



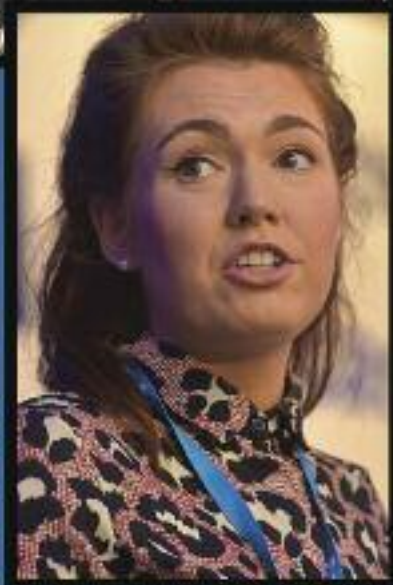
TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

# news

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## FULL ANNUAL CONGRESS 2017 REVIEW INSIDE



#tui17

# A Word from the President – Joanne Irwin

## CONTENTS:

- p.2 A Word From The President
- p.4 Annual Congress review
- p.9 TUI survey highlights morale and workload issues
- p.12 Guidelines on digital communications
- p.14 TUI in the media
- p.18 Congress 2017 resolutions – full report
- p.35 Retrospective Vetting update
- p.38 RMA application form
- p.39 RMA News
- p.40 Crossword

Colleagues, at the time of writing, we are awaiting the commencement of negotiations on a further collective agreement to extend the Lansdowne Road Agreement. We will be demanding that the critical issue of pay equality for new and recent entrants is definitively addressed in this forum. Important progress has been made in relation to teachers first appointed on or after 1st February 2012 but the process of providing pay parity for all based on the pre-2011 pay rates needs to be accelerated. In addition to prioritising this issue, the Union will vigorously seek pay restoration for all members whose pay was cut and a speedy unwinding of the draconian FEMPI legislation.

TUI negotiators will seek the best possible outcome for all members. Ultimately, you, the members, will decide on the acceptability or otherwise of any proposed agreement in a national ballot that will take place early in the next academic year.

## Workload and morale concerns

An online survey conducted by the TUI in March, to which over 800 members responded, highlighted workload and morale as the key concerns in their day-to-day work. We highlighted the headline findings in the national media during Annual Congress. In addition, these concerns will further inform the union's position in a variety of national fora. Clearly, workload, much of it bureaucratic and administrative in nature, has increased significantly - to an unacceptable level. Members are stretched to their limits and have nothing more to give. Unreasonable demands on time must be stripped back.

## Junior Cycle professional time

Reports received from schools and ETBs outlined that the initial teacher allocation received from the DES did not account fully for the reduction in 40 minutes class contact to allow for professional time for Junior Cycle. TUI has raised this issue with the Junior Cycle Implementation Committee and a further meeting is



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TUI PRESIDENT, JOANNE IRWIN

awaited. The DES has confirmed to the Union that professional time is an entitlement of all teachers involved in Junior Cycle and that all employers must adhere to the agreement reached between the TUI and the DES in relation to Junior Cycle and must comply fully with Circular Letter 15/2017.

The TUI's current directive on class contact time is adjusted to reflect the fact that members engaged in the delivery of Junior Cycle will have a maximum class contact time of 21 hours and 20 minutes. This adjusted directive will arrive in schools/centres shortly.

### **National Negotiation forum - Technological Universities Bill**

TUI is currently engaged in discussions with the Department of Education and Skills to agree the structure of a forum that would provide a mechanism to address the grave concerns of TUI members around the Technological Universities Bill. Branches will be advised on the outcome of these talks by the end of this month.

### **Ballot on Droichead and Peer Evaluation**

In a national ballot currently taking place in our schools, Youthreach centres and further and adult education centres, we

are seeking a strong mandate from members to protect against potential risks associated with the Droichead mentoring scheme and to resist any attempt to introduce peer evaluation. A TUI News ballot special outlining these issues was sent to all relevant TUI workplaces earlier this month.

Adequate resourcing – in respect especially of time - must be made available if the Droichead programme is to be of value to the teaching profession. In addition, in all our education settings, we need to be constantly vigilant in guarding against the erosion of the appropriate collegial, professional culture - that peer evaluation would entail. A strong mandate from you, the members, will greatly help the Union to protect the profession in this regard.

Vote 'Yes' in this ballot and make sure to return completed ballot papers to the auditors, in the envelopes provided, by Friday, May 26th 2017.

### **CID – a permanent contract**

As provided for in the agreement reached with the Department of Education and Skills last November, a template letter has issued to employers – ETBs and Boards of Managements (in the C&C and Voluntary Secondary sectors) – which will be available to all TUI members upon request and which – clearly states that a CID is a permanent contract. This will assist members who seek, for example, to apply for mortgages where the banking institution may not be familiar with the term 'CID'.

### **S&S Opt Out and Opt in**

At the time of writing, TUI is in the process of reviewing a draft circular for the provision of an opt-out and opt-in scheme for Supervision and Substitution (as also provided for in the November agreement with the DES). This circular

will issue later this month and will take effect from the commencement of the 2017/2018 academic year.

### **Annual Congress 2017**

Just under 500 delegates attended Annual Congress in Cork this year. The three-day event set the union's key priorities for the year ahead and the full set of resolutions across a range of issues is set out in this magazine. Once again, there was a strong focus on the campaign for pay parity between those appointed before and after 2011. The Union's strategy of using industrial action, when required, to secure meaningful negotiations and, subsequently, gains and concessions will continue.

### **Play your part – become an active member of TUI**

As the end of the academic year approaches, I would like to extend my thanks to all members for their commitment, trust and dedication over the last year.

I would also like to take this opportunity to encourage new and recent entrants to teaching and lecturing to consider playing an active part in our Union. Make sure to attend branch meetings and consider becoming part of your TUI Workplace Committee. Help to directly shape and prioritise the policies that will protect and enhance your terms of employment and the public education system that you work in and that is an indispensable public good.

I wish you all a restful and enjoyable summer break.

*Joanne Irwin*

# ‘TUI’s aspiration is to engage members as activists, addressing issues of importance to them.’

*In his address to Annual Congress 2017, extracts from which are below, TUI’s General Secretary John MacGabhann examined a wide range of issues related to pay parity, third level funding and the various other challenges that lie ahead for the Union.*

## **Mandate - May 2016 Agreement and LRA**

In the past year, we have made steady progress using the strategic approach mandated by ballots of members. That approach is ambidextrous, involving on the one hand a clear willingness to engage in meaningful negotiation and, on the other, a mandated preparedness to take action, whenever necessary.

At the turn of 2015/16, members of TUI defined the issues of key importance to them and, in ballots, supported a clear strategy to pursue those issues. In pursuit of meaningful engagement with the Department of Education and Skills, members at third level took strike action on 3rd February, 2016. Further strike action by members in the other sectors, that had been scheduled for 24th February, was deferred when a credible offer was made by the Minister of precisely the engagement we demanded. However, the mandate for action remains, should it be needed. That engagement resulted in the DES/TUI Agreement, May 2016 which was accepted by members in a national ballot which has resulted in TUI members being covered by the LRA.

## **New entrant pay**

Principal among big issues was new entrant pay. Therefore, from July 2016, the TUI was in a position to negotiate an improvement in the pay of those who entered teaching on or after 1st February, 2012. This improvement was agreed on 16th September and involved the restoration of the value of the Honours Primary Degree Allowance by its incorporation into a revised scale. This goes some but not all of the way towards bridging the pay gap between those appointed in 2011 and those appointed since 1 February 2012. It is an important step, not the full distance.

In October, we lodged a claim at the Teachers’ Conciliation Council for restoration of the H. Dip /Professional Master of Education allowance. In November, in the discussions convened at the invitation of the Chairperson of the Teachers’ Conciliation Council, we made progress on other matters of concern.

## **Casualisation - Part time and non-permanent: 59/2016**

After a long hunt we have captured a target of real significance to teachers, in the mandatory mechanism and sequence for allocating new post/hours, in the first instance to existing part-time teachers, that are set out in Circular Letter 59/2016. As a result of this, members in part-time positions will see their hours and their pay increase.

Lest there be anybody in management whose vocabulary is confined to single syllable words, mandatory means that it must be done. There is no opt out. There are no ifs, buts or – to move to two syllables – maybes.

However, colleagues, to make assurance doubly sure, we need you, when you return to your respective workplaces, to approach management and insist that each and every hour that arises is offered, in the first instance, to an existing, suitably qualified teacher who is on part-time hours.

Any additional hour secured by a member represents a 4 - 5% increase in salary. That is almost €1,500 per annum per additional hour. That is not insignificant. That is worth fighting for.

## **Cush Report- Third Level**

Casualisation, as we know, is also corroding the third level sector, where some in management are attempting to suggest that

new full-time posts cannot be regarded as hours that are available to existing part time lecturers under the Cush provisions. This is symptomatic of a magpie style of management that only sees the lustre of the new and never the talent of the tried and tested. Our message to such management is clear. We have an agreement and we will ensure that it is enforced.

## **Lessons from abroad**

We have seen the effects on public education systems where tenure and permanency have been removed, where command and control are exercised by charlatans who don’t know their Arts from their elbow. We must fight to avoid that fate in Ireland and we must win that fight.

