



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

# news

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**GENERAL ELECTION 2020**

**VOTE**

**1**

**FOR  
EDUCATION**

**TUI STRIKES FOR EQUAL PAY**

# A Word from the President – Seamus Lahart

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## Pay discrimination campaign intensifies

As you will be well aware, the Union's campaign to end the scandal of pay discrimination has intensified, with 19,000 members taking strike action on Tuesday, 4th February. This follows an unequivocal mandate for industrial action from members in a national ballot that took place last September and October. The Union subsequently announced, in November, that it would take strike action in February if the issue was not resolved, with this decision announced on 17th January. The Executive Committee saw the strike's proximity to the general election as being extremely useful in terms of putting the issue on the public agenda at a time when politicians from all parties are on the election campaign trail.



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A commitment to ending this nine-year-old injustice must form part of any programme for Government, and with the strong mandate given by members still in hand, TUI's campaign will continue until the issue is fully resolved.

## General election and education

We urge members to consider their conditions of employment and their daily experiences in the schools, centres and colleges that they work in when canvassers visit their doorstep. Irrespective of political background, ask candidates to commit to the policies that benefit all of society – particularly the most vulnerable – by protecting and enhancing the public education system.

## TU issues – management dragging heels in some cases

Negotiations to move towards Technological University status are proving to be challenging in some instances. At times one doubts the commitment of management of individual Institutes of Technology to engage fully in the necessary negotiation. We will continue to raise our valid concerns at the national forum meetings and demand progress in this critical issue.

## SLAR meetings

TUI has clarified issues around the carrying out of SLAR meetings at the Junior Cycle Implementation Body. We continue to use the 'high trust' model set out in the agreement of 2016. Some models currently being mooted would not reduce workload and could have seriously adverse and dangerous consequences for teacher allocation in schools, which would impact severely on the most recent entrants to the profession who are already suffering as a result of pay discrimination.

## Teaching Council elections

The Teaching Council elections will take place in the near future. TUI members should vote for the candidates who have been endorsed by the TUI so that we can protect and enhance the profession in as strategic a manner as possible. Of course, information in this regard will issue to members in due course.

## BT Young Scientist Exhibition

It was great to meet with members from all over the country at the BT Young Scientist Exhibition in January. Particular congratulations to Coláiste Choilm, Cork, which was awarded top prize at this year's competition. Projects across the exhibition floor were inspiring in

their ingenuity and innovation, and the event is a testament to the additional work that teachers undertake for their students, much of it in their spare time. Congratulations and well done to all.

## Attend Branch meetings, help shape TUI's policies

Attendance at your local Branch meeting ensures your voice is heard while also strengthening the Union. While social media of course has its place and importance, retweets or Facebook likes do little to defend or improve our terms and conditions of employment. Online venting of grievances should not be mistaken for effective activism. Play a real, active role and help to shape TUI's policies across the issues that you see as most important in your daily work – make sure to attend your Branch's meetings.



# Removal of substitution limits that apply to those on Career Break

*Following representations from TUI, the Department of Education and Skills has issued an information note (TTC 001/2019) confirming the removal of the substitution limits that apply to teachers on Career Break for the remainder of the 2019/20 school year.*

*A teacher who is on a Career Break may now be employed, in a substitute capacity only, without the restrictions imposed in the Career Break Scheme as contained in Chapter 7 (Paragraph 8.1) of Circular 54/2019.*

*The full text of the information note is set out below.*

## Changes to the Career Break Scheme for Registered Teachers employed in Recognised Primary and Post Primary Schools - 2019/20 School Year

### 1. Introduction

1.1 In response to issues raised in relation to teacher supply, certain restrictions imposed in the Career Break Scheme were suspended on 16th November, 2018 for the remainder of the 2018/19 school year. You are advised that these restrictions are suspended with effect from the date of this Information Note for the remainder of the 2019/20 school year. This suspension will apply to the 2019/20 school year only.

### 2. Purpose of the Career Break Scheme

2.1 A Career Break is a period of special leave without pay. The main objective of the Career Break Scheme is to facilitate applicants where possible, in relation to areas such as:

- Personal Development

- Voluntary Service Overseas
- Accompany spouse/partner on Diplomatic/Military Posting
- Educational purposes
- Public Representation
- Family reasons
- Self-employment

### 3. Employment of teachers in a substitute capacity whilst on Career Break

- 3.1 A teacher who is on a Career Break may now be employed, in a substitute capacity only, without the restrictions imposed in the Career Break Scheme as contained in Chapter 7 (Paragraph 8.1) of Circular 54/2019.
- 3.2 Employers are reminded that in considering applications for Career Breaks, the welfare and educational needs of the pupils shall take precedence over all other considerations and accordingly, must take account of the availability of appropriate qualified replacement teachers.

### 4. Pay Arrangements

- 4.1 A teacher who is on Career Break and is employed in a substitute capacity at post-primary shall be regarded as

working on a casual basis until he/she has worked for a period in excess of 150 hours in a recognised school/Further Education centre during the 2019/20 school year. Substitute hours worked in excess of 150 hours will be paid at the teachers' personal rate.

- 4.2 A teacher who is on Career Break and is employed in a substitute capacity in a primary school shall be regarded as working on a casual basis until he/she has worked for a period in excess of 40 days in a recognised school during the 2019/20 school year. Substitute days worked in excess of 40 days will be paid at the teachers' personal rate. 2

### 5. Circulation of Information Note

- 5.1 Please ensure that copies of this Information Note are provided to all members of the Board of Management/Education and Training Boards and its contents are brought to the attention of all teachers in your employment, including those on leave of absence.
- 5.2 This Information Note can be accessed on the Department's website at [www.education.ie](http://www.education.ie).

## Revenue defers plan to change flat rate expenses

In December 2019 Revenue announced its decision to defer the implementation of any planned changes to flat rate expenses until 1st January 2021, pending the outcome of a review relating to the tax deductibility of expenses in employment by the Tax Strategy Group (TSG). The announcement followed speculation that abolition of flat rate expenses was planned for 1st January 2020.

In its lobbying on the issue, TUI has always made clear that reduction or abolition of flat rate expenses could only be seen as a pay cut.

It beggars belief that such a move would be considered at a time when the Government still fails to ensure that large corporations pay anywhere near their fair share of taxes. Meanwhile, the take-home

pay of public servants has yet to recover fully from its savaging under FEMPI legislation.

Clearly, a cut to flat rate expenses would have a significant and disproportionate effect on those already struggling on discriminatory salary scales and low hours.

