



## A Word From The President

Essentially, the Towards 2016 Agreement offers only a cost of living increase despite seriously increasing the workload of already overworked teachers and lecturers.

Arguments for and against the agreement are set out in the pages that follow, along with projected salary scales. I would like to make the following observations on the agreement.

The pay awards in the agreement are inadequate and not guaranteed. Failure of the union to agree to changes may lead to non-payment of subsequent phases under the verification process. This seriously undermines the power of the union to defend our working conditions because any action taken by the union puts your pay increase at risk.

This agreement stops unionised workers getting their fair share of the economic growth of this country and is leading to ever widening gap in the pay differential between different categories of worker.

This agreement provides for no cost increasing claims, binding arbitration in disputes and compliance verification, co-operation with flexibility and modernisation allows for the introduction of new schemes and initiatives, changes to existing schemes, implementation of policies, government decisions

and legislation. This is all over and above the list of specific demands for each of the second and third level areas of education which are set on in this document. However, what is most alarming is the lack of any reference to the resources necessary to implement the changes such as the clause included for the Health Sector.

Particularly worrying for the Further Education sector is this agreement falls considerably short of recommending full implementation of the McIver Report and the reference to ongoing student audits and rationalization may have major implications for the smaller provider of PLC courses and the possible viability of smaller schools.

While a new fund for part-time student fees applies to courses in third level institutions, it does not apply to courses in PLC and second level schools. There is no change to allow payment of full fees to part-time students at third level.

As a commitment over 10 years the level of resources and funding provided for the Education Sector is totally inadequate for the ever increasing demands being put on it. Funding of second level education in Ireland will continue to languish near the bottom of the league of OECD countries.



There is no commitment to restore the pupil/teacher ratio to the level prior to the cuts of the 1980's even by 2016.

Also notable by its absence is a commitment to provide increased resources to combat indiscipline as sought by TUI or to provide the necessary resources to tackle disadvantage in second level schools even by 2016.

**I strongly urge you to reject  
"Towards 2016 Agreement"  
by voting **NO**.**

**Tim O'Meara – President TUI**

## ‘Towards 2016’ – National Agreement

A national wage agreement has been negotiated by the trade union movement. In this issue of TUI News, the case for and against has been set out.

The Executive Committee of the Union, at its meeting on 16th June, 2006, adopted the following

motion unanimously in respect of the pay agreement.

*“In view of the decisions of successive Congresses that TUI reject any changes in conditions of service in return for cost of living increases, the Executive Committee recommends the rejection of the National Agreement.”*

A Special Congress of the Union, held on Monday, 26th June, 2006, decided by an overwhelming majority to recommend:

*“Special Congress noted the outcome of talks on a new national pay agreement and recommends rejection.”*

## Case Against – Second Level

Pay Increase inadequate.

- 3% from 1 December 2006 following a pay pause of 5 months;
- 2% from 1 June 2007;
- 2.5 % from 1 March 2008; and
- 2.5 % from 1 September 2008.

Between July 2006 and March 2008, first 20 months of the agreement, pay rise is only 5%.

- The pay increases are dependent on verification of co-operation with flexibility and ongoing change leading to increased workload on teachers and no cost-increasing claims by the union.
- The pay increases are dependent on no strikes or other forms of industrial action by trade unions. Where there is disagreement as to what constitutes normal ongoing change it shall be referred to the binding arbitration.
- The Secretary General of the Department of Education and Science can refuse to sanction the payment of any of the increases where it is deemed the agreement has been breached and the payment may be made from the date which the Secretary General deems appropriate.
- Teachers must implement significant change while the matters is being discussed.
- The 550 extra language support teachers constitute a total for the primary and post-primary sector and will not be fully in place until 2009. This is totally inadequate.
- The provision of a total of 100 posts across the entire primary and post-primary sector by 2009 in National Psychological Services and the National Education and Welfare Board is inadequate.
- The new fund for part-time student fees applies to courses in third level institutions only and not to courses in PLC and second level schools. There is no commitment to payment of full fees to part-time students at third level.
- In relation to the PLC sector, **regard will only be taken of The McIver report** and any proposals will focus in particular on the larger PLC providers. The level of resources will be examined and student numbers audited on an ongoing basis together with the scope for rationalisation. There is no commitment to fully implement the McIver Report.
- The agreement states that inservice is an ongoing requirement for individual teachers and the Department want it to take place outside of school time. This will remove the voluntary nature of inservice.
- The pay increase demands major concessions in productivity for, at best, a cost of living increase. Overworked teachers and lecturers will be asked to do more while their purchasing power will not be increased.
- The outcome of the benchmarking processes will be discussed in the context of the next National Pay Agreement.

