

B A L L O T

Haddington Road Proposals or FEMPI ACT 2013

(Financial Emergency Measures in the Public Interest ACT 2013)

Neither the Haddington Road proposals nor the FEMPI Act 2013 are to the liking of teachers or lecturers. However there are significant differences between them which you must make yourself aware of. Please read the information which has been published and supplied to you by TUI about each of the proposals. Once you have considered the issues fully please have your say by voting. Teachers and lecturers must be aware that there is no third option we either accept Haddington Road or FEMPI 2013. The choice is yours.

**Remember, Every Vote
Counts.**

**Don't leave it to others -
HAVE YOUR SAY**

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Ballot Special inside

The Executive Committee of TUI has decided to ballot members in relation to two questions:

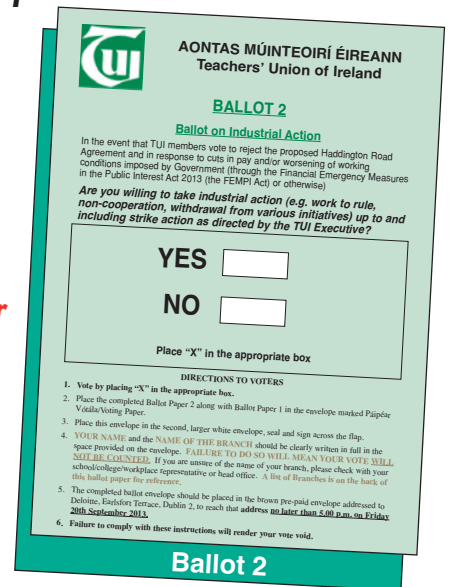
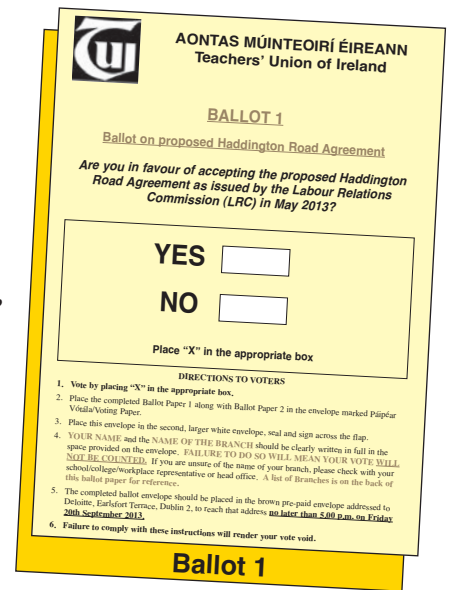
1. Do you accept the proposed Haddington Road Agreement? (Ballot 1)
2. In the event that members reject the proposed Haddington Road Agreement, are you willing to take industrial action, up to and including strike action? (Ballot 2)

As the implications of the proposed Haddington Road Agreement and the FEMPI Act are different for each member, the Executive Committee decided to issue Ballot 1 without a recommendation.

Members should ensure they receive and sign for two Ballot Papers, one for Ballot 1 and one for Ballot 2.

Ballot 1 is printed on yellow paper and Ballot 2 is printed on green paper.

Members should place both Ballot Paper 1 and Ballot Paper 2 in the same envelope.



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TUI PRESIDENT, GERARD CRAUGHWELL

I would like to take this opportunity to welcome all teachers and lecturers back to work for the academic year, 2013/14. I wish to acknowledge the excellent work being done by all TUI representatives in our schools, colleges and education centres. Without you there would be no Teachers' Union of Ireland, and with your help we will grow ever stronger. I would, in particular, like to acknowledge the work which has been done over the summer by many branch officers. I know that it has been an extremely trying time between changes from VEC status to ETB status, transfers, PTR cuts and their consequences for fixed term and part-time teachers. I want, on behalf of the Executive Committee, to thank you most sincerely for giving so generously of your time and expertise during the holiday period.

As we commence this academic year, TUI members are faced with a stark and distasteful choice. Do we accept the proposals as set out in the Haddington Road Agreement (HRA), that have been adopted by other unions or do we reject the proposals in respect of teachers and lecturers, and court the imposition, by government, of the full terms of the FEMPI (Financial Emergency in the Public Interest) Act 2013?

The current ballot has been sent to members without any recommendation by the Executive Committee because there is no simple choice. Regardless of how you vote, the impact on you may not be the same as for other colleagues in your workplace. Your vote is your opportunity to have your view made

known to the leadership of your union and to a ruthless government.

In the last edition of TUI news, I advised members to be mindful of the dangers of taking an absolutist position in all matters, without regard to context and situation. Since that editorial piece, the world has moved on considerably. The Haddington Road proposals and FEMPI legislation have changed everything. Contrary to what some asked us to believe following the collapse of Croke Park 2, Labour Party TDs did walk through the lobbies and did vote to cut the pay of public servants - teachers and lecturers included. The Government TDs also voted to give ministers sweeping powers to worsen the terms and conditions of employment of public servants not covered by the HRA proposals. How far Ministers Howlin and Quinn would go with these new powers is anybody's guess but each TUI member will have to build that scenario into his or her decision-making process when casting her or his vote.

If members accept Haddington Road, industrial action will not be necessary. If members reject the proposals, the clear logic is that industrial action will be necessary to fight the full imposition of FEMPI. Rejection of the Haddington Road proposals implies preparedness to use industrial action to fight whatever is imposed through FEMPI legislation. (FEMPI impositions include permanent pay cuts, loss of pay restoration to recently recruited teachers and a three-year freeze on increments.) A mandate would be needed for that industrial action. Therefore, you are also being balloted for industrial action in the event of rejection of the proposed Haddington Road Agreement. In regard to this ballot, it is vital that TUI has a mandate so as to best protect members in the context of rejection of Haddington Road. We would urge you to VOTE YES in that ballot.

There are many arguments which support the view that TUI members should now make a stand and reject the HRA proposals.

Most of us would share the view that a great deal – too much – has already been asked of teachers and lecturers.

Most of us would wish to call halt to the erosion of pay and conditions. The question is should we do so now by rejection of the proposed Haddington Road Agreement and would rejection of the proposals have the desired result? We must be realistic, rejecting Haddington Road brings with it obligations and consequences. If we vote no, we must be aware that this government has shown that it is prepared to take ruthless decisions, irrespective of whether some within that government carry a Labour badge or not.

Members, if we reject the HRA then we must be ready to do battle with this government. We must be prepared to do whatever is required to prevent the imposition of the FEMPI legislation. If you, the members of the TUI, are willing to fight then we must fight to win. There is no soft, painless industrial action option available to us. There is no easy way to force this government to reverse its current course of action. Suggestions by some, that 'collateral damage' is an acceptable cost in order to resist what will happen through FEMPI is all very well. However, 'collateral damage' means job losses through compulsory redundancy - which would apply to permanent teachers/lecturers including CID holders - arising from the loss of the protection against redundancy which Haddington Road guarantees. If, in the context of rejection of Haddington Road, permanent teachers and lecturers are made compulsorily redundant, would you, the members, be willing to take strike action for as long as it takes to defend the jobs and livelihoods of those members?

Members, this is a time for honesty. We all know that regardless of the outcome to this ballot, teachers and lecturers will see a worsening of their working conditions and most will suffer a loss in pay which is extremely significant for some members. Before you cast your vote, please avail of all of the information supplied to you by the TUI and make an informed decision.

You will recall that following negotiations for the failed Croke Park 2 process, the TUI leadership told you

there had been no real engagement with teachers, and we asked you to reject Croke Park 2. You took our advice and rejected the proposals. In doing so, you gave a lead to the rest of the Irish trade union movement and Croke Park 2 was defeated by the trade union movement collectively. It did not take government long to come back with an offer of sectorial talks, and, in order to protect our members, TUI engaged in those talks and entered discussions without prejudice. The outcome to the sectorial talks is the now HRA Proposals. Unlike Croke Park 2, the sectorial talks did involve eyeball-to-eyeball negotiations between the teacher unions and the Department of Education and Skills. While we are all deeply unhappy with the outcome to those negotiations, we can be certain that the union side got as much as there was to get. Some TUI members have suggested that if we reject the HRA proposals, the DES will return with a better offer. I believe that those who hold that view are mistaken.

In order to allow time for the teacher unions to ballot members and preserve as many of the guarantees contained in the Croke Park 1 deal - and to stave off job losses over the summer months - the TUI and ASTI entered into an interim agreement with the Department of Education and Skills (DES). Some have sought to portray the TUI's entry into this interim agreement as some form of capitulation or collusion between the TUI and ASTI leaderships and the DES. Inaccurate and inflammatory emails in this regard were sent to many members. Did the authors of these emails want the TUI to sacrifice some of our members' jobs? It is time to set the record straight. The primary role of any trade union is to protect members and save jobs. As you know, the TUI Executive Committee did not accept the HRA Proposals when first published. Subsequently, the government enacted the FEMPI legislation on July 1st. The immediate impact of this legislation was that all commitments under Croke Park 1 had fallen: teachers and lecturers were now free to withdraw from these commitments. Of course, the withdrawal of teachers and lecturers from Croke Park 1 was a double-edged

sword. Government was also outside Croke Park 1 and did not have to abide by the commitments made under Croke Park 1. The upshot of this was that a number of permanent teachers and lecturers were in imminent danger of being made redundant. The TUI, together with ASTI, was invited to meet with the DES to discuss this situation. The result of these discussions was that all parties entered into an interim agreement to ensure a smooth commencement to the academic year 2013/14 and, in return, TUI members' jobs are protected pending the outcome of the ballot on Haddington Road. The TUI Executive Committee took the decision, on your behalf, to accept this interim agreement. Should we have refused to enter into this agreement? Should I, as President of the TUI, together with my Executive Committee colleagues, have simply written off - as 'collateral damage' - the jobs of members of ours threatened with compulsory redundancy? Notwithstanding the opinions of those who see collateral damage as an inevitable part of any industrial action, the TUI has an obligation to its members and I, for one am not sorry I signed up to the agreement.

Some would have you believe that the threat of redundancy is being used by government - and the leadership - to scare members into accepting the HRA proposals. Let me assure all members that nothing could be further from the truth. However, once again it is a time for honesty. At the time of writing, a considerable number of teachers in the FE sector have been sent letters offering them voluntary redundancy. However, while it is voluntary at the moment, we have been assured in the strongest possible terms by DES, that it will not be voluntary if we reject Haddington Road. Other members are at real risk of compulsory redundancy in the Institutes, centres for education and schools or schemes with 'surpluses'. Members, this is too serious to be turned into some kind of game: the very people who are saying we are scare-mongering are many of the same people who told us that Labour Party deputies would not vote to cut public sector pay. The stakes now are too high for bluff,

bluster or waffle. Let those who believe that this is a scare tactic produce the evidence.

This edition of the TUI news attempts to set out for members a fair comparison between FEMPI and HRA. The terms of the HRA Proposals are clear for the most part. Without question, they are rotten. They will change and damage our profession for years to come. The terms of FEMPI are also rotten. FEMPI is silent on many issues, and therein lays the problem. There is significant latent additional danger, particularly in Section 2B which allows the Minister unilaterally to increase working hours (in weekly, monthly or annual terms) and/or to further cut pay. In this edition of TUI news, we have tried to provide you with the best and most accurate information possible. It would be wrong of us not to consider potential government responses, should we choose FEMPI over HRA. Our members are entitled to the most common-sense analysis and information on the choices they must make.

Members, in the last edition, I promised that TUI would remain in constant touch with you. I also promised you that the TUI Executive Committee would be informed directly by you of the strategy you believe we should adopt in the face of these attacks on our profession. That is what the Executive Committee is now doing. That is what we will continue to do. TUI has arranged a number of regional meetings, where members may come and obtain clarification and seek advice from or offer advice to the leadership of your union on any issue relating to this ballot (president@tui.ie). I wish to encourage all members to attend these important meetings. In the forthcoming ballot you, our members, will tell us what you want us to do, and how to go about doing it. Whatever the TUI members ask of us in this ballot, we will try, as always, to deliver.



A Message For New Teachers

Welcome to the teaching profession. The Teachers' Union of Ireland wishes you the very best in what we are sure will be a long, eventful and fulfilling career. The work you are doing is of vital importance for the development and sustenance of a vibrant, caring and creative society. In an increasingly complex world you will provide the instruction, guidance and inspiration that will motivate and enable our students, of whatever age, to become active, inquiring, committed citizens.

