



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

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CROKE PARK HOURS

YOUR RIGHTS AND
RESPONSIBILITIES EXPLAINED



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Pay increases/restoration due to TUI members on 1st January 2018

Unless the Union is deemed to have repudiated the relevant national agreement, the following pay increases are due to TUI members from 1st January 2018.

Teachers appointed since 1st January 2011

Second half of restoration of value of the Honours Primary Degree Allowance for teachers employed since 1st February 2012. The first half of the value of the allowance was added to scale on 1st January 2017. From 1st January 2018, there will be an amalgamated scale for all teachers appointed since 1st January 2011, incorporating the full value of the Honours Primary Degree Allowance. As a result, in addition to the increases for those appointed since 1st February 2012, some of the points on scale for those appointed between 1st January 2011 and 31st January 2012 will also increase.

Teachers and lecturers earning over €65,000

Second half of the restoration of the pay cut to salaries over €65,000 (but not

more than €110,000) that was imposed under the terms of the Haddington Road Agreement. The first half of the restoration occurred on 1st April 2017. This restoration will bring the relevant scales back to 2010 levels. For those earning in excess of €110,000, remaining tranches of restoration will be paid on 1st April 2018 and 1st April 2019.

In addition:

1% increase to all scales

The Union's clear position on the Public Service Stability Agreement (PSSA) and the Pay and Pensions Bill is set out elsewhere in this magazine. However, if TUI is deemed to be 'covered' by the agreement (i.e. not to have repudiated it) the 1% increase will apply to all scales on 1st January 2018.

Other increases due under the PSSA are: 1% on 1st October 2018; 1.75% on 1st September 2019; 2% on 1st October 2020. If the Union were to be deemed not to be covered by the Agreement (i.e. to have repudiated it), each of the four increases will be subject to a nine-month delay.



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A Word from the President – Joanne Irwin



TUI PRESIDENT, JOANNE IRWIN

Non-acceptance of proposed agreement

As you will be aware, TUI members overwhelmingly chose to not accept the proposed Public Service Stability Agreement (PSSA) in a national ballot by a margin of 87% to 13%. Separately, a strong mandate was given by members to engage in a campaign of industrial action, up to and including strike action, to secure a fair and sustainable resolution to the issue of pay inequality. While the proposed agreement was accepted by an aggregate of affiliated unions, TUI, ASTI and INTO all voted against its acceptance. TUI has made clear that, as is its tradition, it will decide itself whether or not to be bound by the aggregate vote.

In addition, the Union strongly criticised the Public Service Pay and Pensions Bill, which, through a range of disproportionate penalties, seeks to bully the members of unions who choose not to comply with national agreements.

Pay increases/restoration on 1st January 2018

Details of pay increases due to TUI members on 1st January are set out elsewhere in this magazine. The restoration of the value of the second half of the Honours Primary Degree Allowance to those appointed since 1st

February 2012 is due on this date, as is the second half of the pay restoration for those earning over €65,000.

New entrant pay issues

Along with colleagues from the ASTI and INTO, TUI representatives met with officials from the Department of Public Expenditure and Reform to scope out issues around new entrant pay. It was agreed at the meeting that updated data was required to inform the process. The union has entered this engagement in good faith, and it does not in any way compromise our position on the PSSA. As the ballot results show, TUI members remain united in the campaign for pay equality, irrespective of whether they entered the profession before or after 1st January 2011. Keep an eye on the website and the union's social media platforms for any update on this process.

Third level protest and corporate levy as a funding mechanism

In late September, academic staff at Institutes of Technology protested outside their workplaces over the continuing damage being caused to their sector by chronic underfunding. TUI members also protested outside Dáil Éireann and the offices of the HEA. Separately, TUI supported USI's national demonstration in Dublin in favour of publicly funded higher education. At any and every opportunity, TUI has called for a 1% corporate levy to create a dedicated fund for investment in higher education. It is the very least that corporations, which derive so much from the country's education system, could do to show their allegiance to Irish society. It would be a fitting and appropriate solution to a problem that worsens with every passing week, a crisis that Government has abjectly failed to address.

OECD indicators endorse work of Irish educators

The latest international indicators show that teachers and lecturers continue to excel in their roles despite low levels of investment in education, generally working longer hours and catering for more students than their international counterparts. We've set out some of the main findings in graphic form elsewhere in this magazine. They are useful in countering some common misconceptions. For example, ill-informed discourse over the length of the Irish school year holds little water when one considers that Irish teachers teach annual hours far in excess of OECD and European norms.

Croke Park hours – Your rights and responsibilities

Following numerous requests from members, we've included an overview of the various rights and responsibilities of teachers in terms of Croke Park hours. This guide is featured in the centre pages of the magazine for easy reference. If there are any other areas that you would like to see covered in a similar way, please don't hesitate to let us know.

Play your part

Once again, with the end of the calendar year in sight, I would urge members, particularly those new or relatively new to the profession, to play an active part in their Union by attending branch meetings and considering becoming part of their Workplace Committee or taking up a role as Branch Officer. You are your Union. Help to define and shape the policies and priorities of the Teachers' Union of Ireland as we move forward into a new year.

Joanne Irwin

TUI members vote not to accept proposed Public Service Stability Agreement and give strong mandate for industrial action

TUI members, by a large majority, voted not to accept the proposed Public Service Stability Agreement (PSSA) in a national ballot in September, and, with particular reference to pay inequality, mandated a campaign of industrial action, up to and including strike action, to secure a fair and sustainable resolution.

The Union's Executive Committee had recommended rejection of the proposed agreement because, as framed, it would effectively copper-fasten a system of pay inequality for its three-year duration.

Throughout the negotiations that led to this proposed agreement, TUI clearly and unambiguously identified the issue of pay equality for those appointed on or after 1st January 2011 as being of primary importance.

TUI has prioritised and campaigned on this issue and has made some important progress, most significantly through the reinstatement of the value of the Honours Primary Degree Allowance (in two tranches) for those employed since 1st February 2012. However, under the PSSA proposals, the issue of new entrant pay would not be further examined until 2018, with application of any outcome no sooner than 2021. Members have emphatically decided that this block on further progress for the next three years is unacceptable.

TUI representatives brought the ballot result to a meeting of the ICTU's Public Services Committee (PSC), where the agreement was accepted by an aggregate vote of affiliated unions. However, TUI made clear that it will, as it has previously done, make its own sovereign decision. It is longstanding policy that the union will decide for itself whether or not to be bound by an aggregate vote of unions of the PSC in matters affecting terms and conditions of employment.

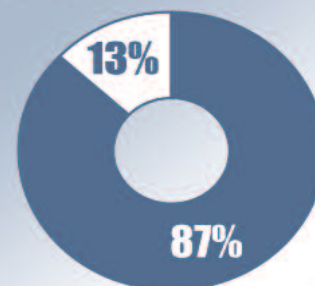
Members of both INTO and ASTI have also rejected the proposed Agreement in national ballots – the INTO in May, the ASTI in October.

Initial meeting regarding new entrant pay issues

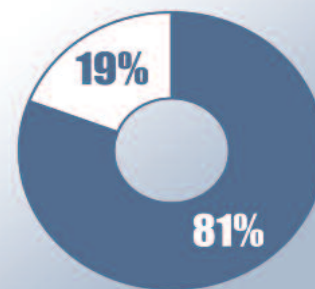
Following acceptance of the PSSA, the PSC sought earlier commencement of the examination/review of issues related to new entrant scales. The TUI was represented at an initial meeting of the review on October 12th.

INTO and ASTI also attended, along with other public sector unions and officials from the Department of Public Expenditure and Reform. It was agreed at the meeting that detailed, updated data is required to inform the process. That data is being provided by the relevant Departments.

TUI members reject the proposed Public Service Stability Agreement 2018-2020 by margin of **87%** to 13%, on a turnout of 52%.



In simultaneous ballot, with specific reference to pay inequality, members mandated, by a margin of **81%** to 19% (turnout 52%), a campaign of industrial action, up to and including strike action, to secure a fair and sustainable resolution.