## **Housing**

Let’s be clear, a pay rise won’t solve the housing crisis. In fact, if housing supply is not increased, pay rises may have the unintended consequence of driving purchase and rental costs upwards. Therefore, beyond what will be captured by any pay agreement, we also need to signal from this Congress that measures must be taken by government to address the supply and the rising cost of accommodation, both in respect of house purchase and rental. The trade unions, acting collectively through the ICTU, are seeking immediate, ongoing and guaranteed investment by the state and the re-emergence of the state as a builder of and not simply a purchaser of housing.

## **Investment in education**

The undisputed fact is that, at all levels, funding has been very severely cut and that at third level the cuts have been deepest and most damaging. The message, you would imagine, is clear – invest. Why then is government dithering?

## Income contingent loans are privatisation

The imposition of a scheme of income contingent loans – favoured in the Cassells report - is not investment; it is privatisation.

Adding to personal debt or creating a newly indebted generation by way of income contingent loans is neither financially nor socially appropriate. In any event, the income contingent loans scheme, conceived of a stallion (by the Cassells Expert Group) has the cut of a gelding. It just won't work.

We believe that third level education, as part of the social contract, should be funded from government revenues; that is, from taxation.

## Corporate levy to tackle higher education funding crisis

Whence that taxation comes is then the issue. For its part, TUI has made the serious proposal that a 1% levy should be applied to corporation profits in order to generate a dedicated fund for higher education. Why, we may be asked, should corporate profits be levied in this manner? For the very simple reason that to do so is fair and, indeed, provides those corporations with an opportunity clearly to demonstrate what they claim to have but what is little in evidence, that is commitment to the society in which they base their enterprise.

These corporations benefit hugely from having available to them a very deep pool of graduate talent in this country – supplied courtesy of the Irish tax payer. In 2015, the levy we suggest would have yielded some €550 million - an investment that would have done very nicely indeed in terms of resuscitating the exhausted and gaunt figure that is the Irish third level education system.

## Youthreach

Where Youthreach is concerned, investment has been as rare as feathers on a fish. The TUI is putting the government, the Department of Education and Skills and the employers on notice that this forgotten child of the system will be forgotten no longer. Youthreach has subsisted, very often with sub-standard equipment, in sub-optimal environments. This neglect is indicative of a more general attitude towards the marginalised. It says to them that if you don't announce your presence you will be ignored. Well, we are announcing their presence and they will not be ignored. It is



GENERAL SECRETARY JOHN MACGABHANN ADDRESSES ANNUAL CONGRESS 2017

time for government to decide that those it has regarded as ineducable will at last be afforded the dignity of an education and that those who teach them will be regarded as educators, not simply as custodians of a holding bay.

## Increased workload robs time

In shaping strategy to shape events, we have made the clear, undeniable connection between workload and your time. Increased workload robs you of time.

- This has informed our strategic approach to re-designation of the first flex hour and will do so again in respect of the remaining flex hour.
- It also informed our approach to Droichead, where we want an induction system that works both for the new entrant and the school, but not at the expense of your time.
- In regard to the Youthreach operator guidelines, we sought and secured your permission to issue directives in the event that demands were made upon you which represented an encroachment on your time.
- In our discussions with ETBI and SOLAS regarding conditions for grades in further and adult education, our concern was similar; to ensure that you have time for a life beyond work.
- Where principals, deputy principals and others in academic management roles are required to make returns, we have

sought to ensure that software systems are in place that make such returns manageable so that your time is not excessively absorbed.

- In respect of Junior Cycle, we sought and got professional time within timetable – to protect your time.

## Teacher Unity

It may seem at odds with the prevailing circumstances to renew the call I have made at each Congress over recent years for real movement towards teacher unity but I believe that the current circumstances are precisely what argue most forcefully for unity. Were there a single teacher union at this point in time we would undoubtedly have challenges but they would be different from the challenges we currently face.

## Recruit and engage

Our aspiration is to attract teachers and lecturers into membership and to engage them as activists, addressing issues of importance to them. Our ambition – yet to be realised – is to enable activism with appropriate supports, to become a provider of first-rate trade union and professional training and, not least, to facilitate the greater involvement of women (who comprise the majority of our members) and new and recent entrants in union activity and representative structures.



# ‘We will talk but are prepared to take action if talking doesn’t work.’

*Key points from President Joanne Irwin’s response to Minister Richard Bruton’s address to TUI’s Annual Congress*

## Ready to talk, but prepared to take action

Minister, our delegates are aware of the TUI’s achievements through constructive dialogue and a willingness to engage with your Department. Nevertheless, you will recall that such willingness to engage was not always reciprocated by your Department. You will remember that we had to take strike action to seek engagement. Our resolve is not to be underestimated. The Teachers’ Union of Ireland is strong and indeed we are growing. We will talk but we are, at any point, prepared to take action if talking is seen not to work.

## Pay Equality

The most basic principle of trade unionism is equal pay for equal work - a core value of the TUI. Our members who entered their profession since 2011 have been disgracefully discriminated against by Government.

We in the TUI acknowledge that progress was made with the restoration of the value of the Honours Primary Degree allowance. Nevertheless, we will not rest until pay parity has been achieved. The next necessary step to be taken in our campaign is the restoration of the H Dip./PME Allowance. You have received a detailed business case, from the TUI, for its restoration as well as a claim at the Teachers’ Conciliation Council.

The most offensive cut a previous Government implemented as part of the austerity agenda, was the unilateral cut to new entrant’s pay – in 2011. This unjust cut must be reversed. We urge you to restore justice and fairness to our profession.

By reversing the cut in new entrants’ pay you have the opportunity to leave a footprint as positive and farsighted on the

Irish educational landscape as Donogh O’Malley’s. Are you prepared to rise to that challenge, Minister?

## Pensions

Minister, when you do reverse the cuts to new entrants pay, please also look at pensions. The so-called career average ‘Single’ pension scheme for new entrants is not, in reality, a ‘Single Scheme’. Teachers are again disadvantaged due to the significant length of the teacher scale – time spent at the top of the teacher scale – if any teacher reaches it – is limited and therefore they are detrimentally affected by averaging.

## FEMPI

We have sought the repeal of the FEMPI legislation in our submission to the Public Service Pay Commission and we will continue to do so at any talks that ensue over the coming months. True collective bargaining cannot exist when members cannot choose to accept an offer from your Department without fear of a punitive response to a rejection. Furthermore, Minister, no-one thinks clearly while their fists are clenched; it is time for your Government to unclench its fists and get constructive.

## Pay restoration

We have played our part to put the economy back on its feet. In the pay talks due to commence within months, we will, in conjunction with other public sector unions, be pressing vigorously not only for pay parity for new and recent entrants and a repeal of FEMPI but for full pay restoration for those whose pay was cut and for pay increases for all our members.

## Youthreach

All citizens have an entitlement to an education of the highest quality. Youthreach centres meet the clear and urgent needs of

a cohort of students for whom mainstream provision has not proven suitable. However, Youthreach has been marginalised and undervalued. We would ask you, in justice to these students and our members who teach them, that you recognise, in practical terms, the value that these centres bring to the education system.

The impending review of Youthreach by SOLAS will provide your Department with the opportunity to affirm the value of staff in these centres, the opportunity to recognise at last that what they do is teach and to afford them the status and the terms and conditions of teachers. We implore you to do so.

## Adult Education Tutors

Minister, for some time now, our members working in Adult and Community Education have been similarly undervalued. Many have not been provided with a written contract and those that do have un-agreed contracts with a variety of inappropriate terms and conditions. All have been designated, by their employers, as ‘tutors’, an offensive term introduced to pay our members a reduced and, the same rate of pay, indefinitely.

To add insult to injury, that rate of pay is based on an unqualified teacher’s rate of pay. Minister, many of our members working in this area of specialised education are highly qualified.

Using the services of the WRC, we have begun addressing this issue with your Department and we will, as ever, engage constructively. Nevertheless, be under no illusion, we require you and your Department to recognise the qualifications and skills of our members working in this area.

## Technological Universities

The TUI has real well-founded concerns over the Technological Universities Bill, as currently drafted.

Your Department, to date, has insisted that there will still be a requirement for two or more institutes to merge to become a Technological University. That is a problem for the TUI, a problem for the Institutes and therefore, Minister, a problem for you.

We received an offer from your Department of a short time-bound discussion to develop and agree the terms of reference for a national negotiation forum. This is a significant step that may offer a path forward. However, if it does not, the TUI will, if necessary, escalate our industrial action. We are reasonable people, but we cannot countenance any further delay in addressing our genuine concerns.

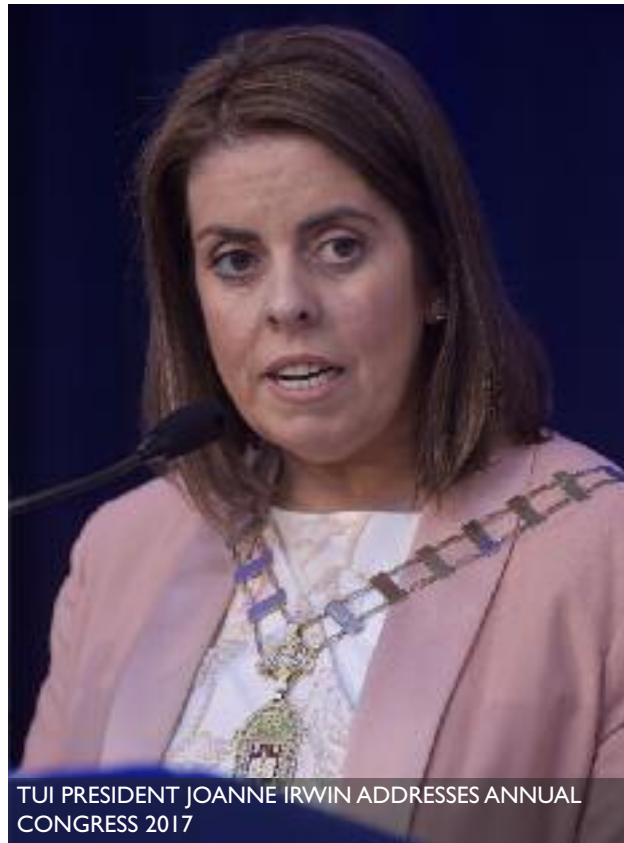
## Funding at third level

While lofty aspirations in relation to Technological Universities appear to be exercising your interest, funding at third level is at crisis point and this, we believe, should be the focal point of your consideration.

