



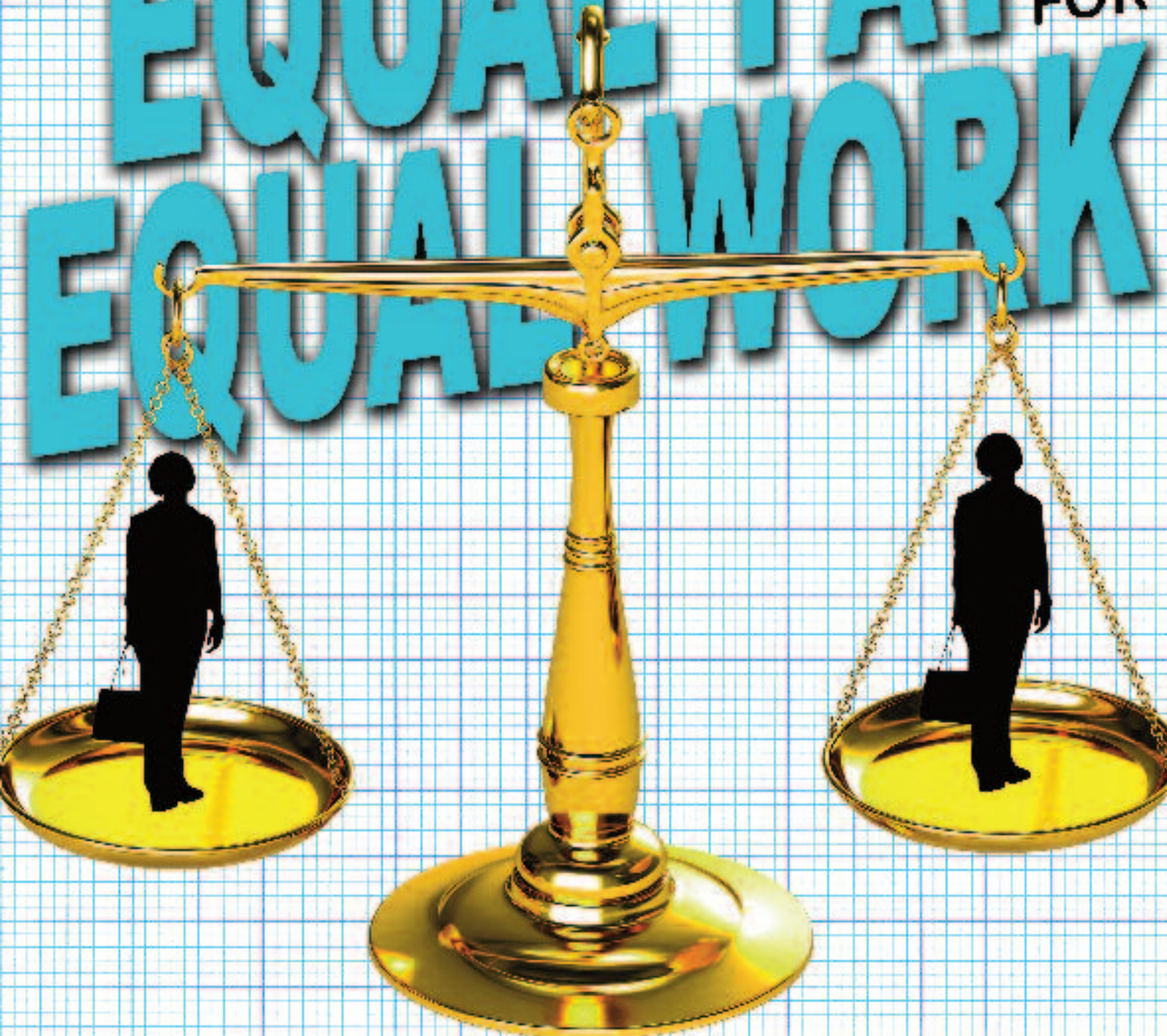
TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

# n e w s

April 2012

VOL.34 / NO.4

# EQUAL PAY FOR EQUAL WORK



TEACHING PROFESSION MUST NOT BE DOWNGRADED

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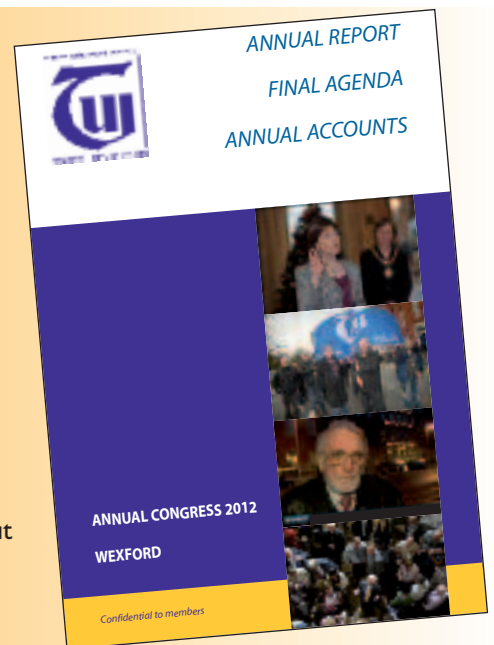
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RENEE DEMPSEY, CEO OF THE EQUALITY AUTHORITY PICTURED WITH TUI VICE PRESIDENT DENIS MAGNER AT LAUNCH OF A NEW TEACHING RESOURCE CALLED SPOTLIGHT ON STEREOTYPING DEVELOPED FOR THE CIVIC, SOCIAL AND POLITICAL EDUCATION (CSPE) CURRICULUM.

**Annual Congress 2012 – Wexford**

TUI's Congress takes place in Whites of Wexford between Tuesday April 10th and Thursday April 12th. A range of motions will be debated which will dictate the union's policies across a broad spectrum of issues at this crucial time for the education service and the teachers and lecturers employed within it. Updates will be posted on the TUI website throughout the event.



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Printed by:  
Typecraft Ltd.



TUI PRESIDENT, BERNIE RUANE

As I write, TUI's Congress is fast approaching. This year's conference takes place in Wexford and I would like to thank all those who have worked on the organising committee - it is their spirit of volunteerism which makes the event possible.

The education system is under severe shock from the budgetary cutbacks. Some of these are now impacting on our schools, colleges and centres. Staff allocations for next year have been slashed, as have capitation grants for schools. Third level colleges are experiencing substantial cutbacks to their budgets at a time of increasing strain for the sector due to the Employment Control Framework.

Redeployment is now a real live issue at second level. The number of teachers to be redeployed is down on last year. None of the VECs are over quota so there should be no redeployment out of this sector. VEC schools may, however, find that they are receiving redeployed teachers either from Community & Comprehensive (C&C) schools or voluntary secondary schools. In the C&C sector there is a small number of our members who are going to be redeployed on a compulsory basis. If you are one of these members please contact your branch and /or area rep who will advise you.

At third level, talks are currently taking place to formulate a redeployment scheme for the sector. TUI is insisting that members be reassigned within the college in the first instance and only when this proves to be impossible

should redeployment be considered. Much detail has to be worked out before TUI can consider agreeing to a definitive scheme.

Many changes are happening which will impact on members' workloads. There are new draft codes of conduct for the teaching profession which can be accessed at [www.teachingcouncil.ie](http://www.teachingcouncil.ie). These codes, when agreed, will have statutory implications for all registered teachers. TUI has held a series of very successful information meetings around the country to inform members of the implications that the codes may have on their working conditions. These meetings also dealt with the workload implications of the proposed new Junior Cycle.

The second meeting of the Post Primary/Further Education Council took place on February 29th. This was a very worthwhile gathering and gave branch officers the opportunity to meet with Head Office officials and have their queries answered. Members also found the experience valuable as it allowed them to meet with members from other branches. This afforded members the chance to discuss good practices in their workplaces and also gave them a forum to highlight practices happening in some schools which were detrimental to members' working conditions. It is the intention of TUI to hold a further meeting of this forum in the third term and the date will be advised shortly. All branches are encouraged to send one officer. Substitution costs and expenses may be paid for from branch funds. This

is a valuable means of keeping your branch informed and of bringing members' concerns to the attention of Head Office.

The review of allowances has once again threatened our pay. The Executive Committee passed a motion to issue a ballot for industrial action in response to this threat. If the Government breaks the Public Service Agreement then our members will have no choice but to engage in industrial action. All members will be asked to cast their vote in favour of this.

New entrants to the teaching profession are being treated in an appalling manner. Their pay has already been cut and allowances for new entrants are further cut meaning members working in our sectors will receive considerably less pay than their colleagues for the same work. This inequity must be stopped. To this end, a very successful demonstration was organised by the students from all the teacher training colleges together with the Postgraduate Diploma students. The teacher unions worked together to help the students organise the event. The slogan of the protesters is 'equal pay for equal work' and the protest was the first action of many planned by these students. For our part TUI intends to support these students in whatever way we can to ensure that they, as our future colleagues, maintain their entitlement to hard fought conditions of service.

A handwritten signature in black ink that reads "Bernie Ruane". The signature is written in a cursive, flowing style.

# Equal work for equal pay – teaching profession must not be downgraded

TUI severely criticised the suspension of the payment of allowances to any new beneficiaries on or after February 1st pending a review of allowances across the public sector. Effectively, the measure means that nothing in addition to the common basic pay scale may be paid to any new entrants to the profession. Until the review is complete, new entrants to the teaching profession will earn almost 30% less than those who entered two years ago and 14% less than those who entered just days previously.

The union described the move as an outrageous unilateral action, highlighting the savage consequences it will have for those teachers at the point of entry to the profession. The move could also have enormous consequences in terms of who will be attracted to teaching.



BERNIE JUDGE, JOHN MACGABHANN, DENIS MAGNER AND BERNIE RUANE PICTURED AT STUDENT TEACHER MARCH ON FEBRUARY 29TH

Speaking on RTE's Morning Ireland programme on February 1st, TUI General Secretary John MacGabhann described the suspension of allowances as having an "enormously disproportionate" effect on

new teachers. He also accused the Government of showing contempt for normal industrial relations procedures. "It has always been the case that allowances are regarded as core pay.



MARCH ON O' CONNELL STREET

To suspend payment to new appointees is unnecessary and unprecedented. It is deliberately provocative and has the immediate effect for somebody appointed this week that their salary will be in the region of 14% less than it would have been last week.”

The union highlighted the bitter irony that the Department of Education and Skills and the Teaching Council are looking to expand the training period for teachers to a minimum of six years following which the vast majority will struggle to secure any teaching hours on temporary contracts.

In the context of the Croke Park Agreement that the union has in good

faith engaged with, TUI sees this latest attack on the profession as a cynical betrayal of trust. TUI representatives joined with student teachers from all over the country in a march from O’Connell Street to Leinster House on February 29th demanding equal pay for equal work.

TUI fully understands and sympathises with the concerns of student teachers and believes that a collapse in pay will inevitably lead to significant deterioration in the quality of entrants to teaching. If our policy makers are serious about using our education system to drive economic recovery, we cannot allow the profession to be downgraded.

Coincidentally, an OECD report released the week before the suspension confirmed that those countries which pay teachers well perform the best in international comparisons. Clearly, it is in everybody’s interest that the pay of teachers is maintained at a level that ensures that the profession attracts graduates of the highest quality.

Incoming teachers have already been targeted in numerous other underhand ways. Around 800 new teaching posts at second level should have opened up from next September as a result of retirements this year but the bulk of these posts will be removed from the system as a result of cuts to teacher allocation introduced in the Budget.