Bill 'a heavy-handed, oppressive effort to coerce compliance' - TUI

TUI has criticised the content of the Public Service Pay and Pensions Bill 2017, describing the sanctions it sets out for non-compliance with the Public Service Stability Agreement (PSSA) as 'outrageous'. The Bill, which was published on 7th November, allows Government to inflict a range of punitive measures on members of those unions considered to be outside the PSSA, including a freeze on increments until 2020 and a nine-month delay on the payment of increases.

However, if the Union is deemed to be 'covered' by the agreement (ie not to have repudiated it), the punitive measures will not apply.

Regardless, the Bill represents a heavy-handed, oppressive effort by Government

to coerce compliance with an agreement that, in its current form, leaves a gross injustice intact in terms of pay inequality.

TUI of course recognises that when industrial action is taken, there are, in the normal course of events, consequences. However, the consequences mapped out in the Bill are entirely disproportionate and perverse. They would have the most damaging and dramatic effect on precisely the same new and recent entrants to the public service who have suffered discrimination and pay inequality by virtue simply of the date that they commenced their public service employment.

The outrageous sanctions set out would pursue the punished to the grave. We have been told by Government that the emergency is over. However, the anti-public service attitude that characterised the era

of austerity is clearly still in the ascendant.

TUI calls on fair-minded politicians of all parties and none to reject the oppressive approach set out in the Bill and we will be making strong representations to them in this regard.

TUI makes no apology for its demand that pay equality should apply and that new and recent entrants to teaching and lecturing should not suffer discrimination.

Along with other unions which rejected the agreement, TUI has recently engaged in good faith with Government on the issue of pay inequality. The publication of this Bill must not be allowed to impede or delay the necessary and just process of eliminating pay inequality.

TUI protests over damage to Institute of Technology sector

Academic staff staged lunchtime protests outside Institutes of Technology, Dáil Éireann and the Higher Education Authority (HEA) offices on 27th September over the funding crisis within their sector, in which TUI represents over 4,000 members.

Speaking on the day, TUI President Joanne Irwin said that while the significant increase

in third level participation was welcome, the complete failure by successive governments to provide appropriate funding and to maintain appropriate staffing levels had been hugely damaging to the sector, the working conditions of academic staff and the educational experience of students.

Between 2008 and 2015, student numbers

(continued overleaf)

Between 2008 and 2015, student numbers within the Institute of Technology sector rose by **21,411**

▲32%

Over the same period, the number of lecturers fell by **535**

▼9.5%



Lunchtime protests outside Institutes of Technology, 27th September



Dáil protest, 27th September

within the Institute of Technology sector rose by 21,411 or 32%. Over the same period, the number of lecturers fell by 535 or 9.5%.

The latest international data shows that spending on third level in Ireland is just 1.1% of GDP, more than 30% below the OECD average of 1.6%

As a result of the fall in lecturer numbers and the steep rise in student numbers, lecturer workload has increased considerably. Findings of a survey carried out by TUI (April 2015) show that lecturers were experiencing high levels of work-related stress as a result of cutbacks and rationalisation of the sector, and we believe that the situation has worsened since then.

Academic workload in the Institutes of Technology is disproportionate, unfair and unsustainable, and with lecturing delivery hours significantly above domestic and international norms, academic staff are severely restricted in terms of their engagement with research. TUI has urged the Department of Education and Skills to engage with us on the crisis.



March for publicly funded third level education, 4th October

TUI supports student campaign in favour of publicly funded higher education

TUI also supported the Union of Students in Ireland (USI) national demonstration on 4th October in favour of publicly funded higher education. Union President Joanne Irwin and other TUI representatives marched with thousands of students and other stakeholders through Dublin to a rally in Merrion Square, where IT Tallaght lecturer Martin Marjoram emphasised the importance of the USI campaign and outlined the negative impact of the funding crisis on the student experience and the quality of provision in an address to those assembled.

TUI calls for 1% corporate tax levy for higher education

TUI has again called for the application of an additional 1% levy to corporation tax to create a dedicated fund for investment in higher education.

The union has highlighted how such a measure would have raised an additional €588m in funding for the sector in 2016. The Cassells expert group reported last year that the sector will require additional annual funding of €600m by 2021.

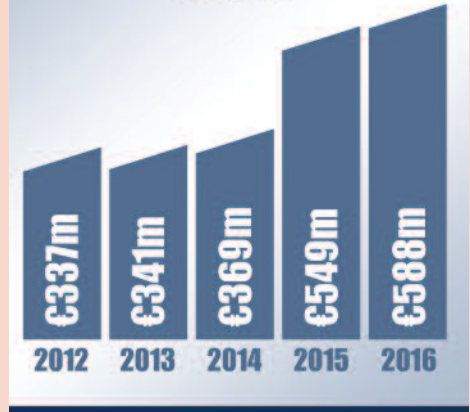
The corporate sector consistently derives benefit from Ireland's deep and excellent graduate labour pool which is largely the product of the public education system - funded by taxpayers. The introduction of a levy would further enhance the quality of the graduate labour pool, the capacity of institutions to meet evolving need and, ultimately, the sustainability of the enterprises that contribute to the fund.

Ultimately, students and their families would benefit from the application of the levy TUI is advocating, which, in addition to improving the education experience, would largely remove the need for a system of income contingent loans. Increasing tuition fees, let us remember, is privatisation in a flimsy disguise.

A levy would represent a wholly appropriate contribution by corporations that would allow them counter the perception that they have no allegiance to the society from which they benefit so much.

The union notes that corporation tax is payable only in respect of profits made by companies and organisations and that, while the nominal rate of this tax is 12.5% - significantly below the international norm - the effective rate is considerably lower still. Considerations of corporate responsibility, social equity, the maintenance of public funding of higher education and the undesirability of further increasing the cost to students of participation in higher education argue strongly for a tangible and substantial contribution by corporations that is channelled through the taxation system.

The application of an additional **1%** levy on corporate profits to generate a higher education fund would have yielded the following additional funding for the sector in recent years:



New Executive Committee members

There have been two recent changes to the Executive Committee, with Les Begley and Brendan Greene taking up the Area 7 and Area 12 positions, respectively. Sincere thanks are extended to Leonard O' Donnell and Martin Killeen for their hard work and dedication on behalf of members over the course of their terms of office.

Area 7

ETB areas:
Kerry,
Co. Limerick

LES BEGLEY

(Youthreach/VTOS centre, Killorglin Adult Learning Centre, Killorglin, Co. Kerry)

Elected unopposed

Replaced Leonard O' Donnell as Area 7 representative.



Area 12

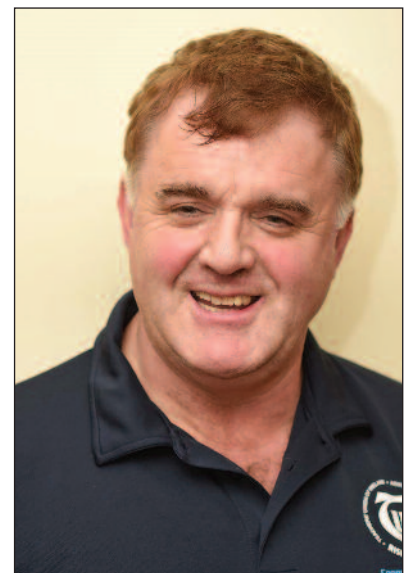
C&C counties:
Cavan, Donegal, Galway,
Leitrim, Longford, Mayo,
Monaghan, Roscommon,
Sligo and Westmeath

BRENDAN GREENE

(St Clare's Comprehensive School, Manorhamilton, Co. Leitrim)

