



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

VOL.40 / NO.6

May 2018



ANNUAL CONGRESS 2018

Full review inside

#TUI18

A Word from the President – Joanne Irwin

CONTENTS:

- p.2 A Word From The President
- p.4 Annual Congress – General Secretary’s Address
- p.6 Annual Congress – President’s Address
- p.8 Survey findings confirm damage of pay discrimination
- p.10 New Executive Committee members
- p.11 TUI’s Education Equality Conference 2018
- p.12 Third level members vote for industrial action over second ‘flex’ hour
- p.16 Responding to critical incidents in schools
- p.17 TUI in the media
- p.18 Members of Rohingya community address Congress
- p.20 Annual Congress 2018 report
- p.36 Barney Winston remembered
- p.38 Are you retiring this year? Join the RMA
- p.39 RMA News
- p.40 Crossword

Pay discrimination – the injustice must end

TUI’s Annual Congress again prioritised the critical issue of pay discrimination. Several new and recent entrants to the profession – and indeed longer-serving members - spoke compellingly on this issue in sessions throughout our three-day conference. Their message was clear and consistent: this injustice must end now.

A TUI survey of post-2011 entrants to the profession outlined the hugely damaging effects of pay discrimination. The findings were extremely valuable to the Union in illustrating the negative effects of this injustice for both the workers affected and the education system. The findings are included in this magazine. Thanks to all respondents for their input.

Crucially, delegates at all three teacher union conferences endorsed a joint approach to tackling pay discrimination.

As you are no doubt aware, TUI already has a strong mandate for industrial action

on this issue, up to and including strike action. If it is required, every effort will be made to co-ordinate any such industrial action with our sister unions.

Talks on addressing pay discrimination

At the time of going to press, talks on addressing pay equality for public servants recruited since 2011 had just commenced. Public service unions, including TUI (represented by the President and General Secretary), met with officials from Government departments, led by the Department of Public Expenditure and Reform (DPER). It is expected that these talks will continue for a number of weeks.

From the outset, TUI insisted that full pay equality, including, in the case of teachers, the reinstatement of the HDip/PME allowance, must be achieved.

Keep an eye on the Union’s various communications channels for any updates on this process.



Joanne Irwin
President
president@tui.ie

Seamus Lahart
Vice-President
vicepresident@tuimail.ie

John MacGabhann
General Secretary
jmacgabhann@tui.ie

EDITORIAL

Annette Dolan
Deputy General Secretary
adolan@tui.ie

Declan Glynn
Assistant General Secretary
dglynn@tui.ie

Aidan Kenny
Assistant General Secretary
akenny@tui.ie

Michael Gillespie
Assistant General Secretary
mgillespie@tui.ie

Colm Kelly
Assistant General Secretary
ckelly@tui.ie

Bernie Ruane
Assistant General Secretary
bruane@tui.ie

David Duffy
Education & Research Officer
dduffy@tui.ie

Nadia Johnston
Administrative Officer
njohnston@tui.ie

Conor Griffin
Press & Information Officer
cgriffin@tui.ie

PRODUCTION

TUI News is published by the Teachers’ Union of Ireland. Aontas Múinteoirí Éireann, 73 Orwell Road, Rathgar, Dublin 6.

T: 01-492 2588 F: 01-492 2953
E: tui@tui.ie W: www.tui.ie

Printed by:
Typecraft Ltd.



TUI PRESIDENT, JOANNE IRWIN

Ballot result gives strong mandate on second 'flex' hour

There was little surprise that members at third level gave a resounding mandate – 96% to 4% - for industrial action on re-designation of the second flex hour. From the start of the 2018/19 academic year, the initial action will include delivery, at maximum, of the weekly class contact hours for the relevant grade. In other words, from September, usage of the 'flex' hours for lecturing purposes will be a thing of the past.

Following the ballot result, after a meeting between key stakeholders, a text was agreed between the Union and the Department of Education and Skills on the review of lecturing (see p. 14). The text acknowledges 'a commitment on behalf of the parties and a recognition, having regard to the current industrial relations context, that the re-designation of the 2nd half of the flex hours is required to be completed.'

Changes to religious instruction won't work without resources

An emergency motion passed at Annual Congress instructed the Executive Committee to assert that schools are not in a position to implement the terms of

Circular Letter 13/2018, regarding the provision of alternative options to students in ETB and Community schools who do not wish to participate in religious instruction.

To be clear, this is not an ideological issue; as a Union we completely respect the rights of students and parents in respect of religious instruction. However, the resources required to provide the 'alternative tuition' referred to in the circular letter have not been assessed, let alone supplied to these schools.

Quite clearly, this provision will require the allocation of additional teaching hours to the affected schools. Members will be instructed not to comply with the terms of the circular letter until such time as the requisite resources are provided.

BTEI Conversion

The BTEI conversion process is well underway. At the time of going to print a member in LOETB has already been converted to teacher. We understand other ETBs have also commenced the calculations required to apply conversion. I would encourage all branches, that have members affected by this conversion process, to meet with their respective ETBs without delay.

Youthreach review

TUI attended the ESRI workshop on the evaluation of the Youthreach programme in mid-April. It was confirmed to TUI at the workshop that the terms and conditions of staff working in Youthreach fall to be considered as part of the review of the programme.

TUI app is now live

As part of TUI's on-going commitment to improving communication with members, the new TUI Members' App was launched at Congress 2018. The app is free to

download on Google Play and the App Store by using the keywords 'TUI Members'.

Once downloaded, members will be required to register and create a profile. Once approved, the member will have access to a membership card, a newsfeed and a repository of documents/correspondence.

The app also facilitates, via push notifications, direct communication with all members or a specific group of members. For example, those who have registered as being in a particular branch can be sent a push notification to advise them of the date of the next branch meeting.

TUI website

We have commenced the upgrading and redesign of the TUI website to ensure that it is more user-friendly and more accessible through various platforms. It is hoped that the new website will be launched in the near future.

Thanks for everything

As we approach the end of another academic year, I would like to extend my thanks to all members for their input to the formulation of TUI policies, through the Union's democratic structures – policies that seek to protect both our working conditions and the quality of the education system.

Finally, with my term of office ending at the end of June, this is also my last editorial in a regular edition of TUI News. I would like to thank you sincerely for your support and assistance over my term of office.

Joanne Irwin

‘We are not just regular stakeholders, another interested party. We are central, critical to the entire system of public education and its quality.’

In a wide-ranging address to 500 delegates in Wexford, Teachers’ Union of Ireland (TUI) General Secretary John MacGabhann outlined TUI’s key priorities, including tackling pay discrimination, the challenges of increasing workload and the importance of consultation.

A selection of some key issues addressed is set out in the following excerpts.

Pay Talks / Pay Equity

The Public Service Stability Agreement (PSSA) is deeply flawed. Since the talks concluded, our members – as recommended by the Executive - voted not to accept the agreement. Since our ballot we have striven to build momentum to have pay inequality addressed and to keep the unacceptability of discriminatory pay rates to the fore in public discourse. We are determined to persuade government to accept that pay parity must be established without delay and we already have a mandate for industrial action. Our stance has had a clear impact on other unions, which are coming round, however belatedly, to our way of thinking. The issue will be front and centre until resolved and we are leading the way in pursuit of that resolution.

New entrant pay – strategy

Conscious of the need not to be constrained by the apparent ground rules of the PSSA, the TUI Executive Committee adopted the strategic approach that has previously yielded results for members. We tested section 4 of that agreement for elasticity and opened a debate about latent possibilities. Our stance is designed to create opportunities, to lead the demand for pay equity - an issue of fundamental importance, a moral imperative.

We make no apologies for seeking justice for our members, now. Our approach is to deal with the present government rather than a government yet unknown, unformed. We believe that the injustice suffered for seven years to date has been very bad but



GENERAL SECRETARY JOHN MACGABHANN ADDRESSES ANNUAL CONGRESS 2018

that ten years of that injustice would be much worse.

Teachers – disproportionate cuts

There is theatrical flapping of wings by government and its media apologists as they tell the nation in pained tones and with much olagóning that fixing this for teachers is expensive - the thieving magpie bemoaning the burden of having to carry back to the rightful owner the loot it lifted. The Government chose to take more from teachers than it did from others. It returned to the scene of the crime – not once but twice. It plundered our members’ pay more

often, more steeply. Restitution therefore is more costly. Let Government regard it as the price of justice, the necessary cost of equality.

You will have noticed colleagues that there is no shortage of government ministers and spokespersons to declare that they “value” teachers. Not enough they don’t! Some 11% less if you are a recent entrant. So much for all the lip service and palaver.

Lobby politicians

Colleagues – remember that it was politicians who decided to impose these cuts and that it is politicians who must be made to see the error of their ways. A

significant advance made because of the pressure we in TUI have exerted is that the major parties, other than Fine Gael, have explicitly accepted that pay equality must be restored. Fianna Fáil and Sinn Féin have indicated that they will not support a budget for 2019 that does not move in that direction.

The membership of TUI is broadly reflective of the political spectrum of the country. We have members and supporters of all parties and none in the Union. I now ask you to bend your efforts to securing a resolution in terms of pay equality. Lobby your local political representatives – especially TDs and Senators, incumbent and “wannabe”. Use your party affiliation, whatever it may be, proactively to demand pay equality. Tell your party colleagues that you, your family and friends will withhold all support – financial and practical – from the party and all its candidates until and unless justice is served. Tell them that you will not organise, canvass or vote for them until they do the right thing. Tell them that with conviction and follow through on what you say.

Workload – third level flex hour

Once again, this year I must raise the issue of workload. And let us start with the running sore that is the flex hour. Even without the “flex” hour, our third level members are being asked to carry an insupportable and intolerable workload. Each hour of lecturing requires a multiple of that hour in terms of preparation, research and assessment. We have an agreement with government that the second flex hour will be re-designated. That has not yet happened. However, colleagues, one way or the other, you will not be lecturing for that flex hour from September. The outcome of the ballot currently being conducted will confirm this. Government needs to wise up and honour the agreements it makes with us. We negotiated an agreement in good faith and we expect and demand implementation of negotiated agreements. If not, why would the union trust to negotiations?

Workload - bureaucracy

A central element of the TUI's commitment to members is our determination to protect you against the further erosion of your personal time by workload that seems always to be increasing; each increase bringing you further from your core function as a teacher/lecturer and further into the mire of bureaucracy-for-its-own-sake. We have, for example, in every school,

college and centre, the phenomenon of multiple returns of data being required rather than one return put to multiple uses. Our members end up with a queasy feeling that they are working primarily for external agencies rather than for their students.

Workload – online availability

An associated element of workload that threatens your time is what is becoming the routine expectation of management (especially school management) that you are constantly checking your emails and texts for missives from on high. Bless your innocence if you want personal time, a break from your work, time for friends and family. Being on-call is leading to a new type of enslavement. The best answer to management's shrill demand for instantaneous response is your absolute silence. Don't answer. Quell your curiosity. Tomorrow is soon enough.

Online is the new frontier and it is lawless. Avoid 24/7, virtual, incorporeal availability. There is no obligation to flatter management's notions of its own importance by slavishly rushing to respond; there is nothing in contract that allows such command and control.

Consultation with the Union

To the Department and sundry relevant others we say; consult us. We are not just regular stakeholders, another interested party. We are central, critical to the entire system of public education and its quality. You can consult jockeys, trainers, bookies, punters, farriers and grooms about the horse but if the horse baulks you lose your communion money.

If you don't consult us, you will dwell in ignorance of the important facts, deaf to the lived experience of the experts. You will reach the wrong conclusions, make the wrong decisions and damage a very fine public education service. Why would you want to do that?

US – Inspirational students and teachers

TUI is a union characterised by its sense of solidarity with those suffering injustice both here and abroad. We live in a global community and, as educators we cannot be indifferent to what happens in that

community. Were you a teacher in the US today, as many Irish men and women are, you would hear your President declaring that you need to carry a gun in order to protect the students in your care. The primary problem with this is not so much that it is lunacy but that it is lunacy that is being normalised, that claims to have a mandate. However, the students and teachers of the US have given us reason to take heart. We know that our colleague teachers must be doing something right when we witness the inspirational reaction of their students to the recent slaughter in Florida and elsewhere. We salute the bravery, humanity and idealism of those young people. We declare solidarity with the teachers of the US whose commitment to enlightenment is so profoundly richer than the primitivism of their leader. Our duty, as educators, is utterly to oppose the brutalisation of society that the current leader of the (so-called) free world promotes.

Housing

On our own patch of the planet, our solidarity with others is also required.

The housing and homelessness crisis is a matter of critical and common concern to all trade unionists. It is truly shocking to us that government continues to prioritise the property rights of landlords, speculators and vulture funds over the basic right of people to housing at affordable prices or rents.

As matters stand, Irish society is failing a rudimentary test of a civilised, modern society. Children are affected by this, as we see every day in our schools. Many have had scant, if any, experience of that most basic facility - a home. They are consigned instead to a twilight zone where making and keeping friends is difficult and having privacy and stability impossible. The language that we as teachers use becomes charged with bitter irony - Home work, Home School Community Liaison, community. This denial of their rights to children can be remedied but not if government continues to blunder with the same mulish obstinacy down the ideological path it has taken to date.

Delegates, you and I also know that many of our members have been at the messy end of price gouging by landlords, have been humiliated by banks in their search for mortgages or robbed blind if bounced from a tracker mortgage.

Major public investment in housing – both social and affordable - is required.

‘Minister – do the right thing; end pay discrimination once and for all and end it now.’

Key extracts from President Joanne Irwin’s response to Minister Richard Bruton’s address at Annual Congress 2018.

Pay discrimination

Minister, you will be aware that this union, along with our sister unions, passed a resolution that sets out our clear determination to have the matter of new entrant pay fully, fairly and finally resolved.

Pay discrimination has created a crisis of confidence in the profession as well as an associated crisis in recruitment and retention. In recent months, the solutions you have proffered have been no more than a combination of blandishments and sticking plaster measures. A piece of twine here, some sellotape there. Short-term and short-sighted fixes. A tinkering around with the terms of the career break scheme, an increase in the number of places for teacher training positions.

You regularly seek to defend yourself and the government by quoting the starting salary of second-level teachers, but neglect to clarify that despite some improvement, 78% of post primary teachers - according to our survey of recent entrants – do not receive a contract of full hours in their first year. So, four out of every five new teachers earn just a fraction of the €36,000 figure that you spin like a freshly-oiled roundabout.

And even if they earned the full amount from the commencement of their employment, they would still be victims of pay discrimination, despite a six-year training period and an average age of 26 upon first employment. It would still be wrong.

Minister, those suffering pay discrimination are not just a number. They are real people, dedicated public servants, committed teachers and lecturers, citizens of this country who want to serve their community and our society.

They stand before you today asking you to fight for them to be treated equally, asking you to treat them the same as the person they are sitting beside, asking you to finally treat them as they deserve to be treated.