Minister, the Institutes of Technology have a unique mission to provide access to quality higher education programmes in the regions. I know first-hand, as I am a graduate of an Institute and proud to be one. There is an issue, however, with the resourcing of programmes and their future sustainability. Minister, the HEA funding model needs to be reconsidered.

## Island Schools

Quality education should be available in all our educational establishments. We have members working in five island schools, some of whom are present here today as delegates. Current budgets do not reflect the additional travel costs, school servicing and repairs or the cost of enabling students on the Islands to attend events and extra-curricular activities on the mainland.



TUI PRESIDENT JOANNE IRWIN ADDRESSES ANNUAL CONGRESS 2017

The provision of adult education or further education courses would add significantly to island life. Courses which are commonplace on the mainland are not available on Islands because of the small number of participants. A complete review of funding and allocation to Island Schools is needed. Minister, we must ensure that these rich and vibrant communities – or in the case of Tory, Kingdoms – thrive.

## Additional Hours

Minister, the futile use of Croke Park hours in some of our schools is demeaning. Of the 33 hours, 10 will be individualised and left to the professional autonomy of our members from September. We want to ensure that the professional and appropriate usage of the hours is maximised and in the review, currently underway, we urge your Department to facilitate this reasonable call.

Ideally, Minister, the Government will realise that self-motivation is part of the DNA of teachers. We don't need to be herded into undertaking professional work that we have always undertaken, on our own initiative. Croke Park hours demotivate far more than they motivate. Ideally there would be no coerced hours.

## Droichead

Within the next few weeks, ballot papers will issue to our members in relation to the Teaching Council's Droichead programme.

The purpose of the ballot is to ensure that adequate resourcing is provided to enable the appropriate and effective induction and mentoring of new teachers. It is a simple premise: if adequate resourcing is not provided, we will have in our armoury a strong mandate from members to take industrial action on this issue.

## Junior Cycle & Gaeilge

Minister, I wish to acknowledge that the provision of 550 new and fully funded posts in Budget 2017 to support Junior Cycle professional time is very welcome. That said, it is not enough. The TUI has left your Department in no doubt about the need to ensure that, in providing

professional time - which is a right of all teachers involved in Junior Cycle, and confirmed by your Department as such - there is not a paring back of other service within our schools. We will pursue this issue with absolute determination.

Minister, I must also address the direction being taken in regard to Junior Cycle Gaeilge. The absence of an adequate emphasis and assessment of oral proficiency is a retrograde step. We should be promoting pride in our language, our heritage and our identity. The policy on Gaeltacht education states we should support the use of Irish as the main language for families and we should promote Irish as a living language.

## Share in our vision

Minister, we want a high quality, inclusive education system that treats its students and staff properly and fairly. It's as simple as that.

It is best if we can progress these aims together, Minister, for the sake of the students, the communities and the society that we all, in our different ways, service. On behalf of the TUI, I want to invite you to share and to invest in our vision, the vision of the profession.

## Sean Cooney honoured on 50th anniversary of election as TUI President

Sean Cooney was honoured on the 50th anniversary of his election as President of TUI at this year's Annual Congress.

Former General Secretary Jim Dorney said that tribute was being paid 'not only because he was an enlightened and skilful President, but equally because all his working life he was and is a good comrade, a man dedicated to equality, solidarity and fair play, values we all aspire to but few exhibit to the extent that he does.'

Jim outlined how Sean's first Congress as President in 1968 came at a 'turbulent and difficult' period for Irish teachers. At that time, different categories of teachers had different salary scales. Voluntary secondary teachers were the best paid, with vocational teachers the next best paid and national teachers the lowest paid. Following pressure and lobbying a tribunal was established under Professor Loudon Ryan to address this anomalous situation. The tribunal recommended a common basic salary scale for all teachers, with allowances for degree qualifications.

The introduction of degree allowance breached the equality that had existed between members of TUI irrespective of how they qualified, whether by degree or teacher training course. This proved highly divisive, breaching the principle of equal pay for equal work. Of course, this principle still echoes strongly 50 years on. This issue dominated Annual Congress in 1968, and was so hotly contested that the Union was in danger of splitting. It was only due to the skilful and sensitive chairing of Congress by Sean Cooney that a split was avoided.

'We, his successors, owe him a great debt of gratitude,' Jim said.



SEAN COONEY IS PRESENTED WITH A PORTRAIT FROM HIS TIME AS TUI PRESIDENT AT ANNUAL CONGRESS 2017

Posts of responsibility were first introduced during his presidency. Their implementation proved controversial but again his negotiation skills facilitated the introduction of promotion outlets for teachers.

Also during Sean's leadership, a Steering Committee Report on Regional Technical Colleges (RTCs) was published with a significant input from the Union. This Report led to the establishment of the first five RTCs in 1969. These institutions are now called Institutes of Technology.

'Sean's term of office saw the blueprint for the modern education regime. It was a time that required steady confident leadership which Sean provided. Indeed, some of the issues raised then have resonance at the present time.'

'The Union at that time had 2,500 members. It was, however, expanding rapidly due to the introduction of free education by Minister Donagh O'Malley. The position of President was part-time then, a daunting challenge for the responsibility involved, compounded by the fact that Sean lived and taught in Mallow, Co Cork, and had to commute to Dublin many times a week. It was commitment of that magnitude which built this Union.'

Sean served as a teacher for 43 years, commencing in 1952 and retiring in 1995. He served as President of TUI between 1967 and 1969. A presentation was made to Sean and his daughter Fiona at Annual Congress.

## Annual Congress motion on HPV vaccine – an important clarification

The following emergency motion was passed at TUI's Annual Congress: 'Congress requests the Executive to explore the structures currently in place in relation to the provision of the HPV vaccine in second level schools.'

Contrary to some subsequent reports and commentary, in adopting the motion, the Union's Annual Congress did not call into question the vaccine or its effectiveness, nor did it take a view that the vaccine should not be administered or that the vaccine should not be administered in schools.

In accordance with the motion, the issue will be considered by the union's Executive Committee.



# Survey highlights serious morale and workload issues within teaching profession

Teacher workload has increased significantly in recent years and administrative duties are deflecting from the core roles of classroom teaching and learning, according to the findings of a new TUI survey. The online survey of 816 teachers was carried out by the union in March. TUI would like to thank all those members who participated in the survey.

The findings of the survey were covered extensively in the national media before Congress and referenced on numerous occasions in keynote speeches and media interviews during the event.

The work of teachers has become excessively administrative in nature, with

increased focus on what many teachers see as duties that deflect from the core functions of teaching and learning. There has also been a marked increase in workload, a legacy of an era of cutbacks that worsened the pupil/teacher ratio, dismantled middle-management structures and restricted guidance counselling provision. Such anti-educational measures have increased teacher workload and damaged the effectiveness of schools and the support network for students.

Increasingly, the demands of work are impacting on personal time. It is also worth noting that at 735 hours, second level teachers in Ireland already teach far above

the OECD average of 669 hours and the European average of 642 hours.

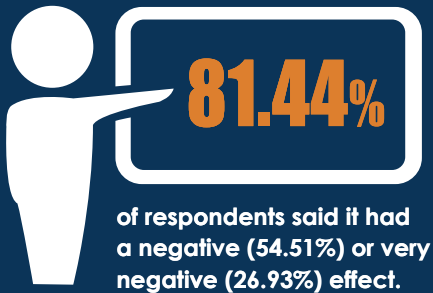
That over 90% of respondents cite bureaucratic duties as detracting from their core teaching duties is of huge concern, and TUI stressed that students lose out when time is stolen from teaching and learning.

The Minister for Education and Skills has expressed his ambition that Ireland would have the best education system in Europe by 2026. If our policymakers truly aspire to this ideal, pay parity must be achieved as a matter of urgency. In addition, teachers must be relieved of a frequently unnecessary and damaging administrative burden.

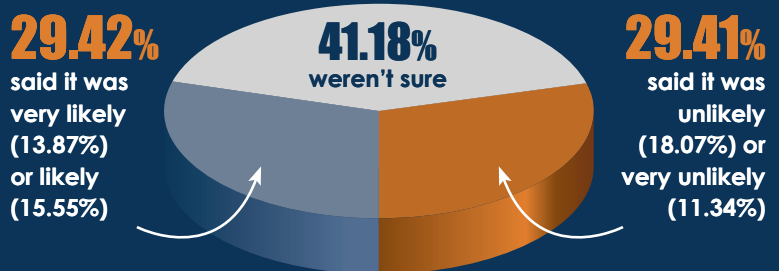
## TUI teacher workload survey 2017 – key findings

The online survey of 813 teachers was carried out in March 2017.

