

THE SPIN

'No overall problem with teacher supply' – Minister for Education and Skills, 2018

THE REALITY

62% decline
in post-primary teaching
applications since 2011

29% of recent entrants
do not see
themselves in
job in ten years

Fivefold rise in
emigration rate
of teaching
graduates

Shortage of teachers
across growing range of
subjects

**PAY INEQUALITY IS SEVERELY
DAMAGING THE EDUCATION SYSTEM**

A Word from the President – Joanne Irwin

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TUI's current strategy

The Public Service Pay and Pensions Act 2017 was signed into law before Christmas. Throughout its passage through the various legislative stages, TUI lobbied public representatives intensively regarding its unacceptable and punitive measures. Our issues were raised in the debates but regrettably, the legislation was passed with minimal amendment. To ensure that pay adjustments due on 1st January 2018 were made, the Irish Congress of Trade Unions notified the Government that its affiliate unions were willing to be encompassed by the terms of the Act.

As a result, pay adjustments were made to TUI members on 1st January, including the second half of the value of the Honours Primary Degree Allowance for post- February 2012 entrants, the second half of pay restoration for those earning over €65,000 and a 1% increase on all points of all scales due under the Public Service Stability Agreement (PSSA).

However, as the Union has not repudiated the PSSA, the punitive

measures contained in the legislation have not been inflicted and the pay adjustments listed above have been made to our members. The Union's position remains as it was. The members of TUI voted not to accept the PSSA and the Union has a strong mandate for industrial action on key issues, most notably that of pay inequality.

Wherever possible, TUI has worked with our sister teacher unions in seeking a joint approach in accelerating a fair, sustainable resolution to pay inequality. Full details of our campaign in this regard are set out elsewhere in the magazine.

Part 2 of the Public Service Pay and Pensions Act provides that within three months of its enactment, a report on the cost of and a plan in dealing with pay equalisation for new entrants to the public service must be brought before the Oireachtas. It is therefore vital that this key issue be kept both in the public eye and on the agenda of all public representatives. A nationwide lunchtime protest by TUI members which will have taken place by the time you read



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TUI PRESIDENT, JOANNE IRWIN

this will put further focus on this crucial issue. Our campaign will continue.

In recent times, the Union has countered calls for various short-sighted 'fixes' to the recruitment and retention crisis. We have made clear that the only guaranteed solution to this growing crisis is a restoration of pay equality for all post-2011 entrants. Any public money made available to remedy the recruitment crisis should be used in the first instance to accelerate pay equality rather than being squandered on ill-conceived piecemeal measures that will unfairly prioritise one subject area over another and that will not solve the problem.

Posts of responsibility – a step in right direction, but don't believe the hype

The revised scheme of posts of responsibility is set out in Circular Letter 03/2018. While welcome as a signal of future intent, it is woefully threadbare and inadequate. It is minimalist and does not come close to addressing the losses that schools have sustained since the introduction of the moratorium on filling such posts. Up to a third of all second-level schools will gain nothing at all under the system (approximately 290 schools). To make matters worse, schools that have not yet fallen to the threshold level will continue to lose posts.

The clear inadequacy of the revised schedule is a direct consequence of a foolish, rash decision of the Department and Government to devote the bulk of the funding made available to the creation of additional deputy principal positions.

With much fanfare, the Minister announced the creation of an additional 170 deputy principal positions in October 2016, despite the deputy principal position not having been subject to any moratorium. This funding would have been better utilised in restoring thousands of posts of responsibility in schools around the country.

Report endorses role of PLC programme, but Union must remain vigilant

The recently published Evaluation of the National Post Leaving Certificate (PLC) Programme affirms the huge value and critical role of such programmes around the country. It shows that graduates are considerably more likely to access Higher Education after graduating and also more likely to be in employment following completion of a PLC programme. The Minister has stated that he intends implementing the extensive list of SOLAS recommendations arising from the publication. Some of these may raise significant issues for TUI members. The Union is carefully considering their content and will be responding to them in detail in the near future.

Third level issues

At the time of going to print, the Technological Universities Bill is moving ever closer to enactment. Last summer, TUI members in the Institutes voted to accept an agreement between the Union, the Department and the THEA in relation to the development of Technological Universities. TUI has sought and received assurances that conditions of service and pension enshrined in this agreement will be completely adhered to.

Pink & Blue Power campaign

TUI is proud to be involved with the Pink & Blue Power campaign, a potentially life-saving breast and prostate assessment service that is free to members of the TUI Income Continuance Plan. The service is kindly supported by Cornmarket. Breast cancer is the most common cancer in women in Ireland with 1 in 9 women diagnosed at some stage in their lives. Prostate cancer is the second most common cancer in men in Ireland with 1 in 7 men diagnosed during their lifetime. Invites will be posted to members of the scheme on a geographic basis throughout 2018. Roll-out of the scheme has already begun and take-up rates to date have been excellent.

Sad passing of our friend and colleague Leonard O' Donnell

Everybody in TUI was deeply saddened to hear of the untimely passing of former Executive Committee member Leonard O' Donnell. A Union stalwart in his native Kerry, Leonard served with distinction in a number of positions at workplace and branch level before being elected onto the Executive Committee in 2016, where he continued to carry out vital work on behalf of members. A more extensive tribute to Leonard will feature in a future TUI News. For now, we mourn his absence and pass on our sincere sympathies and condolences to his family, friends and colleagues.

Joanne Irwin

Campaign to tackle pay inequality continues



PRESIDENTS AND GENERAL SECRETARIES OF THE TUI, ASTI AND INTO PICTURED ON DAY THAT JOINT SUBMISSION WAS MADE TO PUBLIC PAY COMMISSION IN NOVEMBER 2017

Despite an intensive lobbying campaign by TUI against its various draconian punishment measures, the Public Service Pay and Pensions Act 2017 passed all stages in the Dáil and Seanad and was signed into law in December.

The Union's position was referenced by a number of TDs from across the political spectrum in debates through the various stages.

In accordance with the legislation, and in order to ensure that adjustments in salary due for 1st January were paid, the Irish Congress of Trade Unions notified government that its affiliate unions were willing to be encompassed by the legislation.

However, the position of TUI remains as it was. Members voted overwhelmingly not to accept the Public Service Stability Agreement (PSSA) but the Union has not repudiated the LRA/PSSA. TUI still has a strong mandate for industrial action, up to and including strike action, to secure a fair and sustainable resolution of issues (in particular, pay inequality). This can be activated at any time that the Union's Executive Committee deems it necessary and appropriate.

As a result of an amendment to the Bill, the Act requires that: 'The Minister [of Public Expenditure and Reform] shall, within three months of the passing of this Act, prepare and lay before the Oireachtas a report on the cost of and a plan in dealing with pay equalisation for new entrants to the public service.' In this regard, TUI continues to prioritise and highlight this issue in a range of ways and in a variety of fora.

How has TUI campaigned?

Since members rejected the PSSA (87% to 13%) and voted in favour of industrial action (81% to 19%), the TUI has:

- Lobbied TDs and Senators on the issue of pay inequality – this lobbying continues
- Lobbied politicians to seek amendments to the punitive measures contained within Pay and Pensions Bill before it was enacted as the Public Service Pay and Pensions Act 2017 on 16th December 2017. Among the punitive measures are:
 - a freeze on increments for three years and
 - a nine-month delay in pay restoration measures for those public servants seemed as 'non-covered' public servants

These measures would be most severe in their effect on the very 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 TUI has also

- Protested outside Leinster House on December 5th, to coincide with the Dáil discussion on the Pay and Pensions Bill, 2017
- Attended the meeting in October 2017 convened by the Department of Public Expenditure and Reform about Section 4 of the PSSA which deals with New Entrant Pay. It is expected that a further meeting will be held shortly.
- Met with Department of Education and Skills Officials on 21st December (along with the INTO and ASTI) to highlight once again the impact that pay inequality is having on the profession
- Made a joint submission (with the ASTI and INTO) to the Public Service Pay Commission on recruitment and retention issues in teaching and lecturing which focussed on pay inequality as the primary reason for the crisis in teacher supply
- Submitted a commentary on recruitment and retention issues to the Joint Oireachtas Committee on Education & Skills, once again demonstrating the causal linkage between acute shortages of teachers and pay inequality
- Highlighted the key issues in the national media in high profile RTE current affairs programmes and in other outlets including national newspapers
- Organised a nationwide lunchtime protest on Thursday, 1st February to further highlight the unacceptability of pay inequality.