TUI PRESIDENT JOANNE IRWIN ADDRESSES ANNUAL CONGRESS 2018

Many of their colleagues, who are also suffering pay inequality, are not here as they are working their second or third jobs this week to make ends meet. This is discrimination and discrimination is both wrong and unacceptable and we all stand in solidarity with our new and recent entrants. Minister, we need a process to achieve full pay equality and we need it now.

Third level funding

Over the past decade, education has been starved of the investment needed to maintain and enhance quality. For example, the PLC sector has been badly neglected and has had its funding cut. So also have other levels of our education service. The deepest and most devastating cuts have hit third level, where an already dire situation has been exacerbated by an absence of genuine political will to tackle what has been a crisis for many years now. Instead, procrastination and inertia continue to be passed off as deliberation and consultation

by our policy-makers.

This has had a severely detrimental effect on the educational experience of a generation of students. The most important resource academic staff can provide is their time, and this has come under severe pressure, with considerably less opportunity to interact with students on an individual/small group basis. This interaction was always a key strength of the Institute of Technology sector and is vital in meeting the needs of students from diverse social, cultural and educational backgrounds.

Unsustainable workload at third level – ballot

Before ever the two “flex” hours were imposed, academic staff in Institutes of Technology were already required to deliver hours far in excess of domestic and international norms.

Their workload is disproportionate, unfair and unsustainable. This excessive workload

is entirely counter-productive. It means, for example, that finding time to carry out the research that drives educational innovation and economic growth is an increasingly unrealistic aspiration. In addition, like their colleagues in other sectors, lecturers employed from 2011 onwards are paid at a lower rate than those in service before that date.

Third level members will vote 'Yes' in the ballot currently taking place. When they do, the initial action will include delivery, at maximum, of the weekly norm of class contact hours for the relevant grade with effect from September. Enough is enough. Our members will make their voice heard and give an overwhelming mandate on this crucial issue. This sorry mess must end now.

Posts of Responsibility

I acknowledge that Budget 2017 provided for some limited resources in terms of a tentative commencement of the restoration of posts. However, let's be very clear - we consider this to be the beginning only and a very modest one at that. Minister, in Budget 2017 you also wasted a golden opportunity when you, bizarrely in our view, prioritised the creation of 175 additional deputy principal positions over the roll out of 1,700 Assistant Principal 1 positions or 3,900 Assistant Principal 2 positions (or a combination of the two) that could have been provided for the same cost.

Can you even begin to understand the huge difference those posts would have made to teachers, to management, to schools and - most importantly - to service to students without costing the State a penny more than the provision that you chose instead? What a missed opportunity!

Junior Cycle – Oral Gaeilge

As you know, we are co-operating with Junior Cycle reform. However, as I advised you last year, we have serious concerns over the absence of an externally assessed Oral examination in Gaeilge. Recent reports suggest that Irish, as a spoken language, is in sharp decline. We are still of the strong opinion that it was a backward step to dispense with an oral component in Gaeilge.

Spoken proficiency is surely the bedrock upon which language development thrives. As I advised you previously, Gaeilge needs to be promoted as a living language.

Another year has passed and this issue has not yet been addressed. Ask any of the teachers in this Congress hall and they will confirm for you that an oral component is vital for the successful teaching of any language.

Once again, we appeal to you and your officials to reconsider this regrettable decision and reinstate oral Irish.

Youthreach

The work carried out by Resource Persons and Co-ordinators in Youthreach includes:

- teaching classes
- preparing and marking exams for classes taught
- meeting with parents about students' learning
- developing lesson plans and schemes of work for their teaching

Minister, quite clearly, these are the duties of teachers!

We have brought a claim in this regard to the ETB IR Forum and I ask you to look favourably on our claim.

BTEI Conversion

Lengthy negotiations have finally concluded on a conversion process for our members working in the Back to Education Initiative.

However, we have encountered an obstacle that you can remedy. We have an agreement with your Department, of real importance to the people to whom it applies. Some ETBs are indicating that they cannot or will not implement it because they claim not to have the staff to carry out the administration work that it entails. We cannot say with certainty whether or not they have but you cannot let this become our problem.

Our members deserve better than to be stuck in a limbo or to have their employment status and security bandied about at the whim of others. I am directly requesting that your department would see to it that ETBs do not delay this process and that if there are genuine staffing issues they will be addressed immediately.

We are also offering fair warning to those ETBs that are dragging their heels or deliberately frustrating implementation of the Agreement that the TUI will take direct action against them, and soon. Please sort it out, Minister.

CL 13/2018 on Religious Instruction

Our members were somewhat taken aback, as it seems were the management bodies, at the publication, without any prior consultation, of Circular Letter 0013/2018 – the circular that sets out the arrangements for students who do not wish to participate in religious instruction. This circular only applies to ETB schools and Community schools.

This circular came out of nowhere and offered no additional resourcing for its implementation. You are expecting schools to offer 'alternative tuition' - meaning subjects - to students at the time that religion instruction takes place. How can this be done? Have you even considered the implication this will have for the provision of the 400 hours of Wellbeing as part of Junior Cycle? We would have brought all these concerns to you if you or your Department had consulted with us. Why are you singling out some schools and not others?

We have no intention of infringing the constitutional rights of students and their parents and will not do so but to ask us to draw water with a colander from a dry well is to ask for the miraculous. We are good but even we can't always do miracles.

Consultation

It is better all-round if we can head trouble off at the pass. We, the people before you in this room, who also represent thousands more back in their schools, colleges and centres, deliver the service that you speak about. You must know by now that when you run into trouble it is when you do not consult us.

Conclusion

Before I conclude, let me go back to the future to the key issue that can make the most difference. I once again ask you to ensure that this is the last time that we need to ask you to do what is right and just. You want the best education system in Europe and we are with you in that but, Minister, you will not get it if the discrimination against teachers is not resolved. I have said it already Minister – do the right thing; end pay discrimination - once and for all - and end it now.

TUI survey findings confirm

ALMOST half of post-primary teachers who commenced employment after 1st January 2011 believe it is unlikely or very unlikely that they will still be in the profession in ten years' time, according to the findings of a new TUI survey.

However, if pay equality was

restored, 94% said it was likely or very likely that they would remain in the profession.

Just 22% received a contract of full hours in their first year of teaching.

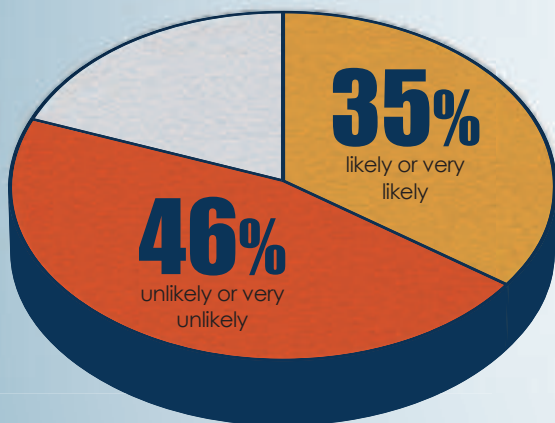
The survey also highlights significant involvement (91%) in unpaid, extra-curricular activities

outside of timetabled hours by new and recent entrants.

The online survey of 376 members who commenced teaching after 1st January 2011 was carried out in March 2018. The findings received extensive media coverage before and during TUI's Annual Congress.

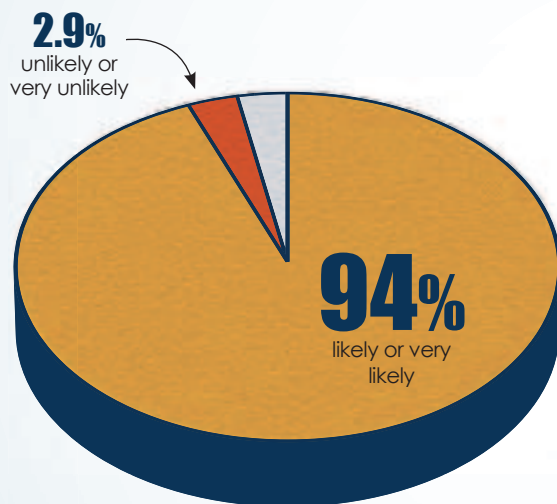
KEY FINDINGS

At the moment, how likely do you think it is that you will still be working in the teaching profession in ten years' time?



FULL RESULTS: 17.55% very unlikely; 28.46% unlikely; 18.88% neither likely nor unlikely; 23.67% likely; 11.44% very likely

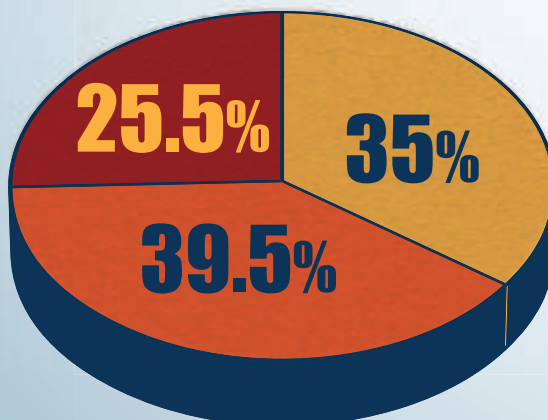
If pay equality was to be fully restored, how likely do you think it is that you would still be working in the teaching profession in ten years' time?



FULL RESULTS: 1.86% very unlikely; 1.06% unlikely; 3.19% neither likely nor unlikely; 25.27% likely; 68.62% very likely

Are you involved in unpaid, extra-curricular activities – outside of timetabled hours – such as sports, drama, musicals or debating etc.?

91.5%
said 'yes'



Number of extra hours per week (among those who answered 'yes')

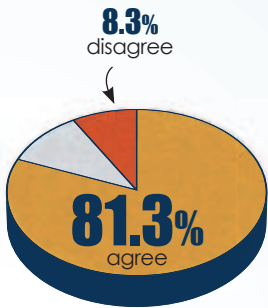
- Up to two
- Two to four
- In excess of four

damage of pay discrimination

To what extent do you agree with the following statements:



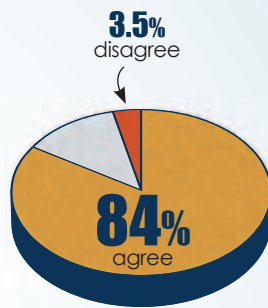
I enjoy the day-to-day work of teaching



FULL RESULTS: 28.53% strongly agree; 52.8% agree; 10.4% neither agree nor disagree; 7.2% disagree; 1.07% strongly disagree



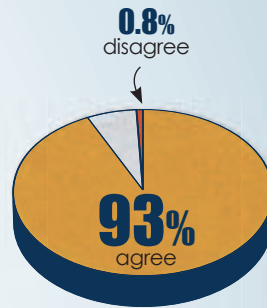
Bureaucratic duties regularly deflect from my core role of teaching



FULL RESULTS: 44% strongly agree; 40% agree; 12.53% neither agree nor disagree; 3.47% disagree



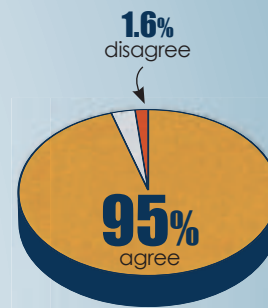
The morale of teachers has fallen in recent years



FULL RESULTS: 68.1% strongly agree; 24.93% agree; 6.17% neither agree nor disagree; 0.8% disagree



The status of the teaching profession has fallen in recent years

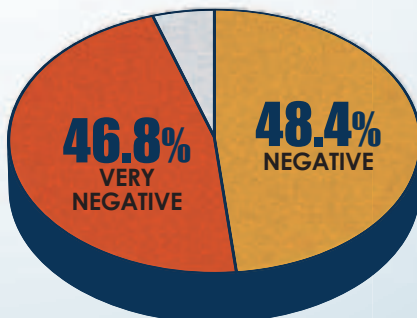


FULL RESULTS: 72.34% strongly agree; 23.14% agree; 2.93% neither agree nor disagree; 1.6% disagree; 0.27% strongly disagree

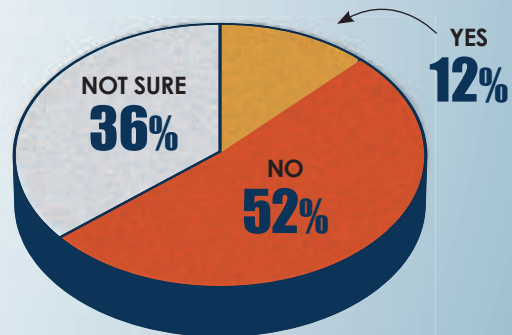
What effect has pay inequality had on staff morale in your school?

95.2%

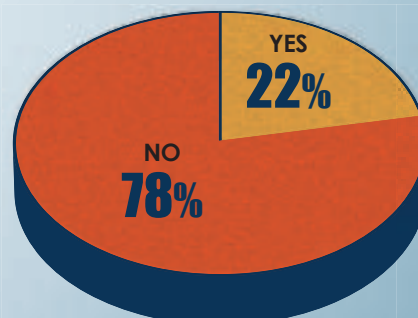
said it had a negative or very negative effect



Would you advise a younger relative to pursue the profession of teaching?



Did you receive a contract of full hours in your first year of teaching?



New members on TUI Executive Committee

With effect from Congress 2018, there are five new members on the Executive Committee. Sincere thanks are extended to those who have left the Committee for their hard work and diligence on behalf of members over the course of their terms.



Area 11

ETB areas: Galway City, Co Galway, Co Mayo
DONNA SHERIDAN
 (Moyne College, Ballina, Co. Mayo)



Area 13

C&C Counties: Dublin, Kildare, Louth, Meath, Wicklow, Monaghan, Cavan
ROSE O' MAHONY
 (Blakestown Community School, Mulhuddart, Dublin 15)



Area 15

College Area: Dublin (excluding city), Louth, Monaghan, Cavan, Meath, Kildare, Offaly, Laois, Wicklow, Carlow, Kilkenny, Wexford
MARIA PARSONS
 (IADT, Carriglea Park, Kill Avenue, Dun Laoghaire, Co. Dublin)



Area 17

Colleges Areas: Cork, Tipperary, Waterford
RAY RYAN
 (WIT, Cork Road, Waterford)



Area 19

Colleges Areas: Kerry, Limerick, Clare, Mayo, Galway
JOAN CLEARY
 (IT Tralee, Clash, Tralee, Co. Kerry)



Download the TUI Members' APP today

Available from Google Play and Apple App Store by searching for the keywords 'TUI members'

BENEFITS OF THE APP:

- ✓ Newsfeed
- ✓ Push notifications on national and local issues/events
- ✓ Access to a membership card
- ✓ Ability to update personal and work details
- ✓ Access to the TUI repository of documents



FREE TO DOWNLOAD

Towards a truly inclusive education system – TUI’s education equality conference 2018

The Union’s education equality conference on the theme of **‘Towards a truly inclusive education system’** was held in the Bloomfield Park Hotel in Mullingar on Saturday, February 24th. The event was jointly organised by the Union’s Education sub-committee and its Equality Council. Over one hundred and thirty delegates and guests attended and the full conference presentations are available on the TUI website.

