



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

VOL.44 / NO.5

May 2022



TUI ANNUAL CONGRESS 2022



#TUI22

A Word from the President – Martin Marjoram

CONTENTS:

- p.2 A Word from the President
- p.4 Annual Congress 2022 – General Secretary's Address
- p.6 Annual Congress 2022 – President's response to Minister Harris
- p.8 Annual Congress 2022 – President's response to Minister Foley
- p.12 TUI survey findings 2022
- p.14 TUI's Trade Union Studies course 2022/23
- p.15 Remembering Patricia Hurley
- p.16 New members on the TUI Executive Committee
- p.18 TUI in the media
- p.20 Annual Congress 2022 – full report
- p.38 TUI Assistance Fund
- p.40 SEC seeks examiners
- p.43 RMA News
- p.44 Crossword

Dear Members,

RETURN OF 'REGULAR' ANNUAL CONGRESS

After a number of virtual Congresses, the TUI was at last in a position to once again convene a physical Congress in Wexford in April. Enormous thanks are due to the Organising Committee, Officials and Head Office Staff of the Union, the Standing Orders Committee, the Executive Committee and the Branch delegates for the dedication and hard work which contributed to an outstanding demonstration of the TUI's democracy and values.

The full list of motions carried and referred is included in this edition and lays out a significant body of work to be brought forward in the coming year.

ELIMINATION OF PAY DISCRIMINATION IS FINALLY NEAR

The unswerving resolve of TUI Congress after TUI Congress to put an end to the scandalous pay discrimination so unjustly imposed since 2011 was yet again in evidence at Congress 2022, this time with the end in sight for the majority of affected members. While the TUI's opposition to the basic inequity of Sectoral Bargaining

is well established, the opportunity to right so disgraceful an injustice could not be spurned. Where possible, the equivalent of a 1% pay increase due from 1st February 2022 is being used by the TUI to address pay inequality issues.

Having awaited their deliberations, we were delighted that our friends and colleagues in the ASTI joined us in agreeing the restoration of the H.Dip./PME allowance, costing about two thirds of the fund for second level teachers, which of course is only available for this purpose because of the solidarity and fellowship of members across the country. Details of the Circular Letter remain to be finalised, but the TUI will work towards the simplest and most generous implementation of what has now been agreed in principle, backdated to 1st February.

RETURN TO ENTRY AT POINT 3 OF CRITICAL IMPORTANCE

Pay discrimination for second level teachers will effectively be over if we can deliver our next priority, the return to entry at point 3 of the pay scale for fully qualified teachers. The money is there, provided by us, but a spurious objection from the Department of

EDITORIAL

Martin Marjoram
President
president@tui.ie

Liz Farrell
Vice President
vicepresident@tuimail.ie

Michael Gillespie
General Secretary
mgillespie@tui.ie

Annette Dolan
Deputy General Secretary
adolan@tui.ie

Declan Glynn
Assistant General Secretary
dglynn@tui.ie

Colm Kelly
Assistant General Secretary
ckelly@tui.ie

Joanne Irwin
Assistant General Secretary
jirwin@tui.ie

John O'Reilly
Assistant General Secretary
joreilly@tui.ie

Seamus Lahart
Assistant General Secretary
slahart@tui.ie

Anne Howard
Assistant General Secretary
ahoward@tui.ie

Ann Mulcahy
Assistant General Secretary
amulcahy@tui.ie

David Duffy
Education & Research Officer
dduffy@tui.ie

Patricia Keating
Administrative Officer
pkeating@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, D06 YP89.

T: 01 - 492 2588

E: tui@tui.ie W: www.tui.ie

Printed by:
Typecraft Ltd
www.typecraft.ie



Public Expenditure and Reform has delayed progress. What is very clearly an issue unique to the teaching profession has been clouded by nonsensical claims that there are so-called cross-sectoral implications if we in the TUI (with the hoped-for cooperation of the ASTI) choose to direct our money to the removal of an injustice which damages the profession in almost equal measure to the blight it inflicts on early career teachers. Our position remains clear: all obstacles must be removed so that what is so evidently the right thing to do can be done – by us for our colleagues with our money.

BUILDING MOMENTUM – FURTHER/ADULT EDUCATION AND HIGHER EDUCATION

The same principles animated our involvement in Sectoral Bargaining in all sectors, but the calculations for our grades other than teacher in Further and Adult Education did not support the use of the fund for claims and it has instead been taken as a 1% pay increase from 1st February. In Higher Education, we remain engaged regarding outstanding pay scale inequalities and incremental credit claims and are just as committed as elsewhere to ending the inequities so recklessly perpetrated during austerity, and indeed before.

COST-OF-LIVING CRISIS

As emphasised on a number of occasions throughout Congress, the TUI, along with other Public Service Unions, will move to ensure that the inadequate increases made available in the Building Momentum Agreement are substantially augmented to take account of the cost-of-living crisis now affecting the country.

SUPPORTING UKRAINIAN STUDENTS

A significant element of that crisis is of course the consequence of the barbaric attacks by Putin's war machine on the peaceful people of Ukraine. The TUI will engage in all available forums to advance the best planning and provisions to continue the education of Ukrainian students who have arrived in Ireland having been cruelly and needlessly displaced from their homeland, while our members will continue the work already begun in support of those

students in classrooms across the country in all of our sectors.

WE WILL NOT MARK OUR OWN STUDENTS FOR STATE CERTIFICATION PURPOSES

While respectful and courteous as the TUI always is, the unwise judgements by the Minister and Department of Education to depart substantially and fundamentally from the considered advice of the NCCA regarding the review of the Leaving Certificate received from members precisely the response those decisions so richly deserved. The clarity of the motion of consequence was more than matched by the resolve demonstrated by members and the Minister and her officials could be left in little doubt that marking our own students for state certification purposes will not be entertained by us.

ADEQUATE RESOURCING CRITICAL FOR TECHNOLOGICAL UNIVERSITY PROJECTS

Since the last edition, two new Technological Universities have been established, Atlantic TU and South East TU. While tinged with sadness that long-established and valued Institutes of Technology have been dissolved as part of the process, congratulations are nonetheless due to the academic staff and the TUI representatives whose work over decades and in recent negotiations have made this transformation possible. The announcements by the Minister for Further and Higher Education regarding the funding future of third level is being examined by the union as I write – needless to say, an adequate underpinning of long-overdue resourcing is an essential element in TUs achieving their considerable potential for their communities and regions. Happy as we are to see progress towards the incorporation of St Angela's College into Atlantic TU, we remain committed to address the failures which see IADT Dun Laoghaire and Dundalk IT continue to languish outside the new configuration.

ADULT LITERACY TUTORS

As made clear to the Minister before and at Congress, a key priority for the



TUI PRESIDENT, MARTIN MARJORAM

TUI is the conclusion of the Chairman's Note process for our Adult Literacy Tutors. Sectoral Bargaining proved unsuitable to progress our very reasonable expectations that decent terms and conditions and an incremental pay scale be forthcoming for members whose admirable work on behalf of some of our most vulnerable students continues to be shamefully undervalued. We will insist that the necessary offer, and a generous one, be forthcoming as recommended by the Labour Court more than two years ago.

MY LAST EDITORIAL AS TUI PRESIDENT

Barring unforeseen upheaval, this is my last TUI News editorial. I am endlessly grateful for the tremendous support I received from across the union during my time in office, without which I could not have fulfilled these duties. I am delighted to congratulate Liz Farrell on her election as President and wish her and Vice-President Elect David Waters every success when they take up office in July. With the support of our Executive Committee, members in Branches and our hard-working Officials and Staff, I am confident that the Union could not be in better hands.

Martin Marjoram

“The TUI’s breadth of expertise and experience gives us a unique understanding of the needs and dynamics of the Irish public health education system.”

In his address to Annual Congress 2022 in Wexford, TUI General Secretary Michael Gillespie addressed a range of critical education and industrial relations issues. Some key messages are set out in the summary below.

INTRODUCTION

Since we last met, we have lost colleagues and loved ones. On behalf of the TUI, I offer sincere sympathies to their families, friends, and colleagues as we honour their memory at Congress 2022.

COVID-19

We must remember those members who are still suffering from COVID-19 and its various after-effects. The pandemic, let us not forget, is still with us.

In our schools, colleges and centres, TUI members, by action and accomplishment and by keeping the needs of their students to the forefront, maintained and delivered a quality education service.

TUI made sure that our most vulnerable members were protected by demanding – successfully – that they not return to face-to-face teaching. Because of our work and representations, high risk teachers, teachers over 60 and pregnant teachers were better protected from COVID-19.

UKRAINE

The appalling devastation visited on the people of Ukraine is both brutal and shocking. Millions have been forced from their homes and homeland. Their plight must be the concern of our nation and our profession. Ireland is playing its part by offering a safe sanctuary to the people of Ukraine. Irish educators, including TUI members, stand ready to do all we can to provide an appropriate education service to all who need it who arrive on our shores.

I ask you now to stand for one minute in solidarity with the people of Ukraine - in the hope that peace will soon be established and that the Ukrainian people can rebuild their country and their lives.

As we welcome students from Ukraine, strategic planning is needed so that we have the capacity in September to deal with the numbers who almost certainly

will be arriving over the next couple of months. We know that, already, thousands have arrived who will be looking to attend school in the last term. We also know that even larger numbers will be with us by September. An effective plan and contingency arrangements need to be available before schools close at the beginning of June. Sufficient, targeted investment must be made available to assist Ukrainian students when they arrive in our schools.

SENIOR CYCLE REFORM

Senior cycle reform will be addressed at this conference. The TUI welcomes many elements of the recent announcement by the Minister in this regard - the removal of ring fencing of LCA and LCVP, access to transition year for all students who wish to avail of it, with no artificial limits being applied in schools.

However, the changes being proposed require additional resources if they are to be successfully delivered and the Minister was very short on detail in this respect. TUI has long favoured second and additional components of assessment where they are appropriate, meaningful and assess something that cannot be assessed in a written exam.

TUI wants to keep the second and additional assessment components in the 27 (of the 41) subjects at senior cycle that already have them and build on this where appropriate. The new second components of assessment for the remaining 14 subjects must, like the 27 already in existence, be organised and externally assessed by the SEC for reliability, validity and integrity.

In any reform process, we have a duty to maintain public trust and the international reputation for excellence that the Leaving Certificate enjoys.

Let us be clear as we in TUI have always been. We are opposed to the Minister’s suggestion that second components of assessment should be marked by the students’ own teachers at school level,



TUI GENERAL SECRETARY MICHAEL GILLESPIE

with the role of the State Examinations Commission reduced to moderation. TUI is opposed to the dilution of objectivity and the compromised standards that this would involve.

WORKLOAD

Excessive workload, much of it bureaucratic in nature, is eroding the morale of teachers and is driving fine teachers from the profession. The changes that are proposed at Senior Cycle cannot be allowed in any form to increase this already severe workload of teachers, deputy principals, principals, and any post holders.

What is urgently needed is a very significant increase in the schedule of posts of responsibility. Without this, schools simply cannot meet the pastoral, administrative and curriculum needs in our schools, not to mention the critical emergent needs - to deal with the fallout from the pandemic, to provide appropriately and generously for our new Ukrainian students.

Schools cannot be expected - and should not be asked - to continue indefinitely to work on an emergency footing.

NO PRECEDENT

We carried out certain functions in relation to Calculated/Accredited

Grades on a strictly “no precedent” basis.

This no precedent approach was agreed by government and by the department. However, again this year we saw a chorus line calling for what were temporary arrangements to be made permanent. We correctly and resolutely opposed that opportunistic call.

It is therefore deeply disappointing that the Minister, in her recent announcement and without any consultation with the Unions, has said that the orals and music practicals will stay placed over the Easter break.

The TUI is calling on the Minister to review and revise her proposal regarding the scheduling of the orals and practicals.

INFLATION

Colleagues, we now face inflation, and it is inflation that arises from supply issues, which is harder to deal with than demand-led inflation. The practical manifestations of this inflation - increases in the cost of energy, fuel and even food, which we have not seen for almost two decades are of grave concern to our members and to wider society.

PAY

Inevitably, given inflationary pressures, significant pay increases are reasonably being sought by workers, including teachers, lecturers, and other educators. Recently, the Public Services Committee of ICTU requested a review of Building Momentum due to the dramatic level of inflation being experienced. Energy, fuel, and food costs have all increased very steeply over the last several months. For example, teachers who moved outside the M50 in search of affordable homes or affordable rents now find the cost of fuel prohibitive in making the necessary daily commute to work. It is costing them a lot to go to work. We await a meaningful response from Government on the issue.

BUILDING MOMENTUM – PAY DISCRIMINATION

Although we have achieved a great deal in restoring much of the difference, we still have large numbers of members who earn less than their colleagues for doing the same work. TUI, under sectoral bargaining, has costed and agreed to forgo the 1% pay increase for teachers due on the 1st of February 2022 so that the equivalent monetary value can be used finally to eliminate pay discrimination against new entrant

teachers. This money will allow payment of the Professional Master of Education allowance - currently valued at €1,314 - to those who have commenced teaching since February 2012.

I am delighted to report to you, delegates, that a long-held aim of TUI has now been achieved. We have reached agreement with the Government in the Sectoral Bargaining negotiations for the teacher grade that the H. Dip./PME allowance will be paid to all post February 2012 entrants, back dated to the 1st of February 2022.

This is a major victory for you delegates. Your unfailing, principled solidarity with new entrant colleagues under-pinned and energised the TUI's campaign on this key issue.

We are still seeking a return to the pre-2011 system of commencing new fully qualified and registered post primary teachers on the Third Point of the scale in recognition of their (now longer) unpaid training periods.

The money to end this scandal, to right this wrong, is available. It's our money and it's in the exchequer coffers. In effect, it is being donated by teachers themselves to solve this long-standing issue. It shouldn't have to be, but it is.

You have shown integrity and a sense of justice where government has failed to do so. This crass opposition by DPER to resolution of the scourge of pay discrimination must stop now, not least because pay discrimination remains a central cause of the teacher recruitment and retention crisis in second level schools.

UNRESOLVED ISSUES IN FURTHER AND ADULT EDUCATION – A RUNNING SORE

In the Further and Adult education sector, it is simply unacceptable – an indictment of the management authorities and the Department - that many members of our Union still do not have agreed terms and conditions and an incremental salary scale. Tutors are a case in point. We have an agreement – referred to as the Chairman's note – that tutors will be provided with a long-overdue career structure. Implementation of this agreement on fair terms has been serially frustrated by the departments. This is intolerable. The TUI has, at recent meetings, been assured that this matter will be addressed, and the TUI will relentlessly pursue this

abject failure of management to address this issue.

TECHNOLOGICAL UNIVERSITIES

At third level, the project to establish 5 new Technological Universities is now close to completion after many years of work, effort, and contention. The TUI has a very ambitious vision for the creation of a vibrant TU sector, and we will continue to work with those who share our determination to develop and build on the strengths, rich traditions, and achievements of the technological sector of Higher Education. To achieve this ambition, there must be unstinting practical commitment by the government, DFHERIS and managements. The Technological University sector must be properly funded, resourced and supported.

We note with growing concern that DkIT and IADT have not yet been included in this evolution of a TU sector. This is deeply disappointing to our members in the affected branches and to the membership nationally. We will pursue this matter with vigour until the two institutions are appropriately brought into and accommodated within the TU structure.

FUNDING

Additional resourcing far beyond what is currently available is essential if our policymakers generally want to ensure that every learner is provided with a level playing field and the clear opportunity to achieve to the maximum of potential. The latest OECD Education at a Glance report in 2021 shows that out of 36 countries for which figures are provided none spends a lower proportion of national wealth on education than Ireland. The pandemic has brought the effects of this sustained underinvestment into very sharp focus.

CONCLUSION

After the INTO, the TUI is the second largest Irish teacher union with over 20,000 teachers, lecturers, and other educators across second level, third level and further and adult education. This breadth of expertise and experience gives us a unique understanding of the needs and dynamics of the Irish public education system, an understanding that we will share with Ministers Foley and Harris both of whom will address our Congress this year.

‘Our advice to you is clear – give consultation and negotiation with us a chance because the other way is always much, much harder’

Some excerpts from TUI President Martin Marjoram’s response to Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, on Tuesday 19th April

It is a pleasure, Minister, to welcome you and Officials from your Department to our Annual Congress. Thank you for your address, and indeed thank you for the address you made remotely to our recent conference on TUs even though you were so clearly unwell.

COVID-19

Your focus on funding is important Minister. The pandemic starkly demonstrated the basic truth highlighted by the TUI for many years – the shameful underfunding of Irish Education. The latest OECD report shows that Ireland spends only two-thirds of the average proportion of national wealth on education.

We were desperately ill-prepared for the challenges thrust so suddenly upon us. The extraordinary efforts of staff and students must not be allowed to obscure the inequalities, with deficits in national infrastructure and social fabric making continued engagement with education an almost insurmountable task for those unfortunate enough to be among our least advantaged.

Across Higher, Further and Adult Education the message is universal that the necessary funding continues to be withheld. The TUI welcomes and acknowledges recent improvements and the further indications from you, Minister, of additional resources.

One area of long-standing concern to the TUI has been the inadequate supports for students with Additional and Special Educational Needs as they transition into Further and Higher Education. We are thankful, Minister, for your interest, and indeed passion, for this issue.

On a no-precedent basis, Minister, TUI members took on significant additional work to keep education operating during the pandemic. While lessons and benefits can be taken from our shared experience let there be no doubt: “no-precedent” means what it says.

UKRAINE

The despicable attacks by Putin’s forces on the people of Ukraine have created an unprecedented humanitarian crisis in Europe. Members of the TUI will be part

of the great effort to provide all possible support to those Ukrainians seeking sanctuary here. The provision of the necessary resources and coordination must be prioritised. The identification and utilization of capacity as well as provision of additional services, including language and psychological supports, must be advanced through necessary consultation.

THIRD LEVEL FUNDING

You told us Minister at our Conference in TU Shannon in March of your intention for a “one pot” third level funding model which would be equitable for students whether enrolled in a TU, IoT or legacy university. The one pot, Minister, needs to be substantially bigger than the two pots it replaces.

The essential elements of our sector’s success must receive the necessary resource – the class sizes, practical focus and easy access of students to lecturing staff central to our approach must not be undermined.

Tread carefully, Minister – in this case you really do tread on our dreams, and indeed those of our students.

OECD REPORT

The long-awaited OECD Report also appears to us in both the guise of a promise and a risk. Weekly lecturing hours settled on 40 years ago and an almost non-existent career path have stifled innovation and will render impossible the upward step-change sought for TUs in research and engagement. Significant negotiations must follow the OECD’s publication. TUI members will not vote for lesser terms for future colleagues, nor for a model with contact hours replaced by exploited staff.

No workload model in third level will make any sense without specific provision for the additional demands of online provision.

The place of researchers in third level is marked globally by precarity, casualization and exploitation. The TUI will not agree to replicate those ills. We are dismayed, Minister, that 10 years after the effort started researchers in our sector are still



MARTIN MARJORAM AND MINISTER SIMON HARRIS

denied access to a pension scheme.