Elected following a ballot of members in Area 12

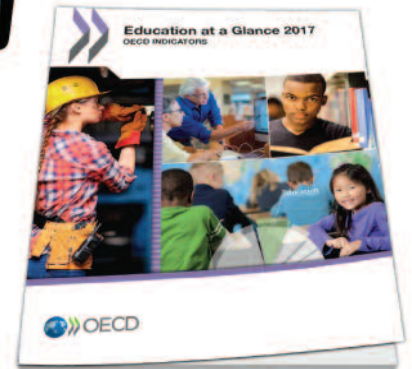
Replaced Martin Killeen as Area 12 representative



Doing more with less – latest international indicators endorse high quality work of Irish educators

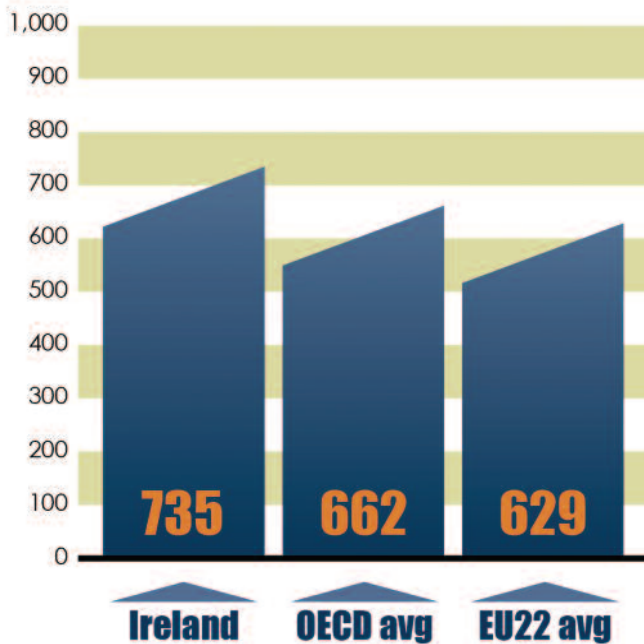
The OECD's *Education At A Glance 2017* is the latest in a series of annual reports providing updates and international comparisons on the impact of learning, investment, access, participation and progression in education and the learning

environment and organisation of schools. Across a range of indicators, the 2017 edition endorses the work of Irish teachers and lecturers and makes clear the case for enhanced investment in education to allow economic recovery to continue.

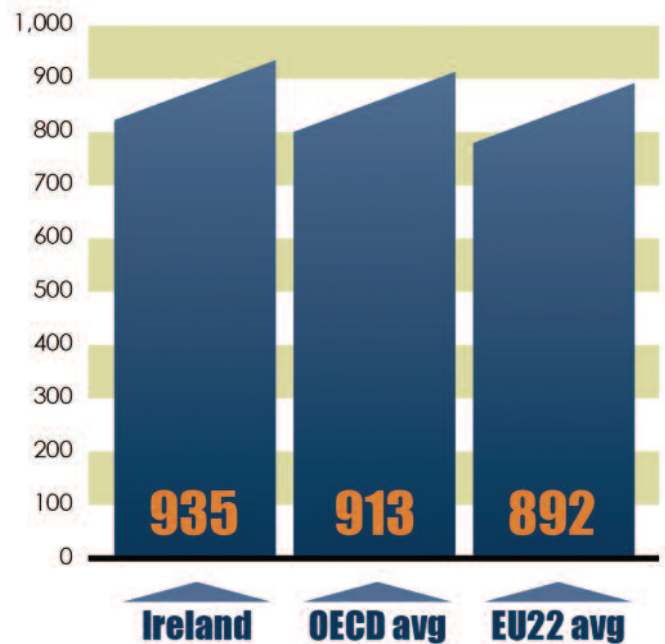


▶ Irish teachers work longer hours than international counterparts

Annual teaching hours at second level (upper)

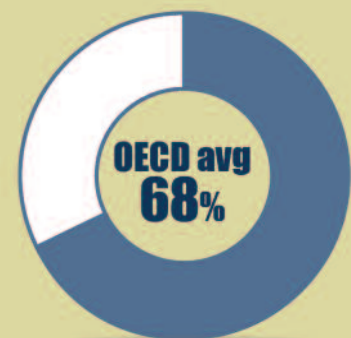
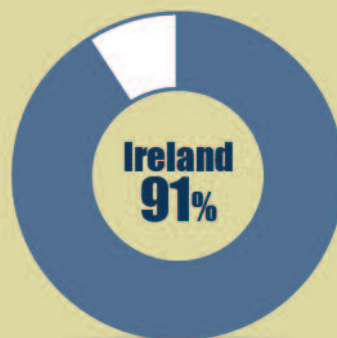


Compulsory instruction time per second level student:



▶ Participation in education - extremely high second level retention rates...

Students completing upper secondary:

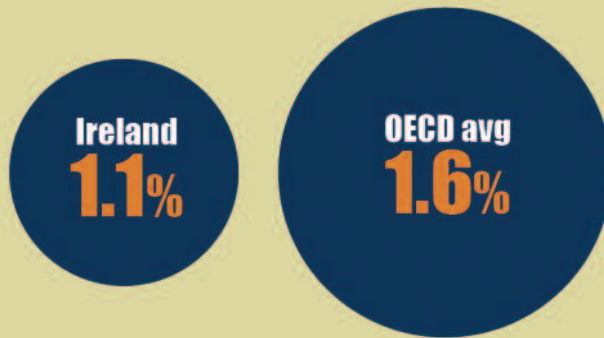


► **High levels of tertiary attainment despite funding cuts and unacceptably high ratio of students to teaching staff**

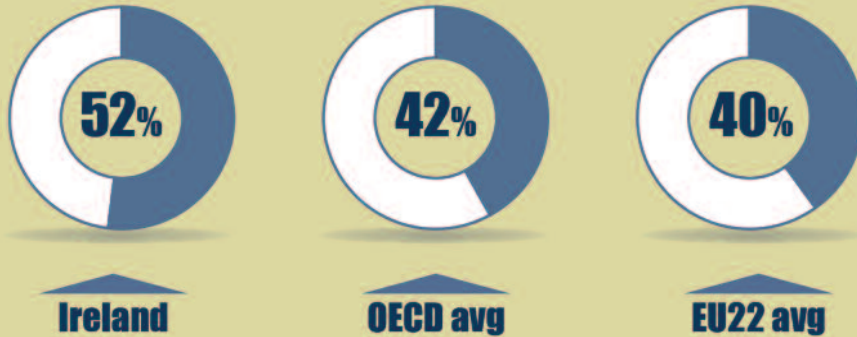
Ratio of students to teaching staff at third level:



Spending on third level in Ireland is just 1.1% of GDP, far below OECD average of 1.6%:

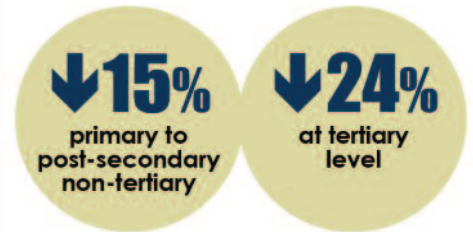


Despite underinvestment, 52% of 25-34 year-olds have attained a tertiary qualification, compared to 42% in OECD and EU22 average of 40%:



► **Severe cuts to education expenditure**

Expenditure per student has fallen by 15% since 2010 (from primary to post-secondary non-tertiary education) and by 24% at tertiary level.