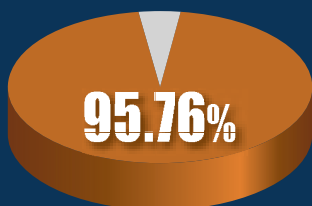
**What effect has the impact of differentiated pay rates had on staff morale in your school?**



**If you commenced your teaching career on or after 1st January 2011, how likely do you think it is that you will still be working in the teaching profession in ten years' time?**

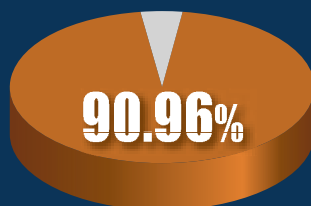


**“ My workload has increased significantly in recent years.**



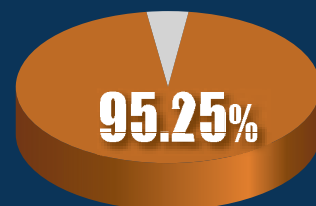
of respondents agreed with this statement (82.87% agreed strongly, 12.89% agreed slightly)

**“ Bureaucratic duties regularly deflect from my core role of teaching.**



of respondents agreed with this statement (68.26% agreed strongly, 22.7% agreed slightly)

**“ The morale of teachers has fallen in recent years.**



of respondents agreed with this statement (78.07% agreed strongly, 17.18% agreed slightly)

# TUI Executive Committee – new and recently elected members

*With effect from Congress 2017, there are five new members of the Executive Committee. In addition, there were two changes subsequent to Congress 2016. Sincere thanks are extended to those who have left the Executive Committee for their hard work and dedication on behalf of members over the course of their terms.*



**Area 2**

ETB areas: Roscommon, Longford, Westmeath and Offaly

**PADDY HEALY**

**(Castlerea Prison Education Unit, Co Roscommon)**

*Replaced Denis Magner as Area 2 Representative from 16th September 2016*



**Area 3**

ETB areas: Cavan, Monaghan, Louth and Meath

**MICHEÁL MARTIN**

**(Ballybay Community College, Co Monaghan)**

*Replaced Barry Williams on as Area 3 Representative from 1st July 2016*



**Area 4**

ETB areas: Waterford, Co Waterford, Waterford City, Tipperary SR, Co Kilkenny

**ANN MULCAHY**

**(Coláiste Dún Iascaigh, Cahir, Co Tipperary)**

*Replaces Seamus Lahart*



**Area 10**

ETB area Dublin City

**RONAN CALLANAN**

**(Whitehall College of Further Education, Dublin 9)**

*Replaces Eilish Coghlan*



**Area 14**

C&C Counties: Carlow, Clare, Cork, Kerry, Kilkenny, Laois, Limerick, Offaly, Tipperary, Waterford, Wexford

**ANNE HOWARD**

**(St. Patrick's CS, Shannon, Co Clare)**

*Replaces Gilbert Burke*



**Area 16**

College area Dublin City

**FABIAN MCGRATH**

**(DIT Kevin Street, Dublin 8)**

*Replaces Eileen Mageean*



**Area 18**

College areas: Donegal, Sligo, Leitrim, Longford, Roscommon, Westmeath.

**SEAN MCENTEE**

**(Letterkenny IT)**

*Replaces Seamus Gallagher*

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DC906	MSc in Guidance Counselling	2 years part-time
DC980	MA in Chaplaincy Studies and Pastoral Work	1 year full-time or 2 years part-time
DC991/2	Master in Religion and Education (Post Primary)	1 year full-time or 2 years part-time
DC732	MEd in Specific Learning Difficulties (Dyslexia)	2 years part-time
DC984	Master of Education with Special Options, including	2 years part-time
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	Global Citizenship and Human Rights Education	
	Digital Learning	
	Mathematics Education	
	Special and Inclusive Education	
	Educational Leadership	Online
	Bullying Prevention and Intervention	
	Music Education	
	Teaching and Learning	Online

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# Guidelines on digital communications

*A 2016 Annual Congress resolution called for the establishment of a sub-committee with a brief to propose procedures to be adhered to in relation to digital communication (i.e. email, texting, VOIP) between teachers and management and between teachers and parents and guardians. The resulting guidelines are set out below.*

Digital communications have revolutionised peoples' capacity to communicate at local, regional, international and global levels. Digital technologies have become part of modern life. It is a social norm today that people have one or more personal communication accounts (mobile phone number, email address, Facebook, Twitter, Skype, Snapchat, Instagram, WhatsApp, Viber etc.).

Modern work practice may also provide workers with work-related digital communication accounts such as phone number, email, virtual communication software platform etc. These communication systems, equipment and facilities offered by an employer may enable workers to engage in more effective communications whilst at work.

In some cases, however, the communication demands from work can begin to invade the private time of workers. This can lead to work overload, increased risk of work-related stress and or heightened levels of anxiety due to the reduction in workers' private time for relaxing and recovering from work activities.

To manage the relationship between the demands from work-related communication and the requirement for private time, the following guidelines are advised to members as reasonable practice:

1) A member's private time outside of the normal working periods should be respected by management as periods of down-time from work activities and there should be no expectation that work-related matters will be attended to during these periods which include:



- a. Before and after the normal and established working day periods
  - b. During the weekends
  - c. During public holidays
  - d. During leave periods
  - e. During sick leave
- For absolute clarity, there is no obligation on a member either to open or respond to communications sent by management during the above-mentioned periods.
- It is reasonable to expect a member to check their work-related email account once a day during the normal working week.
- 2) A member is not obliged to use their own personal digital communications equipment (phone, computer, tablet, laptop) for work purposes.
  - 3) Where management provides a member with digital communication equipment, it should be used in accordance with the agreed AUP (Acceptable Usage Policy)
  - 4) A member may consider that a message received out-of-hours should be responded to due to the exceptional nature of the message. This may be on their work device or personal device.
  - 5) Communication with parents/students should be through established administrative channels.
  - 6) Members are advised that they are not obliged to use their personal equipment or personal communication accounts for work-related matters.
  - 7) In circumstances where a member receives inappropriate communications from management, a student or parent, the matter should be reported to the appropriate authority.
  - 8) If a member becomes aware of inappropriate communication the matter should be reported to management.
  - 9) Members need to be aware of the increased risk of cyber bullying from usage of digital communications. Where a member considers that they are being subjected to cyber bullying they must report the matter to the employer or the Gardai.
  - 10) Members are reminded that defamation legislation can be invoked to protect a person's good name and reputation against scurrilous remarks, comments or statements published on digital communication applications
  - 11) Members are advised that education providers are subject to data protection legislation.
- These guidelines are provided with a view to promoting safe and productive usage of digital communication equipment and applications. There are obvious social, cultural and economic gains from the use of digital communication. There are also risks which need to be controlled by means of appropriate usage guidelines.

*These guidelines will be reviewed on a regular basis.*



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# TUI in the media

*A small selection of issues recently addressed by the Union in the national media*

## **TUI concern over teacher mentoring scheme – Irish Examiner 22/4/17**

A pilot programme for the induction of teachers must be adequately resourced if it is to be brought in nationwide, a union has warned.

David Duffy, education/research officer with the TUI, said while the union welcomes the removal of the probation aspect of Droichead, concerns remain that the programme is time-consuming for teachers and is under-resourced.

“The remaining issue is resourcing - effectively time. We’re seeking from the Department [of Education] clear resources, particularly in the context of time.”

## **TUI seeks removal of additional third-level lecture time – Irish Examiner 21/4/17**

The Teachers’ Union of Ireland is to seek the complete removal of extra lecturing hours imposed as part of the Croke Park Agreement.

“While TUI did sign up to that agreement, it must be remembered it was in the context of having very significant threats levelled at us in terms of the imposition of redundancies on some of our members if we didn’t accept the imposition of additional hours,” said TUI Executive Committee member Martin Marjoram.

“While on paper it says two additional hours per week, because of all the

preparation, all the administration, the assessment of students and so forth, what very often that would mean is an additional six hours of work,” he said.

## **TUI to seek pay parity for recent entrants in Government talks – Irish Times 20/4/17**

In an address to the union’s annual conference in Cork on Tuesday, Joanne Irwin indicated that in forthcoming talks with the Government the TUI would be seeking pay parity for teachers appointed since 2011 and the reversal of cuts and earning freezes experienced over recent years by other teachers.

In a *TV3 News report on 19/4/17*, TUI President Joanne Irwin said that the union wanted to ensure that students are taught by teachers qualified in their subjects and who are treated the same as their colleagues, while post-2012 entrant Eileen Bowman (Dublin & Dún Laoghaire Branch) outlined her case and that of other colleagues who are paid at a different rate for doing the same work.

## **Teachers' union will ballot for strike action if pay for newer teachers is not addressed – Irish Independent 19/4/17**

TUI will ballot for industrial action next

October if the Government does not fully tackle pay inequality for teachers.

A motion was overwhelmingly passed at the TUI’s 50th annual conference in Cork which set a September deadline for the Government to signal the end of pay inequality within the profession.

## **TUI to fight for equal pay ‘as a matter of justice’ – Irish Examiner 19/4/17**

The president of the TUI says it will seek equal pay for equal work for all members “as a matter of justice”.

Joanne Irwin told the TUI annual congress in the Clayton Silversprings, Cork, the union will “almost certainly” be party to future negotiations on a national pay agreement and that members will be balloted on any proposals that emerge from these discussions.

