



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

VOL.43 / NO.2

November/December 2020



TUI members identify more physical space, smaller class groups and more staff as key workplace protections

A Word from the President – Martin Marjoram

CONTENTS:

- p.2 A Word From The President
- p.4 TUI calls for State examinations certainty
- p.6 Pay Parity – overview of TUI's campaign
- p.8 New Head Office Officials
- p.9 Procedure for dealing with health and safety concerns owing to COVID-19
- p.10 Survey findings outline COVID-19 related concerns of TUI members
- p.14 OECD indicators endorse work of teachers and lecturers
- p.16 Latest PISA report highlights effects of underfunding
- p.18 Important dates to Annual Congress 2021
- p.20 Building diversity within the Irish teaching profession
- p.22 TUI Special Congress 2020 – full report
- p.28 PDA News
- p.30 Travel time between centres during working week
- p.31 RMA News
- p.32 Crossword



TUI PRESIDENT, MARTIN MARJORAM

Dear Colleagues,

Special Congress – 7th November 2020

In keeping with the decision of TUI Congress 2020 last June, we organised and completed a Special Congress on 7th November 2020 at which we debated the motions previously submitted as well as a number of

emergency motions. The result was a significant and successful day for TUI's democracy and I extend my sincere thanks to all of the delegates who participated, to Branches which submitted motions and participated in the feedback which helped in planning the event, to the Standing Orders Committee, to the team in Head Office (not least for the essential support they provided to me as Chair of Congress), to my colleagues on the Executive Committee and to our external providers. I want to congratulate Michael Gillespie and Liz Farrell on their first Congress as General Secretary and Vice President respectively.

Clear messages on critical issues

Special Congress delivered a number of very clear messages including: TUI's determination to prosecute the pay equality campaign to a successful conclusion; a clear position that Leaving Certificate 2021 be held in the traditional manner and that TUI



Martin Marjoram
President
president@tui.ie

Liz Farrell
Vice President
vicepresident@tuimail.ie

Michael Gillespie
General Secretary
mgillespie@tui.ie

EDITORIAL

Annette Dolan
Deputy General Secretary
adolan@tui.ie

Declan Glynn
Assistant General Secretary
dglynn@tui.ie

Aidan Kenny
Assistant General Secretary
akenny@tui.ie

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

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

Printed by:
Typecraft Ltd.

members will not be participating in a repeat of the calculated grades process, particularly in light of the bad faith which repaid our previous involvement; the resolve to continue to safeguard the health and safety of members and school and college communities in the face of the COVID-19 crisis; the recognition of the enormous workload implications of the new approaches to teaching forced on us by the pandemic and the willingness to take necessary action to protect members.

Ongoing scandal of pay discrimination

The ongoing scandal of pay discrimination is central to our considerations as the Public Service Stability Agreement moves towards its expiration date of 31st December 2020. The General Secretary and I wrote to the ASTI directly following their ballot result on pay equality with a view to exploring a joint campaign, now that they too have an industrial action mandate. We have met both the ASTI and the INTO to discuss common strategy and will have further meetings.

TUI Assistance Fund

Along with vital policy debate, Special Congress also made an important Rule Change which will bring forward the establishment of the TUI Assistance Fund (previously intended to be called the Benevolent Fund). This will be a new and very welcome addition to the range of supports TUI offers to members, including retired members in this case, who find themselves in difficulties.

COVID-19 – Robustly defending health and safety of members

TUI continues to engage with the relevant Government departments to ensure that members' interests are defended during all stages of the response to the COVID-19 pandemic. Since the 20th October 2020, this process now includes weekly meetings with representatives from the public health authorities. TUI continues to input significantly into policy and documentation and has made progress in all sectors in which we organise. Where difficulties and lack of clarity persist, we argue and advocate for the robust TUI positions required by members, both in direct engagement and in the media.

Proposed establishment of TU from amalgamation of Limerick and Athlone IoTs

Following a period of intensive and complex negotiations, the wording of a draft Memorandum of Understanding was agreed to go forward to ballot in the Limerick Colleges and Athlone IT Branches as a key step in the proposed establishment of a new Technological University from the amalgamation of the Limerick and Athlone Institutes of Technology. I want to express my appreciation for the enormous work undertaken by the TUI representatives and officials involved in the engagement with the managements of the institutes, and to the staff in Head Office whose very significant work will allow the postal ballot of members to go ahead.

We await the outcome of the democratic process, which was devised by TUI as an important protection for members in the TU initiative and requires the assent of both Branches before moving to the next stage.

Matters stuck in IR processes

Some matters of pressing interest to TUI members remain stuck in IR processes. TUI continues to push for progress and early resolutions on a number of items including the claim for restoration of the H.Dip./PME Allowance, the Organisational Design of the ETBs, the Review of Lecturing, Claim AF25/15 regarding incremental credit in third level, and the conversion process we have sought in Youthreach. We share the frustration of members that already slow IR processes have become positively glacial in the COVID-19 environment but we continue to work to advance these issues and will report outcomes as they emerge.

Welcome to new TUI staff members

TUI has recently welcomed newly appointed staff members in vital roles. Patricia Keating has joined us as Administrative Officer while Anne Howard and Seamus Lahart have been appointed as Assistant General Secretaries. I wish Patricia, Anne and Seamus the very best in their new posts and have already had the pleasure and the opportunity of seeing all three begin to make valuable contributions to the work of the union.

Martin Majoram

Minister must provide certainty and confirm that customary State examinations will take place

Following the passing of an emergency motion on the issue at November's Special Congress, the TUI said that if the priority of Government is to keep schools open during the COVID-19 pandemic, the Union will not countenance or accept any attempt not to hold the traditional, highly trusted, externally-marked State Examinations in 2021.

The Union notes recent comments by the Minister that the intention is that 'the Leaving Certificate 2021 will be the traditional Leaving Certificate as we would know it.' This must be confirmed as a matter of urgency.

The Union says that with seven months to June 2021, there is ample time to ensure that the customary State examinations – which enjoy significant

and unmatched public trust – can run smoothly and safely. In this context, the Union highlighted that schools were presented with a significantly more difficult task when they were given guidelines on re-opening barely a month before a million students were due to return to buildings that needed to be completely recalibrated to ensure compliance with public health guidelines.

The Union noted that the Department breached and betrayed the trust of teachers by reneging on an assurance for the 2020 calculated grades system that the student ranking would only be available in response to a data access request.

TUI General Secretary Michael Gillespie said that 'in the absence of

Ministerial assurance that the customary state certified examinations will be held next summer, some schools are hedging their bets by scheduling an expanded range of formal assessments with the purpose of using the results as an evidential base for the award of calculated grades. This is leading to a distortion of teaching and learning patterns and is placing an insupportable burden of additional work and unrelenting pressure on students and teachers.'

TUI engagement with NPHET/HPSC

In an engagement involving the TUI and the other teacher unions, the Department of Education, the management bodies and representatives from the National Public Health Emergency Team/Health Protection Surveillance Centre (NPHET/HPSC) in relation to COVID-19, TUI representatives raised a significant number of important issues as well as submitting a comprehensive range of written questions. Responses to these questions can be found on the TUI website.

It should be noted that ongoing engagement is taking place with HSE/Public Health and the Department of Education and other stakeholders. Any issues which are not addressed or are specifically for the HPSC will be relayed from that forum to HPSC for response.

The NPHET has stated, in response to a number of questions, that some issues are being dealt with by the Department of Education and Skills. The TUI is in weekly contact with the DES and will bring all related questions to that forum.

Should you or your colleagues have further questions or concerns that you would like the TUI to raise please contact your Area Representative. The contact details for your Area Representative can be found in the TUI Diary and Handbook and/or is available by contacting tui@tui.ie.

TUI support for Debenhams workers

The TUI has extended its support to the Debenhams workers who are being unfairly denied the implementation of a collectively negotiated redundancy package.

We echo the call of Mandate trade union for immediate, definitive action from the Taoiseach and the Government to end the protracted dispute which has seen workers on picket lines for over 200 days.

We also fully support the demand of Mandate and the ICTU that legislation be implemented to give effect to the Duffy/Cahill report which could prevent other workers suffering a similar scenario in the future.

In addition, TUI commends the workers on the inspirational courage and resilience that they have displayed for over six months.

TUI's submission to Joint Oireachtas Committee on 'Ensuring that schools are open in a manner which is both safe and sustainable'

The TUI was invited by the Joint Committee on Education, Further and Higher Education, Research, Innovation & Science to make a submission on 'Ensuring that schools are open in a manner which is both safe and sustainable'.

TUI's submission can be found on the Union's website.

Summary of key points:

The TUI wants to keep schools open, as long as it is safe and sustainable to do so. Our members – teachers, including principal teachers – worked tirelessly from June to September to re-open schools. The task for us all now is to

ensure they remain open in a safe and sustainable manner. Having analysed what this will require, the TUI is therefore calling for:

- Society to play its part
- Accurate, detailed and meaningful data on the transmission of COVID-19 in schools
- Rapid testing for all school staff and students
- Effective contact tracing implemented immediately by the HSE
- Additional protective measures for high-risk teachers
- Leave for long term COVID-19 related illness
- More COVID-19 compliance inspections in our schools
- Additional teachers
- An end to pay discrimination
- Additional Resourcing – capital expenditure, ventilation, ICT equipment and training
- Workload issues to be addressed
- Restoration of middle management structures in schools
- No new administrative initiatives
- Necessary adjustments to curriculum
- A definitive decision on the running of the state certified Leaving Certificate examinations in 2021

TUI in the media

Unsurprisingly, there continues to be a significant and intensive media focus on a range of education issues linked to the national health emergency.

The Union has issued a number of statements and responses, many of which are available on the TUI website, and Union representatives have featured in countless media interviews in news and current affairs programmes on radio and television.

A summary of the Union's media activities with links to relevant articles and programmes can be accessed from the Media Coverage link at the end of the TUI website's homepage.



COMPETITION



The Construction Industry Federation (CIF) has launched a competition that is aimed at senior second level students and developed with the assistance of the TUI.

'A Home for Everyone' is a team-based project where students work together to design a home that helps solve climate change, the housing crisis and addresses inclusivity. In other words, the house design should be eco-friendly, affordable and be suitable for elderly people or people with disabilities.

The nature of the competition promotes teamwork, the application of maths, knowledge of the local community and awareness of issues such as climate change, homelessness and inclusivity. Also, the competition aims to show the creativity, purpose and impact involved in design, engineering and construction.

To this end, the winning team will have their design rendered into 3D

and will be able to 'walk' through the house with a range of ambassadors, politicians, celebrities, parents and local councillors. The winning school will receive high end measuring equipment, a laser level and a masterclass in the use of the equipment. Finally, the winning team members will have the option of taking a CIF scholarship or access to the CIF's apprenticeship programme if they do decide to take a construction-related career route in their future.

In developing this competition, the CIF worked with TUI, the Techno Teachers Association Ireland, the Engineering Technology Teachers Association and the Institute of Guidance Counsellors. In addition to this, Alison Watson MBE, CEO of A Class of Your Own, has been engaged to create a competition that complements academic work whilst benefiting the community.

