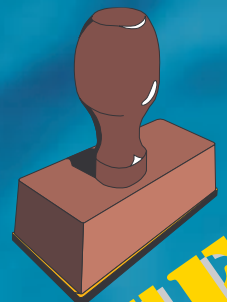


news

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**VOTE
YES**

Ballot Special Inside

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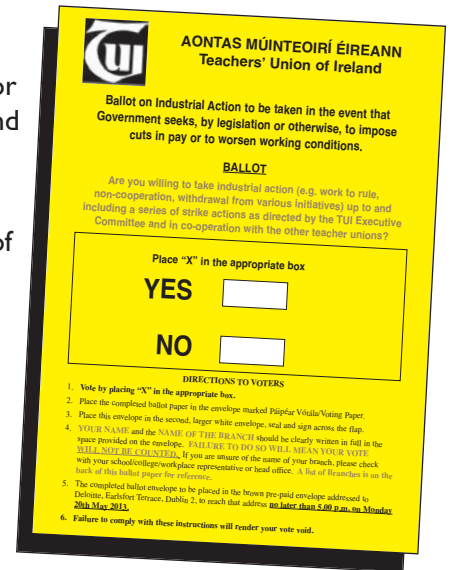
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Ballot Special inside

TUI members are being asked to decide whether to take industrial action in the event that Government imposes pay cuts or worsens working conditions of teachers and lecturers, either through legislation or otherwise.

The industrial action could take the form of one or more of work to rule, non co-operation, withdrawal from various initiatives, up to and including a series of strike actions.

The Executive Committee of TUI is recommending that you VOTE YES.



Subscription Rate – Important Notice

As a matter of urgency, all TUI members are asked to please ensure they are currently paying the correct union subscription rate. If you are currently placed on the wrong subscription rate due to an increase or decrease in hours you should contact the union in order to amend this.

In the event that TUI is not made aware of changes to a member's subscription rate before 1st September 2013, a

default rate of the full subscription will apply for the 2014 school/academic year.

In circumstances where the full rate is not the appropriate rate based on the member's hours, appropriate repayments will be made upon receipt of documentary confirmation of hours for 2013/2014.

Please contact TUI Membership Officer Dara Blighe on 01 4992 129 or dblighe@tui.ie



Gerard Craughwell
President
president@tui.ie

Gerry Quinn
Vice-President
vicepresident@tuimail.ie

John MacGabhann
General Secretary
jmacgabhann@tui.ie

EDITORIAL

Annette Dolan
Deputy General Secretary
adolan@tui.ie

Declan Glynn
Assistant General Secretary
dglynn@tui.ie

Aidan Kenny
Assistant General Secretary
akenny@tui.ie

Bernie Judge
Education & Research Officer
bjudge@tui.ie

Cathy Glavey
Administrative Officer
cglavey@tui.ie

Roisin Farrelly
Press & Information Officer
rfarrelly@tui.ie

PRODUCTION

TUI News is published by the
Teachers' Union of Ireland.
Aontas Múinteoirí Éireann,
73 Orwell Road, Rathgar, Dublin 6.

T: 01-492 2588 F: 01-492 2953
E: tui@tui.ie W: www.tui.ie

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A Word from The President



TUI PRESIDENT, GERARD CRAUGHWELL

Colleagues, anyone who has attended a TUI congress will be familiar with the name, Ben Bishop. As a delegate, Secretary, and Chairperson of the Dublin City Post Primary Branch of the TUI, for many years, Ben was usually first to the podium at Congress to challenge Standing Orders over some issue or other on behalf of his Branch. More recently, branch officers and members of TUI all over Ireland got to know and love Ben as an Assistant General Secretary. In his short time here in Head Office, Ben worked tirelessly on behalf of members and represented and protected members with diligence and integrity. Ben always tried to achieve the best outcomes for members and had many, many notable successes. Words cannot express the shock and sadness felt in TUI head office at Orwell Road when we got the terrible news about the death of our good friend and colleague, Ben. We are still deeply in shock. Our thoughts and sympathies are with Ben's family. Ar dheis Dé go raibh a anam uasal.

TUI Congress, 2013, is fading into the memory of those who attended it and this issue of the TUI news carries a full report on decisions taken there. Prior to Congress, TUI - together with all public service unions - held a ballot on the LRC proposals for an extension of the Public Service Agreement 2010 – 2014 (Croke Park Deal). The TUI was the first union to recommend a rejection of these proposals, and first to vote to reject the proposals. I want to thank the membership for delivering, a resounding 86% 'No' to these unacceptable proposals.

However, rejecting the LRC proposals was only the first part of what is to be an on-going battle to save our pay and

conditions of employment. Now, the TUI membership must copper-fasten this rejection by way of a precautionary ballot for industrial action, up to and including a series of strike actions. It is absolutely imperative that in this ballot members vote YES overwhelmingly to signal to government that we are prepared to protect ourselves if government attempts to impose on us the proposals we already rejected, or some variant thereof.

Since the closing of the PSA talks, I have made no secret of my dismay with how the LRC proposals emerged. What I saw during the recent LRC negotiations was quite unlike any negotiation in the normal meaning of the term. The overnight session on the fourth floor of the building did not contribute one thing to the negotiations, save the creation of an impression of tough negotiations between the unions and government. The real decisions came by way of unilateral announcements from the eighth floor. Meaningful negotiations are based on two parties with opposing views seeking an accommodation they could live with. Real negotiation does not take place when one of the parties can inflict its will on the other because it has a finger on the nuclear button. Let's be honest, the LRC proposals did not derive from any real negotiations. In addition, colleagues, it is my belief that unions with specific sectoral needs, such as the TUI, must insist that they - and they alone - negotiate for their members. Others should not be in a position to determine the conditions of our members.

In the days since Congress, TUI officials, members of the Executive Committee and myself have received a number of emails reminding us of the decision passed at Congress 'not to enter any further 'Croke Park 2' talks with the government or the management side in the sectors we represent'. In recent days, it has come to my attention that members of the TUI around the country have been getting similar emails, asking them, as a matter of urgency to write to members of the Executive Committee demanding that they reject any proposal to enter new "talks" designed to resurrect Croke Park 2 or any other similar process. This action is regrettable and offensive to those who have been elected by you, the membership of the TUI, and who work tirelessly on your behalf. I am confident that members of the Executive Committee, past and

present, have always sought to do the right thing by those who place their trust in them.

Rest assured: we have no intention of entering into any further 'Croke Park 2' talks. However, whilst we simply will not be party to any 'tweaking' of the rejected proposals, or, for that matter, any rekindling of the same rejected agenda, we must be mindful of the danger of taking an absolutist or ideological position in all matters, regardless of context and situation. Things are changing so quickly that we must remain in constant touch with you, our members, and be informed directly by you, through your branches, of the strategy you believe we should adopt. That is what your Executive Committee is doing. That is what we will continue to do. You, our members, will tell us what you want us to do, and how to go about doing it. That is why we are asking all branches to convene special meetings over the coming days. On every major issue that presents, we will consult with you, our members, and seek your guidance.

Now that the LRC proposals have been rejected, it is vitally important that we work together as a unified group to protect our pay and conditions of service. It is vitally important also that we work in the closest possible collaboration with our colleague teacher unions, and with other public service unions which share our concerns and policies. I am pleased to say that cooperation amongst the four teacher/lecturer unions (TUI, ASTI, INTO and IFUT) has deepened significantly in recent days and weeks, as our joint ballot indicates clearly.

However, before anything else happens, the first essential requirement is a resounding 'YES' vote by you, TUI members, in order to prepare to resist any unilateral action or legislation by this government. Once we have secured the strongest possible mandate from you - and given the rapidly-changing contexts and situations which are unfolding - we will consult fully with you on subsequent strategy. This is the very essence of democracy.

A handwritten signature in black ink that reads "Gerard P. Craughwell". The signature is written in a cursive, flowing style.

“The reckless, arbitrary nature of these demands owes nothing to the real needs of the public education system, knows nothing of the huge commitment currently provided by teachers and lecturers and cares not at all either for those teachers and lecturers or for the learners whom they serve and the society from which those learners are drawn.”

In his opening address to the TUI Annual Congress 2013 in Galway, General Secretary John MacGabhann called on the Government to use the taxation system to ensure a just and balanced approach in the national response to the crisis. Speaking about the now rejected public service proposals, he said in the education sector the proposals were oppressive, unnecessary and arbitrary. He also expressed concern at the excessive powers that have been given to the Department of Public Expenditure and Reform to regulate public services, including public education services. The General Secretary also highlighted the crisis of casualisation in the education system and the appalling treatment of new entrants to teaching and lecturing.

Some key issues addressed:

LRC proposals on a Public Service Agreement 2013-2016

In education sector talks, oppressive and unnecessary further productivity was demanded of teachers and lecturers. The reckless, arbitrary nature of these demands owes nothing to the real needs of the public education system, knows nothing of the huge commitment currently provided by teachers and lecturers and cares not at all either for those teachers and lecturers or for the learners whom they serve and the society from which those learners are drawn. The proposals that emerged are exclusively about savings, cutbacks and curtailments.

When speaking to Congress 2012, I warned management not to make imprudent demands for bogus productivity. The Department of Education and Skills knows full well, or if it does not it should, that teachers and lecturers hugely supplement the resources of the state in the public education system. The Department is now, very foolishly, pushing those same teachers and lecturers to an extent that will cause many to choose, with reluctance, to withdraw from what they have done on a goodwill basis. This would immeasurably impoverish the public education system.

Imposition as the modus operandi

In viewing the industrial relations environment, the abiding impression is that as time goes by government is less and less committed to negotiation and has decided, even if it hasn't yet put a tune to the words, it's playing Solitaire. Negotiation by imposition is becoming the new normal. In the past year this approach has applied to changes in sick leave (dealt with extensively in the Annual Report), maternity leave, allowances and pay scales. As trade unionists, we must insist on and fight for our right to collective bargaining and functioning IR fora. This may be one of the key issues over the coming year.

The Department of Public Expenditure and Reform was given extravagant – I believe excessive – powers to regulate public services, including public education services. Public servants have been treated by DPER as if they are the enemy rather than the bulwark of the state. This is perverse.

Casualisation – at crisis point

As matters now stand, approximately 30% of the members of the Teachers' Union of Ireland are in part-time employment. The great majority of those members are also in fixed term (i.e. temporary) employment. We have sought to put a face on and give a voice to these members of ours, many of whom are suffering what, in absolute terms, is income poverty. They are as amenable as anybody else to multiple inspections, extensive accountability mechanisms and the demands of parents and students, which, as we know, are incessant. Yet they are paid at a level that should shame their employers. It has come to this; theirs is a form of indentured labour. They are used and abused. They have no stability, no guarantee of continuity in the career they have chosen, no credit worthiness when they cross the threshold of one of our socialised banks. For them, life is on hold and, while relatively new to their profession, they are not necessarily very young.

New entrants – discriminatory treatment

An especially pernicious aspect of the casualisation of the profession is the appalling treatment of new entrants to teaching and lecturing. New entrants are suffering most grievously. The headlong rush by government to impoverish (in every sense of that word) the profession is evidenced by the fact that in a period of just thirteen months we went from having one common basic scale to four common basic scales – a bizarre contradiction in terms. The TUI has committed to a

sustained campaign to have all teachers and lecturers placed on the appropriate pay rates.

Section 30

Section 30 of the Teaching Council Act will eventually be commenced this year. As of now, some of our members have no assurance that their jobs and incomes will be secure in the context of commencement of the Bill. These are members who, for one reason or another, are not registered and are not in a position to register. The TUI has put it trenchantly to the Department and to the Minister as well as to the Teaching Council that it simply is not acceptable that anybody who has an entitlement to permanency, under the 2003 Act, would be dislodged from his or her employment by virtue of commencement of Section 30. It is our clear demand that continuity of employment and of income, at its current rate, be guaranteed for those members.

Curricular change and Junior Cycle

I think it is fair to say, colleagues, that there is very considerable disquiet among our membership regarding the extensive nature and relatively rapid pace of change being suggested for Junior Cycle. It is not that we, as educationalists, oppose change that is appropriate and that meets the need of the students we teach. More than any other union, we represent teachers who cater to the full diversity of learners in our system, so, we, more than any others, require syllabi, curricula and assessment procedures that clearly meet the needs of learners at any given time. However, we properly insist that change should be for the good; that it should enhance, rather than diminish, quality. We equally insist that it should be manageable, coherent and sustainable. The cornerstone of effective public education and, in particular, of effective assessment of student learning is public trust. Our current state examinations, for all their ills, enjoy public trust. Therefore, whatever might replace the current system must



GENERAL SECRETARY JOHN MACGABHANN ADDRESSES CONGRESS

also enjoy that trust. By virtue of his unilateral decision on 4th October last to abolish state certification, the Minister has put at risk that public trust and has opened the gates, potentially, to inequalities.

Third level

At third level, the Hunt report was appropriated by the HEA and moulded into an image of its own fancies (romantically named the Landscape document). The TUI's jaundiced view is that the HEA - although marginally more disposed to engaging with this union than was previously the case - is still not fit for purpose. The frenzied mating rituals of 2011 abated somewhat and a more pragmatic (and therefore more Irish) search for partners ensued in 2012 (threesomes and moresomes allowed it appears). However, we have not yet had an acknowledgement of the obvious; that the strategy of matchmaking may do severe damage to regional provision and equity and that this may prove very damaging for balanced economic recovery; that in times of economic hardship, in particular, students from atypical and disadvantaged backgrounds will not be in a position to move base in order to study. They will need local provision in a broad range of disciplines. Government should think twice before travelling the road of crude course rationalisation. Large urban centres will always be reasonably well catered for but Ireland comprises much more than a small number of cities.

Working closely with the other teacher unions

In line with the decision taken in 2012, the TUI has worked jointly and closely with the other teacher unions on a wide variety of matters of common concern and interest. Responses to a number of important challenges have been jointly framed. We have taken joint legal advice in regard to changes to maternity leave and the discriminatory treatment of new entrants. We have co-operated in organising rallies and protests by student teachers and new entrants. Common approaches and joint texts were developed in regard to matters such as sick leave and allowance. This is a critical relationship that we will cherish and foster.

