



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

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END PAY DISCRIMINATION NOW



TUI'S ANNUAL CONGRESS 2018

WEXFORD, 3rd – 5th APRIL

Full report on Annual Congress 2017 resolutions inside

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TUI ANNUAL CONGRESS 2018



Clayton Whites Hotel, Wexford
Tuesday 3rd – Thursday 5th April



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



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A Word from the President – Joanne Irwin



TUI PRESIDENT, JOANNE IRWIN

Annual Congress 2018

Colleagues, this edition of TUI News contains a full report on actions taken in relation to last year's Congress resolutions. As you can see, every reasonable effort has been made to progress a range of important issues across the various sectors in which TUI members work.

This year's Annual Congress takes place in Clayton Whites Hotel, Wexford.

End pay discrimination now

Since my last editorial, two significant protests have taken place as part of our ongoing campaign to restore pay parity.

On 1st February, TUI members staged lunchtime protests outside their places of work to draw attention to the unacceptability of this two-tier regime and to highlight the severe damage that it is inflicting on the education system.

On 7th March, TUI members joined with their ASTI and INTO colleagues in protesting outside Dáil Éireann. On the day, representatives from all three unions made it clear that a Government report due later in March must signal the imminent completion of the process of pay equalisation.

Both events created several media opportunities for TUI representatives to draw public attention to this most critical of issues.

In addition, we have continued to lobby public representatives and TUI also made a detailed submission on the teacher supply crisis – itself inextricably linked to pay discrimination - to the Joint Oireachtas Committee on Education and Skills. A summary of that submission is set out elsewhere in this magazine.

Third level ballot over re-designation of second 'flex' hour

The DES/TUI Agreement, May 2016 allowed for re-designation from January 2017 of one of the two 'flex' hours that were required of Institute of Technology lecturers. The Agreement, accepted in good faith by TUI members in a national ballot, further stated that a review of lecturing would be completed by March 2017 and that this review should prioritise re-designation of the second 'flex' hour.

As this deadline has not been met and the second 'flex' hour remains as a class contact hour, TUI is currently balloting third level members for industrial action, up to and including strike action, as directed by the Executive Committee. The Executive Committee is recommending that members vote 'Yes' to engage in a such a campaign.

If members vote in favour of the ballot, the initial action will include delivery, at maximum, of the weekly norm of class contact hours for the relevant grade with effect from the commencement of the 2018/2019 academic year.

Separately, a special TUI News bulletin has issued to members in Institutes of Technology on this issue. Please make sure to vote 'Yes' and to return completed ballot papers to the auditors by the deadline of 18th April.

Youthreach Incremental Credit Scheme

A scheme for the awarding of incremental credit to Youthreach Resource Persons and Youthreach Co-ordinators in recognition of previous equivalent or relevant

experience has been negotiated by the Union with ETBI and the DES. The details of this scheme are set out elsewhere in this magazine

BTEI conversion process

During the course of an analysis by ETBs, it became clear that the planned BTEI conversion process to convert existing BTEI staff either to teacher or adult educator needed to be expanded to contain a third option as otherwise it could have negative implications for some TUI members in terms of salary or pension entitlements. Following extensive discussions, the agreement is being expanded to offer a third option of 'remaining as-is', which, depending on individual circumstances, may benefit a member more than either of the other options. See p.10 for full details. ETBs can now proceed with the conversion process. TUI has written to the Chief Executives in all ETBs advising them that it is in their interest to ensure that the conversion process for those qualified and registered with the Teaching Council concludes promptly.

Principals and Deputy Principals – Appeals Procedure

An appeals procedure has been negotiated by the TUI for appointments to the positions of Principal and Deputy Principal. The Executive Committee approved the procedure on 9th March and it is expected to issue to the system very soon.

See you in Wexford!

Safe travelling to all delegates who will attend Annual Congress in Wexford. I look forward to the debates that will shape the TUI policies that protect and enhance the working conditions of members and the quality of the education system.

Joanne Irwin

Campaign intensifies ahead of publication of pay equalisation report

Ahead of the March publication of a Government report on pay equalisation, TUI has intensified its campaign, keeping this critical issue both in the public eye and on the agenda of public representatives across the political spectrum.

The forthcoming report, which will set out the cost of and a plan in dealing with pay equalisation for new entrants to the public service, is required under the Public Service Pay and Pensions Act, 2017.

Lunchtime protest

On 1st February, TUI members across the country staged lunchtime protests outside their schools, colleges and centres. The protest received significant media coverage across both regional and national outlets from early morning until that night. Speaking on the day, Union President Joanne Irwin warned that an already bad situation will get much worse ahead of the next academic year unless pay parity is restored for those employed since 2011.

‘It can no longer be denied that pay inequality is threatening the quality of the education system,’ she said. ‘Reports and statistics from school management bodies, the higher education institutes and teacher unions consistently cite every-growing difficulties in recruiting teachers in second level subjects including Irish, modern languages, across the Science, Technology, Engineering and Mathematics (STEM) areas and Home Economics.’

The further education sector is struggling to recruit suitably qualified teachers for modules such as social care, digital media and the STEM disciplines as better employment options are available elsewhere. At third level, some Institutes of Technology have reported difficulties in recruiting staff at Assistant Lecturer level. In a number of cases, advertisements have not attracted any applications and the posts have had to be re-advertised.

‘The real reason behind this crisis is abundantly clear,’ she said. ‘Those teachers and lecturers who entered the system since 2011 are paid at a lower rate than their colleagues for carrying out the same work, and graduates who might formerly have chosen teaching are now choosing other employment options.’

She dismissed the various ‘sticking plaster’ solutions that have been suggested by the Minister and his Department, making clear that unless and until pay equality is restored, the crisis will deepen.



TUI/ASTI/INTO Dáil demonstration

On 7th March, a demonstration organised by the TUI, the ASTI and the INTO took place outside the Dáil. In a press conference prior to the event, the unions highlighted how some teachers could lose as much as €100,000 over the course of their career as a result of pay inequality.

TUI President Joanne Irwin highlighted how graduates who might formerly have chosen teaching are now choosing other employment options. INTO President John Boyle said it was high time for the Government to commit to righting the wrong imposed in 2011, while his ASTI counterpart Ger Curtin warned of a brain drain of highly educated, talented Irish teachers to other jurisdictions.





LUNCHTIME PROTEST – LIMERICK INSTITUTE OF TECHNOLOGY



LUNCHTIME PROTEST – LIFFORD YOUTHREACH, CO DONEGAL

TUI highlights impact of pay inequality on current teacher supply crisis

TUI made a detailed submission to the Oireachtas Joint Committee on Education and Skills in March around the crisis in teacher recruitment and retention.

The Union highlighted the clear links between pay inequality and severe teacher supply problems.

Research shows that the crisis has emerged since discriminatory pay scales were introduced in 2011 and was exacerbated both by cessation of payment of qualifications allowances in 2012 and the increase from one to two years in the duration of the post-primary teacher training qualification – the Professional Master of Education (PME) from 2013.

Progress has been made in the campaign for pay equality. Now that process must be completed as a matter of urgency.

The key points made in the submission are that:

- The cuts to pay and conditions inflicted on new entrants in 2011 and exacerbated by further cuts in 2012, have had the effect of sharply reducing the attractiveness of teaching as a profession with the result that the number of applicants for initial teacher education has dropped dramatically
- Those same cuts have led to a rapid rise in the number of recently qualified teachers emigrating. The emigration rate of recently qualified post-primary teachers is now five times what it was in 2008



DÁIL PAY INEQUALITY PROTEST, 7TH MARCH 2018

- Service to students in schools is suffering severe disruption because of timetable changes necessitated by the lack of qualified teachers, including teachers for substitution (with a resultant fracturing of delivery and absence of continuity for students)
- Students are losing out on educational opportunities both inside and outside of school
- Departmental agencies and support services cannot recruit staff due to teacher shortages and the difficulty in engaging qualified substitutes
- Student numbers are rising rapidly at precisely the same time as the attractiveness of teaching is falling dramatically
- The crisis is not restricted to a small number of subject areas; it is a burgeoning problem
- The teaching profession in Ireland is highly respected and highly qualified. The high quality of the Irish education system is a public good of strategic national importance. It is vital that high standards are maintained. In that regard restoring pay equality is necessary
- Short-term patches/fixes have failed in other jurisdictions. They will delay rather than provide a solution
- There are worrying trends in the age profile of the teaching profession. The average age of post-primary teachers is 41.1. Over 15% of teachers are over the age of 55 but only 7% are under the age of 25.



DÁIL PAY INEQUALITY PROTEST, 7TH MARCH 2018

Youthreach incremental credit scheme

At the time of going to print, a Circular Letter in relation to a scheme for incremental credit for Youthreach Resource Persons and Youthreach Co-ordinators is being finalised.

The following prior service may be recognised for incremental credit purposes:

- Prior recognised service as a Youthreach Resource Person (either on a pro-rata or in a fixed-term or substitute/cover capacity).
- Prior recognised service as an Adult Educator (either on a pro-rata or in a fixed-term or substitute/cover capacity).
- Service in Further Education/Adult Education delivery or tuition in a grade or at a rate equivalent to a Youthreach Resource Person, which is regarded as relevant
- Prior recognised service as a Youthreach Co-Ordinator (either on a pro-rata or in a fixed-term or substitute/cover capacity).
- Teaching experience in a qualified capacity in an Oireachtas funded position in Ireland, which is regarded as relevant.

- Teaching experience in a qualified capacity in the State Sector in the European Economic Area (EEA), which is regarded as relevant. The EEA consists of the Member States of the European Union along with Iceland, Liechtenstein and Norway. Swiss citizens under EU agreements may also qualify.

- Teaching service given in a Member State of the EU and demonstrated by evidence, to the satisfaction of the Chief Executive of the ETB, to be equivalent to approved teaching service shall be regarded as approved teaching service for the purpose of this circular.

Further details regarding each item on the above list are outlined in the Circular, including the effective date from which credit can be applied.

Persons appointed since on or after 1 July 2016 may be awarded appropriate credit backdated to the date of appointment as a Youthreach Resource Person/ Co-Ordinator. Persons appointed before 1 July 2016 who have not already had incremental credit awarded may have it awarded with effect from 1 July 2016.

Retrospective vetting

The Minister for Justice and Equality recently extended the deadline for all employees working with children or vulnerable persons to apply for vetting to 30 April 2018.

The Teaching Council undertakes vetting of teachers for registration and renewal purposes as well as on behalf of employers. The Teaching Council has announced that of the 98,000 teachers on the Register; in excess of 99% are fully vetted. The Teaching Council would like to thank you for your cooperation with the retrospective vetting process.

There remain a small number of registered teachers who have not yet fully complied with the retrospective vetting notices issued by the Teaching Council. If you are one of these teachers please be aware that in order to be eligible to renew your registration you will need to have applied for vetting via the Council before your renewal date. Otherwise your registration may not be renewed and you cannot receive a State funded salary.

While you may be retired or do not intend renewing your registration, it is important to note that, if you wish to undertake work as a substitute teacher or for the State Examinations Commission; registration is required. In order to maintain your registration you need to undergo vetting via the Teaching Council.

Further information is available on the Teaching Council's website in the Vetting Section under FAQs. The DES Circular 31/2016 sets out the statutory vetting requirements for teachers changing schools/jobs.

TUI welcomes recommendations on off-shore island schools

TUI has welcomed the publication of the report and recommendations of the Joint Oireachtas Committee on Education and Skills on Off-Shore Island Schools. The Union has 138 members in five such schools off the coasts of Galway and Donegal.

TUI President Joanne Irwin described the recommendations as 'having significant potential to address the unique challenges faced by these schools.'

'Implementation of the recommendations would provide an essential and timely boost to island communities,' she said. 'All stakeholders have found common cause with this issue. It is now crucial that the Minister and his Department act urgently to

afford these schools the opportunity to operate on a level playing field.'

Among the report's recommendations are:

1. The reinstatement of the island allowance for teachers in island schools as an incentive for accessing and retaining teaching staff;
2. Improved School Budgets – an annual increase of €20,000 per post-primary island school;
3. Teacher Allocation – that the formula for teacher allocation be amended and increased to reflect the needs of off-shore island schools;
4. Enrolment and Scholarship Schemes –

that the Minister investigates the possibility of extending the scholarship scheme and removing the exclusion of Gaeltacht pupils from the eligibility criteria;

5. That independent status be granted to Coláiste Naomh Eoin, Inis Meáin;
6. That DEIS status be awarded to the five post-primary island schools concerned;
7. That a specific policy to address the needs of island schools is drafted and implemented; and
8. That a system of 'island proofing' be implemented for legislation, policies and initiatives produced by the DES in the future.