She said teachers entering the profession after 2011 come in on salaries 10% lower than their colleagues, and are subjected to two new points at the bottom of the salary scale.

“It is our avowed intention to undo the damage done by government. Our key demand remains pay equality, equal pay for equal work.

“TUI has led this campaign. We raised the issue before any other teacher union. We secured a mandate for industrial action before any other teacher union.”





On **RTE news bulletins on 18/4/17**, pre-2011 entrant Mairéad Glynn (Dublin C&C Branch) and post-2012 entrant David Waters (Dublin & Dún Laoghaire Branch) made clear the vital importance of accelerating the process of pay parity for all teachers.

Speaking on **Newstalk's Breakfast programme on 18/4/17**, TUI's General Secretary John MacGabhann said that pay parity and pay restoration were key issues for the TUI, and that rather than being a 'whingefest', the conference was 'a clear and robust exercise in democratic accountability.'

Speaking on **RTE's News At One on 17/4/17**, TUI President Joanne Irwin highlighted TUI's survey findings that 30% of new entrants believe it unlikely that they will be in the profession in ten years' time. She said that the union's campaign for pay parity will continue and also drew attention to another finding in the same survey, which highlighted the administrative burden on teachers.

**One in three new teachers say they will leave the profession – Irish Times 17/4/17**

Almost a third of new teachers believe it is unlikely they will still be in the profession in ten years' time, according to a survey by the Teachers' Union of Ireland.

TUI President Joanne Irwin pictured with 2014 Nobel Peace Prize winner Kailash Satyarthi, Ulster Teachers' Union President David Thompson (left) and INTO President John Boyle (right) at the recent Education International conference on Quality Education and Leadership. Kailash was a joint recipient of the 2014 prize in recognition of his struggle against the suppression of children and young people and for the right of all children to education.



MAIRÉAD GLYNN IS INTERVIEWED BY RTE ON CAMPAIGN FOR PAY PARITY

The 17,000-strong union is calling for an acceleration of pay parity and an end to discrimination against younger teachers.

Austerity-era pay cuts mean that younger teachers are on lower pay-scales than their more experienced colleagues, though the gap has narrowed with the recent restoration of some qualification allowances.

In an online survey of more than 800 teachers carried out last month, a large majority (81 per cent) said differentiated pay rates have had a negative effect on staff morale.

The survey also examined workload issues, with the vast majority stating that bureaucratic duties regularly deflect from their teaching.

**1% levy on corporate profits to bridge 3rd-level fund gap – Irish Examiner 15/4/17**

A 1% levy on corporate profits could secure most of the €600m needed to bridge third-level funding gaps, a teachers' union claims.

The idea has been proposed by the Teachers' Union of Ireland (TUI) which represents 4,000 institute of technology lecturers, as a solution to the higher education funding crisis and to ease staffing shortages in many sectors.

The union suggests it would raise nearly three times the €200m which the Department of Education suggests could be raised from 2020 by its proposal to increase a levy on employers to help meet funding shortfalls at third level.





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## Annual Congress 2017

The TUI Congress in Cork this year was an overwhelming success. We in TUI Credit Union would like to thank all delegates who took time out from their busy schedule to visit our stand, it was greatly appreciated. We extend the warmest welcome to our new members who joined TUI Credit Union during Congress. We had a fabulous response to our 50th anniversary special congress draw and congratulations to the winners Brendan O'Halloran Coláiste Pobail Setenta, Joseph Farrelly St Olivers Community College Drogheda, Declan Mc Court DKIT, Elizabeth Harte LYIT and Damian Conlon College Street Ballyshannon. Congratulations to the organisers and delegates on a very successful Congress overall.



## Monthly Member Draw

Congratulations to our April CAR DRAW WINNER Harry Ryan

PRIZES	MARCH	APRIL
1st	Colette Cox, Dublin 5	Kelly Gallagher, Co. Roscommon
2nd	Sean Kennedy, Co. Limerick	Madeleine Tilley, Ballinteer, Co. Dublin
3rd	Barbara O'Riordan, Blackrock, Co. Dublin	Clare Kavanagh, Co. Carlow

## New Member Draw Winner

MONTH	PRIZE	WINNER
March	€100 One4All Voucher	Andrew Keating
April	€100 One4All Voucher	Martina McGuinness



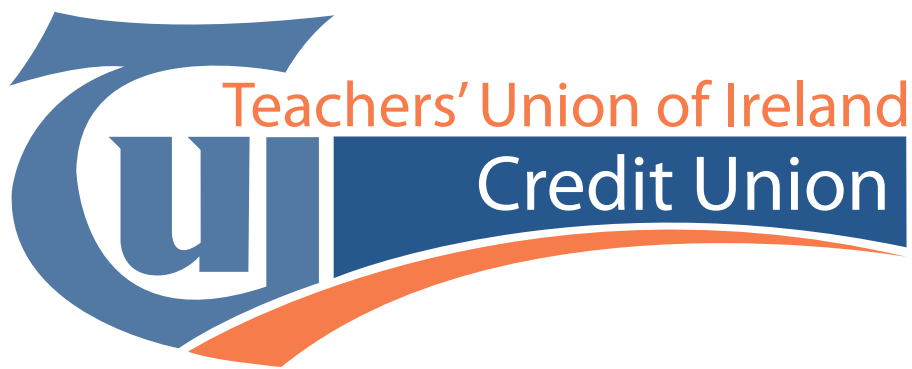
April Car draw winner Harry Ryan

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# Annual Congress 2017 Report

## RESOLUTIONS CARRIED

### MOTION UNDER RULE 22

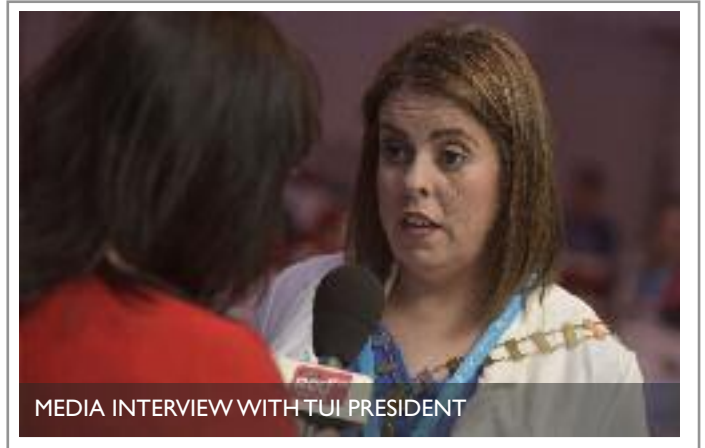
#### Executive Committee

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.

### 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.



MEDIA INTERVIEW WITH TUI PRESIDENT

#### 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.

#### 11 Co. Cavan/Co. Carlow

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

#### 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.

**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.

**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.

**15 Co. Galway/Co. Carlow**

Congress calls on the Executive to highlight to the media and relevant authorities the specific challenges of the three GRETB 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.



JOAN CLEARY, IT TRALEE

**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.

**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.

**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.

## 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.

**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.

**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.

**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.

**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.

**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.

**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.



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MICHELLE GLYNN, DUBLIN C&amp;C BRANCH

### 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.

### 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.

## C. Conditions of Service - General

### 67 Waterford City

Congress instructs the Executive to develop a whistleblower 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.

### 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.

### 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.

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

### 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.



KENNETH SLOANE, DKIT

**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.

**D. Adult 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.

**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.

**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.

**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.

**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.

**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.

**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.



COLM FEIGHERY, KIERAN LENNON AND COLETTE COLGAN OF DUBLIN & DUN LAOGHAIRE BRANCH

## 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.

### 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.

### 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.



### 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.

### 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.

### 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.



**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.

Congress instructs the Executive Committee to engage with all relevant stakeholders on the 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.

**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.

**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



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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.

## 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.

### 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.

### 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.

### 140 Galway City (Amended by Co. Galway)

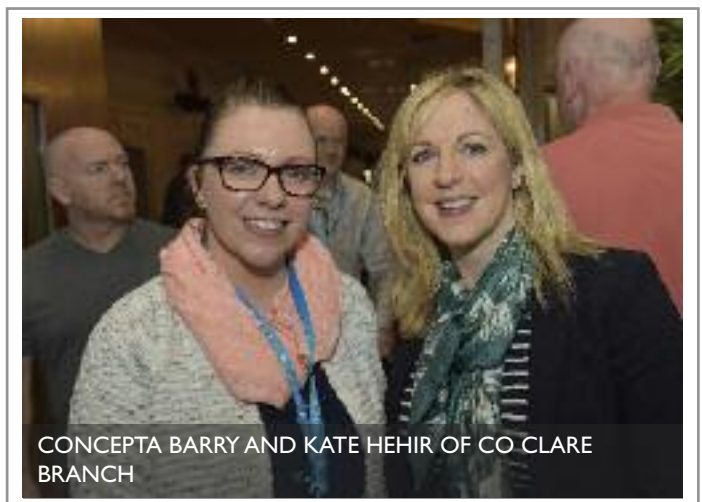
Congress instructs the Executive to call on the Minister for Education to seek an urgent review of the current Junior Cycle English SEC set final exam. There needs to be changes made to the design of the exam paper, the structure and layout as well as the content.

### 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.

### 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.



CONCEPTA BARRY AND KATE HEHIR OF CO CLARE BRANCH



**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.

**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.

**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.

**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.

**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.

**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.

**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.



PRIONSIAS O 'TUAMA, CO CORK BRANCH





EIMEAR GUILFOYLE, CO KILDARE BRANCH

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.

