates, before switching to a local trainer model.
- v Discussions will take place (nationally and locally) to agree further details for transitioning from use of national trainers to use of local trainers. These discussions will commence as soon as possible and will be completed prior to any proposed switch to local training.

- 15 For the purpose of clarity, in paragraph 15 above the expressions “local trainers” and “internal trainers”, are understood to mean the same as each other, which is trainers specific to the particular institute in question and other than the centralised consultant trainers engaged under the trainer tendering process.
- 16 As an integral part of this system there will be agreed quality assurance mechanism designed to ensure that the system is meeting its objectives. This evaluation process should be agreed by a local implementation group
- 17 A national, joint partnership-driven review of the operation of the PMDS will be carried at an appropriate time following its introduction. All parties to this agreement will co-operate fully with this review.
- 18 The PMDS handbook as modified or

updated during the current PMDS implementation will reflect and comply with the content of this agreement.

## Fixed Term Work Act Circular Letter

The Department of Education and Science has issued the Circular Letter on the Fixed Term Work Act for application in Institutes of Technology.

This is a far-reaching Circular Letter; it extends the interim agreement of 2005 into the current academic year. It also extends the procedures of appeal to an adjudicator into the current year in the event of persons either not achieving a contract of indefinite duration when it is their belief that they should have or not having achieved the contract for the appropriate number of hours. The appropriate number of hours on obtaining a CID is the number of hours which was taught in the year immediately prior to the establishment of the contract of indefinite duration. **Such an appeal to the adjudicator must be initiated either within four weeks of the notification of the contract of indefinite duration or within six weeks of the date of the Circular Letter. The attention of members is drawn to this extremely tight time scale.** The form for the appeal process is available either from TUI Head Office or from your area representative and is also downloadable from the scrolling links on the homepage of the TUI website ([www.tui.ie](http://www.tui.ie)).

The Circular Letter also sets out a variety of conditions of service which in all cases are as for the Permanent Whole Time equivalent.

The Circular also sets out the conditions under which the full appointment process must be used for the appointment to a person on a Fixed Term Contract and also to the circumstances under which a post can be advertised. Attention is drawn to Clause 7.3 of the document which appears to give permission to advertise for all posts unless there is a person about to get a contract of indefinite duration. This appears to give the impression that where a person has a number of years service less than the requisite for a contract of indefinite duration of service i.e.

four, that the post can be advertised. This is emphatically not the case and attention is drawn to clause 1.3 in the introductory paragraph of the Circular where reference is made to rights under other legislation. It is likely that a person with more than one years service in an Institute of Technology or other Institution will have rights under Unfair Dismissals legislation in which circumstances it is highly likely that this persons post cannot be advertised notwithstanding the provisions of Clause 7.3. Branches are requested to exercise vigilance in regard to this matter.

The Circular Letter also deals with the circumstances whereby Institute management may deem there to be a surplus of staff. There is a range of options as to how such a perceived surplus would be dealt with as is set out in the Circular Letter. Each of these have to be discussed with the management and with the Department of Education and Science with a view to coming to an agreement as to their operation. What is clear however is that termination of a Fixed Term Contract is not the first option available to the Institute. In the event of any attempt to terminate contracts of TUI members this should be brought to the immediate attention of the Branch.

The full text of the Circular Letter is being sent to Branch Secretaries together with an explanatory guideline as to its operation. The letter is also available on the TUI website.

## CAC Elections: Management Grades Representatives

The two yearly elections for two representatives of the management grades i.e. the SL3 (Head of School grade), SL2 (Head of Department grade) and Structured Lecturer grade (total of six positions) are to be held over the coming weeks. Notification has been sent to Branches:

## Nominations

In accordance with procedures Branches are entitled to nominate for any one of the six positions. Nominations must be made by the Branch and must be made from amongst those persons currently holding the grade in question either in a substantive or an acting position. Nominations on the form which has been sent to branches should reach this office

by Tuesday 23rd January 2007 (email or faxed nominations are not accepted).