INDUSTRIAL RELATIONS FORUMS

Our claim regarding terms, conditions and pensions for researchers is the perfect example of the ineffective nature of the IoT IR Forum. We value the forum, along with the National Negotiation Forum and the ETB IR Forum and the agreements that all too infrequently emerge from them. Minister, all of these forums need to become far more effective. Claims and issues cannot be allowed to drift for years. The contrast with forums established to deal with the pandemic is stark. You must take a hand, Minister, to speed these forums along.

ORGANISATION DESIGN OF ETBS

One issue rescued, we hope, from the mire after years of inertia is that of the Organisation Design of ETBs. Having finally moved past the daft idea that only the upper echelons needed to be designed at all, we look forward to continued engagement.

Speculative discussion about the FET College of the Future must not be allowed to deflect from consideration of the FET College of the Present, Minister, and the need for clear policy and national strategy, devised with the full participation and cooperation of the Union and other key stakeholders.

While our members in VTOS continue to provide essential service and the TUI remains committed to protecting those members' terms and conditions, including allowances, ETBs are already unilaterally beginning to dismantle this service. Minister, you must rein in damaging unilateralism in the ETB sector. Control and oversight must come from the centre, Minister, from you and your Department.

TECHNOLOGICAL UNIVERSITY PROCESS

TUs offer promise and opportunity. The TUI remains committed to full engagement in shaping that new TU Sector – our worry is the commitment of those who should engage with us. We are expecting to participate in the design of a sector. The formation of independent republics attempting to operate outside the national IR Forums will be resisted.

Amidst Ireland's hundred years of bungled regional policy, our RTCs and IoTs have shone – quite possibly Ireland's most successful regional initiative. Unwise policy, poor design, Governing Bodies or Presidents unclear on the precious nature of the legacy they inherit cannot be allowed to dim that light, or indeed to engineer a move away from an educational model unequalled in providing opportunity to those groups under-represented in third level education.

Such loss of focus may bring mission drift and threaten the decades-long adherence of successive Governments to the binary system of third level education.

The TUI was merely shown the TURN report, not invited to help shape it. An identity and a vision for the Irish Technological University remain ill-defined. The TUI will insist on real engagement on a question which is central to whether TUs will indeed deliver on their potential.

At Government insistence, it was a requirement that IoTs merge in order to form a TU – at which point Government allowed the sector's Presidents to reshape vital educational infrastructure. Few national reconfigurations have been subject to so random a process. Little wonder, as the music stops on 1st May with the establishment of the South East TU, that two IoTs will still be standing. The need for central guidance and direction is pressing. Minister, we are not asking you to force these IoTs into a TU, but we absolutely expect you to dismiss comprehensively fantasies of University status arising some other way and to be uncommonly encouraging of acceptance

by an existing TU of any section 38 application that arises.

On a happier note, the TUI is delighted with progress towards the incorporation of St Angela's with Atlantic TU. We thank you and your Department for the work on the necessary legislative provisions to allow another crucial step in forging the new TU sector.

The strong representations of the TUI were heeded regarding the composition of Governing Bodies of TUs. Proposed changes under the HEA Bill would have undermined democracy in our TUs and breached the May 2017 Agreement. Continuation of the current election processes is greatly welcomed.

SECTORAL BARGAINING

Minister, the TUI views Sectoral Bargaining as a deeply unjust process which will hopefully never be repeated.

An analysis of the data did not support progress on our claims in Further Education, but in Higher Education the removal of remaining pay scale inequalities and two incremental credit claims are under consideration. We seek your assistance, Minister in promoting a reasonable approach. The barmiest idea floated from DPER is that any portion of the 1% directed to a fund to pay for the first of our incremental credit claims must continue to be lost forever, even after the claim is paid for. We are trying to solve problems, Minister, and bearing the cost ourselves – absurd rubbish that solves nothing must be cleared out of the way. We look to you, Minister, to bring sense to bear so that the 15-year injustice of LCR 18366 can at last be ended.

As this national agreement nears its end, Minister, its modest pay rises are entirely swallowed up by inflation – national pay policy must address legitimate public sector demands regarding the cost of living, made all the worse by the continuing housing crisis.

YOUTHREACH

Our members in Youthreach are heartened by the enthusiasm you have demonstrated for the programme. While welcoming recent progress made in concluding the incremental credit element of our claim, we will pursue what remains. As an alternative second level provision, continued close links with the Department of Education must be maintained into the future.

A further point of intersection of the two Departments is the negative impact of the second year of the PME on teacher supply. The highest calibre educators are

needed for Ireland to meet the challenges of the future and the needless impediment of this second year of high fees and lost earnings must be removed.

Also requiring radical surgery is the CAO points system and the enormous and undue pressures that arise from it.

Further Education's place on the CAO system must enjoy parity of esteem with Higher Education making clear the state's ability to use both sectors to best meet students' individual needs.

APPRENTICESHIP

We are happy, Minister, to see the improved visibility and the greater recognition you afford to apprenticeship. The promotion of all options, with the key involvement of guidance counsellors, and the correct balance regarding what appears on the CAO system, will be essential.

The objectives and ambition of the Action Plan for Apprenticeship are welcome and we hope the establishment of the National Apprenticeship Office will help to drive the expanded vision and scope for apprenticeship. As a key party and passionate advocate for the education of apprentices, the TUI should be more involved.

Not for the first time, Minister, we point to the absence of a TUI voice on significant boards undermining properly informed decision-making – in particular we insist, and not for the first time Minister, that the TUI must be represented on the Board of SOLAS.

CHAIRMAN'S NOTE

In closing Minister, I must refer again to our Adult Literacy Tutors. Our members have seen enough delay and we repeat what is now becoming mantra – an offer needs to be made as recommended by the Labour Court more than two years ago. The outstanding issues must be addressed, and generously addressed in recognition of the dedicated service and the value of the work undertaken by these members who have waited far too long for decent terms and conditions of employment. Minister, the shameful continuation of the need for hard-working professionals to sign on to social welfare for periods of the year must end and must end now.

You will find, Minister, that we will be both robust and professional in your dealings with us, but our advice to you is clear – give consultation and negotiation with us a chance because the other way is always much, much harder – we make sure of that.

‘Avoid the mistakes of the past, Minister – leave teachers to teach and examiners to examine – on that basis you will find us constructive partners in building a better education system together’

Some key points from President Martin Marjoram’s response to Minister for Education Norma Foley on Wednesday, 20th April.

Minister, you are very welcome to our Congress. Thank you for accepting our invitation to address us. The TUI looks forward to continuing to work with you and your Department.

FUNDING

To quote the latest OECD report: “Giving everyone a fair chance to obtain a high-quality education is a fundamental part of the social contract. To improve social mobility and socio-economic outcomes, it is critically important to eliminate inequalities in educational opportunities.”

Minister, with those aims in mind, Ireland does not spend enough on education. Last out of 36 countries in the OECD in how much of national wealth is spent on second level education is lamentable.

Increased teacher allocations in response to the pandemic must be added to. The contrast between our enormous class sizes and those in other jurisdictions should be a source of shame and a rallying-cry for improvement.

Minister, you have acknowledged the extraordinary efforts of teachers in keeping education operating during COVID-19. We are deeply conscious of the inequalities with the greatest educational losses suffered by those already most disadvantaged.

The addition of a further 37 post-primary schools to the DEIS scheme is good news, but even better if Deputy Principals in DEIS schools were announced as ex-quota.

And Minister, inequalities between different school sectors must be removed – ETB schools cannot be disadvantaged regarding allocations or inferior payment for teachers out of field.

This last issue has been an agenda item for years at the Teachers’ Conciliation Council and the failure to have it addressed the perfect illustration of the ineffectiveness of that forum. Issues drift for years or lie endlessly under the cold hand of DPER. The excellent engagements which allowed fast, necessary decisions in response to COVID-19 provide the model for future engagement.

UKRAINE

We welcome a similar format of engagement as for the pandemic so that families fleeing Putin’s barbaric assault on the Ukrainian people can have the best possible education for their children. Our members have already begun to play their role. We in the TUI will engage constructively and actively. It is crucial that all necessary preparations and resources are ready for September.

LEGAL CASE IN KERRY

As you know, Minister, a number of our members were employed by the Kerry Diocesan Youth Service providing Youthreach services under an arrangement requiring a pension scheme no less favourable than that available in the public service. The scheme is now under threat. Minister, you and your Department have a moral responsibility to ensure commitments made in relation to our members’ pension scheme are honoured.

SECTORAL BARGAINING AND PAY EQUALITY

Sectoral Bargaining is deeply unjust – once done with, our fervent wish is never to see it again.

The TUI will stand for pay discrimination no longer. We are determined to seize this opportunity to remove this blight from the teaching profession. Our key objectives are costed by your officials and lie within the scope of the fund.

One of these is now agreed – the restoration of the HDip (or PME) allowance. The TUI position to restore the allowance was communicated early in the discussions – we are delighted that the ASTI has now come to the same position.

Well within the remaining resource is a return to entry at point 3 of the salary scale for fully qualified teachers. The minimum requirement to even enter the profession now takes longer to achieve, costs more, and involves more time in the classroom.

The TUI’s campaigning, industrial action and negotiations have reduced the career loss for teachers under austerity attacks from half a million euro to about €30,000



MARTIN MARJORAM RESPONDING TO MINISTER FOLEY

with the PME allowance secured. We must complete the journey, Minister – and the TUI and its members have not only sign-posted the way – we are paying the fare.

No more foot-dragging from DPER should be allowed to delay the righting of what was always so manifestly wrong. Pay equality for teachers is finally within our grasp, paid for by us – we insist Minister that you do all in your power to drive it home at last.

And once pay equality is achieved the TUI will move decisively to address the gaping injustice of the inferior pension imposed since 2013.

The modest pay rises of Building Momentum are more than swallowed up by inflation. Minister, national pay policy must address legitimate public sector demands regarding the cost of living, made all the worse by the housing crisis.

RECRUITMENT AND RETENTION CRISIS

The recruitment and retention crisis in teaching was brought into even sharper relief by the pandemic. A recent TUI survey showed 98% of schools experiencing recruitment difficulties in the previous 6 months. The reluctance to make ab initio permanent appointments adds casualization, often on less than full hours, to the list of disincentives.

The time has come for removal of all impediments to getting the best qualified into the profession. The TUI is doing its part with our members funding the removal of pay discrimination. The second year of the PME must also be removed.

POSTS OF RESPONSIBILITY

During austerity, our education system was further sabotaged by the loss of Posts of Responsibility, felt across the school community. Ever-increasing bureaucratic demands stretch beyond breaking the resources in place. In survey after survey our members report paperwork interfering with their core activity of teaching.

There are reasons for the crisis in recruitment and retention, for the continuing loss of talented teachers overseas and to other careers. We have spelled out the remedies, Minister, and they are in the hands of Government.

STATE EXAMINATIONS

Given its difficult evolution, we insist on continuing commitment to the 2015 Junior Cycle Implementation Agreement and emphasise again the need for a full review.

Our state examinations are one of the few institutions of the state which command such trust and confidence. Our history is littered with the proof that who you know is far too important. Extraordinary efforts by teachers enabled tens of thousands of young people to progress. The trust and credibility of the system and of those young people's qualifications were retained, but by a narrow margin. The view now that no-precedent necessity was in fact an opportunity for "learnings" smacks of opportunism.

The NCCA consulted and deliberated for years with regard to the review of the Leaving Certificate. Their report rested with you for nine months, Minister, while all involved awaited your decisions.

It is important to highlight the positives. The necessity to build on the valuable experience in Junior Cycle of Level 1 and Level 2 learning programmes with appropriate follow-on modules was sought by the TUI and is hugely welcome. The same applies to the opportunity for all children to participate in Transition Year. The removal of barriers between LCA and LCVP and the rest of the Leaving Certificate cannot come soon enough for us, and we have pointed out for some time impediments created for LCA students from lack of access to mathematics in particular.

The TUI has always supported additional assessment components. 27 of 41 Leaving Certificate subjects already feature at

least one, and we favour more provided that they are appropriate to the subject, measure proficiencies which cannot be measured by the written examination, and most importantly are externally assessed by the SEC.

You have acknowledged, Minister, the need for significant additional resources and we are happy to see the inclusion of professional time for teachers.

The unilateral elements in your announcement absent from the recommendations in the NCCA report that are truly troubling, Minister.

In what is now described as an interim measure, Paper 1 in Irish and English will move to the end of fifth year while two new subjects are to be introduced out of the blue. Minister, the potential impacts of such change need the consideration of the dedicated statutory body before they are announced, not after.

Educationalist Paulo Freire cautioned that, "reflection and action must never be undertaken independently".

The very announcement of such change is a hugely significant action on which no-one in the profession had any opportunity for reflection at all.

Just as teachers, in another no-precedent COVID response, were about to give up a large part of their Easter to facilitate orals and practicals, it was announced with no prior consultation that this arrangement is now permanent.

For all your years in the classroom, we fear that your reflections were not informed by actions and realities on the ground, and particularly with regard to teacher-based assessment, for an all-too-familiar sounding 40% for those who came through the Junior Cycle dispute.

Minister, you and Government colleagues have been asked whether teacher-based assessment was included in the NCCA recommendations or was subject to prior consultation. The answer to both questions is "no": teacher-based assessment was not in the NCCA recommendations; there was no prior consultation.

When your predecessor went against NCCA advice, then Minister Joe McHugh said, "I made history compulsory so that future generations can learn how to avoid the mistakes of our past". If only your Department could learn to avoid the mistakes of the past, Minister.

The TUI's opposition to teachers marking their own students for state certification has not diminished, and indeed has just this morning received unanimous confirmation.

The change in the student-teacher relationship arising from such assessment is profound. Our advocacy for our students, the sense of common purpose with them, is immensely valuable. In spite of our threadbare education budget, Ireland is literally the best in the world at keeping children in school past the age of 15, very largely on the basis of that relationship. It must not be sacrificed for what looks to us to be either ideology or ill-considered grafting of practice from other cultures and jurisdictions onto an Irish context.

Additional components of assessment running successfully are externally assessed – why undermine what is working?

There are indeed "learnings" from Calculated and Accredited grades, Minister – don't go there unless you absolutely must.

We recall the legal challenges and the court cases; the pressure on some teachers was immense; grade inflation ballooned alarmingly, an inevitable consequence which will require careful unwinding; for some students every assessment and homework became high-stake – not an opportunity to learn, but a step in influencing the teacher towards a high mark; in the rare instances of departures from correct procedures, there simply was not the oversight and corrective action we would have expected – Ireland has too painful a history of those with an oversight and regulatory role being too invested in the system.

The TUI's deeply held belief that teachers should not assess their own students for state certification purposes was reinforced.

It is as though Calculated and Accredited grades allowed us to open a door a crack to see a howling gale outside – that door needs to be slammed firmly shut Minister.

No Minister, we urge you in the strongest terms, direct your and your Department's energies elsewhere – do not ask us to co-design, co-construct, co-author, co-concoct or co-half-bake that which is anathema to us and which will not work. By all means pursue the excellent recommendations of the NCCA; provide the resources which will make them work; proceed with what may be the most important reform, which is of the CAO system. Avoid the mistakes of the past, Minister – leave teachers to teach and examiners to examine – on that basis you will find us constructive partners in building a better education system together.



HOW TO MOVE YOUR CURRENT ACCOUNT

Many members will be negatively affected by the decision of Ulster Bank and KBC to cease their operations here. You can open a current account with us and have your salary paid into it. It has a Mastercard Debit card attached and you will also have full online access via our mobile app.

The best first step to take is to open a current account with us. It's one of the most affordable on the market at €4 per month. Once you have the account opened you will then be ready to start the Switching process and follow the steps outlined below:

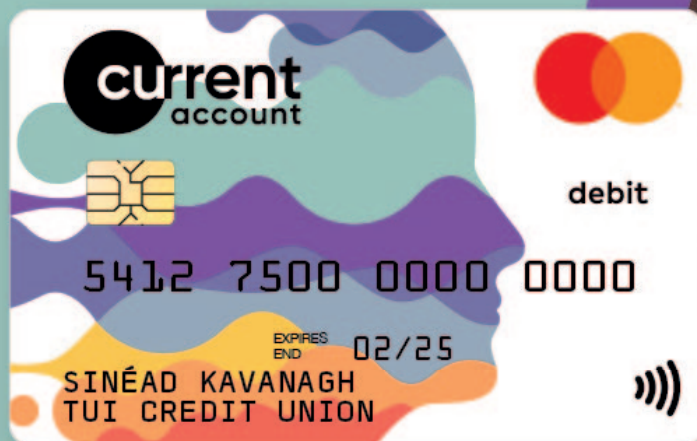
- 1 Choose a New Provider: TUI Credit Union**
 We offer overdraft facilities up to €5,000 and provide mobile payments like Apple Pay or Google Pay. All from your credit union that you know and trust all at the very competitive and affordable rate of €4 per month.
- 2 Setting Up a Current Account with TUI Credit Union**
 TUI Credit Union members will be able to apply for a current account instantly through the mobile app. Once your current account is opened you will receive a welcome letter from us detailing your BIC and IBAN. If you have applied for a debit card, it will take approximately 10 business days to receive both your debit card and your PIN (personal identification number).
- 3 Contact TUI Credit Union**
 Let us know you want to switch your current account to TUI Credit Union and our staff will be happy to help. We'll supply you with a switching pack which will contain all the information about us that you'll need.
- 4 Pick a Switch Date**
 You'll need to agree a date with us for the switching process to start (this is called the switch date). Ideally this date should be a time during the month when there's the least amount of activity on your account, making it easier for you to switch. It also means that you don't miss any direct debits or payments.
- 5 Switcher Form**
 We will ask you to complete an account transfer form. This form will be sent to your old bank, which will supply details of your direct debits and standing orders to TUI Credit Union, to help make the switching process smoother. Any money in your old account will be transferred over to your new account for you. When picking your switch start date, allow at least three working days for the switch form to be received by your 'old' bank.
- 6 For Switchers**
 When the switch is complete funds from your old account will be lodged to your new current account. Check the list of existing standing orders and / or direct debits that your 'old' bank has sent us. Let us know if you want any changes made to your standing orders. To change or cancel any direct debit(s) you must contact your provider (the direct debit originator) directly.
- 7 Update Your Employer**
 Update your employer or anyone else who pays money into your account your new TUI Credit Union account details.

AVAILABLE JUNE '22



Current Account from TUI Credit Union

- ✓ Same Friendly Service
- ✓ Easy to Sign Up
- ✓ Globally Accepted Debit Mastercard®
- ✓ Apple Pay, Google Pay, Fitbit Pay
- ✓ Transparent, Low Fees



Find out more



01 42 66 060



currentaccount@tuicu.ie



www.tuicu.ie



Mastercard is a registered trademark and the circles design is a trademark of Mastercard International Incorporated. This card is issued by Transact Payments Malta Limited pursuant to licence by Mastercard International. Transact Payments Malta Limited is duly authorised and regulated by the Malta Financial Services Authority as a Financial Institution under the Financial Institutions Act 1994. Registration number C 91879. TUI Credit Union Ltd is regulated by the Central Bank of Ireland.