ICTU

The TUI, as I have often said, values its affiliation to the ICTU and believes that the trade union movement needs a strong and supple unifying structure. In the past year the ICTU organised or co-ordinated a broad range of very worthwhile initiatives. The TUI, more often and with more conviction than most, has advocated a taxation policy that precisely chimes with the ICTU policy. However, we equally reserve the right, as a sovereign union, to challenge some of the procedural orthodoxies of the ICTU that have the effect of marginalising sector-specific unions such as the TUI. Any family worth its salt should be capable of having robust debate and of accommodating the vital interests of its less large members.

“We don’t like what this government thinks and we don’t like what it does either. We don’t like this government.”

Key points of TUI President Gerard Craughwell’s response to Minister Ruairí Quinn’s speech at annual Congress in Galway

Government policy

I know that you realise that it is very difficult for us to welcome to our Annual Congress you, or any minister, from a government that is hell-bent on taking our pay and driving a coach and four through our conditions of service. Again and again and again.

You know this very well, Minister. It can come as no surprise to you. It is the logical outcome of your government’s slavish adherence to austerity policies. This is the once-a-year opportunity for me – which I don’t intend to waste - to tell you, publicly, what our members feel. It’s not personal, Minister: it’s business. It is my chance to tell you what our members think about what this government is doing. So what do they think about this government’s policies? In two words, Minister: not much. We are not amused.

We don’t like what this government thinks, and we don’t like what it does either. We don’t like this government. We are blue in the face trying to convince your government that there is a better way; a fairer way. That is through a progressive taxation system, through which the burden on the citizens of this country could be shared equitably; from each according to his means. But the Labour party is subservient in government to a party that has outlawed any consideration of taxation as a means to recover the economic sovereignty you remind us, so frequently,

we have lost. So instead of increasing taxes, they have decreased the income of public servants – same result, as far as I’m concerned.

LRC proposals

I wish to convey to our government, through you, that it is making some rank bad choices. The setting of worker against worker in the current LRC proposals is, in my opinion, quite deliberate. The setting of the threshold of €65,000 at which the majority, but not all, of the third consecutive proposed pay cut for public servants is designed, in my opinion, to ensure that the proposals are accepted by a majority of public service workers. But there comes a time when the tipping point is reached, Minister, and when the tipping point is reached, all bets are off and the best laid plans fall asunder. Minister, this government has pushed public servants to the tipping point. I would not dare to speak for sister trade unions. But, on our own behalf, I say this: we are not putting up with any more of this patent nonsense. Up with this, Minister, we shall not put!

Junior Cycle

Minister you have, quite unilaterally, of course, announced sweeping reform of the Junior Cycle in schools, without the merest pretence of proper consultation with the practitioners, without whom it

simply cannot happen. Minister, you are acting in haste. We believe that you will repent at leisure. It really is time for a reality-check. In the middle of this country’s most unprecedented crisis, we do not have time for lofty and grandiose notions.

Education cuts

In parallel with the comprehensive destruction of our pay and conditions of service, you have made cuts in the education system, since you came to power, that are staggering in breadth, depth and intensity. They are so numerous, it would take us until dusk to review them all. To add insult to injury, your government continues to expect teachers and lecturers to fill the void of every cut you have made. So, to offer just one of many examples, this government has forced guidance counsellors out of their pivotal role, while simultaneously introducing a new strategy on pupil well-being – Well-Being in Post-Primary Schools: Guidelines for Mental Health Protection and Suicide Prevention - which foists the responsibility that was carried by school guidance counsellors on virtually everyone that sets foot in a school – school principals, teachers, caretakers, Special Needs Assistants, and cleaning staff.

Minister, the challenge now for our economy is to meet the demands for on-

going learning and up-skilling. As we move towards the Ireland of the 2020s, and beyond, new, and as yet unknown, technologies will dominate. Ireland as a small open economy must be ready to meet head on the challenges these technologies will bring. Education policies established in the 1960s enabled Ireland to punch way above its weight in attracting high-tech industries to set up here, as I stated earlier. Minister, how long do you think we will continue to be able to attract the Intels, Googles, PayPals of this world if spending on education continues to decline? Minister, now is the time to increase spending on education. It's an old adage, but a good one: we simply cannot afford NOT to invest in education. Now is the time to bolster the morale of those in the teaching and lecturing professions. Ireland as a nation must invest in education in order to ensure that our workforce and our society have the skills to capitalise on whatever technologies emerge. We, the practitioners in education, are ready willing and able to meet these challenges - but we must be given the resources.

Education and Training Boards

Minister, with respect to the establishment of the new Education and Training Boards, the TUI notes that our requests to have dedicated teacher representation on the boards has, again, fallen on deaf ears. Given that the business of any ETB will be the provision of education and training, where is the voice of those at the coalface – the teachers? It is noteworthy that the political class were not neglected by you, however, because you introduced an amendment to the Bill yourself to augment the number of local political representatives on the boards. Your government would probably attempt to explain this away as local democracy in action. We know what it really is, Minister. Jobs for the boys and girls.

Similarly, you have offered us no comfort whatever in respect of representation for the Teachers' Union of Ireland on the board of SOLAS. Minister, your continual ignoring of practitioners in the education system is completely untenable.



Crisis in education

Minister, how are we going to attract the best and brightest to take up careers in education? What incentives are there to entice anyone into education as a career when those already working in the area are demoralised due to casualization, cuts in salary, the destruction of career progression pathways, changes to pension and adverse changes to their working conditions? Minister, there is a growing crisis in Irish Education and it needs urgent remedial action. Current Government policies will impact most on our young. The harm that these policies are doing today will be felt for decades, not just by the youth that are directly affected but by society at large. The long term cost to our economy in years to come will far outweigh any bailout or bank debt we are experiencing now.

Casualisation

Minister, many teachers and lecturers are experiencing severe income poverty because they struggle on fixed-term contracts which are in effect temporary contracts or mere fragments of jobs. The teaching and lecturing profession is suffering from a cancer of casualisation. There is no need for teachers or lecturers to be employed into fixed-term contracts where a full-time vacancy exists. There is no need to fragment a position vacated by a retiring teacher or lecturer and offer parts of jobs instead of filling positions as full jobs.

Those who are served by our education system deserve to have the best teachers and lecturers, teachers and lecturers deserve full jobs on which they can build lives not be abused in the name of flexibility for short term gain by an uncaring self-centred management. This abuse of teachers and lecturers has resulted in the TUI having to go through unnecessary and in some cases very expensive adjudication processes, rights commissioner or labour court hearings. Clearly whatever squeeze there is on education finance is not reflected on the employer side who hire only the most expensive big name legal advisors. In almost all cases our members who take cases obtain favourable outcomes and often these outcomes result in compensation. One has to question why some employers continue to appeal cases the lose costing the state more money is it vindictiveness? This abuse of limited state resources is not just a waste of time for all parties involved it is a gross waste of public money. Minister I am calling on you today to setup an investigation of this waste as a matter of urgency. I am further asking the employer side to stop wasting public money defending the indefensible.

Minister, it is worth noting that in our Institutes of Technology casualization has taken on a completely new and cynical appearance. Institutes have unilaterally devised contracts such as the zero hours contract, the H/PAL or associate lecturer contracts. Minister who authorised these contracts?

Celebrating Ben Bishop

The Teachers' Union of Ireland was deeply shocked and saddened to hear of the sudden passing of our dearly loved colleague and friend Ben Bishop, Assistant General Secretary, on Thursday, 25th April 2013. On behalf of the union the President and General Secretary have formally expressed deepest sympathy to Ben's wife Susan, his sons Stephen and Robert, his grand-daughter Mia and his extended family. Ben will be sorely missed by his work colleagues in head office, the Executive Committee, the Branches he represented, his long standing friends in Dublin Branch Post Primary Branch and members of the numerous committees Ben served.

Ben served the membership of TUI in a selfless manner with the utmost integrity and a focus on the genuine interests of members. In addition, he was a committed educationalist who believed in the social good of education and the contribution education made to the wellbeing of the student and the country as a whole. Ben's activity encouraged those on the margins of society to participate in educational opportunities, as offered through the VEC network, the Peoples College and other youth organisations. Ben put the interests of the student first with a view to improving their life chances and education potential.

To colleagues, Ben had an innate charisma which enabled him to build lasting relationships. This was demonstrated during many Annual Congresses, where he persuaded the chairs of other branches to support his own branches' motions. Ben also exercised his charm and powers of persuasion on the Standing Orders Committee of Congress on many an occasions in pursuit of fairness.

Ben was a respected member of the Dublin City Post Primary Branch. Serving as an elected Officer for over 8 years; three as secretary and five as chairperson. As a Branch Officer Ben dealt with some of the most complex and sensitive cases



that faced the Branch. Colleagues who worked alongside Ben noted his unstinting commitment to justice, to what was right, to what could be done for members of the branch. Members, colleagues and friends in the branch saw his ability to take on several issues at once, of the way he would simply not stop in pursuit of members' rights and entitlements. In addition, Ben had a good sense of humour and enjoyed socialising with members.

Ben's sense of roguish fun and quick thinking is evidenced by a Youthreach trip to Paris. The group didn't have enough in the budget for everyone to go up the Eiffel tower, so Ben bought two passes. The first two students went up to the top of the Eiffel tower while the others waited outside. The first students came back down and passed the tickets to the next two. This was repeated until everyone had gotten their chance to get to the top.

It was never difficult to predict, indeed it became an assumption that Ben would do everything possible when he got to grips with situations where members of the branch needed his help or advice. It was however next to impossible to predict exactly what way he would pursue the situation. A man, who knew every procedure, every agreement, was familiar

with every protocol and formality, but above all a man who could decide what way to use them to maximise the outcome for all those involved. Quick thinking, good humour and industrial amounts of creativity were the hallmarks of Ben's approach. Those who knew him well could often tell without knowing the detail that Ben had "done the deal", just by seeing the outcome. Ben had a style in his work that really was all of his own. He will be missed for this and for so many other reasons.

Ben loved the meetings of Dublin City PP branch, he loved being there as a member, he loved being there as secretary and he loved being there as chairperson. A branch man, simply put he loved it, all of it, and it's not hard to see how much the branch loved and respected Ben. Towards the end of his fourth year as chairperson of DCCP, Ben quipped at a branch meeting that he was going to apply for a contract of indefinite duration so he could chair the branch forever.

The Teachers' Union of Ireland will miss Ben and all of the unique qualities that he brought to his role within the union. Ben was a trusted member, officer and official and was really respected by the membership. May he rest in peace.

National Student survey

The HEA, IUA, USI and IoTI launched a pilot national student survey in March 2013. The survey was open to student responses from March to April. This national survey is funded by the HEA. The survey is managed by a project team comprising of representatives of the students' union, IUA and IoTI. The survey instrument is based on a psychometric approach, utilising a matrix of items which seek to ascertain student satisfaction levels relating to their experience and engagement in higher education. The survey methodology is firmly grounded in quantitative methodology.

The survey instrument utilised in Ireland derives from similar surveys utilised in America (2010) and Australia. Over 120,000 students have responded to the Australian National Student Survey since its commencement in 2007. The UK also utilises a national student survey to measure student experience and satisfaction levels. Whilst it is arguable that the empirical data derived from such surveys can contribute towards developing a numeric picture of the opinions of the sample group, they do not comprehend the complexity of relevant social, economic, psychological factors and other circumstances that contribute towards the student experience.

The issue is not the survey instrument per se but rather how the findings are

used and for what purpose. In addition, there is a need for a balanced qualitative methodology to be applied to explore the findings and give greater depth of understanding. In the UK the findings of the national student survey are used in a comparative analysis fashion. The findings are presented as fact and are used in the production of league tables to identify the top ten universities and programmes, and the worst universities. The survey findings are used in an out of context comparative approach which does not consider the differences in the items being compared. Higher education institutes and the programmes are not homogenous units for comparative analysis. They are instead unique educational entities with diversity of mission, operating in their own cultural, social, economic and political environment. The simplistic utilisation of comparative analysis in league tables does not do justice to higher learning and the institutes that provide this social good.

TUI is not a contributor to the Irish National Student Survey nor is it represented on the project team. Whilst limited information was provided to the union there was no formal consultation. The union has raised concerns about the unbalanced nature of this quantitative instrument, the potential for unfair comparative analysis between IoTs, IoTs and universities and private providers.

The simplistic comparative approach could identify programmes and therefore schools and departments within institutes. The survey instrument does not provide any counterbalancing factors relating to the harsh reality of cuts the institutes are experiencing. Some institutes are suffering from core grant cuts of up to 12%. How will the survey promoters address this differential when they draft their findings? It is apparent where institutes are experiencing extreme funding cuts, where staff numbers are being reduced under the Employment Control Framework and where student numbers are increasing then the satisfaction levels of both students and academic staff will decline. However the INSS does not seek to explore the real world experience that institutes operate within, nor does it seek to identify the uniqueness and diversity of the institutes in the sector. Rather the survey conforms to the psychometric approach of seeking to measure units of sameness. The measuring units of sameness is fine for "production line" quality assurance systems but it is not appropriate to measure the complexity of higher education.

The INSS promoters did not invite union representation nor did they seek our participation or advice. As such, members have no obligation to support or promote the national student survey.

European Trade Union Study of Apprenticeship

The European Trade Union Confederation (ETUC) commissioned a comparative study of apprenticeship systems within Europe. The study is called "The Quality in Apprenticeship Project". The first phase of this research will consist of drafting ten country reports and a synthesis report to be presented at a conference in October. One of the unique aspects of the research is its focus on exploring trade union involvement in apprenticeship systems.

The lead researcher, Dr. Jeff Bridgford, visited Ireland in April to meet trade unions and other stakeholders involved in the apprenticeship system. The TEEU hosted the first meeting which was attended by representatives from SIPTU, UCATT, OPASTI, BATU, ICTU and TUI. During this meeting it was stated that the apprenticeship model offers vocational education and training, plus work based opportunities for young people under 25 years of age. The under

25s category of citizenship is experiencing the highest levels of unemployment throughout Europe ranging from 20% to 40%. The apprenticeship model is uniquely positioned to provide young unemployed people with an opportunity to engage in constructive and valuable work-based learning, education and training whilst earning a salary.

The current apprenticeship system in Ireland has proven its worth. The system has demonstrated excellence and quality and is internationally renowned. However, the system is experiencing significant challenges arising from the decline in economic activity over the last number of years.