The first of the two keynote speakers was Dr Evelyn Mahon from Trinity College, Dublin, who presented on **‘Marginalised students- the successes and needs of the system: A sociological perspective’**.

The second keynote address was given by Shane Moran, a counselling psychologist who teaches with Louth Meath ETB. Shane gave a thoroughly uplifting address on **‘Positive Mental Health - Supporting students and teachers’**.

After this, workshops on related issues were facilitated by a number of key education stakeholders:

- June Tinsley, Barnardos – Implications of school costs on parents and schools.

- Barry Slattery, National Council for Curriculum and Assessment – The upcoming Senior Cycle review: the role of inclusion as a core principle
- Kathryn Fitzgerald, National Council for Special Education Support Service - An overview of the service and pointers to help teachers supporting students.
- Suzanne Graham, Professional Development Service for Teachers – As a teacher, what are my obligations under revised child protection guidelines?
- Catherine Cross, Transgender Equality Network Ireland – Providing advice to schools/colleges on supporting students who are transitioning.
- Orla Christle, National Access Office – National Access Plan and measures supporting under-represented groups in higher education.

The last session of the day featured a presentation by David Duffy (Education Research Officer, TUI) on recent Union research into gender balance in management positions in the education system, and an overview by Annette Dolan (Deputy General Secretary, TUI) on findings from a recent TUI survey on interculturalism.



KEYNOTE SPEAKERS DR EVELYN MAHON AND SHANE MORAN AT TOP TABLE



MICHELLE FLYNN (CAVAN BRANCH) AND JOE MCGRATH AND ANTHONY QUINN (BOTH MONAGHAN BRANCH)



ANNE DOYLE (CO KERRY BRANCH) AND MARY FLANAGAN (CO CLARE BRANCH)



WEXFORD BRANCH MEMBERS EDEL MCGRATH, KATE MORAN AND MARGARET O'NEILL

Third level members vote for industrial action over second 'flex' hour

TUI members in the Institute of Technology sector have voted overwhelmingly in a national ballot (by a margin of 96% to 4%, on a turnout of 47%) to engage in a campaign of industrial action over unsustainable workload.

From September, members will deliver, at a maximum, the nationally agreed weekly norm of class contact hours for the relevant grade/s in the Institute of Technology sector (i.e 16 hours for a Lecturer and 18 hours for an Assistant Lecturer.)

Under the Croke Park Agreement and subsequent national agreements (two) so-called 'flex' hours, in addition to the weekly norms, were imposed, creating unsustainable and disproportionate workload.

As a result of a 2016 agreement between the TUI and the Department of Education and Skills, accepted in a national ballot by TUI members, one of the two additional 'flex' hours was re-designated to duties within contract other than teaching/lecturing. The same agreement

committed to a review by March 2017 that should have re-designated the second 'flex' hour. However, this deadline was not adhered to, despite the best efforts and consistent availability of TUI.

Commenting on the ballot result, TUI President Joanne Irwin said that the unsustainable workload, as well as diminishing the time for and quality of service to students, is causing high levels of stress among academic staff.

Third level workload issues

Subsequent to TUI's national ballot of third level members on re-designation of the second 'flex' hour, the following text was agreed between the Union and the Department of Education and Skills in relation to the re-designation of the second 'flex' hour and other workload related issues.



Review of Lecturing and Re-designation of the 2nd half of the Flex Hours

The Parties to the May 2016 Agreement met on the 19th April 2018 to discuss issues which remain to be addressed under that agreement in relation to the review of lecturing and the re-designation of the second half of the flex hours.

Without prejudice to the positions of any parties to this agreement it was noted that the Teachers' Union of Ireland currently has an industrial relations mandate which is due to take effect on 1 September 2018 and that industrial action in relation to that matter will not take place ahead of that date.

Arising out of the meeting the following has been agreed between the parties:

- The terms of reference for the review of lecturing as appended to this note are agreed by the parties. It is agreed that the review will commence when there is agreement between all parties to do so.
- There is a commitment on behalf of the parties and a recognition, having regard to the current industrial relations context, that the re-designation of the 2nd half of the flex hours is required to be completed.
- Management have identified practical obstacles which must be addressed to give effect to the commitment outlined above. The parties agree to

establish a technical group with a maximum of 4 nominees from each of the Union and Management side to examine and attempt to address these obstacles.

- It is intended that the technical group will be established and meet in the early part of May 2018 and the group's work will be completed as soon as possible.
- It is agreed the technical group and the larger review of lecturing group are the correct fora to address any issues related to this process rather than any other Industrial Relations fora which are currently attended by the parties.

Review of lecturing in Institutes of Technology

Scope of overall review

The Review of Lecturing was agreed between the Department of Education and Skills, the Department of Public Expenditure and Reform and the TUI under the auspices of the WRC in May 2016. The document which was agreed under the WRC stated that the following should inform the terms of reference.

- as a priority, usage of the full flex hours for duties other than teaching in accordance with institute needs
- the current workload of lecturers
- maintaining and enhancing the quality, effectiveness and efficiency of education within Institutes of Technology
- other developments in the sector that are relevant to the lecturing role

It is proposed that the Review of Lecturing agreed under the May 2016 agreement be carried out on a modular basis.

International Review Module

There has been increasing effort internationally to provide robust, fair and effective frameworks to manage the workload of academic staff. This is important both from the perspective of external accountability, to communicate effectively to outside stakeholders the work being carried out within higher education institutions, and from an internal governance perspective, to ensure that institutions can meet their own goals.

It is recognised generally that the nature of academic work in higher education does not lend itself to a simple counting of hours. Instead it is important to take account of the four main areas of activity that staff could be involved in – teaching, research, programme development and preparation, and engagement with the wider community, and to provide appropriate ways in which efforts in these areas can be captured. It is also recognised that this list of activities is not exhaustive and does not fit neatly within traditional academic timetables.

Institutions and systems in many other countries have developed such approaches including agreed mechanisms for work undertaken outside established academic calendars. Within Ireland, the HEA has carried out some work in this regard with a review of workload allocation systems in 2014, and including this in cycle 2 of the strategic dialogue process. We are also conscious of the emerging developments in the IoT sector which may affect current contractual relationships.

It is now proposed that a review of international practices with regard to academic contracts in institutions similar to institutes of technology in other countries will take place. A number of countries (or jurisdictions within countries in the case of the UK) will be considered (no fewer than 6 in total), with a particular emphasis on systems that have academically comparable institutions, within the EU and globally.

The scope of the exercise will consider

- Basis on which expectations are set on staff contributions to teaching, research, programme development and preparation, engagement
- Workload management models

It is envisaged that this will be largely a desk based exercise. It will:

- review the literature on workload allocation models in higher education, having regard to the current and future context of institutes of technology in Ireland,
- consider their implementation in a number of countries (no fewer than 6), and
- present a report to the parties to the agreement.

The work will be undertaken by an agreed noted researcher in this area, and supported by a small secretariat from HEA/DES/THEA. It is envisaged that this will take approximately 3 months to complete.

The work is being undertaken by agreement between the Department, HEA, THEA and TUI as a first exercise for a wider review of teaching. The researcher will be asked to provide an interim update on progress within 2 months of the commencement of the review.

The parties will meet to consider the interim update.

The parties will meet to consider the final report and explore agreed actions arising from the report. Any implementation issues arising will be matters to be processed through agreed IR procedures.

Upon completion of this module of the review, the parties will meet to consider appropriate steps in relation to other modules, including the development or amendment of terms of reference where appropriate.

Teachers' Union of Ireland Credit Union

Annual Congress

3rd - 5th April 2018



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

Thank you to all our members who attended the TUI Annual Congress 2018 and who visited our stand

Your presence at our stand helped to make Congress 2018 a great success and your enthusiasm and positive spirit helped make our time together both productive and fun.

Welcome to all the new members who completed their membership application during Congress. We had a tremendous success with new membership and we welcome all new members.

We wish you all the best for the coming year and look forward to meeting you all again at Congress 2019.

If you wish to avail of our membership services please visit www.tuicu.ie or give us a call on 01 4266060.



Congratulations to the winners of our Fitbit Congress Draw Joanne Donaghy Donegal ETB & Eric Whitesell, Tallaght IT



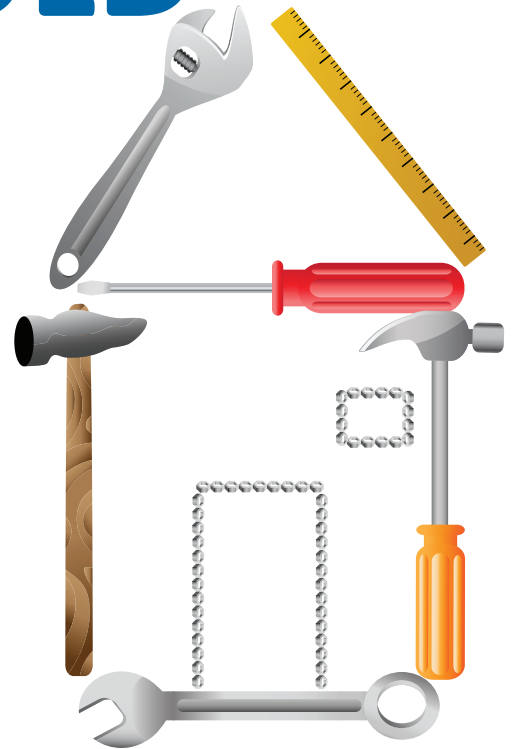


HOME IMPROVEMENT LOANS 8.26% (8.59% APR)

MAKE THE OLD LOOK NEW

SECURED
LOAN
3.83%
(3.9% APR)

APPLY ONLINE
www.tuicu.ie



Our Online Loan Application allows you to apply for a loan online through the Members Area. You will be able to complete your application with ease and get a decision potentially within a few hours.

Before you start, please make sure you have your TUI Credit Union membership number and your online banking PIN. If you don't have a PIN, register today at www.tuicu.ie

Warning: If you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating, which may limit your ability to access credit in the future. The cost of your monthly repayments may increase. Loans are subject to approval. Terms and conditions apply.

Responding to critical incidents

National Educational Psychological Service (NEPS)

Schools have always sought to respond to critical incidents in an appropriate and sensitive manner and have generally demonstrated great skill, expertise and dedication in supporting students during these difficult times. Under the Action Plan for Education 2016-19, NEPS has committed to providing training to teachers on responding to critical incidents.

NEPS publication, *Responding to Critical Incidents: Guidelines & Resource Materials for Schools (2016)* 3rd edition supports schools in preparing and responding to critical incidents. This current publication has updated and combined the 2007 *Guidelines for Schools and Resource Materials for Schools* into one single publication. The publication is based on up-to-date research and the wealth of experience of NEPS psychologists and schools who have been involved in responding to critical incidents. It is available on the Department of Education and Skills website at www.education.ie under NEPS.

The Guidelines include:

- Guidance on how schools can be proactive in developing policies and procedures that promote mental health.
- Templates, advice and information on

how schools can prepare for critical incidents by identifying a Critical Incident Management Team and having a Critical Incident Management Plan.

- A practical step by step guide to schools in how to respond effectively when an incident occurs in order to minimise the potential traumatic effect on the school community. This includes a new aid to guide teachers when meeting with students in the aftermath of an incident.

Social Media is now part of everyday communication and information-sharing. Most students are avid and competent users. It can play a significant part in the aftermath of a critical incident. The revised Guidelines offers guidance to schools in this regard. A list of useful websites and helplines is also provided.

The revised publication also has an extended section on Suicide/Suspected suicide including information on suicide contagion.

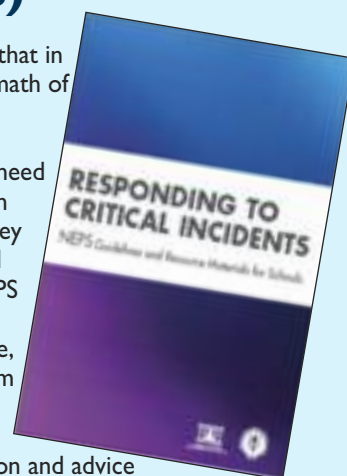
NEPS is available, on request, to support schools coping with critical incidents. In such an event, the primary role of NEPS is to advise and support the teachers and other adults who work daily with students and who know them well. Best practice

indicates that in the aftermath of a critical incident, students need to be with people they know and trust. NEPS provides immediate, short term support,

information and advice to staff, it does not provide counselling.

Further support for teachers and special needs assistants in the aftermath of a critical incident is available from the Employee Assistance and Wellbeing Programme (<https://www.inspirewellbeing.org/workplaces>); an agency contracted by the Department of Education and Skills. Tel: 1800 411 057.

NEPS extends its sympathy and admiration to all the schools and families who have shown wonderful strength, compassion and resilience at times of tragedy.



Covering for colleagues assigned to certain positions no longer regarded as an objective ground for not offering a CID

Following representations by the TUI, the Department of Education and Skills confirmed at the Teachers' Conciliation Council that covering for a colleague who is assigned to

- a Home School Community Liaison position or
- a National Behaviour Support Service position

is no longer regarded as an objective ground for not offering a CID.

Therefore a teacher whose hours are for the purpose of providing such cover has an entitlement (under the Circular Letter) to offer of a CID, subject to the normal criteria (i.e. having in excess of 2 years of successive service with the same employer etc.).

Any members who are engaged to provide such cover, and who have the requisite service can benefit immediately from the elimination of these objective grounds.

Post-school education and training options for people with disabilities

The National Council for Special Education (NCSE) has published information pamphlets on the main post-school education and training options for people with disabilities. These pamphlets give students and their families an overview of the extensive range of post-school options and supports available and how to get the relevant details and guidance to inform individual choice.

The pamphlets cover:

- Further Education and Training
- Higher Education
- Rehabilitative Training and Adult Day Services.

The pamphlets are published on NCSE website www.ncse.ie. Hard copies are also being disseminated and will be available from NCSE offices.

If there are any queries (including requests for copies) or comments please contact the NCSE at 046 0484600 or by e-mail to adulthoodeducation@ncse.ie

TUI in the media



A sample of some of the issues addressed by TUI representatives in the national media is set out below

Lecturers to take action over 'unsustainable' burden of work – Irish Times 19th April

From next September, lecturers who are members of the Teachers' Union of Ireland say they will cease working an additional hour a week, on top of their weekly norm.

TUI members have voted by a margin of 96 per cent to 4 per cent to embark on a campaign of industrial action. Two so-called "flex hours" were introduced for lecturers under the Croke Park and subsequent national agreements.

TUI president **Joanne Irwin** said hours – 16 for lecturers and 18 for assistant lecturers – have "long been far above international norms".

"Moreover, each hour of lecturing [requires] a multiple of hours for the associated preparation, reflection, assessment and feedback," she said. "To make matters worse, under successive national agreements, lecturers were required to flex up by two lecturing hours above these already excessive norms."

In addition to what she said was an unsustainable workload, lecturers who entered the profession after January 1st, 2011, continue to suffer "pay discrimination" due to austerity-era salary cuts.

