



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

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ANNUAL CONGRESS 2017

Cork, 18th – 20th April

Second Level **Equality**
Institutes of **Youthreach**
Further Technology **Continuing Professional Development**
Education **Teaching Council** **Education Cuts**
Equal Pay for Equal Work
Education and Training Boards **Examinations** **Health and Safety**
Adult Education **Pensions** **Junior** **Conditions of Service**
Posts of Responsibility **Organisation** **Cycle**
Rules **Tackling** **Education Issues** **Pay**
Casualisation

**Full report on Annual
Congress 2016 resolutions**

A Word from the President – Joanne Irwin

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Annual Congress 2017

This edition of TUI News contains a full report on actions taken on last year's Congress resolutions. In this regard, significant progress has been made on a range of issues across all of the sectors in which TUI represents members. The Union's strategy – endorsed by members – has been to use industrial action to secure meaningful negotiations and, subsequently, gains and concessions on vital issues.

This year's Annual Congress takes place at the Clayton Silver Springs in Cork and we look forward to vigorous debate that will further shape and define the union's policies and direction for the months that follow.

Submission to Public Service Pay Commission

The Union made a strong joint submission with the INTO to the Public Service Pay Commission. TUI also secured audience with the Pay Commission to articulate the issues that were of particular concern to our members. Key to the submission was the concept of equal pay for equal work. We called for a timetable for the prompt unwinding of the FEMPI legislation, including steps to ensure pay parity between pre and post 2011 entrants. The

compelling case for the restoration of the payment of the PME/H. Dip. allowance was also forcefully put, as was the case for changes to pension provisions that also discriminate against recent entrants to the profession. A summary of the submission is set out elsewhere in this magazine.

Inaugural meeting of new and recent entrants to teaching and lecturing

The Union recently hosted a meeting of new and recent entrants to the teaching and lecturing professions. Each branch was invited to send a representative and there was an excellent turn-out on the day. The Union's strategy in terms of the 'equal pay for equal work' campaign was outlined and attendees shared their views and gave valuable input on this and related issues. This new forum, which we hope will meet regularly, will help inform our strategy in this critical campaign.

€1,000 pay increase and first phase of €65,000+ pay restoration

From 1st April 2017, a €1,000 increase will be added to all points of scale (up to €65,000) of all grades which TUI



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TUI PRESIDENT, JOANNE IRWIN

represents. From the same date, those earning above €65,000 will have the first half of the Haddington Road Agreement pay-cut restored to their salary, with the remainder to be restored from 1st January 2018.

Consultative Conference on Technological Universities Bill

The Union held a productive and successful consultative conference on the Technological Universities Bill on 1st February. As you are no doubt aware, TUI members have not cooperated with any merger-related activities since April 2016. The conference was attended by over 100 delegates including TUI members and various other education stakeholders. Members in the affected branches outlined their grave and justified concerns around the Bill and we urged the Department of Education and Skills and the other management representatives to engage with TUI in seeking a workable resolution to the issues raised. Specifically, a negotiating forum – which does not have conditions attached – is required if there is to be movement from this impasse.

Youthreach update

TUI has secured an agreement with the Department of Education and Skills and ETBI that requires ETBs to provide Youthreach Resource Persons and Youthreach Co-ordinators who currently

hold fixed term contracts – regardless of how long they have been in place – with Contracts of Indefinite Duration (except in circumstances where the contract is clearly for a fixed term such as maternity leave cover). This represents a significant improvement for our members as it means they are not required to work four years of successive contracts which is stipulated in legislation in order to qualify for award of a CID. In addition, all ETBs must offer any new resource hours that become available to existing part-time Resource Persons (subject to programme needs). Further details are set out elsewhere in this TUI News.

BTEI conversion process

Some staff delivering programmes in the BTEI are currently paid as teachers. Others are employed under a range of un-agreed terms and conditions of employment. One element of the DES/TUI Agreement, May 2016 was the establishment of a conversion process “according to the same principles as were applied in the recent agreement on Youthreach conversion” for those BTEI staff who are working under un-agreed contracts. The conversion process has been agreed and we, the TUI, are currently finalising implementation arrangements so that when the Circular Letter issues, ETBs will be in a position to commence the process immediately. Further details, including important steps that our members must commence are outlined later in the magazine.

Adult Education ‘Tutors’

TUI has commenced discussions, under the auspices of the WRC, on the Chairman’s Note process relating to adult education ‘tutors’ provided for in the Lansdowne Road Agreement and expanded upon under the DES/TUI Agreement, May 2016. This will be a two prong approach; firstly, the awarding of CIDs to those working as ‘tutors’ and, secondly, establishing terms and conditions of employment including an incremental salary scale. It has been agreed that both phases will be complete by the commencement of the next academic year.

Review of Croke Park Hours

As provided for the *DES/TUI Agreement, May 2016*, the maximum quantum of hours available (out of the 33 Croke Park Hours) for planning and development work on other than a whole-school basis was increased to 8 hours from the beginning of the 2016/17 school year and will be increased by an additional 2 hours from the beginning of the 2017/18 school year. TUI is engaged in negotiations with the DES and management bodies regarding an overall review of the usage of the 33 Croke Park Hours. This review is to conclude by the commencement of the 2017/2018 academic year.

School management structures

Budget 2017 provided for an additional deputy principal post in schools with enrolments of 700 students and over, totalling 170 posts. Recruitment has already commenced in many schools/ETBs to fill these vacancies. Negotiations are ongoing with the DES and management bodies in relation to a review of in-school management structures. This review will see the commencement of the restoration of middle management posts in September 2017.

Protecting the profession

Finally, I look forward to meeting those of you attending Annual Congress 2017. It says a lot about the calibre of teachers and lecturers that so many of you will sacrifice your free time to protect both your profession and the education system that you work in.

Joanne Irwin

TUI as a Support to the Profession of the Future – Education Conference 2017

The Union's Education Conference on the theme of *'TUI as a Support to the Profession of the Future'* was held in Marino Institute of Education in Dublin on February 4th. One hundred delegates and guests attended and the full conference presentations are available on the TUI website. A brief overview of the main contributions is set out below.

In opening the conference, **TUI President, Joanne Irwin**, highlighted that TUI is a trade union that protects and advances the interests of its members. The TUI has a significant national role in relation to advocacy for the teaching profession, the provision of professional support and advice and in presenting the informed view of teachers and lecturers at various fora on which TUI is represented. The Union has a deep and broad understanding of what the profession actually requires to support professional learning in the course of a career. Through the TUI's position on various bodies such as the NCCA and the Teaching Council, as well as the involvement of its further and adult education members in QQI programme development, delivery and review, the Union has amassed significant expertise and experience in relation to subject



TUI PRESIDENT JOANNE IRWIN, KEYNOTE SPEAKER DR HOWARD STEVENSON, TUI VICE PRESIDENT BARRY WILLIAMS

areas/disciplines, curricular and assessment planning, differentiated learning and inclusive education.

Keynote speaker Dr Howard Stevenson from the University of Nottingham has worked extensively with teacher trade unions worldwide. The title of his address

was ***Reclaiming Teacher Professionalism: Teacher Unions In Changing Times***. The key points addressed by Dr Stevenson included the importance of building union capacity and the need for unions to be vocal about what constitutes high quality education. Dr Stevenson also examined the issue of reclaiming teacher professionalism. He discussed the challenges facing unions and how to promote the concept of the individual as an integral element of union activism. Unions should fight for what we think we should keep and should frame the narrative for what is good and necessary in a public education system. Crucially, unions need to demonstrate more creative thinking.

Teresa Griffin, the Chief Executive Officer of the National Council for Special Education (NCSE), presented on ***How the NCSE supports the teaching profession - present and future***. She focused on the role of NCSE in relation to quality of teaching, the organisation's vision and also its role in post primary, further and higher education. The current



DUBLIN C&C BRANCH MEMBERS ROSE O'MAHONY, EMER O'RIORDAN, MARTINA MCCONVILLE AND JIMMY KELLY

and future role of the NCSE in supporting teachers of children with special educational needs through research and information was addressed in detail.

Dr Deirdre Keyes, Education Officer with Dublin Dun Laoghaire ETB (DDLETB), presented on the topic of ***ETBs Supporting the Development of Teachers - a perspective from DDLETB***. She outlined the importance of teachers being at the heart of continuing professional development (CPD). Dr Keyes also posed the question that, if we were to take a more philosophical view of the whole area of teacher development, what might this mean for professional development and how it can be carried out?

Fergal Costello, Head of Systems Governance and Performance Management, Higher Education Authority (HEA), examined the topic of ***Irish Higher Education – Evolving Expectations***. He focused on the changing context of third level and also changing demands from stakeholders. He addressed issues such as how to keep pace with and be at forefront of new and innovative practice and how a high quality teaching profession is an essential element of delivering on the HEA vision. There is a need to support ongoing improvement in teaching assessment and practice and to learn from international best practice. He finished by examining the challenges and demands facing the sector.



TERESA GRIFFIN OF THE NCSE

Three workshops considered strategic issues affecting TUI in relation to:

1. The Professional Challenges of Social Media
2. Cosán - Teaching Council Draft Framework on CPD
3. Time and Professional Challenges.

A report from the workshops is being drafted for discussion by the Union's Education Sub-Committee.

A major positive from the day was the confirmation from the Teaching Council that it welcomed TUI's formal application to be a provider of CPD.

TUI Vice President Barry Williams drew the conference to a close by summarising the day's proceedings and thanking all those involved.



‘Institute of Technology sector must develop wisely, with proper resourcing and in full and genuine consultation and negotiation with TUI.’

TUI hosted a consultative conference on the Technological Universities Bill 2015 on 1st February 2017 at the Sheraton Hotel in Athlone. The conference was attended by TUI members, representatives from the Department of Education and Skills (DES), Higher Education Authority (HEA), Technological Higher Education Association (THEA) and other key stakeholders.

Since April 2016, the 4,000 TUI members in the Institute of Technology sector have not cooperated with merger activities related to the proposed technological universities. This followed a national ballot in 2016 in which members voted by a margin of 85% to 15% to take industrial action, up to and including strike action, because of deep concerns related to proposed mergers of Institutes of Technology.

In her keynote address, TUI President Joanne Irwin said that it behoves all

parties to engage ‘rationally and strategically in determining what is best for our Institutes, our towns, our regions and, in the case of the TUI, our members.’

She said that it would be foolhardy to ignore or seek to sideline the views of TUI members and, that it was clear that members were not convinced by the rationale provided for moving towards technological universities or the crude, underfunded mechanism for doing so that was set out in the TU Bill. TUI wants the sector to develop, but wisely, with proper resourcing and in full and genuine consultation with the Union.

‘There has been inconsistency in the tone, pace and attitude in terms of consultation with and providing information to our members,’ she said. In terms of mergers, she stated that ‘the artificial and unacceptable requirement that Institutes must merge before they can apply for technological university status is more

related to an ill-conceived rationalisation agenda than to educational considerations based on the mission, values and ethos of particular institutes.’

She outlined the savage funding cuts that Institutes have sustained and questioned the absurd expectation that money can be found, from what little remains, to fund merger activities.

In terms of regional provision of programmes, she said that the Bill, if implemented as most recently drafted, would damage the regional provision of programmes and lead to acute geographical inequity in respect of access to higher education. That inequity would inevitably compound existing socio-economic inequity.

In TUI’s view, the Bill is excessively focused on the perceived concerns, as opposed to the real needs, of business and enterprise.





In conclusion, she urged the DES, the HEA and Institute management to engage with TUI to seek a sustainable and manageable resolution to the issues raised. She said that while the Union would prefer to be meaningfully engaged in discussion rather than engaged in industrial action, this would largely depend on the establishment of an appropriate national negotiating forum – without conditions attached – in which justified concerns could be fully addressed.

Fergal Costello of the HEA set out his organisation's vision of the role of the technological university, while Dr Joseph Ryan of the Technological Higher Education Association gave a presentation on the sectoral considerations of technological university development.

Later in the morning, Michéal Lenihan of the DES gave a briefing from his Department's perspective. This was followed by a presentation from Professor Brian Norton, President of

Dublin Institute of Technology on the Dublin Technological University project.

The afternoon session was open to TUI members only, with workshops on the following themes:

1. Pensions/Conditions of Service/ TUPE
2. Regional Provision/Multilevel Programmes
3. Governance/Academic Structure
4. Mergers
5. National Negotiation Forum
6. Funding and Resourcing

A full report featuring thematic analysis and synthesis on the issues and concerns of TUI members will issue to branches presently. Slide presentations and texts supplied by invited speakers will also be appended to this document.



Equal pay for equal work - Union submission to the Public Service Pay Commission

In a submission to the Public Service Pay Commission (PSPC) in January, TUI and the Irish National Teachers' Organisation (INTO) outlined that while all public servants had seen dramatic reductions in their pay since 2008, the teaching and lecturing professions have suffered additional, particular and disproportionate cuts.

During the time that these cuts were being implemented, teachers and lecturers have continued to cooperate with the public service reform agenda and, in particular, to implement change across the education sector, to ensure that Ireland continues to provide a world class education system.

It is imperative that teaching in Ireland remains a profession with high standards for recruitment, and a rate of remuneration to ensure the retention of experienced teachers.

The unions are calling on the Commission, in reaching its conclusions, to:

- set out a clear timetable for the prompt and orderly unwinding of the FEMPI legislation, including steps to ensure pay parity between pre and post 2011 entrants;
- recommend the restoration of the payment of the PME/H. Dip. Allowance;
- recommend that, with immediate effect, those in the Single Pension Scheme are no longer required to pay the pension levy (PRD); and
- recommend that the State authorities be required to carry out an actuarial review on independently agreed assumptions of the value of career average pensions for workers, such as teachers, with longer pay scales.

UNWINDING OF FEMPI AND ASSOCIATED PAY CUTS

A submission made by the Public Services Committee (PSC) of the Irish Congress of Trade Unions (ICTU) comprehensively outlined the cuts to public service pay imposed by the suite of Financial Emergency Measures in the Public Interest Acts (FEMPI) between 2009 and 2015, and the disimprovements in other terms and conditions which have been imposed, such as the revised public service sick leave scheme and the imposition of additional working hours.

TUI and INTO is calling on the Commission to establish a road map out of the FEMPI legislation and related matters, which would be acceptable to public servants and the country at large. This can be achieved through a combination of pension levy reductions and pay restorations, and engagement with unions on other issues impacting on pay and terms and conditions.

EQUAL PAY FOR EQUAL WORK

The submission calls on the Commission to give special consideration to the principle of equal pay for equal work.

With effect from 1 January 2011, new entrants to teaching and lecturing, in common with other new entrants to the public service, suffered a 10% pay cut.

In addition, from 1st January 2011, new entrants to the profession of teaching commenced on the first point of scale. Prior to this, new entrants were placed either on point two or point three of the scale. This cut was particular to teaching. The submission illustrates that, even with current agreements, the starting salaries of teachers remain significantly below 2008 levels.

From 1st January 2011, two points were added to the bottom of the common basic scale. The post-2011 salary scale has 27 points whereas the pre-2011 scale has 25 points. The combination of a longer scale and commencement on the first point of that scale involves a delay of three to four years in payments for post-2011 teachers, further widening the pay differential. This discrepancy was addressed to a limited extent through the Haddington Road Agreement, in that post-2011 entrants now progress to the pre-2011 scale on a delayed basis, following two added points at the start of the scale.

The delayed progression means that many teachers will never reach the top point since it requires lengthy and sustained service to do so.

As a result solely of the 2011 cuts and adjustment to scale and starting point, a new entrant starting teaching from 1st September 2016 will, over a full service career of 40 years, earn some €75,000 less than a comparable entrant who started on 1st September 2010.

The unions call on the PSPC to address this matter insofar as it affects other marker/entry grades in the education sector that similarly suffered the 10% pay cut in 2011. These grades include the Assistant Lecturer (AL) grade in the Institute of Technology sector, the Resource Person grade in the Youthreach service (in the Education and Training Board – ETB – sector) and a number of grades in further and adult education. The scale of each of these grades was lengthened by the addition of two points to the bottom of the scale. In addition, the submission sets out how de facto requirements for appointment to Assistant Lecturer positions (usually both industrial experience and a doctoral qualification) have resulted in a later commencement age and an associated loss in potential career earnings.

RESTORATION OF ALLOWANCES – PROGRESS MADE, MORE TO DO

Following a review of allowances conducted by the DPER in 2011/2012, a range of allowances was abolished for public servants who entered service on or after 1 February 2012. This resulted in a further, very severe and disproportionate cut in the pensionable pay of teachers.