## Salary models – the stark reductions in starting salaries of new entrants to second level teaching

**The following examples assume that the teacher holds a 1st or 2nd Class Honours degree and a Higher Diploma in Education (also 1st or 2nd Class). The stark cuts demonstrate the exceptionally harsh treatment that young teachers have been subject to as a result of attacks on pay from successive governments.**

### **New entrant to profession 1/9/10 – starting salary**

€33,041 Basic salary  
€4,918 Primary Degree Allowance  
€1,236 HDip Allowance

**€39,195 Salary (assuming full hours)**

**€19,598 Salary (assuming half hours)**

### **New entrant to profession 1/1/12 – starting salary**

€27,814 Basic salary  
€4,426 Primary Degree Allowance – total allowances now capped at value of Primary Degree allowance as a result of December’s Budget. Therefore HDip allowance is not paid.

**€32,240 Salary (assuming full hours)**

**€16,120 Salary (assuming half hours)**

### **New entrant to profession 1/9/11 – starting salary**

€27,814 Basic salary  
€4,426 Primary Degree Allowance  
€1,112 HDip Allowance

**€33,352 Salary (assuming full hours)**

**€16,676 Salary (assuming half hours)**

### **New entrant to profession 1/2/12 – starting salary**

**€27,814 salary (assuming full hours)**  
Pending a review of qualifications announced on 31/1/12, no payment can be made in respect of primary degree.

**€13,907 Salary (assuming half hours)**

# Institute News

The HEA paper, “Towards a Future Higher Education Landscape”, published in February, is required reading. It seeks to plot the roadmap between the high level strategy for Higher Education in Ireland (in the period to 2030) as set out in the National Strategy for Higher Education (Hunt) Report and the structures that will be required to meet the objectives of the strategy.

In the paper, the HEA claims that the structures it proposes seek to build on existing institutional strengths. However, it has never been and is not now apparent that the HEA has any developed appreciation of the strengths of the Institute of Technology sector.

Regrettably, there is here, as there has routinely been in HEA comment about the IoT sector, a rather sniffy, patronising attitude; a sense that the HEA still regards with suspicion and distaste the wayward and somewhat feral educational child that has, for most of its existence, eluded its clutches, and is possessed of a strong desire to domesticate it. Much of the HEA paper, therefore, concerns itself with the fitness for purpose of the Irish Higher Education system and, particularly, of the IoT sector. A prior consideration, TUI would suggest, is the fitness for purpose of the HEA itself. Since it was visited by intimations of mortality, following publication of the McCarthy Report, the HEA has been quite fevered in justifying its own existence, usually by threatening the existence of other institutions. The Authority requires reform - and urgently.

Notwithstanding such reservations, it is only fair to observe that the paper does acknowledge the remarkable success of the Irish Higher Education system over recent decades, in spite of very modest levels of public investment. The rapid expansion in participation rates, the steady improvement in the educational profile of our workforce relative to international benchmarks, the signal efficiency in terms of the number of graduates per academic staff member and the pole position enjoyed by Ireland in terms of the number of graduates per

1,000 inhabitants are all referenced. It is also acknowledged that it is the collapse of Irish public finances that has, since 2008, caused the perception internationally of the quality of Irish Higher Education to suffer.

However, the paper is passively accepting of the implied proposition that investment will remain damagingly low. Perhaps it is unfair to suggest that the HEA sees itself as wielding greater power if the level of public investment remains low but it certainly seems to relish the prospect of using budgetary threats to force institutional change, particularly in the institute sector.

The paper gingerly dips a toe into the murky waters of quality in Higher Education and briefly identifies some of the factors that are giving rise to concerns about a possible decline in quality. The rapid expansion of undergraduate programmes with a narrow focus is one factor that is identified. Another is the lack of academic preparedness for higher education of a proportion of students presenting in HEIs. The concerns expressed are valid to an extent and must be taken into account, as indeed they have been in the paper by Áine Hyland, “Entry to Higher Education in Ireland in the 21st Century”. Mystifyingly, however, the HEA again fails to make any direct linkage between quality and investment.

In regard to the Institute of Technology sector, the HEA paper is rather heavy-handed. It speaks of distinctiveness of mission at institutional level and diversity of mission at system level. It foresees a system “characterised by differentiation based on important features such as NFQ level, discipline specialisation, programme orientation, regional engagement, student profile, mode of provision, research intensity and specialisation”. It calls for collaborations and alliances leading to consolidation over time and, possibly, merger. The merged entities may, or may not, become Technological Universities. It calls for the rationalisation of programme and disciplinary offerings. In this regard,

the HEA seeks to name the game, set the rules and load the dice. Quite appropriately, in the context of possible movement towards technological universities, it prescribes the continued provision at levels 6 and 7 on the NFQ, but then proceeds to set qualification thresholds for staff that take no account of the intensive teaching focus that levels 6 and 7 necessarily entail. In terms of workplace practices and employment contracts, it demands that they be “reflective of a modern university” but is silent on the excessively onerous weekly lecturing hours of academic staff in the IoT sector by contrast with national and international comparators in the university sector.

If this paper exercises the kind of influence that it clearly intends, it is imperative that a meaningful engagement commence without delay between the HEA and this Union. It would be useful, in this context, if the HEA could drag itself to the realisation that the most remarkable and transformative feature of Higher Education in Ireland, over the past 40 years, has been the emergence of the RTCs, laterally Institutes of Technology. It is the institutes that have served and empowered communities and regions that the university sector scarcely recognised. It is the institutes that have created and sustained the wealth creating and job producing local economies that were not served by the university sector. It is the academic staff of institutes who have designed the courses and provided the opportunities for an almost entirely new cohort of learners in Higher Education. That cohort comprises half of the entire number of participants in Higher Education. If the HEA is, in its own words, intent on aligning funding “with the success of the clusters in meeting national objectives”, those national objectives need to be collectively designed, agreed, understood and valid. They will have little validity without the input of the real experts, the academic staff of the institutes represented by the TUI.

# Laois teacher to take up office of Vice-President in July

Gerry Quinn has been elected as the Vice-President of TUI and will take up office on July 1st 2012. A teacher of History and Geography in St Fergal's College, Rathdowney, Co Laois, he has been active in the Laois Branch of TUI for about 15 years, having served as school TUI Representative, Branch Secretary and Chairperson. In addition to these roles Gerry has been a longstanding branch delegate and regular speaker at TUI Congress, taking an active part in policy debates.

During the current period of attacks on teachers and other public servants, he played a central role in forming a public sector unions' alliance in Co Laois. This group secured prominent press coverage of its protests against local Government linked TDs. He has also taken part in numerous regional and national radio interviews to defend teachers' pay and conditions.



GERRY QUINN

Currently he is serving a third term as Staff Representative on Laois VEC, having previously won an election to this position. He was chosen by his colleagues on the VEC to represent them on the Board of Management of Mountmellick Community School. He has served on this Board since December 2009.

Gerry is approaching the end of his fourth year on the Executive Committee of TUI, during which time he was chairperson of the Education Sub-Committee. Regarding his new position, Gerry says: "I want to express my sincere gratitude to the many people who supported me in a variety of ways. It's a great honour to serve this proud union at any level. As Vice-President I commit to work diligently on behalf of all our members."

## Data protection issues

Organisations that process personal data relating to individual citizens, workers or customers are obliged to comply with the requirements set out in the Data Protection 1988 & 2003 Acts. Data processing includes obtaining, collecting, retrieving, disclosing, storage, retention and disposal of data and must be done in a fair manner with due attention to security and safety of systems. Access to personal data should be limited with systems in place to protect against data disclosure breaches. The definition of data is quite broad and includes electronic data such as email, video, audio and paper-based data such as letters, personal records, bills, payslips and so forth. Employers and organisations are required to respect the privacy rights of individuals in terms of the processing of data. Employers are also required to have data protection policies which specifically outline their processes and procedures for detailing with the eight data protection principles. Data Protection Commissioner Billy Hawkes states:

*"Data protection is about your fundamental right to privacy. You can access and correct data about yourself. Those who keep data about you have to comply with data protection principles."*

The website of the Data Protection Commissioner gives information on individuals' rights and on organisations' responsibilities. It also provides guidance on how the rights and principles apply in different practical situations.

A worker can make a Section 4 request to their employer to have access to all personal data that the employer has which relates to the individual worker. The Data Protection Commissioner's website provides the following sample wording for such a request:

*Dear - - -  
I wish to make an access request under the Data Protection Acts 1988 and 2003 for a copy of any*



*information you keep about me, on computer or in manual form. I am making this request under section 4 of the Data Protection Acts.*

While there is usually a fee associated with a personal data information request, it should not however exceed €6.35 and there is an obligation on an employer to provide the requested personal data within a 40 day time limit. For detailed information about your rights under data protection legislation access the Data Protection Commissioners website at [www.dataprotection.ie](http://www.dataprotection.ie).



## TUI Surveys 2012

### Impact of Budget Cuts since 2008 on Service Provision and Staff in Schools, Colleges and Centres for Education

TUI is conducting a major survey during March to seek members' views on the impact of the budget cuts since 2008 on service provision and staff workload. The aim is to have up-to-date robust data in advance of the annual conference in April.

Notice of the survey has issued to school/colleges/centres representatives who are being asked to administer it locally and encourage members to complete. Members will also be able to access the survey via the website at [www.tui.ie](http://www.tui.ie).

### Benefits of the Teaching Council

Shortly, a survey template to elicit members' views on the benefits of the Teaching Council will be posted on the website at [www.tui.ie](http://www.tui.ie).

### Second Assessment Components

Arising from Congress 2011, it was agreed to conduct some research on the impact of second assessment components in the state examinations (Junior Certificate and Leaving Certificate) on teacher workload. After some consideration it was decided to conduct this in two strands:

- a) a survey template to members to collect quantitative data – this will issue shortly via the local representatives and TUI representatives on NCCA committees.
- b) focus group discussions to elicit qualitative data – these will be organised after the Easter break and will comprise of teachers involved across the range of subjects with second and third assessment components.

Further details will issue shortly.

**Workplace representatives and members' co-operation and participation in all of these surveys will be very much valued.**



# Teaching Council issues

The Teaching Council is continuing to advance policies in respect of a new code of professional conduct, a new career entry programme for newly qualified teachers and a new approach to initial teacher education with a strong emphasis on an extended period of school placement.

## Revised Draft Code of Professional Conduct

TUI made a substantial submission to the Teaching Council, taking issue with the proposed wording and content of the revised code. In particular, TUI felt that the proposed wording represented a significant threat to teachers in their daily practice. As worded, the new code would mandate teachers to engage in certain activities and place unrealistic demands on them. TUI set out its opposition clearly and offered a number of suggestions for a wording that would address its concerns. Members' feedback was very helpful in this regard. The Teaching Council is currently in the process of revising the draft document and TUI understands a number of its suggestions have been taken on board. It will be making further observations through its members on the Council and directly

to the Teaching Council before a new code is agreed.

The TUI response is available at [www.tui.ie](http://www.tui.ie)

## New Career Entry Programme

As advised in correspondence to branches and local workplaces, TUI is concerned about the proposed career entry programme in that it:

- could lead to a significant change in the contractual responsibilities and obligations of teachers and principals
- would be very time consuming for new and practicing teachers – in the absence of additional resources this could lead to significant additional workload
- will involve areas of work – observation, mentoring, feedback in which many teachers have limited expertise, will require training and will be very time consuming
- will involve teachers and especially principal teachers in 'probating new teachers' into the profession with

possible negative implications for the relationship between colleagues

- will involve the use of a professional portfolio of which little is known with respect to what is actually involved, who will have access to it and for what purposes it will be used?

TUI has already met with the Teaching Council to express significant concerns in terms of capacity to implement a programme of this significance and importance given the reduction in resources to schools and the clear lack of resources to support all the proposed dimensions effectively. A written response will be submitted by the end of March so please forward observations as soon as possible.

See the full document on the proposed career entry programme at [www.tui.ie](http://www.tui.ie) or at [www.teachingcouncil.ie](http://www.teachingcouncil.ie)

TUI organised a number of regional meetings on the Teaching Council policy developments which have been extremely beneficial and members and branches are encouraged to keep the Education & Research Officer apprised of their views and concerns on an on-going basis.