TUI in the media



TUI representatives have engaged in significant media activity in recent weeks, with a particular focus on the campaign for pay equality. A sample of some of the issues addressed are set out below.

TUI lunchtime protest over pay inequality, 1st February 2018

TUI's lunchtime protest over pay inequality on 1st February received extensive national and local media coverage.

On *RTE's Today With Sean O'Rourke* programme, TUI General Secretary John MacGabhann said that restoring pay equality 'would substantially solve the crisis of teacher supply at second level.'

On *Today FM News*, TUI Assistant General Secretary Michael Gillespie, who has 23 years' teaching experience, said that in the absence of pay equality, he would not recommend the teaching profession to his own children.

Teachers protesting outside Greenhills College, Dublin 12, outlined the demoralising and unfair effect of pay inequality on *RTE's Drivetime* programme. *TV3 News* and various other media outlets also interviewed teachers outside the same school.

In the *Irish Times*, TUI president Joanne

Irwin said there was growing evidence of acute difficulties recruiting second level teachers for key subjects such as Irish, French, German, Science, Maths and Home Economics. "The range of subjects affected will inevitably have broadened further by next September unless the only guaranteed remedy – a restoration of pay equality – is implemented," she said.

In the *Irish Examiner*, the Chair of CIT branch, Shane O'Rourke, said that TUI members, whether affected by the pay issue or not, were completely united in demanding an end to the pay discrimination as a matter of urgency "The reputation and the high quality of the country's education system is at stake here, and short-term, short-sighted,

'sticking plaster' fixes will not work," he said.

Meanwhile, TUI representatives including Vice President Seamus Lahart, Area 8 Representative Séamus Ó Fearraigh, Kerry Branch Chair Joe Brennan and Birr Gallen Branch Chair Michael Lyons outlined the hugely damaging effects of pay inequality on both the teaching profession and the education system in interviews throughout the day on radio stations across the country.



MEDIA INTERVIEWS OUTSIDE GREENHILLS COLLEGE DURING FEBRUARY'S LUNCHTIME PROTEST

Change to religious instruction will require more teachers in schools – 19th February 2018

The Minister for Education and Skills announced on 19th February that students who did not wish to participate in religious instruction in ETB and Community Post Primary schools would have to be offered alternative tuition. TUI stated that, contrary to the Minister's comments, this measure would clearly require additional teachers in the relevant schools. General Secretary John MacGabhann outlined this position in *RTE's News At One* and *TV3 News* interviews.

"On a practical level, other subject options will have to be provided at the time that religion takes place. Quite clearly, this will require the employment of additional teachers in schools," the Union stated in the *Irish Times*.

Dáil pay inequality protest and press conference – 7th March 2018

Ahead of the joint TUI/ASTI/INTO pay inequality protest outside Dáil Eireann, the three Union presidents and recently qualified teachers held a press conference to highlight the devastating impact of pay inequality on the teaching profession and the education system. It was highlighted that even despite gains achieved by the Unions, recently qualified teachers still stand to lose up to €100,000 compared to longer-serving colleagues over the course of their career.

In the *Irish Times*, TUI President Joanne Irwin highlighted how up to 17,000 teachers are on lower-pay scales than their colleagues for carrying out the same work. "Graduates who might formerly have chosen teaching are now choosing other employment options," she said. In an interview on *RTE News* filmed at the protest, she said that recent entrants were being paid 14% less than colleagues. She also highlighted the addition expense borne by recent entrants due to the extension of the Professional Master of Education (PME) to two years.

In an interview with *RTE's Drivetime* programme, Greenhills College teacher David Waters said that Government needed to urgently 'wake up to this crisis.' He outlined how he earns €5,000 a year less than colleagues for doing exactly the same work. While he loves teaching, he said that pay inequality makes him feel 'undervalued' and that morale is 'on the floor' in many schools.



TUI PRESIDENT AND TEACHER DAVID WATERS WITH ASTI AND INTO COLLEAGUES AT DÁIL PROTEST PRESS CONFERENCE

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

Become a member today.



TOP 10 CYBER SECURITY TIPS

As technology develops, it opens new ways for cybercriminals to hack and infect systems. As we shift ever more towards mobile internet usage and begin to use more and more Internet of Things (IoT) devices, it is these areas where vulnerabilities are likely to be found. And, of course, where there are vulnerabilities, you'll find hackers trying to exploit them.

Tip No. 1
Install and update your security software; set it to scan regularly.

Tip No. 2
Turn on automatic updates on all your software, particularly your operating system and applications.

Tip No. 3
Use strong passwords and different passwords for different uses.

Tip No. 4
Stop and think before you click on links and attachments.

Tip No. 5
Take care when transacting online - research the supplier and use a safe payment method.

Tip No. 6
Only download 'apps' from reputable publishers and read all permission requests.

Tip No. 7
Regularly check your privacy settings on social networking sites.

Tip No. 8
Stop and think before you post any photos or financial information online.

Tip No. 9
When surfing on Wi-Fi networks, only visit sites with HTTPS connections.

Tip No. 10
If possible, use a VPN to connect to the internet - it's safer.

TUI Congress 2018

Congress 2018 will take place in The Clayton Whites Hotel, Wexford from Tuesday 3rd April - 5th April 2018. Visit the TUICU Membership Stand to enter a competition for an exciting prize!

If you are not an existing member you can join during Congress 2018, just remember to bring:

- **Proof of ID (Driving Licence/Passport)**
- **Proof of Address (Utility Bill dated within the last 3 months)**
- **Proof of PPSN (Payslip or Government document)**

TUICU Membership Team are looking forward to meeting you all.



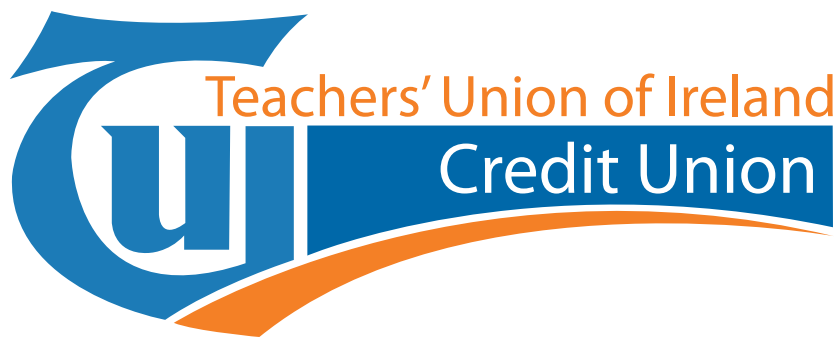
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This may affect your credit rating which may limit your ability to access credit in the future.

Update on BTEI conversion process

Under the DES/TUI Agreement, May 2016, a conversion process was established for BTEI staff, 'according to the same principles as were applied in the recent agreement on Youthreach conversion.'

Under the agreed conversion process, staff (other than those already employed as teachers) who are employed in ETBs to deliver programmes under the BTEI, and who are currently employed under various terms and conditions of employment were to be given the options of converting to either:

1. A teacher – with the normal terms and conditions of employment of a teacher (it is noted that as such a teacher may be qualified or unqualified)
or
2. An Adult Educator – a grade to be established on a temporary basis pending the outcome of, and without prejudice to, the relevant Chairman's note to the Lansdowne Road Agreement. Employees in this grade work in Adult Education (BTEI) and have terms and conditions of employment that are analogous to those employed as Youthreach Resource Persons, as at 30th June 2016, in terms of salary, pensionability, working hours and annual leave.

Last summer, ETBs commenced an analysis process to allow for an individual letter to issue to each employee which would set out the personal consequences for her/him of the post being converted to a Teacher or to an Adult Educator.

During the course of this analysis process a number of queries arose in regard to the impact of conversion on employees' pension entitlements. It came to light that, in the absence of a third 'as is' option, the conversion process may have had a negative impact on some staff in terms of salary or pension entitlements.

In light of the aforementioned issues, and following discussions with ETBI and the TUI, the agreement as issued on the 15th June 2017 is being amended, as follows:

Change to conversion Options

Employees are now to be offered three options:

- a) Convert to a teacher – with the normal terms and conditions of employment of a teacher (it is noted that as such a teacher may be qualified or unqualified)
- b) Convert to An Adult Educator – a grade to be established on a temporary basis pending the outcome of, and without prejudice to, the relevant Chairman's note to the Lansdowne Road Agreement. Employees in this grade work in Adult Education (BTEI) and have terms and conditions of employment that are analogous to those employed as Youthreach Resource Persons, as at 30th June 2016, in terms of salary, pensionability, working hours and annual leave.
- c) Remain as-is – current working arrangements, conditions, grading and hourly rates of pay will remain unchanged.

It remains that these are the options for the current cohort of staff and that future appointments to BTEI are to be made to the grade of either Teacher or Adult Educator. This is without prejudice to the positions of the parties in the relevant discussions under the Chairman's Note of the Lansdowne Road Agreement.

Revised letter for employees setting out the implications of conversion

Members will be provided with information on their salary and working time on conversion, and also a pension statement for each option outlining the implications of conversion on pension entitlements, in order for them to make an informed decision on the conversion options available to them.

The revised letter also includes for the third option - the option of remaining as-is, should they wish to do so.

The revised template letter also sets out that, for those employees who opt to become an Adult Educator, they will convert on current pay.

Adult Educators work both contact and non-contact/administration time. For every one hour of contact time worked by an Adult Educator they have a liability to provide an additional 45 minutes non-contact/administration time.

In the case of salaried Adult Educators the directions for calculating the working hours (both contact and non-contact) will be set out in the worked examples which will be included in the revised excel templates that will issue to ETBs to assist in completing the analysis process.

When hourly paid (rather than salaried) Adult Educators carry out an hour of contact time they are also required to do 45 minutes non-contact/administration time and both sets of time should be claimed for when claiming payment.

Because the total attendance liability is 1,582 hours (904 contact plus 678 non-contact/administration the hourly rate of pay will be calculated as the annual salary divided by 1,582.

Hourly rate for unqualified Teachers

An issue was also raised in regard to the hourly rate to be paid for those employees who convert to an un-qualified teacher. To clarify, a BTEI Tutor who converts to a Teacher (unqualified) will be paid the unqualified hourly rate for teachers as set out in Department circulars.

It has also been agreed between the Department, the TUI and ETBI that the analysis process will be conducted on a phased basis. Phase one will consist of the analysis for those employees who are eligible to convert to a Teacher (qualified), and the issuing of information and pension statements to these staff in the first instance setting out the implications for them in converting to a Teacher, an Adult Educator or to remain as-is. Once the process has completed for this group of staff, analysis will continue on a phased basis for all remaining staff covered by this conversion process. Notwithstanding the timing of conversion based on this phasing arrangement, it remains that conversion will apply with effect from the 1st July 2016 as per the agreement reached with the TUI in May 2016.



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REPORT ON RESOLUTIONS OF CONGRESS 2017 AND ACTIONS TAKEN

MOTIONS CARRIED UNDER RULE 22

Executive Committee

Congress acknowledges the commitment made by the Department of Education and Skills (DES), that the usage of the full flex hours for duties other than teaching, would be addressed as a priority. Congress is gravely concerned about insufficient progress being made to date and calls on the Minister and the Department of Education and Skills to adhere to and deliver on the commitments in the May Agreement, 2016. Congress reiterates the necessity to re-designate the second flex hour in the 2017/2018 academic year. Failure to do so will leave TUI with no option other than to reassess the situation and put in place measures to take appropriate and necessary action in the Institute of Technology sector.

This matter is reported on elsewhere in the Annual Report. The union has informed the DES, DPER, HEA and THEA that unless re-designation of the second flex hour is effected by the commencement of the 2018/19 academic year, there will be very significant industrial relations implications for the sector.

FINAL AGENDA

A. CONDITIONS OF SERVICE - SECOND LEVEL

9 Co. Longford/Co. Westmeath/ Dublin City/Executive Committee

Congress notes a deficiency in the Grievance Procedure Process as currently framed in that at Stage 3 there are no prescriptive time frames that must be adhered to and it is completely at the discretion of the CE or her/his agents as to when or whether to complete the particular stage. There is no specific timeframe for Statement of Outcome, Letter of Determination or, indeed, for proceeding to and completion of Stage 4, should that be necessary.

This gives licence to the employer to act, or not to act, based on expediency and represents a serious problem for teachers seeking redress in a timely fashion.

Congress instructs the Executive Committee to seek to review and renegotiate the Grievance Procedure at the earliest possible opportunity with a view to establishing mandatory time lines for each stage of the procedure that are reasonable.

The Union is seeking to address this matter through the appropriate forum, the Unions/ETBI Consultative Forum. As is reported in this Annual Report, in 2017, the forum focussed on the Bullying Prevention Policy, the Sexual Harassment Prevention Policy and the Complaints Procedure. The Grievance Procedure will be reviewed over the coming months.