Partial Mitigation – September 2016 Agreement between the INTO/TUI and DES/DPER

In September 2016, TUI and INTO concluded an agreement with the Departments of Education and Skills and Public Expenditure and Reform which allows for re-instatement (by its incorporation into a revised scale) of the honours primary degree allowance for those appointed on or after 1 February 2012. This addressed one significant element of the problem associated with the removal of the universal pensionable qualification allowances from new entrants from 1 February 2012.

Outstanding issue – PME/H. Dip. Allowance

However, this agreement did not address the matter of the Professional Master of Education (PME)/H.Dip. allowance, which is an additional required qualification for registration with the Teaching Council at post-primary level only and could not, therefore, be addressed by incorporation of the PME/H.Dip. allowance into the scale that is common to both primary and post-primary.

This inequality requires to be dealt with by way of restoration of the allowance. The argument for restoration is compelling.

To qualify and register with the Teaching Council as a post-primary teacher, one must hold the PME/H. Dip. Qualification.

Almost universally, those entering post-primary teaching hold the PME/H. Dip. at honours level. Whereas the H. Dip. in Education was a full-time one year course, the Professional Master of Education is a full-time two-year course.

The additional year imposes a very substantial additional cost – some €9,000 in course fees and over €30,000 in earnings forgone. In addition, the consequential effect of the delay in accessing each point of the teachers' common basic scale is significant.

All of this is a layered loss, over and above the raw loss of €1,236 in each year of a 40-year career (without regard to any applicable compounding effect). A new entrant will be at a loss of a further €50,000 on top of the €75,000 lost as a result of the scale point changes, bringing the aggregate loss to €125,000.

While TUI and INTO have brought the matter to the Teachers' Conciliation Council, we are also asking the PSCP to identify and address this palpable unfairness as a matter of priority. The simple fact is that unless the matter is resolved, pay equality in the profession cannot be achieved.

OTHER OUTSTANDING AWARDS/ CLAIMS

The Teachers' Conciliation Council provides a mechanism to resolve pay and other claims for teachers, in the absence of access to the dispute resolution mechanisms of the Workplace Relations Commission and the Labour Court.

However, the prohibition on the payment of cost increasing claims during the period of austerity has prevented the resolution of pay anomalies in the normal manner. The submission calls on the PSCP to provide a roadmap towards payment of outstanding third party awards.

PENSIONS

The introduction of the career average pension scheme has a particular effect in eroding the value of teachers' pensions since the existence of a 27-point salary scale means that relatively few years of a teacher's career will be spent at the top of the scale. Career average has less serious implications in the case of a worker with a short pay scale.

TUI and INTO recently (January 2017) engaged the services of Trident Consulting to assess the value to new

entrant teachers of the Single Public Service Pension Scheme. Having examined the scheme using actuarial assumptions, Trident described its value as "modest". In typical teacher examples, the total annual cost of benefits ranges from 10.5% to 11.6% of salary. Of this cost, Trident found that a teacher at present pays 9.8% - 9.9% between pension contribution and PRD (Pension Levy).

These findings totally discredit statements about increased "value" of pensions. Under the Single Scheme, the employer is contributing less than 2% per annum to a teacher's pension (less than 7% if the PRD is not regarded as part of the employee contribution), contrasting with the typical public service employer contribution of 20% found in the Report of the Public Service Benchmarking Body (December 2007, p. 74).

Addressing the imbalance of contributions is all the more urgent since there are now thousands of teachers in the Single Scheme. The Baseline Report (November 2014) on the DPER website indicates that at end-April 2014, 58% of scheme members were in the education sector and that 9,322 members of the scheme were school staff. We estimate that at this stage there are some 20,000 education sector employees in the Single Scheme.

It is unacceptable that teachers should be required to contribute disproportionately to a scheme from which they get very little value. The so called "Single Scheme" is not a single scheme if its structure specifically disadvantages those such as teachers with longer pay scales.

In light of the foregoing, the submission calls on the Commission to recommend:

- (a) that, with immediate effect, those in the Single Pension Scheme are no longer required to pay the pension levy (PRD); and
- (b) that the State authorities be required to carry out an actuarial review on independently agreed assumptions of the value of career average pensions for workers, such as teachers, with longer pay scales.

Approved allocation of teaching posts for the 2017/18 school year

The recently published Circular Letters 10/2017, 11/2017 and 12/2017 set out the approved allocation of teaching posts for the 2017/18 school year in Voluntary Secondary Schools, Community & Comprehensive Schools and ETBs respectively. The text that follows summarises this information.

Staffing improvements as a result of Budget 2017

(i) **Additional allocation to support school leadership**
With effect from September 2017 the equivalent of 170 additional teaching posts are being provided to second level schools with enrolment of 700 or more to enable the appointment of additional Deputy Principals, who, freed up from teaching time, will be more available to assist the school principal with the leadership of the school.

(ii) **Improvements in resource provision for the Whole School Guidance Plan – Partial Restoration of resources removed in Budget 2012**

The equivalent of 300 posts were restored in September 2016 by way of a reduction in the PTR. Budget 2017 provided for the restoration of the equivalent of a further 100 posts. In Budget 2012 schools were required to make provision for guidance from the main staffing allocation. With effect from September 2017, two thirds of the number of posts withdrawn from schools in Budget 2012 will have been restored.

(iii) **Junior Cycle Professional time**
Implementation of Junior Cycle reform will be supported

through the allocation of individual professional time for teachers. This reflects the commitment under the Framework for Junior Cycle 2015 to provide such support to allow teachers engage in professional collaborative activities to support teaching, learning and assessment. The allocation is intended to support the provision of 22 hours of professional time for full-time teachers directly involved in the delivery of Junior Cycle, with corresponding pro-rata provision made for part-time teachers. The professional time will be made available by the allocation of an additional 550 whole-time equivalent posts to schools.

In the case of 'dual union' schools where some teachers are not fully cooperating with the Framework, drawdown should be based on the proportion of teachers that are reported as fully implementing Junior Cycle.

Further information on arrangements relating to professional time is set out in **Circular 0015/2017 - Arrangements for the Implementation of the Framework for Junior Cycle with particular reference to school years 2017/18 and 2018/19.**

Redeployment

(i) The Public Service Stability Agreement 2013–2018 (Haddington Road/Lansdowne Road Agreement) provides protection against compulsory redundancy for staff who are comprehended by the Agreement. The Agreement currently applies to:

- teachers employed in Education and Training Board schools and centres (apart from Designated Community Colleges); and
- teachers employed in Voluntary Secondary Schools, Designated Community Colleges and Community and Comprehensive Schools who are TUI members and who have identified themselves as such through submission of the "LRA Teacher Consent Form" contained in Circular 0045/2016.

Such teachers have protection against compulsory redundancy and will therefore, where they are nominated as surplus, be entitled to redeployment in the 2017/2018 school year in accordance with the Post Primary Redeployment Scheme.

All other teachers, where they are nominated as surplus, may potentially be liable for compulsory redundancy.

(ii) **Redeployment of teachers in schools with staffing in excess of approved allocation**

For the purposes of the redeployment scheme, an excess teacher situation arises when a school has in its employment on 31 December 2016 one or more permanent/CID teachers in excess of its allocation for the 2017/18 school year. Schools which fall into this category were notified of same on 17 January 2017 to enable these schools to start the planning process for the implementation of the redeployment scheme. These schools are now required to identify the individual surplus teacher(s) on Part B Section 4 of Form CC 17/18.

All schools are now required to notify the Director of Redeployment of all teaching vacancies on Part B Section 3 of Form CC 17/18. Additional vacancies that the school authority becomes aware of on or before 31 May 2017 must also be separately notified to the Director on Part B Section 3 of Form CC 17-18 within 5 working days of the vacancy becoming known to the school.

It is a condition of the subsequent filling of such a

vacancy that it is notified to the Director as soon as it arises and as part of this process.

It is an objective of the redeployment scheme that in any given year it will be finalised by 31 May to facilitate the filling of vacancies.

Any permanent vacancies that become known after 31 May 2017 may be filled only on a temporary basis for the 2017/18 school year.

Boards of Management may commence a recruitment process but are not permitted to appoint a teacher to fill a vacancy for the 2017/18 school year until the Department is satisfied that vacant positions are not required for the redeployment of surplus permanent/CID teachers.

(iii) Redeployment of teachers who qualified for a CID in accordance with Part A of Circular 0024/2015

Teachers who qualify for a CID in accordance with Part A of Circular 0024/2015 will be liable for redeployment in the following circumstances:

- (a) A teacher who has acquired a CID as a result of covering for a teacher on career break or secondment can be nominated for compulsory redeployment immediately prior to the return of the teacher that s/he is covering for.

In this instance, the school management may allow the teacher returning from career break/secondment the opportunity to apply for voluntary redeployment. A voluntary applicant may, subject to certain conditions, be redeployed instead of a compulsory nominee.

- (b) A teacher who has acquired a CID under the reduced qualification period of continuous employment or as a result of covering for a teacher on career break or secondment can be nominated as a compulsory redeployment where:

- a subject mismatch exists in a school/ETB – i.e. when a school/ETB has more teaching resources in this teacher's subject(s) than is required to meet the curriculum needs in the subject(s) in a particular defined school year, **and**
- the school/ETB concludes that this mismatch may be wholly or partially addressed by the redeployment of a teacher or teachers covered by this scheme.

In this instance, the school management may allow teachers of the mismatch subject the opportunity to apply for voluntary redeployment, subject to the curricular needs of the school. A voluntary applicant may be redeployed instead of a compulsory nominee where a suitable vacancy is available and accepted by the applicant.

Schools are required to submit **Form RD3 17-18** in each instance.

Please note – as per Paragraph 1.3(i), teachers nominated as surplus may potentially be liable for compulsory redundancy.

(iv) Pilot Voluntary Redeployment Scheme

A Pilot Voluntary Redeployment Scheme will operate in 2017 in counties Tipperary, Laois, Offaly, Westmeath and Longford. Details are outlined in the document Pilot Voluntary Redeployment Scheme 2017-18 which is available on the Department of Education and Skills website.

Approved Teaching Posts on staffing schedule

Principal/Deputy Principal:

Principal:

Each recognised school is allocated a post in respect of a Principal.

Deputy Principal:

A Deputy Principal post is allocated to each recognised school as follows:

Pupil Enrolment (including PLC)	Deputy Principal Allocation (wtes)
1-150	0.25
151-300	0.50
301-400	0.75
401-699	1
700-899	2
900+	3

Enrolment Based Allocation:

Ordinary Enrolment

The allocation for Ordinary Enrolment is in respect of the approved enrolment in Junior Certificate, Junior Certificate Schools Programme, Transition Year, Leaving Certificate, Leaving Certificate Vocational Programme (LCVP), Leaving Certificate Applied and Repeat Leaving Certificate.

From September 2017, the PTR for the standard schedule will revert to 19:1 for all free scheme post primary schools.

A ratio of 23:1 is applied in respect of such pupils in all recognised schools outside the free education system.

Guidance Provision:

The table below sets out the basis for calculation of the separate guidance allocation by reference to the approved enrolment, including PLC students.

Category	PTR reduction to restore Guidance Provision				
	2012	2016	2017	Total reduction	PTR 19:1 less reduction
Free Education Scheme - Non DEIS		0.3	0.1	0.4	18.6
Free Education Scheme - DEIS	0.75	0.3	0.1	1.15	17.85
Fee Charging*			0.2	0.2	18.8

* The PTR reduction for Guidance Provision is by reference to the PTR of 19:1.

Junior Cycle Reform:

The allocation for the Junior Cycle Reform is equivalent to the additional allocation which would be provided by a reduction in the PTR of 0.5. It is calculated by reference to the approved enrolment excluding PLC students as follows:

School Category	Junior Cycle Reform allocation is the difference between:	
	Actual PTR	PTR reduced by 0.5
Free Education Scheme	19:1	18.5:1
Fee Charging	23:1	22.5:1

Members are reminded that all posts (expressed as hours) that arise must be allocated in strict accordance with the agreed mandatory schedule set out in Circular Letter 59/2016 (available on TUI website). The Workplace Committees in each school/centre should approach local management in this regard, before the timetable is developed. In the case of ETBs, TUI Branches, through the Regional Committees where applicable, should approach the ETB.

Special Education Needs:

The new allocation model for Special Education Needs posts has been published by National Council for Special Education (NCSE). Full details of the new allocation model are outlined in Circular 0014/2017.

Junior Certificate School Programme (JCSP):

An additional 0.25 wte post allocation is granted to each participating school for each group of up to and including 45 recognised pupils participating in the Junior Certificate School Programme (JCSP) subject to a maximum of 135 pupils.

A school is restricted to one group of a maximum 45 JCSP pupils in the year it commences JCSP and in the following two school years.

Leaving Cert Applied (LCA):

All schools running the Leaving Cert Applied (LCA) programme are allocated 0.50 wte post.

Recognised pupils on Post Leaving Certificate (PLC) Programme:

A ratio of 19:1 is applied in respect of pupils enrolled in a PLC programme.

Irish Language:

An additional post is allocated to each designated all-Irish school (School Classification 1).

Home School Community Liaison:

All existing (i.e. pre the launch of DEIS Plan 2017 and publication of the new DEIS schools on 13th February 2017) Urban Primary and Post Primary schools selected to participate in DEIS (Delivering Equality of Opportunity in Schools) have the services of a Home School Community Liaison (HSCL) Coordinator. HSCL Coordinators posts are allocated on a full time basis to a school or on a shared basis between a cluster of schools.

Language Support (EAL):

The Learning/Language Support allocation for post primary schools, since 2012/13, has contained an element of provision for all schools to be able to provide additional teaching support for

literacy issues arising from English as an Additional Language (EAL) needs.

The new Special Education Needs allocation retains and reflects this provision and provides that all schools will have a basic allocation to assist pupils who have learning and literacy difficulties, including those arising from EAL needs.

Alleviation measures were put in place in the 2012/13 school year for schools with a high concentration of language support (EAL) pupils. These schools will continue to receive this allocation in 2017/18.

Schools where a significant number of the total enrolment is made up of language support (EAL) pupils with less than B1 (Level 3) proficiency can make an appeal to the Independent Post Primary Teachers Appeals Board for additional resources by submitting Form AP 17/18.

Resource:

These posts were allocated in previous years to some schools to support special classes/groups with identified special needs. This allocation will continue in 2017/18.

Learning Language Support (Travellers):

Alleviation measures were put in place in the 2011/12 school year for schools with a high concentration of Traveller pupils. These schools will continue to receive this allocation in 2017/18.

Co-Educational single catchment area:

These schools were allocated an additional 0.5 wte post in the 2010/11 school year to enable the schools to maximise the range of subject choice available to their pupils. These schools will continue to receive this allocation in 2017/18.

School Co-Operation:

A small number of permanent posts were allocated in the 2010/11 school year to schools that joined together with other local post primary schools to increase subject choice in an area. These schools will continue to receive this allocation in 2017/18.

Programme Coordinator:

Where a school has students enrolled in a JCSP, Transition Year, LCVP or LCA programme, school authorities will receive an allocation of teaching hours based on the total enrolment in all programmes and in accordance with the terms of Circular Letter PPT 19/02. The teaching hours will be allocated as follows:

No of Pupils	WTE allocation
1-59	0.09
60-99	0.14
100-139	0.18
>140	0.27

Chaplain:

An ex-quota Chaplain post is allocated in respect of designated Community Colleges which is filled on the nomination of the relevant religious authority.

Small School Posts:

A number of ETBs receive allocations under this heading. This allocation will continue in 2017-18.

Requests for adjustment to the teacher allocation

Requests for adjustment to the teacher allocation for curricular concessions and/or projected increased enrolment will be considered by the Department. Any such requests were to be made on or before Friday 24 March 2017 except in the case of appeals where the closing date is Friday 12 May 2017.

STOP PRESS:

TUI has expressed concern to the Department of Education and Skills about elements of the allocation/staffing schedule, especially in relation to Junior Cycle Reform. The matter is being brought to the Junior Cycle Implementation Committee.

Update on BTEI conversion process

Context

Discussions between the TUI, the Department of Education and Skills and the Department of Public Expenditure and Reform took place during April and May 2016 in relation to issues of mutual concern in the context of the union's continuing co-operation with collective agreements. These discussions led to the DES/TUI Agreement, May 2016. One element of that Agreement was the establishment of a conversion process for BTEI staff, "according to the same principles as were applied in the recent agreement on Youthreach conversion".