#### **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.

#### **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.

#### **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.

#### **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).

#### **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 through the FET strategy.



MARY FLANAGAN, CO CLARE BRANCH

## 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'.

### 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.

## 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.

### 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.



EILEEN MAGEEAN, EXECUTIVE COMMITTEE

**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.

**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.

**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.

**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.

**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.

**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.

**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.

**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.

**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.

**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.

### 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.

### 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.

### 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.

## 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.

### 289 Executive Committee

Congress notes with concern

- the evidence of current and emerging teacher shortages in a growing number of disciplines, including Gaeilge, 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.

### 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.

### 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.

**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.

**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.

**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.

**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.

**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.

**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,



SUSANNA WARD, CRONA KERR AND JOANNE DONAGHY OF CO DONEGAL BRANCH

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.

**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.

**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.

**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.

**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.

**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.

**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.

**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.

**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.

**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.)

**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.

**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 on 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 gcruinniú 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 Gaelige 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.

### 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.

### 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.

## RESOLUTIONS 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.

*RESULT Referred*

### 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.

*RESULT Referred*

### 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'.

*RESULT Referred*

### 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.

*RESULT Referred*

### 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.

*RESULT Referred*

### 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.

*RESULT Referred*

# School placement during teacher training

Last November, the Teaching Council hosted a shared learning day to enable higher education institutions and their partner schools an opportunity to present on innovative practices in cultivating HEI-School partnership. TUI welcomed the opportunity to attend

such an event. However, the Union continued to highlight to the Teaching Council the importance of school placement being a positive experience for students but also not becoming a burden on already busy schools. Even though the lengthened teacher training

process is still a relatively recent phenomenon, it is already clear that schools are struggling to manage the vastly increased number of requests for placements. TUI will continue to monitor the issue and lobby on it.

# Institutes perform strongly in new third level rankings

Institutes of Technology have performed strongly in the 2017 edition of the U-Multirank study of third level performance, a multidimensional approach to international ranking of higher education institutions. Funded by the European Commission, it compares the performances in five broad dimensions of activity: (1) teaching and learning, (2) research, (3) knowledge transfer, (4) international orientation and (5) regional engagement.

In terms of overall scores across the five dimensions, DIT received the joint highest number of 'A' ('very good') scores of fourteen third level institutions in Ireland with 13 As across 35 indicators, while CIT received 12 As and IT Tallaght received 10 As. By comparison, the highest ranking universities were University College Cork and Dublin City University with 13 As and 11 As respectively.

According to its website, U-Multirank 'aims to present fair pictures of institutional performances showing specific strengths and profiles....which may be surprising to those who do not think beyond traditional research reputations. U-Multirank intends to produce new insights which may challenge current beliefs on institutional reputation that are often based on hearsay and halo effects.'



UNIVERSITY of LIMERICK  
OLLSCOIL LUIMNIGH

# PostGrad At UL

The University of Limerick (UL) with over 13,000 students and 1,300 staff is an energetic and enterprising institution with a proud record of innovation and excellence in education, research and scholarship. We are renowned for providing an outstanding experience and conducting leading edge research. Our commitment is to make a difference by shaping the future through educating and empowering our students.

UL is situated on a superb riverside campus of over 130 hectares with the River Shannon as a unifying focal point. Outstanding recreational, cultural and sporting facilities further enhance this exceptional learning and research environment.

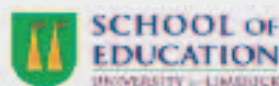
## M Ed/MASTERS IN EDUCATION

The School of Education in UL is launching a new Masters programme in September 2017 building upon and integrating a range of master's programme. This 90-credit M Ed consists of eight modules and will provide students with the opportunity to specialise in one of five strands/pathways:

(i) Teaching and Teacher Education (including Mentoring), (ii) Educational Leadership and Policy, (iii) STEM Education, (iv) Equality, Well-being and Inclusion and (v) Open (i.e. students can choose any two specialist/elective modules in preparation for undertaking their thesis).

For further information regarding the breakdown of the course and its modules, consult the UL postgraduate prospectus:

<http://www.ul.ie/graduateschool/course/education-masters>



MORE INFORMATION

Email: [mairead.condon@ul.ie](mailto:mairead.condon@ul.ie) <http://www.ul.ie/soedu/>  
Telephone Mairead Condon at 061 23 4010

# Retrospective Vetting Update

## Text provided by the Teaching Council

On the 6th January 2017, the Teaching Council commenced the retrospective vetting process, under Section 33 (Registration Renewal) of the Teaching Act 2001-2015. At that time, there were approximately 33,000 registered teachers who were never vetted by the Council as vetting was not a requirement at the time they were registered.

For this group of teachers vetting is a requirement of their 2017 registration renewal with the Council, and failure to apply for vetting requirement would mean that those teachers would be putting their registration renewal at risk. If registration is not renewed, teachers would not receive their salaries.

In January, the Council contacted approximately 6,700 teachers out of this cohort of un-vetted teachers and requested them to apply for vetting in advance of their registration renewal. Only those teachers requested to apply for vetting are required to comply in advance of their renewal date in line with the timelines set out in the notifications. The remainder will be requested to complete the process on a scheduled basis throughout 2017.

While the great majority (90%) of this initial group complied with the vetting requirements, a small number failed to meet their deadline. The Council has sent letters, emails and text reminders to the teachers concerned over the past two months. The next step is to commence a process to remove these teachers from the register which involves further communication with the teachers concerned.

As the year progresses, the balance of the 33,000 teachers will be contacted on a randomly selected basis, asking them to apply for vetting in advance of their renewal date. The Council would ask that schools and teachers await formal written contact from the Council before applying for vetting.

The Council has written to all school principals and boards of management notifying them of the retrospective requirement and process.

Teachers should note that the requirements for vetting under Circular 0031/2016 will continue to apply for all teachers who are changing employment. Therefore, anyone applying for new posts requiring vetting should apply directly to the Council as part of the standard vetting process.

The retrospective vetting process only applies to teachers who have never applied for vetting via the Council. Teachers who hold a vetting letter from the Council (pre-29 April 2016), or have completed the NVB on-line vetting offered by the Council (since 29 April 2016), are deemed vetted and thereby excluded from this process. Teachers can check their vetting status by logging onto the 'My Registration' section of the Council's website and clicking the vetting tab.

More information can be found on the vetting section of the Council's website where there are FAQs specifically dealing with retrospective vetting.

## Removal from Teaching Council register has serious implications – Text from TUI

If a teacher is removed from the Teaching Council register, s/he must reapply for re-admittance to the register under Section 31 of the Teaching Council Act. Re-application will require the full process under the current qualification rules. While unregistered a teacher cannot be in receipt of pay from the State and will not have any financial loss reimbursed, if and when registered again.



THE OFFALY BRANCH OF TUI RECENTLY ORGANISED A FUNCTION TO MARK THE RETIREMENT OF DENIS MAGNER FROM TEACHING. THE FUNCTION WAS HELD IN CLONAMORE HOUSE HOTEL, TULLAMORE. IT WAS ATTENDED BY BRANCH MEMBERS, EXECUTIVE COMMITTEE MEMBERS, FRIENDS AND HEAD OFFICE STAFF. BACK ROW L-R PADDY HEALY, JOHN MACGABHANN, GERRY QUINN, OLIVER MCCORMACK, MARTIN MARJORAM, SEAMUS LAHART, SEAMUS BURKE, SEAN KENNEDY, GILBERT BURKE. FRONT ROW L-R LIZ FARRELL, MARY HIGGINS, JOANNE IRWIN, EILEEN MAGNER, DENIS MAGNER, BERNIE RUANE.



# John Stitt

*- a much loved colleague and friend at Ballyfermot College of Further Education*

John Stitt, teacher for thirteen years at Ballyfermot College of Further Education, died on 18th December last after a short illness. John was a highly regarded teacher who set exceptional standards in his subject areas of business and economics. His classes are fondly remembered by students with John's approach described as clear, analytical, fair-minded and always encouraging. Prior to Ballyfermot, John worked in Coláiste Eoin, Finglas and often recalled particularly taxing after-school football matches with the students.

John was a much loved presence in Ballyfermot, a colleague describing him as 'someone you would love to go on a long journey with' because of John's wide interests and deeply engaging company. His pet subject was history, particularly 20th century Europe, his interest probably springing from a childhood growing up in post-World War II Singapore and his father's adventures as a navigator in the RAF. His passion for history extended to teaching Leaving Certificate night classes at Crumlin College for over twenty years. His daughter Ruth recalled how John was always collecting new anecdotes that he could bring into class each week, in order to liven things up. In John's mind, history was always new and ever changing.

John was a prodigious reader. A colleague reminded us that he gave John the loan of an encyclopaedia on a history of the European peoples which John then proceeded to read from cover to cover and report back on. He had an enquiring mind, always open to new ideas, always asking



questions; he listened attentively and took an active interest in people, although at the same time *The Economist* magazine was never too far away. Accordingly, his reading of current affairs reached well beyond the headlines and because it was viewed through the lens of history was always insightful and sought after.

John's lighter side showed itself in his warm and memorable laugh, the kind of laugh you'd love bringing on. He enjoyed a pint and was not averse to a bit of banter, mostly on politics and economics, the arts and sometimes Manchester United; he poked fun at craft beers and pretentiousness in general but always with wit, charm and a keen sense of humour. He was also a lifelong fan of jazz music and had apparently taken up the saxophone but we only found out about this recently and perhaps for good reason!