The Teachers' Union of Ireland

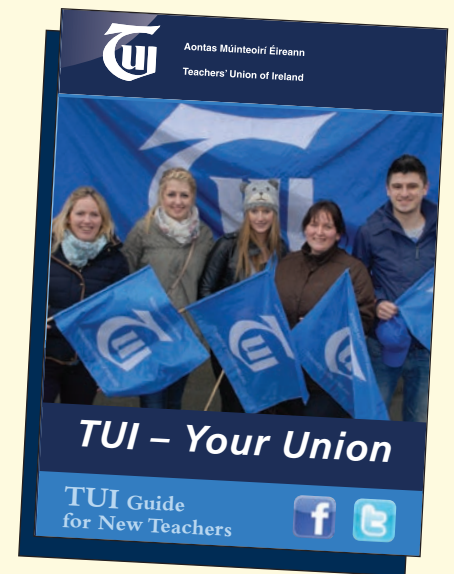
The Teachers' Union of Ireland is committed to a comprehensive system of high quality public education at all levels that is free, co-educational, non-denominational and informed by principles of equity and equality. As a member of TUI you will become part of a community of 14,800 professional educators. You will enjoy the assistance, support and solidarity of your colleagues in TUI. You will also have the opportunity, as an active member of the Union, directly to influence Union policy, and through the TUI, to influence national educational policy.

We want you to join the TUI to be not simply a member, but an active member of the TUI to have your say, be heard and shape both your Union and your workplace.

TUI MEMBERSHIP FOR 1 EURO

At Congress 2013 in Galway a rule change was passed which amended rule 89 on subscriptions giving exemption to full subscription to "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 euro for their first year's subscription".

When a new member fills in an application form and a post-dated deduction at source form for next year or sends in an application online then one euro should be given to the school rep or any branch officer. More importantly a standard form which will be made available from head office stating that the one euro has been received, together with some other details, must be completed and returned to the membership section of head office as soon as possible. This is to confirm membership as no other payment will be received for



their first year of membership. The confirmation of payment ensures that a new member is entitled to all the services of the union i.e. representation at all levels, car insurance, income continuance etc.

It is very important that all members approach new colleagues and outline the benefits of union membership and ask them to join the Teachers Union of Ireland.

Express Yourself! Exhibition

Application Guidelines

The Irish Human Rights Commission (IHRC) was established under statute in 2000 to promote and protect the human rights of everyone in Ireland. Promoting education that strengthens human rights is one of our main goals as knowing about human rights is the first step towards protecting them.

The IHRC is inviting Civic, Social and Political Education (CSPE) students to make human rights the focus of their CSPE Action Project and to play their part in creating a society that recognises that human rights are everyone's rights. As part of the Action Project we are asking students to help us promote human rights more widely by creating images that depict human rights in Ireland.

Creating an Express Yourself! image offers an opportunity for each CSPE Action

Project team to use visual expression to communicate the results of their Human Rights Action Project and through that image to tell their human rights story. While the **Express Yourself!** Image is an end product, a tangible result but is not the full picture. The journey is equally important; the process of exploring human rights and their relevance to young people should be creative and participatory should be underpinned by principles of co-operation, participation, and democratic decision making.

What are the aims of Express Yourself! Young People Promoting Human Rights in Ireland ?

- Gain a greater understanding of human rights issues in Ireland;
- Challenge attitudes and perceptions;
- Foster a set of skills and know-how to take action to promote and defend

human rights;

- Create Express Yourself! images through group effort that give concrete expression and validation to students' views on human rights in Ireland;
- Achieve results in a co-operative, participatory and democratic way;
- Collectively organise an event to display students' images on International Human Rights Day, 10 December, at their school or in the community to promote awareness about human rights;
- Submit their images to the **Express Yourself!** Exhibition organised by the IHRC;
- Increase awareness nationally of the contribution of CSPE students to promoting human rights.

Find out more details at <http://www.ihrc.ie/cspe/actionproject>

Equality Authority training programme for second-level teachers

The Equality Authority will provide a training programme for second-level teachers this autumn. The programme will focus on supporting teachers to use existing curriculum resources to explore equality, human rights and social justice issues in the classroom.

The Equality Authority is an independent statutory body created to promote equality and combat discrimination on nine grounds: gender, civil status, marital status, age, disability, sexual orientation, race, religion, and membership of the Traveller community.

Renée Dempsey, CEO of the Equality Authority, said: "This training will be relevant across the curriculum. In addition to CSPE, it will work with teachers to examine how other subjects such as English, Gaelic, history, geography, art, and home

economics are relevant for equality. Importantly, the training is inclusive of LCA and TY and will be of interest in the context of the new junior cycle framework."

The three-day training programme is co-funded by the European Union under the PROGRESS Programme 2007–2013. This means that no fee will be charged. In addition, the Equality Authority will provide substitution and some travel to enable second-level teachers to attend. The two-part training includes a one-night residential element, which is fully funded.

A total of four courses will be provided. The first day on two of the courses will be held in Portlaoise, and Sligo in September, with both groups undertaking their residential component together in Athlone in November. The first day of the third

and fourth courses will be held in Cork and Dublin in November, with the both groups coming together for the residential component in Portlaoise in December.

Teachers can get full details and application packs by contacting Deirdre Toomey at dmttoomey@equality.ie or (01) 4173356. The closing date for applications is Wednesday 11 September 2013.

Third World Fund

The Third World Fund was established with the distinct purpose of assisting educational, developmental and Trade Union projects in underdeveloped countries as approved by the Executive Committee from time to time.

The fund is distributed at the end of the calendar year and is based on applications received throughout the year. In 2013-2014, the Third World Fund will have €15,000 at its disposal.

If you wish to receive monetary support from the Fund for a project you are involved in or support, please make a written submission to Nadia Johnston, Administrative Officer via email to

njohnston@tui.ie. Requests must be submitted by 19th November 2013 and should outline details of the project. Applications for donations from the Third World Fund are considered once a year at the November meeting of the Finance Sub-Committee and notifications regarding successful applications will be posted shortly after.

Last year a total of 14 projects received a contribution from the Third World Fund, including:

- Youth Alive Zimbabwe (HIV prevention, management, treatment and care)
- Joao Pessoa Project, Brazil (provision of crèche, pre-school and health care facilities)

- The Cambodian Independent Teachers' Association (an organisation that promotes solidarity of all teachers to promote quality public education).

While the amount donated to each project is small, the feedback we receive from the various recipients indicates that your funding of these projects makes a significant impact and is greatly appreciated. Of course there is an added advantage that the money goes directly to the projects concerned.

New Assistant General Secretaries

Michael Gillespie was a teacher of Physics and Science in St Brendan's Community School, Birr, Co Offaly. He has been an active member of TUI since he started teaching and was treasurer of the Birr branch for seven years and chairperson for a total of six years on three separate occasions. Michael has been an Area Rep for C&C Schools in Area 14 and was National Treasurer of TUI. He has been a member of four congress organising committees and chaired the Organising Committee of National Congress in Whites Hotel Wexford in 2012. Michael has also been involved in training in TUI, having organised and given training to branch officers, members of Boards of Management in the C&C sector and Branch treasurer training. Michael was also nominated by TUI to the Teaching Council.



MICHAEL GILLESPIE,

Colm Kelly has been an active member of the TUI for a number of years. Colm's experience with the TUI began when he received a call from an Assistant General Secretary informing him that the TUI had successfully negotiated a Contract of Indefinite Duration on his behalf. Colm became a regular contributor at branch meetings and a year later was elected as Co. Dublin Branch Treasurer. The following year Colm became the chair of the branch and, as part of a dedicated officer board, devoted his time to assisting members of the Co. Dublin Branch. Colm was subsequently elected, after a year as chair, to the Executive Committee as Area 6 representative. Colm is honoured to be able to now dedicate himself fulltime in service to the members of TUI and looks forward, as Assistant General Secretary, to the positive outcomes he hopes to deliver to members reminiscent of the call he received that first inspired his loyal commitment to the TUI and its members.



COLM KELLY

New Administrative Officer

Nadia Johnston will be a familiar name and face to many members of TUI, having worked in the TUI Credit Union since 2002. With specific responsibilities for the financial management of the Credit Union, she has attended many TUI Congresses over the years, as well as dealing with TUI Credit Union members over the phone. Initially based in TUI Head Office she is also well known to staff and officials. Originally from Carnoustie on the North East coast of Scotland, Nadia moved to Ireland after completing her degree in European Business Management with Languages 17 years ago. This was to take up the position as manager of the International Administrative Department in a global parcel and logistics company. In her spare time, Nadia is a keep-fit fanatic and also enjoys cooking, reading and the cinema.



NADIA JOHNSTON

Apprenticeship Review

The Minister for Education and Skills announced a national review of the Standard Based Apprenticeship System in May 2013. Kevin Duffy, chairman of the Labour Court, was appointed as chairperson of the review group which comprises seven members with experience in industry, training and education.

The initial stage of consultation with stakeholders has commenced with a call for submissions which consider the following areas:

- Area 1 - Your overview of the effectiveness of the current system, the issues which need to be addressed and presenting your ideal model for the future of apprenticeship, having regard to Ireland's current and future needs.
- Area 2 - Looking forward, what

changes might be made in a re-structured or fundamentally reformed apprenticeship system. Consideration may be given to a significantly broader approach which embraces a wide range of occupations and provides for different modes of funding, delivery and apprentice-employer relationships.

- Area 3 - Information on other systems/programmes in Ireland, including those with significant work based learning.
- Area 4 - Information on programmes in other jurisdictions which have a significant work-based learning element which are relevant as possible future models in Ireland.
- Area 5 - The scope for broader integration of other occupations into

an apprenticeship or traineeship model in Ireland. This could include an exploration of areas where current work based learning provision is of an ad hoc or unstructured nature.

- Area 6 - Any other points deemed relevant to the review.

The TUI Apprenticeship Working Party will be considering the review process and making a submission in September. Members who have an interest in the review of apprenticeship are requested to submit their considerations to either their Branch Secretary or directly to TUI Head Office before the **10th of September 2013**.

Detailed background documents relating to the review of apprenticeship can be found on the Department of Education and Skills website.

European Commission Communication on European Education in the World

Many of the influences on the direction of Higher Education in Ireland are emanating from outside of this country. For instance the European Commission on the 11th July 2013 issued a communication entitled "European Higher Education in the World".

This communication document explores how the EU, individual Member States and higher education institutions (HEIs) should work more closely together.

In this regard the Commission states that its key priorities on mobility for Higher Education Institutions and Members States include:

- Focusing internationalisation strategies to include a strong student, researcher and staff mobility component, supported by a quality framework including guidance and counselling services;
- Setting up two way mobility schemes with non EU countries, embracing a wide variety of subjects and where appropriate targeting fields with skills shortages;
- Supporting fair and formal recognition for competencies gained abroad for internationally mobile students, researchers and staff, including a better use of transparency and comparability tools and increased

focus on learning outcomes. The Commission discusses the development of opportunities for international collaboration via online learning and the expansion of the use of ICT and Open Education Resources for new delivery to pave the way for new forms of partnerships.

The Commission states that education is at the heart of the Europe 2020 Strategy to make Europe a smart, sustainable and inclusive economy to generate growth and prosperity. Its communication seeks to contribute to these objectives by encouraging Member States and individual HEIs to develop strategic partnerships to deal with the global challenges to:

- Tackle the remaining obstacles for the development and implementation of joint and double degree programmes, both at institutional and national level, and improve provisions for quality assurance and cross border recognition.
 - Provide entrepreneurial and innovative curricula including transferable skills, and create international training opportunities by working together with employers from inside and outside the EU.
- The EU Commission confirms that in order to contribute to internationalisation strategies in the

2014-2020 period, through EU funding, the commission will commit to a number of measures including the following:

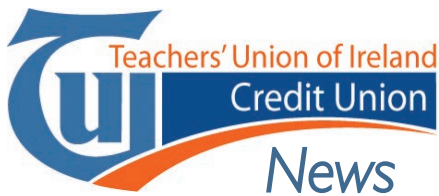
- Provide increased financial support to the new programme Erasmus+ for mobility to and from non-EU countries.
- Support international HEI consortia to develop joint master and doctoral degrees.

In order to increase the attractiveness of European higher education by improving quality and transparency the Commission states that it will;

- Foster the comparability of qualifications, credits and recognitions registration systems through international co-operation and dialogue.

This new communication will impact significantly on national developments and reforms in higher education in the 28 Member States including Ireland.