## Case For – Second Level

The agreement provides for a 10% increase in pay over 27 months, phased as follows:

- 3% from 1st December 2006
- 2% from 1st June 2007
- 2.5% from 1st March 2008
- 2.5% from 1st September 2008
- These increases were negotiated by the entire trade union movement and represent the best available at this time.
- The increases at 4.4% annualised inflation is 3.9% and is believed will fall back in the latter part of the agreement.
- The modernisation and change agenda on which the pay increase is contingent sets out an agenda for further discussion and agreement. (See below)

The social agenda provides for;

- 550 additional language teachers over the entire primary and post-primary sector by 2009 and 1,000 additional places in Youthreach,
- 2,000 additional places in BTEI,
- 100 additional staff in the Welfare Board and Psychological Services combined by 2009,
- concrete proposals in respect of the Post Leaving Certificate area,
- prioritising life long learning,
- contains provision of payment for fees for part-time students.

## Modernisation and Change – Second Level

» It is agreed that schools will consider the role and contribution of teachers to overall school performance in the context of the school development plan. Each school will assess performance by using the themes for self evaluation set out in the document *“Looking at our schools – an aid to self evaluation in second level schools”*. This will also apply to centres of education.

» Section 24 (3) of the Education Act, 1998 provides that a board of management of a school may suspend or dismiss teachers in accordance with procedures agreed between the Minister, the patron of the school, recognised school management organisations and any recognised trade union representing teachers. Discussions are to take place to agree

procedures for the suspension and dismissal of teachers as required by the Act. The agreement states: *“new procedures will be agreed in time for implementation with effect from the commencement of the 2007/2008 school year.”* Separate discussions are to take place in respect of vocational teachers, which may have implications for the right of vocational teachers to a public sworn enquiry in the event of suspension.

» The Department wishes to revise the criteria for promotion in all sectors. The agreement states: *“The revised arrangements in each sector will be based on criteria that will be formulated and agreed for that sector and will apply to all appointments taking effect from the commencement of the 2008/2009 school year.”*

» A redeployment scheme to be negotiated for post primary teachers over agreed distances on terms to be agreed. There is no redeployment scheme in community and comprehensive schools at present. The agreement states: *“The discussions will aim to give teachers the maximum choice and options of alternative employment provided vacancies exist”* This is to be negotiated by the parties for implementation in the school year 2007/08. In these negotiations the Department are looking for a cross-sectoral redeployment scheme for all second level teachers.

» Teachers to co-operate with the modernisation of the education system through co-operation with curricular and legislative change This co-operation will be required even

if the necessary resources are not provided. In the Health Sector there is reference to the fact that in some instances resources will be required to facilitate the implementation of legislative change. There is no such reference for the Education Sector.

» Teacher professional development and related impact on school time. The parties agree that professional development is an ongoing

requirement on individual teachers as is the case with members of other professions. In this context the parties have identified alternative means by which such training could be delivered that would reduce the impact on tuition time. The parties have agreed to explore how any implications of such changes might be accommodated in the Benchmarking process.

» All payments to teachers will be made electronically by end of 2006 at the latest.