## Third level members vote overwhelmingly in favour of industrial action over online and digital learning

In a national ballot in December, third level members of the TUI voted overwhelmingly (92.69%) in favour of industrial action over the refusal of the Official Side to concede TUI's claim to secure a national agreement on the development and delivery of online and digital learning in Institutes of Technology and TU Dublin.

### Background

Online, e-learning and blended learning modules/courses have been and continue to be developed and implemented in an uncontrolled and haphazard manner across the Institute of Technology/Technological University sector. It is unacceptable that an entirely inconsistent approach to the extra workload involved is taken, both between different institutes and within individual institutes.

Management frequently targets vulnerable members such as new appointees or those

on precarious contracts to carry out this work. Clearly, the pedagogical design and delivery of online teaching requires relevant training and expertise. A claim lodged by TUI at the appropriate national industrial relations forum for the sector was rejected without negotiation. The position of management and the Department of Education and Skills is that the workload model submitted by TUI is a cost-increasing claim.

The TUI position is that online, e-learning and blended learning is a workload-increasing measure being rolled out by stealth and imposition in a way which deliberately bypasses consultation and negotiation with the union. Virtual/online learning environments require significantly more resources than the traditional model of teaching and learning that takes place in the physical space of a lecture hall or classroom.

Third level members of the TUI vote overwhelmingly (92.69%) in favour of industrial action over the refusal of the Official Side to concede TUI's claim to secure a national agreement on the development and delivery of online and digital learning in Institutes of Technology and TU Dublin.



### Industrial action

This industrial action mandate will be utilised to bring management and the Department of Education and Skills to the negotiating table in order to secure an appropriate national agreement for the Institute of Technology/Technological University sector.

## Teaching Council awards 24 bursaries to teachers engaging in research and innovation

*Research, innovation and collaboration celebrated at an event to mark Innovation Week 2019*

The Teaching Council has awarded 24 bursaries to teachers and others engaged in a range of education-related research projects as part of the first public service wide Innovation Week.

The bursaries, totalling more than €86,000, are being awarded under the third cycle of the John Coolahan Research Support Framework - a key element of the Council's CROÍ (Collaboration and Research for Ongoing Innovation) research series.

Through the Research Support Framework, and CROÍ more broadly, the Council highlights the fact that research, innovation, and collaboration are at the heart of teaching and learning. The Framework is designed to support teachers' ongoing professional growth through their engagement in and with research, and the sharing of learning from that process.

The research activities being supported by the Teaching Council under the Framework cover a range of topics from professional learning, to wellbeing, to student teachers' attitudes to teaching in a Gaelcholáiste. Many involve innovative partnerships across schools, and between schools and Higher Education Institutions.



BACK ROW (L-R) DAMIEN LONERGAN, POST-PRIMARY TEACHER IN COMERAGH COLLEGE, CARRICK ON SUIR, CO TIPPERARY, JOHN CORRY, POST-PRIMARY TEACHER IN THOMOND COMMUNITY COLLEGE, LIMERICK CITY, ADRIAN O'HANLON, TEACHER IN VOCATIONAL TRAINING OPPORTUNITIES SCHEME (VTOS) IN LIMERICK CITY, CATHAL Ó DONNABHÁIN, POST-PRIMARY TEACHER IN KINSALE COMMUNITY COLLEGE, CO. CORK.

FRONT ROW (L-R) ANGELA MARTIN, POST-PRIMARY TEACHER IN CASTLETROY COLLEGE, LIMERICK CITY, TOMAS Ó RUAIRC, DIRECTOR OF THE TEACHING COUNCIL MÁIRE LINEEN, CHAIRPERSON OF EDUCATION COMMITTEE IN THE TEACHING COUNCIL, SEAN MCMAHON, DEPUTY CHAIRPERSON OF THE TEACHING COUNCIL, MARY O'SULLIVAN, POST-PRIMARY TEACHER, THOMOND COMMUNITY COLLEGE LIMERICK.

## PDA conference November 2020 – Mount Wolseley Hotel, Tullow, Co Carlow

The 2019 national conference of the Principal and Deputy Principals' Association (PDA) took place at the Strand Hotel, Limerick in November. The theme of the conference was 'Leadership for Creativity and Inclusion' and the event proved a great success.



Best wishes are extended to incoming President Adrian Power for his term of office.

The 2020 event will take place at the Mount Wolseley Hotel in Tullow, Co. Carlow from Wednesday 11th to Friday 13th November.

The PDA has undertaken a number of surveys over the past year that have made clear the extent of the teacher recruitment and retention crisis afflicting Irish second level schools and TUI has used the findings to strengthen the case for an abolition of the two-tier pay system.

See [www.pda.ie](http://www.pda.ie) for full details of the Association's work.

## Teacher Unions demand parent's leave top up

The TUI and its sister unions ASTI and INTO have called for the benefit payable weekly for additional parent leave from 1st November 2019 to be topped up to an employee's full pay.

This leave provision is intended to let working parents spend more time with their baby or adopted child during the first year.

The Department of Employment Affairs and Social Protection ran an extensive media campaign promoting the leave, pointing out the importance of spending time with your baby.

The Department of Education and Skills (DES) has indicated to teacher unions that, on the instruction of the Department of Public Expenditure and Reform (DEPR), it will not top up the €245 of benefit payable weekly to public servants, including teachers, to their full pay for these two weeks of parent's leave.

For other statutory paid leave, such as maternity, paternity and sick leave the DES does pay full salary and has always done so.

This calls into question whether the Government is really serious about supporting working families. Employers in the public service have always led the way in providing fully paid leave. By refusing to pay the full personal daily rate, government sends a strong signal to unscrupulous employers that they do not need to support their own employees beyond what the State provides.

It is not too late for a change of mind. TUI and its sister unions are calling on DPER to support parents working in the public service, including teachers, and pay them fully while they are on parent's leave.

## DkIT strike action lifted after Union secures strategic objectives



DKIT BRANCH OFFICERS KEVIN HOWARD, PEADAR GRANT, ANTOINETTE ROURKE AND EMER RICE

Following written commitments from management on a range of key issues, TUI lifted strike action planned for Dundalk Institute of Technology (DkIT) on 19th November.

The serving of strike notice followed a ballot of TUI members in the college in which an overwhelming 99.1% of members delivered an unequivocal mandate for industrial action over a range of serious concerns.

After the serving of strike notice, negotiations took place between the TUI and DkIT management and written commitments were made by DkIT management regarding the TUI's concerns, including a commitment to achieving Technological University status and an immediate engagement in the Technological University process. The Institute has commenced engagement with existing TUs and TU consortia, with a process of consortium/TU identification to conclude by April 2020.