2 Executive Committee

Congress notes that existing Circular Letters require school management to produce and publish, in line with specified procedures a schedule of posts of responsibility, a calendar for usage of the CPA hours and a Supervision and Substitution roster. Management is routinely failing or refusing to produce and/or publish this information.

Congress demands that the information be made available in a transparent manner following consultation as set out in the relevant Circular Letters. Congress instructs the Executive Committee to engage with the Department of Education and Skills and the national management bodies to insist that there is full and strict compliance with the provisions of the relevant Circular Letters.

Congress also demands, particularly in the context of the application of Circular Letter 59/2016, that staff timetables be made available to staff in a timely and transparent manner.

In the discussions regarding school management structures and posts of responsibility under the review secured as part of the DES/TUI Agreement, May 2016, the TUI prioritised the publication of the schedule of posts of responsibility. As a result of the TUI's insistence, the Circular Letter to be issued will state that 'a list of the post holders, the level of their post and a summary of their roles and responsibilities must be posted on the staff notice board and must be updated as necessary.'

Under the review of usage of CPA hours, the Union will require re-iteration of the existing requirement for a calendar detailing usage of CPA hours.

In instances where local management has not published a supervision and substitution roster

(provided for under Circular 42/2014 - 'The completed roster will be made available to all teachers'), the Union, at local level initially, has routinely addressed the matter. This also applies to staff timetables, in the context of Circular Letters 59/2016 and 49/2017.

11 Co. Cavan/Co. Carlow

Congress instructs the Executive to seek the re-instatement of Guidance Counsellors as ex-quota to the general allocation of teachers to school immediately. This needs to be issued in a Circular Letter.

The TUI has consistently demanded restoration of ex-quota guidance counselling, including in successive pre-budget submissions. The Union welcomed the further partial restoration provided for in Budget 2018 but highlighted the fact that full restoration of what had been lost since 2012 has not yet been achieved and that no provision has been made for the increase since then in student numbers.

3 Co. Galway

Congress instructs the Executive to demand that ETBI issues a handbook outlining the conditions of service for each grade within the ETB area for all employees engaged with delivering education.

Conditions of service are determined by the DES rather than the ETBI and are set out in DES Circular Letters. Therefore, at the relevant fora, the Union has requested that consolidated descriptions of current conditions of service be developed and published. Such a consolidated description has been published by the DES in respect of teachers. It should be noted, of course, that in the discussions under the Chairman's Note process of the LRA, the TUI is seeking suitable terms and conditions for members who currently do not have such terms and conditions.

6 Co. Laois

Congress instructs the Executive to request an amendment to the terms of the Ward Report to ensure that posts currently filled by teachers who have satisfactorily completed an initial year are not required to be re-advertised.

The Union has not been successful in securing such an amendment to the Circular Letters that give effect to the recommendations of the Ward report. However, in Circular Letters 59/2016 and 49/2017, the Union secured confirmation that, subject to defined criteria, it is open to schools to make ab initio (whole-time or part-time) appointments on a permanent basis, thereby entirely obviating the need for application of the requirements that apply in the case of fixed-term appointments.

26 Co. Donegal/Limerick City Schools/Dublin Dún Laoghaire(X2) (Amended by Limerick City Schools)

Congress instructs the Executive to renegotiate immediately a comprehensive transfer agreement applicable to TUI staff in ETBs.

The Union is seeking to advance this matter through the Teachers' Conciliation Council in respect of teachers. In regard to other grades represented by the Union, the matter is for discussion at the appropriate IR fora.

15 Co. Galway/Co. Carlow

Congress calls on the Executive to highlight to the media and relevant authorities the specific challenges of the three GRET schools on Oileáin Árann, in addition to similar challenges experienced by Donegal ETB's two island schools. Among the issues are

- Inadequate ex quota teacher allocation to afford similar curriculum to mainland schools that may be a little larger due to more favourable catchment areas.
- No specific allocation of ONP funds (non-pay allocation for light, heat, equipment) reflecting the additional costs of existing on an island.
- Seeking re-instatement of the €1,842 Island Allowance, which was removed from island teachers in 2011-2012.
- Accessibility issues, including necessities of air-service appropriate to education provision.

Such inadequate resourcing of Island schools acts as a barrier to a truly inclusive educational system. Congress instructs the Executive to actively pursue negotiations with the Departments concerned to overcome these issues.

Over the course of the year, the TUI liaised with Donegal ETB and Galway and Roscommon ETB in relation to this issue. The TUI has raised the issue in all relevant fora and also forwarded a submission to the Joint Oireachtas Committee



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on Education and Skills in relation to the challenges facing island schools.

B. CONDITIONS OF SERVICE - THIRD LEVEL

28 Dublin Colleges (Amended by IT Tallaght)

Congress directs the Executive to ensure that the outcome of any National negotiation forum on Technological Universities is put to a national ballot of members at Third Level. Congress further instructs the Executive to plan for and initiate strike action if the aforementioned national negotiation forum is not established without preconditions within one month of the close of this Congress.

A National Negotiation Forum has been established, following acceptance of a proposal by members in the Institutes of Technology sector in a ballot in May 2017. The matter is dealt with elsewhere in this Annual Report.

60 Dublin Colleges/Dundalk IT/ IT Tallaght

Congress instructs the Executive that the outcome of the DES/HEA/THEA/TUI review of workloads at Third Level due for completion in March 2017 be referred to the membership for ballot. The ballot being restricted to Third Level members only.

The review of issues related to lecturing, including workload, has not been completed and is ongoing. The issue is reported on elsewhere in this Annual Report. In relation to the review, the TUI has secured confirmation that, other than re-designation of the second flex hour, any element of the outcome of the review, were its implementation to be sought,

would be subject to the normal industrial relations procedures.

55 IT Carlow/Athlone IT

Congress instructs the Executive to negotiate the removal of all additional working hours, and the reversal of all deteriorations in terms and conditions of TUI members, which arose as a result of the austerity budgets and the austerity national agreements, in particular that the removal of flex teaching hours should not result in re-designation.

The removal of the additional hours imposed under the CPA/HRA has been sought by the TUI and other unions. At the pay talks (May/June 2017) that resulted in the PSSA, Government, on the basis of cost, maintained its absolute opposition to removal of those hours at this stage. The TUI, in line with the position mandated by members in relation to the DES/TUI Agreement, May 2016, has demanded re-designation of the second flex hour as a matter of urgency.

49 IT Carlow/IT Tallaght

Congress notes that the original imposition of the so-called flex hours under the Croke Park Agreement was in part justified in the LRC document by reference to the number of lecturing weeks involved in semesterised academic calendars. Congress reminds the Executive that semesterisation was forced through by IoT managements and resulted in lecturing weeks being sacrificed to accommodate a second examination cycle, intensifying the academic year for lecturing staff and for students alike and increasing the workload of lecturing staff. Congress instructs the Executive that it is entirely unacceptable for any management representative to justify additional workload impositions on lecturing staff on the basis of management

decisions to semesterise in almost all Institutes of Technology. Congress instructs the Executive to insist that IoT managements accept full-time lecturing over a semesterised academic calendar as completely fulfilling contractual class contact requirements for lecturing staff. Failing such acceptance, Congress instructs the Executive to ballot Third Level members on withdrawal of cooperation from semesterised academic calendars.

The Union has addressed matters in relation to lecturing hours at local level as they have arisen. Where the matter has generic dimensions, it is brought to the IoT IR forum. It can be anticipated that the review of issues related to lecturing will inevitably have to consider the implications of semesterisation.

42 IT Tallaght

Congress instructs the Executive to campaign for the re-instatement of the 1.5 weighting night-time (post 6pm) for lectures carried out in the Institute of Technology sector- removed by the Lansdowne Road Agreement- as the current system of 1.25 weighting does not recognise the large amount of extra work and commitment required for the needs of lecturers and students at night-time.

The TUI included this issue in the joint submission made to the Public Service Pay Commission. Restoration of the 1.5 weighting was also sought in the pay discussions in May/June 2017, but not achieved. It is a matter that logically will fall to be addressed as part of the workload review.

29 Cork Colleges (Amended by Cork Colleges)

Congress instructs the Executive to escalate its campaign to prevent the Technological Universities Bill as currently proposed from being enacted.

The TUI, through the agreement accepted by members, secured a commitment by Government to introduce specific amendments to the TU Bill in order to address key issues identified by the Union. Those amendments were duly brought forward when the Bill was re-introduced at Committee stage. The Union has made it clear that its continued co-operation with technological universities is contingent upon those amendments appearing in the Act that eventually emerges from the legislative process.



59 IT Tallaght/Dublin Colleges/Athlone IT

- Congress instructs the Executive to conduct a media campaign to
- 1- Emphasise that “teaching hours”, “contact hours” or “timetabled hours” are not equivalent to “working hours”, given that teachers and lecturers actually work multiples of their timetabled hours every week.
 - 2- Illustrate the ever widening gap between the falling numbers of lecturers teaching and the increasing number of students enrolling in IoTs.

The Union at every opportunity during the year highlighted the oppressive effect of excessive workload and the multiplier effect of a lecturing hour. We drew attention to the fact that, both domestically and internationally, lecturers in the IoT sector have an inordinately large lecturing commitment and that this is at odds with the demand in national policy for an increased emphasis on research and for movement towards technological university designation.

A nationwide Third Level lunchtime protest, drawing attention to the funding crisis in the IoTs, took place in September 2017.

30 Athlone IT

Congress instructs the Executive Committee to demand that existing contracts and conditions of service will not be re-negotiated under any new proposed Technological University structure.

The aim of the Union is to achieve the best possible contractual conditions for members. In this context, we routinely seek improvements in existing contractual arrangements. The establishment of the National Negotiation Forum allows the Union both to protect those elements of contract that are beneficial and to seek to improve those elements that are unsatisfactory.

46 Dublin Colleges(X2)/Athlone IT (Amended by IT Tallaght)

Congress instructs the Executive of the TUI to call on the Department of Education and Skills to provide adequate and appropriate supports for the teaching and assessment of large class groups, in particular by applying appropriate weightings of 1.5 or more to any class with more than 32 registered students.

The Union is seeking to have matters such as this, related to workload, comprehended by the workload review. Where any other opportunity presents to address the related issues – in the IoT IR forum or elsewhere – it is availed of.

43 IT Tralee (Amended by Cork Colleges)

Congress instructs the Executive to get an audit of the lack of adherence on the part of IoT management to the nationally agreed grievance procedure and to take appropriate action at national level to pressure IoT management into complying with the grievance procedure, particularly its timelines. The timelines are not being adhered to.

Where there has been a failure to adhere to the nationally agreed grievance procedure, the matter has been dealt with locally in the first instance. Continued failure by an Institute has, in some instances, been taken to appropriate third party structures. It should be noted that, in general, the grievance procedure is being adhered to by Institutes.

57 Dublin Colleges(X2)/IT Tallaght (Amended by IT Tallaght)

Congress instructs the Executive of the TUI to begin negotiations with the Department of Education and Skills for a reduction of 4 teaching hours for all newly-appointed lecturing staff in the Institute of Technology sector in their first two years, to ameliorate the extreme workloads for lecturers.

This is a matter that is proper to the review of lecturing.

31 IT Tallaght

In an increasingly globalised world the importance of language skills of graduates cannot be underestimated. Congress instructs the Executive to engage in a consultative process with The Department of Education and Skills (DES) and/or other organisations as needed to demand that its modern languages strategy includes an appropriate funding model in IoTs.

The TUI, in calling for increased funding for the sector and at the meetings held with the HEA, has referred to the current deficits in terms of the modern languages strategy.

C. CONDITIONS OF SERVICE – GENERAL**67 Waterford City**

Congress instructs the Executive to develop a whistle-blower policy, which commits the TUI to defend and support members who disclose misconduct or impropriety, and are victimised or mistreated, together with guidelines and training for Branch Officers and members with respect to whistle-blowing.

A policy and guidelines that are fully compliant with the requirements of the relevant legislation are being developed by

the Union's Organisation and Training Sub-committee. Implications, if any, that arise from commencement of the General Data Protection Regulation (May 2018) are being considered in this regard.

75 Co. Limerick (Amended by IT Tallaght)

Congress instructs the Executive to negotiate a set of procedures with the relevant education partners, in order to protect teaching and lecturing staff against unfounded and/or malicious allegations made by a parent and/or a student.