## Case Against – Third Level

- With the boom in the economy at present, with large Exchequer surpluses, an increase of 10% over 27 months does not give workers a fair share of the national wealth.
- The pay increase is at best essentially a cost of living increase, simply seeking to keeping the purchasing power of wages stable. The agreement gives increases of 4.4%. Annualised inflation is 3.9% at the present time however it is expected to rise in the short term.
- For a cost of living increase there should not be a requirement for further productivity and change by lecturers who are already overburdened.
- The demands under the modernisation and change agenda set out elsewhere in the report will be an additional burden on staff and adversely affect their existing conditions.
- Teachers should vote against these proposals to protect their conditions of service which, if agreement is not reached in further discussions with the Union, could lead to a withholding of pay increases.
- A dispute about a breach of the agreement or what constitutes ongoing change is to be dealt with through the Labour Relations Commission and the Labour Court. The terms provide that the agreement must be implemented pending the resolution of the matter.

## Case For – Third Level

- The agreement provides for a 10% increase in pay over 27 months, phased as follows:
  - 3% from 1st December 2006
  - 2% from 1st June 2007
  - 2.5% from 1st March 2008
  - 2.5% from 1st September 2008
 (salary scales attached)
- These increases were negotiated by the entire trade union movement and represent the best available at this time.
- The increases at 4.4% annualised inflation is 3.9% and is believed will fall back in the latter part of the agreement.
- The modernisation and change agenda on which the pay increase is contingent sets out an agenda under 11 headings for further discussion and agreement. Other than the change in the Apprentice term no changes are agreed at this time and remain for further discussion.
- Where there is a dispute about what constitutes a breach of the agreement, or what constitutes ongoing change, the matter is to be resolved through the Labour Relations Commission / Labour Court.

## Modernisation and Change – Third Level

- » Co-operation with ongoing change to meet the challenge of a more diverse student base and the developments in industry, business and social requirements to be brought about through the provisions of the agreement.
- » A review of PMDS to be completed by the end of 2006/2007 academic year. Issues arising from the review to be the subject of further discussion with a view to agreement by the end of 2007/2008.
- » Semesterisation and modernisation to continue to be developed and introduced over the lifetime of the agreement, full co-operation is committed to this.
- » Contracts to be examined to take account of the totality of the service to be delivered. This review to be completed for the 2007/2008 academic year. The outcome of the review to be discussed with a view to reaching agreement by the commencement of 2008/2009 academic year.
- » Quality assurance systems to be developed and expanded at Institute level in consultation with staff. Surveys may be carried out electronically subject to the ownership of the QA1 form remaining with the lecturer and security concerns.
- » Arrangements for the scheduling of apprenticeship blocks will be reviewed and revised arrangements will be agreed by January 2007 having regard to the maintenance of existing conditions of service.
- » A representative working group of all staff at national level will be established to scope the issues arising from the use of the Institutes on a year round basis. This group will operate on a partnership basis, accept submissions from institutes and report by December 2007.
- » It is agreed that a code of practice for the supervision of postgraduate students, where currently not in operation, will be agreed which will reflect best practice in the sector.
- » All payments will be made electronically by end 2006 at the latest. All staff to be paid fortnightly/monthly where practicable.
- » It is agreed that human resource policies including grievance and disciplinary procedures will be reviewed and revised to reflect best practice and developments elsewhere in the public service.
- » It is agreed and accepted that there will be full co-operation with the implementation of initiatives arising under the Strategic Planning process, which will be carried out on a partnership basis and in accordance with the provisions of this agreement.
- » Management of the introduction of Change and New Developments. The original section 21.12 of SP has been radically altered to provide that while discussions are ongoing regarding the introduction of a workplace change or there is a dispute in this regard the new agreement provides that the change must be accepted and staff must co-operate with the changes while the issue is being processed.

## Social Aspects

The social aspects of the agreement provide:

- Increased protection for workers in respect of their replacement by others on lower wages, exploitation of foreign workers and enforcement of labour standards.

In education, they provide:

- An additional 550 language teachers to assist in the education of non-nationals.
- Concrete proposals will be put by the Department on PLC provision, having regard to developments in that area, including the McIver Report.
- An additional 100 posts to be made available to the Education

and Welfare Board and the Psychological Service to deal with absenteeism and behavioural problems by 2009.

- The Back to Education initiative will be expanded by 2,000 places by 2009.
- Schools to publish admission criteria with a view to ending selective initiatives to some schools.
- There will be a programme to strengthen:
  - technological subjects
  - physical sciences
  - language support
  - ICT

• The building programme will, as a priority, provides specialist rooms and laboratories in schools.