Pay increases/restoration paid to TUI members in January 2018

As the Union, while not accepting the PSSA, has not repudiated the agreement, TUI members received the following pay adjustments from 1st January 2018:

Teachers appointed since 1st January 2011

Second half of restoration of the 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. On 1st January 2018, an amalgamated scale for all teachers appointed since 1st January 2011, incorporating full value of the Honours

Primary Degree Allowance, was introduced. 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 also increased.

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 two-part restoration brought 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.

1% increase to all scales

As TUI is deemed to be 'covered' by the agreement (i.e. not to have repudiated it), a 1% increase payable under the PSSA was applied to all scales on 1st January 2018.

Other increases due under the PSSA are:

- 1% on 1st October 2018;
- 1.75% on September 1st 2019;
- 2% on October 1st 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 would be subject to a nine-month delay.

Revised salary scales are available at www.tui.ie

Union continues to engage with new and recent entrants

A meeting of new and recent entrant representatives was held in TUI Head Office on Thursday 11th January. The purpose of the meeting was two fold: to inform our representatives of the Union's strategy towards achieving a fair and sustainable resolution to pay inequality and to provide an opportunity for the representatives to articulate the views of new and recent entrants and offer their input on the current strategy.

Please note that all branches are entitled to send one representative to these meetings. If your branch has yet to select a representative, please do so and forward the name and email address of the new entrant representative to cmcginley@tui.ie



Young Scientist Exhibition again demonstrates the innovation in Irish classrooms

The Young Scientist Exhibition 2018 again showcased the exciting work happening in Irish classrooms, with 4,251 students from 383 schools entering 2,031 projects. Visiting the exhibition, TUI president Joanne Irwin praised the ingenuity and dedication of the school students and teachers who took part.

Because of the sheer scale of the exhibition, it is possible only to give a flavour of the scope of projects undertaken. Here is a small sample of projects that caught our eye.

The environmental threat posed by the invasive South American rodent, Coypu, in Cork rivers.



TEACHER DAVID NOLAN, EMER CONWAY, NICOLA BATT AND JOANNE IRWIN

A study into the environmental damage and potential for spread of non-native rodent coypu that have been seen in Cork rivers.

Ballincollig Community School, Co Cork.

Trial eolaíochta chun taispeaint an tionchar atá ag “cúpla deoch” ar do thiomáint



MEADHBH MCGINLEY, IARLAIGH MCGINLEY, TUI PRESIDENT JOANNE IRWIN, GERARD MCGINLEY.

This project scientifically showed that even one or two drinks can hamper a driver's ability to drive safely.

Coláiste Ailigh, Co Donegal

Is your mobile making you less mobile?



JOANNE IRWIN, MARY ADEKOYA, DHANYA BINOY AND DAVID DUFFY.

An assessment of the links between mobile phone usage and health.

Adamstown Community College, Dublin.



Reducing Anxiety in First Year Orientation, using a 3D Game.



DAVID DUFFY, BERNIE MCMAHON (TEACHER), PRECIOUS DEREMO, JOEY KING, FIONN HAMILTON AND JOANNE IRWIN.

A 3D game based on the school's layout was created for incoming students to help them navigate the school in a familiar setting prior to stressful crowded corridors.

St. Conleth's Vocational School, Co Kildare.

An exploratory study of Instagram use and its relationship to self esteem and a number of background variables.



MARY GIBBONS (PRINCIPAL), CAITLIN SHERIDAN, SAOIRSE SHERIDAN, JOE BOYLE (TEACHER), KATIE ALLAN AND JOANNE IRWIN

An examination of the complex interaction between Instagram use and personality and psychological factors among young adults.

Deele College, Co Donegal.

An investigation on the effects of microplastics on aquatic plants.



JOANNE IRWIN, SEAN SODEN, JACK DALY, JAMES BYERS AND DAN O'SULLIVAN (TEACHER).

An assessment of the effects of micro-plastics on the rate of photosynthesis in aquatic plant life such as pondweed and various seaweed.

Glanmire Community College, Co Cork.

Cén fáth go bhfuil méadú tagtha ar fadhbanna meabhair i mbun déagóirí?



TEACHER KATE NÍ BHRIAIN, FAYE NÍ BHUACHÁIN, BEBHINN NÍ SCANLÁIN, JOANNE IRWIN AND TEACHER JULIA COFFEY

Céard iad na príomh-chúiseanna go bhfuil ardú tagtha ar fadhbanna meabhair i measc déagóirí agus na éifeachtaí atá le sin.

Gaelcholáiste Cheatharlach, Co Carlow.

TUI's initial response to Evaluation of the National Post Leaving Certificate (PLC) Programme publication

Overall, the report confirms the positive role of the PLC programme as a provider of high quality standalone qualifications and as a bridge to continuing education.

It illustrates that graduates are 27% more likely to progress to Higher Education compared to similar peers who entered the labour market directly on completion of their Leaving Certificate. In addition, the report illustrates that graduates are 16% more likely to be in employment than if they had entered the workforce after the Leaving Certificate.

PLC course access for young people from disadvantaged regions, who have the highest risk of unemployment, clearly needs to be enhanced as a matter of urgency.

In addition, supports to help tackle the additional challenges faced by PLC students with greater caring responsibilities should be provided.

It is deeply disappointing that the report does not recommend removal of the €200 charge for PLC courses that continues to act as an impediment to participation for many students.

TUI is preparing a comprehensive response to the report.

Adequate resourcing must underpin PE development

TUI welcomes the announcement that Physical Education (PE) will become an examinable Leaving Certificate subject. This development is consistent with that of PE in Junior Cycle, where it is an intrinsic part of student wellbeing.

However, adequate funding must be provided to allow all schools to enhance facilities where required, particularly schools in communities that were worst hit by the recession.

In addition, as with other new subject developments, it is vital that the education system continues to attract the best graduates and that there is an adequate supply of fully qualified teachers. In this regard, pay inequality must be eliminated as a matter of urgency.

Burning issue of teacher supply dominates PDA's annual conference

Grave concerns over teacher supply were raised at the annual conference of the Principals and Deputy Principal's Association (PDA) of the TUI which took place recently. Stephen Goulding, President of the PDA told attendees of the urgent need to address the teacher shortage.

An example of an entire woodwork department having no woodwork teacher was cited where the school had been unsuccessful in finding replacements. Other subject areas presenting significant difficulty for schools when filling positions include Home Economics, European Languages, Gaeilge, Mathematics and Science.

The conference heard that pay inequality and the Government's unwillingness to urgently rectify the situation are key factors in this recruitment crisis.



KATHY JONES, AND SARAH JANE WILLIS (PRINCIPAL AND DEPUTY PRINCIPAL, BREMORE EDUCATE TOGETHER SS), STEPHEN GOULDING AND CAROLINE O'TOOLE (PDA EXECUTIVE)



MARY NIHILL, (DIRECTOR CENTRE FOR SCHOOL LEADERSHIP), STEPHEN GOULDING, PDA PRESIDENT AND DR. PADRAIG KIRK (DIRECTOR JUNIOR CYCLE FOR TEACHERS)

Student teachers now have to engage in a six year training programme to qualify. The cost of becoming a qualified teacher and low starting salary make teaching an unattractive choice for prospective candidates. The promotional post structures of schools have been decimated in recent years reducing even further the attractiveness of the profession.

Principals and Deputy Principals point to the anti-public service sentiment displayed by successive governments which has added to the challenge of attracting students into the profession in the numbers required by schools. The government must act to address the shortage by planning for the future needs of the post-primary sector before the teacher shortage crisis worsens and damages the educational health of the nation.

Martin Marjoram elected unopposed as TUI Vice-President

Martin Marjoram (IT Tallaght Branch) has been elected unopposed as incoming Vice-President of TUI (position effective from July 2018).

Martin teaches Mathematics in the Institute of Technology, Tallaght, where he was a branch officer for 13 years, including 10 years as branch chair.



Martin Marjoram

New Executive Committee member for Area 18

Brigid Delamere recently took up the Area 18 position on the Executive Committee after being elected unopposed.

Sincere thanks are extended to Sean McEntee, the previous holder of his position, for his work on behalf of members in the area.

Area 18 Colleges: Donegal, Sligo, Leitrim, Longford, Roscommon, Westmeath.



*Brigid Delamere
(Athlone Institute of Technology,
Old Dublin Road, Athlone,
Co Westmeath)*

TUI Education Equality Conference 2018

A TUI conference with the theme **'Towards a Truly Inclusive Education System'** will be held on Saturday February 24th, 2018 in **Bloomfield House Hotel, Belvedere, Mullingar, Co. Westmeath**. The conference will encompass aspects of second level, further education and third level.

