



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

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FEBRUARY '08



Jim Dorney – TUI's General Secretary retires after 25 years

Standardised School Year – 2008-2011

Incremental Credit - Teaching Council



Cover Story

Jim Dorney

Jim Dorney retires from his position as General Secretary of TUI after 25 years at the helm at the end of February. This article looks back at the major developments during his time in office and takes a look at where the union stands today.

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FEATURES

8 Standardised School Year

The standardised school year has been agreed for the years 2008/09, 2009/10 and 2010/11 at the Teachers' Conciliation Council. This article summarises the forthcoming arrangements.

13 Incremental Credit for Lecturers

The issue of an improved regime of incremental credit and its applicability to those appointed between 1st September 1998 and the issue of the circular letter on March 15th 2005 continues at the IR Forum with no agreement. The union's position is set out in this issue's Institute News.



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A word from the President



There is extreme disappointment for thousands of civil and public service workers that just 15 out of 109 grades examined by the Benchmarking Body received salary increases. Furthermore, those groups that received increases are mainly concentrated at more senior levels.

The Teachers' Union of Ireland views with extreme disappointment the Report of the Public Service Benchmarking Body. Members across the education sectors are dismayed and angry that their increasing workload and commitment to modernisation has not been recognised by the benchmarking process. To them benchmarking as a viable process to determine pay is seriously flawed if not dead. The Union will be examining the benchmarking process to ascertain if it is the appropriate forum for determining how pay is to be determined into the future and, if so, what changes in the process are required.

Social partnership must now be regarded as having been stretched to breaking point. It is not partnership, social justice or even fair that allows for massive increases for people at the top and little or nothing for workers down the scale. There is something seriously wrong in the private sector, which is now being replicated in the public sector, where low paid workers are given little or no increases while senior managers award themselves huge sums of money.

The Government asked the public service unions to trust in the benchmarking process to deliver on their justifiable claims and we have been left empty handed. We were told it was the only game in town.

The present game suits the private sector because the pay of all workers is now to be compared with poor employers in the private sector. The basis of comparison by the Benchmarking Body on this occasion changed unilaterally to a weighted average thus disadvantaging public sector workers. Direct comparison of rewards with private sector employees has only one effect and one effect only. Highly paid public servants are being "levelled up" and middle and lower paid public servants are being "levelled down".

The TUI is of the view that the discount for pensions had been dealt with in the previous benchmarking report. The present position reflects the erosion of private sector pensions entitlements as opposed to public sector pensions improving. No account was taken of the fact that the public sector pension includes the State social welfare pension which most workers are entitled to.

Workers at all levels are facing one act of provocation after another. The fact that top public servants along with senior politicians and legal figures received huge pay increases under a separate process totally undermines our belief in the benchmarking process. There is a growing gulf between front line public service workers and their superiors in the upper echelons. This is a matter of grave

concern to the TUI and is leading to polarisation and resentment. The situation is made worse by the fact that the Government has also sanctioned large pay increases for chief executives of commercial state bodies. The trade union movement must say "stop" to this growing polarisation that penalises lowly paid workers with minuscule pay awards, pay awards below the rate of inflation, while at the same time the very people asking us to moderate are pocketing pay increases greater than the average wage.

Do Government and employers seriously expect us now to agree to further changes in work practices and sign up to a new national wage agreement that further restricts our ability to pursue legitimate claims? To borrow a phrase from another union "No pay no change". Who is the Minister for Finance to ask us to accept modest increases while the Government, of which he is a member, is prepared to accept huge pay increases even if deferred for a year? ■

With Kind Regards,

A handwritten signature in black ink that reads 'Tim O'Meara'. The signature is written in a cursive, slightly slanted style.

Tim O'Meara, TUI President

Jim Dorney - A retrospective on the General Secretary's 25 years

Jim Dorney will retire at the end of February, 2008, having spent 25 years as General Secretary of the Teachers' Union of Ireland.



JIM AT TUI HEAD OFFICE, FEBRUARY 2008

A native of Dublin, Jim first joined TUI in 1967 and immediately became active with the Dublin City Post Primary Branch. He was elected to the Executive Committee in 1972, became Vice-President in 1977 and served as President from 1979 to 1981. In 1982 Jim was appointed General Secretary of the union, succeeding Christy Devine.

Ireland was a different country in the early 1980s. Unemployment and emigration blighted our young people, while fiscal rectitude was the defining economic policy of the nation.

Unsurprisingly, the industrial relations and education environments in 1982 were vastly different than they are now. By way of comparison, the Union then had 6,494 in-benefit members. Now it has 13,300 members. Teachers at that time earned a maximum of €15,006, this is now €61,407. Teachers were required to work up to 25 hours per week over a period from 9am to 9pm. Now teachers are required to work a maximum of 22 hours between 9am and 6pm.

In the colleges the agreement in force in 1982 was circular letter 14/79. This agreement was quite controversial and left a significant proportion of the membership disaffected. A further agreement was negotiated on Jim's appointment in 1982 which significantly addressed the areas of concern. This was particularly important as, in the absence of an adjustment to the agreement, significant division could have broken out in the colleges, particularly in Cork and Dublin where a dissident organisation had been founded. All staff then in the colleges have now reached lecturer status, and unity of interest has been achieved.

The 1980s saw the teachers' arbitration dispute where a 10% award made by the public service arbitrator was not honoured in full. The government refused to pay retrospective on the award and this was challenged by the teacher unions acting together under the banner "Teachers United". A vigorous campaign on the issue included strike action and peaked with an historic rally of 20,000 teachers in Croke Park. The campaign was partly successful in that a proportion of the back money was restored.

The Teachers United campaign was the high point in inter union co-operation. It was hoped that that campaign could be the basis for unity in the teacher union movement. Unfortunately the moment passed and has still regrettably not been fully recovered.

1987 saw further cut backs in government expenditure, particularly in education. In response, the TUI organised a massive demonstration in opposition to the cuts in Athlone which unified teachers and parents in the struggle for better working conditions for all.



JIM WITH JOYCE O'CONNOR (PRESIDENT, NCI) IN 2006 AFTER RECEIVING AN HONORARY DOCTORATE OF LAW FROM HETAC IN RECOGNITION OF HIS LIFELONG WORK IN IMPROVING EDUCATION ACCESS

Some time afterwards the then Minister for Education Mary O'Rourke asked Jim why, having been in her town, he did not come to see her. He replied, in typical Dorney fashion, that "there were too many people with me".

1987 saw the introduction of national wage agreements in response to the deteriorating financial position of the state. These agreements evolved into the social partnership arrangements which are still in vogue. The objective of the agreement was to address the dreadful unemployment situation which existed at the time and gave teachers a reasonable income. Jim Dorney was involved in all the national agreements through his membership of the Executive Council of ICTU.