### Electoral Register

A list of those persons currently registered in this office and eligible to vote in respect of each of the elections for the positions has been sent to branches. Branches have been requested to review this with a view to updating it by removal of any persons

no longer holding the grade in question and the addition of any person now holding one of the grades but not already on the Register. Only those persons on the Register are entitled to be nominated and to vote. Amendments to the Register are the responsibility of the Branch and/or the individual in question. Amendments to the Register will be accepted in this office up to the date of the close of nominations, Tuesday 23rd January 2007.

In the event of there being more than two nominations for each position a ballot will be held.

Ballot papers will issue to Branches for distribution only to the persons whose names are on the Register at that time.

**It will not be possible to change the register after the closing date for nominations.**



DELEGATES AT TUI'S RECENT PRE RETIREMENT TRAINING AT THE CLARION HOTEL, LAPP'S QUAY, CORK.

### Irish Applied Maths Teachers' Association (IAMTA) is established

History was made in Cork on the 25th November 2006 when the Irish Applied Maths Teachers' Association (Cumann Múinteoirí Matamaitice Feidhmí na hÉireann) was voted into existence and an executive appointed.

An Applied Maths seminar will be held at least once a year, at which teachers will share best practice and resources, learn from each other and discuss our next moves.

For further information contact **Laura Walsh**, Public Relations Officer of the IAMTA, at [laurajanelwalsh@gmail.com](mailto:laurajanelwalsh@gmail.com)

If you wish to join the IAMTA, contact **Mary Nagle**, Subscriptions Manager, at [managle@eircom.net](mailto:managle@eircom.net)

### INTO/STSG

#### Separated Teachers' Support Group.

General Meeting: Gresham Metropole Hotel, Mac Curtain St., Cork @11.00 a.m. on Saturday 20th January '07.

New members welcome.

Separated, Divorced, Widowed, Lone parents. ASTI, TUI, IFUT members welcome.

Further information from:

**Chairperson, Seána Haughey**  
T: 071 91 20642 M: 087 9556468  
**Secretary, Christina Henry**  
T: 01 84 81405 M: 087 6201153

# Seanad Election—Paddy Healy Nominated But many members can't vote!



PADDY HEALY

The executive committee of TUI has nominated Paddy Healy, Immediate Past President to contest the election to Seanad Eireann as an independent candidate on the National University of Ireland panel.

“I am deeply honoured to be carrying the TUI banner in this election.

The campaign itself and the Seanad, if elected, provide an excellent platform to broaden support for TUI policy among the public generally. I will be able to continue to contribute to the campaigns for a realistic remedy for indiscipline in schools, against inappropriate changes in Institutes of Technology, for implementation of the McIver Report, increased funding of all adult, continuing and further education and for the provision of adequate resources to tackle disadvantage and special needs.

Given the unprecedented budget surpluses of recent years, it is clear that underfunding of wide areas of education is a deliberate policy of government.

I will be seeking support from public servants generally for the TUI view that changes in conditions of service should not be demanded for cost of living pay rises.”

**The most important action that members can take immediately in support of the election campaign is to ensure that they and all their colleagues, relations and friends are registered to vote.**

You cannot vote unless you are on the NUI Register. Some names have been recently removed.

To check whether you are on the register and to receive a Registration Claim Form contact NUI:

NUI, 49 Merrion Square Dublin 2  
Telephone: +353 (1) 439 2424  
Fax: +353 (1) 439 2477  
Email: registrar@nui.ie

**The form must be printed, signed by hand, and returned by post or fax (not by E-mail) to NUI without delay at the address given.**

**Members who need assistance in registering or who wish to assist in the election campaign should contact Paddy Healy directly.**

Paddy Healy, 88 Griffith Court, Dublin 3  
Mobile: 086 418 3732  
Email: paddy.healy@eircom.net

Registration claim forms can be downloaded from TUI website [www.tui.ie](http://www.tui.ie)

Any person who was conferred with a bachelors, masters or doctors degree by NUI is entitled to be on register.

This includes those who graduated through UCD, UCC, UCG(NUI Galway), NUI Maynooth and through certain recognized colleges such as NCAD, RCSI, Shannon School of Management and the IPA after certain dates and through NIHE(D), NIHE(L), St Patricks College Drumcondra, Carysfort and Mary Immaculate Limerick before certain dates.