For further information please visit - www.cif.ie/cifchallenge



PAY PARITY

PROGRESS MADE, CAMPAIGN CONTINUES

The TUI is committed to the elimination of the discriminatory pay scales imposed on teachers and lecturers who entered the profession on or after 1st January 2011. Our campaign and commitment will continue until this objective has been achieved. We have utilised every opportunity in accordance with our mandated strategy and have made real, measurable, regular progress in our campaign for pay parity. We have used the various mandates given by members to good - and continuing - effect. We have secured much and, through our ongoing campaign, we are confident that we will secure more.

WHAT CUTS WERE INFLICTED ON NEW ENTRANTS?

January 2011

- 10% cut to salary
- 10% cut to allowances
- Commencement on point 1 of the new salary scale rather than point 3 of the pre-2011 scale – i.e. abolition of incremental credit for period of unpaid pre-service training

December 2011

- Qualifications allowances capped at the value of the Honours Primary Degree Allowance

February 2012

- Qualifications allowances abolished for those appointed on or after 1st February 2012

PAY PARITY - WHAT HAS BEEN ACHIEVED?

2013 Under the Haddington Road Agreement (HRA)

- Improved pay scales for 2011 & 2012 entrants
- Reversal of 10% cut to allowances

2016 - January

- TUI national ballot on issues not covered by Lansdowne Road Agreement (LRA), including new entrant pay

2016 - February

- Strike at Third Level – 3rd February 2016
- Second Level strike, scheduled for 24th February 2016, deferred after meaningful talks offered

2016 - March-May

- Intensive negotiations between TUI and Department of Education and Skills (DES)/Department of Public Expenditure and Reform (DPER)
- DES/TUI agreement, May 2016 secured a range of gains for TUI members across the sectors. Agreement was democratically accepted by TUI members following national ballot.

2016 - September

- Agreement negotiated by TUI & INTO with DES and DPER. The value of the Honours Primary Degree allowance (€4,918) incorporated into revised scale for 2011 and 2012 entrants (in two phases, 1st January 2017 & 1st January 2018)
- €796 added to each point of the Teachers' Scale. This represented half of the agreed restoration of the S&S payment.

PAY PARITY - PROGRESS MADE, CAMPAIGN CONTINUES

2016 - October

- TUI claim for payment of H.Dip./PME allowance to new entrants – lodged with Teachers' Conciliation Council (TCC).

2017 - April

- €1,000 pay increase on annualised salaries (i.e. salaries exclusive of allowances) up to €65,000, (brought forward from 1st September to 1st April 2017).

2017 - September

- €796 added to each point of the Teachers' Scale. This represented the second half of the agreed restoration of the S&S payment.
- TUI members voted by a margin of 87% to 13% to reject the Public Service Stability Agreement (PSSA) on the basis that it would stall further progress on pay equality for at least three years. In addition, members mandated a campaign of industrial action to secure resolution of this critical issue.

2018 - January

- Under the terms of the Public Service Stability Agreement (PSSA) 2018–2020, whole-time annual basic salaries were increased by 1% with effect from 1st January 2018.
- 2012 new entrant salary scale was incorporated into a single new entrant scale (i.e. one scale for those appointed on or after 1st January 2011)

2018 - February

- TUI lunchtime protest to highlight the deeply negative impact that pay inequality is having on our profession and on the quality of education we can provide for students.

2018 - March

- TUI, ASTI and INTO held a joint demonstration at the Dáil in advance of the report on pay equality mandated under the Public Service Pay and Pensions Act, 2017.

2018 - May

- TUI lunchtime protest around the country over the continuing injustice of pay discrimination.

2018 - October

- Under the terms of the Public Service Stability Agreement (PSSA) 2018–2020, whole-time annual basic salaries were increased by 1% with effect from 1st October 2018.

2019 - March

- From 1st March 2019, two scale points (4 and 8) were removed from post 1st January 2011 'new entrant' scales, meaning that new and recent entrants progressed up the scale more quickly and the scale reverted to a 25-point scale. Members voted to accept the proposal on 'new entrant' salary scale issues by a margin of 53% to 47% in the context of the union's ongoing campaign.

2019 - July

- The TUI wrote to the INTO and ASTI suggesting joint action with TUI to highlight the issue of pay inequality and to bring about a final satisfactory resolution to this matter.

2019 - September

- Under the terms of the Public Service Stability Agreement (PSSA) 2018–2020, whole-time annual basic salaries were increased by 1.75% with effect from 1st September 2019.

2019 - October

- Members voted by a margin of 92% to 8% to re-new the Union's mandate for industrial action, up to and including strike action, as part of the campaign to end pay discrimination.

2020 - February

- TUI members took a day's strike action across all sectors of the Union on 4th February over the ongoing failure to eliminate the injustice of pay discrimination.

2020 - October

- Under the terms of the Public Service Stability Agreement (PSSA) 2018–2020, whole-time annual basic salaries were increased by 2% with effect from 1st October 2020.
- Following the ballot that gave the ASTI a mandate for industrial action over new entrant pay, TUI wrote to them suggesting joint action by the two unions, as far as possible, to bring to an end the discrimination against those who entered the profession on or after 1st January 2011.
- The TUI suggested a joint day of strike action, as soon as possible but in any event before Easter 2021.

WHAT REMAINS TO BE ACHIEVED?

- Elimination of the remaining differences in the early points of scale

POST-PRIMARY

- Payment of the HDip/PME allowance to all new entrants
- Commencement on point 3 of the 25-point scale in recognition of six-year (primary degree and PME) training period

WHAT IS THE REMAINING DIFFERENCE IN PAY?**POST-PRIMARY**

- The difference between the total salary of a pre-2011 entrant (inclusive of the value of the honours primary degree and H. Dip/PME allowances and commencement on point 3) and the total salary of a post-2011 entrant (taking account of the removal of points 4 and 8 and commencement on point 1 of the post-2011 scale) is 15% on initial appointment. Averaged over 25 years, the difference is 8%.

OTHER GRADES

The pay difference for

- Youthreach Resource Persons is 4%
- ALOs/CEFs/AEGCs is 2%
- Assistant Lecturers is 3%

New TUI Head Office Officials

Following recruitment processes in recent months, a new Administrative Officer and two new Assistant General Secretaries have been appointed by the Union's Executive Committee. We wish the very best to Patricia, Seamus and Anne in their new roles.



**Patricia Keating –
Administrative Officer**

Patricia's cross sector experience has helped create a positive impact in many organisations, most recently as Senior Executive Officer in the community education provider An Cosán. She is looking forward to bringing her expertise in human resources management and development, administration and event management to TUI.



**Anne Howard –
Assistant General Secretary**

A native of Co Clare, Anne Howard taught in St Patrick's Community School in Shannon and has served TUI in a variety of roles throughout her career, most recently as a member of the Executive Committee. Anne was elected onto the Teaching Council from the Community & Comprehensive sector earlier this year.



**Seamus Lahart –
Assistant General Secretary**

Seamus Lahart has had a career-long involvement with TUI, with experience at all levels, most notably serving as President of the Union between 2018 and 2020. Originally from Clonmel in Co Tipperary, Seamus taught in Coláiste Dún Iascaigh in Cahir.

TUI OFFER ENDS 30TH NOVEMBER



**GET COMPREHENSIVE 24/7
PROFESSIONAL DEVELOPMENT**
*for your staff on iPad and Seesaw
to Support Blended Learning*



ONLY

€270*

a month inc. VAT



GET HALF YOUR CASES FREE

FREE iPad management training

FREE 100ml device sanitiser spray

SAVE OVER €500!

on the latest iPads and set your school up for
successful anytime, anywhere learning!

10.2" iPad
8th Gen (new model)

16x iPad Class Set

- 16 x iPad 32GB (new model) devices
- 1 x Wheeled charge & storage trolley
- 16 x Max Rugged Protective Covers – **Get 8 covers FREE!**
- 16 x 3 year Device Management Licence with **FREE** Training!
- Premium device configuration

(€10,254 total inc VAT to buy outright. Now only €9854 inc VAT)

- **FREE** 100ml Device Sanitiser spray
- Secure delivery to your school
- 16 x 3 year Teacher Licences for **Wriggle Connect comprehensive 24/7 Professional Development Training** in iPad and Seesaw

Terms and Conditions:
 *Cost per month is based on leasing a Wriggle iPad Bundle for 3 years. Rates subject to market change. Includes access to free training video by Wriggle iOS specialist on using ZuluDesk device management for iPad. Includes 3 years 24/7 access to Wriggle Connect comprehensive iPad and Seesaw training for 16 teachers per class set.

Get the technology and training your school needs today!

Contact sales@wrigglelearning.ie

wriggleCONNECT

 Authorised
Education Specialist



TEACHERS' UNION OF IRELAND

Procedure for Dealing with Health and Safety Concerns in Schools/Colleges/Centres/loTs/TUs owing to COVID-19

The COVID-19 response plan makes provision for a workplace to have a Lead Worker Representative (LWR). In the first instance, concerns or issues that arise are processed in accordance with the procedures specified in the COVID-19 response plan. However, if those procedures are not applied in a fair and prompt manner or if the issue is not satisfactorily resolved, the TUI reserves the right to act on behalf of members to protect their health and safety, as outlined in the following steps.

STEP 1

If a TUI member wishes to raise a COVID-19 related health and safety issue in a school/college/centre/loT or TU s/he should, in the first instance, inform the Lead Worker Representative (LWR). The member should also advise the TUI Workplace Committee (WPC) and the WPC should keep a record of this.

STEP 2

The LWR will deal with issues that arise in line with the procedure set out in the workplace COVID-19 Response Plan. This includes raising the matter with school/college/centre/loT/TU management/employer immediately and keeping a record of all COVID-19 problems, areas of non-compliance or defects that the LWR has identified or that have been reported to her/him.

Under this procedure the employer is expected to act promptly on these representations. If unable or unwilling to do so, the employer (for example, school/college/centre/loT/TU management) must detail the reasons why, in order that the LWR can escalate the issue of concern, in the manner specified in the COVID-19 Response Plan.

If a concern is resolved, the LWR must record any actions taken to rectify the concern and inform staff.

STEP 3

If, notwithstanding the efforts of the LWR, a concern has not been addressed to the satisfaction of the TUI member/s, the matter should then be referred as an industrial relations issue/grievance to the TUI Workplace Committee (WPC).

The TUI WPC can seek advice from the local Branch Officers and/or Area Rep. The contact details for Area Reps can be found in the TUI Diary and Handbook that issues to all members in September. Contact details are also available by contacting TUI Head Office on 01-4922588 or tui@tui.ie.

The TUI WPC will meet with management immediately and seek to resolve the matter. In an ETB, if a satisfactory resolution is not provided by local management, the WPC will advise the local Branch who will contact the ETB (Director of Schools, Director of Further Education and Training, Director of OSD, Human Resource Department, as appropriate) to seek an immediate resolution of the matter.

In a C&C or Voluntary Secondary School, the WPC will bring the matter to the attention of the Board of Management to seek a resolution.

STEP 4

If a satisfactory resolution is not provided, following the steps as outlined above, the WPC will:

- Lodge a collective grievance using the nationally agreed grievance procedure
- and
- Report the matter to the Health and Safety Authority. If the HSA sends an inspector to the workplace, the LWR is entitled to accompany them during the inspection and to get a copy of any recommendations or orders. This should, in turn, be provided to the TUI WPC.
- and
- Where relevant, report the matter to the Health Service Executive (HSE).