As has been extensively reported at the TUI's Further Education Advisory Council, Further Education Sub-Committee and at a number of Executive Committee meetings, the DES, ETBI and TUI have been in negotiations over a number of months regarding the conversion process. TUI was represented at those meetings by:

- Joanne Irwin, TUI President
- Eilish Coghlan, Chair of Further Education Sub Committee
- Declan Glynn, Assistant General Secretary with responsibility for Further Education
- Colm Kelly, Assistant General Secretary
- John MacGabhann, General Secretary

Conversion process for BTEI staff

A number of staff in BTEI are currently employed as teachers. Others are employed under a variety of unagreed terms and conditions of employment and this is the target cohort in the conversion process. The options for conversion are proposed as:

- 1) To a Teacher – with the normal terms and conditions of employment of a teacher. It is noted, in this regard, that a teacher may be qualified or 'unqualified'.
- Or
- 2) To an Adult Educator - a grade to be established *on a temporary basis pending the outcome of, and without prejudice to, the discussions that are taking place under the relevant Chairman's note to the Lansdowne Road Agreement (LRA)*. Employees in this grade work in Adult Education (BTEI) and will have terms and conditions of employment that are analogous to Youthreach Resource Persons, as at 30th June 2016, in terms of salary, pensionability, working hours and annual leave.

This conversion process is to be conducted as expeditiously as possible by ETBs and it is proposed that conversion will have retrospective effect to the 1st July 2016.

Without prejudice to the positions of the parties and pending the outcome of the relevant discussions under the

Chairman's Note of the Lansdowne Road Agreement, recruitment of staff to deliver programmes under the BTEI must be to the grades of Teacher or Adult Educator and, in the case of each post to be recruited, the choice of grade will be at the discretion of the Chief Executive of the ETB.

Discussions are ongoing with regard to finalising the implementation of the conversion process.

Next Steps

It is imperative that BTEI members who are eligible to register as qualified with the Teaching Council begin the process of registering without delay. ETBs that do not already have members' registration details will be writing to the relevant BTEI staff shortly asking them for their Teaching Council Registration details as well as details of all other qualifications that may attract an allowance, (if applicable) i.e. Masters, PhD, H. Dip. etc.

Some ETBs will have very few staff to convert; others will have significant numbers. It is expected that, in total, over 1,000 staff will see an improvement in their pay and/or terms and conditions as a direct result of the conversion process agreed with the DES.

The conversion process, which is fully compliant with the DES/TUI Agreement, May 2016, voted on and accepted by members, represents a significant advance for TUI members working in the BTEI.

Introducing TUI Credit Union's Budget Account

Our Budget Account is the most stress-free way for members to manage their household bills. The Budget Account spreads the cost of household bills evenly over 12 months of the year, thereby avoiding times of the year when a lot of bills may fall due.

This service is available to all members and every household bill can be paid through the Budget Account including mortgage, ESB, house insurance, car insurance, car tax, gas, fuel, telephone, school fees, and optional annual items.

Budget Account Benefits:

- Efficient and stress-free way of paying household bills
- Direct Debit option for regular bills payments.
- EFT facility available
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For further details please visit www.tuicu.ie/budget-account

Let TUI Credit Union help you get all your ducks in a row this year with our Budget Account...

It's the ideal way to manage all your bills for 2017 in one place!



TUI Congress 2017

We are delighted to once again be attending the TUI Conference and particularly enjoy the Clayton Silver Springs Hotel in Cork. Any new members who sign up to join the Credit Union will receive €20 into their account FREE! (*terms and conditions apply), and don't forget family members can join too. We will also be holding a special delegate's draw to mark our **50th Anniversary**.



Gaeltacht Scholarships

- Applications are now being taken for Gaeltacht Scholarships.
- Designed to assist the children of TUI Credit Union members to attend approved Irish language courses in Gaeltacht areas during the summer months.
- 4 winners annually to the value of €250 each
- Closing date – 31st May 2017
- Draw – Friday 9th June

Monthly Member Draw

PRIZES	JANUARY	FEBRUARY
1st	Michael McNamara	Eoin Norton
2nd	Mary OBrien	Joseph Morton
3rd	Paul McCann	Tom Crotty

New Member Draw Winner

MONTH	PRIZE	WINNER
January	€100 One4All Voucher	Seamus OLoideain
February	€100 One4All Voucher	Orla McWeeney

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Update on ongoing negotiations – Youthreach

The DES/TUI Agreement, May 2016, outlined a range of issues that the Union wishes to have addressed both in relation to the terms and conditions of our members working in the Youthreach Programme and in respect of the programme itself. An update on the negotiations regarding these matters is set out below.

“Applicability to the grades of Youthreach Resource Person and Coordinator of appropriate measures relating to contracts of indefinite duration, analogous to the recommendations of the Ward Report”

(DES/TUI Agreement, May 2016)

Measures have been agreed between the TUI, DES and ETBI to address Fixed-Term and Part-Time Work for Youthreach Resource Persons and Co-ordinators. The Department of Education and Skills has written to all Chief Executives of ETBs and directed that all Youthreach Resource Persons and Co-ordinators appointed to posts on fixed-term contracts, have all such posts reviewed with a view to identifying those posts which are permanent and, where such posts are identified, staff affected should be made permanent, with effect from March 2017.

While the measures outlined above do not put in place a full infrastructure akin to the Ward Report, the DES has confirmed to the Union that the measures are based on the concept that ETBs are required to replace all fixed term contracts - regardless of how long they have been in place - with CIDs (except for those where the contract is clearly for a fixed or short-term purpose, for example, maternity leave cover). This represents a significant improvement for the affected members.

The agreement reached will automatically make permanent those members who are working as Resource Persons or Co-ordinators, in their own hours (i.e. in hours

in relation to which an objective ground has not been set out in writing). They will not be required to have completed the four year qualifying period of continuous service set out in legislation for award of a CID. Indeed, there is no minimum period of service required and no requirement that a member be on a second or subsequent fixed-term contract.

Augmentation of hours for Part-Time Resource and Co-ordinator Posts

Furthermore, where additional hours become available on the Youthreach programme, the Chief Executives have been instructed by the DES that such hours should, in the first instance, be offered to existing Youthreach Resource Persons and Co-ordinators working in part-time positions, subject to programme delivery needs and geographical constraints. TUI is aware of members who have been working as part-time resource positions for many years. This agreement allows for such members to be offered an increase in hours, as hours become available.

Introduction of an incremental credit scheme for Youthreach Resource Persons and Youthreach Co-ordinators

The Department of Education and Skills has issued a number of draft circulars to the Union on the establishment of an incremental credit scheme for Youthreach Resource Persons and Co-ordinators. (At present, no such scheme exists.) TUI has formally submitted a written response to the most recent draft and we are awaiting a response from the DES.

Youthreach Consultative Conference and Youthreach Review

On 4th March, the TUI held a consultative conference in Athlone Institute of Technology for members working in Youthreach.

The conference considered the submission made by the TUI to the DES on the issue of the Youthreach Operator Guidelines, which were issued without sufficient consultation. The conference also considered the DES's response to our submission and noted the deficiencies in that response. Representatives at the conference were invited to forward their observations, to inform further engagement with the DES, to Colm Kelly, Assistant General Secretary (ckelly@tui.ie).

The President updated the conference on the significant gains made on behalf of Youthreach members in the May 2016 Agreement.

The conference also considered the impending Youthreach Review to be undertaken by SOLAS and, through open forum, members identified the topics they believed should be encompassed by the review.

The active engagement of members in this consultative forum was significant and the TUI is very grateful to the members who attended to assist in the formulation of the Union's policy in regard to Youthreach. The Union has since brought the views of the frontline staff, our members, to a national forum, in a meeting with SOLAS and the DES on 16th March. The Youthreach Review is due to commence by the end of March 2017 and the TUI is preparing a written submission on the Youthreach programme for the Review. The observations and suggestions made at the Conference, as well as observations received from members and Branches, will inform the Union's submission.

Youthreach Operator Guidelines

Further to the Youthreach Conference, TUI has contacted the Department of Education and Skills to seek a meeting on the Youthreach Operator Guidelines. We are awaiting a date for this meeting.

Teaching Council is an important area of critical engagement for TUI

The Teaching Council is an important area of critical engagement for the TUI. As a statutory professional standards regulator for the teaching profession, it offers the potential to maintain and enhance the already high regard in which Irish teachers are held. All reasonable people demand that the protection of children and vulnerable adults be a priority and that, in ensuring so, fair procedures and natural justice must prevail. Teachers are best placed to ensure that justice is done for all.

Professional standards become more problematic, however, when other issues such as teaching performance come under scrutiny. Again, teachers need to be centrally involved when professional performance and other issues relating to standards are being assessed. The Teaching Council Act means that these challenges are here to stay and, therefore, we need experienced, committed and assertive professionals to represent us on the Teaching Council. TUI is fortunate therefore to have Gerry Quinn (current Chairperson), Seamus O' Fearraigh, Claire Markey, Mairead Glynn and Denis Magner on the Council representing teachers.

While the enactment of Part Five of the Teaching Council Act last summer - the Fitness To Teach provision - was well publicised, there are other less publicised aspects of the Teaching Council's work

which also require careful scrutiny on behalf of the teaching profession. These include the Droichead programme which some schools currently experience in a voluntary capacity. While Droichead contains a progressive provision for mentoring of Newly Qualified Teachers (NQTs) by their more experienced colleagues, it also for a time threatened the regressive development that teachers probate their colleagues; in other words, that teachers would decide which NQTs could become fully registered to teach.

Thankfully, our TUI representatives on the Council, who work well together, in combination with like-minded teachers across the other teacher unions, have brought about a revised Droichead programme which does not contain any evaluative or probationary element. It is also now Council policy that JobBridge or similar schemes cannot be used to access the Droichead programme and that the Department of Education and Skills should provide guaranteed school placement for NQTs. This latter point dovetails with the current Council's opening public declaration that unequal pay and the culture of low hour contracts must be addressed urgently for the sake of the teaching profession.

While progress has undoubtedly been made on the Droichead challenge, it is far from over. The Minister has agreed in

principle to provide resources for Droichead but the Teaching Council has, wisely, voted not to implement the programme until the necessary resources are in place. The detail of this will have to be negotiated by the teacher unions. Teacher workload cannot be allowed to increase, no matter how progressive the reforms may otherwise be.

As a precautionary measure, the TUI is preparing to ballot our relevant members not to cooperate with Droichead unless the necessary resources are put in place. The ballot would also seek a mandate that members not cooperate with the programme if there was any attempt to introduce peer evaluation at a later point. Currently the INTO has such a directive in place and it has proven extremely helpful in ensuring that the views of teachers are heard on Droichead.

Any matters relating to the revised Droichead programme can be revisited if the need arises.

Our TUI team on the Teaching Council will continue to represent teachers and our profession. They will be a watchdog for teachers' money and pursue real reform of the Council's structure and procedures. They will guard against managerialism, whatever guise it may take.

Inaugural meeting of new and recent entrant representatives

The inaugural meeting of TUI's new and recent entrant representatives took place on March 15th. Each branch was invited to send a representative and the meeting was well-attended.

Areas of discussion included the history of issues affecting this cohort of teachers and lecturers, the progress the Union has made on these issues and the Union's strategy on how best to achieve our goals.

This new forum, which it is anticipated will meet regularly, will be of critical importance in informing and directing TUI's ongoing campaign.



TUI ELECTIONS UPDATE

Following a national ballot of TUI members, **Seamus Lahart** (Tipperary SR Branch) has been elected incoming **Vice-President of TUI** (position effective from July 2017).



Following a ballot of TUI members in **Area 12** (C&C counties Cavan, Donegal, Galway, Leitrim, Longford, Mayo, Monaghan, Roscommon, Sligo and Westmeath), **Martin Killeen** has been elected to the TUI Executive Committee as the Area 12 representative.

Following a ballot of TUI members in **Area 14** (C&C counties Carlow, Clare, Cork, Kerry, Kilkenny, Laois, Limerick, Offaly, Tipperary, Waterford and Wexford), **Anne Howard** has been elected to the TUI Executive Committee as the Area 14 representative.

Area representative changes will become effective from the close of Congress 2017.

TUI ANNUAL CONGRESS 2017

Clayton Silver Springs Hotel, Cork
 Tuesday 18th – Thursday 20th April



Follow the event on www.tui.ie and on the Union's social media platforms

GLOBAL SCHOOLROOM to commence programmes in Sierra Leone and Kenya

Global Schoolroom is supported by the TUI, ASTI and INTO and puts education at the heart of Development. Global Schoolroom believes that for meaningful Development to take place, poor quality education must be tackled. And quality education can only take place when we have good teachers.

Global Schoolroom's approach to Development has been validated by the recent adoption of the Sustainable Development Goals (SDGs), most specifically SDG4, which calls for inclusive and equitable quality education and lifelong learning opportunities for all, while recognising the need for well-trained teachers.

Since commencing its work in India, Global Schoolroom has brought over 1,000 Indian teachers together with more than 200 of their Irish counterparts to share their educational experience, expertise and good practice, with



approximately 600 Indian teachers progressing to a Level 7 award.

But the benefits have not only been one-way; many of the teachers from Ireland who have volunteered with Global Schoolroom as tutors have said that their experience has been the most important Continuing Professional Development they have ever had.

Ten years experience in teacher education and the growing reputation of Global Schoolroom has presented it with opportunities to expand its reach and influence. In 2017, Global Schoolroom will commence programmes in Sierra Leone and Kenya while maintaining its work in India.

Global Schoolroom has also worked closely with the Khasi Jaintia Deficit Schools Teachers' Association (KJDSTA), which recently saw a collaborative "Union to Union Support and Training Programme" between the KJDSTA and the Irish Teacher Unions. Over the coming years, Global Schoolroom will continue to support the work of the KJDSTA and other teacher associations, through Union-to-Union collaborations.

To learn more about Global Schoolroom or to volunteer as a tutor on its programmes go to www.globalschoolroom.net

REPORT ON RESOLUTIONS OF CONGRESS 2016 AND ACTIONS TAKEN

MOTIONS CARRIED FINAL AGENDA

A. CONDITIONS OF SERVICE - SECOND LEVEL

1. **Co Donegal/ Executive Committee/ Dublin City(x3)**
Congress strongly condemns the improper use of resource teaching hours in schools. Congress notes the practice by management in some schools to further disadvantage clearly vulnerable students by diverting resources allocated to support such students away from them and in some cases to substitute for management structures that have been removed from schools. Congress instructs the Executive Committee initiate a campaign that will bring about the correct, ethical and moral use of such resources, along with the restoration of middle management structures in our schools.

Congress further instructs the Executive Committee to support other bodies that are campaigning for the proper and ethical use of resource allocations and bring abuses of such allocations to the attention of the

Department of Education and Skills and the NCSE.

The new resource allocation model in respect of SENs will make schools responsible for allocation of hours to these students. Schools became more aware of this issue over the last year as it was raised by TUI representatives in a variety of fora and, specifically, in discussions regarding the new allocation model. TUI has helped reduce the practice of misapplying the hours.

As a consequence of the DES/TUI Agreement, May 2016, the restoration of Posts of Responsibility is being negotiated with the DES. Budget 2017 provides € 7.5 million towards restoration. This marks only the commencement of a process as full restoration will require further, more significant funding.

6. **Co Carlow(x2)/Dublin City/Dublin & Dún Laoghaire**
Congress instructs the Executive to demand the restoration of ex quota Guidance Counsellors as a matter of

urgency. This would enable vulnerable students especially at level 4 QQI to stay on and progress in education.

The TUI campaign on the issue resulted in further restoration of ex-quota guidance provision in Budget 2017 that builds on the start made in Budget 2016.

The TUI position was referenced in numerous media statements and interviews, with a strong focus placed on how the cutback had affected students, especially the most vulnerable.

10. **Co Donegal/Co Laois**
Congress notes with concern the increased prevalence and demands for peer observation in our schools and its recommendation on numerous occasions by the inspectorate. Congress instructs the Executive Committee to formulate and to introduce a robust national policy to counter the progression from peer observation to peer evaluation. Furthermore, Congress rejects any notion of T.U.I. members assessing their colleagues whether they are newly qualified teachers or long



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serving teachers. Congress reaffirms that evaluation of teachers is entirely a matter for the inspectorate.

In discussions regarding the Droichead programme, the TUI has consistently rejected any drift towards peer evaluation and has secured significant amendments that safeguard members' interests in this respect. In ongoing engagement with DDLETB, the Union, backed by a mandate for industrial action if the need arises, is actively negotiating peer learning protocols that will prevent drift towards peer evaluation.

18. Co Cork

Congress instructs the Executive to ballot members for a mandate to immediately issue a directive that all members cease to deliver Supervision and Substitution hours in the event that agreed Supervision and Substitution payments for teachers are withheld for any reason.