One of the areas that he felt particularly passionate about was fair appointment and promotion procedures. His efforts in that were reflected in the PCW agreement which instituted a new selection board regime (with union representation on the board) and with the right of appeal to an

independent arbitrator for A and B Post of Responsibility appointments. In that same agreement, a long-standing grievance of the Union was resolved, that is the extension of the graduate allowance to all qualified teachers.

As his first job as a part-time teacher was in the college in Kevin Street, it was little surprise that Jim always had an issue with the unfair conditions under which part-time teachers were treated and paid. Lobbying, negotiation and campaigning led to a series of agreements, starting in 1985, and continuing to the present, resulting in part-time teachers now enjoying the same pay and conditions as their full-time colleagues on a pro-rata basis.

In around the turn of the millennium, the teacher movement was seriously fractured with the ASTI going it alone outside the national agreement. Despite huge pressure the TUI stayed within the trade union fold. The agreement which was arrived at by the trade union movement was subsequently agreed by all the teacher unions. It was during this period that the TUI successfully negotiated the substitution and supervision agreement, which provided for payment for teachers where they supervised for absent colleagues, a long-standing issue within the Union.

A major development within Jim's watch as General Secretary was the establishment



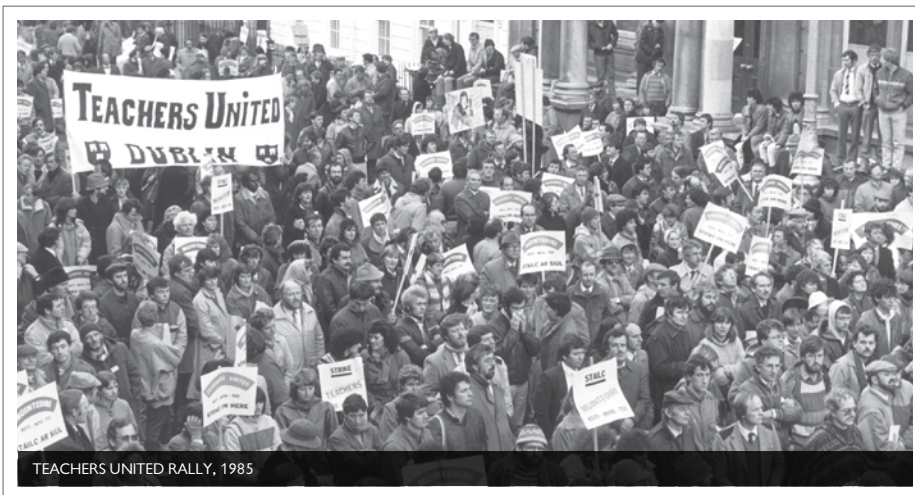
ADDRESSING 20,000 AT CROKE PARK DURING TEACHERS UNITED RALLY IN 1985

of the Institutes of Technology, formerly the Regional Technical Colleges. This represented a crucial development in Irish education. It contributed hugely to the economic development of the state and allowed access to 3rd level education on a regional basis, which up to then did not exist. The Union, and Jim Dorney in particular, was a strong advocate and supporter of this development.

The Teaching Council was a concept with which the TUI had reservations on the

basis that the Council could usurp the position of the Union and be a further bureaucratic layer with which teachers would have to deal. On the other hand, it held out the promise of a self-governing profession for teachers, analogous to the other professional associations for doctors and lawyers. In the end of the day, the TUI was the only union to receive a democratic mandate for participating in the Council through a national postal ballot.

Further Education, the "two and a half level" of Irish Education, developed in the late 1990s and early 2000s. Since then, it has progressed to become an established sector of Irish education, albeit without the necessary supports or infrastructure. Jim Dorney, through the aegis of the last two national agreements, aided the addressing of this problem through getting a commitment to a study of the problem (McIver Report) and subsequently a commitment to its implementation through Towards 2016. This remains, at the time of writing, unfinished business.



TEACHERS UNITED RALLY, 1985



PICTURED WITH THEN MINISTER FOR EDUCATION MARY O' ROURKE AND ASTI GENERAL SECRETARY KIERAN MULVEY DURING TEACHERS UNITED CAMPAIGN

When asked about his time in TUI, Jim is typically forthright and frank about the major issues.

“The TUI remains a very diverse union and I take particular pride that over my tenure of office its coherence and vibrancy have been maintained.”

“I regret that more progress has not been made towards teacher unity and strongly commend the present proposals for a federated union as a step along the way. The Teachers United movement in the 1980s was a high water mark in terms of inter union co-operation. Perhaps the low point was the different approaches taken by ourselves and the ASTI to the national agreement at the turn of the millennium. However, relations have improved dramatically over the last few years and all sides are proactively working towards a future umbrella movement.”

On national agreements, Jim says that he has a pragmatic view of such deals depending on whether or not they address the interests of teachers and the movement generally.

“The format of the agreements, should there be one, need reconsideration to allow for local bargaining and individual unions to have the right to determine their own conditions as opposed to having them collectively decided upon by others with no interest or concern about them,” says Dorney.

Benchmarking, the process through which public sector pay is adjusted by comparison with the private sector, gets a mixed reaction from Jim. In essence, he says, it has the advantage of:

- (i) independent research;
- (ii) all grades getting reviewed at the same time;
- (iii) it takes account of the ability of the public sector to recruit and retain suitably qualified personnel to the public service.

On the other hand, he has reservations about the:

- (i) transparency of the process;
- (ii) method of comparison of pay through weighted averages;

- (iii) discounting of pay by 12% to take account of public service pensions.

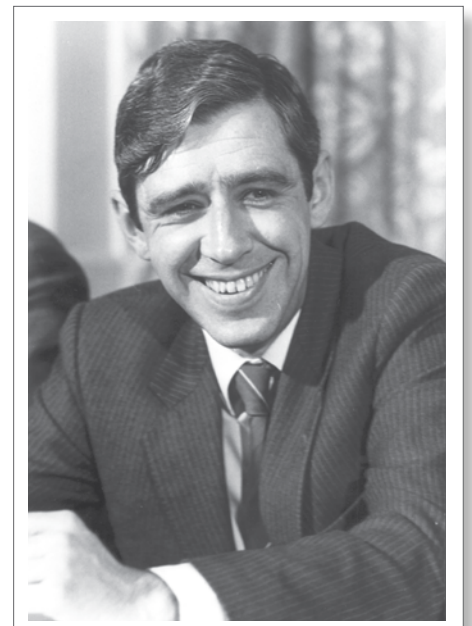
These are just some of the issues which were dealt with in Jim Dorney's watch. He is one of the longest serving General Secretaries in the State.