Survey findings outline concerns of members in Post Primary and Further/Adult Education sectors around variety of COVID-19 related issues

WORKLOAD



believe that there has been an increase in their workload in the new academic year as a result of preparing/adapting classes for the new workplace environment



said their work was somewhat more difficult (37%) or significantly more difficult (58%) at present in comparison to its level of difficulty 12 months ago

FACE COVERINGS



of teachers believe that wearing a face covering during class makes their work significantly more difficult (55%) or more difficult (37%)

COVID-19 RESOURCES



do not believe that the enhanced teaching/staffing allocation provided to their workplace as a result of COVID-19 has been sufficient to meet additional requirements



Only half of respondents believe that their workplace has been provided with the requisite resources to ensure a satisfactory cleaning regime

From a given list, respondents ranked the following measures in order of what they would most like to see in their workplace to counter the risk of COVID-19

1. More physical space
2. Smaller class groups
3. More teachers
4. School/centre-based COVID-19 testing
5. Provision of ICT equipment, technological support, professional development and ongoing training in ICT
6. Better ventilation
7. COVID-19 breaks during working hours
8. Measures (other than online provision) to support teacher wellbeing

HEALTH CONCERNS OF TEACHERS AND THEIR FAMILIES



said that they have an underlying health issue that is of concern to them in terms of COVID-19



share a household with somebody who is over 70 years of age



share a household with somebody who has underlying medical issues that make them particularly vulnerable to COVID-19



have considered leaving the profession or retiring early as a result of COVID-19



think that accelerated/rapid COVID-19 testing for students, teachers and other staff is essential to limit disruption over the coming months

The return to workplaces has presented unprecedented challenges to TUI members. Between 25th September and 5th October, the Union conducted

a survey of 1,551 teachers in the Post Primary/Further and Adult Education sectors around critical issues related to the pandemic. Key findings are set out below.

Data from the survey has already been used to support the Union's engagements with the Department/Government and also to raise key issues in the media.

REMOTE TEACHING AND LEARNING

ADDITIONAL WORKLOAD



Following the closure of schools, colleges and centres last March, 86% of respondents found that the preparation, provision and associated work involved in providing classes remotely took more time than traditional face to face delivery (26%) or much more time (60%) than face to face delivery

BROADBAND AVAILABILITY



Should their workplace be required to close for a period of time as a result of any development related to COVID-19, 50% believe that broadband of a sufficient quality is available in the area of the school community to facilitate remote learning, with 33% believing that it is not available while 17% don't know.

TRAINING



If their workplace was required to close for a period during this academic year as a result of any development related to COVID-19, 54% believe that they have received the relevant training to facilitate effective remote learning, while 46% believe they have not received the relevant training.

ICT FACILITIES

36%

of respondents would be satisfied that most students have the required ICT facilities (not including broadband) to participate in remote learning should their workplace be required to close for a period of time as a result of any development related to COVID-19. 52% do not believe most students have the required ICT facilities, and 12% don't know.

54%

of respondents said that their school/ETB did not provide them with ICT equipment to facilitate their work following the closure of their school/centre last March. 46% said they were provided with ICT equipment.

38%

of respondents incurred costs (which were not reimbursed) relating to remote teaching, aside from regular domestic utility bills such as electricity, broadband etc, following the closure of their school/centre last March

72%

If their workplace was required to close for a period during this academic year as a result of any development related to COVID-19, 72% would be satisfied that they have the required ICT facilities to facilitate remote learning.



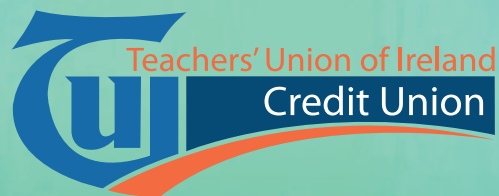
CALCULATED GRADES

of teachers who took part in the Calculated Grades process found their role to be very stressful (39%) or stressful (45%)



CONTINUING DAMAGE OF PAY DISCRIMINATION

believe that the two-tier system of pay that discriminates against those appointed since 1st January 2011 continues to damage morale among teaching staff



8:30

Thursday, July 18

Join Us!

Be in with a chance to
win an **iPhone 11**
when you join using
the TUICU App

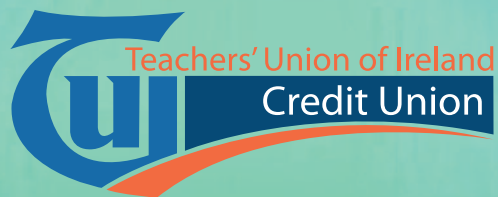


Available on the
App Store



GET IT ON
Google Play





Becoming a member is incredibly easy with the TUICU App

Download TUICU App and
join between 23rd October –
11th December 2020
and you could be
the winner of an
iPhone 11 - just in
time for Christmas*

**EXPLORE YOUR
FINANCIAL FUTURE
WITH US**

www.tuicu.ie



*T&C Apply

Latest OECD indicators highlight funding deficit while endorsing work of Irish educators

» *Now more than ever, education must be adequately funded*

Irish teachers and lecturers have demonstrated remarkable flexibility throughout the national health emergency, providing a first-class education service to learners of all abilities. The findings of the latest OECD Education At A Glance report make clear that they have been carrying out their work in a sector that is chronically under-resourced by international standards.

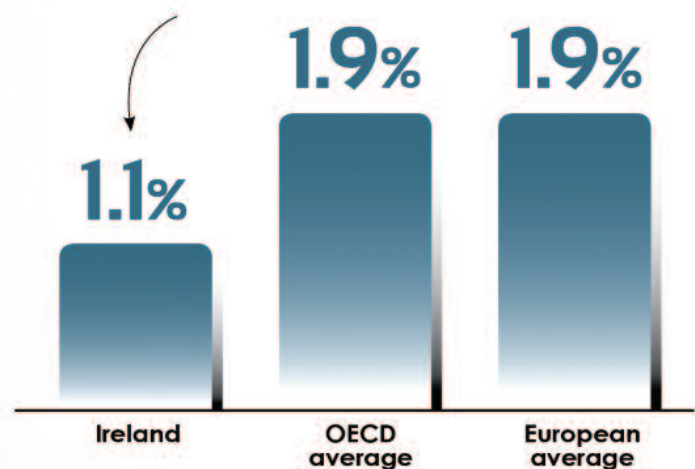
» *Ireland bottom of the pile in terms of overall investment*

Of the countries for which figures are provided, only three spend a lower proportion of national wealth on education than Ireland's (3.4%). At second level, the situation is even worse again with Ireland's spend (1.1%) the lowest of the 36 countries for which figures are provided, trailing unacceptably far behind the OECD and European averages (both 1.9%).

It is those students from disadvantaged backgrounds who suffer the most from inadequate education budgets, and the ongoing failure to invest sufficiently can only be viewed as a continued attack on the most vulnerable in communities around the country.

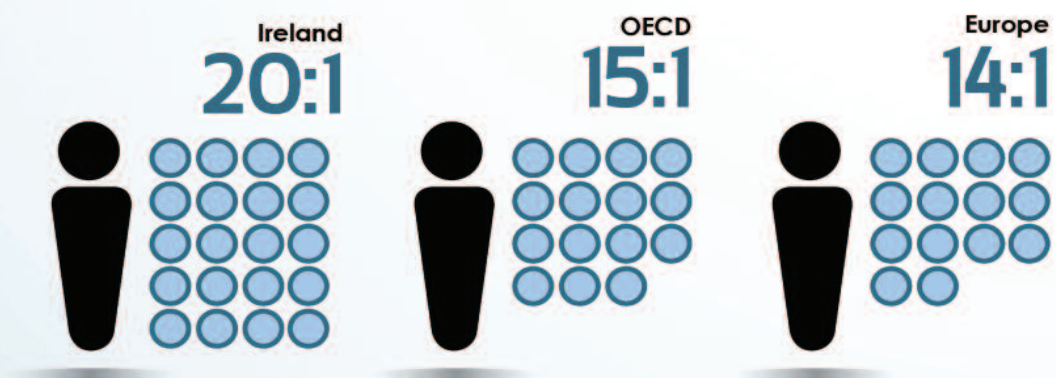
EXPENDITURE AT SECOND LEVEL

LOWEST SPEND OF 36 COUNTRIES

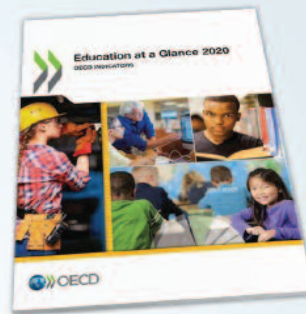


» *Effects of third level funding crisis made clear*

At third level, the ratio of students to teaching staff of 20:1 remains significantly higher than the OECD average of 15:1 and European average of 14:1. This is a clear indictment of the ongoing political failure – or refusal – to address the sector's funding crisis.

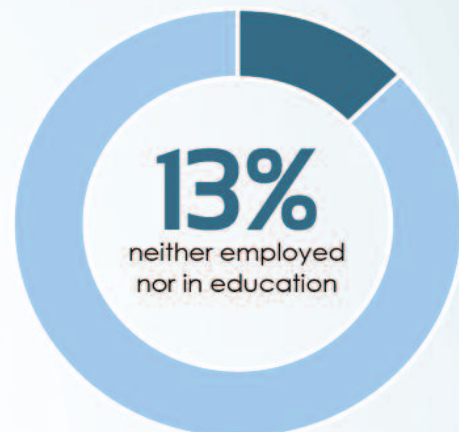


OECD Education At A Glance 2020 report makes clear the continuing failure to appropriately fund education in Ireland while endorsing the work of Irish teachers and lecturers



» **Further and adult education sector offers solution to worrying numbers neither employed nor in education**

13% of Ireland's 20-24 year-olds are neither employed nor in education (NEETs), according to the latest OECD data. This represents a large proportion of young people and our publicly-funded further and adult education sector should be appropriately resourced to provide options to this cohort of the population.



» **Irish teachers work longer hours than OECD/European averages and earn less than workers with similar educational attainment**

At upper second level, Irish teachers continue to teach more hours than the OECD and European averages. Finland, Germany, Italy, Spain, France, Korea and Japan are among those countries with lower numbers of teaching hours.



Starting salaries for full-time teachers at second level are broadly in line with the OECD and European averages. However, it is important to note that the majority of second-level teachers in Ireland commence employment on a contract of less than full hours.

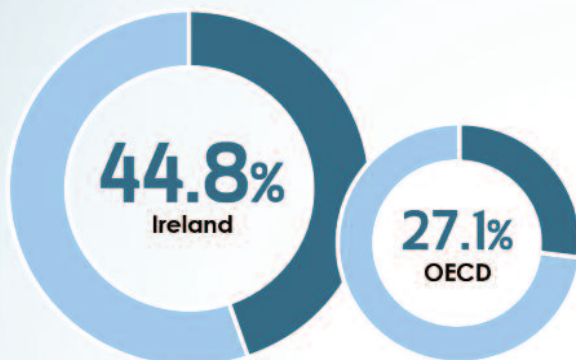
In addition, the report shows that at second level, the actual salaries of Irish teachers are just **85%** of those of other full-time workers with a tertiary education.