But graduates of University of Limerick, DIT, NCEA, HETAC, and of DCU are currently not allowed to vote in Seanad elections despite the unanimous recommendation of an Oireachtas Committee.

The Committee recommended that a single six seat constituency be established in which all graduates should be allowed to vote. But no such legislation has been published.

Unless legislation is enacted, many TUI members including teachers of engineering, of wood technology and of physical education who graduated from University of Limerick, will not be allowed to vote. Graduates taught by TUI members in Institutes of Technology will also be unable to vote.

I will be vigorously campaigning for legislation to be introduced immediately to remedy this injustice.

*Please place this article on staff notice boards.*



# Appreciations

## Sean Foley

On Monday, the 14th November 2005, retired teacher, John (Sean) Foley passed away peacefully at his home in Munster Hill, Enniscorthy, surrounded by his close-knit family.

John was a teacher in Enniscorthy Vocational College in Co. Wexford for 37 years where he taught Engineering. His 88 years of this life were filled with love of family life, sports, farming, history, poetry, the Irish language and his dedication to teaching.

A native of Rathimney, Gusseranne, near New Ross in Co. Wexford, John's interest in Gaelic games, especially football, grew from here. As well as holding many senior county medals with his beloved Gusseranne GAA club, he also achieved great sporting success in Dublin where he trained to be a teacher and also in Longford, where his teaching career began.

John came into his own on joining the staff of Enniscorthy Vocational College, where his expertise and practical ability, along with a creative eye and a kind heart, developed a unique rapport among hundreds of students living in the shadow of Vinegar Hill.

One of John's greatest talents was his innovation - proven by many of his inventions, way ahead of modern technology where many of them have been patented elsewhere and are commercially successful.



His exceptional skill of storytelling, and his love of poetry stayed with him throughout his life, which also helped to create something special in the classroom: an academic and scholarly outlook in a practical and creative subject. He also worked tirelessly for the Union during his teaching career.

Even on retiring from the profession he adored, he continued as an examiner for the Department of Education in the area of Engineering. John is sadly missed by his wife Nancy, his children, extended family and close circle of friends. He is also sadly missed by his ex colleagues who were lifelong friends and his death has left a huge void in the college. His niece Trudy is currently teaching in Enniscorthy Vocational College.

“Ar dheis De go raibh a anam uasal”.

## Michael Morgan

Dublin City Marathon 2006 will be forever remembered as the event that took Michael away from us at the tragically early age of forty.

Michael began his teaching career in the Central Technical Institute, Waterford in 1988 and remained there until 1991. He recalled many fond memories of his time there. Subsequently he taught in the Monaghan Institute of Further Education for a while before his appointment to O’Fiaich College.

Michael was in his fifteenth year of employment since his appointment by Co. Louth VEC to the staff of O’Fiaich College, Dundalk. During this time he was a very active member of staff being involved in many different aspects of school life. Michael taught Mathematics and Computing to second level students. As Second year year-head he was always available, accessible and approachable and operated an open door policy towards all students.

One of Michael's last school functions was to host this year's Junior Cycle Awards presentation, as he had done so well for the last number of years. To this role he brought his great natural warmth, enthusiasm and genuine pleasure at the achievements of his students. His particular pleasure in nominating students for sporting awards was undisguised, for it was Michael's firm belief, often spoken, that participation in sport was the salvation of many.

Early in his teaching career Michael became heavily involved in the development of the Post Leaving Certificate sector in O’Fiaich College. He was instrumental in the setting up of a number of PLC courses in the Business and IT areas. At national level Michael was involved in Curriculum Development of a number of FETAC modules which subsequently were adopted nationwide. He was both an External Examiner and an



Advising Examiner for FETAC and supported many PLC centres throughout the country.

Michael had a long and fruitful association with University of Limerick both as a postgraduate student and as a tutor. In 2002 Michael was awarded a First Class Honours at Masters Level in ICT in Education. He subsequently became a part time lecturer and mentor to other postgraduate students completing masters Degrees in Digital Media as part of the University of Limerick's outreach programme. His in-depth knowledge and excellent communications skills were valued by all who came in contact with him.