Current TUI President Tim O' Meara believes Jim's work has enormously bolstered education in the country. “Over his time as General Secretary, Jim has advanced the case of teachers, lecturers and the education system in this country and is held in massive esteem everywhere. The large number of members I've seen thanking him at TUI events for his various achievements since he announced his decision to retire is perhaps the biggest testament to his legacy.”

Described in the Irish Times as a “roguish and wily General Secretary” and “sometimes brilliant”, Dorney refutes this description as grossly misleading.

“I'm always brilliant,” he clarifies.

We wish him well in retirement. Hugely regarded in both education and trade union circles, he has done us proud. ■



Annual Congress 2008:

Wexford 25th - 27th March 2008

CONGRESS CRÈCHE

A crèche under professional supervision will be provided in Whites of Wexford Hotel. Application forms for the Crèche are available at:

Trish O'Callaghan, Silverspring, Ballycogley, Co. Wexford.

Mobile: 086-8263521 Email: trishahurley@eircom.net

**** Please insert "Congress 2008 Crèche" on email header ****

They are also available on the TUI Website at www.tui.ie

Completed forms should be returned to Trish before Friday, **22nd February 2008**.

Please note that there is a late booking fee of €60 per child for children booked into the Crèche after the deadline of Friday, 22nd February 2008.

Rail Travel

Delegates to Congress who intend travelling by rail may obtain rail vouchers from Head Office at a cost of €30.00 each way. To obtain rail vouchers, please apply to Head Office enclosing payment for the appropriate amount.

Annual Elections 2008

Vice-President

There are two candidates for the position of Vice-President

Mr. Fergal McCarthy, Co. Cork Branch.

Ms. Bernie Ruane, Shannon Branch.

An election is currently being conducted. The deadline for return of Ballot papers is Tuesday, 19th February 2008.

Area Representatives

The following persons have been elected unopposed as Area Representatives following Congress 2008.

Area Representatives:

Area 1 Wicklow, Kildare, Laois and Carlow – **Gerry Quinn**, Co. Laois Branch

Area 3 Cavan, Monaghan, Louth and Meath – **Daniel Keane**, Co. Meath Branch.

Area 5 Tipperary N.R., Clare and Limerick City – **Noel Spittle**, Tipperary NR Branch.

Area 7 Kerry, Limerick County – **Dan Joe Cahill**, Co. Kerry Branch.

Area 9 Cork City and Cork County – **Vivienne McSweeney**, Cork City Schools Branch.

Area 11 Galway City, Galway County and Mayo – **Imelda Maloney**, Co. Galway Branch

Area 13 Community & Comprehensive Schools in Counties Dublin, Kildare, Louth, Meath, Wicklow – **Joan Sheahan**, Dublin C&C Branch

Area 15 Third Level Colleges – Dublin (excluding City) Louth, Monaghan, Cavan, Meath, Kildare, Offaly, Laois, Wicklow, Carlow, Kilkenny, Wexford – **Paul O'Hara**, IT Carlow Branch.

Area 17 Third Level Colleges – Cork, Tipperary and Waterford – **Pat Ahern**, Cork Colleges Branch.

Area 19 Third Level Colleges – Kerry, Limerick, Clare, Galway, Mayo – **Ide Ni Fhaolain**, Galway-Mayo IT Branch.

Security Fund Committee

Two nominations have been received for two vacancies:

Con Doran, IT Carlow Branch

Oliver McCormack, Co. Offaly Branch.

Congratulations are extended to all.



CONGRESS ORGANISING COMMITTEE 2008
BACK ROW, L-R: TRISHA O' CALLAGHAN, TIM CORCORAN, TOM CREEDON, PAT AHERN,
MICHAEL O' BRIEN, ELEANOR PARKS, CARA SHANAHAN
FRONT ROW, L-R: BERNIE RUANE, BERNARD O' HANLON, HILARY O' BYRNE, LIZ MARTIN,
RICHARD WALSH, EDEL MCGRATH

Standardisation of the School Year: 2008/9, 2009/10 and 2010/11

In line with the requirements of Sustaining Progress agreement has been reached between the parties to the Teachers' Conciliation Council in relation to the standardisation of the breaks at Christmas, Easter and mid-term in the first and second terms for the school years 2008/9, 2009/10 and 2010/11.

In reaching agreement the parties took cognizance of a number of relevant factors.

The agreement reached covers the arrangements that will apply in all schools from the start of the 2008/2009 school year and covers three school years. The parties will review the operation of the arrangements not later than spring of 2010 for the purpose of agreeing the arrangements that will apply subsequently and have agreed that in the event that any unforeseen difficulty arises in relation to the operation of the arrangements now agreed the matter can be raised at the Teachers Conciliation Council.



Schools are required to be open to receive all pupils on the weekday immediately preceding and immediately following each break period covered by this agreement.

School Year 2008/09

October 2008 mid-term break

All schools will close from 27th to 31st October 2008 inclusive

Christmas 2008

All schools will close on 23rd December 2008 which will be the final day of the school term. All schools will re-open on 7th January 2009.

February 2009 mid-term break

Post-Primary schools will close from 16th to 20th February 2009 inclusive. Primary schools will close from 16th to 17th February 2009 inclusive or 19th to 20th inclusive. (Primary schools may use 3 discretionary days to extend this break to an alternative option of a 5 day break).

Easter 2009

All schools will close on 3rd April 2009 which will be the final day of the school term. All schools will re-open on 20th April 2009.

School Year 2009/10

October 2009 mid-term break

All schools will close from 26th to 30th October 2009 inclusive

Christmas 2009

All schools will close on 22nd December 2009 which will be the final day of the school term. All schools will re-open on 7th January 2010

February 2010 mid-term break

Post-Primary schools will close from 15th to 19th February 2010 inclusive. Primary schools will close from 15th to 16th February 2010 inclusive or 18th to 19th inclusive. (Primary schools may use 3 discretionary days to extend this break to an alternative option of a 5 day break).

Easter 2010

All schools will close on 26th March 2010 which will be the final day of the school term. All schools will re-open on 12th April 2010.

School Year 2010/11

October 2010 mid-term break

All schools will close from 25th to 29th October 2010 inclusive

Christmas 2010

All schools will close on 23rd December 2010 which will be the final day of the school term. All schools will re-open on 10th January 2011

February 2011 mid-term break

Post-Primary schools will close from 21st to 25th February 2011 inclusive. Primary schools will close from 21st to 22nd February 2011 inclusive or 24th to 25th inclusive. (Primary schools may use 3 discretionary days to extend this break to an alternative option of a 5 day break).

Easter 2011

All schools will close on 15th April 2011 which will be the final day of the school term. All schools will re-open on 3rd May 2011.

Religious Observance and standardisation

The above arrangements are agreed without prejudice to closure on specific days, within the overall requirement of 167 days at post primary level and 183 days at primary level, dictated by religious observance that is required in schools under the patronage of different denominations or faiths.