Irish second-level schools continue to experience a teacher recruitment and retention crisis as a result of the two-tier pay system. A survey carried out by principals and deputy principals in over 120 Irish schools last month found that **98%** of schools have experienced difficulties employing substitute teachers over the past twelve months. **81%** of these believe that pay discrimination is a significant factor. TUI will continue to campaign vigorously on this issue.

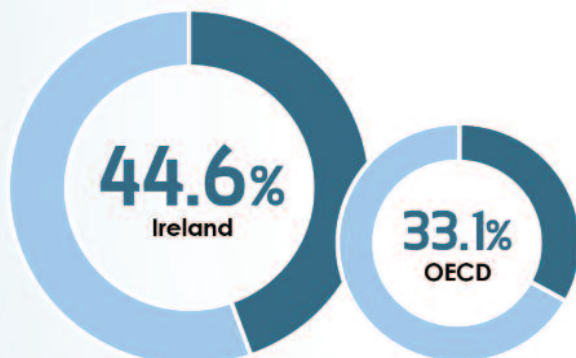
Second international report further highlights effects of underfunding

Data from the newly published PISA 2018 Results: Effective Policies, Successful Schools makes clear the significant negative effects for students of the continuing failure to appropriately resource Irish schools.



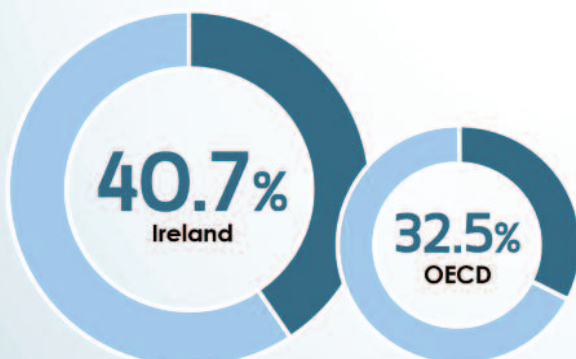
Lack of teaching staff

44.8% of Irish students were in schools where the principal reported that the school's capacity to provide instruction is hindered to some extent or a lot by lack of teaching staff compared to the OECD average of 27.1%.



Lack of physical infrastructure

44.6% of Irish students were in schools where the principal reported that the school's capacity to provide instruction is hindered to some extent or a lot by a lack of physical infrastructure (e.g. building, grounds, heating/cooling systems, lighting and acoustic systems) compared to the OECD average of 33.1%.



Inadequate or poor quality physical infrastructure

40.7% of Irish students were in schools where the principal reported that the school's capacity to provide instruction is hindered to some extent or a lot by inadequate or poor quality physical infrastructure (e.g. building, grounds, heating/cooling systems, lighting and acoustic systems) compared to the OECD average of 32.5%.

In its response to the report, TUI highlighted that with a growing range of challenges, significant additional investment is required to create positive, transformative change for the education system so that every student gets the opportunity to fulfil their potential.

**TUI members,
drive home a
better deal on
your insurance!**



Drive with confidence

**Buy online & save
€50* on your car
insurance.**

Offer applies when you buy online and switch your cover to Cornmarket. Policy must start between 01/09/20 & 31/12/20. Subject to a minimum premium of €311.23.



Protect your home

**Buy online & save
€80* on your home
insurance.**

Offer applies when you buy online and switch your cover to Cornmarket. Policy must start between 01/09/20 & 31/12/20. Subject to a minimum premium of €335.52 (Allianz) or €279.92 (Aviva).



Visit us online at [cornmarket.ie](https://www.cornmarket.ie)

Discounts inclusive of Government levy, underwriter T&Cs apply.



Cornmarket

or call us on (01) 408 6203

*Discounts are applied at quotation and apply in year one only. We are unable to issue discounts retrospectively. Only one discount can be used with each eligible proposal. Eligibility criteria, terms and conditions apply. The online discounts are only available to customers taking out a new Teachers' Car Insurance Scheme policy or a new home insurance policy through Cornmarket.

The Teachers' Car Insurance Scheme available through Cornmarket is underwritten by RSA Insurance Ireland DAC. RSA Insurance Ireland DAC is regulated by the Central Bank of Ireland. The Home Insurance policies available through Cornmarket are underwritten by Allianz p.l.c. and Aviva Insurance Ireland DAC. Allianz p.l.c. is regulated by the Central Bank of Ireland. Aviva Insurance Ireland Designated Activity Company, trading as Aviva, is regulated by the Central Bank of Ireland. A private company limited by shares. Registered in Ireland No. 605769. Registered Office: One Park Place, Hatch Street, Dublin 2, Ireland, D02 E651.

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.

16089 TUI ADVERT 10-20

Important dates to Annual Congress 2021

28th September 2020

Nomination forms for annual elections issued.

18th December 2020(R)

Last date for receipt of motions from Branches, Executive Committee and Security Fund Committee to Head Office for submission to Standing Orders Committee.

29th January 2021

Last date for receipt of nominations for positions of Vice-President, Security Fund Committee (1 vacancy), Standing Orders Committee for Areas 10 and 19 and Area Representatives for the following areas:

Area:

- 2 Roscommon, Longford, Westmeath and Offaly
- 4 Wexford, Co. Waterford, Waterford City, Tipperary SR, Kilkenny
- 6 Dublin Dún Laoghaire
- 8 Sligo, Leitrim and Donegal
- 10 Dublin City
- 12 C&C Schools in Counties: Donegal, Galway, Leitrim, Longford, Mayo, Roscommon, Sligo, Westmeath
- 14 C&C Schools in Counties: Carlow, Clare, Cork, Kerry, Kilkenny, Laois, Limerick, Offaly, Tipperary, Waterford, Wexford.
- 16 Third Level Colleges – Dublin City
- 18 Third Level Colleges – Donegal, Sligo, Leitrim, Longford, Roscommon, Westmeath.

Please note that nominations will close at 2.30 p.m. on 29th January, rather than 5.00 pm.

2nd February 2021(R)

Preliminary Agenda will issue to Branches

16th February 2021(R)

Last date for receipt of:

- amendments to Preliminary Agenda
- order of priority for motions in each section
- names of delegates to Congress.

19th February 2021

Issue of ballot papers for elections.

10th March 2021

Last date for receipt of annual election ballot papers.

16th March 2021(R)

Issue Final Agenda, General Secretary's Report and Accounts by post and Annual Report by email.

30th March 2021(R)

Last date for receipt of questions on the Annual Report and Annual Accounts.

6th April 2021(R)

CONGRESS OPENS

Note:

Rule 14 (ii) which reads as follows determines the number of delegates:

“One delegate from each Branch of which the members in benefit do not exceed thirty and one delegate for each fraction of thirty, as per the following table:

Members	Delegates
1 - 30	1
31 - 60	2
61 - 90	3
91 - 120	4
121 - 150	5
151 - 180	6

and so on”.

In-benefit members for the purpose of arriving at the number of delegates to the Annual Congress are fully paid-up members for the month of December whose subscriptions have been received by the General Secretary on or before the last Friday in February, i.e. Friday, 26th February 2021.

Delegates to Annual Congress shall be elected by their Branches at the Annual General Meeting or at a properly convened Branch Meeting where the item appears on the Agenda.

23rd April 2021

Last date for receipt of nominations for the position of President.

10th May 2021

Issue ballot papers for election of President.

26th May 2021

Last date for receipt of ballot papers for Presidential election.

Note: (R) = Under Rule

Annual Congress 2021

6th – 8th April 2021

Congress 2021 is scheduled to take place in Killarney, Co. Kerry. It will be held in the INEC and the Gleneagle Hotel.

Reservations for accommodation during Annual Congress can be made with the following hotel:

The Gleneagle Hotel

Tel: 064 6671550 Email info@gleneaglehotel.com

B&B €135 twin/double room

€115 single room

Bookings must be made 60 days before Congress to avail of these rates.

B&B Accommodation:

There are a number of B&B Houses close to the Hotel. Killarney Tourist Office will be happy to give you names and contact numbers should any members require B&B accommodation.

Reservations

Reservations should be made directly with the hotels. There are no booking forms required.

Crèche

A crèche under professional supervision will be provided by the Aquila Club, located in the Gleneagle Hotel.



Further information regarding the crèche, including application forms, will be sent to you at a later date.

Meals at Congress

All meals will be available in the INEC complex i.e. lunch and an evening meal.



Building diversity within the Irish teaching profession

Migration happens and diversity is a good thing

Since the earliest times, humanity has been on the move. Some people move in search of work or economic opportunities, to join family, or to study. Others move to escape conflict, persecution, terrorism, or human rights violations. Still others move in response to the adverse effects of climate change, natural disasters, or other environmental factors.

Today, more people than ever live in a country other than the one in which they were born and bring with them the richness of their diverse cultures. In 2019, the number of migrants globally reached an estimated 272 million, 51 million more than in 2010. International migrants comprise 3.5 per cent of the global population, compared to 2.8 per cent in 2000 and 2.3 per cent in 1980.

Migration and the SDGs

The 2030 Agenda for Sustainable Development recognizes for the first time the contribution of migration to sustainable development. 11 out of the 17 Sustainable Development Goals (SDGs) contain targets and indicators relevant to migration or mobility. The Agenda's core principle is to "leave no one behind," including migrants.

The SDGs' central reference to migration is made in target 10.7: to facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies. Other targets directly related to migration mention trafficking, remittances, international student mobility and more. Moreover, migration is indirectly relevant to many more cross-cutting targets.

The Migrant Teacher Project

Despite this and the rich diversity migration has brought and continues to bring to Ireland, and while the Irish classroom looks very different today than it would have done in the past, the teaching profession has remained stubbornly homogenous. The Migrant Teacher Project aims to increase the participation of Migrant Teachers in Irish primary and post-primary schools. The project was established by Marino Institute of Education in Dublin and is co-funded through the European Asylum Migration and Integration Fund, by the Department of Justice and Equality, and by the Department of Education and Skills. The project provides information, advice and support to teachers who have qualified outside of Ireland, to help them to continue their profession in Irish primary and post-primary schools.

Registering with the Teaching Council

As all Irish teachers know, to work in



GROUP PHOTO OF THE CLASS OF 2019/20

publicly funded schools, once qualified, teachers must register with the Teaching Council of Ireland; this is the same for Migrant teachers. The Council examines the qualifications of those teachers qualified outside of Ireland, and usually identifies any 'shortfalls' that must be addressed prior to full registration. Typically, teachers have three years to address these shortfalls, during which time they are entitled to take up employment. While Migrant Teacher Project courses are not designed to address specific shortfalls identified through the Teaching Council registration process and do not provide a guarantee of employment, the project aims to work with migrant teachers to support them through the process of registration and seeking employment.

The Bridging Programme

'Being a Teacher in Ireland' is a Bridging Programme, developed by the Migrant Teacher Project and aimed at teachers from immigrant backgrounds who are now living in Ireland and are ready to begin the journey back into the classroom. It aims to provide additional knowledge, skills and confidence to enhance these teachers' professional growth, and to help them to gain employment in schools in Ireland. The approach taken aims to draw on the range of knowledge, experience and insight that teachers themselves bring



to the programme as well as on carefully selected content and materials. Participants are given the opportunity to reflect on their own professional practice individually and with their peers, and develop and apply their knowledge and skills to an Irish context.