For further information see the full text of the communication http://ec.europa.eu/education/higher-education/doc/com499_en.pdf



TUI Credit Union would like to wish all TUI members the best for the new school year. We are here to help members who may need financial assistance as they face the year. We are offering loans at very attractive rates until the 31st October. If you are not a member of TUI Credit Union now is a very good time to join and avail of the new members' special offer. Application forms for membership of TUI Credit Union are available from our office or our web site www.tuicu.ie

All application forms must be accompanied by three forms of identification.

Please ensure you enclose the following when returning your application.

- Photo id copy of current passport (photo page) or copy of current valid driving licence and
- Proof of address e.g. utility bill, bank statement, credit card statement
- Proof of pps tax certificate, p45, p.60, child benefit letter or any other correspondence from a government department with your pps number detailed.

Special Interest Rate 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, 7.59% APR, 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)

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

For loans "within shares" we have a special interest rate of 3.99% APR.* up until 31st October 2013

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.

LATEST WINNERS IN PRIZE DRAW

July Draw Results!

Congratulations to our lucky winners:

1st prize - €1500 M. Hurley Co Waterford

2nd prize - €1000 P. Hensey Dublin

3rd prize - €500 M. O'Goill Co Galway

June Draw Results!

1st prize - €1500 J. Erraught Co Louth

2nd prize - €1000 P. Cullen Co Laois

3rd prize - €500 P. Grealis Co Louth

It's still not too late to join next month's draw - it only costs €5 per month.

Just download the application form from our home page or contact the office for more details.

Special Car Loan

Until the 31st October 2013 we are offering members a special Car Loan at an interest rate of 6.5% APR.

Terms and conditions will apply (Proof of purchase of car may be required).

How to Volunteer

TUI Credit Union is member owned. The members elect the volunteer board of directors, who have responsibility for the overall management of the Credit Union.

The board would like to encourage members to take an active role in their Credit Union. Primarily, this can be done by attending the Annual General Meeting (AGM). A member must be present at the AGM to use his/her vote to elect members to the board of directors and supervisory committee. A member may also vote on the dividend (annual interest rate paid to members). The board members meet monthly. They also participate in committee work.

The Board Oversight Committee oversees the work of the board and ensures that the board is acting within the law and in the best interest of its members.

NOMINATION FORMS for election to the board of directors are available from the credit union office or may be accessed through the last page of the Annual Report. Why not consider putting yourself forward for election to the board or supervisory committee? We live in changing times, so we too must change and nurture new talent.

Through the board, the Irish League of Credit Unions offers training to Credit Union personnel and volunteers. This could be an opportunity to use your skills within a team, to learn new skills and to help direct your Credit Union to the benefit of all its members.

If you want to find out more, you are welcome to contact members of the nomination committee at the following email addresses:

Joan Kavanagh (secretary) - joankavanagh164@gmail.com

Austin Stewart - austins@gofree.indigo.ie

Padraic Gallagher - ph.gallagher47@gmail.com

Education Updates for Second Level

Junior Cycle Reform

TUI continues to represent members concerns at meetings of the NCCA and the Department Consultation Group and will engage further with branches and local centres in the October/ November period of this year. TUI has a number of concerns including the implications of the absence of assessment templates and of clear evidence that the union's concerns are being addressed.

Consultation on English Specification:

Phase I of the new junior cycle framework is scheduled for implementation from September 2014, so work is well advanced on developing the specification for the new English course. TUI held a national consultation meeting for English teachers (last May) which up to 30 teachers from across TUI areas and branches attended. A lively discussion provided very illuminating and constructive feedback. In particular, commentary addressed issues in respect of structure and content, progression to senior cycle, meeting the needs of students with special education needs and assessment approach. These ideas will be incorporated into the TUI response, which will be presented without prejudice to any future decision TUI will take in respect of implementing proposed new approaches to teaching, learning and assessment. Thanks to all those who attended, to Sandra Howard who helped organise the event, to Joe O'Donnell (TUI representative on the Junior Cycle Board) who facilitated the discussion and to Alan Thompson (congratulations and good wishes to Alan on his appointment as a principal teacher) who, based on his role as TUI representative on the English Development, made a short presentation to inform and stimulate the discussion. If members have any additional comments (see the consultation document at www.ncca.ie) please send them immediately to the Education/Research Officer at bjudge@tui.ie.



NCCA Consultation Event -

12 September 2013: To bring the consultation on the proposed specification for English to a close the NCCA has organised a national consultation event for 12th September in Dublin. Details were issued to schools in June and again in mid-August to schools/teachers inviting expression of interest (see TUI website). The NCCA has advised that demand is high. Therefore, a random selection process

will apply but the process will ensure appropriate representation from each of the sectors (ETBs, C&C schools and voluntary secondary schools). TUI will also be nominating a small number of people to attend the event. If you wish to be considered contact your branch chair/secretary or area representative immediately (see TUI diary or the website for contact details) and request that they send your name and contact email to showard@tui.ie.

Junior Cycle Development

Groups: The NCCA has called for nominations to the Irish and Science development groups as work on developing new specifications will commence shortly. TUI will be nominating two people to each group. There is also a vacancy on the English development group. If you are interested you will find the details and application form at www.tui.ie (under education policy). In addition, details have issued directly to schools. The Executive Committee will consider nominations very shortly so if you are interested in being considered contact your branch chair immediately to seek their endorsement and forward the completed application form, signed by the branch chair or secretary, to showard@tui.ie by noon, Thursday, 5th September at the latest.

Short Courses: Development groups for short courses in SPHE, CSPE and PE met a number of times last year to review current syllabuses and prepare new specifications. A public consultation will commence shortly. TUI will organise a national event to consider the proposals and members/branches can also contribute by contacting the Education/Research Officer (phone 01-4922588 or at bjudge@tui.ie). Further details will be circulated and posted on the TUI website in due course.

TUI Principals and Deputy Principals Junior Cycle Network:

This was established in consultation with teachers and involves 11 schools which, together, are examining the practicalities associated with the successful introduction of the framework (for students, parents, teachers and school management). Challenges, opportunities and implications, especially for smaller schools, in areas such as Curriculum, Short Course Development, Assessment Approach, Timetabling, Planning, Resources and Management/Co-ordination/Operational Issues are under consideration. The outcomes will be important in shaping the TUI perspective on what resources are necessary to enable implementation. See TUI website for more details and the list of participating schools.

Professional Development

Support: The national team is now in place led by Dr. Padraic Kirk, former CEO of Co. Louth VEC. Provision will

commence with sessions for principals as leaders followed by whole-school sessions. Particular attention will be given to the needs of English teachers and short courses in PE, SPHE and CSPE as these will be introduced in schools from September 2014. Details will issue shortly to schools.

Teaching Council

Student teachers and school placement: TUI continues to participate on a Teaching Council working group considering a new approach to school placement (teaching practice). More details will be available in the next issue of TUI news.

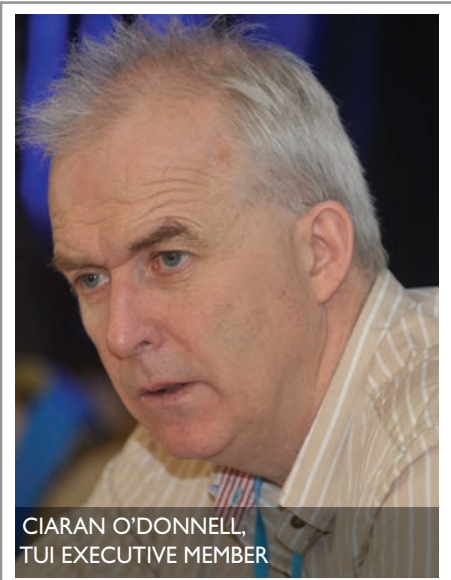
Induction and Probation

(Droichead) : Following comprehensive consultation on proposals for the induction and probation (into the profession) of newly qualified teachers the Teaching Council is finalising plans to pilot an approach in a number of schools in the coming year. An open-ended invitation has issued to schools inviting expressions of interest in participating in this initiative. The outcome of the pilot will inform further development. Guidance documents are still under discussion and will be circulated when finalised. Newly qualified teachers are reminded that they are required to undertake a number of workshops in order to meet registration requirements. Details will be available from your principal, at www.nipt.ie or from your local education centre. All teachers, but especially newly qualified teachers, are reminded to review the code of conduct that sets out the professional conduct expected of teachers in their day-to-day practice.

Section 30 – Requirement to be registered: Important correspondence in respect of the requirement to register with the Teaching Council and associated issues for those who have not yet registered or obtained appropriate qualifications has issued to schools/colleges/centres and is available at www.tui.ie. If you are affected by this issue please contact your local branch and area representative immediately for advice.

State Examinations

Thanks to all those who provided commentary and feedback on this year's examination papers. Appropriate



CIARAN O'DONNELL,
TUI EXECUTIVE MEMBER

representation was made to the State Examination Commission. Your attention is drawn to the commission report in response to the number of errors that occurred in certain papers this year.

Qualifications and Quality Assurance – QQI Policies

Earlier in the summer TUI prepared written responses (available at www.tui.ie) to the QQI Strategy Statement and a small number of draft QQI policies. Three white papers have now been produced on areas of particular relevance to new providers. Other **green papers** (available at www.qqi.ie, consultation, section 4) are still at early consultation stage and address a range of areas that are very relevant and important for TUI members including:

- Awards and standards
- Quality assurance
- Recognition of prior qualification/ learning
- Certification
- Accreditation
- Access, transfer and progression.

Feedback is requested by September 13th or very shortly thereafter. The timeframe is tight but any contribution from members and branches, especially those involved in developing and delivering third level or further education programmes of study, will be very valuable in preparing a TUI response. Please send to head office for the attention of showard@tui.ie.

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What you are being asked to decide?

The Executive Committee of TUI has decided to ballot members in relation to two questions:

1. Do you accept the proposed Haddington Road Agreement? (Ballot 1)
2. In the event that members reject the proposed Haddington Road Agreement, are you willing to take industrial action, up to and including strike action? (Ballot 2)

As the implications of the proposed Haddington Road Agreement and the FEMPI Act are different for each member, the Executive Committee decided to issue Ballot 1 without a recommendation.

Members should ensure they receive and sign for **two Ballot Papers**, one for Ballot 1 and one for Ballot 2.

Ballot 1 is printed on yellow paper and **Ballot 2** is printed on green paper.

Members should place both Ballot Paper 1 and Ballot Paper 2 in the same envelope.

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

Why are we balloting?

In late May 2013, TUI – along with the other teacher and lecturer unions – accepted an invitation to enter education sector talks under the auspices of the Labour Relations Commission (LRC). These talks resulted in issue of the proposed 'Haddington Road Agreement'.

This constituted a final offer from Government to unions to enter a collective agreement.

On June 5th 2013, the Oireachtas enacted the Financial Emergency Measures in the Public Interest (FEMPI) Act 2013. With effect from July 1, 2013 this Act cut the pay of all public servants earning over €65,000 and froze the increments of public servants not covered by a collective agreement. The FEMPI Act also contained a clause (2B) empowering the relevant Minister to cut the remuneration or increase the working hours of public servants. (Please note a printed copy of both the proposed Haddington Road Agreement and the FEMPI legislation has been posted to every TUI member).

In late May and early June, the TUI and ASTI jointly sought legal advice from Senior Counsel in relation to the legislation and associated matters. The unions also sought and received clarification from the LRC and the Department of Education and Skills (DES) regarding a number of aspects of the Haddington Road Proposals.

On 21st June, the Executive Committee of the TUI formally took a decision to ballot members on the proposed Haddington Road Agreement. This decision followed legal advice and took cognisance of a number of factors including:

- Legal advice that the proposed Haddington Road Agreement and the previously rejected 'Croke Park 2' LRC proposals were significantly different. The differences cited include:
 - The payment of increments to those earnings between €65,000 and €100,000.
 - The commitment to restore pay cuts for those earning between €65,000

and €100,000 in two equal payments in 2017 and 2018.

- The addition of €1,592 to the pay scale to compensate for the loss of S&S.
- The reduction in qualifying period for a CID, from 4 years to 3 years.
- The establishment of an expert group on casualisation.
- The union's obligation to fulfill its duty of care and provide members with a clear opportunity to express their view with regard to the new set of proposals.
- The fact that these proposals constitute a final offer to unions, as confirmed by the LRC, DES and government.
- The changed context arising from the decision of the INTO and the great majority of other unions to accept the Haddington Road proposals.
- The enactment of the FEMPI legislation with a commencement date of 1st July 2013.