DkIT Management also agreed to the withdrawal of a planned proposal to create a 'fifth school' which, if implemented, would have breached a range of national agreements.

In addition, a mechanism to facilitate meaningful consultation was also agreed. Written commitments were also made regarding TUI's concerns over the functioning of management bodies.

In the view of the Branch Committee and the TUI Executive Committee, these commitments were sufficient for the TUI to lift the strike action planned for Tuesday, 19th November. Members expect that the commitments made by management will be adhered to and successfully concluded.

This is a significant step in protecting the future of Higher Education provision in the region and securing the economic, cultural and social benefits that University status will generate for the North East.

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15216 TUI Health ad 12-19

# PISA study an endorsement of Irish teachers and students

TUI described the findings of the Programme for International Student Assessment (PISA) 2018 study as an endorsement of the work of Irish teachers and students at a time when the country lags far behind internationally in terms of investment in education. The PISA study takes place every three years and aims to measure how well 15 year-old students are performing in three areas – reading, mathematics and science.

Irish students' mean scores across the three areas which were examined – Mathematics, Science and Reading – were all rated as statistically significantly above the OECD average.

TUI has contended that it will become increasingly difficult for Ireland to maintain its international standing if the teacher recruitment and retention crisis affecting second level schools is not tackled. TUI President, Seamus Lahart, said that the ratings must be looked at within the context of the OECD's Education At A Glance (September 2019), which showed that of 35 countries, Ireland spends the lowest proportion of national wealth on second level education.

## Key findings of the PISA 2018 assessments include

- ▶ Ireland ranks 4th out of 36 OECD countries and 3rd out of 27 EU countries for reading literacy.
- ▶ Ireland ranks 8th out of 77 countries/regions for reading literacy.
- ▶ In reading, Ireland has significantly fewer low-performing students (11.8% below level 2) and significantly more high performers (12.1% at levels 5 & 6) than the OECD average.
- ▶ The difference in performance between schools in Ireland is lower than the OECD average.
- ▶ In Ireland, the difference between schools in student performance in reading literacy is less than half of what it is, on average, across OECD countries.
- ▶ Post-primary schools in Ireland can therefore be considered relatively equitable, as well as having above average performance in the three assessment domains.
- ▶ Ireland has a lower percentage of low-performing students in all three domains than on average across OECD countries.
- ▶ Girls perform better than boys in reading, with a difference of 23.2 score points.
- ▶ Girls perform slightly better than boys in science but the results are not considered statistically significant.
- ▶ Ireland's performance in science and mathematics has remained relatively stable – above the OECD average scores – between the 2015 and 2018 PISA cycles.
- ▶ In science, students ranked 17th out of 37 OECD countries, 11th out of 28 EU countries and 22nd out of 78 participating countries/regions.
- ▶ Ireland has a lower than average number of low performing students in science.
- ▶ In mathematics, Irish students ranked 16th out of 37 OECD countries and 21st out of 78 participating countries/regions.
- ▶ Ireland has a lower than average number of low performing students in maths.



2018 OECD PISA (Programme for International Student Assessment) results show Ireland's 15 year-olds are among the best in reading literacy and are performing significantly higher than the OECD average in mathematics and science.

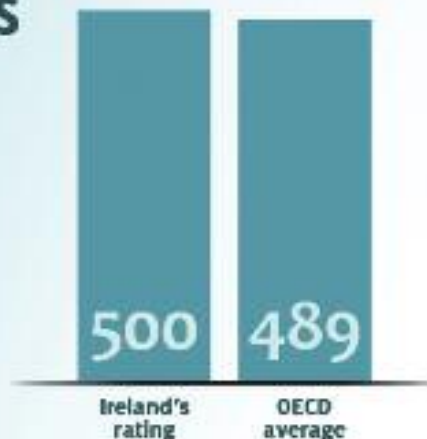
## READING LITERACY



Students in Ireland are ranked **4th** out of 36 OECD countries, and **3rd** out of 27 EU countries.

- Statistically significantly above the OECD average
- Not statistically significantly different from the OECD average
- Statistically significantly below the OECD average

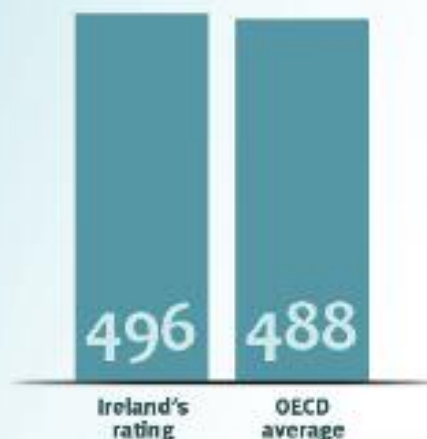
## MATHEMATICS



Students in Ireland are ranked **16th** out of 37 OECD countries, and **11th** out of 27 EU countries.

- Statistically significantly above the OECD average
- Not statistically significantly different from the OECD average
- Statistically significantly below the OECD average

## SCIENCE



Students in Ireland are ranked **17th** out of 37 OECD countries, and **11th** out of 27 EU countries.

- Statistically significantly above the OECD average
- Not statistically significantly different from the OECD average
- Statistically significantly below the OECD average