The course is structured over 4 Saturdays with face to face lectures and workshops, which is supplemented with online teaching and learning and a minimum of 5 days school experience component.

The Programme is free due to the generous support from the Department of Justice and by the

Department of Education and Skills; participants on the Bridging Programme are therefore not charged a fee but places are limited. Applications are available at:

https://www.mie.ie/en/research/migrant_teacher_project/migrant_teacher_bridging_programme/

For more information about 'Being a Teacher in Ireland', or the Migrant Teacher Project, please visit our website: www.mie.ie/mtp; phone: 01 853 5168; or email: mtp@mie.ie.

Dr Garret Campbell is Project Manager of the Migrant Teacher Project

Great Reads Awards 2020

The Great Reads Awards (GRAs), now in their fifth year, offer a reading activity to all second level students and an opportunity for students to decide the award winners. The award, presented by the School Library Association in the Republic of Ireland (SLARI), is for debut writers of Young Adult titles. Works are shortlisted by librarians and teacher-librarians. Schools are invited to register for the activity, get students to read as many of the titles as possible

and then to vote for their favourites. Awards are presented in both junior and senior categories. This year's shortlist titles offer a range of reading levels and interests, by authors from a variety of backgrounds, including an Irish language title for which a glossary is available. All English language titles are available in eBook format. Eligible JCSP & DEIS schools can access eBook titles from the JCSP Library Project Digital Library via SORA. Membership of

SORA is free for all eligible schools. The reading period runs up to Christmas and possibly into 2021, depending on the date as yet to be decided for presentation of the awards. So there is still plenty time to sign up and get students involved. For more information and resources, including how to register, see: www.greatreadsaward.ie or email: secretary@slari.ie

TUI SPECIAL CONGRESS 2020 – SATURDAY, 7TH NOVEMBER 2020

RESOLUTIONS

A. CONDITIONS OF SERVICE – SECOND LEVEL

12. Dublin & Dún Laoghaire

Congress instructs the Executive Committee to call for the full restoration of guidance and counselling provisions in schools, a return to allocations that were in place prior to cuts in 2012 to facilitate the delivery on new educational and vocational initiatives, and as a response to the sharp increase in mental health issues presenting. An enhanced service is the only necessary way of addressing the needs of 21st Century educational settings here in Ireland.

B. CONDITIONS OF SERVICE – THIRD LEVEL

40. Dublin Colleges(X2)/Executive Committee

Congress instructs the Executive Committee to tackle the decision resulting from FEMPI where all lecturing staff who commenced employment between 2011 and 2016 were denied incremental credit and forced to commence on point 1 of the salary scale. This issue must be referred to the IoT IR Forum and must be included in the current pay restoration campaign which attempts to undo the injustices that emanated from FEMPI.

34. Executive Committee

The agreement between TUI and DES of May 2016 included a review of Third Level lecturers' workload, to be completed by March 2017. To date, this review has not commenced. Therefore, Congress instructs the Executive Committee to demand that the DES completes this review as a matter of urgency and further instructs that, if significant progress is not made by May 31st 2020, a ballot of all Third Level members for industrial action be conducted.



DEPUTY GENERAL SECRETARY ANNETTE DOLAN, MARK FRAIN (CHAIR OF STANDING ORDERS), PRESIDENT MARTIN MARJORAM, ADMINISTRATIVE OFFICER PATRICIA KEATING, GENERAL SECRETARY MICHAEL GILLESPIE, TERESA O'LEARY (STANDING ORDERS) AND VICE PRESIDENT LIZ FARRELL PICTURED AT THE SPECIAL CONGRESS 2020 TECH HUB

48. Executive Committee/IT Carlow (Amended by Dublin Colleges)

Congress instructs the Executive Committee to demand that the Department of Education and Skills and the Department of Public Expenditure and Reform regulate and limit the amount of public money that can be spent by IoTs/TUs on private consultancy reports.

46. Cork Colleges/Limerick Colleges/IT Tralee

Congress instructs the Executive Committee to negotiate with the IoTs/TUs, that fees incurred by members as a result of affiliation with professional bodies which are necessary to the undertaking of lecturing duties be paid by the Institute of Technology/Technological University.

35. IT Sligo

Congress instructs the Executive Committee to defend regional provision in all relevant for a as Technological Universities are established.

82. Executive Committee

Congress instructs the Executive Committee to demand that Institutes of Technology and Technological Universities cease immediately and permanently the existing practice of using Masters students, PhD students

and researchers to undertake unpaid lecturing work or lecturing work at a lower rate of pay than the nationally agreed pay rates.

52. Cork Colleges

Congress instructs the Executive Committee to conduct a national ballot for industrial action up to and including strike action, as a matter of urgency, in the event that any consortium does not honour in full its commitments to TUI members that are required to be honoured by the agreed time under an agreed Memorandum of Understanding between the relevant TUI branches and IoT/TU management.

C. CONDITIONS OF SERVICE – GENERAL

93. Co. Waterford

Congress directs the Executive Committee to demand in relation to bereavement leave that the list of relatives that qualify for leave be expanded in line with the civil service so as to include brother-in-law, sister-in-law, step- relations and a similar immediate relative of a cohabiting partner.

D. ADULT EDUCATION

I18. Co. Roscommon

Congress instructs the Executive Committee vigorously to pursue Education & Training Boards to pay the agreed backpay for BTEI staff.

E. EDUCATION

I21. Dublin & Dún Laoghaire/ Executive Committee/ Tipperary NR

Congress instructs the Executive Committee to demand that any revision to Senior Cycle curricula/specifications are properly and fully resourced with adequate professional time, adequate and timely training and such material resources as would be required for delivery. Congress further instructs the Executive Committee to seek to ensure that there is no increase in workload.

I57. Co. Clare

Congress instructs the Executive Committee to lobby against any similar introduction of a CBA style assessment in the future Senior Cycle.

I35. Galway City

Congress instructs the Executive Committee to demand the training given for the new Leaving Certificate be implemented before the curriculum changes are introduced. Congress does not wish to see a repeat of the Junior Cycle fiasco wherein teachers were teaching courses they had not been properly trained to teach. Congress further instructs the Executive Committee to ballot members for industrial action if these demands are not met.

I60. Co. Cavan

Congress instructs the Executive Committee, with regard to dealing with a TUSLA referral regarding a Child Protection concern against a member of the teaching staff, that in the interest of Child/Teacher concerns ETBs be asked to deal with them within a defined timeframe. At the moment there is no timeframe in place.

I50. Dublin & Dún Laoghaire

Congress instructs the Executive Committee to negotiate with the

Department of Education and Skills (DES)/National Council for Curriculum and Assessment (NCCA)/State Examinations Commission (SEC) to ensure that a full review of the new Junior Cycle is conducted and evaluated to guarantee that it fulfils its purpose and objectives and is of benefit to the students before commencing on the implementation of the new Senior Cycle.

I59. Dublin & Dún Laoghaire

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

F. EQUALITY

I65. Co. Clare/Dublin C & C

Congress instructs the Executive Committee to negotiate with DES/DPER to remove pregnancy related sick leave from the current sick leave limit of 183 days, after which half pay begins. Restore this to full pay.

I64. Co. Galway/Co. Cork/ Dublin C & C/Executive Committee/Limerick Colleges/Cork Colleges (Amended by Co. Donegal)

Congress instructs the Executive Committee to seek to ensure that the new social insurance-based scheme of 2 weeks parents leave for both parents, on top of existing maternity and paternity entitlements, which was introduced on 1st November 2019, be topped up by the employer in a similar manner to existing leave schemes, including the schemes for maternity leave and adoptive leave.

G. EXAMINATIONS

I84. Tipperary NR

Congress instructs the Executive Committee to carry out a review of CBAs and Assessment Tasks with the DES in relation to the number of hours they are consuming in schools & the pressure they are putting on students & teachers.

I79. Co. Clare

Congress instructs the Executive Committee to negotiate with the NCCA on State Examinations policy for all project work and oral exams in subjects in the new Senior Cycle in order to prevent teachers assessing or marking these elements of the final assessment. These elements should be corrected by the SEC to maintain the integrity of the examination process.

I77. Co. Cork

Congress demands that the Department of Education and Skills (DES) and the State Examination Commission (SEC) issue examination materials, such as sample questions, sample papers and project guidelines well in advance of the commencement of revised curricula. The tardiness in producing such items seriously disadvantages students' assessment prospects.

I76. Dublin & Dún Laoghaire/ Executive Committee

Congress instructs the Executive Committee to negotiate a reduction in the number of Classroom Based Assessments (CBAs) which must be completed by Junior Cycle students.

H. FURTHER EDUCATION

I85. Co. Carlow/Co.

Mayo(X2)/Waterford City

Arising from the takeover by SOLAS of all funding strands for stand-alone PLC colleges, Congress instructs the Executive Committee to seek to have existing terms and conditions ringfenced for all teaching staff in Further Education Colleges in terms of length of school year, promotional posts, salary scales, qualification allowances as enjoyed by colleagues in mainstream education and that all those newly appointed into the sector be at the same teaching grade as their serving counterparts.

I86. Co. Westmeath/Galway City

Congress instructs the Executive Committee to oppose the outsourcing of courses and services in Further Education which is damaging the pay and conditions of members in the sector.



TUI HEAD OFFICE STAFF CAROL RYAN, ELIZABETH DALY, LESLEY CONVILLE AND ADMINISTRATIVE OFFICER PATRICIA KEATING KEPT THE ONLINE SPECIAL CONGRESS 2020 RUNNING SMOOTHLY THROUGHOUT THE DAY

197. Co. Cavan

Congress instructs the Executive Committee to safeguard Teacher terms and conditions in Further Education.

190. 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.

189. Co. Kerry

Congress instructs the Executive Committee to engage with the Department of Education and Skills in the provision of a supported programme to allow Further Education and Training teaching staff to gain a teaching qualification.

I. HEALTH AND SAFETY

219. Co. Cork

Congress deplores that the current Assault Leave provisions, for teachers, applies only to absences that are medically certified as a "physical injury". Congress demands that mental health issues/illness associated with such assaults are also be covered by the relevant Circular Letters.

J. MISCELLANEOUS

222. Co. Meath/Dublin & Dún Laoghaire/Co. Galway/Dublin C & C/Dublin Colleges/Tipperary NR

Congress notes the absence of any statutory mechanism for the representation of Pensioner Organisations at pay/pension talks and considers this a denial of rights. Congress mandates the Union to support moves to have appropriate legislation put in place to correct this anomaly.

220. Executive Committee

Congress instructs the Executive Committee to engage actively in a leadership role in efforts to combat climate change and secure climate justice, by:

1. Continuing support for the Schools' Climate Action Network (SCAN);
2. Organising and participating in demonstrations and marches;
3. Organising and participating in conferences to help inform public debate on the scientific evidence of climate change and the measures needed to address it;
4. Campaigning, where possible in conjunction with other unions, to ensure that the burden of combating climate change does not fall disproportionately on working people but is also carried to a just and correct extent by the companies and corporate interests that are responsible for the vast majority of the damage;
5. Working to protect the interests of TUI members and working people

generally in what should be a just transition to a carbon-neutral economy;

6. Using what influence TUI has in the development of curricula and programmes of study at all levels of education to have the matter of climate change and climate justice included where appropriate;
7. Minimising any negative climate impact of TUI's activities;
8. Advocating for best practice in TUI workplaces with regard to environmental awareness.