Over the past year, the TUI has been reviewing the Code of Practice for dealing with Complaints made by Parents, Guardian/s of a Student or by a Student (who has reached the age of eighteen) currently enrolled in a school/centre, against a Staff Member employed by an Education and Training Board (ETB). These discussions are currently at an advanced stage. The Union has also, jointly with the other teacher unions at the Teachers' Conciliation Council, sought urgent action by the Minister under Section 28 of the Education Act to vindicate both the right of a parent to have a complaint processed in an appropriate fashion and the right

of a teacher to have fair and due process in relation to any such complaint. The Union has asked the Teaching Council to screen complaints to ensure that malicious, vexatious or trite complaints are not referred to the Investigating Committee of the Council. In a hearing of the Oireachtas Committee on Education and Skills, the Union insisted that teachers must be protected against meretricious and/or malicious complaints.

71 Executive Committee (Amended by Dublin C&C)

Congress instructs the Executive Committee to lobby for a tax credit for the purchase of I.C.T. equipment that is used in a professional/vocational capacity.

The Department of Finance/Revenue Commissioner is engaged in a review of flat rate expenses and the TUI, jointly with the other unions, has raised the matter addressed in the motion.

73 Co. Meath(X2)/Co. Galway

Congress instructs the Executive to seek parity for TUI members in relation to the public sector Job Share scheme. In particular, Congress demands:

- Job Share can be taken over two and a half continuous days if the applicant so wishes.



WORLDWIDE GLOBAL SCHOOLS

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

Development Education Grants Available!

Grant Call 2018

Application Opens: 14th March

Deadline for Applications: 9th May

WorldWide Global Schools (WWGS) offer grants of €600 - €2,000 to assist schools integrate Development Education into their teaching and learning.

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.

How much can our school apply for?

Starter Schools - Schools newly engaging with WWGS are eligible to apply for grants of up to €600

Established Schools - Schools that have previously engaged with WWGS can apply for grants of up to €2,000

How Do I Find Out More/ Apply?

Tel: 01 685 2078 **Email:** info@worldwiseschools.ie

Web: www.worldwiseschools.ie/register-interest-grants/

Successful applicants will be supported to integrate DE into school life. This includes the provision of: In-school training & support, DE resources, teacher trainings and events.

Examples of activities that may be funded include:

- Teachers planning & learning time for DE
- Student-focussed activities (seminars, debates, action projects, exhibitions etc)
- Whole-school DE activities & events
- Peer learning initiatives



Irish Aid

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

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

gorta
Self Help Africa

CONCERN
Worldwide

CDET B

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- that a Job Share application and a Career Break application for the duration of one year cannot be refused.

The primary focus in the past year has been to protect and preserve existing provisions in relation to job-sharing and career break, both of which have become the subject of misplaced scrutiny because of the evident crisis in the recruitment and retention of teachers.

78 Co. Clare/Executive Committee (Amended by Executive Committee)

Noting that increasing levels of bureaucratic and administrative work

- Deflect teachers and lecturers from their core teaching function
 - Demand significant, increasing and excessive amounts of time
 - Reduce the time available for continuing professional development, professional collaboration with colleagues, academic research and reflection, co-curricular and extra-curricular activities, engagement with students and community
 - De-motivate teachers and lecturers
 - Are associated with inappropriate and spurious forms of accountability
 - Impose unsustainable workload
- Congress instructs the Executive to request a reduction in the rate of change in some ETBs. Increasing pressure on staff to complete the endlessly increasing workload is causing extra workload, stress and ill health.

Congress further instructs the Executive committee to proof every initiative, project, pilot and revision proposed by the DES or other agencies to insist that it will not lead to the imposition of additional bureaucratic workload and, specifically to audit “Looking at our Schools” and the procedures for inspections in order to insist that the burden of administration duties is eased, and to insist that the union’s industrial relations strategy is informed by the imperative of reducing the bureaucratic and administrative demands on members.

The TUI has acted in accordance with the principles set out in this motion in respect of every initiative, change or reform suggested by the DES or any other agency. Needless to say, the vigilance of members continues to be required as does prompt reporting through the Union’s representative structures of any additional workload.

72 Cork Colleges/Shannon

Congress instructs the Executive to negotiate advance compassionate leave for members who must attend to close relatives who are terminally ill.

This is a public service-wide issue. The TUI is making members aware of the availability of force majeure leave and of compassionate in the event of illness of a close relative (once attendance is certified by a medical practitioner). Separately, bereavement leave (from the date of bereavement) continues to apply as outlined in the TUI Diary and DES circulars.

D.ADLT EDUCATION

89 Co. Longford/Co. Clare/Tipperary SR/Co. Kerry

Following conversion of BTEI posts, Congress calls on the National Executive to actively, and without delay, pursue comparator cases to regularise national terms and conditions for all those currently working outside standard contracts in the Further Education sector.

On foot of commitments secured by the TUI in both the Haddington Road Agreement and the Lansdowne Road Agreement (the Chairman’s Note), the Union has been engaged in talks with the Department of Education and Skills with a view to securing appropriate terms and conditions for those currently employed under non-standard contracts in the Further Education sector. A report on these WRC-facilitated discussions forms part of this Annual Report.

84 Dublin City

Congress instructs the Executive to demand that all fully qualified teachers are paid a qualified rate for the hours that they teach and that the term ‘tutor’ is discontinued.

See motion 89

82 Co. Kerry

Congress deplores the use by certain ETBs of the Youthreach Resource Worker contract to fill positions paid at less than half the teaching rate, outside of the Youthreach setting as was originally intended. Congress instructs the Executive to oppose any such use of the contract outside of the Youthreach setting.

Further to the TUI’s representations on the issue, the Industrial Relations Forum for ETBs recorded agreement that the Resource Person Grade is solely for deployment in Youthreach. The TUI has addressed concerns through representations to ETBs

and the DES and is dealing with legacy staff in grades, outside of Youthreach, on a case-by-case basis. The Department of Education and Skills was conducting an audit of employment grades and conditions of service in Further Education in the context of the ongoing Phase II discussions.

88 Co. Kerry/Co. Carlow/Co. Clare

Congress instructs the Executive to object to Circular Letter 62/2016 regarding the appointment of new Adult Education Officers. The downgrading to ‘Third Level qualification being desirable’ is a retrograde step. The Executive will insist on a return to the requirement for a Third Level qualification, plus post graduate qualification, plus five years teaching experience through the Teachers’ Conciliation Council.

Vigorous representations were made by the TUI with a view to maintenance of the qualification requirements set out in DES CL42/79 for the purposes of appointment to the post of AEO. In spite of strong representations by the TUI, the DES has refused to re-instate the requirement for teaching qualifications.

91 Co. Wicklow/Co. Cavan/Co. Galway

Congress instructs the Executive to negotiate to increase the levels of guidance staffing (as per 2012 Operational Guidance DES) to meet the demands of the F.E.T. Guidance Strategy and that the staffing moratorium in Adult Education Guidance be reversed with all staff positions reinstated.

The TUI continues to seek the provision of sufficient and appropriate guidance staffing in the Further and Adult Education sector.

79 Executive Committee

Congress notes that the grades of Community Education Facilitator, Adult Literacy Organiser, Adult Guidance Counsellor and Back to Education Co-Ordinator are considered to be recruitment grades. As such, members appointed to these grades are required to commence on point one of the scale. This represents a significant pay cut for many experienced prospective candidates. Congress instructs the Executive to address this issue either via an incremental credit scheme that recognises prior service as relevant or by re-designation of the positions as promotional positions rather than recruitment grades.

The TUI has raised this issue at the Industrial Relations Forum for

ETBs and continues to make representations with a view to having such grades designated as promotional rather than entry grades.

93 Co. Cavan/Co. Carlow/Co. Galway

Congress instructs the Executive to negotiate with the DES and ETBI to safeguard pay and conditions for Guidance Co-ordinators and Guidance Counsellors employed in the Adult Educational Guidance Initiative (AEGI) in any future developments regarding FET guidance.

This position will inform the TUI's approach.

E. EDUCATION

98 Executive Committee/Dublin Colleges

The suggested introduction of income contingent student loans, as outlined by the Cassells Report, constitutes a significant and negative shift in the broader concept of education for all in Irish society. Congress instructs the Executive to campaign against this form of privatised funding in negotiations with the DES and to highlight societal consequences of this issue in the public domain.

At every opportunity, in the media and in available fora, the TUI has made the case for a dedicated Higher Education levy on corporate profits as a means of generating the revenue for the level of public investment that is required. The TUI has unequivocally opposed income contingent loans on the basis that they would represent unacceptable imposition of additional debt and a further move towards privatisation of Third Level education.

101 Executive Committee/Co. Galway (Amended by Executive Committee)

Congress instructs the Executive Committee to insist that the balance of membership on NCCA development groups guarantees that practising teachers are the primary representatives on these fora. Congress also instructs the Executive Committee to continue to work with other teacher unions to make certain that the perspective of practising teachers on such development groups is central. Furthermore, the excessive workload being placed on teacher representatives on NCCA development groups must be investigated and addressed.

Throughout 2017, the TUI, in



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partnership with the other teacher unions as appropriate, continued to emphasise the expert voice provided by teachers on NCCA development groups. The TUI also, on a number of occasions, highlighted the benefit that would ensue from a practising teacher being the Chairperson of a development group.

105 Dublin C&C

As part of Budget 2016 Minister Bruton announced the introduction of the new allocation model with effect from September 2017. This model moves away from allocation of additional hours to schools based on the assessed needs of students with SEN and instead will allocate additional teaching resources based on the school profile.

Consequently, there will no longer be an entitlement to a predefined quantum of hours associated with each of the various categories of Special Educational Need. The SENO will no longer be responsible for the allocation of hours to meet the needs of individual students and this responsibility will fall to the SEN Co-ordinator in the school. This will mark a radical increase in workload at local level.

In light of this fact, Congress instructs the Executive Committee to seek to immediately enter negotiations with the relevant government departments in order to reinstate the qualification allowance to teachers who hold a post graduate award in Learning Support or Resource teaching as a reflection of the increased workload associated with this new allocation model.

During 2017, the TUI made submissions to, and met with, both the NCSE and the DES in relation to this matter. The Union also raised the matter of the allowance with the DES and in the context of the national pay talks in May/June 2017.

118 IT Tralee(X2)/Co. Mayo

Congress instructs the Executive to formulate policy and procedures that will protect the intellectual and ownership rights of staff to online notes and materials which they may have developed. Furthermore, Congress instructs the Executive to oppose any move to replace teaching hours with previously recorded online content.

Furthermore, Congress calls on the Executive to commission a report into the challenges of technology for educators, in their role within the education profession. This must include topics as ownership, privacy, training, undermining of direct class contact, IT support and other relevant topics as determined by the Executive. This report is to be presented at next year's Congress.

The matter of ownership of intellectual property is the subject of on-going consideration at the relevant advisory councils and sub-committees of the union. The intention is to develop policy guidelines in relation to what is a complex area. The Union has also been engaged both locally and nationally in opposing any attempt to replace teaching hours with previously recorded online content. The Union, in this regard, has received legal advice and has drawn on advice developed by unions in other jurisdictions which will feed into TUI policy.

99 Tipperary NR (Amended by Tipperary NR)

Congress calls on the Executive Committee to negotiate with the DES for the provision of timely applications for reasonable accommodation for students with special educational needs prior to the completion of Junior Cycle classroom based assessment and assessment tasks. Discrimination against students with SEN could occur under the current definition or arrangements as outlined in CL 92/2016.

The TUI, in partnership with the ASTI, meets frequently with the State Examinations Commission to discuss matters of mutual interest including issues arising from the RACE (reasonable accommodation) programme. Following changes to the scheme from 2017, applications approved for Junior Cycle will be capable of being reactivated at Leaving Certificate in the future, subject to confirmation by the school authority of an identified and continuing need. The deadline for RACE applications for Junior Certificate/Cycle (standard application) is now December 22nd with a decision date of March 2018 (as opposed to the timelines in 2017 of January 13th for application and end April for decision).

96 Limerick City Schools
There exists an increased bureaucratisation, with associated administrative workload and an emergence of a micro managerialistic approach in the name of QA, that is, reducing the weight of the core teaching/academic considerations in FE management. Teachers are over burdened with administrative activities in the name of QA. Congress thereby instructs the Executive Committee to demand that the DES provides adequate funding to implement QA.

This matter has been raised by the TUI at the appropriate fora and in discussions with SOLAS.

F. EQUALITY

125 Donegal Colleges(X2)/Co. Wicklow/Executive Committee
Congress notes that there is a lack of sufficient support from employers (in all sectors) for staff who have experienced mental health issues. It is noted that statistics from the TUI Income Continuance Plan show that 37% of claims to the plan during the past year were due to mental health issues. It is also noted that teachers and lecturers are experiencing significant increases in workload which may add to stress levels and mental health issues.

issue of adequate support structures for teachers and lecturers in this regard and to pursue the matter through the relevant fora.

Specifically, the Union is to campaign for the adoption and implementation of the model health policy (with appropriate changes) described in "A Mental Health Policy Document for the Workplace" authored by See Change: The National Mental Health

Stigma Reduction Partnership and which was sponsored by ICTU.