TUI noted that pending the decision on funding cuts, this could have a far reaching impact on the capacity of the current national education and training infrastructure. If workshops, classrooms and training units are closed, the remaining infrastructure will not have

the capacity to meet future demands of industry in a growth situation. In addition, cutting funds to the system at this stage will reduce the potential provision of upskilling opportunities for both semi-skilled and skilled unemployment crafts people. There is a need to provide upskilling programmes that can direct unemployed skilled people towards the new opportunities emerging in the green economy, restoration and maintenance.

TUI informed the meeting that the Department of Education and Skills has prepared the initial groundwork to begin a national review of the apprenticeship system. The union welcomes this initiative by the Minister and is committed to actively participating in the national review. TUI will engage with other trade unions and stakeholders with a view to creating the best possible apprenticeship system to meet the needs of the Irish economy and the career ambitions of young people.

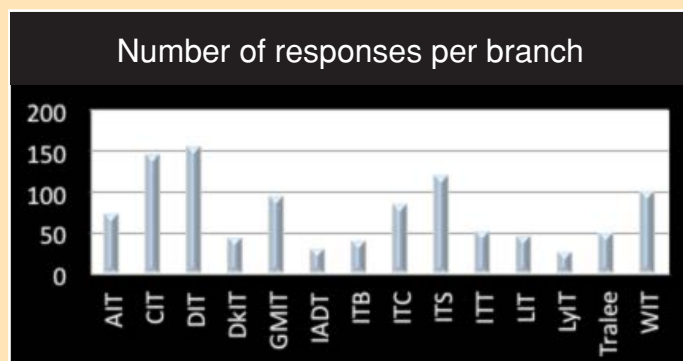
Higher education landscape proposals

As the HEA submits its recommendations on the higher education landscape to the Minister of Education and while some institutes prepare to meet the criteria for an application for technological university status, TUI explores whether academic staff were consulted.

Since February 2012, the HEA has engaged in a process of dialogue with the public funded higher education sector, including the six universities, fourteen institutes of technology and other colleges. Each of these bodies has submitted proposals to the HEA in response to the Landscapes' document of 2012. In the IoT sector four joint submissions were made by: Dublin, Blanchardstown and Tallaght; Cork and Tralee; Waterford and Carlow; Galway, Sligo and Donegal. In addition, there were four individual proposals put forward by Athlone, Dun Laoghaire, Dundalk and Limerick. Notwithstanding the content of these proposals or questioning their merit, it is valid to explore if academic staff were afforded the opportunity to contribute to the development of these proposals.

TUI represents more than 4000 academic staff in the IoT sector. To ascertain members' opinions on the information their institutes provided and the consultation process utilised, TUI administered a snap-online survey to members in the IoT sector. The survey was sent by email to third level branch officers for distribution. The survey was accessible for a 24 hour period. There was significant interest in this survey with over 1000 members responding. The response rate averaged at 26%, with a high of 50% in Sligo and a low of 14% in Limerick. The precise number of responses per branch is presented in table 1.

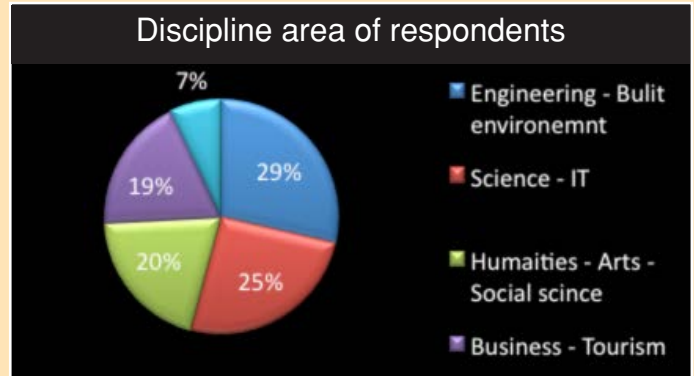
Table 1 Number of responses per branch



The profile of the respondents consisted of 94% lecturing, 5% management and 1% researchers. The respondents indicated their discipline areas as; Engineering and Built Environment 29%, Science and IT 25%, Humanities, Arts and Social science 20% and Business and Tourism 19%. Other respondents (7%) indicated their discipline areas as nursing, social care, leisure, management studies. The profile of the respondents is comparable with the profile of the total

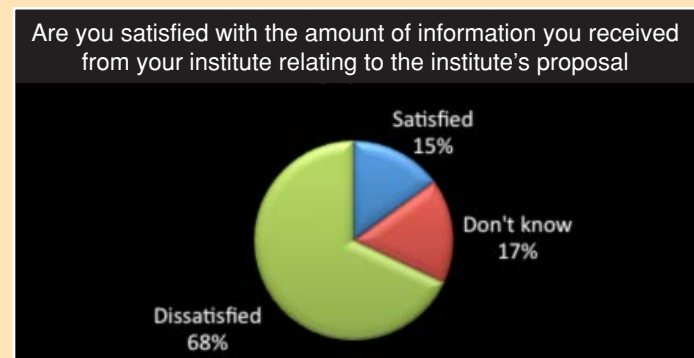
academic population in the IoT sector. As such the respondents can be considered as a good representative sample of academic staff in the IoT sector.

Table 2 Profile of respondents discipline areas



The following headline findings are based on a preliminary analysis of the survey results. The provision of accurate and timely information and the establishment of a consultation process are key elements in workplace engagements. This is particularly relevant where the change agenda consists of considerable restructuring and reorganisation. The information and consultation reduce the risk of uncertainty and increase the potential buy-in of staff. The provision of information and development of consultation process is a well-established best practice norm. However, from the survey findings this would not seem to be the case in the IoT sector. While 60% of respondents acknowledged they had received some information from their institute relating to the institute's proposal, 68% indicated that they were dissatisfied with the amount of information they received. In addition, 86% indicated they could not make an informed decision on the institute's proposal based on the information they had received. These preliminary findings suggest there was a significant issue relating to the provision of information.

Table 3 Level of satisfaction with information provided



In terms of the establishment of a consultation process which allows staff to engage with their institute and express

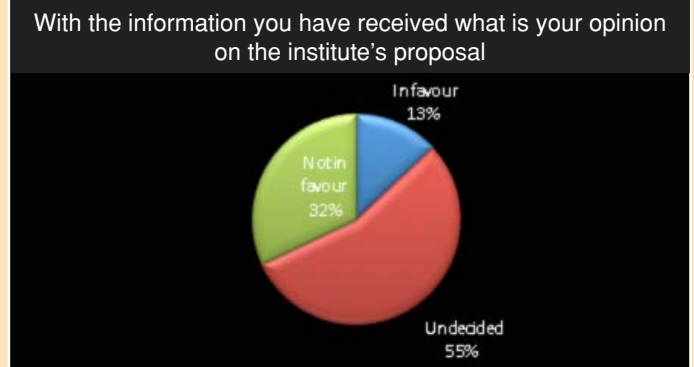
their opinions, the findings suggest this was not satisfactory. A significant majority of respondents 72% indicated they were not satisfied with the consultation process their institute had used. In addition, 80% of respondents indicated there was no consultation process to allow them to voice their opinion.

The lack of information and consultation is highlighted in the response to the question, "With the current information you have what is your opinion on your institute's proposal", 13% indicated their support compared to 32% who did not support the proposal, whilst a significant percentage (55%) remain undecided. This would suggest the institutes have a substantial amount of work to do in order to gain the support of academic staff.

Table 4 Level of support for proposals

The preliminary findings of this survey suggest that academic staff are dissatisfied with both the information provided and the consultation process used by their institute. It is the union's position that institutes should

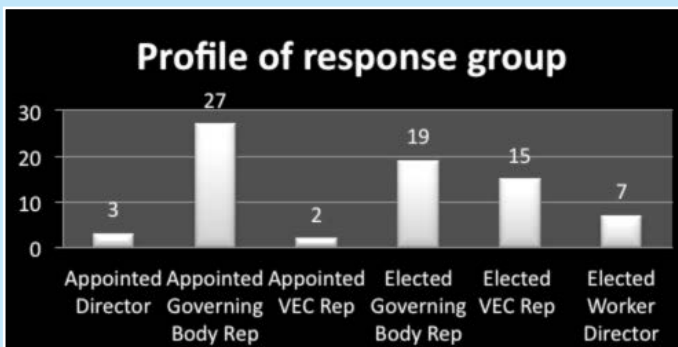
provide staff with detailed information and establish open consultation processes to encourage staff engagement. In cases where this does not happen, uncertainty and dissatisfaction emerges which can evolve into serious issues relating to trust, credibility and industrial relations issues. The union expects institutes to engage with local branches on this matter. Local branches will be provided with detailed analysis of this survey to facilitate discussions with institute management.



Board member survey

TUI and the TEEU (Technical, Electrical and Engineering Union) carried out an online survey on behalf of the Education and Training Committee of ICTU relating to providing training for representatives on Governing Bodies, VEC Boards and Worker Directors. The survey was emailed to the secretary of each of the 13 IoT Governing Bodies, the 33 VEC Boards and the Worker Director Group. A total of 76 responses were received by the close of the survey on the 26th March 2013.

The profile of the respondents is presented in the following table. The response group consisted of 57% elected staff representatives and 43% appointed members. The largest response rate came from the Appointed Governing Body category at 37%, this was followed by Staff Reps on Governing Bodies at 26%, Staff Reps on VECs at 21% and Worker Directors at 10%.



While 51% of respondents indicated they had received some training from the organisation relating to their role on the board, 49% stated they received no training. The types of training provided included: briefing session at the start of the term, presentation by legal company, workshop

on the role of the board, explanation about confidentiality and the workings of meetings. In general it would seem that boards did not provide structured or accredited training for new members. Interestingly 76% of respondents indicated they would be interested in enrolling on an accredited programme. From the responses 52% indicated that they would prefer to do a Level 6 programme, which utilised blended learning and flexible delivery.



From the response 46% indicated that they considered their employer would allow them time to attend a training course however only 22% considered their employee would pay the fees for the training. The Education and Training Committee are considering the survey results and aiming to have an accredited Level 6 programme ready for enrolments in September.

A 2020 Vision for Education

The Post-Primary Education Forum (PPEF) has called for the establishment of a “Learners’ Charter” to underpin the right of all second-level students to learning environments that are vibrant, safe and which nurture each individual student’s potential and capabilities. The charter is part of the PPEF 2020 Vision for Education report.

A 2020 Vision for Education sets out 13 recommendations crucial to enhancing the quality of teaching and learning in second-level schools over the next 15 years. TUI is a member of the Forum, which is made up of representatives of parents, teachers, school leaders and school managers.

Launching the report, Áine Hyland, Emeritus Professor of Education at UCC, welcomed the commitment of the Post-Primary Education Forum to the widening of parental participation in second level schooling and to a more dynamic and engaged form of such participation. The emphasis on strengthening mutual respect between teachers, students and parents is a major strength of the policy document.

She particularly welcomed the emphasis on the needs of the student and the commitment of Forum to an educational policy where the needs of the student must come first. “Students must be regarded and supported by teachers, principals and parents as active and responsible participants in their own learning.”



TUI PRESIDENT (RIGHT) WITH ASTI PRESIDENT AND MEMBERS OF THE PPEF

Jim Moore of the National Parents’ Council Post Primary said: “In these difficult times, it is vital that parents, teachers and schools adopt a shared voice in relation to how second-level education should improve and develop, so that we have a clear vision of where we want to go and how we want to get there. An integrated strategic approach, which has the backing of parents, teachers, school leaders and managers, is vital if want our education system to be a significant national resource.”

Mr Moore said funding of second-level education remains a key issue. One of the 13 recommendations in today’s report is

that the Government increase investment in education to 7.5% of GDP.

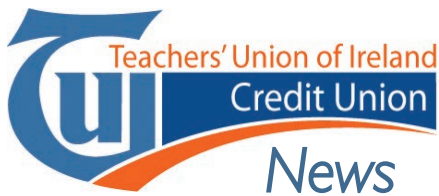
However, Mr Moore warned that it is not just a matter of resources, but how resources are used: “Directing educational policy solely towards the achievement of economic goals is the wrong approach. Too much emphasis on the macro perspectives of policy can put the quality of learning environments to the side-line of policy makers’ vision. The experiences and outcomes of all students as individuals must be at the heart of all education decisions. A strong input from all the education partners can help to ensure this happens.”



JOHN MACGABHANN AND PAT KING AT THE LAUNCH



STUDENTS FROM ST PAUL’S CBS SECONDARY SCHOOL AT THE LAUNCH



Thanks to all the Delegates that visited our stand at the TUI Congress in Galway this year and congratulations to the all the winners of the iPads in our special draws.

Special Interest Rate of 3.99%APR for Loans within Shares:

As valued members of TUI Credit Union, we would like to advise you of a special loan we are offering members up until 31st October 2013.

For loans “within shares” we are pleased to announce a special rate of **3.99% APR.**

By availing of this very low interest rate loan, you will be benefiting from one of the lowest rates available in the country while retaining your nest egg of savings.

Terms and conditions will apply.

Educational Loans until 31st October 2013

These special educational loans are to cater for the needs of members who:

Will have a son/daughter that will attend a 3rd level course this year or

Will themselves attend a postgraduate course.

■ **Interest rate of 4.7% for loans up to €3,000 over one year**

■ **Interest rate of 5.9% for loans up to €8,000 over two years**

Terms and conditions will apply plus proof of registration in a third level course/postgraduate course will be required for these loans.

Join TUI Credit Union special loan until 31st October 2013

New members on joining the TUI Credit Union will be immediately eligible to apply for a loan at the standard rate up to a maximum of **€3,000** at a loan to share ratio of 6:1

Terms and conditions will apply.

(Normal eligibility period when applying for a 1st loan is 6 months)



TUI PRESIDENT GERARD CRAUGHWELL WITH TUI CREDIT UNION PRESIDENT AUSTIN STEWART AT TUI CONGRESS IN GALWAY



DECLAN MAHON OF TUI CREDIT UNION ADDRESSING TUI CONGRESS IN GALWAY

MARCH CONFINED MEMBERS DRAW

The winners announced at TUI Congress were:

Conor Goulding, Dublin	Car
Michael Dayton, Co Kilkenny	€1500
Margaret McCafferty, Co Donegal	€1000
Anthony Hughes, Co Wexford	€500

Congratulations to the all the winners. If you would like to take part in the monthly draw, €5 a month will be deducted from your shares. Two cars a year are part of the draw.