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# Leave Entitlement

Leave Type	Purpose	Paid	Maximum Period
<b>Force Majeure</b>	Urgent tending to an ill person for whom you have caring responsibilities, including accompanying to the hospital in emergency situations	Yes	A maximum of three days in each period of 12 months or five days in 36 months.
<b>Family Bereavement</b>	Leave related to bereavement	Yes	5 days in the case of a spouse, child or parent; 3 days in the case of a brother, sister, grand-parent, aunt, uncle or parent-in-law.
<b>Maternity Leave</b>	Birth and Early Care	Yes	26 consecutive weeks (& option of additional unpaid leave)
<b>Adoptive Leave</b>	To allow adopting member a period with placement of adopted child	Yes	24 consecutive weeks (& option of additional unpaid leave)
<b>Paternity Leave</b>	Caring responsibilities soon after the birth or placement of a child	Yes	2 weeks within 6 months of birth
<b>NEW: Parent's Leave</b>	To enable parent to provide or assist in provision of care to child in first 12 months.	Yes, but this is limited to €245 per week (see p.6)	2 weeks
<b>Parental Leave</b>	Care of Children under 13 and children with Special Educational Needs under 16	No	Since 1 September 2019, you can take 22 weeks of parental leave for each eligible child. You must take parental leave before your child's 12th birthday.  (Before 1 September 2019, parental leave was 18 weeks for each eligible child and parents could only take parental leave before a child's 8th birthday.)
<b>Marriage Leave</b>	Member's own wedding and days either side (if workplace is open)	Yes	7 consecutive calendar days (including the date of the marriage)
<b>Carer's Leave</b>	Care for person medically certified as in need of care	No	104 weeks (in respect of 1 relevant person)
<b>Career break</b>	Break from normal duties for the purpose of caring, study, travel etc.	No	10 school years, maximum of 5 years consecutively  Applied for annually by 1st February
<b>Job-Sharing</b>	Work flexibility for family or other reasons	Yes	Unspecified  Applied for annually by 1st February
<b>Scheme for Leave of Absence following Assault</b>	Only absences medically certified as a physical injury qualify for leave under this Scheme.	Yes	The maximum leave available is 3 months (92 days) at full pay in a rolling 4 year period. In exceptional cases the leave may be extended for a further period not exceeding 3 months (91 days) at full pay, subject to an overall limit of 6 months (183 days) at full pay in a rolling 4 year period.

Terms & Conditions of Employment for Registered Teachers in Recognised Primary and Post Primary Schools is now available in Circular Letter 54/2019: [https://www.education.ie/en/Circulars-and-Forms/Active-Circulars/cl0054\\_2019.pdf](https://www.education.ie/en/Circulars-and-Forms/Active-Circulars/cl0054_2019.pdf)  
 All Circular Letters are available from [tui.ie](http://tui.ie) or [education.ie](http://education.ie)  
 All legislation is available at [www.acts.ie](http://www.acts.ie)  
 An overview of sick leave provisions will be published in a future TUI News

# ments Checklist

Sub-Cover	Details – Teachers	Details – Other ETB Grades	Details – Lecturers
Yes, apart from first day. S&S is used to cover first day.	Circular Letter 17/99	The TUI is currently negotiating this circular with the DES. In the interim the provisions of the Parental Leave Acts 1998 and 2006 apply	The Parental Leave Acts 1998 -2019
Yes	Circular Letter 19/00	The TUI is currently negotiating this circular with the DES. In the interim, custom and practice is to apply the provisions of the teachers' circular	As per IoT policy
Yes	Circular Letter 54/2019 – Chapter 2 (pg. 45)	Circular Letter 80/2015	The Maternity Protection Acts 1994 and 2004, Circular Letter 22/2013
Yes	Circular Letter 54/2019 – Chapter 3 (pg. 62)	Circular Letter 65/2016	Adoptive Leave Acts 1995 and 2005, Circular Letter 22/2013
Yes	Circular Letter 54/2019 – Chapter 4 (pg. 73)	Circular Letter 66/2016	Circular Letter 69/2016
Yes	See Parent's Leave and Benefit Act, 2019 (Circular letter to follow)	See Parent's Leave and Benefit Act, 2019 (Circular letter to follow)	See Parent's Leave and Benefit Act, 2019 (Circular letter to follow)
Yes	Circular Letter 54/2019 – Chapter 5 (pg. 81)	Circular Letter 30/2017 as amended by the Parental Leave Acts 1998 -2019	Parental Leave Acts 1998 -2019 and the European Union (Parental Leave) Regulations 2013 (S.I. No. 81 of 2013)
No	As per DES/ETB policy	As per ETB policy	As per IoT policy
Yes	Circular Letter 54/2019 – Chapter 3 (pg. 93)	Circular Letter 0078/2015	The Carer's Leave Act 2001
Fixed Term Replacement Appointed (may receive a CID as per Ward and Cush reports)	Circular Letter 54/2019 – Chapter 7 (pg. 102)	Circular Letter 0079/2015	As per IoT policy
Fixed Term Replacement Appointed	Circular Letter 54/2019 – Chapter 8 (pg. 109)	The TUI is currently negotiating this circular with the DES. In the interim, custom and practice is to apply the ETB's policy	As per IoT policy
Fixed Term Replacement Appointed	Circular Letter 61/2017	The TUI is currently negotiating this circular with the DES.	Circular Letter 63/2019

# Updates from the Teaching Council

## Re-vetting of Registered Teachers – on a rolling three year cycle

On successful completion of the 2019 re-vetting project, which involved the re-vetting of the 37,000 registered teachers who held the old paper-based GCVU vetting result, all of the 105,000 teachers on the Register of Teachers now hold a National Vetting Bureau Vetting Disclosure.

It is expected that the Minister for Justice and Equality will announce, in the coming months, the requirement that all persons working with children or vulnerable adults will be required to undergo re-vetting every three years. In preparation for this, the Teaching Council has commenced the re-vetting of registered teachers on a rolling three year period. Re-vetting will be linked to the teacher's renewal of registration. Teachers who are issued a re-vetting letter, must complete the two stage vetting application process in order to be able to renew their registration.

### Droichead - Post-primary

The Droichead process has continued to grow again this year with more teachers applying every week. As of 23 December 2019, there were 1,187 teachers undertaking Droichead across 483 post-primary schools. In total there were 2,797 teachers availing of the process in 1,327 schools this year. This represents a significant growth on the same period last year.

### Conditional Registration & Extension Requests

The Teaching Council is currently reviewing the procedures for extension requests. This occurs when a teacher who has not met the condition attached to their registration within the given timeframe (generally 3 years) may request additional time to fulfil the condition and remain on the Register. From January 2020, the Council will accept extension requests and supporting documentation via email. This will help streamline the process and facilitate quicker turnaround of extension decisions for teachers. In addition where a teacher submits an incomplete extension request, this will be returned to them for correction and re-submission.