Lower-paid teachers speak out - thejournal.ie – 7th April

Joseph Farrelly qualified in 2014, and he lives and works in Drogheda. Similar to other colleagues, he is already down €20,000 on what he would have if the pay scales were aligned.

"I always wanted to be a teacher," he told TheJournal.ie. "It's a career I absolutely adore. But [if I were to do it all again] I'd have to think twice about it. Maybe I'd go to the Middle East."

Farrelly described the tough situation trying to rent and save, without the possibility of trying to get a mortgage. "We're in there with other teachers on the normal pay scales," he said. "And you feel slightly

inferior. Like you're not as good, even though you might have the same experience."

Out of his college class of 20, Farrelly is only aware of 2 others working full time in teaching in Ireland. He said that once you upload your CV onto an English jobs website, for example, you are "hounded by recruiters".

Teachers threaten they will not co-operate with religion class opt-out plan – Irish Independent, 5th April

TUI president **Joanne Irwin** told Mr Bruton yesterday that the directive to schools "came out of nowhere" and offered no additional resourcing for its implementation.

"You are expecting schools to offer 'alternative tuition', meaning subjects to students at the time that religion instruction takes place. How can this be done?"

Resources required for the implementation of the circular "have not even been quantified, let alone supplied". Ms Irwin said they had "no intention of infringing the constitutional rights of students and their parents and will not do so, but to ask us to draw water with a colander from a dry well is to ask for the miraculous".

Teacher unions back motions for industrial action over pay – RTE, 3rd April

'All three teacher unions have overwhelmingly backed a joint motion that increases the chances of industrial action if issues around pay inequality are not resolved by early May.

Seconding TUI's motion, **Tom Dixon** of the Kildare branch, who started teaching in 2014, said pay inequality had already cost him €30,000. He told delegates that he was one of the lucky ones who got sufficient hours to count as two thirds of a job - but still had to get odd jobs outside the classroom to make ends meet. He said that

if they had to strike to achieve pay equality, "so be it".

Stephanie Hassett of the Tipperary South branch said she had qualified in 2010 and no longer felt that she was a new entrant. She outlined working on what she called a patchwork of contracts - and described younger teachers forced to postpone moving out of home or having families.'

Speaking on *RTE's Morning Ireland* on **3rd April**, TUI President **Joanne Irwin** outlined the findings of a TUI survey of post-2011 entrants to the profession, which outlined that 46% of respondents did not see themselves in the profession in ten years' time. In addition, a key finding that outlined how just 22% received a contract of full hours in their first year was highlighted. 'New and recent entrants are not looking for more pay,' she said. 'They're looking for equal pay.'

In a case study in the *Irish Times* on **2nd April**, TUI member **David Waters** described the continuing system of pay inequality as being 'immoral, wrong and not making sense.'

In a letter to the *Irish Times* on **15th March**, TUI President **Joanne Irwin** outlined how the small increase in numbers applying for postgraduate teaching positions – welcomed by the Minister - must be placed in its proper context, representing as it does a fall over 50% in the number of applicants in 2011.

Speaking about state examinations on *Newstalk's Lunchtime Live* programme on **13th March**, TUI President **Joanne Irwin** highlighted the large number of second component assessments already in existence at Leaving Certificate level, warning that a move towards further continuous assessment could potentially lead to over-assessment and additional stress for students.

Members of Rohingya community address Annual Congress



HAIKAL MANSOR AND MOHAMMED RAFIQUE PICTURED WITH TUI VICE PRESIDENT SEAMUS LAHART AND AREA I REPRESENTATIVE LIZ FARRELL

Congress 2018 was privileged to host a fringe event which was addressed by Haikal Mansor and Mohammed Rafique, members of the Rohingya community who have settled in Carlow. The event was organised to highlight Motion 209, which called on TUI's Executive Committee to show solidarity with the Rohingya, to condemn the Myanmar government for its actions against the Rohingya and to advocate for the Rohingya with other trade unions, NGOs and agencies.

Since last August, more than half of the million Rohingya people living in the northern Rakhine province of Myanmar have fled persecution into neighbouring Bangladesh. The United Nations has stated that the attacks by the Myanmar military constitute ethnic cleansing.

Haikal, who was born in Myanmar,

addressed attendees and explained the plight of his people. There are an estimated one million Rohingyas living in Myanmar, most of whom are denied citizenship. They are a people denied basic human rights, who experience restricted freedom of movement and severe difficulties accessing state education and civil service jobs.

Haikal told of his journey to Ireland and his wish to pursue a medical career. However, he has encountered huge difficulties, as, in common with thousands of Rohingyas, he is stateless and paperless.

Having transferred from a Malaysian university to NUI Galway, and with financial support from his brother-in-law, Haikal hoped to follow his dream. In January 2011 he applied for international protection but was refused and served with a deportation order.

Since then he has been living in limbo but somehow managed to complete a Bachelor of Education in 2016. An eloquent and inspiring individual, Haikal explained his desire to complete his training and return and work with an NGO serving his own community, which is currently served by just one doctor per 140,000 refugees.

Haikal lives in Carlow. He and Mohammed Rafique (who was settled in Carlow by the UNHCR) are assisting their community by highlighting the plight of their people. They have integrated well into Carlow town and have shared their culture and traditions with the local community. They have been instrumental in establishing the local cricket club and are no longer strangers, simply locals. They work closely with Carlow College and hope also to continue their contact with TUI in the future.

TUI fund helps to provide computers to West Bank school

Muireann de Barra, a TUI member from Limerick, has been actively involved with the Hebron International Resource Network (HIRN), an organisation that aims to help communities on the occupied West Bank of Palestine that are underserved by support from aid agencies and NGOs. One

of HIRN's projects was the building of a girls' school, a project which the TUI Third World Fund helped to fund and which was documented in a previous TUI News.

Muireann informed Annual Congress of the difficulties that students living in the

occupied West Bank face, but also the difference that this school will make to the lives of the children. On a positive note, Muireann told Congress that TUI's Third World Fund has contributed towards ten desktop PCs for the school.

Travel Plus Insurance

Annual multi-trip cover from **€56*** for
an individual or **€73*** for all the family

All policies include

- ✓ Worldwide cover with winter sports cover
- ✓ A discount for private health insurance policyholders**
- ✓ Cover up to the age of 86
- ✓ 24/7 worldwide medical & emergency assistance plus medical expenses cover
- ✓ Kids go Free[†]
- ✓ **No excess should you have to make a claim**

**Discount applies if you have private health insurance with inpatient medical cover abroad to a minimum of €55,000 per person per claim.



Get a quote
visit cornmarket.ie/travel-insurance

*€56 is based on one adult and includes the 3% government levy and 2% insurance compensation levy with €1 stamp duty as well as a private insurance discount of 13.3%. €73 is based on a family policy and includes the 3% government levy and 2% insurance compensation levy with €1 stamp duty as well as a private health insurance discount of 15%. †Cover for up to 10 children, under the age of 24 and in full time education. Cornmarket "Travel Plus" travel insurance is underwritten by MAPFRE ASISTENCIA Agency Ireland. MAPFRE ASISTENCIA Compañía De Seguros Y Reaseguros, S.A., trading as MAPFRE ASSISTANCE Agency Ireland, is authorised by Dirección General de Seguros y Fondos de Pensiones del Ministerio de Economía y Hacienda in Spain and is regulated by the Central Bank of Ireland for conduct of business rules. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Telephone calls may be recorded for quality control and training purposes.

Annual Congress 2018 Report

RESOLUTIONS CARRIED

MOTION UNDER RULE 22

Motion for Union Conferences

Congress notes the report presented to the Oireachtas on 16th March, in accordance with Section 11 of the Public Service Pay and Pensions Act 2017.

Congress further notes that the Report

- restates the terms of the PSSA
- contains a global costing for the removal of the two additional points that were added to new entrant salary scales
- shows that this costing amounts to less than 2% of the public service pay bill for 2018
- neither constitutes a commitment by government to pay equality nor addresses the additional, disproportionate layers of pay cuts that were applied to new entrant teachers
- provides no guidance towards a fair and sustainable resolution of the injustice of pay inequality
- anticipates “further engagement over the coming months”

Accordingly, Congress demands that the proposed engagement must

- commence in April 2018 and conclude by early May 2018 and
- have the capacity to achieve a resolution of all aspects of pay inequality

Congress agrees that any proposals that may emerge in respect of a resolution of the issues relating to pay inequality will be put to members in a ballot at the earliest practicable time.

Congress requires that, in the event of continuing failure by government fully to engage to resolve the issues or in the event of failure to resolve the issues in the engagement, a campaign of industrial action, up to and including strike action, as mandated by members will be pursued, where possible in conjunction with the other teacher unions.



A. Conditions of Service - Second Level

18 Co. Offaly/Co. Meath/Co. Monaghan/ Dublin City

Congress instructs the Executive to negotiate a national voluntary transfer scheme and panel for teachers. 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 a break in service, without any change to their permanent or CID contract and that these transfers should take place before any compulsory transfers.

20 Co. Monaghan/Co. Louth/Executive Committee

Congress notes the inequality and practice that has developed in many schools and ETBs of membership subscriptions to some professional associations, such as the NAPD, being paid from school/ETB funds (public funds), while membership subscriptions to other professional associations are not paid from school/ETB funds. It appears that whoever holds the purse determines how it is spent. Congress instructs the Executive to engage with the Department of Education and Skills to secure a fair and consistent approach to the payment, or non-payment, of such subscriptions to eliminate this inequality.

I Executive Committee

Congress instructs the Executive Committee to demand of the Department of Education and Skills that any wilful departure from or breach of the provisions of Circular Letters 59/2016 or 49/2017 by an employer be treated as inappropriate use and misapplication of public funds and be reported to the Public Accounts Committee of the Oireachtas.

30 Tipperary SR (Amended by Co. Clare)

Congress deplores the actions of some ETBs in seeking to impose a restrictive and punitive policy to limit and, in some cases, deny teachers' participation in the work of agencies such as the State Examination Commission, the SESS, the PDST and the JCT during the school year. This policy denies teachers valuable experience, professional development and career progression. Congress instructs the Executive to engage with ETBI to resolve this matter in order to ensure fair and equal treatment of TUI members in line with teachers in other sectors. This is necessary in order to prevent the possible future outcome of hiring external agencies and non-qualified teachers which could have a potential downgrading in standards of certified examinations.

5 Dublin C&C

Congress instructs the Executive to make known to the relevant Management Bodies and the DES its absolute rejection of the decision by some principals not to designate the use of the 33 hours in accordance with CL 45/2016. In some instances, principals have refused to recognise the legitimate work carried out in the areas of planning and development work by teachers. These teachers have not been afforded the professional autonomy to decide how best to use their 10 hours designated under the Circular for work that is performed outside of whole school meetings. This must not be accepted by TUI and should be resisted in the strongest manner.

32 Co. Monaghan

Congress calls on the Executive to seek to have Section 44(3) of the 2013 Education and Training Board Act which states "the Chief Executive or a member of staff of an Education and Training Board, other than a member of staff appointed as a member of the Board under Section 30(1)(b), shall not be a member of a committee of that board", deleted or amended in order to allow ETB staff to partake on committees of their ETB. As this part of the 2013 ETB act currently stands, no staff members of an ETB may serve on any of its boards with the exception of the two elected staff representatives.

13 Dublin & Dún Laoghaire

Six years following cuts in allocation of Guidance and Counselling services, our schools are still awaiting restoration of this vital service. At a time when we have unprecedented numbers of students experiencing mental health and well-being challenges, demands with regard to the new educational and vocational initiatives, challenges in provision of lifelong Guidance, Circular 0010/2017 fails to provide the clarity required for full restoration of the Guidance and Counselling service. Now six years later, an enhanced service is the only necessary way of addressing the needs of 21st Century educational settings here in Ireland.

Congress instructs the Executive to call for the full restoration of guidance provision.

41 Co. Meath/Co. Monaghan

Congress instructs the Executive to renegotiate a yearly circular to include a yearly opt-in and opt-out option for teachers and to remove the 15-year length of service clause in order to opt out as this is discriminatory to newly qualified teachers. This motion also instructs the Executive to negotiate the position that once you have 15 years S&S completed either as an unbroken period or broken period that you will receive a pension on the S&S.

25 Co. Carlow

Congress demands the Executive to inform the DES of the necessity to supply onsite technical support to run and maintain IT. The absence of such provision is adding to teacher workload and stress.

47 Dublin & Dún Laoghaire

Congress instructs the Executive to negotiate with the DES that teachers may take one day a week of parental leave like other public-sector workers.

8 Co. Monaghan (Amended by Executive Committee)

Congress calls on the Executive to negotiate to have the Croke Park hours abolished or payment for them secured with effect from the beginning of the 2019/20 school year.

B. Conditions of Service - Third Level**52 IT Tallaght/Athlone IT/Dublin Colleges/Dundalk IT/Executive Committee**

Congress deplores the delays in the Review of Lecturer Workload agreed in May 2016. Congress instructs the Executive to ballot Third Level members only, on the outcome of the review. Furthermore, the workload of lecturing staff in IoTs must be reduced and that any further failures to honour agreements with TUI be answered with appropriate action, including industrial action.

58 Cork Colleges/Dublin Colleges/IT Tallaght/IT Tralee

In the absence of a firm and credible undertaking by the official side by 13th April 2018 that the second flex hour will be re-designated or removed with effect from 1st September 2018, Congress instructs the Executive to immediately ballot for a boycott of all Technological University activities to secure the re-designation of the second flex hour.



59 Galway-Mayo IT/Donegal Colleges

In the current context and in the context of the creation of Technological Universities, Congress instructs the Executive to demand that the Minister for Education and Skills protect the regional provision and location of existing campuses and the diversity of programmes on these campuses.

68 Executive Committee

Congress instructs the Executive Committee to demand of the Department of Education and Skills that any wilful departure from or breach of the provisions of Circular Letter 41/2016 by an employer be treated as inappropriate use and misapplication of public funds and be reported to the Public Accounts Committee of the Oireachtas.

62 IT Sligo/Galway-Mayo IT

Congress instructs the Executive to conduct an audit of the recruitment of Senior Lecturing Posts, including SLI, SLII and SLIII positions to ascertain if the ratio of academic posts has been maintained and to take appropriate action at national level to pressure IoT management into maintaining academic positions at a senior level.

Congress then instructs the Executive to commence a campaign to ensure that these posts are filled.

74 Dublin Colleges

Congress instructs the Executive to seek the abolition of the Assistant Lecturer grade and the introduction of a single grade for Lecturers.



UCD School of Education
Scoil an Oideachais UCD



YOUR FUTURE IS IN YOUR EDUCATION

STUDY WITH US

LEADERSHIP | EFFECTIVE TEACHING | INCLUSIVE PRACTICE | WELL-BEING | EDUCATIONAL PSYCHOLOGY | CHILDREN'S RIGHTS AND SOCIAL JUSTICE | UNDERSTANDING THE PAST

ucd.ie/education

For information please contact: School of Education, UCD | T: +353 (01) 716 7967
E: education@ucd.ie | ucd.ie/education



65 IT Tralee/Executive Committee

Congress instructs the Executive to negotiate for adequate and fair allocation of resources to meet the demands of current Third Level education provision. Congress further demands that, in order to generate a sufficient level of public funds for this purpose, the government apply a 1% Higher Education Levy to the profits of corporations.