For teachers covered by the LRA, the incorporation into scale of payment for Supervision and Substitution commenced in September 2016 with payment of the first moiety of €796. The second moiety (of €796) will be incorporated into scale with effect from 1st September 2017.

11. Co Laois

Congress calls on the Executive Committee to immediately engage in negotiations with the DES to strive for all teachers to have:

- 22 hour contracts,
- pay based on the common basic scale
- an allowance for post-graduate qualifications
- access to promotional posts
- proper pension provision.

Through the DES/TUI Agreement, May 2016, the Union has made significant progress in the ongoing campaign for pay equalisation. CL 59/2016 provides a robust, mandatory mechanism and sequence for the allocation of new hours/posts that will benefit members on fewer than full hours. Implementation of 'professional time' under the Junior Cycle Agreement, with effect from September, 2017, will reduce maximum class contact from 22 to 21 hours 20 minutes per week and will result in the creation of 550 new posts that will be allocated in accordance with CL 59/2016. Arising from the agreed TUI/INTO/DES/DPER document of 16th September, the Union secured the incorporation into scale of the value of the Higher Primary Degree allowance. This benefits teachers appointed on or after 1st February 2012. The TUI is pursuing a claim for restoration of the H.Dip. allowance for that same cohort of teachers. In conjunction with other

public sector unions, the TUI has also prioritised elimination of the pay disparity between pre and post 2011 entrants. The objective remains the equalisation of pay rates based on the pre 2011 rates (inclusive of allowances). The May 2016 Agreement also provides for negotiation towards restoration of Posts of Responsibility. In a submission to the Public Service Pay Commission the Union will point to the disproportionately negative effect on teachers of the career-average single pension scheme introduced in 2013.

2. Co Cork/Dublin City

Congress demands that the Executive of TUI asks the DES to conduct a national audit of all teaching hours allocated to second level schools and all teaching hours actually used at second level schools and centres to ascertain if there is an unwarranted discrepancy between both figures and to quantify the effect it has on students. TUI members on the ground suspect that resource, learning support and special needs education hours are being used to inappropriately shore up the middle management structures in secondary schools by using these hours.

The TUI has, at every opportunity, sought to ensure that teaching allocation is used for the intended purposes, particularly that part of allocation generated by and designated as being for the purpose of serving the needs of students with SENs. The TUI does not have access to the information that would be required for a national audit but has responded robustly where instances of the misallocation of resources by schools have arisen.

B. CONDITIONS OF SERVICE – THIRD LEVEL

35. Cork Colleges

Congress instructs the Executive to demand and campaign against deterioration of terms and conditions of members with respect to:

1. Flex hours and workload
2. Restoration of pay
3. The draconian anti-union FEMPI legislation
4. Discriminatory sick leave and sick pay provisions
5. Forced mergers of IoTs and proposed Technological University legislation
6. Pension levy
7. Treatment of researchers
8. Maternity leave.

The Union has commenced this work. Members were balloted and four industrial action directives have issued to all members in the Third Level sector. The Union is working with other trade unions and the Irish Congress of Trade Unions seeking pay restoration and the withdrawal of FEMPI.

The Union has made significant gains under the terms of the DES/TUI Agreement, May 2016. With effect from 1st January 2017, half of the "flex" hours are to be re-designated for duties other than lecturing that are within the scope of the agreed contract. An allocation is provided in Budget 2017 for implementation of this measure. The review provided for in the May agreement is to address the remainder of the flex hours as a priority.

The Union has established the Researchers' Working Party to advise on matters regarding terms and conditions of service and the claims to lodge with the IoT IR Forum. In this respect, the Union has lodged a claim at the Forum for superannuation entitlements for researchers.

On behalf of public sector unions, including the TUI, the Public Services Committee of the ICTU is involved in a review of sick leave provisions, including those relating to maternity leave, with the Department of Public Expenditure and Reform.

Wherever possible, these issues were raised by TUI representatives in the media. In particular, as with other sectors, there was a focus on the restoration of pay (particularly, in the first instance, for new and recent entrants to the profession) and the damage caused by cutbacks.

The Union's campaign in relation to the Technological Universities Bill continues, as does the associated lobbying of politicians at national and local level. We have also met with the Minister for Education and Skills regarding this issue.

Through ETUCE/IEI, the TUI is involved in raising awareness about the necessity to put in place proper terms and conditions for researchers.

34. Executive Committee(x2)/IADT Dun Laoghaire/IT Tallaght (x2)/Dundalk IT/IT Tralee

Congress notes that the Institutes of Technology Sector, as a consequence of the employment control framework from 2009 to 2015, is critically underfunded and understaffed with the result that academic staff have excessive and oppressive workloads and that both the service to students and the capacity to engage in constructive research have been severely impaired. Congress therefore commits the Union to a sustained campaign, including appropriate industrial action, to secure adequate funding and staffing levels and to achieve delivery and workload levels

that are aligned to international norms.

The Union balloted members for industrial action regard lack of funding, reduction in staffing levels and increased student numbers. As a result of a one-day strike at Third Level on 3rd February, 2016, the Minister agreed to enter into meaningful talks which resulted in the DES/TUI Agreement, May 2016. The Union continues to make further advances on these matters of critical concern.

The Union has also formed the coalition for publicly funded higher education which consists of USI, IFUT, IMPACT and SIPTU.

These issues were regularly raised and outlined by TUI representatives in the media. In particular, headline statistics on the fall in lecturer numbers, rise in student numbers and cuts in funding between 2008 and 2015 and the knock-on effects on the working conditions of lecturers and the educational experience of students were repeatedly put on the public record.

The Union has also raised the lack of funding at a political level with the various parties and politicians including with the Minister for Education and Skills.

The Union has promoted the application of a dedicated Higher Education levy on corporate profits in order to address the funding shortfall.

27. IADT Dun Laoghaire/IT Tallaght/Executive Committee

Congress notes that one of the foundation documents of the IoT sector, the 1967 Mulcahy Report, states: "We are concerned that the progress of these Colleges should not be deterred by any artificial limitation of either the scope or the level of their educational achievements". Congress notes that the expertise and hard work of academic staff have transformed the sector in the intervening decades and that university status is an aspiration for some institutes. However, Congress instructs the Executive:

1. To continue to oppose the artificial condition that a merger must take place before an application for technological university status can be made
2. To take action, including industrial action if necessary, to ensure that appropriate consultation and negotiation between management and TUI occurs in relation to any proposals
3. To support branches which oppose ill-considered merger proposals
4. To support branches which take the position that their institute can make a stand-alone application for

university or technological university status

5. To protect the regional missions of our institutes
6. To ensure that nationally agreed academic contracts continue to govern the sector.

The Union is engaged in ongoing industrial action in pursuit of the above claims. The Union continues lobbying political parties in pursuit of our objectives. The Union has clearly stated our position and concerns to both the Minister and the Department of Education and Skills and has sought significant amendments to the Technological Universities Bill.

36. Executive Committee/IT Tallaght (Amended by Dublin Colleges)

Congress notes with extreme disappointment that more new apprenticeship proposals came from the private sector than from the public sector in response to the Apprenticeship Council's call for applications, while only 7 out of 26 proposals classified as Category A were submitted by public sector providers. Congress notes the failure of most Education and Training Boards, and many Institutes of Technology, to secure new apprenticeships which would ensure that education remained a public service. Congress further notes that many private providers have entered into arrangements with



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- Option 3:** Part-time - 4 modules and 20,000 word dissertation completed over 3 years (2 modules completed in each of years one and two with the dissertation completed in year three).

Specialist Areas

The M.Ed. programme offers the following distinct specialisms. Please note that not all specialisms may run in every academic year and all are subject to minimum student numbers.

- Drama in Education
- Early Intervention
- Foundation Studies
- Higher Education
- Language Education*
- Leadership and Management in Education
- Maths Education
- Music in Education
- Positive Behaviour Management
- Science Education
- Special Educational Needs

**Subject to the approval of University Council*

Admissions

The closing date for applications for the academic year 2017/18 is 31st May 2017. Applications for all specialisms for 2017/18 can be made through the online system at <http://www.tcd.ie/courses/postgraduate/faculty/subjects.php?sub=AHS-ED>

Applicants to the 1-year full-time M.Ed. must submit a research proposal as part of the application process. For further details, and an outline of the format required, please contact master.education@tcd.ie

Further Information

For further information please visit <http://www.tcd.ie/Education/courses/masters>
For all other enquiries please contact the course administrators on 01 896 3568/1290 or by email to master.education@tcd.ie

Human Resources companies in order to assist in ensuring progression from their education services into the job market. Congress instructs the Executive to engage with public educational management bodies to advise them of the inadequacy of their submissions to SOLAS to date, to engage with management bodies to insist that opportunities to develop public sector provision are not missed and to ensure that future submissions are sufficiently robust to compete with private providers and to seek a fair allocation of Apprentices across all IoTs so that all Institutes retain their capacity to provide apprentice education in the future. Congress condemns the imposition of the student registration charge on apprentices.

The Union's Apprenticeship Working Party has set out these concerns at meetings with the Department of Education and Skills, SOLAS and the ETBI. The Union continues to engage with other trade unions to advance the apprenticeship and skills agenda. The union is exploring opportunities for knowledge-sharing partnership in Europe and developing collaborative applications for funding in areas germane to apprenticeship.

37. Limerick Colleges

Congress instructs the Executive to reinforce the work of the Apprenticeship Working Party of the TUI by every means possible, in order to ensure that designated apprenticeship programmes at phase 4 and phase 6 remain with the IoT sector.

The Union resources the work of the Apprenticeship Working Party. The AWP has actively engaged in the review of apprenticeship and has had direct discussions with the Department of Education and Skills, SOLAS and the ETBI. The AWP has also linked into campaigns organised by ETUCE. The Union is engaging with EU partners with a view to accessing funding opportunities to promote apprenticeship and the skills agenda.

25. IT Tallaght /IADT Dun Laoghaire/ Executive Committee/ Dundalk IT

Congress notes that the so-called flex hours impose higher weekly lecturing hours in IoTs than were in place in the 1970s when the then RTCs predominantly engaged in leaving certificate, higher certificate, and national diploma courses. The expertise and hard work of academic staff have transformed the sector to the point where honours degrees and higher level qualifications are now central concerns. Congress instructs the Executive that the weekly lecturing load is wholly inappropriate for today's

IoTs (even without the flex hours) and to lodge claims and to campaign for weekly lecturing requirements in line with international norms.

The DES/TUI Agreement, May 2016 made provision for the redesignation of half of the flex hours with effect from 1st January 2017 (CL 52/16 refers) and provides the opportunity through the mechanism of a review to negotiate redesignation of the remaining flex hour. The review also provides an opportunity to address the excessive workloads of academic staff.

28. Cork Colleges

Congress instructs the Executive to resist development of Technological Universities under the currently proposed legislation (Technological Universities Bill 2015) using all means including industrial action.

The Union does not oppose Technological Universities per se. However, it adamantly opposes numerous elements of the Technological Universities Bill. The union has balloted members and is engaged in industrial action in pursuance of our concerns. It has also demanded a range of amendments to the proposed legislation and is actively engaged in lobbying politicians and political parties in this regard.

41. IT Tralee

Congress instructs the Executive to compel the Institute of Technologies through the Department of Education and Skills to sign up to the Code of Practice for the appointments to positions in the Civil Service and Public Service which would engender a higher degree of robustness and transparency in recruitment.

The Union has made contact with the Public Appointments Committee with regard to the Code of Practice for Recruitment. The Union will pursue the matter in the IoT IR Forum and branches will be advised to request reviews of the appointment procedures in Institutes.

43. Limerick Colleges

Congress instructs the Executive to seek long service increments for those on the lecturer scale and above.

This matter is appropriate to the IoT IR Forum in the first instance.

45. Dundalk IT

Congress notes the proposals from the Executive to pursue all outstanding claims of members under LCR 18366. Congress instructs the Executive to refer those cases where management and the official side fail to implement LCR18366 in full, back to the Labour Court.



Branches have supplied their final lists and the Union has submitted the final lists to institutes and the IoT IR Forum. The response of the official side is awaited.

29. IT Tallaght

Institutes of Technology serve their regions well by creating educational opportunities for people in local communities, both for school leavers and in terms of life-long learning. The Technological Universities Bill seeks to change the focus of IoTs from education to the training of individuals for the wants of business and enterprise. Congress rejects this ideology and instructs the Executive to campaign vigorously to ensure that the ethos of our education system remains focused on the well-being of our people and communities and is not cravenly surrendered to self-serving business interests.

The Union is promoting this position in all its engagement with the Department of Education and Skills and political parties in relation to the Technological Universities Bill. A particular focus of the Union's campaign has been the regional and, by extension, the community mission of the Institutes. This has been extensively articulated by the Union in local and national media.

The Union has been advised by the DES that the Minister has agreed to amend the bill to insert an overarching requirement on technological universities to "serve the community and public interest by...fostering close and effective relationships with ... organisations representing social, cultural, community and related interests in the region in which the campuses of the technological university are located".



WORLDWISE GLOBAL SCHOOLS DEVELOPMENT EDUCATION GRANTS FOR POST-PRIMARY SCHOOLS

WORLDWISE GLOBAL SCHOOLS

WorldWide Global Schools (WWGS) is Ireland's national programme for Development Education at post-primary level, funded by Irish Aid.

WWGS builds the capacity of schools (and especially teachers) to embed development education into teaching and learning, and to empower students to fulfil their role as active global citizens.

WWGS supports available:

- Grant Funding
- 5-Step DE programme
- Teacher Training
- Annual Conference
- Global Passport Award
- Curriculum Resources
- Tailored advice and guidance

WHAT IS DEVELOPMENT EDUCATION?

Also known as Global Citizenship Education, Development Education (DE) enables students to develop the knowledge, skills, attitudes and values necessary to become global citizens who take action to transform the world we live in for the better.

There are a myriad of relevant DE themes that teachers can explore with students, connected to issues covered in the curriculum, students' interests and/or what is happening in the news.

CURRICULUM LINKS:

Development Education/Global Citizenship Education allows learners to acquire **Key Skills** as set out in the Framework for Junior and Senior Cycle, along with many other skills such as empathy, self-awareness and reflection, ability to manage complexity and uncertainty, informed and reflective action.



GRANT CALL 2017 (GRANTS FOR SCHOOL YEAR 2017-18)

Applications open: 7th March 2017

Deadline for applications: 7th April 2017

All post-primary schools in the Republic of Ireland are eligible to apply to WWGS for DE grant funding, with categories of grants ranging from €600 to €2000

How much can our school apply for?

- **Starter grants (up to €600)** – schools that are relatively new to DE
- **Established grants (up to €2,000)** – schools that are experienced in DE and have previously engaged with WWGS

Successful applicants will be supported to integrate DE into curricular and extra-curricular activities as well as broader aspects of the school community, ethos and management.

Examples of activities that may be funded include:

- Teacher capacity building activities including planning and learning time for DE
- Student capacity building activities such as DE debates, workshops and action research projects
- Whole-school activities and events to take action on global justice issues.



Irish Aid

An Roinn Gnóthaí Eachtracha agus Trádála
Department of Foreign Affairs and Trade

WWGS is being implemented through a consortium comprising Gorta-Self Help Africa, Concern Worldwide and the City of Dublin Education and Training Board Curriculum Development Unit.

gorta
Self Help Africa

CONCERN
Worldwide

CDET

CDU

HOW DO I APPLY?

For more information please contact:

Tel: 01 685 2078

Email: info@worldwiseschools.ie

Web: worldwiseglobalschools.ie/register-your-interest

31. **IT Tallaght/Athlone IT(x2)**
Congress notes that the Technological Universities Bill allows individual TUs to develop their own contracts of employment. Congress is gravely concerned that the TU process may undermine the contracts of existing staff and/or impose inferior contracts on future entrants. Congress instructs the Executive to immediately ballot for industrial action up to and including strike action if any attempt is made to introduce non-nationally agreed academic contracts.
Congress further instructs the Executive to ensure that conditions of service for future new entrants to the lecturing profession are not diminished by the mergers of IoTs or the creation of Technological Universities.
The Union has balloted members regarding the Technological Universities Bill and the lack of protections provided for members' terms and conditions. The Union will continue to campaign against the Bill in its current form and will seek to have significant amendments incorporated to protect terms and conditions and prevent unequal, discriminatory treatment of new entrants. The TUI has also demanded the provision of a National Forum for discussion of matters that arise from the proposed T.U. legislation. The DES, in response, has offered such a forum but has made the offer contingent upon withdrawal of the Union's directive. The TUI is engaged in an ongoing lobbying campaign in order to secure broad-based political support for our position.
32. **IT Tralee/Athlone IT**
Congress instructs the Executive to ensure that all contracts and conditions of service and superannuation are nationally agreed under the proposed TU structures.
The Union has put this position forward at meetings with the Department of Education and the political parties during the lobbying campaign. See 31, above.
38. **Cork Colleges**
Congress instructs the Executive to negotiate similar contract provisions and pensions for researchers as those of academic staff.
The Union is engaged in gathering the data on the different types of contracts and terms and conditions of researchers. The Researchers' Working Party will assist in this regard. The union has lodged a claim at the IoT IR Forum for researchers to be included in the education sector superannuation scheme. A claim will be lodged for terms and conditions and salary scale as soon as the Working Party

has considered all the data and has formulated a recommendation.