Please contact the TUI Credit Union Office if you would like to enter the draw: phone 1850 741600

New Area Rep profiles



JOANNE IRWIN

Joanne Irwin has been elected as the **Area 8** Representative on the TUI Executive Committee. Joanne was appointed as the Centre Director of the Finn Valley Centre for Education, Stranorlar, Co. Donegal in September 2012. She is a qualified Business and ICT teacher and holds a Masters Degree in Digital Media Development for Education from the University of Limerick. Prior to her new appointment Joanne taught in the VTOS and BTEI Programmes in the Adult Education and Training Centre, Letterkenny and also has experience in teaching within the Youthreach, STTC and Community Education programmes. Joanne has served as Branch Chairperson of the Co. Donegal TUI Branch for the last 3 years and is now looking forward to working in close cooperation with branch officers in promoting and strengthening the activities of TUI throughout the Co. Donegal, Co. Sligo and Co. Leitrim branches.



LAURENCE COOKE

Laurence Cooke is the new representative for **Area 10**. Laurence is employed by CDVEC at Ballsbridge College of Further Education. He was Secretary of Dublin City Branch from 2007 - 2011 and Chair from 2011 - 2012.



MANUS BRENNAN

Manus Brennan has been elected as Area Representative for **Area 12** which is made up of Community and Comprehensive Schools in Counties Donegal, Sligo, Leitrim, Cavan, Monaghan, Galway, Mayo, Westmeath and Longford. Manus previously served on the TUI executive from 2007 to 2011. He has been active in the TUI for all of his teaching career since he joined the Co Cavan branch in 1978. He has held many positions at branch level and has been a very active advocate of trade union issues at ground level. Manus is currently an Assistant Principal and teacher of Physical Education in Glenties Comprehensive School, Co Donegal.



GILBERT BURKE

Gilbert Burke is the new **Area 14** Rep. Gilbert teaches engineering at Mountmellick Community School in Co Laois. He has been a member of TUI since he started teaching in 1992. Gilbert has represented TUI members as School Rep, Branch Secretary and on the Board of Management of Mountmellick Community School. He was also a member of the Standing Orders Committee. Gilbert is looking forward to working with Branch Officers, School Committees, members and Head Office to restore the conditions of service for TUI members and to fight against education cutbacks



Seamus Gallagher is the newly elected **Area 18** representative. Seamus is a Lecturer in School of Science, Letterkenny Institute of Technology. He has been involved with the TUI since 2002, as Branch Secretary in the Donegal Colleges Branch for 5 years and then as chair. Seamus has a keen interest in athletics and was a national runner in earlier years, as well as cycling and rallying.



Eileen Mageean is the new **Area 16** Representative. She has been teaching maths and computing in DIT since 2004. Before becoming Area Representative Eileen was Branch Secretary in Dublin Colleges. Her main focus will be in trying to turn the tide against the damage being done by the increasing casualisation of the profession and the blatantly unfair treatment of new entrants.

Women in Trade Unions and in Education: From Words to Action

Education International has decided to hold its second world women's conference in Dublin from the 7th to 9th April 2014. The Irish teacher trade unions will assist EI to make this conference a success where trade union representatives can come together in a Global forum.

The theme of the Second EI World Women's Conference (WWCII) is **'Women in Trade Unions, and in Education: From Words to Action'**.

Women in Trade Unions

The International Labour Organisation (ILO, 2008) considers the underrepresentation of women in trade unions to be a global phenomenon. In the education sector, women make up the majority of union membership (up to 60%), yet they are under-represented in leadership positions. The findings of the most recent EI quadrennial survey on the status of women in unions, education and society (2009-2010) reflected this trend, showing that the higher the decision-making body, the lower the percentage of women in union leadership. Recent research on this issue shows that there are a number of barriers to women's full

participation in union leadership. These include: union cultures generally valuing the participation of men and discouraging the participation of women; negative stereotypes of women; women's lack of confidence in their leadership abilities and lack of knowledge about union decision-making structures; union structures replicating women's disadvantaged labour market positions.

Education

When it comes to the status of women and girls in education, the evidence is overwhelming: two thirds of the 775 million illiterate adults are women, and of the 61 million children out of school across the world, 53% are girls. Girls and women continue to face discrimination and exclusion in the acquisition of skills in education and the work environment, which have serious implications for the development of communities as well as countries.

In considering the nature of gender discrimination in education, EI affiliates have also highlighted the key issue of securing gender equality and equity within education. This includes ensuring curricula and educational materials are gender-

sensitive, that the use of gender-sensitive language is consistently promoted in the classroom, that teachers are gender-aware and can address gender-stereotyping in the classroom as well as in teaching materials, and that schools are safe learning environments for male and female learners, as well as for their teachers, to name a few key areas.

Conference Aims

The Conference will provide the space and opportunity for all participants to share, analyse, and provide feedback on good union practices that have concretely improved equality for women and men in unions and in education.

What TUI Members and Branches can do

The coming year in advance of the Conference will enable branches to discuss how TUI can put in place good practices in relation to:

- enhancing the representation of women in trade unions
- improving equality for women and girls in education

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Junior Cycle Developments - Brief Update

TUI continues to raise matters of concerns to TUI members with the NCCA and the Department. Priority issues include the emphasis on school based and teacher led assessment, the lack of external moderation, the absence of state certification, a deficit in administrative and operational capacity, resource requirements and the potential for a significant increase in workload. Clear and satisfactory interpretations and solutions are not yet forthcoming and TUI will continue to press for comprehensive consideration of all of the above issues.

TUI Summary Report – Members’ Views and Concerns and TUI Policy Position (due for completion mid-summer 2013)

A guide to facilitate local meetings (branch, school/centre) will be placed on the TUI website and circulated by email in May. Workplaces and branches are invited to have a considered discussion on junior cycle developments during May and forward a short report to the Education/Research Officer by the end of May or early June. Such reports will be incorporated into a summary report of the views and observations of TUI members on the proposed new framework. The report will also reflect discussions at the regional and branch meetings held to date, the TUI consultative conference held in December 2013 and discussions and resolutions at Annual Congress 2012 and 2013.

Deferral of further TUI Regional Meetings until autumn

Arising from the Congress decision on school based assessment at Junior Cycle

level the Executive Committee and Education Sub-Committee, will develop a strategy that reflects the revised TUI policy context. Therefore, it has been decided to defer regional meetings on the Junior Cycle until the autumn with the exception of the consultation meeting on the draft English specification (18th May). In the meantime the Education/ Research Officer will be available to attend any meetings a branch may wish to organise locally or in co-operation with other branches.

Subject and Short Course Development by the NCCA

In line with the NCCA work plan it proceeded with the review of the syllabuses for English, Physical Education (PE), Social, Personal and Health Education (SPHE) and Civic, Social and Political Education (CSPE) during 2012/2013 as these are scheduled for phasing in from September 2014 and for assessment under the proposed new system from 2017.

TUI has two representatives on each group (see www.tui.ie for their contact details). Work is well advanced on a new specification for English and a public consultation phase will commence in May 2013 and run to the autumn. Notice of this and the draft specification for English will issue shortly and will be available on the NCCA website at www.ncca.ie.

TUI Consultation Meeting on Draft Junior Cycle English Specification - Saturday, 18th May (11am – 2pm)

As English is the first new subject specification it is important that TUI prepare a comprehensive response, well

informed by members’ perspectives. To support this, a TUI consultation meeting is being organised for Saturday, 18th May, 11am- 2pm. (Venue to be decided).

More details will be issued to workplaces and branches shortly and placed on the TUI website.

While the meeting is open to any member with an interest in the topic, each branch is invited to nominate at least one teacher of English to attend. Branches are expected to cover the travel costs of nominees.

Local schools/centres are invited to have a local meeting and provide feedback to the branch nominees to the TUI consultation meeting and/or directly to TUI Head Office for the attention of the Education/Research Officer at bjudge@tui.ie.

Teaching Council: Droichead

The Teaching Council’s revised proposal for a new approach to induction and probation (Droichead) is now available on its website at www.teachingcouncil.ie and on the TUI website. The Council has formed a small working group - on which TUI will have one nominee - to consider feedback from the stakeholders. On the basis of feedback received, the working group will make revisions for consideration by the Council with a view to some pilot activity taking place in the coming school year. Please send your views to your area representative and the Education/Research Officer (bjudge@tui.ie) as soon as possible.







Ballot on industrial action to be taken in the event that Government seeks by legislation or otherwise to impose cuts in pay or to worsen working conditions

What you are being asked to decide

You are being asked to decide whether to take industrial action in the event that Government imposes pay cuts or worsens working conditions of teachers and lecturers, either through legislation or otherwise.

The industrial action could take the form of one or more of work to rule, non co-operation, withdrawal from various initiatives, up to and including a series of strike actions.

If TUI members vote yes for industrial action in this ballot and in the event that industrial action is called for, the form of action will be carefully considered and directed by the TUI Executive and will be carried out in close strategic co-operation with the other teacher unions, ASTI and INTO. Both ASTI and INTO are currently balloting their members on the same question.

The ballot paper is headed:

“Ballot on industrial action to be taken in the event that Government seeks by legislation or otherwise to impose cuts in pay or to worsen working conditions.”

The ballot paper asks members the following question:

“Are you willing to take industrial action (e.g. work to rule, non co-operation, withdrawal from various initiatives) up to and including a series of strike actions as directed by the TUI Executive and in co-operation with the other teacher unions?”

The Executive Committee of TUI is recommending that you VOTE YES.

This is consistent with TUI members' emphatic rejection of the LRC proposals for a Public Service Agreement 2013-2016 and with the decision of TUI Annual Congress to resist the imposition of the blatantly unfair cuts in pay and the ill-conceived changes in working conditions.

The Executives of ASTI and INTO are also recommending a decisive YES vote in their ballots.

Ballot papers issue from Head Office on Thursday, 2nd May and are due for return to the auditors Deloitte by 5pm on Monday, 20th May, using the reply paid envelope.

Please post by Friday, 17th May at the latest.

All TUI members are encouraged to exercise their right to vote.

The greater the turnout, the greater our show of strength.

Why is a ballot needed?

- A **YES VOTE** in a ballot of members will give the Government the clear message that if it moves to cut pay or worsen working conditions it will be confronted by the teaching and lecturing workforce.
- Action such as work to rule and withdrawal from certain activities constitute industrial action under the law.
- All industrial action, including non-strike action, requires a ballot to ensure that individual members are protected under the Industrial Relations Act.
- A **'YES' VOTE** will give authority to the Executive Committee to issue a directive to members to take industrial action.

VOTE YES FOR INDUSTRIAL ACTION

Following on from TUI members' massive rejection – by 86% to 14% - of the LRC proposals on a Public Service Agreement 2013-2016, the TUI Executive is now asking members to **VOTE YES** in a ballot for industrial action.

TUI members rejected the LRC proposals as unacceptable. We must now also reject any attempt by Government to impose these regressive and unfair proposals.

Strong message to Government

Now is the time to communicate a strong message to the Government; not after they have acted against teachers and lecturers. We must ensure members are protected from the outset against any possible imposition.

The outcome of this ballot will determine the strength and effectiveness of the TUI and the other teacher unions if the Government chooses to take action to cut pay and/or worsen conditions for teachers and lecturers. It will give a clear signal to Government that the LRC proposals (so-called 'Croke Park 2') are now redundant. They are dead in the water and cannot be resuscitated.

The teacher unions have made it clear that there can be no deal based on cutting the pay of public servants, on arbitrary and unnecessary changes to working conditions and that does not adequately address casualisation and the pay rates of new teachers and lecturers. A **YES VOTE** will also communicate to Government that if they choose to breach the current and extant Public Service Agreement 2010-2014 (which we continue to honour), TUI members will then not be bound by the commitments made in good faith under that Agreement.

Austerity is not working

The Government's approach is fundamentally wrong and constitutes a slavish adherence to austerity policies that have clearly failed. An increasing set of national and international research demonstrates the failure of this approach.

The trade union movement, representing more than 800,000 workers, has long objected to Ireland's 'austerity only' policy. There is now widespread appreciation that the Government needs to change tack if it is to secure Ireland's economic recovery.

TUI believes - in line with the Irish Congress of Trade Unions – that any adjustment to the public finances should be done through taxation in the first instance. This would allow all those who have the most, in both public and private sectors, to contribute most.

Possible actions

Possible actions at **Second Level** include (but are not limited to):

- withdrawal from some or all of 'the 33 Croke Park hours';
- withdrawal from out of hours meetings;
- work to rule;
- non-cooperation with specified new initiatives;
- one or more days of strike action.

Possible actions in **Further Education** include (but are not limited to):

- withdrawal from some or all of 'the 33 Croke Park hours';
- withdrawal from additional work under Appendix 1 of the PSA;
- withdrawal from out of hours meetings;

- work to rule;
- non-cooperation with specified new initiatives;
- one or more days of strike action.

Possible actions at **Third Level** include (but are not limited to):

- withdrawal from some or all of the 'Croke Park flex hours';
- withdrawal from exam marking;
- work to rule;
- non-cooperation with specified new initiatives;
- one or more days of strike action.

A **YES VOTE** is absolutely necessary to make clear to Government that teachers and lecturers will fight to protect the quality of the education service and to protect the ability of teachers and lecturers to provide this service.

A **YES VOTE** is also necessary to show solidarity with our members in fixed term positions who would, under the rejected LRC proposals, have lost all or part of their jobs and income.

There is much at stake in this ballot – your future, the future of the teaching profession, and the future direction of Ireland's economic policy. The TUI Executive urges you to VOTE YES.



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Congress Motions 2013

RESOLUTIONS CARRIED

A. Conditions of Service 2nd Level

1 Co Donegal (Amended by Birr-Gallen/ Executive Committee)

Congress instructs the Executive, to remind in writing, all TUI members who are members on VEC (ETB) committees and TUI members of BOM in Community and Comprehensive schools and voluntary secondary schools of the contents of CL34/2009 which states that any teaching hours that become available in a school/centre shall be given to those currently employed in the school/centre initially, or scheme thereafter, before new teachers are recruited providing that the current teacher possesses the necessary skills/qualifications to deliver that subject. Furthermore, Congress instructs the Executive to insist that these representatives actively seek to facilitate the adoption of this circular letter as VEC (ETB)/School Policy.

7 Co Cork (Amended by Waterford City)

Congress instructs TUI to seek that Revised Procedures for Suspension and Dismissal of Teachers (59/09) be stood down immediately and re-negotiated due to the inherent lack of natural justice and fairness in provisions to appeal disproportionate disciplinary action against them. In particular to ensure the provision of natural justice to any teacher who is the subject of an investigation by the employer.