55 IT Blanchardstown/Cork Colleges

In the light of increasing demands and workloads on Course Coordinators, Year Tutors and Programme Chairs, Placement-related Coordinator, etc., Congress instructs the Executive Committee to negotiate an appropriate national timetable allowance for such roles.

96 Cork Colleges

Congress recalls Motion 38 from Congress 2016 which reads as follows.

‘Congress instructs the Executive to negotiate similar contract provisions and pensions for researchers as those of academic staff.’

Congress notes with disappointment that no significant progress has been made since the adoption of Motion 38 of 2016. If by 31st August 2018 there is no nationally agreed contract for members who are contract researchers, and, in particular, if there is no provision for pensions for such members, Congress instructs the Executive to ballot for industrial action up to and including strike action to vindicate the rights of such members.

84 Donegal Colleges

Congress instructs the Executive to negotiate a national framework for the calculation of appropriate timetable allocation to reflect contemporary lecturing practices in online, blended and off-site delivery. In the event of no agreement by July 2018, the Executive will develop guidelines and supports for Lecturers in advance of the September 2018 semester.

75 Dublin Colleges

Congress instructs the Executive to lodge a claim immediately on behalf of lecturers so that any lecturer on reaching 25 years total service is designated a Senior Lecturer and is transferred onto the appropriate point on the Senior Lecturer scale.

94 Cork Colleges

Congress recalls that following Congress motion 31 passed in 2015, and following a national ballot, Third Level members were directed on 2nd March 2016 ‘...not to deliver class periods outside of teaching periods of established academic calendars as identified by TUI.’

However, following a so-called ‘clarification’ issued by Head Office on 27th April 2016, the scope of the directive was restricted to ‘the recess period, which runs from 21st June to 31st August, inclusive.’ Congress hereby countermands this clarification, and instructs the Executive to reissue the original Directive of 2nd March 2016.

53 Executive Committee

Noting the increasing level of bureaucratic and administrative work and its sharply adverse effect of deflecting teachers and lecturers from their core teaching function, Congress instructs the Executive Committee to insist that every initiative and/or pilot, whatever its source, should first be presented in draft format at the appropriate industrial relations forum and proofed in relation to its impact on workload and to oppose the imposition of additional workload.

54 Executive Committee

Congress reiterates that it is TUI policy to negotiate the removal of all additional workload for lecturing staff arising from the austerity budgets and austerity national agreements. In addition, Congress notes that additional workload arises from initiatives at local level including decisions of academic forums such as Programme Boards and Academic Council, e.g. with regard to delivery models, the number of hours per week assigned to courses, new administrative work etc. Congress instructs the Executive that it is TUI policy that no decision creating additional workload for TUI members may be implemented without negotiation with the union and identification of the duties which will cease in order to make time for the new ones.

Congress instructs the Executive to communicate this policy to all IoT managements and to support branches in protecting members from new workload impositions.

56 Executive Committee

Congress instructs the Executive that the provision of apprentice education must remain central to the IoT sector and must not be undermined by the Technological Universities proposals. Congress further instructs the Executive to engage with relevant stakeholders including SOLAS, individual IoTs/TUs, the HEA and THEA to protect and enhance apprentice education in the sector.

57 Athlone IT

Congress instructs the Executive to negotiate the removal of all “flex hours” duties in the next round of collective bargaining agreements.

60 Dublin Colleges

As a consequence of the plan to introduce Technological Universities into the Third Level sector of the educational system, Congress instructs the Executive to work towards ensuring that there will be no diminution of the conditions of services for members working in this sector.

61 IT Tallaght

Congress instructs the Executive to seek immediate clarification on the funding model for new Technological Universities.

C. Conditions of Service - General

102 Dublin Colleges/Co. Monaghan

Congress instructs the Executive to seek the restoration of sick pay to 2013 levels.

101 Donegal C&C

Congress instructs the Executive to demand that the DES does not count holiday leave as part of sick leave entitlement.

107 Co. Mayo

Congress calls on the Executive to seek to end the discrimination of part time teachers with respect to the qualifying criteria for family income supplement and seek to apply the 19-hour threshold on a pro-rata basis to facilitate teachers who are not on full hours.

106 Cork Colleges

Congress instructs the Executive to uphold the principle that no member or official of TUI should resolve or seek to resolve any issue surrounding a

national agreement or Circular Letter in a way that would have the effect of undermining, amending or changing a national agreement or Circular Letter, or risk setting a potentially undesirable precedent.

109 Co. Kildare (Amended by Co. Kildare/ Executive Committee/IT Tallaght/ Waterford City)

Congress instructs the Executive to negotiate agreed procedures to protect members reporting wrongdoing by ensuring the availability of an external reporting body rather than reporting directly to their employer. This should provide the appointment of a confidential recipient and ensure transparency and accountability in the relevant organisation.

108 Co. Mayo

Congress calls on the Executive Committee for policies to be put in place to protect members who are lone workers in buildings. The policy should outline the duties members are responsible for over and above their normal teaching duties, if any.

105 Co. Donegal

Congress instructs the Executive to insist on the re-introduction of a paid substitution leave scheme for members, who are involved in the voluntary emergency services such as civil defence participation in search and rescue missions or work undertaken by the Irish Coastguard.

D. Adult Education

117 Co. Longford (Amended by Waterford City/Executive Committee)

Congress instructs the Executive Committee that in its negotiations with the DES, concerning members





working in the literacy service, to seek full teacher status for its members working in this sector who are qualified teachers registered with the Teaching Council of Ireland.

121 Cork City Schools/Co. Galway

Congress instructs the Executive to lobby for the reinstatement of qualification allowance for newly appointed Adult Literacy Organisers/Back to Education Initiative Co-Ordinators and Community Education Facilitators who start at point one on the scale after years of service as resource worker with an allowance. This is completely unfair in light of the qualification allowance being reinstated for teachers teaching in Second Level.

114 Co. Donegal

Congress welcomes the significant body of work already achieved in relation to the conversion process in BTEI. However, Congress expresses its deep concern at the delay in finalising this process and notes the impact on members working in this sector. Congress instructs the Executive to liaise with ETBI and with the Department of Education and Skills in order to insist that the conversion process is concluded without further delay. Failure to do so will be considered as a breach of the DES/TUI Agreement, May 2016.

111 Co. Galway/Co. Cavan

Congress instructs the Executive:

- To work towards a new Circular for staff working in the Adult Educational Guidance Initiative (AEGI) within Education and Training Boards (ETBs)
- To work to increase staffing levels in AEGI to meet increased service provision demands
- To secure appropriate pay and conditions for staff



which reflect changes in work practices and responsibilities.

123 Cork City Schools

Congress notes the organisational changes planned for the Adult Education sector of ETBs. Within these changes, Congress instructs the Executive to seek that:

- The Organisational changes recognise the strategic importance of the Literacy Service. The reconfiguration of management structures must retain, as a priority, the confirmation and future development of a Quality Adult Literacy and Basic Education service.
- The ethos of the Adult Literacy and Basic Education Service is maintained and protected in future design outcomes.
- The design process does not cause a disruption to agreed and established line management structures.

E. Education

127 Galway City

Congress instructs the Executive to call on the Implementation Committee to demand a restructuring of the new Irish Junior Cycle specification to include an independently assessed oral component.

129 Co. Cavan

Congress instructs the Executive to negotiate with the Department of Education physical resources, i.e. IT equipment and classroom furniture, that may be required by a teacher when carrying out group work with class groups under the New Junior Cycle Program. Every in-service advice is given on the use of IT in classrooms and the physical set up of classroom formations to facilitate group work activities. All teachers working within the New Junior Cycle Program should be allocated IT resources to use in their own classes. No teacher should be using their own IT

resources for student work, i.e. CBA recording of students' work. This ties in with the New Data Protection legislation coming in May 2018. A separate grant should be made available to individual teacher/schools to purchase IT resources (which can be upgraded as required) and for the purchases of physical tables/chairs/workstations if required in a school so that teachers can carry out their work within their classrooms without undue obstacle.

I52 Executive Committee

Congress instructs the Executive to negotiate with the DES to promote the LCA programme in schools by implementing the following:

- Maintaining the role of a full-time National Co-ordinator for LCA.
- Reinstating the teaching allocation to 1.4 whole-time equivalent for the first 20 pupils.
- Instigating a publicity campaign to promote the programme in schools, the media and to society.
- Insisting that those implementing the programme continue to be able to access DES provided CPD for the LCA programme.
- Demanding that all LCA subject specifications be updated to reflect the needs of the students, and that teacher input be taken into consideration.

I50 Galway City

Congress instructs the Executive to call on the Minister for Education and Skills to reassess the use of a common level non-core subjects. The new curriculum in science has made the subject inaccessible to many students especially those in DEIS schools.

I39 Dublin & Dún Laoghaire

Congress calls on the Executive to negotiate with the DES Inspectorate to make sure that subject Department inspections and WSE/MLLs do not take place in the last term of the academic year.

I25 Co. Carlow

Congress instructs the Executive to seek additional management hours for JC co-ordination. The role is difficult currently but, as more specifications come on-line, the increasing workload will be unmanageable. The position should be that of a paid additional post to schools. The precedent of additional duties for no payment cannot continue. TUI must argue all additional duties come with payment, not timetable alleviation.

I40 Co. Monaghan

Congress advocates the resistance to league tables for schools. Any attempts to formulate league tables within the Irish Education system should be rigorously resisted.



I30 Co. Carlow (Amended by Co. Clare)

Congress instructs the Executive to work with the Department to ensure a higher quality in-service system for Junior Cycle reform than that we have seen to date. Changes to current practices in facilitating inservice should include: (a) a reduction in time spent on orientation exercises, (b) a reduction in time spent on explaining pupil centre methodologies and (c) an increase on time spent on subject specifications, guidelines on devising schemes and achieving learning outcomes.

I53 Executive Committee

The NCCA is responsible for developing the Second Level curriculum e.g. subject specifications for the new Junior Cycle. The TUI has increasing concerns about the extent to which the process of curricular development adequately reflects the voice of the profession. Congress instructs the Executive to raise our concerns directly with the Minister for Education and Skills, who is advised by the NCCA.

I48 Dublin & Dún Laoghaire/Executive Committee

Congress instructs the Executive Committee to negotiate with the DES for a Teachers' Charter in line with the Parent and Student Charter due for publication soon so as to protect the rights of teachers.

I42 Dublin C&C

Congress instructs the Executive to demand that the NCCA and JCT provide all relevant materials, such as prescribed reading and specifications, pertaining to the new specifications for Junior Cycle subjects prior to students' completion of the cycle's first year. Congress is gravely concerned that any delay in this regard will impact negatively on teaching and learning and will hamper teachers' efforts to support students in their learning.

F. Equality

162 Co. Laois (Amended by Co. Clare)

Congress recognises 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. Abolish pregnancy related sick leave days from any quota of sick leave days in the four-year rolling period.

160 Co. Donegal

From 1st October 2017, the period for which maternity benefit is paid has been extended in cases where a baby is born prematurely. The extended period of benefit will be equivalent to the duration between the actual date of birth of the premature baby and the date when maternity leave was expected to commence. Congress instructs the Executive to insist that this provision is made available to all members without delay.

G. Examinations

170 Co. Carlow (Amended by Co. Clare)

Congress instructs the Executive to negotiate better rates of pay with the SEC for examiners to prevent a further decline in the number of qualified teachers opting to mark exams. This is necessary in order to prevent external contractors or unqualified teachers being hired and a subsequent drop in marking standards.

169 Dublin C&C/Co. Louth

Congress instructs the Executive to demand that the SEC releases all relevant sample examination papers, pertaining to the new specifications for Junior Cycle subjects prior to students' completion of the cycle's first year. Congress is gravely concerned that any delay in this regard will impact negatively on teaching and learning and will hamper teachers' efforts to support students in their learning.

167 Co. Mayo

Congress notes that there is no opportunity for Second Level students to repeat an exam(s) at Leaving Certificate level, without repeating the whole senior cycle course the following academic year. This is in stark contrast to all sectors of Third Level education, where repeat examinations are held in the autumn, thereby allowing students the opportunity to pursue their studies relatively uninterrupted. Congress also notes

that, currently, there are contingency papers drafted for all subjects, which eliminates the need for separate papers to be drawn up.

Congress therefore instructs the Executive Committee to strongly negotiate with the Department of Education and Skills to seek to afford Second Level students this opportunity, in the case of exceptional circumstances – death of a close family member, serious illness etc. This would allow them to graduate on to Further/Third Level education in the same academic year at best, or allow them to defer a college place for one year without the undue stress and anxiety of repeating the whole programme at worst, at a time when they may be in a very vulnerable position and where their whole future hangs in the balance.

166 Dublin & Dún Laoghaire

Congress demands that the Executive negotiate a fair and transparent recruitment process for the recruitment of Advising and Chief Advising Examiners within the State Examinations Commission.

171 Dublin City

Congress calls for the removal of the additional points currently allocated to Higher Level Maths in the Leaving Certificate.

165 Dublin C&C/Executive Committee

Congress instructs the TUI Executive to seek the continuation of the State Certified examination in CSPE (Politics) as it is the only subject to lose state certification under the new Junior Cycle.

H. Further Education

183 Executive Committee (Amended by Waterford City)

Congress is deeply concerned by the continuing outsourcing of courses and other services in the Further and Adult Education sector to private providers and the adverse effect this is having on the quality of provision. Congress therefore requires the Executive Committee to instigate a campaign against outsourcing, to highlight in the public and political domains the excellence of the service provided by suitably qualified teachers in the ETB sector and to protect the pay and conditions of members in the sector.

172 Limerick City Schools (Amended Co. Clare)

Congress deplores the failure by SOLAS to properly implement the terms of Circular 27/2011 regarding the payment rates set out in the Circular for the locally devised assessments. This has resulted in major financial



loss to some members. Congress instructs the Executive to insist that the DES and SOLAS correctly implement the Circular Letter. In addition, Congress instructs the Executive to liaise with SOLAS to clarify the payments and payment rates for all QZI Locally Devised Assessment payments in future.

174 Limerick City Schools

Congress notes the greatly increased workload resulting from the implementation of QZI Quality Assurance processes and instructs the Executive Committee to negotiate a timetable alleviation for teachers in the FE sector.

180 Co. Kilkenny

Congress instructs the Executive to demand structures be put in place on behalf of some of the most vulnerable young people and adults in our society for the services and support that will go some way towards allowing students with disabilities to have a meaningful engagement with learning at Further Education level.

These measures to include:

- Access Officers and Disability Officers need to be put in place at college level.
- A policy around integration of students with disabilities and guidelines on how to manage and support their needs in Further Education needs to be drawn up at ETB level.
- Staff training should be provided concerning the various disabilities and how to meet their educational needs and this training should be adequately funded.