K. ORGANISATION

No motions were carried in this section

L. PAY/NATIONAL AGREEMENTS

263. Dublin & Dún Laoghaire/Dundalk IT/Executive Committee

Congress notes that, on the 1st of October 2020, there will be a 2% pay restoration and a 5% restoration to allowances. The cut to allowances was applied at the start of the financial crisis, in 2008/09. Although Gross pay may have returned to 2008 levels, the USC and ASC deductions ensure that take-home pay is still less for members than the equivalent take-home pay in 2008. In addition to this, post-2010 entrants deal with discriminatory pay reductions due to their date of entry into employment. Congress also notes that members now struggle to pay their rent, mortgages, childcare costs and Third Level fees and expenses for adult children. Congress further notes the actual pay increases secured in the private sector in recent years and/or in prospect for the coming years. Congress demands pay increases that will help members meet the escalating cost of living and that will make employment in the education sector attractive for the future.

267. Dublin Colleges/Dublin & Dún Laoghaire/Co. Galway/Co. Meath/Tipperary NR

Congress directs the Executive Committee to demand that the Irish Congress of Trade Unions will not conclude talks on a replacement/successor to the PSSA until FEMPI Legislation and associated punitive clauses are removed.

264. Co. Kerry

Congress instructs the Executive Committee to seek the support of ALL other Public Sector Unions in order to strengthen our position by presenting a united front to the Government in seeking to abolish the Additional Superannuation Contribution, previously known as the Pension Related Deduction (Pension Levy). This is a punitive tax on Public Sector Employee income, and it discriminates against Public Sector Employees by implementing a two-tier tax system on its citizens.

It is mandatory to contribute to a Public Sector pension in contrast to the Private Sector where there is a choice as to whether to contribute to a pension scheme. Current deductions from wages include Superannuation 1, Superannuation 2 and Widows & Orphans (now known as Spouses & Children).

Also, the Additional Superannuation Contribution was never meant to be a tax to be implemented indefinitely: "The Pension Levy was introduced by the Minister of Finance, Michael Noonan, to fund the Governments 'Jobs Initiative' of May 2011 as a 0.6% charge on Pension Fund assets held in the state. It will be charged for a period of 4 years only".

M. PENSIONS

273. Co. Galway/Dublin & Dun Laoghaire/Co. Meath/Co. Offaly/Co. Waterford/Dublin C & C/Dublin Colleges/Tipperary NR

TUI Congress 2019 confirmed that it is TUI policy to retain the link between the pay of serving colleagues and the pension applicable to retired peers. This Congress also notes the Additional Superannuation Contribution imposed on workers through the PSSA. Congress directs the Executive Committee to seek the support of the Public Services Committee of the Irish Congress of Trade Unions to lodge a legal challenge immediately if any attempt is made to replace the pay and pension parity link.

N. POSTS OF RESPONSIBILITY**280. Executive Committee/Cork City Schools**

Congress notes that the current proportion of teachers holding Posts of Responsibility is under half of what had been obtained before the moratorium. Congress deplores the failure of Government (and, in particular, the Department of Education and Skills) to appropriately resource leadership and management structures in schools. Congress instructs the Executive Committee to demand, not only a full restoration of Posts of Responsibility to pre-2009 proportions but also the additional Posts of Responsibility required to discharge the new/expanded responsibilities devolved to schools and the associated workload.

O. RULES**290. Executive Committee (Amended by Executive Committee)**

The rotation of members and the length of term on the Benevolent Fund Committee as stipulated in the motion (as amended) passed by Congress 2019 are incompatible. Furthermore, TUI has been advised to change the name of the Benevolent Fund. A rule change motion will be required (amending Rules 101, 140, 141, 142, 143 and a Section Heading): Congress agrees to the following amendments to the Rule Book: Rule 101: At point (vii), replace the word "Benevolent" with the word "Assistance". In the Section Heading before Rule 140, replace the word "Benevolent" with the word "Assistance". Rule 140: In the first line, replace the words "a Benevolent" with the words "an Assistance". Replace the word "Benevolent" with the word "Assistance" in the other three places where it occurs. Amend Rule 141 so that it reads as follows: "The Assistance Fund shall be managed by a Committee of the Union (the "Assistance Fund Committee") consisting of four in-benefit members of the TUI (elected from each of four separate Area groupings) and one in-benefit member of the Retired Members' Association. Each Area grouping will consist of a number of the electoral Areas as decided on from time to time by the

Executive Committee. The members of the Committee will be elected by members in their respective groupings. Members of this Committee shall serve no more than two consecutive two-year terms, with at least two members elected annually. A term will commence at the close of Annual Congress. The election process will be held at the same time as the elections to the Executive Committee, the Standing Orders Committee and the Security Fund Committee. The member of the RMA shall be nominated by her/his Association. Members of the Executive Committee, the Standing Orders Committee and the Security Fund Committee shall not be members of the Assistance Fund Committee. At the first meeting after Annual Congress, the Assistance Fund Committee shall elect a Chairperson from amongst its members. A quorum shall consist of any three members." Rule 142: Replace the word "Benevolent" with the word "Assistance" in the two places where it occurs. Rule 143: Replace the word "Benevolent" with the word "Assistance".

P. TEACHING COUNCIL**312. Dublin & Dún Laoghaire**

Congress instructs the Executive Committee to re-negotiate the two-year PME to a one-year PGDE.

310. Executive Committee

Congress instructs the Executive Committee to seek to ensure that PME students in their 2nd year of the programme receive payment on the first point of the teacher's incremental salary scale. Congress further instructs the Executive Committee to seek the incorporation of Droichead into the 2nd year of the PME.

314. Galway City

Congress instructs the Executive Committee to demand that the Teaching Council report on how teacher's membership fees are being used and that any surplus is to be put back into much needed resources for schools and centres.

Q. YOUTHREACH

No motions were carried in this section

R NEW ENTRANTS/PAY EQUITY

**341. Executive Committee/
IT Carlow/Co. Carlow(X2)
(Amended by Dublin
City/Dublin Colleges)**

Congress notes the resounding mandate given to the TUI Executive Committee (92%) for industrial action, up to and including strike action, as part of the campaign to end pay discrimination. Congress reiterates that pay parity is a key priority of the TUI and instructs that all necessary measures must now be taken to secure full pay equality once and for all. Elimination (temporary or permanent) of salary scale points does not, of itself, achieve pay parity. Congress demands that all post 2011 entrants receive the same value of salary as those who entered pre-2011 in terms of core salary (inclusive of the value of the honours primary degree and H.Dip./PME allowance). Congress notes the one-day strike in February and the huge public support for it. Congress instructs the Executive to call for further days of strike action, if possible in conjunction with ASTI and INTO, until pay parity is achieved.

343. Co. Cork

Congress recognises the severe challenges that schools face in the recruitment and retention of teachers for both and casual, fixed-term term and permanent contracts of employment. Congress demands improvements in the terms, conditions and pay of teachers, to make teaching a viable and sustainable career once again. Most particularly, the cost and duration of the training and qualification period for teachers is excessive. This is compounded by the insufficient incremental starting point for newly recruited teachers, the lack of a Professional Masters in Education (PME) allowance, Droichead, Cosán, and the appalling single public service pension scheme. Teaching is possibly the most scrutinised, regulated and inspected profession in Ireland. The structures imposed on newly qualifying teachers are unwarranted and make teaching, as a career choice, most unattractive. Congress also

abhors the continued pay discrimination affecting new entrants to the teaching profession since 2011. Congress instructs the TUI to maintain a mandate for industrial action up to and including strike action and to ballot for such, when and where necessary, until these problems abate and the issues noted above are finally resolved.

S. TEACHER UNITY

346. Executive Committee

Noting that

- the clear policy of the TUI is to seek teacher unity
- unity would best serve the interests of all members, of the profession and of the public education system
- unity would significantly enhance bargaining strength and strategic capacity

Congress instructs the Executive Committee to pursue the objective of teacher unity (in the first instance with the ASTI and IFUT) with renewed vigour and purpose.

EMERGENCY MOTIONS

EMERGENCY MOTION NO. 1

**Co. Donegal/Waterford
City/Limerick City Schools/
Co. Louth/Co. Carlow/
Donegal C and C/Co. Leitrim/
Dublin Colleges/Co. Meath**

Noting that the TUI:

- engaged fully, proactively and collaboratively with the Calculated Grades process owing to the unexpected public health emergency
- engaged, in a good faith basis, in the Calculated Grades process based on a set of assurances and understandings given by the DES

and noting that the DES:

- breached and betrayed the trust of TUI members
- showed disregard for vulnerable students and their families by issuing rank order information to students - rank orders that served no purposes whatsoever

TUI Annual Congress instructs the Executive Committee to advise the DES and Government, without delay, that TUI

members will not engage in the Calculated Grades process, or variant thereof, for students due to sit State Examinations in 2021.

If the priority of Government is to keep schools open during the COVID-19 pandemic and is currently doing so, the TUI cannot and will not countenance or accept any attempt not to hold the traditional, highly trusted, SEC administered and marked State Examinations in 2021.

EMERGENCY MOTION NO. 6

**IT Tralee/IADT TUI/Cork
Colleges/Co. Louth/Dublin
Colleges/Limerick City Schools/
Limerick Colleges/Dublin
Dún Laoghaire/Co. Donegal/
Co. Carlow/Co. Kerry/Athlone IT**

The COVID emergency resulted in teachers and lecturers being forced to continue teaching and assessing from home. Many had to purchase equipment and other consumables in order to continue to carry out their duties. With emergency remote teaching still a reality for many it is totally unacceptable that members continue to be out of pocket where they had to purchase items necessary to do their job in the absence of these being supplied by their employer.

Congress instructs the executive to pursue an agreement to refund members for expenses incurred in carrying out their duties due to working from home during the COVID pandemic.

EMERGENCY MOTION NO. 7

**Dublin Colleges/IADT/Co. Louth/
IT Tralee/Dublin City/
IT Carlow/Dublin Dún Laoghaire/
IT Blanchardstown/Waterford
IT/Co. Kildare/IT Tallaght/Dublin
Colleges/Athlone IT/St. Angela's,
Sligo**

Congress notes the Motions of Consequence passed at the TUI Congress in June 2020.

The motion on workloads stated that: "Congress rejects such opportunistic manipulation of the goodwill of TUI members and exploitation of the public health crisis.

Congress instructs the Executive Committee to protect members against such exploitation by

- demanding and negotiating a sustainable workload model, to include an interim arrangement (if necessary) for the coming year
- negotiating the necessary resources(not

least ICT resources) to support both that model and the high quality education provided to our students

- instigating an effective campaign of action wherever instances of opportunism or exploitation by employers occur and, in this regard, if necessary, balloting members for industrial action, at institutional, employer, sectoral, regional or national level, as appropriate
- pursuing the Union's existing claims with vigour".

Congress notes that the workload of members has continued to increase and that insufficient support has been provided for the wholesale shift to online learning that has occurred especially in the Technological Universities and the Institutes of Technology.

Congress therefore instructs the Executive to immediately ballot members for industrial action including strike action if there is no agreement before the commencement of teaching after Christmas 2020 to reduce the teaching loads of members in Technological Universities and the Institutes of Technology.