39. **Cork Colleges**
Congress instructs the Executive to investigate how Institutes of Technology are dealing with the pension contributions coming from funded research contracts and to conduct a media campaign to highlight this issue.
This is an issue that the recently formed Researchers' Working Party will explore in detail before a campaign is launched.
42. **Limerick Colleges**
Congress instructs the Executive to seek appropriate arrangements in IoTs which would enable the taking of academic sabbaticals by members in the third level sector.
The review of academic workloads provided for in the DES/TUI Agreement, May 2016, provides an opportunity to pursue this matter.

C. CONDITIONS OF SERVICE – GENERAL

57. **Executive Committee**
Congress notes the failure of some employers to issue contracts within the timescales set out in the Terms of Employment (Information) Act, 1994 and instructs the Executive to ensure that all breaches of such timescales are dealt with speedily through the available statutory mechanisms.
The TUI prepared a number of cases under the Terms of Employment (Information) Act, 1994, and has addressed the failure of a number of employers to provide members with their statutory entitlement to a statement of their terms and conditions of service.
49. **Executive Committee**
Congress calls on the Executive, as a matter of urgency and in line with the relevant Collective Agreements, to seek negotiations for voluntary redeployment schemes for members on a national basis.
The TUI has, through the Teachers' Conciliation Council and in the context of the ongoing discussion with the DES, sought that a national voluntary redeployment scheme be established. As an interim measure the Union has suggested that a regional scheme be provided on a rotation basis.
52. **Co Limerick(X2)/Co. Kerry**
Congress instructs the Executive to engage with the DES and DSP to seek changes in the Family Income Support Supplement which requires a minimum of 19 hours per week in order to qualify. This excludes many TUI members who have less than 19 hours

per week.
Furthermore Congress should instruct the Executive to resolve the issues with the DES and DSP with regard to the percentage holiday pay and PRSI affecting teachers' applications for job seekers allowance.

The teacher unions have brought to the attention of the Teachers' Conciliation Council the anomalies that arise in the application of a number of social protection measures to teachers (and other education grades). In particular, the inappropriate nature of thresholds for payment/acquisition of benefit, adversely affect many in the education sector. The DES is in discussion with the Department of Social Protection in regard to the matter.

55. **Co Offaly (Amended by Dublin C&C)**
Congress instructs the Executive to negotiate with the DES for parental leave for teachers to be brought in-line with other areas of the public sector. For example, teachers should be allowed take their parental leave one day per week rather than in weekly blocks.

A more sympathetic application of the entitlement has been sought in discussions with the Department and management bodies. There is considerable resistance from management bodies, especially at Second Level. Greater flexibility is evident at Third Level.

D. ADULT EDUCATION

61. **Co Cork /Executive Committee**
There is no reasonable contract, job description, pay-scale or nationally agreed terms and conditions of work for tutors. In examining the putative nationally agreed "CID" contract for tutors, TUI should reject any attempt to crystallise or enshrine, in a sub-standard contract such as this, the often adverse and very precarious terms and conditions endured by our tutor colleagues to date. Tutors deserve to know what their timetable for the coming academic session is to be and what the hours of work will be on a weekly basis. To award hours in blocks and place multiple and unacceptable conditions on the delivery of these hours is grossly unfair and repugnant to TUI. Congress calls on the Executive to demand that the precarious work of tutors be regulated properly in how contracts and work are assigned to tutors. In this regard Congress instructs the Executive to convene a consultative conference with a view to exploring the most appropriate manner of bringing to an end the offensive practice of engaging workers in such poorly remunerated positions, which carry few of the terms and conditions of service of other education grades.

A progressive, stepped process in relation to regularisation of the position of both qualified teachers and those not recognised as qualified has been secured by the TUI.

The discussions, under the DES/TUI Agreement, May 2016, are ongoing and have focused on the conversion to teaching posts of qualified teachers teaching on BTEI-funded courses. These discussions are at an advanced stage. It is agreed that such qualified teachers will be converted to standard teachers' pay and conditions of service with effect from 1 July 2016.

Discussions provided for under the HRA are set to resume and centre on the awarding of CID contracts – on the basis of a consistent formula and mutuality of obligation – to personnel in “non-teaching posts in Adult, Community and Further Education settings”.

The third set of discussions (arising from a Chairman's note related to the LRA and secured by TUI) will entail establishment of a common, sector-wide salary scale and terms of employment for adult educators and, in that regard, demarcation between teacher and adult educator posts. It is expected that this strand of discussions will recommence early in 2017.

64. Executive Committee/ Co Clare/Co Sligo

Congress notes that the public service moratorium has resulted in an embargo on the replacement and/or recruitment of staff to vital education grades. These grades are considered (by the Department of Education and Skills) not to be 'frontline'. Congress condemns the failure of the DES to recognise the importance of these grades and to recognise the necessity to fill vacancies in such grades, which include Adult Guidance Co-Ordinator, Adult Guidance Counsellor, Information Officers, Adult Literacy Organiser, Community Education Facilitator and other valuable grades. The TUI contends that these are 'frontline' grades that should never have been subject to a moratorium.

The TUI has consistently opposed the moratorium on recruitment in the education sector and has challenged, at local and national level, the practice of some ETBs of recruiting into suppressed posts (such as Adult Education Officer, Adult Education Guidance Counsellor and Community Education Facilitator posts) persons purportedly - and incorrectly - employed on the Youthreach Resource Person scale and terms of employment rather than on the terms and conditions applicable to the vacated positions. As a result of the DES/TUI Agreement, May 2016, the Department of Education and



Skills has instructed ETBs to cease this practice and has agreed that those recruited to fill positions that were affected by the moratorium and who are engaged in work associated with a particular grade should have the Circular Letters appropriate to that grade applied to their contractual status. The TUI is working with the relevant ETBs and the DES to convert to the appropriate grades a number of other members who were erroneously employed as Resource Persons. It has been clarified and agreed that the grade of Resource Person is applicable only in Youthreach.

Owing to the delegation of sanction to ETBs for recruiting positions formerly subject to the moratorium, the moratorium, per se, no longer applies to any grade represented by the TUI.

67. Executive Committee

Congress instructs the Executive to engage in a consultation process with representatives of the grades represented by the TUI that are engaged in the Further, Adult and Community Education Sectors with a view to collating, updating and publishing the Union's policies in relation to the development of the sectors.

Work in this regard is ongoing.

68. Co Clare

Congress instructs the Executive to demand that DES/ETBs pay Adult Literacy Organisers (ALOs), Community Education Facilitators (CEF) and Back To Education Initiative (BTEI) Coordinators as per Memo 15/2001, not Youthreach Resource Worker pay and conditions.

See Motion 64 above. The DES/TUI Agreement, May 2016 provides for the application to all BTEI County Coordinators of an agreed, national scale. Discussion are at an advanced stage.

70. Dublin & Dún Laoghaire

Congress instructs the Executive to negotiate an incremental pay scale for those teaching in the Adult Education sector without a level 8 qualification.

See Motion 61 above.

69. Co Clare

Congress requests the Executive to demand that Adult Literacy Organisers, Community Education Facilitators and Back to Education Coordinators are removed from DES Circular Letter 08/2014 on Revised Annual Leave Arrangements.

This has been achieved. Through the DES/TUI Agreement, May 2016, the TUI has secured a restoration of the annual leave entitlement of the grades (AEOs, AEGCs, ALOs, CEFs and BTEI County Co-ordinators) to 35 days, inclusive of periods of ETB closure. Consequently, the annual leave provisions of the nationally agreed contracts mentioned above are amended to reflect this increase to 35 days. ETBs have been informed, in writing, of this restoration of annual leave to members.

E. CASUALISATION/PART-TIME AND FIXED TERM MEMBERS

72. Executive Committee/IADT Dun Laoghaire/ IT Tallaght/ IT Tralee/ Co Leitrim/Co Donegal

Congress condemns the casualisation of the teaching and lecturing professions and instructs the Executive to:

1. Pursue Permanent whole-time appointment as the norm for recruitment in our schools, centres, and institutes;
2. Demand that management be obliged to bring CID holders up to full hours over the next three years and to seek to have future vacancies advertised as full hours augment the contracts of existing part-time staff with additional available hours before any new part-time staff are engaged.
3. Demand the annual publication of a

list of employers that have failed to augment the hours of serving teachers/lecturers in advance of advertising vacancies. In this regard Congress calls on the Executive to seek to have the Department of Education actively implement the section of the Ward Circular 24/15 which states: "The Department may audit (or have audited) the practices within schools in relation to the implementation of this circular in relation to best practice, compliance and irregularities."

The Union campaign against casualisation of teachers and lecturers continues. The Union has made significant progress on behalf of members on part-time and fixed term contracts. Implementation of the Ward Report recommendations (teachers) continued in 2016 and the provision in regard to augmenting an existing CID had particular effect from the commencement of the 2016/17 school year.

At Third Level, publication of the Cush report represented an important advance. It is being implemented under CL 41/16.

The Union is also seeking to have benefits similar to the Ward/Cush recommendations made applicable to other grades represented by the union.

In this regard, under the DES/TUI Agreement, May 2016, the union is negotiating with the DES for measures for Youthreach.

Arising from the DES/TUI Agreement, May 2016, the TUI negotiated CL 59/2016 with the DES. This CL puts in place a mandatory process and sequence for filling new posts/hours that arise and is a very valuable mechanism for bringing hours of teachers from part-time to full-time. That Circular also provides a means of bringing matters of interpretation or contention to an oversight body. The CL re-instates/re-iterates the permanency level (95%) for schools/schemes that had been established under the PCW. This level may be exceeded where CID entitlements exist. The TUI is monitoring schools and schemes to ensure compliance by employers with the terms of the CL. There is, based on DES statistics, emerging evidence that the various measures (Ward/CL59/2016) are having a positive impact. The TUI and INTO, under the terms of the agreement reached in September with the DES and DPER, secured incorporation of the value of the honours primary degree allowance into a revised pay scale for teachers employed on or after 1st February 2012.

In media interviews, the TUI

continues to place a strong focus on the scourge of casualisation and how it affects teachers and lecturers in the Irish education system. The union's headline figure of half of Second Level teachers under 35 being on contracts of less than full hours was widely referenced in public discourse about the issue of casualisation (which has had extensive coverage).

F. EDUCATION

80. Executive Committee/ Galway City

Congress asserts that any development of the Leaving Certificate syllabi must not involve a move away from the independent state assessment and certification of the Leaving Certificate Examination that has served the post primary education system well up to now. Congress instructs the Executive to state that the continuation of the current independent status of the Leaving Certificate Examination will not be allowed to be diminished in any restructuring that may be undertaken.

It further instructs that any proposed changes are done in consultation with the unions and teachers as well as being properly piloted before being introduced.

New subject specifications which are being developed adhere to the current model with enhanced second components of assessment in some instances. During 2016, the NCCA continued to develop and/or finalise revised specifications for Politics and Society, Physical Education (exam framework and non-exam framework), Economics, Applied Mathematics, Agricultural Science, Physics, Chemistry and Biology. The additional components of assessment, where applicable, will be state administered and certified. The only exception will be the non-examination framework for Physical Education which can be used in Transition Year as well as the rest of Senior Cycle and is not intended to be part of the Leaving Certificate.

78. IADT Dun Laoghaire/Executive Committee/IT Tallaght (Amended by Dublin Colleges)

Congress reaffirms that TUI policy is to campaign for properly funded public education which is free for students. In this context, Congress condemns increases in third level fees under the Fine Gael/Labour Government, as well as proposals to increase third level fees even further and to introduce a student loan scheme. Congress instructs the Executive to oppose all further cuts in education. It further instructs the Executive to launch a campaign of opposition with the support of other unions, parents and

students where possible. This campaign is to include a protest strike in opposition to cuts.

The TUI formed the coalition to campaign for publicly funded higher education. The coalition consists of TUI, USI, IFUT, IMPACT and SIPTU. It organised a lobbying day in November 2016 and assisted USI in organising the demonstration, on 19th October, which was attended by 15,000 students. Separately, the TUI has raised the matter of the crisis in funding of higher education directly with the Minister and with the Higher Education Authority. The deep concern of the Union in this regard is repeatedly conveyed through the media and at every other available opportunity and forum. The Union has itself instigated the "I Value Higher Education" campaign as well as pledging support to the USI campaign "Education Is". The TUI has publicly called for the application of a 1% levy on corporate profits to create a fund dedicated exclusively to higher education. In this context, the Union has argued that this is the appropriate means to raise the additional funding required, rather than imposing upon students and their families a burden of debt through the income contingent loan scheme being advocated in the Cassells Report.

81. Co Leitrim

Congress calls on the TUI Executive to oppose the loading of NCCA subject development groups with non-education personnel and to work with other teacher unions so that teacher input is not diluted on such development groups.

The Union continues to monitor this issue closely. Over the past year a very small number of people has been co-opted to development groups. However, in each case the co-opted person has been a teacher or former teacher with specific expertise in the relevant area.

79. Dublin City/Waterford City/Galway City

Congress calls on the TUI Executive to work with the other teaching unions to bring the public discourse on education back to the value that education and an educated population brings to Ireland. Congress commits that the TUI continue to campaign for the development of an education system in Ireland which is free, publicly owned and controlled, non-denominational, non-selective, co-educational and inclusive.

The TUI has consistently advocated for high quality, publicly funded education at all levels. This has

been the basis of every submission made by the TUI to the Department of Education or other agencies. It also has informed the Union's pre-Budget submissions. The coalition formed with USI, IFUT, IMPACT and SIPTU promotes education as a public good and as part of the social contract. This principle underpins the media statements and press releases of the Union.

G. EQUALITY

90. Co Cork

Congress instructs the Executive to demand that ETBs make available, an adequate and realistic budget for each centre to employ a Counsellor so as to address the mental health requirements of the student body.

The TUI has campaigned against the cuts to guidance counselling which have hindered the capacity of schools to provide adequate support to students across a range of matters, including issues related to mental health. In Budgets 2016 and 2017, there has been partial restoration of ex-quota guidance counselling. The Union continues to demand full restoration of the ex-quota allocation.

86. Dundalk IT (Amended by Dublin Colleges)

In line with TUI's commitment to equality, diversity and inclusiveness Congress instructs the Executive to:

- (i) seek a sector wide action plan to improve gender equality and diversity at senior academic level within the institutes;
- (ii) develop and negotiate the introduction of appropriate structures and interventions to encourage better female participation at senior academic level and
- (iii) pursue greater transparency in appointing senior academics and protect those members who may be subjected to any inappropriate actions by the IOTs when applying for senior academic posts.
- (iv) Conduct an audit of the percentage of males/females at all academic levels in the IoT sector.

The Executive Committee is giving consideration to the report prepared by Dr. Joe McDonagh that was introduced at Annual Congress 2016. This report addresses the matters set out in the motion and makes a series of specific recommendations.

The HEA, in June 2016, Published a report entitled 'HEA National Review of Gender Equality in Higher Education Institutions'. The union met with the Steering Committee involved in the publication of this report to set out the union's concerns regarding the under representation of women at the more senior levels in IoTs.

H. EXAMINATIONS

93. Co Galway/Tipperary NR (Amended Dublin C&C)

This Congress deplores the current changes in pay and conditions for superintendents and Examiners for the State Examinations.

Congress instructs the Executive to make representation to the SEC and the Department in relation to reversing the cuts to pay and allowances that have been introduced over the last number of years by government to those who engage in State Examination Commission activities. A joint approach with the ASTI would also be preferable, though not mandatory.

Congress instructs the Executive to negotiate with the DES, SEC and Department of Finance to achieve an exemption from the new travelling expenses procedure during the summer holidays.

In 2016, the TUI continued, in partnership with the ASTI, to put forward the view that remuneration for contract work with the SEC is inadequate and is causing many teachers not to consider applying for the work, as a consequence of which there have been shortages of applicants for some of the relevant work. The TUI has sought changes in the travel and subsistence rules. However, the rules as they stand in relation to travelling expenses arise from the application of the law and are set out by the Revenue Commissioner. Exemptions from these rules are not available. This is a matter that will have the continued attention of the Union.