TUI SURVEY 2022

Pay discrimination, accommodation, the legacy of COVID-19 and other key issues

Ahead of Annual Congress 2022, the TUI carried out a survey of members in the Post-Primary and Further Education and Training sectors across a range of issues. The online survey of 1,209 members was carried out in March and April and the findings received extensive media coverage. Thanks to all who took the time to complete it!

Pay discrimination & accommodation issues



Of those employed from 2011 onwards, 30% believe at the moment that they will still be in the profession in ten years' time.



Of those employed from 2011 onwards, 75% believe they will still be in the profession in ten years' time should pay discrimination be completely resolved.



65% of teachers appointed from 2011 onwards did not get a contract of full hours upon initial appointment.



Based on their teaching salary, 73% of those appointed after 2011 do not believe it would be possible for them to get mortgage approval for a property in or near the location where they work.



Meanwhile, of those renting among the same cohort, 98% said it would be extremely difficult (77%) or difficult (21%) to secure new accommodation in the locality if they had to vacate their current accommodation.

Paperwork & bureaucracy deflecting from teaching & learning



90% agree strongly (66%) or agree slightly (24%) that bureaucratic duties/paperwork regularly deflect from their core role of teaching.



91% agree strongly (80%) or agree slightly (11%) that bureaucratic duties that deflect from teaching have increased since they commenced their career.

The legacy of COVID-19 – resourcing required to help students who lost out



87% of respondents believe that additional supports are required from 2022/23 to assist those students who lost out most from the disruption to teaching and learning as a result of COVID-19.



84% of respondents believe that emergency remote teaching and learning had a disproportionately negative effect on students from disadvantaged backgrounds.



84% also believe that some students were unable to engage with emergency remote teaching and learning as a result of not having access to appropriate electronic devices.

From a list, teachers ranked the following supports in order of what they would most like to see implemented in the next academic year to assist students who have lost out as a result of the move to emergency remote teaching and learning:

1. Increased teacher allocation to facilitate smaller classes
2. Increased teacher allocation for learning support
3. Enhanced guidance counselling support
4. Full restoration of middle management positions
5. Enhanced IT infrastructure and equipment/devices



Involvement in voluntary extracurricular activities



Prior to restrictions necessary as a result of COVID-19, 59% of respondents were involved in extracurricular activities in their school such as sports, drama, music, debating etc. outside of timetabled hours.



Of those involved, 57% spent a weekly average of up to two hours, 33% spent a weekly average of between two and four hours and 10% spent a weekly average of over four hours on these activities.

Limited places left on TUI's accredited course in Trade Union Studies for 2022/23

In October 2019, the TUI set up its first online course for Union representatives in collaboration with the City of Glasgow College Trade Union Centre. The venture has been a great success, with two cohorts - 60 members in total - now having completed the course, which addresses topics such as the role of representatives, how to access resources and how to deal with disciplinary and grievance procedures.

The course is fully accredited and the successful participants are awarded a level 5 Certificate in Trade Union Studies. To date, participants have come from across the various sectors in which the TUI represents members and in feedback members have expressed the enjoyment and satisfaction they got from doing the course and how it gave them extra confidence in fulfilling their various roles in the TUI from member of the Workplace Committee to Branch Officer.

The TUI is now inviting applications for a limited number of places for next year's course which is scheduled to commence in October 2022. For further information or to enrol contact John O'Reilly at joreilly@tui.ie



PRESENTATION OF CERTIFICATES FOR TRADE UNION STUDIES COURSE AT ANNUAL CONGRESS 2022

Building A Skilled Future: WorldSkills Ireland Returns in September

A partnership between enterprise, industry, education, training, and government, WorldSkills Ireland is returning to the RDS Simmonscourt, Dublin, from 13th – 15th September 2022.

Following 2019's incredible success when 12,000 people visited the three-day event, the event is returning and will be a live celebration of apprenticeships, skills and careers to inspire young people from across the country.

The event will open school leavers' minds, correcting some of the more traditional stereotypes associated with certain sectors and educating young people on career options and progression.

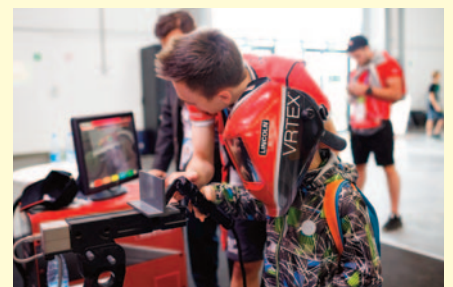
WorldSkills Ireland is a one stop shop to see and partake in skills of the future, and for young people, it's an

invaluable learning experience that can have a lasting impact on young people's future.

WorldSkills Ireland is set to inspire the next generation of skilled young people to follow their passions, interests and talents. For further information on WorldSkills Ireland please see www.worldskillsireland.ie or follow WorldSkills Ireland on social media.

Register to visit now at www.worldskillsireland.ie | Opening hours are from 10:00 – 17:00 and group time slots will be allocated from 10:00 – 12:00 or from 13:00 – 15:00. Attendance is free.

Should you have any questions on the event please contact the WorldSkills Ireland Live Team on 01 8460020 or email info@eventhaus.ie



Tribute paid to Patricia Hurley on 50th anniversary of tragic death

At Annual Congress 2022, former General Secretary Jim Dorney paid tribute from the podium to Patricia Hurley on the 50th anniversary of her tragic death. Patricia was the first woman to hold the office of Vice President of the Union, a mould-breaking achievement of which she was justly proud.



JIM DORNEY PAYS TRIBUTE TO PATRICIA HURLEY AT ANNUAL CONGRESS 2022

“Patricia was a committed educationalist,” Jim said. “She was the Union representative on Aontas and liaison person with UNESCO and she won a scholarship to study the education system in Denmark.”

“She espoused an education system that was free, co-educational and multidenominational.”

However, it was not only education that was the defining issue of her term of office, but her tireless work for members in Co. Wexford who were involved in a dispute with management. “Patricia was to the fore in organising and supporting strikes both locally and nationally – a special congress was called to support the Wexford strike and a national levy to finance it was agreed. She was particularly active

in attending branch meetings in Wexford to support and advise the striking teachers.”

“She herself was a teacher in Killorglin Vocational school in Co. Kerry with a full timetable, yet she was not found wanting in her commitment to fighting the injustice in her visits to Wexford. It was during one such visit that she was involved in a horrific road accident and killed instantly. Her death was a huge shock to both her family and her union colleagues. Her funeral was one of the saddest events in the history of the union. It was attended by members from all over the country including myself. The funeral became the rallying point for the continuation of Patricia’s work.”

“Eventually the Wexford dispute was resolved in the union’s favour. The victory ensured that teachers, not only in Wexford, but throughout the country, would never again endure the harsh working conditions that were the cause of the strike.”

“I’m immensely pleased that the union has chosen this Congress in County Wexford to honour the memory and the sacrifice of Patricia Hurley. I also want to say thank you to Sean McCarthy for reminding us of this significant anniversary.”

New members on the TUI Executive Committee

With effect from Congress 2022, there are five new members on the Executive Committee, with Laura Conheady (Area 1) having taken up her new role earlier in the year.

At the time of going to print, an election to fill Area 19 was ongoing.

Sincere thanks are extended to Rebecca Jones (Area 1), Micheal Martin (Area 3), Aidan Brogan (Area 11), Rose O' Mahony (Area 13), Maria Parsons (Area 15), Ray Ryan (Area 17) and Joan Cleary (Area 19) for their hard work and diligence on behalf of members over the course of their terms, much of which coincided with the significant challenges posed to TUI members by COVID-19.



AREA 1 -

Wicklow, Kildare, Laois,
Carlow

LAURA CONHEADY

Carlow Institute of Further Education,
Kilkenny Road,
Carlow



AREA 3 -

Cavan, Monaghan, Louth,
Meath

ANTHONY QUINN

Inver College,
Carrickmacross,
Co. Monaghan



AREA 11 -

Galway City, Co Galway,
Co Mayo

JEAN BESWICK

Galway Community College,
Wellpark,
Galway



AREA 13 -

C&C Counties Dublin, Kildare, Louth,
Meath, Wicklow, Monaghan, Cavan

KIERAN TUMMON

Mount Temple Comprehensive School,
Malahide Road,
Dublin 3



AREA 15 COLLEGE AREA -

Dublin (excluding city), Louth, Monaghan,
Cavan, Meath, Kildare, Offaly, Laois,
Wicklow, Carlow, Kilkenny, Wexford

ANTOINETTE ROURKE

Dundalk IT, Dublin Road,
Dundalk, Co Louth



AREA 17 COLLEGES AREAS -

Cork, Tipperary,
Waterford

SHANE O'ROURKE

MTU Cork,
Bishopstown,
Cork

What is your financial backup plan?

In 2021, the TUI Income Continuation Plan paid out **over €1.5 million*** to members who were ill or injured and couldn't work.



If you don't have a backup plan, start now by protecting your salary with the TUI Income Continuation Plan!

 Cornmarket |  50 years

Call (01) 470 8070

*Based on TUI Income Continuation Plan Claims paid out in 2021. Source: New Ireland, March 2022.

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.

The TUI Income Continuation Plan is underwritten by New Ireland Assurance Company plc.

New Ireland Assurance Company plc is regulated by the Central Bank of Ireland. A member of Bank of Ireland Group.

18100 TUI ICP Advert 03-22

TUI in the media

The following is a sample of some recent TUI-related media coverage.

Plans afoot to add 200 extra medicine college places – *Irish Examiner 16/4/22*

The Teachers' Union of Ireland (TUI) has called for significant additional funding for the third-level sector. The union has also reiterated its call for a levy to be applied to corporate profits to generate a dedicated fund for higher education.

"The most obvious point to make regarding Technological Universities (TUs) is that they must be properly funded if they are to achieve their considerable potential," said **Martin Marjoram, TUI president**.

"To date, the political system has failed to answer our repeated insistence that the era of underfunding at third level must end."

Speaking on **RTE's This Week programme** on 17th April ahead of Annual Congress, **TUI General Secretary Michael Gillespie** said the Union wanted Minister Foley to confirm payment of PME allowance to post-2011 teachers and also a higher starting point on scale in recognition of six-year training period. "We expect the Minister to confirm that the PME allowance will be paid to all members... Since last year, TUI members have been prepared to give up a 1% pay increase due in February to end pay discrimination."

"Also, a lot of teachers don't start on full jobs in second level, they start on hours. So by starting on the third point of the scale, they would get back some of the losses. We want the Minister to confirm that."

Teachers' conferences: Five issues to dominate debate – *Irish Times 18th April*

While the TUI has welcomed many elements of the recent announcement in relation to senior cycle reform, it says State certification and external assessment are key and must be retained.

"Fairness for all students and the significant public trust that the current system enjoys cannot be put at risk," TUI general secretary Michael Gillespie said.

Many students struggling due to Covid disruption, teachers say – *Irish Times 18th April*

TUI President Martin Marjoram said the survey findings showed the need to end the "scandal" of pay discrimination.

He also said it was of great concern that 65 per cent of teachers did not get a contract of full hours upon initial appointment, which



MICHAEL GILLESPIE INTERVIEWED BY RTE'S BRIAN O' DONOVAN AT ANNUAL CONGRESS 2022

meant that for several years, they only earn a fraction of a full salary.

"To make the profession attractive, we must return to a situation where teachers are appointed to permanent contracts of full hours from the commencement of their careers," he said.

He said the TUI position is that all second level members would forgo a 1% pay increase payable on February 1st, 2022 so that the equivalent value would allow reinstatement of the Professional Masters in Education (PME) allowance to those appointed since 2012.

Mr Marjoram also said the remaining funds could also allow a return to the pre-2011 system of commencing new, fully qualified post-primary teachers on a higher point of the salary scale in recognition of their six-year, unpaid training period.

Irish Times opinion editorial by TUI General Secretary Michael Gillespie – April 18th 2022

At third level, the ongoing failure to address the funding crisis continues to have a significant negative impact, resulting in larger class sizes and less access to laboratories, equipment, materials, libraries and tutorials. Amidst the opportunities which we all hope will be realised in the Technological University (TU) sector, there are enormous challenges – challenges in funding, in establishing a coherent, unified identity and mission for the sector and

in finding the mechanisms to include Dundalk IT and IADT within TUs.

Meanwhile, in the Further and Adult Education sectors, it beggars belief that many staff members still do not have recognised, agreed terms and conditions of employment. This abject failure of management must be addressed urgently.

Now more than ever, appropriate investment in education must be seen as an essential expression of our core societal values. Investment in quality public education will secure the welfare of our people (both young and not-so-young), our economy and our society.

Majority of teachers say they can't get mortgage approval on current salaries – *Irish Examiner 19th April*

A significant majority of recently qualified second-level teachers do not believe they would get mortgage approval for a home near their school.

The finding is included in a new survey by the Teachers' Union of Ireland (TUI) released as its annual convention gets under way in Wexford.

The survey, which includes input from more than 1,200 TUI members, asked teachers about pay, recruitment, Covid-19, and workloads. Of the teachers appointed after 2011, 73% said they do not believe it would be possible for them to get mortgage approval for a property near the location where they work.



LAURA CONHEADY INTERVIEWED AT ANNUAL CONGRESS 2022

TUI President Martin Marjoram outlined key TUI Annual Congress issues on *Newstalk's Pat Kenny Show*, while **General Secretary Michael Gillespie** discussed the same on *RTE's Today With Philip Boucher Hayes* programme 19/4/22

Excessive workload 'eroding the morale of teachers' – TUI – Irish Independent 19/4/22

An excessive workload is "eroding the morale of teachers" and driving people away from the profession, according to the Teachers' Union of Ireland (TUI).

General Secretary Michael Gillespie told delegates at the TUI annual conference that there needs to be a significant increase in resources as schools are struggling to deal with the fallout from the pandemic, the influx of new students from Ukraine and the proposed reforms of the curriculum.

TUI General Secretary Micheal Gillespie discussed the effects of pay discrimination and inflation on *Today FM's Last Word* programme 19/4/22

Vice President Liz Farrell, incoming Vice President David Waters, delegate Stephen Lynch and General Secretary Michael Gillespie discussed pay discrimination and related issues on *RTE's Six and Nine news bulletins*. 19/4/22

TUI General Secretary Michael Gillespie was interviewed around teachers' key concerns on *Virgin Media's Ireland AM* programme. TUI representatives were also interviewed on *Virgin Media News, TG4 and RTE Nuacht* programmes, while the event was again covered on *RTE news bulletins* 20/4/22

'No to teacher-based assessment' – Teachers hold up placards in protest against Leaving Cert reforms as Norma Foley addresses conference – Irish Independent 20/4/22

Members of the Teachers' Union of Ireland

(TUI) held up placards in protest against Leaving Cert reforms as Education Minister Norma Foley prepared to address them at their annual conference.

Senior cycle reform has been one of the hot topics at the three-day conference in Clayton Whites Hotel, in Co Wexford.

Dozens of delegates held placards saying: "No to teacher-based assessment for State certification," as Ms Foley entered the room.

Earlier a motion of consequence, which outlined that delegates will resist the imposition of teacher-based assessment for State certification purposes, was unanimously passed.

Teacher-pupil assessment 'is like asking a driving instructor to test clients' – Irish Independent 21/4/22

Liz Farrell has said that expecting teachers like her to assess their students for the Leaving Cert would be like driving instructors testing their own learners.

It would change the nature of the important relationship between teachers and pupils – for the worse, she added.

Ms Farrell believes it is vital to keep the separation between the person teaching the subject and developing students' potential and the person who assesses the student's work.

New pay deal must take account of workload and inflation, TUI delegates hear – Irish Times 21/4/22

The next pay agreement must adequately compensate for the increased workload facing teachers as well as the impact of inflation, delegates at the Teachers' Union of Ireland conference were told on Wednesday.

Brigid Delamere of the TUI executive committee said that teachers saw their pay decimated during the financial crisis over a decade ago.

"That was about 13 years ago, and we have barely managed to achieve restoration," she said. "We worked harder and became - if it was possible - even more productive. During the pandemic, we were asked once again to put our shoulder to the wheel, and teachers and lecturers went way beyond our contract of employment. But now we feel taken for granted."

Leaving Cert: Teachers now opposing permanent move to Easter break for oral exams – Irish Independent 21/4/22

The Teachers' Union of Ireland (TUI) conference has voted to resist moves to make a permanent switch to running Leaving Cert orals and music practical exams over the Easter holidays.

Teachers at the conference discussed implementing anti-racism programmes, with TUI executive member Shane Curtin criticising the lack of a national anti-racism programme in schools and their lack of urgency in implementing one.

He said that there is a lack of a consistent approach or timelines from the department, with over 20 years of unfulfilled promises.

"Some excellent NGOs have tried to plug the gap, like the Irish Traveller Movement's Yellow Flag Programme but they can only take on seven or eight schools a year because of funding shortages," he said.

"Our school communities are ready for this change, and many teachers and students in our communities voiced support for Black Lives Matter in 2020. But we need consistency." – *Irish Times* 21/4/22



STEPHEN LYNCH INTERVIEWED AT ANNUAL CONGRESS 2022

ANNUAL CONGRESS 2022 REPORT

RESOLUTIONS CARRIED

RULE 23 MOTION OF CONSEQUENCE – NO. 2

Senior Cycle Review

Congress notes the announcement of 29th March by the Minister for Education in relation to the “Reform of Senior Cycle Education - Equity and Excellence for All”.

Many structural and curricular elements of the proposed reform are progressive and closely reflect the views and advice of the TUI. These include

- making Transition Year available to every student from 2024
- reducing the barriers between the Leaving Certificate Applied, Leaving Certificate Vocational Programme and Leaving Certificate Established programmes
- creating Senior Cycle level 1 and level 2 pathways for students with special or additional needs
- extending to all subjects second or additional components of assessment and the assignment to those components of a significant proportion of the overall marks (with a minimum of 40%)

However, Congress regards as regrettable, unacceptable, unworkable, and regressive the suggestion, in respect of second and/or additional school-based components of assessment, that teachers would assess their own students for the purposes of state certification.

Congress notes that this suggestion was not notified in advance of its announcement, is unilateral and was not the subject of consultation with this Union or through the mechanisms available under the aegis of the relevant statutory agency, the National Council for Curriculum and Assessment.

Congress therefore reiterates that, in keeping with long-standing and principled policy – based on a determination to maintain high standards of student achievement, to ensure fairness and probity and to protect the integrity and validity of highly regarded state certification processes – the TUI is



A MOMENT'S REFLECTION FOR THE PEOPLE OF UKRAINE AT ANNUAL CONGRESS

opposed to and will resist the imposition of teacher-based assessment for state certification purposes. Congress accordingly requires retention of external procedures, as organised by the State Examinations Commission (SEC), for the assessment of all second and additional components of assessment, building on the current successful model whereby second and additional components of assessment are assessed and certified by the SEC.