In one of two keynote addresses, Evelyn Mahon of Trinity College Dublin will look at Minority ethnic students and the needs of the teacher, while counselling psychologist Shane Moran will speak on supporting students and teachers by promoting positive mental health.

Workshops on the day will cover post-primary funding, the upcoming Senior Cycle review, the Special Education Support Service, the recently revised Child Protection Guidelines, Transgender issues in schools and supporting under-represented groups in third level.

Registration will begin at 9.30am and the conference will conclude with lunch at 2pm.



TUI EDUCATION CONFERENCE 2017

Any members who wish to attend should contact their local branch as soon as possible.

See www.tui.ie for full conference agenda.

Na dúshláin atá ag scoileanna na n-oileán



LE DÉANAÍ, THUG UACHTARÁN AN TUI, JOANNE IRWIN, CUAIRT AR GHARIMSCOIL MHIC DIARMADA AR ÁRAINN MHÓR.

Tá obair rí-thábhachtach á dhéanamh ag buíon múinteoirí, atá ina mbaill den TUI, i scoileanna na n-oileán amuigh ó chósta thiar na tíre.

Tugann Máire Clár Nic Mhathúna, (Príomhoide) Scoil Phobail Cholmcille ar Oileán Thoraigh, cur síos dúinn san sliocht seo a leanas ar na deacrachtaí atá le sárú ag scoileanna atá lonnaithe ar oileáin mhara.

Roimh 1999 bhí ar scoláirí dul go tír mór ar socil nó fanacht sa bhunscoil go raibh siad 14, agus ansin imeacht gan cháilíocht ar bith a bhaint amach. Dúradh gurb é an scoil an fhorbairt is fearr do thodhchaí an Oileáin le caoga bliain anuas. Tá an t-ádh dearg orainn a bheith ag teagasc in áit mar Oileán Thoraí ach bíonn deacrachtaí ag baint leis chomh maith.

Sa chéad dul síos ní féidir taisteal isteach agus amach ach an lá, rud a fhágann go gcaithfidh cuid de na múinteoirí cíos a íoc istigh agus morgáiste a íoc amuigh. Tá an t-ádh orainn go bhfuil cuid de na múinteoirí ina gcónaí go lán aimsire ar an oileán.

Ciallaíonn sé fosta nach féidir ionadaí a fháil don lá, nó chaithfeadh an múinteoir teacht isteach an oíche roimhe le bheith ar scoil don lá, agus ansin bheadh orthu an dara hoíche a chaitheamh istigh nó bheadh an bád ar shíuil sula mbeadh an lá scoile thart.

Bíonn an deacracht chéanna againn agus muid ag iarraidh freastal a dhéanamh ar chúrsaí inseirbhíse, cruinnithe srl. Go minic

is trí lá scoile a bhíonn i gceist le cúrsa lae a dhéanamh. Anuas air sin cailltear go leor ranganna eile; scoil bheag atá againn agus dhá, trí nó ceithre ábhar fiú ag achán múinteoir. Má théann an múinteoir amach do chúrsa in ábhar amháin, cailltear na h-ábhair eile a bhíonn aige nó aici chomh maith do na laethanta sin.

Agus sin uilig sula gcuirtear scéal na haimsire san áireamh! I mbliana tá cúig chúrsa cailte againn go dtí seo (téarma amháin!) de thairbhe nach raibh muid ábalta tír mór a bhaint amach, nó go raibh an contúirt ann go mbeimis goite amuigh ar thír mór i ndiaidh cúrsa a dhéanamh. Na scoláirí an chloch is mó ar ár bpáidrin i dtolamh, ach tá an chontúirt ann go gcaillfidh siad amach nuair nach bhfuil muidinne ábalta freastal ar chúrsaí a bhaineann leo go príomha.



Holocaust Education Trust Ireland
Learning from the past - lessons for today

Berlin Study Visit 03 April - 06 April 2018



Memorial to the Murdered Jews of Europe

A visit to the city of Berlin in the country where National Socialism originated. It includes an overview of Jewish Berlin and its history and also visits to authentic Holocaust sites. Working with Holocaust scholars and educators, the programme allows participants to grasp the enormity of the Holocaust and its resonances within the city.

Visit includes:

- Tour of Jewish Museum; Topography of Terror Exhibition; Walking Tour with a focus on Jewish historical sites and commemoration of Nazi victims; Memorial for the murdered Jews of Europe; House of the Wannsee Conference; Grunewald Deportation Site; Sachsenhausen Concentration Camp; The Anne Frank Centre; Otto Weidt House and the Silent Heroes Archive

Cost: €735 (inclusive of travel, (hand luggage), hotel and entrance fees)

For information and details about all our teacher education programmes, contact:

Holocaust Education Trust Ireland, Clifton House, Lower Fitzwilliam Street, Dublin 2, Ireland.
Tel: + 353 1 6690593 Email: info@hetireland.org www.hetireland.org



EDUCATION IS IRELAND'S BEST SCORING PUBLIC SERVICE

Ireland's education system is the best scoring public service across a range of indicators, according to a new publication by the Institute of Public Administration (IPA).

Using data gathered from a number of sources, the Public Sector Trends 2017 annual report examines trends in public sector development. Its intention is to help inform the debate on Ireland's public sector and public administration, and its role in Irish society.

Some of the key findings show that:



The **lowest sick leave levels** in the public service are in education



Level of satisfaction with the education system in Ireland (83% in 2016) is the **highest of all the European countries**



Almost **90 per cent** of the public trust in teachers to tell the truth



Education is Ireland's **best scoring public service**, at 6.8 out of 10 points, ranking **10th best** of the EU27 countries examined



The education system is ranked the **third best in Europe** in terms of meeting the needs of a competitive economy

It's the **U** and **I** in **UNION** that makes us strong.

Become a member today.



WHAT OUR MEMBERS SAY

"I am a member of TUI Credit Union, as well as my husband & children. The member service representatives have always been very helpful & knowledgeable. From transferring funds, getting advice on loans, - the representatives handled this stressful situation in a timely manner."

"You can always count on the representatives at TUI Credit Union with their fast and efficient services and quick loan approval."

"With only €11.00 share deposit I was able to get a loan for my new car. Thanks, TUI Credit Union."



BECOMING A MEMBER OF TUI CREDIT UNION IS SUPER-EASY!

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4. Proof of PPSN (Payslip or Government document)

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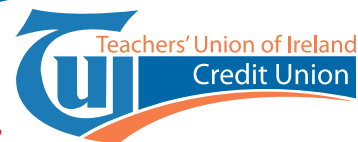
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www.tuicu.ie

SICK LEAVE

WHAT ARE MY ENTITLEMENTS

Self-Certified/ Uncertified Sick Leave

Teachers and lecturers are entitled to a maximum of 7 self-certified, paid sick leave days in a rolling two year period. The 7 days are calculated by counting backwards from the date of the latest self-certified sick leave. A teacher/lecturer who has exhausted all 7 self-certified, paid sick leave days will - in the event that s/he is subsequently absent on sick leave - have to provide a medical certificate if s/he is to be paid for that absence.

A teacher/lecturer may take three consecutive days without a medical certificate. If a teacher is absent on a Friday and on the following Monday, then the absence will be recorded as four days' leave and a medical certificate will be required. Where a teacher/lecturer is absent on either Friday or Monday, only the day on which the teacher is absent will be reckoned as sick leave. In the case of Class A PRSI contributors in all school sectors, the MCI Social Welfare Certificate must be submitted by the school to the Department of Education and Skills/ETB after a period of 3 days of sick leave for referral to the Department of Social Protection. This is required for compliance with PRSI regulations.

Certified Sick Leave

There are two types of certified sick leave:

Non-Critical Illness

- 13 weeks (92 days) at full pay
- 13 weeks (91 days) at half pay
- 183 days in total
- A max of 18 months of Temporary Rehabilitation Remuneration (TRR)

Critical Illness

- 26 weeks (183 days) at full pay
- 26 weeks (182 days) at half pay
- 365 days in total
- 12 months TRR which may be extended by period not exceeding 24 months

How is critical illness defined?

- ▶ There is no list of 'critical' illnesses, but the nature of the medical condition has at least one of the following characteristics:
- ▶ acute life-threatening physical illness;
- ▶ a chronic progressive illness with well-established potential to reduce life expectancy if there is no medical intervention;
- ▶ a major physical trauma requiring acute operative surgical treatment or in-patient care of at least two weeks.

Look back period 2 – Looks back over the last 12 months and determines what rate it will be paid at

See case studies 1 and 2 below

Case study 1

(Sean - non-critical illness)

First 'look back' - Sean has taken 123 days sick leave in the four year period up to his current illness and is therefore entitled to 60 further days of paid sick leave (ie $183 - 123 = 60$).