# Junior Cycle Reform – brief update

The NCCA has recently identified the schools (46 in total) selected to participate in a network that will explore how the proposed new framework could be implemented. TUI members involved are asked to be mindful of TUI concerns about the new framework and its policies in any work they engage with, while maintaining the integrity of their involvement with the NCCA. The NCCA will also be commencing its communication

strategy with the wider school community in the coming months. In the meantime it has posted a set of Frequently Asked Questions on its website at [www.ncca.ie](http://www.ncca.ie).

TUI regrets to advise that the Department Implementation Group has not yet met, so discussions with the Department regarding implementation issues and strategies have not been progressed at this stage.

TUI organised a number of regional meetings on Junior Cycle reform. Again, members and branches are encouraged to keep the Education & Research Officer apprised of their views and concerns.



# Make the most of your TAX FREE CASH before you retire



As a TUI member, if you are missing years of service, you may be able to top up your tax-free lump sum through a 'last minute' AVC. You could then claim back tax relief at retirement\*.

**Example:**  
Susan had a tax-free lump sum shortfall of €10,000<sup>\*\*</sup>. She managed to gain €3,995 by investing €10,178 in her 'last minute' AVC.

Gross payment to 'last minute' AVC (including charges)	€10,178
Claimed back tax relief @ 41% <sup>***</sup>	€4,173
<b>Actual cost to Susan</b>	<b>€6,005</b>

To find out more, call us now on (01) 408 4058.

\*Subject to Revenue limits. \*\*Example assumes a 1.75% contribution charge.

\*\*\* Example assumes tax relief at marginal rate.

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# Error In PRSI Classification could be costly for members

Hundreds of public servants may face a shortfall in their pension due to an error in their PRSI classification. The issue affects public servants who were temporary before April 5th 1995 but made permanent on or after the 6th of April 1995.

Where an individual was temporary and was paying full PRSI (A1) prior to the 5th of April 1995 and was subsequently appointed to a permanent and pensionable post on or after the 6th of April 1995 and without a break of employment their PRSI class should have changed to the modified rate (Class D I).

As a consequence of this not happening it resulted in an overpayment of

PRSI contributions and an underpayment of Superannuation or Pension contributions.

As there is a limited time period of up to four years that individuals are allowed to go back to reclaim any over payments of PRSI contributions, there is a strong possibility that the pension shortfall will not be covered by the PRSI contributions reclaimed.

For example, take a public servant who was on the wrong PRSI class for 12 years meaning her pension contributions would be short by €9,000, but she was due a PRSI refund of €5,000 when the error was discovered, leaving an overall net deficit of €4,000.

For most individuals, the pension shortfall may not be covered by the PRSI claimed back by them because the PRSI contribution refund is limited to four years.

TUI members who feel they be may affected by this PRSI error should in the first instance contact the employer who made them permanent and pensionable all those years ago.

Full information is not yet available on this issue and as soon as we receive further clarification from the Department of Education and Skills and the Department of Social Protection we will post an update on the TUI website.

## Refund of fees scheme 2010/11

Applications are now invited for the refund of fees scheme for teachers who have successfully undertaken a course/part of a course in the period 1st September 2010 to 31st August 2011. **The closing date for receipt of applications is Friday 20th April 2012.** No late applications will be considered.

Courses which qualify should be of benefit to schools, school management and the improvement of teaching and learning. Courses must lead to an award from an appropriate accreditation authority approved by the Department of Education and Skills. Please note that this scheme excludes courses which result in a qualification in respect of which an allowance is payable. Serving teachers who are fully registered with The Teaching Council are eligible to apply under the scheme.

The Marino Institute of Education administers the scheme on behalf of the Department.

Application Forms and information available to download from: [www.mie.ie/refundoffees](http://www.mie.ie/refundoffees)

An Riarthóir, Teacher Fee Refund Scheme  
Marino Institute of Education, Griffith Avenue, Dublin 9.

Fax: 01-8057712

Email: [refundoffeescheme@mie.ie](mailto:refundoffeescheme@mie.ie)

Tel: 01-8535102



# Are you entitled to a contract of indefinite duration (CID)?



If you have been employed continuously for in excess of four years by:

- An Institute of Technology
- A Community or Comprehensive School
- A Vocational Education Committee

## YOU MAY HAVE AN ENTITLEMENT TO A PERMANENT CONTRACT

**Just lift the phone and contact TUI for advice today – you may be very glad you did!**

We have countless case studies of teachers and lecturers who have successfully obtained permanent contracts (Contracts of Indefinite Duration) having received assistance from TUI to pursue their entitlements.

Typically, the union would have made direct representations to the employer in the first instance. Where such representations were unsuccessful the union would have assisted the members concerned in lodging complaints with the Adjudicator or the Rights Commissioner service/Labour Court.

**If you don't check out your entitlements you could be losing out significantly in terms of salary**  
Or

**You could end up having your hours significantly reduced**  
Or

**You could end up losing your job**

**You need to act fast – If you are a teacher or a lecturer and you:**

- (a) are qualified
- (b) are a fixed term employee
- (c) were refused a CID
- (d) received a CID for fewer hours than you thought you were entitled to...

**...you have four working weeks to send an appeal to the Adjudicator.**

**You must send in an appeal to the Adjudicator within four working weeks of receiving the refusal** of your school/college to give you a CID or of the decision to award you a CID for a lesser number of hours than you thought you were entitled to. It is highly advisable to contact TUI head Office for advice and assistance before submitting your appeal.

## WHERE DO I FIND THE DETAILS ABOUT YOUR ENTITLEMENT TO A CID AND THE APPEAL PROCESS?

Third level lecturers should read **Circular Letter 93/2007** and second level teachers should read **Circular Letter 34/2009** in the first instance before downloading the Appeal form for the Adjudicator.

You can obtain the specific details regarding the appeal process and download the appeal form from the TUI website.

## APPEAL TO THE ADJUDICATOR – ONE MONTH

**Circular Letter 50/06** has the details and form for second level teachers and **Circular Letter 42/2006** sets out the details and application form for the Adjudicator for third level lecturers.

## APPEAL TO RIGHTS COMMISSIONER SERVICE – SIX MONTHS

Appeals can also be lodged with the Rights Commissioner under the Protection of Employees Fixed Term Work Act 2003. There is a 6 month time limit in operation here. Again, members should contact TUI head office for advice prior to the lodging of a complaint form with the Rights Commissioner service.

## RIGHTS UNDER THE PROTECTION OF EMPLOYEES PART-TIME WORK ACT 2001

We are aware that some teachers/lecturers have hourly paid contracts when clearly they should have pro-rata contracts. The 2001 Part-time Act provides for equal treatment for Part-Time staff with comparable whole time staff in relation to pay, holidays and conditions on a pro-rata basis depending on the number of hours worked. If you think you are being treated less favourably than a comparable whole time staff member in relation to your conditions of employment, you may have a claim which can be forwarded to a Rights Commissioner. Again, please contact your union before submitting any claim forms to the Rights Commissioner service.

## CONTRACTS

You need to check your contract and get advice before you sign it.

If in doubt check it out with your union before signing it.

Standard template contracts have been agreed for third level which are available on the TUI website.

At second level the standard fixed term contract of employment is appended to Circular Letter PPT 20/03.



## RESULTS FOR CONFINED MEMBERS MONTHLY DRAW

### January:

1st.	Anonymous, Co Kildare	€1,500
2nd.	Bernard Doherty, Co Donegal	€1,000
3rd.	Anonymous, Co Waterford	€500

### February:

1st.	Deirdre Crowley, Co Meath	€1,500
2nd.	Roslyn Flood, Co Kildare	€1,000
3rd.	Linda McDermott, Dublin	€500

## Special 4% Rate Loan within Shares

We note from our records that many members currently do not have a loan with TUI Credit Union. However, they have managed to build substantial shares over the years with regular savings.

As valued members of TUI Credit Union, we would like to advise them of a special loan we are offering members in this category, up until the end of September 2012.

For loans **"within shares"** we are pleased to announce a special rate of **4% APR.\*** By availing of this very low interest rate loan, they will be benefiting from one of the lowest rates available in the country while retaining their nest egg of savings.

At a time when interest rates are rising in Ireland and Europe, the Credit Union's current advertising slogan is "we look at things differently". Our low interest rate contrasts sharply with the market rates available from other financial institutions.

If you require further details of the above loan, please feel free to ring the TUI Credit Union offices and speak to Madeleine, Nadia or Fiona on 01 4266060, or visit our website at [www.tuicu.ie](http://www.tuicu.ie).

## Just Retired?

Remember you can still remain a valued member of TUI Credit Union. Nothing changes you can still save and get a loan as you need it with us. You may have retired as a teacher or lecturer but you need never retire as a member of TUI Credit Union.

## TUI Congress, Wexford 2012

Again this year we were pleased to have sponsored the Congress delegates wallets. We will have a stand with members of the TUI Credit Union there to advise you on membership and loans. Of course we will have our usual raffle so come visit our stand and fill in the form.

*\*Terms and Conditions Apply*



## Master in Education Higher Education

### Trinity College Dublin

School of Education in association with CAPSL

The Postgraduate Diploma/M.Ed. in Higher Education (TCD) is designed to support academics (including postdoctoral staff), who are new to teaching in higher education and more experienced colleagues who wish to develop and enrich their own practice.

The programme aims to enhance the work of academic educators through:

- Supporting and enhancing the teaching and learning experience at both undergraduate and postgraduate levels;
- Fostering a critical understanding of the scholarship of learning and teaching in higher education;
- Encouraging academic awareness and critique of theory and practice.

### Postgraduate Diploma

The taught component of the course comprises four modules, typically taken by participants over two years.

The course is designed with an exit point on completion of the four taught modules. Participants completing their studies at this stage will be awarded a Postgraduate Diploma in Educational Studies.

### Module titles

- Module 1: Tradition, Power and Context
- Module 2: Designing curriculum, assessment and supervision in higher education
- Module 3: Reflecting on practice in learning and teaching
- Module 4: Linking teaching and research within and beyond the discipline

### Master in Education (M.Ed.)

The third year is devoted to the completion of an M.Ed. dissertation (approx. 20,000 words) under the guidance of a supervisor.

### Applications

Applications should be made online through [http://www.tcd.ie/graduate\\_studies](http://www.tcd.ie/graduate_studies)

Closing Date: **20 July 2012**

### Further Information

More detailed information about the course content, teaching approaches and assessment is available on our website at <http://www.tcd.ie/Education/courses/masters/teaching-learning/>

For enquiries about applications, please contact Dr John Walsh, School of Education, Trinity College Dublin (email [wjohn@tcd.ie](mailto:wjohn@tcd.ie) or phone 01-8961221).

Enrolled title subject to the approval of the University Council.



# Closer co-operation between the teacher unions

The executive committees of the four teacher unions (ASTI/INTO/IFUT and TUI) met on the 24th February with consultant John O' Dowd who acted as facilitator for the meeting.

The purpose of the meeting was to review progress on the "road map" as agreed by the unions (see the February Edition of TUI News).

During January 2012, John O' Dowd met with focus groups from each of the unions in order to garner perspectives in relation to closer co-operation.

At the joint meeting on the 24th of February, Mr O' Dowd confirmed that the issues discussed and highlighted at the focus groups were similar to the issues raised at the previous joint meeting of the executive committees of the four teacher unions.

John O' Dowd's report in relation to the subject of closer co-operation between the unions will issue to branches electronically prior to Congress.

Delegates at Congress will receive a hard copy of the report.

## Membership Plus – great benefits for TUI members

All TUI members will soon receive a free Membership Plus card.

This card is your passport to a wide range of exclusive member offers and competitions. In addition to big brand discounts, numerous offers will be available in your area. Cards will be distributed throughout May, along with details on how to view the offers.