Michael was a master of his craft. He authored a number of programmes for ICS Skills including the most recent ECDL Web Starter. He had a great interest in integrating ICT into Education, and some of his work can be accessed at [www.teachnet.ie](http://www.teachnet.ie). More recently Michael had been commissioned by Gill and MacMillan to write a textbook on Computers in Education. This book takes a novel approach to integrating ICT into the school curriculum and will be published next year. It will be a living testament to Michael's unique contribution to education.

Michael's untimely passing has left a great void in the lives of the whole school community. The level of esteem with which he was held was reflected in the huge turnout for Michael's funeral. This may be some consolation to his heartbroken wife Denise, his mother Myra and his brothers and sister, Gerard, Brendan and Margaret and extended families.

'Ní bheidh a leithéid arís ann.'

### Gerry Gardiner

Gerry was a person whose existence was a sheer delight, therefore his passing tipped the balance very deeply into great sadness and severe loss for family, friends and colleagues.

Gerry was born in Annaghdown Co. Galway in 1940, a place which ranked high in his very being and in spite of losing his mother at the tender age of 7, with pride part of his heart remained in his native Galway. He began his education in his local primary school then in Thurles CBS and graduated from UCG in 1962 with a Commerce Degree and a H. Dip in Education. His first encounter with the world of work was a teaching post in Swinford then in Thurles after that Gerry spend a number of years teaching in Africa namely Nigeria and Zambia before returning to Ireland in 1973 where he taught in Headford.

Gerry and his family moved to Shannon in 1976 when Gerry accepted a post with Drill Tools before joining the staff in SFADCO, finally he became a member of the teaching team in St. Patrick's Comprehensive School Shannon in 1992 where he gave many dedicated years until his illness got the upper hand.

Gerry was admired and loved for his sense of humour, his quick wit, positive thinking and words of wisdom. On any day one was always the better of an encounter with Gerry, at the coffee break, on the corridor or just in the carpark. Even with the sad passing of his wife Anne followed by his daughter Triona he handled his devastation with dignity and bravely kept the best side out. Particularly gallant was his care and concern for his remaining children Emer, Braonan and Julie, they in turn returned his generosity a hundred fold during his long illness when their dedication to his needs was admirable.



In the classroom Gerry won the respect of his students from the start with his professionalism, his warmth and his keen interest in their personal development. He continued to teach well into his illness while we hoped and prayed that he would recover. He retired in June 2005 when he had given his last.

He was very generous with his time in extra curricular activities which he gave willingly to student golf and organising golf classics for the school, managing the soccer team and helping with many school functions. Gerry would be seen leaving the Gym with pan and brush long after the rest of us had scurried to freedom!

He was very attentive to his religious duties and daily prayer and was an active member of the laity in his parish church. In his few spare moments he enjoyed a game of golf, going to matches, an occasional cruise on the Shannon with family and friends or simply a chat with neighbours. To his children and extended family we offer our sincere sympathy with reassurance that they do not grieve alone. Planet earth is suffering an irreplaceable void as we bid farewell to one of its greatest gentlemen, while his noble soul reaps his just reward. "Solais na Bhlaithis ar a anam uasal".

Man of strong heart we respect you  
Man of courage we admire you  
Man of generosity you inspire us  
Man who fought to the end we salute you.  
Monica Kavanagh (RMA)

# Retired Members Association News



BARNEY WINSTON, AREA REP, MANUS BRENNAN, CHAIR DONEGAL C&C BRANCH AND CHRISTY CONVILLE AT DONEGAL C&C BRANCH'S INAUGURAL RETIREMENT FUNCTION.



RETIRED HOME ECONOMICS TEACHERS AT RMA AGM, KILLARNEY 2006.

I was invited to a retirement function in Letterkenny recently. It was organised by the Donegal Community and Comprehensive branch for several members who had retired in the last couple of years. It was a wonderful event and a great idea, one that should be taken up by all TUI branches to recognise and celebrate the contribution of members who have or are retiring. Manus Brennan, Chairman of the branch said that it was going to be a bi-annual event. Each retiring teacher as well as being a guest for the night was also

presented with a framed personal poem hand written on handmade paper by a local artist. Thank you for your response to my request to return the completed application forms – it helps us to construct our new database and ensures that you receive all communications.