Second 'look back' - He has taken no sick leave in the previous 12 months so would be entitled to take all 60 days sick leave (should they be required) at full pay.

Calculating Sick Leave Entitlements – Non-Critical Illness

- ▶ 13 weeks (92 days) FULL pay, followed by 13 weeks (91 days) HALF pay,
- ▶ Maximum of 183 DAYS in a rolling 4 year period
- ▶ Two 'Look back' Periods apply in calculating remaining entitlements:

Look back period 1 – Looks back over the last 4 years and determines if you have any sick pay left

Case study 2

(Siobhan - non-critical illness)

First 'look back' - Siobhan has taken 20 days sick leave in the four year period up to her current illness and she is therefore entitled to 163 further days of paid sick leave (ie $183 - 20 = 163$).

Second 'look back' - She has taken 15 days sick leave in the previous 12 months, so is entitled to, should they be required, 77 further days of sick leave on full pay (ie $92 - 15 = 77$) and the remaining 86 days on half pay.

EAVE –

AND HOW IS IT CALCULATED?

Calculating Sick Leave Entitlements – Critical Illness

- ▶ 26 weeks FULL pay + 26 weeks HALF pay (in a rolling 4 year period)

See case study 3 below

Case study 3

(Laura - critical illness)

First 'look back' - Laura satisfies the criteria for her sick leave to be treated under the critical illness protocol. She has taken 30 sick leave days in the four year period up to her current 'critical illness' and so is entitled to 335 further days of paid sick leave under the critical illness protocol (ie $365 - 30 = 335$).

Second 'look back' - She has taken 13 days sick leave in the previous 12 months, so is entitled to 170 further days of sick leave on full pay ($183 - 13 = 170$) and the remaining 165 days, should they be required owing to this critical illness, ($335 - 170 = 165$) on half pay.

What is Temporary Rehabilitation Remuneration?

Following the exhaustion of her/his full entitlement of paid, certified sick leave, a worker is eligible to be paid at the rate of pension to which s/he is entitled at that point. This is now known as 'temporary rehabilitation remuneration' (it used to be called the 'pension rate'). It will not normally be paid for more than 12 or 18 months, whichever brings you to a total of two years, inclusive of paid sick leave. However, if a reasonable prospect of a return to work is



confirmed by the employers' occupational health specialist, the payment of temporary rehabilitation pay may be continued for a further period not exceeding two years, subject to six-monthly reviews.

What is the provision for pregnancy related sick leave?

Following representation by the teacher unions through the Public Services Committee of the ICTU, Sick Leave Regulations were amended to reflect an improvement that has been agreed in regard to pregnancy-related sick leave.

Since September 2014 the Public Service Sick Leave Scheme provides that:

- no woman shall be paid less than half-pay while absent for a pregnancy-related illness
- a woman who has availed of pregnancy related sick leave will

have access to additional sick leave at half pay equivalent to the period for which she was on in regard to pregnancy-related illness.

The amended Sick Leave Regulations provide that a woman who has exhausted her access to paid sick leave due to pregnancy-related sick leave in the previous 4 years may have access to additional non-pregnancy-related sick leave at the half rate of pay.

The number of additional days allowed:

- Will be the equivalent number of days taken on pregnancy related sick leave in the 4 years;
- Must not exceed normal sick leave limits (e.g. 183 days) for non-pregnancy-related sick leave (when counted with other non-pregnancy related sick leave in the previous 4 years).

The Health Insurance Comparison Service For members



Save
money on
your health
insurance*



Dear member,

TUI is very pleased to announce that we are offering a Health Insurance Comparison Service again this year to all our members. This service, provided by Cornmarket, will help you find the best health insurance cover at the most competitive price.

*Last year, 720 TUI members who availed of the service saved €409 on average, when they reviewed their cover with Cornmarket.

Whether you are renewing your cover, or taking out a policy for the first time, the health insurance experts at Cornmarket will review plans from all of the insurance providers, so that you can select the plan that's right for you and your budget.

Reviewing your cover every year will ensure you retain the best cover at the most competitive price. For 2018, we have negotiated a number of exclusive arrangements and discounts with the insurers providing health insurance in Ireland. As in previous years, some of these discounts will only be available by setting up your policy directly with Cornmarket.

To avail of the Health Insurance Comparison Service, call Cornmarket today on (01) 408 6213 or visit www.cornmarket.ie/tui.

Warmest regards,

John MacGabhann
General Secretary

Provided by



cornmarket
group financial services Ltd

In 2017

**720 TUI members
saved €409***

**with the Health Insurance
Comparison Service**

**To avail of
the Health Insurance
Comparison Service:
Call: (01) 408 6213
or visit:
cornmarket.ie/tui**

With the Health Insurance Comparison Service from Cornmarket, you will have access to a team of experts who will:



Compare all **plans and insurers** in the market



Ensure you are clear on any changes if you decide to switch plans



Identify any free or discounted child/young adult offers



Highlight suitable health insurance plans to meet the needs of you and your family

Note: *Average saving based on 720 TUI members who reviewed their cover with Cornmarket between 1st January and 30th September 2017. Source: Cornmarket, October 2017. You can call the health insurance comparison service up to 30 days before your renewal date. If you decide to set up your health insurance plan through Cornmarket, a fee may apply.

Tailor made health plans with current discounts for TUI members



Cornmarket and the TUI have negotiated a 10% discount on Irish Life Health's Befit 1, Befit 3, Best Smart and Health Plan 16.1 These discounts are only available by contacting Cornmarket directly.



Cornmarket and the TUI have also negotiated a 10% discount on the Precision, Control and Empower schemes. These discounts are not available online so members have to call in and quote the Group ID 27272.



Vhi Healthcare is providing the TUI with a 10% discount off Teacher Plan and Teacher Plan select.

Discount information correct as of 03/01/18 and are subject to change



New Customers Call: (01) 408 6213

Existing Customers Call: (01) 420 0911

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TUI PROFESSIONAL DEVELOPMENT PROGRAMME

PRE-RETIREMENT SEMINAR

DATE	VENUE
Thursday 15th March 2018 9.00am - 4.30pm	The Hodson Bay Hotel, Athlone, Co. Westmeath

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

APPLICATION FORM	
Name	
School/College	Telephone Number
Email Address	

TUI, 73 Orwell Road, Rathgar, Dublin 6

Telephone: (01) 4922588 (Press 0) Fax: (01) 4922953

TUI in the media



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

In recent weeks, TUI has placed a strong focus on the issue of discriminatory pay rates in the national media.

On RTE's Drivetime programme on 8th January, TUI President Joanne Irwin made a direct link between teacher recruitment problems and discriminatory pay rates. 'In 2011, there were over 2,800 applications for post-primary teaching. That had dropped by last year to just over 1,000. In 2011, there was a pay cut for new entrant teachers, and in 2012 there was effectively a further pay cut applied specifically to teachers. We believe that there is a direct link between these pay cuts and the numbers applying to become post primary teachers.'

'Morale in classrooms is at an all-time low. We recently conducted a survey that found that 30% of new and recent entrant teachers did not see themselves in the profession in ten years.'

TUI President Joanne Irwin on the recruitment crisis affecting second-level schools - Irish Times, 8th January 2018

"All education stakeholders now acknowledge that there is an unprecedented crisis in the recruitment and retention of teachers. However, it is regrettable in the extreme, and foolish, that the Government is still refusing to acknowledge or commit to the only guaranteed cure."

On RTE's Late Debate programme on 10th January, TUI General Secretary John MacGabhann outlined the devastating effect that discriminatory pay rates have had on teacher recruitment, despite the Department of Education and Skills describing the situation as a 'pinch point.'

'A pinch point for the Department is a crisis for everybody else. The Department is not attempting to recruit teachers, but our members who are principals and deputy principals are, and they are drawing a complete blank. There are no Irish teachers and there are practically no Home Economics teachers available. The number of teachers available in the Sciences and in Maths is non-existent in most cases. Modern languages teachers are literally being lured to other employments in the car parks of our

schools when they finish their day.'

TUI's John MacGabhann discussed difficulties in recruiting teachers for Leaving Cert oral exams and related issues on Today FM's Last Word on 11th January.

'When schools are now seeking language teachers, they are simply getting no applicants,' he said. 'And that feeds into problems with orals. This all goes back to the issue of differential pay rates.'