In the absence of an adequate number of discretionary days a school authority may choose to utilize a religious observance day for non-tuition purposes when planning the school year. ■

New year... new drive

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Financial planning is not a 'once-off' exercise. Our lives continually change and so will our financial requirements. By becoming a member of the credit union you are giving yourself the opportunity of keeping your financial situation on track now and for the future.

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5.99% APR

for borrowing within shares

Standard Interest Rate 7.59% APR
one of the lowest available

Payments direct from your salary

Interest on a reducing balance

No penalty for paying off early

No set up fees

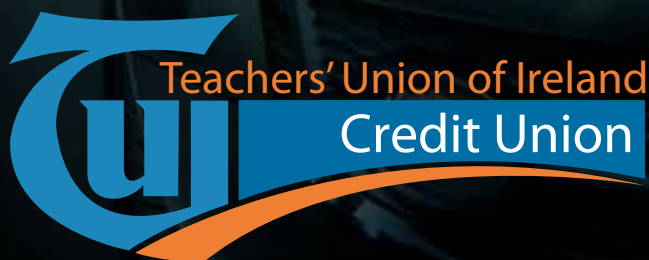
Free insurance protection

Your credit union is there to help...

If you have any questions or would like to discuss borrowing tailored to your needs please call 01 4922355 or 1850 741 600 (outside 01 area).



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Irish League of Credit Unions



Teachers' Union of Ireland
Credit Union

PDA Annual Conference 2007

The annual conference of the Principals and Deputy Principals Association (PDA) took place from Wednesday 21 to Friday 23 November in the Marriot Johnstown House Hotel, Enfield, Co. Meath. PDA is a sub-committee of the Executive of TUI and the conference was hosted by Area 10, Dublin City Post Primary.

The theme of the conference was “Inclusive Education”. Speakers included Professor Tom Collins, Education Department, NUI Maynooth; Dr. Amanda Kirby, Dyscovery Centre, University of Wales and Dr. Mary Gannon, Curriculum Development Unit.

In his very wide-ranging address to conference, PDA President, Kevin O’Meara, outlined the Association’s concerns including;

- The urgent need to provide adequate resources to schools in the context of the EPSEN Act.
- Difficulties in obtaining psychological assessments due to the inadequate number of NEPS psychologists, particularly in the context of students presenting with behavioural/emotional difficulties.



KEVIN O' MEARA MAKES RETIREMENT PRESENTATION TO JIM DORNEY

- The skeletal nature of the recently introduced National Behaviour Support Service, which caters for a very small number of schools only. All schools should be able to access supports,



L-R.: KEVIN O'MEARA, PRESIDENT PDA, CHARLES MCMANUS, CHAIRPERSON CONFERENCE ORGANISING COMMITTEE AND CLLR. PADDY BURKE, LORD MAYOR OF DUBLIN AT THE OFFICIAL OPENING OF THE CONFERENCE.

- particularly in dealing with students presenting with more challenging and extreme behaviours.
- The level of ICT funding provided to schools has been totally inadequate to date. Most critically, schools need an adequate allowance for maintenance and technical support.
- Spending on education in Ireland continues to lag well behind other OECD countries, despite our hugely increased wealth over the last decade, as outlined in the OECD Report, “Education at a Glance-2007”. The report placed Ireland in joint bottom place in an international league table which links spending on each second level student to overall national wealth.
- Failure to develop the Further Education sector in line with the recommendations of the McIver Report.
- The increasingly restrictive conditions

attaching to course approvals in the PLC area, particularly those which do not carry a full FETAC award.

- The resources and structures required by schools for the effective roll-out of Quality Assurance policies and procedures
- The challenges and opportunities for our schools contained in the report of the Expert Group on Future Skills Needs. The VEC sector, through its Adult, VTOS, BTEI and mainstream provision, is uniquely positioned to deliver the educational programmes required to up skill the labour force.

The President also referred to the very great annoyance and frustration among members that the 5% S&S administration payment issue was still unresolved. He expressed the hope that the appointment of a facilitator from the LRC would finally bring about a satisfactory resolution. ■

Teaching Council Issues

CI 32/92 application and appeals

Since its establishment date of 28th March 2006, the Teaching Council has had statutory authority for the recognition of a person's qualifications for the purposes of teaching in a school or centre funded by the State. In effect, the Council adjudicates on all applications for recognition of qualifications in the primary, post-primary and further education sectors.

In order to do so, the Council adopted the pre-existing criteria that applied in each sector. This involved the application of the qualifications criteria set out by the now-defunct Registration Council for the voluntary secondary sector and, by extension, the Community and Comprehensive sector and by Memo V7 for the vocational sector. The terms of Circular Letter 32/92 continued to be applied for the further education sector. These three sets of criteria were repackaged by the Council as part of a suite of "Regulations" that also encompass the Montessori and

Primary sectors and applications received from nationals of other EU countries. Memo V7 and CL 32/92 are now styled as Regulation 4 and Regulation 5, respectively, in the suite of six regulations.

In autumn 2007, the union learned that the Council had suspended the processing of applications – and appeals – under Regulation 5 (CL 32/92), apparently because of administrative difficulties that also involved the Department of Education and Science. Following representations by the TUI, the Council and the DES have now resolved these difficulties and the processing of applications has recommenced. It is our understanding that while all decisions in relation to any application or appeal will (and must, in statute) be made by the Council, the DES will administer the applications and appeals submitted prior to 28th March 2006 before passing them to the Council for decision.

The union has repeated demanded that the current backlog of CL32/92 cases be processed expeditiously and that sufficient

resources and expertise be deployed to facilitate this.

Qualified Status Secure

The union has also achieved a resolution of a difficulty that had been experienced by a number of members who are qualified under CL32/92. It emerged that the qualifications of some such members were being reviewed by the Council at the request of VECs. TUI pointed out that this was inappropriate and the result of a misunderstanding. The Council has since written to VECs to inform them that it is not a function of the Council to review the qualifications of teachers who were deemed qualified by the relevant competent authorities prior to the establishment of the Council.

Other issues that are the subject of on-going discussion with the Teaching Council include the format of the registration certificate and the conditions that apply to "conditional registration" about which the union has significant concerns. ■

The Teaching Council has requested the union to carry the following message in TUI News:

Important Information from the Teaching Council

If you have registered with the Teaching Council, you will receive, this month, an important mailing from the Council regarding your registration. The mailing will include a letter confirming your registration with the Council along with a Registration Renewal Application Form. The deadline for the return of documents for renewal of registration is 03 March 2008. This deadline is necessary to ensure your registration does not lapse. For your convenience, further information on the mailing and the renewal process is set out below.

Confirmation of Registration

Your Confirmation of Registration letter is an important document which should be retained by you pending receipt of your Certificate of Registration later this year. A Registration Handbook will accompany the letter. The handbook summarises the benefits of registration and the obligations which are associated with being a registered teacher.