192 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.

175 Tipperary SR

Congress instructs the Executive to recognise and investigate the overwhelming and unfair amount of administration e.g. FARR, PLSS, involved in facilitating QZI modules.

191 Co. Mayo

Congress calls on the Executive to address the increase in administration, reports and meetings Co-Ordinators in the Further education sector are required to address, in addition to fulfilling their role as educators without any secretarial supports. Congress is of the mindset that there is a real requirement to either reduce class contact hours or provide adequate and reliable secretarial supports.

I. Health and Safety

196 Dublin City (Amended by Executive Committee)

Congress instructs the Executive to carry out an investigation concerning matters of indiscipline, cyberbullying, breaches of health and safety and violence in all ETB schools and centres where there are TUI members. This Union will not allow its members to be subjected to work-related stress due to the blatant disregard of health and safety procedures in schools and centres.

J. Miscellaneous

205 Executive Committee

The United Nations Human Rights Council has referred to the situation in Burma/Myanmar as involving 'elements of genocide'. Congress calls on the Executive to show solidarity with the Rohingya, to condemn the Burmese government for its actions against the Rohingya and to advocate for the Rohingya with other trade unions, NGOs and agencies.

209 Dublin City(X2)

TUI campaigns for full employment for its members and they are registered with the Teaching Council. As an act of solidarity for workers employed with the Teaching Council, Congress instructs the Executive to call for the Teaching Council to employ its staff on proper employment contracts ensuring full hours with satisfactory terms and conditions.



203 IT Blanchardstown/Dublin City/Dublin Colleges/IADT Dun Laoghaire (Amended by Dublin City)

Congress instructs the Executive Committee that it must undertake a campaign to actively advocate within the trade union movement for the ICTU to campaign actively on the issue of homelessness and the associated housing crisis. Congress holds the view that current rents, in particular in urban areas, are causing undue hardship for teachers and lecturers. Congress instructs that this campaign must demand a declaration by Government of a housing emergency, and must demand:

- Emergency action for the building of social and affordable housing by local authorities through direct labour with trade union rates of pay and conditions.
- The immediate introduction of rent controls with tenants able to exercise the right to downward rents.
- Security of tenure for all tenants.
- The right of all citizens to a home.

Congress supports the National Day of Action on Saturday 7th of April organised by the Homeless and Housing Coalition and calls on members to participate on the National Demonstration in Dublin.

where payment has not been received by TUI Head Office, the amount is to be deducted from the Branch's monthly remittance and that a letter will issue at the end of the first year of membership from TUI Head Office stating that a Deduction at Source form must be completed or other payment facilities put in place to remain in membership.

214 IT Carlow/IT Blanchardstown/Dublin City/Dublin Colleges (Amended by Executive Committee)

Congress notes the abysmal failure of the ICTU to condemn the draconian, anti-trade union Public Service Pay and Pension Act, 2017.

Congress notes that the ICTU did not object to a punitive three-year freeze on increments for all public servants who were members of unions who voted against the Public Service Stability Agreement.

Congress believes that this failure to defend the democratic right of unions to represent their members, this refusal to oppose government coercion and this abject betrayal of workers and lack of solidarity raises extremely serious questions about the nature of the ICTU and the continued membership of TUI within that body.

Congress believes that the ICTU must be reformed, must act in an accountable and principled way in defence of all affiliated unions, in defence of basic trade union principles and that its failure to do so will make continued TUI membership of ICTU untenable.

The TUI instructs the Executive Committee now to seek a commitment from ICTU to:

- Actively oppose all anti-trade union legislation such as the draconian measures contained in the Public Service Pay and Pensions Act, 2017;
- Defend unions whose members come under attack from such legislation and
- Encourage its affiliated unions to take solidarity action with unions who take industrial action in defiance of such legislation.

In the event of ICTU failing to give such commitments, the TUI will ballot its members on continued membership of ICTU.

K. Organisation

211 Executive Committee

It is noted that some Branches offer to pay the €1 on behalf of members, but that notification is not sent to TUI Head Office. This has resulted in many members showing as being €1 in arrears. If logistically possible and in order to standardise practices across Branches and to prevent arrears accumulating, Congress instructs that, where a member has availed of the €1 membership within the current academic year and

210 Executive Committee

Congress is cognisant of the desirability of achieving an equitable, practical balance of geography and number of members for the union's electoral areas for the purpose of electing Area Representatives (Rule 43). Congress recognises that framing appropriate change to the Rule book to achieve this balance has proven problematic, given the constraints applied by Motion

155 of Annual Congress 2012 and, in particular, the constraint in relation to “maintaining the size of the Executive”. Congress therefore agrees that the constraints should be relaxed to the minimum possible extent in order to enable the Executive Committee to consider a wider range of options in relation to the restructuring of electoral areas and instructs that the Executive Committee bring appropriate rule change/s to a Special Congress or to an Annual Congress.

213 IT Tralee/Cork Colleges/Donegal Colleges (Amended by IT Tallaght/Executive Committee)

Congress instructs the Executive to negotiate a time allowance for Branch Officers to allow them to meet the demands of the office.

L. Pay/National Agreements

There were no motions carried in this section.

M. Pensions

272 Executive Committee (Amended by Executive Committee)

Congress instructs the Executive Committee to seek to expedite the full restoration of the pensions of retired public servants and, in this context, to seek an increase in the PSPR threshold in 2019 from €39,000 to €55,000 and a total elimination of PSPR by 2020.

276 IT Tralee

Congress abhors the dramatic increase in compulsory pension contributions imposed on members through the Public Service Pay and Pensions Act 2017 and demands that the Executive embarks on a campaign to have pensions returned to the rates which existed before the introduction of the pension levy.

275 Cork Colleges

Noting the government’s commitment to raise the mandatory retirement age to 70, Congress instructs the Executive to pursue, in appropriate fora, that the maximum pension payments be based on 45/80 of final salary as opposed to the present ratio of 40/80 of final salary.

N. Posts of Responsibility

278 Co. Laois

Congress notes that, prior to the austerity cuts, about 50% of teachers held a post of responsibility. This has fallen to about 25%. The additional posts provided will not meaningfully address this deficit due to changed school demographics. Therefore, Congress affirms that the Minister for Education and Skills, by refusing to commence a “restoration” of posts of responsibility, is in breach of the terms of the DES/TUI Agreement, May 2016. Consequently, Congress directs the Executive to initiate a programme of industrial action to address this problem.

285 Co. Donegal

Congress instructs the Executive to enter negotiations with the relevant Second Level Management Bodies to insist that, when interviews take place for Assistant Principal 1 and Assistant Principal 2 posts, the Principal Teacher is not permitted to liaise with or be involved in the interview in any capacity (e.g. note-taker).

284 Co. Cavan

Congress instructs the Executive to work with the Department of Education and Skills that all schools should be allocated an additional post for all the additional work and responsibilities carried out in the area of Special Educational Needs. This should be in addition to posts already allocated to the School.

277 Co. Meath/Co. Louth/Co. Monaghan/Executive Committee

Congress instructs the Executive to take immediate action to seek the restoration of posts of responsibility as negotiated by the TUI in the DES/TUI Agreement, May 2016 and that the TUI engage with its sister unions to conduct a campaign to achieve this end.

O. Rules

288 Executive Committee (Amended by Dublin C&C)

Congress notes that the Department of Education and Skills proposes to standardise the operation of its payroll systems and has indicated its intention, from 1st January 2019, to change the system for dealing with union membership deductions from a fixed rate subscription based on working patterns to a standard percentage deduction from salary with a fixed maximum deduction to be determined by the relevant union. Congress notes that several meetings with the DES, ETBI, ETB Shared Services and the IoT payroll



Institiúid Oideachais
Institute of Education



Institute of Child Education and Psychology

Professional Cert/Diploma In Special & Inclusive Education Part time Online Specialist Award

Enabling educators to develop knowledge, skills and competencies
in key areas of inclusive and special educational provision and
planning at school and class level.

National Framework of Qualifications Level 9

Course Code: DC 841



Enrol Now for September 2018

Call ICEP Europe:

+353 1 6510 618

School of Inclusive & Special Education

+353 1 884 2042

Email ICEP Europe:

info@icepe.eu

Email DCU:

ioe.ise@dcu.ie

Online:

www.icepe.eu

Online:

www.dcu.ie/ioe/sie



Closing date for applications
July 31st 2018



departments have been held in this regard and that a full and comprehensive analysis by the Union of the potential effects of such a proposal has been undertaken.

Congress instructs that Rule 89 be amended to read as follows:

Each full member, associate member and retired member of the Union shall pay an annual subscription as decided by Congress.

From 1st January 2019, this rate shall be 0.8% of gross annual salary inclusive of any and all allowances paid. The maximum annual subscription paid will be capped and shall not exceed 1% of the third point of the Common Basic Scale (pre-2011), rounded to the nearest euro.

In the event of a change in the Common Basic Scale, the resultant change in the maximum annual subscription will apply from 1st January of the following calendar year.

The only exception to this shall be new members in their first year of teaching who are on the revised Common Basic Scale for New Entrants, who shall pay a nominal fee of €1 for their first year's subscription.

289 Executive Committee

Congress instructs the Executive Committee to insert a new Rule as Rule 9 and renumber subsequent rules accordingly:

Rule 9

Notwithstanding any other provision of these Rules, an applicant whose membership conflicts with a finding of

the Disputes Committee of the Irish Congress of Trade Unions (in relation to a dispute arising between two or more unions on the organisation of membership) may be excluded from membership of the TUI.

P. Teaching Council

306 Co. Carlow(X2)/Executive Committee

Congress acknowledges the ongoing efforts of teacher representatives on the Teaching Council to prevent the Fitness to Teach (Part 5) sections of the Teaching Council Acts, 2001-2015 from becoming a means for processing multiple low-level allegations against teachers as is currently the case. However, Congress notes the difficulties arising from Section (3) (b) of the Teaching Council Acts, 2001-2015 which is not providing a sufficient filter in this regard. In addition, effect has not been given to Section 28 of the Education Act, 1998. Therefore, Congress instructs the Executive to address these difficulties by insisting that the Minister for Education and Skills acts to ensure that low-level allegations are only dealt with by using local procedures. In order to advance this objective, the Executive should seek to work in co-operation with our sister teacher unions.

312 Co. Monaghan/Co. Meath

Congress calls on the Executive to allow TUI Officials to negotiate with the Teaching Council that a teacher should only have to register on a once-off basis with the Teaching Council. If a member of the TUI lets their



membership lapse for the Teaching Council they may re-join the Teaching Council following Garda vetting only.

308 Co. Carlow

Congress instructs the Executive to seek that teachers who are subjected to frivolous or vexatious complaints through the Teaching Council receive the right to reply with both their employer and the complainant should they so wish. The pressure and emotional toll of complaints leads to ill health and must be addressed.

310 Co. Offaly/Dublin & Dún Laoghaire

Congress instructs the Executive to demand that the DES take immediate action in relation to teacher supply. Their actions regarding pay for new entrants and increased workload on teachers has discouraged teachers from taking up teaching positions in this country. This has resulted in many schools throughout the country being unable to replace teachers going on maternity leave, out on sick leave, going on JCT training and doing other in-service as there are no substitutes there to replace them. This could result in many students not being taught their subjects and not being supervised. Immediate action is required on this issue.

309 Dublin & Dún Laoghaire

Congress instructs the Executive Committee to work with the Teaching Council to ensure that any CPD relating to Cosán will not incur any financial or time cost to any teacher.

305 Co. Waterford

Congress instructs the Executive to use all their powers to ensure that the Teaching Council does not become a vehicle for processing and investigating frivolous accusations against teachers in relation to permissible actions taken to ensure a positive learning environment for all pupils.

315 Executive Committee

Congress instructs the Executive to demand that the Teaching Council withdraw the additional fees that are charged to teachers who are applying to have extra subjects added to their registration.

Q. Youthreach

323 Co. Galway/Co. Waterford/Co. Cork/Dublin & Dún Laoghaire (Amended by Co. Clare)

Congress urges the Executive to immediately include Youthreach Resource & Co-ordinators in the conversion process. Since Tutors were given the option of conversion to Teachers or Resource Persons, there has been a direct discrimination in the conditions of these groups. As there is a shortage of Teachers nationally, it is hugely important that our colleagues are recognised for the work they do. In addition, all Youthreach resource staff and Community Education staff who are Teaching Council registered and who are delivering Level 3 QQI and upwards should get teaching recognition.

324 Co. Offaly/Co. Kerry/Dublin & Dún Laoghaire

Congress instructs the Executive of TUI to negotiate with the Department of Education and Skills for parity of conditions between Youthreach Resource Persons and Centre Co-ordinators with teachers in the Youthreach system. Working in Youthreach as Youthreach Resource Persons and Centre Co-ordinators for a period of time should not be an impediment to taking up a teaching post at a mainstream Second Level School as is the case presently.

Furthermore, Congress demands that the TUI examine legally how to pursue this claim. Equality of opportunity can be established, so that, the principle of Equal Pay and Conditions for Equal Work can become a reality in all Youthreach Centres.

326 Co. Waterford/Co. Donegal

Congress instructs the Executive to negotiate the duration of the Youthreach academic year to bring it in line with the post primary 167 days.

331 Co. Wexford

Congress instructs the Executive to seek parity of conditions for Youthreach Resource Persons with their teaching colleagues with regard to incremental credit for their teaching experience. As matters stand, Youthreach Resource Persons will be given a maximum of five incremental credits regardless of their length of service. This is unfair and unacceptable.

332 Co. Donegal

Congress expresses its concern at the delay in providing funds to enable all Youthreach centres to participate in the SENI. Congress instructs the Executive to negotiate with the Department of Education and Skills to seek the immediate allocation of SENI funding in these centres.

325 Limerick City Schools

The Final Draft of the Submission to SOLAS in respect of the review of the Youthreach Programme states that 'No qualifications are specified for employment as Co-Ordinator or Resource Person' (see section "Qualifications"). Congress condemns this, as young learners attending Youthreach should not be treated less favourably than their peers attending mainstream Second Level schools. Congress contends that all young learners should be taught by qualified professionals. The Youthreach Operator Guidelines should reflect this in order to produce the best possible outcomes for some of the most vulnerable and marginalised learners in our society.

Congress instructs the Executive to negotiate with the DES to seek that the statement saying that 'no qualifications are specified for staff' be withdrawn and replaced by 'staff must be qualified registered teachers'.

334 Limerick City Schools

Teachers and Resource Persons who are qualified and registered as teachers, but who are working in education centres that are not recognised as post primary schools, are deemed ineligible for secondment to the Professional Development Service for Teachers (PDST) and the National Council for Special Education (NCSE).

Congress calls on the Executive to negotiate with the relevant organisations to seek an immediate end to this discriminatory practice.

330 Co. Wexford

Congress instructs the Executive to seek parity for Youthreach Resource Persons who are fully secondary registered to be recognised as eligible for inclusion in the Redeployment of Teachers Scheme.