TUI DELEGATION PICTURED AT WOMEN'S CONFERENCE IN BELFAST: CHRISTINA CLARKE, BERNIE RUANE, GILLIAN QUINLAN, ÍDE NÍ FHAOLÁIN, GERRY CRAUGHWELL AND ANNETTE DOLAN

# Action on Congress 2011 Resolutions

## RESOLUTIONS CARRIED

### A. ADULT EDUCATION

#### 4 Co Longford

That Congress instructs the Executive Committee to seek appropriate contracts for suitably qualified teachers working in the Adult Literacy Sector commensurate with their colleagues in the mainstream system.

Discussions on contracts generally are ongoing with the IVEA.

#### 3 Co Donegal

Congress calls on the Executive to ensure the Department of Education and Skills issue a Circular Letter pertaining to staff meetings

in Adult and Further Education Centres. Currently, there is no provision for staff meetings in any circular for members employed in these centres.

Under consideration at the Further Education Sub-Committee.

#### 2 Dublin C&C

Implementation of Circular Letter: Congress instructs the Executive to do all in its power to secure an indefinite extension to the alleviation of the moratorium on the filling of the post of Director of Adult and Community Education in place since 27th March 2010, in which the link between the post of Deputy Principal and that of Director of Adult Education and

Community Education is further strengthened.

#### 248 Co Donegal

While Congress acknowledges the limited alleviation in the moratorium on promotional posts in schools, Congress calls on the Executive to seek a similar alleviation for all Adult and Further Education Centres that are also acutely affected by this moratorium.

TUI has sought the lifting of the moratorium at the Teachers' Conciliation Council and all other appropriate fora, including representations directly to the Minister for Education and Skills.



TUI CONGRESS 2011, TRALEE

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- Offer applies to new loans only (not top-up loans).

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## B. CONDITIONS OF SERVICE – 2ND LEVEL

### FÁS / WORK PLACEMENT SCHEME

#### 11 Co Galway

Congress instructs the Executive to condemn the introduction of the FÁS Work Placement Scheme into the teaching arena, since it undermines the professionalism of teaching by creating an underclass within the profession. Participants in this scheme are being shamelessly exploited to assist the Government and will be undermining rates of pay for teachers by offering a professional service in return for a meagre welfare payment. Furthermore, Congress instructs the Union to refuse any such participant entry into the TUI while they engage under the FÁS Work Placement Scheme in schools.

#### 10 Co Galway

Congress instructs the Executive to issue a directive to all TUI members not to co-operate in any way with participants from the FÁS Work Placement Scheme (CL 66/2010) who are engaged in duties that naturally fall into the remit of the term “teacher”.

#### 24 Co Monaghan

This Congress rejects out of hand the idea of a qualified teacher being asked to work in a school on a voluntary basis or for less remuneration than their counterpart. This Congress instructs the Union Executive to instruct all members not to participate in any such scheme.

#### 16 Tipperary NR

This Congress rejects the proposal to introduce fully qualified graduates as unpaid teaching staff in our schools and demands that the Executive Committee take whatever steps necessary to ensure that this practice is outlawed.

Directive issued on 27th October 2011 with subsequent clarification on 21st November 2011.

### SENIOR TRAVELLER TRAINING CENTRES

#### 15 Co Offaly

In light of the closure of Senior Traveller Training Centres by June 2012, that the Executive ensure that no TUI member be disadvantaged by this closure.

#### 29 Co. Wicklow

Congress instructs the Executive to press the DES and VECs to re-deploy teachers from Senior Traveller Training Centres into as wide a range of full-time centres and colleges as possible and to make the re-deployments ex-quota in the event that any TUI member is in danger of losing his/her job as a result of those re-deployments.

The TUI has held regular meetings with the IVEA and DES to ensure that the transfer of members out of the STTCs is effected in accordance with agreed principles. Schemes do not have an ex-quota allocation in respect of the process.

### CLASS SIZE

#### 9 Shannon

This Congress instructs the Executive to maintain the maximum class size directives and to ensure that these directives are strictly adhered to.

Ongoing vigilance is being maintained to ensure adherence to the directive.

### SUPERVISION AND SUBSTITUTION SCHEME

#### 17 Co Clare

Congress calls on the Executive to insist that the policy for employing people for the Supervision and Substitution scheme in schools should be that all available hours are offered in the first instance to the teachers in that school.

It is the understanding of the union that only teachers in the schools are being offered these hours.

### PUPIL TEACHER RATIO

#### 19 Shannon

Congress calls on the Executive to insist that the pupil teacher ratio is not increased in the future.

#### 66 Co Cork

Congress instructs the Executive to negotiate with the Department of Education and Skills to ensure the pupil-teacher ratio be reduced so that a safer teaching and learning environment is provided in our schools, colleges and centres.

Major regional and national media campaign conducted prior to Budget which outlined damaging effects of a worsening of the pupil teacher ratio. Campaign is on-going, in consultation with other unions, parents' organisations.

### TEACHING HOURS

#### 30 Shannon (Amended by Co. Cork)

This Congress instructs the Executive to ensure that the length of the school year and number of contracted (teaching?) hours per week will not be increased.

The PSA requires that an additional 33 hours be provided in accordance with the terms of the sectoral agreement. The maximum number of teaching hours per week is unchanged.

### PRIVATE FEE PAYING SCHOOLS

#### 6 Shannon

In order to have an equal and just society Congress calls on the Executive to campaign to have the €100,000,000 of tax payers' money which is paid annually to private fee paying schools to be diverted into schools which are disadvantaged.

#### 5 Co Offaly

Congress calls for the withdrawal of State funding to fee paying private

second level schools and education establishments. The TUI Executive is instructed to make representations to the Department of Education and Skills to further this objective.

Extensive media coverage secured and public debate initiated as a result of TUI campaigning and lobbying on this issue.

## BULLYING

### 13 Co Dublin

Congress calls on the Executive to ensure that all Union officials, branch officers and school representatives be trained in the proper procedures to deal with bullying incidences.

The Organisation and Training Sub-Committee is seeking expert advice, including legal advice, in order to inform material that will appear in future TUI training documents.

## C. CONDITIONS OF SERVICE - 3RD LEVEL

### 38 Cork Colleges (Amended by IT Carlow)

Congress instructs the Executive not to allow any change to the finishing date of June 20 and the restart date of September 1 by all means possible, if necessary through industrial action up to and including strike action, and that no proposed change to these dates is put to members as part of any package being voted on.

There has been no change to these dates. The union is monitoring the situation.

### 35 Cork Colleges (Amended by IT Carlow)

Congress directs the Executive to reject any proposals to increase the weekly class contact norm at 3rd level'.

There has been no change to the weekly norm hours for academic staff.

### 45 IT Carlow

That Congress directs the Executive to take whatever action is needed to bring to a successful and satisfactory conclusion (to our members affected) the cases of all our long-suffering members having claims under Labour Court Recommendation (LCR) 18366.

The substantive issues were jointly referred by the union and management to LRC conciliation. A note is provided in this Annual Report.

### 36 Cork Colleges

Congress instructs the Executive not to allow any change to the 1.5 weighting for lecturing after 6:00 p.m. and that no proposed change to this weighting be put to members as part of any package being voted on.

There has been no change to the weighting for lecturing hours after 6pm. The union will continue to protect this position.

### 39 Cork Colleges

That Congress directs the Executive to secure full negotiating rights for the TUI for our new third level sector, contract research staff.

The official side accepted the union's right to represent researchers but sought to impose preconditions. The union rejected this and referred the issue to the LRC.

### 34 Donegal Colleges (Amended by IT Carlow)

That Congress absolutely reject any attempt by IOTI / DES to erode the Christmas, Easter and summer breaks for lecturers and that this union fight any attempt to do so by all means possible, if necessary through industrial action up to and including strike action.

This matter is being kept under review at the Colleges Sub-Committee. Where cases arise the union takes what action is required.

### 41 IT Tallaght

Congress notes with concern efforts to attach funding of Institutes of Technology to retention targets and efforts to attach the pay of university lecturers to student evaluations. Such initiatives display complete ignorance of good educational practice and will incentivise the obliteration of standards, in the same way that the bonus culture destroyed our banking sector.

Congress instructs the Executive that the Union is to use all possible means to prevent either of these initiatives being introduced in TUI workplaces and to reverse them where they have already been introduced. In particular, Congress instructs the Executive that if necessary industrial action is to be used to prevent the pay of lecturers in TUI workplaces being attached to student evaluations.

Congress instructs the Executive to initiate a campaign with other teaching Unions to prevent the introduction of these initiatives in Irish public sector education generally and to reverse them where they have already been introduced.

This motion was referred to the Colleges Sub-Committee for monitoring. There is no linkage between pay and student evaluations.

### 48 Dublin Colleges

Congress calls for the reversal of semesterisation and a return to the yearlong calendar.

The union outlined the difficulties that semesterisation poses for both academic staff and students during the negotiations of the Public Service Agreement. The College Sub-Committee has considered this matter and has recommended that comparative research be undertaken.

**42 IT Tallaght/IT Carlow**

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

This motion is noted and referred to the Colleges Sub-Committee for consideration.

**37 Cork Colleges**

Congress instructs the Executive to negotiate, as a matter of urgency, the application of an appropriate weighting for delivery of all level 9 taught courses.

RESULT Referred

It is considered that weighting should not be restricted to the level of the programme. There needs to be weighting related to the modality of the delivery.

## D. CONDITIONS OF SERVICE - GENERAL

### PAY REDUCTIONS – NEW TEACHERS

**229 Co Meath**

Congress instructs the Executive to enter into immediate negotiations with the DES and other relevant parties to reverse the draconian decision to reduce the salaries of incoming teachers to the profession from the commencement of the 2011-2012 academic year. New entrants to teaching can expect a 10% pay cut, coupled with the loss of two salary increments. In addition to this, the loss of 500 teaching posts from September 2011 will significantly reduce new entrants' employment prospects.

**225 Co Laois**

Congress calls on the Executive to condemn the change in conditions for new teachers:

- 10% pay cut
- The new pension scheme
- Starting at the first point of the salary scale.

**224 Shannon**

Congress condemns the undermining of new teachers which will be created by the 10% cut for new entrants and by the introduction of a salary scale which starts all new entrants at point one of the common basic scale regardless of their qualifications or experience.

**49 IT Tallaght (Amended by IT Carlow)**

Congress instructs the Executive that Government plans that new entrants to the public service will have a reduced salary are wholly unacceptable. Congress instructs the Executive to resist this disgraceful plan, nationally through cooperation with other public sector Unions, and in TUI workplaces through industrial action if necessary up to and including strike action.

TUI has opposed the imposition of salary cuts on new entrants jointly with the other teacher unions at the Teachers' Conciliation Council, through the Public Services Committee (ICTU) and through representations to the Department of Education and Skills and the Department of Public Expenditure and Reform.

## E. EDUCATION CUTBACKS

**60 Executive Committee (Amended by Co. Donegal)**

Congress reiterates the demand for a reversal of the cuts in the education provision made over the past years, specifically cuts in staffing levels and in other resources being

made available to schools, colleges, adult education centres, youthreach centres and adult education programmes. There is a basic human right to education appropriate to the needs of the individual; in addition education is widely recognised as the fundamental necessity for the country's economic growth and development. Spending on education should be regarded as capital investment and should be increased in times of economic difficulty, not cut as demonstrated in the short sighted, narrow view of recent Government decisions. Congress calls on the incoming administration to implement this policy and in particular to set a spending target of no less than 7% of GDP to be reached over the lifetime of this Government.

Addressed by Union at ICTU Biennial Delegate Conference July 2011. The impact of the cuts has been raised widely especially as part of discussions on curriculum change, teacher education, programme development and delivery.

## F. EDUCATION

### TEACHING COUNCIL

**75 Co Dublin**

Congress instructs the Executive to negotiate immediately with the Teaching Council to reduce the fee on a pro-rata basis with salary reductions and this to be made retrospective.