Registration Renewal and Payment of Fee

To retain your registered teacher status, you must renew your registration annually. With effect from 28 March 2008, an annual registration renewal fee of €90 will be payable at which point the Council will become a self-funding body. The options for paying the fee are:

1. Deduction from salary
2. Cheque, postal order or bank draft
3. Credit card or Laser card

Deduction from Salary

Teachers whose salaries are paid by the Department of Education and Science or a VEC may opt to have the fee deducted from their salaries. Teachers wishing to avail of this payment option should complete the relevant section of the renewal application form which is attached to the Confirmation of Registration Letter. Substitute or short-term temporary teachers may not avail of this option.

Cheque, Postal Order or Bank Draft
Cheques, postal orders or bank drafts in the sum of €90 should be made payable to The Teaching Council (or An Chomhairle Mhúinteoireachta) and must accompany the renewal form. *Continued Overleaf*

Credit Card or Laser Card

Teachers may pay their registration fee in a single transaction by credit or laser card and should complete the relevant section of the renewal application form.

Renewal Fee Income Tax Relief

The renewal fee has been approved by the Revenue Commissioners as a work expense for income tax purposes. The Revenue Commissioners have informed the Council that the income tax relief will be notified to each teacher and their employer as an addition to his or her work expenses

tax relief when the Council confirms that payment has been received.

Failure to Renew Registration

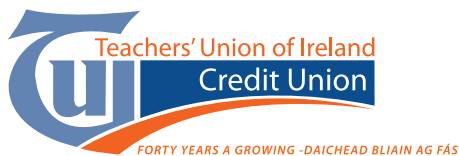
If you do not renew your registration on time, your status as a registered teacher will lapse and this will be noted on the register and publicly available. When Section 30 of the Act comes into effect, your salary will no longer be payable from State funds. Should you subsequently wish to renew your registration with the Council, you will be required to re-register under the terms

of Section 31(5) of the Teaching Council Act, 2001, i.e. you will be required to undergo the full application process.

Providing Access to the Register

The public interface with the register will allow access by employers, parents and other members of the public access to certain information on teachers' registration status. Access to the register by registered teachers and the public will be available later this year via the Teaching Council website www.teachingcouncil.ie. ■

TUI Credit Union News



A happy new year to all! We begin with a good news statement from CU treasurer Fred Goulding:

“In November 2007 the TUI Credit Union recorded the highest ever loan amount for that month – double the amount borrowed in November 2006. It is clear that our members continue to avail of our attractive loan rates. The current rate of 7.59% has not been increased in over two years. For loans between €50,000 and €75,000 the rate drops to 6.99%. Borrowing is simple and you may borrow up to six times your shares.”

Congratulations to the winners of the Education Bursaries each worth €1,500.

They are:

B Neligan, Clare
S O'Shea, Kerry
M Brennan, Donegal,
S Ó h-Eidhin, Galway
M Fadden, Dublin
D Connolly, Louth
T Murphy
P Byrne, Meath,
M Kinsella, Westmeath,
O Corcoran, Kildare



Congratulations also to the winners of the December draws.

M Galvin, Kerry won the Ford Focus car, FS, Dublin won €1,500, M Vaughn, Clare won €1,000 and M Hegarty, Donegal won €500.

We are happy to announce a short story competition for the children of TUI Credit Union members. There will be ten prizes

of €50 book tokens – five for children of twelve years or under and five for teenagers of 12-18 years. The short story can be in Irish or English, approximately 300 words in length. No more than two stories per person. The winners name, address, age and parents' credit union account number should be attached to each story. Please keep a copy of each story sent. The address to which entries should be sent is:

Short Story Competition
TUI Credit Union Ltd.
73 Orwell Road, Rathgar, Dublin 6

The closing date for entries is
31st March 2008.

A teacher, passionate about Dublin hurling, reminds us that it is now seventy years since Dublin last won the All Ireland Senior Hurling Championship. They defeated Waterford in 1938. Arise again ye Dubs!

A good news story from a teacher in Co Clare – two famous Clare hurling clubs, Inagh and Killnamona, have recently united to form The Inagh and Killnamona Hurling Club. Their historic AGM was held on 20th January 2008. Go n-éirí leo!

Best wishes to all our hurlers, footballers and athletes (especially our Olympians) in 2008. ■

Labour Court Recommendation on incremental credit

The saga of lack of progress in relation to the Labour Court Recommendation granting an improved regime of incremental credit and its applicability to those appointed between the 1st September 1998 and the issue of the circular letter 15th March 2005 continues at the IR Forum with no agreement. There is a range of issues both of interpretation of the original Labour Court recommendation and of interpretation of the application of the limited application of the finding which the Union differs significantly in its view with the official side.

The application to “non-external” applicants

The official side has taken the view that the Labour Court recommendation applies only to persons appointed to Institutes of Technology between the 1st September 1998 and the 15th March 2005 **who had no previous employment relationship with the Institute.** The effect of this is they are saying that if a person had any employment relationship whatsoever, even a casual part-time lecturing hour, they are not entitled to benefit from this regime of incremental credit if they were subsequently appointed to the Institute.

This means that:

- A person who engaged in some night class teaching prior to being appointed as either a pro rata or a whole time Lecturer does not benefit
- A person who undertook some part time teaching while engaging in post graduate work and subsequently became employed in the Institute is not entitled to benefit.
- A person who was appointed under the provisions of the PCW having previously been employed on an hourly paid basis and for whom the employer insisted on an interview at the time is not entitled to benefit.

- A person who was appointed as a temporary whole time Lecturer prior to being appointed as a permanent Lecturer and who obtained no incremental credit on appointment as temporary whole time Lecturer is now being doubly penalised by not receiving incremental credit under these provisions.

The Union is seeking to establish the number of such persons in each Institute with a view to pursuing the matter on behalf of these individuals either individually or collectively.

If you were appointed to an academic position at any grade, Assistant Lecturer, Lecturer, Senior Lecturer 1 etc. during the period 1st September 1998 to the 15th March 2005 and you have not benefited under the provisions of this Labour Court recommendation or it has not been indicated to you that you are going to benefit from this because you had some employment relationship however insignificant or brief in the year prior to your appointment then the Union wants to hear from you without delay.

Please advise your Branch representative of the details of your case giving your date of appointment, the grade to which you were appointed, the salary point on which you were appointed and any experience which you believe should have been

credited on your appointment but was not credited for the reasons set out above.