RESOLUTIONS REFERRED

23. Shannon/Dublin City

Congress notes Motion 19 passed at Congress 2019, which called for a campaign for the removal of the additional hours, imposed on members in Post Primary and Further Education as a result of the Croke Park Agreement.

Congress also notes that no progress has been made on this issue and that workloads across the sectors, which the union represents, are increasing. Congress also notes that the obligation on members in the Colleges to teach two additional hours has been removed following a campaign and a ballot.

Congress therefore instructs the Executive Committee to issue, following a ballot of relevant members, an instruction to member to discontinue doing Croke Park hours from January 1, 2021.

This will allow the union the opportunity to include this matter in the talks on a new pay agreement and for the Government to agree to the ending of the Croke Park hours.

RESULT Referred

65. Cork Colleges

Congress notes that in many Institutes of Technology there is a Student Grievance Procedure, which can facilitate a student in making a complaint about a staff member. However, Congress further notes that in many Institutes there is no corresponding procedure for a member of staff to complain about the behavior of a student. Congress therefore instructs the Executive Committee to take appropriate steps, including engaging with the official side, to put in place a facility for members to lodge grievances against students.

RESULT Referred

103. Co. Mayo/Co. Clare

Congress notes that in recent years sick leave entitlements have been shattered to half of their original allocation. As such, it is a total violation that Saturdays and Sundays are counted as sick leave days for teachers out on extended leave. It's not as if a teacher can work on Saturday or Sunday when they are in full health. If a teacher was unfortunate enough to be ill and unfit for work, instead having 18 weeks sick leave (5 working days per week) they currently only have 12 weeks full pay because there are 24 extra days counted (Saturdays and Sundays). Congress instructs the Executive Committee to engage in intensive negotiations with the Department of Education and Skills to eradicate forthwith the inclusion of weekends and bank holidays when calculating already seriously ravaged sick leave entitlements.

RESULT Referred

251. Limerick City Schools

Congress wishes to depoliticise the interview process for appointments to General Secretary or other General Officers. Congress deplores the current practice whereby Executive Committee members interview colleagues and friends for these important positions.

Under Rule 68, the Executive Committee is charged with setting up the interview board. Congress instructs the Executive Committee to set up an interview board which

consists of the President, the General Secretary and 3 individuals from a reputable external agency.

RESULT Referred

EMERGENCY MOTION NO. 3 Dublin City/Co. Louth/IADT/ Dublin Colleges/Co. Clare/ IT Tralee/IT Blanchardstown/ IT Carlow/Waterford City/ Co. Mayo/Co. Laois/Co. Carlow/ Co. Kerry

Covid-19 Pandemic

The Covid-19 Pandemic is presenting a serious Health, Safety and wellbeing challenge to all of society in the coming winter months and beyond.

Despite teachers and principals returning to work in the new terms and demonstrating a huge commitment to student safety the government has failed to put in adequate support to protect the health of teachers.

Special Congress therefore demands:

- Redefinition of a close contact as any person who has spent more than 15 minutes in a classroom with a positive Covid-19 case;
- Guaranteed test turnaround times of 24 hours;
- Provision for any teacher in the high-risk category to either teach from home or home or safely within school environs;
- Provision of IT resources, so that, teachers/students can work remotely if classes are required to self-isolate, or schools required to close due to Covid-19.

In the event that these demands are not conceded by mid November the TUI will ballot members for industrial action, including strike action, and discuss a joint campaign with the ASTI to progress these demands.

RESULT Referred

Principals outline significant challenges of current role



Plans to re-open schools issued in late July, leaving little time to put in place the required adjustments or to employ builders or other contractors to carry out the necessary work. Aided by phenomenal commitment from their colleague teachers, principals and deputy principals pulled out all the stops to make sure that their schools could open as safely as possible, while still carrying out their normal, hectic, back-to-school duties.

A survey carried out by the Principals' and Deputy Principals' Association (PDA) of the TUI highlights some alarming trends at second level. Over the previous four weeks, almost half of principals had worked more than twelve hours every weekday, with respondents also clocking up significant numbers of hours at weekends.

Our members are already exhausted. In the same survey, a significant number said they were unable to take holidays during the summer, meaning that this school year feels like an extension of the last. They are gravely concerned by the relentless pressure of having too much to do and not enough time to do it. The

significant extra burden of COVID-19 related duties along with the traditional pressures of their roles are taking a serious toll on their health and wellbeing.

Some principals are already considering retiring early from the profession as a result of the huge increase in workload and the resulting additional stress.

At the very least, a range of additional measures are required to ease the burden on schools.

There needs to be a restoration of the middle-management structures that allow school communities to function properly. An additional post for the growing range of COVID-19 related duties should also be seriously considered to allow principals and deputy principals to fully engage in the business of leading teaching and learning. The bureaucratic overload that has blighted schools in recent years needs to be eased as a matter of urgency. In a measure that would not cost anything, there must be a limit on form-filling and box-ticking and an easing of the avalanche of paperwork.

School staff must have access to a test

on the day that they first experience possible COVID-19 symptoms, with a guarantee of a result within 24 hours. Money spent here would be offset by savings in terms of required substitution cover. Failure to ensure this will result in significant disruption in schools in the coming weeks and months.

Teacher retirements are likely in the coming months for a variety of reasons, but worryingly, there has been a recruitment and retention crisis in our schools for several years now as highlighted by successive surveys conducted by our association. The two-tier pay system must be ended to ensure that the teaching profession remains attractive.

Principals, deputy principals and other staff have worked tirelessly and made huge personal sacrifices to ensure that schools could re-open in the most difficult circumstances imaginable, but the Department must now match this commitment by providing the additional resources that are so desperately required.

Adrian Power, President, Principals' and Deputy Principals' Association

Department's flagrant breach of trust on Calculated Grades rankings 'deeply disappointing' - TUI

While the clear preference of the TUI was always that the written Leaving Certificate examinations would proceed, the Union recognised that this was not possible due to the public health emergency.

The Union engaged fully and positively with the Department of Education and Skills and the other stakeholders in the common effort to devise and implement a credible and reliable process so that our students would have a mechanism to progress to the next stage of their lives.

We engaged in the Calculated Grades process on a good faith, once-off basis and sought and received certain assurances. One such assurance was that the student ranking provided by a school

would only be available to a student in response to a data access request. In this regard, it is worth noting that FAQs outlining this understanding were formally endorsed by the Department before they were posted on the TUI website.

As we made abundantly clear, ranking students in such a manner runs completely counter to the values of inclusive teaching and was only agreed upon on the understanding that it was to improve the accuracy of the data collected and would not be released in the manner now implemented.

The subsequent departure from this agreed position by the Department was a fundamental breach of trust.

Release of class rankings in such a manner had the potential to be extremely damaging for more vulnerable students, reinforcing stereotyping and stigmatisation, embedding disadvantage and serving absolutely no useful practical or moral purpose.

TUI also stated that the release of such information could result in the personal data of many students being inferred or deduced and circulated without their knowledge.

This flagrant breach of trust by the Department showed scant regard for vulnerable students.

It will also make future trust-based collaboration extremely difficult.

Teachers like you saved **€391*** on Health Insurance



Health insurance is no longer just about hospital cover, it now includes lots of benefits for everyday life.



GP Online



Wellness



Minor Injury Units



Maternity & Fertility



Physiotherapy

What do we do?

Go through a quick review

Compare over 325 plans from Irish Life Health, VHI and Laya

Provide the most up to date offers and benefits

Identify the savings which can be made



Call (01) 408 6213

*Average saving based on 454 Teachers who reviewed their cover and switched their policy through Cornmarket from January 2019–December 2019. Source, Cornmarket March 2020.

Laya Healthcare Limited, trading as Laya Healthcare and Laya Life, is regulated by the Central Bank of Ireland. Irish Life Health DAC is regulated by the Central Bank of Ireland. Vhi Healthcare DAC trading as Vhi Healthcare is regulated by the Central Bank of Ireland.

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.

16155 Health TUI Ad 10-20

Travel time between centres in course of working week

The TUI has been asked on a number of occasions to clarify our view of the entitlements of all staff, regardless of grade, who are required to travel between centres in the course of their working week. The entitlement to payment in respect of the travel and subsistence is clearly set out in Department of Education and Skills Circular Letter 16/09. Circular Letter 16/09 is a Department of Education and Skills implementation of travel expense entitlements set out in the document *Income Tax Statement of Practice SP - IT/2/07: Tax treatment of the reimbursement of Expenses of Travel and Subsistence to Office Holders and Employees - July 2015 (revised)*. We would draw your attention to the following paragraph in the document:

2.5 Employee working at a number of locations on a daily basis in the same employment
In some instances, an employee may work at a number of locations on a daily basis in the same employment. Where an employee performs the duties of his/her employment at more than one location on a daily basis, the reimbursement of expenses of travel necessarily incurred in travelling between these separate locations may be made tax-free.

Example

John is employed and his duties involve working, firstly at Location A, then Location B and, lastly, at Location C on a daily basis. The reimbursement of expenses between –

- *Locations A and B; and*
- *Locations B and C*
may be made free of tax. However, any reimbursement of expenses of travel between home and location A (the first location) and Location C (the last location) and home is taxable.

In such circumstances that a member of ours is required to travel to a centre other than their headquarters, in the undertaking of their duties, it is the position of the TUI that the time spent travelling is working time. If there is any ambiguity in relation to a Headquarters, the view remains that travel between two centres in the course of the working day is payable as per DES policies. This view has been supported, consistently, by the Labour Court. In this regard, we would draw your attention to the finding set out in the Labour Court Determination DWT1157, a claim taken under Section 28(1), Organisation of Working Time Act, 1997:

Finding

The time spent by a worker while engaged in travelling, which is wholly, exclusively and necessarily undertaken in the performance of a contractual obligation of their employment, and where the commencement point and the finishing point together with the time allocated for travelling is determined by the employer, must be regarded as working time with the meaning of the Act.

Teachers' working time is set out in their contract of employment and may not exceed 22 hours of assigned duties per week. As such, our view is that members employed on a salary are entitled to a reduction in timetabled hours equal to the amount of time spent travelling in the undertaking of assigned duties, as well as travel and subsistence payments in respect of such travel. In the case of hourly paid workers – either fixed term or CID holders – these members are entitled to have their travel time recompensed at the same rate as their hourly delivery rate, as well as travel and subsistence payments in respect of such travel.

Revision of pay scales and restoration of the value of fixed allowances cut in 2009

Salary scales for the various grades in which TUI represents members were revised with effect from 1st October 2020.

- Under the terms of the Public Service Stability Agreement 2018 – 2020, whole-time annual basic scale salaries were increased by 2% with effect from 1st October 2020. This is a pay restoration measure.
- Fixed allowances which are not calculated as a specific percentage or specified proportion of basic salary

were restored to their monetary value as of 31st December 2009. This measure relates solely to fixed allowances which were in payment on 1 January 2010 and which were cut by either 5% or 8% under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009 and which continued to be paid as fixed allowances separate to basic pay.

Circular letters outlining the new scales for the various grades are referenced below and available to download on the TUI website.