### Free Research Resources for Teachers on the Teaching Council website

The Teaching Council has developed a bank of resources to assist teachers in accessing research which is relevant to their classroom practice. The following resources and more, are available on the Research pages of the Teaching Council's website:



### An online library of research articles and journals and a collection of eBooks.

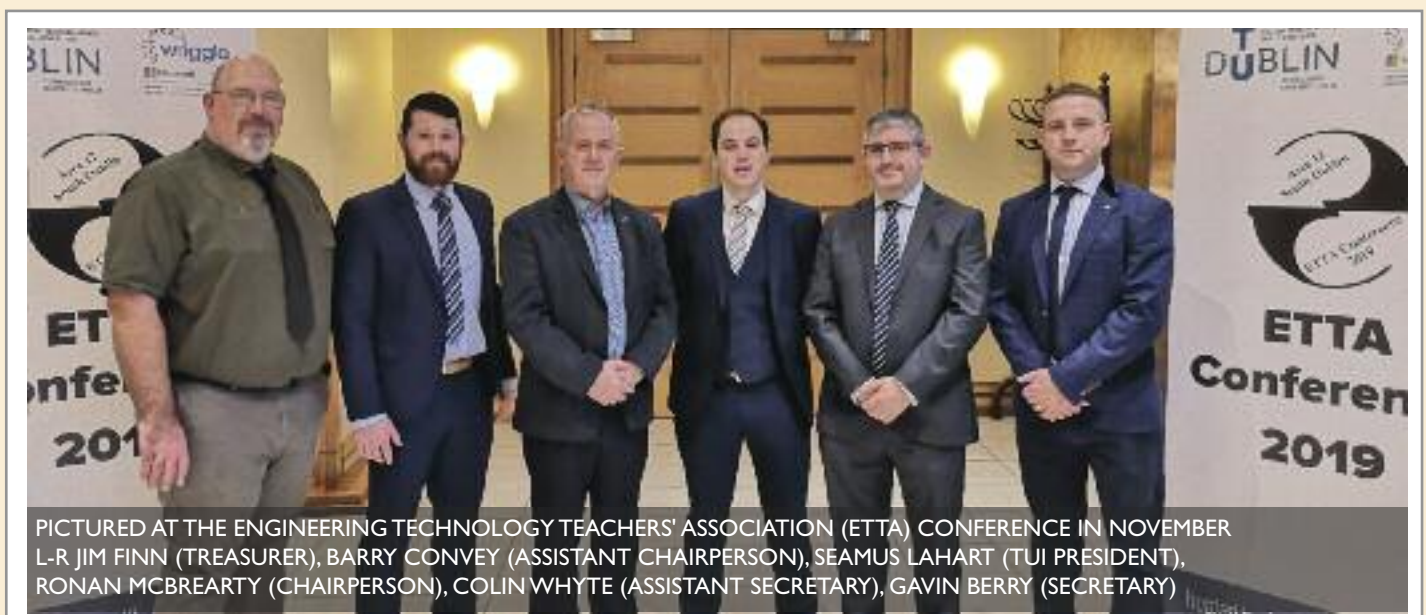
The Teaching Council provides free access to this library for registered teachers. Videos showing how to access the library and how to search the library for relevant content are now available on the research pages of the Teaching Council's website.

### Research webinars

The Teaching Council produces research webinars on topics which are relevant to the teaching profession. Webinars often involve panel discussions or include guest speakers. These webinars can be watched live at the time of broadcast and recordings of all previous webinars are available to watch at any time on the Research pages of the Teaching Council's website.

### Research ezines

Issued regularly to all registered teachers, the Teaching Council's research ezines include summaries of research articles which are relevant to the teaching profession. The articles are chosen and summaries written by registered teachers. All previous ezines are available as a bank of resources on the Teaching Council's website.



PICTURED AT THE ENGINEERING TECHNOLOGY TEACHERS' ASSOCIATION (ETTA) CONFERENCE IN NOVEMBER  
L-R JIM FINN (TREASURER), BARRY CONVEY (ASSISTANT CHAIRPERSON), SEAMUS LAHART (TUI PRESIDENT),  
RONAN MCBREARTY (CHAIRPERSON), COLIN WHYTE (ASSISTANT SECRETARY), GAVIN BERRY (SECRETARY)

Oidhreacht Chorca Dhuibhne

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## Young Scientist Exhibition; the perfect showcase for imagination, innovation and dedication

*The 56th Young Scientist & Technology Exhibition showcased 550 projects, displayed by 1,100 students representing 244 schools across the length and breadth of the island. Once again, the imagination, innovation and dedication displayed by participants was inspiring and hugely encouraging in the context of the daunting challenges that we all face in the future.*

*Given the vast scale of the exhibition, it is possible to feature only a small fraction of the countless projects that caught the eye of visiting TUI President Seamus Lahart.*



- Title:** A statistical investigation into the prevalence of gender stereotyping in 5-7 year olds and the development of an initiative to combat gender bias.
- Overview:** Testing the prevalence of gender stereotyping in 5-7 year olds using psycho-social based tests and devising an educational program to combat the issue.
- School:** Coláiste Choilm, Co. Cork
- Students:** Cormac Harris, Alan O'Sullivan
- Teacher:** Karina Lyne





**Title:** IVF – An analysis of the who, the how and the when  
**Overview:** Investigation on how people think the government should spend the infertility treatment fund and the factors for consideration when choosing who qualifies for funding.  
**School:** Tullamore College, Co. Offaly  
**Student:** Aoife Redmond  
**Teacher:** Elaine Howlin



**Title:** Can education reduce the use of single use plastics?  
**Overview:** A survey analysis into the reduction of the use of single use plastics through the use of a tailored education programme.  
**School:** Abbey Vocational School, Co. Donegal  
**Students:** Jane Faulkner, Erin Britton, Ciara Friel  
**Teacher:** Donna Furey



**Title:** Anonymous long-term emotional monitoring using Gait Analysis and Machine Learning  
**Overview:** Outlining a system that anonymously monitors individuals' mental health and alerts those with the ability to help them.  
**School:** Ballymakenny College, Co. Louth  
**Student:** Conor Browne  
**Teacher:** Alison Leahy



**Title:** Ar cheart go mbeadh suíocháin aghaidh ar chúl éigeantach?  
**School:** Coláiste Chilllain, Co. Dublin  
**Student:** Kirsten Ní Ghamhna  
**Teacher:** Doireann De Nógla



**Title:** The Hardest Choice  
**Overview:** A comparison of the cost, facilities and mental well-being of elderly people living in a nursing home versus elderly people living at home  
**School:** Tarbert Comprehensive School  
**Students:** Sarah Scanlon, Niamh Culhane  
**Teacher:** Gerard Nash



**Title:** “Health or Head”: is healthy eating the key to improving academic performance or is it all in our heads?  
**Overview:** An investigation into how healthy changes in diet and the placebo effect can impact the performance of adolescents in secondary school.  
**School:** Maynooth Education Campus, Co. Kildare  
**Students:** Ema Poldrugac, Siobhán Dalayap  
**Teacher:** Tom Dixon



**Title:** The effect of moths on ecosystems  
**Overview:** The effect moths have on a peatland ecosystem in North Meath, their benefit to it and why moths are so important.  
**School:** St. Ciaran's Community School Kells, Co. Meath  
**Students:** Denis Lynch, Timothy Sullivan  
**Teacher:** Carrie Stuart