This matter has been raised by the union at the IOT IR Forum, the TCC, at relevant ICTU committees and at the annual occupational health review meeting. The TUI, in conjunction with other unions, is seeking funding for a pilot project – wellbeing in the workplace. An awareness raising campaign on mental health issues was launched at Congress 2017.

129 Dublin C&C/Co. Laois/ Shannon/Limerick Colleges
According to the Organisation of Working Time Act, 1997, time spent on maternity leave is treated as though you have been in employment and this can be used to accumulate annual leave entitlement.

Teachers on maternity leave are obliged to take any annual leave they have accumulated on existing school closure days.

Congress instructs the Executive to negotiate that teachers on maternity leave should be permitted to take 4 weeks' holidays and any bank holidays that they have accumulated while on leave. This is the basic annual leave entitlement for all full-time employees. These holidays should not have to be taken on school closure days but when the maternity leave ends.

The Union has sought to have this issue addressed through the ongoing PSC/DEPER review of sick leave, including pregnancy related leave. At the annual occupational health review, it was noted that there has been a significant increase in pregnancy related sick leave since the removal of the annual leave overlap days. However, the DES and DPER are resolutely opposed to the reintroduction of the overlap days.

126 Dublin City
Congress instructs the Executive to campaign for a change to the rights of breastfeeding mothers returning to work under Section 9 of the Maternity Protection (Amendment) Act, 2004. Women in employment who are breastfeeding are entitled to take paid time off work each day in order to breastfeed or express. The provision applies to all women in employment who have given birth within the previous six months. Maternity leave currently stands at six months; therefore, women returning to work following maternity leave cannot avail of paid time off to either breastfeed or express their milk.

The World Health Organisation states that exclusive breastfeeding is

recommended up to six months of age, with continued breastfeeding along with appropriate complementary foods up to two years of age or beyond. Breastfeeding mothers returning to work often have to wean their babies sooner than they would have done due to the six-month timeframe imposed on paid time off to breast or express. Congress considers this unacceptable and instructs the Executive to seek that the six-month time limit be extended to two years.

The TUI, in conjunction with the other teacher unions, has a claim at the TCC which is being considered by the Official Side.

G. EXAMINATIONS

138 Co. Wicklow
Congress deplores the quality of and lack of in-service offered to teachers of the new Junior Cycle English Award and the resulting lack of clarity surrounding the teaching and assessment of the course. Congress demands that the Executive insist that in-service, comparable to the frequency and duration of that for Project Maths, be provided to all English teachers.

The TUI has consistently raised concerns relating both to the quality and quantity of professional development/in-service with the DES and the JCT. The matter is a standing item on the agenda for meetings of the Implementation Committee.

131 Co. Wicklow
Congress calls upon the Executive to review the requirements of the SEC's new RACE Application Guidelines. Congress call upon the Executive to demand that additional teacher hours be allocated to schools for the purpose of assessing students, completing forms, liaising with parents and other tasks set by the SEC in regard to RACE applications. There is a significant burden placed upon schools to carry out the assessments, determine eligibility, process applications and establish systems for retention of evidence. While the numbers of students applying for RACE has increased exponentially in the last ten years there has been no increase in teacher allocation to balance the additional time required to carry these applications. Congress calls upon the Executive to acknowledge this additional workload and to address the issue.

The TUI, in partnership with the ASTI, meets frequently with the SEC to discuss matters of mutual interest, including issues arising

from the RACE programme. The issue of a time allocation for schools in regard to the submission of RACE applications was rejected by the SEC on the basis that the SEC believes that the changes made to RACE in 2017 should, in the long-term, reduce workload for schools particularly in the context of Leaving Certificate.

- 142 Co. Kildare/Shannon/Co. Carlow**
Congress instructs the Executive Committee to enter into urgent discussions with the SEC and DES to improve pay and conditions for superintendent examiners and correctors. This is an extremely important issue as it becoming extremely difficult to fill these positions.

The TUI, in partnership with the ASTI, has raised the issue of inadequate pay for contract staff at every meeting with the SEC. The TUI believes that inadequate pay is the key factor in the difficulties encountered by the SEC in recruiting contract staff. At the time of writing, both unions were working on a pay claim in relation to contract staff in the SEC. It should also be noted that, following representations from the unions, a request was made to the DPER to abolish PRD for SEC contract work. That request was rejected by the DPER, but Section 6.1.2 of the Public Service Stability Agreement means that PRD will, from 2019, no longer be payable on work carried out that does not give rise to a pensionable benefit.

- 140 Galway City (Amended by Co. Galway)**
Congress instructs the Executive to call on the Minister for Education to seek an urgent review of the current Junior Cycle English SEC set final exam. There needs to be changes made to the design of the exam paper, the structure and layout as well as the content.

The NCCA, at the request of the TUI, has begun an early impact review of Junior Cycle English. At the insistence of the TUI, that review is open to all teachers of English through a survey and a number of consultation events.

- 136 Tipperary NR**
Congress instructs the Executive Committee to meet with the DES to discuss the issuing of relevant circulars and information in relation to the New Junior Cycle Assessment Tasks. The Executive Committee should seek to establish that all information in relation to Junior Cycle Assessment Tasks should arrive at all schools/centres no later than 30

days prior to the commencement of any task.

The TUI, through the Junior Cycle Implementation Committee and the NCCA, raised this issue during 2017. The TUI continues to monitor the situation closely.

- 143 Tipperary NR/Dublin Dún Laoghaire/ Shannon**
Congress instructs the Executive Committee to negotiate with the DES, so that priority may be given to existing teachers and newly qualified teachers (especially those with less than full hours) in relation to employing them to supervise and correct State Examinations.

The issue of priority being given to part-time teachers has been raised by both unions. The SEC does give priority to part-time teachers and a shortage of contract staff has, on occasion, led to the SEC having to accept late applications for contract staff positions. The SEC, also at the request of the TUI, has removed the previous requirement for application forms for contract work to be signed by the ETB CE as well as the school principal, in the case of ETB teachers.

- 137 Co. Wicklow**
Congress acknowledges the work of the TUI leadership in renegotiating aspects of the assessment of the new Junior Cycle English Award. Congress now instructs the Executive to demand that the already inequitable correction workload of English teachers does not become untenable through the requirements of the new award. Equitable correction and preparation workloads for all subject areas of the new Junior Cycle should be pursued with particular reference to the onerous burden traditionally placed on English teachers.

The TUI has raised the issue of correction workloads with the DES, SEC and professional development support services. Preventing additional workload was also the subject of an agreement between the TUI and the Inspectorate in May 2016. The TUI carried out a workload survey in 2015 and continues to use the findings of that survey in order to maintain a high profile for the issue. It is important to note that section 2.6 of the Junior Cycle Joint Statement states that the "classroom-based assessments will substitute other assessments currently undertaken in the school such as in-house examinations, etc. as appropriate".

- 135 Galway City**
Congress instructs the Executive to call on the Minister for Education and

Skills to provide schools with the necessary means to report to parents on the new Junior Cycle exams. At present the new grading structure is not supported by existing software and any delay in providing the templates will further damage the credibility of the exam.

The matter of ICT deficiencies and incompatibility between the PPOD and other platforms in use in schools was raised by the TUI with the DES at the Implementation Committee. This is reported on elsewhere in this Annual Report.

H. FURTHER EDUCATION

- 149 Executive Committee/Cork City Schools/Co. Kerry**
Congress demands that TUI resist the outsourcing of course delivery to private sector providers. Suitably experienced, qualified and competent staff are needed to teach such programmes to the required standards. Outsourcing to frequently inadequate private providers has serious implications for the reputation both of the QQI accreditation brand and of ETBs. It also poses a significant threat to teaching jobs. TUI must demand that teachers' work is not undermined or yellow-packed as the FET strategies of ETBs continue to evolve under SOLAS.

The TUI, further to the DES/TUI Agreement, May 2016, has secured a number of fora involving QQI and SOLAS at which the Union has advanced this policy. This is reported on elsewhere in this annual report. Branches are invited to identify private sector provision funded by ETBs which is in direct competition with ETB-provided further education courses and programmes.

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

The TUI has consistently sought a dedicated seat on SOLAS. However, Government policy, as set out in the revised process of appointment to state boards (see stateboards.ie) does not provide for dedicated appointments. As

per motion 149, further to the DES/TUI Agreement, May 2016, the TUI has secured a number of bi-lateral fora involving QQI and SOLAS.

147 Cork City Schools

Congress instructs the Executive to demand that FE awards are retained on a national basis and that the union firmly reject any plans to devolve certification to individual ETBs or to ETBI.

In representations to QQI, the TUI has opposed devolution of certification to ETBs.

146 Co. Carlow

Congress instructs the Executive to work with DES and ETBs to highlight the importance of having staff with education qualifications in FET Management roles in order to understand and carry out education work.

The TUI has advanced this position at its engagement with the DES, SOLAS and other relevant bodies.

145 Executive Committee

Congress notes that the development of the organisational design for Education and Training Boards has benchmarked the second tier of management i.e. Directors, against the Education Officer grade. Congress instructs the Executive to insist that grades represented by the TUI on the 3rd tier of management, i.e. Adult Education Officer grades, are benchmarked against other grades on the 3rd tier of the design i.e. ETB Assistant Principal Officers, and are paid no less favourably.

As part of the ETB Organisation Design process, a survey of all grades has been conducted. The results of the survey are to be reported back to the DES in the first quarter of 2018. The DES has undertaken to meet with TUI to address the issues raised in this motion when they have collated that survey.

162 Co. Carlow(X2)/Co. Clare(X2)

Congress instructs the Executive to lobby the DES to acknowledge the work experience to date of newly appointed teachers in the Further Education and Training Sector, rather than starting at point 1 of the salary scale. Furthermore, Congress instructs the Executive to examine the pension entitlements, lack of increments, and career path of part-time Further Education and Training staff who have been working in some cases for over 15 years without any increments.

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The TUI will continue to seek access to incremental credit for members appointed to teaching posts and restoration of access to credit where such arises. The pay and conditions of service of ETB-employed teachers assigned at present to teaching work which is not formally recognised is currently being audited by the Department of Education and Skills as part of the Phase II discussions.

144 Executive Committee

Congress deplores the delay by the DES and the ETBI in completing a fit-for-purpose Organisational Design for Education and Training Boards and instructs the Executive to liaise with other Unions on the staff side to demand that a fit-for-purpose organisational design is produced without further delay.

See Motion 145

153 Co. Sligo

In keeping with the current campaign of equal pay for equal work, Congress instructs the TUI Executive to demand that teachers possessing the required qualifications and who were working in any of the areas listed in either Appendix B or Appendix C of Circular Letter 0052/2013, prior to the Circular Letter coming into effect, cannot be re-graded to the status of Tutor, in the event that they change their employer.

Congress further demands that any teacher who has already suffered a re-grading be restored to the appropriate point on the salary scale that they were on prior to the implementation of the Circular Letter.

The TUI has made representations both in relation to individual cases to which the circumstances described in the motion apply and

the generic problem to which the terms of the Circular give rise. To date, we have not secured the amendments sought.

163 Galway City(X2)/Co. Mayo

Congress demands that increased administrative resources be provided to relieve both the burden of administration on teachers in the PLC and FE sectors resulting from the introduction of new IT MIS systems (PLSS/FARR) and new work practices pertaining to student needs (e.g. mental health difficulties, specific learning needs, educational needs assessments).

The matter of increased administrative resources has been raised by the TUI and by unions representing the administrative staff of the ETBs. While there has been some relaxation of the restrictions on the appointment of new staff by ETBs, considerable constraints still apply and this is a matter of concern for all the unions. In terms of increases in workload associated with new procedures, such matters should be brought to the attention of the Union at local and national level. The Union will seek to address such issues in the context of the provisions of the DES/TUI Agreement, May 2016. Branches are invited to specify the work burdens which attach to reporting systems.

160 Co. Carlow(X2)/Co. Galway/Co. Cavan

Congress instructs the Executive to negotiate the updating of DES Circular 70/04 in order to reflect the ongoing changes being implemented though the FET strategy.

See Motion 145 (above). The Executive Committee intends to address the Circular Letter in the context of the current ETB organisational design process.

I. HEALTH AND SAFETY

173 Dublin City(X3)/Executive Committee (Amended by Executive Committee/Cork Colleges)
 Congress instructs the National Executive to carry out an investigation to establish the actual number of Bullying and Harassment cases that have been taken, or are currently being taken, by TUI members.
 Furthermore, Congress instructs the Executive to examine the level of conformity by the employer in the operation of Bullying and Harassment policies, particularly in regard to adherence to timelines as set out. Experience shows that these timelines are often ignored, thereby causing further distress to the members concerned. A swift and effective system needs to be put in place to end any abuse of the agreed procedures’.