I. FURTHER EDUCATION

110. Cork City

Congress notes with deep concern, the continued failure by the Minister for Education and Skills to allow TUI representation on the board of SOLAS. Congress directs the Executive to demand that all stakeholders be represented on the Board and Congress deplores this lack of partnership by the Minister. Congress further instructs the Executive to develop and implement a strategy to bring about this representation.

The TUI has addressed its grave concern to successive Ministers for Education in relation to the failure to include in membership of the Board of SOLAS a representative of the Union. Guidelines on appointments to state boards were issued by the Department of Public Expenditure and Reform in November 2014. They provide for applications by way of expression of interest to the Public Appointments Service (PAS). An assessment process is conducted by the Public Appointments Service and the selection of candidates from a list provided by the PAS is a

matter for the relevant Minister. The TUI is examining the possibility of securing representation for the Union on the Board of SOLAS and of other statutory agencies by utilising the system.

102. Co Donegal

Congress declares and reaffirms that Education and Training Boards should be the primary provider of Adult & Further Education in the state. Congress deplores the increasing use of private companies to deliver public education. Furthermore, Congress directs the Executive Committee to impress upon the Department of Education and Skills, ETBI and all other relevant bodies that adult and further education be delivered by the public sector grades that TUI represents.

The Union has at all times and in all available fora stated its principled position that public education, inclusive of Adult and Further Education, if it is to be of the requisite standard, must be delivered by the public service and specifically by the public sector grades that TUI represents. In this regard, the QQI, ETBI, SOLAS, DES and other relevant bodies have been strongly advised of the TUI's policy and its concerns about creeping privatisation.

111. Cork City

Congress calls for a stepping up of the campaign to remove the €200 charge for PLC students.

The TUI has consistently sought abolition of the €200 charge for enrolment on PLC courses describing it as anti-educational and as limiting access for the most marginalised learners. The TUI has argued strongly instead for increased investment in Adult and Further Education, noting that there remains a large cohort of adults that would benefit significantly from access to publicly funded, locally provided programmes. The TUI has made reference in its dealings with the Department and other agencies to the findings of the PIAAC study.

96. Co Louth

Congress condemns the lack of consultation in the Further Education sector and the imposition of greater degrees of bureaucracy and privatisation of provision. Congress instructs the Executive to demand representation, consultation and negotiation protocols with SOLAS and if unsuccessful to ballot for industrial action to achieve these objectives.

In its discussions with the Department that led to the DES/TUI Agreement, May 2016, the TUI sought and secured agreement that excessive bureaucracy and the associated workload should be eliminated and that reporting systems should be streamlined.

Under that agreement, the Union secured a commitment to regular, scheduled meetings with SOLAS. SOLAS subsequently confirmed to TUI that access to the authority is available to the Union on a regular basis.

J. HEALTH AND SAFETY

- 116. IT Tallaght/Waterford City/Galway City/ Dublin City (Amended by Waterford City)**
Congress instructs the Executive to formulate guidelines and to arrange for specialised training for Branch Representatives and Officers to assist members in the operation of the Codes of Practice for dealing with allegations of bullying and harassment. Congress instructs the Executive produce a poster, similar to the – “Don’t Bottle it it’s good to talk” – to draw members attention what bullying is, as it takes many forms, and to highlight the existence of the document Bullying Prevention Policy - Complaint Procedure for ETB Staff.

The matter has been considered by the Union, specifically by the Organisation and Training Sub-Committee. It is intended to include a protocol for dealing with allegations of bullying and harassment in a standardised training handbook for branch officers. The Union recognises both the complexity and sensitivity of such cases and is mindful that it is not the Union’s function either to prosecute or defend a case but rather to provide fair, balanced and accurate advice to members on the use of the relevant procedures.

- 112. Co Cork/Co Galway/Dundalk IT/ Co Kerry (Amended by Cork Colleges)**
Congress demands that the Executive of TUI asks the DES to conduct a national audit of all schools and colleges in the state to ensure that they are fire safe and compliant with building regulations and meet all health and safety requirements.

The matter of statutory responsibility and legal obligation in respect of this issue is complex and depends to a degree on ownership and governance structures. The Union has, as and when necessary, approached the relevant authorities in respect of individual cases that have been brought to notice.

K. INEQUALITY IN SALARIES OF NEW ENTRANTS

- 120. Executive Committee/Dublin & Dún Laoghaire/IAADT Dun Laoghaire/IT Tallaght/ Galway City(2)/Co Carlow**
Congress condemns the odious discrimination against recently appointed teachers in relation to their

pay and conditions. Congress also notes the extended un-paid training period they undergo and the significant opportunity cost that this represents. Congress confirms that it is the priority of the TUI to achieve equality of treatment and parity of professional esteem for all teachers and lecturers; to secure application to all of the salary structure that applies to pre-2011 entrants; to protect the quality of the public education system by maintaining its capacity to attract entrants of the highest calibre. Congress reaffirms that differentiated, inferior pay-scales for new and recent entrants are repugnant to TUI and instructs the Executive to continue to campaign and to lodge claims in support of equal pay for equal work.

The TUI has continued its strategic and determined campaign for pay equality based on pay rates that apply to pre-2011 entrants. Significant progress has been made, as is outlined elsewhere in this report. The Union, in the first instance, prioritised through the DES/TUI Agreement, May 2016 those who entered teaching on or after 1st February, 2012, and in the 16th September agreement reached by the TUI and INTO with DES and DPER, secured incorporation into the salary scale of the Honours Primary Degree Allowance. Phasing in of this commences on 1st January 2017. The TUI also lodged a claim for reinstatement of the so-called H.Dip. Allowance for those who entered teaching on or after 5th December 2012. That claim was lodged at the Teachers’ Conciliation Council and the matter will also be brought to the Public Service Pay Commission early in 2017. In addition to headline pay rates, the Union has been campaigning vigorously against the casualisation represented by the increased use of fixed term and part-time work over recent years. Very significant progress was made both at Second and Third Level as a consequence of implementation of the recommendations of the Ward and Cush Reports respectively. A significant consolidation of gains is available through application of CL 59/2016, reference to which is made elsewhere. The 16th September 2016 agreement also explicitly makes reference to the ongoing campaign by the unions for the establishment of full parity between those who entered the profession on or after 1st January 2011 and those who entered the profession before that date. That matter too is being addressed to the Pay Commission. The TUI campaign has also put this matter front and centre in its media statements and appearances.

L. JUNIOR CYCLE

- 127. Executive Committee/ Co Mayo**
Congress notes the success of the Junior Cycle campaign and, in particular, the fact that it will lead to an increase in staffing in order to compensate for the reduction in class contact time, and the provision of professional time, for teachers of Junior Cycle students. Congress instructs the Executive to ensure, nationally and locally, that allocation assigned to schools to compensate such reduction will, in the first instance, be used to further our campaign against casualised work and increase the hours of part-time CID holders.

Budget 2017, announced in October 2016, provides for 550 wholetime equivalent positions directly arising from the introduction of professional time under the Junior Cycle Agreement concluded with the Department of Education and Skills. This professional time will be an entitlement of teachers and reduce maximum class contact time for a wholetime teacher to 21 hours and 20 minutes (17 hours and 20 minutes in the case of an Assistant Principal). The 550 wholetime equivalent positions will be allocated in accordance with the requirements of CL 59/2016 which will, according to the sequence set out in the circular, ensure that posts (expressed as hours) will be offered in the first instance to teachers who are on part-time work. This is a very significant advance and, to a large degree, meets the requirements of Motion 127.

- 133. Co Galway**
Congress calls on the Minister for Education and Skills, to specifically clarify the benefits of a common grading system in the restructured Junior Cycle. Furthermore, Congress seeks clarification on the progression to Senior Cycle, where there is a completely different system in operation, as opposed to the outgoing system where there is cohesion, with a minimum of higher and ordinary level choices in each subject. While the proposed system alleviates pressure in the short term, students will then be somewhat ill-equipped to deal with the increased pressures and choices associated with Senior Cycle.

Issues of concern to the Union in regard to the restructured Junior Cycle are brought by the Union to the Implementation Committee established under the agreement reached with the Department of Education and Skills. The committee has met regularly in the past year. The Union’s concern to ensure coherence and proper transition between Junior and Senior Cycles is addressed as and

when necessary by the Union's representatives on development groups, the Junior and Senior Boards and the Council of the NCCA.

128. Co Laois

Congress congratulates the leadership of TUI in its negotiations which brought about the reversal of the former proposals for the new Junior Certificate. Congress now calls on the Executive to negotiate a sizeable improvement in the pupil-teacher ratio and substantial resources to coincide with the implementation of the new Junior Cycle.

Significant resources have been committed by the Department of Education and Skills as indicated above (Motion 127). Further resources by way of management resource hours have followed and these are set out in the relevant circular letters. At the Implementation Committee, the TUI continues to monitor implementation of the new Junior Cycle and to identify resource needs as and when they arise. The introduction of professional time on a steady state basis from September 2017 of itself represents an improvement in the pupil-teacher ratio. The Union is, of course, seeking that the ratio be further improved.

M. MISCELLANEOUS

143. Galway City

Congress instructs the Executive to demand a cessation of the moratorium of administration staff in schools which is impinging on the ability of teachers to do their job effectively.

As sanction for recruiting has been delegated to individual ETBs, the issue of the moratorium is no longer relevant. That said, it is the case that the ETBs, operating within that delegated sanction, must also operate within the overall budgetary/staffing allocation assigned to them.

138. Executive Committee (Amended by Dublin Colleges)

Congress restates the Union's opposition to the proposed TTIP and CETA trade deals on the basis that they will fundamentally damage democratic process, disable sovereign decision making by an Irish Government, especially in regulatory matters, and will lead to incremental privatisation of education services, thereby undermining the social contract. Congress calls on the Union to engage in intensive lobbying through organisations to which the Union is affiliated to prevent conclusion of these deals. TTIP will, through the use of ISDS (Investor-State Disputes Settlement) private

courts, be used to give private corporations huge power over European governments. ISDS courts have already fined Egypt for raising the minimum wage, are being used to batter the Australian Government for their plain-paper packaging of cigarettes. The agreement, currently being negotiated in conditions of strict secrecy between the EU Commission and the USA, will be used to prise open all areas of the public sector to private ownership and competition. This conference calls on the Executive Committee to totally oppose the negotiation of this anti-democratic agreement and to put forward a motion to the Bi-Annual Conference of the ICTU to ensure the Irish Trade Union movement tackles this agreement with one voice and with one objective - to put a stop to the negotiations.

The TUI, through the Irish Congress of Trade Unions, the British and Irish Group of Teacher Unions and by way of its affiliation to the Education International/ETUCE, has continued through the year to oppose both CETA and TTIP (see the section Irish Congress of Trade Unions for further details).

140. Galway City

Congress instructs the Executive to publicly support the abolition of government water charges at the earliest possible date and to acknowledge the hardship caused to households because of the imposition of such charges.

In respect of this issue, the TUI has worked in conjunction with the Irish Congress of Trade Unions.

N. OCCUPATIONAL HEALTH

144. Cork City(x2)/Co Donegal/Co Cork

Congress instructs the Executive to negotiate with the DES to establish that sick-leave entitlements of a teacher remain unaffected where an injury is sustained in the workplace and/or while they were carrying out their duties as part of any school related activity.

The TUI, in conjunction with the other teacher unions, has a claim before the Teachers' Conciliation Council for provision of a leave entitlement to cover instances of occupation injury or assault in the workplace (see the section on the Teachers' Conciliation Council). The Union also has a claim before the Institutes of Technology Industrial Relations Forum. The claims are being considered by the official side.

145. Cork City/Co Laois/Co Mayo

Congress instructs that the Executive negotiates with other public service unions within the ICTU and the

relative parties to secure changes to the current public sick leave provisions, in order that any pregnancy related sick leave of a public service employee will not be counted against their sick leave entitlements.

The Public Services Committee of the ICTU is involved in a review of the sick leave provisions with the Department of Public Expenditure and Reform. The review is ongoing. There is inter alia, a focus on the matter of pregnancy-related sick leave.

O. ORGANISATION

151. Galway City/Executive Committee (x2)

Congress instructs the Executive to review and put into place efficient and up-to-date systems for dealing with membership, arrears and payment of subscriptions – including payment by Direct Debit as in other Trade Unions. Congress further instructs the Executive to establish a mechanism to ensure that members who are paying the wrong subscription or have fallen into arrears should be notified of such within a six week period.

Direct debit facilities are being discussed with the Union's financial provider. Discussions are also underway on the introduction of an email notification system which would advise members who have fallen into arrears after a six-week period. As matters currently stand, the Union relies on information from workplace representatives and branch treasurers for details regarding any members who may be on the incorrect subscription rate. Templates and draft letters are sent to branch treasurers at the beginning of each academic year in relation to this matter.

The Department of Education and Skills has informed the unions that it intends moving to a union subscription system based on percentage of salary. It is the current intention of the Department to apply this change with effect from January 2019. Discussions between the teacher unions and the Department in relation to this matter commenced in Autumn 2016 and are continuing.

157. Co Meath/Executive Committee/Donegal Colleges/Co Donegal

Congress demands that the Executive as a matter of urgency offers appropriate national, local or online training to all school reps and branch officers, who often need guidance in their role and in the work of the Union, before the end of 2017.

The Union is developing a standardised training handbook for workplace representatives and branch officers. The Union is also

piloting a resource app that would be sector specific. Such an app is being tested in respect of the Colleges Advisory Council and the app platform will be utilised to provide a resource for the other advisory councils and for area representatives.

161. Executive Committee/IT Tralee/Dublin City

Congress instructs the Executive to move forward quickly with the launch of an electronic management system for TUI. This system will provide members with up to date information on cases in the WRC and status of motions passed by Congress. This management system will have a data-bank of previous cases with personal details removed, for reference purposes. Furthermore this development will improve membership and subscription systems.

The development of the electronic Case Management System (CMS) for use by members, branches, area representatives and officials is progressing. The system will enable members to log a case and provide all the necessary detail. Branch officers will have facilities to coordinate individual and collective cases and refer them to area representatives and officials. The Case Management System will be tested to ensure that it is secure and compliant with Data Protection requirements.

168. Executive Committee (Amended by Dublin Colleges)

Congress instructs the Executive to review the Income Continuance Scheme with a view to ensuring that members who are currently availing of the scheme do not have to undergo the excessively frequent reviews that are currently happening over the ten year review period, which itself requires to be shortened and that subscription to the scheme is facilitated through deduction at source (DAS).

The Income Continuance Scheme was reviewed. Detail is set out elsewhere in the Annual Report. The period of time during which beneficiaries under the scheme can be subject to further medical review has been shortened from ten years to six.

149. Galway City/Birr Gallen

Congress instructs the Executive to reduce the cost of TUI membership to take into account the continuing financial difficulties faced by members and to encourage new members and not just new entrants to join. This reduction should match the subscriptions paid in other teaching unions.

The cost of TUI membership is subject to ongoing review and is determined under Rule by Annual

Congress. Because of the tiered nature of the TUI subscription rates, membership of the TUI in the case of certain categories is less expensive than for other teaching unions. The implications of the decision taken by the Department of Education and Skills to move, with effect from 2019, to deductions based on a percentage of salary are being considered and such proposals as are necessary will be brought by way of Rule change or other motions to Congress 2018. Currently, new members in their first teaching position enjoy a preferential rate.

P. PAY/NATIONAL AGREEMENTS

195. Executive Committee/IADT Dun Laoghaire/Limerick Colleges/IT Tallaght

Congress condemns the passing of the FEMPI Act, 2015 – the sixth piece of Financial Emergency Measures legislation, since 2008, at the same time as passing an election-focused giveaway Budget 2016 (which included significant benefits for the wealthiest in Irish society). This hypocrisy illustrates a contempt for public sector workers. Congress demands that the Government repeals all aspects of the FEMPI legislation, and further demands that any future attempt by the government to impose unilateral changes to the pay and working conditions of members be vigorously opposed and rejected by the TUI. Congress further instructs the Executive to seek to enlist the support of other Unions, of the ICTU, and explore all appropriate legal avenues available.

This issue was raised by the TUI at the Public Services Committee of the Irish Congress of Trade Unions. The Union has sought the support of other unions for its view. The specific, overarching remit of the Public Service Pay Commission is to map a pathway out of the FEMPI legislation. The Public Services Committee of the ICTU in its submission to the Public Service Pay Commission addressed this priority.