Congress is also concerned at the lack of detail and the level of ambiguity in the Minister's proposal regarding

- the workload and other industrial relations implications for teachers, including principal teachers
- the additional resources, including teacher allocation and dedicated professional time, that will be provided
- the supports that will be required and provided to ensure equity across school types and sizes
- the level, quality and timing of the continuing professional development that will be required and provided for successful implementation of appropriate reform
- the nature of additional assessment components, which the TUI insists must be of value to students and the system and measure an element of

students' ability and achievement which cannot be measured by written examinations.

In the context of these concerns, Congress instructs the Executive Committee to seek and to secure the following assurances:

- That the integrity, objectivity, validity, reliability, and manageability of the assessment process will be protected.
- That the already very demanding workload of teachers will not be increased because of any changes that may be implemented arising from the review of the Senior Cycle programmes.
- That the nature and extent of continuing professional development will be sufficient to prepare teachers and the system in a timely manner for any proposed changes.
- That national certification, based on external assessment of student achievement in examinations and/or other assessment components by the State Examinations Commission, will be retained.
- That schools will be resourced in a manner specifically designed to promote equity and inclusion and to tackle disadvantage.
- That schools that have comparative advantage because of selective

enrolment, relative affluence and/or the availability of private finance will not enjoy competitive advantage in respect, in particular, of the second/additional components of assessment and/or access to new or existing Senior Cycle subjects.

- That small and/or isolated schools will not be disadvantaged by any of the proposed changes and will be provided with the resources – including but not limited to concessionary allocation – that will enable them to function effectively in operating those changes.
- That the proposed changes will not prevent/inhibit the delivery of Senior Cycle subjects/programmes in FET programmes and settings.

Congress instructs the Executive Committee

- that the TUI will not agree to the implementation of the proposed reforms until and unless the assurances sought by the TUI are secured and resources to underpin such assurances are guaranteed
- that, in the absence of such assurances (and the associated resources), the TUI will resist their imposition or implementation, by all available means, including, if necessary, a ballot for and a sustained campaign of industrial action.

A. THIRD LEVEL

AI – APPRENTICESHIPS PHASES 4 & 6

1. Limerick Colleges

Congress instructs the Executive Committee to inform the Institutes of Technology/Technological Universities that the minimum qualification for a lecturer in designated craft-specific modules in apprenticeship programmes be that the lecturer must have completed a full trade apprenticeship and passed all the associated examinations including appropriate post apprenticeship experience. Any further qualifications sought should be listed as desirable.

2. Dundalk IT (Amended by Executive Committee)

Congress notes that currently staff recruitment in the Apprenticeship area (which is mandated by the Department and the HEA as a priority area) is

included within the Employment Control Framework (ECF) and this has put constraints on recruitment generally. Congress instructs the Executive Committee to negotiate a new recruitment policy that meets the needs and diverse demands in different areas within the IOT/TU sector.

A2 – CONDITIONS OF SERVICE – THIRD LEVEL

16. MTU Cork/Dublin

Colleges/Limerick Colleges

Congress notes the ongoing claim AF25/2015 by TUI on behalf of a cohort of third level members who were denied incremental credit by the official side despite a previous Labour Court Recommendation 18366, dated 24/10/2005, in their favour. Congress instructs the Executive Committee to ballot third level members during June 2022 to take industrial action, up to and including strike action, from 1st September 2022, should this matter not be resolved in the meantime.

3. Dundalk IT/Executive Committee

Congress expresses its grave concern about a drift towards fragmentation of management representative structures at Third Level and, in particular, about an evident desire on the part of the management of certain Technological Universities and Institutes of Technology to operate independently of such structures.

Congress therefore instructs the Executive Committee to

- insist upon maintenance/retention of the National Negotiation Forum and its remit to deal on behalf of all Technological Universities
- pursue rationalisation of the existing structure by way of dissolution of the Institutes of Technology Industrial Relations Forum and the assimilation of its residual functions into the remit and terms of reference of the NNF
- require that management of all Technological Universities and the remaining Institutes of Technology be represented at the NNF
- insist that, even in the absence of such representation, the proceedings, including claims and decisions, of the NNF will apply to all Technological Universities and the remaining Institutes of Technology

- and seek immediate formal confirmation by the Official side in this regard.

Congress further instructs that in the event of any attempt by management of an individual TU or IoT to pursue a unilateral course or to ignore or circumvent the proceedings of the national forum, the Executive Committee must immediately

- raise the matter with the Official side at national level
- ballot members, locally or nationally as appropriate, for industrial action.

6. MTU Cork

12 years have passed since the loss of church holidays, reduction in evening weighting and script correction rates of third-level TUI members under the national collective agreements. These sacrifices were understood to be a temporary measure in the public interest during a time of national financial crisis. The financial crisis is long over but these “temporary” sacrifices still remain.

Congress instructs the Executive Committee to address this issue.

20. Dundalk IT

Congress instructs the Executive Committee to lodge claims for an increase in the number of SLI (T) (which have not been increased since 1998) in the IoTs/TUs given the changing nature of the academic work and the move towards Technological University status in the sector.

26. MTU Cork

Since the Circular Letter CL 0041/2016 came into being in July 2016, many IoTs and TUs have resisted adopting a formal review system for the awarding of additional hours. Congress instructs the Executive Committee to negotiate an agreed national review system as per Circular Letter 0041/2016 that can be rolled out to all IoTs and TUs. This review system should provide an objective method of ensuring that available hours should be offered in the first instance to existing qualified lecturers on CIDs or pro rata fixed-term contracts for less than full hours and who could benefit by the augmentation of their existing contract.

11. Dublin Colleges

Congress reiterates its unequivocal support for academic freedom and defends the absolute right of academic staff to invite external guests to speak at

Higher Education Institutions as an integral part of freedom of expression and academic freedom, which thrives on diversity, encouraging contrasting ideas and listening to different perspectives. Furthermore, Congress instructs the TUI Executive Committee to ensure that any attempts by university management to put restrictions on the right of academic staff to invite external guests to campus will be vigorously opposed by the TUI.

27. MTU Cork

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 both Motion 38 of 2016 and similar Motions 32 of 2018 and 35 of 2021 which instructed the Executive Committee to ballot members for industrial action.

It is now April 2022 and our researcher members have been very patient. Congress, therefore, now instructs the Executive Committee to immediately ballot third level members for industrial action, up to and including strike action, from 1st September 2022 to vindicate the rights of these members.

24. MTU Cork

Congress instructs the Executive Committee to resist any attempt by third-level management bodies to convert onsite corporeal end-of-semester examinations to online examinations, except upon specific public health advice, and to ballot its members for industrial action should any Institute of Technology or Technological University unilaterally enforce such a decision.

23. MTU Cork/Dundalk IT

Congress instructed the Executive Committee in Congress 2019 to demand that IoTs and TUs sign up to the Code of Practice for appointments for positions in the Civil Service and Public Service which would engender a higher degree of robustness and transparency in recruitment. A nationally agreed policy on recruitment must be finalised as a matter of urgency for the IoTs and TUs. Congress now instructs the Executive Committee to negotiate and agree such a policy before the 1st September 2022.

7. Limerick Colleges

Congress instructs the Executive Committee to campaign for the reinstatement of the 1.5 weighting for night-time (post 6.00pm) lectures carried out in the IOT/TU sector.

8. Dublin Colleges

Congress instructs the Executive of the TUI to call on the Department of Further and Higher Education, Research, Innovation and Science to provide adequate and appropriate support for the assessment of large class groups.

9. Limerick Colleges

Exam correction payments have yet to be restored to their pre-2010 rates. Congress instructs the Executive Committee to negotiate a new nationally agreed rate that appropriately reflects the workload associated with exam correction.

12. MTU Cork

Congress instructs the Executive Committee to take appropriate steps to insist that policies and procedures that impact or have the potential to impact on members' conditions of service are negotiated at national level with the official side. Such policies/procedures include:

- a) Recruitment and Selection policy
- b) Implementation of Cush CL 0041/2016
- c) Policy on recording of lectures
- d) Dignity and Respect policy

17. Galway-Mayo IT

Congress instructs the TUI Executive Committee that, as a matter of urgency, the AF25/2015 issue, in respect both of salary repositioning on the correct point of the scale and of retrospective compensation, be prioritised so that a resolution may be arrived for members affected since 2004.

15. Dundalk IT

Congress instructs the Executive Committee to engage and negotiate with the relevant parties to seek a mechanism that subjects the authority of Presidents in the IoT/TU sector to appropriate checks and balances. This mechanism is to include an appeals process open to staff representatives against Presidential decisions, as well as a means for votes of no confidence in the President by staff.

22. MTU Cork

Congress instructs the Executive Committee to negotiate an agreement whereby lecturing staff in TUs and IoTs with full time contracts can be allowed to work any number of reduced hours – not just half time as specified in the relevant Circular Letter.

A3 – TECHNOLOGICAL UNIVERSITIES

31. Dublin Colleges

Congress instructs the Executive of the TUI to begin negotiations with the Department of Further and Higher Education, Research, Innovation and Science for the creation of a proper career structure in Technological Universities, such as exists in the traditional universities. In particular, we seek an increase in the percentage of positions at senior lecturer or higher with a view to reaching parity within a reasonable period.

30. Dublin Colleges

Congress recognises that many of the IoTs have now become Technological Universities, and that these Universities are required to engage in research, engagement as well as teaching while enhancing the skill levels of staff and still engage in excessive contact hours and teaching levels. Congress mandates the Union to engage in negotiations to reduce the quantity of contact hours with a view to enhance research and the development of engagement that will bring the Technological University sector more in line with other Universities.

A4 - WORKLOAD

39. Dublin Colleges

Congress notes with alarm the creeping ubiquity of new digital and online modes of teaching and learning which often represent changes in members' workload and teaching practices without any prior agreement having been reached with the TUI. Such practices also raise serious GDPR and privacy concerns.

The casual and irregular manner that these are being introduced is undermining the national negotiations on online learning.

Because of the goodwill shown by members during the COVID-19 pandemic in relation to Emergency Remote Teaching, there is a danger that these additional practices develop a permanency.

Congress instructs the Executive to:

- issue a guidance letter urgently to all members advising that they are under no obligation to partake in these practices
- insist that this serious development be included in the national negotiations on online learning
- pursue the negotiations on online learning with a serious sense of urgency.

40. MTU Cork

Congress asserts that bodies such as Academic Councils, Boards of Management and Governing Bodies cannot make or implement decisions that impact on the workload of academic staff without due prior consultation and agreement with TUI. Congress instructs the Executive Committee to take prompt action where it is made aware of an employer making or seeking to implement decisions impacting on the workload of the grades it represents without prior consultation and agreement with TUI.

43. Dundalk IT

Congress instructs the Executive Committee to demand that the DFHERIS engages, as a matter of urgency, with TUI to address the unsustainable workload of academic staff in the IoT/TU sectors.

Congress seeks that no member of teaching or lecturing staff is burdened by this unsustainable workload, including extra hours, extra financial burdens, etc. to meet the requirements of their teaching and the programmes they deliver – e.g. time and money required to supervise students on work-placement, fees to professional bodies etc.

Congress instructs the Executive Committee to negotiate appropriate hours and funding for this work and, in the event that this does not happen, Congress instructs the Executive Committee to ballot for industrial action, up to and including strike action.

42. IT Sligo

Congress directs the Executive Committee to insist that the Review of Lecturing in Institutes of Technology/Technological Universities is cognisant of the demands of lecturing across all levels of the National Framework of Qualifications and of the demands of workload associated with the

maintenance of a quality assurance framework.

38. Dundalk IT

Congress notes that the long-standing campaign by TUI to address excessive workloads of third level members has encompassed the Review of Lecturing in Institutes of Technology/Technological Universities, International Review Module and, more recently, the exercise undertaken by the OECD. Congress instructs the Executive Committee that outputs from these undertakings and any ensuing engagements form the basis of robust negotiations to improve the terms and conditions of TUI members at third level and reduce the crushing workloads which are far in excess of international comparators.

41. IT Sligo

Congress directs the Executive Committee to negotiate with the Department of Further and Higher Education, Research, Innovation and Science to agree the maximum numbers of programmes, staff, and students in a Department in the TU/IoT sector. Departments in the sector have expanded unreasonably in all these areas and in addition, the increased workload associated with Quality Assurance procedures have made the role of most Heads of Department unworkable within normal working hours. The desired outcome being to limit the responsibilities of a Head of Department to a reasonable and sustainable level.

B. FURTHER EDUCATION AND TRAINING

B1 – ADULT EDUCATION

44. Co. Kerry (Amended by Co. Galway)

Congress directs the Executive Committee to expedite a conversion process for teachers and tutors in Adult Basic Education similar to that employed by the BTEL conversion process with a view to providing security and certainty for these most marginalised members.

B2 – CONDITIONS OF SERVICE - FET

51. Co. Cavan/Co. Kerry/Co. Offaly/Co. Westmeath/Co. Wexford/Galway City (Amended by Co. Galway)

Congress instructs the Executive Committee to negotiate with the Department of Further and Higher Education, Research, Innovation and Science that current terms and conditions of Further Education staff are significantly improved in any new organisational design.

47. Cork City

Congress instructs the Executive Committee to seek greater clarity on what is meant by the “FET College of the future” and demand that any structural changes brought about during the proposed restructuring are negotiated at a national level.

59. Limerick City Schools

Congress instructs the Executive Committee to do all in its power to secure a seat on the board of SOLAS.

50. Co. Kerry

Congress notes the emphasis on training rather than lifelong learning/growth and development within Youthreach/FET. Congress asserts that education is a long term investment in people as citizens, rather than a meek subservient activity to satisfy the needs of the Irish labour market for short term cost cutting, “box ticking” objectives. With this in mind, Congress calls on the Executive Committee to restate this view in a consistent manner in the appropriate fora.

69. Co. Clare

Congress instructs the Executive Committee to insist there is no negative changes to the terms and conditions of Post Leaving Certificate teaching staff terms as they have moved under Further Education and Training.

56. Co. Kerry

Congress directs the Executive Committee to facilitate the FET Sector with formal subject support structures and communities of practice similar to those in existence in Post Primary so teachers, tutors and instructors can share resources within subject areas.

66. Co. Kilkenny

Congress calls on the Executive Committee to protect the role of the

teacher in Further Education in the context of sweeping changes introduced during the COVID-19 crisis, with an increased emphasis on Technology Enhanced Learning. Emergency measures are being mainstreamed with no consultation, with an ever-increasing amount of time being spent by teachers on electronic filing, electronic formative and summative feedback/marking, engagement with learners outside of class hours and time needed to give technical guidance and support to learners.

65. Co. Kilkenny

Congress calls on the Executive Committee to insist that the central role of the teacher and the teacher-learner relationship be acknowledged and protected. The current focus in FET on QA requirements is diminishing the importance of teaching and learning and does not put learners at the centre of the process. QA documentation makes no mention of the role of teacher, we are now represented as Internal Assessors.

54. Co. Kilkenny

Congress calls on the Executive Committee to negotiate with the relevant bodies to recommend maximum class sizes in Further Education keeping in mind the NFQ level, background and educational ability of learners.

49. Co. Kerry

Congress instructs the Executive Committee to insist that SOLAS/ETBs prioritise the needs of SEN students in the FET sector by ensuring that at all times, experienced, qualified and specialised SEN teachers are made available, in the first instance, to teach these students.

B3 - YOUTHREACH

70. Dublin & Dún Laoghaire/ Dublin City/Executive Committee

Congress notes the staffing shortages in Youthreach grades and that the factors contributing to this emerging crisis include:

- the unsustainably intense pace of work in the sector – for both staff and learners – exacerbated by the absence of mid-term breaks and the length of the Youthreach year
- the pressure on Youthreach Resource Persons to substitute for absent colleagues for a steadily increasing proportion of their administrative hours

- the resulting loss of time for administrative and pastoral responsibilities, the associated intensification of this work and/or the erosion of personal/family time
- the on-going pay inequality

Congress instructs the Executive Committee, through the ongoing process in the Workplace Relations Commission, or by other available means, to address these and other matters with a view to:

- limiting the extent to which administrative hours under contract can be assigned to substitution, thereby enabling staff to attend to the normal administrative element of their contract, including class preparation and assessment
- securing appropriate closure periods, i.e. mid-term breaks and end of term breaks
- clarifying Youthreach Co-Ordinator and Resource Person duties and responsibilities having regard to what can reasonably be accommodated within the contract hours.

71. Co. Kerry

Congress notes that Youthreach Resource staff, teaching staff and Co-ordinators work with marginalised, vulnerable young people who require additional supports and are expected to carry out duties comparable to those of social workers and counsellors. Congress instructs the Executive Committee to seek talks with the DE to allow these learners access to NEPS and to negotiate an increased budget which will allow for the provision of additional and specialised resources in this area.

73. Co. Kerry

Congress instructs the Executive Committee to negotiate increased annual leave for Youthreach Coordinators to bring them in line with the leave of Youthreach Resource Workers.

75. Co. Kerry

Congress instructs the Executive to demand that Youthreach Resource Workers and co-ordinators are recognised as teachers and awarded parity of conditions with teachers in the Youthreach system.

72. Co. Cork

Congress instructs the Executive Committee to carry out a Survey of Co-Ordinators and Resource Persons in Youthreach to ascertain the increase in

administration workload between 2011 and present-day roles/responsibilities.

C. SECOND LEVEL

CI – CLASS SIZE

77. Co. Kerry

Congress instructs the Executive Committee to demand of the Department of Education that class sizes are brought in line with those of the rest of Europe – OECD average is 20. In post primary education in Ireland, it is a maximum of 30 students. In light of the number of students attending mainstream post primary school with special educational needs etc. the level of differentiation required in classrooms is making teaching of core subjects far too difficult. Also, COVID-19 has taught us that our classes were too big to properly distance students.

78. Co. Donegal

Congress instructs the Executive Committee to seek to have Leaving Certificate Physical Education encompassed by the TUI Directive on Class Size i.e. brought in line with other practical examinable subjects with a maximum class. Currently, PE falls under the general curricular PE guidelines.

76. Co. Donegal

Congress recognises that there is a TUI Directive on the recommended maximum class size for practical subjects. However, this recommendation is often ignored and replaced with the maximum number when a subject is in demand. Congress instructs the Executive Committee to remind members of the details in the class size directive and to seek enforcement of the recommended class size, for example, 20 students in practical subjects as opposed to 24.

79. Co. Donegal

Congress notes that music is a practical subject with a major second component of assessment at both Junior and Senior Level. Congress instructs the Executive Committee to include music as a practical subject in its class size directives with a maximum class size of 24.

C2 – CONDITIONS OF SERVICE – SECOND LEVEL

102. Co. Cavan/Co. Meath

Congress instructs the Executive Committee to issue guidelines (in poster format and in TUI News) to members

should their management request work to be sent in for students/learners when members call in on “Certified Sick Leave”, “Self-Certified Sick Leave” or are on “Unpaid Leave”. This is necessary to support our members.