Stephen Goulding, President, TUI's Principals and Deputy Principals' Association on the problems being encountered by school management - Irish Times, 12th January, 2018

'It is far from unusual for a school to have no applications for certain advertised teaching posts. To make matters worse, promotional post structures in schools have been decimated in recent years, which has further reduced the attractiveness of the profession and makes retention of teachers more difficult. We are deeply unimpressed by the piecemeal,

short-term "solutions" that have been suggested to date. The Government must act definitively to address this problem before it becomes a full-blown crisis by restoring a system of pay equality.

TUI President Joanne Irwin quoted on thejournal.ie on the day that teacher shortages issues were to be debated in the Dáil - 24th January 2018

"Over recent months, there have been various suggestions of measures to attract teachers to particular subject areas, many of which would set a dangerous precedent of prioritising particular subjects based on the perceived and short-term needs of industry at a given moment in time. Most of these measures are no more than gimmicks and have not been fully thought out."

"Rather than solving the recruitment and retention crisis, some could exacerbate an already dire situation. What they would cost would be better used in accelerating the process of pay equalisation."

Maths Development Team PDST

MATHS COUNTS

2018

2nd & 3rd March

A dynamic conference for all mathematics teachers. Showcasing the work of hundreds of teachers participating in Lesson Study.

O'Brien Centre for Science, UCD

For more details visit our website

Free Registration. Book now:
www.projectmaths.ie/mc2018

Maths Counts 2018 will be opened by the Minister for Education and Skills, Richard Bruton T.D.. Refreshments, lunch and resource packs are provided for all participants. Places are limited so register early.

INTERACTIVE WORKSHOPS
 Choose from 18 Interactive Workshops led by teachers engaged in Lesson Study.

LIVE LESSONS
 Observe exemplar Structured Problem Solving Lessons being taught to students live at Maths Counts 2018.

INTERNATIONAL EXPERT
 The Keynote Speaker Professor Tad Watanabe wowed teachers at Maths Counts 2013. He returns to teach 5th Year students from Ardee Community School.

Follow us @projectmaths_ie

New child protection procedures for schools

In the last TUI News (Vol 40, No 3), we carried an article about forthcoming revised child protection procedures, which have since been published by the Department of Education and Skills (DES). The key elements are set out below. The TUI would advise members to take time to familiarise themselves with them, as the procedures entail additional legal responsibilities for teachers as 'mandated persons'. The TUI is, at time of writing, seeking a meeting with the DES regarding aspects of the revised procedures.

The DES consulted with the education partners in the preparation of the documents. However, it is very important to note that the education partners did not agree to the procedures as currently set out, largely due to a fundamental difference of opinion with the DES on the method of reporting complaints and of the appalling inadequacy of training being provided by the DES. The TUI has repeatedly informed the DES that child protection is too important an issue for procedures to be rushed or resourcing limited. **In the circumstances, the TUI advises members to report all concerns about child protection to the Designated Liaison Person (DLP) in their school. The TUI also advises all DLPs to inform Tusla of all child protection concerns.**

Background

The Minister for Children and Youth Affairs commenced the remaining provisions of the Children First Act, 2015 from 11 December 2017. The Children

First: National Guidance for the Protection and Welfare of Children 2017 also became operational on 11 December 2017.

The Children First Act, 2015 provides for a number of key child protection measures that are relevant to schools, as follows:

- A requirement on organisations providing services to children, which include all schools, to keep children safe and to produce a Child Safeguarding Statement;
- A requirement on defined categories of persons ("mandated persons"), which includes registered teachers, to report child protection concerns over a defined threshold to Tusla;
- A requirement on mandated persons which includes registered teachers, to assist Tusla in the assessment of a child protection risk, if so requested to do so by Tusla.

The commencement of the Children First Act, 2015 and the publication of the new Children First: National Guidance for the Protection and Welfare of Children 2017 has necessitated changes to the existing Child Protection Procedures for Primary and Post-Primary Schools.

The resulting revised Child Protection Procedures for Primary and Post-Primary Schools 2017 include:

- a) the reporting procedures to be followed by registered teachers in

respect of their role as mandated persons, including a requirement to liaise with the DLP and, where applicable, to submit mandated reports jointly with the DLP to Tusla

- b) guidance and direction for schools in relation to meeting their statutory obligations in respect of Child Safeguarding Statements. In that regard, the procedures require that all boards of management use templates published by the Department when preparing, publishing and reviewing their Child Safeguarding Statement.
- c) enhanced oversight measures which are aimed at ensuring full compliance by schools with the Children First Act 2015, Children First National Guidance 2017 and with the Department's requirements as set out in the procedures for schools.

All of the requirements of the Child Protection Procedures for Primary and Post-Primary Schools 2017, apart from those relating to a school's Child Safeguarding Statement, apply to all school personnel and school authorities with **effect from 11 December 2017.**

From **11 March 2018** the requirement to have a Child Safeguarding Statement replaces the previous requirement to have a child protection policy which was in place under the previous Child Protection Procedures for Primary and Post-Primary Schools published in 2011.

Survey on CPD needs of teachers

In January 2018 the TUI, in partnership with the ASTI and the Association of Teacher Education Centres in Ireland, conducted a survey on the views of teachers regarding continuing professional development. The TUI would like to thank everyone who participated and gave us excellent data. That data is currently being analysed and will be communicated to members as soon as possible. As with other TUI surveys, the data is very helpful in informing TUI policy.

Union presidents give keynote addresses at Global Schoolroom graduation ceremonies

The presidents of the TUI and INTO gave keynote addresses at the graduation ceremonies of 172 Indian teachers conferred with their University Diploma in Teacher Education in North East India in October.

The qualification – awarded after successful completion of a three-year course – is accredited by University College Dublin and facilitated by the Global Schoolroom programme. TUI and the other teacher unions have long supported the work of the programme in enhancing education system capacity in remote areas of the region. Since 2006, hundreds of Irish teachers, including many members of TUI, have volunteered to assist Global Schoolroom by travelling to India to share their educational experience and professional learning.

Meetings also took place with local teacher union the Khasi Jaintia Deficit School Teachers' Association (KJDSTA) to further



extend collaborative union-to-union support and to share ideas on strategy and various local challenges. Earlier in 2017, KJDSTA representatives had attended a training programme for union

representatives organised in Dublin by the Irish teacher unions. Representatives of KJDSTA have also addressed TUI's Annual Congress.



WORDWISE GLOBAL SCHOOLS A ONE-STOP-SHOP FOR DEVELOPMENT EDUCATION IN POST-PRIMARY SCHOOLS

Global Passport Award Deadline: 28 February 2018

Development Education (DE), also known as Global Citizenship Education, 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.

The Global Passport Award is a DE quality mark, which offers schools a framework to integrate DE into their teaching and learning.

What's involved:

There are 3 different types of Passport Award you can apply for depending on your school's level of engagement with DE.



What we offer:

Workshops & support visits; phone & email support; Global Passport guide to assist your planning; and tailored resources & practical examples on each of the Passport 'stamps'

Grant Call Opening: 14 March 2018

We also offer grant funding of €600–€2000 to assist schools integrate DE into teaching and learning.

How Do I Find Out More/ Apply?

Tel: 01 685 2078 Email: info@worldwiseschools.ie
Web: worldwiseschools.ie/register-your-interest/



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.



Posts of responsibility restoration – more could and should have been done

Circular Letter 03/2018 sets out the commencement of the restoration of Posts of Responsibility in second level schools. This Circular will see the restoration of almost 1,300 posts. It also provides for the continuation of special duties posts (now known as Assistant Principal II posts) and sets out a threshold for the replacement of Assistant Principal II posts as well as a new threshold for Assistant Principal I posts. While the slight improvement is welcome, the thresholds provided in the circular are too low and will result in 290 schools not receiving any additional posts.

Key elements in the circular:

- The re-designation of the current post of Assistant Principal as Assistant Principal I and the current post of Special Duties Teacher as Assistant Principal II
- The marks awarded for seniority will reduce from 20 marks to 12 marks for the next two academic years.

Afterwards, the awarding of marks for seniority will be removed

- A review of posts must take place at least every 2 years and must involve a consultation process with the school teaching staff
- Schools will have to publish the list of post holders in the school and their corresponding roles/responsibilities as well as a second list outlining roles/responsibilities that the school has identified as relevant but does not currently have the capacity to assign
- The post of Programme Co-Ordinator does not form part of the schedule of school posts of responsibility and lapses when none of the relevant programmes are being provided by the school. It is, where applicable, in addition to the schedule

Schools will still be unable to provide the same support network that they did before the introduction of the moratorium on

posts of responsibility. In fact, those schools which have not yet fallen to the low threshold level will continue to lose posts under the new provisions. The overall percentage of teachers in promoted positions will increase only marginally upon implementation of this circular.