3 Co Donegal (Amended by Limerick City)

Congress calls on the Executive to enter into immediate negotiations with the Department of Education and Skills and any other relevant body to insist that members with a CID of 18 hours automatically receive a permanent whole-time contract.



B. Conditions of Service 3rd Level

Special Emergency Motion No. 5 Dublin Colleges/Limerick Colleges/Dundalk IT/IT Tralee/IT Tallaght/IT Carlow/Blanchardstown IT/IADT Dun Laoghaire

Congress deplores the proposal to eliminate payment for the setting and correcting of scripts in third level institutions. In the event of this proposal being accepted by the Public Services Committee of ICTU, this Congress instructs the Executive following a ballot, to issue a directive to all third level members banning the setting and marking of exam scripts.

12 Executive Committee(x2)/IADT Dun Laoghaire/Limerick Colleges/Dundalk IT/Dublin Colleges(x2)/IT Sligo (Amended by Executive Committee)

Congress deplores the inappropriate use of hourly paid and fixed term contracts including the use of:

- 1) Hourly paid Assistant Lecturer (HPAL) and the disputed Associate Lecturer contracts
- 2) Hourly paid Assistant lecturer (HPAL) and the disputed Associate Lecturer Contracts of Indefinite Duration (CIDS)
- 3) Zero hour and variable hour contracts and zero hour and variable hour Contracts of Indefinite Duration (CIDS)
- 4) The issue of 5 year contracts as an avoidance mechanism in respect of the award of Contracts of Indefinite Duration (CIDS)

Congress demands that:

The Union negotiate and reach agreement on:

- 1) An agreed mechanism/conversion process for existing hourly paid Assistant Lecturers (HPALS) to Assistant lecturer (pro-rata contracts and CIDS)
- 2) An agreed mechanism/conversion process from the disputed Associate Lecturer grade to Assistant Lecturer grade.
- 3) The circumstances for the award of Pro-Rata contracts.
- 4) Stopping the use of zero hour and variable hour contracts
- 5) The elimination of the disputed Associate Lecturer grade for all TUI members.

33 Dundalk IT/IT Tallaght/Cork Colleges/Limerick Colleges/Dublin Colleges

The outstanding claims under Labour Court Recommendation (LCR) 18366 remain unresolved. Congress condemns the Executive for the failure to implement the required actions in response to the many motions passed at Congress in recent years.

Congress instructs the Executive to immediately take whatever action is necessary to bring to a satisfactory conclusion the cases of all those long-suffering members with claims under Labour Court Recommendation (LCR) 18366.

32 Cork Colleges

Congress instructs the Executive to direct that semesterised lecturers shall not accept timetables outside the agreed semesterised teaching period.



34 Dublin Colleges

Congress instructs the Executive to make every effort to ensure that Researchers in the Institutes of Technology receive the same protections as other members.

16 (a) IT Tallaght/IT Carlow

Congress notes that Motion 42 from Congress 2011 was passed by a large majority of third level delegates: Motion 42, Congress 2011: "Congress notes that IOTI is not the employer of third level TUI members, but is a limited company and registered charity with no allegiance or accountability to the Governing Bodies of the Institutes of Technology, or the nation for that matter. Congress instructs the Executive not to negotiate on IOTI proposals unless they are signed off by each of the Presidents of the relevant Institutes of Technology individually."

Congress condemns the Executive for failing to implement this motion, allowing the situation to continue whereby Institutes take no responsibility for the actions of their so-called representative body. Congress instructs the Executive to implement the motion as it was instructed to from the close of this Congress onwards.

45 Dublin Colleges (Amended by Executive Committee)

Congress recognises that the appointment of highly skilled and experienced people at the bottom of the Assistant Lecturer scale on limited 5 year contracts is very inappropriate and has created deep inequity within

Colleges across the Third Level IT sector. Many of these appointees were already teaching within the IT sector. The commencement salaries at ALI level are not much higher than the average industrial wage.

Many of these colleagues are required to have teaching commitments similar to many full-time staff members who are on more secure and better remunerated contracts. The 20 hours of teaching per week expected of AL staff under the CPA, and in some cases their associated administrative duties as Year Heads, creates difficulties for them to engage in meaningful research which may adversely affect their chances of progression to Lecturer level.

Congress therefore resolves to apply whatever resources are necessary to support the efforts of these colleagues to have these unfair contracts upgraded.

44 **Dublin Colleges**

Congress instructs the Executive that no agreement on redeployment in the IoT sector is to be signed unless it is first approved by a ballot of third level members.

40 **Dublin Colleges (Amended by Executive Committee)**

Congress notes the unsustainable workload that has been put on Assistant Lecturers and Lecturers following the implementation of the Croke Park Agreement. We call on the Executive of the TUI to issue a reminder to all members that workload reverts to pre-Croke Park Agreement levels upon expiration of that Agreement.

26 **Cork Colleges (Amended by Executive Committee)**

Congress instructs the Executive to issue a Directive that no member accepts a timetable in excess of 18 class contact hours per week in the Lecturer grade or 20 class contact hours per week in the Assistant Lecturer grade.

C. Conditions of Service - General

47 **Executive Committee/Dublin Colleges/IT Carlow (2)/Co Carlow/Dublin C&C/Dublin City (3)/Co Kerry/IT Sligo (Amended by Dublin Colleges)**

Congress condemns the cuts to the longstanding sick leave and maternity leave provisions for teachers and lecturers that are being arbitrarily and unjustifiably imposed by the Government. Our members commit our lives to public service, which we joined on the clear understanding that in return these provisions would be a safety net when we are at our most vulnerable, whether through illness, accident and disability, or in pregnancy.



DELEGATES FROM DUBLIN CITY BRANCH

Congress instructs the Executive to work in conjunction with the other teacher unions to organise a sustained campaign to reverse these cuts, in the context of the

- Sick leave cuts already in place and those that will be operable from the beginning of January 2014, and in particular
 - Self-certified sick leave cut to 7 days in a two year period
 - Certified sick leave cut from 1 year in 4 to 3 months (and 3 on half pay)
 - Entitlement to “serious” illness cover (6 + 6 months), at discretion of management
- Announcement in the budget that maternity leave overlap days will end on the 1st of May 2013.

D. Inspections

55 **Executive Committee**

The public education system at post-primary and third level has been increasingly burdened by cumbersome and often unnecessary new bureaucratic demands. In this regard, Congress notes the imposition of, for example, school self-evaluation, additional and time consuming forms of inspection, a requirement for more frequent financial and staffing returns, returns in respect of redeployment, concessionary and resource issues, coerced additional hours for meeting with parents and students, rick assessment returns, and a variety of other administrative functions at a time when there has been a significant withdrawal of middle management structures. Congress agrees that the system is unable to bear the current burden of administrative work, that teachers and lecturers are being deflected from their primary purpose and that School and Institute management is unable to focus on core concerns. Congress, therefore, demands that the Department of Education and Skills institute a process that will lead to the rationalisation of administrative and bureaucratic processes and will result

in a significant reduction in those demands. Congress instructs the Executive to resist the imposition of any further such demands.

59 Tipperary NR

The introduction of “Incidental Inspections” is becoming a common occurrence in the daily life of schools. This is a return to past practices by the inspectorate and should be accompanied by a revival of a “Code of Conduct” by which such inspections are carried out (this was also past practice).

This Congress calls on the Executive to negotiate such a code with the DES without delay.

58 Dublin C&C

Congress instructs the Executive to request a breakdown of figures of all schools inspected , i.e. number of V.E.C, Community and Comprehensive and both Secondary and Fee-paying schools.

E. Posts of Responsibility

61 Cork City/Co Offaly/Tipperary NR/Co Carlow(3)/Shannon

Congress instructs TUI to call on the Department of Education and Skills to reverse the public service moratorium with a view to easing restrictions on the filling of Assistant Principal and Special Duties posts, given the large number of post holders who have retired and that the failure to fill these posts is compromising the running of schools and PLC colleges.

60 Co Laois

Congress calls on the Executive to negotiate with the DES an appeals procedure in relation to the appointment of Principals and Deputy Principals.

63 Dublin City

Congress instructs the National Executive to devise a poster to clarify the key content of the Directive on Posts of Responsibility to the membership. This poster, which should be distributed to and displayed by Local Representatives in all TUI workplaces, shall enjoin TUI members to adhere to this Directive in the interests of preserving Posts of Responsibility into the future.

62 Co Laois (Amended by Co. Offaly)

Branch calls on Congress to condemn recent appointments to the role of Principal and Deputy Principal which are in breach of the relevant circular letters.

Congress calls on the Executive to insist that this matter be resolved with the Minister of Education and Skills and his Department before the end of 2013.



EXECUTIVE MEMBER FERGAL MCCARTHY

F. Teaching Council

65 Co Donegal/Co Dublin

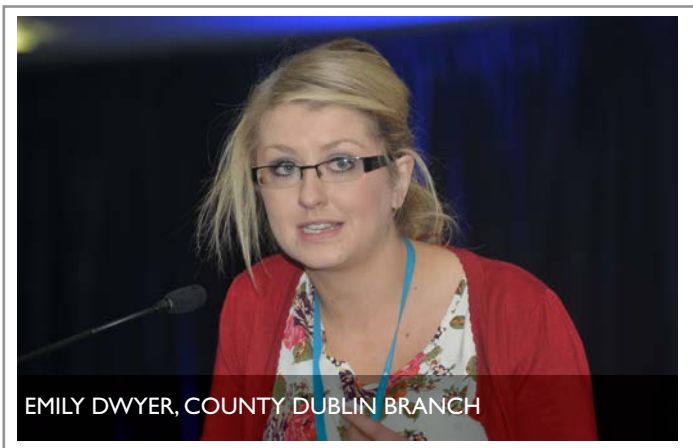
Congress directs that it is TUI policy that all short courses or literacy initiatives arising from either the reform of the Junior Certificate or from the implementation of the National Strategy on Literacy and Numeracy are to be delivered by teachers who are registered with the Teaching Council. Furthermore, Congress directs that the Executive insist on the implementation of this policy and that any attempts by the DES, IVEA, VECs/ETBs or individual schools to undermine this policy will be fiercely resisted by the union.

71 Dublin City

Congress instructs the Executive to demand that newly qualified teachers are enabled to be fully registered with the Teaching Council upon successful completion of their PGDE, and not temporarily registered dependent upon a period of probation.

70 Co Louth/Co Monaghan

Congress instructs the Executive to negotiate with the Teaching Council to allow teachers previously registered, who have allowed their membership to lapse, be re-registered without the need to submit all documentation or be re-vetted by the Gardaí.



EMILY DWYER, COUNTY DUBLIN BRANCH

G. Junior Certificate

72 Executive Committee/Co Donegal(2)/Co Monaghan/Co Offaly(x3)/IT Tallaght/Co Dublin(x4)/Co Laois/Shannon(x2)/Co Clare/Co Meath/Co Mayo/Co Roscommon(x3)/Co Carlow(x3)/Dublin City (Amended by Executive Committee)

Congress deplores the unilateral decision of the Minister for Education and Skills to abolish state certification at the end of Junior Cycle and regards as regressive the absence of consultation with the unions or through the National Council for Curriculum and Assessment regarding this decision. This Congress defines TUI policy on assessment for Junior Cycle certification. This policy is that TUI is opposed to school-based assessment for Junior Cycle certification and seeks the retention of the current external assessment procedures, as organised by the SEC."

Congress also recognises the significant, unallayed concerns of members regarding the reliability and integrity of assessment components at Junior Cycle in the absence of clear information and assurances from the Department of Education and Skills and the NCCA. Congress, therefore, instructs the Executive Committee to secure assurances that:

- The integrity, validity and reliability of assessment processes will be protected
- The workload of teachers will not be increased as a consequence of changes at Junior Cycle
- The nature and extent of continuing professional development will be sufficient to prepare teachers and the system generally for proposed changes
- National certification would be retained in order to ensure no loss of parity of esteem as between schools will result from the certification process
- Schools that are well resourced will not enjoy competitive advantage in respect, particularly, of short course provision
- Small schools will not be disadvantaged by the proposed changes and will be provided with concessionary allocation that enables them to function effectively in the reformed environment.
- A strong alliance with the ASTI will be built by the Executive to pursue our strategic objectives on Junior Cycle reform".

Congress instructs that implementation of the reforms not be agreed by TUI until and unless such assurances are received and the resources that underpin such assurances are guaranteed and agrees that additional workload will be resisted.



KAREN ABBERTON, DUBLIN CITY BRANCH

73 Co Dublin

Congress instructs the Executive to resist the implementation of new syllabi and curricula, involved in Junior Certificate reform, without the adequate provision of training and resources to the teachers involved. To this end, the Executive should seek to open negotiations to ensure these prerequisites are provided.

H. Organisation

74 Executive Committee/Co Galway/Co Clare/Co Roscommon(x2) (Amended by Waterford City)

Congress notes that the Bill which is due to be enacted concerning the new Education and Training Boards will impact on the current TUI electoral areas for TUI Area Representatives in the VEC sector and necessitates a revision of the current areas.

In order to give sufficient time to allow the union make an informed decision as to how best to restructure the union in the context of the new Education and Training Board Structure and potentially revised structures for third level institutions, Congress instructs the Executive to hold a Special Congress at the appropriate time in the Autumn/Winter of 2013.

Congress further directs the Executive that a protocol be put in place for the period from enactment of the legislation up to the adoption by the Special Congress of the necessary rule/s changes for the revised areas, for the effective co-ordination of Branch activity and representation to the ETB employers of a coherent TUI position in the current areas I to II.



EXECUTIVE MEMBER JOANNE IRWIN

77 IT Tallaght/Co Donegal(x2)

Congress instructs the Executive that the Annual Report shall include detailed information on the operation of the TUI Income Continuance Scheme including:

- The number of claims made
- The number of rejected claims and the length of time from the initiation of each claim to its rejection
- The number of successful claims and the length of time from the initiation of each claim to its acceptance
- The number of appeals and the length of time taken from the initiation of each appeal to its conclusion and the outcome of each appeal
- The gross yearly income of the scheme
- The gross yearly payments made to members of the scheme
- The number of members of the scheme drawing benefits, the benefits being paid, and the individual durations on benefit from the scheme.