€1,500 Issue

This issue has been discussed with the official side both at formal IR Forum meetings and at working party meetings specifically to discuss the issue. The Labour Court recommendation states that all claimants should receive the €1,500 and the Union understands this to mean every person who made a legitimate claim for incremental credit should receive the €1,500. This has been clarified by the Labour Court and is still being contested by the official side. Some Institutes are interpreting this as meaning that claimants who actually receive money should also receive the €1,500. Some Institutes are taking the interpretation that claimants who do not receive money but who had a legitimate claim and due to the operation of the Labour Court recommendation will receive the €1,500 in effect as a consolation prize. The Union interpretation is that the words “all claimants” means **all claimants** and is pursuing this matter.

In addition to the above substantive issues there are a number of issues of interpretation of Circular Letter No: 0012/2007 which has been raised for clarification at National Level. Individual agreement is being pursued in relation to each of these items.

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Other issues at the Industrial Relations Forum

Rights Commissioner decision on incremental credit for persons without full qualifications

The implications of the Rights Commissioner decision in respect of some members in Cork IT has been the matter of discussion with the Department of Education and Science in relation to applying the principles as adjudicated by the Rights Commissioner to others. The Department of Education and Science had indicated that it was seeking information from the Institutes of Technology. However it is now come to the view that it is not able to obtain this information in a meaningful manner. The Union indicated that this was unacceptable but stated that it was prepared to supply the names of persons whom it considers to be covered by the finding or have similar circumstances to that of the finding. The Union is in the process of submitting the names of claimants which it currently has to the Department for consideration. Any other claimants not known to Head Office at this time should be submitted without delay.

In summary the claim is on behalf of Fixed Term of Part Time Lecturers who on appointment were placed on the first point of the salary scale and who as a result of a perception of not having the full qualifications as per permanent appointment were denied progression up the incremental scale i.e. were not granted increments on the basis of lack of qualification. The Rights Commissioner ruled that where there are comparators engaged in similar work within the Institute and who have a similar level of qualification i.e. lack of full qualification as required today for appointment, that the claimants i.e. those without the full qualifications should not be disadvantaged vis a vis their whole time colleagues and should get increments.

Rotating Heads of Department and Heads of School

Successive Congresses i.e. 2006 and 2007 have declared it to be TUI policy to seek that Heads of Department and Heads of School in Institutes of Technology are appointed on a term basis i.e. for a fixed number of years following which they would revert to their former status within the institute. The Union has claimed this at the Industrial Relations Forum and has sought the establishment of a working party to address the detailed issues relating from this claim. The establishment of this working party has been agreed by the official side and an initial meeting has taken place at which a number of detailed points were raised. The Union has sought an indication as to whether the official side is prepared in principle to engage in discussions in relation to such rotating heads in which case it will engage in further discussion with relation to these details.

Changes in the Council of Directors

It appears that the title of Council of Directors has been changed to Institutes of Technology Ireland (IOTI). It is not clear whether the purpose of this change is to reflect that there is now a differential in the title of the Chief Executive some having been re-designated as Presidents, others retaining the traditional and more distinctive title of Director thus clearly distinguishing them from Universities.

In addition **Joe McGarry** the former Secretary General of Council of Directors/IOTI has retired. Joe, formerly Head of School in IT Tralee has been Secretary General of the Council of Directors since very shortly its inception. TUI wishes him well in his retirement. His replacement, Gerry Murray, formerly Principal Officer in the Department of Education and Science, Colleges Section, has recently taken over the position as Secretary General.

Jim Coyle, Industrial Relations Executive of Council of Directors/IOTI and well known to many TUI activists has also retired from his position with the Council of Directors. He resumes a position with Athlone Institute of Technology where he previously had been Head of School of Science, Registrar and acting Director during a difficult period. Jim, to his credit retained TUI membership at all times during that period including during his period of secondment to the Council of Directors. While it is premature to wish him well in his overall retirement the Union certainly wishes him well in his retirement from the Council of Directors position and acknowledges his significant contribution to the progression and resolution of a number of issues both nationally and individually in most if not all Institutes. Jim Coyle's replacement comes from the halls of Merrion St, the Department of Finance. Gearoid Hodgins has for many years been the Department of Finance's representative on both the Teachers' Conciliation Council and on the Institutes' of Technology Industrial Relations Forum. Gearoid has recently moved to the Institutes' of Technology Ireland and TUI looks forward to good working relations with him in his new capacity.

Pay Increase approved from March 1st.

Salary increases of two and a half per cent with effect from the 1st March 2008 have been approved for all employees in Institutes of Technology. This approval was first recorded by the National Partnership Forum which recommended to the Education Sector Performance Verification Group that there had been full compliance with the action plan by all staff in all Institutes. The PVG on the recommendation of the Secretary General of the Department of Education and Science accepted this recommendation and has approved the increase with effect from the due date. The letter setting out this approval is set out overleaf.



Joint Chairs,
IOT National Partnership Forum,
National Partnership Office
Institute of Technology Blanchardstown
Blanchardstown Road North
Dublin 15.

31st January 2008

Re: Towards 2016 – Third Progress Reports

Dear Sirs,

I refer to the third and penultimate Progress Reports submitted by the Director of each Institute of Technology and the President of Dublin Institute of Technology on the implementation of the Action Plan submitted in accordance with the provisions of the Towards 2016 Agreement. In this context I wish to let you know that the ESPVG has carried out an assessment of progress and co-operation reported by each Institute in relation to the commitments set out in the Action Plan for the sector.

The ESPVG has noted that discussions are continuing between the parties at national level on a range of measures dealing with, inter alia, a review of the operation of performance management, the examination of academic contracts, improved quality assurance and attendance recording arrangements, the common recruitment pool for the filling of administrative posts and improvements in the areas of human resources and customer service. While no intractable difficulties have been highlighted, greater progress was expected to have been made at this stage and the ESPVG would, therefore, urge the parties to accelerate the level of progress to ensure that deadlines will be achieved in accordance with the timeframes set out in the Agreement. It has been stated in your report for the sector that there are no issues of non-compliance and the ESPVG has also noted that the Head of each institute has indicated that staff are co-operating fully with all aspects of the modernisation and change agenda, that a stable industrial relations environment has been maintained and there has been no industrial action in respect of any matters covered by the Agreement. Having regard to this confirmation and on the basis of the Group's overall assessment of progress it has concluded that the conditions necessary for payment of the third increase have been met.

Accordingly, the ESPVG has recommended to the Secretary General that the level of progress achieved during the period under consideration by each Institute is sufficient to warrant payment of the relevant pay increase due on the 1st March 2008, provided for in paragraph 27.17 of Towards 2016.

The final Progress Reports are due on Friday 30th May 2008. In the context of its assessment of the final reports the Group will seek to establish whether each of the commitments has been fully implemented in accordance with the terms of the Agreement. In the light of this, priority should, therefore, be given by each institute and the IOTNPF to ensuring that all remaining actions are completed in advance of the reporting deadline.