The Lyons High Court judgement has necessitated a review of procedures from which findings issue. The Union is seeking, in the context of such review, to have compliance with the specified timelines. The survey sought is problematic because of the confidential nature of much that attaches to complaints of bullying and harassment and also because of data protection requirements.

168 Dundalk IT (Amended by Limerick City Schools)
 Congress condemns the failure of management to protect staff

members against on-line attacks and cyber-bullying. Congress instructs the Executive to take action on behalf of any member by challenging management who fail to address such attacks.

Where advised of such cases, the Union has sought to offer appropriate advice (including legal advice) and protection to members.

J. MISCELLANEOUS

180 IT Tallaght
 Congress declares solidarity with the GRA and the AGSI and supports the right to strike of all workers. Congress deplores threats in the Horgan report to attack the pensions of Gardaí who take industrial action. Congress reiterates its opposition to punishment measures (in legislation and elsewhere) being inflicted on workers who dare to assert their rights and defend their interests.

The TUI engaged in an intensive lobbying campaign in an effort to have the punitive clauses of the Public Service Pay and Pensions Bill deleted. However, the punitive measures remained when the Bill was passed into law.

178 Cork Colleges
 Congress instructs the Executive to campaign that no toxic waste or municipal waste incinerator shall be built within a 30km radius of any educational establishment, on Health and Safety grounds.

179 Dublin City
 Congress supports the right of workers to take strike action and for communities to protest and organise against austerity measures.
 Congress rejects the opinion that to deem strike action, protest, demonstration, slow march or sit down protest as false imprisonment needs to be vigorously opposed by the trade union movement.
 An injury to one is an injury to all.

K. OCCUPATIONAL HEALTH

181 Executive Committee/Cork City Schools/Cork Colleges
 Congress notes that occupational injuries are dealt with under the public service sick leave scheme and, as such, injuries sustained in the carrying out of one’s work duties can result in the depletion of the benefit of paid sick leave. Congress instructs the Executive to engage with the Public Services Committee of the ICTU and to lobby the relevant Government Departments to seek to address this unfair situation.

Claims were lodged at the TCC and IOT IR forum and are being considered by the Official side in the context of concession of a related claim for leave necessarily taken (as a result of injury sustained) because of assault (CL 61/2017 refers). This is reported on in the section of the Annual Report dealing with the TCC.

186 Cork City Schools/Shannon
 Congress requests that sick leave arising from an assault or injury at work not be included as part of the regular sick leave entitlements.

A Circular Letter regarding assaults at work has issued (Circular Letter 61/2017). In addition, a claim for the establishment of an Occupational Injury Scheme is currently being considered by the Official side.

183 Co. Clare/Donegal Colleges
 Congress instructs the Executive to lobby for change to the conditions of sick leave over a rolling four-year period. The law discriminates on illnesses (Cancer, MS, Cardiac and other unspecified critical illnesses) and pregnancy-related leave. We ask that the number of days for full paid and half paid leave be extended or that the minimum number be abolished.

An improvement has been secured in relation to Critical Illness. This is reported on elsewhere in this Annual Report.



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- 182 Co. Monaghan/Shannon/IT Tallaght/Dublin Colleges (Amended by Cork Colleges)**
Congress calls on the Executive to urge the ICTU to have the revised sick leave scheme for teachers/lecturers rescinded and to revert to the previous one.

A review of sick leave, involving the DPER and the PSC of the ICTU, has been ongoing throughout 2017. The Government/DPER has refused to re-instate the previous scheme of sick leave. However, changes to the current scheme have been sought by the union side.

- 188 Co. Laois/Dublin City/Cork City Schools**
Congress recognises that the current situation, whereby pregnancy-related sick leave is counted as part of a teacher's general sick leave, is discriminatory. Congress instructs the Executive to immediately take steps to restore the distinction between pregnancy-related sick leave and general sick leave.

Improvements in pregnancy-related sick leave are being sought in the PSC/DEPER review of the Public Service sick leave scheme. There has been restoration, to the extent that pregnancy-related sick leave can be taken in addition to the normal sick leave entitlement. It is restored when and if sick leave is exhausted. It is restored at a minimum of half pay. The rate of remuneration is dependent on a double look-back for the applicant.

L. ORGANISATION

There were no motions carried in this section.

M. PAY/NATIONAL AGREEMENTS

- 235 Co. Louth/Dublin Colleges(X3)/Dublin City(X2)/Executive Committee(X2)/Donegal Colleges/Cork City Schools/Co. Meath/Galway City/Tipperary SR/Co. Carlow/IT Carlow/IT Tallaght (Amended by Dublin City)**
Congress condemns the continuing unfairness of lower pay, allowances and pension entitlements for newer entrants. Congress instructs the Executive to ballot for industrial action in October 2017, if these discriminatory rates are still in place in September 2017.

The Union's campaign for pay equality is ongoing. A full account is provided elsewhere in this Annual Report. Members of the TUI voted not to accept the PSSA largely on the

basis that it did not address the issue of pay equality.

N. PENSIONS

- 252 Executive Committee/IT Carlow/IT Tallaght**
Congress instructs the Executive Committee to demand:
- that the link between pension and the salary of a serving comparator should be maintained
 - that the Public Service Pension Reduction should be abolished "and to campaign and to lodge claims to this end."
- The union side, in the national pay discussions, succeeded in maintaining the link with the serving grades. In seeking amendments to the Public Service Pay and Pensions Bill, the Union had an amendment tabled that sought to have the PSPR abolished in respect of pensions up to €55K. However, this amendment was not accepted.*

- 255 Tipperary NR (Amended by Dundalk IT)**
This Union resists any suggestion or proposal to alter the method of calculating the lump sum and pension due to existing teachers and lecturers, as set out in the existing Superannuation Scheme, to which all teachers and lecturers were required to join. This Congress instructs this Executive to take instant and appropriate action if the Government attempts to alter existing contracts to facilitate the implementation of any change to the scheme which may be detrimental in the long term.

There has not, to date, been any such attempt by Government.

- 256 Co. Offaly**
Congress instructs the Executive to demand that previous reductions in retired members' pensions which were imposed when a financial emergency did exist, be mitigated to meet criteria of non-discrimination and proportionality in respect of all citizens and the appropriate restitution be made to TUI pensioners or to surviving spouses in the event of the death of retired members.

See Motion 252 (above). As a spouse's/partner's pension is half of the pension of the (deceased) pensioner, PSPR reduction, generally, did not apply. Under the PSSA, the PSPR will be phased out for all but a few; effectively it will be gone for most retirees in 2018.

- 253 Dublin Colleges(X3)**
This congress instructs the Executive to ensure that no person should be forced to retire from their job

because of reaching 65 or any other arbitrary age as long as they consent to stay in employment and are able to carry out their responsibilities, as contracted. Congress notes and reaffirms the existing entitlement to retire when they reach the age of 65 or earlier, if they so wish.

This issue was raised by the unions in the pay talks in May/June 2017. In December, the Minister for Public Expenditure and Reform advised of Government's intention to legislate for a change in the regulations in order, in particular, to facilitate closing of the gap between compulsory retirement age and the age for payment of the state old-age pension.

O. POSTS OF RESPONSIBILITY

- 262 Co. Carlow(X3)/Executive Committee/Tipperary NR**
Congress, while noting that the review of posts of responsibility provided for in the DES/TUI Agreement, May 2016 is under way and that Budget 2017 provides welcome but limited funding towards restoration of posts, regards
- the current situation in schools as unacceptable,
 - the burden on post holders, including Principal and Deputy Principal teachers, as unsustainable and
 - the diminution of service and support to students as unconscionable
- and, therefore, demands that restoration of posts to schools to 2009 levels be effected without delay and that the Executive Committee pursues this demand with vigour.

There is a discrete report on this matter elsewhere in the Annual Report.

- 266 Cork City Schools/Co. Clare**
Congress instructs the Executive to negotiate with the DES to increase the number, and to advertise without delay, promotional posts in schools.

See Motion 262 (above)

- 260 Co. Donegal**
Congress instructs the Executive to insist that when reviewing management structures in schools, the responsibilities associated with API and AP2 posts are determined based on the size, educational needs and, where applicable, the status of the school.

See motion 262 (above). The TUI succeeded in having the schedule of posts based on teacher numbers in spite of the draft Circular initially specifying that it would be based on student numbers.

261 Co. Westmeath

Congress calls on the Executive to immediately negotiate with the DES a Circular Letter which states that the Deputy Principal in a Second Level school will be offered the opportunity to act-up to the position of Principal for short-term and long-term absences. In the event that the Deputy Principal decides not to take up this position then the post will be advertised in an acting capacity, in the first instance, to staff in the school and, if necessary, to staff in the ETB if there is no candidate willing to go forward from the school.

The TUI raised this matter at the TCC. The parties to the Council are to develop a protocol.

P. RULES

There were no motions carried in this section.

Q. TEACHING COUNCIL**291 Executive Committee**

Congress instructs the Executive Committee to engage with the Department of Education and Skills and the Teaching Council to insist that the second year of the PME will:

- be recognised as the teacher's career entry year
- satisfy the teaching hours' requirement for full registration with the Teaching Council.

The TUI has repeatedly raised this issue with the Teaching Council. It has also featured in the response by the TUI to the crisis in teacher supply. The matter continues to be raised by the TUI as a key factor in the teacher supply crisis and the difficulties encountered by higher education institutions in recruiting applicants to the PME. In various media engagements, the Union has pointed to the exorbitant direct and opportunity costs of the 2-year PME.

289 Executive Committee

Congress notes with concern

- the evidence of current and emerging teacher shortages in a growing number of disciplines, including Gaelige, Home Economics and Modern Languages
- the distortions in teacher supply caused by the influence of private, for-profit providers of training-in-teaching programmes
- the increased actual and opportunity cost of pursuing a career in teaching arising from introduction of the PME
- the absence of a coherent national policy and strategic plan in relation to teacher supply
- the negative impact of this incoherence on new entrants to the teaching profession, in terms of the prevalence of fixed-term and

part-time, as opposed to permanent and full-time, work

- the adverse effects for students and schools in terms of restricted subject choice and lack of continuity

Congress instructs the Executive Committee to demand that - under the aegis of the Teaching Council - the teacher education departments and teacher training institutions, the Department of Education and Skills and other relevant agencies devise a rational, fair and sustainable teacher supply model as a matter of urgency and to engage with those bodies towards that end.

This matter was raised at various stakeholder meetings with the Teaching Council. The TUI also highlighted the issue in the Union's submissions (on recruitment and retention) and in the submissions to the Public Sector Pay Commission in January and November 2017. The Union will again address the matter in a submission to the Oireachtas Committee on Education and Skills in January 2018.

These and related issues were regularly raised in the national and local media throughout 2017.

300 Dublin Dún Laoghaire/Dublin City/ Executive Committee

Congress calls on the Executive to insist that, in defining CPD, the Teaching Council takes cognisance of the CPD, both accredited and non-accredited, currently undertaken by teachers.

Such CPD requirements, if implemented by the Teaching Council under Cosán, should not come at a cost to teachers in terms either of money or of personal time and any timeframe associated with completion of such CPD must be realistic.

The Cosán framework states that the "Council believes that all teachers are entitled to dedicated space and time for individual and collaborative learning and reflection on same". The TUI continues to insist, in all communications with the Teaching Council regarding Cosán, that time to engage in CPD is essential and that the DES has a responsibility to provide adequate time within school hours. The framework sets out four dimensions to CPD: formal/informal, personal/professional, collaborative/individual, school-based/external to the school or workplace.

During 2017, and into 2018, the TUI engaged in a number of discussions with the Teaching Council regarding CPD. The TUI was also represented on Teaching Council structures which discussed Cosán during 2017. An important step forward in 2017 was the Teaching Council's welcome for the TUI's application for recognition as a CPD provider for Cosán purposes.

292 Executive Committee

Noting

- the consensus nationally and internationally that maintenance of a high quality public education service requires appropriately qualified teachers
- the statutory register maintained by the Teaching Council and
- the nationally mandated curriculum delivered in schools through the approved Junior and Senior Cycle programmes

Congress instructs the Executive to demand that persons employed to teach any element of these programmes, including short courses, are fully qualified teachers registered with the Teaching Council.

Section 30 of the Teaching Council Act 2001 states that "other than the limited exceptions permitted under Ministerial Regulations, Section 30 prohibits payment from Oireachtas funds to people employed as teachers in recognised schools unless they are registered with the Teaching Council".

The TUI continued, throughout 2017, to demand that the teacher supply crisis be addressed through pay equality and that any suggestion of piecemeal measures such as hiring unqualified teachers to fill vacancies was not acceptable and would indeed be a regressive step.