The TUI Executive also decided to ballot members on industrial action that the union may take in the event that the proposed Haddington Road Agreement is rejected. This decision was taken due to the need for a new mandate for industrial action because the mandate of 20th May which stipulated that action taken would be "in co-operation with the other teacher unions" could not be legitimately activated in the absence of the INTO and because that mandate, in any event, preceded the education sector talks and the resultant issue of the Haddington Road Proposals.

As the TUI and ASTI ballots on the Haddington Road proposals could produce different outcomes, it is possible that, in the event that TUI members reject the proposed Haddington Road Agreement and ballot for industrial action, TUI may be the only union taking action.



Regional Information Meetings

The TUI will be holding information meetings on the issues surrounding the upcoming ballots.

All members of the union are welcome to attend.

Tea/coffee and sandwiches will be served from **7p.m.** and the meetings will commence at **7:30p.m.** sharp.

<u>LOCATION</u>	<u>DATE</u>	<u>HOTEL</u>
Letterkenny	3 September 2013	Mount Errigal Hotel
Sligo	4 September	Best Western Sligo Southern Hotel
Killarney	4 September	Gleneagle Hotel
Monaghan	5 September	Four Seasons Hotel
Cork	5 September	Silver Springs Hotel
Galway	9 September	Clayton Hotel
Kilkenny	9 September	Newpark Hotel
Athlone	10 September	Sheraton Hotel
Limerick	10 September	South Court Hotel
Wexford	11 September	Talbot Hotel
Dublin North	11 September	Radisson Blu Dublin Airport
Dublin South	12 September	Green Isle Hotel

Please display this list of dates and locations on your workplace noticeboard.

Key points of the Haddington Road proposals and of the FEMPI Act 2013

Education sector talks under the auspices of the Labour Relations Commission (LRC), were held in late May 2013. The talks resulted in issue, by the LRC, of the proposed Haddington Road Agreement. This represents a final offer from Government to unions to enter a collective agreement.

On 5th of June 2013, the Oireachtas enacted the Financial Emergency Measures in the Public Interest (FEMPI) Act 2013. With effect from 1st of July 2013, this Act cut the pay of all public servants earning over €65,000 and froze the increments of public servants not covered by a collective agreement. The FEMPI Act also provides (under section 2B) that the relevant Minister can set or amend terms and conditions so as to reduce remuneration or increase the working hours of public servants.

The following is a comparison of the key differences between the Haddington Road Proposals and those not covered by a collective agreement under the FEMPI Act 2013. In some areas, a list of possible scenarios under the FEMPI Act is also set out.

HADDINGTON ROAD	FEMPI
<p>Pay cuts Members earning €65k-€80k, will have a 5.5% cut on earnings up to €80k subject to a floor of €65k. Additional earnings between €80,000 and €150,000 will be reduced by 8%. Earnings between €150,000 and €185,000 will be reduced by 9%. Any earnings over €185,000 will be reduced by 10%. There will be an offset to account for the abolition of the Supervision and Substitution allowance to prevent a 'double hit' (*example set out on page 17).</p>	<p>Pay cuts The same pay cuts as set out under Haddington Road will apply. There is no offset for S&S.</p>
<p>Pay restoration Pay for those earning between 65k and 100k will be restored in full by 1 January 2018. Restoration will occur in two equal phases on 1 April 2017 and on 1 January 2018.</p>	<p>Pay restoration Restoration of the pay cuts is not provided for.</p>
<p>Increments Those earning less than €35k will receive their next increment on their normal incremental date and then wait 15 months for the following increment (i.e. a 3 month delay). Subsequent increments will be paid at 12 month intervals. Those earning €35k-65k will receive the next increment on their normal incremental date and each of the following 2 increments will be paid at 15 month intervals (i.e. two 3 month delays). Subsequent increments will be paid at 12 month intervals. Those earning €65k-100k will receive the next increment on their normal incremental date and each of the following 2 increments will be paid at 18 month intervals (i.e. two 6 month delays). Subsequent increments will be paid at 12 month intervals. Increments are frozen for three years from July 1, 2013 for those earning over €100,000.</p>	<p>Increments Increments are frozen for all staff irrespective of salary levels for three years from July 1, 2013.</p>
<p>New entrant salary scales There will be an improvement in new entrant salary scales at second and third level. New entrant refers to those who entered teaching/lecturing from January 1, 2011. (See new entrant salary scale at second level on page 18. The new scales for third level have not been finalised.)</p>	<p>New entrant salary scales There is no provision to improve the salary scales for new entrants.</p>

HADDINGTON ROAD**Supervision and Substitution**

Payment for S&S is discontinued.
Participation is compulsory for all.
The 37 hours per annum requirement will be increased to 43. For new entrants from February 2012, the S&S liability will be reduced from 49 to 43 hours per annum.
Teachers will be required to indicate availability for substitution for 5 classes per week. The maximum (combined) S&S that can be required will be 3 hours per week, subject to a maximum of annual total of 43 hours.
In recognition of the loss of the S&S pensionable allowance, a gross payment of €1592 will be applied to the incremental scale for teachers. This will be applied in two equal moieties; €796 in the school year 2016/17 and €796 in the school year 2017/18.

33 'Croke Park' hours & flex hours

These hours will continue to be worked because Haddington Road commits teachers and lecturers to cooperate with "reform measures advanced under the framework of the Public Service Agreement".

Extra hours at third level

The 78 hours per annum will be fully absorbed or dealt with by being applied towards evening weighting (which will be reduced from 1.5 to 1.25) and church holidays. There will be no individual counting and there will be no residue either individually or collectively. The hours cannot be accumulated or deployed for any other purpose.

Exam marking fee

The examination marking fee will be reduced to 75% of current rates.

Extra hours for members on 35 hours

Members with a working week of 35 hours or less will increase to a minimum of a 37 hour week.

Fixed-term / Part-time Employment

An Expert Group(s) on fixed term / part-time employment at second and third level will be established to enhance the situation for fixed term and part-time teachers and lecturers.

This will include reducing the qualification period for the granting of a CID from 4 years to 3 years to take effect for the 2014/15 school year.
There will be early application of the granting of CIDs for those entering their fourth year in September 2013.

FEMPI**Supervision and Substitution**

FEMPI is silent on S&S so:

- The current arrangements (i.e. S&S scheme as operated in the 2012/13 school year) will continue to operate - with a 37 hour per annum requirement and payment of €1,769 p.a. for teachers employed before February 2012 and 49 hour per annum requirement and payment of €1,569 for new entrants after February 2012, subject to a 1 and half hour per week maximum.
If teachers opt out of S&S under the 'current arrangements' they lose the entitlement to pensionability of S&S allowance and will not be a position to regain it.
- The Minister may introduce a Ministerial Order making S&S a contractual obligation for all teachers or to introduce other arrangements. (Section 2B of the FEMPI Act 2013 provides that the relevant Minister can set or amend terms and conditions so as to reduce remuneration (other than core salary) or increase working hours of public servants.)
- If TUI engages in industrial action and directs members to withdraw from S&S, with school closures a possibility, this would be construed as strike action. Members would lose salary payments for any school closure days.

33 'Croke Park' hours & flex hours

FEMPI is silent on these hours and if the Haddington Road Agreement does not apply, the commitment to perform these hours falls.

However, the Minister could introduce a Ministerial Order under Section 2 B of FEMPI to increase the working hours for teachers and lecturers.

As part of a campaign of industrial action, TUI may direct members to withdraw from these hours. In such circumstances, the Minister may respond by introducing a Ministerial Order to make the extra 33 hours and the flex hours contractual. Therefore, the industrial action involving withdrawal from these hours could have an impact on take home pay if withdrawal was construed as strike action.

Extra hours at third level

FEMPI is silent on the extra 78 hours so:

- Members have no commitment to extra hours unless the Minister introduces revised arrangements.
- The Minister may introduce a Ministerial Order, permitted under Section 2B of FEMPI, to increase the working hours of third level members.

Exam marking fee

FEMPI is silent on the rate for exam marking fees so:

- The current payment rate may continue.
- The Minister could introduce a Ministerial Order to reduce this payment.

Extra hours for members on 35 hours

FEMPI is silent on the issue of extra working hours so:

- Members will not be obliged to work the extra hours unless the Minister introduces revised arrangements.
- The Minister introduces a Ministerial Order, permitted under Section 2B of FEMPI, to increase the working hours for these members.

Fixed-term / Part-time Employment

FEMPI is silent on fixed term and part time teachers/lecturers.

The qualification period for the granting of a CID will remain at 4 years.

HADDINGTON ROAD**Hourly Paid Assistant / Associate Lecturers**

A process will be put in place for the phased conversion of HPALs/Associate lecturers to pro-rata Assistant Lecturers. This process will in the first instance establish and agree those posts which are appropriate to be converted and thereafter such posts will be converted over a period of 3 years commencing in or before the academic year 2014/15.

Supplementary panel for Permanent positions

A supplementary panel for permanent positions will be established for teachers who have had sustained periods of employment with more than one school/ETB over an extended period of time.

Job security

Job security commitments for permanent staff / staff with CIDs are reaffirmed in the Haddington Road Proposals. This includes protection against compulsory redundancy for these staff.

Redeployment

At second level, guideline redeployment distance will be set at 50km from the current work location or the home address, whichever is the shorter commute.

Headcount reductions

The parties accept that additional working hours and related productivity measures have the potential to facilitate further reductions in staff numbers over the course of the Agreement.

Commitments to no compulsory redundancies for permanent / CID staff remain in place.

Performance management

The parties accept that further steps are needed to strengthen performance management systems and procedures in place across the Public Service.

Posts of Responsibility

Alleviation of the moratorium on posts of responsibility will be applied to the full extent allowed under CL53/2011.

Industrial action

Parties to the proposed Agreement will not take industrial action on matters covered by the Agreement for the lifetime of the Agreement.

FEMPI**Hourly Paid Assistant / Associate Lecturers**

FEMPI is silent on the conversion of Hourly paid Assistant Lecturers/ Associate Lecturers to Pro-rata Assistant Lecturers.

Supplementary panel for Permanent positions

FEMPI is silent on the establishment of a Supplementary Panel.

Job security

The commitments to job security and no compulsory redundancies under the Public Service Agreement would no longer apply. Therefore, permanent staff / staff with CIDs could be made compulsorily redundant.

Redeployment

There is no redeployment scheme under FEMPI. Therefore, in circumstances where there are surplus staff, members could be made compulsorily redundant.

Headcount reductions

FEMPI is silent on headcount reduction in the public sector. However, under FEMPI there is no protection against compulsory redundancies for permanent / CID staff.

Therefore, permanent staff could be vulnerable to compulsory redundancy as a result of increases in the PTR at second level, the Employment Control Framework at third level or budgetary cuts.

Performance management

FEMPI is silent on performance management.

Posts of Responsibility

FEMPI is silent on the alleviation of the moratorium on posts of responsibility.

Industrial action

TUI members are currently being balloted on industrial action, up to and including strike action, which may be taken in the event that members reject the proposed Haddington Road Agreement and in response to cuts in pay and/or worsening of working conditions imposed by Government (through the FEMPI Act or otherwise)

*** Example of the S&S offset**

Current Gross Salary: €70,406 (including S&S payment)

Less S & S Payment: €1,769

New Gross after loss of S & S: €68,637

A 5.5% pay cut on €68,637 = €3,775

However, as the annual S & S payment of €1,769 has already been lost, this reduces the pay cut element to €2,006 (i.e. €3,775 - €1,769)

Post Pay Cut Gross Salary = €66,631 (€68,637 - €2,006)

The total loss for this teacher is €3,775, inclusive of the loss of S&S

(Example based on teacher on point 25 of pre-2011 common basic scale with a pass HDip and honours Degree, a B post and receiving the S&S allowance).