On behalf of the ESPVG I would like to acknowledge the work which continues to be done by all the parties in implementing and reporting on the programme of specific actions.

Yours sincerely,

**Séamus McGuinness,
Chairman.**

Education Sector Performance Verification Group
Grúpa Fíoraithe Feidhmíochta Oideachais

Room 317, Floor 3, Block 1,
Marlborough Street, Dublin 1.
Seomra 317, Urlár 3, Bloc 1,
Sráid Maoilbhríde, Baile Átha Cliath 1.

Tel.: 01 8892082 **Fax:** 01 8896560
Email: educ_pvg@education.gov.ie

Chairperson: Dr. Séamus McGuinness
Secretary: Pat Pykett



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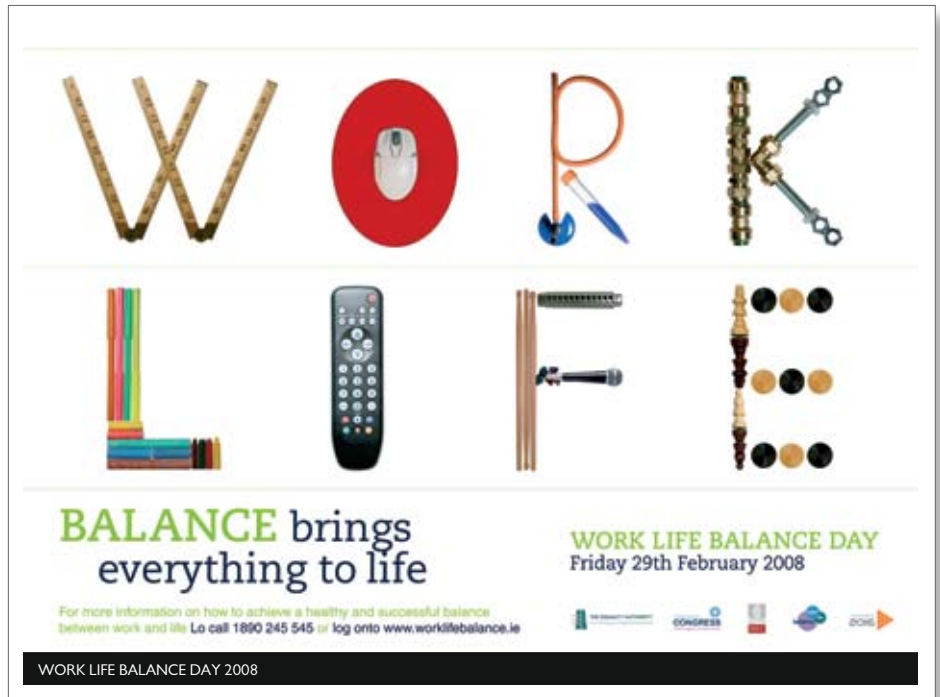


Teaching Council Awards Bursaries to Teachers and Launches Two New Research Bursary Schemes

In accordance with its commitment to the continuing education and professional development of teachers, the Teaching Council has awarded research bursaries to ten registered teachers who are carrying out practitioner-based research. It has also launched two new Research Bursary Schemes in respect of research to be carried out in the 2008/2009 academic year.

One of the two new schemes is open to all registered teachers and the total amount available as part of this scheme is €75,000. This represents an increase of €25,000 over the first such scheme. The maximum bursary remains at €5,000.

A further scheme of bursaries was launched in respect of research being carried out by persons other than registered teachers, where the focus of the research is on teaching, learning and assessment. Funding of €25,000 has been made available for this scheme.



Persons interested in applying for either scheme should note that the **deadline for receipt of applications is Monday 07 April 2008 at 12p.m.**

Application forms and further details are available from the Cliona McLoughlin by emailing Cliona.mcloughlin@teachingcouncil.ie ■

Inaugural Teaching Council Conference

The first national conference of the Teaching Council recently took place at the Galway Bay Hotel. 300 delegates, including a number of TUI members, joined speakers Dr Garret Fitzgerald, John Bowman, Prof Tom Collins, Dr John Coolahan and Prof Michael Totterdall.



The theme of the conference was 'Teaching in a Changing Society – Embracing the Challenge'. Áine Lawlor, Director of the Teaching Council, said the conference served a dual purpose in highlighting the complexity of the teacher's role and



the range of responses teachers offer to the challenges they address on a daily basis.

The conference provided an opportunity for the Council to publicly recognise the commitment and professionalism shown by teachers in addressing the variety of challenges they face. ■



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Oral Tests: Junior and Leaving Certificate

The Department of Education and Science issued Circular Letter (0042/2007) in May 2007 to the managing authorities of second level schools, which set out proposed changes to the examination of Irish in the Junior Certificate and Leaving Certificate Examinations from 2010 and 2012 respectively. It indicated that oral tests will command a significantly higher weighting of the overall marks in both examinations. The intention of the increase in marks for oral assessment...

... "is to promote a significant shift in emphasis towards Irish as a spoken language, where students can communicate and instruct in a spontaneous way, and where Irish is spoken every day in schools."

DEPARTMENT OF EDUCATION
AND SCIENCE, CIRCULAR
LETTER 0042/2007

As in the past the oral component remains optional in the Junior Certificate. However, the Department urges all schools to avail of this option given the critical importance of oral competence in language learning.

This has led to a growing number of calls to TUI Head Office as to the TUI position with regard to teachers conducting oral tests in the Junior Certificate. Currently, the Department expects the optional oral tests in the Junior Certificate to be conducted by class teachers without additional remuneration. While the TUI concurs that the development of oral competencies in the Junior Cycle level is important it believes that the additional work and responsibility involved in conducting oral tests must be



recognised and remunerated. Therefore, in keeping with the TUI long established position, teachers should not engage in conducting oral tests for the Junior Certificate Examination. Participation in conducting orals in the Leaving Certificate Examinations should continue in the established manner.

In the context of the new proposals and revised weighting for oral components in both the Junior Certificate and Leaving Certificate Irish Examinations the TUI has sought a formal meeting with the Department to consider a range of issues including professional development needs, remuneration and potential approaches to the widespread introduction of the orals test in the junior cycle examinations.

Discussions with the Department and other appropriate bodies such as the NCCA and the State Examinations Commission will be guided by feedback provided by the TUI representatives on NCCA Course Committees and TUI Area Representatives and discussions at the TUI Education Sub-Committee and TUI Executive. Please feel free to forward your ideas and views through your local branch or area representatives. In the meantime please note that it is TUI policy that its members

do not engage in conducting oral tests in the Junior Certificate. This position will be maintained unless agreement can be reached with the Department in respect of adequate remuneration and an appropriate mechanism for conducting and monitoring tests that recognises the additional responsibility and work of teachers who choose to act as examiners. ■

TTA Conference 2008

The TechnoTeachers Association, which represents teachers of the technology subjects, will be holding their Annual Conference in the Clonmel Park Hotel on Friday 29th February and Saturday 1st March 2008.