- Teachers - Circular letter 60/2020
- ETB Staff other than teacher, e.g. ALOs, AEOs, Youthreach Resource Persons, BTEI Adult Educators, Adult Guidance Counsellors, CEFs - Circular letter 63/2020
- Staff paid directly by a recognised school or ETB - Circular letter 62/2020
- Staff in IoTs/TU Dublin/St. Angela's - Circular letter 66/2020

RMA News

I hope you are all keeping safe in these difficult times.

As I write this, we should be looking forward to our Autumn break, but as you know this was cancelled, so hopefully we will be in a position to get back to our regular Spring and Autumn breaks in 2021.

Schedule of meetings

The RMA Management Committee held its September meeting through Zoom and it was agreed that for the present we continue with schedule of meeting as agreed at the officers' meeting:

November 12th 2020 – Shamrock Lodge Hotel, Athlone

February 25th 2021 – TUI Head Office

April 15th 2021 – Ardilaun Hotel, Galway
AGM also in the Ardilaun Hotel on May 12th 2021

Of course this schedule may change depending on public health advice and Government restrictions.

The aim of the RMA – defending your interests

The main aim of the TUI Retired Members' Association is to defend and promote the interests of retired teachers and lecturers. To do this effectively we need as many retired colleagues in our membership as possible. Your membership will give a strong voice to our Association to advocate on your behalf. Membership only costs €25 per annum.



Beginning in 2009, in order to deal with the financial emergency, different governments introduced measures to reduce public service pensions.

The Retired Members' Association has worked closely with the TUI Executive Committee and other organisations representing retired public servants, and have achieved full pension restoration for the vast majority of our members. However, there are a small number of retired public service workers still liable for PSPR payments. Despite our success we must insist on full restoration of all public service pensions and the retention of the link between pay and pensions.

The link between pay and pension is only guaranteed until the end of 2020. Any change to this link will impact negatively on the future value of public service pensions. To effectively defend and promote our interests we need as many retired colleagues in our membership as possible.

Encourage others to join!

The membership of the RMA is constantly changing. Each year, members pass, others forget to renew, but of course we get new blood too. This year over 70 new members have joined already, but we know that there are many more potential recruits out there. On behalf of the RMA Officers and Management Committee, I want to thank the President, Vice-President, General Secretary and the TUI Area Representatives for their work in encouraging retirees to join the RMA, and their help in encouraging

Branches to fund the first year's subscription for new RMA members.

By now all RMA members have received their TUI Diary. But remember, if you don't pay your subscription, don't expect to be on the mailing list in future. We encourage members whose pensions are paid by PSSC (retirees from VECs/ETBs/ITs) to complete the 'consent' form available on www.rmatui.ie and send it to our Treasurer, or any Officer of the RMA. In completing that form you need your payroll number. This is also the payment reference on your bank statement opposite your Pension Credit Transfer. It is also on the top of P60 to the right of your name, and of course it's on any pension slip you have on file.

Most branches have a social and/or cultural dimension, with theatre/cinema visits, guest speakers at meetings, Christmas lunches, trips and so on.

However, at present, most of these activities cannot take place, but please try and keep in contact with one another without physical meetings.

Dan Keane,
RMATUI National Secretary.

The Officers wish to emphasise to our local RMATUI Branch Officers that they should not attempt to organise any meeting or other event which would in any way contravene Public Health Guidelines or in any way endanger the health of our valued members.

TUIRMA ANNUAL MEMBERSHIP RENEWAL 2020/21

If you have not paid your annual membership for 2020/21 please do so as soon as possible. You can pay your renewal subscription by:

- sending a cheque to the Treasurer: Tim O'Meara, Ballynaveen, Emly, Co. Tipperary or
- electronic transfer using the bank details below.

Name (Block letters) _____

Address _____

TUIRMA Membership Number:

(Found on envelope address label)

Method of Payment: Cheque ☐ Electronic transfer ☐

TUI RETIRED MEMBERS' ASSOCIATION BANK ACCOUNT DETAILS

Name of Bank: Permanent TSB **Address:** 12 -13 O'Connell Street, Dublin 1

BIC: IPBSIE2D **IBAN:** IE54IPBS99060180049890

DO NOT LEAVE IT TO OTHERS

Join our team and be involved in ensuring your legitimate entitlements in retirement



Sponsored by

cornmarket
group financial services ltd

*Congratulations to
Vol 43 No 1 winner*

*Mary Whelan,
Kennedy College,
New Ross, Co Wexford*

Crossword

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

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

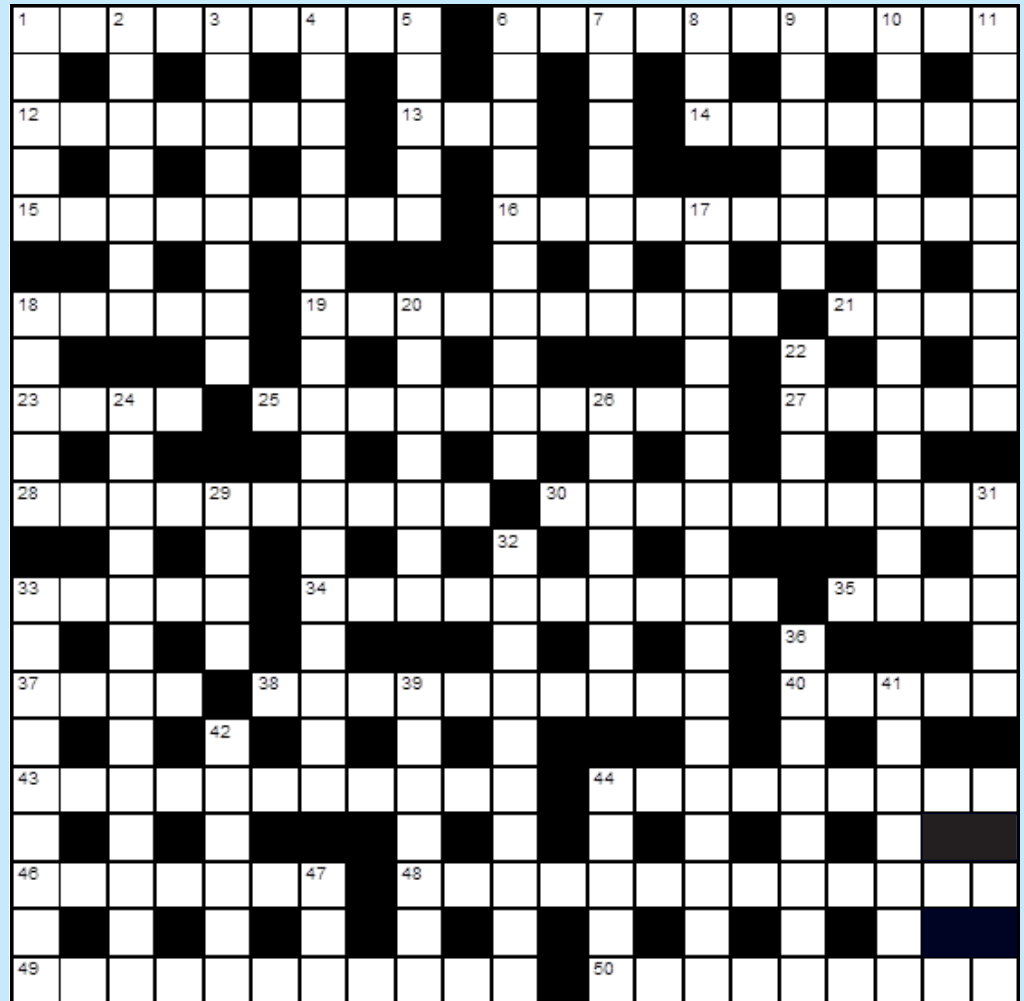
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI Crossword
November/December '20,
TUI, 73 Orwell Rd, Rathgar,
Dublin 6, D06 YP89.

Closing date for entries:
Friday, 8th January 2021.



ACROSS

- 1 An Italian appetiser. (9)
- 6 A variation in circumstances or fortune at different times in your life or in the development of something (11)
- 12 A ceremony at which a dead person is buried or cremated (7)
- 13 A pointed tool for marking surfaces or for punching small holes (3)
- 14 Cause great unhappiness for; distress (7)
- 15 A series of stages through which an organism passes between recurrences of a primary stage (4,5)
- 16 A gambler who plays the game of craps (11)
- 18 A four stringed instrument tuned in perfect fifths; Bowed string instrument of violin family (4)
- 19 An over-inquisitive person (4,6)
- 21 A plan made in secret by a group of people to do something illegal or harmful (4)
- 23 County in the north-east of Ireland (4)
- 25 A relationship of mutual affection between people. (10)
- 27 Not quite right; unfamiliar or out of place (5)
- 28 2008 movie starring Paul Rudd and Seann William Scott (4,6)
- 30 Beef cut from the short loin with lumbar vertebra with sections of abdominal internal oblique muscle on each side (1,4,5)
- 33 Become subject to as a result of one's own behaviour or actions (5)
- 34 Under-copy of a typed or written document (6,4)
- 35 The truncated remnant of a pencil, cigarette, or similar-

shaped object after use. (4)

- 37 French coast (4)
- 38 Falling rapidly and in copious quantities. (10)
- 40 2006 song by Amy Winehouse (5)
- 43 A branch of philosophy that examines the fundamental nature of reality (11)
- 44 1988 body-swap movie starring Judge Reinhold and Fred Savage. (4-5)
- 46 Giving the worrying impression that something bad is going to happen (7)
- 48 Making a show of being morally superior to other people. (13)
- 49 A photodetector used for detecting obstruction of a light beam (8,3)
- 50 Worried, troubled, or anxious (9)

DOWN

- 1 Very bad (5)
- 2 Pleasingly melodic (7)
- 3 A loin cut taken perpendicular to the spine of the pig (4,4)
- 4 Making two opposing statements (4-13)
- 5 Make a speech (5)
- 6 An early form of bicycle propelled by working pedals on cranks fitted to the front axle (10)
- 7 A privateer, especially one operating along the southern shore of the Mediterranean in the 16th-18th centuries; a pirate ship (7)
- 8 The --- 2005 Booker Prize winning novel by John Banville (3)

- 9 The action of people or things arriving somewhere (6)
- 10 Having or showing a low level of intellect (13).
- 11 Inflammation of the small intestine (9)
- 17 Idiomatic term for a speed bump (Hint - second word is 'policeman') (8,9)
- 18 Alcoholic drink made from apples (5)
- 20 Of stars (7)
- 22 1981 film starring George C. Scott, Tom Cruise and Sean Penn (4)
- 24 Industrial action undertaken without union leadership's authorisation, support, or approval (7,5)
- 26 Japanese grill (7)
- 29 8 down in Latin
- 31 A dish of pieces of meat, fish, or vegetables roasted or grilled on a skewer or spit (5)
- 32 Knowledge or awareness. (10)
- 33 Inconvenience (10)
- 36 A country or region brought under the control of the ancient Roman government (8)
- 39 Make a new supply or different form of (a product, especially a book or record) available for sale (7)
- 41 A long spear-like instrument used in fishing, whaling, sealing, and other marine hunting (7)
- 42 Pull (something, especially a tree or plant) out of the ground. (7)
- 44 Describing or predicting what will happen in the future. (5)
- 47 one of a pair of long, slender runners made of wood, plastic, or metal used in gliding over snow. (3)