**94 Co Monaghan**

Congress calls on the Executive to allow TUI officials to negotiate the membership fee to the Teaching Council for TUI members to be reduced from its present level of €90 to be reduced by €54 which is made up as follows: a 25% reduction to coincide with the reduction in our pay; a 25% reduction to represent the service that is currently being given by the Teaching Council to teachers and a



TUI GENERAL SECRETARY PETER MACMENAMIN ADDRESSES CONGRESS 2011, TRALEE



TUI PRESIDENT BERNIE RUANE ADDRESSES CONGRESS 2011, TRALEE

10% reduction to represent the reduction in salary of new teachers to teaching.

**80 Tipperary NR**

In light of the economic crisis in the country this Congress calls on the Executive Committee to negotiate with the DES a substantial reduction in the annual subscription to the Teaching Council. This reduction should be in place for March 2012.

This matter has been raised a number of times with the Teaching Council and by the TUI members on the Council. It has been considered by the TC Finance Committee and Council but no change was agreed.

**95 Tipperary SR**

Congress instructs the Executive to carry out a survey of its members to assess if membership of the Teaching Council is being of any benefit to them, or is it a waste of members' money.

Survey in process of being carried out by independent practitioners Behaviour and Attitudes.

**73 Co Cork (Amended by Co. Cork)**

Congress instructs the Executive to demand that the NEPS Programme is fully funded so that additional psychological services can be provided to all students deemed to be in need.

This matter was raised with the Department of Education and Skills and with public representatives. The matter was also included in general representations made in respect of cutbacks in funding for education.

**86 Co Donegal**

Congress instructs the Executive to engage with the Department of Education and Skills to redress the anomaly that exists in legislation that currently states a nominee for Staff Representative on a VEC committee does not have to be a member of staff of that VEC. Congress also instructs the Executive to ensure that legislation or regulations stipulate that a VEC Staff Representative must be continuously employed by the VEC whose members they are representing, for the period for

which they have been elected. If a staff representative ceases to be a paid employee for that VEC, they shall no longer qualify to hold this position.

Incorporated in the TUI submission on the Education and Training Boards Bill, 2011 (Heads of Bill)

**79 Dublin Colleges**

Congress instructs the Executive to gain agreement with the Department of Education and Skills to facilitate apprentice learners in completing their phase 5 and 7 within the Institute of technology sector.

The union raised this matter with the HEA and stated that the institutes could make provision for apprentices in order to facilitate the completion of their apprenticeship.

**G. EQUALITY**

**98 Dublin City PP**

Congress directs that a study be undertaken of the resources needed to cater adequately for non-national students in our schools and centres

and that a campaign then be instigated to obtain these resources.

The union has campaigned ceaselessly for the retention of these and other supports.

#### **105 Cork C&C/Co. Offaly/ Dublin City PP**

Congress calls on the Government to remove the right of certain schools to discriminate on religious grounds when hiring teachers, which they are allowed to do under Section 37 of the Employment Equality Act 1998, and instructs the Executive to seek this legislative change.

Lobbying engaged in to achieve this outcome.

## **H. EXAMINATIONS**

#### **108 Co Laois**

Congress instructs the Executive to oppose any changes to the current Junior Certificate Examination format without

- A significant reduction in the pupil/teacher ratio
- Adequate in-service training for teachers
- External monitoring
- Proper payment for extra work carried out by teachers
- Proper funding to deliver the programme.

The motion informed the TUI engagement in discussions with the DES and NCCA about Junior Cycle reform. TUI took the position that its support for implementing any changes would be contingent on adequate resources becoming available and further national discussions on implementation arrangements.

#### **107 Co Laois**

Congress instructs the Executive to undertake a survey of members to examine the workload created by projects for students and teachers in the Leaving Certificate

examination and report the findings to Congress 2012.

Background exploratory work with a small group of teachers was supported in the last quarter of 2011 and a number of related issues explored with the SEC. A survey is to issue in the first quarter of 2012.

#### **111 Co Clare**

Congress calls on the Executive to request the SEC to review its policy for appointing supervisors for the state examinations so that teachers currently in the system can be given preference for appointment over retired teachers.

This matter was raised with the SEC.

#### **114 Co Meath**

Congress demands that Junior and Leaving Certificate oral and practical examinations not be held immediately after holiday periods.

This matter has been raised with the SEC a number of times. It indicated a strong understanding of the union position but advised that schools/centres have some local discretion on how and when to conduct examination components.

## **I. FURTHER EDUCATION**

#### **120 Co Sligo (Amended by Executive Committee)**

Congress instructs the Executive to intensify its campaign to remove the CAP on student numbers in PLC/FE Colleges and Centres with immediate effect. Congress further instructs the Executive to negotiate with the DES and IVEA to ensure that PLC/FE centres be provided with sufficient resources to cater for the numbers they are currently enrolling.

The removal of the artificial cap on student numbers is central to ongoing TUI representations in respect of further education.

#### **121 Co Donegal**

Congress instructs the Executive to actively seek the removal of the artificial limit on VTOS places. VTOS is strategically placed to upskill, re-train and cater for the educational needs of those who are unemployed. At present, VTOS is unable to respond to the increased demand for places.

Raised continually as a matter of TUI policy. Politicians were lobbied.

#### **118 Co Carlow (Amended by Dublin City PP)**

That Congress deplores the decision to impose fees on PLC courses and demand that such charges be abolished immediately.

This policy position is being pursued through ongoing representations to the Department of Education and Skills.

#### **117 Executive Committee/ Co Dublin/Dun Laoghaire (Amended by Dundalk ITx2)**

Congress welcomes the integration of the training function of FÁS into the Department of Education and Skills. Congress notes that thousands of students were left without certification because of the ineptitude of FÁS systems. In comparison it highlights the unblemished reputation of the education sector in enabling learners obtain FETAC and HETAC certification. Congress demands that the current training function of FÁS be terminated and transferred immediately to VECs and IOTs. Congress further demands that the Apprenticeship system be transferred to the IOT/VEC Sector and that a new integrated apprenticeship model be put in place which will be led by the IOTs/VEC and by our members in the apprenticeship areas. This new model must address the progression issues for redundant apprentices and enable access to apprenticeship areas where employers are no longer willing to recruit. Ensure the

existing regional access to apprenticeship programmes is maintained.

In discussions with the HEA the union advocated apprenticeship provision by the Institutes of Technology and the Vocational Education Committees. In addition, the union argued that an alternative to the demand-led model is necessary.

**129 Co Kerry**

Congress instructs the Executive to revive the campaign aimed at recognising and establishing the VEC sector to be the prime provider of Further Education in the State.

TUI seeks that all publicly-funded further education and training comes under the full remit of Education and Training Boards. This is demanded in TUI's submission to the DES on the establishment of SOLAS

**131 Dublin City PP**

Congress demands that the National Executive revert to its former position of demanding the full implementation of the McIver Report.

Noted

**119 Galway City**

Congress instructs the Executive to lobby the Government to reduce funding for private colleges under the Partnership Development Schemes of NDP and to increase funding for FETAC courses provided under the VECs.

This is being kept under review by the Further Ed. Sub-committee.

**K. ORGANISATION**

**146 Executive Committee**

Congress instructs the National Executive to prepare a resource manual for College/School/ Education Centre TUI

Representatives. This manual should be available to all TUI members in any centre to be referenced as a first point of information. The manual should be well indexed and contain all of the information published in the TUI Diary together with all Circular Letters (indexed by topic). Where it is deemed relevant it should include case histories.

The Organisation and Training Sub-Committee is treating this as a priority. Initiatives are already underway for both 2nd level and 3rd level training packages.

**151 Co Donegal**

Congress directs the Executive to provide training courses for all Branch Officers annually after AGMs.

Significant training has been provided for branch officers in the last year. Training is provided upon request from branches.

**199 Co Donegal**

Due to the current economic climate, Congress instructs the Executive to reduce membership subscription rates from 1% of the 8th point of the common basic scale to 1% of the 7th point of the common basic scale.

Implemented with effect 1 July 2011. Cost savings were implemented where possible in order to maintain the service to members.

**L. PART-TIME**

**214 Dublin City PP**

Congress instructs the Executive to investigate means of taking appropriate action against employers who persistently deny members their full legitimate entitlements to Contracts of Indefinite Duration.

The primary mechanism available is referral of cases to the Rights Commissioner service. This is used extensively.

**219 Dublin City PP**

Congress instructs the Executive to engage expert legal advice to clarify all relevant matters relating to Contracts of Indefinite Duration and to publish guidelines, based on these findings, which Branch Officers may refer to in their dealings with members who have an entitlement, or potential entitlement, to a CID.

Many CID claims have been ruled upon in different forums and the outcomes are often contradictory thus confusing Branch Officers who attempt to advise members on this important contractual matter.

The union is in the process of developing guidelines. Of necessity, these will be subject to revision as successive decisions/determinations emerge. The union is also seeking to coordinate its efforts with the other teacher unions.

**M. PAY**

**231 Tipperary NR**

This Congress calls on the Executive Committee to vigorously oppose any attempt by a Government to put an embargo on increments and to initiate a campaign of industrial action should this happen.

The TUI Executive has monitored the position closely. Where necessary, the union has, in the media, opposed any suggestion of interference with increments.

**226 Co Dublin**

Congress instructs the Executive to ensure that any further cuts to teachers pay and conditions of service be met with immediate and sustained industrial action.

Noted

**228 Limerick City**

Congress deplores that the current economic climate has limited career



MINISTER RUAIRI QUINN ADDRESSES CONGRESS 2011, TRALEE

openings for new entrants to teaching. In an effort to combat this we ask that VECs end their practice of re-employing retired teachers on a part-time basis.

This issue was addressed by  
Department Circular 31/2011.

## N. PENSIONS

### 234 Executive Committee (Amended by IT Carlow)

Congress condemns the unfair, unjust and unprecedented attack on those not yet working in the profession and those currently in the system who will become new entrants by operation of the law.

These unacceptable proposals will develop a two tier system in schools, with teachers being paid different rates for the same work and having access to vastly different pension schemes.

The Government has signalled its clear intention to introduce a 16% salary reduction for all new entrants

together with a significantly inferior career average pension scheme.

Congress demands that the Union continues its campaign with the other teacher Unions and seeks the support of the wider trade Union movement to demand a reversal of the Government proposal to introduce the proposed career average scheme for new entrants and that this campaign be fought by all means possible, if necessary through industrial action up to and including strike action.

### 237 Co Cork/Co Galway

Congress instructs the Executive to negotiate with the Department of Finance to stop the undermining of the terms and conditions of new entrants to the teaching profession and to take account of the Trident Report.

### 244 Shannon

The Congress instructs TUI and its Executive to continue contact with other public sector Unions to ensure that the pension entitlements that public servants

entered in to at the start of their careers will not be downgraded.

### 238/

### 235 IT Carlow/IT Tallaght

Congress deplores the atrocious pension arrangements planned to be imposed on new entrants to the education profession, which seem likely to return less to recipients than they will actually contribute. Congress instructs the Executive that these arrangements are not to be agreed by this Union and their imposition is to be resisted by all means, including industrial action.

The union has worked in concert with the other teacher unions in this regard at the available fora. The unions lobbied politicians, met with the Minister for Public Expenditure and Reform, organised regional information meetings and sought amendments to the Pensions Bill.

### 236 Co Sligo

Congress directs the Executive to negotiate with the DES with a view to extending the February 2012 pension related deadline to 31st August 2012 in order to allow

intending teachers plan their retirement in a manner that would minimise disruption to schools and students.

TUI and the other teacher unions sought an extension of the February 2012 deadline at the Teachers' Conciliation Council and pointed to the difficulties which arise from such a retirement date in the education sector in particular. The Department of Finance would not countenance any extension of the deadline on the basis that it is a public service-wide provision.