Dora is busy organising our next outing. The AGM is confirmed for the 8th and 9th May in Whites Hotel, Wexford. This is a beautiful new hotel built on the site of the original Hotel in the centre of the town. TUI are

holding their 2008 Congress there. Our spring break, which will be in March is still being organised, it is hoped to organise it for Kinsale, Co Cork. I mentioned the AVC investigation in my last letter. This report is now available. However like all the other similar events, its results do not satisfy everybody. I detail an extract from a letter sent to Michael O'Mahony, the General Secretary, President and all members of the Executive from Moya Currey our Chairman. This was in response to a letter sent to the same people by Donnchadh O'Riordain.

"I have read with disappointment and some dismay the Memo of 31st October 2006 from Donnchadh O'Riordain to Michael O'Mahony and the TUI National Executive. At our RMA meeting last September all present expressed great satisfaction with the Terms of Reference of the enquiry and with the fact that the deadline for submissions was flexible."

All enquires regarding pensions for Second Level teachers may be made to Daryl Heavey, Pensions, Department of Education, Athlone 090 6474621 or 01 8734700

Christy Conville, Secretary, RMA



# Salary Scales wef 1/12/06

Important: These are not official Department of Education and Science salary scales. These scales are calculated by TUI Head Office based on the projected percentage increases.

Incorporating 3% increase payable under Towards 2016 Agreement. See front page article for details of current situation regarding Institutes of Technology and Towards 2016 Agreement.

## TEACHERS' COMMON BASIC SCALE

Category	01/06/06	01/12/06	Category	01/06/06	01/12/06
1	€29,534	€30,420	XIII	€21,596	€22,244
2	€30,580	€31,497	XIV	€22,064	€22,726
3	€31,626	€32,575	XV	€24,108	€24,831
4	€32,677	€33,657	XVI	€25,036	€25,787
5	€34,304	€35,333	XVII	€25,954	€26,732
6	€35,360	€36,420			
7	€36,415	€37,507			
8	€39,069	€40,241			
9	€40,395	€41,606			
10	€41,980	€43,239			
11	€43,557	€44,864			
12	€45,146	€46,500			
13	€46,474	€47,868			
14	€48,232	€49,679			
15	€48,232	€49,679			
16	€48,232	€49,679			
17	€50,657	€52,177			
18	€50,657	€52,177			
19	€50,657	€52,177			
20	€50,657	€52,177			
21	€53,862	€55,478			
22	€53,862	€55,478			
23	€53,862	€55,478			
24	€53,862	€55,478			
25	€57,403	€59,125			
Assistant Principal	€8,125	€8,369			
Special Duties Teacher	€3,594	€3,702			
<b>Principals' Allowances</b>			<b>Academic Qualifications</b>		
Category	01/06/06	01/12/06		01/06/06	01/12/06
I	€8,879	€9,145	1. (a) (i) H. Dip. in Ed. (Pass)	€563	€580
II	€9,949	€10,247	(ii) Higher Froebel Cert.	€563	€580
III	€11,671	€12,021	(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,179	€1,214
IV	€13,694	€14,105	(ii) Ard Teastas Gaeilge	€1,179	€1,214
V	€15,931	€16,409	(c) Primary Degree (Pass)	€1,757	€1,810
VI	€18,199	€18,745	(d) Masters Degree by thesis or exam (Pass)	€4,690	€4,831
VII	€20,395	€21,007	(e) Primary Degree (1st or 2nd Hons)	€4,690	€4,831
VIII	€22,615	€23,293	(f) Masters Degree (1st or 2nd Hons)	€5,241	€5,398
IX	€24,248	€24,975	(g) Doctors Degree	€5,854	€6,030
X	€25,937	€26,715			
XI	€28,396	€29,248	Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) to (g)		
XII	€30,059	€30,961	2. (i) *An Teastas i dTeagasc na Gaeilge le honoracha	€4,080	€4,202
XIII	€33,276	€34,274	(ii) *Higher Diploma in Education (1st or 2nd Hons)	€4,080	€4,202
XIV	€34,360	€35,391	(iii) *Primary Degree (Pass) together with at least 3 years approved experience in commercial, industrial or other approved occupation	€4,080	€4,202
XV	€37,268	€38,386			
XVI	€38,886	€40,053	*Payable only to teachers who were in receipt of an allowance of £110 (pre July 1968) and who did not qualify for a higher allowance at 1. above		
XVII	€40,501	€41,716	(iv) Diploma for Teachers of Deaf Diploma for Teachers of Blind Diploma for Teachers of Mentally and Physically Handicapped Children	€2,323	€2,393
<b>Deputy Principals' Allowances</b>			<b>Academic Qualifications</b>		
Category	01/06/06	01/12/06		01/06/06	01/12/06
I	€3,594	€3,702	1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€1,757	€1,810
II	€4,703	€4,844	2. Itinerant Domestic Science Teachers	€1,757	€1,810
III	€6,218	€6,404	3. Teaching through Irish	€1,509	€1,554
IV	€7,793	€8,027	4. Gaeltacht Grant payable to teachers in the Gaeltacht other than those in receipt of an allowance equal to 10% of scale salary	€2,920	€3,008
V	€9,319	€9,599	5. Island Allowanc	€1,757	€1,810
VI	€10,913	€11,240	6. Special allowance payable to teachers in Comprehensive Schools	€2,356	€2,427
VII	€12,447	€12,820	Teachers Allowance for 35 years service	€2,216	€2,282
VIII	€13,952	€14,371	Secretary Board of Management Allowance	€2,672	€2,752
IX	€15,138	€15,592	Allowance Payable to Teachers in the Prison Service Honorarium	€4,550	€4,687
X	€16,295	€16,784			
XI	€18,086	€18,629			
XII	€19,196	€19,772			