The proposed revised scales for newly qualified teachers under the Haddington Road proposals are:

Point	Entrant from 1/1/2011 Existing Scale <i>Qualification allowances will be paid as appropriate in addition to the scale below</i>	Entrant from 1/1/2011 Proposed Revised Scale <i>Qualification allowances will be paid as appropriate in addition to the scale below</i>	Entrant from 1/2/2012 Existing Scale	Entrant from 1/2/2012 Proposed Revised Scale
1	27,814	27,814	30,702	30,702
2	28,775	28,775	32,198	33,168
3	29,737	30,702	33,168	33,950
4	30,702	31,924	34,136	36,576
5	32,198	33,168	36,576	37,795
6	33,168	34,136	37,795	39,251
7	34,136	36,576	39,251	40,700
8	36,576	37,795	40,700	42,160
9	37,795	39,251	42,160	43,380
10	39,251	40,700	43,380	44,996
11	40,700	42,160	44,996	44,996
12	42,160	43,380	44,996	44,996
13	43,380	44,996	44,996	47,225
14	44,996	44,996	47,225	47,225
15	44,996	44,996	47,225	47,225
16	44,996	47,225	47,225	47,225
17	47,225	47,225	47,225	50,170
18	47,225	47,225	50,170	50,170
19	47,225	47,225	50,170	50,170
20	47,225	50,170	50,170	50,170
21	50,170	50,170	50,170	53,423
22	50,170	50,170	53,423	53,423
23	50,170	53,423		53,423
24	50,170	54,339		58,765
25	53,423	55,514		59,940

See pages 19 and 20 for NQT pay comparisons under Haddington Road and FEMPI

Pay comparison under Haddington Road and FEMPI over five year period 1 September 2013 – 1 September 2018

1 New entrant who was on Point 2 of the 2011 entrant scale as at September 1, 2012 with honours degree and honours HDip and who has not opted in for S&S purposes and receives no S&S allowance.

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€34,313 (Point 2 of the Jan 2011 – Feb 2012 scale)	€34,313 (Point 2 of the Jan 2011 – Feb 2012 scale)	€0
1 Sept 13	€36,240 (increment paid & new HRA pay scale)	€34,313 (3 year increment freeze)	€1,927
1 Dec 14	€37,462 (increment paid after 3 month delay)	€34,313 (3 year increment freeze)	€3,149
1 Dec 15	€38,706 (increment paid after 12 month interval)	€34,313 (3 year increment freeze)	€4,393
1 Sept 16	€38,706	€35,275 (increment paid – current Jan 2011-Feb 2012 pay scale)	€3,431
1 Dec 16	€39,674 (increment paid after 12 month interval)	€35,275	€4,399
1 Sept 17	€40,470 (application of €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2016/2017 so September 2017 is the latest date that it will be applied)	€36,240 (increment paid after 12 month interval)	€4,230
1 Dec 17	€42,910 (increment paid after 12 month interval on new HRA scale with €796 increase applied)	€36,240	€6,670
1 Sept 18	€43,706 (application of second €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2017/2018 so September 2018 is the latest date that it will be applied)	€37,736 (increment paid after 12 month interval)	€5,970

3 Teacher on Point 24 of the Common Basic Scale as at September 1, 2012 with Pass HDip, Honours Degree & A Post

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€69,773	€69,773	€0
1 July 13	€65,935.50 (5.5% pay cut)	€65,935.50 (5.5% pay cut)	€0
1 Sept 13	€69,550.50 (increment paid on due date - now on top of scale)	€65,936 (3 year increment freeze)	€3,614.50
1 Sept 16	€69,550.50	€69,550.50 (increment paid - now on top of the scale)	€0
1 April 17	€71,469.25 (restoration of half of July 1, 2013 pay cut)	€69,551	€1,918.25
1 Sept 17	€72,265.25 (application of €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2016/2017 so September 2017 is the latest date that it will be applied)	€69,551	€2,714.25
1 Jan 18	€74,184 (restoration of the second half of July 1, 2013 pay cut)	€69,551	€4,633
1 Sept 18	€74,980 (application of second €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2017/2018 so September 2018 is the latest date that it will be applied)	€69,551	€5,429

2 New entrant who was on Point 2 of the 2011 entrant scale as at September 1, 2012 with honours degree and honours HDip and who has opted in for S&S purposes and receives S&S allowance.

NB. The figures under the FEMPI scale assumes that the S&S payment continues to be paid to TUI members if they reject the Haddington Road Agreement. Although S&S is paid in two instalments during the school year, in this example, the S&S allowance has been added on to annual gross pay to represent total annual salary. If the allowance is removed the scale under the FEMPI column in the previous table would apply.

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€35,905 (Point 2 of the Jan 2011 – Feb 2012 scale)	€35,905 (Point 2 of the Jan 2011 – Feb 2012 scale)	€0
1 Sept 13	€36,240 (increment paid & new HRA pay scale)	€35,905 (3 year increment freeze)	€335
1 Dec 14	€37,462 (increment paid after 3 month delay)	€35,905 (3 year increment freeze)	€1,557
1 Dec 15	€38,706 (increment paid after 12 month interval)	€35,905 (3 year increment freeze)	€2,801
1 Sept 16	€38,706	€36,867 (increment paid – current Jan 2011-Feb 2012 pay scale)	€1,839
1 Dec 16	€39,674 (increment paid after 12 month interval)	€36,867	€2,807
1 Sept 17	€40,470 (application of €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2016/2017 so September 2017 is the latest date that it will be applied)	€37,832 (increment paid after 12 month interval)	€2,638
1 Dec 17	€42,910 (increment paid after 12 month interval on new HRA scale with €796 increase applied)	€37,832	€5,078
1 Sept 18	€43,706 (application of second €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2017/2018 so September 2018 is the latest date that it will be applied)	€39,328 (increment paid after 12 month interval)	€4,378

Pay comparison under Haddington Road

1 September 2013 –

4 New entrant who started on September 1, 2012 who has not opted in for S&S purposes and receives no S&S allowance.

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€30,702 <i>(Point 1 of the post-Feb 2012 scale)</i>	€30,702 <i>(Point 1 of the post-Feb 2012 scale)</i>	€0
1 Sept 13	€33,168 <i>(increment paid & new HRA pay scale)</i>	€30,702 <i>(3 year increment freeze)</i>	€2,466
1 Dec 14	€33,950 <i>(increment paid after 3 month delay)</i>	€30,702 <i>(3 year increment freeze)</i>	€3,248
1 Dec 15	€36,576 <i>(increment paid after 12 month interval)</i>	€30,702 <i>(3 year increment freeze)</i>	€5,874
1 Sept 16	€36,576	€32,198 <i>(increment paid – current post-February 2012 pay scale)</i>	€4,378
1 Dec 16	€37,795 <i>(increment paid after 12 month interval)</i>	€32,198	€5,597
1 Sept 17	€38,591 <i>(application of €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2016/2017 so September 2017 is the latest date that it will be applied)</i>	€33,168 <i>(increment paid after 12 month interval)</i>	€5,423
1 Dec 17	€40,047 <i>(increment paid after 12 month interval on new HRA scale with €796 increase applied)</i>	€33,168	€6,879
1 Sept 18	€40,843 <i>(application of second €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2017/2018 so September 2018 is the latest date that it will be applied)</i>	€34,136 <i>(increment paid after 12 month interval)</i>	€6,707

6 Teacher on Point 10 of the Common Basic Scale as at September 1, 2012 with Honours HDip & Honours Degree & S&S allowance

NB. The figures under the FEMPI scale assumes that the S&S payment continues to be paid to TUI members if they reject the Haddington Road Agreement. Although S&S is paid in two instalments during the school year, in this example, the S&S allowance has been added on to annual gross pay to represent total annual salary. If the allowance is removed the scale in the previous table would apply.

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€51,535	€51,535	€0
1 Sept 13	€51,376 <i>(increment paid on due date and loss of S&S allowance)</i>	€51,535 <i>(3 year increment freeze)</i>	-€159
1 Dec 14	€52,998 <i>(increment paid after 3 month delay)</i>	€51,535 <i>(3 year increment freeze)</i>	€1,463
1 March 16	€54,354 <i>(increment paid after 3 month delay)</i>	€51,535 <i>(3 year increment freeze)</i>	€2,819
1 Sept 16	€54,354	€53,145 <i>(increment paid)</i>	€1,209
1 March 17	€56,150 <i>(increment paid after 12 month interval)</i>	€53,145	€3,005
1 Sept 17	€56,946 <i>(application of €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2016/2017 so September 2017 is the latest date that it will be applied)</i>	€54,767 <i>(increment paid after 12 month interval)</i>	€2,179
1 March 18	€56,946 <i>(increment paid after 12 month interval – move to point 15, no incremental increase)</i>	€54,767	€2,179
1 Sept 18	€57,742 <i>(application of second €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2017/2018 so September 2018 is the latest date that it will be applied)</i>	€56,123 <i>(increment paid after 12 month interval)</i>	€1,619

5 New entrant who started September 1, 2012 who has opted in for S&S purposes and receives S&S allowance.

NB. The figures under the FEMPI scale assumes that the S&S payment continues to be paid to TUI members if they reject the Haddington Road Agreement. Although S&S is paid in two instalments during the school year, in this example, the S&S allowance has been added on to annual gross pay to represent total annual salary. If the allowance is removed the scale under the FEMPI column in the previous table would apply.

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€32,294 <i>(Point 1 of the post-Feb 2012 scale and receiving S&S allowance)</i>	€32,294 <i>(Point 1 of the post-Feb 2012 scale and receiving S&S allowance)</i>	€0
1 Sept 13	€33,168 <i>(increment paid & new HRA pay scale)</i>	€32,294 <i>(3 year increment freeze)</i>	€874
1 Dec 14	€33,950 <i>(increment paid after 3 month delay)</i>	€32,294 <i>(3 year increment freeze)</i>	€1,656
1 Dec 15	€36,576 <i>(increment paid after 12 month interval)</i>	€32,294 <i>(3 year increment freeze)</i>	€4,282
1 Sept 16	€36,576	€33,790 <i>(increment paid - current post-February 2012 pay scale)</i>	€2,786
1 Dec 16	€37,795 <i>(increment paid after 12 month interval)</i>	€33,790	€4,005
1 Sept 17	€38,591 <i>(application of €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2016/2017 so September 2017 is the latest date it will be applied)</i>	€34,760 <i>(increment paid after 12 month interval)</i>	€3,831
1 Dec 17	€40,047 <i>(increment paid after 12 month interval on new HRA scale with €796 increase applied)</i>	€34,760	€5,287
1 Sept 18	€40,843 <i>(application of second €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2017/2018 so September 2018 is the latest date it will be applied)</i>	€35,728 <i>(increment paid after 12 month interval)</i>	€5,115

7 Teacher on Point 10 of the Common Basic Scale as at September 1, 2012 with Honours HDip & Honours Degree

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€49,766	€49,766	€0
1 Sept 13	€51,376 <i>(increment paid on due date)</i>	€49,766 <i>(3 year increment freeze)</i>	€1,610
1 Dec 14	€52,998 <i>(increment paid after 3 month delay)</i>	€49,766 <i>(3 year increment freeze)</i>	€3,232
1 March 16	€54,354 <i>(increment paid after 3 month delay)</i>	€49,766 <i>(3 year increment freeze)</i>	€4,588
1 Sept 16	€54,354	€51,376 <i>(increment paid)</i>	€2,978
1 March 17	€56,150 <i>(increment paid after 12 month interval)</i>	€51,376	€4,774
1 Sept 17	€56,946 <i>(application of €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2016/2017 so September 2017 is the latest date that it will be applied)</i>	€52,998 <i>(increment paid)</i>	€3,948
1 March 18	€56,946 <i>(increment paid after 12 month interval – move to point 15, no incremental increase)</i>	€52,998	€3,948
1 Sept 18	€57,742 <i>(application of second €796 to teachers' salary scales as a result of loss of S&S payment – this will be paid in the school year 2017/2018 so September 2018 is the latest date that it will be applied)</i>	€54,354 <i>(increment paid)</i>	€3,388

Road and FEMPI over five year period

1 September 2018

8 Assistant Lecturer on Point 2 of the new AL salary scale (post January 2011 entrant) as at 1 Sept 2012

Please note the improved new entrant pay scale under the Haddington Road proposals have not been yet finalised for the Assistant Lecturer grade. Therefore, the scale below in the 'Haddington Road' column is the existing new entrant (post January 2011) scale. It is estimated that this scale will increase by around 2.5% under Haddington Road, which would represent a 2.5% increase on each figure below in the 'Haddington Road' column.