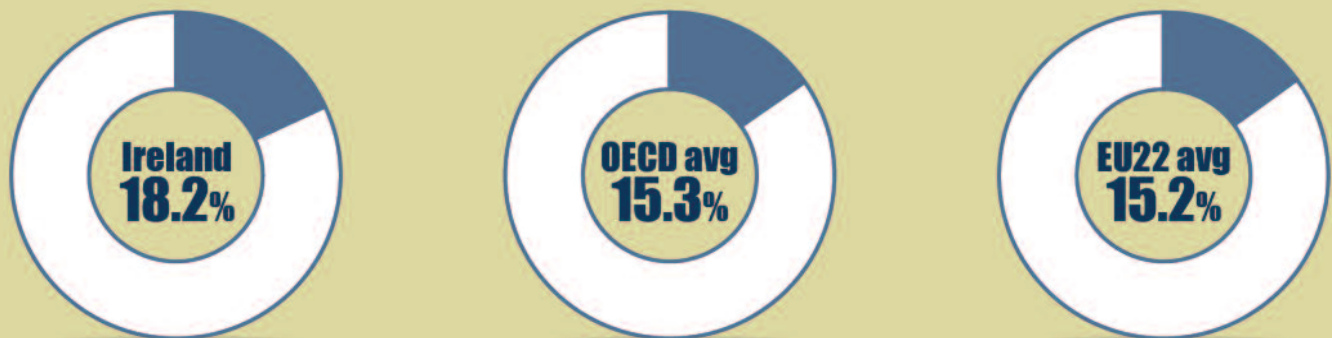


Overall expenditure on education:



but the number of 18-24 year olds neither in education nor employed is a serious concern

% of 18-24 year-olds neither in education nor employed (NEETs):



Important dates to Annual Congress 2018

15th September 2017

Nomination forms for annual elections issued

18th December 2017(R)

Last date for receipt of motions from Branches, Executive Committee and Security Fund Committee to Head Office for submission to Standing Orders Committee.

8th January 2018

Last date for receipt of nominations for positions of Vice-President, Security Fund Committee (1 vacancy), Standing Orders Committee for Areas 10 and 19 and Area Representatives for the following areas:

- Area:**
- 1 Wicklow, Kildare, Laois and Carlow
 - 3 Cavan, Monaghan, Louth and Meath
 - 5 Tipperary N.R., Clare and Limerick City
 - 7 Kerry, Limerick County
 - 9 Cork City and Cork County
 - 11 Galway City, Galway County and Mayo
 - 13 C&C Schools in Counties Cavan, Dublin, Kildare, Louth, Meath, Monaghan, Wicklow
 - 15 Third Level Colleges – Dublin (excluding City), Louth, Monaghan, Cavan, Meath, Kildare, Offaly, Laois, Wicklow, Carlow, Kilkenny, Wexford
 - 17 Third Level Colleges - Cork, Tipperary and WIT
 - 19 Third Level Colleges – Kerry, Limerick, Clare, Galway, Mayo.

Please note that nominations will close at 2.30 p.m. on 8th January rather than 5.00 p.m.

18th January 2018

Issue of ballot papers for elections

30th January 2018(R)

Preliminary Agenda will issue to Branches

5th February 2018

Last date for receipt of annual election ballot papers

13th February 2018(R)

Last date for receipt of:

- amendments to Preliminary Agenda
- order of priority for motions in each section
- names of delegates to Congress

13th March 2018(R)

The Final Agenda will issue; also the General Secretary's Report; Balance Sheet and Financial Statement; names of delegates to Congress and the Branches represented.



27th March 2018(R)

Last date for receipt of questions on the Annual Report and Annual Accounts.

3rd April 2018 Annual Congress opens

Note:

Rule 13 (ii) which reads as follows determines the number of delegates:

“One delegate from each Branch of which the members in benefit do not exceed thirty and one delegate for each fraction of thirty, as per the following table:

Members	Delegates
1 - 30	1
31 - 60	2
61 - 90	3
91 - 120	4
121 - 150	5
151 - 180	6

and so on”.

In-benefit members for the purpose of arriving at the number of delegates to the Annual Congress are fully paid-up members for the month of December whose subscriptions have been received by the General Secretary on or before the last Friday in February, i.e. **Friday, 23rd February 2018**. Delegates to Annual Congress shall be elected by their Branches at the Annual General Meeting or at a properly convened Branch Meeting where the item appears on the Agenda

25th April 2018

Last date for receipt of nominations for the position of President.

11th May 2018

Ballot papers for election of President will issue.

30th May 2018

Last date for receipt of ballot papers for Presidential election.

Note: (R) = Under Rule

Annual Congress 2018

3rd – 5th April 2018

Congress 2018 will take place in Wexford. It will be held in the Clayton Whites Hotel, Abbey Street, Ferrybank South, Wexford.

Reservations for accommodation during Annual Congress can be made with the following hotels:

Maldron Hotel Wexford

Tel: 053 9172000

Email reception.wexford@maldronhotels.com

€100 per single room per night B&B

€75 per person sharing per night B&B in twin/double room

€25 per child from 5 – 14 years.

Bookings must be made before 6th February 2018 to avail of the above rates.

Ferrycarrig Hotel

Tel: 053 9120999

Email reservations@ferrycarrighotel.com

€130 single room per night B&B

€70 per person sharing per night B&B

Children 0-3 years comp. 4-12 an extra €20 per child per night B&B

Bookings must be made before 20th February 2018 to avail of the above rates.

Talbot Hotel Wexford

Tel: 053 9122566

Email reservations@talbothotel.ie

€125 per single room per night B&B

€85 per person sharing per night B&B

Bookings must be made before 20th February 2018 to avail of the above rates.



Reservations

Reservations should be made directly with the hotels. There are no booking forms required.

Crèche

Further information regarding the crèche, including application forms, will be sent to you at a later date.

Meals at Congress

All meals will be available in the Clayton Whites Hotel.



CROKE PARK

YOUR RIGHTS AND RESPONSIBILITIES

As members are acutely aware, hours dedicated to specified school-related activities have become formalised over the past fifteen years, both through collective agreements, and, latterly by imposition.

The Croke Park Hours commitments should be considered in conjunction with those set out in Circular Letter M58/04: Arrangements for Parent/Teacher and Staff Meetings.

Circular Letter M58/04: Arrangements for Parent/Teacher and Staff Meetings

- One staff meeting per term
- Three formal parent/teacher meetings per year

Croke Park Hours

1. Hours on 'a whole-school basis'

The provisions of the Croke Park Agreement provided for a commitment of an additional 33 non-teaching hours per school year for teachers working in Post-Primary and Further Education settings. The terms of the agreement became operative for schools in February 2011.

TUI has negotiated an increase to 10 (of the 33 hours) available that can be used on other than a whole-school basis (see next section).

Circular Letter 25/2011 sets out the

initial mechanism for scheduling the remaining 23 hours:

Paragraph 3 of Circular Letter 25/2011:

- (a) *School management may designate the usage of the... hours in blocks of 1 or 2 hours (save in the case of additional parent/ teacher meetings where the existing time provisions set out in Circular M58/04 will apply). Except as set out at (b) below, these will be scheduled over the course of the 167 day school year and the time period should be scheduled outside the normal school hours.*
- (b) **Where there is a consensus among the school staff to so do,** school management may utilise all or part of the hours in question outside of the 167 days during which the school is open for tuition. Similarly, where there is a consensus, school management may utilise all or part of the hours in blocks of more than 2 hours over the course of the 167 day school year. In such event, the time period should be scheduled outside the normal school hours.

It should be clearly noted that consensus is required for all blocks of hours exceeding 2 hours. Where the hours do not exceed 2 hours, consensus is not required, although best practice is that the scheduling involves consultation with the teaching staff.

The circular also sets out the requirement that the school calendar be issued to staff at the commencement of the academic year (paragraph 8):

The usage of the additional hours will be outlined as appropriate in the school calendar which is made available to the school community at the commencement of each school year.

Typical activities carried out on a whole-school basis include supplementary parent/teacher meetings, CPD for the whole staff, supplementary staff meetings, open nights/days etc.

WORK HOURS

RIGHTS AND

REGULATIONS EXPLAINED

2. Hours on 'other than a whole-school basis'

The most recent circular letter setting out usage/scheduling of 10 of the 33 Croke Park hours on 'other than a whole school basis' is Circular Letter 48/2017 which amended previous circulars to clarify:

...with effect from the beginning of the 2017/18 school year, an amount of time up to but not in excess of 10 hours (of the 33 hours) will be available for planning and development work on other than a whole-school basis and as approved by management.