- Youthreach will be expanded by 1,000 by 2009.
- There will be a fund established to assist students seeking qualification through part-time work to pay third level fees.
- Lifelong Learning will be a priority under the agreement with additional support for persons from disadvantaged backgrounds to access further and higher education.
- Each child to have their own seat on school transport.
- All children to complete senior grade by the end of the agreement.

## Temporary Position as Assistant General Secretary

Applications are invited from members for a temporary position as Assistant General Secretary. The position will be to replace Ms Annette Dolan who is granted leave of absence for study purposes. Applications setting out teaching, trade union and other relevant experience should be forwarded to the **General Secretary, Teachers' Union of Ireland, 73 Orwell Road, Rathgar, Dublin 6**, by Wednesday, 30th August, 2006. The position will be for the 2006/2007 academic year, while the issue is being processed.

# 'Towards 2016' – Projected Salary Scales

**Incorporate increases of: – 3% from 1st December 2006 – 2% from 1st June 2007  
– 2.5% from 1st March 2008 – 2.5% from 1st September 2008**

*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.*

## TEACHERS' COMMON BASIC SCALE

Category	01/06/06	01/12/06	01/06/07	01/03/08	01/09/08
1	€29,534	€30,420	€31,028	€31,804	€32,599
2	€30,580	€31,497	€32,127	€32,931	€33,754
3	€31,626	€32,575	€33,226	€34,056	€34,907
4	€32,677	€33,657	€34,330	€35,188	€36,068
5	€34,304	€35,333	€36,040	€36,941	€37,865
6	€35,360	€36,420	€37,148	€38,077	€39,028
7	€36,415	€37,507	€38,257	€39,214	€40,194
8	€39,069	€40,241	€41,046	€42,072	€43,123
9	€40,395	€41,606	€42,438	€43,499	€44,586
10	€41,980	€43,239	€44,104	€45,206	€46,336
11	€43,557	€44,864	€45,761	€46,905	€48,077
12	€45,146	€46,500	€47,430	€48,615	€49,830
13	€46,474	€47,868	€48,825	€50,046	€51,297
14	€48,232	€49,679	€50,673	€51,940	€53,238
15	€48,232	€49,679	€50,673	€51,940	€53,238
16	€48,232	€49,679	€50,673	€51,940	€53,238
17	€50,657	€52,177	€53,221	€54,552	€55,916
18	€50,657	€52,177	€53,221	€54,552	€55,916
19	€50,657	€52,177	€53,221	€54,552	€55,916
20	€50,657	€52,177	€53,221	€54,552	€55,916
21	€53,862	€55,478	€56,589	€58,004	€59,454
22	€53,862	€55,478	€56,589	€58,004	€59,454
23	€53,862	€55,478	€56,589	€58,004	€59,454
24	€53,862	€55,478	€56,589	€58,004	€59,454
25	€57,403	€59,125	€60,307	€61,815	€63,360
Assistant Principal	€8,125	€8,369	€8,536	€8,749	€8,968
Special Duties Teacher	€3,594	€3,702	€3,776	€3,870	€3,967

## Principals' Allowances

Category	01/06/06	01/12/06	01/06/07	01/03/08	01/09/08
I	€8,879	€9,145	€9,328	€9,561	€9,800
II	€9,949	€10,247	€10,452	€10,713	€10,981
III	€11,671	€12,021	€12,261	€12,568	€12,882
IV	€13,694	€14,105	€14,387	€14,747	€15,116
V	€15,931	€16,409	€16,737	€17,155	€17,584
VI	€18,199	€18,745	€19,120	€19,598	€20,088
VII	€20,395	€21,007	€21,427	€21,963	€22,512
VIII	€22,615	€23,293	€23,758	€24,352	€24,961
IX	€24,248	€24,975	€25,475	€26,112	€26,765
X	€25,937	€26,715	€27,249	€27,931	€28,629
XI	€28,396	€29,248	€29,833	€30,579	€31,343
XII	€30,059	€30,961	€31,580	€32,369	€33,178
XIII	€33,276	€34,274	€34,959	€35,833	€36,729
XIV	€34,360	€35,391	€36,099	€37,001	€37,926
XV	€37,268	€38,386	€39,154	€40,133	€41,136
XVI	€38,886	€40,053	€40,854	€41,875	€42,921
XVII	€40,501	€41,716	€42,550	€43,614	€44,704