**Title:** The effects of political propaganda on technological development and the views of citizens.  
**School:** Comeragh College, Co. Tipperary  
**Students:** Eiran Styles, Rhys Phelan, Tadhg Sheehan  
**Teacher:** Carrie Stewart



**Title:** Don't Miss A Day Of School  
**Overview:** An analysis of school absence data using Python analytics packages and investigate if there are certain trends or patterns that would be useful.  
**School:** Cashel Community School, Co. Tipperary  
**Students:** Diarmuid English, Kiril Cariov, Finbarr English  
**Teacher:** TJ Quinn



**Title:** There's a Cure in the Ground for Everything.  
**Overview:** Through parent questionnaires, 10 plants were identified that purported to have cures. These plants were tested for antimicrobial properties on E. coli and S. aureus.  
**School:** St. Paul's Community College, Co. Waterford  
**Students:** Natchanon Jutisooksan, Oonagh Nwankwo, Luke Daniels  
**Teacher:** Gerard Lohan



**Title:** Manual horse loading system (MHLS)  
**Overview:** This mechanism helps to load horses that are nervous or scared  
**School:** Coláiste Chraobh Abhann, Co. Wicklow  
**Students:** Dylan Cryan, Sean Kavanagh  
**Teacher:** Julie Corrigan



**Title:** Shape Language and Character Design  
**Overview:** Investigation into whether or not the human mind associates shapes with human qualities  
**School:** Lanesboro Community College, Co. Longford  
**Students:** Amy O' Donohue, Charlotte Carroll  
**Teacher:** Michael Lyons



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CODE: PR1119IR-BAK-TU

# TUI supports Fórsa campaign for School Secretaries and Caretakers

On Friday, 10th January, school secretaries represented by Fórsa held a national one-day strike as they escalated their industrial action.

The strike formed part of an ongoing campaign to improve the pay and conditions for School Secretaries and Caretakers and rallies around the country were attended by TUI representatives.

School Secretaries are paid either directly by the Department of Education and Skills on salaries between €24,000 and €44,711 p.a. depending on the whole-time equivalent number of teachers in the school or through an 'ancillary grant' paid to a school's board of management, the salary for which amounts to €12,702 p.a.



TUI EXECUTIVE COMMITTEE MEMBER JOANNE DONAGHY SUPPORTING SCHOOL SECRETARIES AT THEIR LETTERKENNY RALLY

The vast majority of School Secretaries are in receipt of the latter, lower salary.

The TUI fully supports Fórsa in its campaign to secure this recognition, and the inherent security, for its members.

## ‘Education Reform: What can we learn from recent experiences?’

TUI's 2019 Education Conference was held in Dublin in November and was attended by over 100 delegates and guests. The theme of the conference was 'Education Reform: What can we learn from recent experiences?'

Keynote addresses were delivered by Adam Harris from AsIAM, Prof. Selina McCoy of the Economic and Social Research Institute and John Hammond of the National Council for Curriculum

and Assessment. Other presentations at the conference were made by SOLAS and the Teaching Council.



TUI EDUCATION/RESEARCH OFFICER DAVID DUFFY, TUI PRESIDENT SEAMUS LAHART AND KEYNOTE SPEAKERS SELINA MCCOY (ESRI) AND ADAM HARRIS (ASIAM)



GEOFF COLLINS (WATERFORD BRANCH), CLARE CONNEELY (SECRETARY OF EQUALITY STANDING COMMITTEE) GRAINNE FLANNERY (CONAMARA BRANCH) AND ANTHONY QUINN (CO MONAGHAN BRANCH)

# Pink & Blue Power campaign hugely successful in raising cancer awareness

At the start of the year, with health at the forefront of many minds, it seems fitting to update members on the final results of the powerful health initiative facilitated by Cornmarket for TUI members last year.

Breast cancer and prostate cancer are two of the most common cancers in Ireland. One in seven Irish men are diagnosed with prostate cancer during their life, while one in nine women in Ireland are diagnosed with breast cancer. In response to indications of a high level of cancer in analysis of the TUI Income Continuance Plan, TUI teamed up with Cornmarket last year to launch a potentially life-saving prostate and breast health programme for members of the TUI Income Continuance Plan under the banner Blue Power for men and Pink Power for women.

## Thousands reached

The campaign has concluded and we are now in a position to share the final results:

- ▶ Just under 4,000 TUI members were invited to avail of the programme
- ▶ Almost 1,000 members subsequently booked a GP appointment
- ▶ Members received vital education on the signs and symptoms of breast and prostate cancer, and a once-off physical examination
- ▶ Where further investigation was deemed necessary by the GP, a referral to a private hospital was organised as part of the programme.

Over 200 TUI members were referred for further tests and met by consultants and radiologists in Beaumont Private Clinic and Bon Secours Private Hospital for a consultation, MRI, mammogram, ultrasound and/or biopsy. Unfortunately, breast cancer and prostate cancer were found in a very small number of the TUI members who availed of this service. Swift intervention is always key and the programme's medical professionals strongly supported members throughout the journey.

## Participants said:

*"They found something abnormal during the assessment. It's early and hopefully caught in time."*

*"There was no waiting time. The GP was kind and attentive and listened to my questions."*

*"Very worthwhile. Simple, quick and painless. Every man should avail of this."*

*"The exam was done professionally and the GP explained each part as it was done."*

*"Many thanks for the appointment. I would never have gone otherwise."*

*"The whole process was easy and effortless, this is particularly important for men who might have a tendency to postpone dealing with the issue."*

*"No waiting around, straight in and out and results back very quickly. Got peace of mind from whole experience"*

*"Like most men of my age I have avoided the prostate exam, or put off making an appointment. This encouraged me to proceed with it and I am grateful I did"*

## 50% increase in awareness through education

The main aim of the programme was to increase awareness (and promote regular self-checking in women). We certainly achieved that with an impressive 50% increase in awareness recorded. From a survey of participants, 90% said they were confident to self-check after their Pink Power appointment, compared to only 40% before.



## Thank you for your support

Thanks to TUI members for spreading the word and encouraging fellow members to participate. Together, we made a difference in the fight against cancer. Pink Power and Blue Power has the potential to save many lives going into the future through the education provided. If one life can be saved, it will all be worthwhile.