89. Co. Kerry

Congress instructs the Executive Committee to call for a review of all administrative duties being currently undertaken by teachers to address bureaucratisation of the profession and the ever-increasing administrative workload on teachers. Furthermore, Congress calls on the Executive Committee to seek a reduction in these administration duties.

88. Co. Kerry

Congress instruct the Executive Committee to pursue with the Department of Education for the provision of personal days for teachers in ETB post primary schools. Personal days need to be made available to teachers to use at their own discretion for major family events such as confirmation, graduations, family wedding etc. Leaving such matters to the discretion of school principals causes unnecessary stress and inequality as well as a lack of transparency. At present, there is no such facility available in ETB schools other than unpaid leave. Can we not emulate the present practice in the Primary sector where these days can be offset against CPD work completed by teaching staff?

101. Co. Carlow

Congress instructs the Executive Committee to negotiate with ETBI to reduce the current practice of micromanaging school issues. At present, roles such as programme coordinator roles are becoming impossible to do with the added paper work required due to ETB micro management. Examples include, but are not limited to, the procurement of buses requiring 6 quotes, being told what First Aid suppliers to use as part of the programme, having to go forward and back over the payment of suppliers.

80. Dublin C&C

Congress instructs the Executive Committee to lodge a claim with the Teachers' Conciliation Council to allow a teacher to negotiate a more flexible timetable for work sharing of between 11 and 22 hours.

93. Dublin City

Congress acknowledges the

arrangements between the Teacher Unions and the DE/DFHERIS to deliver timetabled education online were made in the context of a National Emergency during a Global COVID-19 Pandemic in exchange for commitments to pay teachers remuneration. All parties to this arrangement agreed that it will not set a precedent for the future.

Congress acknowledges that teachers went way above and beyond their contracts of employment in delivering education online at this time and at great extra pedagogical effort, pastoral care to students, personal expense and often while caring for our own children.

Congress believes that education is designed to be classroom based and contracts of employment are constructed for this environment. In particular, Congress instructs our Executive Committee to emphasise with all employer stakeholders through written correspondence that for example, when teachers are instructed by the employer to stay away from the workplace, that local management instruction following to deliver timetabled teaching online is completely unacceptable. This when teachers for example, have to look after their own children is completely unsustainable and moribund as an education module and is further in contravention of the contract of employment.

Congress calls for the original correspondence from TUI to stakeholders to be posted on our TUI website as a reference point going forward for our members' attention.

83. Co. Donegal/Dublin C&C

Congress recognises the impact that the pandemic has had on teaching and learning and the changes that have occurred in relation to the use of technology, both inside and outside the classroom setting, as well as the requirement to move towards greater integration of ICT in our classrooms to enhance the teaching and learning environment.

Congress instructs the Executive Committee to engage with the DE in relation to the funding that will be provided in the next phase of the Digital strategy for schools to seek a commitment that a percentage of this funding that will issue to individual schools from 2022 onwards will be ring fenced solely for the provision of proper,

fit for purpose and up to date ICT equipment for teacher use only in classrooms, and in addition to this, to provide laptop devices to teachers, if and when they are required.

The device should have paid access to appropriate professional applications/subscriptions and be encrypted to ensure security. This should be included in the digital strategy for schools.

90. Co. Carlow

Congress instructs the Executive Committee to work with the Department of Education and the Teaching Council to reduce the time it takes to complete the professional masters and also to reduce the cost of completing the course. We are in the middle of a crisis when it comes to teacher supply and it the current cost and duration of courses makes teaching inaccessible for many people. We must act now to prevent further inequality in education.

98. Co. Cavan/Co. Meath

Congress instructs the Executive Committee to negotiate with the Department of Education from August 2022, to re-establish the Status Quo Ante which was in schools prior to March 2020. The COVID-19 Pandemic has had a significant effect on the fabric of our schools since March 2020. Our members bore extreme emergency changes to facilitate schools opening as safely as possible. The following are examples of some of these changes which we instruct the Executive Committee to agree with the Dept to revert to pre-March 2020:

- teacher-based classrooms which were converted to student-based classrooms
- specialised rooms which were used as ordinary classrooms due to their size
- split breaks and lunch times used to reduce student contact
- multiple staff rooms used to reduce staff contact

87. Co. Donegal

Congress instructs the Executive Committee to negotiate with the DE to provide paid substitution so that time and training can be given to mainstream teachers so that they can best facilitate inclusion in education, especially for students following Level 1 & Level 2 learning programmes.

99. Co. Donegal

Congress instructs the Executive Committee to liaise with the DE to ensure that satisfactory timetabling and resource arrangements are put in place for students with language exemptions.

91. Dublin C&C

Congress instructs the Executive Committee to make known to the relevant management bodies and the DE, the Union's absolute view that the decision by some principal teachers not to designate the use of the 33 hours in accordance with CL 45/2016 is a breach of the relevant collective agreements, as well as being reprehensibly dictatorial. In some instances, principal teachers have refused to recognise the legitimate work carried out in the areas of planning and development work by teachers and instead have taken advantage of teachers' willingness to engage in these areas instead of appropriately recognising the value of their work. In other circumstances, 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 is not acceptable to the TUI and should be resisted in the strongest manner. Congress instructs the Executive Committee to add this matter to the agenda of the next scheduled meeting of the Teachers' Conciliation Council and furthermore, to insist that there is no discretion permissible in the phrase 'up to 10 hours' for whole-time staff. All TUI members must be afforded 10 individual hours or the appropriate proportion if not employed on full hours.

**100. Co. Cavan/
Co. Meath**

Congress instructs the Executive Committee to negotiate with the Department of Education to insist that inspectors check all S&S and Croke Park related documentation in each school/centre. This is to confirm that management have implemented Circulars 01/2003, 06/2014, 42/2014 and Circular 25/2011. Management must also provide evidence that proper consultation and agreement/consensus is adhered to.

84. Donegal C&C

Congress welcomes the increased funding provided by the department of education that aims to address the digital divide. However, as COVID-19 has demonstrated, this does not go far enough to address the digital divide that is clearly evident in our schools. Congress therefore instructs the Executive Committee to seek to secure an increased budget to eliminate this imbalance. At present, this imbalance is adding to the teacher workload.

82. Co. Cork/Dublin City

Congress instructs the Executive Committee to meet with the DE to discuss the delayed payment to members who work with students for July provision, or as known last year, summer provision. It is proving more difficult each year to staff the July provision programme and delaying the payments, at times, up to three months later, adds to the difficulty of finding teachers for this programme. July provision is a necessity for some of the most vulnerable students, and members, although very passionate about working with these students, find themselves unable to sign up due to delayed payment. Many members are finding it more difficult to commit to July Provision due to delayed payment as it leaves them unable to pay for rent, mortgage, bills etc during the summer months. Congress calls on the Executive Committee to seek that payment for July Provision is made in a timely manner; Payment should be processed and delivered for the start of September.

C3 – EXAMINATIONS**106. Co. Laois**

Congress calls on the Executive Committee to seek a reduction in the number of CBAs students are undertaking in Junior Cycle and also a review of the common level approach as some students are finding the workload at common level too strenuous.

108. Co. Carlow

Congress instructs the Executive Committee to consult with the SEC to keep the pay increases given last year as the payment rate. This is the only way to attract teachers to the work and protect the integrity of the exams.

C4 – INCREMENTAL CREDIT**110. Co. Cork**

Congress instructs the Executive Committee to seek a reduction in the amount of time taken for the processing of incremental credit by the DE. Teachers are advised that it will take 20 weeks but in reality, it can take up to a year. Also, teachers are heavily taxed when this backpay is issued so their cases should be expedited.

C5 - INSERVICE**113. Co. Cork**

Congress despairs at the continued abysmal quality of JCT training. Congress demands that all questions not answered on JCT training days, be answered in writing within one working week of JCT training sessions.

C6 – POSTS OF RESPONSIBILITY**114. Executive Committee/
Co. Carlow**

Noting

- the failure, to date, of the Department of Education to restore AP1 and AP2 posts of responsibility to the pre-moratorium level and that this failure conflicts with the intent of the September 2016 collective agreement
- the continuing degradation of the professional career structure resulting from imposition in 2009 of the moratorium on appointments to posts of responsibility
- the negative effect of the Department's failure on the morale of teachers
- the absence of a viable career structure as one of the primary causes of flight from the profession
- the seriously diminished capacity of schools to provide the requisite pastoral and other supports for students

Noting also

- the excessive workload of teachers, including Principal teachers, Deputy Principal teachers and post of responsibility holders
- the ongoing intensification of work both before and during the COVID-19 pandemic
- the more demanding regulatory requirements

- the chronic under-resourcing of policy implementation across a range of areas, particularly in regard to the inclusion of students with additional needs
- the increased tendency of management, both locally and nationally, expediently to misrepresent inappropriate delegation of extra workload as the application of distributed leadership
- the inappropriate, cynical and exploitative pressure placed by management in some schools on vulnerable teachers to undertake post duties on an unpaid basis
- the over-loading by management in some schools of the responsibilities assigned to post-holders
- the misuse of technology to create and coerce an “always on call” working environment
- the erosion of personal/family and discretionary time and the profoundly negative effect of this on the morale and physical and mental health of teachers
- the erosion of collegiality caused by the confluence of these factors

Congress calls for strict and comprehensive application of the TUI directive on posts of responsibility and instructs the Executive Committee, with immediate effect, to demand

- a short and verifiable timeline for full restoration of posts of responsibility
- enhancement of the current schedule of posts - to apply for the 2022/23 school year
- significant further restoration in the context of the forthcoming Budget

In the event of failure or refusal by the Department to meet these requirements, Congress instructs the Executive Committee to

- put in place measures, short of industrial action, to protect members' personal time and professional integrity
- ballot members for a sustained and broad-based campaign of industrial action, up to and including strike action, to secure the restoration of posts of responsibility.

115. Tipperary NR

Circular letter 03/18 states that in line with the principles of distributed leadership, Assistant Principals work in teams in collaboration with the Principal and /or Deputy Principal and have shared responsibility, commensurate with the level of the post (i.e. API or API I). This statement 'Commensurate with your post' unfortunately is open to a wide range of interpretation leading as a result to exploitation of many of our members. This inequitable workload for post holders in schools across the country is detrimental to the wellbeing of many of those presently holding API & API I post.

Congress directs the Executive Committee to meet with the DE with a view to reforming the present review process in order to establish a more equitable workload for posts.

C7 – PROCEDURAL ISSUES

120. Co. Donegal

Congress instructs the Executive Committee to negotiate with the Department of Education and management bodies to insist that spurious, mischievous and/or vexatious complaints made against teachers are identified as such and that the professional reputation of teachers is protected. If a student fabricates a spurious complaint, the school's code of behaviour must be invoked, up to and including suspension and/or expulsion.

122. Co. Cavan

In light of the disregard for the agreed

timelines in dealing with issues under the Grievance Procedure and the non-existent timeline with TUSLA investigations, Congress instructs the Executive Committee to address this with the management bodies within DE and ETBI.

119. Co. Cavan

Congress instructs the Executive Committee to issue procedures and guidelines to be followed in relation to the following:

- Electing staff representation to a schools Board of Management.
- Updating and creating school policies.
- Electing staff “Safety Representation”.

While many schools and centres adhere to proper protocol and procedures some are less favourable to openness and transparency. When a TUI workplace committee challenges any of these, it's important to have a written procedure from TUI available. This enables members to be proactive rather than reactive.

124. Co. Carlow

Congress instructs the Executive Committee to explore and discuss current procurement and financial practices for individual schools/ETBs with ETBI, as the ETB financial divisions are now merging all schools in an ETB as one standalone financial organisation, expenditure is causing a shift in practice. Rather than accounts showing school A spent €5000 on buses and so on, it shows ____ETB spent €50,000 on buses



MEMBERS OF TUI'S EQUALITY COUNCIL AT LAUNCH OF “SEE IT , HEAR IT, CALL IT OUT” VIDEO TO COUNTERACT RACISM

resulting in a procurement issue. Of course very few schools would reach the threshold for procurement if their budgets were kept as standalone budgets, as they should be. Schools – the teachers and principals are no longer allowed to spend their own school money as they choose but have to submit to the suppliers chosen by the ETBs through the procurement process. This micromanaging of school budgets is of course at odds with the role of the school principal, where one of the key duties is to manage the school finances.

By merging all the schools under one umbrella, simple actions such as booking a bus or ordering ink for printers become onerous tasks, as the teachers must complete vast amounts of paper work, must often pay more money than they would if local suppliers were used and are often reminded when they question this practice that they are contractually obliged to do this work. This added workload is not in any contract and as such we are now submitting to completing extra duties for free.

As we have all learned in 2020 & 2021, our own local communities need our support. The current practice of looking at all times for the cheapest supplier is at odds with the sustainability strand that runs through the core of Junior Cycle and society at large. Sustainability education teaches us that there are 3 strands to sustainability; environmental, social and economic. Our ETBs seem to have forgotten that each school is in fact a stand-alone school with a single budget. It is very clear from recent procurements that have taken place that no consideration is given to the social and environmental strands. This practice needs to end. Schools and ETBs should be environmentally aware and should operate in a sustainable way. To allow for social development in their communities, ETBs should be running local and not nationwide procurement competitions. It is time that we, the schools, and ETBs started to practice what we teach and preach.

123. Co. Kerry

Congress calls on the Executive Committee to address with the relevant bodies and the Department of Education the current procurement practices of some ETBs. Procurement practices in these ETBs is negatively impacting relationships between schools and local

businesses and their extended school community. It does not save money and schools should be allowed to support local business in rural areas who in turn support schools through sponsorship, work experience provision etc. Many of these business people are sending their children to our schools as are their employees. Competition is gone and as a result the service provided is poor as those selected by ETBs know they are guaranteed the business and are too far away for any real relationship to form with their customers resulting in schools being left waiting for weeks for books and supplies that could be sourced locally in hours.

121. Cork City

Congress deplores the practice of some ETBs to hold information meetings for staff and then claim that these meetings were consultations, when staff were given no opportunities to contribute their views or query the process. Congress instructs the Executive Committee to play their part in discouraging this practice.

C8 – STAND-ALONE SCHOOL ISSUES

125. Dublin C&C

The 4 hour alleviation of teaching hours for Assistant Principal 1 post holders is not afforded to all TUI members. This directive is not recognised or honoured in all Voluntary Secondary schools. Congress instructs the Executive Committee to immediately address this issue with the JMB and the DE and to insist that this alleviation is applied to all TUI members who hold API posts, regardless of the sector within which they are employed. This alleviation should be in place for all TUI members in advance of Congress 2023.

126. Dublin C&C

TUI represents members in over 100 schools in the voluntary secondary sector. These members are not afforded the same representation and protection as colleagues in ETBs and C&C schools. Members are forced to use the ASTI/JMB procedure on an ad hoc basis, which is definitively inferior to TUI procedures. Congress instructs the Executive Committee to immediately open talks with the JMB, and all other relevant stakeholders, to negotiate an agreed grievance procedure for this sector. The procedure should be fully negotiated, agreed and ratified by the National

Executive of TUI and included as an appendix to the Annual Report 2023.

127. Dublin C&C

Membership of the TUI has grown dramatically in the past number of years. Many of these members work in the Voluntary and C&C sector. While members may be in the majority in some schools, in others, the TUI is the only union organising. In particular, in the majority of Educate Together Secondary Sector, the TUI is the union of choice. Congress demands that members in Voluntary and C&C schools are afforded the same representation and protection as their colleagues in ETBs. To that end, Congress instructs the Executive Committee to secure a consultative forum, with the relevant management bodies, for engagement on policy and procedural issues and further instructs that a report on the operation of this forum is contained within each Annual Report, under an appropriate heading in the industrial relations section, from 2023 onwards.

C9 – SUPERVISION AND SUBSTITUTION

128. Co. Carlow/Co. Cavan/Co. Donegal/Co. Meath/Galway City

Congress instructs the Executive Committee to renegotiate a yearly circular to include a yearly opt-in and opt-out option for teachers in relation to Supervision and Substitution without any service restrictions. In 2017, Circular 0047/2017 imposed a minimum of a 15-year length of service clause in order to opt out of the Supervision and Substitution scheme which was discriminatory to teachers with less than 15 years' service.

130. Galway City

Congress instructs the Executive Committee to demand that the Department of Education revert back to pre Haddington Road Agreement arrangements for Supervision and Substitution. These arrangements were brought in during the period of austerity and are no longer fit for purpose.

131. Dublin C&C

Congress instructs the Executive Committee to renegotiate the terms of Circular Letter 06/2014 to reflect the fact that many schools have hour long or 58 minute classes. The quantum of time to be designated for S&S should be expressed in hours/minutes rather than class units, so as not to unfairly

disadvantage those working in schools with classes in excess of 40 minutes.

C10 – TEACHING COUNCIL

134. Dublin & Dún Laoghaire

The Teaching Council - as of the financial year ending 2020 - has over €18 million in reserves. This is an outrageous amount of money. Congress instructs the Executive Committee to negotiate with the Teaching Council to reduce the annual registration fee to €50 to come in line with the registration fee in the UK (£44).

132. Dublin C&C

Teachers of special education teach a suite of 'subjects' to SEN students depending on their individual priority needs, as outlined in the Student Support Plan. Congress instructs the Executive Committee to negotiate with the Teaching Council to give immediate acknowledgement and recognition to members who have obtained a level 9 Postgraduate Diploma in Inclusive and Special Educational Needs teaching and to have this SEN qualification listed as a stand-alone teaching 'subject' along with a member's existing list of teaching subjects, as stated on the Certificate of Registration with the Teaching Council.

133. Cork City

Congress instructs the Executive Committee to negotiate with all necessary bodies with the aim of securing a reduction in the teaching council registration fee for NQTs in their first year of teaching.

C11 – TRANSFERS/REDEPLOYMENT

135. Co. Donegal/Co. Offaly/Co. Westmeath/Executive Committee/Galway City/Dublin C&C

Congress instructs the Executive Committee to negotiate with the DE and other employers to establish a national voluntary redeployment panel. Teachers who wish to relocate would keep their permanent/CID status. Congress calls upon the DE and other Employers in the post-primary education sector to establish an appropriate online portal on which teachers seeking voluntary redeployment could enter their details and be facilitated with redeployment to a post in another region. Using this portal, teachers would enter details such as qualifications, teaching council number, teaching subjects, the area they wish to transfer to and other relevant

information. The establishment of this scheme is essential for the well-being of teachers who travel for hours daily to and from work. The European Parliament policy directive on The Work Life Balance 2019 promotes such initiatives. Furthermore, it would reduce teachers' carbon footprint, which is in line with Irish and European Parliament positions on climate targets.

D. COVID-19

137. Co. Cork (Amended by MTU Cork/Co. Galway)

Congress demands that the Executive Committee pursue increased safety measures and permanent availability of emergency substitution in schools and third-level colleges in light of the emergence of more infectious virus variants in recent times. As a matter of urgency, proper contact tracing for pupils and staff of schools and third-level colleges should be re-instated. Close contacts should be referred for PCR tests as opposed to Antigen tests. HEPA air filtration should be installed in every room of a school or college. The numbers in classrooms should be further reduced to facilitate proper social distancing.