The conference will consist of an AGM on the Friday night, together with a social aspect of the gathering of graduates from '78, '88, and '98.

Saturday will host our exhibition of trade stands, together with workshops, presentations and national student awards.

The hotel is offering a special package for the weekend. ■

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For professionals in education, nursing, medicine, law, the media, etc., already competent in their own fields and looking to deepen their understanding of the ever-increasing ethical challenges and dilemmas they face in their work. No existing philosophical or theological background is required.

Contemporary School Leadership (P/T)*

For those in positions of leadership in primary and post primary schools including Principals, Deputy Principals, Heads of RE departments, members of Boards of Management, etc.

School Chaplaincy and Pastoral Care (P/T)

To provide academic, personal and professional education for Chaplains in Second Level Schools, Higher Education Institutes, prisons, etc.

Religious Education Post Primary (F/T & P/T)*

A programme which reflects on the new RE curricula at both Junior and Leaving Certificate levels, dealing with issues such as examination and assessment in RE, Leaving Certificate Applied and non-examination RE at senior cycle level.

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Graduate Certificate (30 credits = 3 modules)

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Modules are offered on a full-time and/or part-time basis. Part-time study takes place on evenings, weekends and in some programmes, there may also be the flexibility to participate in Summer schools*. Modules may also be taken individually for credit.

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Students can study full-time or part-time for the awards of MA or PhD by Research (Level 9 & 10).

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For more information on these courses and other courses offered by the Institute contact:

Mater Dei Institute of Education, Clonliffe Road, Dublin 3, Ireland

• www.materdei.ie/prospectivestudents/ • email: postgraduateoffice@materdei.dcu.ie • call (01) 8376027 ext. 284.

State Examinations Commission (SEC) Update

It is established practice for the teacher unions to have two to three meetings a year (or more if required) with the State Examinations Commission and to participate in relevant consultative working groups and seminars.

General Meeting with SEC (December 2007)

At a recent meeting with the State Examination Commission the unions raised issues of particular interest to members including:

- The application of general pay increases for all examiners of the Junior Certificate and Leaving Certificate Examinations, including the Leaving Certificate Applied
- On-going issues concerning the return of examination details and results electronically with particular reference to the importance of easy access to IT systems, immediate access to technical support when necessary, appropriate professional development and recognition of the time involved
- The challenge of managing preparatory and assessment activities in respect of second assessment components including the importance of recognising increased teacher workload and the need for clearer guidelines on the associated processes, responsibilities and ethical issues for each of the key players - students, teachers and parents
- The need to review health and safety guidelines in relation to the distribution and handling of examination materials.

Please keep TUI Head Office informed of areas of concern to your school/examination centre.

Working Group: Leaving Certificate Timetable

Throughout 2007 the Working Group established to review the scheduling of the



Leaving Certificate Examinations continued to meet. The main task of the group was to consider the Minister's proposal to reorganise examinations in an attempt to alleviate the pressure on exam candidates. An initial aspect of the Minister's proposal was to bring English Paper 1 and Irish Paper 1 forward to May. The management, union and parent representatives strongly opposed this idea and were unanimous that this was educationally unsound and would not be advantageous to candidates. In addition, such a decision would be a logistical nightmare for examination centres and would place unacceptable demands on school staff. Serious concerns about security issues and preserving the integrity of the examinations were also expressed.

The Minister has asked the State Examinations Commission to continue to explore the possibility of bringing forward an examination to May in future years. However, she advised a reconfiguration of the current timetable within the normal timeframe in respect of the 2008 examinations. This option was broadly endorsed by the unions, management bodies and parents as more valid than moving examinations to May. After lengthy discussion and due consideration of

a number of logistical issues a reconfigured timetable was agreed for the 2008 examinations. This sees significant changes in the early days of the exam schedule that ensure the vast majority of students have one exam less in the first week and the combination of subjects may reduce the overall amount of writing required in any one day. Other minor changes were made to ensure as much consistency as possible in the starting times and finishing times each day.

The unions and other stakeholders believe that other options should also be considered in future discussions. For example, the TUI believes that the current timetable could be extended; the practice of allowing 20 minutes additional time to all students in some examinations should be discontinued and retained only for students with identified special needs. The Working Group will continue to meet to consider the impact of the changes to the 2008 examination schedule and discuss other options that may reduce stress for students.

Your comments and feedback are welcome. Please forward them for the attention of the Education and Research Officer or by email to showard@tui.ie ■

First I would like to wish you all a very happy new year, some people think that for pensioners time just drags but for me - and I'm sure for most of you - time just flies. This year promises a lot of change.

For one we will have a new General Secretary which prompts me to take this opportunity to express our appreciation to Jim Dorney for all his service to us over the past twenty five years. The prestige of the TUI in the education world is in no small way attributed to the work of Jim over that time, not only is he the longest serving General Secretary among the teachers unions but is held in the highest regard. It also prompts me to welcome and congratulate our new General Secretary Peter Mac Menamin, we wish him every best wish on his new and responsible role and are confident that we will have as positive a relationship with him as we did with Jim.

This brings me to reflect on the relationship between the RMA and the TUI. Last year saw a lot of discussion and meetings on this very issue. Almost a year ago we had

one of the largest meetings ever organised by the RMA. Over eighty members from all over the country turned up at the Ashling Hotel and after a most acrimonious meeting the overwhelming majority voted to accept that we were part of the TUI and subject to the decisions of Congress and the Executive. This was followed by the TUI Congress in Donegal in April where again the overwhelming majority voted for an Executive motion giving us a constitutional position as Pensioned Members. This was followed by our own AGM in Wexford in May where some members tried to re-run the Ashling motion and to reject the Congress motion, again the overwhelming majority rejected this attempt and approved the decision of both meetings. Unfortunately these people are still trying to re-write the plot and are ignoring the democratic will of the members of both the TUI and the RMA.

In practice the relationship between the TUI and the RMA is so positive and essential that without it we could not function as effective and efficiently as we do – not withstanding the constant need we have to improve our service to you. You would not be reading this article if we did not have this relationship, and you would not be receiving the Newsletter either. You would not receive your Diary nor would you have the voice that we have. Of course we will always have differences and expectations but these must be dealt with through discussion and compromise, we cannot always have our own will.

I can confirm that our AGM/Conference will be held in the Great Northern Sligo and may we look forward to a happy and peaceful time there.

Christy Conville. ■



Concern Worldwide Writing Competition

A writing competition for **12 to 18 year olds** in two categories. Entrants are invited to submit an essay or short story in English or Irish on the subject of **WORLD HUNGER** by **April 11th 2008**.

See www.concern.net/writingcompetition for details.





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