85 Tipperary NR /Co Donegal

Good communications is a vital aspect of the smooth and efficient running of any organisation. In any organisation particularly in TUI which represents members not only in the larger cities but throughout Rural Ireland it is essential that the principal means of communication is one which is available to all. Due to the lack of proper technology infrastructure it is taken an inordinate amount of time for Branch Officers, School and College Representatives to access and download information emanating from Head Office.

The following points should be considered:

- All Branch Officers, School, Centre and College Representatives are voluntary.
- A proper and efficient broadband network is lacking across sections of this country.
- Members are not receiving up to date information on time.

- Branch Officers are using an inordinate amount of time on Branch Correspondence.
- It is proving more difficult to attract active members at Branch level due to increasing work load.
- It is evidently encouraging the practice by Head Office to give shorter notice for meetings resulting in diminishing numbers at meetings and events.
- Practice of electronic mail is further eroding communication arriving to centres and schools and indirectly has the effect of lack of interest in the union

This Congress calls on the Executive Committee to facilitate the volunteerism associated with the work of Branches by returning to the option of standard post as well as electronic mail and to recognise the fact that members are already carrying out the increased fulltime work load associated with their teaching or lecturing positions.

I. Adult Education/Further Education/Youthreach

I25 Executive Committee/Dun Laoghaire/Limerick City/Cork C&C/Galway City/Co Roscommon (Amended by Dublin City)

Congress condemns as discriminatory, anti-educational and socially divisive the decision by Government to increase the pupil teacher ratio for PLC courses/programmes by 2 points. Congress recognises that the effect of this cut will be to:

- Severely restrict access to needed educational opportunity and life-long learning for students drawn in large part from marginalised communities
- Restrict access to educational opportunity for women and men who wish to return to the workforce
- Unfairly limit educational and retraining opportunities for those on the live register of the unemployed
- Cut off access to employment focussed, vocationally oriented courses for those whose interests and aptitudes are not addressed by mainstream, second-level provision
- Severely curtail the capacity of Further Education Colleges and Centres to devise and deliver innovative, labour-market sensitive and cutting edge courses that best address local and national economic and social priorities.

Congress regards as regressive and illogical a Government decision that will cost in the region of 500 highly qualified teachers, with specialised skills and expertise, their jobs or a significant proportion of their hours with the resultant cost to the Exchequer. Congress demands the immediate reversal of this unjust and irresponsible cut and instructs



the Executive Committee to pursue a vigorous campaign that embraces learners and the broader community, to organise strong determined campaign including industrial action to force the Government to reverse their decision.

129 Co Carlow

Congress instructs the Executive to demand that the Pupil Teacher ratio for PLC classes be returned to 17:1.

144 Dublin City

Congress instructs the National Executive to seek that this Union vigorously challenges any future attempt to introduce “tutor” positions by educational institutions when the work is clearly comparable to “mainstream” teaching.

TUI must stand firm against the current onslaught on the awarding of proper terms and conditions in the profession, already evidenced in the treatment of new entrants and in the on-going victimisation of teaching staff, as in the case of TUI members in the Adult Refugee Programme, through the application of specious arguments such as funding and the future viability of a programme by the DES.

127 Co Donegal (Amended by Dublin City)

Congress instructs the Executive to ensure that the provision of Adult and Further Education is funded and resourced adequately and as a priority, by Education and Training Boards (ETBs) and by SOLAS at levels 1 to 6 on the National Framework of Qualifications. There should not only be an emphasis on education and training participants towards engaging in the work force, but also a clear recognition, valuing and resourcing of the contribution of adult and further education to social inclusion in Ireland.

126 Co Donegal

Congress calls on the Executive to insist that all VECs (ETBs) adhere to the duration guidelines provided by FETAC for the delivery of FETAC modules from levels 1 - 6. These guidelines cite the directed and self-directed

hours required for the delivery of FETAC modules. Congress further calls on the Executive to insist that VECs (ETBs) devise a common directed/self-directed ratio for all programmes both full time and part time. This will reinforce the integrity of all FETAC modules delivered across all VECs (ETBs).

142 Co Mayo

The guidance cut of last year in conjunction with the change in pupil teacher ratio in the PLC sector from 17 to 1 to 19 to 1 represents a shameless attack on those adults and school leavers who use our service. Congress now recognises that Minister of State with the responsibility for further education pronouncement that further education was in a time of radical change represented a threat rather than a promise.

Congress calls on the Executive Committee to resist this by every means possible up to and including strike action.

128 Co Carlow

Congress instructs the Executive to demand a revision of the current mechanism that is in place, for the collection of the €200 PLC levy.

133 Co Dublin

Congress directs the Executive Committee to urgently enter discussions with the DES to secure a qualified hourly rate of pay for qualified teachers who are members of the Teaching Council and are employed in the Adult Education Sector.

148 Dublin City

Congress strongly condemns the attack on the FE sector contained in the budget and the abolition of the equivalent of 200 whole-time jobs in the sector.

Congress recognises that the increase in the PTR will cause well over 200 teachers in the FE sector to lose their jobs; enormous expertise will be lost to the sector; essential modules will not be taught; students will suffer from larger class sizes and a restricted curriculum.

Congress condemns the Government for its failure to support the FE sector. Instead of cutting teaching jobs the government should be providing jobs in the FE sector including technician, librarian and support staff jobs as recommended in the McIver report.

Congress calls on the Executive of the Union to take immediate action to defend the FE sector and to protect jobs. In particular Congress calls on the Executive to organise a campaign of actions against the increase in the PTR starting with clearly informing the government that we will not tolerate the destruction of the FE sector and the loss of over 200 jobs. The campaign should include a major public demonstration and a plan of resistance to the implementation of the proposed change to the PTR.

Congress recognises that the attack on the FE sector is not unique. The cut of 20% to the starting salaries of nurses and the introduction of a time limited contract represent an enormous attack on pay and conditions in the health services.

Congress calls on the Executive of the Union to work with other Unions to defend jobs and services and, in particular, calls for the TUI to put a strong motion to the Public Services Committee of the ICTU for concerted industrial actions against the cuts to jobs, pay and conditions.

I43 Co Mayo/Co Carlow

Congress notes that the talks on the development of the SOLAS implementation plan went ahead without any serious participation by the Teachers' Union of Ireland. Congress notes that amalgamations at a time of austerity are deeply suspect and often very risky. Ultimately these risks would be to our jobs, our conditions, but most of all to the learners and the society for whom we provide a service. Congress now directs the Executive to find the resources to enable our union to insist in a determined, persistent and abrasive manner that trade union interests, especially the interests of our members are represented and taken into consideration.

Congress therefore endorses the further enhancement of this teacher union working relationship and asks that the TUI, ASTI, IFUT and INTO jointly plan and co-ordinate strategy whenever possible and appropriate. Specifically Congress calls on the four Unions to work together in a strong trade union campaign, up to and including industrial action, to defeat the Government's programme of pay cuts and the destruction of the public education.

I52 Co Laois (Amended by Tipperary NR)

Congress calls on the Executive to form an alliance with ASTI with a view to pursue a common approach in relation to issues concerning the second level sector. Issues to include any proposals by the DES or any Government agency to alter the existing terms and conditions for teachers.



SUSAN FLANNERY, EXECUTIVE COMMITTEE

K. Education Investment & Resources

J. Union Co-operation

I51 Executive Committee (Amended by Dublin City)

Congress notes

- the desire of members to have the four teaching unions act in concert to the greatest possible extent in representing the interests of teachers and lecturers
- the significant and increasing level of co-operation between the four teaching unions
- the development of a coherent position in relation to matters of common concern
- the strategic value of a cohesive approach in relation to such matters.

I56 Tipperary NR/Co Monaghan/Co Carlow/Shannon/Co Clare

The change in the manner in which the allocation of Guidance is now required to be provided is having a retrograde affect on the provision of the Guidance and Counselling service in our schools. The social consequences of this decision have become evident in a number of schools whereby the DES have had to reconsider their decision and provide additional support for the Guidance Service in a number of schools.

This Congress calls on the Executive Committee to meet with the DES as a matter of urgency and negotiate the reversal of this decision to change the allocation of Guidance Counselling to schools so that the Guidance and Counselling provision can be staffed in an ex-quota manner.

169 Executive Committee

Congress notes the recent and widespread use of private providers and retired personnel in the provision of support services to the public education sector. Congress also notes that the DES has discontinued vital supports to schools and colleges and has refused to replace essential personnel. Congress deplores these developments and instructs the Executive Committee to negotiate substantial and effective support services for all sectors of public education.

163 Dublin C&C

Congress instructs the Executive to insist that the appropriate resources and training be put in place first before the introduction of any new courses.

153 Executive Committee

Congress calls for increased investment in Education at second level, further education and third level. Spending on education should be regarded as capital investment and should be increased in times of economic difficulty, not cut as has happened in a series of Government decisions.

L. Pay & Public Service Agreement

RULE 22 MOTIONS (PRIORITY)

Rule 22 Motion A Executive Committee

Congress notes that:

- the members of the TUI have overwhelmingly rejected the LRC proposals for an extension to the Public Service Agreement 2010-2014
- the proposals were regarded as unacceptable in terms of their provisions in respect of both pay and conditions of service
- the fact that the Public Service Agreement 2010 - 2014 has not expired and the proposed extension to the Public Service Agreement is a cynical attempt to leverage additional pay, pension and productivity measures
- the proposals represent a breach of trust by Government in seeking to amend or withdraw from its commitments under the current Public Service Agreement
- the proposals failed the test of fairness and would affect teachers and lecturers disproportionately
- teachers and lecturers have contributed very significantly to national economic recovery
- the proposals represent unfair and discriminatory treatment of public servants
- implementation of the proposals would cost many fixed-term teachers and lecturers part or all of their jobs and incomes
- the proposals carry significant potential for negative effect



- on conditions of service on an on-going basis
- the proposals, if implemented, would seriously damage the quality of the public education system
- the proposals were rife with ambiguity and anomalies, especially in relation to the pay and pension provisions
- the talks regarding the proposals were singularly unbalanced and were conducted against a backdrop of Government threat
- the proposals did not deal with the crisis of casualisation in the teaching and lecturing professions
- the Public Service Agreement 2010-2014 facilitated the successive reduction in the pay of new entrants and the LRC proposals would institutionalise those reductions.

Congress therefore determines that the TUI:

- will vote for rejection of the LRC proposals in respect of pay, pensions and conditions of service at the ICTU Public Services Committee, in accordance with the mandate provided by the ballot of members
- will inform the Public Services Committee of its view that it is not the role of the PSC to decide the terms and conditions of members of unions that have rejected the proposals
- will advise the Public Services Committee that the Union will not regard itself as bound by an aggregate vote and will insist that the ICTU supports and defends this position
- will continue to advocate the application of the policy of ICTU in regard to a fair, progressive taxation system that would require workers, in both the public and private sectors, to contribute in accordance with their means – those who have most paying most
- will seek to work in close co-operation with other public service unions, including the other teacher unions in particular, in regard to opposing implementation of the proposals
- will seek to foster a clear understanding in the public domain of the legitimate concerns of TUI members about the negative impact on the quality of the education system that imposition of the proposals would entail



STANDING ORDERS COMMITTEE

- o will oppose, by all means necessary, any attempt to impose the terms of the proposals that have been rejected by members and will organise and assist members of the TUI in resisting imposition of the proposals
- o will continue to seek the complete assimilation of new entrants on to the pre-2011 common basic scale.

Rule 22 Motion B Dublin Colleges

Congress notes:

1. The proposals in Croke Park 2.
2. The decision of the TUI Executive to recommend rejection of these proposals.
3. The decision of members in ballot to reject these proposals.

Congress resolves to abide by the decision of the ballot of members and instructs the Executive not to enter any further 'Croke Park 2' talks with the government or the management side in the sectors we represent.

Congress instructs the Executive Committee to reject any imposition these proposals on members either by the government or the ICTU.

Congress directs the Executive immediately to ballot members to withdraw from membership of the ICTU if these proposals are imposed on the membership of the TUI.

Congress also directs the Executive to work with other all unions who reject Croke Park 2 with the aim of preventing the implementation of Croke Park 2.

M. Pensions

195 Tipperary NR (Amended by Executive Committee)

This Union is opposed to any proposal to change the terms and conditions of the pensions for existing teachers and lecturers who have signed up in good faith and who have continued to pay their required contributions. The Union views any attempt by this government or Department representing the government to alter the terms and conditions as a breach of contract.

This Congress instructs the Union to resist any attempt to alter the terms of the pension scheme for existing teachers and lecturers and take whatever steps necessary to ensure that the pension scheme for existing teachers and lecturers remains.

194 Cork Colleges

Congress instructs the Executive to negotiate with the government to make time spent studying for a post-graduate degree fully reckonable for pension purposes.

N. In-service

196 Co Carlow

Congress instructs the Executive to reassert the TUI position that all in-service training take place during school hours.

198 Co Mayo

Congress is appalled at the totally inadequate amount of on-going training which is being made available to teachers and lecturers. Taken in conjunction with the abolition of allowances for those who choose to improve themselves in their own time, this represents a truculent indifference on behalf of the Government and the Department to teacher training. Congress recognises the threat to Teacher Centres is a further indication of this indifference.

200 Dublin City (x2)

Congress instructs the Executive to demand that the DES and VECs put in place sufficient funding for systematic in-service programmes in intercultural education for teachers in schools and colleges.

Congress further instructs the Executive to demand of the DES and VECs appropriate in-service support on intercultural education for teachers. The intercultural classroom has dramatically changed teaching in Irish educational institutions, but this change has not been reflected in the provision of systematic intercultural education support and training for teachers.

O. Examinations

201 Co Donegal

Congress instructs the Executive to engage with the SEC to seek the immediate discontinuance of employing/hiring retired teachers as contract staff of any kind for the supervision or marking of the certificate exams at the expense of practising teachers.



DELEGATES APPLAUD THE PRESIDENT'S ADDRESS

203 Co Leitrim

Congress rejects the increased emphasis on project work and assessment of students by their teachers in Certificate Examinations for the following reasons:

- 1 Teachers are open to interference and pressure from students, their parents and school management to award higher grades with their workload significantly increased.
- 2 The objectivity of the grading system will be thoroughly compromised and educational standards greatly diminished if teachers assess their own students.
- 3 This form of assessment for State Exams places the teacher in the position of judge and not, as it should be, of advocate for their student.