301 Co. Cavan/Dublin City

Congress instructs the Executive to negotiate a mandate by the TUI Teaching Council Members for the re-activation of membership without restarting the whole process again once you were previously a member of the Teaching Council.

This is not possible under the existing statute. Once someone comes off the register for more than 30 days, she is deemed a lapsed member and must apply de nova and under the new/current regulations that are in operation at the time.

298 Dublin City

Congress calls on the Executive to seek a change in the regulations which means that the disciplinary

hearings of the Teaching Council are held in public by default. This runs the risk of causing reputational damage to any teacher who may later be vindicated.

The TUI has consistently and publicly sought such a change. However, the default position is for hearings to be held in public except in the case of the hearing being in relation to a medical condition. An application can be made to the Panel of the Disciplinary Committee to hold a hearing in private but a decision in this regard is at the discretion of that Board.

- 294 Dublin Dún Laoghaire**
Congress instructs the Executive Committee to issue a directive not to co-operate with the Droichead Programme unless the necessary resources are put in place.

The TUI met with the DES on four separate occasions during 2017 regarding the resourcing of Droichead. In October 2017, the TUI wrote to workplace representatives reiterating TUI support for the Droichead programme, but highlighting that its support was dependent on adequate resourcing of the programme. The letter informed members that a member's commitment and obligation to the Droichead programme ceases at the point, if it is reached, where resources have been exhausted. If the matter of resourcing is not resolved, the TUI, on foot of a ballot of the relevant members, has a mandate to issue a directive.

- 296 Galway City**
Congress instructs the Executive to lobby the Teaching Council for a reduction in the annual registration fee to €50 and to €5 for those who teach 8 hours or less a week.

The Finance Committee of the Teaching Council recommends the registration fee and all other fees to Council. The Teaching Council then approves the rates on an annual basis. The Union has advised the Council of the position set out in this motion.

R. UNION CO-OPERATION

- 303 Athlone IT/Dublin City/Dublin Colleges(X2)/IT Tallaght**
Congress instructs the Executive to show support for other public sector unions in dispute with the Government, even when their members have voted to remain outside a national agreement. Where punishment measures, under legislation or otherwise, are imposed or are threatened to be imposed on members of other unions, Congress instructs the Executive to oppose such punishments in all available fora and to take no action which facilitates the identification by the Government of members of other unions.

The TUI engaged in an intensive lobbying campaign in an effort to have the punitive measures set out in the Public Service Pay and Pensions Bill deleted. This is reported on elsewhere in the Annual Report.

S. YOUTHREACH

- 307 Co. Roscommon/Co. Clare (X2)/Co. Sligo/Co. Longford/Dublin City/Galway City/Dublin Dún Laoghaire**
Congress instructs the National Executive of the TUI to pursue vigorously with the Department of Education and Skills (DES) parity of conditions for Youthreach Resource Persons and Centre Co-ordinators with teachers in the Youthreach system. Congress, in 2016, passed Resolution 284 recognising the right of all Youthreach staff to the same terms and conditions of teachers and Principals in schools. The DES and ETBI, through the implementation of CL 0023/2014 on S&S in Youthreach centres, equate Teachers with Resource Persons/Co-ordinators and vice versa. Congress acknowledges that the basis for the TUI to seek parity of conditions is now established. Seeking teachers holiday entitlements and other conditions is a step to achieving some of the objectives of Resolution 284 from Congress 2016.

The TUI has advanced this position through the Union's submission to SOLAS for the review of Youthreach.

- 308 Limerick City Schools/Co. Carlow/ Executive Committee/Co. Cavan**
Congress notes that, currently, the award of incremental credit to teachers in respect of any experience in the grade of Youthreach Co-ordinator or Youthreach Resource Person, is on the basis of the provisions for relevant non-teaching experience. Congress instructs the Executive to address this issue by insisting that the teaching element of the contracts appended to Circular Letter 12/03 are recognised as teaching for the purposes of calculating incremental credit.

The teacher unions brought a consolidated case for a broad-based review of existing incremental credit provisions to the Teachers' Conciliation Council. The case incorporates this issue.

- 312 Executive Committee**
Congress instructs the Executive to demand that a complete review of staffing structures of Youthreach Centres is included in the Terms of Reference for the forthcoming Youthreach Review. It is, and has been, the position of the Union that the teacher grade, with relevant management allowances, where appropriate, is the most appropriate grade for staffing Youthreach Centres.

See Motion 307

Limerick teacher publishes inspiring writing journal

Precious Paths - The Journey Within is a writing journal that has been designed as a companion for readers and writers as they journey along the path of life. It is filled with inspiring writing from TUI member Catherine O'Connor, a county Limerick teacher who has spent years studying mindfulness and wellbeing and who has spent much time in both India and Nepal.



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- 311 Co. Clare(X2)/Limerick City Schools**
Congress instructs the Executive to lobby for Youthreach Resource Persons and Co-ordinators who are qualified and Teaching Council registered and are primarily engaged in the activity of teaching be able to engage in the same conversion process to a teaching contract currently being actively pursued by our BTEI colleagues, supported by the TUI.

See Motion 307

- 318 Co. Cork**
Congress demands that teachers be given parity of esteem with similarly qualified and registered mainstream teachers when applying for jobs at Second Level. Working at Youthreach for a period of time should not be an impediment to taking up a post at a mainstream Second Level school.

See Motions 307 and 308. The TUI has robustly defended the right of teachers to parity of esteem when applying for jobs, irrespective of sector. In addition, in isolated cases where employers have been reluctant to apply the terms of CL 59/16 fully and fairly to teachers whose experience has been largely or wholly in non-mainstream settings (including Youthreach) the Union has vindicated the rights of such teachers (and has had the support of the DES in so doing).

- 320 Co. Cavan(X2)/Co. Mayo**
Congress instructs the Executive to negotiate with the Department of Education and Skills, so that in Youthreach, if a Resource Person is given teaching class contact hours and they are a qualified teacher with Teaching Council registration, that they be given a contract with teacher's terms and conditions too.

See Motion 307

- 314 Co. Donegal**
Congress instructs the Executive Committee to negotiate with the Department of Education and Skills that inspections of Youthreach Centres are carried out by inspectors that have experience and/or extensive knowledge in teaching or managing such centres, and therefore are cognisant with the varied and often diverse needs of the many marginalised learners that attend these centres.

Under the relevant legislation (Education Act 1998, etc) there is a presumption that the inspectorate is considered appropriately qualified and competent to recognise, assess and advise in regard to the quality of teaching

and learning in any setting within the Inspectorate's purview. It is the position of the Union, as per Motion 307, that the teaching grade is the most appropriate grade for deployment in Youthreach and, as such, staff in Youthreach centres engage with the inspectorate in the same manner as teachers in Second Level Schools.

- 309 Co. Cork**
Congress demands that that class preparation time for teaching by Resource And Co-Ordination Staff in Youthreach is clearly defined as intended. This administration time assigned to Co-ordinators and Resource Workers is intended as time for class preparation also and this should be allowed for within the 37 hour working week in direct proportion to the number of hours Co-ordinators and Resource Workers have to teach.

This policy was clearly set out in the TUI's Submission to SOLAS on Youthreach. See Motion 307 above.

- 323 Cork City Schools**
Congress instructs the Executive, to demand, as a matter of urgency, that staff and students of Youthreach nationally have access to safe premises that are fit for purpose and adhere to current health and safety legislation.

Complaints under Health and Safety legislation should be notified to the employer through the appropriate channels and, if unresolved within a reasonable period, should be brought to the HSA and its inspectors. The TUI will advise and assist if such complaints are deemed necessary.

EMERGENCY MOTIONS

- EMERGENCY MOTION NO. 2 Galway-Mayo IT / Donegal Colleges / IT Tralee / Co. Mayo / Dublin City / Dundalk IT / St. Angela's College / IT Blanchardstown / IT Carlow / WIT**
Congress instructs the executive to urgently advise GMIT that no members from the Mayo Campus are to be forced or coerced into travelling to the Galway Campus for work. This 175km round trip from the Mayo Campus in Castlebar to Galway is excessive, and totally disruptive to personal and domestic commitments. Similarly, no undue influence shall be exerted on individual members to transfer some or all of their work to the Galway Campus. Moving our members from Castlebar to Galway would amount to a process of asset stripping of this regional campus.
(This now arises due to the fact that

Executive Board of GMIT have confirmed in February 2017 to suspend 4 programmes on the Mayo Campus.)

This matter was addressed by the Union through the appropriate procedures.

EMERGENCY MOTION NO. 1 Tipperary NR / Tipperary SR / Mid-West C&C / Co. Clare / Birr-Gallen / Co. Laois / Co. Offaly / Co. Wexford / Co. Kilkenny

Congress notes that an additional 550 whole-time equivalent teaching positions are provided for Budget 2017 to support teachers' professional time. Congress also notes this is insufficient to fully cover the entitlement to professional time (of 22 hours per teacher per school year). Congress is concerned that schools would be forced to curtail other services, particularly in DEIS schools. Congress demands that unless the DES makes-up this shortfall in allocation that TUI will withdraw co-operation from junior cycle reform as and when deemed appropriate.

The issue of resourcing of professional time for Junior Cycle was raised by the TUI with the DES at the Junior Cycle Implementation Committee and the Teachers' Conciliation Council early in 2017. As a consequence of the Union's representation, an additional 120 Wholetime Equivalent (WTE) allocation was granted in Summer 2017. As a result of TUI representations, Circular 29/2017 was issued by the DES. That Circular increased the number of posts arising from professional time rose from 550 to 670. There is a fuller account of this in the section on Junior Cycle Implementation Committee in this Annual Report.

EMERGENCY MOTION NO. 3 Dublin Dún Laoghaire / Galway City / Co. Roscommon / Co. Galway / Co. Donegal / Co. Sligo / Co. Louth / Executive Committee / Co. Kildare / Co. Cork / Dublin C&C / Co. Leitrim

Éilíonn an Chomhdháil seo ar an gcoiste riaracháin d'AMÉ cruinniú a eagrú láithreach leis an Roinn Oideachais agus Scileanna agus leis an CNCM ag súil le athbhreithniú láithreach ar na snaitheanna a bhaineann leis an tsonraíocht nua don Ghaeilge chomh maith le éileamh a dhéanamh go bhfágfar an Scrúdú Cainte Roghnach mar atá le seoladh na sonraíochta don Ghaeilge. Is céim ar gcúl é i dtuairim na Comhdhála seo an tsonraíocht nua seo don Ghaeilge. Tá práinn ag baint leis an gcrúinniú seo agus caithfidh sé tarlúint go luath toisc tosú na sonraíochta seo le teacht an Fhómhair.

Congress demands that TUI Executive insist on a meeting with the DES and NCCA with a view to an immediate review of the new JC Gaeilge Irish Specification strands and also with a view to insisting that the optional Oral remains in place with the introduction of the new Irish Specification this September. It is

imperative that this meeting happens as soon as possible as the new specification is to be implemented in September. It is the view of Congress that the new specification is a retrograde step for Gaeilge.

The TUI raised the matter through NCCA structures and with the DES at the Junior Cycle Implementation Committee. Regrettably, the DES and the SEC were not prepared to allow retention of the optional Oral. However, the TUI secured a commitment that the issue of Oral Gaeilge will be prioritised in the NCCA review of Junior Cycle Gaeilge. The Union also met with the JCT in relation to the content, quality and approach of the Gaeilge in-service, as experienced by members of the TUI involved in Junior Cycle Gaeilge. The TUI has also insisted that Oral Gaeilge in Leaving Certificate continue to be a substantial component of the Irish course. See the section on Junior Cycle Implementation Committee in this Annual Report.

EMERGENCY MOTION NO. 8
IT Tralee / Athlone IT / Galway-Mayo IT / Dundalk IT / Dublin Dún Laoghaire / IT Carlow / Cork Colleges / Limerick Colleges / Dublin Colleges
 Congress condemns the underfunding of the IoT sector. This underfunding was highlighted in both the Cassell's Report and subsequent Financial Review of the IoT sector in 2016 yet no changes to the current funding model are envisaged for the next academic year. Many IoTs are facing job-cuts, cuts to services and courses and limited investment in essential resources. Congress instructs the Executive to demand and campaign for urgent investment in the sector, in particular in order to ensure regional provision of courses continues. Congress further instructs the Executive to exercise the existing mandate for industrial action, up to and including strike action, should the funding model of the sector remain unfit for purpose.

Whenever possible, in all available negotiating fora and through the media, the union has consistently called for a 1% levy on corporation tax as a means of generating the requisite level of investment in Higher Education. The TUI also collaborated with the USI and with other unions in the Coalition for Publicly Funded Higher Education and supported and participated in the protest/march organised by USI. The TUI, at the ICTU Education Sector Committee has prioritised the issue of Higher Education Funding.