Best practice, in relation to the verification and accountability to management, and in relation to the approval of management, is that each teacher submits a plan for their personal usage of these hours to management, early in the academic year, for approval. In order to assist management in accounting for these hours, teachers should, where possible, supply attendance certificates for CPD attended or a short minute of meetings held. A template for such a minute is appended to Circular Letter 43/2014.

For clarity, each whole-time teacher is entitled to schedule 10 of the 33 hours using their own professional discretion. The

reference to "up to and not in excess of" is to enable a teacher to choose not to use all of the 10 hours for planning and development work on other than a whole-school basis and to participate in more than 23 hours of whole-school events if they so wish.

Typical activities carried out on other than a whole-school basis include subject department planning, attendance at subject association meetings, CPD in one's own time etc.

For full details on the Croke Park Hours, see Circular Letters 25/2011, 43/2014 and 48/2017.

For further details on parent/teacher meetings and staff meetings, see Circular Letter M58/04

Part-time and Job-Sharing Staff

Job-Sharing and part-time staff have a pro-rata obligation in respect of the Croke Park hours.

Jobs-sharing staff are expected to (As set out in the Job-Sharing Chapter of The Terms and Conditions of Employment for Registered Teachers in Recognised Primary and Post Primary Schools, Chapter 9 – Job Sharing Scheme, Paragraph 6):

- Be present for 11.5 hours of whole-school Croke Park hours
- Undertake 5 hours of the Croke Park hours on 'other than a whole school basis'.

Part-time staff have a similar pro-rata obligation, dependent on their quota of hours

WINNERS WINNERS WINNERS



Monthly Member Draw

PRIZES	AUGUST	SEPTEMBER
Car		Derek Long, South Douglas Road, Cork
1st	Edward Daly, Lucan, Co. Dublin	Conor Goulding, Rathmines, Dublin 6
2nd	John Lennox, Gorey, Co. Wexford	Lorraine Byas, Chapelizod, Dublin 20
3rd	Ciaran O'Neill, Athlone, Co. Westmeath	Mary Enright, Moycullen, Co. Galway

New Member Draw Winner

MONTH	PRIZE	WINNER
August	€100 One4All Voucher	John Galvin
September	€100 One4All Voucher	Alexander Durac



Year-End Report

TUI Credit Union has continued to grow over the last 12 months.

Total assets: €36.9m	↑	€3.9m	12%
Loan book: €16.4m	↑	€3.8m	30%
Loans issued: €9.8m	↑	€2.4m	32%
Savings: €28.9m	↑	€3.7m	14.2%
New Members: 564	↑	177	45.7%



TUI Credit Union is delighted to announce the commencement of its school visitation program for 2018. Last year's program proved very beneficial as we visited over 30 schools.

Would you like a representative from TUI Credit Union to call to your place of work to promote your credit union and the services we offer to your fellow colleagues?

So if you would like us to arrange a visit to your area drop us an email to info@tuicu.ie or give us a call.

Credit Unions Top Customer Experience Poll for Third Consecutive Year

Credit unions have earned the number one spot for the best customer experience in Ireland again. TUI Credit Union joins 270 other credit unions across the Republic of Ireland in topping the 2017 CXi Ireland Customer Experience League Table for the third year in a row.

Commenting on the great achievement, **Paul Roche, CEO of TUI Credit Union** said "We are proud to be part of a movement that is regarded so highly across the country for customer experience. **TUI Credit Union** has always provided the highest standard of member service, because we genuinely care about each and every one of our members. We have forged a strong bond with our members – a bond that is built on trust. We have always put our members first and we will continue to do so."



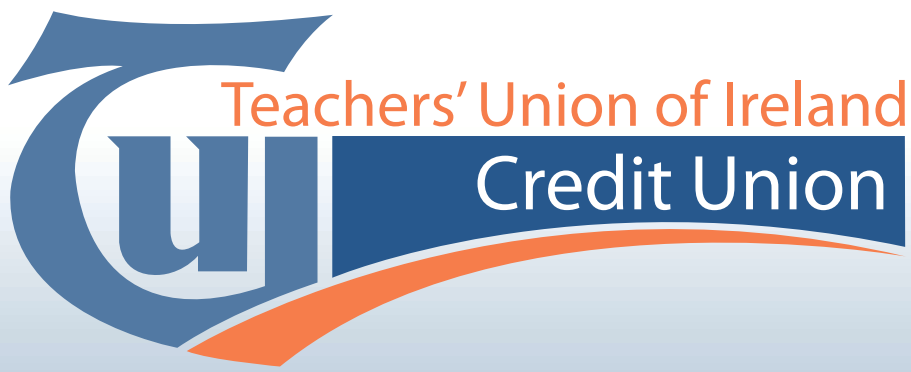
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For the third year in a row, credit unions have been voted Number One for customer experience.*



* CXi Ireland Customer Experience Report 2017



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www.tuicu.ie

Global Schoolroom programme extends to Sierra Leone and Kenya

With a ten-year track record in India, Global Schoolroom, supported by TUI and the other teacher unions, is entering into an exciting new stage in its mission to eradicate poverty, promote economic development and build sustainable communities through the provision of quality education. For the first time, programmes are being introduced to Sierra Leone and Kenya.

Pilot Teacher Education Programme, Sierra Leone, July 2017

Six Global Schoolroom tutors travelled to Sierra Leone in July for three weeks, where they worked with teachers from seven schools in the Bombali and Kono Districts. Approximately 120 teachers participated in seminars, workshops, lectures and other activities as part of Year 1 of the Global Schoolroom Teacher Education Programme. The teachers learned how to create effective learning environments. Classroom management skills, teaching methodologies and educational psychology were amongst the other topics covered. The teachers are participating in Year 1 of a three-year programme with Global Schoolroom.

The Global Schoolroom tutors received a warm welcome from the teachers and the Sisters of St Joseph of Cluny in Sierra Leone. The students in the schools were very curious about the tutors from Ireland and had lots of questions for them.

Official Opening of the Global Schoolroom Teacher Education Programme, Makeni, Sierra Leone, July 2017

Ms Agnes Kamara, Deputy Director for Education in the Bombali District, officially opened the Global Schoolroom Teacher Education Programme in Makeni. As a representative of the Minister for Education, she wished the teachers success in the completion of the Global Schoolroom Teacher Education Programme and she looks forward to seeing the positive results in the participating schools. She indicated that she would like to see Global Schoolroom's teacher education programme delivered in many other schools in the Bombali District in the future.



School children looking forward to their school holidays



This student in St Joseph's School Makeni designed this poster to welcome the Global Schoolroom Tutors

Welcome from the Sisters of St Joseph of Cluny

Global Schoolroom is working with schools that are under the patronage of the Sisters of St Joseph of Cluny in Sierra Leone. The sisters ensured that the Global Schoolroom tutors were comfortable, safe and made feel welcome throughout their stay in Sierra Leone. Sr Catherine Jarra, the Provincial of the West African Vice Province of the Sisters of St Joseph of Cluny, visited the Global Schoolroom tutors and participating teachers to wish them every success with the programme. Sr Catherine Jarra, a former teacher, emphasised the importance of having well trained teachers in Sierra Leone to improve the education system in Sierra Leone.



Sr Catherine Jarra, Provincial of the West African Vice Province of the Sisters of St Joseph of Cluny

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The following text has been provided by the Teaching Council

Retrospective Vetting Update

The wellbeing of children and vulnerable persons is a central element of the professional responsibility of teachers. This is why the Teaching Council has included a requirement to be vetted as part of the registration process since 2007.

It is vitally important that we ensure that all registered teachers are vetted in order to ensure continuing public confidence and trust in the profession.

At present, 83% of the 97,000 teachers on the Register have been vetted. Since the start of 2017, the Teaching Council has successfully facilitated the vetting of more than 16,000 of the 32,000 registered teachers who had not been previously vetted through the Council.

On 11 September, the Council issued notices to the remaining 16,500 registered teachers who are now required to be vetted. If you are one of these teachers, you

are asked to comply with both stages of the vetting application process in the 28 day timeframe specified in order for you to be eligible to renew your registration on your renewal date.