328 Dublin City

Congress demands that the National Executive request clarification on the following from the DES: When the DES is carrying out inspections of Youthreach Centres, how does, in the case of Resource Persons and Co-Ordinators, the DES define "class contact"? Is "class contact" defined as teaching or non-teaching by the DES?

333 Co. Donegal

Congress condemns the practice of some ETBs in splitting Youthreach resource posts. Congress instructs the Executive to negotiate with relevant bodies to insist that resource post vacancies should only be advertised as full-time posts.

336 Dublin City

Congress acknowledges that Youthreach Centres deliver a distinct form of alternative education. Congress demands that Youthreach can deliver pre-apprenticeship courses to students as well as pre-Post Leaving Cert (PLC) courses to students. Real pathways need to be provided for Youthreach students so that they can believe they have a valuable future. Congress acknowledges that to fulfil the above, adequate resourcing needs to be provided by the DES/ETBI which will include aligning Co-Ordinators and Resource Persons contracts of employment in Youthreach with teachers' contracts with the clear intention of improving those grades, salaries and conditions.

335 Co. Mayo

Congress notes that there are three distinct grades of employee currently employed in Youthreach Centres: Youthreach Co-Ordinators, Teachers and Resource Persons. Congress instructs the Executive to negotiate with the Department of Education and Skills to seek that the recruitment grade for those other than Youthreach Co-Ordinators in Youthreach Centres is that of a teacher in the future, not a resource worker.

R. New Entrants/Pay Equity**338 Executive Committee/Tipperary NR (Amended by Dublin City)**

Noting:

- The crisis in attracting graduates into the teaching/lecturing profession;
- the severe difficulties that employers are experiencing in recruiting teachers/lecturers across a wide and increasing number of subjects;
- the emerging difficulty in retaining teachers/lecturers and the evidence that increasing numbers of teachers/lecturers are leaving the profession early and
- recognising that this unfolding crisis is directly related to the continuing inequity of the pay disparity between those appointed on or after 1st January 2011 and those appointed before that date

Congress demands that the TUI prosecute its continuing campaign for pay equality with determination and vigour. Congress directs the Executive to build a united campaign with the other teacher unions for pay equality. Specifically Congress instructs the Executive to seek agreement from ASTI and INTO for a campaign of industrial action for pay equality and an end to the discrimination against members employed since 2011.

EMERGENCY MOTIONS

EMERGENCY MOTION NO. 4

Co. Kerry / Cork City Schools / Co. Galway / Limerick City Schools / Co. Kilkenny / Co. Wexford / Co. Donegal / Co. Limerick / Co. Kildare / Dublin & Dún Laoghaire / Cork C&C / Co. Wicklow / Tipperary NR / Co. Cavan / Co. Meath / Galway City / Birr-Gallen / Co. Clare / Co. Offaly / Co. Mayo

Congress notes the recent issue of Circular Letter 13/2018 regarding religious instruction and worship in certain second level schools. Congress further notes that the schools encompassed by the Circular Letter are ETB Schools and Community Schools. Congress notes that the unilateral issue of this Circular Letter without consultation with stakeholders means that the resources required for implementation of this circular have not even been quantified, let alone supplied, to the schools and employers. Hence, Congress instructs the Executive Committee to assert that schools are not in a position to implement the Circular Letter. Congress further instructs the Executive Committee to advise the Department of Education and Skills that our members, including Principal Teacher members, will not comply with the Circular Letter until such time that the resources that the TUI consider sufficient are provided.

EMERGENCY MOTION NO. 8

Co. Kildare / Limerick C&C / Limerick Colleges / Co. Wicklow / Dublin C&C / Shannon / Limerick City Schools / Co. Kilkenny / Cork Colleges / IADT Dun Laoghaire / Waterford City / Co. Carlow / Co. Meath / Co. Kerry / Co. Limerick / Co. Cork / Co. Leitrim / Co. Roscommon / Cork City Schools / Co. Cavan / Co. Laois / Co. Offaly / Co. Westmeath / Co. Galway / Galway City / Dublin City

As a result of the disappointing report on Pay Equalisation issued on March 16th 2018 Congress instructs the Executive to organise lunchtime demonstrations on a regional rotational basis from now to the end of this academic year to highlight the campaign on equalisation of the pay scales and for these lunchtime demonstrations to re-commence in the academic year 2018-2019 until such time as an agreement is reached.

Congress further instructs the Executive to organise a Saturday demonstration in Dublin, Galway and Cork before the end of the current academic year to highlight this issue in the media.

EMERGENCY MOTION NO. 5

IT Blanchardstown / Cork Colleges / Dundalk IT / IT Sligo / Limerick Colleges / Athlone IT / Cork C&C / IADT Dun Laoghaire

Congress notes:

1. The nationally-agreed systems for adjudication of appeals in relation to claims for CIDs – at Second Level: Circular Letters 24/2015, 59/2016 and 49/2017, and at Third Level: Circular Letters 0045/2006, 0093/2007 and “Cush” 41/2016; and
2. The recent decision of the Adjudicator, Peter Ward SC, to award full hours CIDs to two members in IT Blanchardstown (ITB).
3. The decision of ITB to accept the Adjudicator’s “decisions on a without prejudice basis” subsequent to it initially deciding “not to comply with the decisions of the Adjudicator”.

Congress expresses concern in relation to ITB’s à la carte approach to National Agreements. Lest this approach contaminates other Employers of TUI members, Congress resolves as follows: operating on the basis of an ‘injury to one is an injury to all’, Congress instructs the Executive Committee to ballot for Industrial Action, within two months of any Employer’s decision not to comply with an appeals decision of the Adjudicator, Peter Ward SC; the ballot being confined to members in the relevant sector of the Employer (Second- or Third-Level).

EMERGENCY MOTION NO. 1

Birr-Gallen / Tipperary NR / Tipperary SR / Co. Wicklow / Shannon / Co. Monaghan / Co. Louth / Co. Offaly / Co. Galway / Co. Clare / Co. Carlow / Co. Meath / Co. Kerry

Congress calls on the Executive to issue a directive withdrawing further engagement in the Droichead process. The reason for this is the constant and unilateral changing of criteria for this programme resulting in our members experiencing huge difficulties in their career entry year. It is also now obvious that the programme is under-resourced and is dependent on volunteerism in schools to be carried out.

EMERGENCY MOTION NO. 10

Cork Colleges / IT Blanchardstown / Cork City Schools / St Angela’s, Sligo / Donegal Colleges / Athlone IT / Limerick Colleges / Cork C&C / Dundalk IT / IT Tralee / Co Kildare / IT Carlow / Co Galway / WIT / Co Cork

Congress notes with alarm that on 16 March 2018, TUI Colleges’ Sub-Committee approved a proposal from the HPAL Conversion Process Sub-Group to create ‘one semester contracts’ with a view to offering these contracts to certain hourly-paid members seeking Contracts of Indefinite Duration under the process.

Congress notes that this proposal has been approved by CSC although it has not been put to a ballot of third level members, nor does there appear to be any intention to ballot members.

Congress notes further that such proposed contracts



A NUMBER OF POST-2011 ENTRANTS SHARED THEIR PERSONAL EXPERIENCES OF THE EFFECTS OF PAY DISCRIMINATION IN THE NEW ENTRANTS/PAY EQUITY SESSION ON THE FIRST DAY OF ANNUAL CONGRESS.
 BACK ROW L-R – STEPHANIE HASSETT, TOM DIXON, JOSEPH FARRELLY, SARAH DOYLE
 FRONT ROW L-R – DAVID WATERS, RACHEL MCENTEE, ROD GILLEN, PADDY TRAVERS

present significant threats to the conditions of service of TUI members by setting undesirable precedents. Congress reasserts that it is a core principle of this Union that contracts are nationally agreed. Any proposal to introduce a new contract or to create an altered version of an existing contract, such as a 'one semester contract', cannot, under any circumstances, be accepted by TUI unless and until it has been accepted by TUI members in a national ballot.

Congress therefore countermands the Colleges' Sub-Committee approval of 16 March 2018 of 'one semester contracts' until accepted by members in such a ballot.

RESOLUTIONS REFERRED

64 IT Tallaght

Congress instructs the Executive to escalate industrial actions, up to and including strike action, to highlight the fact that the funding model for the IoT sector is not fit-for-purpose, with no changes envisaged for the next academic year.

78 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 reasonable terms and conditions of work. Congress instructs the Executive to negotiate nationally agreed contracts for these roles.

104 Dublin Colleges

Congress instructs the Executive to negotiate with the Dept. of Education and Skills to ensure that staff coming up to retirement can choose to reduce their hours of work, and accept a pro-rata reduction.

135 Co. Louth

Congress instructs the Executive to facilitate the holding of a conference based on Junior Cycle to discuss issues important to teachers of Junior Cycle, to include among others:

- Calendar for CBAs and ATs
- Increased hours for Professional Time
- Exemplar material from the NCCA/SEC

This conference should be held before the June 2018 and will facilitate members being able to directly address the Executive and explain their concerns in relation to the Junior Cycle so that the Executive can then handle these issues in the appropriate fora such as the Junior Cycle Implementation Body.

261 Dublin Colleges

Congress demands that the Executive be guided by the following objectives in any future pay talks:

1. That members be paid equal pay for equal work;
2. That pay rates be restored to the level they were at prior to the imposition of pay cuts and the pension levy;
3. That pension payments be restored to the level they were at prior to the imposition of cuts;
4. That all additional hours imposed on members be removed.

Congress instructs the Executive to recommend rejection of any pay agreement that does not achieve these objectives and which does not lead to the repeal of FEMPI legislation which facilitated many of these cuts.

Brendan (Barney) Winston - An Appreciation

“Have you tickets for the match?”

On Monday morning, September 4th 2017, Barney's friends and former colleagues in Gort Community School were shocked to learn of his untimely death the evening before. The fact that Galway had just won the All-Ireland hurling title after 29 years made the loss all the more poignant for Barney loved the GAA and he loved hurling. He had taught and coached players who had played for Galway's previous All-Ireland winning teams in 1987 and 1988 and also some who were playing 29 years later on the 3rd September 2017, the day he died.

Originally from Letterkenny, Co. Donegal, Barney taught Science and Maths in Gort for almost all his teaching career. He was initially employed by County Galway VEC and appointed to St Colman's Vocational School. Then, from 1995 until his retirement, Barney taught in Gort Community School after the three second level schools in the town amalgamated. He was appointed Adult Education Organiser for County Galway VEC for a number of years before returning to teach again in Gort. In that time Galway became his adopted county and he became heavily involved in the GAA and the TUI at local and national level.

Barney gave freely of his time to the GAA at club, county, national and of course school level. He was the first Coaching and Games Development Officer in Galway in 2001. Between 1997 and 2000, he was chair of the GAA's International Dimensions Workgroup and oversaw the establishment of the European Board of the GAA in 1999 along with his great friend and then President of the GAA, Joe McDonagh. He was a selector and coach for various underage teams with his club and county. Barney had an amazing ability to tell you the age of any player as he remembered the year they played minor.

“Have you tickets for the match?” This was the first question Barney asked you when you met him on the first day back at school each year, and every year he was inundated with requests for tickets from all over Ireland and beyond. As it turned out, it was the last question he asked me also. Friday 1st September - my phone rings and it's Barney. I hadn't contacted him during the week and he called to see if I was 'ok for Sunday'. He got so many tickets for me and countless other people over the years. In fact, on Saturday afternoon his postman (and past pupil) contacted him having tried all week to get a ticket without success. Within an hour Barney had him sorted.



Barney served the TUI in various roles at school, branch and national levels throughout his teaching career. It was the members' interests first and last with Barney. Resolving conflict and finding a solution was always his top priority. He was elected to the national Executive Committee on two occasions. First, he represented Galway/Mayo VEC schools (as they were) and again, some years later, he served as C&C rep for Area 12. During his time on the Executive Committee he also served as Honorary Treasurer and an Officer of TUI and as Sub-committee Chair. After his retirement he was regularly called on to represent TUI and its members on arbitration committees.

Barney was a stalwart of the Co. Galway branch of TUI but, above all, he was a man of integrity. The branch knew it and did not take his contribution for granted. This was brought home to some of us 'newbies' one night at a branch meeting over a decade ago. Shall we say there was an issue and a delegation was dispatched from head office to the aforementioned branch meeting to sort it out. As I was later to realise the delegation contained a couple of heavy hitters. Anyway, the toing and froing had gone on for a while and Barney and the delegation were at odds. The delegation may have thought they were making progress until the intervention of the branch Chair basically left them in no doubt where the branch stood. It went something like:

“...that is all well and good but if Barney said happened that is good enough for this branch regardless of what you have to say. Next item please...” – and that was that.

Barney remained a regular attendee at Co. Galway branch meetings after retiring from Gort Community School. He was often on the phone to branch officers and the Area Representatives on behalf of members. On one occasion, an Area Representative's phone rang one Friday as they were leaving the Executive Meeting in Orwell Road. The conversation didn't end until the Athlone bypass, having covered an upcoming election and replayed most of the summer's hurling championship in between. But in truth, we sought his advice and help far more than he sought ours.

All this amounts to an impressive CV of a man who did his bit for TUI and its members. But to those of us in the Co. Galway branch and to his teaching colleagues he was so much more. Barney was a mentor, an advisor and support. He was a man who had a genuine interest in people. When he was in your company that's where he was. No rush. He wanted to know how you and yours were doing, celebrated your successes with you and provided the advice and support needed when things might not be going so well.

In the staffroom he was immense. No new staff member would be left sitting alone. He welcomed them, went through the important stuff with them, like where the milk and coffee were and by the time it was consumed he had the family history and, of course, knew a family member through TUI or the GAA.

Barney was like an interceptor of supervisors for student teachers. We watched as he delayed supervisor after supervisor, as students gathered themselves for inspection. By the time the supervisor got away from Barney, the honour was in the bag.

Put simply, Barney is sadly missed and is a great loss to all of us who knew him. But that pales into insignificance compared to that loss felt by his family. While we all knew him as Barney, at home he was Brendan. Brendan lived a full life but his crowning glory was his family. They filled him with love and pride.

Our heartfelt sympathies go to his wife Ita, his children Rory, Aoife and Crona, sons-in-law Aidan and Joe, daughter-in-law Chloe, grandchildren Patrick, Niamh, Siún and Ruadhán, sister Breda, brothers Tom, Joe and Brian and all his family.

Ar dheis Dé go raibh a anam dílis.

Article submitted by Barney's colleagues, Co. Galway Branch

Travel insurance – what should you look for?

Holidays - traditionally single trips at busy times of year to well-known locations - have changed in recent years, with more people availing of low-cost weekend breaks and flight deals to increasingly exotic destinations year round. Yet despite this change many Irish people overlook the importance of travel insurance.

Travel insurance is an essential part of any holiday planning and there are a number of things you should consider before you decide whom to buy your cover from, since, for a relatively small expense, it can save a significant amount of cost and stress. While a single-trip policy may offer short-term value, annual multi-trip cover means you do not have to research the market for insurance every time you travel.