201. Co Meath/Co Donegal/Co Galway/Co Louth/Co Cork/Co Carlow/Dublin City

Congress urges that the TUI seek to ensure that in any final agreement made in relation to the Lansdowne Road proposals or any follow up agreement that the extra working hours (33/44hrs) that were agreed to as part of the Croke Park and Haddington Road Agreements will be ended.

Under the DES/TUI Agreement, May 2016, the Union secured an increase from 5 to 8 in the number of hours (of the 33) that do not have to be done on a whole-school

basis and that may be done in tranches of not less than 30 minutes. In September 2017, the number of hours (of the 33) increases from 8 to 10. The matter of the Croke Park hours per se can be addressed only in conjunction with the other public sector unions as an increase in hours was general across the public sector. The Public Services Committee of the ICTU has made it clear that the matter of the additional working hours will fall to be addressed in any discussions towards a follow-up agreement to the LRA.

199. Dublin City (Amended by Cork Colleges)

Congress demands that the Minister for Public Expenditure and Reform immediately withdraws his threat to freeze the increments of TUI members and other public sector workers in July 2016. Congress believes it is unjust, undemocratic and anti-worker for this government to use so-called financial emergency legislation to force this union, or any other union, to accept the Lansdowne Road Agreement. Congress demands that the government honours the terms of the Haddington Road Agreement including paying Supervision and Substitution during the school year 2016-17 as agreed under HRA. Congress calls on the Executive of TUI to insist that all threats of coercive pay cuts be removed and that payment of S&S be guaranteed without further delay. If an assurance in writing that the terms of HRA will be honoured is not forthcoming then this union must cease complying with the additional hours under the terms of HRA. Congress further calls on the Executive to insist that the ICTU fully supports this union, and other unions, in their defence of their members. Congress calls on the ICTU to defend the rights of all workers and specifically to defend the rights of public sector workers who are now under attack from the government. Congress calls on the Executive of the TUI to demand in the strongest possible terms that the ICTU abandon its support for the government and instead implement resolution 36 as agreed at the Delegate Conference 2015.

The TUI has consistently sought the abolition of the FEMPI legislation. Arising from acceptance by members of the DES/TUI Agreement, May 2016, TUI members were considered to be covered by the terms of the LRA. As a consequence, increments (where applicable) are being paid to members. The incorporation into scale of two sums of €796 in respect of substitution and supervision commenced – the first payment was made in September 2016.

- 209. Co Offaly/IT Tallaght/IADT Dun Laoghaire/ Co Kerry/Dublin City/ Cork Colleges/Co Donegal**
Congress instructs the Executive to negotiate that the Public Service Pension Reduction on public service pensions be removed immediately to comply with criteria of non-discrimination and proportionality in respect of all citizens.

See 220, below.

Q. PENSIONS

- 217. Executive Committee/IADT Dun Laoghaire/IT Tallaght/Dublin City/ Co Meath**

Retired members of this Union have dedicated their lives to the education of today's society. We are all the product of the efforts of our retired teachers and this Congress demands the restoration of the link between pay and pensions. Congress instructs the Executive that the link between pension and the salary of the serving grade should be restored and further instructs the Executive to campaign and to lodge claims to this end. Congress further instructs the Executive to consult with other teacher unions to co-ordinate a joint campaign in this regard as it is in the interest of all serving teachers.

The Minister for Public Expenditure and Reform confirmed late in 2016 that the link between pension and the serving grade continues. The TUI has consulted with other teacher unions and with other unions across the broader public service in this regard.

- 218. Executive Committee**

TUI Congress notes that the introduction of the career average single pension scheme represents a very significant deterioration in the terms and conditions of service for recent entrants to the teaching profession and determines that, as part of its campaign against discriminatory and punitive measures imposed on younger members of the profession, the Union should, in co-operation with other public service unions, campaign for restoration of the occupational pension schemes that linked pension to the serving grade.

The matter of pension is one of grave concern across the entire unionised workforce, both in the public and private sectors. In regard to the career average single scheme, introduced for public servants with effect from 2013, the teacher unions pointed out that the effect on teachers is disproportionately severe, primarily because of the long salary scale. The matter of pensions will be addressed to the Public Service Pay Commission in the union's submission.

- 222. Tipperary NR/Cork City**

Teachers who opted to contribute to the pension element associated with the S&S scheme up to July 2013, now fully realise that the DES do not intend to honour payment of pension, despite contributions by teachers for ten years. This Congress demands that the monetary contribution for those teachers, who in good faith joined the scheme, be honoured as additional pension entitlement as intended and that the Executive Committee meet with the DES to ensure the terms of the initial agreement are honoured irrespective of any further pay agreement.

Congress further instructs the executive to negotiate with the DES to ensure that teachers who retire between 30/06/2015 and 20/07/2018 be fully recognised and financially compensated in respect of Supervision and Substitution for pension purposes.

The grace period has been extended by the Department of Public Expenditure and Reform to April 2019. Therefore, those who retire up to that time will have reflected in their lump sum and pension the pay value of S&S.

- 220. Executive Committee**

Congress condemns the Government's failure to rescind the Public Service Pension Reduction (PSPR), a levy that punishes retired members of this Union, and of the public sector unions. Congress instructs the Executive to take every measure available, including enhancing support for the Alliance of Retired Public Servants, to ensure that the PSPR is eradicated for all retired public servants.

The changes to the PSPR will take the majority of pensioners out of the PSPR net entirely by 1st January 2018. These changes will be phased in as follows - 1st January 2016, 1st January 2017, 1st January 2018. The TUI continues, in collaboration with the Retired Members' Association, to seek that the Public Service Pension Reduction be rescinded in full.

R. POSTS OF RESPONSIBILITY

- 227. Executive Committee/Co Clare/ Co Cavan/Cork City/Co Monaghan/Co Mayo/Co Carlow**

Congress deplores the continuing failure of the Department of Education and Skills to address the crisis in schools caused by the suppression of Posts of Responsibility. Congress further notes the absence of clear career opportunities (owing to the moratorium), the impoverishment of the teacher experience and consequential damage to management capacity within schools. Congress instructs the Executive to ensure adherence to the directive on Posts of Responsibility and to co-ordinate with the ASTI in this regard where appropriate. Congress also instructs

the Executive, to develop a comprehensive claim for the restoration for the Posts of Responsibility, also in cooperation with the ASTI.

Under the DES/TUI Agreement, May 2016 there is provision for a review of posts of responsibility/school management structures. That review has commenced and the TUI is seeking full restoration of the regime of posts of responsibility that applied before application of the moratorium. Budget 2017 provided for an additional 171 deputy principal posts as a consequence of which schools with an enrolment of over 900 will have 3 deputy principal posts and schools with an enrolment of 700 to 899 will have 2 such deputy principal posts. Budget 2017 also allocated €7.5 million for the restoration of posts. This, while welcome, does not constitute full restoration. The TUI, therefore, is seeking further allocation to enable full restoration. The seriously damaging effects of the attrition in respect of Posts of Responsibility has been outlined to and through the media by the TUI whenever possible. The limited capacity that schools now have to support students through year head structures or other support mechanisms has been highlighted.

- 229. Executive Committee**

Congress notes that the moratorium on Posts of Responsibility has had the effect of removing co-ordination of the delivery of Special Educational Needs (SENs) from the schedule of posts in some schools. Congress further notes that the new allocation model, proposed by the NCSE and being piloted in a number of schools, will increase the accountability of schools in the allocation of resource hours. Congress instructs the Executive to engage with the Department of Education and Skills with a view to restoring the allowance for teachers qualified in the teaching of students with SENs in advance of engaging in a national roll-out of the new allocation model. Congress further instructs the Executive to take appropriate action if the allocation model is introduced without appropriate resources.

The Union has engaged intensively with the Department of Education and Skills in regard to the new allocation model for Special Educational Needs with a particular emphasis on the level of resourcing that it will require. The Union has also sought the restoration of the relevant allowances. In line with the TUI policy regarding workload, the Union has advised the Department that the introduction of the new allocation model must not involve additional workload for teachers.

235. Co Carlow

Congress instructs the Executive to negotiate a specific post of responsibility, outside the standing post arrangements, for the collation of the information required by the SEC for the new Junior Cycle.

The matter of the responsibilities assigned to Post of Responsibility holders forms part of the negotiations that are ongoing with the Department of Education and Skills arising from the DES/TUI Agreement, May 2016.

230. Co Cork/Cork City

Congress calls on the Executive to demand that an additional Non-transferable Assistant Principal post be automatically created in schools that have an Autism unit. Teachers carrying out the duties of ASD Co-ordinator (or equivalent role) should then fall in under the current directive on Posts of Responsibility and cease to act into this unrecognised and unremunerated role from August 2016 onwards. This would allow schools adequate time to make alternative arrangements for the 2016/17 school-year.

See Motion 235. This matter will be raised by the Union in the context of the review of posts. It may also require to be raised in the context of ongoing discussions regarding the resources provided by or upon the recommendation of the NCSE.

S. PROFESSIONAL DEVELOPMENT

238. Executive Committee/Co Carlow

Teachers, as a matter of professional practice, constantly investigate the usefulness of new methodologies and seek, routinely, to enhance teaching practices. Congress is concerned that the Teaching Council might adopt a restricted interpretation of the variety and types of activities that properly constitute continuous professional development. Congress instructs the Executive to oppose a view of professional development that is narrow and limiting and instructs the Executive to develop a comprehensive and appropriate working definition of continuous professional development. Congress instructs the Executive to develop a policy regarding online CPD.

The TUI is closely monitoring developments in respect of the Cosán framework that is being devised by the Teaching Council. The union is represented on the Cosán Working Group. The TUI has clearly stated that any definition of Continuing Professional Development needs to be sufficiently broad to encompass the wide range of activities, research and learning engaged in by teachers in the maintenance and enhancement of their professional capacity. The Union is also seeking recognition as a designated provider of CPD. In regard to the

definition of CPD, the TUI is seeking to have Union activity recognised by employers as relevant and appropriate CPD. It is the view of the TUI that the decision to engage in CPD should be based on the member's professional practice and needs. The Organisation and Training Sub-Committee will continue to explore best practice in CPD policies, including opportunities for knowledge sharing and cooperation with partners, both nationally within Ireland and within the European framework encompassed by initiatives such as Erasmus+.

241. Cork City

Congress instructs the Executive to negotiate with the DES, SOLAS, QQQI and other stakeholders to produce a policy to ensure equal opportunity to all teachers in accessing CPD and other training courses.

This matter has been raised in discussions with the DES, SOLAS and QQI. The Union has stated that it would be unacceptable that access to CPD would be limited to some and not available to others. In addition, the Union has explored the option of applying to the QQI for designated authority to issue CPD awards. This has significant resource implications in terms both of time and of money. The Union is currently exploring other possibilities in terms of securing recognition for CPD hours for Union activities. The issue has been raised by the TUI at the Irish Congress of Trade Union's Education and Training Committee.

T. RULES

245. Executive Committee (Amended by Executive Committee)

Amend Rule 17 (i) by changing "...fourteen (14) weeks before Easter" to "before 5.00 p.m. on 18th December preceding Congress".

Rule now to read
17. (i) All motions of Branches, the Executive Committee or the Security Fund Committee shall be submitted to the General Secretary before 5.00 p.m. on 18th December preceding Congress. The motions will then be submitted to the Standing Orders Committee for coordination where possible.

(ii) Any motions and/or amendments deemed by the Standing Orders Committee not to be in conformity with any existing section of the Rule Book shall be sent back to the Branch with advice as to how it should be amended. The decision that a motion or an amendment is not in conformity with an existing section of the Rule Book may be appealed to the Executive Committee. Such an appeal to be made within 1 week of the notification of the decision to the Branch.

Implemented.

244. Executive Committee

Amend the third sentence of Rule 91 to read "Where a member signs and submits a Deduction at Source form, and their application for membership has been accepted by a Branch, a leeway of three months shall be granted in order for the Deduction at Source to come through, during which time no arrears shall accumulate and the member shall be deemed to be a fully in-benefit member".

Implemented.

243. Executive Committee (Amended by Co. Sligo)

Amend Rule 79 as follows:
An applicant for membership shall complete an application form (either in hard copy or online) and forward it to TUI Head Office. The applicant's application will be processed and notice will be sent to the Branch Secretary and Branch Treasurer that the applicant has been accepted as a member, subject to the ratification of the Branch Committee. The branch may ratify the membership or reject it. In the case of rejection, the Branch Committee must notify TUI Head Office and the member of such rejection, accompanied by the rationale for same, within 6 working weeks of receipt of the applicant's details by the Branch Secretary and Branch Treasurer. In the event that the Membership Secretary is advised that the member is rejected by the branch, the applicant will be so advised and may appeal the decision to the Executive Committee within a period of six working weeks from notification of rejection. In the event that TUI Head Office is not advised of rejection of the applicant within 6 working weeks of issuing the member's details to the Branch Secretary and Branch Treasurer, the member will be deemed ratified as a member of the Union. The applicant will be considered an in-benefit member, subject to paying the appropriate subscription, pending the outcome of the ratification process.

Implemented.

U. TEACHING COUNCIL

267. Executive Committee

Congress notes with grave concern the difficulties that have arisen due to the introduction of 2-year Professional Master in Education programme. The difficulties relate, in particular, to the increased opportunity cost for those entering teaching and the additional administrative and organisational burden imposed on schools as a result of having to accommodate larger numbers of student teachers on placement.

Congress also notes unresolved issues arising from the Droichead pilot programme for newly qualified teachers in relation to:

- portfolios, administration,

- timetabling and timing
- the emergence of unacceptable practices of peer evaluation in some schools.

In this context also, Congress deplores the failure, to date, of the Teaching Council to guarantee access for newly qualified teachers to the 300 hours necessary for full registration. In this regard Congress notes that, typically, a newly qualified teacher will already have undertaken either 6 years (in the consecutive model) or 5 years (in the concurrent model) of education and training (unpaid) before acquiring NQT status.

Noting that Droichead has, to date, been a pilot programme, Congress objects to the expansion or national roll-out of Droichead without prior consultation and agreement in regard to its structure and terms with the teacher unions.

Congress instructs the Executive to make urgent representations to the Teaching Council, jointly with the other teacher unions, to have the issues of concern satisfactorily addressed before any further roll-out of Droichead.

The TUI has brought the concerns of members in this regard to the attention of the Teaching Council, the Department of Education and Skills and other relevant agencies. The increased duration of the Professional Master of Education programme has been central to our demand for restoration of allowances and the re-establishment of pay parity based on the pre 2011 pay rates. The Union has consulted management organisations and the Union's Principals' and Deputy Principals' Association in regard to the difficulty caused by the increased demand for placements because of the move from a one-year to a two-year professional qualification.

In regard to Droichead, TUI repeatedly expressed its concerns about aspects of the proposed programme. The matter was addressed directly to the Teaching Council. A particular concern was expressed about the element of peer evaluation and the absence of a clear commitment by the Department of Education and Skills to provision of the resources that would be required for implementation of Droichead. The Union expressed broad support for the induction element of Droichead.

Because of the concerns of the TUI and other unions, the Teaching Council established a working group to give further consideration to aspects of the Droichead programme. It is the understanding of the TUI that this working group has made significant progress and

that, in particular, the evaluative element has been removed. Separately, through the 16th September Agreement with DES and DPER, the TUI and INTO secured a commitment to engagement by the DES in relation to resources. A meeting is to be convened in this respect early in the New Year.

271. Tipperary NR

New Proposed requirements for Mandatory Annual CPD in the Draft National Framework (Cosán) by the Teaching Council as a condition for registration to teach in the future, is a massive alteration on teaching conditions of service for both existing teachers and new qualified teachers entering the profession. Any proposal or requirement of CPD as a condition to register must be firstly negotiated by Teacher Union. This Congress calls on the Executive committee to establish a policy setting out clear guideline regarding on going CPD and instruct our representatives on the Teacher Council to be bound by and follow this policy, in order that this Union and its members have a direct input into future conditions for teachers.

The position of TUI is that teachers already engage in CPD voluntarily and extensively and that this voluntary engagement should be encouraged and assisted (rather than have a coercive system or have any measurement by reference to a quantum of hours). The TUI has consistently put this view to the Teaching Council and in the discussions that have taken place in relation to the development of the Cosán programme.

V. UNION CO-OPERATION

There were no motions carried in this section.

W. YOUTHREACH

284. Co Mayo/Galway City/Dublin & Dún Laoghaire/Co Louth/Executive Committee/Dublin City

Congress seeks the restructuring of Youthreach staff to align their terms and conditions of employment to those of teachers and principals in mainstream education. Congress calls on the Executive Committee, as the sole representation for members in this area, to vigorously campaign to the Department of Education and Skills to gain equal status for our members employed in Youthreach centres, so as to reflect all the other sectors of education.