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€37,188	€37,188	€0
1 Sept 13	€38,664 <i>(increment paid on due date)</i>	€37,188 <i>(3 year increment freeze)</i>	€1,476
1 Dec 14	€39,830 <i>(increment paid after 3 month delay)</i>	€37,188 <i>(3 year increment freeze)</i>	€2,642
1 March 16	€41,011 <i>(increment paid after 3 month delay)</i>	€37,188 <i>(3 year increment freeze)</i>	€3,823
1 Sept 16	€41,011	€38,664 <i>(increment paid)</i>	€2,347
1 March 17	€42,190 <i>(increment paid after 12 month interval)</i>	€38,664	€3,526
1 Sept 17	€42,190	€39,830 <i>(increment paid after 12 month interval)</i>	€2,360
1 March 18	€43,371 <i>(increment paid after 12 month interval)</i>	€39,830	€3,541
1 Sept 18	€43,371	€41,011 <i>(increment paid after 12 month interval)</i>	€2,360

9 Lecturer on Point 3 of the L1 Scale (Pre 2011 entrant scale) as at September 1, 2012

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€51,824	€51,824	€0
1 Sept 13	€53,741 <i>(increment paid on due date)</i>	€51,824 <i>(3 year increment freeze)</i>	€1,917
1 Dec 14	€56,144 <i>(increment paid after 3 month delay)</i>	€51,824 <i>(3 year increment freeze)</i>	€4,320
1 March 16	€63,363 <i>(increment paid after 3 month delay)</i>	€51,824 <i>(3 year increment freeze)</i>	€11,539
1 Sept 16	€63,363	€53,741 <i>(increment paid)</i>	€9,622
1 March 17	€65,467 <i>(increment paid after 12 month interval)</i>	€53,741	€11,726
1 Sept 17	€65,467	€56,144 <i>(increment paid after 12 month interval)</i>	€9,323
1 March 18	€67,516 <i>(increment paid after 12 month interval)</i>	€56,144	€11,372
1 Sept 18	€67,516	€63,363	€4,153

10 Assistant Lecturer on Point 3 of the AL salary scale (pre January 2011 entrant) as at 1 Sept 2012

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€42,960	€42,960	€0
1 Sept 13	€44,256 <i>(increment paid on due date)</i>	€42,960 <i>(3 year increment freeze)</i>	€1,296
1 Dec 14	€45,568 <i>(increment paid after 3 month delay)</i>	€42,960 <i>(3 year increment freeze)</i>	€2,608
1 March 16	€46,878 <i>(increment paid after 3 month delay)</i>	€42,960 <i>(3 year increment freeze)</i>	€3,918
1 Sept 16	€46,878	€44,256 <i>(increment paid)</i>	€2,622
1 March 17	€48,190 <i>(increment paid after 12 month interval)</i>	€44,256	€3,934
1 Sept 17	€48,190	€45,568 <i>(increment paid after 12 month interval)</i>	€2,622
1 March 18	€49,487 <i>(increment paid after 12 month interval)</i>	€45,568	€3,919
1 Sept 18	€49,487	€46,878 <i>(increment paid after 12 month interval)</i>	€2,609

11 Lecturer on Point 7 of the L2 Scale as at September 1, 2012

	Haddington Road	FEMPI	Difference in Pay under Haddington Road proposals
1 Sept 12	€74,848	€74,848	€0
1 July 13	€70,731.40 <i>(5.5% pay cut)</i>	€70,731.40 <i>(5.5% pay cut)</i>	€0
1 Sept 13	€72,969.40 <i>(increment paid on due date)</i>	€70,731.40 <i>(3 year increment freeze)</i>	€2,238
1 March 15	€75,205.40 <i>(increment paid after 6 month delay)</i>	€70,731.40 <i>(3 year increment freeze)</i>	€4,474
1 Sept 16	€77,453.40 <i>(increment paid after 6 month delay)</i>	€72,969.40 <i>(increment paid)</i>	€4,484
1 April 17	€79,511.70 <i>(restoration of half of July 1, 2013 pay cut)</i>	€72,969.40	€6,542.30
1 Sept 17	€81,752.70 <i>(increment paid after 12 month interval - now at top of scale)</i>	€75,205.40 <i>(increment paid after 12 month interval)</i>	€6,547.30
1 Jan 18	€83,811 <i>(restoration of the second half of July 1, 2013 pay cut)</i>	€75,205.40	€8,605.60
1 Sept 18	€83,811 <i>(at top of scale - Long Service Increment 1 to be paid on 1 Sept 20)</i>	€77,453.40 <i>(increment paid after 12 month interval)</i>	€6,357.60

FREE LESSON ABOUT THE HISTORY OF THE 1913 LOCKOUT, PLUS THE CHANCE TO WIN A TRIP TO NEW YORK!

LOCKOUT
1913_2013 CENTENARY

STRONGER TOGETHER
CONGRESS
Irish Congress of Trade Unions

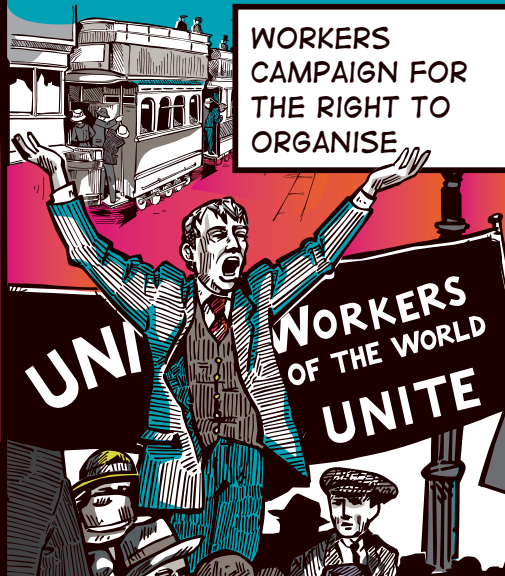
DUBLIN 1913



THOUSANDS LIVED IN POVERTY, TRAPPED BY LOW PAY AND FEW JOBS.



SEVEN PEOPLE DIE (INCLUDING THREE CHILDREN) WHEN TWO TENEMENTS ON CHURCH STREET COLLAPSE.



WORKERS CAMPAIGN FOR THE RIGHT TO ORGANISE

UNIONS

A SHOT FROM A GUN HITS 16 YEAR OLD ALICE BRADY IN THE HAND. SHE DIED A MONTH LATER FROM TETANUS.

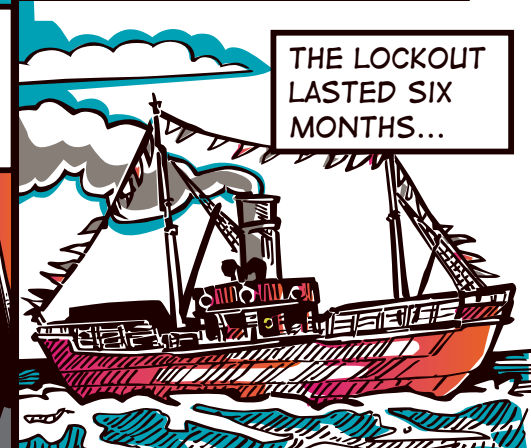


FOR FAIRNESS AT WORK AND JUSTICE IN SOCIETY...



JIM LARKIN ATTEMPTS TO ADDRESS A CROWD OF SUPPORTERS ON SACKVILLE STREET. POLICE BATON CHARGE CAUSES BETWEEN 400 AND 600 INJURIES.

SOLIDARITY

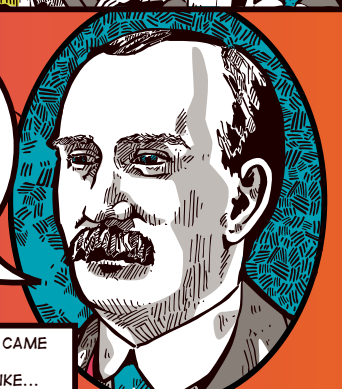


THE LOCKOUT LASTED SIX MONTHS...

THE SOLIDARITY OF WORKERS IN BRITAIN SAVED THOUSANDS OF FAMILIES FROM STARVATION



THERE IS NO FREEDOM WITHOUT THE FREEDOM OF LABOUR



JAMES CONNOLLY CAME FROM BELFAST TO HELP RUN THE STRIKE...

**100 YEARS:
DECENT WORK
BETTER LIVES**

A new school programme for second-level students, from the Irish Congress of Trade Unions, focussing on the history of the 1913 Lockout, its impact on modern trade unionism and the Decent Work Agenda.
www.lockout1913.ie

WHAT'S IT ALL ABOUT?

IN 1913, THE LABOUR MOVEMENT IN DUBLIN BECAME INVOLVED IN A SERIOUS DISPUTE WITH EMPLOYERS, KNOWN AS THE LOCKOUT.

This new school programme, from the Irish Congress of Trade Unions will focus on the history of the 1913 Lockout and its impact on modern trade unionism. It is dedicated to educating students about the causes of the Lockout, the events surrounding it and its impact on workers' rights and conditions in Ireland. It also seeks to provide students with opportunities to learn more about the social, economic and political circumstances of the time and how they influenced and impacted on workers and their struggle for decent work.

However, this is not solely a commemorative programme but one which will encourage students to examine the parallels and differences between life and work in the early 20th and 21st centuries, explore the importance of decent work, understand the modern trade union agenda and the impact of this period of history on the lives of us all today.

THIS PROGRAMME WILL RUN FROM SEPTEMBER TO DECEMBER 2013 COMPLEMENTING THE CURRENT YOUTHCONNECT PROGRAMME WHICH DELIVERS CLASSES TO ALL SECOND-LEVEL SCHOOLS AND STUDENTS.

THE HISTORY OF THE 1913 LOCKOUT



NEW MODULE FROM THE IRISH CONGRESS OF TRADE UNIONS FOR SECOND-LEVEL STUDENTS AND IT'S **FREE!!!**

YOUR SCHOOL WILL ALSO RECEIVE FREE COPIES OF THE NEW MODULE FOR USE THROUGHOUT THE YEAR PLUS ADDITIONAL RESOURCES SUCH AS EDUCATIONAL/DOCUMENTARY VIDEOS.

THE PROGRAMME

FOR TEACHERS

The programme will run on a nation-wide basis offering all second-level schools, community colleges, Youthreach centres and Further Education centres the opportunity to receive **FREE lessons delivered to the classes of your choice** from one of our trained champions.

The school will also receive **FREE copies of the new module to keep for use across the school curriculum plus additional resources** such as educational/documentary videos.

The module is an interactive resource which focusses on building student engagement, developing research skills and stimulating active learning. It will provide a range of information on the historical and modern trade union agenda and contain a series of lesson plans, classroom activities and projects.

FOR STUDENTS

This is a great opportunity to learn about Irish labour history and the evolution of the trade union movement and how it has impacted on the modern trade union agenda.

It also provides an opportunity for students to enter a fantastic competition to win an educational trip to New York.

THE COMPETITION

The competition is open to groups of between 4-6 students.

Each group of students will be expected to produce a collaborative 3 minute video based on their research and learning of the events leading up to, including and after the 1913 Dublin Lock-out.

There are no limitations on the creative style of video. **However, it should contain:**

- Three key learning outcomes from the group based on their research, one of which should be the lessons learned from the 1913 Lockout.
- It should also contain reference to the phrase "Decent Work" and highlight the groups understanding and importance of the concept of Decent Work in today's world.

BOOK A FREE LESSON, PRODUCE A 3 MINUTE VIDEO BASED ON LEARNINGS, AND YOU COULD WIN A TRIP FOR YOU AND YOUR TEAM TO NEW YORK!

Details of a variety of resources for this research are contained within the teaching resource and also on our website www.lockout1913.ie

Schools can enter as many groups as they wish and each project will be submitted to a national expert panel for consideration.

Full terms and conditions for the competition can be found at www.lockout1913.ie

THE PRIZE

The prize for the winning team[s] and teacher[s] will involve a trip to New York for 5 days, hosted by the Irish Embassy and the US Trade Union movement.

There is an educational aspect to the trip, the purpose of which will be to identify the influence of Irish immigrants on the US Labour movement at the start of the 20th century. The trip will include visits to a number of organisations linked to immigration and the labour movement such as the AFL-CIO, New York Tenement Museum, Ellis Island.

A similar competition will be run on the east coast of the US with the winning US school team visiting Ireland.

YOUTHCONNECT
C/O UNIONCONNECT
31-32 PARNELL SQUARE
FREEPOST F3956
DUBLIN 1

HOW TO GET INVOLVED

IT IS VERY SIMPLE TO GET INVOLVED...
JUST BOOK A LESSON.

TO DO THAT YOU CAN COMPLETE THE FREEPOST BOOKING FORM AND POP IT INTO A POSTBOX.

ALTERNATIVELY YOU CAN ENTER THE COMPETITION ONLINE THROUGH OUR WEBSITE WWW.LOCKOUT1913.IE OR DIRECTLY BY EMAIL TO INFO@YOUTH-CONNECT.IE

GOOD LUCK!