**Youthreach**

Category	01/06/06	01/12/06
Resource Person		
	€28,676	€29,536
	€30,549	€31,465
	€32,426	€33,399
	€34,309	€35,338
	€36,197	€37,283
	€38,089	€39,231
	€39,986	€41,186
	€41,890	€43,147
	€43,797	€45,111
	€45,711	€47,082
	€47,759	€49,192
	€49,459	€50,943
	€51,163	€52,698
Co-Ordinator		
	€34,730	€35,772
	€38,013	€39,153
	€41,286	€42,525
	€45,290	€46,649
	€47,801	€49,235
	€51,070	€52,602
	€54,318	€55,947
	€56,825	€58,530
	€58,666	€60,426
Qualifications Allowances		
Degree/tch.recognition	€2,871	€2,957
Diploma	€1,917	€1,975
Certificate	€956	€984

**Adult Education Officers**

Category	01/06/06	01/12/06
1	€47,616	€49,044
2	€49,884	€51,381
3	€52,153	€53,718
4	€54,412	€56,044
5	€56,688	€58,389
6	€58,955	€60,724
7	€61,225	€63,062
8	€63,491	€65,396
9	€65,757	€67,730
10	€68,023	€70,064
11	€70,293	€72,402
12	€72,560	€74,736
13	€75,963	€78,242

**Adult Literacy Organisers/Community Education Facilitators**

1	€39,885	€41,082
2	€41,282	€42,520
3	€42,677	€43,957
4	€44,072	€45,394
5	€45,468	€46,832
6	€46,866	€48,272
7	€48,261	€49,709
8	€49,657	€51,147
9	€51,051	€52,583
10	€52,448	€54,021
11	€53,844	€55,459
12	€55,440	€57,103
13	€57,434	€59,157



A GROUP OF TEACHERS FROM CARNDONAGH COMMUNITY SCHOOL CELEBRATING THE RETIREMENT OF THEIR COLLEAGUES AT THE TUI FUNCTION IN CASTLEGROVE HOUSE WITH THE PRESIDENT OF TUI MR TIM O'MEARA.

**Supervision and Substitution Interim Payment**

TUI has been informed by the Department of Education and Science that the date for the interim payment of the supervision and substitution allowance to be made is early February. This is set out in Circular Letter 142/2006.



TUI wishes  
all its Members  
A Happy Christmas  
and Peaceful 2007