Due to the high volume of applications that are being received and processed at present, the turnaround time for applications once received has increased from one week to approximately four weeks. You can log in to the National Vetting Bureau website and use your vetting application number to check the status of your application.

If you have been previously vetted through the Council, you are exempt from the retrospective vetting requirement. You can check your vetting status by logging on to the My Registration section of the Teaching Council website www.teachingcouncil.ie. If your vetting status is "approved" then you are exempt from the retrospective vetting

process. You can take a screenshot of the vetting status screen to present to your employer.

The DES Circular 0016/2017 sets out the statutory requirements for the retrospective vetting of teaching staff. The statutory vetting requirements for teachers changing schools/jobs continue to apply as set out in DES Circular 31/2016.

More information is available at the FAQ section of the Teaching Council website which has Retrospective Vetting FAQs for teachers and Schools/Principals. The FAQ section of the Department of Education and Skills' website also provides information regarding the retrospective vetting process.

The Council would like to thank you for your cooperation and collaboration in ensuring that the Register of teachers will consist of 100% vetted teachers.

TUI Golf Society

The TUI Golf Society finished its season with the playing of the Captain's (Denis Magner) Prize on 23rd September in Roscrea Golf Club. Though windy, it was an otherwise fine day but scoring was difficult.

Results of the Captain's Prize are as follows:

- Winner of Men's Cat 1 - Denis Magner
- 2nd in Men's Cat 1 - Gerry Kelly
- Winner of Men's Cat 2 - Pat McNamara
- 2nd in Men's Cat 2 - Eugene O'Sullivan
- Winner of Ladies - Josephine Fitzpatrick
- 2nd in Ladies - Angela Doherty
- Captain's Prize Winner - Tom Buckley

Results of Golfer of the Year

- 3rd Tom Buckley - 90 points
- 2nd Kieran Walsh - 92 points
- Winner - Denis Magner - 98 points

The presentation was then followed by the AGM and the following were elected:

Captain: Kieran Walsh

Treasurer: Tommy Glynn

Subscription Secretary: Tommy Buckley

Time Sheet Organiser: Don Ryan

Other Committee members: Denis Magner, Finola Butler, Angela Doherty and Paddy Hogan.

The Golf Society had their annual trip abroad to Tavira in Portugal. They stayed at the four star Maria Nova Hotel and during the week they played at the following clubs: Benamor Golf Club, Quinta Da Vale Golf Club, Quinta Da Ria Golf Club and Castro Marim Golf Club.



The weather was beautiful, the golf very good and a great time was had by all, with many of the group expressing an interest in returning to the same place next year.

The first event for the 2017/18 golfing year is a two day stay in Kells playing the new captain's home courses of Headford Old and New Courses at a cost of €175 per person sharing. New members are always welcome. The sub is €20 a year - payable to Subscription Secretary Tommy Buckley, 10 Verbena Park Sutton, Dublin 13.

Thanks to Paul Roche, Austin Stewart and TUI Credit Union for their support, especially for sponsoring the Golfer of the Year trophies. Please support the TUI Credit Union when saving or investing money.



Child Protection Update

In October 2017, Minister Zappone T.D., Minister for Children and Youth Affairs, announced that all remaining provisions of the Children's First Act 2005 would be enacted from December 11th 2017.

The commencement of the provisions means that new obligations attach to organisations providing services to children to prepare and publish a Child Safeguarding Statement. Child Safeguarding Statements must be completed within three months of the date of enactment. The enactment of the provisions also means that a new legal responsibility will now attach to 'mandated persons'. TUI members should note that 'mandated persons' specifically includes teachers.

Tusla has published a suite of documents to advise organisations and staff in relation to the updated and expanded requirements. Those documents are available from the Tusla website at www.tusla.ie/publications.

The TUI has been in discussions with the Department of Education and Skills regarding the revised obligations. The TUI has repeatedly asked for training to be provided to schools, teachers and boards of management to ensure that all stakeholders are aware of their responsibilities, and to ensure that all children are protected. These discussions continue but the TUI is deeply concerned that the DES has not yet clarified what, if any, training is going to be provided. The TUI has made clear that, in the absence of training in how to determine whether a 'reasonable concern' of abuse exists, all members should report any suspected cases of child abuse to the Designated Liaison Person as soon as possible. Members should note that all schools must have a Designated Liaison Person, usually the Principal Teacher, and a Deputy Liaison Person, usually the Deputy Principal Teacher or Guidance Counsellor. Real concern exists that, despite the best efforts of staff involved, Tusla does not have the resources available to deal, in a timely fashion, with any increased number of reports of suspected abuse that may arise due to the revised reporting requirements.

Tusla has provided an online training module on its website for all people and organisations working with children. The TUI has welcomed this online module but has made clear that it cannot substitute for face-to-face training that allows teachers, school leaders and school boards of management to ask 'what if' questions.

The TUI continues to discuss with the DES the issues of training, legal responsibility, and the availability of information. In the meantime, the TUI urges members to familiarise themselves with the revised obligations. The TUI will update members when further information becomes available.

Update on Curriculum Development

In Ireland, the power to prescribe the curriculum is vested in the Minister for Education and Skills under the Education Act 1998. However, such decisions are informed by extensive work undertaken by the National Council for Curriculum and Assessment (NCCA). A wide range of stakeholders is represented on the NCCA including the teacher unions and management bodies. Since the start of the 2017/2018 academic year, a number of developments of interest to TUI members have taken place, as summarised below.

Junior Cycle

Specifications for **Music, Geography, History and Home Economics** have recently been completed.

A consultation process is also ongoing in relation to the the upcoming revision of **Religious Education, Classics, Maths and the suite of Technology Subjects** in Junior Cycle. Members are encouraged to read the background paper and submit their views to the NCCA.

All relevant information is available at <http://www.juniorcycle.ie/Curriculum/Consultation>

Leaving Certificate

A consultation process will soon open for **Applied Maths**.

The specification for **Economics** has recently been completed.

Leave of absence following assault

Following extensive negotiations, a scheme providing leave of absence for teachers following assault has been agreed between the DES, teacher unions and school management bodies. This scheme is separate from the general sick leave scheme.

This issue had been pursued by TUI officials with the DES for a number of years, and the scheme will be in place for an initial two years on a pilot basis.

Full details are set out in Circular Letter 61/2017, which provides for:

- A recording of incidents of assault.
- Assault leave to be available where there is a medically certified physical injury requiring absence from work.
- Provision for up to three months' assault leave at full pay in a rolling four-year period (with an extension to six months on full pay in exceptional circumstances).
- Substitute cover for assault-related absences.
- A teacher's sick leave record not being affected by such absences.

How can a teacher apply for assault leave?

An application form (Appendix A of Circular 61/2017) must be completed by the teacher concerned and by the employer and forwarded by the employer to the Department/ETB within a week of the incident occurring.

Palestinian school supported by TUI destroyed on eve of new school year

By Muireann de Barra, TUI member

The start of the school year was expected to be a happy one for the children of remote Palestinian West Bank village, Jubbet Al Dheeb, with the opening of a new school built with the support of the TUI Third World Development Fund, the EU and International NGOs, among others.

Hopes were dashed, however, when news broke on the morning of what was to be its first day, that the school had been dismantled and chairs and tables confiscated overnight by order of Israeli authorities. This left families, teachers and the wider community in shock. It is reported that the confiscation order was presented on the same night as the demolition.

The school was built to relieve children of the burden of having to walk an hour each way to the nearest school, while the prospect of a new school offered hope of a sustainable future for the children.

The wilful destruction of the school received international media attention (CNN, Independent UK, Al Jazeera) and was widely condemned. Belgium demanded that the Israeli authorities provide 'explanations as well as compensation' to the community. The EU also condemned Israel's actions. Israeli Human rights organisation B'Tselem criticised the actions saying that it



TUI member Muireann de Barra at the proposed site of the school at Jubbet Al Dheeb with community members in April 2017

'epitomises the administrative cruelty and systematic harassment by authorities designed to drive Palestinians from their land'.