#### 240 Donegal Colleges

Congress support a change to the public service pension rules, so that people who are not in a marital Union, but who have contributed to a pension, will be awarded the same entitlements as those who are in a marital Union.

(There is currently an anomaly such that if a person who is not in a marital Union dies their pension also dies, whereas on the other hand with a marital Union some percentage of the pension is passed on to the legal partner.)

Under consideration in Department of Finance.

#### 239 Limerick Colleges

Retired TUI Members have contributed to their Pensions.

Congress instructs the Executive to pursue legally either independently or through ICTU the restoration of full pension payments to retired Members and all members involved in the current scheme.

Legal advice was obtained.

#### 242 IT Tallaght

Congress notes that many education professionals cannot reach a full pension entitlement because of the years spent earning their qualifications. Congress instructs the Executive that it be Union policy that members in this position should be entitled to an added pensionable year for each

year spent studying to reach the minimum qualifications for their profession or studying to reach the level of qualification needed to have a realistic chance of being appointed in their profession. Congress instructs the Executive to enter negotiations on behalf of such members and that negotiation is to take account of the qualifications needed to have a realistic chance of being appointed as opposed to focusing solely on the minimum qualifications for a post.

#### 245 IT Carlow

Congress notes that many education professionals cannot reach a full pension entitlement because of the years spent earning their qualifications. Congress instructs the Executive that it is Union policy that members in this position should be entitled to an added pensionable year for each year spent studying to be qualified for their profession and to enter negotiations on behalf of such members.

This seeks the return of professional added years. The union sought this but no agreement was reached.

#### 243 IT Tallaght

Congress instructs the Executive that service in any Irish public sector education institution should be reckonable for pension purposes for TUI members and to open negotiations by September 2011 to secure this right for relevant members.

This referred to specific cases that needed to be identified and examined.

#### 241 Cork Colleges

Congress directs the Executive Committee to negotiate continuation, at 3rd level, of the Incentivised Scheme for Early Retirement for those over 50.

This matter was raised at the IoT IR Forum. The official side said that it is not in a position to discuss it at this time.

## O. POSTS OF RESPONSIBILITY

#### 247 Co Clare/Shannon/ Co Dublin/Tipperary NR/ Co Cork

Congress calls on the Executive to pursue the lifting of the moratorium on posts of responsibility.

Representations have been made on a continual basis with a view to the lifting of the post moratorium. A slightly improved alleviation has been put in place for the current school year under DES CL 53/11.

#### 251 Executive Committee (Amended by Executive Committee)

Congress instructs the National Executive to immediately carry out a survey to examine the duties, and workload associated with those duties, currently being undertaken by post holders in PLC/FE Colleges and centres. Congress further instructs the national Executive to draft a schedule of standardised and realistic duties for post holders working in the PLC/FE Sector similar to those set out in CL 20/98 and to present this schedule to Congress 2012 for ratification.

Under consideration at the Further Education Sub-Committee.

#### 249 Co Sligo

Congress calls on the Executive to finalize negotiations regarding all aspects of the new arrangements for selecting post of responsibility holders, including guidelines to determine which particular posts should be filled using each system during the transition period.

The outline Agreement of the Teachers' Conciliation Council in respect of a revised appointment system for Assistant Principal and Special Duties Teacher posts has been implemented on a default basis.



## P. RULES

### 258 Executive Committee

Amend Rule 75:

Add the following sentence to the end of first paragraph of Rule 75: “No member shall hold more than one such Office at any given time”.

The amended first paragraph of Rule 75 to read as follows: “Each Branch shall hold an Annual General Meeting in the month of October or November, or at a time sanctioned by the Executive, of which notice in writing shall be given to each member of the Branch at least a week beforehand. The Branch shall at this meeting elect a Branch Chairperson, Secretary, Treasurer and Equality Officer. No member shall hold more than one such Office at any given time.”

Done

## Q. YOUTHREACH

### 278 Co Donegal

Congress instructs the Executive to immediately enter into negotiations with the Department of Education and Skills to redress the inequalities attached to the allowances paid to members working in Youthreach. Currently, the highest qualification allowance payable to Youthreach Resource staff is a primary degree allowance, whereas their colleagues in the mainstream sector can avail of an allowance for holding a Masters Degree or PhD.

#### Amendment Co Louth

Congress instructs the Executive to immediately enter into negotiations with the Department of Education and Skills to have the Youthreach Pay Adjudication of 1999 fully implemented and to redress the inequalities attached to the allowances paid to members working in Youthreach. At the instruction of the Department of Education and Skills, Resource Staff are being refused allowances in contradiction of Section 7 of the

Pay Adjudication, Circular 32/92 and Memo V7. Currently, the highest qualification allowance payable to Youthreach Resource staff is a primary degree allowance, whereas colleagues in the mainstream sector can avail of an allowance for holding a Masters Degree or PhD.

RESULT Referred

Labour Court decision (reference County Dublin VEC) gives clear guidance in this area. See appendix to this Annual Report.

## EMERGENCY MOTIONS

### EMERGENCY MOTION NO. 1 Executive Committee / Cork City / Co. Galway / Dublin City PP / Birr/Gallen / Co. Meath / Co. Wicklow / Cork C&C / Wexford / Co. Kildare / Co. Cork

Congress notes that there are proposals to transfer the responsibility for the National Education and Welfare Board which includes the Schools Completion Programme and the Home School Liaison Service to the newly established Department of Children. Congress resolves to ensure that Home School Liaison Teacher positions remain as teacher posts in any such development.

The position, as advised to the union, is that there has been no proposal to move from the current position whereby HSCL positions are teacher posts.

### EMERGENCY MOTION NO. 2 Executive Committee / Conamara / Co. Carlow / Birr/Gallen / Co. Galway / Cork City / Co. Meath / Co. Wexford / Cork C&C

TUI has accepted and will continue to implement the Public Service Agreement on the condition that it is adhered to by Government up to the end of 2014. In the event of there being any departure by

Government from the terms of this agreement, any citing of the clause relating to “unforeseen economic circumstances” or any weakening of the commitments not to cut pay or not to make members redundant, TUI will withdraw from commitments given and will ballot its members for industrial action up to and including strike action.

Noted as policy.

### EMERGENCY MOTION NO. 5 Dublin City PP / Dublin Colleges/ Co. Kerry / IT Carlow / IT Tallaght / Co. Laois / Co. Meath / Donegal Colleges / Limerick Colleges / Co. Limerick Congress condemns the Government/ EU/IMF austerity programme.

This programme is blighting the lives of our newly qualified teachers and denying them a future in their own country. It is doing irreparable damage to our children and young people’s education.

It is destroying our public services and the working conditions and pay of teachers and public sector workers.

Congress commits itself to campaigning against this austerity programme.

This matter was addressed by TUI at the ICTU BDC in July 2011, especially in the context of the severe cuts in the education sector.

### EMERGENCY MOTION NO. 6 Co. Donegal / Dublin City PP / Dublin C&C / Co. Dublin / Conamara / Co. Cork / Galway City / Co. Waterford

Congress instructs the Executive to ensure that TUI will not agree to a reserve calendar being implemented in relation to making up snow days or other unforeseen closures for the academic year 2011/2012 or any subsequent year.

TUI has addressed these issues at a local level where difficulties have arisen in regard to Circular Letter 34/11.

## Mary Coyle - An Appreciation

“In the hands of a gifted teacher,  
A classroom is a magical place,  
In the hands of a gifted teacher,  
There is a catalyst who genuinely cares,  
In the hands of a gifted teacher,  
The future is designed”.

On the 22nd of February 2010, the staff and community of St. Brigid's Vocational School, Loughrea, Co. Galway, learned with deep shock and sadness of the untimely passing of our dear friend and colleague, Mary Coyle. Given that we had gathered only four short months earlier to celebrate her retirement, it was a shocking blow to us all. Mary had looked forward so much to her retirement and had made many plans, sadly these were never to be realised.

All of us who were privileged to have known and worked with Mary, gathered with heavy hearts to say a final farewell. As we came together we recalled our memories of our friend. “Never gave up on any of her students”, “Loyal”, “Hard working” and “Great fun” were just some of the many plaudits used to describe Mary. Through tears, many of us also laughed and remembered that Mary also had a certain way of flicking her fabulous blonde hair and when she did, no matter who you were, you knew Mary meant business!

Mary Coyle's teaching career began in Westport, where she taught from 1969 – 1970. In 1970 Mary joined the staff in Inverin and taught there for two years. In 1972 Mary moved to Loughrea and remained there until her retirement in 2010. Teachers like Mary are few and far between. Her subject areas



were English and Geography. In St. Brigid's she became head of learning support and co-ordinated her department with precision. As a learning support co-ordinator and teacher Mary championed the weaker students and always helped her students reach their full potential. Her amazing results each year bore testimony to her excellence and her professionalism. It is a proud legacy.

Mary rarely missed the opportunity to support St. Brigid's many sporting victories. Indeed she travelled the length and breadth of the country to cheer on the students. Mary was also deeply involved in the promotion of Golf in the school. She had a lot of success in inter – school competitions down through the years. Mary also was involved during her career with public speaking and debating teams. She accompanied students, on many school tours at home and abroad.

Mary loved social nights out. If you were lucky enough to be at a table with her, you were guaranteed a memorable evening. Her infectious laugh always rose above any crowded room. Mary was quite simply a dedicated and gifted teacher of English and Geography. The English department is all the poorer for her passing. We have a perpetual trophy named in her memory, which is a small but fitting tribute to mark her enormous contribution to this school. No tribute written could ever capture fully this special lady. She was a wonderful teacher, colleague and friend.

God Bless Mary, keep an eye on us, we miss you.

## Noel Carpenter – An Appreciation

It was with great sadness that we heard of the passing of our dear friend and colleague Noel Carpenter on 17th October last. Even though Noel had been ailing for quite some time his passing still came as a great shock to all who knew him. Noel battled bravely with his illness for a long time, but alas he finally succumbed. Noel will mostly be remembered as a dedicated teacher of Science and Maths at Moneenageisha Community College. Many of those he taught were probably too young to remember him as an outstanding sportsman excelling at many sports but particularly at soccer and rugby. He was a brilliant rugby player and played for Galwegians, UCG and Connacht and he was full-back for Connacht from 1960 to 1965. He was full-back on the Connacht team that beat Ulster in Ravenhill, Belfast, in November 1960, when Connacht won 6-3: the last time that Connacht beat Ulster in Belfast. He also excelled at soccer and won two Collingwood cups with UCG, the last of which was in 1968. Noel gave much of his spare time to coaching students at Moneenageisha and indeed gave a lot of time to the promotion of schools rugby. His efforts were acknowledged when he was appointed assistant manager of the Irish Schools tour to Australia in 1987.

Noel was a stalwart member of TUI and served as School Rep and Branch Officer a number of times. He was also a delegate to Congress on a number of occasions, representing Galway City Branch.



Noel was born in Belfast but he spent most of his life in the heart of Galway - Eyre Square. Having finished his secondary education at the Patrician Brothers school (“The Bish”) he went on to study Science at UCG. After graduation he worked for some years at Hygeia, Galway. Wishing to gain some teaching experience he went to England in 1965 and taught in the Franciscan College boarding school in Buckingham. His talents as a rugby coach were very much appreciated there. In 1967 he returned to Ireland and took up a post as science and maths teacher at Loughrea Vocational School, where he remained until the new school, Moneenageisha Community College was opened. Noel was the first science and maths teacher at Moneenageisha Community College, when the school opened in September, 1969. He spent the rest of his teaching life at Moneenageisha, until he retired in 2003. He was a born teacher, obviously influenced by his father who was a teacher of maths at St. Andrew's College, Stafford and afterwards in Belfast. I had the pleasure of having Noel as a teaching colleague and friend for over forty years. We had a regular 4-ball at Galway Golf Club, for many years with ft. Michael Crosby and Martin McGrath. We all miss Noel very much, particularly on the golf course and on social occasions. Most of all Noel is missed by his family to whom he was totally devoted. Deepest sympathy to his wife Aine, his daughters Jennifer and Richella, his Grandson David, his brother Brian and sisters Kitty and Marianne.