While it has not been possible to deliver on this aspiration, the TUI has prioritised Youthreach in discussions that led to the DES/TUI Agreement, May 2016. Arising from that agreement, discussions are

ongoing in relation to matters such as the Youthreach Operator Guidelines and the implementation of measures for Youthreach Coordinators and Resource Persons that are analogous to the measures introduced for teachers as a consequence of the Ward Report.

286. Limerick City/Dublin City

Congress instructs the Executive to demand the redrafting of the Youthreach Operational Guidelines in consultation with Youthreach staff nationwide.

Furthermore the TUI should confront the DES on their lack of consultation in the past and their divisive industrial relations policy in Youthreach through cleverly worded staff contracts.

Arising from the DES/TUI Agreement May 2016, the Union submitted its concerns in relation to the proposed Youthreach Operator Guidelines. Those concerns were informed by feedback from the Youthreach Consultative Conference (September 2015) and submissions received in TUI Head Office from branches. In response to the Union's submission, the DES, in September 2016, invited the Union to meet to discuss the issues further. The Union is consulting with the relevant members in preparation for this engagement. The Union also sought and secured an assurance that the TUI will be consulted on the terms of reference for the forthcoming review of Youthreach.

289. Co Cork/Cork City

Congress instructs the Executive, to demand, as a matter of urgency, that staff and students of Youthreach nationally have access to safe premises that are fit for purpose and adheres to current health and safety legislation. This is not currently the case and compromises the health and safety of staff and students alike.

The Union has, as necessary, raised with the appropriate authorities matters related to the safety and fitness for purpose of premises. A requirement under legislation is that each workplace must have a health and safety statement. This requirement rests with the employer. Each workplace should also have a safety representative, elected by the staff. The union has advised TUI Workplace Representatives to approach management to ensure that these measures are in place.

293. Limerick City

Congress instructs the Executive to demand that those qualified under the Teaching Council Act 2001 who work in Youthreach Centres as Resource Persons and Coordinators have their teaching service in Youthreach in these roles fully reckonable for incremental credit purposes.

As a result of the DES/TUI Agreement, May 2016, there have been discussions in relation to incremental credit. The Department is preparing a proposal in response to a TUI submission regarding a draft incremental credit scheme. The proposal addresses the award of incremental credit for both teaching and relevant non-teaching experience.

302. Dublin City

The Youthreach Consultation Conference organised by the TUI National Executive last September 2015 in Bloomfield House Hotel allowed a network of Youthreach Centres to come together and outline our collective demand for equality. For 25 years members, teaching recognised subjects, who are recognised by the Teaching Council, are working as co-ordinator/resource or at a part time level have campaigned for the same pay and conditions as other second-level teachers and principals. Congress instructs the National Executive to organise a follow up Youthreach Consultation Conference before the end of June 2016 in order to report back on the progress made in achieving the objectives set out at the first Youthreach Consultation Conference.

At the time of going to print, it is the intention of the Union to convene the second Youthreach Consultative Conference relatively early in 2017, possibly late February or early March. Negotiations arising from the DES/TUI Agreement, May 2016 in relation to issues relevant to Youthreach will, it is expected, have concluded by then and such progress as has been achieved can be assessed.

EMERGENCY MOTION

EMERGENCY MOTION NO. 1

Dublin C&C / Executive Committee / Co. Mayo / Galway-Mayo IT / Co. Roscommon / Co. Limerick / Waterford City / IT Tallaght / Co. Kilkenny / Boyne Area C&C / Dundalk IT

Congress calls on the Executive Committee to set up a sub-committee (of TUI Executive and non-Executive members) with the brief to propose procedures to be adhered to in relation to 'Digital Communication' (i.e. email, texting, VOIP) between Teachers and Management and also between Teachers and Parents and Guardians.

The Executive Committee has established a Working Group to deal with this matter.

REFERRED MOTIONS

9. Co Monaghan/Co Meath

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

RESULT Referred

The operation of a voluntary transfer scheme for teachers has been before the Teachers' Conciliation Council. It has not been possible, to date, to secure agreement that a voluntary transfer scheme should operate on a national basis. Instead there has been usage of a limited regional scheme in each of the past number of years.

30. IT Tallaght(x3)/IT Tralee

Congress instructs the Executive to immediately ballot for industrial action up to and including strike action if the Minister issues an order to dissolve or merge any Institute(s) of Technology before TUI has been given the opportunity to negotiate fully on behalf of its members and to confirm by ballot that TUI members in each individual IoT of the merger consortium support the proposal as negotiated.

Congress further instructs the Executive to protect staff from any possible forced reassignment or redeployment which might occur as a result of the merger of Institutes of Technology and or establishment of Technological Universities.

Amendment Dublin Colleges

Add at end: And demand that any merger of IoTs will not diminish the existing conditions of service of members and that any changes in the existing conditions can only be finalised by means of a ballot of members in the 3rd level sector.
RESULT Referred

The Union has balloted members for industrial action up to and including strike action in opposition to forced mergers and the protection of members terms and conditions of service. The union has directly informed the Minister for Education and Skills, the Department of Education and Skills, the HEA, the THEA and management in individual institutes of members' concerns relating to the Technological Universities Bill. We, in particular, have pointed to the lack of explicit protection for terms and conditions. The Union

has secured an assurance from the Department of Education and Skills that members' existing pension entitlements will be respected and continued. A full report on the Technological Universities Bill is provided elsewhere in the Annual Report.

44. Cork Colleges

Currently third level Executive members have CAC meetings in Dublin on Wednesdays and Executive meetings on Fridays. Typically they arrange their teaching so as to be free on these days and hence they attend many other TUI events and meetings on these days. This often necessitates travelling to Dublin twice in a single week. This makes membership of the Executive unattractive for many members in particular those with family commitments. Congress instructs the Executive to arrange that Colleges Advisory Council meetings and Executive meetings normally be held on days of the week that are consecutive from September 2016 onwards.

RESULT Referred

This matter was discussed at the Colleges Advisory Council which recommended that the council continue to meet in Dublin on Wednesdays.

33. IT Tallaght

Congress notes that the Technological Universities Bill seeks to alter the configuration of Academic Council raising the prospect of non-employees of Institutes becoming members. Congress instructs the Executive that section 28 of the TU Bill is not acceptable and TUI will withdraw from all TU consultation/negotiation unless amendments to this section protect the independence and function of Academic Council.

RESULT Referred

The Union has raised this concern during meetings with political parties and the Department of Education and Skills. There will be an opportunity to submit this concern as an amendment to the Technological Universities Bill at the Committee Stage.

109. Cork City

Congress condemns the Executive for failing to deliver the detailed policy of union strategy regarding the future development of the FE sector in the context of the role that will be played by SOLAS and the merger of FAS into the ETB structure. Such a policy was called for within a nine month period by motion 161 of congress 2014. Congress demands that this policy be put in place and published without further delay.

RESULT Referred

The various strands of Union policy in this regard have been considered, collated and prioritised by the various interested sub-committees and councils of the Union and a consolidated policy is in production at the time of writing this report.

RMA News

As we continue on our campaign for total pension restoration, we will engage in a new round of political lobbying over the next few months in association with other groups under the umbrella of the Alliance of Retired Public Servants. We have had a number of meetings of the RMA Management Committee where we have agreed the following points for use when lobbying:

- The Alliance of Public Servants is comprised of retired public service organisations representing over 100,000 retired public servants.
- Priorities of Alliance
 1. Pension Restoration – Total removal of Public Service Pension Reduction (PSPR) levy from all pensions
 2. Retention of parity with serving colleagues
 3. Statutory negotiating right
- Government is using emergency legislation to restrict the property rights of public sector pensioners by imposing a levy on their pensions. In order to renew the emergency legislation each June, Government has to certify that a financial emergency still exists. Government Ministers, including the Minister for Finance, have stated publicly that the 'emergency' is over. Please note that Government receipts from taxation were ahead of target in 2015 and 2016, as unemployment continues to fall.
- Pension contributions are a mandatory part of the employment contract of public servants. Sovereign Governments must honour contracts with their employees.
- Public servants paid towards their pension in the full expectation that the Government would honour all its terms. The terms of public service pensions were spelled out in the 2nd Benchmarking Report 2007 which was accepted by Government and unions.

- Pay awards in the public service have been discounted in the past to take account of pension entitlements, e.g. 2nd Benchmarking Report imposed 12% discount.
- Many public service pensioners will not have their pensions fully restored by the end of 2018, and at this time, no timescale exists, nor does any agreement exist, to have the remaining portion of those pensions restored.
- A serious anomaly exists for persons who retired since March 2012. Post March 2012 retirees lose 5.5% on their pensions and no provision has been made to align their pensions with those of comparable colleagues who retired before then.
- The Minister for Public Expenditure and Reform has informed union leaders that he intends to retain the link between pay and pensions. We welcome the comments of the minister but it needs to be put in legislation to stop current and future

Governments using it as bargaining tool.

- Public service pensioners pay USC on all of their pension payments. Persons in receipt of contributory or non-contributory State Pensions do not.

At the time of writing we are looking forward to our Spring Break in Wexford (almost seventy are booked in). I will give you a report on this break in the next issue of TUI News.

Finally colleagues, can I remind you that details of our forthcoming AGM in The Brandon Hotel in Tralee Co. Kerry are to be found on our website – www.rmatui.ie.

The AGM will take place there on May 24th, with registration from 10.30 and the AGM starting at 11.30.

Please note that the Hotel requires us to book before April 24th.

Dan Keane,
RMA Secretary

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Crossword

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

Only one entry per member.
 Photocopies can be submitted.

Name _____

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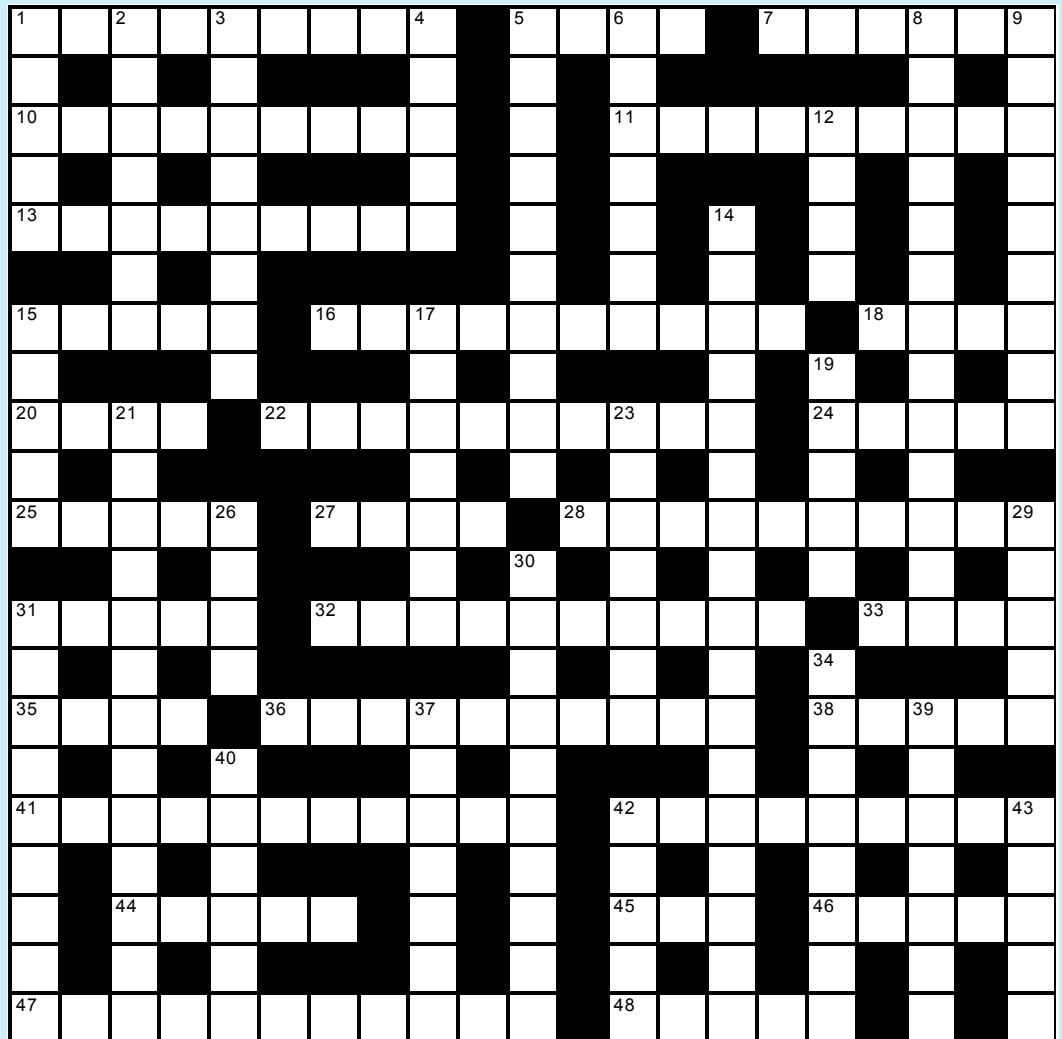
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI Crossword
 April '17, TUI, 73 Orwell Rd,
 Rathgar, Dublin 6

Closing date for entries:
 Friday, 5th May 2017



ACROSS

- 1 Of or relating to plants (9)
- 5 Hard fat around the kidneys and loins in beef and sheep (4)
- 7 A person you come to know by frequent friendly correspondence (3,3)
- 10 A sudden unforeseen crisis (9)
- 11 A person who brings an action in a court of law (9)
- 13 A close observer; someone who looks at something (9)
- 15 Cause to appear in a new form (5)
- 16 Volatile liquid used as paint thinner (10)
- 18 A tropical Asian starling, sometimes a good imitator of human speech (4)
- 20 ----- Off, 1997 action movie starring John Travolta and Nicolas Cage (4)
- 22 A branch of applied mathematics concerned with the collection and interpretation of quantitative data (10)
- 24 Using the voice; not silently (5)
- 25 ----- Holiday - 1953 Audrey Hepburn movie (5)
- 27 Conform (4)
- 28 A feeling of thoughtful sadness (10)
- 31 Use wrongly, improperly, or excessively (5)
- 32 Material composed of the antiparticle "partners" to the corresponding particles of ordinary matter. (10)
- 33 1983 Spandau Ballet ballad (4)
- 35 Band formed in Belfast in April 1964, had hits with Baby Please Don't Go and Gloria (4)

- 36 Cocktail made of pineapple juice, coconut cream and rum (4,6)
- 38 Fix or set securely or deeply (Hint: In this case, the word begins with 'l' - it can also be spelt with a first letter of 'E') (5)
- 41 A spiralling mechanism which forces people to remain poor (7,4)
- 42 Sneaky (9)
- 44 Of, or relating to, or suitable for a king (5)
- 45 1972 Michael Jackson song (3)
- 46 A dealer in stolen property (5)
- 47 Going out of use; becoming obsolete (11)
- 48 Fibre or bundle of fibres in the body that transmits impulses of sensation to the brain or spinal cord (5)

DOWN

- 1 Pronounce words in a religious rite in order to confer or invoke divine favour upon (5)
- 2 In that place (7)
- 3 A person who likes to be active late at night (5,3)
- 4 Single thickness of usually some homogeneous substance (5)
- 5 The ----- - 1999 American supernatural horror-thriller film written and directed by M. Night Shyamalan (5,5)
- 6 Use or manipulate to one's advantage (7)
- 8 Any of three colours from which all others can be obtained by mixing (7,6)

- 9 An attendant employed at a beach or pool to protect swimmers from accidents (9)
- 12 Leavened bread baked in a clay oven in India; usually shaped like a teardrop (4)
- 14 A person who lays out grounds in a way which is ornamental or which imitates natural scenery. (9,8)
- 15 Make reference to (5)
- 17 Pull back or move away or backward (7)
- 19 A comic dramatic work using buffoonery and horseplay and typically including crude characterization and ludicrously improbable situations. (5)
- 21 Programming-code that attacks computer and network systems (8,5)
- 23 Cold drink made from brewed leaves (4,3)
- 26 Have a requirement for (4)
- 29 Give or supply (5)
- 30 Plumpness of person, stoutness (10)
- 31 A course of appetizers in an Italian meal (9)
- 34 A gun that propels a projectile by compressed air (3,5)
- 37 A small conical pouch projecting from the upper anterior part of each atrium of the heart (7)
- 39 A member of the beat generation; a nonconformist in dress and behaviour (7)
- 40 Avoiding waste (6)
- 42 Relating to or concerned with a city or densely populated area (5)
- 43 Think moodily or anxiously about something (5)