More could and should have been done, and in this regard the Minister and his Department have wasted an opportunity. In Budget 2017, the Minister announced the creation of an additional 170 deputy principal positions, despite the deputy principal positions not having been subject to the moratorium on appointment to posts of responsibility. This money (€85,000 per position) could have instead been used to restore a significant number of Assistant Principal I positions or Assistant Principal II positions or a combination of both. Each deputy principal position would have funded 10 Assistant Principal I posts or 22/23 Assistant Principal II posts.

HOST LANGUAGE ASSISTANT TEACHERS AT YOUR SCHOOL

Option 1 Volunteer LAT



Details

- International Uni. student.
- 1-4h/week.
- Mandatory benefits given:
 - Free language classes (via language exchange tandem).
 - Certificate of teaching experience issued by EIS.



Option 2 Paid LAT



Details

- Native speakers.
- 15-20h/week.
- Mandatory benefits given:
 - Wage given by school.
 - Certificate of teaching experience issued by EIS.

How does it work?

- Register for free at: www.erasmusinschool.com
- Post a vacancy with conditions from option 1 or 2.
- Contact candidates, sign the agreement and start working together.

Optional: additional benefits that might be provided to conversation assistants



Accommodation



Transport ticket



Meals



Pocket money



Free language classes



Co-funded by the
Erasmus Programme
of the European Union



Voluntary redeployment scheme for seven counties from September 2018

The pilot voluntary redeployment scheme for second level schools will operate in counties Galway, Roscommon, Donegal, Cavan, Monaghan, Louth and Meath for September 2018.

The scheme allows permanent/CID teachers who are employed in schools in counties **Galway, Roscommon, Donegal, Cavan, Monaghan, Louth and Meath** to express an interest in being redeployed to another post primary school anywhere in the country.

This means that 20 out of 26 counties have been offered voluntary redeployment under the scheme.

Members who are interested are advised to apply immediately. Application forms are available locally from school management.

Teacher fee refund scheme

If you successfully undertook a course/ part of a course of study between **1st September 2016 – 31st August 2017** you may be eligible for a partial refund of course or examination fees through the Teacher Fee Refund Scheme.

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

The closing date for applications is Friday 23rd March, 2018.

Applications forms and further information are available on https://www.mie.ie/en/Study_with_Us/Refund_of_Fees_Scheme/

Conclusion reached regarding assimilation of former Tipperary Institute Staff following merger with LIT

Conclusion has been reached in relation to a commitment that existed in the Chairman's Note to the Lansdowne Road Agreement regarding the assimilation of former Tipperary Institute Staff following the merger of Limerick Institute of Technology and Tipperary Institute.

All relevant TUI Members (Formerly Programme Manager and Programme Specialists) who are currently employed by Limerick Institute of Technology and who transferred from Tipperary Institute have been assimilated to the national Lecturer pay scales with effect from the 1st July 2016. The assimilation was governed by the principle that the members moved from their salary on the 1st July 2016 to the next point not below on the national Lecturer pay scales. If the current salary of any relevant staff member was higher than the maximum point of the corresponding salary scale in Limerick Institute of Technology then that staff member's salary remained as it currently is on a red circled basis.

There was no change to the existing contracts and those TUI members assimilated continue to carry out their contractual obligations as are required at present.

TUI member outlines potential of trades councils

Geri Slevin, TUI representative on the Galway Trades Council for 2017-2018, outlines the valuable work that the body is carrying out.

'The Galway Trades Council is the umbrella group for active trade unions in the city and county.

A key focus for 2017 was a joint initiative with ICTU in the advancement of the Galway I Project which will in effect be one building which houses all associated active unions in Galway and would serve as a one stop shop for information, training, meetings etc.

The Trades Council's most significant achievement in 2017 was the implementation of social clauses by Galway City Council. Henceforth, for every €1m project, one local job will be created. It will be implemented for the first time with the construction of 74 social houses. Also, with Galway having won the bid for European Capital of Culture, the funding pot of €45m will create 45 local jobs.

The implementation of these clauses were brought to Council via SPCs (Special Strategic Planning Committees). I was elected to the Culture Economic Development and Planning committee due to my background in this specific area (local arts) and was then elected onto the steering committee. This is the heart of local government and an opportunity to have an impact on decisions/policies made across the economic and cultural spectrum. It is particularly important with Galway hosting the European Capital of Culture in 2020.

Another recent achievement of the Trades Council was ensuring the correct gender balance mix on the National Drugs Task Force conference panel held in Galway in November, which originally was comprised of six male and one female speakers.

Contributing and feeling I play a part in putting something into my community is hugely rewarding and has illustrated the positive change a trades council can make in its locality.'



The key role of the Adult Education Guidance and Information Service

The Adult Education Guidance and Information Service (AEGIS) is professional, impartial, person-centred and confidential. Located within the 16 Education and Training Boards (ETBs), we operate at the heart of the communities in which we serve, reaching out to those who are unemployed, underemployed and disenfranchised across the country. Funded through SOLAS, the AEGIS supports in excess of 50,000 service beneficiaries on an annual basis. The AEGIS works collaboratively with all relevant national and local agencies to ensure the best outcomes for beneficiaries of ETB FET services. The role of the Guidance Counsellor is to facilitate access, transfer and progression into apprenticeship, self-employment, third level and sustainable employment.

Guidance Counsellors are professionally qualified in line with the recently published “Core Competencies and Professional Practice” document of the Institute of Guidance Counsellors (IGC) and as set out in the DES Course Recognition Framework (2016). The AEGIS is informed by national and EU guidelines, with EU policy identifying lifelong guidance as core to a successful, dynamic, knowledge-based economy, viewing it as an effective conduit between Education and sustainable employment, while promoting social inclusion (Lisbon Agenda 2000).

The DES / SOLAS FET strategy 2014-19 states that, “the adult guidance service enables individuals, and therefore communities, to achieve their developmental, personal, social, career and employment aspirations.” Guidance facilitates the acquisition of career management skills and benefits employees throughout their working lives. We operate a formal referral

protocol with the local Department of Social Protection Intreo offices and a key component of our work is helping those who are long term unemployed, in low skilled jobs or in mid-career transition to develop self-reliance and career management skills. As highlighted by Cambridge Professor Tony Watts, the career counselling process is not only focused on finding people jobs but supporting people to become resilient and to construct their own career journey.

The AEGIS model of guidance has been acknowledged by the DES /FET strategy as the model of best practice to be rolled out across the FET sector. Embedded within our communities, we facilitate adults to make meaningful and informed education, training, employment and life choices. We offer one-to-one career/educational guidance as well as information on all local and national courses, CV preparation and interview skills, application procedures for colleges, and advice on education grant and rights and entitlements.

The quality of the service provided by AEGIS is continually evaluated by the National Centre for Guidance in Education (NCGE) and the DES through the quantitative and qualitative data gathered biannually from the Adult Guidance Management System (AGMS). Statistical information collected over the 17 years of service is a valuable resource for qualitative and quantitative research.

Supervision for guidance counsellors, as per the IGC code of ethics, together with regular CPD provided by the NCGE and IGC, safeguard the professionalism of the service provided. All AEGIS guidance counsellors attend paid supervision

with a professionally qualified supervisor on a monthly basis.

The AEGIS provides a service to the whole community. We refer to and receive referrals from HSE Mental Health Services and therapeutic counsellors to support clients with mental health difficulties in accessing educational opportunities. We work closely with all statutory and local agencies including Intreo Services/DSP, local partnership companies, the National Learning Network, Citizens Information Centres, Volunteer Centres, the Money Advice and Budgeting Service and Enterprise Boards, and also have well established relationships with our colleagues in 2nd level Guidance, Youthreach, PLCs, Access Officers in third level and Guidance Counsellors in the Probation Service. Overall the service is pivotal to ensuring a joined-up approach for the implementation of the FET Guidance Strategy

The Adult Education Guidance Association of Ireland (AEGAI) is the representative association of the adult education guidance and information service (AEGIS). We aim to inform our members of new developments in the FET sector and work collaboratively with our stakeholders to create a shared vision of guidance services within the DES/ SOLAS FET strategy. You can find us on www.aegai.ie or follow us on twitter at @AEGAIreland. Please find an example of our work shared in the learner story.

Co-written by Shane Rooney (Chair) and Catherine Greene (Vice-chair) of the AEGAI.