EMERGENCY MOTION NO. 5
Co. Leitrim / Co. Louth / Co. Sligo / Co. Mayo / Dublin City / Co. Clare / Co. Limerick / Galway City / Co. Roscommon / Co. Meath / Co. Kilkenny / Co. Wicklow

Congress requests the Executive to explore the structures currently in place in relation to the provision of the H.P.V. vaccine in second level schools.

The structures currently in place appear to be broadly satisfactory. Where any specific difficulty has arisen, a local resolution was sought. An article was placed in TUI News (Vol 40 No. 1, Sept 2017) on the HPV vaccine by the HSE.

MOTIONS REFERRED

27 Co. Wicklow/Co. Offaly/ Co. Monaghan(X2)/Co. Meath
 Congress calls on the Executive to negotiate for a voluntary transfer scheme and panel for teachers on a national basis. This will allow a teacher who wishes to move from one part of the country to another part of the country, or from one sector to another sector, to do so without any break in service, without any change to their permanent or CID contract and that these transfers should take place before any compulsory transfers.

There have been meetings to scope this issue with DES and management bodies. In the absence of a voluntary transfer scheme, the Voluntary Redeployment Scheme continues to operate. This is separately covered in this Annual Report.

54 IT Tralee(X2)/IT Sligo
 Congress instructs the Executive to lobby for amendments to the TU bill to include the following:

- Vision and mission of TUs
- Inclusion of regional provision of programmes
- The funding model underpinning TUI.

The agreement between the TUI, the DES and THEA provided for amendments to address TUI's concerns to be made to the Bill.

39 IT Sligo
 Congress notes that the development of online delivery and e-learning initiatives in the IOT Sector has resulted in the introduction of new roles such as Instructional Designer. These roles often include lecturing duties without the provision of a reasonable contract, job description, pay-scale or nationally agreed terms and conditions of work. Congress instructs the Executive to negotiate

nationally agreed contracts for these roles.

Amendment Limerick Colleges
 Delete 'contract, job description, pay-scale or nationally agreed'.

The TUI has pursued local deviations from agreed contracts where they have arisen. The TUI has insisted at all relevant fora that any contracts that are used must be nationally agreed.

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

Policy in this respect, given the rapid pace of change in the sector, is under ongoing review and consideration. Representations are made as necessary to the DES, SOLAS and other relevant parties.

156 Co. Mayo
 Congress instructs the Executive Committee to do all in its power to ensure that all teachers/tutors employed in the future for delivering QQI level four or higher major or minor awards, and funded from the public purse, must be delivered by Teaching Council members. This must apply to ETBs or private service providers and Local Training Initiatives. The use of ETB logos on non ETB run courses gives the impression that they are being run by our members. By ensuring that this protocol is adhered to, this will create a level playing field for ETBs who are competing with global providers who are exploiting low paid professionals and making no financial contribution to the Irish economy.

The Union's clear policy is that high quality provision can only be generated by public service delivery. Privatisation compromises quality and is opposed by the TUI.

207 Waterford City
 Congress resolves that the practice of some TUI Officials or Executive Committee members concluding agreements affecting the conditions of members with management without the knowledge or consent of Branches will not be permitted.

RMA News

The Public Service Pay and Pensions Act 2017 was passed in December. The RMA had sought, with the help of TUI and the Alliance of Retired Public Servants, to have amendments made to the Bill, but unfortunately these efforts were unsuccessful. The Bill is available 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.

The effects of the Bill are:

- Everyone who retired before March 2012 with a pension of €39,000 or below will, from January 1st, 2019 will be exempt from PSPR.
- Everyone who retired before March 2012 with a pension of €54,000 or below will, from January 1st, 2020 will be exempt from PSPR.
- The lowest paid pensioners will receive increases backdated to September 2017.
- Everyone with a pension up to €34,164 is

now exempt from PSPR since January 1st 2018.

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 for your efforts.

Members, and in particular branch secretaries, should note that April 23rd is the deadline for motions to AGM which will take place on May 23rd in the Tullamore Court Hotel Tullamore Co Offaly (see details below). Any motions to be considered should be submitted to me at rmasec@tuimail.ie before April 23rd 2018.

Important information for all members of the RMA regarding the 2018 AGM in Tullamore

This year the AGM will be in the Tullamore Court Hotel on May 23rd. A variable package has been negotiated with the hotel, as detailed below. Note in particular:

- The room rates include full Irish breakfast only;
- The Gala Dinner (7.00 pm Wednesday night) costs €30.00 payable to the Hotel on arrival;
- **The deadline to book accommodation is April 23rd 2018;**
- Thursday's Tour is extra (€25 approx)

Accommodation

- Single Room: €84.00 per night including full Irish breakfast
- Twin/Double: €104.00 nightly including full Irish breakfast

Other items

Free Wi-Fi; use of the gym, health club and pool.

Members have several options in terms of the duration of their stay, as the AGM commences at 11.30am (Registration from 10.30am) on Wednesday the 23rd of May.

- a) Arrive Tuesday pm, leave Wednesday evening, or Thursday or Friday
- b) Arrive Wednesday morning, leave that evening, or Thursday or Friday

Please indicate all your details/requirements on the Booking Form which is available to download from the website: www.rmatui.ie.

Mass for deceased members will take place on the morning of the 23rd at 9.30am (subject to change).

The AGM will commence at 11.30am with Registration from 10.15am.

At the time of writing we are looking forward to our Spring break in Rosscarbery Co Cork (almost seventy are booked in). I will give you a report on this break in the next issue of TUI News. I look forward to seeing you in Tullamore at our AGM on 23rd May 2018.

Dan Keane
RMA Secretary



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

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As the closing date for the Vol 40 No 4 crossword had not passed at the time of going to press, details of the winner will be published in the next edition of TUI News.

Crossword

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

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

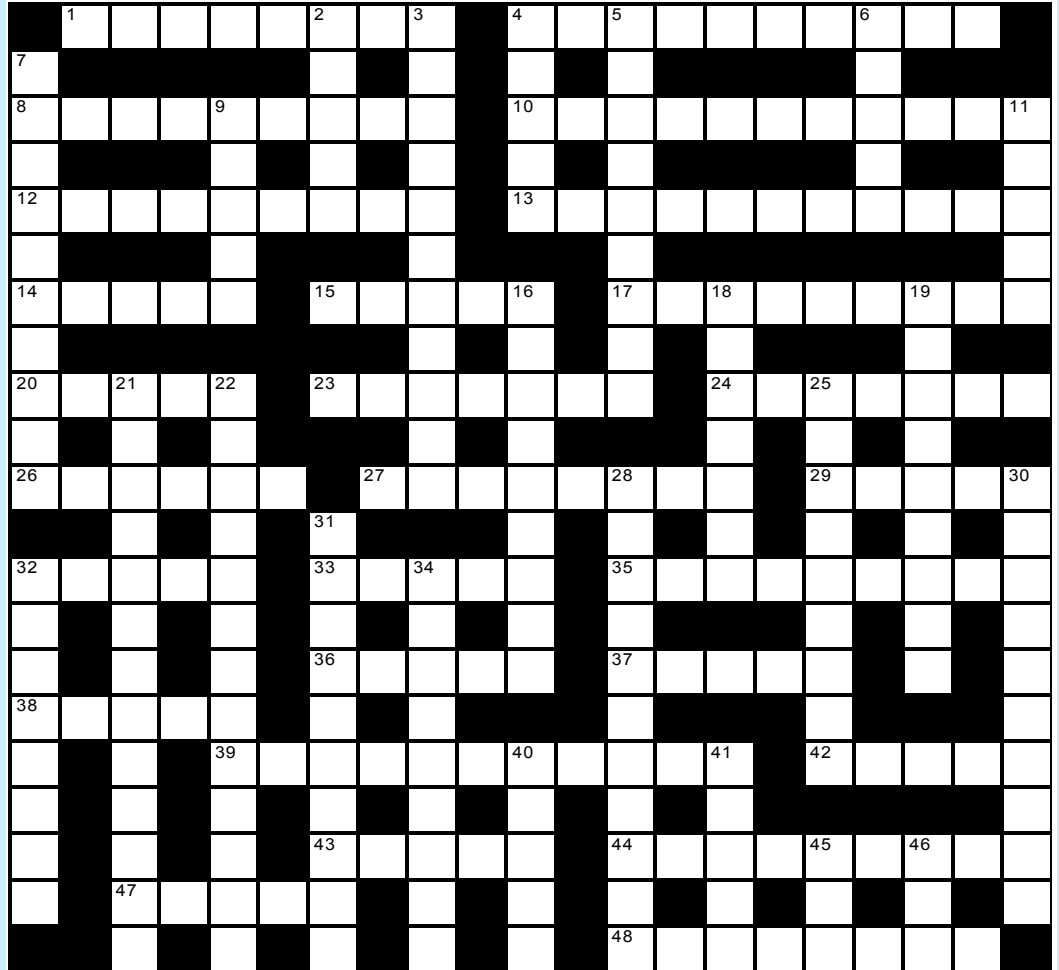
Address _____

Contact number _____

TUI Branch _____

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

Closing date for entries:
 Friday, 20th April, 2018



- ACROSS**
- 1 Tony Christie queried the route to this Texan town (8)
 - 4 Southpaw (4-6)
 - 8 A planned series of future events or performances. (9)
 - 10 Type of battleship armed with heavy-calibre guns in turrets: so called from British battleship launched in 1906, the first of its type. (11)
 - 12 Batman movie villain played by Cillian Murphy (9)
 - 13 Anarchist, public speaker, and crusader for free speech, birth control, and workers' rights in early 20th century USA (4,7)
 - 14 Heartbreak -----1986 Clint Eastwood film (5)
 - 15 The last (24th) letter of the Greek alphabet (5)
 - 17 Roman slave who led an uprising against Roman legions (9)
 - 20 Body or force armed with legal authority (5)
 - 23 A knot or coil of hair arranged on the back of a woman's head (7)
 - 24 A meeting for boat races (7)
 - 26 Provoke someone to do something with promises or persuasion (6)
 - 27 A delicate pale blue colour (8)
 - 29 Distinguish oneself (5)
 - 32 A membranous covering attached to the immature fruiting body of certain mushrooms (5)
 - 33 Viscera and trimmings of a butchered animal often considered inedible by humans (5)
 - 35 Repeated too often; overfamiliar through overuse (9)
 - 36 A mixed drink made of liquor and water with sugar and spices and served hot (5)
 - 37 Powder made by cold-pressing unroasted cocoa beans (5)
 - 38 Villa or Martin (5)
 - 39 The boundary dividing Europe into two separate areas from 1945 until 1991 (4,7)
 - 42 A Latin American dance similar in rhythm to the rumba (5)
 - 43 Raise in rank, character, or status (5)
 - 44 A particular dislike (French) (4,5)
 - 47 The Shape of ---- 2017 film nominated for 13 Oscar nominations (5)
 - 48 Having a pleasant odour; fragrant (8)
 - 11 The capital and principal port of Tunisia (5)
 - 16 Someone or something that is, or is set up to be, an easy target for criticism or a British game played in which players throw sticks or balls at a wooden dummy. (4,5)
 - 18 A glassy thermoplastic; can be cast and moulded or used in coatings and adhesives (7)
 - 19 A sudden violent change in the earth's surface (9)
 - 21 Smaller metropolitan area located somewhat near to larger metropolitan areas. (9,4)
 - 22 Exclude from a church or a religious community (13)
 - 25 The space in a theatre or similar venue that functions as a waiting room and lounge for performers before and after a performance (5,4)
 - 28 An enclosed space for producing reverberation of a sound (4,7)
 - 30 Leather shorts worn especially by men and boys in Bavaria (10)
 - 31 Subsequent to or coming later than that which is modern., characterized by by ironic self-reference and absurdity (as in literature) (10)
 - 32 A wanderer who has no established residence or visible means of support (8)
 - 34 Involving trust, especially with regard to the relationship between a trustee and a beneficiary. (9)
 - 40 A fashion reminiscent of the past (5)
 - 41 Widely known and esteemed (5)
 - 45 No amount at all; something of no value or importance (3)
 - 46 A particle that is electrically charged (3)
- DOWN**
- 2 Large-eyed arboreal prosimian having foxy faces and long furry tails (5)
 - 3 Presumptuously conceited, overconfident or proud (11)
 - 4 Spoon-shaped vessel with a long handle (5)
 - 5 A member of a widespread secret fraternal order pledged to mutual assistance and brotherly love (9)
 - 6 A pre-Christian priest among the Celts of ancient Gaul and Britain and Ireland (5)
 - 7 Mark used to indicate the omission of one or more letters from a printed word (10)
 - 9 Fasten by passing through a hole or around something (5)