Prize fund of €10,000 to organise the best school concert in Ireland



SHAUN PURCELL CAO DONEGAL NTB WITH JUDGES AND ORGANISING TEAM FOR COMÓRTAS BEO 2013

BEO was founded by students from Coláiste Ailigh in 2009. They were quickly joined by neighbouring schools Loreto Convent, St Eunans College and Errigal College in an effort to raise awareness of emerging Irish musicians, social issues and improve the image of “Gaeilge” in local schools.

BEO’s involvement in an NDRC hosted competition over 6 weeks in 2010 resulted in the student led development of www.beoireland.com and COMÓRTAS BEO our own National BEO competition backed by the Donegal NTB, Donegal County Council, Dessie Larkin agus Foras na Gaeilge. Since its start, over 30 schools have participated in Comórtas BEO with winner Bridgetown Community School, Co Wexford in 2012 and Scoil Phól Kilfinane, Co Limerick in 2013.

Finalists were asked to make a presentation to some celebrity judges outlining why their school hosted the best school based concert in Ireland. These included, Jackie Hayden, former deputy editor of Hotpress and well respected author of many music related books but perhaps best known for signing U2; Paddy Mc Kenna, musician and 2FM presenter;



COOL RUNNINGS AT COMÓRTAS BEO FINAL 2013

Mary O Hagan, senior producer of the Matt Cooper show on Today FM and Cian Mc Carthy, musician and Radio na Life presenter.

BEO has grown each year and in 2014 aims to increase participation in Comórtas BEO to 50 schools nationally (North and South). A team is being prepared to visit 30 schools throughout the country. If you feel that your school is in a position to learn more please contact us very soon as we have only a small number of spaces left on the calander.

Comórtas BEO 2013/14 will be launched in Scoil Phól Kilfinane, Co Limerick on October 4 (Eurovision style) with 70 Letterkenny based students travelling south to the event. The following day a presentation will be made as a part of FÉILTE, World Teachers Day hosted by The Teaching Council in the Royal Hospital Kilmainham, Dublin.

2013 also sees Bliain na Gaeilge and we are also hosting another national competition in conjunction with Foras na Gaeilge with a first prize of €3,000 for writing and performing an original song in the Irish language. This competition is open to teenagers in schools and clubs all over the country. Tuilleadh eolas ag www.beoireland.com



CAIRDE SNATHAIDE FROM LIMERICK ENTERTAIN THE GATHERING WITH THEIR DIABETIC INFLUENCED RAP



PATRICIAN COLLEGE FINGLAS WITH PRINCIPAL PAT CAROLAN AND THE WONDER VILLAINS

**SPECIAL OFFER OF
LOW INTEREST
RATE LOANS
UNTIL
31ST OCTOBER
2013**

- 3.99% APR for loans within shares.
- 6.5% APR for Car Loans.
- 4.7% APR for Educational Loans up to €3,000 over one year.
- 5.9% APR for Educational Loans up to €8,000 over two years.

Terms and conditions will apply

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Ph: 4266060 Fax: 4266004

Email: info@tuicu.ie / tuicreditunion@eircom.net Web: www.tuicu.ie

TUI Principals and Deputy Principals Conference 2013



The Management & Staff look forward to welcoming all members of the PDA who will attend the annual Conference on 13th—15th November

PDA 2013



We have arranged very attractive rates of stay for the conference

Twin/Double	€45.00	B&B pps
Single	€65.00	per room

To make a reservation please contact us on **098 55088** or
Email: info@castlecourthotel.ie Web: www.castlecourthotel.ie



PDA Conference - Mayo 2013

Programme of Events

Wednesday 13th November

9.00 pm Speaker 1 - Liam Horan

Sli Nua Communications is run by Liam Horan, award-winning Journalist and Broadcaster. Sli Nua Communications is a full-service Public Relations & Media agency who promote your corporate profile, brand, and services. Their communications strategies straddle the full media spectrum, from the traditional right up to the latest trends in Social Media. They provide advice when you're:

- Launching a new product
- Kickstarting a new campaign
- Seeking to build your name and brand
- Looking to diversify into new areas
- Handling a crisis

They have an excellent track record in delivering value added communications solutions for their clients.



Thursday 14th November

11.30 am Speaker 2: Shane Martin

Shane Martin is a registered Psychologist of the Psychological Society of Ireland. Shane Martin is a psychologist dedicated to teaching the very best self-help psychology to empower people to enhance the quality of their lives.

His first post as a psychologist was with National Learning Network (Rehab Group) where he provided support to adults with learning and/or mental health difficulties at centres in Cavan, Meath, Louth and his native Monaghan.

In recent years he has concentrated on the whole area of wellness, happiness and resilience. His 'Moodwatchers' self-help psychology course has been delivered to the general public at community venues in every county in Ireland over the last decade.



8.00 pm Conference Dinner

After Dinner Speaker - Joe McDonagh

The current CEO of Co Galway Vocational Education Committee (VEC), Joe McDonagh is to move to the newly formed Mayo-Sligo-Leitrim ETB.



Friday 15th November

10.00 am Speaker 4 - TBC

11.30 am Speaker 5 - Professor Ciaran Sugrue

Ciaran Sugrue is Professor of Education, School of Education, UCD. He has worked in the Irish Education system in a variety of capacities including: teacher, schools inspector, teacher educator and researcher. Prior to his appointment in UCD, he worked at the Faculty of Education, University of Cambridge, where he also had a leadership role within the Centre for Commonwealth Education, reflecting a long term commitment to, and involvement with, educational reform in the global south, sub-Saharan Africa in particular, working with agencies such as Ireland Aid, UNESCO and World Bank.



Free Intercultural Module for Transition Year Students

Qualified English teacher Laura Dooley has designed an Intercultural Module for Transition Year students as part of her doctoral research project at Dublin City University. Laura is offering to teach the module free of charge to students in Dublin schools. The module was implemented with great success in four Dublin schools last year and Laura is now seeking participants for the 2013/2014 school year.

The module is designed to run for a period of five weeks with four class periods per week. Students participate in the module during normal school hours, usually when

they are scheduled to have English. The module helps prepare students for the Leaving Certificate English course as it incorporates four texts which are examined and compared. Themes include interculturalism, immigration and racism in Irish society. Through their involvement, students develop critical reading and debating skills. The module also involves class discussion and the use of social media.

There is no cost involved in participating in the module and all of the texts are provided. Access to computers is required for two of the classes as students will be asked to

complete a survey online. The identities of the schools and students involved will be protected. Students require written parental consent to participate.

For more information about the module please visit www.tyinterculturalmodule.wordpress.com or contact Laura directly by email at laura.dooley3@mail.dcu.ie or by phone on 0863486127.

Students Give Tour in Glasnevin Cemetery

In April 2013 Glasnevin Cemetery Museum invited 16 students from 9 different schools to deliver a tour of Glasnevin Cemetery to their families, friends, and teachers. Each student had visited twice throughout the year with their class to do the Glasnevin Cemetery Museum Tour Guiding Programme.

The TY programme uses alternative learning methods while giving a sample of life in the tourism and heritage industries and in particular the wonderful role of tour guiding. The main skills that we wanted to encourage through the programme were public speaking, researching and constructing a story. We hoped that through this programme students would gain confidence in these areas while building their interest in Irish history. Each student had three minutes to talk about one of the historic figures buried here in Glasnevin Cemetery. They had to think carefully about what they would say, the message they would send and their interpretation of history. We put the students in charge and they greatly impressed us.

The schools who took part last year were: from St. Benildus, Kilmacud; St. Josephs College, Lucan; St. Mary's, HFC, Killester; St. Josephs, CBS, Fairview; Kilkenny College, Kilkenny; Our Lady of Mercy, Beaumont; St. Farnans, Prosperous, Kildare; Caritas College, Ballyfermot; Lucan Community College, Lucan.

We would like to say a huge thank you to all who took part in the Programme. The standard was incredibly high and all students should be proud of their accomplishments.



STUDENTS WHO TOOK PART IN THE GLASNEVIN CEMETERY TOUR

A Little Bit More about the Tour Guiding Programme

The workshop is spread over two visits.

The first Visit

The students are given a demonstration by one of Glasnevin Cemetery's tour guides including information on how to construct and deliver a tour. All students are given a topic to study back in the classroom. They are in charge of their own research and each student prepares a three minute presentation.

The second visit

When the class return they give a tour to the rest of the group. Each student focusing on one of Glasnevin Cemetery's key figures in Irish History, such as; Michael Collins, Eamon DeValera, James Larkin & Daniel O'Connell as well as topics such as grave robbing and the cholera pit. A Certificate of Completion is presented to all who take part in the TY programme. From each class one student is asked to return to deliver the tour in April with representatives from other schools.

For more details or to book please contact booking@glasnevintrust.ie

or please visit our website www.glasnevincemetery.ie.

Half Price Saturdays for Teachers

From Saturday 7 September Glasnevin Cemetery Museum will offer all teachers half price admission on Saturdays. Normal price is €12 but with this special offer you can get a guided walking tour and museum admission for a bargain €6. Our public tours run daily at 11.30 and 2.30. This offer is open to all teaching staff including trainee teachers.

A little bit about the Historical Tour

Our historical tour gives a valuable insight into this unique Victorian burial place and into the final resting place of the men and women who have helped shape Ireland's past and present. On this tour you will encounter key historical figures from Daniel O'Connell, to Charles Stewart Parnell and Michael Collins. This tour also includes visits to the graves of Maud Gonne and Roger Casement and a tour of Daniel O'Connell's crypt. You will explore the high walls and watchtowers surrounding Glasnevin, learn more about our gravediggers and the poor ground they work with plus the once very real threat of grave robbers.

TUI in the media

A small sample of issues recently addressed by the union in the national media

Only instrument-making course hit by cutbacks – Irish Examiner 10/6/13

Teachers' Union of Ireland president Gerard Craughwell said the change in pupil-teacher ratios will "have a devastating effect on further education". "The Government says it will take 200 equivalent full-time posts out of the system, but we estimate the equivalent of 500 teachers on the ground will be lost to the sector, because of the casualised nature of the employment in further education," said Mr Craughwell. "It is the TUI position that this move is ill-advised, shows a lack of understanding of the student profile attending further education colleges and, ultimately, will lead to the demise of the further education sector.

Hard times for young teachers – Irish Times 14/6/13

... The Teachers' Union of Ireland (TUI) estimates that it takes five years on average for secondary-school teachers to secure a level of permanency, but even then, salaries are often based on part-time hours.

ASTI & TUI consider Haddington Road Agreement – RTE Six One News 21/6/13 Report that the TUI & the ASTI are meeting to discuss the Haddington Road Agreement.

Strike fears recede as teacher unions opt for ballot on Haddington deal – Irish Independent 22/6/13

John MacGabhann, general secretary of the TUI, said the union remained opposed to the "draconian" legislation introduced by Public Expenditure and Reform Minister Brendan Howlin, which imposes harsher pay cuts on unions

that don't sign up to Haddington Road. "This is a draconian piece of legislation, which has serious implications for trade unions. But you get the real voice of the members through a ballot and the union should ensure that they have that democratic right," said Mr MacGabhann.

OECD warns of consequences of education cuts – Irish Independent 26/6/13

John MacGabhann, the general secretary of the Teachers Union of Ireland, said youth employment needed to be addressed through more spending on education, noting "the deep cuts to further education provision in the past year".

More than 170 exam errors in five years – Irish Times 22/6/13

... Bernie Judge, education research officer with the Teachers' Union of Ireland (TUI), said that while the vast majority of mistakes were minor errors, it was essential to have a robust system for error detection.

Thousands of teachers hit in pocket as increment freeze begins – Irish Independent 29/6/13

Thousands of second-level teachers and university lecturers face losing their increments from next week because they haven't accepted the Haddington Road deal. The Association of Secondary Teachers Ireland (ASTI) and the Teachers Union of Ireland (TUI) initially said they did not accept the Haddington Road proposals as a final offer. However, last week the leaderships of the two unions decided to go ahead with ballots, but because of the school holidays, they cannot take place until September.