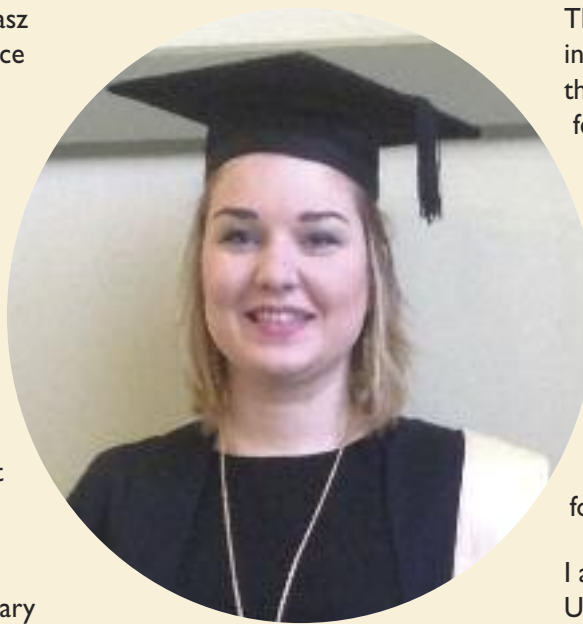
Case study – Judit Juhasz and the Cork Adult Education Guidance Service

The positive experience of Judit Juhasz with the Cork Adult Guidance Service displays how beneficial it can be to receive professional guidance counselling at any stage of life.

“In 2009, I arrived in Ireland and worked as a cleaner in hotels for many years. I had almost no English at first and I was lone parenting. While out of work in October 2015, DEASP referred me to a Cork Adult Guidance Service Counsellor. That meeting set off a chain of events, which has changed my life for the better.

I had left school at 15 years in Hungary to start work. In order to improve the quality of life in Cork for my son, I knew that I needed better educational qualifications, but I had no idea how to go about achieving that.

The Guidance Counsellor recommended that I join the Adult Leaving Cert class in The Bessborough Centre in Mahon, Cork. She gave me the confidence to believe the course



would be a good match for me and she helped me to access Back to Education Allowance during the course. I got a terrific result the following year, thanks to the wonderful tutors in Mahon.

Encouraged and helped by my G.C. I applied for a Pre-Nursing course in the College of Commerce, Cork. It was then that I began to believe I could achieve my dream of becoming a nurse.

The G.C. prepared me for the college interview. She explained about accessing the VTOS funding which covered my fees and weekly payment and assisted with childcare costs. I was accepted on the course and I achieved 8 distinctions at QQI Level 5.

In December 2016, I applied as a Mature Student through CAO to UCC for a Level 8 Nursing Degree and was thrilled to be accepted. I learned from the GC how to access the SUSI funding for fees and BTEA for weekly payment supports.

I am in the first year of my course in UCC and I love it. I have recently had a wonderful placement in the Mercy University Hospital, where I learned so much and I am very excited about my future in nursing. The work/study is challenging but I look forward to a career that previously, I could have never have dreamt about, without the help and support of the Adult Guidance Service in Cork ETB.”

Judit Juhasz

TUI member publishes new poetry collection

Dermot McGarthy, TUI member and lecturer in The School of Multidisciplinary Technologies, DIT Bolton Street, has published a new collection of writing in hardback, entitled **Balance of Payments**.

‘People instinctively search for some meaning to their existence,’ Dermot says. ‘This quest is pursued invariably through science and reason, music, comedy, theatre and film, faith, and for some of us - poetry. The role of any person who writes poetry, in my opinion, is to invigorate the senses, inspire, make one laugh and cry, and cause the reader to reflect, sometimes deeply.



I humbly believe that this collection of poems will fulfil that role.’

Price: €20

Availability:

Bookshops: The Winding Stair, Ha’penny Bridge, Dublin 1 and Books Upstairs, D’Olier St, Dublin 2

Online: www.lettertecbooks.com

Or in person, from Dermot himself.

Brendan McDermott - An Appreciation

Brendan arrived in Longford as the new Metalwork teacher in 1971 to be greeted by the CEO, Conor Morris, with the memorable phrase, "I hear, Mr. McDermott, you are something of a non-conformist". His research had unearthed the fact that, as a student, Brendan had been instrumental in organising a strike in the Metalwork Training College in Ringsend. If the CEO's comment was meant to be read as a warning that such behaviour would not be tolerated in his scheme in Longford, then, given Brendan's later actions, it did not have the desired effect.

In his early years in the school, Brendan taught motor apprentices, so had a well-equipped garage and began, after school, to instruct a small group of colleagues in car maintenance, the complexities of setting points, plugs, timing, carburation and oil changes – there were few electronics in those days. In addition, everybody benefitted from the free servicing.

Mac, as he was affectionately known, brought a tradition of trade unionism to the school from his time as an apprentice with the ESB and Bord na Móna. He started encouraging fellow teachers to attend branch meetings. They did, initially for the few drinks afterwards, but gradually they also got involved and interested in branch business.

In the mid-seventies, working conditions in Longford were, to put it mildly, dire. Interview boards, dominated by politicians, were widely regarded as far too susceptible to politics, lobbying, threats or promises. In addition, the pervading regime in the county had scant regard for the rights, conditions or ambitions of most of the staff. With the branch failing to make any headway in addressing these issues, there existed a sizeable body of angry and disgruntled teachers. This group gave total support when Brendan and three of his colleagues decided to take on the VEC and CEO. This they did by getting elected as branch officers at the following AGM. Immediately they set to work and within six months, with the total support of the



TUI Executive Committee, they won several significant victories. The inevitable counter-attack from management came two years later with a number of principals putting a whip on a majority of their staffs to change the officer board and to support the new regime at all branch meetings. This resulted over the next few years in meetings which had attendances of over 75% of members, but were decidedly acrimonious. The branch became dysfunctional and was disbanded by the Executive in 1981.

The next advance in the campaign was the election of Brian Hyland to the VEC, replacing the Bishop elect. Within a month, he was joined by Brendan as TUI Rep. They formed and led a tightly knit alliance which included all the Fine Gael members, half the Sinn Féin cohort and the Parents' Rep. Over the following five years this group, though never possessing a majority, ensured that TUI business and any other issue of relevance was conducted, debated and often sorted at Committee level. With two local papers in Longford, VEC meetings were reported in great detail; being contentious, highly entertaining and of great interest to the general public.

Brendan was among the first to publicly question the culture of cronyism that characterised some VECs, not least in relation to appointments. For this he suffered - the deserved promotions didn't arrive until much later in life.

Towards the end of the term of this VEC a motion was tabled to suspend the CEO. No prizes for guessing its originators. One of management's supporters had to be driven from his hospital bed in Dublin and returned there afterwards. Following a tense, lengthy debate the vote was taken – a draw. It took the casting vote of the Chairman to defeat the motion.

An apt comment to this result was that of the Duke of Wellington following Waterloo, "it was the nearest run thing you ever saw in your life".

At the local elections in 1985, Brendan decided to run for a seat on the Urban Council, his main ambition being to return to the VEC. He was successful on both counts. Councillor McDermott held these positions until 1994, in later years being joined on the VEC by Mary Farrell. At all times he was willing and capable of robustly advancing TUI issues at Committee level.

More recently, it was Brendan who came up with the idea of having a branch presentation/function for members on retirement. Twenty years later, this continues as a most enjoyable social occasion.

Over many years Brendan served the TUI and its members with courage and determination at branch level and on the VEC. Those of us who were colleagues of Brendan during those times, know the stresses he endured and how he was energised by the challenges faced. He also got great fun and personal satisfaction from his union activities.

The branch extends its sincere sympathy to his wife Mary, sons Cian, Cathal, Niall, Rory and Eoin and to his siblings Dessie, Michael, Brian (formerly Bray VEC) and Eileen.

Brian Hyland

RMA News

The Public Service Pay and Pension Act 2017

The information provided in the last TUI News regarding pension restoration has been superseded by the Public Service Pay and Pensions Act 2017 which was debated and passed through the Oireachtas before Christmas. The RMA sought, with the help of TUI and the Alliance of Retired Public Servants, to have amendments made to the Bill before it was enacted but were unsuccessful. The Act is on the RMA website, www.rmatui.ie

The proposals of the Bill were discussed by the Alliance of Retired Public Servants and by the RMA Management committee at their meetings in November. These were viewed as disappointing in two respects:

1. The timescale outlined for restoration is too long. (The Alliance and RMA had sought full restoration by 2019.)
2. There is no definite latest date for full pension restoration for those on pensions above €54,000. 2% of public service pensioners have pensions above €54,000.

As a result of the Act:

- Everyone who retired before March 2012 with a pension of €39000 or below will, from January 1st, 2019 will be exempt from PSPR.
- Everyone who retired before March 2012 with a pension of €54000 or below will, from January 1st, 2020 will be exempt from PSPR.
- The lowest paid pensioners will receive increases backdated to September 2017

The vast majority of RMA members will be exempt from PSPR by 2020 as their pensions are below €54,000.