Israel defended its actions by saying the school was built without the necessary permissions. The community has since submitted a planning application to build a permanent school on the site. Any

construction in Area C, which comprises more than 60 percent of the West Bank, requires a building permit, 98.5 percent of which are denied according to the UN.

Commenting on the destruction of the school, TUI President Joanne Irwin described it as 'repressive' and 'repugnant to the values of true educators and an outrageous attack on children's rights.'

Visiting Palestine

By Billy Fitzpatrick, former President, TUI

From the roof of 'The Star' hotel in Bethlehem, an Israeli sniper team fixed on a randomly-chosen student in the nearby University of Bethlehem. 18-year-old Ishaq Abu Srour collapsed to the ground, shot through the heart. University students and staff took to the streets in protest. Thus began the first Intifada ('casting-off'), a series of largely non-violent strikes and demonstrations.

The Israeli government responded to the protests by shutting down the university, for three years. They showed contempt to world opinion, outraged at the course of events. They closed down

all the schools - primary, secondary and even kindergartens - in the city. For three years.

For these and other related events over a prolonged period, Palestinian civil society called for a worldwide boycott of the Israeli state, including its academic institutions. In 2013, TUI Congress carried a resolution calling for the ICTU to intensify its campaign for boycott, divestment and sanctions (BDS) against the apartheid state of Israel until it lifted its illegal siege of Gaza and its illegal occupation of the West Bank, and agreed to abide by International law. It also called for an awareness campaign among

TUI members, and for union members to cease all academic cooperation with Israel.

Recently, I was part of a visiting Irish group that stayed in the same hotel referred to above.

On our first one-hour visit to the children's education and hobby centre in the Aida refugee camp in Bethlehem, we were collateral victims of two gas attacks carried out by the Israeli army on stone-throwing kids in the street outside. This is not teargas, we were told, but a type of CS gas banned in Europe.

Our programme was multi-faceted and

we took in a visit to the Jewish Settlement of Kiryat Arba, near Hebron. We learned that most settlers come from abroad, mainly the USA and Russia. The rabbi was from Chicago. We heard elsewhere that low-income workers in Israeli, who cannot afford house prices there, are also encouraged to transfer to the settlements in occupied Palestine. They are all given Palestinian land, mortgage-free, and the foreigners granted Israeli citizenship rights simply by claiming to be of Jewish descent or, alternatively, by converting to Judaism on application. A former student of mine from Crumlin in Dublin is one such settler.

We found that even Palestinian Special Needs centres are subject to harassment and the dreaded 'permits' regime. We visited one on the outskirts of Jerusalem the day before the children were due to take a few days holiday in the Jordan Valley. The permits still hadn't arrived by mid-afternoon. This happens every single year, the director told us, so that nobody can ever relax or look forward.

We visited a refugee camp, this time near Nablus. The camp is one kilometre square in area and is home to 28,000 displaced



Former Executive Committee member Finbar Geaney holds spent gas cartridge on the roof of the Aida Children's Centre

Palestinians. We had to walk in single file down its 'streets'. The inhabitants' discipline, pride and orderliness are astonishing. However, a gas attack here can have serious consequences.

Palestinian refugees have had to endure this Kafkaesque nightmare for almost seventy years now. Nevertheless, a common refrain from West Bank community leaders throughout the week was that things were 'infinitely worse in Gaza'.

On the final night, our Bethlehem tour company hosted a dinner and a performance by a traditional Palestinian dance troupe. As we left, a scattering of Palestinian kids clapped us out calling 'Bye, bye, we love you!' Walking a few paces ahead of us, I could see that fellow TUI member, Finbar Geaney, was deeply affected. For him and others this was probably the hardest moment of all.

Note: members can access an Irish Times report by a former RTE broadcaster, who was a member of our group. Search words: Mike Murphy, Degradation of the Palestinians, Irish Times.



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TUI PROFESSIONAL DEVELOPMENT PROGRAMME

PRE-RETIREMENT SEMINAR

DATE	VENUE	TICK BOX FOR PREFERRED VENUE
Monday 29th January, 2018 9.00am - 4.30pm	The Gresham Hotel, Dublin	<input type="checkbox"/>
Thursday 15th March 2018 9.00am - 4.30pm	The Hodson Bay Hotel, Athlone, Co. Westmeath	<input type="checkbox"/>

Places are limited and will be allocated on a first-come first-served basis. Please ensure you complete this form in full and return to the address below. Alternatively, you may email the completed Application Form for the attention of Liz Daly/Carol Ryan to: reception@tui.ie

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School/College	Telephone Number
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Telephone: (01) 4922588 (Press 0) Fax: (01) 4922953

RMA News

The season of change – autumn – has arrived, but in some regards little has changed as we are still lobbying for pension restoration and the repeal of Financial Emergency Measures in the Public Interest (FEMPI) Act.

Through our membership of the Alliance of Retired Public Servants we have been busy on your behalf during the past few months. Officers of the Alliance met with Minister for Public Expenditure and Reform Paschal Donohoe in July and the current situation is as follows:

Pre-March 2012 Retirees

No change to the timetable for the removal of Public Servants Pension Reduction (PSPR).

Everyone with a pension below €34,132 will, from January 2018 be exempt from PSPR, that is 80% of all Public Servants. Parity with serving peers is retained for the lifetime of the Public Service Stability Agreement (PSSA).

No timetable for the removal of PSPR on pensions over €34,132.

Post-February 2012

The injustice of having pension based on reduced salary has been recognised, and those affected will receive pension increases in line with the pay increases received by their serving peers.

Low Paid Public Sector Pensioners

Low paid public sector pensioners will gain under parity. Any increase applied to their serving peer will apply to them.

Branch meetings

So far this term, branch meetings have taken place in Galway, Cork, Carlow, Louth, the Midlands, The South East, Wicklow and Meath. I would remind members that our constitution allows a member to participate in whichever branch is nearest to them. This time of the year is also time for Branch AGMs. Branch Officers should update us when there are changes, and perhaps should take a look at the constitution on the website regarding requirements. If funding is required from the RMA, the Branch Treasurer should submit a statement of expenditure for the year. This should be submitted in any event after the Branch AGM.

The membership of the RMA is constantly changing. Each year, members pass, others forget to renew, but of course we get new

blood too. This year over 40 new members have joined already, but we know that there are many more out there. On behalf of the RMA Officers and Management Committee, I want to thank the President, Vice-President, General Secretary and the TUI Area Representatives for their work in encouraging retirees to join the RMA, and their help in encouraging Branches to fund the first year's subscription for new RMA members.

As I write this I am looking forward to welcoming my RMA colleagues and friends to the Boyne Valley Hotel for our Autumn Break. On March 20th, 21st and 22nd 2017 we are heading to the South West for our spring break in the Celtic Ross Hotel Rosscarbery Co. Cork, more details in our next issue and these details will be on our website www.rmatui.ie shortly. I am very grateful to our former Chairperson Jim McCarthy for details on the recent Croatia trip.

Croatia Trip

This year, for the first time, the RMA linked up with the Travel Department to make a break abroad available to members. This 7-night half board break was in Istria in Northern Croatia, on the Adriatic Coast, and took place in mid-September. There were 10 in the RMA group, out of a total of 47 in the full Travel Department group.

Members from the following counties were there: Carlow, Cavan, Dublin, Kildare, Meath and Tipperary, and it was a very enjoyable break. We were based in Porec, a very historic town and attractive resort, with excellent walking routes. We stayed in the Valamar Hotel Crystal, which was a very good choice, with helpful staff, comfortable rooms and good food.

Our first organised outing was a guided walking tour of Porec. Later on, there was a very interesting day trip to Pula, the capital of Istria, which has many Roman architectural remains, including an amphitheatre which is the sixth largest surviving Roman arena in the world. On the way back, we visited Motovun, an ancient hilltop village. Another day trip involved a boat tour to Rovinj, a beautiful hilly town, with sightings of dolphins on the way back.