Congress demands, as a matter of urgency, that the Executive seek a common approach with our colleagues in ASTI on this issue and stand together to protect the integrity of our exam system and the working conditions of all second-level teachers.

202 Dublin C&C

Congress instructs the Executive to negotiate revision of and amendment to allocation of marks in Aural Component of Leaving Certificate Examination and to closely monitor proposed assessment of aural skill in the proposed reformed J.C.E.

P. Equality

209 Co Cork

Congress instructs TUI to explain why the procurement of legal advice, reported to be underway at Congress 2012, has not yet yielded a reason for not taking an Employment Equality legislation case on behalf of new entrants for pay discrimination. If indeed that process of legal advice is now complete then the Executive should order that a summary explanation for pursuing or not pursuing a case on behalf of those members that are new entrants should be issued and made available to all branches.

207 Limerick City /Cork C&C

Congress welcomes the Minister's commitment to Congress last year to end the discrimination of gay and lesbian teachers in schools that is permitted under Section 37.1 of the Employment Equality Act. Congress instructs the Executive to demand that the DES delivers on this commitment now so as to guarantee teachers the legislative protection afforded to other workers.

Q. Casualisation/Fixed Term/Part Time

211 Executive Committee/Co Monaghan/Galway City/Co Offaly(x2)/Shannon/Co Cork/Dublin City/Co Roscommon

Congress deplores:

- The on-going casualisation of teaching and lecturing
- The continued use of the Employment Control Framework and budgetary measures to cut staffing levels that give rise to this casualisation
- The cynical exploitation by employers of vulnerable fixed term and part-time employees
- The abuse of legislation that was designed to protect part-time and fixed term employees
- The failure or refusal of employers to make permanent appointments
- The deliberate policy of some employers to obstruct the issuing of contracts of indefinite duration and the use of public monies to purchase legal services to assist this obstruction
- The failure or refusal of employers to issue pro-rata contracts, even where an entitlement to pro-rata work clearly exists, and the failure of Government, including the Department of Education and Skills, the national management bodies at post-primary and tertiary level and of individual School, College, Centre and Institute managements, to adhere to basic principles of justice and fairness in their treatment of employees.
- The practice by some employers of reducing the hours of fixed term teachers below the critical threshold of 18 hours per week in fourth year contracts.

Congress instructs the Executive, as a matter of urgency and priority, to use every means at the Union's disposal to halt and reverse the casualisation of the profession and to vindicate the rights and entitlements of teachers and lecturers. In issuing this instruction, the Congress recognises that the maintenance of a high quality public education system will not be possible in circumstances where teachers and lecturers are casualised and denied appropriate professional pay and conditions.

214 Dublin City (Amended by Dublin Colleges)

Congress instructs the Executive to pursue vigorously cases where CID holders who have completed 8 years of service and are due a review of the Contract of Indefinite Duration fail to get the full complement of hours due to “objective grounds” being raised by the employer.

R. New Entrants**216 Executive Committee/IT Tallaght/Co Carlow/Dundalk IT/Co Clare/Cork City/Co Cork/Donegal C&C/Limerick City/Galway City/Co Mayo/Dublin C&C/Dublin City(x2) (Amended by Dublin City)**

Congress notes:

- The sustained attack by government on the pay and conditions of new entrants to teaching and lecturing
- The unjustifiable elimination of qualifications allowances for new entrants
- That the starting salary of a new entrant to teaching since February 2012 is 28% less than was the starting salary of an entrant to teaching in December 2010
- The imposition of a significantly inferior mandatory pension scheme on new entrants
- The addition of a further year of unpaid pre-service training for those pursuing a career in teaching
- The decrease in the value per hour of the Supervision and Substitution scheme to new entrants

Congress considers that the purpose of this sustained attack is to

- Demoralise the teaching profession
- Engender division among teachers
- Collapse the salary structure of the profession by generating a spurious rationale for equality of treatment through cutting the pay of longer serving teachers
- Weaken public sector unions, including teacher unions

Congress therefore commits the TUI to a sustained campaign, in collaboration with the other teacher unions, in order to

- Achieve equality of treatment and parity of professional esteem for all teachers, irrespective of their date of entry to the profession, by securing a single, common, basic salary structure that reflects a level of pay, inclusive of allowances, that is no less than that of pre-2011 entrants
- Restore and enhance the morale of the profession
- Represent effectively to the public the excellence of the teaching force and the need to ensure its excellence



into the future by maintaining pay and conditions that attract entrants of the highest calibre.

Congress instructs the Executive to campaign for the reversal of all cuts to the pay and conditions of new entrants to teaching and for the restoration of the common basic scale through concerted action, including legal and, if necessary, industrial action.

S. Education and Training Board**223 Dublin City(x2)/Co Monaghan (Amended by Dublin C&C)**

Congress instructs the National Executive to secure a Teaching Council registered teacher representation on the Boards of the proposed Education and Training Boards.

220 Dublin City(x2)/Cork City/Co Donegal

Congress instructs the National Executive to ensure that there is no diminution in the existing contractual entitlements and statutory rights of teachers transferring to Education and Training Boards (ETBs) under the proposed new legislation.

221 Dublin City

Congress instructs the National Executive to reject any provision in the new legislation on Education and Training Boards for the dismissal of a teacher directly by the CEO of an ETB.

222 Dublin City

Congress instructs the National Executive to seek that this union secures a defined consultative role with Education and Training Boards in respect of the educational and training support provided by ETBs. It is of particular concern that TUI members may potentially be required to provide educational support to private, for-profit educational providers.

219 Co Mayo/Dublin City(x2)

Congress demands that the Education and Training Boards be subject to the Freedom of information Act.

T. Education**224 Co Monaghan/Co Dublin (Amended by Tipperary NR)**

Congress calls on the Executive to draw up a yearly protocol for all members representing the TUI on NCCA subject syllabus committees and all other NCCA committees. This protocol should set out their role and responsibility to the union they have and the rights which they have and can exercise on such committees. This protocol should also include the reporting procedures they have with the TUI and strict deadlines. All TUI representatives on NCCA Syllabus Committees should commit to attend the maximum number of meetings of the Committee.



EXECUTIVE MEMBER MICK GLYNN WITH HIS DAUGHTER MICHELLE

U. Health and Safety**232 Dublin City**

Congress instructs the National Executive to take strong action on behalf of TUI members by challenging educational institutions whose management fails to address insupportable levels of student indiscipline, thus preventing a school or college from providing appropriate education to all of the school population.

V. Redeployment/Transfers**235 Executive Committee (Amended by IT Carlow)**

Congress notes that the Education and Training Boards Bill, when enacted, will bring about extensive restructuring of the current Vocational Education System. Recognising

that this legislation has significant implications for the conditions of service of teachers and that it is silent in respect of the matter of transfer of teachers within a given employment, Congress demands that the Executive Committee negotiate with the Department of Education and Skills and other relevant parties an agreement in respect of transfers that:

- (a) Provides that no teacher may be compulsorily transferred outside the area of the Vocational Education Committee in which s/he currently works; and
- (b) Provides conditions in regard to transfer that, at the least, are no worse than the conditions that apply to cross-sectoral redeployment of teachers under the Public Services Agreement.

and that the same philosophy expressed in points a and b (above) prevail if and when such discussions and or negotiations should take place for our members in Third Level.

236 Co Monaghan/Co Sligo

Congress calls on the Executive as a matter of urgency and in line with the Croke Park agreement to allow TUI officials to negotiate for a voluntary transfer scheme for teachers on a national basis where a teacher who wishes to move to another part of the country may do so without any break in service, without any change to their permanent or CID contract and without any loss of posts of responsibility. This could take place before any compulsory transfers. This would give teachers similar rights as Civil Servants.

W. Miscellaneous**242 Dundalk IT**

Congress condemns the sustained attack on workers take home pay, the loading of extra taxes, and the cuts to benefits. Specifically Congress opposes the new property tax and instruct the TUI to campaign against it.

243 Co Cork

Congress instructs TUI to voice its opposition to on-going financial support for political parties such as the Labour Party by some unions affiliated to ICTU. TUI should be critical of any union that facilitates government parties in cutting public services, increasing taxation on middle income earners, cutting the work and wages of low-paid workers and impoverishing the children of the nation to pay unjust, unsustainable and punitive debts foisted on the Irish people by privateers and European governments in recent years. Such unions are part of the problem and not the solution. Such measures serve and satisfy the wanton greed and hypocrisy of foreign and domestic interests who oppose tax increases for the same wealthy elites that thwart the so-called "free markets" by keeping

the profits when they win and socialising debt when they lose.

241 Executive Committee/Dublin Colleges(x4)

TUI demand that ICTU step up its campaign for boycott, divestment and sanctions (BDS) against the apartheid state of Israel until it lifts its illegal siege of Gaza and its illegal occupation of the West Bank, and agrees to abide by International law and all UN Resolutions against it. Congress instructs the Executive Committee to:

- (a) Conduct an awareness campaign amongst TUI members on the need for BDS
- (b) Request all members to cease all cultural and academic collaboration with Israel, including the exchange of scientists, students and academic personalities, as well as all cooperation in research programmes.

240 Birr Gallen

Congress exhorts the Executive to hold the Government to account when it blatantly disregards the Constitutional imperative to “Cherish the Children of the State”.

Currently there are approx. 120 boys in this state who suffer from Duchenne’s disease – severe form of muscular dystrophy which causes rapid muscle degeneration, leading to inability to walk from age 10 – 12 years, paralysis and death in late teens or early twenties. Duchenne’s muscular dystrophy affects 1 in 3,600 males. There are no centres of excellence (unlike the UK) in Ireland and management of Children with DMD is inadequate and inconsistent. Until such a centre of excellence is in place for Duchenne’s sufferers with complete multidisciplinary care, the Government must facilitate access for Duchenne patients to International standardised care.

The Irish Government must not abandon these young Irish citizens, but instead must assist them to get the best therapy that dedicated international centres of Excellence can provide for these most vulnerable children. We must cherish and care for these children and properly address their needs.

248 Co Dublin

Rule 32 (ii)

‘Subject to the discretion of the Chairperson the proposer of a motion shall be allowed five minutes and each subsequent speaker three minutes. No speaker shall speak more than once on the same motion with the exception of the mover of the original motion who shall be allowed three minutes to reply to the discussion.’

Add: ‘In the event that there are no speakers against a motion it shall be put immediately after the proposer and seconder have spoken and no further speakers shall be allowed.’

EMERGENCY MOTIONS CARRIED

EMERGENCY MOTION NO. 1

Dundalk IT / IT Carlow / IT Tallaght / IT Tralee / Dublin Colleges / Co. Laois / Athlone IT / Dublin City / Waterford Colleges

If CPA2 imposed

In the event that the Government or ICTU decide to impose the Croke Park 2 proposals, Congress instructs the Executive Committee that this Congress takes the view that such imposition is a de facto termination of Croke Park 1. Should those circumstances occur, Congress instructs the Executive Committee:

1. To direct all members to withdraw, with immediate effect, from all measures in Croke Park 1
2. To direct all members to refuse to engage in any measures in Croke Park 2; and
3. To conduct a ballot for Industrial Action up to and including strike action.

Further, in light of the TUI’s Croke Park 2 “NO” vote, Congress instructs the Executive Committee to call a rally of all public sector workers to consolidate a movement against Croke Park 2.

EMERGENCY MOTION NO. 2

Dundalk IT / IT Carlow / IT Tallaght / IT Tralee / Dublin Colleges / Co. Laois / Athlone IT / Dublin City / Waterford Colleges

Building an Alliance Against CPA2

In light of the massive NO Vote against Croke Park 2 Congress directs the Executive to urgently liaise with the executives of teacher and non-teacher public service unions with a view to promoting and planning the building of an Alliance of trade unions across the public service that:

- i. Has, as its core principle, cross-union solidarity based on “an injury to one is an injury to all”

X. Rules

246 Co Galway

Amend Rule 89 which reads:

“ Each full member, associate member and retired member of the Union shall pay an annual subscription as decided by Congress.”

to:

“Each full member, associate member and retired member of the Union shall pay an annual subscription as decided by Congress. The only exception to this shall be new members in their first year of teaching who are on the revised Common Basic Scale for New Entrants, who shall pay a nominal fee of €1 for their first year’s subscription.”

- ii. Opposes, by unity of action, cuts to the pay and conditions of all union members
- iii. Recognises the unreserved right of individual unions to decide on the pay and conditions of their own members
- iv. Demands that the Government immediately target a combination of additional income taxation on the earnings of the top 5% of 'income units' in Ireland along with the introduction of a progressive wealth tax instead of cuts in the public sector.

EMERGENCY MOTION NO 6

Executive Committee / Cork City / Co. Cork / Co. Carlow / Co. Dublin / Dublin C&C / Boyne Area C&C / Co. Mayo / Co. Donegal / Co. Kerry / Co. Galway

Circular Letter 08/2013

Congress condemns the unilateral imposition of Circular Letter 08/13 and notes that in 2011 it was agreed at the Teachers' Conciliation Council that a qualified teacher who had any work as a teacher, paid from public funds, prior to 1st January 2011 would not be regarded as a new entrant for the purposes of placement on the Common Basic Scale.

Circular Letter 08/2013, either advertently or not, could have the effect of removing from the pre-2011 Common Basic Scale, those teachers who were qualified in 2012 and who had been paid as a teacher from public funds prior to 1st January 2011 (and had a payroll number or other evidence in respect of this work). This represents a serious breach of faith, as employers had previously been advised that those teachers should be placed on the pre-2011 Common Basic Scale. This circular letter also seeks to recoup the difference between these two pay scales from the affected teachers.

Congress demands the immediate withdrawal of this circular letter and protection of the pay of teachers affected by it.

REFERRED MOTIONS

16 (b) IT Tallaght

Congress condemns the malign influence of the unaccountable quango IOTI on the IoT sector. Given its relentless campaigning against the interests of both education and TUI members, Congress instructs the Executive to ballot third level members in lecturing grades on a boycott of all activities and initiatives involving IOTI and on a boycott of all meetings at which IOTI is represented.

RESULT Referred

56 Co Carlow

Congress instructs the Executive to negotiate with the DES that no inspections take place in schools once the state exams begin.

RESULT Referred

131 Co Dublin/Co Longford

Congress directs the Executive to seek to open negotiations to devise nationally agreed contracts for our members in the Adult Ed and Further Ed sectors.