In the past few years John accompanied students on Erasmus trips to Finland which he enjoyed, managing to catch an odd jazz gig or ice hockey game while there, although he was not too fond of the paperwork when he got back! His abiding interest in sport, in particular competitive swimming, was precipitated by one of his childhood heroes, the Olympic swimmer and later Tarzan actor, Johnny Weissmuller. As children, John and his twin brother Jim both competed in Leinster schools swimming championships and John continued to swim regularly in the local pool in Ballyfermot.

John was a socialist with a lifelong commitment to social justice and an active involvement in many election campaigns and protest rallies in Dublin. He carried these principles of equality and fairness for all into his TUI work. In Finglas he advocated full membership for part-time teachers, while in recent years in Ballyfermot, he took charge of running and organising the local committee. John was passionate in opposing injustice and in defending members. He played a major role in challenging unfair transfers in 2013.

On behalf of Ballyfermot College, we extend our heartfelt sympathies to John's wife Marian, his three children Ruth, Kate and Robert and to his brother Jim and sister Mary. We have put up a photo of John in the staff room and it is a welcome daily reminder of his happy, smiling self. Ní bheidh a leithéid arís ann.

# Martin Wallace

## - An Appreciation

Martin Wallace, founding Principal of Castletroy College in Limerick, passed away on October 6th 2016 following a brave and dignified battle with motor neuron disease. Though many teachers may not have known Martin personally, they would have heard of him and benefited from the enormous impact he made on the whole area of education. His far-reaching influence was borne out by the sombre atmosphere in the school and locality following the news of his untimely death and by the thousands who attended his funeral or who sent moving condolences from afar.

Martin began his career as a Maths teacher in Cobh, Co. Cork in September 1974 but love quickly drew him back to his native Limerick. He joined the staff of the fledgling St. Enda's School, Limerick in September 1975 and subsequently became Deputy Principal where he was recognised not only as an innovative professional but also a sensitive leader. Students from his early days of teaching still hold him in such high regard for the care and nurturing he gave to all but especially to those who were vulnerable. He empowered many young people and this very strong pastoral sense never left him. His leadership skills were held in such esteem that Martin moved to Shannon, Co. Clare in 1996 to become the third Principal of St. Patrick's Comprehensive School.

When Castletroy College, Limerick opened in September 2000, Martin hoped to realise the dream of a modern, cutting edge, 21st century school. He was just the man to fashion this dream. Establishing a greenfield school presents its own challenges of juggling the various stakeholders but Martin remained the consummate professional and gentleman throughout.

He entrusted his staff to do a good job and afforded them liberty to explore innovative methods. Excellence was his *raison d'être* but this was tempered with compassion, understanding, humility, integrity and good counsel. His office was always open to staff, students and parents. He showed no favouritism, everyone was equal in his eyes.

His essay written in conjunction with Enda McGorman entitled "New Schools for a New Century" in *Leading and Managing Schools* (eds. Helen O'Sullivan and John



West-Burnham), bears testimony to his love of education but also to the broader issues of leadership, school management, educational planning and reformation.

He was generous with his experiences and many were the beneficiaries of his knowledge when he worked as an associate with the Leadership Development for Schools initiative. Here he will be remembered for his passion for education and educational reform, eloquent presentations and pleasant personality.

While giving of himself to his professional calling, Martin did not neglect those he held so dear to him. His beloved Geraldine was always in his heart as were his sons and grandson whom he always so fondly invoked in his daily conversations. A very sociable man, Martin could just as easily be found at dawn on the fairway as beating the bodhrán into the early hours.

He enjoyed watching students excel in the classroom, on the playing field or in the concert hall. He also took a great interest in following the future careers of his students. A talented educator, mathematician, musician, golfer, rower, rugby player and Francophile, he was the role-model for so many. His manner was always engaging. A voracious reader who generously shared that knowledge, he was keen to keep abreast of and contribute to

the latest educational research and was highly respected by his staff and professionals both in Ireland and abroad.

He served on the Education and Training Board of Ireland (ETBI) and his knowledge and expertise in the area of school leadership was shared too in his greatly valued work with LDS and PDST. He served as a School Leader Associate of the Junior Cycle Teachers Support Service and was a key member of the team responsible for a range of programmes such as the Misneach Programme, for newly appointed Principals, and the *Tóraíocht* post graduate diploma in school leadership.

Martin made a major contribution both locally and nationally as a member of the Principals and Deputy Principals Association. He represented the Kerry/Limerick region on the National Executive for many years, becoming Vice President in 2000. He was elected as President of PDA in 2003, serving until 2006. Martin was a highly capable negotiator and was always proactive in seeking to further the interests of members. He continued to serve on the Executive until his retirement and even then continued as a support officer providing guidance and assistance to colleagues throughout the country.

All of us fortunate enough to be guided by Martin in the early years of our careers fondly remember his leadership and vision for Castletroy College when first interviewed by him. Like Saint Bernard, Martin was the kind of manager who noticed everything, turned a blind eye to some things, corrected a little, but cherished all. Over the years as we grew to know him, he was even more than he appeared. He was both a leader and a friend and knew how to enjoy life. Martin, while being a dedicated and fulfilled professional, could never have achieved what he did without the enduring love and support of his beloved Geraldine and family. To them we extend our deepest sympathies.

He was a singular, unique man. We shall not look upon his likes again.

Ar dheis Dé go raibh a anam dílis

## Can you spare an hour or two to help Barnardos this September?

Barnardos National Collection Day, kindly supported by Dell, takes place again on Friday 15th September 2017. They urgently need staff and student groups to volunteer for supervised bag-packs and on-street collections across the country. Barnardos offer a supportive volunteering package with information, direction, insurance cover and certificates on completion. By volunteering just a few hours, you and your students can make a real and lasting difference to the lives of children in Ireland. To find out what's happening in your community and how you can get involved call Mary Johnston on 01 708 0418, email [buckets@barnardos.ie](mailto:buckets@barnardos.ie) or see [www.barnardos.ie/buckets](http://www.barnardos.ie/buckets).



## Protect your pension entitlements – Join the TUI Retired Members' Association

The TUI Retired Members Association (TUIRMA) represents the interests of retired TUI members. Pension entitlements form part of a teacher's/lecturer's contractual entitlements. In recent times, Government has used emergency legislation to reduce public sector pensions and lapse the link with the pay of serving members. It is important that we recruit the maximum number of retiring TUI members in order to protect our pension entitlements.

### **The aims of the TUI Retired Members' Association:**

- ✓ to safeguard and promote the welfare of retired TUI members.
- ✓ to continue to campaign for full pension restoration and return of link with salary.
- ✓ to provide access to advice to members on pension issues.
- ✓ to keep retired members in touch with colleagues through local RMA branches and arranging national events.
- ✓ to keep members informed on developments of interest to retired teachers and lecturers.
- ✓ to provide opportunities for debate and to help formulate a considered response to developments that impinge on the lives of retired members.



### Teachers' Union of Ireland Retired Members' Association APPLICATION for MEMBERSHIP

NAME: \_\_\_\_\_  
(BLOCK LETTERS)

ADDRESS: \_\_\_\_\_

MOBILE TELEPHONE NO.: \_\_\_\_\_

E-MAIL ADDRESS: \_\_\_\_\_

RETIRED FROM: \_\_\_\_\_  
(College/School/Education Centre)

DATE of RETIREMENT: \_\_\_\_\_ TUI BRANCH: \_\_\_\_\_

Please forward the completed application form to:  
Michael McNulty, Mount Pleasant, Ballymackey, Nenagh, Co. Tipperary

**The first year's membership fee of €25 for a new RMA members is normally paid by his/her TUI branch.**



# RMA News

The end of another school year beckons as we prepare for our Annual General Meeting on Wednesday, May 24th in Tralee Co. Kerry. The format will be similar to last year's event. We will have Mass for our deceased members at 8.00am and following breakfast, registration will start 10.30am with the AGM commencing at 11.30am. The afternoon session will include motions, reports and elections, with our Gala Dinner at 7.00pm. The social dimension will conclude on Thursday with a full day tour.

Talking about tours, I want to mention our very successful visit to Wexford in late March for our Spring Break. We stayed in the Wexford Clayton Whites Hotel, which proved an excellent choice, with friendly staff, comfortable rooms and delicious food. Our first tour took us to New Ross and a visit to the Dunbrody Famine Ship which was a wonderful experience and a window into our historical past (see photo of us on board ship). In the afternoon we visited Johnstown Castle (Teagasc Research Centre) where some of us enjoyed a trip down memory lane as we toured the agricultural museum while others relaxed with a leisurely walk on the castle grounds.

The next day we visited Ferrycarrig Folk Park and even though the weather was not very kind to us, we still enjoyed a very entertaining trip through our past. The afternoon was free for retail therapy or a walking tour of Wexford. The break was very enjoyable and I would recommend the South East as a worthwhile place to visit.

The RMA was represented at the TUI Annual Congress in Cork by Jim McCarthy and myself. This year we were delighted to see worthwhile debate and interest in pension matters. Let me again confirm the RMA's support for the restoration of the Common Basic Scale, the rejection of the concept of 'career averaging' as proposed and our support for the full restoration of pay to serving members and restoration of full pensions for our retired colleagues. We also campaign for the winding up of the Financial Emergency Measures in the Public Interest (FEMPI) Act. I have no doubt that these topics will be the cause of much discussion and debate at our AGM in the Brandon Hotel.