## Deputy Principals' Allowances

Category	01/06/06	01/12/06	01/06/07	01/03/08	01/09/08
I	€3,594	€3,702	€3,776	€3,870	€3,967
II	€4,703	€4,844	€4,941	€5,065	€5,192
III	€6,218	€6,404	€6,532	€6,695	€6,862
IV	€7,793	€8,027	€8,188	€8,393	€8,603
V	€9,319	€9,599	€9,790	€10,035	€10,286
VI	€10,913	€11,240	€11,465	€11,751	€12,045
VII	€12,447	€12,820	€13,076	€13,403	€13,738
VIII	€13,952	€14,371	€14,658	€15,024	€15,399
IX	€15,138	€15,592	€15,904	€16,302	€16,706
X	€16,295	€16,784	€17,120	€17,548	€17,987
XI	€18,086	€18,629	€19,002	€19,477	€19,964
XII	€19,196	€19,772	€20,167	€20,671	€21,188

## Academic Qualifications

	01/06/06	01/12/06	01/06/07	01/03/08	01/09/08
1. (a) (i) H. Dip. in Ed. (Pass)	€563	€580	€592	€607	€622
(ii) Higher Froebel Cert.	€563	€580	€592	€607	€622
(b) (i) H. Dip. in Ed. (1st or 2nd Hons)	€1,179	€1,214	€1,238	€1,268	€1,299
(ii) Ard Teastas Gaeilge	€1,179	€1,214	€1,238	€1,268	€1,299
(c) Primary Degree (Pass)	€1,757	€1,810	€1,846	€1,892	€1,939
(d) Masters Degree by thesis or exam (Pass)	€4,690	€4,831	€4,928	€5,051	€5,177
(e) Primary Degree (1st or 2nd Hons)	€4,690	€4,831	€4,928	€5,051	€5,177
(f) Masters Degree (1st or 2nd Hons)	€5,241	€5,398	€5,505	€5,642	€5,783
(g) Doctors Degree	€5,854	€6,030	€6,151	€6,305	€6,463
Only one of the allowances at (a) or (b) may be held together with one of the allowances (c) to (g)					
2. (i) *An Teastas i dTeagasc na Gaeilge le honoracha	€4,080	€4,202	€4,286	€4,393	€4,502
(ii) *Higher Diploma in Education (1st or 2nd Hons)	€4,080	€4,202	€4,286	€4,393	€4,502
(iii) *Primary Degree (Pass) together with at least 3 years approved experience in commercial, industrial or other approved occupation	€4,080	€4,202	€4,286	€4,393	€4,502
*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					
(iv) Diploma for Teachers of Deaf Diploma for Teachers of Blind Diploma for Teachers of Mentally and Physically Handicapped Children	€2,323	€2,393	€2,441	€2,502	€2,564

## Other Allowances

1. Rural Science Teachers (for organisation and development of education activities outside formal class instruction)	€1,757	€1,810	€1,846	€1,892	€1,939
2. Itinerant Domestic Science Teachers	€1,757	€1,810	€1,846	€1,892	€1,939
3. Teaching through Irish	€1,509	€1,554	€1,585	€1,625	€1,666
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	€3,068	€3,145	€3,224
5. Island Allowance	€1,757	€1,810	€1,846	€1,892	€1,939
6. Special allowance payable to teachers in Comprehensive Schools	€2,356	€2,427	€2,476	€2,538	€2,601
Teachers Allowance for 35 years service	€2,216	€2,282	€2,328	€2,386	€2,446
Secretary Board of Management Allowance	€2,672	€2,752	€2,807	€2,877	€2,949
Allowance Payable to Teachers in the Prison Service Honorarium	€4,550	€4,687	€4,781	€4,901	€5,024