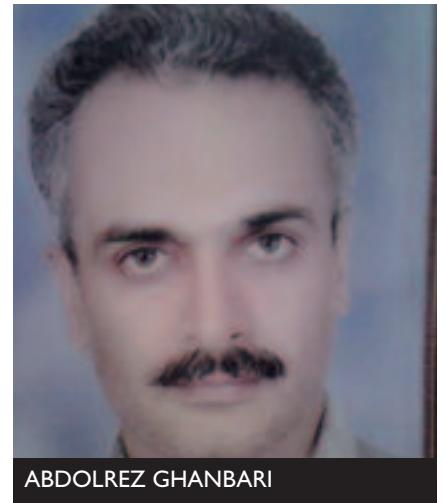
Ar dheis Dé go raibh a anam uasal.

# Iran: Stop the execution of Abdolreza Ghanbari

Abdolreza Ghanbari, a 44-year-old lecturer of Payam e Nour University, was arrested at his home in Pakdasht on 4 January 2010. He was charged with Moharebeh (enmity towards God) for receiving unsolicited emails from an armed opposition group, to which he does not belong. While in detention at the notorious Evin Prison, Prof. Ghanbari was interrogated for 25 days in a row and forced to confess under duress to unproven charges. Nasrin Sotoudeh was his lawyer until she was herself condemned to a six year sentence in Evin prison for "propaganda against the regime" and "acting against national security". In 2007, Prof. Ghanbari had already been detained for 120 days and sentenced to a six-month suspension from teaching and exiled from Sari to Pakdasht. Prof. Ghanbari has no known political connections. He was previously involved in teacher union

activities until his union ITTA was dissolved in 2007. Prof. Ghanbari's death sentence has been confirmed by Tehran's Appeal Court, Branch 36 in April 2010. He has since been waiting on death row. A request for pardon was rejected on February 28 by the Commission of Justice in Tehran. It means that authorities are allowed to proceed with the execution. Education International calls on the Iranian authorities to stay the execution of Prof. Abdolreza Ghanbari and revoke the death sentence; to drop all charges against all detained trade unionists and release them immediately; to comply with the international labour standards and respect the rights of Iranian workers to freedom of association, assembly and expression.

For the latest on the campaign to stay the execution of Abdolreza, please long



ABDOLREZ GHANBARI

onto Education International's site [www.ei-ie.org](http://www.ei-ie.org) or sign the online petition at [www.labourstart.org](http://www.labourstart.org) (full address of petition [http://www.labourstart.org/cgi-bin/solidarityforever/show\\_campaign.cgi?c=1299](http://www.labourstart.org/cgi-bin/solidarityforever/show_campaign.cgi?c=1299) )

**Online Master of Arts in Teaching & Learning**

**Now enrolling**

Hibernia College is now enrolling for its online Master of Arts in Teaching & Learning. This programme is designed for practising educators and deals with current issues faced by today's teachers. It focuses on application in the Irish classroom and is delivered 100% online.

This programme is accredited by HETAC at Level 9 on the National Framework of Qualifications.

**What Next?** For more information and to apply, go to:  
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Hibernia College, 2 Clare Street, Dublin 2, Ireland T: +353 1 6010188 E: [academicaffairs@hiberniacollege.net](mailto:academicaffairs@hiberniacollege.net)

# TUI in the media

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

## **A simple formula for education – letter to Irish Times by Bernie Ruane 18/2/12**

Sir, – Like anybody else, Ivan Yates is entitled to his opinion. However, this opinion loses all credibility when built on the crumbling foundations of inaccurate, poorly researched and misleading pseudo-analysis (Education Today, February 14th)...Any debate on education is a welcome one and the quality of our public education system should be a matter for robust public discourse. However, it should always be grounded in fairness and accuracy.

## **Salaries linked to success in education**

– *Irish Times 17/2/12*

Responding to the OECD report, TUI general secretary John MacGabhann said that, while the union agreed that the quality of teaching was the primary determinant of learning outcomes, he disagreed with its findings on class size. “Of itself, that is not an argument for larger class sizes because it is self-evident that the larger the class size, the less time and attention teachers can give to individual student needs in an integrated classroom environment.”

Mr MacGabhann added that in order to maintain a high-quality teaching force, an appropriate level of investment in salaries was required.

## **What retirement has taught me**

– *Irish Times 14/2/12*

Tom Fennell - “I miss the excitement of working with young people” Retired in 2009 :“I still see my colleagues but I miss the excitement of working with young people, full of verve, drive, hope and enthusiasm. They are on a tremendous adventure and it’s a privilege to be involved in it. I went on courses for about five years before I retired and I’d recommend that. The union (Teachers’ Union of Ireland) and DIT were very good for that. It’s not so much the information you pick up – it’s that you are reshaping your perspectives, acclimatising yourself.”

## **Teacher allowances cut ‘would be end of Croke Park reform’**

– *Irish Examiner 13/2/12*

Any cut to teacher allowances would be



TUI PRESIDENT BERNIE RUANE ON TV3'S MIDWEEK PROGRAMME

a breach of the Croke Park agreement and would result in the end of reforms under the deal, a union has warned.

The Teachers’ Union of Ireland (TUI) says any cut in allowances would be a cut in pay and would involve a breach of the Croke Park agreement, under which public service pay is protected from further cuts in return for reforms and increased productivity.

“Should the Government decide to cut teachers’ pay it would, in effect, amount to industrial action by the Government,” said TUI general secretary John MacGabhann. The union executive decided on Friday that it will ballot members for power to instruct them to withdraw from commitments given under Croke Park if there is any further erosion of pay, following what Mr MacGabhann said were the “provocative actions” of the Government in freezing allowances.

## **Suspension of allowances criticised**

– *Irish Times 2/2/12*

The Teachers’ Union of Ireland (TUI) condemned the decision as an outrageous betrayal of trust by the Government.

Speaking this evening, TUI General Secretary John MacGabhann said: “We unreservedly condemn this outrageous unilateral action which completely flies in the face of and shows contempt for agreed industrial relations procedures.

“This will have savage consequences for teachers, particularly those at the point of entry to the profession. The net result will see new teachers entering the profession earning up to 30 per cent less than what they earned two years ago. What we are seeing here is the unremitting destruction of teaching as a profession. This will have enormous consequences in terms of who will be attracted to the profession.”

“The bitter irony is that the Department of Education and the Teaching Council are looking to expand the training period for teachers to a minimum of six years following which the vast majority will struggle to secure any teaching hours on temporary contracts.”

“In the context of the Croke Park Agreement that the union has in good faith engaged with, this is cynical betrayal of trust. The union demands the immediate reversal of this underhand decision which constitutes another direct attack on frontline services.”

**TUI President Bernie Ruane discusses funding for schools on TV3's Midweek programme with journalist Fiona Looney and principal of Belvedere College Gerry Foley. TUI General Secretary John MacGabhann also interviewed 1/2/12**

**TUI General Secretary John MacGabhann interviewed regarding cut to allowances on RTE Radio 1's Morning Ireland. 1/2/12**

TUI Deputy General Secretary Annette Dolan interviewed on **Newstalk 106's Lunchtime programme** on the effects of the spike in retirements at the end of February. **1/2/12**

**New public servants not eligible for extra payments**

– **Irish Examiner 1/2/12**

But the Teachers' Union of Ireland (TUI) said the loss of allowances will see new teachers earning almost 30% less than those who entered the profession two years ago. The TUI general secretary, John MacGabhann, said it was ironic when the training period for second-level teaching is being extended and most new teachers will struggle to get work.

**TUI member and Principal and Deputy Principals Association (PDA) president Mick Daly interviewed as part of Irish Times feature 31/1/12 on the reflections of teachers due to retire at the end of February.**

**Letter to Sunday Times from TUI General Secretary John MacGabhann 22/1/12**

“Brenda Power’s assertion that the State saves €3,500 per head annually on the education of students in private, fee-paying schools (Sunday Times 8/1/12) is simply wrong. ...Were fee-paying schools to reimburse the State for their teacher allocation, an additional €100m per year would be available to the State to ameliorate or reverse some of the deep and damaging education cuts of recent years, cuts that have disproportionately affected disadvantaged and marginalised children, families and communities.”

**Pressure for teaching posts may begin to ease**

– **Sunday Business Post 15/1/12**

“Cutbacks and reduced resources have been the focus of late, leading to much gloom. There are some positives, however. Population expansion in the coming years, already visible at primary level but soon to be visible at second level, is certain to create demand for teachers,” said Bernie Judge, education officer with the Teachers' Union of Ireland (TUI).



**Quinn admits mistake in plan to cuts school staff**

– **Irish Examiner 14/1/12**

Teachers' Union of Ireland general secretary John MacGabhann said: “If, as suggested, money has to be found elsewhere within the education budget, it cannot be at the expense of those non-DEIS, non-fee paying schools already targeted for swingeing cuts on numerous occasions in recent years and now struggling to provide a basic frontline service to students.”

Responding to **Minister Quinn's comments that money to reverse some cutbacks will have to be taken from other areas of the education budget**, the Teachers' Union of Ireland has said that schools in the public system must be protected if they are to provide an adequate service to students.

– **RTE 1 Radio news bulletins 13/1/12**

**Parents 'penalised' for choosing fee-paying schools**

– **Irish Times 4/1/12**

The Teachers' Union of Ireland has welcomed the inquiry into what it termed “this huge subvention of privilege”. John MacGabhann, TUI general secretary, said: “Now more than ever, it is unacceptable that the State should sponsor privilege. We anticipate that any fair report to the Minister will surely find it completely unconscionable that large numbers of these schools continue to enjoy the unfair benefits of a double-funding mechanism.”

**TUI General Secretary John MacGabhann interviewed on RTE Radio 1's News At One in relation to TUI's welcome of the announcement of an audit of the finances of fee paying schools 3/1/2012**

**Not all fee-paying schools are created equal**

– **Irish Times, 3/1/12**

The decision to target fee-paying schools reflects anger – especially among the Labour grassroots and the Teachers' Union of Ireland, whose members mostly teach in the vocational and comprehensive/community schools. They see private schools as elitist and resent how the State supports them with up to €100 million annually, most of it used to pay teacher salaries.

**Quinn sets up audit into how private schools spend €120m fees**

– **Irish Times 3/1/12**

Minister for Education Ruairi Quinn has asked his officials to investigate how fee-paying schools spend the €120 million they receive from parents. The investigation – due to begin soon – will also examine State investment in these schools, including funding for teachers. Concerns have been raised by some Labour members and by the Teachers Union of Ireland that some of the bigger private schools have significant financial resources even though they continue to be supported by the State.

TUI General Secretary John MacGabhann interviewed on **RTE's Six and Nine television news bulletins on potential impact of proposed reform to college entry system – 23/12/11**

**Overhaul will benefit students, says union**

– **Irish Examiner 23/12/11**

Proposed reforms of the college entry system should bring major benefits for second level students, the Teachers' Union of Ireland (TUI) has claimed.

# “Bearing the brunt, leading the response: Women and the economic crisis”

## ICTU Women’s Biennial Conference, Belfast 2012

The highlight of the ICTU Biennial Conference in Belfast was the attendance of President Michael D Higgins and the following excerpts formed part of his captivating, inspiring and challenging speech on his first official visit to Belfast as President.

“It is very understandable that people are hurt and dismayed by the economic crisis that shattered their lives. It demands a response. A huge price has been paid for the speculative period of unsustainable growth and false property led development in the first decade of this century. For those who promoted this bubble, personal wealth and material possessions became a dangerous



ANNETTE DOLAN ADDRESSES WOMEN’S CONFERENCE IN BELFAST

obsession; at the level of society, ostentation replaced simplicity; and selfishness replaced selflessness. The sense of community, for which our island was so richly famous, was eroded as those who pursued aggressively individualistic goals had little time for collective endeavour, little interest in social solidarity and little capacity for ethical reflection. It is important too that the assumptions and the values behind this false economy be exposed, be faced and be rejected as any version of the future we wish to create on this island.”