During Spring the RMA was represented at two TUI pre-retirement seminars. As such seminars precede actual retirement time, not all attendees know exactly when and if they will finish working. I am also conscious



RMA MEMBERS ON BOARD DUNBODY FAMINE SHIP DURING SPRING BREAK

that some members may have overlooked attending or found it impossible to get to either event. All attendees received a membership application form, and forms can also be downloaded from [www.rmatui.ie](http://www.rmatui.ie). The form is also set out in this magazine. Retiring members should note that RMA meetings are devoted to issues of concern to them – home security and safety, wills, financial planning, leisure

planning, health provision issues and so on, so it is in every retiring TUI member's interest to join the RMA.

As this is the final issue of TUI News for this school year, may I wish everyone a lovely summer.

**Dan Keane, RMA Secretary.**

## Project manager sought for Zambian school

ZAMDA Ireland (a registered charity) is seeking a Director / Project Manager for its Sables Nua Centre in Kabwe, Zambia. Sables Nua is a school for orphaned and vulnerable children which is supported and managed by ZAMDA. Sables Nua is in the government system and currently has 200 + children attending. There is also a shelter on the site that accommodates 20+ children. Are you up for a challenge? Do you have an inexhaustible amount of patience, some experience of Africa, managerial experience, a desire to work with some of the most underprivileged children on the planet, boundless energy and a sense of humour? If so, this could be the job for you.

This is a volunteer post for a fixed term - small living allowance, project vehicle and accommodation provided.

Garda clearance in relation to Child Protection is necessary and a background in teaching/education is an advantage. For more information on ZAMDA please see our website [www.zamdairland.org](http://www.zamdairland.org)

Please send your CV, with the contact details of two referees to [Zamdacharity@gmail.com](mailto:Zamdacharity@gmail.com) before 6 pm 16th June 2017.



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Congratulations to  
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Winner of Vol 39 No 4 Crossword Competition

# Crossword

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

Only one entry per member.  
 Photocopies can be submitted.

Name \_\_\_\_\_

Workplace \_\_\_\_\_

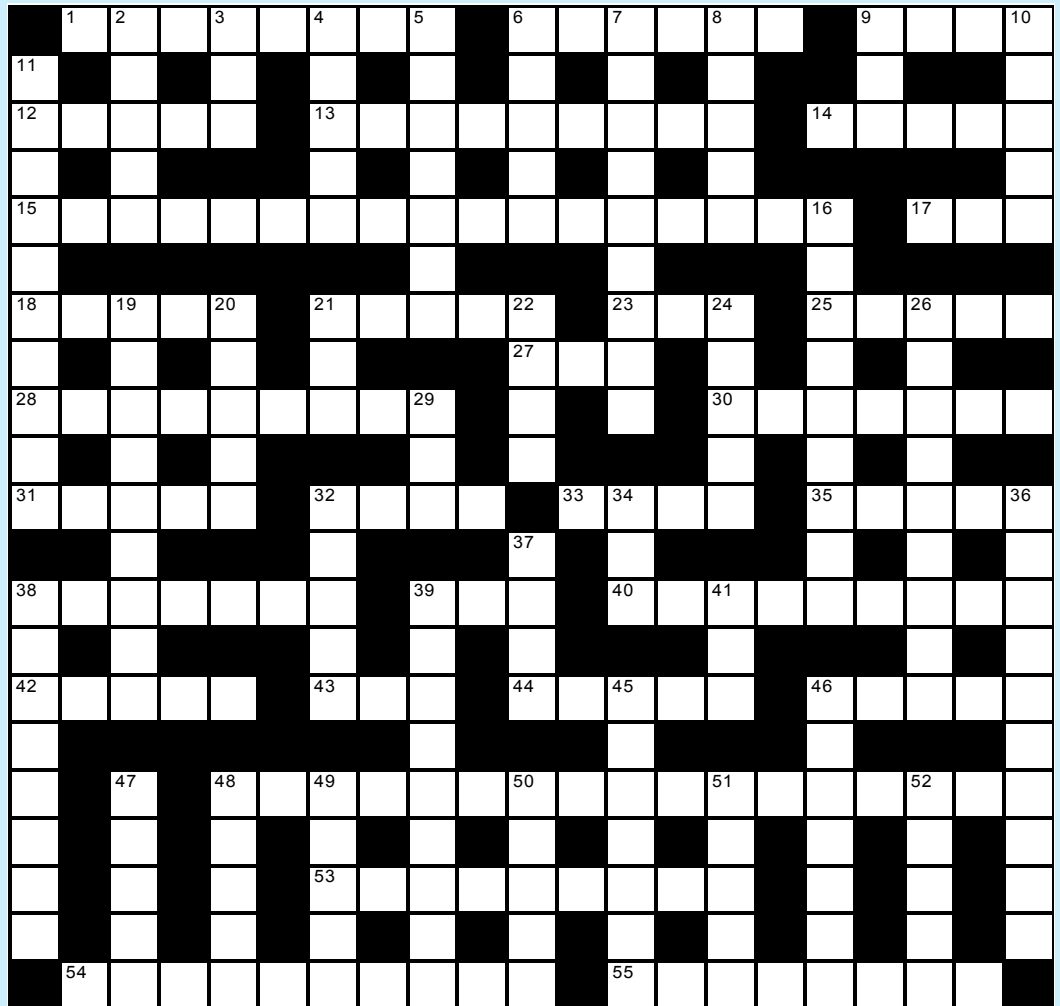
Address \_\_\_\_\_

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

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

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

Closing date for entries:  
 Friday, 7th July 2017



**ACROSS**

- 1 Embellished with a raised pattern (8)
- 6 A container that is usually woven and has handles (6)
- 9 A small open pie with a fruit filling (4)
- 12 The beginning of something, especially something unpleasant (5)
- 13 An assistant subject to the authority or control of another (9)
- 14 Crime film and TV series about a Minnesota town, allegedly based on true events
- 15 A person who lays out grounds in a way which is ornamental or which imitates natural scenery. (9,8)
- 17 An unnatural or sickly pallor; pallid (3)
- 18 2006 hit single by Amy Winehouse (5)
- 21 Make a thrusting forward movement (5)
- 23 Seek or strive for the same thing as someone else (3)
- 25 Marked by courage and determination in the face of difficulties or danger; robust and uninhibited (5)
- 27 A deer, a female deer (3)
- 28 The act of arranging in grades (9)
- 30 A rite or body of rites prescribed for public worship (7)
- 31 An electronic receiver that detects and demodulates and amplifies transmitted signals (5)
- 32 The Journey of The ---- - poem by TS Eliot (4)
- 33 A small flake of soot (4)
- 35 ---- Park, home ground of Dundalk FC (5)
- 38 Inclined to show mercy (7)
- 39 Drink slowly (3)
- 40 Chemical element with symbol K (9)
- 42 A distant view of a wide area (5)

**DOWN**

- 43 Tear or be torn violently (3)
- 44 Implied by or inferred from actions or statements (5)
- 46 John Lennon and Yoko Ono's 1969 protest against the Vietnam War (3,2)
- 48 A medium-large breed of domestic dog (9,8)
- 53 Espresso diluted with hot water (9)
- 54 The practical application of science to commerce or industry (10)
- 55 Quadrennial international sporting event (8)
- 2 A craftsman who works with stone or brick (5)
- 3 Many times at short intervals (3)
- 4 Apparatus which enables a person to breathe underwater (5)
- 5 A feeling of offence or resentment (7)
- 6 A full body cloak worn by some Muslim women (5)
- 7 Person who engages in swimming underwater without a diving suite or air tank (4-5)
- 8 Incite, urge ahead, provoke (3,2)
- 9 A light mid-afternoon meal of tea and sandwiches or cakes (3)
- 10 A small sharp-pointed tip resembling a spike on a stem or leaf (5)
- 11 A flag usually bearing a white skull and crossbones on a black background (5,5)
- 16 ----- Brothers - musical duo of Bill Medley and Bobby Hatfield (9)
- 19 An ornamental covering or band for the head, especially one worn on ceremonial occasions. (9)
- 20 Long-running children's comic, featuring Dennis the

- Menace and Minnie the Minx (5)
- 21 Flower arrangement consisting of a circular band of foliage or flowers for ornamental purposes (3)
- 22 The ----- stage name of David Howell Evans (4)
- 24 Ceremonial elegance and splendour (5)
- 26 Thrown into a state of intense fear or desperation (9)
- 29 Bother persistently with trivial complaints (3)
- 32 Machine that converts other forms of energy into mechanical energy and so imparts motion (5)
- 34 A diagrammatic representation of the earth's surface (or part of it) (3)
- 36 A tropical grass native to India and Sri Lanka (10)
- 37 A quarrel about petty points (4)
- 38 A thing used to protect, decorate, or conceal something else. (8)
- 39 A fictional character with special powers used for heroic purposes (9)
- 41 A small amount (especially of a drink) (3)
- 45 A fractional monetary unit in South America (7)
- 46 1956 comedy film starring Marilyn Monroe (3,4)
- 47 To try or test the flavour of (5)
- 48 Double ----- 1983 single by Malcolm McLaren concerning the skipping game of the same name (5)
- 49 A cry of approval as from an audience at the end of great performance (5)
- 50 A cordial disposition (5)
- 51 Ebony and ----- - 1982 number-one single by Paul McCartney and Stevie Wonder. (5)
- 52 Violent and needless disturbance (5)