It is hoped to organise another continental break for members next year in conjunction with the Travel Department.



RMA members in Croatia

By now all RMA members have received their TUI Diary. But remember, if you don't pay your subscription, don't expect to be on the mailing list in future. We encourage members whose pensions are paid by PSSC (retirees from VECs/ETBs/loTs) to complete the 'consent' form available on www.rmatui.ie and send it to our Treasurer, or any Officer of the RMA.

Finally, I want to encourage all retired TUI members to:

- a) join RMA if you haven't already done so and
- b) attend at least some RMA Branch meetings.

Most branches have a social and/or cultural dimension, with theatre/cinema visits, guest speakers at meetings, Christmas lunches, trips and so on. National Officers of the RMA regularly attend the local meetings to provide updates on the work of the Management Committee, our dialogue with TUI and reports from the Alliance of Retired Public Servants.

Dan Keane, RMA Secretary



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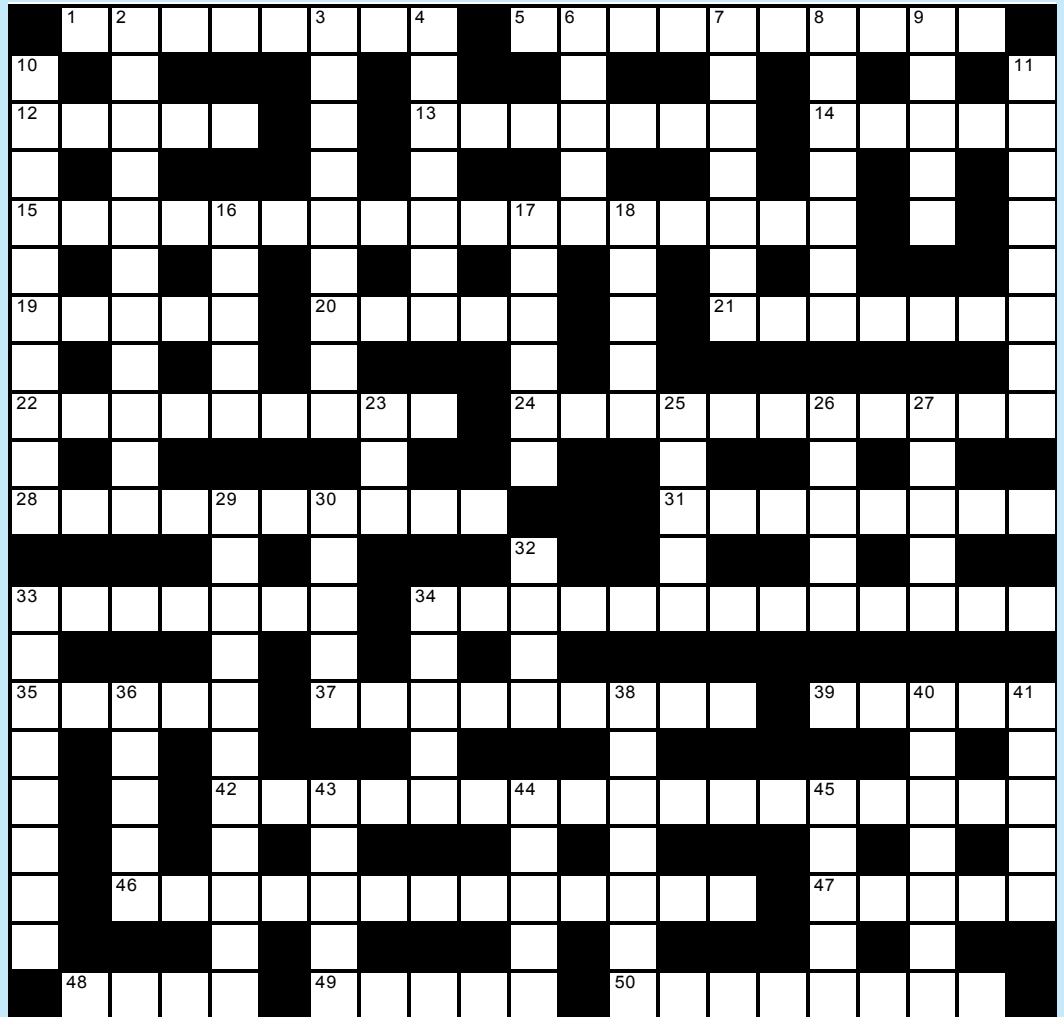
Address _____

Contact number _____

TUI Branch _____

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

Closing date for entries:
 Wednesday, 12th January 2018



ACROSS

- 1 Forceful and definite in expression or action (8)
- 5 1986 fantasy film starring Sean Connery and Christopher Lambert (10)
- 12 Cause to accept or become hardened to; habituate (5)
- 13 1975 E.L. Doctrow novel set in early 20th century New York (7)
- 14 ----- Boy, Irish sitcom created by Chris O'Dowd (5)
- 15 Spaghetti Western starring Clint Eastwood (1,7,2,7)
- 19 After the expected or usual time; delayed (5)
- 20 The feeling of being bored by something tedious (5)
- 21 Fifth letter of the Greek alphabet (7)
- 22 Waterproof hat with wide slanting brim longer in back than in front (9)
- 24 An enclosed space for producing reverberation of a sound (4,7)
- 28 Sewing or embroidery (10)
- 31 The state of being disregarded or forgotten (8)
- 33 A metadata tag made popular through social media site Twitter (7)
- 34 The last day before Lent (6,7)
- 35 Lizards typically with immovable eyelids; completely harmless (5)
- 37 A quadrilateral with two parallel sides (9)
- 39 Established custom (5)
- 42 American essayist, lecturer, and poet who led the transcendentalist movement of the mid-19th century (5,5,7)

- 46 Air Force station in Florida where many US spacecraft have been launched from (4,9)
 - 47 1990 romantic drama starring Patrick Swayze and Demi Moore (5)
 - 48 A market town at the meeting of the River Barrow and the Grand Canal in south-west County Kildare (4)
 - 49 Music streaming service owned by rapper Jay Z (5)
 - 50 Prolonged unfulfilled desire or need (8)
- DOWN**
- 2 Parisian cabaret venue (6,5)
 - 3 Characterized by unrest, disorder or insubordination (9)
 - 4 A humorous or satirical drawing published in a newspaper or magazine (7)
 - 6 A prefix, meaning "inwardly," "within,"
 - 7 The Beauty Queen of ----- 1996 play by Martin McDonagh (7)
 - 8 (Greek mythology) the goddess of divine retribution and vengeance (7)
 - 9 ----- & Ivory - 1982 song performed by Stevie Wonder and Paul McCartney (5)
 - 10 Supported by both sides (10)
 - 11 An agent that specifies the structural properties of a design object (8)
 - 16 An aromatic perennial evergreen herb with culinary, medicinal, and ornamental uses. (5)
 - 17 Baby ----- , 2017 action crime film written and directed by Edgar Wright (6)

- 18 Any of numerous conifers of the genus Larix all having deciduous needle-like leaves (5)
- 23 The conscious mind (3)
- 25 A colourless gas (O3) soluble in alkalis and cold water (5)
- 26 ----- With Me - hymn sung before FA Cup Finals (5)
- 27 Make by combining materials and parts (5)
- 29 A method of planographic printing from a metal or stone surface (11)
- 30 Isle of ----- Largest and second most populated island in England (5)
- 32 Force or impel in an indicated direction (4)
- 33 The dominance or leadership of one social group or nation over others (8)
- 34 Stage name of Saul Hudson (5)
- 36 Of, relating or belonging to a city (5)
- 38 Devoid of violence or disruption (7)
- 40 A double-reed instrument; the tenor of the oboe family (7)
- 41 A principle of belief, especially one of the main principles of religion or philosophy (5)
- 43 Not forbidden; lawful (5)
- 44 A heavy block of iron or steel on which hot metals are shaped by hammering (5)
- 45 Urge on; cause to act (3,2)