## Don't forget about prostate and breast health in 2020!

Find out more about breast cancer signs and symptoms and download the free Breast Cancer Ireland App at [www.breastcancerireland.com](http://www.breastcancerireland.com) for useful reminders and tips on how to self-check. Read more about prostate health at [www.cancer.ie](http://www.cancer.ie)

**Please note:** this was a once-off programme and was available for a limited time only. Booking is now closed. If you have any concerns or symptoms around breast or prostate health, please contact your own GP without delay. Early intervention helps save lives. For info on the TUI Income Continuance Plan, visit [cornmarket.ie/tui](http://cornmarket.ie/tui)

Sources: statistics from Breast Cancer Ireland and the Irish Cancer Society, 2020. Results of TUI campaign and survey results sourced from Cornmarket, January 2020.

# Politics and Society – CPD course for teachers

Carlow College will host a two-day CPD course for teachers and staff engaging with the Politics and Society Leaving Cert Programme on the 13th and 14th of February 2020.

This CPD course supports the creative, professional and impactful delivery of the new post-primary Politics and Society Curriculum. The course is delivered through workshops and is specifically tailored to meet the needs of teachers engaging with students and coursework. The workshop will equip teachers with the skills to build the capacity of students studying Politics and Society through effectively engaging with key concepts, establishing connections across the four strands of study and relating this to relevant contemporary issues.

This course provides teachers with stimulating and innovative ways to approach the curriculum and is an opportunity to

develop on a range of teaching skills, such as connecting featured key thinkers and theory to practice and essential course materials for data analysis. Workshop participants will be provided with course materials, classroom resources and supports for examination and assessments. This course is delivered in line with the specifications for Politics and Society and includes six components:

1. The Four Strands of Study
2. Understanding Key Thinkers and Concepts
3. Analysing Social and Political Research
4. Skills for Reflective Practice
5. Effective Approaches to Practical Coursework
6. Organising for Examination and Assessments



These workshops will be delivered by Stephanie Hanlon. Stephanie is a Lecturer on the Social Political and Community Studies programme in Carlow College, St. Patrick's and specialises in citizenship, immigration and social policy.

The workshop fee is €100. Registration for the course is now open. For more information, please visit <https://www.carlowcollege.ie/politics-society-for-teachers/> or contact [shanlon@carlowcollege.ie](mailto:shanlon@carlowcollege.ie).

## 2020 Courses



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# RMA News

I would like to begin by wishing everyone a very happy new year even though we will be well into 2020 when you get to read this.

## Pre-election lobbying

Colleagues, you are all aware by now that a general election has been called and while the vast majority of public servants have had their pensions restored, there are issues remaining to be resolved, such as:

- ▶ Will there ever be another FEMPI?
- ▶ Will we ever have a right to negotiate on our pension entitlements?
- ▶ Will the next Pay and Pensions Agreement retain 'Parity'?

It is vitally important that YOU, the retired members, assist us in securing our demands. To that end, please visit your local TDs, either individually or with colleagues, and impress upon them:

- 1) the necessity for 'pension parity' to be maintained, and
- 2) our right to be represented at pay/pension negotiations.

A lobbying document can be downloaded from [www.rmatui.ie](http://www.rmatui.ie). It might also be worth pointing out to your TDs that Public Service pensioners

have had no pension increase since 2009, while according to the CSO (Central Statistics Office) average wages have increased by 8.8% since 2011, and wages in the education sector have actually decreased, leaving pensioned members worse off by a whopping 10%.

In the last issue, I referred to our autumn break which was to Waterford where we were entertained nightly in Treacy's Hotel. Our tour took us to the Hook Peninsula and Hook Lighthouse – the oldest functioning lighthouse in the world. Having lunched there, we also visited Tintern Abbey, which boasts beautiful walks and gardens. If you take a visit to our website [www.rmatui.ie](http://www.rmatui.ie) you will be able to view aspects of our break in Waterford.

## Spring break

On March 24th, 25th and 26th we are heading to Kerry for our spring break in the Rose Hotel Tralee Co Kerry. The cost is €175.00 per person sharing (or single room €210.00) This includes three nights dinner and bed and breakfast.

Tours have also been organised:

Wednesday 25th – Depart hotel at 10.00am. Tour may include Killorglin, Cahersiveen, Waterville and Derrynane. Cost: €25 approx.

Thursday 26th – Depart Hotel at 10.30am. Our trip will take us to Dingle, Ventry and Sleah Head. Cost: €25 approx.

Check out [www.therosehotel.com](http://www.therosehotel.com) and book by February 24th 2020 quoting Block ID #2072200. For more details check our website [www.rmatui.ie](http://www.rmatui.ie) where you can download a reservation form for this break.

Members booking the spring break are asked to use the booking form available on [www.rmatui.ie](http://www.rmatui.ie) and indicate on it whether they want to participate in the tours. The hotel will not record that information if you book by phone.

## Deadline for submission of amendments to RMA constitution

Members, and in particular branch secretaries, should note that as a result of motions passed at AGM 2018, March 1st is the deadline for the submission of amendments to the RMA constitution and for motions to AGM 2020 which will take place on May 13th in the Ardilaun Hotel, Galway. If you have any amendments or motions please submit them to me at [rmasec@tuimail.ie](mailto:rmasec@tuimail.ie) before that date.

**Dan Keane,**  
**RMA Secretary**



## Retired Members Association

### MEMBERSHIP RENEWAL 2019/20

If you have not paid your annual membership subscription for 2019/20 please do so as soon as possible. Full details on how to join or renew your annual subscription can be found on our website:

**[www.rmatui.ie](http://www.rmatui.ie)**

**Join our team and be involved in protecting and promoting your interests in retirement**



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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.