E. HOUSING

141. IT Carlow/Dublin Colleges/Dundalk IT/Executive Committee/Dublin & Dún Laoghaire/Dublin City

Congress agrees that the housing crisis is having a detrimental effect across society. Teachers, lecturers and our students are struggling with escalating housing costs and are, in many cases, effectively locked out of the housing market and denied the right to a decent and affordable home. Pay increases to members are effectively wiped out by rising housing costs.

Congress therefore instructs the Executive to campaign for:

- The declaration of a housing emergency
- A referendum providing for the right to housing
- Rent controls and greater protection for tenants
- Affordable student accommodation
- A state led building programme to

provide social and affordable, energy efficient housing

Congress instructs the Executive Committee:

1. to seek that the ICTU, under the auspices of the Raise the Roof Campaign, organise a major campaign of action on housing including a mass demonstration in May.
2. to ensure that all protests that call for Government action on the lack of affordable accommodation emergency have an official TUI presence
3. to ensure that support for these protests are communicated beforehand to all TUI branches

F. CLIMATE ACTION/JUSTICE

142. Executive Committee/Co. Kerry/Dublin Dún Laoghaire/Dublin City

Congress condemns the Ministers For Education and Further and Higher Education, Research, Innovation and Science for failure to provide meaningful climate justice and sustainability education in curricula and programmes at post-primary, further and higher education and calls on the Executive Committee to engage with the Departments of Education and Further and Higher Education, Research, Innovation and Science, and NCCA to immediately embark on curriculum development to rectify this deficiency in addressing the climate emergency and preparing students and learners to actively participate in climate justice.

144. Co. Wicklow

Congress instructs the Executive Committee to engage with the Department of Education, the Department of Further and Higher Education, Research, Innovation and Science, and ETBs on creating environmentally sustainable workplaces for its staff, creating policies on new building design, retrofitting and maintenance that are consistent with a carbon zero future. Congress supports the implementation of the All-Ireland Pollinator Plan 2021-2025 in all schools and campuses creating environmentally sustainable outdoor areas for students and staff.

I43. Limerick City Schools

Congress notes the inefficient and sub-standard infrastructure in schools and centres of education. Current token measures that stand for sustainability, such as switching off lights do not go far enough. Schools and centres of education should be a bastion of sustainability. This Congress instructs the Executive Committee to meet with the Department of Education to demand that genuine sustainable measures at a structural level, such as retrofitting, dual flush toilet systems and solar panels, are used in the infrastructure of our schools and centres of education.

I46. Dublin & Dún Laoghaire/Co. Kerry/Executive Committee/Dublin City

Congress condemns the Ministers of Education and Further and Higher Education, Research, Innovation and Science for the absence of a clear infrastructural development plan which is consistent with addressing the requirements of the Climate Action and Low Carbon Development (Amendment) Act 2021 and instructs the Executive Committee, in light of in excess of 1,200 building projects to be undertaken in the Education Sector in the next 5 years, to engage actively with the relevant government departments with a view to ensuring that all such building projects are consistent with the Act.

I47. Dublin City/Dublin & Dún Laoghaire/Co. Kerry/Executive Committee

Congress notes the Intergovernmental Panel on Climate Change (IPCC) sixth assessment report and, as such, Congress instructs the Executive Committee to declare a climate emergency and commit inter-alia, at least, to the provisions of the Climate Action and Low Carbon Development (Amendment) Act 2021 and adopt a path for the Union to achieve a minimum 51% reduction in emissions by the end of this decade.

I45. Limerick City Schools

Congress notes the climate emergency. Through their activism, students have played a key role in highlighting the inaction on the part of policymakers. In line with the National Education Union in the UK, the Teachers' Union of Ireland will meaningfully support future climate strikes through campaigns and other initiatives. Furthermore, this Congress calls on the Executive Committee to

oppose taking any disciplinary action against students who participate in climate strikes.

G. INVESTMENT IN EDUCATION**I48. Executive Committee**

Congress notes that the ongoing neglect and chronic underfunding of the education system by Government is doing untold operational and reputational damage to Irish education. At second level, the funding situation remains dire, with Ireland's spend of 1.1% of GDP the lowest of the 36 countries for which figures are provided, far behind the OECD and European averages, both 1.9%.

The Further Education and Training sector, which play a critical role in Irish society, also requires significant investment and support. The negative impact of this underinvestment in tertiary and education provision alternative to the Leaving Certificate is evidenced by the fact that 41 per cent of adults in Ireland without a Leaving Certificate qualification earned at or below half of median earnings in 2019 compared to an OECD average of 27 per cent.

At third level, the funding crisis and failure to recruit saw an increase in the ratio of students to academic teaching staff from 20:1 to 23:1 in one year – this is vastly higher than the OECD and European averages of 15:1. Technological Universities will also require significant funding if this new sector is to be both sustainable and successful.

Congress therefore instructs the Executive Committee to demand that Government significantly increases funding to the post-primary, FET and third level sectors, at a minimum to align with OECD and European norms. Furthermore, Congress instructs the Executive Committee to seek that the Government impose a 1% levy on corporate profits in order to generate a dedicated fund for investment in higher education.

I50. Executive Committee

Congress reaffirms TUI's belief in inclusive second level education as an intrinsic part of a continuum of publicly funded education designed for the public good within the context of the social contract and notes that quality public education is also officially recognised as an essential

public service. However, the current level of investment in education (expressed as a percentage of GDP) is significantly less than what is needed to support service of a consistently high quality, especially to those students who are disadvantaged, marginalised and/or have additional needs. Congress therefore instructs the Executive Committee to demand that Government commits to tackling educational disadvantage using all mechanisms available, including reduction in the Pupil-Teacher Ratio (PTR) and investment in education at a level no lower than the OECD average so that all students can participate fully in and derive greatest benefit from a high quality, publicly funded education system.

I51. Executive Committee

Circular 46/2020 allowed for increased management and staffing support, including a PTR adjustment of 0.6 whole time equivalent posts, additional guidance provision and additional posts to alleviate school difficulties on re-opening. A recent OECD report shows that Ireland's spending on education for the post-primary sector (at 1.1% of national wealth) is the lowest of the 36 countries for which figures are provided. Congress instructs the Executive Committee to negotiate with the Department of Education that the additional allocation to schools advised in Circular 46/2020 remain.

I49. IT Sligo

Congress instructs the Executive Committee to negotiate with the Department of Further and Higher Education, Research, Innovation and Science sufficient levels of funding to resource Technological Universities and Institutes of Technology.

H. RULES - REQUIRED UNDER LEGISLATION**I52. Executive Committee**

Congress directs that Rule 4 be deleted and that all subsequent rules be renumbered accordingly.

I53. Executive Committee

Congress directs that Rule 85 be deleted and that all subsequent rules be renumbered accordingly. This is in line with Revenue Rules.

I. RULES

156. Executive Committee/ Co. Cavan/ Dublin & Dún Laoghaire/ Co. Meath/Co. Offaly/ Co. Westmeath/Co. Kerry/ Dublin City/Dublin Colleges/ Tipperary NR/Dublin C&C

Rule 8.

Amend to read:

- i. A person who is an in-benefit member of the Union at the time of her/his retirement shall, subject to her/his formal prior consent, transfer into membership of the Retired Members' Association on such conditions as are determined by the Association's Constitution and on payment of the subscription determined by the AGM of the Retired Members' Association and approved by the Executive Committee. Also subject to her/his prior consent, her/his relevant details and contact details shall be shared with the RMA's Membership Officer and its Treasurer;
- ii. The retired member's first year subscription will be paid by the TUI Branch of the member at time of retirement;
- iii. The Retired Members' Association shall deal exclusively with matters affecting their interests as retired members;
- iv. The Constitution of the Retired Members' Association shall be approved by the Executive Committee of the Union and any changes shall be subject to the approval of the Executive Committee;
- v. Representation to outside bodies shall be through the Executive Committee of the Union.
- vi. Retired members shall have the right to attend and speak at Branch meetings but shall not have the right to vote on any matter concerning the Union, nor shall they hold office under the Union.
- vii. Retired members shall not be reckoned as members in calculating the number of delegates to Congress as provided in Rule 14(ii)

160. Executive Committee

Term of office for Executive Committee members

Rule 14 (i) be amended to read:

Congress shall consist of:

- (i) the Executive Committee

Rule 50 to be amended to read "With effect from 2023, the Executive Committee shall appoint from amongst its members an Honorary Secretary at the first meeting of the Executive on or after the 1st of July each year. The Honorary Secretary shall, while holding this office, be a Trustee of the Union unless removed from Trusteeship by resolution of a majority of the members voting for that purpose."

Rule 51 to be amended to read "With effect from 2023, the Executive Committee shall appoint from amongst its members an Honorary Treasurer at the first meeting of the Executive on or after the 1st of July each year. The Honorary Treasurer shall act as Chairperson of the Finance Sub-Committee."

Rule 46 to be amended to read "With effect from 2023, each Area Representative shall hold office for a period of two years from the 1st of July next succeeding his/her election until the 30th of June, inclusive, in the year in which his/her period of office comes to a close, unless previously removed by a resolution of a majority of the members voting by ballot for the purpose of such removal.

At the end of each year one half of the Area Representative seats on the Executive Committee shall fall vacant and an election shall be held in their regard."

Insert new Rule 47 and renumber all subsequent rules accordingly;

Between Congress 2023 and Congress 2024 while rule 47 applies and then rule 47 falls after Congress 2024 rules are subsequently re numbered again;

In order to enable 1st July to become the commencement date of the term of office for Area Representatives, the term of office of each serving Area Representative who is in the second year of that term of office at Annual Congress 2023 shall be extended until 30th June 2023. Following application of this enabling adjustment this Rule 47 shall expire and shall be removed from the Rule Book for Annual Congress 2024 and subsequent rules shall be renumbered accordingly.

163. Executive Committee

Congress directs that Rule 78 be amended to read as follows:

The Branch Officer Board shall consist of Branch Chairperson, Secretary, Treasurer and Equality Officer. At the discretion of the Branch, a Branch Committee may also be elected including the Branch Officers and the elected School/College/Centre Representatives from each school/college/centre and/or such other sector or grade-specific representatives/functional roles as the Branch may decide at the Annual General Meeting of the Branch. The composition of the Branch Committee must be specified in the Standing Orders of the Branch. In exceptional circumstances, in respect of a Branch, the Executive Committee may approve of a more appropriate system. The Branch Chairperson shall be Chairperson of the Branch Officer Board. Consequently, amend Rule 79 and Rule 80 by replacing 'Branch Committee' with 'Branch Officer Board' throughout.

J. EQUALITY

170. Co. Sligo/IT Carlow/Dublin & Dún Laoghaire/Co. Kerry/MTU Cork/WIT/St. Angela's Sligo/ Dundalk IT/Co. Clare

Congress instructs the Executive Committee to negotiate the same leave provisions for parents who have children by surrogacy as to those provided to parents under the Adoptive Leave Scheme.

175. Dublin City

Congress instructs the Executive Committee to meet with the DE in order to have members, currently excluded from availing of bereavement leave, included in said scheme. Members who are not legally married or in civil partnerships cannot take paid bereavement leave if a member of their partner's family dies. Although some members may avail of the leave due to the discretion of management, they are being discriminated against due to their family circumstances. Congress calls for all members to be included in the bereavement scheme regardless of their family status.

168. Co. Limerick/Executive Committee

Congress demands that the TUI negotiate

with the Department of Education, the Department of Further and Higher Education, Research, Innovation and Science and the relevant management bodies in relation to:

- The provision of well-resourced anti-racism awareness training for all staff and students commencing during the 2022/23 Academic year.
- The adoption of an anti-racism policies, by all schools and colleges following consultation with staff and students no later than January 2023.

172. Co. Clare/IT Carlow/Co. Kerry Congress supports the benefits of diversity within the teaching population and requests the Executive Committee to work with stakeholders for the removal of all existing training and cultural barriers to the full integration and inclusion of migrant teachers in the Irish teaching workforce.

K. HEALTH AND SAFETY

177. Executive Committee

Under the Health, Safety and Welfare at Work Act, 2005, all employees are entitled to elect a Safety Representative. This person's role is to represent all staff on health and safety matters in their workplace. Experience has shown that not all schools/centres/colleges have elected a Safety Representative and therefore Congress instructs the Executive Committee to:

- Create awareness of the role of Safety Representative, highlighting the legal requirement for schools, colleges and centres to elect at least one Safety Representative
- Inform and advise Safety Representatives in relation to the rights and responsibilities of their role, which include,
 - accompanying a Health and Safety Authority inspector carrying out an inspection under Section 64 of the 2005 Act
 - at the discretion of the inspector, and when the employee concerned so requests, being present when the inspector interviews an employee about an accident or dangerous occurrence at the workplace
 - making representations to the



ANNUAL CONGRESS 2022

employer on safety, health and welfare at the workplace

- making verbal or written representations to inspectors, including about the investigation of accidents
- receiving advice and information from inspectors in relation to safety, health and welfare at the workplace and
- consulting and liaising with other safety representatives appointed in the same workplace
- Remind members that a Safety Representative is an elected position that cannot be assigned as a role under a Post of Responsibility schedule (API/AP2) in our schools/colleges/centres, that there are legal obligations associated with the role and that it is a role to which members of staff other than teachers/lecturers may be elected
- Make clear to members the important distinction between the role of Safety Representative and that of Safety Officer; the latter being held ex officio (by the Principal/Manager in a C&C and Voluntary Secondary school/CE in the case of an ETB/Health and Safety Officer or Head of School in an IoT/TU) and having significant statutory responsibilities.

184. Co. Cork

Congress demands that the Executive Committee negotiates proper leave for teachers that must be absent following an

injury incurred in the workplace.

Currently, there is no provision for leave following an occupational injury and the absence is taken from teachers' sick days. Teachers that have suffered injuries in the workplace should not be penalised in this manner.

181. Co. Cork

Congress instructs the Executive to negotiate better terms of absence under the Assault Leave provisions. Currently, "The maximum leave available under the Scheme for Leave of Absence following Assault is 3 months (92 days) at full pay in a rolling 4 year period. In exceptional cases, such as where a significant period of hospitalisation is required or in situations of a second or subsequent incident of assault, the leave may be extended for a further period not exceeding 3 months (91 days) at full pay, subject to an overall limit of 6 months (183 days) at full pay in a rolling 4 year period." In cases of serious assault, teachers should not have to use their sick leave entitlement once they have used the maximum leave available under the current scheme.

180. Executive Committee

Recognising

- the extent to which work intensification, the ongoing diversification of learner cohorts and implementation of inclusive education as core practice, inter alia, have made the work of members more complex and difficult

- that this has the potential to impact negatively on the physical and mental health of members and
- that employers in the education sector are routinely derelict in their duty to protect the health and safety of staff,

Congress requires the Executive Committee to enter discussions, as a matter of urgency, with the relevant departments, employer representative bodies and agencies with a view to

- (a) securing systemic access to employer-provided, high quality training in practices to safeguard the health (physical and mental) of staff given the duty of care obligations of employers and to
- (b) putting in place practical measures – including additional staffing and other appropriate resources – to prevent negative impacts on the health (physical and mental) of staff

and to report to Annual Congress 2023 in relation to progress in this regard.

183. MTU Cork

Congress instructs the Executive Committee to take all steps necessary to have 'work induced stress leave' not counted as sick leave for all TUI members both 2nd and 3rd level.

178. Dublin City

Congress instructs the Executive Committee of the TUI to formally issue support for the Workplace Ventilation Bill which has passed second stage in the Dail. Nearly two years into a pandemic which is spread through the air is too long to wait for regulation on the air quality in work places. It is imperative that the bill be pressed through with urgency and not be side-lined by government, and the role of trade unions is vital in maintaining pressure on this issue.

L. EDUCATION

190. Co. Cavan/Co. Donegal

Recent years has seen an influx of learners without English as their first language. This has placed an enormous strain on existing resources. Congress therefore instructs the Executive Committee to negotiate with the DE and DFHERIS a scheme that would enable such learners to gain basic skills in the English language to assist them to participate in education.

194. Co. Offaly

Congress instructs the Executive Committee to negotiate with QQI/ETBI to update module descriptors so that outdated and over assessed content within descriptors are removed and modern content inserted.

191. Co. Cork

Congress demands that the Executive Committee seeks an end to the unacceptable inequality being practiced in July Provision. Siblings are currently not entitled to 40 hours each, the 'household' is entitled to 60 hours in total effectively cutting each child's provision down on a pro-rata basis. For example, in the case of two children attending post-primary, their entitlement is reduced to 30 hours each. Families should not be discriminated against in this fashion and each individual should be entitled to 40 hours rather than being subjected to a household cap.

189. Co. Carlow

Congress instructs the Executive to vehemently oppose the introduction of a Gaelige T1 and T2 programme at Senior Cycle. This is a serious equality issue and is a further blow to Irish medium education.

192. Co. Carlow

Congress instructs the Executive Committee to negotiate with the Department of Education, the Teaching Council and the Colleges that provide the professional masters to introduce more courses for students to train through the medium of Irish. There is a teacher shortage crisis in this sector that must be addressed without further delay.

193. Cork City

Congress instructs the Executive Committee to re-examine the process of QQI award revalidation with a view to ensure that teachers are aware that they are not required to undertake the work and, if they choose to do so, that they are properly remunerated and proper resources are put in place.

195. Cork City

Congress instructs the Executive Committee to reject any attempt by ETBs to introduce award-specific versions of subject modules such as communications, work experience, customer service etc. as part of the QQI Broad Standard Review.

M. MISCELLANEOUS & SOLIDARITY ISSUES

197. Dublin Colleges

Congress welcomes the recent approval by the 2021 ICTU Biennial Delegate Conference of the Dublin Council of Trade Unions motion in opposition to the restrictions imposed on trade union action, included in the 1990 Industrial Relations Act.

TUI Congress instructs the Executive Committee to identify and campaign for the legislative changes required to restore all trade union rights on industrial action, for individual workers, on issues that concern workers across all of society and employment. Further, Congress calls for TUI, through ICTU, to provide effective solidarity to workers in dispute as all workers had prior to 1990 Industrial Relations Act.

Congress mandates the TUI Executive Committee to initiate a national campaign and to instruct all TUI branches to get active and to be to the forefront of this essential campaign to secure the necessary legislative changes required to ensure that all rights lost as a result of the 1990 industrial relations act are restored to all.

N. ORGANISATION

206. Dublin & Dún Laoghaire

Congress instructs the Executive Committee to ensure that members in arrears are notified before their membership lapses and that a grace period of one month is given to allow that member to settle the arrears after this notification.

209. Co. Clare

Income Continuance for those over 60: Congress asks that the Executive Committee work with Cornmarket to undo the restrictions regarding Income Continuance Cover for those over 60 who entered service before the present cut off point.