The RMA would like to commend the members who lobbied political parties over the past few years - thank you.

Autumn break a success despite Ophelia, Spring break in Cork in March

In the last issue, I referred to our Autumn Break in The Boyne Valley Hotel Drogheda Co Louth. The break proved very successful even if we had to make some late changes to the schedule due to Storm Ophelia, which resulted in The Battle of the Boyne site not being open on health and safety grounds. We visited Ardgillan Castle, Balbriggan, Co Dublin instead. The hotel could not have been better, with wonderful food, comfortable accommodation and helpful staff. We had fantastic guided tours.

So you'll come on the next one? Well the Spring break will be in the Celtic Ross Hotel, Rosscarbery, Co Cork. It is accessible by train and bus from Cork City and the break is scheduled for 20th /21st/22nd March 2018. The booking form can be downloaded from www.rmatui.ie and returned directly to the hotel. You can also book by phone. Our tours may include – on Wednesday, 21st – a guided walking tour of Rosscarbery in the morning and a Michael Collins historical bus trip in the afternoon. We plan a bus tour to Mizen Head and other attractions (with a stop for lunch) on Thursday, 22nd.

RMA continues to grow

The number of branches is increasing, with two formed in Wicklow and Cavan during the past year. Many branches held a social event or lunch for Christmas. I attended one in Cavan as well as my own branch in Meath and both were a great success. Members, and in particular branch secretaries, should note that March 17th is the deadline for the submission of amendments to the RMA constitution and April 23rd for motions to AGM which will take place on May 23rd in the Tullamore Court Hotel, Tullamore, Co Offaly. If you have any amendments or motions please submit them to me at rmasec@tuimail.ie before those dates (constitution amendments March 17th and Motions April 23rd)

I look forward to seeing more of you participating in our Spring and Autumn breaks and attending our AGM.

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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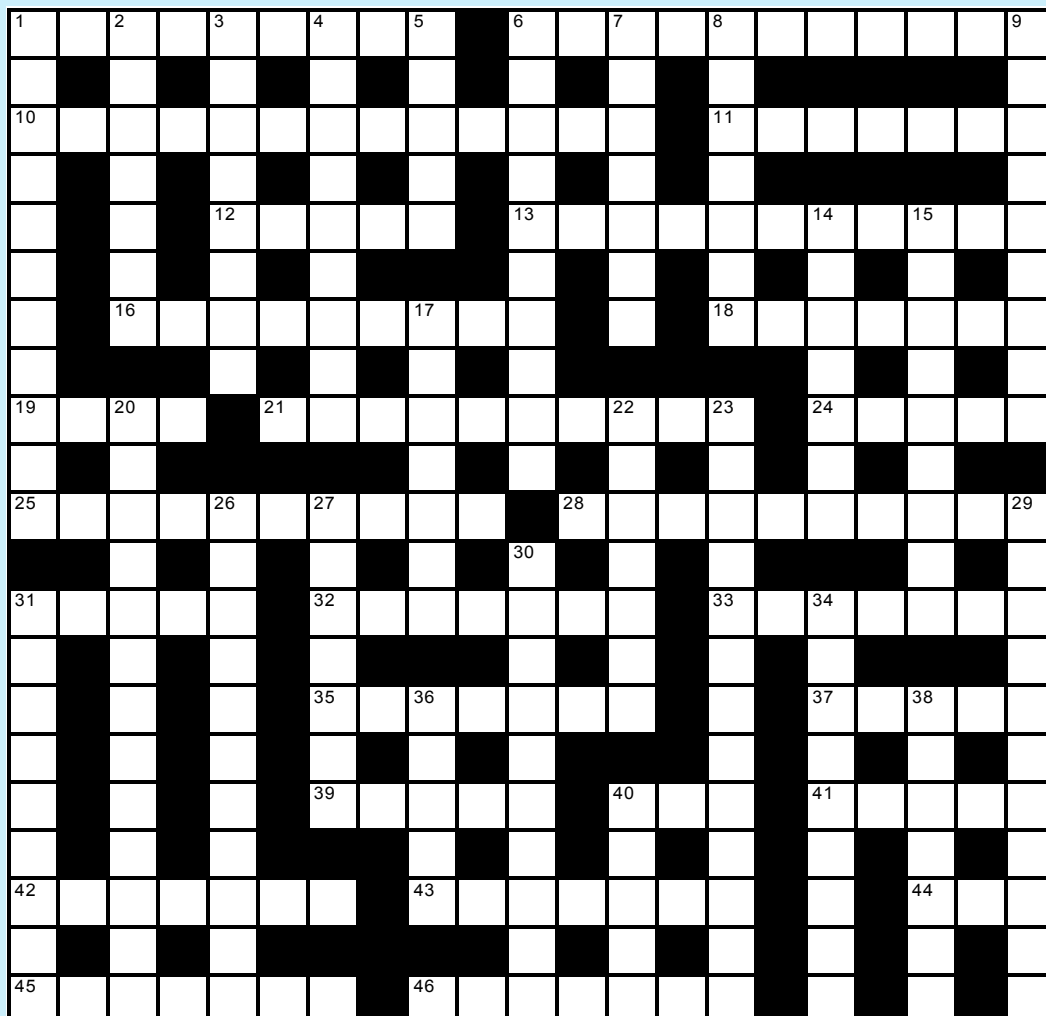
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI Crossword
February '18, TUI, 73 Orwell Rd,
Rathgar, Dublin 6

Closing date for entries:
16th March 2018



ACROSS

- 1 An idea, custom, or institution held to be above criticism (6,3)
- 6 Physicists who study planets, moons and stars (11)
- 10 Postpone doing what one should be doing (13)
- 11 The eldest son of the King of France and direct heir to the throne (7)
- 12 ----- Mary- Song written and Performed by Creedence Clearwater Revival and famously covered by Ike and Tina Turner (5)
- 13 Usually in detective fiction - where a case is so obvious as to be easily solved or decided (4-3-4)
- 16 Joyously unrestrained (9)
- 18 Dublin author's epistolary novel about a sinister eastern European aristocrat (7)
- 19 Wild goat of mountain areas of Eurasia and northern Africa having large recurved horns (4)
- 21 The largest coastal village and townland in Co. Sligo (10)
- 24 Any member of various peoples having an average height of less than five feet (5)
- 25 A tree, the leaves of which the koala bear eats (10)
- 28 A person, plant, or animal that is descended from a particular ancestor. (10)
- 31 Retire from military service (5)
- 32 Beauty Queen of -----, a 1996 play by writer and director Martin McDonagh (7)
- 33 Inability to use or understand language (7)

DOWN

- 35 Metaphor for signalling a problem (3,4)
- 37 Jack -----, sports star and fourth Taoiseach (5)
- 39 North American evergreen plant, usually with tall stout stems and a terminal cluster of white flowers (5)
- 40 The state of matter distinguished from the solid and liquid states by: relatively low density and viscosity (3)
- 41 A leafy shelter or recess (5)
- 42 A heavy toxic silvery-white radioactive metallic element; (7)
- 43 A resin secreted by the female lac insect (7)
- 44 A software program that runs on a mobile device (3)
- 45 The flat bone that articulates with the clavicles and the first seven pairs of ribs (7)
- 46 A stronghold into which people could go for shelter during a battle (7)

- 8 A card game using a pack of cards from which one queen has been removed (3,4)
- 9 A consecrated place where sacred objects are kept (9)
- 14 Deliberately impassive in manner (7)
- 15 A sandglass that runs for sixty minutes (9)
- 17 English synthpop duo, consisting of singer and songwriter Andy Bell and songwriter and keyboardist Vince Clarke (7)
- 20 Exclude from a church or a religious community (13)
- 22 A large mass of ice floating at sea; usually broken from a polar glacier (7)
- 23 Idle or indolent especially in a dreamy way (13)
- 26 A person who believes in political freedom and autonomy, freedom of choice, voluntary association, individual judgment, and self-ownership (11)
- 27 A docile horse used for ordinary riding (7)
- 29 Archaic term for the perceived favourite student of a professional educator (8,3)
- 30 A legislative assembly in certain countries (10)
- 31 Terrible lizards (9)
- 34 Foolish; totally unsound (4-5)
- 36 Small wild or domesticated web-footed broad-billed swimming birds usually having a depressed body and short legs (5)
- 38 Pertaining to French cinema in the 1960s or to rock music in late 1970s (3,4)
- 40 Extremely cold (5)