Don't leave it too late

Buy your cover as soon as you book your holiday. Often, consumers leave it until the last minute to consider travel insurance, despite one of the main claims being for cancellation prior to travel. When you are booking with the next trip in mind, consider whether you could benefit from cover that includes winter sports or travel outside Europe in the next 12 months.

Many consumers who purchase purely on price, rather than the value in the features and benefits, are taking more risk than they realise. Always check the small print to find

out exactly what you are covered for. Opting for the lower cost premium may save you money in the short term but the full value of a policy is often not realised until you need to make a claim. You may be eligible for a discount based on your existing private health insurance policy.

Age shouldn't be overlooked

Age is something which can be overlooked – many consumers are unaware that their age can affect their premium. This can have a big impact for the actively retired. You should also make sure you are getting cover for the whole family with many policies allowing kids to travel free, though the age at which that cover stops can vary. If you are insuring your family, you should determine if the cover allows each family member to travel individually or if the family must travel as a unit.

Be confident in your cover

When the unexpected does happen, you should be confident that your travel insurance has the cover you will need. 24-hour emergency assistance from your policy underwriter can offer support and direction in a crisis. For less urgent matters, your choice of policy should have sufficient cover for cancellation or curtailment of your trip, medical expenses you may incur and cover

for your personal belongings. Be sure to check the 'excess' applicable to these claims as this can be a costly extra expense.

New policies available from Cornmarket

Cornmarket's new annual multi trip 'Travel Plus' insurance policies are endorsed by the Teachers' Union of Ireland and offer great value cover to all Irish holiday makers up to the age of 86. To learn more about Cornmarket's Travel Plus product and to get a quote, visit:

www.cornmarket.ie/product/travel-insurance. Alternatively, you can call to speak to a Cornmarket Travel Plus sales agent on 01 4206724. Lines are open 9 am – 7 pm Monday to Friday (excluding bank holidays), 9 am – 1 pm on Saturdays.

MAPFRE ASISTENCIA Compañia de Seguros y Reaseguros SA trading as MAPFRE ASSISTANCE Agency Ireland and MAPFRE WARRANTY is authorised by the Dirección General de Seguros y Fondos de Pensiones del Ministerio de Economía y Hacienda in Spain, and is regulated by the Central Bank of Ireland for conduct of business rules.

Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Telephone calls may be recorded for quality control and training purposes.

Provision to allow teaching past compulsory retirement age of 65

Circular Letter 27/2018 sets out the temporary arrangements which will allow certain staff to be retained beyond their compulsory retirement age of 65 years until they reach the age of eligibility for the Contributory State Pension, which is currently age 66 but is due to increase to age 67 on the 1st January 2021 and to age 68 on the 1st January 2028.

These temporary arrangements will only apply until the legislation which will provide for the increase in the compulsory retirement age in public sector pension schemes (to include all education sector pension schemes) is enacted.

The temporary arrangements in this Circular apply only to education and training sector staff who retire on compulsory retirement on or after the 5th December 2017 and wish to be retained in their employment.

See Circular Letter 27/2018 on the TUI website for full details.

State Exams Commission appeals for teachers to mark exams

The State Examinations Commission needs teachers, including recently qualified and retired teachers, to apply to mark the 2018 Leaving Certificate and Junior Certificate examinations. The SEC is also accepting applications for superintending positions in the Greater Dublin area. Full details of this appeal are available on the SEC's website <https://www.examinations.ie/recruitment>

ARE YOU RETIRING THIS YEAR?

Join the Retired Members' Association

and make our voice stronger in the important and necessary work on behalf of retired teachers and lecturers

Aims of the Association:

- ✓ to safeguard and promote the welfare of retired TUI members
- ✓ to provide access to advice to members
- ✓ to keep retired members in touch with colleagues
- ✓ to keep members informed
- ✓ to respond to developments that impinge on the lives of retired members

To promote these aims it:

- ✓ liaises with TUI Officials and has observer status at Executive Committee meetings
- ✓ is a member of the Alliance of Retired Public Servants & ICTU Retired Workers' Committee
- ✓ organises three national outings each year
- ✓ provides members with a TUI Diary and TUI News
- ✓ has a branch network to cater for members in their local area

Organisational structure:

- ✓ The Annual General Meeting elects a Chair, Secretary, Treasurer, Membership Officer, Social & Cultural Officer and fourteen other members who form the National Management Committee.

RMA Website:

Visit our website www.rmatui.ie for further details about the Association.



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)

TUI BRANCH: _____

The TUI Executive Committee has recommended that your first year's subscription be paid by your local TUI Branch. There is no need to delay, join today.

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

RMA News

Annual AGM

The end of another school year beckons as we prepare for our Annual General Meeting on Wednesday, May 23rd in the Tullamore Court Hotel, Co Offaly. The format will be similar to last year, with Mass for our deceased members at 9.00am. Registration will commence at 10.00am with the AGM starting at 11.30am. The afternoon session will include motions, reports and elections, with our Gala Dinner at 7.00pm. This year, the Dr Charles McCarthy Memorial lecture will be delivered by Peter Rigney from ICTU on the topic of Ireland in 1918. The social dimension will conclude on Thursday with a tour.

Spring and Autumn breaks

On the topic of tours, I want to mention our very successful visit to West Cork in mid-March for our Spring Break. We stayed in the Celtic Ross Hotel Rosscarbery, which proved an excellent choice, with friendly staff, comfortable rooms, delicious food and complimentary musical entertainment on each night. On Wednesday morning we took a walking tour of the town of Rosscarbery. That afternoon a bus took us to the town of Clonakilty and a visit to the Michael Collins Centre where we were given a guided tour and an extremely informative history lesson. On our return journey to Rosscarbery, we visited Collins' birthplace. Thursday morning saw us embark on a bus tour to the Mizen Lighthouse (unfortunately, the weather wasn't kind to us). However, even in the mist and rain we could appreciate the beauty of the place. That afternoon we visited the

Skibbereen Heritage Centre where we learned of the effects of the Great Famine on the Skibbereen area. While the story is horrific it is well worth a visit as we were educated on our past.

I want to thank Alan Dodd, chairperson of the Cork RMA branch and his fellow officers for their input into organising the break and the welcome they gave us. I usually included a photograph or two from breaks in my report. However, this time I am asking you instead to visit our website www.rmatui.ie where you will find over forty photographs from our visit to West Cork (Thanks, Alan!).

We are now looking forward to our Autumn break which will take place in the Arklow Bay Hotel, Arklow, Co. Wicklow on October 16th, 17th and 18th next; costing €159 per person sharing with a Single Supplement of €15 per night. There will be tours on Wednesday and Thursday and entertainment on one of the nights. Forms (available later in May on the website www.rmatui.ie) are to be returned to the hotel by September 25th.

Congress 2018

The RMA was represented at the TUI Annual Congress in Wexford by Martin Hoyer 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, as proposed, of 'career averaging' and our support for the full restoration of pay to serving members and restoration of full pensions for our retired colleagues.

Pre-retirement seminars

During the Spring, the RMA was represented at two TUI pre-retirement seminars. As such seminars precede actual retirement time, not all attendees know exactly when they will finish working. I am also conscious that some members may have overlooked attending or found it impossible to get to either event.

The value of the RMA

All attendees received an RMA membership application form, and forms can also be downloaded from www.rmatui.ie. An application form and more information is set out on the opposite page.

Most time at RMA meetings is devoted to issues of concern such as 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.

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

Dan Keane, RMA Secretary.



Sponsored by
cornmarket
 group financial services ltd

Congratulations to
Vol 40 No 4 winner ANNE MARIE LOGUE
 St Vincent's Secondary School,
 Glasnevin, Dublin 11.
Vol 40 No 5 winner MARTIN QUINLIVANT
 Plunkett College, Swords Road,
 Whitehall, Dublin 9.

Crossword

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

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

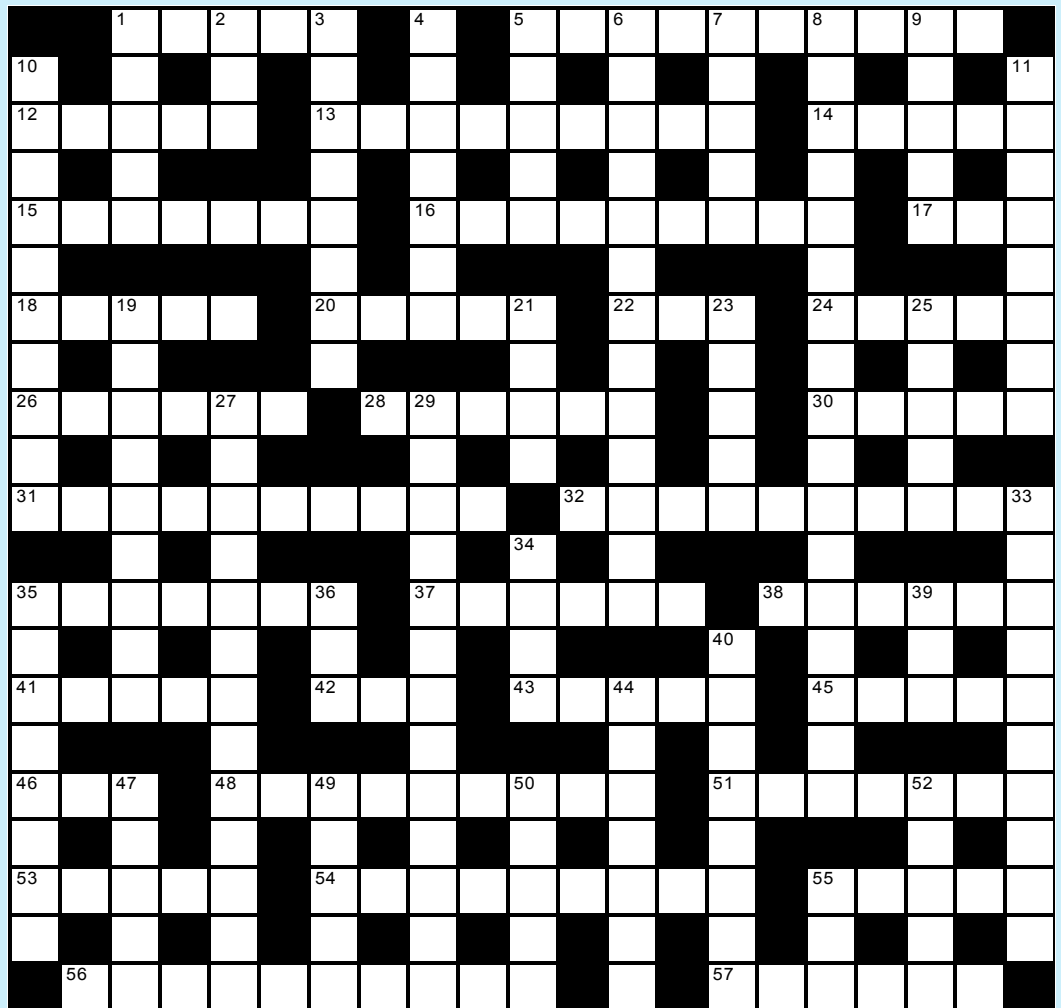
Address _____

Contact number _____

TUI Branch _____

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

Closing date for entries:
 Friday 6th July, 2018



ACROSS

- 1 Last letter of Greek alphabet (5)
- 5 A person who lends money at interest in exchange for personal property that is deposited as security (10)
- 12 A daughter of one's brother or sister (5)
- 13 A powerful cardiac stimulant obtained from foxglove (9)
- 14 More than is needed, desired, or required (5)
- 15 Telephone set with the mouthpiece and earpiece mounted on a single handle (7)
- 16 A game in which a child tosses a stone into an area drawn on the ground (9)
- 17 Rhyming lyrics are chanted to a musical accompaniment (3)
- 18 Flow in a circular current, of liquids (5)
- 20 A moving component of an electromagnetic system in the electric motor. (5)
- 22 Original and of a kind not seen before (3)
- 24 Put into service (5)
- 26 The jurisdiction or office of an abbot (6)
- 28 The Great -----, 1963 American World War II film (6)
- 30 Rowdy Roddy -----, Canadian wrestler and actor (5)
- 31 A feeling of thoughtful sadness (10)
- 32 A conventional or formulaic conception or image (10)
- 35 On or relating to the underside of an animal or plant; abdominal (7)
- 37 The distance covered by a step (6)
- 38 Reimburse or compensate (6)
- 41 Put down or press the foot, place the foot (5)
- 42 A local and habitual twitching especially in the face (3)
- 43 ----- 2000, 1995 hit by band Pulp (5)

- 45 English ruling dynasty 1485 to 1603 (5)
- 46 A field covered with grass or herbage and suitable for grazing by livestock (3)
- 48 An official of the Communist Party, especially in the former Soviet Union or present-day China, responsible for political education and organisation. (9)
- 51 A glassy thermoplastic or type of paint (7)
- 53 The body excluding the head and neck and limbs (5)
- 54 Social movement whose stated goal is to help producers in developing countries achieve better trading conditions (4,5)
- 55 Kindly endorsement and guidance (5)
- 56 Baked clay thrown in the air from a trap as a target for shooting (4,6)
- 57 Quick and light in movement or action; agile (6)

DOWN

- 1 Billy ----, R&B artist who had a hit with "When the Going Gets Tough, the Tough Get Going" (5)
- 2 Each of a pair of globular organs of sight in the head of humans and vertebrate animals. (3)
- 3 Of or relating to the process of hearing (8)
- 4 1978 hit song from Billy Joel (3,4)
- 5 Construct, build, mount (3-2)
- 6 Acquainted with or related to people with prestige or influence. (4-9)
- 7 Annoy continually or chronically (5)
- 8 Device which projects an image over the speaker's head (8,9)
- 9 ----- the Dragon, 1973 Hong Kong-American martial arts

- action film starring Bruce Lee (5)
- 10 Curb Your -----, American sitcom starring Larry David as himself (10)
- 11 Someone who pays a levy to fund various public expenditures (8)
- 19 Disequilibrium (9)
- 21 --- Madrid - hugely successful Spanish football team (4)
- 23 A small thin crisp cake or biscuit (5)
- 25 Herbaceous plants, often grown for their colourful flowers. (5)
- 27 Mutually opposed or inconsistent (13)
- 29 Acting with less concern for yourself than for the success of the joint activity (4-9)
- 33 The theory that all knowledge is based on experience derived from the senses (10)
- 34 ---- Pitt, US actor and producer (4)
- 35 The state of being strong and active; energy. (8)
- 36 Overall circumstances or condition in life (3)
- 39 A short-neck lute-type, pear-shaped stringed instrument with 11 or 13 strings (3)
- 40 Asian bean plant; The most highly proteinaceous vegetable known; used in a variety of foods and as fodder (4,4)
- 44 A person working in the service of another (7)
- 47 The first of four months to have a length of 30 days (5)
- 49 A jurist who interprets Muslim religious law (5)
- 50 A smooth fabric of silk or rayon; has a glossy face and a dull back (5)
- 52 Established by or founded upon law or official or accepted rules (5)
- 55 Point, say at 56 across (3)