“The trade union movement has been central to the development of community for over a century and I believe that the trade union movement, of which you all form such an active part, will again play a pivotal role in rebuilding our damaged society.”



TUI PRESIDENT BERNIE RUANE ADDRESSES WOMEN’S CONFERENCE IN BELFAST

“While we have made progress in relation to gender equality, there are still many barriers to be broken. Despite high standards of education, women still have not been afforded the opportunity to fill many key decision-making roles. It is not only women but society as a whole that suffers a loss from such exclusion. In many instances, women are not enabled and empowered to bring their expertise to the table to ensure that our decision-making is based on the balanced views and experiences of both genders. It is a matter of regret to me that patriarchy and its related authoritarianism still prevails in many fields and that it conspires to self-perpetuate, despite all the evidence in support of the value of diversified decision-making. As women members of Congress, you are well positioned to advance this debate, not just in Congress but also in your respective workplaces and in the many facets of your lives.”

Avril Hall-Callaghan, Chair of the Northern Ireland Committee of ICTU and General Secretary of the Ulster Teachers’ Union, delivered the opening address and the keynote address was delivered by Sally Anne Kinahan, Assistant General Secretary, ICTU. Other guest speakers included, Sylvia Walby, Michelle Morris, Dr. Michelle O’ Sullivan and Andy Snoddy, Organiseringssekretariatet, 3F DK (Denmark)

18 motions were passed at the Conference. These motions fell into 3 categories:

- Women in Unions
- Women and the Workplace
- Women and Society

The TUI motion which was endorsed by the Conference was in relation to Investment in Education.

“Current Government policies are creating an unequal society by targeting the most vulnerable students. Congress calls on the policy makers in both jurisdictions to commit to targeted investment in Education in order to:

- Promote, encourage and sustain economic development
- Promote equality of opportunity for all.”

TUI President Bernie Ruane proposed the motion, highlighting the continuing inequity of the annual state funding of private fee paying schools to the sum of €100m and stated that the Department of Education and Skills must rise to its mission statement by ensuring that all students have access to the same opportunities regardless of their backgrounds.

In seconding the motion, Deputy General Secretary Annette Dolan said that “rather than levelling the playing field, current government policies are widening the divisions and chasms in our society by targeting the most vulnerable students .....A high quality education system and the development of the knowledge economy are the real cornerstones that we need to build our new society and economy on. Continued austerity will choke and squeeze the life out of any hope of such recovery.”

# RMA News

We are all set for our excursion to the west and over fifty of us will be enjoying the delights of Mulranny in Co Mayo towards the end of March. The view from the Mulranny Park Hotel where we are staying is itself worth the trip. The hotel has been awarded one of the top ten sights from a hotel in Ireland. The view is the whole of Clew Bay with Croagh Patrick rising up in the middle - can you imagine that view on a clear day? During our stay we will be visiting the Ceide Fields, Westport town and the Country Museum in Castlebar. We will also be visiting a local co-op craft enterprise centre, attending a wine tasting course in the hotel and of course there will be lots of music arranged by the hotel. If you are sorry that you missed this opportunity, don't worry because we are going to Killarney in May. Watch this space for more information.

Our area meetings are progressing very well. The Dublin Area has had three meetings - one meeting for the northside retired members, one for the southside and the third a joint meeting of both. The first two meetings decided independently that a single Branch for the Dublin Area was preferable and so the third meeting was held as one group and a committee was elected to organise the Area. At these meetings a guest was invited as an attraction for members to attend. The

speaker was Dermot Goode, an expert on health insurance - you may have seen him on television. He is general manager of Cornmarket's healthcare division. After the meeting and arising from Dermot's talk I received a phone call from a member to say he had saved over €1,400 on health insurance as a result of the information he received at the meeting. He gave me the details as to how he saved this amount. Cornmarket has provided us with speakers for all our meetings and Dermot is available for other meetings if required.

Meetings have been arranged for the following Areas:

**Kerry - 27th March,**  
Grand Hotel, Tralee at 2.30pm

**Meath - 27th March,**  
Ardboyne Hotel, Navan at 3pm

Meetings are also being arranged for Galway and Donegal. All members in these Areas shall be informed individually regarding the details of the meetings so don't worry if all details are not included here now.

We continue to receive complaints regarding the transfer of payment from the Local Councils to the Paymaster General. And just like the Medical Card

renewals, officials continue to deny there is a problem. It took Gerry Ryan three months of continuous exposure before the HSE finally decided to admit that there was a problem. Our members have gotten very little satisfaction in their complaints to either the Local Council or the Paymaster General. There are three areas of complaint. The first and most widespread was the absence of two days payment from the pay cheque on the transfer. Members were told that there was no problem, then that it would sort itself out which in some cases it has done but not in all. I am grateful to those who have written to me with documentation to prove the discrepancy and this is being used to solve the problem in their case. I would ask any member who still has a problem regarding a shortfall in payment as a result of the transfer of payment from the Local Council to the Paymaster General to write to me including documentation. It has been suggested to me that there are some members out there who are not aware that they have been left short. Have you checked your pension slip before and after the transfer? The second problem is with the transfer of information from the Local Council to the Paymaster General. As you know when you reach seventy your Universal Social Charge is reduced from 7% to 4% and this should be reflected in your pension payment following your seventieth birthday. Again, you should check this and phone up the Paymaster General, or write to us and enclose the evidence. And the third problem arose out of the PRSI pension that some members received because they worked in the private sector before or after teaching. If this was not declared as income as part of your income tax returns then tax is due on it. The problem is that deductions were made on the basis that if a mistake is made you can always claim it back. In other words, it is up to you to check your pension slip and if there are any problems then show us where they are. One member was recently short by €800 and is currently following it up.

Happy Easter to all.

**Christy Conville.**

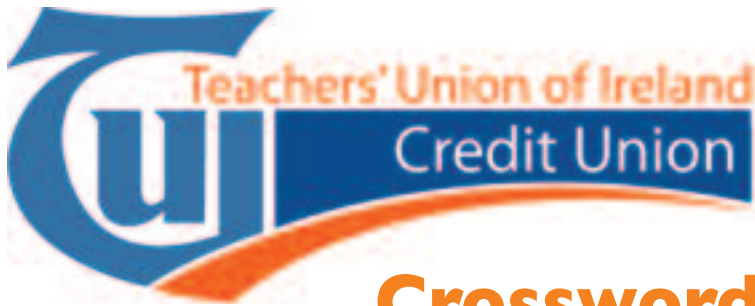
## RMA Travel

The RMA at present has a membership of 1,411 and I have been given the job of organising holidays in Ireland and abroad for members and to seek to persuade the ASTI and INTO retired associations to have 'joint' events.

With our combined members we should be capable of negotiating very good prices and should be able to have many options available. This project will grow over the years ahead. In January and February we had an offer of 3 nights bed, breakfast and dinner in the Talbot Hotel in Wexford for €99pps or Portugal for €450pps etc for over 50s. Again, great value.

Any members who are interested for the future please forward your name(s), phone nos, postal and email addresses and places you would be interested in visiting to me at my address: 134 Barton Rd East, Dublin 14 by text to 087 678 1242 or email gretapaddy@gmail.com as soon as possible to enable negotiations to begin immediately to secure the best prices.

**Paddy Byrne**



Congratulations to  
**EOIN WINTERS,**  
**O' CAROLAN COLLEGE,**  
**NOBBER, CO MEATH**  
*winner of Vol 34 No 3 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 April '12, TUI,  
 73 Orwell Rd, Rathgar, Dublin 6

Closing date for entries:  
 20th April, 2012

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**ACROSS**

- 1 A country located at the southern tip of Africa (5,6)
- 7 The world's longest venomous snake (4,5)
- 12 The power of the state to seize private property (7,6)
- 13 Japanese city and brewery (7)
- 14 To change the relative position, order, or sequence (9)
- 16 An open wire grid with a heat source above or below (5)
- 17 Seventh largest country in the world. (5)
- 18 The lower lip (8)
- 21 In a forceful way (12)
- 24 Passenger liner, subject of centenary commemorations this year (7)
- 26 Biggest selling movie of all time (6)
- 29 Manchester rock group (5)
- 30 Vanity, obsession with fashion (7)
- 32 Successful book and TV series about African slave Kunta Kinte and his descendants (5)
- 33 Instances of group fighting in a public place that disturb the peace. (7)
- 36 Art form whose medium is sound and silence. (5)
- 38 Flann -----, Irish author (1,5)
- 40 ----- Ronan, IFTA winning Irish actress (7)
- 43 Sean Connery film, Darby O'Gill and the ----- --- (6,6)
- 46 Cause to come to a place or participate in a venture by offering something of interest, favorable conditions, or opportunities. (8)
- 50 Make dim; blur (5)
- 51 The singular form of "data" (5)
- 52 To bring about the downfall or destruction of, especially by force or concerted action (9)

- 55 ----- Media - Irish animation company recently awarded lucrative Disney contract (7)
- 56 2006 hit single by Beyoncé (13)
- 57 Sets on fire, excites to activity (9)
- 58 Birthplace of Ernest Shackleton (6, 5)

**DOWN**

- 1 Garment used for increasing perspiration during exercise (5,4)
- 2 A skin-tight one-piece garment with long legs and sometimes long sleeves (7)
- 3 Posterior end of feet (5)
- 4 ----- Jetson - American Rock band (5)
- 5 Having made clothes flat and smooth (6)
- 6 Mixture of mercury and another metal, especially one used by dentists to repair teeth (7)
- 7 ----- Town - area of NW London (7)
- 8 A linguistic category that can apply to vowels or consonants, determined by the opening and closing of a velopharyngeal passageway (8)
- 9 Final opera by German composer Richard Strauss (9)
- 10 Straw-coloured liquid component of blood in which the blood cells in whole blood are normally suspended. (5,6)
- 11 Prophetic revelations, disasters (11)
- 15 A television publication territory which covers most of Asia, Africa, Australia, New Zealand, and most of Western Europe. (3)
- 19 To cleanse by flushing with liquid (5)
- 20 A fictional animated mouse featured in The Simpsons (5)
- 22 To move or place so as to get it into or out of a specific location or position (3)
- 23 Croatian capital (6)

- 25 One of the Quirimbas Islands (3)
- 27 Provençal traditional sauce made of garlic, olive oil, and (typically) egg (5)
- 28 Inorganic compound with the formula AsH3 (6)
- 30 1980 Willie Nelson album (6,5)
- 31 To blame someone or to make them responsible for a problem that you should deal with yourself (4,3,4)
- 33 Economic resource (5)
- 34 The walking surface of a room or vehicle (5)
- 35 Prog-rock band famous for symphonic style of rock music. (3)
- 37 A person from a state of the west-central United States. (9)
- 39 --- Torn, American film and stage actor (3)
- 41 St -----, US hospital-based soap opera (9)
- 42 The injection can cause both a loss of sensation (anaesthesia) and a loss of pain (analgesia), by blocking the transmission of signals through nerves in or near the spinal cord. (8)
- 44 Surpasses by cunning or ingenuity (7)
- 45 French soldier, biologist, academic, and an early proponent of the idea that evolution occurred and proceeded in accordance with natural laws. (7)
- 47 modified pitch produced primarily from the wood and roots of pine by destructive distillation under pyrolysis (3)
- 48 Reindeer (7)
- 49 An account, often written, that describes the life of Jesus of Nazareth (6)
- 53 Growing out or outwards (5)
- 54 Small, calcified, whitish structures found in the jaws (or mouths) of many vertebrates (5)