203. Co. Laois

Congress calls on the Executive Committee to negotiate with the relevant bodies to secure some time off work for Branch Officers to conduct Branch business.

217. Co. Donegal

Congress instructs the Executive Committee to seek to secure industrial

relations negotiation rights with the State Examinations Commission.

205. Dublin & Dún Laoghaire

Congress instructs the Executive Committee to increase the amount each branch can donate to the Assistance Fund from €3,000 to 10% of branch funds.

202. Dublin C&C

Community and Comprehensive electoral areas of the TUI cover huge geographical areas and, in some cases, are numbered among the largest branches of the Union. Congress instructs the Executive Committee to reorganise these areas, as a matter of priority, so as to facilitate manageable workloads for the relevant Area Representatives and branch officers. Rule changes to address this issue, in tandem with the changes in the Third Level Sector which will be necessitated by the formation of Technological Universities and to address the challenges which have been prevailed for in excess of eight years since the formation of ETBs should be presented to a special congress before the conclusion of 2022.

O. PAY/NATIONAL AGREEMENTS

224. Executive Committee

TUI Annual Congress condemns the inequity of the Sectoral Bargaining mechanism which required TUI members, in solidarity with our new entrant colleagues, to forgo elements of long-overdue pay rises in order to make further necessary progress in correcting austerity-era injustices.

Consequently, Congress instructs the Executive Committee to:

- continue to make the strong case that Sectoral Bargaining is a flawed mechanism
- insist that the next National Pay Agreement must decisively end pay discrimination in a just manner; and
- negotiate fair treatment for TUI members should other public service unions which opted for the full 3% pay rises available under Building Momentum make progress on pay equality for their members (such as the provision of commensurate monies to an additional pay rise for TUI members to balance what was

forgone as part of Sectoral Bargaining).

225. Executive Committee

Congress instructs the Executive Committee to insist that the next pay agreement adequately compensates for the increased workload given by members and the accumulated inflation over the period of Building Momentum. The flexibility and upskilling already shown and achieved by members at no cost to Government needs to be recognised and rewarded.

P. PENSIONS

232. Co. Kerry

Congress instructs the Executive Committee to pursue pension equalisation for newly qualified teachers with the same vigour that they did for pay equalisation. Newly qualified teachers are currently in a career averaging pension scheme which is far inferior to that of their colleagues who are on final salary defined benefit pensions. TUI should engage with their sister unions in ICTU with the goal of ensuring all teachers are in the final salary defined benefit pension scheme.

231. Dublin C&C/Dublin & Dún Laoghaire/Dublin Colleges/ Tipperary NR/Dublin City

TUI special Congress 2020 re-confirmed that it is a fundamental policy of TUI to retain the link between the pay of serving colleagues and the pension applicable to retired peers. Congress directs the TUI Executive Committee to seek the support of the Public Services Committee of the Irish Congress of Trade Unions in putting the link on a statutory basis to prevent members having to make ongoing concessions for its retention.

234. Co. Mayo

The introduction of the Additional Superannuation Contribution (ASC) has resulted in a reduction in the amount which public servants can contribute to their pension in a tax efficient manner. This has eroded the amount of tax relief, public servants can claim for their Additional Voluntary Contributions or Purchasing Notional Service. Congress instructs the TUI Executive Committee to co-operate with the ICTU Public Services Committee to negotiate an increase in the age-related earnings percentage limits to align the net tax

reliefs to those who do not pay this punitive Additional Superannuation Contribution.

Q. NEW ENTRANTS/PAY EQUITY

236. Co. Carlow/IT Carlow/Dublin & Dún Laoghaire/Co. Westmeath/ Dublin City/Dundalk IT/Dublin Colleges

Congress notes the provisions in Building Momentum in relation to new entrant pay. Congress directs the Executive Committee to increase their work towards equal pay and one pay scale, where-by the pre-2011 scale be reinstated for all teachers.

235. Executive Committee

TUI Annual Congress notes:

- the continued commitment of the TUI to eliminating pay discrimination against those who entered the profession on or after 1st January 2011, including use of the (albeit unjust) Sectoral Bargaining mechanism under Building Momentum towards further significant reduction of the outstanding pay differentials affecting new entrant grades represented by the Union
- the significant, exacerbating impact of the chronic lack of fairly priced, affordable housing on the recruitment and retention crisis in education
- the negative effect of delays by the Departments in updating incremental credit circular letters including, for example, to encompass staff who have worked outside of the EU
- the Union's mandate for a campaign of industrial action in pursuit of pay equality.

Consequently, Congress instructs the Executive Committee to:

- continue its campaign to fully address and resolve pay discrimination, prioritising the issue in the next round of pay negotiations and using, where necessary, appropriate industrial action
- highlight the significant impact of the cost of housing/accommodation on the teaching/lecturing profession and

campaign, in conjunction with other unions and the ICTU, for a comprehensive resolution of the housing and homelessness crisis based on public investment of the requisite scale

- pursue with vigour an updated incremental credit scheme for teachers/lecturers/other educators.

241. Dublin & Dún Laoghaire

When negotiating for the successor to the current 'Building Momentum Agreement', Congress instructs the Executive Committee to demand that pre-2011 allowances are restored to all teachers.

239. Dublin C&C

Congress instructs the Executive Committee to seek to immediately enter negotiations with the relevant government departments in order to reinstate the qualification allowance to teachers who hold a post graduate award in Learning Support or Resource Teaching and who are working in our schools in the SEN area.

238. Dublin C&C

Congress instructs the Executive Committee to immediately negotiate with the DE for the full restoration of the €2,565 allowance for the Diploma for Teachers of Deaf Children, Diploma for Teachers of Blind Children and Diploma for Teachers of Mentally and Physically Handicapped Children.

R. TEACHER UNITY

242. Executive Committee

This Congress instructs Executive Committee to initiate discussions in relation to teacher unity with immediate effect by approaching the ASTI in the first instance so that we can negotiate from a common platform in future pay talks. Congress also instructs the Executive Committee to explore the possibility of obtaining assistance from the ICTU by activating the commitment given to assist the Unions to achieve teacher unity.

S. CONDITIONS OF SERVICE GENERAL

246. Executive Committee

A deluge of new technologies has flooded the educational landscape over the last two years. The abrupt onset of the pandemic meant that the necessary supports and policies were not in place. This Congress recognises the subsequent exhaustion and erosion of work life balance that the unsustainable "always on" mentality has brought about for educators, students and all stakeholders.

Congress instructs the Executive Committee to strongly campaign for the introduction of "Right to Disconnect" Legislation. Such legislation does not have to impact on the healthy adoption of technologies within education but will help eradicate unwanted technological invasions of our personal time.

254. Co. Kerry

Congress instructs the Executive Committee to negotiate with the DE a specific leave provision for members in the case of miscarriage or loss of baby prior to 24 weeks' gestation.

253. Co. Kerry

Congress instructs the Executive Committee to call for an extension to the amount of leave offered to our members for the death of a close family member that truly reflects good mental health practices. To suggest a parent can mourn the loss of their child, a parent or sibling in a week and then return to full active duty in school is ludicrous and needs to be looked at.

247. Executive Committee

Congress instructs the Executive Committee to continue to work with sister unions to address the use of technology in our workplaces for communication purposes. Our right to disconnect has not been established and therefore we are faced with a constant barrage of communications from management, staff and students. Our role has always been one where communication and developing relationships are pivotal. The pandemic has allowed us to develop skills that assist us in our roles. However, it appears that these skills are now being used against us. Interactions between staff are online rather than in person, online meetings are happening at weekends, and we are "encouraged" to attend. It appears the idea of family life, or indeed life away from

the workplace, is no longer a given. We must look to have a 'right to disconnect' policy in place in each workplace that must be adhered to by all.

EMERGENCY MOTIONS

EMERGENCY MOTION NO. 1

Co. Donegal / Co. Carlow / Dundalk IT/ Co. Roscommon/ Co. Meath / DDL Branch / Tipp. SR / WIT / Donegal Colleges / Co. Kilkenny / Cork City / Co. Cavan / Birr Gallen / Co. Wexford / Co. Clare / Waterford City / Co. Wicklow / MTU Cork / Dublin C&C / Co. Galway

Congress regards with grave concern the recent unilateral announcement by the Minister for Education of an intention to continue to schedule the Leaving Certificate orals and the music practical for the Easter closure period.

Congress regards this as an opportunistic and unacceptable attempt by the Minister to normalise a temporary, emergency arrangement that was entered into only and explicitly on a "without precedent" basis as a proportionate, necessary response to the COVID-19 crisis.

Congress recognises the intrinsic importance of the oral and practical components of assessment. Congress also recognises that, in facilitating the conduct of these components in 2021 and 2022, teachers of Gaeilge, modern foreign languages and music demonstrated significant commitment to their students and regards as deeply regrettable the Minister's poor judgement in seeking opportunistically to exploit that commitment.

The decision does not have any regard to the fact that Easter falls late (as it did this year) in some years and earlier in others and that many students engage in extra-curricular activities during Easter Break.

Congress therefore instructs the Executive Committee

- to resist by all available means the scheduling of Leaving Certificate 2023 oral and music practical examinations for the Easter closure period and
- to engage with the Department of Education and the State Examinations Commission in that regard as a matter of urgency

EMERGENCY MOTION NO. 4

Dublin Colleges / Dublin City / IT Blanchardstown / Co. Meath / Galway City / Co. Longford / Co. Laois / Dundalk IT / Cork City / Co. Louth / IT Sligo / IT Carlow

Congress notes

- The April Central Bank quarterly Bulletin which says that inflation is expected to average 6.5% this year.
- Recent CSO data showing that inflation in the 12 months to March 2022 was 6.7% and 5.5% to December 2021.
- The March figure is the largest annual increase since April 2001.
- TUI Members received 1% in 2021 and are due to receive another 1% or 2% (dependent on sector) in 2022.
- Members are thus out of pocket for both 2021 and 2022.

Congress also notes the failure of the government to give any reasonable response to the need for pay increases to compensate public sector workers for these price increases.

Congress therefore instructs the executive to inform the government and the ICTU that unless a meaningful pay offer is made by the end of the school/academic year which

- Compensates members for loss of earnings in 2021.
- Provides for increases to keep pace with the level of inflation in 2022, and
- Provides for an escalator clause to compensate members for any further increases in inflation.

That it will initiate a ballot for a campaign of strike action.

EMERGENCY MOTION NO. 3

Birr Gallen / Co. Galway / Donegal C&C / Tipp NR / Tipp SR / Cork City / Co. Meath / Co. Longford / Cork C&C

Congress unreservedly

- condemns the invasion of Ukraine ordered by President Putin and expresses its revulsion at the unspeakable suffering inflicted on the Ukrainian people.
- regards the Russian invasion as an assault on the humane and democratic values cherished and

shared by Ireland and the Ukraine

- deplores the indiscriminate brutality of the Russian forces, noting emerging evidence of war crimes
- declares the solidarity of the Teachers' Union of Ireland with the people of the Ukraine and, in that context, welcomes the decision of the Irish government to provide sanctuary and assistance to those forced to flee their homes and their country.

As an expression of our solidarity, TUI Annual Congress confirms that the members of the Union stand ready to provide, to the best of their ability - in our schools, colleges and centres of education - an appropriate and high quality education service to those Ukrainians who come to Ireland.

Recognising the practical challenges that this will involve and, in particular, the profound effects of catastrophic loss, dislocation and trauma, Congress instructs the Executive Committee, by direct representation and through the Stakeholders' Advisory Group, to request and secure from Government the resources necessary to facilitate the provision of that high quality service, including but not limited to:

- specialist Ukrainian and Russian language support teachers
- ready access to the requisite translation services
- enhancement to an adequate level of psychological services
- additional teaching allocation
- a dedicated and additional Home School Liaison service for Ukrainian families
- English as an Additional Language provision for all – those of school-going age and adults
- a logical, reasonable and equitable allocation of students to schools across all sectors
- liaison (at a central rather than school level) where possible with the Ukrainian education authorities to enable students to complete their national programmes of study and acquire appropriate qualifications
- a timely audit of prior learning of each Ukrainian student so as to ensure that placement and curricular provision are appropriate and, as far as possible, represent continuity

Congress notes that such resources must be secured and released without delay, so that preparations can be made in advance of the coming (2022/23) school year, and instructs the Executive Committee to proceed as a matter of urgency with the necessary engagement with government.

EMERGENCY MOTION NO. 2

Dublin Colleges / Co. Laois / Dublin City / Co. Louth / IT Blanchardstown / Donegal Colleges / IT Tallaght / IT Carlow

RUSSIAN INVASION OF UKRAINE

1. TUI Congress 2022 unequivocally condemns the Russian invasion of Ukraine. This is an unjustified act of violence against a sovereign country that contravenes international law and the UN Charter. We call on the Russian Federation to stop the invasion and withdraw its military immediately.
2. Congress extends our solidarity to our colleagues and students both in Ukraine and in all sectors of Irish education who may be impacted by this war, including Ukrainians, Russians and others from neighbouring countries.
3. We recognise the impact of this war on women and children in particular as seen by the now over 4,000,000 refugees who have fled the country.
4. We commend the bravery of those Russian anti-war protesters who have raised their opposition to this war and who have risked violence, repression and imprisonment by their Government.
5. Congress calls on the Executive Committee to make a significant donation to Medecins sans Frontieres to help their vital work in Ukraine - https://www.msf.ie/ukraine?gclid=Cj0KCQiA64GRBhCZARIsAHOLrI8FCMsDjAQ3vjW_-zj9RKeYcnVbaVYQRKMztz-0w8D-s3jY67nw3gaAt4iEALw_wcB
6. Congress instructs the Executive to call on the Irish Government to use its influence in the EU and the UNSC, as well as Ireland's unique position as a neutral country, to urge all parties to work towards diplomacy, peace and a negotiated settlement and to prevent any further escalation of the conflict.

EMERGENCY MOTION NO. 5

**Donegal Colleges / IT
Blanchardstown / Athlone IT / IT
Sligo / Dundalk IT / IT Carlow / St
Angela's College Sligo / MTU Cork**

The health, safety and wellbeing of students and staff has been the paramount concern for Higher Education Institutes and this Union since March 2020.

The management side have acknowledged the invaluable contribution that academic staff have made in endeavouring to maintain and protect as fully as possible the quality of the student experience, and the academic integrity of programmes and awards through Emergency Remote Teaching (ERT) against the backdrop of the necessary public health measures.

However the return to face-to-face delivery of programmes from the beginning of this academic year necessitates a change in the current practice of ERT to prevent the undermining of terms and conditions especially in regard of online practices.

Congress instructs the Executive that on the expiry of the Emergency Remote Teaching agreement, they are to negotiate a successor agreement that protects vulnerable members of the Union but which ensures that the general terms and conditions of members are not eroded by the abuse of emergency remote teaching.

Furthermore the Executive shall ensure that any proposal by management to introduce any new on-line modules/programmes must be negotiated and agreed with the Teachers' Union of Ireland either through a local or national agreement.

RESOLUTIONS REFERRED

RULE 23 MOTION OF CONSEQUENCE – NO. 1

Third Level Motion of Consequence:

TUI Technological Universities Policy and Strategy Document

Given the significant sectoral transformation of the Institute of Technology Sector to a Technological University sector, it is crucial that the TUI is at the fore of shaping policy and strategy for this sector at a national level. The proposed document has been consulted on through the TUI's

Technological University Working Group and Colleges Advisory Council. It has been circulated for wider feedback to members through our Branches. The document also formed the basis of the TUI submission to the OECD review. As such, this policy and strategy document is representative of the views of TUI third level members and outlines key issues, concerns, and objectives for the emergent TU sector. It also details the distinct functions of Technological Universities as outlined in the Technological Universities Act 2018 and proposes a more comprehensive and coherent overview of how this sector can be developed and positioned within the Irish Higher Education landscape.

The document reflects the TUI's policy imperative that St Angela's College Sligo and all Institutes of Technology, including Dundalk Institute of Technology and Dun Laoghaire Institute of Art, Design and Technology, be encompassed in the Technological University sector.

Proposed amendments to the document have come forward to reflect the establishment of the Technological University of the Shannon: Midlands Midwest, Atlantic Technological University, and the pending establishment of the Southeast Technological University. This document also aligns with the deliberations and discussions at the Union's Third Level Consultative Conference in March 2022.

Congress instructs the Executive Committee to adopt the proposed amendments to the document and to adopt the amended document as the TUI's Policy and Strategy for the Technological University Sector, subject to factual update and minor corrections, as required, and subject to policy revision as determined by national ballots and Congress resolutions.

Congress further instructs the Executive Committee to publish this document and to make it available by appropriate means to members and interested parties.

RESULT Referred

13. Dundalk IT

Congress instructs the Executive Committee to engage nationally with the employers' side to seek agreement that only those on academic/lecturing contracts carry out academic/teaching/lecturing work in IoTs/TUs.

RESULT Referred

46. Co. Kerry

Congress instructs the Executive Committee to engage with the ETBs to address the conversion to teachers of all BTEI Adult Educators who have entered service since the 2015/16 agreement. At present, a two-tier system is in operation for FET teaching staff entering the service since the date of the BTEI conversion agreement.

RESULT Referred

63. Co. Kerry

Congress instructs the Executive Committee to note the increasing amount of work involved in QQI assessment and to campaign to stop the overloading of colleagues in FET; seek to institute a national, no-nonsense system for assessing QQI courses and to demand that colleagues are appropriately paid for all QQI work.

RESULT Referred

95. Co. Kerry

Our Primary School colleagues have had, for some time, the option of partaking in courses over the Summer period (generally at the end of June or during the month of July) in a range of areas related to their teaching and as a result of their participation they are granted personal or 'course' days that they can take over the following academic year. In the absence in the provision of personal days for Second Level teachers in ETB schools, the introduction of a similar scheme would be welcome. Congress instructs the Executive Committee to explore the possibility with the Department of Education of the introduction of such a scheme for Second Level teachers with the intention of providing for personal days in Second Level schools.

RESULT Referred

109. Co. Donegal

Congress instructs the Executive Committee to negotiate with BOMs, ETBs and other relative agencies in relation to 1 hour Home Economics Classes and to seek at least 1 double class of 80 minutes per week to complete time sensitive practical work. Home-Economics Teachers who have one hour classes are facing difficulties trying to complete time sensitive practicals and this is affecting the health, safety and welfare of staff and for students completing both Junior and Leaving Cert projects.

RESULT Referred

TUI Assistance Fund

Decisions of recent Annual Congresses established the TUI Assistance Fund which will aid in-benefit members, serving and retired, who find themselves unable to deal with serious issues, financial or otherwise, through no fault of their own and having exhausted all other available options.

Four members of the committee to manage the fund have been elected from among serving members while a fifth has been nominated by the Retired Members' Association.

Please note that Branches which report a surplus in their Annual Return may, at the Annual General Meeting, make a donation to the Assistance Fund to a maximum of €3,000 or 10% of

Branch funds if greater. A small contribution from each member's annual subscription also supports the fund.

Enquiries and requests for assistance should be directed to amulcahy@tui.ie in the first instance. Applicants will be asked to complete an application form and also to submit a letter of application.