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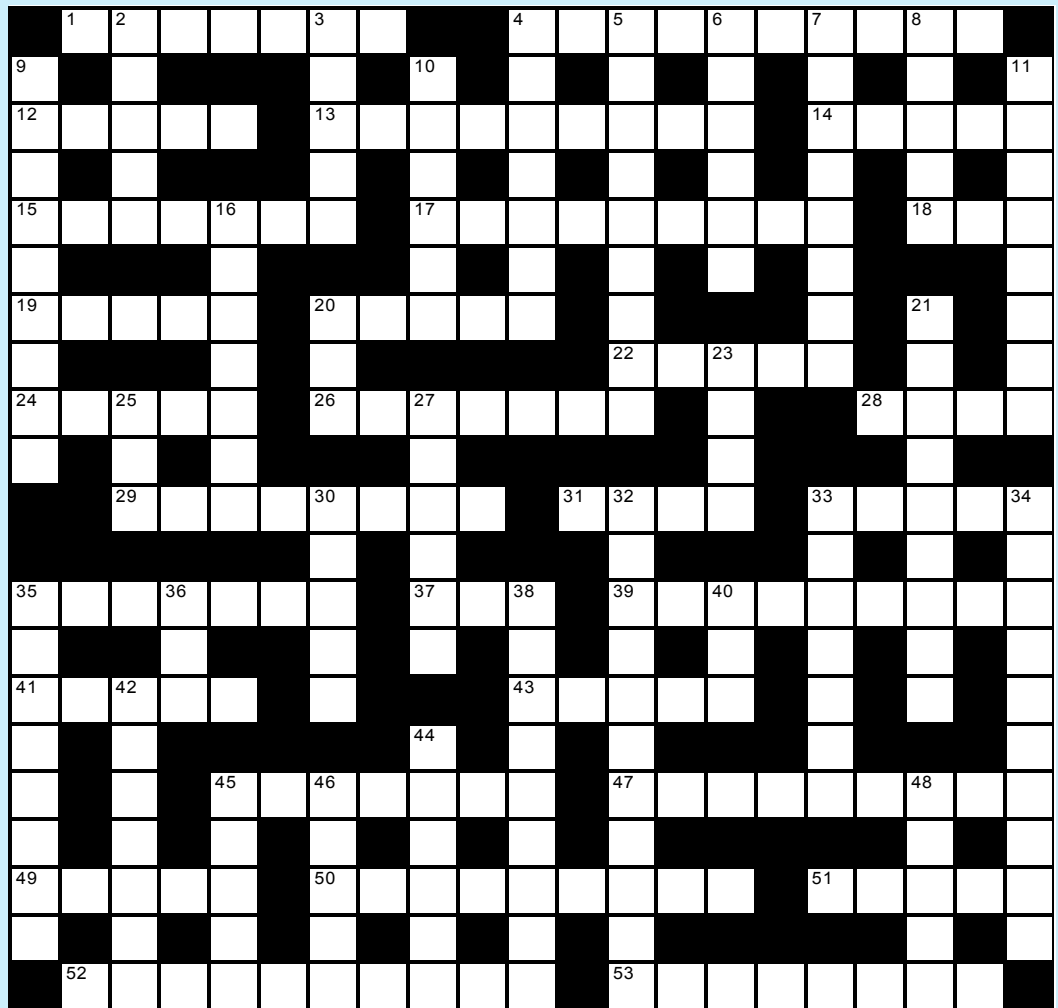
Address \_\_\_\_\_

Contact number \_\_\_\_\_

TUI Branch \_\_\_\_\_

Send entries to TUI Crossword  
 February '20, TUI,  
 73 Orwell Rd, Rathgar, Dublin 6.

Closing date for entries:  
 25th February, 2020



**ACROSS**

- 1. And 19 across – First name of Irish actor with four Oscar nominations (7)
- 4. A B vitamin that prevents skin lesions, also known as Vitamin B2 (10)
- 12. A weapon that fires wires to deliver a temporarily paralysing electric shock (5)
- 13. Bending the head or body or knee as a sign of reverence or submission or shame or greeting (9)
- 14. An Hawaiian acknowledgment that can be used to say hello or goodbye (5)
- 15. Of or relating to a wedding (7)
- 17. An intricate and confusing interpersonal or political situation (9)
- 18. American psychological thriller television series based on the novel of the same name by Caroline Kepnes (3)
- 19. See 1 across – surname of this actor
- 20. Australian singer and actor who found fame in Neighbours (5)
- 22. ----- on Main Street - 1972 Rolling Stones album (5)
- 24. A governor in India during the Mogul empire (5)
- 26. A slowly moving mass of ice (7)
- 28. Alias of musician Michael Peter Balzary (4)
- 29. A person appointed by a testator to carry out the terms of the will (8)
- 31. The highest point (4)
- 33. How a result is obtained or an end is achieved (5)
- 35. Small dumplings made of potato (7)
- 37. Fairies that are somewhat mischievous (3)
- 39. Perform vaccinations or produce immunity in by (9)

- 41. Spiritual leader of a Jewish congregation (5)
- 43. Emblem consisting of an object such as an animal or plant; serves as the symbol of a family or clan (5)
- 45. The capital and largest city of Sri Lanka (7)
- 47. A thing that saves one from serious difficulty. (9)
- 49. Large-eyed arboreal prosimian having foxy faces and long furry tails (5)
- 50. Meat of edible aquatic invertebrate (especially a mollusk or crustacean) (9)
- 51. A Bohemian dance with 3 steps and a hop in fast time (5)
- 52. A program used to view content on the internet (3,7)
- 53. Island felines which lack tails (4,4)

**DOWN**

- 2. Famed for fables (5)
- 3. A facial expression of dislike or displeasure (5)
- 4. Arousing or provoking laughter (7)
- 5. A broad cartridge belt worn over the shoulder by soldiers (9)
- 6. Pathetically lacking in force or effectiveness (6)
- 7. Of a circuit or device in which the value of a data item is represented by a continuously variable physical quantity rather than digitally (8)
- 8. Witty language used to convey insults or scorn, esp. saying one thing but implying the opposite (5)
- 9. Travelling from place to place (9)
- 10. An electrical device that sends or receives radio or television signals (6)
- 11. 1980 Kate Bush single (8)

- 16. Not of the nobility (7)
- 20. Small cask or barrel (3)
- 21. Home ground of Aston Villa FC (5,4)
- 23. Wild goat of mountain areas of Eurasia and northern Africa having large recurved horns (4)
- 25. Any of numerous hairy-bodied insects including social and solitary species (3)
- 27. 1980 single by Blondie (6)
- 30. Act or bring together for a common purpose or belief (5)
- 32. A technique of painting with tiny dots of pure colours that would blend in the viewer's eye (11)
- 33. Roughly circular, vertical well-like shaft within a glacier or ice sheet (7)
- 34. Edible glands of an animal (10)
- 35. A spout that terminates in a grotesquely carved figure of a person or animal (8)
- 36. Stocky short-legged harness horse (3)
- 38. A literary composition of poor quality that was written quickly to make money (9)
- 40. A unit of electrical resistance (3)
- 42. A native or resident of Birmingham, England (7)
- 44. Earth pigments (6)
- 45. Long pod containing small beans and sweetish edible pulp; used as animal feed and source of a chocolate substitute (5)
- 46. A long noosed rope used to catch animals (5)
- 48. A manservant who acts as a personal attendant to his employer (5)