Significant fall in uptake of Leaving Cert Applied – Irish Examiner 14/8/13

Teachers' Union of Ireland president Gerard Craughwell, said the figures pointed to the possibility that some schools may have had to drop the programme as a direct result of cuts... Mr Craughwell said the fall in students taking up the programme is "particularly concerning given a recent OECD report that showed countries with relatively high numbers of second-level graduates from vocationally oriented education programmes have lower levels of youth unemployment by comparison with countries such as Ireland. Consideration should, therefore, be given to how the Irish education system might best meet the needs of students and to ensuring that schools have an appropriate suite of subjects to cater for the interests and talents of all students, including those with the ambition of entering the labour market or under-taking an apprenticeship."

Leaving Cert Applied numbers drop 13% - Irish Times 15/8/13

Gerard Craughwell, president of the Teachers' Union of Ireland, suggested the fall in numbers from 3,228 in 2012 to 2,805 this year may be due to increased pupil-teacher ratios and other cuts at second level, which could cause some schools to drop their LCA programme. "It is worrying that an important alternative pathway for students to gain a second-level qualification is reducing," he said.

Teaching unions to vote on pay deal – Irish Examiner 16/8/13

The executive committee of the TUI also met and decided to put the proposals to a ballot of members without recommendation. "Given the

wide ranging and divergent implications of the proposals and the FEMPI legislation for members, the TUI executive took the view members should be provided with comprehensive information and given a clear opportunity to make a considered decision in ballot,” said a spokeswoman.

TUI General Secretary John MacGabhann interviewed on RTE Radio’s News at One, 22/8/13, regarding news reports on fee-paying schools.

TUI General Secretary John MacGabhann interviewed on Today FM’s The Last Word, 22/8/13, regarding fee-paying schools. He welcomed the fact that some fee-paying schools are considering moving into the free, state system and pointed out that state schools provide an education of the highest quality. We want children to have available to them, in their locality, high quality, free, public education that allows them to be educated with their friends and neighbours, Mr MacGabhann said.

‘No evidence’ private students do better – Irish Times 23/8/13
Teachers’ Union of Ireland general secretary John MacGabhann said “by any objective measure” there is “an absolute systemic excellence” in the public education system. “If you are to judge from the Leaving Certificate, it is not entirely coincidental the top performing students are those who came through non-fee paying schools,” he said.

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 an Education and Training Board (ETB).

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 ETBs 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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RMA News

Well that was a great summer was it not? It was the best in the last five years, but you know when you are retired it's not the end of anything nor the beginning, it's all continuous. However there is one change I'm sure you noticed and that was the deduction in your pension. This is the second time we have had a deduction in our pension by way of Emergency Powers. You may ask what are we doing about it? Well a lot has happened since I last wrote to you.

You know that we have formed an Alliance with all the retired Public Service Associations and we have met frequently to consider how we might have an influence as to how our pension might be protected. You also know that there is little or no sympathy for retired Public Servants, we are considered to be the Golden Pension brigade, you can hear that daily on the radio or television and you can read all about it in the papers. The fact is that we have no voice



RMA MEMBERS AT LISMORE CASTLE GARDENS

or means to protect or defend our position. The Unions are prevented from acting on our behalf by the 1990 Employment Act. The situation we are in is completely new, not that we are not represented but that our pension is being deducted.

By the work that the Alliance has been doing it has become clear to many people that this situation is unjust and untenable. So after much correspondence and a Dail Parliamentary Question on the 24th May we met with the Ministers' Officials to discuss this situation and on Monday 27th May we met with the Minister for Public Expenditure and Reform, Brendan Howlin TD for several hours to discuss a solution. Details of all this is on our website including the Ministers statement following our meeting. The upshot of all this is that the Minister has agreed to recognise the Alliance as a spokesperson for the Retired Public Servants. This may not remove the pain but at least we will have an opportunity to have our case heard. We now have a voice.

Following on from that meeting we met with the Public Services Committee (PSC), at the invitation of Shay Cody, Chairman of the committee and General Secretary of IMPACT. The PSC is the subcommittee of Congress which deals with the Public Service. It was an explanatory meeting and we intend to liaise more with it in the future.

We had a great AGM in the Park Hotel, Dungarvan, Co Waterford, in May. The AGM was very efficiently run under the Chairmanship of Jim McCarthy and the Standing Orders committee. A lot of items were covered especially the pension position and of course the meeting was brought up to date with all the developments and the role of the



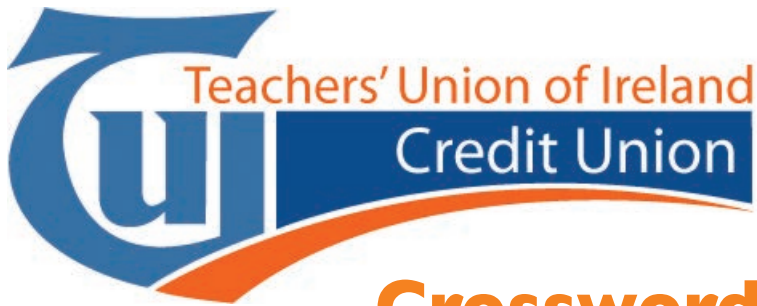
RMA MEMBERS AT LISMORE CASTLE GARDENS

Alliance. We had many guests representing other Teachers groups and the Alliance. On the social side we had a visit to Lismore a beautiful village and of course the Castle garden and the Heritage Centre. It was a magnificent day and the countryside was at its best as was the Castle garden.

The Area's continue to develop the latest one being Waterford, see our website for details of upcoming meetings.

By popular demand we are returning to Kelly's Resort Hotel for our autumn break. We first visited Kelly's in October 2011 and we have been requested to return ever since. The great news is that we have got the same rates as we had for 2011. Three nights dinner, bed and breakfast for €345.00 and of course all the amenities including swimming pool, garden course given by Helen Dillon and Betty Kehoe plus the morning coffee and afternoon tea. The dates are 15th 16th and 17th October 2013. All the details and booking form are available on the TUI website.

Christy Conville



Congratulations to
PAUL KELLY,
BALBRIGGAN CC,
CO. DUBLIN
winner of Vol 35 No 7 Crossword Competition

Crossword

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

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

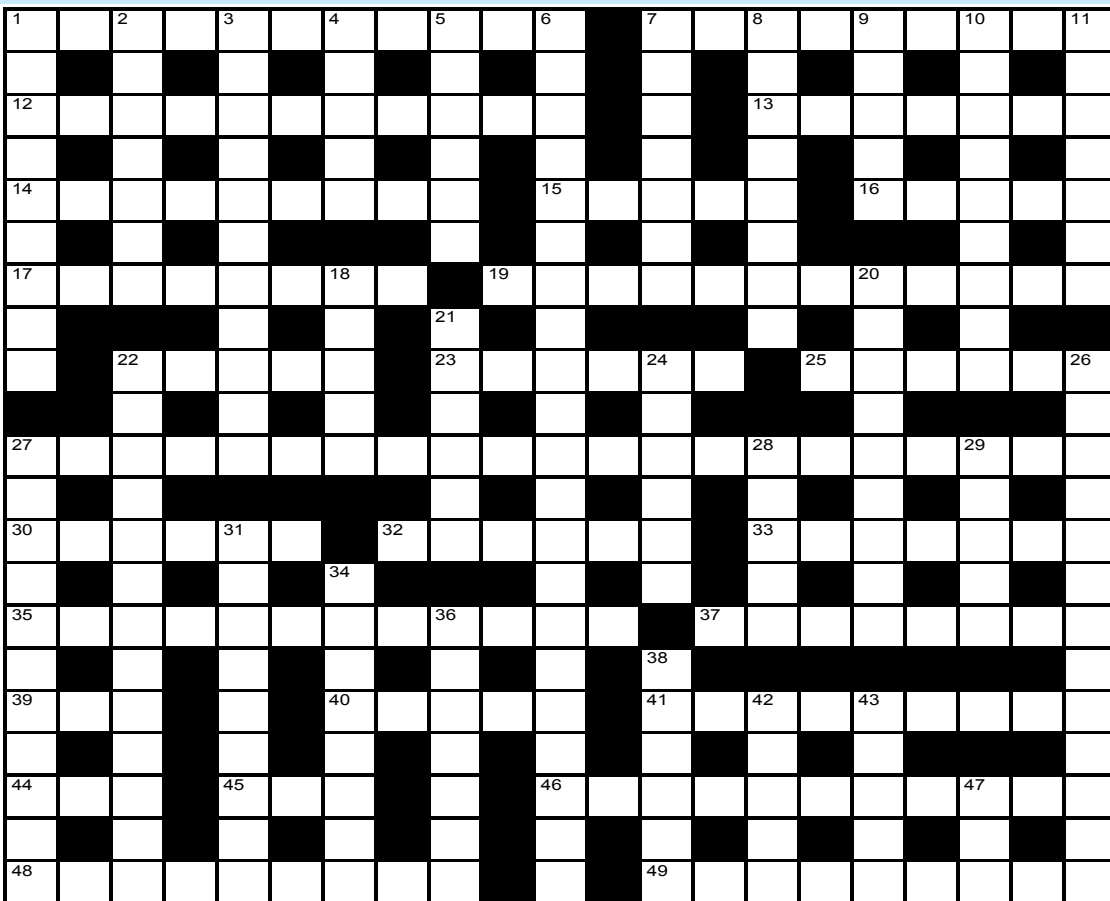
Address _____

Contact number _____

TUI Branch _____

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

Closing date for entries:
 Monday 30th September '13.



ACROSS

- 1 Able to be extended (11)
- 7 Capital of the Netherlands (9)
- 12 1980 single and album by Motorhead (3,2,6)
- 13 A fast Brazilian dance where partners move in close contact (7)
- 14 Irish gold medalist Rob ----- (9)
- 15 Put out or expel from a place (5)
- 16 A large freshwater lake in the Sierra Nevada of the United States. (5)
- 17 An insulated box used for keeping food or beverages cold (3,5)
- 19 The ----- film set in the Prohibition for which Sean Connery won an Oscar (12)
- 22 A hymn of praise in ancient Greece (5)
- 23 Wormlike form of many insects before metamorphosis (6)
- 25 Cooked in hot water (6)
- 27 A series of films based on a Disney theme park ride (7,2,3,9)
- 30 Lapwing (6)
- 32 On or to one side (6)
- 33 English critic and poet who, through his writings on art, literature and politics, had a notable influence upon modernism (2,5)
- 35 A star system containing younger stars which spiral out from old stars at the centre (6,6)
- 37 Leader of the pre-Raphaelites (8)
- 39 American music producer, multi-instrumentalist, author, rapper, actor, director, and screenwriter,

- 40 Harmony or harmonious relationship (5)
- 41 Island off Donegal Bay (9)
- 44 Bruce --- - martial arts actor (3)
- 45 Carly --- Jespsen - Canadian singer and songwriter (3)
- 46 Someone who is politically conservative or reactionary (5-6)
- 48 The automatic repetition of vocalizations made by another person (9)
- 49 Village in Anglesey, home to St Gallo's - one of the oldest Christian sites on the island (9)

DOWN

- 1 Stones of Prunus persica (5,4)
- 2 Former Minister for Education, Batt ----- (7)
- 3 A light snack or drink, esp. one provided in a public place or at a public event. (11)
- 4 Castrated male chicken (5)
- 5 Chemical element with symbol I and atomic number 53 (6)
- 6 Second largest Christian communion in the world (7,8,6)
- 7 A style of design that was popular in the 1920s and 1930s; marked by stylized forms and geometric designs (3,4)
- 8 Either of the two times of the year when the sun is at its greatest distance from the celestial equator (8)
- 9 Robert ----- Irish nationalist and Republican,

- orator and rebel leader, executed in September 1803 (5)
- 10 The blow that kills (9)
- 11 People given to excessive complaints and crying and whining (7)
- 18 Lady ----- the Blues - biopic of Billie Holiday (5)
- 20 Expressways in Germany (9)
- 21 Deceives an opponent by a bold bet on an inferior hand with the result that the opponent withdraws a winning hand (6)
- 22 One of the largest cities in South Africa, situated in the Eastern Cape Province (4,9)
- 24 Bring an accusation against; level a charge against (6)
- 26 First part of a famous 14th-century epic poem (6,7)
- 27 Small European brown bat (11)
- 28 A fashion reminiscent of the past (5)
- 29 French lightening (5)
- 31 An address delivered at a ceremony (especially by a United States president (9)
- 34 Outer covering of an egg (8)
- 36 2001 Australian film starring Anthony LaPaglia (7)
- 38 The guide in 26 down (6)
- 42 Within, during (5)
- 43 A major port in northwestern Israel (5)
- 47 A solid, jelly-like material that can have properties ranging from soft and weak to hard and tough (3)