RESULT Referred

238 Co Laois

TUI condemns the failure of the IVEA to openly endorse the TUI's explanation of clause 6 of the 1999 TUI/IVEA Transfer Agreement.

Clause 6 intended to secure the principle of "Last in, first out" on the basis of subjects.

This was the purpose of the clause and how it was implemented until the Laois Transfer Dispute which began last summer.

The IVEA's failure to defend the transfer agreement empowered the Laois CEO and her allies. To this end she publicly claimed the support of the IVEA.

Congress instructs the Executive to ensure that this condemnation is communicated in writing to the IVEA.

Given that this so-called transfer agreement has now been used to unjustly transfer two of our colleagues, Congress further instructs the Executive to withdraw from this agreement and replace it with one which secures the age old principle of "Last in, first out".

RESULT Referred

EMERGENCY MOTION NO. 3

Dublin City / Athlone IT / Dublin Colleges / Co. Mayo / Co. Limerick / Co. Leitrim / Co. Louth / Co. Roscommon / Co. Meath / Cork City Schools

Congress proposes that should the Government move to impose any change to conditions already rejected by members of TUI in the democratic ballot of members, members will immediately desist from participating in any or all of the following:

- (i) "Croke Park time"
 - (ii) Supervision duties
 - (iii) Substitution Duties
 - (iv) School Development Planning
 - (v) School Self Evaluation
 - (vi) Half in/Half out meetings
- and

Any or all teacher-based assessments

RESULT Referred

RMA News

Well a lot has happened since I last wrote, the Croke Park 2 proposals have been rejected by the unions and the situation regarding our pension reduction is no clearer now than it was before. The rejection of the proposals was not expected. The TUI was the first to reject them followed by several small unions but it was not expected that the INTO or SIPTU would reject them. What does this mean for us? Well the margin of rejection means that the Government will be more careful in their future moves.

As you know and we have been constantly reminded that the unions had no hand act or part in the decision to reduce our pension. It was no part of the Croke Park 2 proposals, it was a Government decision and would be brought to the Dail for decision. We are not happy with this position, our pension is being reduced and we have no involvement whatsoever. Over the last few days you have heard Government Ministers speaking about detailed discussion about fairness and that anyone under €65,000 would not be affected. No mention was ever made about the over 60,000 retired public servants who were not consulted, not involved and whose income over €32,500 would have a reduction and a widow/widower of a retired Public Servant would have a reduction from an income of €16,250.



As you know we have formed an Alliance of retired Public Service unions to address these issues. We wrote to the Minister for Public Expenditure and Reform seeking a voice in the discussions on the Croke Park 2 but it was refused on the basis that we are neither an employee nor an employer. We then wrote seeking a meeting with him to discuss the position but we got no reply. On the 26th March we issued a statement to the media outlining our correspondence with the Minister and explaining how it was unfair and unjust that we should be part of the solution without being part of the process. We also sent the statement and other correspondence to the four main Political Party leaders. The statement got coverage in all the main papers and

Sean O'Riordain, Alliance spokesperson, was interviewed on radio. We received three acknowledgements from the Party Leaders but not from Fianna Fáil. However on Thursday 18th April Willie O'Dea, TD, FF, asked a Parliamentary Question to the Minister for Public Expenditure and Reform, Brendan Howlin TD "if he has had discussions with representatives of retired public sector workers concerning the impact on them of the Croke Park 2 agreement; and if he will make a statement on the matter"? The Minister explained all that is above but he also said that "my officials intend to meet with the Alliance of Retired Public Servants in the coming weeks". So watch this space.



The development of the Branches is going from strength to strength. One of the great advantages of local Branches is that they can tailor events to suit themselves and no better than the local Kildare Branch who paid a visit to the Dail and the National Gallery recently and who have planned a visit to the Botanic Gardens and Glasnevin Cemetery in May and the Limerick Branch who had presentation on the Property Tax at its recent meeting. Branches being formed at the moment are the Carlow Branch and a midlands Branch that will involve the four counties of Offaly, Westmeath, Longford and Roscommon and who meet in Athlone.

We had a wonderful break in Kilkenny recently when over forty of our members met in the Newpark Hotel Kilkenny for a three day break. We went to Bennetsbridge, the home of Nicholas Mosse pottery where we had a good browse and a beautiful coffee. From there we went to Goatsbridge Trout Farm where we had a wonderful guided tour of the farm plus a very personal and passionate history lesson of the farm from Ger Kirwan the owner including the fact that his mother was a Home Economics teacher. Several members purchased trout there and Ger delivered it to the hotel on the morning of our departure. After that we went to Mount Juliet where we had gourmet soup and sandwiches. I say that because that is what they called it and the price to match however they were delicious and everybody was impressed. Then we had a demonstration of glass blowing at Jerpoint Glass Studio.

The next day we concentrated on the City starting at St Canice's Cathedral where we had a very good personal guide on the history of the cathedral. From there we made our way to the Castle where we had another very interesting guide of its history and events. Then to lunch in the Design Centre and then to Rothe House which had been on the news just the night before our visit. The hotel was excellent and looked after us so well. The Newpark is a sister hotel of the Old Ground in Ennis where we were last October and also of the Park Hotel in Dungarvan where we are going for the AGM in May.

As I mentioned we are going to the Park Hotel in Dungarvan for our AGM, arriving on the evening of Tuesday 28th May. The AGM is on the Wednesday morning, 29th May, with Gala Dinner that night and also an optional extra night on the 30th May. All the details are being posted to you and you may have received them before you read this. I think you will agree that it is a great offer from the hotel.

For more exotic tours Paddy Byrne is awaiting your call 087-6781242.

Christy Conville
Secretary

IMPORTANT NOTICE

REQUIREMENT TO BE REGISTERED WITH THE TEACHING COUNCIL FROM 1 NOVEMBER 2013

Under section 30 of the Teaching Council Act 2001 teachers employed in recognised schools must be registered with the Teaching Council in order to be paid from public monies by the Department of Education and Skills or a VEC.

The Minister for Education and Skills, Ruairí Quinn T.D., has announced that section 30 will commence on

1 November 2013

If you are working as a teacher in a recognised school, but are not currently registered with the Teaching Council, you should **IMMEDIATELY** apply to the Council for registration.

The Department of Education and Skills and VECs will be prohibited by law from paying unregistered people employed in teaching positions in schools on or after 1 November except in very exceptional circumstances and for very short time periods.

Further details including registration application forms and frequently asked questions are available from the Teaching Council:

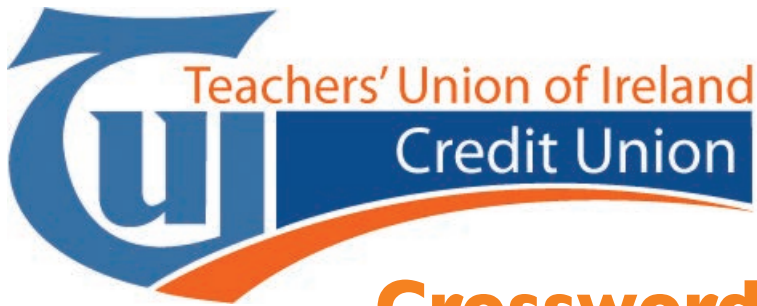
www.teachingcouncil.ie

e-mail: primaryregistration@teachingcouncil.ie for primary school teachers

e-mail: postprimaryregistration@teachingcouncil.ie for post-primary school teachers



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Congratulations to
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Competition

Crossword

€250 prize for the first correct answer drawn from the entries

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

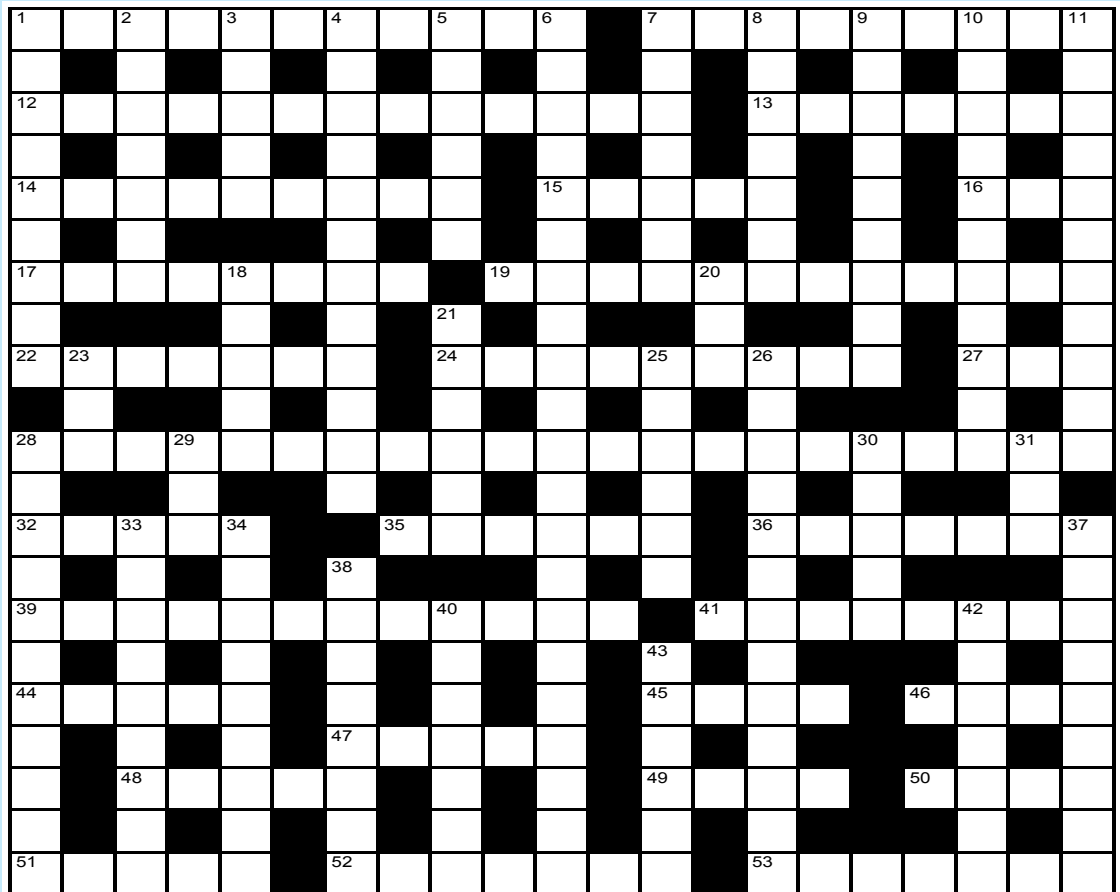
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI
 Crossword May '13, TUI, 73
 Orwell Rd, Rathgar, Dublin 6

Closing date for entries:
 Friday 28th June, 2013



ACROSS

- 1 Modern folklore (5,6)
- 7 1941 Hitchcock film starring Cary Grant (9)
- 12 It marks the first day of spring (6,7)
- 13 Lending (7)
- 14 1989 Film starring Patrick Swayze (9)
- 15 A period marked by distinctive character or reckoned from a fixed point or event (5)
- 16 You Can Leave Your --- On, Joe Cocker song (3)
- 17 A league of several nations and tribes of indigenous people of North America (8)
- 19 Movement to protect animals, fungi, plants and their habitats (12)
- 22 A small spherical mass, especially a small drop of liquid (7)
- 24 Uncontrollable and immediate repetition of words spoken by another person (9)
- 27 A musical engagement in which musicians are hired (3)
- 28 Medici ruler who supported Michelangelo, Leonardo and Botticelli (6,3,11)
- 32 Cartoon duck (5)
- 35 Robinson -----1719 novel by Daniel Defoe (6)
- 36 Of the greatest possible degree, extent or intensity (7)
- 39 Government under the control of a nation's worst or least-qualified citizens (12)
- 41 Medical instrument consisting of a magnifying lens and light; used for examining the external ear (8)
- 44 A commune in the Dordogne (5)
- 45 A very light brown (4)
- 46 The largest continent (4)

- 47 Robert -----, English actor who appeared in The 39 Steps (5)
- 48 (of pop groups) not affiliated with a major recording company (5)
- 49 Quality of being active, spirited or alive and vigorous (4)
- 50 A curved shape in the vertical plane that spans an opening (4)
- 51 Slim ----- one of Marshall Mather's alter egos (5)
- 52 Helarctos malayanus - a bear found in tropical forest habitats of Southeast Asia (3,4)
- 53 American professional baseball team based in The Bronx borough of New York City (7)

DOWN

- 1 Lacking variety (9)
- 2 A city and commune in Lombardy, Italy, about 40 km northeast of Milan (7)
- 3 A town and community situated in the principal area of Port Talbot, Wales (5)
- 4 A novelty item that is usually a small mechanical gadget placed on the desk of a corporate worker (9,3)
- 5 Made tough by habitual exposure (6)
- 6 A -----, A twelve-volume cycle of novels by Anthony Powell, inspired by the painting of the same name by Nicolas Poussin (5,2,3,5,2,4)
- 7 People who look after churches and churchyards; gravedigger; bell-ringer etc (7)
- 8 Chemical element with symbol S and atomic number 16 (7)
- 9 A woman with whom one is in love or has intimate relations (9)

- 10 A small inhabited island off the coast of County Mayo (11)
- 11 Black comedy sitcom written by and starring Julia Davis (6-5)
- 18 Complete reversal of direction of travel (1-4)
- 20 The seventh letter of the Greek alphabet (3)
- 21 A light wind (6)
- 23 An ethnic group native to Southeast Asia (3)
- 25 Entered in a systematic record (eg of ship or aircraft) (6)
- 26 Premier league football club, nickname The Foxes (9,4)
- 28 The ----- Ealing comedy remade in 2004 by the Coen brothers (11)
- 29 A type of supernatural being in Germanic mythology and folklore (3)
- 30 A sudden occurrence (or recurrence) of a disease (5)
- 31 Mathematical game of strategy in which two players take turns removing objects from distinct heap (3)
- 33 Japanese nuclear power plant hit by a tsunami in 2011 (9)
- 34 Beatles song, originally titled 'Scrambled Eggs' (9)
- 37 Short curved hairs that grow from the edges of the eyelids (9)
- 38 Pupils who live at school during term time (8)
- 40 A party of former associates who have come together again (7)
- 42 Determine the existence, presence, or fact of (7)
- 43 Indigenous ethnic group of North Africa (6)