Changing your Bank Account Details

Persons may advise the Department of Education that they wish their salary or pension payments to be made to a new Bank Account, at any time.

This may be because they have opened a new Bank Account, or because their existing account is closing, and payments are required to be made to a new account

How do I change my Bank Account Details?

Please use a Change of Bank Details form (available from this link <https://www.gov.ie/en/form/48283-change-of-bank-details/>) to notify the Payroll Division of the Department of to change your bank account details.

Primary Teachers
Ph. 090 648 4044

Post Primary Teachers
Ph. 090 648 4161

Non Teaching Staff
Ph. 090 648 4136

Retired Staff Payroll
Ph. 090 648 3995

Ulster Bank /KBC

On the 19th of February 2021, Ulster Bank announced that they were proceeding with a phased withdrawal of their banking activity and associated services within the Republic of Ireland.

Ulster Bank has advised customers that they will have six months to close their accounts in 2022.

KBC Bank has also advised that they will be leaving the Irish market this year.

Therefore, if your salary or pension payment is currently paid to an Ulster Bank or KBC Bank account, you should notify the Department of Education of your new bank account details, as soon as possible.

What do I need?

Account Details You will need to know the account name, BIC and IBAN of the new account that you wish to nominate.

Where should I send the completed form to?

The signed copy of the form should be sent to the relevant payroll section i.e. to the primary, post primary, retired teaching staff or Non-Teaching Staff Payroll Division at –

POSTAL ADDRESS FOR COMPLETED FORM

Payroll: Primary OR Post Primary OR Retired Persons OR NTS Payroll
Department of Education
Cornamaddy,
Athlone,
Co. Westmeath,
N37 X659

If you have any queries, you may also contact the payroll staff at –

How long will it take to update my Bank Account Details?

Payment of salary and pension is made by the Department of Education every two weeks.

Therefore, the length of time that it will take to update your Bank Account details will depend on the point of time within the payroll cycle the Change of Bank Details form is received.

Please therefore allow 2-4 weeks for the salary or pension to be paid to your new account.

As such, please ensure that your existing account is not closed until your salary or pension payment begins to be paid to your new account, and allow sufficient time for the change to take place.

If your account is closing, please advise us of your new Bank Account Details as soon as possible.



**UNIVERSITY OF
LIMERICK**
OLLSCOIL LUIMNIGH

**School of
Education**

Post Graduate Diploma in School Leadership

Dioplóma Gairmiúil i Gceannaireacht Scoile

Robust mix of academic
and practical approaches
to learning

18 months of part-time
blended learning

Progress your career in
primary or post primary setting



Applications

Open to primary
and post primary
teachers with 5 years
post qualification
experience

Funding

Part funded by the
Department
of Education and
Centre for School
Leadership

Locations

The programme is
delivered nationally.
Please check
our website for
centre locations

Contact: PDSL@ul.ie / www.ul.ie/pdsl



**UNIVERSITY OF
LIMERICK**
OLLSCOIL LUIMNIGH



NUI Galway
OÉ Gaillimh



An Roinn Oideachais
Department of Education

The following text was supplied by the State Examinations Commission

SEC continues to seek examiners to mark work of students sitting State examinations

The State Examinations Commission (SEC) continues to recruit examiners to mark the work of students sitting the Leaving Certificate, Leaving Certificate Applied and Junior Cycle examinations this summer.

Teachers are the lifeblood of the national examinations system and the SEC relies on their involvement in the marking of the examinations so that it can deliver the annual state examinations service for the benefit of individual students, the education system and society in general.

By engaging in the national examinations system, individual teachers can benefit both professionally and financially. Professional benefits include:

- Enhancing their own teaching of the subject by gaining an insight into the marking process
- Gaining a deeper understanding of the assessment process
- Exercising their professional judgment
- Networking with other professionals
- Increasing their professional development
- Enhancing their career opportunities by being able to include examinations experience on a CV
- More experienced examiners will have the opportunity to gain valuable management experience if promoted to a more senior role.
- The learning and understanding gained from working with the SEC mean that competencies and skills

can be gained which can be used as exemplars in competency-based applications and interviews for all promotional posts in schools

As the Junior Cycle examinations were last held in schools in Summer of 2019, this means that in most Junior Cycle subjects the 2022 examinations are essentially the first year of examination of the new Junior Cycle specification. There are also new and recently introduced subject specifications at Leaving Certificate. This presents a fantastic opportunity for teachers to get involved and to gain this insight into how their subject will be marked in order to enhance and develop the quality of their teaching.

Full training will be provided and a support network is available throughout the marking process. Examiners are required to mark examinations that are answered through the medium of both English and Irish.

Financial Benefits

Written examiners are paid a number of fees and allowances and there have been a number of increases to the fees for 2022. These include:

- Attendance at training conference fee
- An administration fee of €223.93
- A per script rate
- New ***A per script satisfactory completion of marking fee (for 2022 related to Covid)
- New ***A revised arrangements fee of €223.93 if attending a digital conference

- Travelling expenses and subsistence allowances are also payable
- All fees have also been increased by 1% in line with public sector pay arrangements

The script rate for marking Leaving Certificate scripts varies depending on the complexity of the material to be marked and the time taken to mark it. However, it is important to note that this year all examiners will also receive a Covid-related satisfactory completion of marking fee which recognises the cooperation, flexibility and support needed in the delivery of the examinations. The Leaving Certificate satisfactory completion of marking fee for all subjects is an additional €6 per script on top of the normal script rate. This means that the Leaving Certificate marking fees for 2022 have increased by a minimum of 17% and up to 50% per script depending on the subject specific rate.

In the case of Junior Cycle, the script rate also varies depending on the complexity of the material to be marked and the time taken to mark it. The Junior Cycle satisfactory completion of marking fee for all subjects is an additional €3 per script on top of the normal script rate. This means that the Junior Cycle marking fees for 2022 have increased by a minimum of 48% and up to 57% depending on the subject specific rate.

For further details, including terms and conditions, the SEC's policy on appointments, and how to apply, access the Recruitment Section of www.examinations.ie

WE'RE HIRING



EARN

LEARN

UNDERSTAND



Examiners for the 2022 Examinations Leaving Certificate, Leaving Certificate Applied and Junior Cycle

Post Primary Teachers Needed to Do this Vital Work

Professional Benefits

- Develop the quality of your teaching
- Enhance your understanding of assessment practice
- Learn about the marking process
- Exercise your professional judgement
- Network with fellow professionals
- Opportunities for promotion to more senior examiner roles
- Increase your career opportunities and enhance your CV
- New/revised subjects at both Leaving Certificate and Junior Cycle – A fantastic opportunity for teachers to be involved and gain insight into the marking of these examinations for the first time.

Financial Benefits

- Earn extra income
- For the 2022 examinations
 - All fees have increased by the 1% public sector pay increase
 - Leaving Certificate script fees have increased by a minimum of 17% and up to 50%.
 - Junior Cycle script fees have increased by a minimum of 48% and up to 57%.
- Script fees are subject specific and relate to complexity and time required to mark them
- Fees are also paid for attendance at a training conference; for administration work; and for travel and subsistence.

For further details, including Terms and Conditions, the SEC's policy on appointments, and how to apply;

Access www.examinations.ie/recruitment

If you would like more information, do get in touch with the State Examinations Commission by phone on 090 6442739, or email: examiners@examinations.ie and we will be happy to help.

Remembering Jason Donohue

Sad and untimely passing of Co Cavan TUI Branch Secretary / CMETB Guidance Counsellor

June 29th, 2020 brought the very sad and untimely passing of Jason Donohue – Secretary to the Co Cavan TUI Branch from October 2012 to October 2018, and a long serving, committed and popular Adult Guidance Counsellor in Cavan and Monaghan Education and Training Board (CMETB).

Jason's contribution to the Co Cavan TUI Branch, initially as an active member and subsequently as a dedicated and enthusiastic Secretary, will be greatly missed. He was always willing to listen and showed his intelligence, insight and integrity in all Union matters. Jason's support to all members, and to the Cavan executive officers, was invaluable. He unfailingly offered his time and his empathic nature made people instantly warm to him and open up to him. His advice and his time were both generously given and warmly received. His patience, kindness and understanding were always evident, and his wit and good humour often helped to alleviate difficult situations.

Jason had a long and distinguished service with CMETB and his contribution to the organisation and wider community will be felt for many years to come. He first began working for Cavan VEC in May 2008 as an Adult Guidance Counsellor. In this role he dedicated his time unsparingly to helping many learners, clients and indeed staff who came his way. While he worked primarily in Adult Education Services, Jason also aided many other areas including providing support to Youthreach, Post Leaving Certificate and VTOS learners. Those who knew Jason from accessing the CMETB Adult



Guidance service over the years were saddened to hear of his passing with a past learner saying, "Jason helped me on my learning journey and without knowing it, he made a lasting impact on my life."

Jason had a quiet and insightful way about him and epitomised every positive trait of a gifted Guidance Counsellor. He was humble and not entirely aware of the difference and impact he made in people's lives. He was quick of wit which always made him wonderful company for any social occasion. Jason had a very strong faith which guided him through his difficult and bravely fought two-year battle with illness. He never complained and welcomed all messages of support and

offers of prayer with genuine appreciation and humility.

Jason continues to be sorely missed by his TUI and CMETB colleagues and friends. Co Cavan TUI Branch sends its sincere condolences to Jason's wife Siobhán and his two children Saidbh and Shona, his parents, sister and wider family.

May he Rest in Peace. Ar dheis Dé go raibh a anam.

RMA News

As I write this article in late April, I am looking forward to joining up with RMA colleagues in the Harbour Hotel Galway for our AGM on May 18th, a report from which will appear in the next issue of TUI News.

Spring and Autumn Breaks

We had a very enjoyable spring break in Ennis at the end of March. Our tour on the Wednesday took us to Doolin and a boat trip under the Cliffs of Moher which, if you haven't done, I would highly recommend you do as it is spectacular. After lunch in Doolin we travelled to Lahinch for a walk on the prom in the lovely spring sunshine. On Thursday we travelled to Limerick and visited King John's Castle and the Hunt Museum.

We will be having our autumn break in the **Springhill Court Kilkenny on October 18th, 19th and 20th.**

An attractive package has been agreed with the hotel as follows: 3 nights dinner,

bed and breakfast for €149 per person sharing and €224 for single room. Details of tours have not been finalised at present but will be uploaded to our website www.rmatui.ie when available and will be sent out to all members in late August or early September with our renewal letters.

Alliance of Retired Public Servants

A detailed list of the issues being discussed by the Alliance were included in the last TUI News and these issues are ongoing and we continue to work on them in your behalf. The Alliance Biennial General Meeting will take place on May 24th.

TUI Annual Congress

The TUI Annual Congress took place in Wexford over Easter. RMA chairperson Martin Hoye and myself attended and I am delighted to report that the motions

of interest to the RMA which were on the Final Agenda were debated and adopted. I would like on behalf of the RMA to thank those TUI branches that submitted the motions and the branches that gave them a high priority to enable them to be debated and of course thanks to the Congress delegates for their support of the motions. One motion was a rule change which should allow for an easier transition from membership of TUI to membership of RMA upon retirement.

As you are no doubt aware Ulster Bank and KBC Bank are ending their activities in the Republic of Ireland so all customers will have to move their accounts. If you are one of the affected customers and are paying your RMA annual renewal by bank standing order please switch the standing order mandate to your new bank account during the summer so that your annual renewal can be processed in the autumn.

Dan Keane,
RMA Secretary

RETIRING SOON?

**FREEDOM FROM WORK
DOES NOT MEAN
FREEDOM FROM THE COST OF LIVING**

*Join the TUI Retired Members' Association
and be involved
in promoting your interests in retirement*

YOUR FIRST YEAR'S MEMBERSHIP IS FREE

Joining is simple
Visit the RMA TUI Website: www.rmatui.ie
and fill in the online application form

DO NOT LEAVE IT TO OTHERS
If we don't care who will?





Sponsored by

cornmarket
group financial services ltd

Congratulations to

VOL 44 NO 3 WINNER
Michael Molloy, Athlone Community
College, Co Westmeath
VOL 44 NO 4 WINNER
Amy Moynihan, Virginia College, Co Cavan

Crossword

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

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

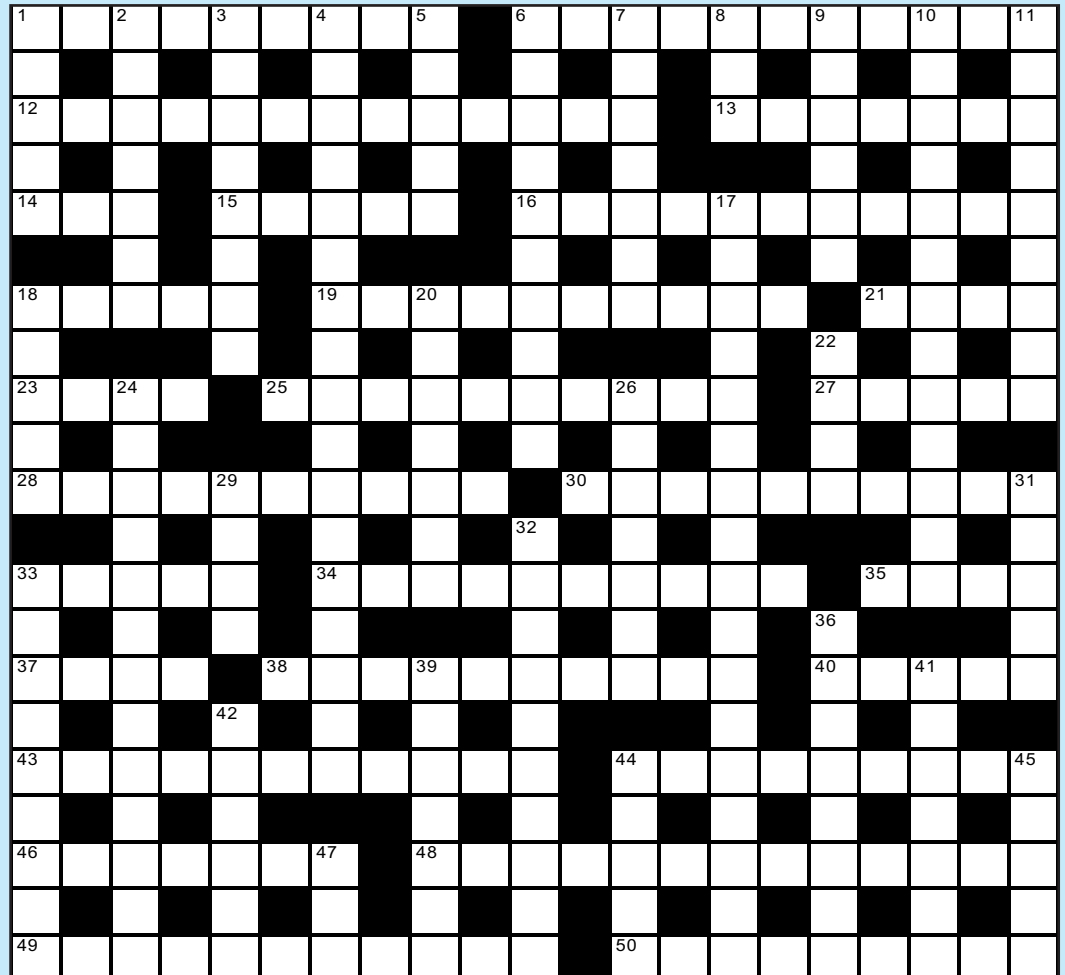
Address _____

Contact number _____

TUI Branch _____

Send entries to
TUI Crossword May '22,
TUI, 73 Orwell Rd, Rathgar,
Dublin 6, D06 YP89.

Closing date for entries:
Friday, 29th July 2022.



ACROSS

- 1 A number you use to gain access to various accounts (3,6)
- 6 Someone who returns home from travelling, especially having repented of former extravagant behaviour (8,3)
- 12 Husband of a reigning female sovereign (6,7)
- 13 Traditional Christmas cake, often served as a dessert near Christmas, especially in France, Belgium and Switzerland (4,3)
- 14 Instigate legal proceedings (3)
- 15 A stupid person (5)
- 16 A type of cough medicine (11)
- 18 The power or act of deciding or allowing something (3-2)
- 19 A magical command; used by Ali Baba (4,6)
- 21 The capital and largest city of Norway (4)
- 23 A narrow fissure in rock (4)
- 25 Site of the Alamo (3,7)
- 27 A paved surface where aircraft stand while not being used (5)
- 28 Wheeled refuse container (7,3)
- 30 A cylinder of calcium carbonate hanging from the roof of a limestone cave (10)
- 33 Norwegian-American subscription-based music, podcast and video streaming service (5)
- 34 Small dish for rinsing the fingers at a dinner table (6,4)
- 35 On one occasion (4)

- 37 A flat float usually made of logs or planks (4)
- 38 A system of mountain ranges that often consist of a number of more or less parallel chains (10)
- 40 Signal going into an electronic system (5)
- 43 Christian doctrine that holds that all humans inherit a tainted nature (8,3)
- 44 A member of the family Theraphosidae (9)
- 46 The main stem of the plant that runs underground horizontally (7)
- 48 Not able to be authorized or sanctioned; unjustifiable (13)
- 49 A container in Greek mythology (8,3)
- 50 From that circumstance or source (9)

DOWN

- 1 ----- of Peace - fourth solo studio album by Paul McCartney (5)
- 2 Lack of sophistication or worldliness (7)
- 3 Quite rare (8)
- 4 NaHCO₃ (11,2,4)
- 5 An angry dispute (3-2)
- 6 An inclination to do something (10)
- 7 Cephalopod having a soft oval body with eight long tentacles (7)
- 8 Devoid of warmth and cordiality (3)
- 9 Bursting into flower (6)
- 10 The confident and forceful expression or promotion of oneself (4-9)

- 11 A loosely hanging item of nightwear (9)
- 17 A marriage relationship created by agreement and cohabitation rather than by ceremony (6-3,8)
- 18 Spread by scattering (5)
- 20 A feeling of joy and pride (7)
- 22 Hydrated magnesium silicate (4)
- 24 All of the points of the physical environment that can be perceived by a stable eye at a given moment (5,2,6)
- 26 Worthy of notice (7)
- 29 Hang loosely or laxly (4)
- 31 Construct, build (5)
- 32 A mixture of shellac and rosin with turpentine and pigment, softened by heating and used to make seals (7,3)
- 33 An aeroplane with an external propeller that is driven by a turbojet engine (9)
- 36 A brief literary description (8)
- 39 Cause profound worry; make to feel uncomfortable or anxious (7)
- 41 A craftsman who installs and repairs pipes and fixtures and appliances (7)
- 42 American ----- - 1980 American neo-noir movie starring Richard Gere and Lauren Hutton (6)
- 44 Set of cards used by fortune tellers (5)
- 45 At right angles to the length of a ship or aeroplane (5)
- 47 A period marked by distinctive character or reckoned from a fixed point or event (3)